

University of Huddersfield - protected characteristics by FTE – 31 July 2023

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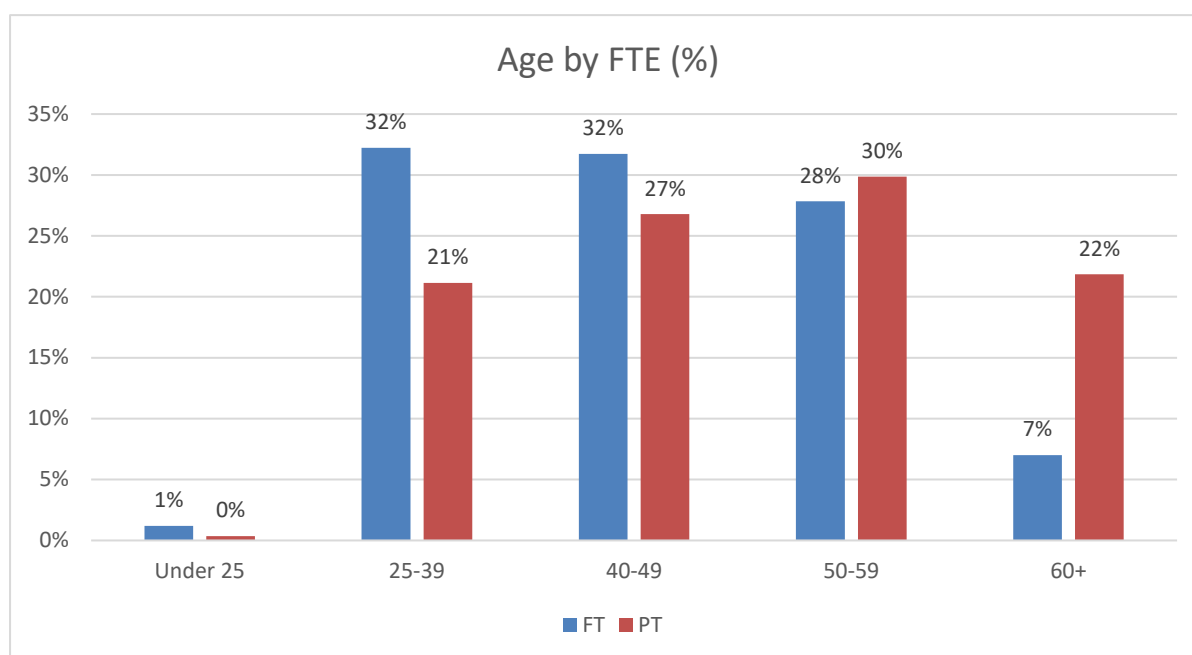
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Introduction

The following information provides data on all (academic, senior and support) staff in post at the University of Huddersfield as of 31 July 2023 split by FTE. These data are provided by the following protected characteristics: age; disability; ethnicity; sex; religion or belief and sexual orientation. The total staff headcount on 31 July 2023 was 1961.

