

University of Huddersfield staff recruitment data

1 August 2023 – 31 July 2024

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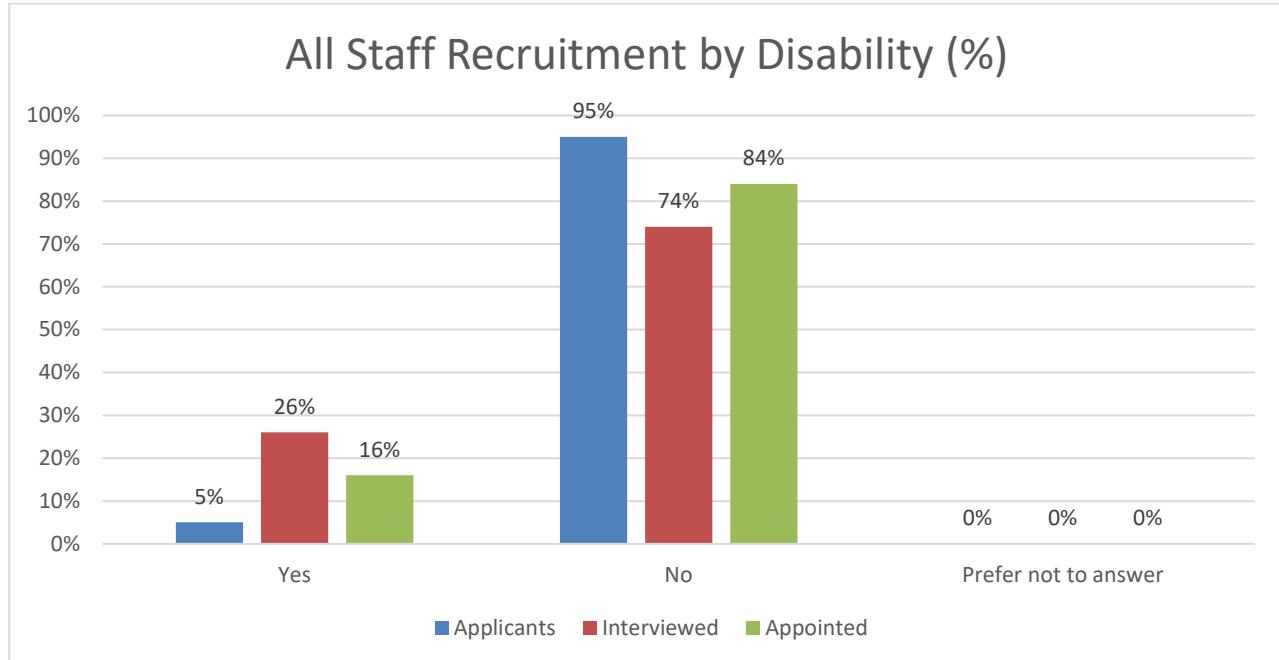
Introduction

The following information provides data on all (academic, senior and support) staff recruited during the period August 2023 – July 2024. The data is provided by the following protected characteristics: disability; ethnicity; sex; religion or belief; and sexual orientation. For each protected characteristic, the data is broken down by the following three stages of the University's recruitment process: application; shortlisted; and appointment.

During the period August 2023 - July 2024, 4,925 applications were received for positions at the University of Huddersfield. Of these applicants, 780 were shortlisted and 182 appointed. The average days from advert to offer was 43 (56, 2022-23) and the average number of applicants per vacancy was 19 (17, 2022-23).

Data are rounded to the nearest whole percent and therefore may not always total 100%.

