University of Huddersfield - protected characteristics by Grade – 31 July 2024

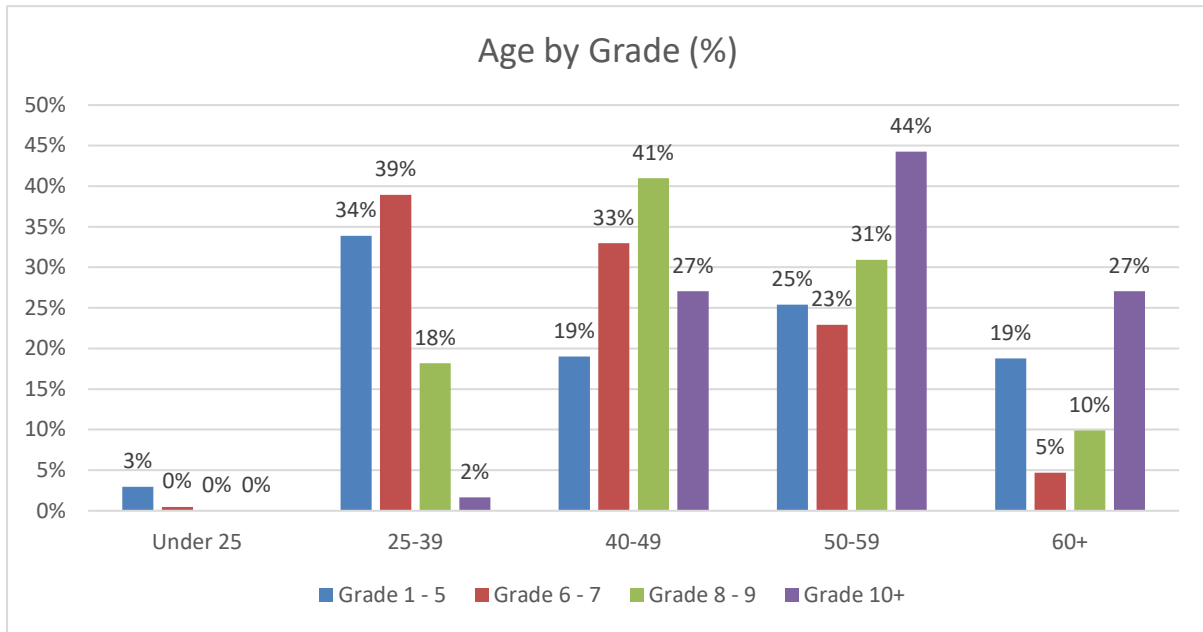**Contents**

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 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 2024 was 1762.

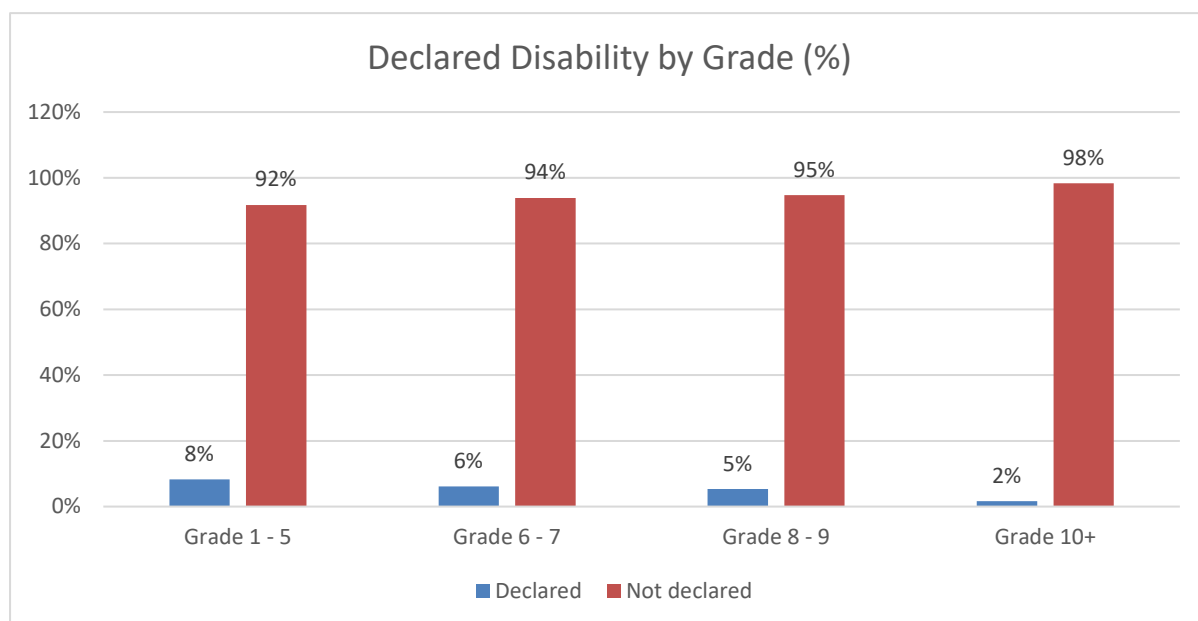***Data are rounded to the nearest whole percent and therefore may not always total 100%.***

