

University of Huddersfield - all staff turnover by protected characteristic 1 August 2022 – 31 July 2023

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Introduction

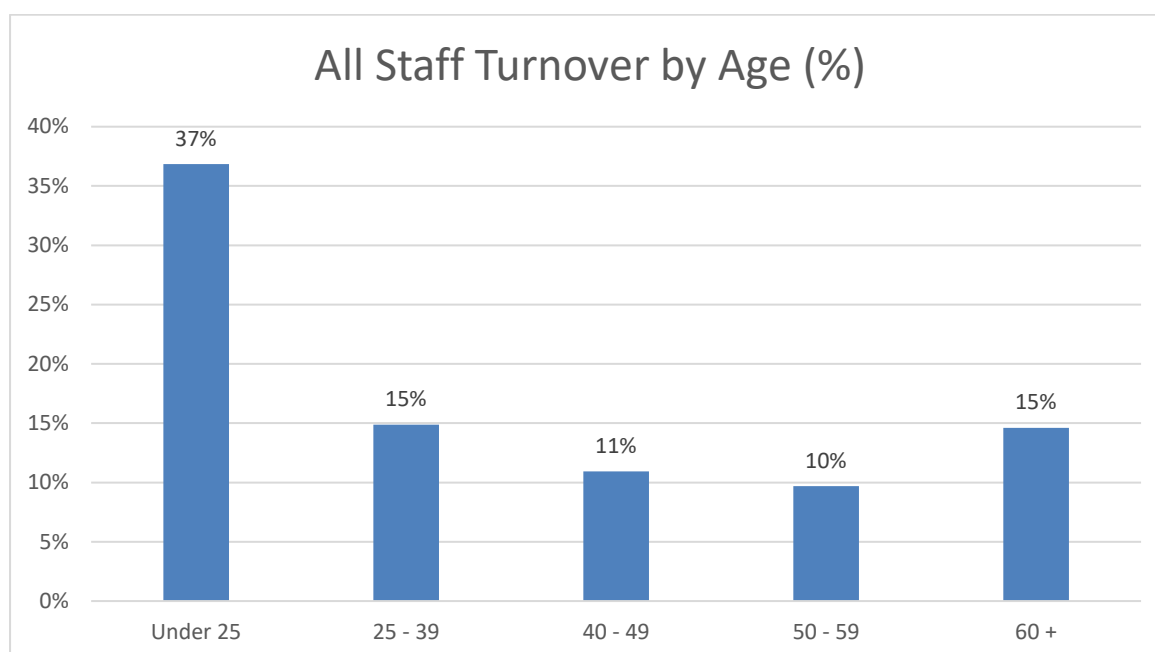
The following data provide information on all staff (academic, senior and support) across the University who voluntarily resigned during the academic year 2022-23. These data are provided by the following protected characteristic: age; disability; ethnicity; sex; religion or belief; and sexual orientation as well as by contract status (full or part time).

During 2022-23, a total of 243 staff resigned out of a staff population of 1961, equating to a 12% staff turnover rate (16%, 2021-22).

The previous two years of data are provided for comparison.

