

# University of Huddersfield - all staff in post by protected characteristic – 31 July 2024

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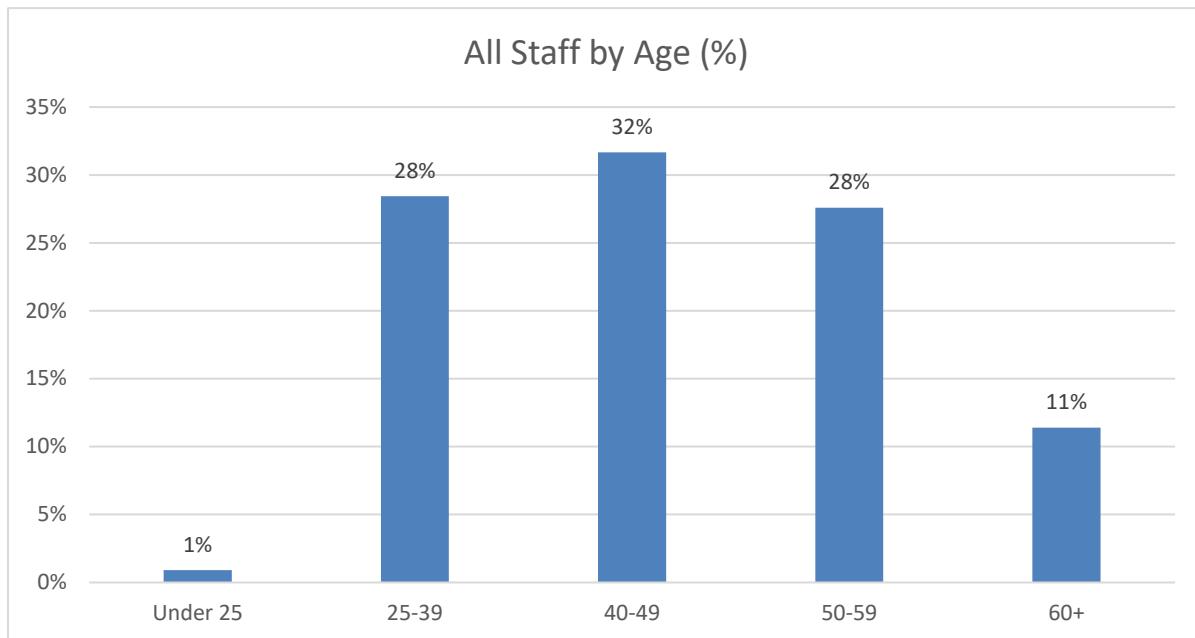
## Introduction

The following information provides data on all (academic, senior, and support) staff in post at the University of Huddersfield as of 31 July 2024. 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 2024 was 1762.

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



<b>All Staff Age (years)</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>% change (2022-2024)</b>
<b>Under 25</b>	1%	1%	1%	0%
<b>25 -39</b>	29%	29%	28%	-1%
<b>40 - 49</b>	30%	30%	32%	0%
<b>50 - 59</b>	30%	28%	28%	-2%
<b>60+</b>	10%	11%	11%	1%

<b>Academic Staff Age (years)</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>% change (2022-2024)</b>
<b>Under 25</b>	0%	0%	0%	0%
<b>25 -39</b>	32%	28%	29%	-3%
<b>40 - 49</b>	34%	38%	37%	3%
<b>50 - 59</b>	27%	26%	25%	-2%
<b>60+</b>	7%	8%	9%	2%

