

University of Huddersfield staff recruitment data

1 August 2020 – 31 July 2021

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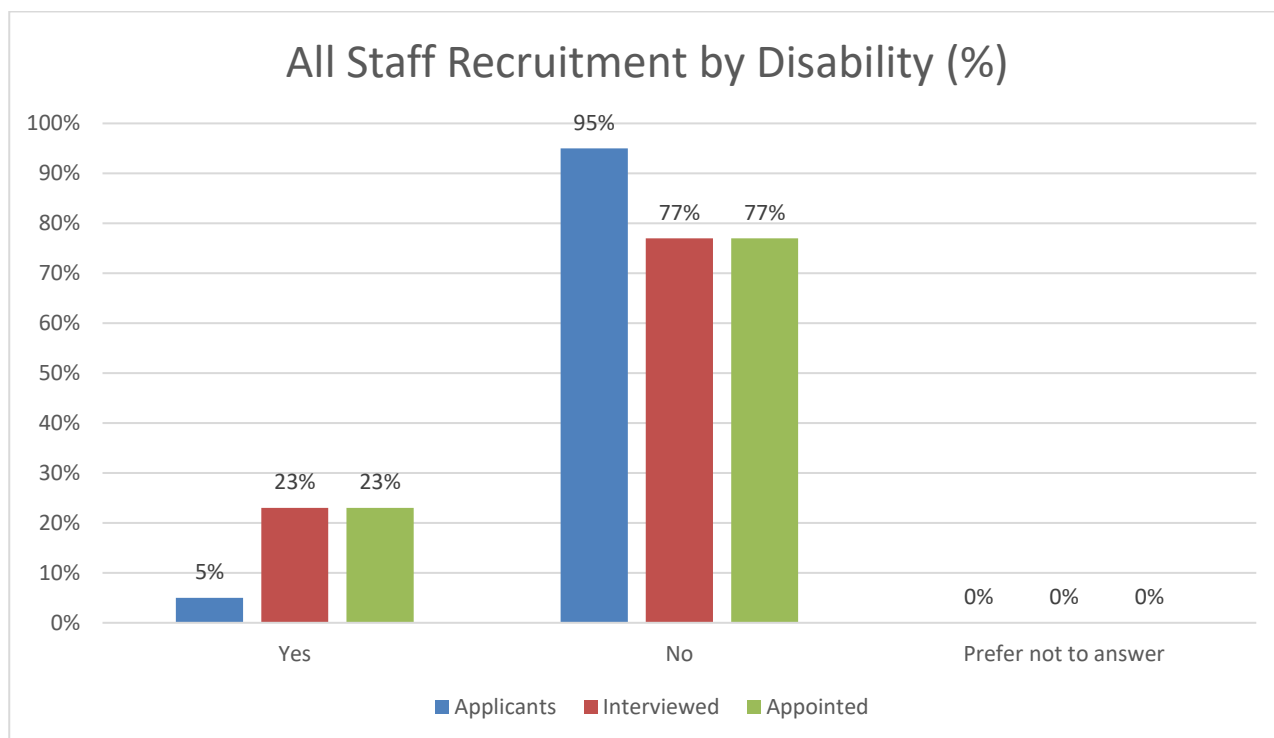
Introduction

The following information provides data on all (academic, senior and support) staff recruited during the period August 2020 – July 2021. The data is provided by the following protected characteristics: disability; ethnicity; sex; 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 2020 - July 2021, 5,910 applications were received for positions at the University of Huddersfield. Of these applicants, 927 were shortlisted and 246 appointed. The average days from advert to offer was 59 (56, 2019-20), the average number of applicants per vacancy was 26 (25, 2019-20) and the average advertising cost per vacancy was £460.17 (£406.63, 2019-20).

