

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

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Introduction

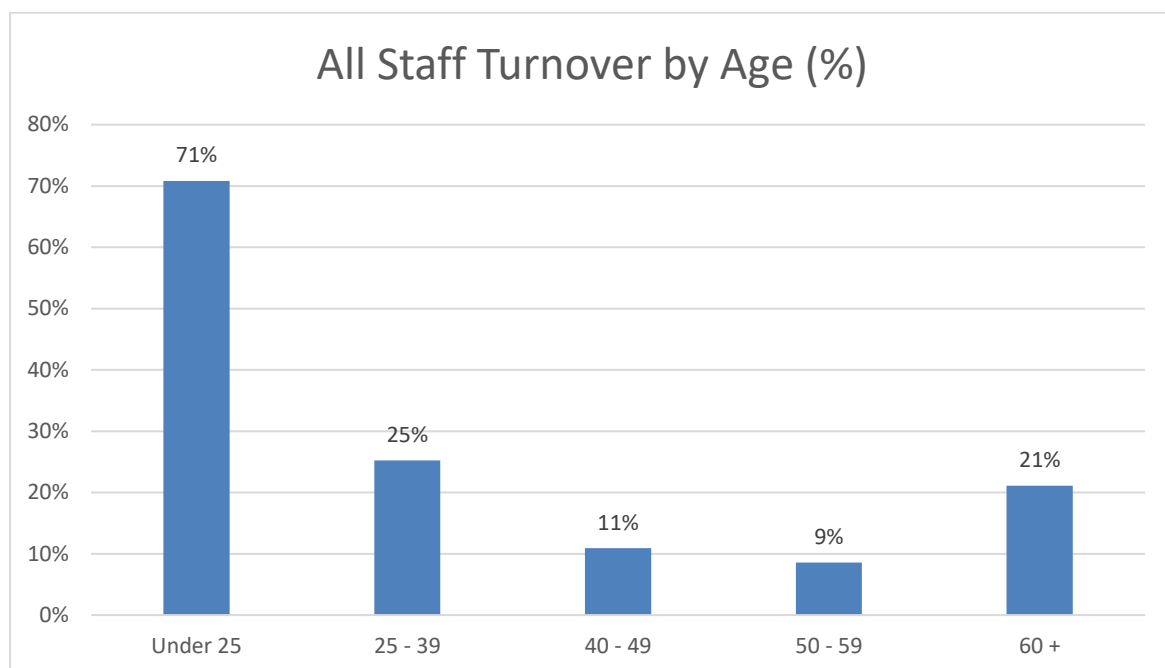
The following data provide information on all staff (academic, senior and support) across the University who voluntarily resigned during the academic year 2021-22. These data are provided by the following protected characteristic: age; disability; ethnicity; sex; religion or belief; and sexual orientation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