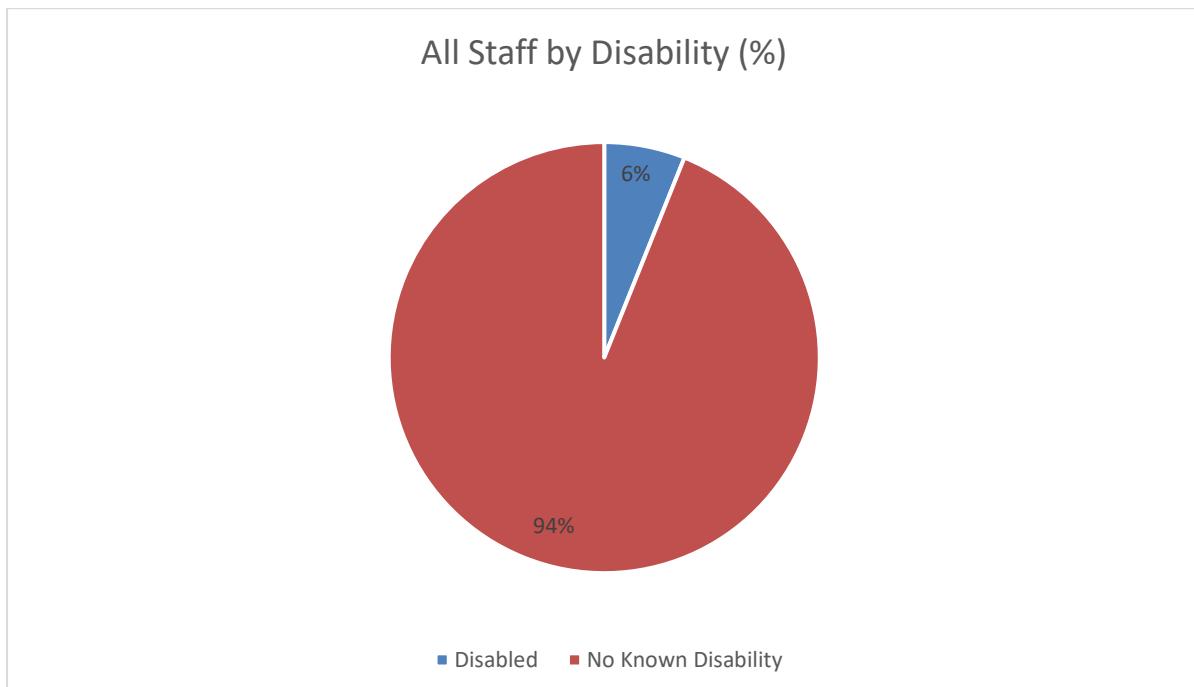
<b>Senior Staff Age (years)</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>% change (2022-2024)</b>
<b>Under 25</b>	0%	0%	0%	0%
<b>25 -39</b>	0%	3%	2%	2%
<b>40 - 49</b>	27%	25%	27%	0%
<b>50 - 59</b>	48%	46%	44%	-4%
<b>60+</b>	25%	25%	27%	2%

<b>Support Staff Age (years)</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>% change (2022-2024)</b>
<b>Under 25</b>	2%	2%	2%	0%
<b>25 -39</b>	31%	33%	31%	0%
<b>40 - 49</b>	28%	26%	29%	1%
<b>50 - 59</b>	29%	28%	27%	-2%
<b>60+</b>	10%	11%	11%	1%

## **Commentary**

The percentage of staff across the different age categories has remained static over the period, shown by only a +/- 1% variance over 4 of the 5 age groups. These variances change more between the different staff groups, with Academic staff having a 3% decrease in the 25-30 age group and a 3% growth in the number of 40-49-year-old employees. The most significant change for senior staff is a 4% decrease within the 50-59 age group, while the data for support staff remains more static.

## Disability<sup>1</sup>



All Staff	2022	2023	2024	% change (2022-2024)
<b>Disabled</b>	5%	6%	6%	1%
<b>No known disability</b>	95%	94%	94%	-1%

Academic Staff	2022	2023	2024	% change (2022-2024)
<b>Disabled</b>	6%	6%	6%	0%
<b>No known disability</b>	94%	94%	94%	0%

Senior Staff	2022	2023	2024	% change (2022-2024)
<b>Disabled</b>	1%	2%	2%	1%
<b>No known disability</b>	99%	98%	98%	-1%

<sup>1</sup> 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.

