University of Huddersfield staff recruitment data
1 August 2021 – 31 July 2022

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Introduction

The following information provides data on all (academic, senior and support) staff recruited during the period August 2021 – July 2022. 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 2021 - July 2022, 6,034 applications were received for positions at the University of Huddersfield. Of these applicants, 1401 were shortlisted and 378 appointed. The average days from advert to offer was 56 (59, 2020-21) and the average number of applicants per vacancy was 13 (26, 2020-21).

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

During the academic year 2021-22, 7% of applicants (5%, 2020-21), 30% of those shortlisted (23%, 2020-21) and 21% of those appointed (23%, 2020-21) 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**

During the 2021-22 academic year, 42% of applicants (37%, 2020-21), 33% of those shortlisted (39%, 2020-21) and 21% of those appointed (35% 2020-21) declared their ethnicity as Black, Asian, Mixed or Other.
Sex

<table>
<thead>
<tr>
<th>Sex</th>
<th>Male</th>
<th>Female</th>
<th>Unknown</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applicants</td>
<td>48%</td>
<td>51%</td>
<td>1%</td>
</tr>
<tr>
<td>Shortlisted</td>
<td>45%</td>
<td>55%</td>
<td>0%</td>
</tr>
<tr>
<td>Appointed</td>
<td>36%</td>
<td>64%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Commentary

During the academic year 2021-22, 51% of applicants (50%, 2020-21), 55% of those shortlisted (49%, 2020-21) and 64% of those appointed (58%, 2020-21) were female.

48% of applicants (49%, 2020-21), 45% of those shortlisted (50%, 2020-21) and 36% of appointments (42%, 2020-21) were male.
Religion or Belief

During the academic year 2021-22, 37% of applicants stated that they had no religion (38%, 2020-21), 24% were Christian (26%, 2020-21) and 1% were Buddhist (1%, 2020-21). Of those appointed, 37% declared that they had no religion (38%, 2020-21), 32% were Christian (30%, 2020-21) and 1% were Buddhist (1%, 2020-21).
Sexual Orientation

During the academic year 2021-22, 8% of applicants stated they were either gay, lesbian or bi (7%, 2020-21). 7% of applicants preferred not to answer this question (8%, 2020-21).

Of those appointed in 2021-22, 9% stated they were gay, lesbian or bi (7%, 2020-21). 9% of those appointed preferred not to answer this question (7%, 2020-21).