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

Disability¹



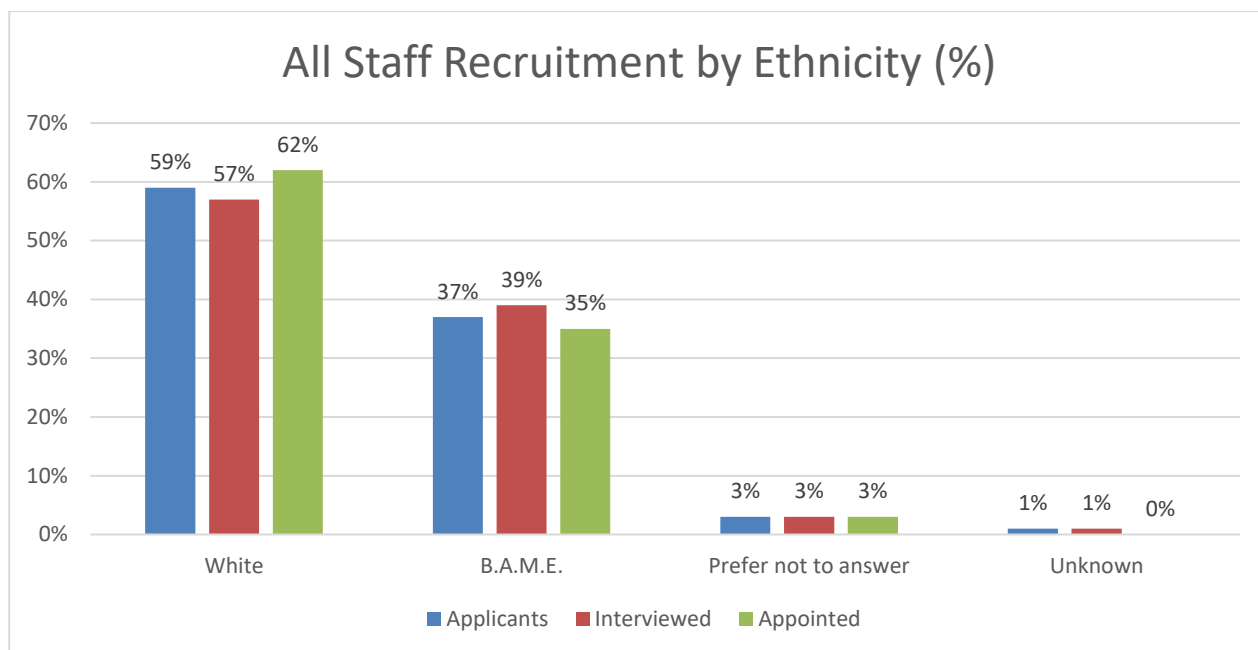
	Yes	No	Prefer not to answer
Applicants	5%	95%	0%
Interviewed	23%	77%	0%
Appointed	23%	77%	0%

Commentary

During the academic year 2020-21, 5% of **applicants** (3%, 2019-20), 23% of those **shortlisted** (19%, 2019-20) and 23% of those **appointed** (20%, 2019-20) 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

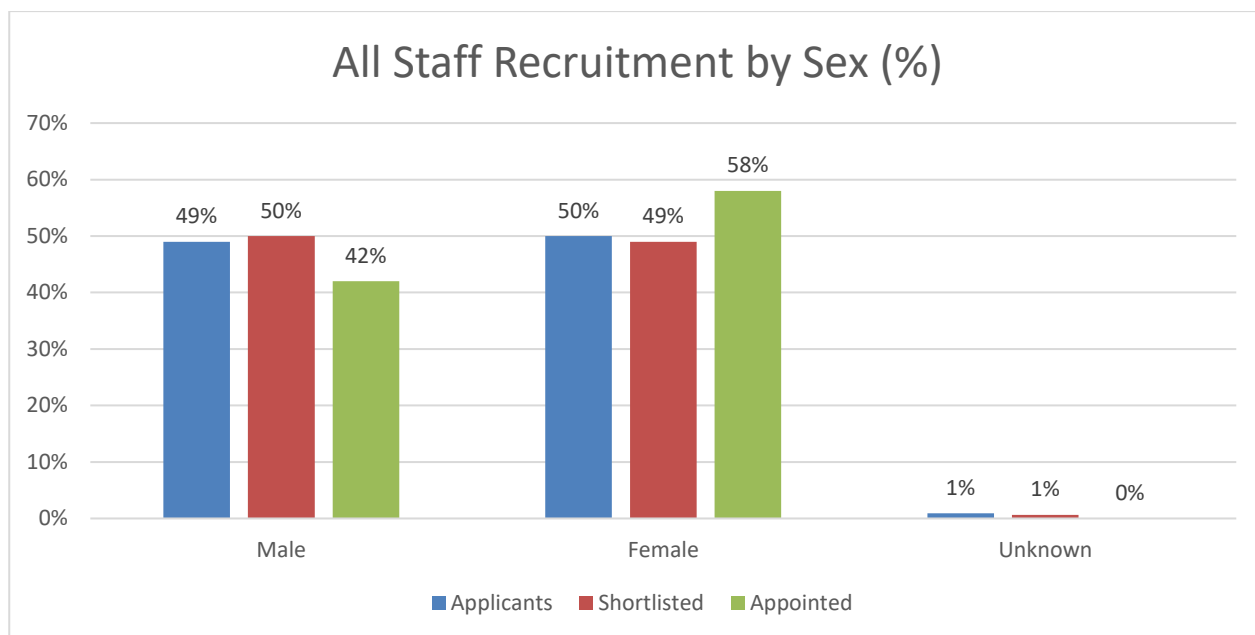


	White	B.A.M.E.	Prefer not to answer	Unknown
Applicants	59%	37%	3%	1%
Shortlisted	57%	39%	3%	1%
Appointed	62%	35%	3%	0%

