

University of Huddersfield staff recruitment data

1 August 2019 – 31 July 2020

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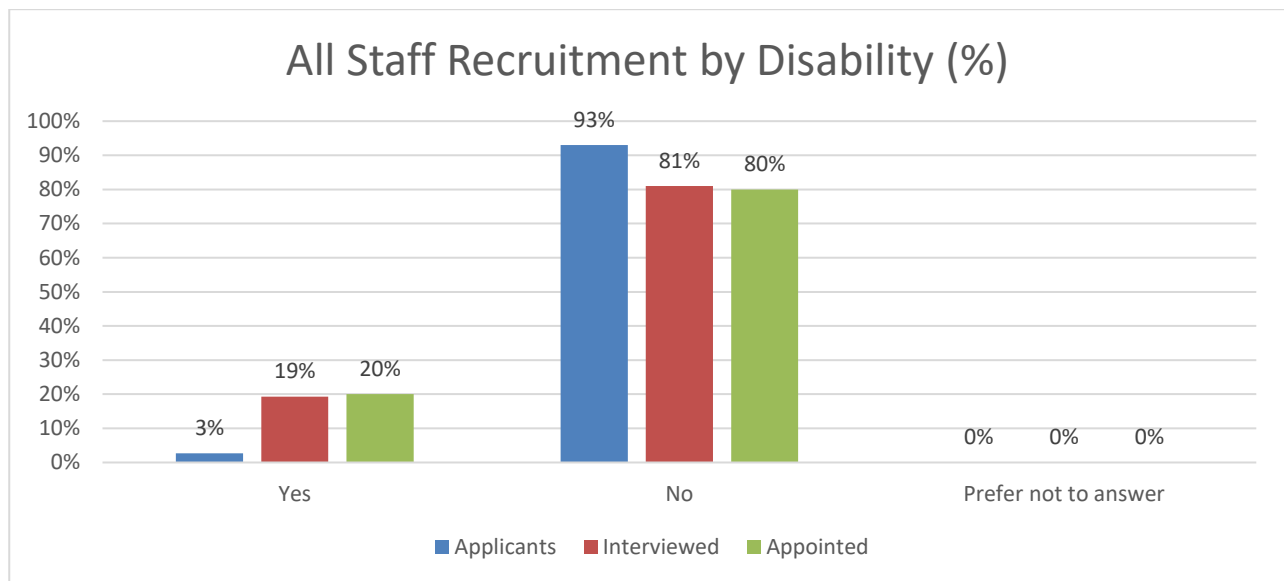
Introduction

The following information provides data on all (academic, senior and support) staff recruited during the period August 2019 – July 2020. The data is provided by the following protected characteristics: disability; ethnicity; gender; religion or belief; and sexual orientation. For each protected characteristic, the data is broken down by the following three stages of the University’s recruitment process: application; shortlisted; and appointment.

During the period August 2019 - July 2020, 6,694 applications were received for positions at the University of Huddersfield. Of these applicants, 1,067 were shortlisted and 253 actually appointed. The average days from advert to offer was 56 (65, 2018-19), the average number of applicants per vacancy was 25 (20, 2018-19) and the average advertising cost per vacancy was £406.63 (£466.66, 2018-19).

