University of Huddersfield - all staff turnover by protected characteristic 1 August 2021 – 31 July 2022

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Introduction
The following data provide information on all staff (academic, senior and support) across the University who voluntarily resigned during the academic year 2021-22. These data are provided by the following protected characteristic: age; disability; ethnicity; sex; religion or belief; and sexual orientation as well as by contract status (full or part time).

During 2021-22, a total of 321 staff resigned out of a staff population of 2031, equating to a 16% staff turnover rate (12%, 2020-21).

The previous two years of data are provided for comparison.

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

### All Staff Turnover by Age (%)

<table>
<thead>
<tr>
<th>Age (years)</th>
<th>Total staff</th>
<th>Voluntary Leavers</th>
<th>2021-22 % Turnover</th>
<th>2020-21 % Turnover</th>
<th>2019-20 % Turnover</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 25</td>
<td>24</td>
<td>17</td>
<td>71%</td>
<td>36%</td>
<td>14%</td>
</tr>
<tr>
<td>25 - 39</td>
<td>591</td>
<td>149</td>
<td>25%</td>
<td>17%</td>
<td>18%</td>
</tr>
<tr>
<td>40 - 49</td>
<td>605</td>
<td>66</td>
<td>11%</td>
<td>7%</td>
<td>9%</td>
</tr>
<tr>
<td>50 - 59</td>
<td>607</td>
<td>52</td>
<td>9%</td>
<td>8%</td>
<td>4%</td>
</tr>
<tr>
<td>60+</td>
<td>204</td>
<td>43</td>
<td>21%</td>
<td>24%</td>
<td>17%</td>
</tr>
</tbody>
</table>

### Commentary

The highest turnover during 2021-22 was amongst those aged Under 25 at 71% (the highest in 2020-21 was those aged ‘Under 25’ at 36%). This high figure is due to the large number of Kickstart employees we had leave during the period. The lowest turnover rate at 9% was amongst staff aged 50-59 (7% in 2020-21 for those aged 40-49 years).
## Ethnicity

<table>
<thead>
<tr>
<th>B.A.M.E.</th>
<th>White</th>
<th>Unknown</th>
</tr>
</thead>
<tbody>
<tr>
<td>31%</td>
<td>14%</td>
<td>27%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Total staff</th>
<th>Voluntary Leavers</th>
<th>2021-22 % Turnover</th>
<th>2020-21 % Turnover</th>
<th>2019-20 % Turnover</th>
</tr>
</thead>
<tbody>
<tr>
<td>B.A.M.E.</td>
<td>285</td>
<td>88</td>
<td>31%</td>
<td>18%</td>
</tr>
<tr>
<td>White</td>
<td>1612</td>
<td>221</td>
<td>14%</td>
<td>12%</td>
</tr>
<tr>
<td>Unknown</td>
<td>44</td>
<td>12</td>
<td>27%</td>
<td>0%</td>
</tr>
</tbody>
</table>

### Commentary

During the academic year 2021-22 of the total staff population who declared their ethnicity as White, 14% resigned (12%, 2020-21). Of the total staff population who declared their ethnicity as Black, Asian, Mixed or Other, 31% resigned, (18% 2020-21).
Sex

<table>
<thead>
<tr>
<th></th>
<th>Total staff</th>
<th>Voluntary Leavers</th>
<th>2021-22 % Turnover</th>
<th>2020-21 % Turnover</th>
<th>2019-20 % Turnover</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>1175</td>
<td>193</td>
<td>16%</td>
<td>13%</td>
<td>10%</td>
</tr>
<tr>
<td>Male</td>
<td>846</td>
<td>128</td>
<td>15%</td>
<td>12%</td>
<td>12%</td>
</tr>
<tr>
<td>Other</td>
<td>0</td>
<td>0</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Commentary

Turnover was 16% for female staff (13%, 2020-21) and 15% for male staff (12% 2020-21) during 2021-22.
Religion or Belief

**Commentary**

During the academic year 2021-22, the largest turnover rate was amongst Other Religion (80%) and Muslim (37%) staff. The lowest turnover rate was for Jewish staff at 0%.
Whilst these data are provided for transparency, it should be noted that due to the low number of staff in some categories, it may be difficult to draw meaningful conclusions when comparing across academic years.
### Sexual Orientation

#### All Staff Turnover by Sexual Orientation (%)

<table>
<thead>
<tr>
<th></th>
<th>Total staff</th>
<th>Voluntary Leavers</th>
<th>2021-22% Turnover</th>
<th>2020-21% Turnover</th>
<th>2019-20% Turnover</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bi</td>
<td>45</td>
<td>15</td>
<td>33%</td>
<td>16%</td>
<td>19%</td>
</tr>
<tr>
<td>Gay/Lesbian</td>
<td>44</td>
<td>7</td>
<td>16%</td>
<td>30%</td>
<td>13%</td>
</tr>
<tr>
<td>Heterosexual</td>
<td>1680</td>
<td>259</td>
<td>15%</td>
<td>13%</td>
<td>11%</td>
</tr>
<tr>
<td>Other</td>
<td>20</td>
<td>&lt;5</td>
<td>10%</td>
<td>13%</td>
<td>7%</td>
</tr>
<tr>
<td>Prefer not to answer</td>
<td>242</td>
<td>38</td>
<td>16%</td>
<td>7%</td>
<td>8%</td>
</tr>
</tbody>
</table>

#### Commentary

The turnover for staff disclosing as a gay/lesbian was 16% in 2021-22 (30%, 2020-21), 33% for staff disclosing as bi (16%, 2020-21), and 15% for staff disclosing as heterosexual (13%, 2020-21).

Whilst these data are provided for transparency, it should be noted that due to the low number of staff in some categories, it may be difficult to drawn meaningful conclusions when comparing data across academic years.
**Contract Status**

![All Staff Turnover by Contract Status (%)](chart)

<table>
<thead>
<tr>
<th></th>
<th>Total staff</th>
<th>Voluntary Leavers</th>
<th>2021-22 % Turnover</th>
<th>2020-21 % Turnover</th>
<th>2019-20 % Turnover</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full time</td>
<td>1463</td>
<td>224</td>
<td>15%</td>
<td>13%</td>
<td>11%</td>
</tr>
<tr>
<td>Part time</td>
<td>568</td>
<td>97</td>
<td>17%</td>
<td>12%</td>
<td>10%</td>
</tr>
</tbody>
</table>

**Commentary**

During the academic year 2021-22 the turnover rate for part time members of staff was 17% (12%, 2020-21) compared to a turnover rate for full time members of staff of 15% (13% 2020-21).