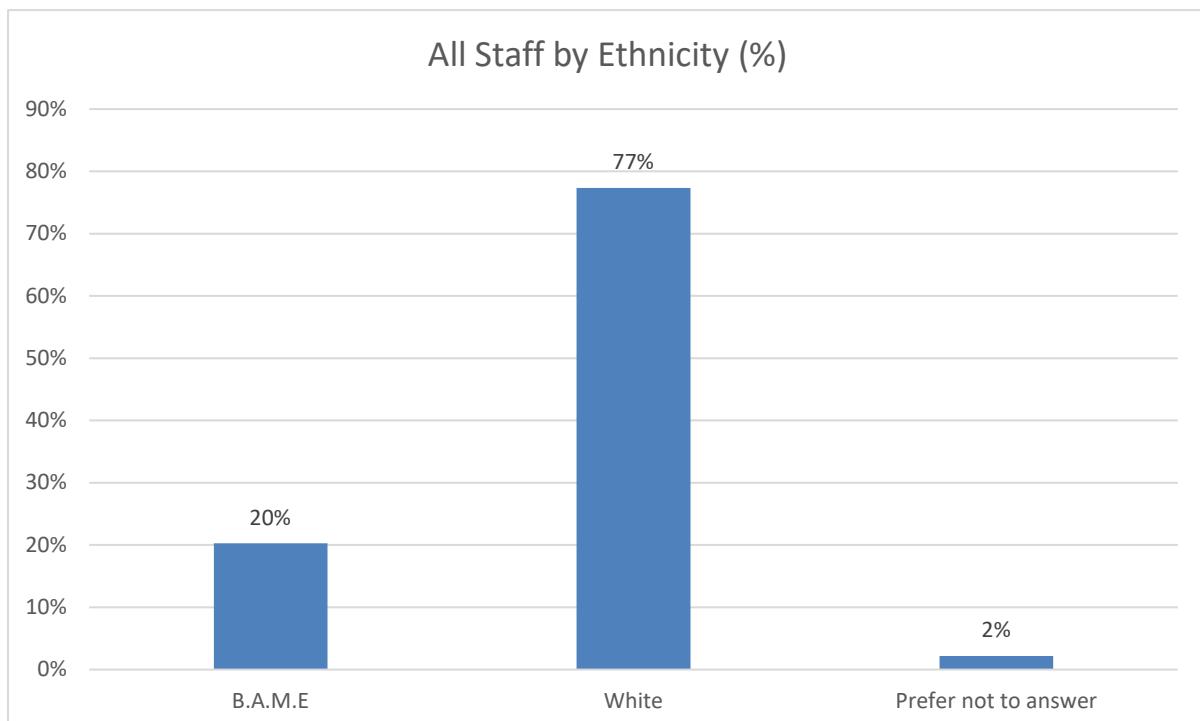
Support Staff	2022	2023	2024	% change (2022-2024)
<b>Disabled</b>	6%	6%	7%	1%
<b>No known disability</b>	94%	94%	93%	-1%

### Commentary

The percentage of all staff declaring they have a disability has remained constant over the period, seeing a 1% increase in 2023-24. The declaration rate for academic staff has remained static (6%) whilst support staff declaration rates have increased to 7% (+1%). Senior staff have the lowest level of declared disabilities at 2%.

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 the 94% of staff with no known disability. Those who choose not to declare are also included in this number.