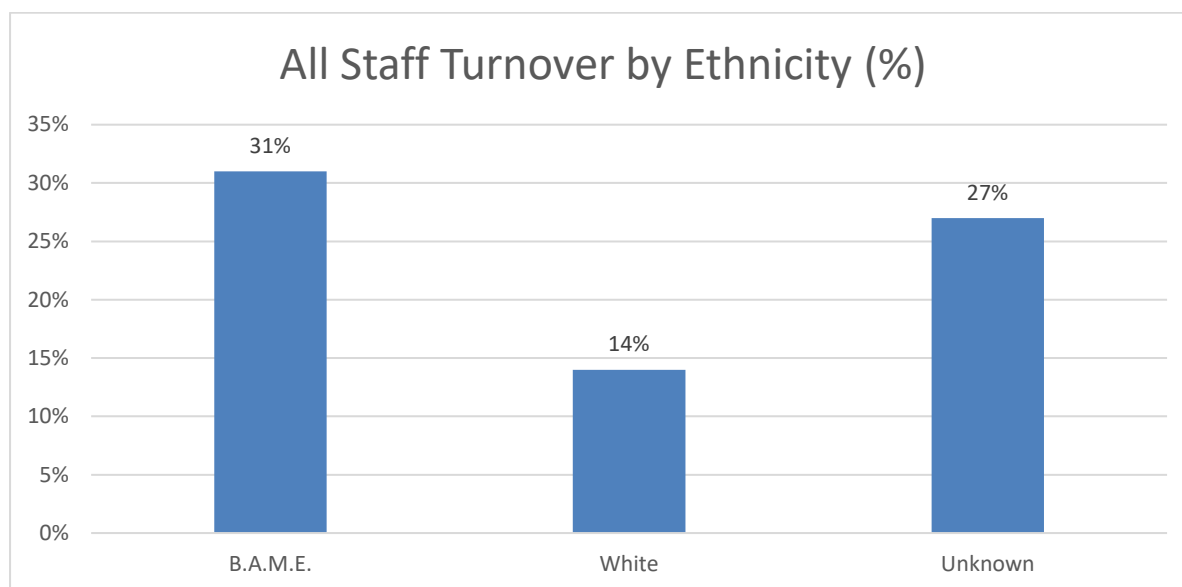


Age (years)	Total staff	Voluntary Leavers	2021-22 % Turnover	2020-21 % Turnover	2019-20 % Turnover
Under 25	24	17	71%	36%	14%
25 - 39	591	149	25%	17%	18%
40 - 49	605	66	11%	7%	9%
50 - 59	607	52	9%	8%	4%
60+	204	43	21%	24%	17%

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

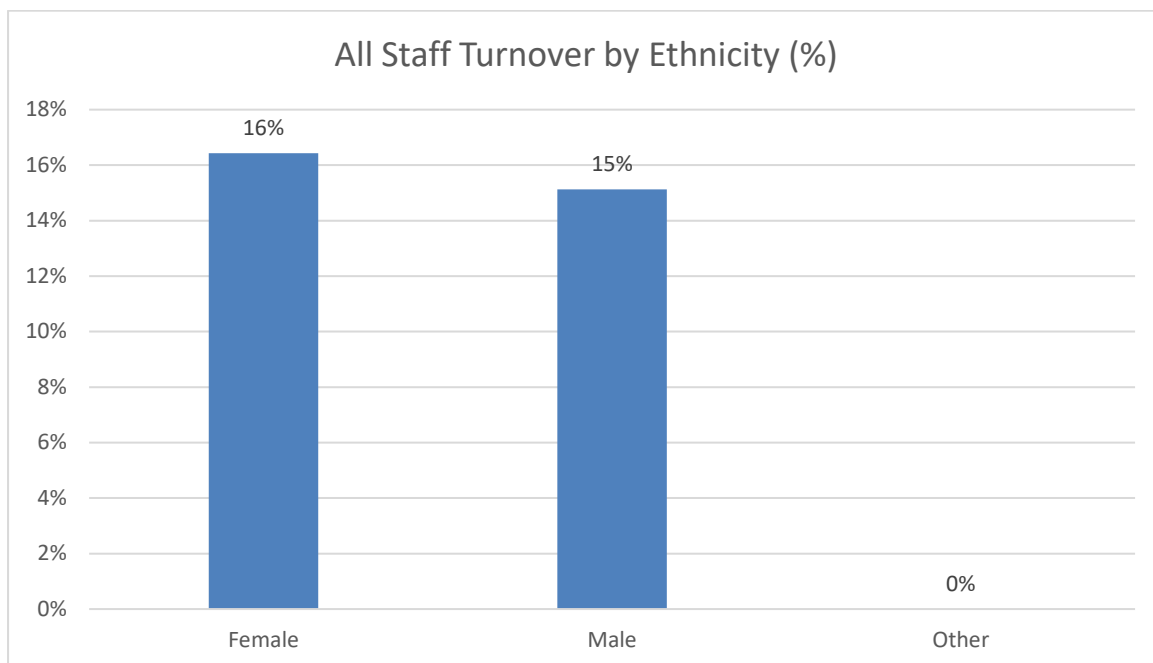


	Total staff	Voluntary Leavers	2021-22 % Turnover	2020-21 % Turnover	2019-20 % Turnover
B.A.M.E.	285	88	31%	18%	13%
White	1612	221	14%	12%	11%
Unknown	44	12	27%	0%	6%

