University of Huddersfield

Maternity/Paternity/Adoption/Shared Parental leave and Flexible Working

1 August 2021 – 31 July 2022

The following information provides data on all (academic, senior and support) staff across the University who took maternity or paternity leave during the period August 2021 – July 2022. Data over the five year period is included for comparison.

Maternity/Paternity/Adoption Leave

<table>
<thead>
<tr>
<th>Academic Year</th>
<th>Maternity</th>
<th>Paternity</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016-7</td>
<td>33</td>
<td>27</td>
</tr>
<tr>
<td>2017-8</td>
<td>27</td>
<td>21</td>
</tr>
<tr>
<td>2018-9</td>
<td>27</td>
<td>18</td>
</tr>
<tr>
<td>2019-20</td>
<td>32</td>
<td>15</td>
</tr>
<tr>
<td>2020-21</td>
<td>31</td>
<td>15</td>
</tr>
<tr>
<td>2021-22</td>
<td>23</td>
<td>23</td>
</tr>
</tbody>
</table>

For the academic years 2017-2022, there was ≤5 adoption and shared parental leave periods taken by members of staff.

Staff return to work following Maternity/Adoption Leave

Percentage rate of return of those taking maternity leave and percentage of those returning who have returned with changed working hours for academic years 2016-2022

<table>
<thead>
<tr>
<th>Academic Year</th>
<th>Maternity Return Rate</th>
<th>% of returners on changed working hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016-7</td>
<td>85%</td>
<td>14%</td>
</tr>
<tr>
<td>2017-8</td>
<td>81%</td>
<td>23%</td>
</tr>
<tr>
<td>2018-9</td>
<td>81%</td>
<td>23%</td>
</tr>
<tr>
<td>2019-20</td>
<td>84%</td>
<td>26%</td>
</tr>
<tr>
<td>2020-1</td>
<td>94%</td>
<td>14%</td>
</tr>
<tr>
<td>2021-2</td>
<td>91%</td>
<td>14%</td>
</tr>
</tbody>
</table>
Flexible working

Number of applications for flexible working by women, men and total for academic years 2016-2021

<table>
<thead>
<tr>
<th>Academic Year</th>
<th>Women</th>
<th>Men</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016/17</td>
<td>29</td>
<td>18</td>
<td>47</td>
</tr>
<tr>
<td>2017/18</td>
<td>27</td>
<td>9</td>
<td>36</td>
</tr>
<tr>
<td>2018/19</td>
<td>26</td>
<td>9</td>
<td>35</td>
</tr>
<tr>
<td>2019/20</td>
<td>29</td>
<td>10</td>
<td>39</td>
</tr>
<tr>
<td>2020/21</td>
<td>18</td>
<td>10</td>
<td>28</td>
</tr>
<tr>
<td>2021/22</td>
<td>43</td>
<td>14</td>
<td>57</td>
</tr>
</tbody>
</table>

Percentage approval rate of flexible working applications from women, men and total for academic years 2016-2022

<table>
<thead>
<tr>
<th>Academic Year</th>
<th>Women</th>
<th>Men</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016/17</td>
<td>90%</td>
<td>89%</td>
<td>89%</td>
</tr>
<tr>
<td>2017/18</td>
<td>96%</td>
<td>89%</td>
<td>94%</td>
</tr>
<tr>
<td>2018/19</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>2019/20</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>2020/21</td>
<td>83%</td>
<td>100%</td>
<td>89%</td>
</tr>
<tr>
<td>2021/22</td>
<td>93%</td>
<td>100%</td>
<td>95%</td>
</tr>
</tbody>
</table>

All applications from academic and research staff were approved for the years 2017/18 to 2021/22.