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

Disability¹



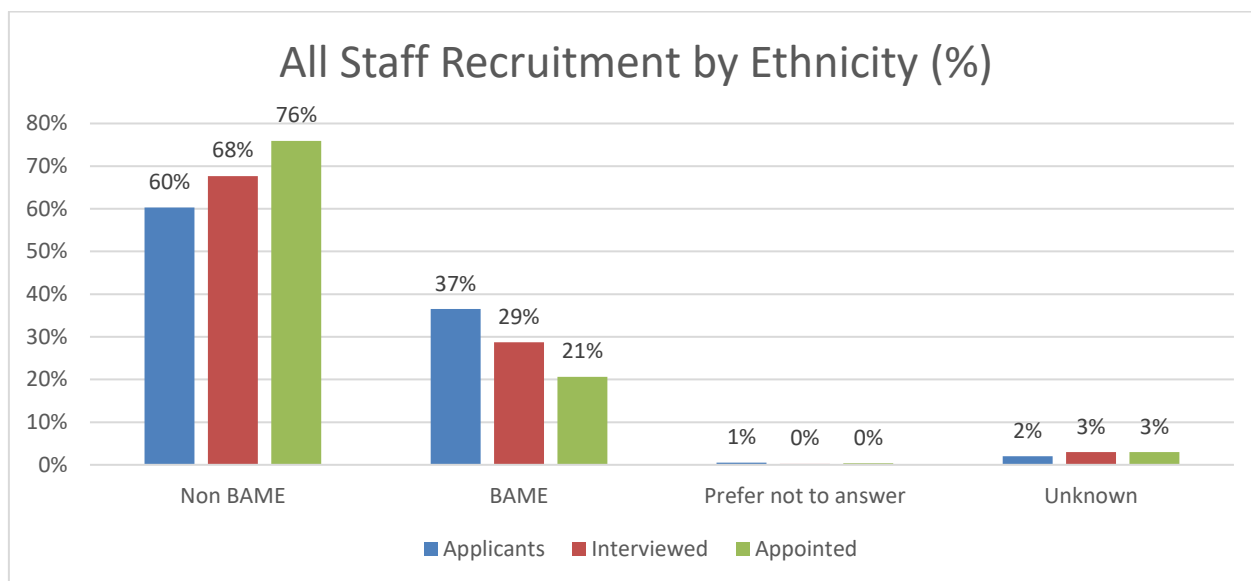
	Yes	No	Prefer not to answer
Applicants	3%	93%	0%
Interviewed	19%	81%	0%
Appointed	20%	80%	0%

Commentary

During the academic year 2019-20, 3% of **applicants** (4%, 2018-19), 19% of those **shortlisted** (28.4%, 2018-19) and 20% of those **appointed** (13.8%, 2018-19) declared a 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

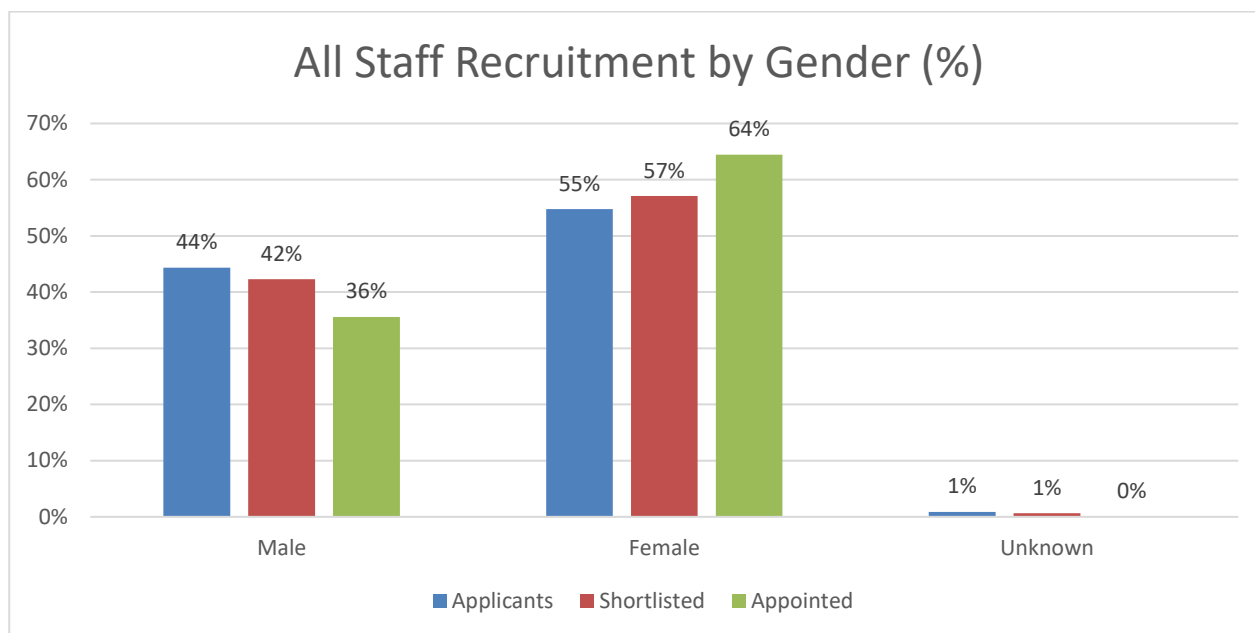


	Non BAME	BAME	Prefer not to answer	Unknown
Applicants	60%	37%	1%	2%
Shortlisted	68%	29%	0%	3%
Appointed	76%	21%	0%	3%

Commentary

During the 2019-20 academic year, 38% of **applicants** (35%, 2018-19), 29% of those **shortlisted** (27%, 2018-19) and 21% of those **appointed** (20% 2018-19) declared their ethnicity as Black, Asian, Mixed or Other.