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

Age

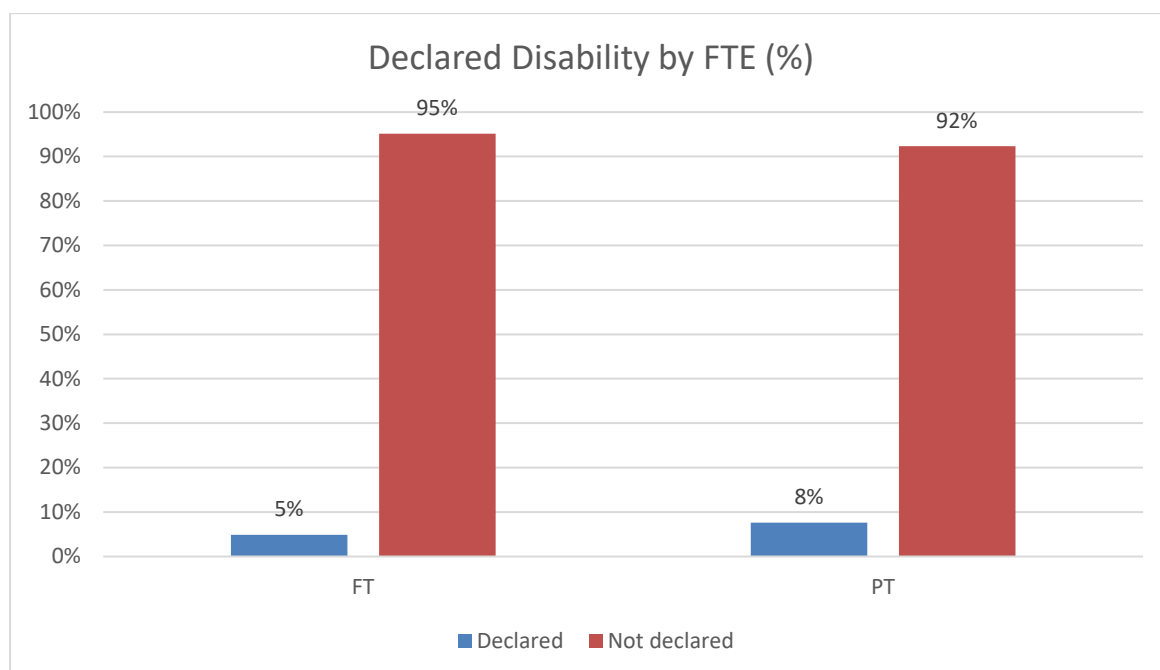


Contract Type	Under 25	25-39	40-49	50-59	60+
Full Time	1%	32%	32%	28%	7%
Part Time	0%	21%	27%	30%	22%

Commentary

The highest proportion of part-time staff fall within the 40–49 and 50–59 age ranges, while the lowest proportion is in the ‘Under 25’ category, which has no part-time staff. For full time staff, the higher percentage is in the 25-39, 40-49 and 50-59 age range and the lowest percentage of full-time staff falls within the ‘Under 25’ (1%) and 60+ (7%) age bands.

Disability¹



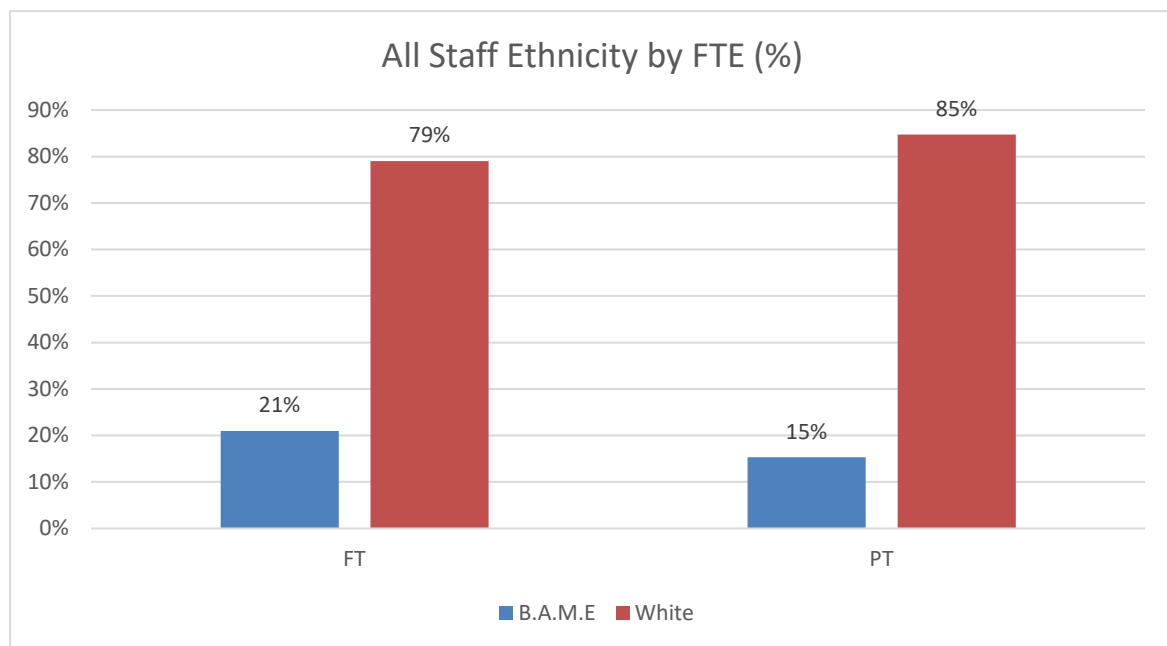
All Staff	Full Time	Part Time
Disabled	5%	8%
No known disability	95%	92%

Commentary

There is a +3% variance between those declaring disabilities in part time roles and those in full time roles. Declaration rates rely on an individual self-reporting using the HR self-service portal or through identification of a disability as part of casework management. Whilst some staff would meet the definition of disability under the Equality Act, they may not consider themselves disabled and therefore do not declare, which will account for a proportion of staff with no known disability. Those who choose not to declare are also included in No known 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