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

Age

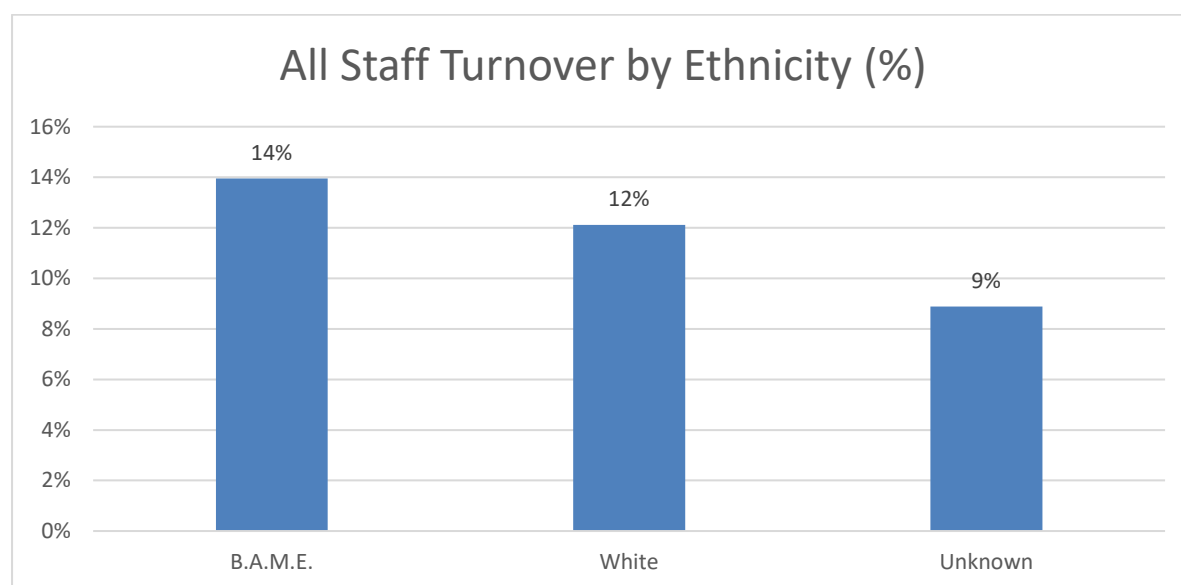


Age (years)	Total staff	Voluntary Leavers	2022-23 % Turnover	2021-22 % Turnover	2020-21 % Turnover
Under 25	19	7	37%	71%	36%
25 - 39	571	85	15%	25%	17%
40 - 49	595	65	11%	11%	7%
50 - 59	557	54	10%	9%	8%
60+	219	32	15%	21%	24%

Commentary

The highest turnover during 2022-23 was amongst those aged Under 25 at 37% (the highest in 2021-22 was those aged 'Under 25' at 71% due to the large number of Kickstart employees leaving during the period). The lowest turnover rate at 10% was amongst staff aged 50-59 (9% in 2020-21).

Ethnicity

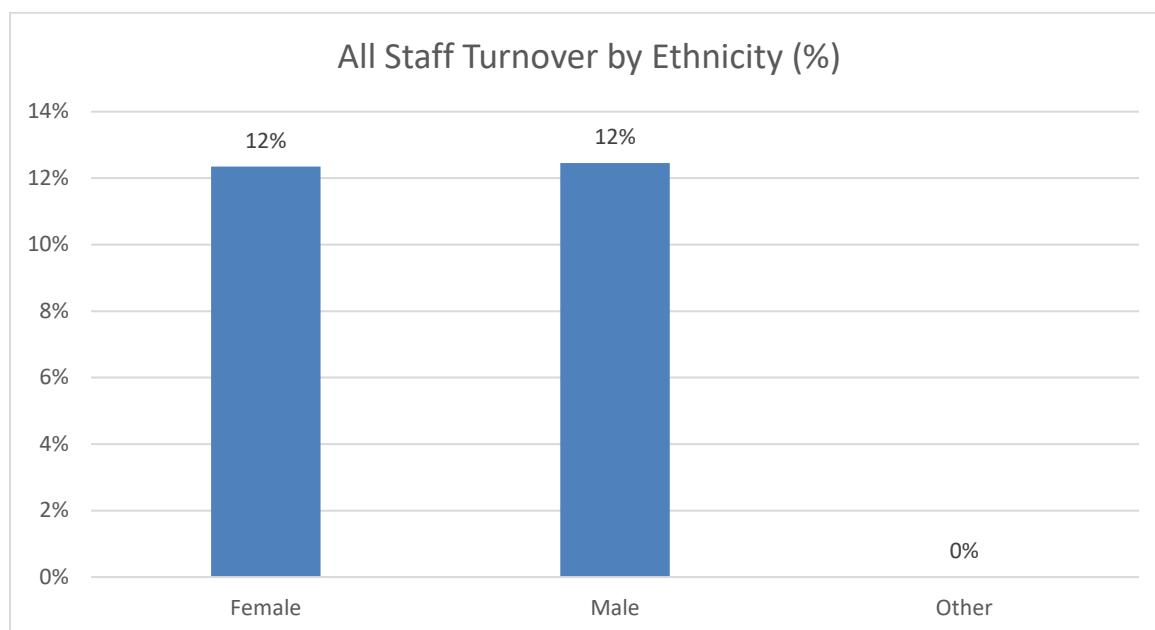


	Total staff	Voluntary Leavers	2022-23 % Turnover	2021-22 % Turnover	2020-21 % Turnover
B.A.M.E.	380	53	14%	31%	18%
White	1536	186	12%	14%	12%
Unknown	45	<5	9%	27%	0%

Commentary

During the academic year 2022-23 of the total staff population who declared their ethnicity as White, 12% resigned (14%, 2021-22). Of the total staff population who declared their ethnicity as Black, Asian, Mixed or Other, 14% resigned, (31% 2021-22).

