

University of Huddersfield - all staff turnover by protected characteristic 1 August 2023 – 31 July 2024

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Introduction

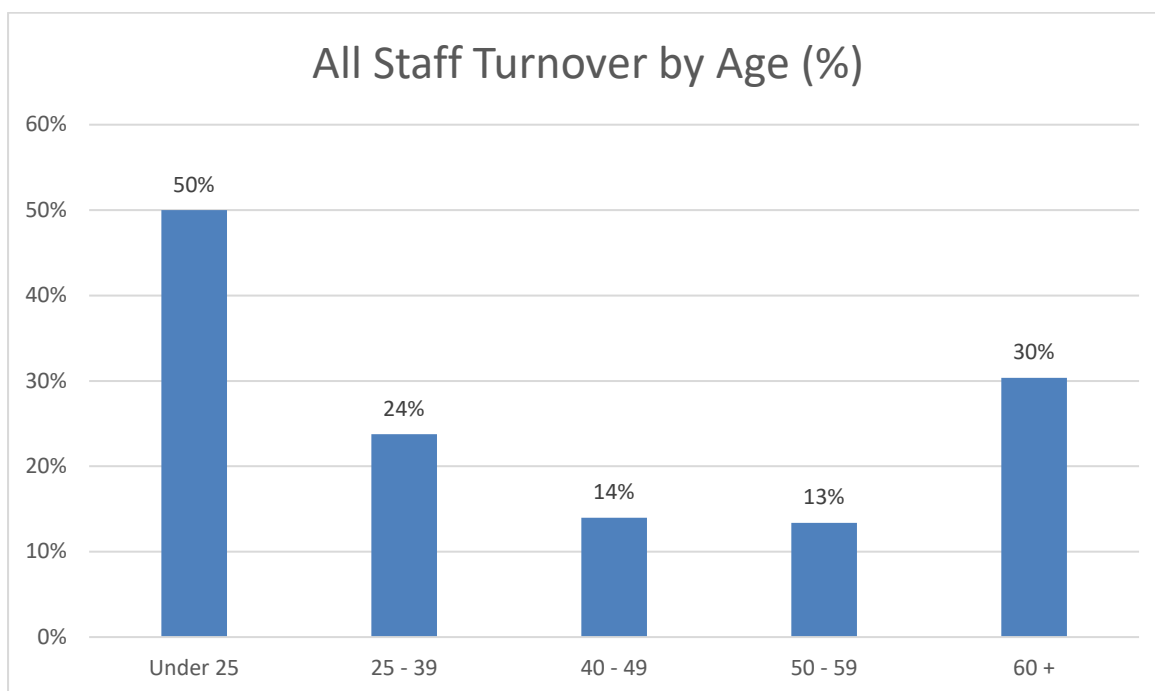
The following data provide information on all staff (academic, senior and support) across the University who voluntarily resigned during the academic year 2023-24. These data are provided by the following protected characteristic: age; disability; ethnicity; sex; religion or belief; and sexual orientation as well as by contract status (full or part time).

During 2023-24, a total of 331 staff resigned out of a staff population of 1762, equating to a 19% staff turnover rate (12%, 2022-23).