## Ethnicity

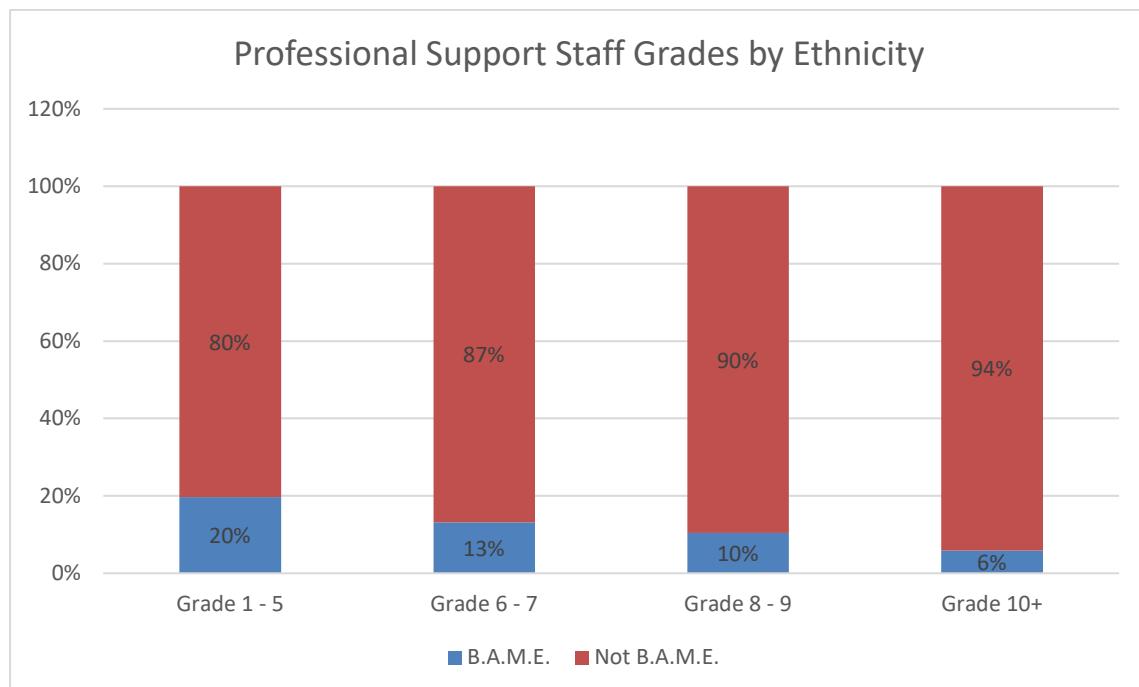
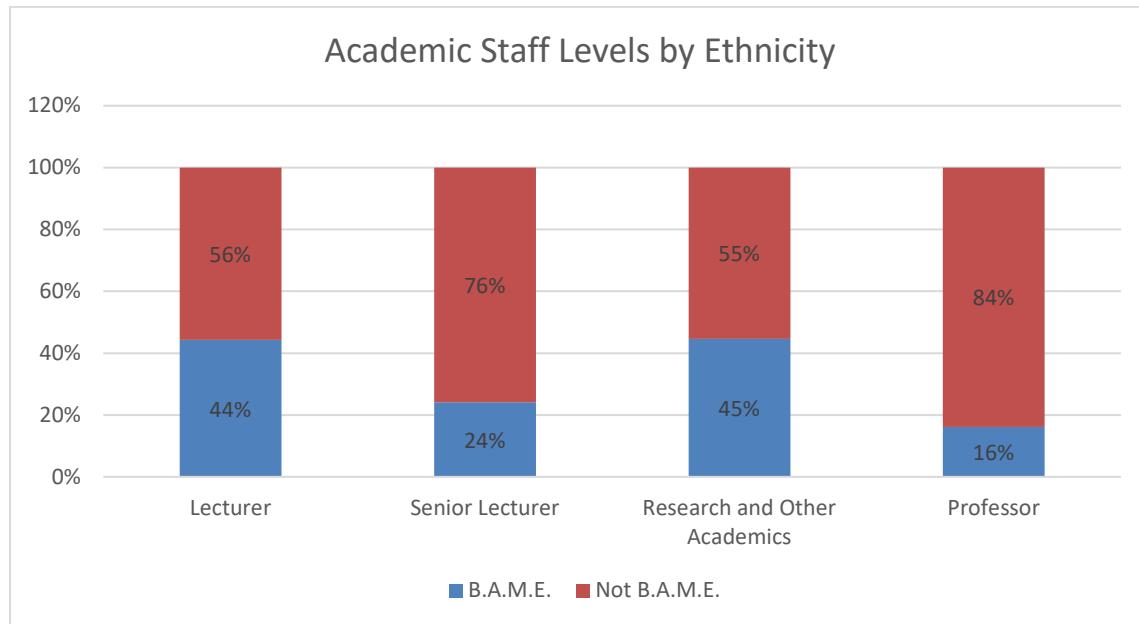


All Staff	2022	2023	2024	% change (2022-2024)
<b>B.A.M.E.</b>	17%	19%	20%	3%
<b>White</b>	81%	78%	77%	-4%
<b>Prefer not to answer</b>	2%	2%	3%	1%

Academic	2022	2023	2024	% change (2022-2024)
<b>B.A.M.E.</b>	23%	29%	30%	7%
<b>White</b>	74%	69%	67%	-7%
<b>Prefer not to answer</b>	3%	2%	3%	0%

Senior	2022	2023	2024	% change (2022-2024)
<b>B.A.M.E.</b>	9%	13%	15%	6%
<b>White</b>	87%	84%	83%	-4%
<b>Prefer not to answer</b>	4%	3%	2%	-2%