Commentary

During the 2020-21 academic year, 37% of **applicants** (38%, 2018-19), 39% of those **shortlisted** (29%, 2018-19) and 35% of those **appointed** (21% 2018-19) declared their ethnicity as Black, Asian, Mixed or Other.

Sex



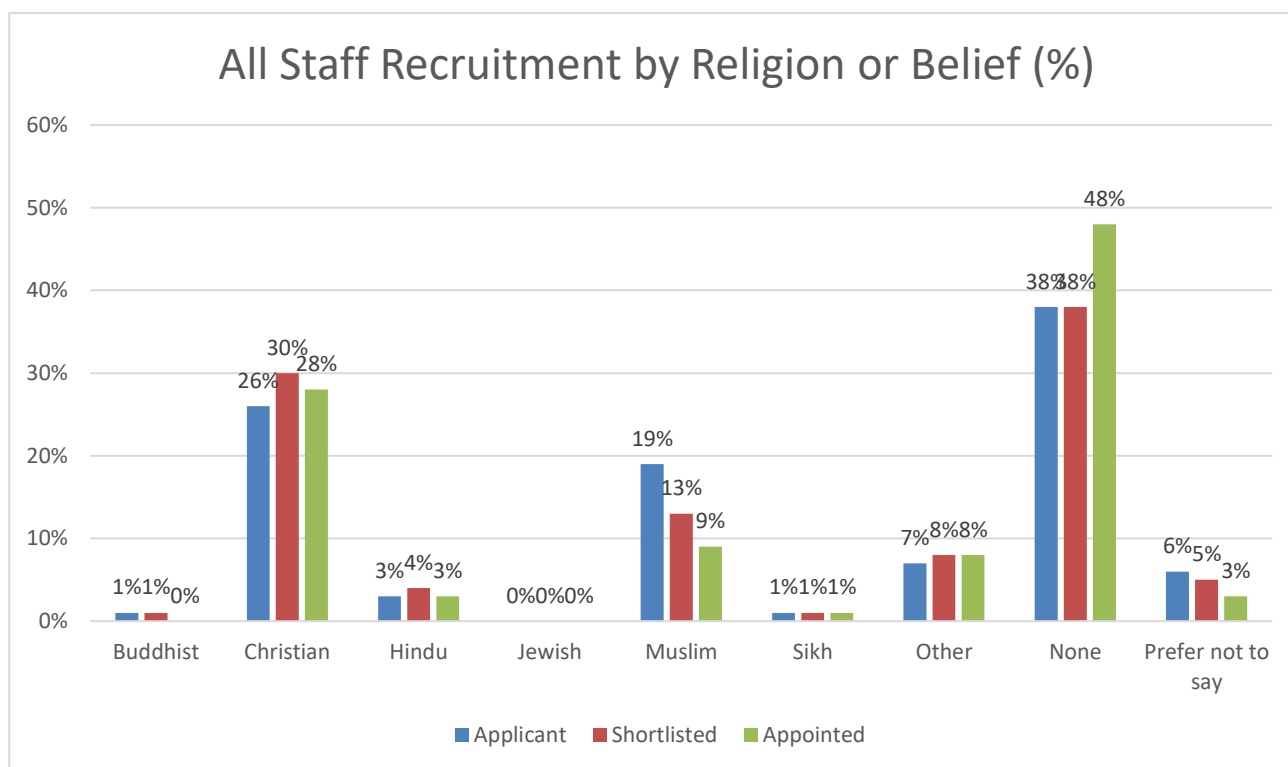
	Male	Female	Unknown
Applicants	49%	50%	1%
Shortlisted	50%	49%	1%
Appointed	42%	58%	0%

Commentary

During the academic year 2020-21, 50% of **applicants** (55%, 2019-20), 49% of those **shortlisted** (57%, 2019-20) and 58% of those **appointed** (64%, 2019-20) were female.