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

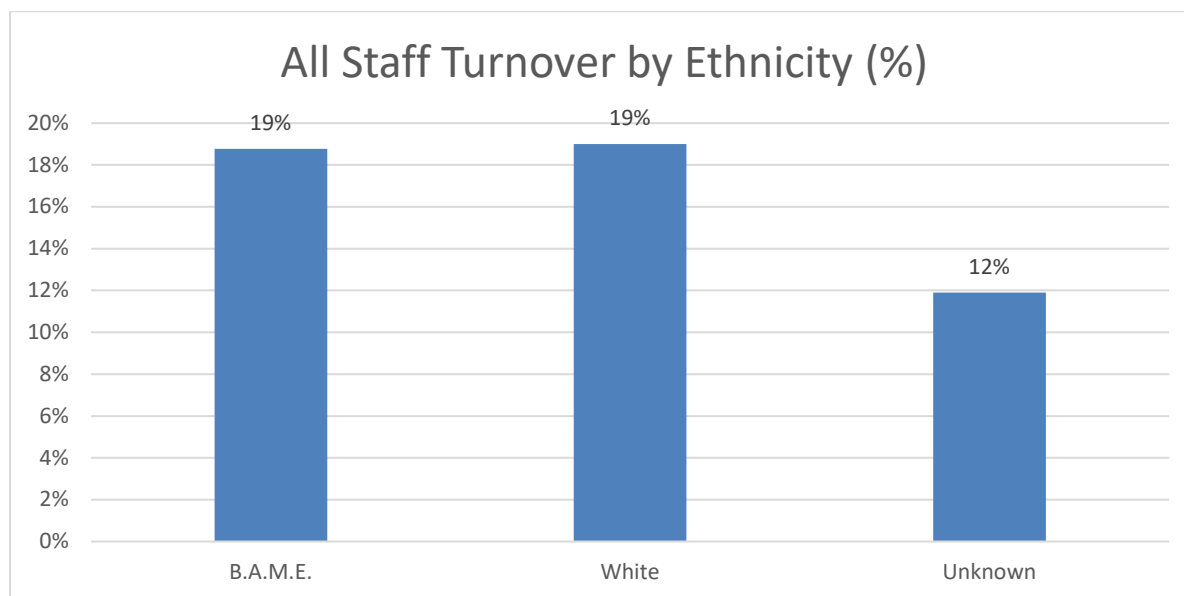


Age (years)	Total staff	Voluntary Leavers	2023-24 % Turnover	2022-23 % Turnover	2021-22 % Turnover
Under 25	16	8	50%	37%	71%
25 - 39	501	119	24%	15%	25%
40 - 49	558	78	14%	11%	11%
50 - 59	486	65	13%	10%	9%
60+	201	61	30%	15%	21%

Commentary

The highest turnover during 2023-24 was amongst those aged Under 25 at 50% (37%, 2022-23). The lowest turnover rate at 13% was amongst staff aged 50-59 (10% in 2022-23).