Support	2022	2023	2024	% change (2022-2024)
<b>B.A.M.E.</b>	14%	15%	16%	2%
<b>White</b>	84%	83%	82%	-2%
<b>Prefer not to answer</b>	2%	2%	2%	0%

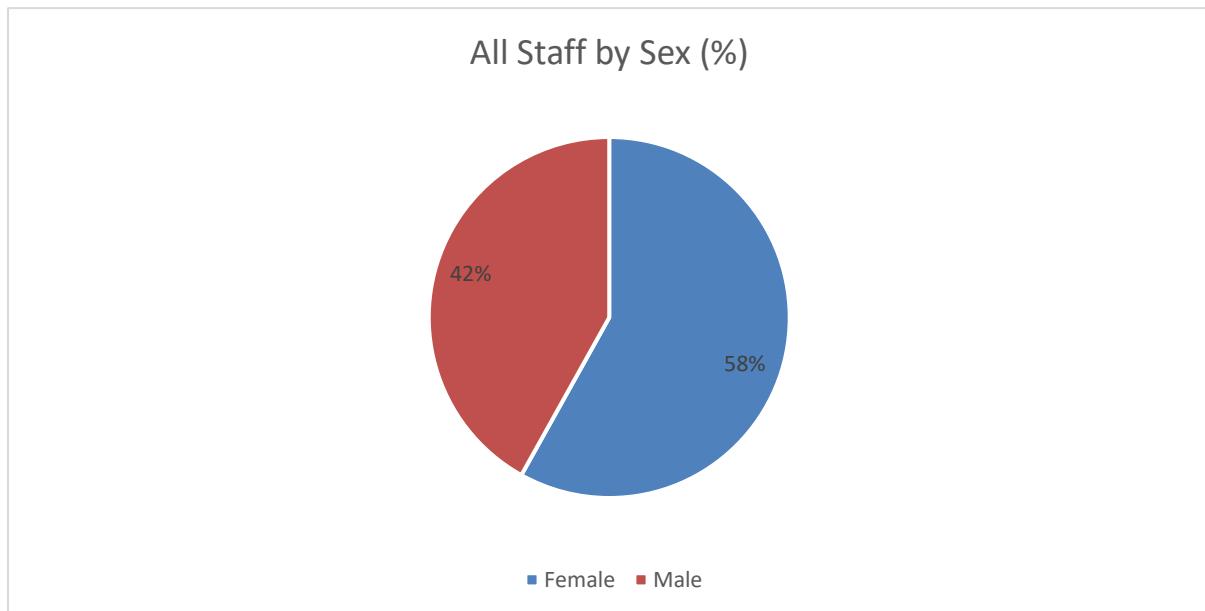


## Commentary

The percentage of White staff has decreased over the period to 77%. There has been a 3% increase in the percentage of Black, Asian and minority ethnic staff, and the percentage of staff, whose ethnicity has not been disclosed has increased by 1%.

Across the different staff groupings, the B.A.M.E. representation has increased by 7% for academic staff, 2% for support staff and 6% for senior staff.

## Sex



All Staff	2022	2023	2024	% change (2022-2024)
Female	58%	58%	58%	0%
Male	42%	42%	42%	0%

Academic Staff	2022	2023	2024	% change (2022-2024)
Female	49%	49%	50%	1%
Male	51%	51%	50%	-1%

Senior Staff	2022	2023	2024	% change (2022-2024)
Female	30%	28%	26%	-4%
Male	70%	72%	74%	4%

Support Staff	2022	2023	2024	% change (2022-2024)
Female	68%	67%	66%	-2%
Male	32%	33%	34%	2%