49% of **applicants** (44%, 2019-20), 50% of those **shortlisted** (42%, 2019-20) and 42% of **appointments** (36%, 2019-20) were male.

Religion or Belief

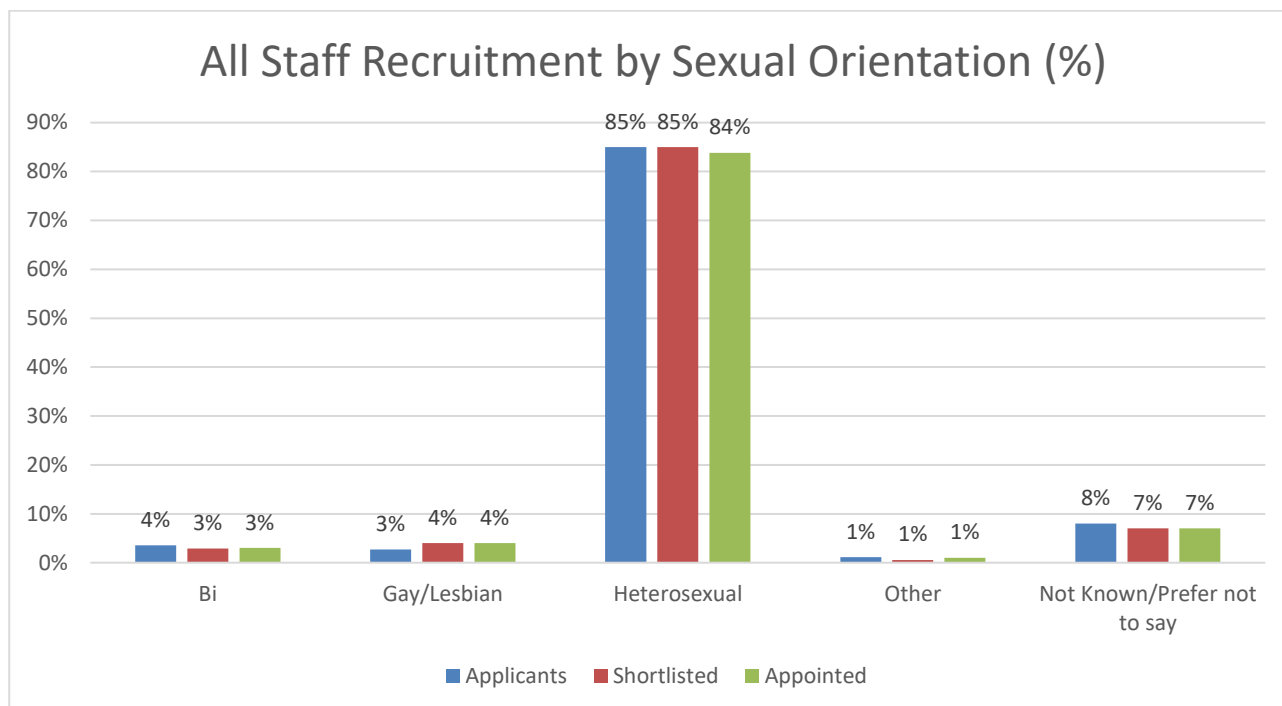


	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to answer
Applicants	1%	26%	3%	0%	19%	1%	7%	38%	6%
Shortlisted	1%	30%	4%	0%	13%	1%	8%	38%	5%
Appointed	0%	28%	3%	0%	9%	1%	8%	48%	3%

Commentary

During the academic year 2020-21, 38% of **applicants** stated that they had no religion (29%, 2019-20), 26% were Christian (24%, 2019-20) and 1% were Buddhist (9%, 2019-20). Of those **appointed**, 38% declared that they had no religion (37%, 2019-20), 30% were Christian (25%, 2019-20) and 1% were Buddhist (7%, 2019-20).

Sexual Orientation



	Bi	Gay/Lesbian	Heterosexual	Other	Prefer not to answer
Applicants	4%	3%	85%	1%	8%
Shortlisted	3%	4%	85%	1%	7%
Appointed	3%	4%	84%	1%	7%

Commentary

During the academic year 2020-21, 7% of **applicants** stated they were either gay, lesbian or bi (7%, 2019-20). 8% of **applicants** preferred not to answer this question (8%, 2019-20).

Of those **appointed** in 2020-21 7% stated they were gay, lesbian or bi (7%, 2019-20). 7% of those **appointed** preferred not to answer this question (9%, 2019-20).