

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

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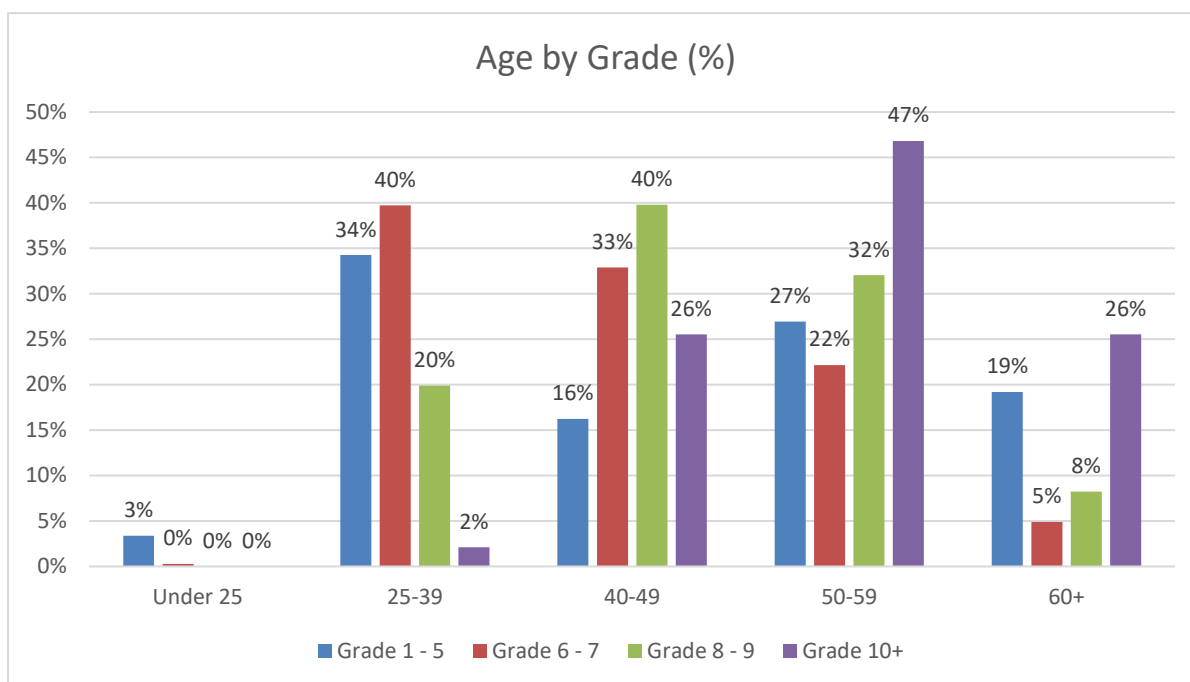
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Introduction

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 grade. 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

