

University of Huddersfield - protected characteristics by Contract Type – 31 July 2020

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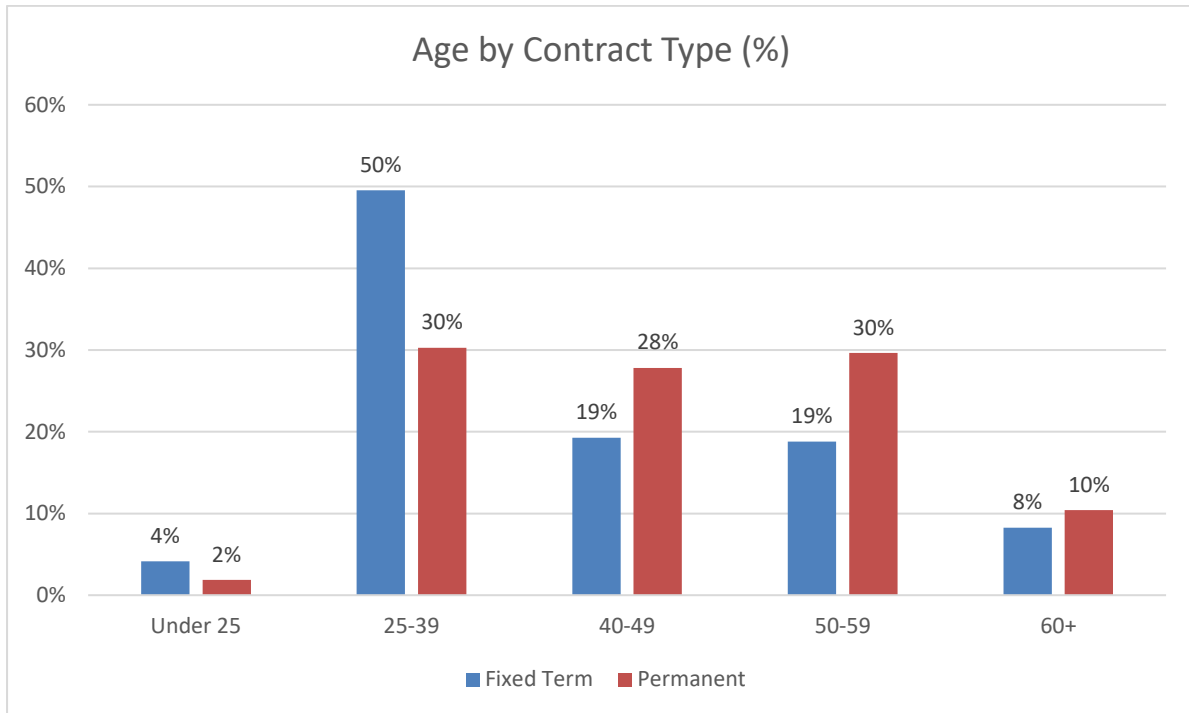
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Introduction

The following information provides data on all (academic, senior and support) staff in post at the University of Huddersfield as at 31 July 2020 split by contract type. These data are provided by the following protected characteristics: age; disability; ethnicity; gender; religion or belief and sexual orientation. The total staff headcount at 31 July 2020 was 1988.