## Commentary

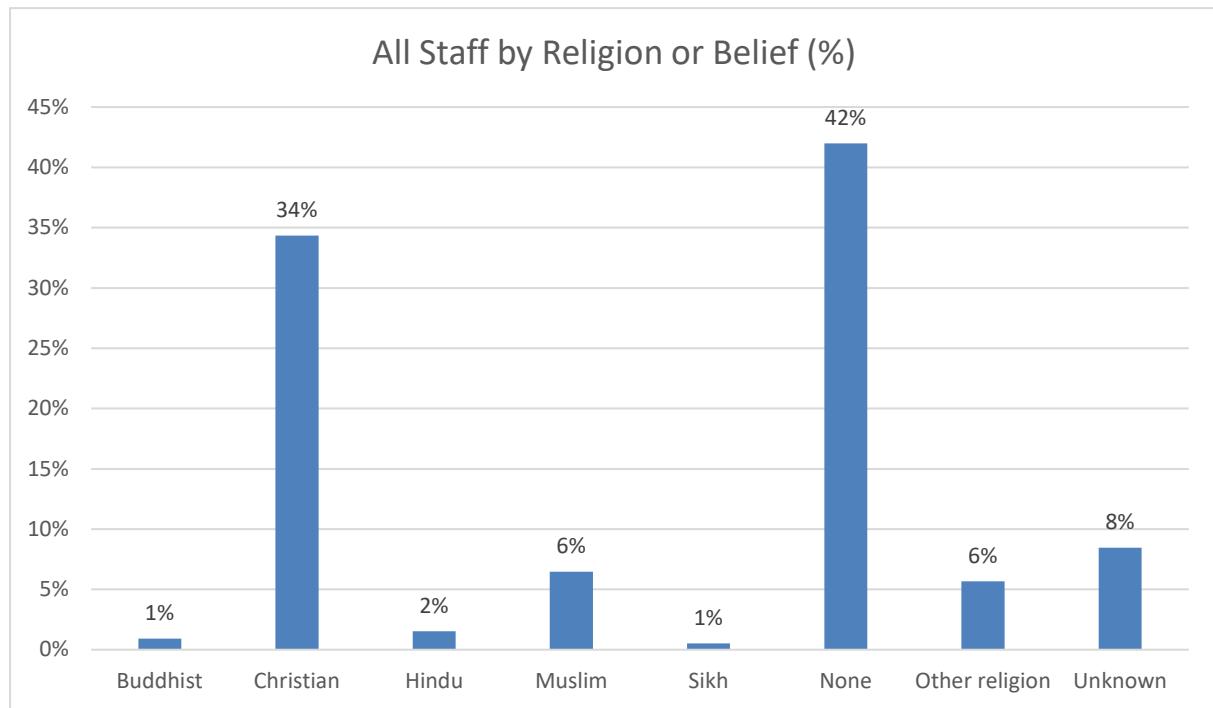
The percentage of males (42%) and females (58%) has remained static over the period.

For academic staff this split is 51% for males and 49% for females, with a 1% variance over the 3-year period.

For support staff the split is at 66% for females and 34% for males, representing the high number of female staff we have within the lower grade support roles. There has been a 2% variation during the 3-year period.

Senior staff have 74% males and 26% females with a 4% decrease of female staff in senior roles over the 3-year time period.