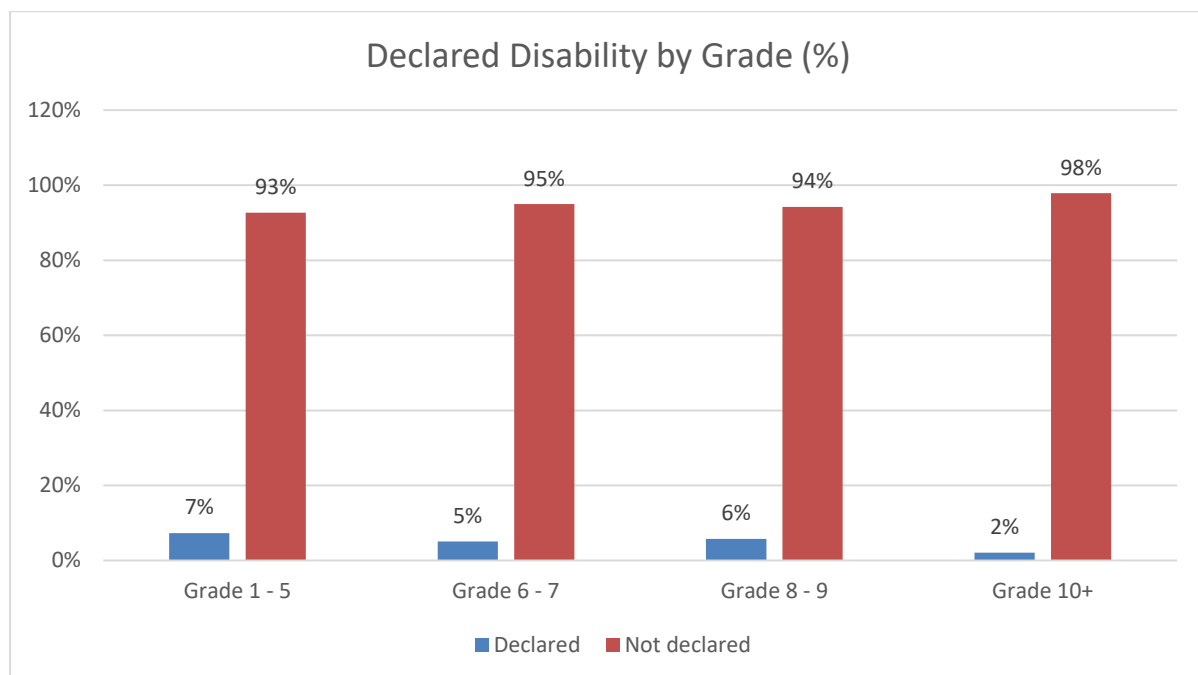


Age Range (years)	Under 25	25-39	40-49	50-59	60+
Grade 1 - 5	3%	34%	16%	27%	19%
Grade 6 - 7	0%	40%	33%	22%	5%
Grade 8 - 9	0%	20%	40%	32%	8%
Grade 10 +	0%	2%	26%	47%	26%

Commentary

The highest percentage of staff in Grades 8-9 and Grade 10+ are in the age ranges 40-49 and 50-59. All staff under 25 are Grade 1 – 5. The highest percentage of staff in Grade 6 – 7 falls within the age range 25-39 which would indicate staff in the early stages of their career.

Disability¹



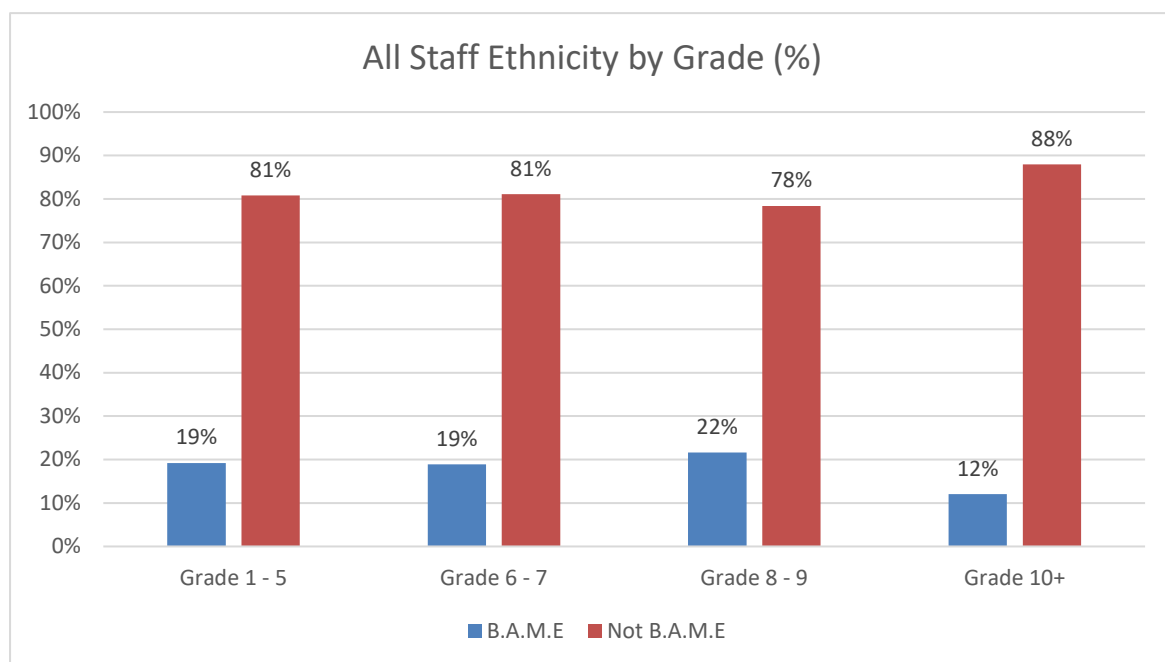
All Staff	Grade 1 - 5	Grade 6 - 7	Grade 8 - 9	Grade 10 +
Disabled	7%	5%	6%	2%
No known disability	93%	95%	94%	98%

Commentary

The highest percentage of declarations is within Grades 1 – 5 with the lowest in Grade 10 +. 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 do not consider themselves disabled and therefore do not declare.