Sex

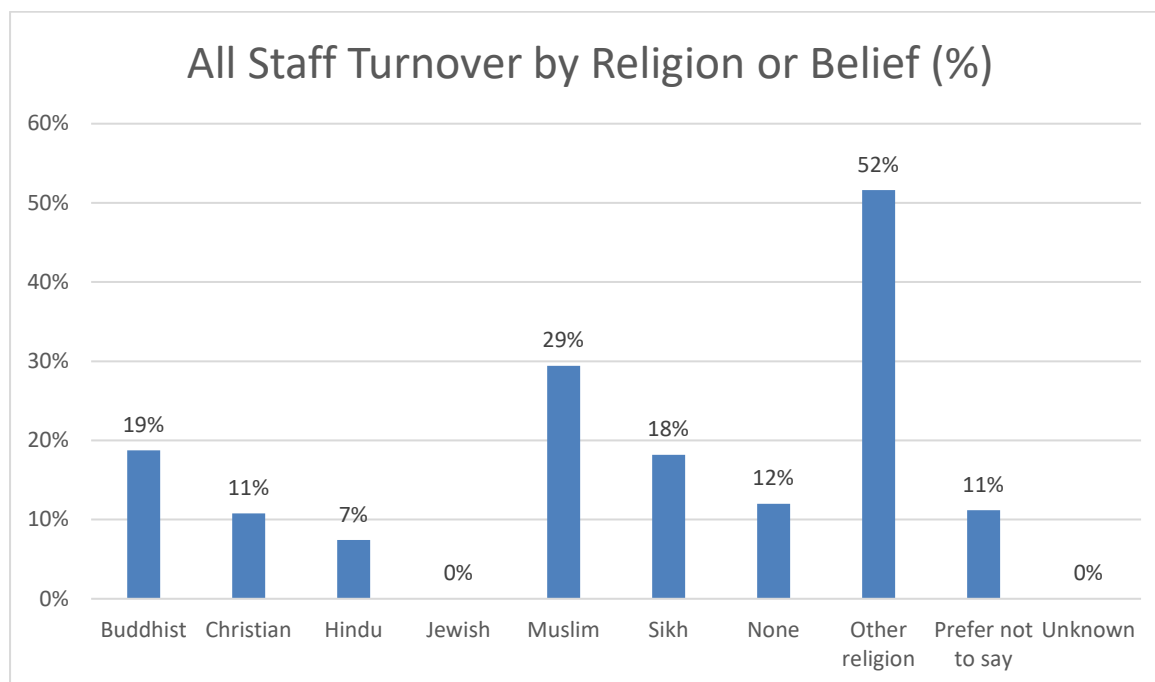


	Total staff	Voluntary Leavers	2022-23 % Turnover	2021-22 % Turnover	2020-21 % Turnover
Female	1134	140	12%	16%	13%
Male	827	103	12%	15%	12%
Other	0	0	0%	0%	0%

Commentary

Turnover was 12% for female staff (16%, 2021-22) and 12% for male staff (15% 2021-22) during 2022-23.

Religion or Belief



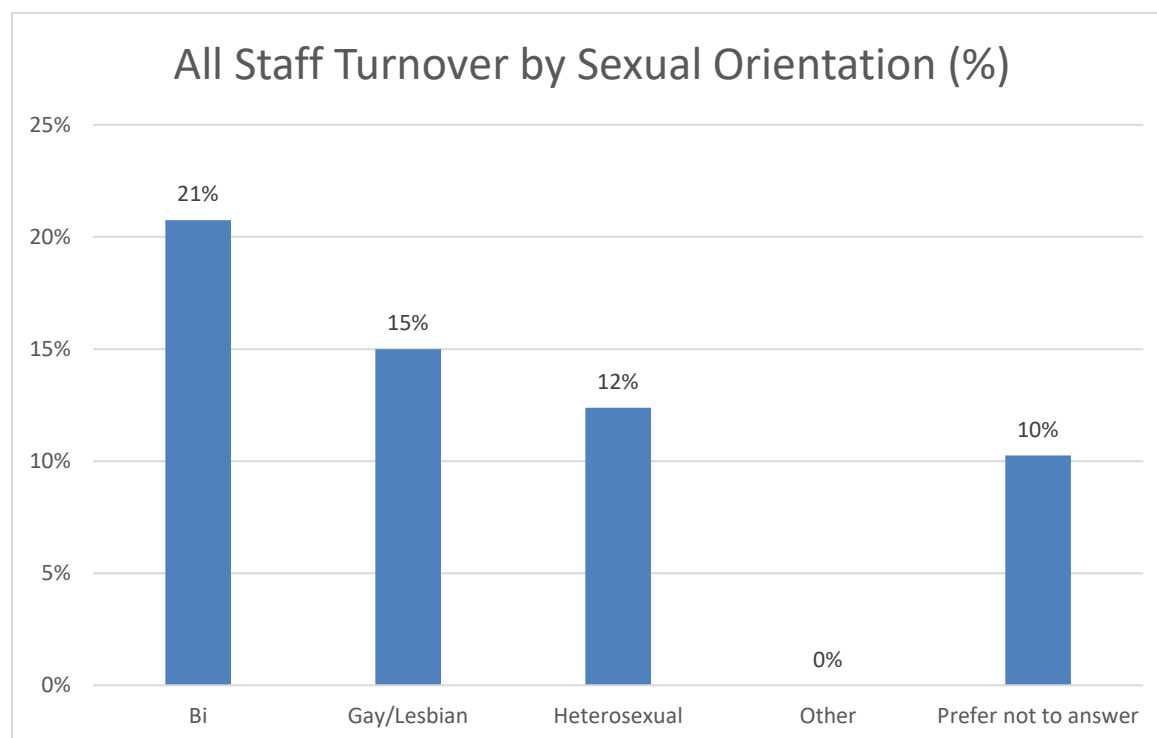
	Total staff	Voluntary Leavers	2022-3 % Turnover	2021-2 % Turnover	2020-21 % Turnover
Buddhist	16	<5	19%	19%	12%
Christian	687	74	11%	13%	13%
Hindu	27	<5	7%	17%	15%
Jewish	<5	<5	0%	0%	0%
Muslim	68	20	29%	37%	18%
Sikh	11	<5	18%	0%	36%
None	884	106	12%	16%	11%
Other religion	31	16	52%	80%	38%
Prefer not to answer	179	20	11%	10%	7%
Unknown	9	0	0%	0%	17%