Disability¹



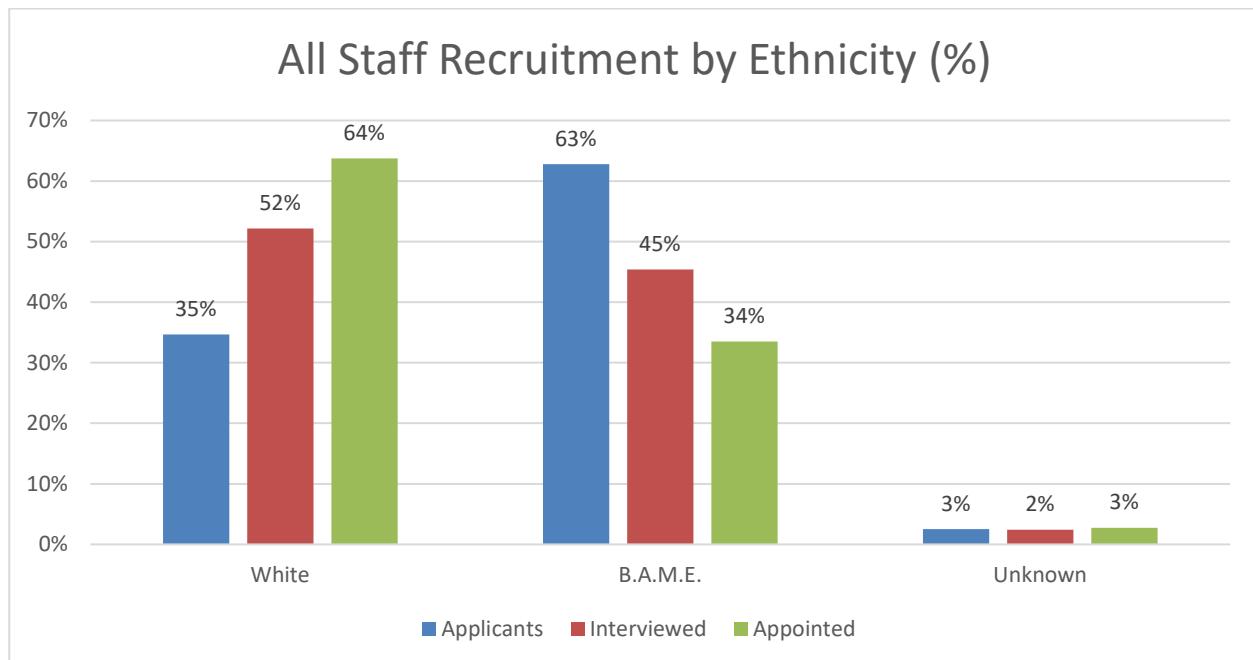
	Yes	No	Prefer not to answer
Applicants	5%	95%	0%
Interviewed	26%	74%	0%
Appointed	16%	84%	0%

Commentary

During the academic year 2023-24, 5% of **applicants** (7%, 2022-23; 7%, 2021-22), 26% of those **shortlisted** (24%, 2022-23; 30%, 2021-22) and 16% of those **appointed** (14%, 2022-23; 21%, 2021-22) declared a disability.

¹ Disability is defined under the Equality Act 2010 as a physical or mental impairment that has a substantial and long-term negative effect on a person's ability to carry out normal daily activities.