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

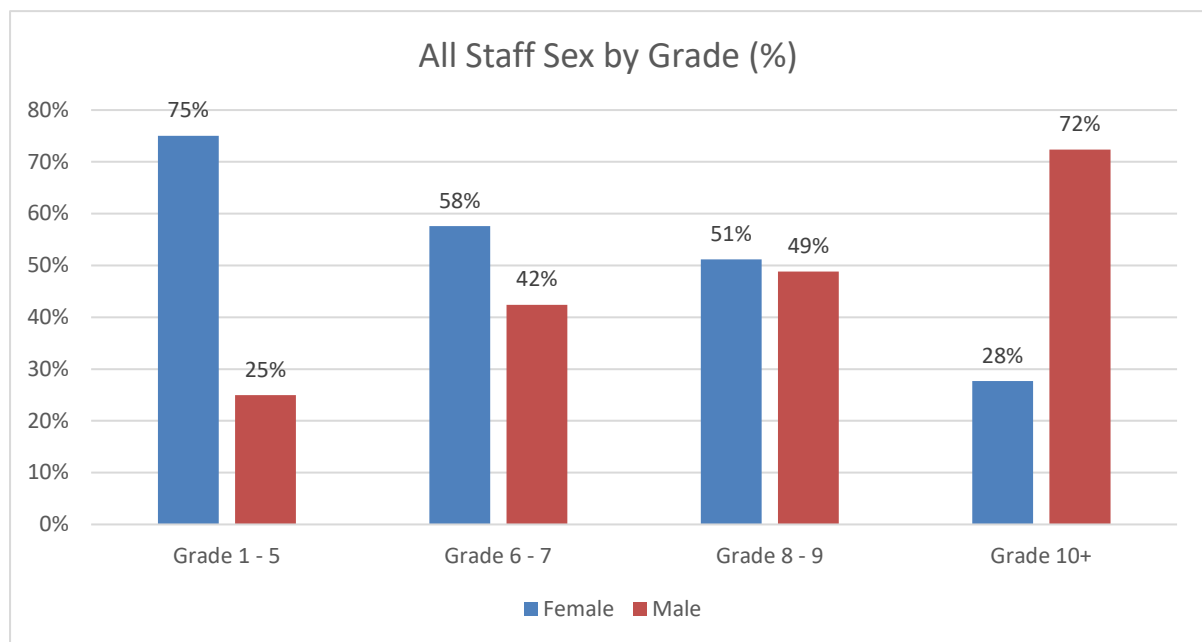


All Staff	Grade 1 - 5	Grade 6 - 7	Grade 8 - 9	Grade 10 +
B.A.M.E.	19%	19%	22%	12%
White	81%	81%	78%	88%
Prefer not to answer	0%	0%	0%	0%

Commentary

The highest proportion of B.A.M.E. staff is found within Grades 8–9, with only a 3% variance between Grades 1–5, 6–7, and 8–9. Grade 10 shows a lower percentage at 12%; however, this group represents the smallest number of staff in the sample.

Sex

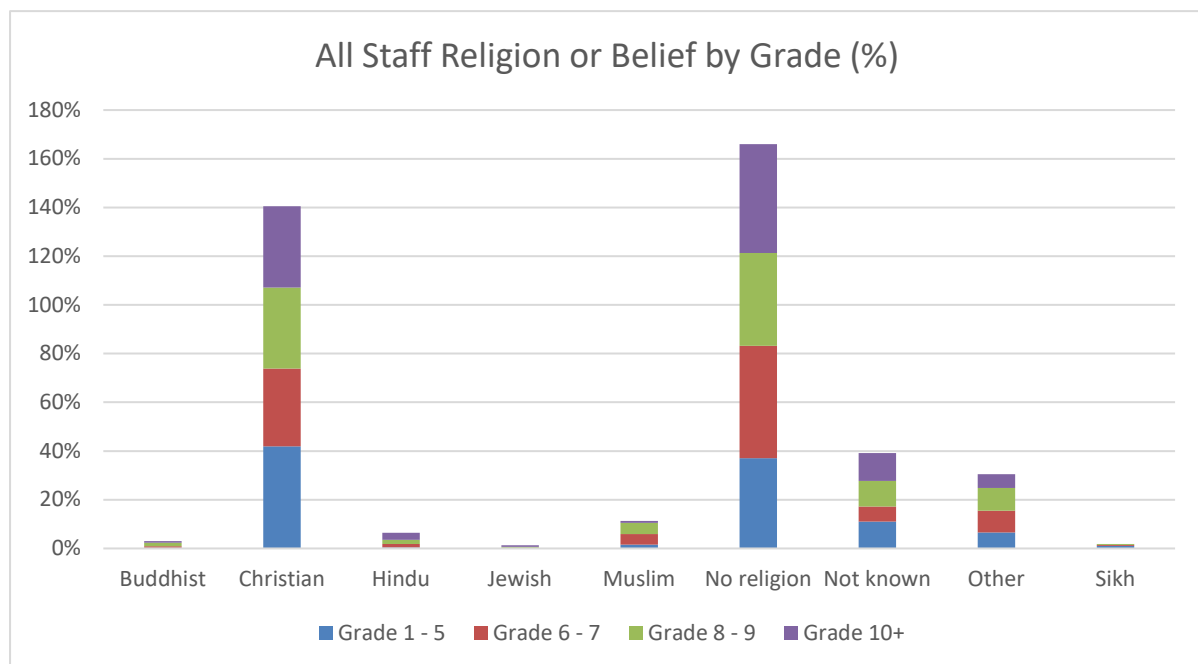


All Staff	Grade 1 - 5	Grade 6 - 7	Grade 8 - 9	Grade 10 +
Female	75%	58%	51%	28%
Male	25%	42%	49%	72%

Commentary

The overall percentage of male (42%) and female (58%) staff has remained constant across the period 2021-23 however there is a variance between the grades. Grades 6 – 7 and 8 – 9 are closer to this split but Grades 1 -5 have a much higher representation of female staff (75%). This is reversed in Grade 10 + where there is a much higher proportion of males (72%).