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

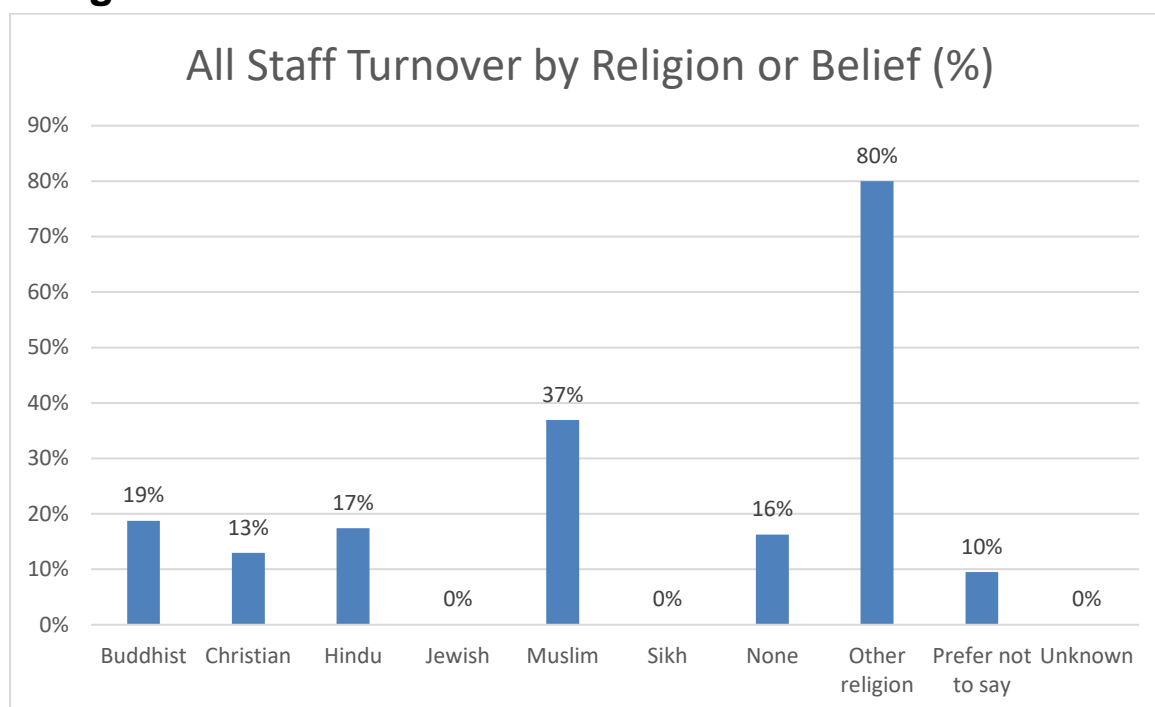


	Total staff	Voluntary Leavers	2021-22 % Turnover	2020-21 % Turnover	2019-20 % Turnover
Female	1175	193	16%	13%	10%
Male	846	128	15%	12%	12%
Other	0	0	0%	0%	0%

Commentary

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

Religion or Belief



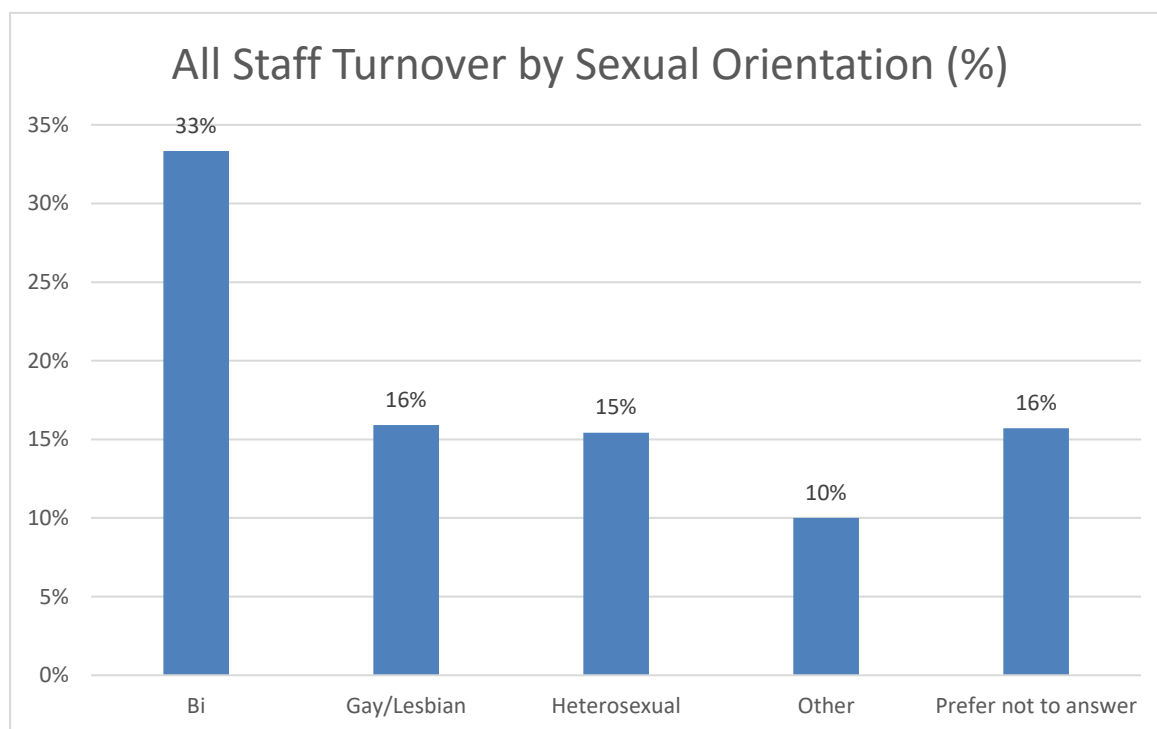
	Total staff	Voluntary Leavers	2021-2 % Turnover	2020-21 % Turnover	2019-20 % Turnover
Buddhist	16	<5	19%	12%	18%
Christian	726	94	13%	13%	11%
Hindu	20	<5	17%	15%	13%
Jewish	0	0	0%	0%	25%
Muslim	65	24	37%	18%	29%
Sikh	13	0	0%	36%	9%
None	891	145	16%	11%	13%
Other religion	40	32	80%	38%	1%
Prefer not to answer	200	19	10%	7%	0%
Unknown	9	0	0%	17%	8%