Gender



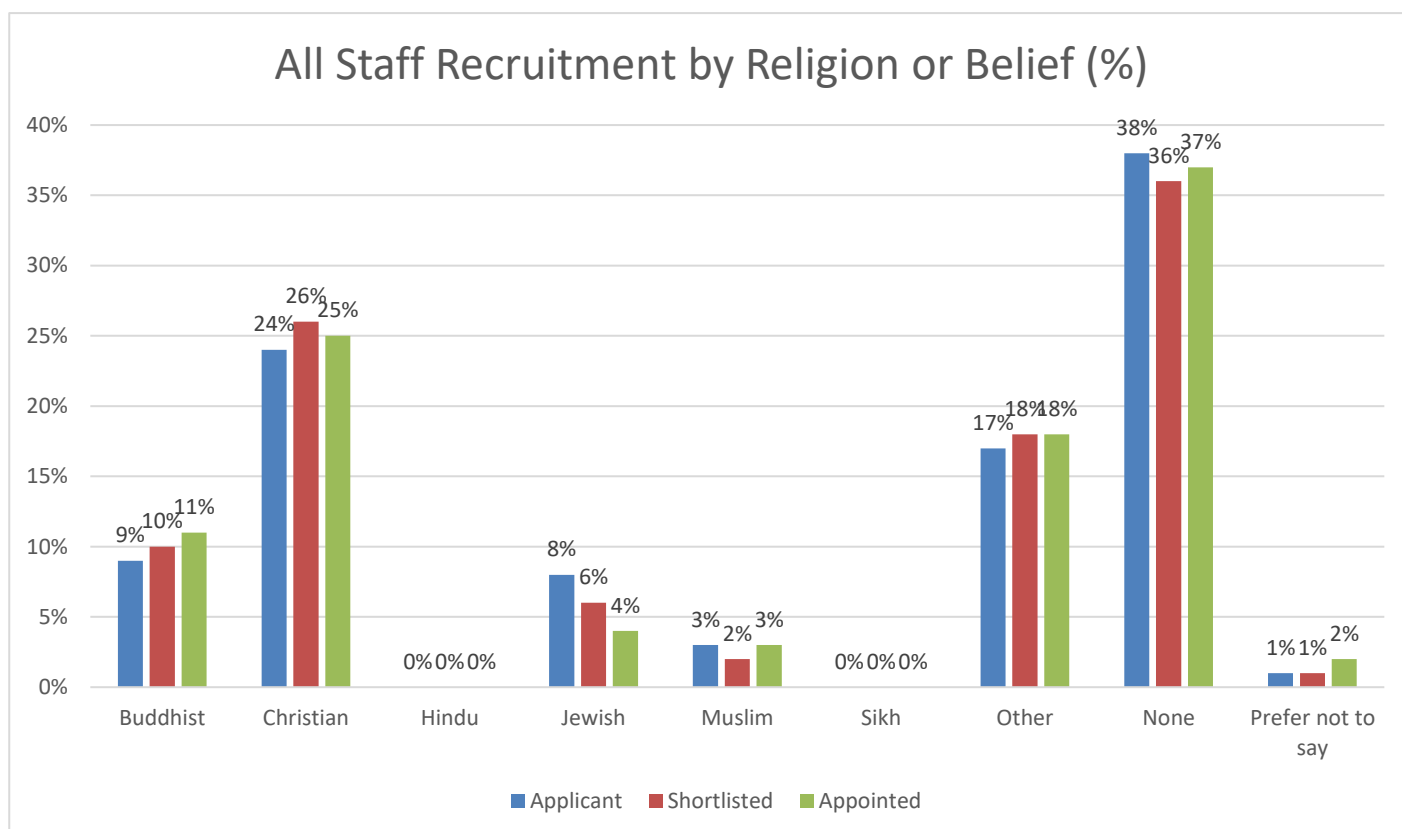
	Male	Female	Unknown
Applicants	44%	55%	1%
Shortlisted	42%	57%	1%
Appointed	36%	64%	0%

Commentary

During the academic year 2019-20, 55% of **applicants** (53%, 2018-19), 57% of those **shortlisted** (56%, 2018-19) and 64% of those **appointed** (60%, 2018-19) were female.