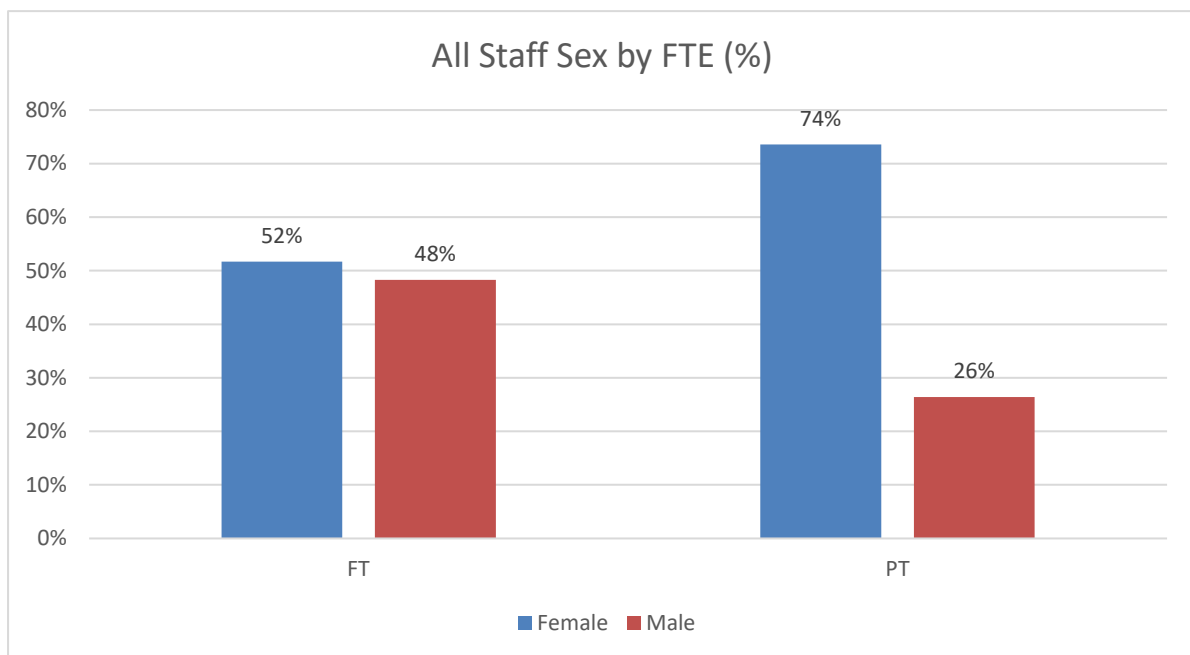


All Staff	Full Time	Part Time
B.A.M.E.	21%	15%
White	79%	85%
Prefer not to answer	0%	0%

Commentary

The percentage of B.A.M.E staff members on full-time contracts is 6% higher than those on part-time contracts. This is reversed for White staff members where the percentage of staff on full-time contracts is 6% lower than those on part-time contracts.