Ethnicity

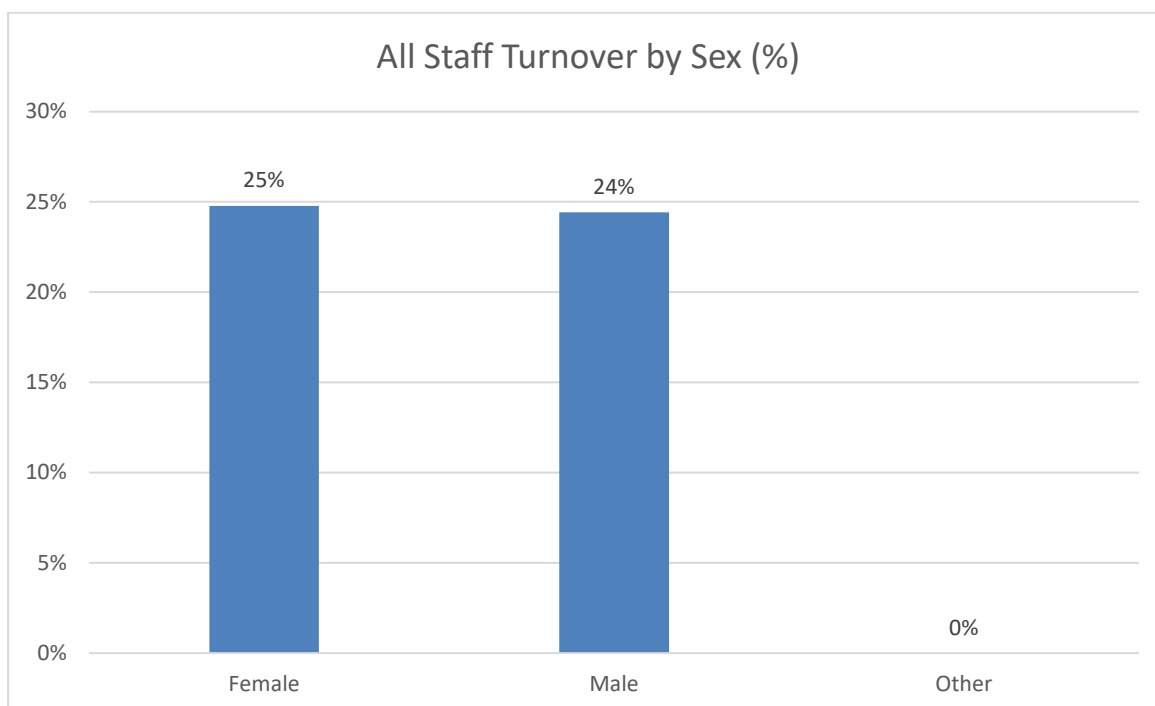


	Total staff	Voluntary Leavers	2023-24 % Turnover	2022-23 % Turnover	2021-22 % Turnover
B.A.M.E.	357	67	19%	14%	31%
White	1363	259	19%	12%	14%
Unknown	42	≤5	12%	9%	27%

Commentary

During the academic year 2023-24 of the total staff population who declared their ethnicity as White, 19% resigned (12%, 2022-23). Of the total staff population who declared their ethnicity as Black, Asian, Mixed or Other, 19% resigned, (14% 2022-23).