Age

Age by Grade (%)

Age Range (years)	Under 25	25-39	40-49	50-59	60+
Grade 1 - 5	3%	34%	19%	25%	19%
Grade 6 - 7	0%	39%	33%	23%	5%
Grade 8 - 9	0%	18%	41%	31%	10%
Grade 10 +	0%	2%	27%	44%	27%

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.
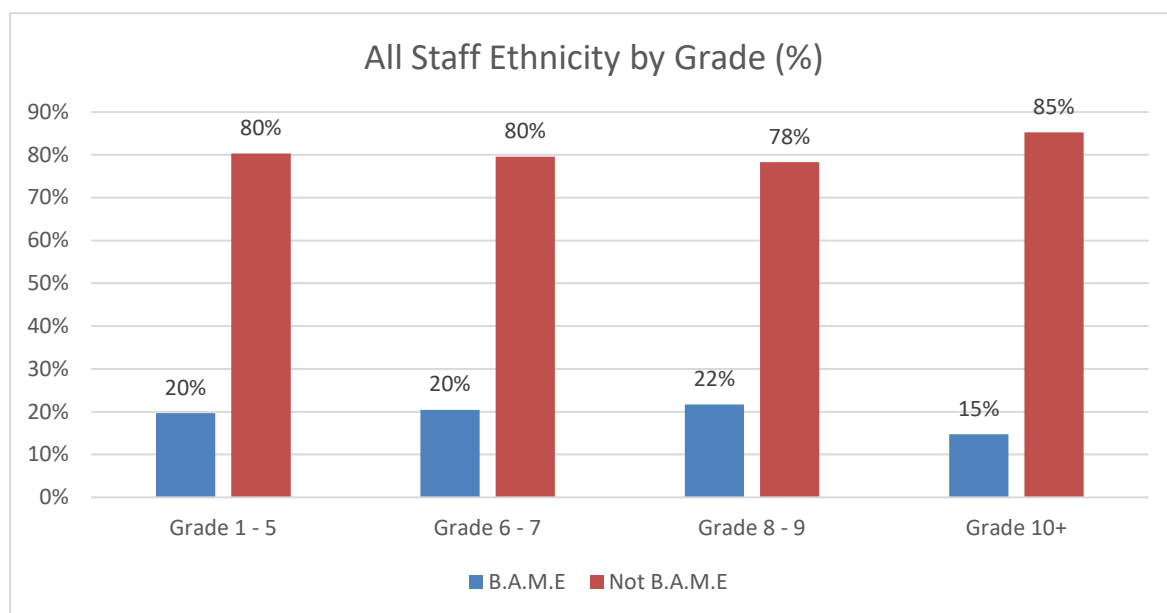
Disability[1]

Declared Disability by Grade (%)

All Staff	Grade 1 - 5	Grade 6 - 7	Grade 8 - 9	Grade 10 +
Disabled	8%	6%	5%	2%
No known disability	92%	94%	95%	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.