Ethnicity

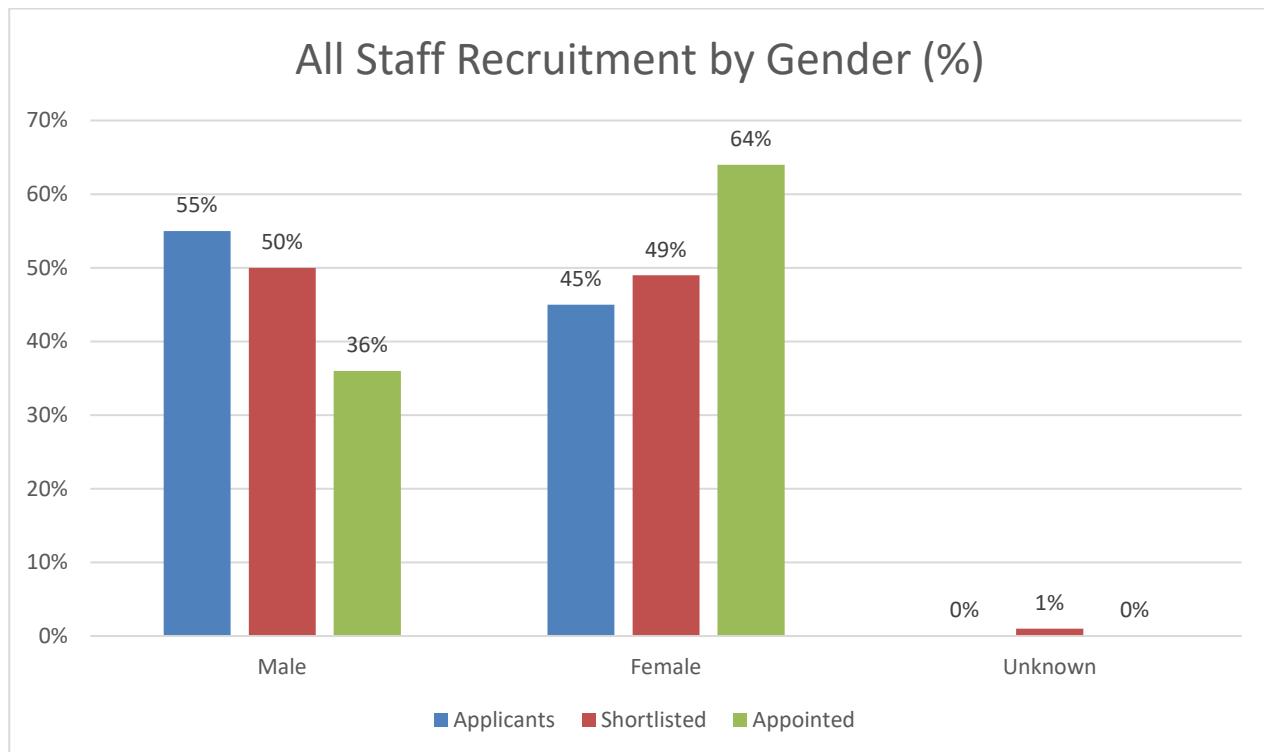


	White	B.A.M.E.	Prefer not to answer	Unknown
Applicants	35%	63%	0%	3%
Shortlisted	52%	45%	0%	2%
Appointed	64%	34%	0%	3%

Commentary

During the 2023-24 academic year, 63% of **applicants** (53%, 2022-23; 42%, 2021-22), 45% of those **shortlisted** (28%, 2022-23; 33%, 2021-22) and 34% of those **appointed** (32%, 2022-23; 21%, 2021-22) declared their ethnicity as Black, Asian, Mixed or Other.

Sex



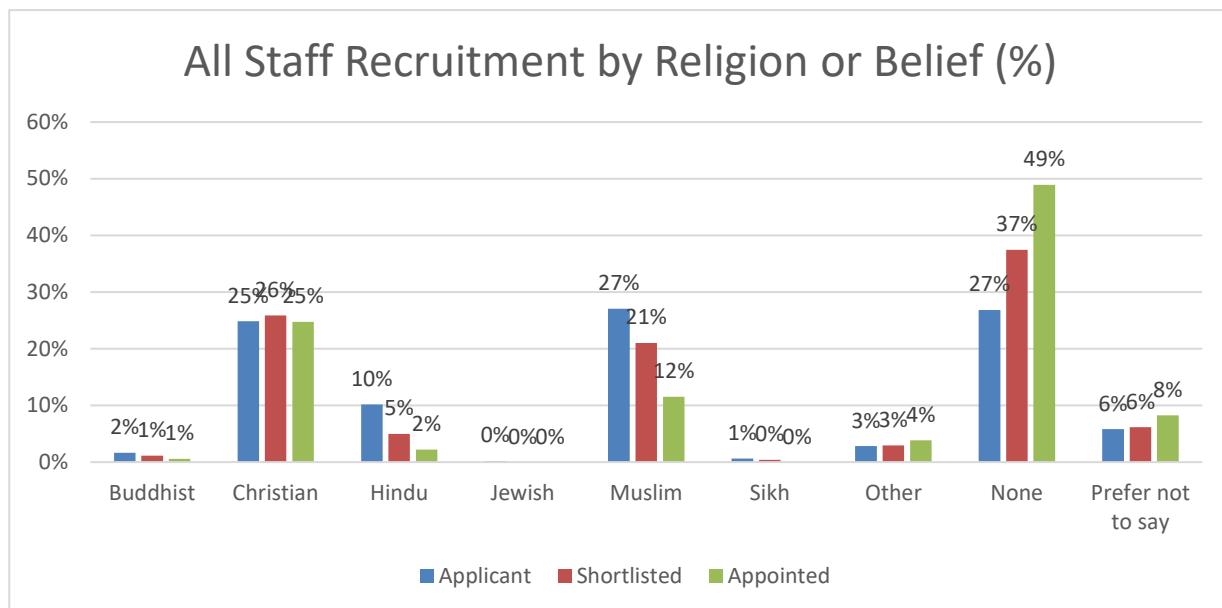
	Male	Female	Unknown
Applicants	55%	45%	0%
Shortlisted	50%	49%	1%
Appointed	36%	64%	0%

Commentary

During the academic year 2023-24, 45% of **applicants** (48%, 2022-23; 51%, 2021-22), 49% of those **shortlisted** (50%, 2022-23; 55%, 2021-22) and 64% of those **appointed** (56%, 2022-23; 64%, 2021-22) were female.