44% of **applicants** (47%, 2018-19), 42% of those **shortlisted** (44%, 2018-19) and 36% of **appointments** (40%, 2018-19) were male.

Religion or Belief

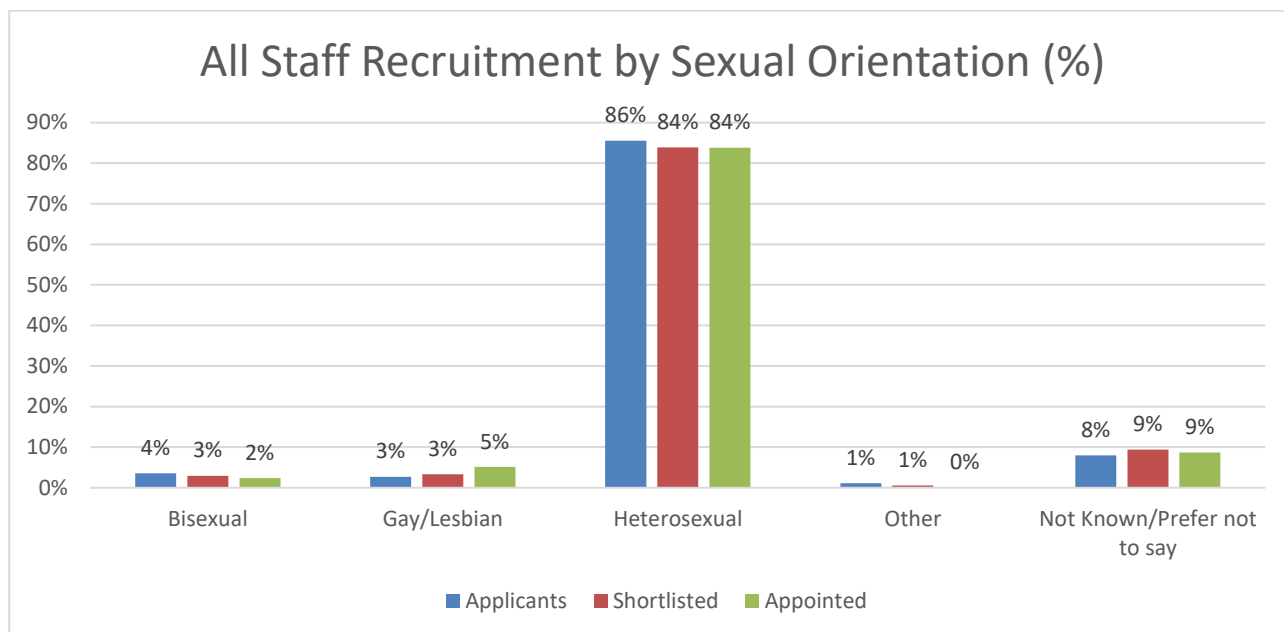


	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to answer	Unknown
Applicants	9%	24%	0%	8%	3%	0%	17%	38%	1%	9%
Shortlisted	10%	26%	0%	6%	2%	0%	18%	36%	1%	10%
Appointed	11%	25%	0%	4%	3%	0%	18%	37%	2%	11%

Commentary

During the academic year 2019-20, 38% of **applicants** stated that they had no religion (29%, 2018-19), 24% were Christian (29%, 2018-19) and 9% were Buddhist (1%, 2018-19). Of those **appointed**, 37% declared that they had no religion (28%, 2018-19), 25% were Christian (25%, 2018-19) and 7% were Buddhist (3%, 2018-19).

Sexual Orientation



	Bi-sexual	Gay/Lesbian	Heterosexual	Other	Prefer not to answer
Applicants	4%	3%	86%	1%	8%
Shortlisted	3%	3%	84%	1%	9%
Appointed	2%	5%	84%	0%	9%

Commentary

During the academic year 2019-20, 7% of **applicants** stated they were either gay, lesbian or bisexual (5%, 2018-19). 8% of **applicants** preferred not answer this question (8%, 2018-19).

Of those **appointed** in 2019-20, 7% stated they were gay, lesbian or bisexual (4%, 2018-19). 9% of those **appointed** preferred not to answer this question (8%, 2018-19).