## Religion or Belief

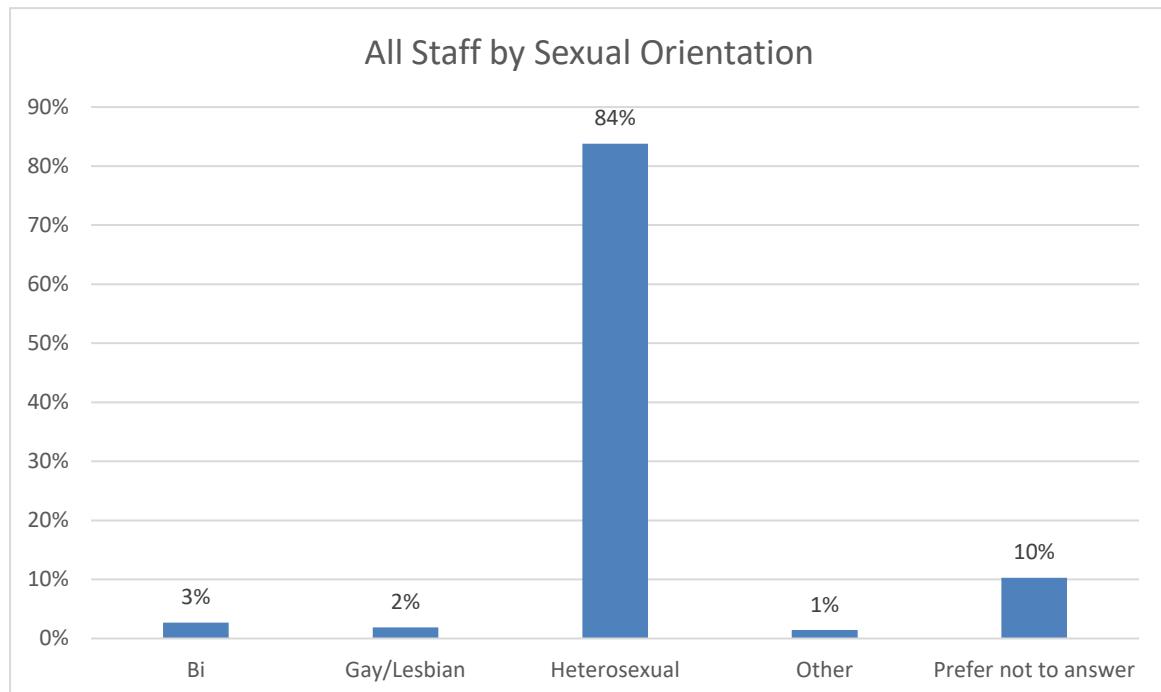


	2022	2023	2024	% change (2022-2024)
<b>Buddhist</b>	1%	1%	1%	0%
<b>Christian</b>	36%	35%	34%	-2%
<b>Hindu</b>	1%	1%	2%	1%
<b>Muslim</b>	5%	4%	6%	1%
<b>Sikh</b>	1%	1%	1%	0%
<b>None</b>	44%	45%	42%	-2%
<b>Other religion</b>	2%	2%	6%	4%
<b>Unknown</b>	10%	9%	8%	-2%

### Commentary

Over the period shown, there has been a 2% decrease in the percentage of staff declaring they have no religion. There has also been a 2% decrease in staff declaring their religion as Christian, and a 4% increase in those declaring their religion as Other. The percentage of non-disclosure has decreased over the period, from 10% in 2022 to 8% in 2024.

## Sexual Orientation



All Staff	2022	2023	2024	% change (2022-2024)
<b>Bi</b>	2%	3%	3%	1%
<b>Gay/ Lesbian</b>	2%	2%	2%	0%
<b>Heterosexual</b>	83%	83%	84%	1%
<b>Other</b>	1%	0%	1%	0%
<b>Prefer not to answer</b>	12%	12%	10%	-2%

Academic Staff	2022	2023	2024	% change (2022-2024)
<b>Bi</b>	2%	3%	3%	1%
<b>Gay/ Lesbian</b>	3%	3%	3%	0%
<b>Heterosexual</b>	83%	83%	84%	1%
<b>Other</b>	1%	1%	1%	0%
<b>Prefer not to answer</b>	11%	11%	10%	-1%

<b>Senior Staff</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>% change (2022-2024)</b>
<b>Bi</b>	4%	4%	2%	-2%
<b>Gay/Lesbian</b>	1%	1%	0%	-1%
<b>Heterosexual</b>	75%	75%	78%	3%
<b>Other</b>	1%	0%	1%	0%
<b>Prefer not to answer</b>	20%	20%	19%	-1%

<b>Support Staff</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>% change (2022-2024)</b>
<b>Bi</b>	2%	3%	3%	1%
<b>Gay/Lesbian</b>	2%	2%	2%	0%
<b>Heterosexual</b>	84%	83%	84%	0%
<b>Other</b>	1%	0%	2%	1%
<b>Prefer not to answer</b>	12%	12%	10%	-2%

### **Commentary**

There has been a 1% increase in the percentage of staff declaring they are Bi and also in those declaring they are Heterosexual. There has been no change in the percentage of staff declaring their sexual orientation as Gay/Lesbian or Other. Non-disclosure rates have dropped by 2% with 10% of staff preferring not to answer in 2024, compared to 12% in 2022.

The academic staff group has the highest proportion of staff declaring themselves as Gay/Lesbian or Bi at 3%, whilst Support staff and Academic staff share the highest proportion of declared Heterosexual staff at 84%. Senior staff have the highest percentage of staff who have made no declaration or prefer not to say at 19%, although there has been a -1% variance over the period.