Commentary

During the academic year 2022-23, the largest turnover rate was amongst Other Religion (52%) and Muslim (29%) staff. The lowest turnover rate was for Jewish staff at 0%.

Whilst these data are provided for transparency, it should be noted that due to the low number of staff in some categories, it may be difficult to draw meaningful conclusions when comparing across academic years.

Sexual Orientation



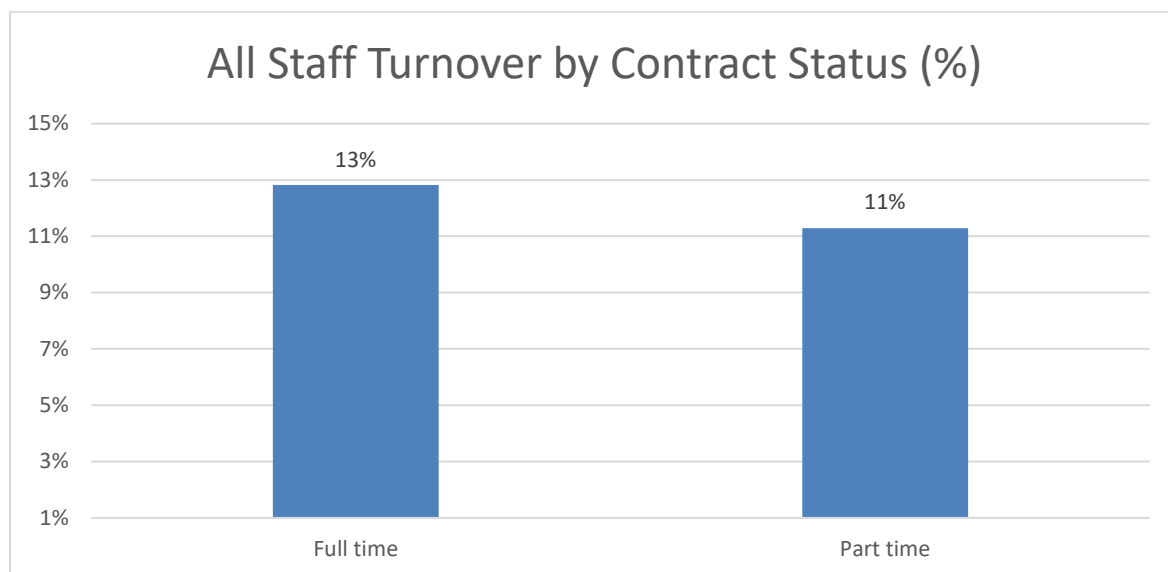
	Total staff	Voluntary Leavers	2022-23% Turnover	2021-22% Turnover	2020-21% Turnover
Bi	53	11	21%	33%	16%
Gay/Lesbian	40	6	15%	16%	30%
Heterosexual	1623	201	12%	15%	13%
Other	<5	<5	0%	10%	13%
Prefer not to answer	244	25	10%	16%	7%

Commentary

The turnover for staff disclosing as Gay/Lesbian was 15% in 2022-23 (16%, 2021-22), 21% for staff disclosing as Bi (33%, 2021-22), and 12% for staff disclosing as Heterosexual (15%, 2021-22).

Whilst these data are provided for transparency, it should be noted that due to the low number of staff in some categories, it may be difficult to draw meaningful conclusions when comparing data across academic years.

Contract Status



	Total staff	Voluntary Leavers	2022-23 % Turnover	2021-22 % Turnover	2020-21 % Turnover
Full time	1412	181	13%	15%	13%
Part time	549	62	11%	17%	12%

Commentary

During the academic year 2022-23 the turnover rate for part time members of staff was 11% (17%, 2021-22) compared to a turnover rate for full time members of staff of 13% (15% 2021-22).