55% of **applicants** (51%, 2022-23; 48%, 2021-22), 50% of those **shortlisted** (49%, 2022-23; 45%, 2021-22) and 36% of **appointments** (44%, 2022-23; 36%, 2021-22) were male.

Religion or Belief



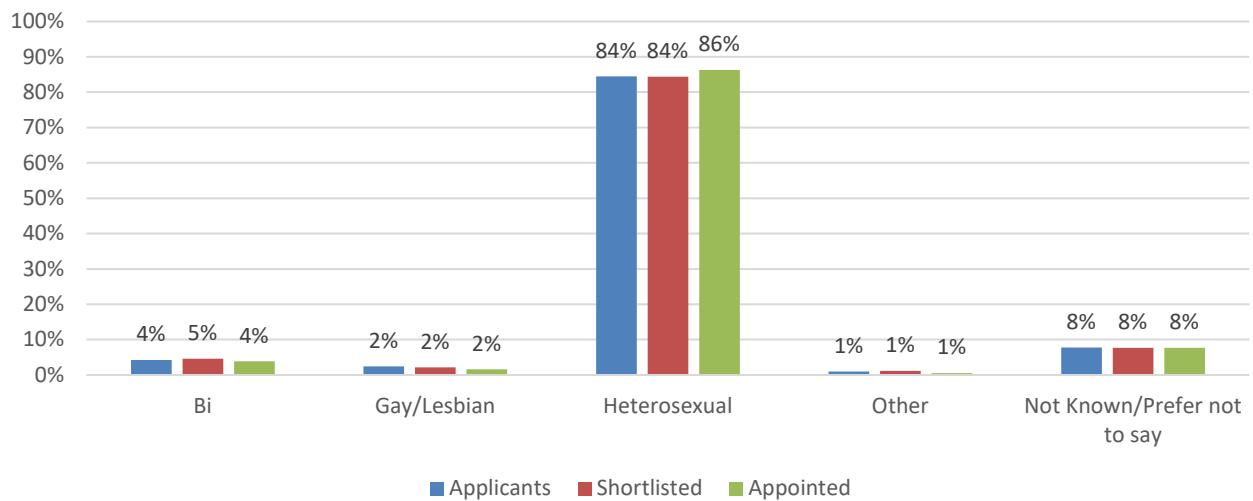
	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to answer
Applicants	2%	25%	10%	0%	27%	1%	3%	27%	6%
Shortlisted	1%	26%	5%	0%	21%	0%	3%	37%	6%
Appointed	1%	25%	2%	0%	12%	0%	4%	49%	8%

Commentary

During the academic year 2023-24, 27% of **applicants** stated that they had no religion (36%, 2022-23; 37%, 2021-22), 25% were Christian (26%, 2022-23; 24%, 2021-22), 27% were Muslim (11%, 2022-23; 20%, 2021-22) and 10% were Hindu (6%, 2022-23). Of those **appointed**, 49% declared that they had no religion (44%, 2022-23; 37%, 2021-22), 25% were Christian (31%, 2022-23; 31%, 2021-22), 12% were Muslim (6%, 2022-23; 9%, 2021-22) and 2% Hindu (3%, 2022-23).

Sexual Orientation

All Staff Recruitment by Sexual Orientation (%)



	Bi	Gay/ Lesbian	Heterosexual	Other	Prefer not to answer
Applicants	4%	2%	84%	1%	8%
Shortlisted	5%	2%	84%	1%	8%
Appointed	4%	2%	86%	1%	8%

Commentary

During the academic year 2023-24, 6% of **applicants** stated they were either Gay, Lesbian or Bi (8%, 2022-23; 8%, 2021-22). 8% of **applicants** preferred not to answer this question (8%, 2022-23; 7%, 2021-22).

Of those **appointed** in 2023-24, 6% stated they were Gay, Lesbian or Bi (10%, 2022-23; 9%, 2021-22). 8% of those **appointed** preferred not to answer this question (5%, 2022-23; 9%, 2021-22).