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



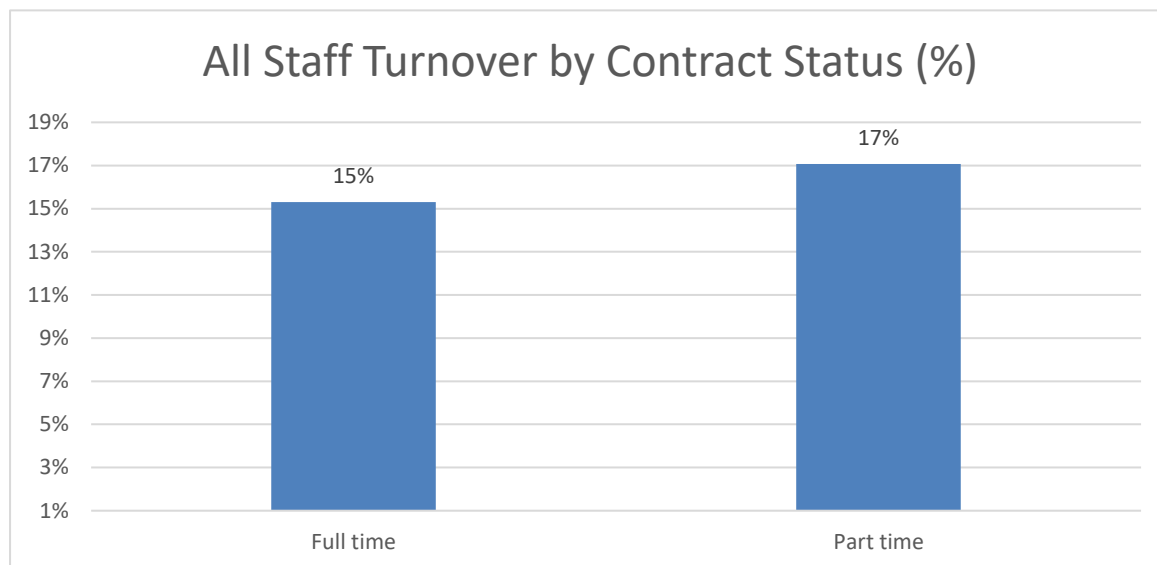
	Total staff	Voluntary Leavers	2021-22% Turnover	2020-21% Turnover	2019-20% Turnover
Bi	45	15	33%	16%	19%
Gay/Lesbian	44	7	16%	30%	13%
Heterosexual	1680	259	15%	13%	11%
Other	20	<5	10%	13%	7%
Prefer not to answer	242	38	16%	7%	8%

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 draw meaningful conclusions when comparing data across academic years.

Contract Status



	Total staff	Voluntary Leavers	2021-22 % Turnover	2020-21 % Turnover	2019-20 % Turnover
Full time	1463	224	15%	13%	11%
Part time	568	97	17%	12%	10%

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).