Sex

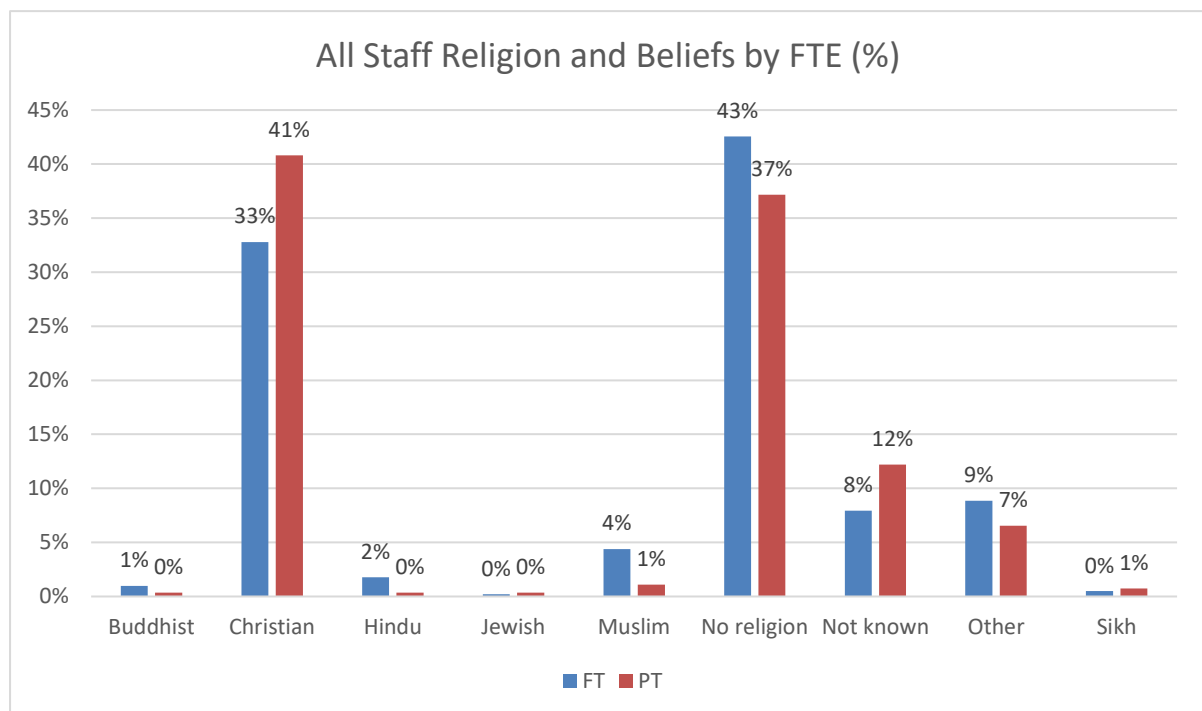


All Staff	Full Time	Part Time
Female	52%	74%
Male	48%	26%

Commentary

The sex split for full time staff is 52% Females to 48% males. For part time staff this changes to 74% for females and 26% for males, representing the higher number of female part time workers we have in cleaning, catering and admin roles.

Religion or Belief

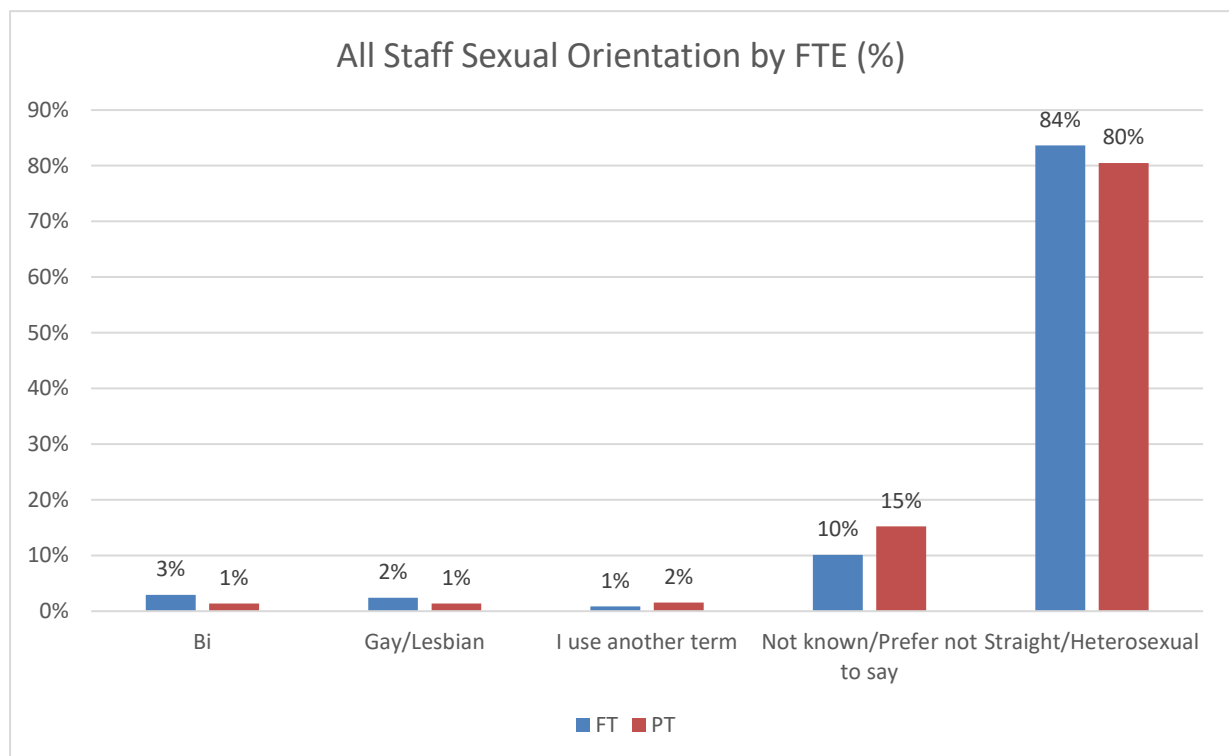


Grade	Buddhist	Christian	Hindu	Jewish	Muslim	No religion	Not known	Other	Sikh
Full Time	1%	33%	2%	0%	4%	43%	8%	9%	0%
Part Time	0%	41%	0%	0%	1%	37%	12%	7%	1%

Commentary

Across all contract types the highest percentage of religious declarations are for Christian and No Religion. A slightly higher percentage of part-time staff (4%) chose not to declare their religion.

Sexual Orientation



All Staff	Bi	Gay/Lesbian	Heterosexual	Prefer not to say	Other
Full Time	3%	2%	84%	10%	1%
Part Time	1%	1%	80%	15%	2%

Commentary

The percentage of staff declaring their sexual orientation as Gay/Lesbian or Bi is higher for full-time staff members (5%) compared to part-time staff members (2%).

The percentage of staff declaring their sexual orientation as heterosexual is also lower for part-time staff members (-4% variance) and the variance is present in the higher percentage of part-time staff choosing not to declare.