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[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.
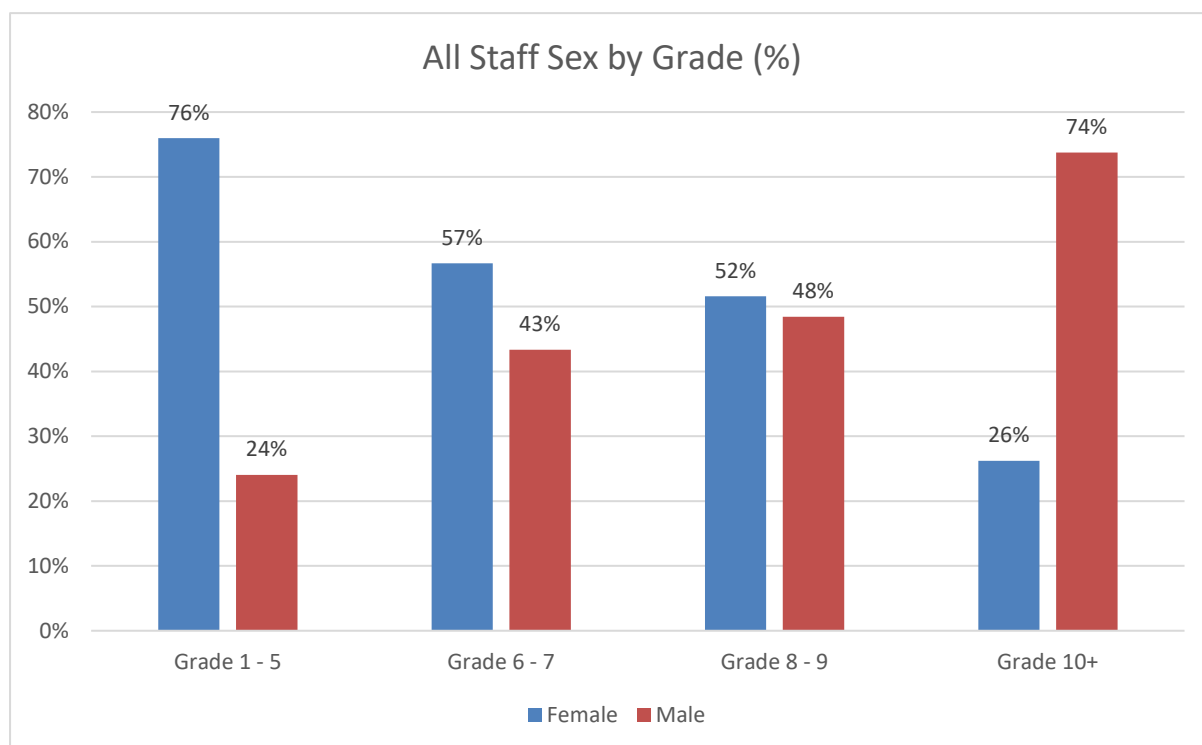
Ethnicity

All Staff Ethnicity by Grade (%)

All Staff	Grade 1 - 5	Grade 6 - 7	Grade 8 - 9	Grade 10 +
B.A.M.E.	20%	20%	22%	15%
White	80%	80%	78%	85%
Prefer not to answer	0%	0%	0%	0%

Commentary

The highest percentage of B.A.M.E. staff is found within Grades 8–9 with 22% of staff at this grade declaring as B.A.M.E. The percentage split is slightly lower within Grades 1–5, 6–7 at 20%. Grade 10 shows a lower percentage at 12%; however, this group represents the smallest number of staff in the sample.
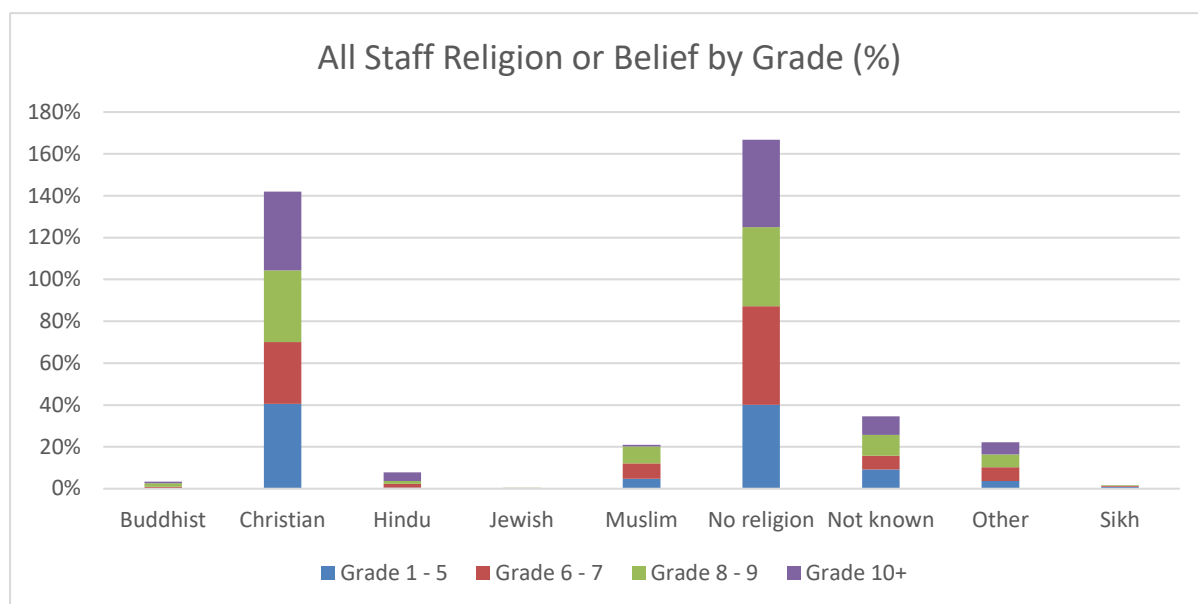
Sex