Sex

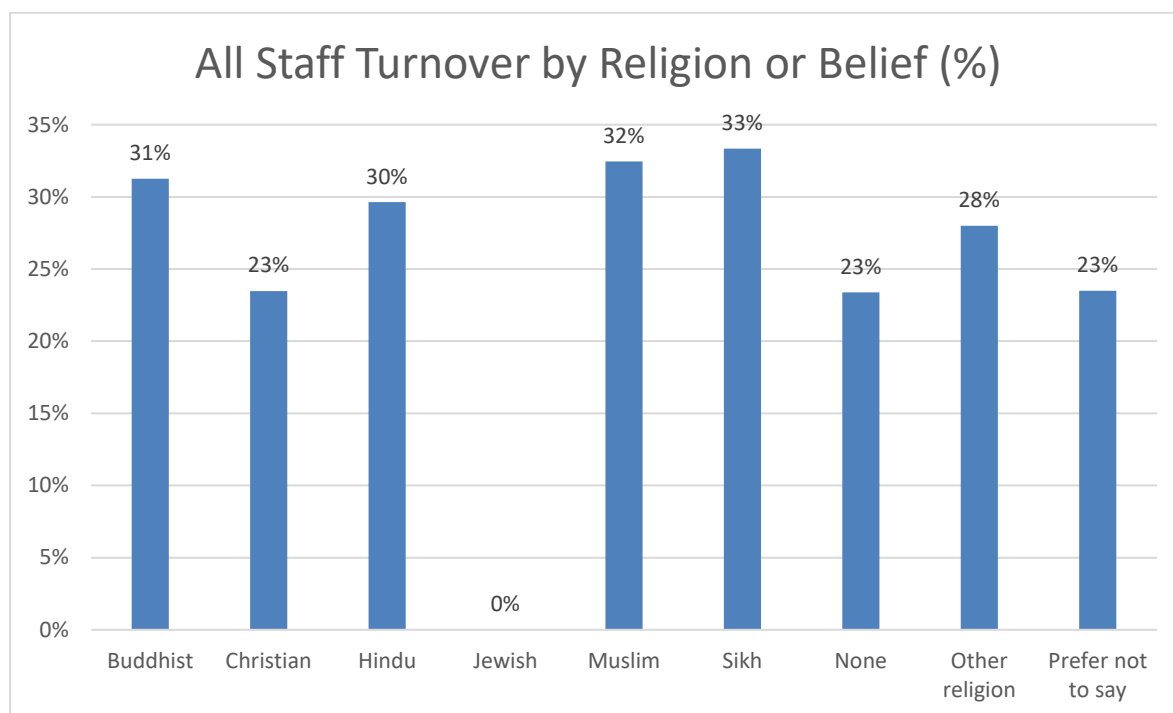


	Total staff	Voluntary Leavers	2023-24 % Turnover	2022-23 % Turnover	2021-22 % Turnover
Female	1017	252	25%	12%	16%
Male	745	182	24%	12%	15%
Other	0	0	0%	0%	0%

Commentary

Turnover was 25% for female staff (12%, 2022-23) and 24% for male staff (12% 2022-23) during 2023-24.

Religion or Belief



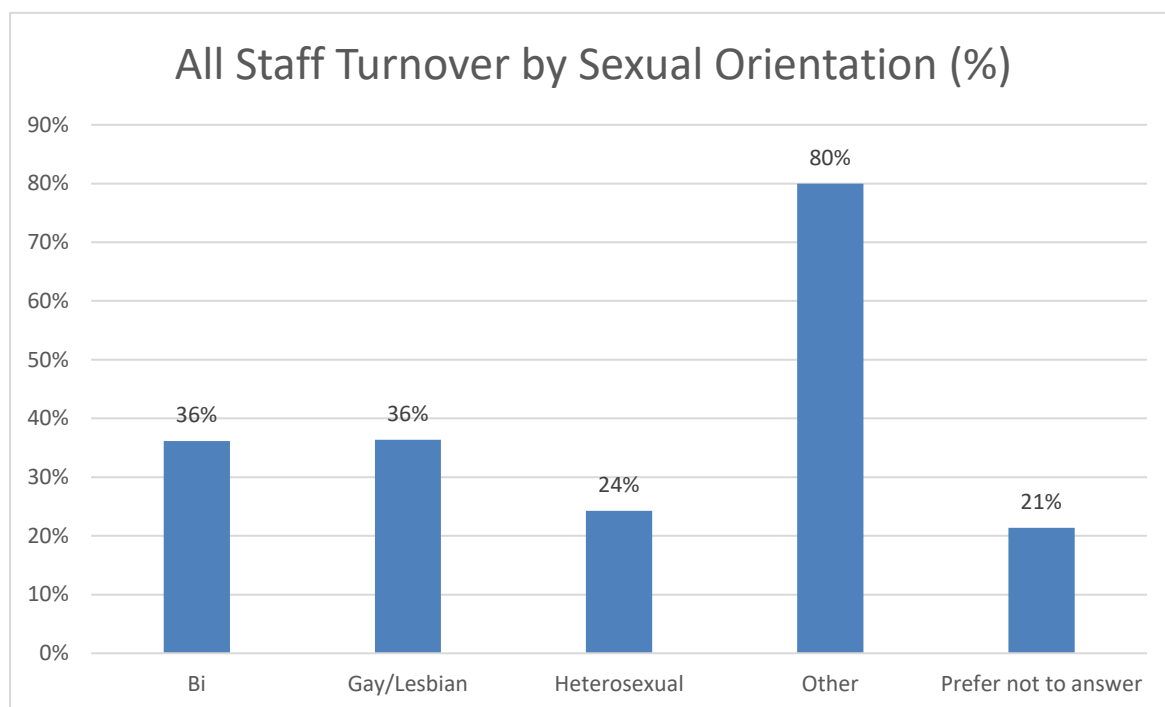
	Total staff	Voluntary Leavers	2023-24 % Turnover	2022-23 % Turnover	2021-22 % Turnover
Buddhist	16	≤5	31%	19%	19%
Christian	605	142	23%	11%	13%
Hindu	27	8	30%	7%	17%
Jewish	≤5	≤5	0%	0%	0%
Muslim	114	37	32%	29%	37%
Sikh	9	≤5	33%	18%	0%
None	740	173	23%	12%	16%
Other religion	100	28	28%	52%	80%
Prefer not to answer	149	35	23%	11%	10%
Unknown	16	≤5	31%	0%	0%