Religion or Belief

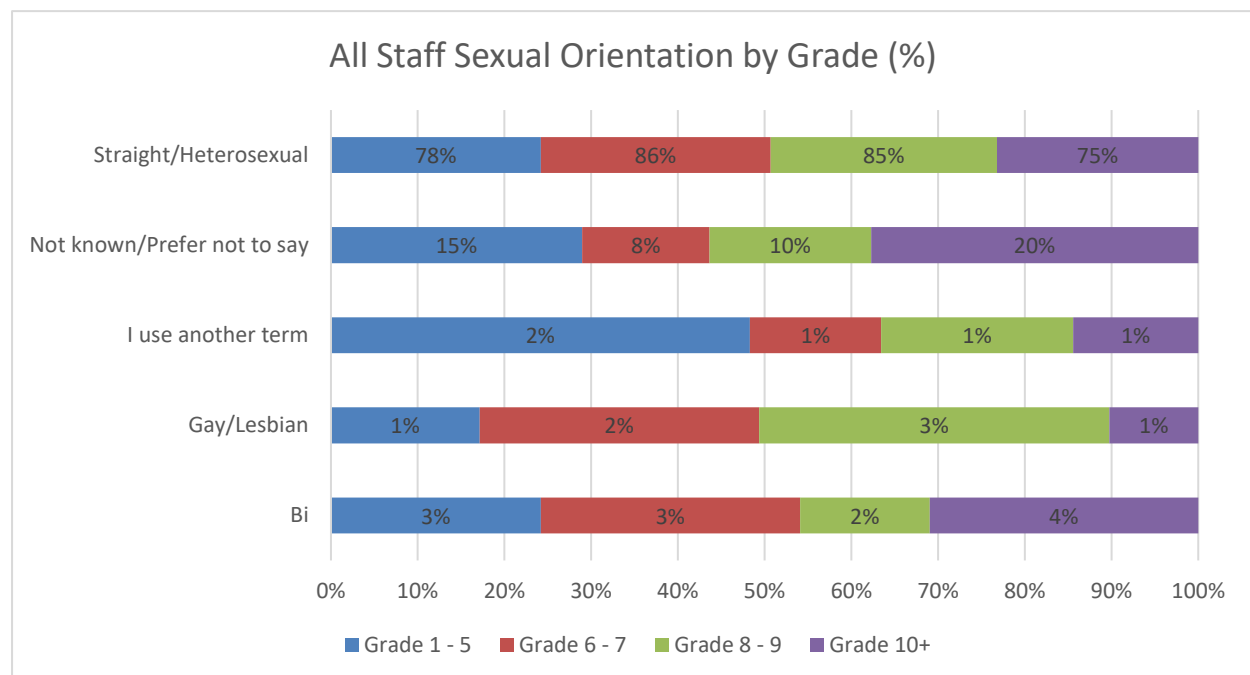


Grade	Buddhist	Christian	Hindu	Jewish	Muslim	No religion	Not known	Other	Sikh
Grade 1 - 5	0%	42%	0%	0%	2%	37%	11%	7%	1%
Grade 6 - 7	1%	32%	1%	0%	4%	46%	6%	9%	0%
Grade 8 - 9	1%	33%	2%	0%	5%	38%	11%	9%	0%
Grade 10 +	1%	33%	3%	1%	1%	45%	11%	6%	0%

Commentary

Across all grades the highest percentage of declarations are for Christian and No Religion.

Sexual Orientation



All Staff	Bi	Gay/Lesbian	Heterosexual	Prefer not to say	Prefer to self-describe
Grade 1 - 5	3%	1%	78%	15%	2%
Grade 6 - 7	3%	2%	86%	8%	1%
Grade 8 - 9	2%	3%	85%	10%	1%
Grade 10 +	4%	1%	75%	20%	1%

Commentary

The percentage of staff declaring their sexual orientation as Gay/Lesbian or Bi is consistent across all grades (4/5%). The percentage of staff declaring their sexual orientations as heterosexual is lower for Grade 1-5 and Grade 10+ and the 'Prefer not to say' percentage is higher for these grades.