All Staff	Grade 1 - 5	Grade 6 - 7	Grade 8 - 9	Grade 10 +
Female	76%	57%	52%	26%
Male	24%	43%	48%	74%

Commentary

The overall percentage of male (42%) and female (58%) staff has remained constant across the period 2023-24 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 (76%). This is reversed in Grade 10 + where there is a much higher proportion of males (74%).
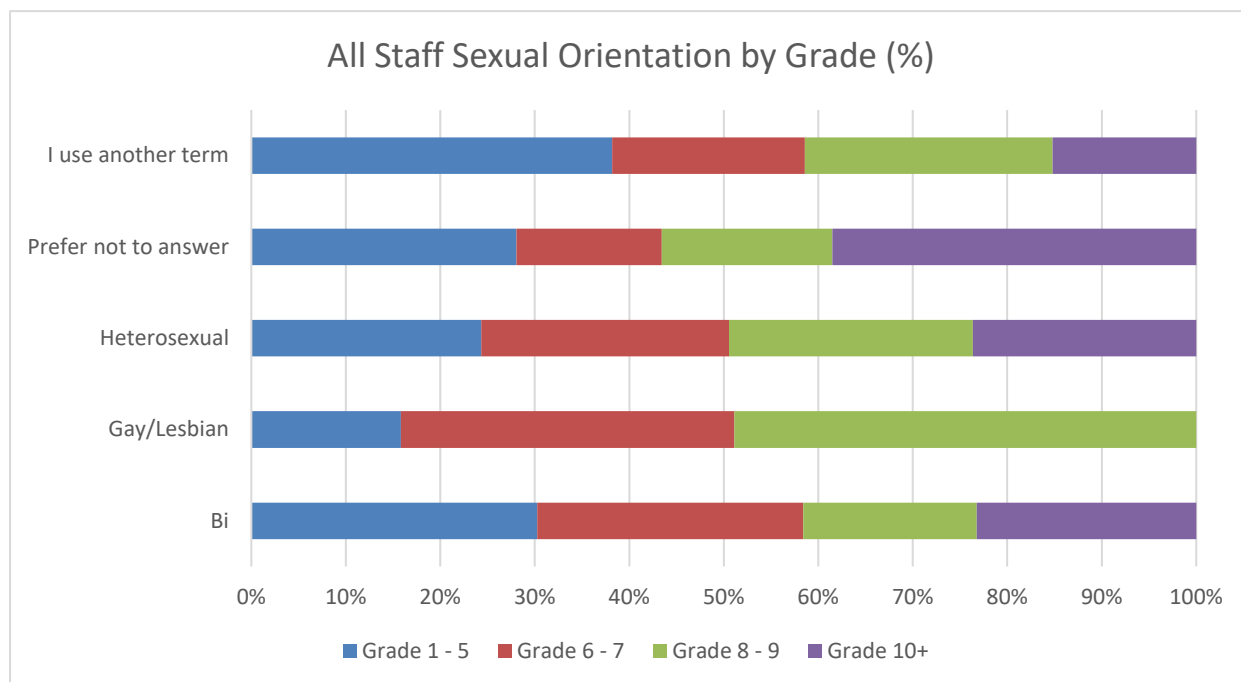
Religion or Belief

All Staff Religion or Belief by Grade (%)

	Buddhist	Christian	Hindu	Jewish	Muslim	No religion	Not known	Other	Sikh
Grade 1 - 5	0%	41%	0%	0%	5%	40%	9%	4%	1%
Grade 6 - 7	1%	30%	2%	0%	7%	47%	7%	7%	0%
Grade 8 - 9	2%	34%	1%	0%	8%	38%	10%	6%	0%
Grade 10 +	1%	38%	4%	0%	1%	42%	9%	6%	0%

Commentary

The highest percentage of Christian staff is found within Grades 1 - 5 (42%) with the lowest at Grades 6 – 7 (32%). The lowest declarations of Muslim staff are for Grade 10+ at 1% and the highest, 5% at Grades 8 – 9.

Sexual Orientation

All Staff Sexual Orientation by Grade (%)

All Staff	Bi	Gay/Lesbian	Heterosexual	Prefer not to say	Prefer to self-describe
Grade 1 - 5	3%	1%	80%	14%	2%
Grade 6 - 7	3%	2%	86%	8%	1%
Grade 8 - 9	2%	3%	85%	9%	1%
Grade 10 +	2%	0%	78%	19%	1%

The percentage of staff declaring their sexual orientation as Gay / Lesbian or Bi is relatively consistent across Grades 1 – 5, 6 – 7 an 8 – 9. This decreased at Grade 10 + where the percentage of staff that prefer not to say increases to 19%.