Commentary

During the academic year 2023-24, the largest turnover rate was amongst Sikh (33%) and Muslim (32%) staff. The lowest turnover rate was for Christian staff (23%), those declaring no religion (23%) and Jewish staff (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

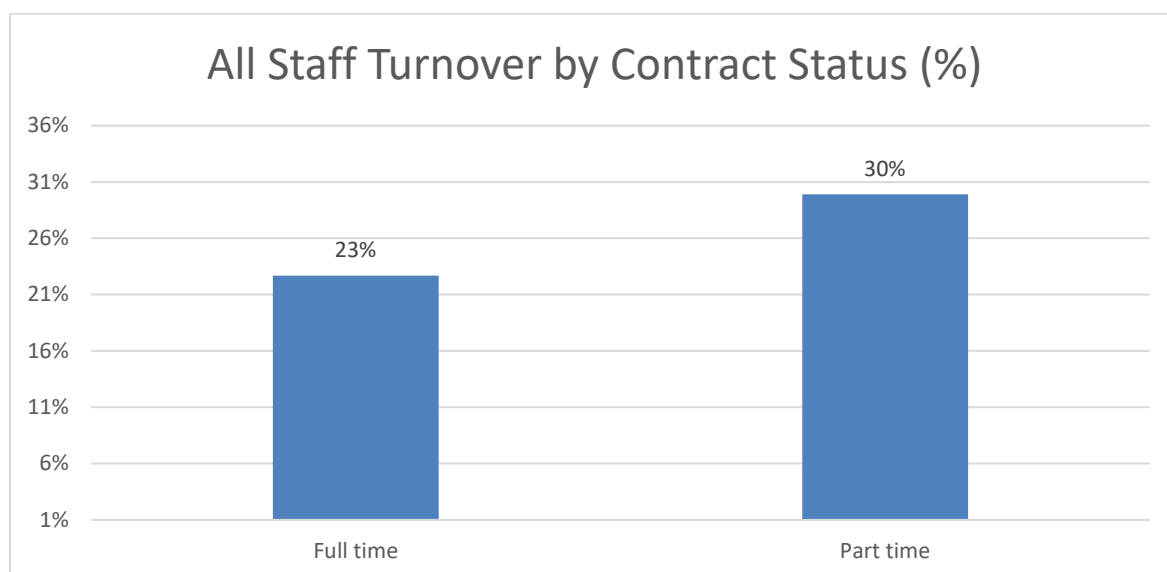


	Total staff	Voluntary Leavers	2023-24% Turnover	2022-23% Turnover	2021-22% Turnover
Bi	47	17	36%	21%	33%
Gay/Lesbian	33	12	36%	15%	16%
Heterosexual	1476	358	24%	12%	15%
Other	≤5	≤5	80%	0%	10%
Prefer not to answer	201	43	21%	10%	16%

Commentary

The turnover for staff disclosing as Gay/Lesbian was 36% in 2023-24 (15%, 2022-23), 36% for staff disclosing as Bi (21%, 2022-23), and 24% for staff disclosing as Heterosexual (12%, 2022-23).

Contract Status



	Total staff	Voluntary Leavers	2023-24 % Turnover	2022-23 % Turnover	2021-22 % Turnover
Full time	1287	292	23%	13%	15%
Part time	475	142	30%	11%	17%

Commentary

During the academic year 2023-24 the turnover rate for part time members of staff was 30% (11%, 2022-23) compared to a turnover rate for full time members of staff of 23% (13%, 2022-23).