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

Age

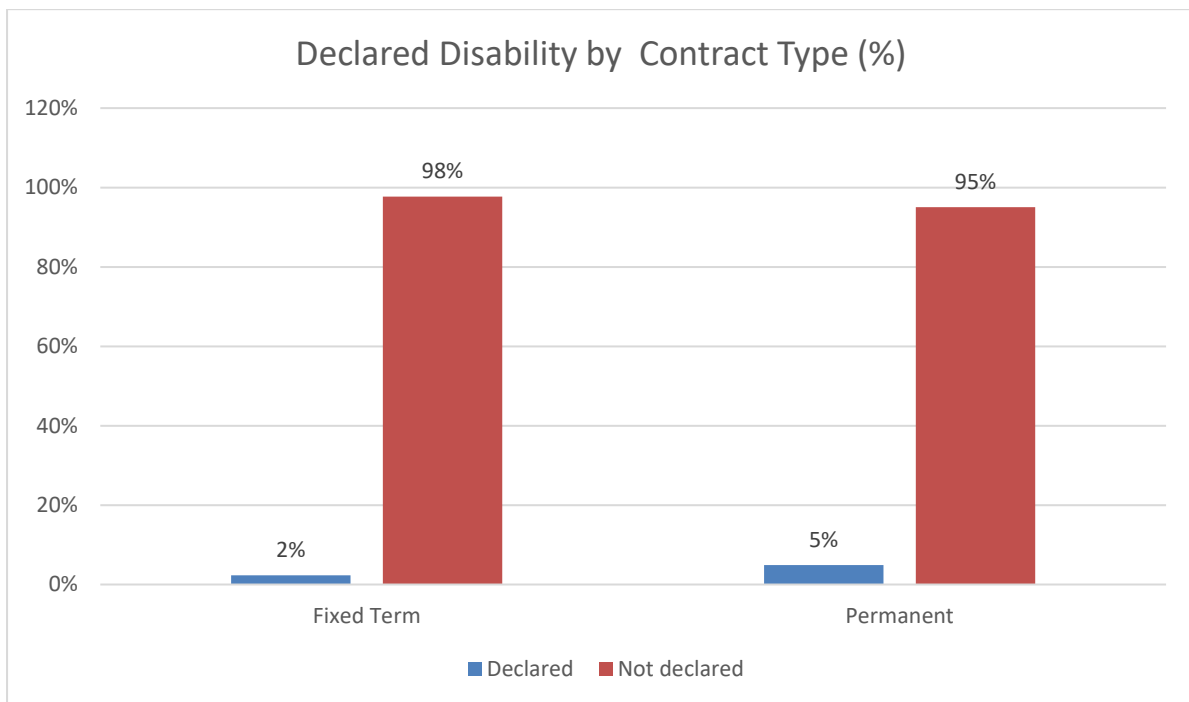


Contract Type	Under 25	25-39	40-49	50-59	60+
Fixed Term	4%	50%	19%	19%	8%
Permanent	2%	30%	28%	30%	10%

Commentary

The highest percentage of fixed term contracts are within the age range 25-39 with the lowest in 'Under 25'. The percentage of staff with permanent contracts is static in the bands 25-39, 40-49 and 50-59.

Disability¹



All Staff	Fixed Term	Permanent
Disabled	2%	5%
No known disability	95%	98%

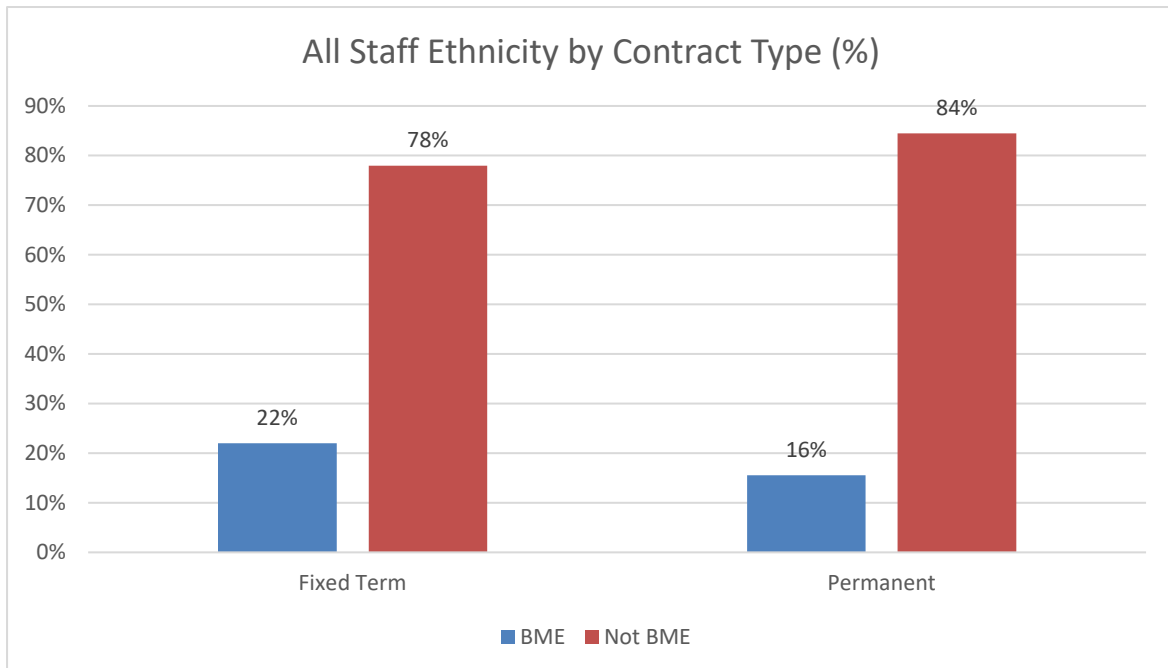
Commentary

There is a +3% variance between those declaring disabilities in permanent roles and those in fixed term roles.

Declaration rates rely on an individual self-reporting using the HR self-service portal or through identification of a disability as part of casework management. Whilst some staff would meet the definition of disability under the Equality Act they do not consider themselves disabled and therefore do not declare.

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

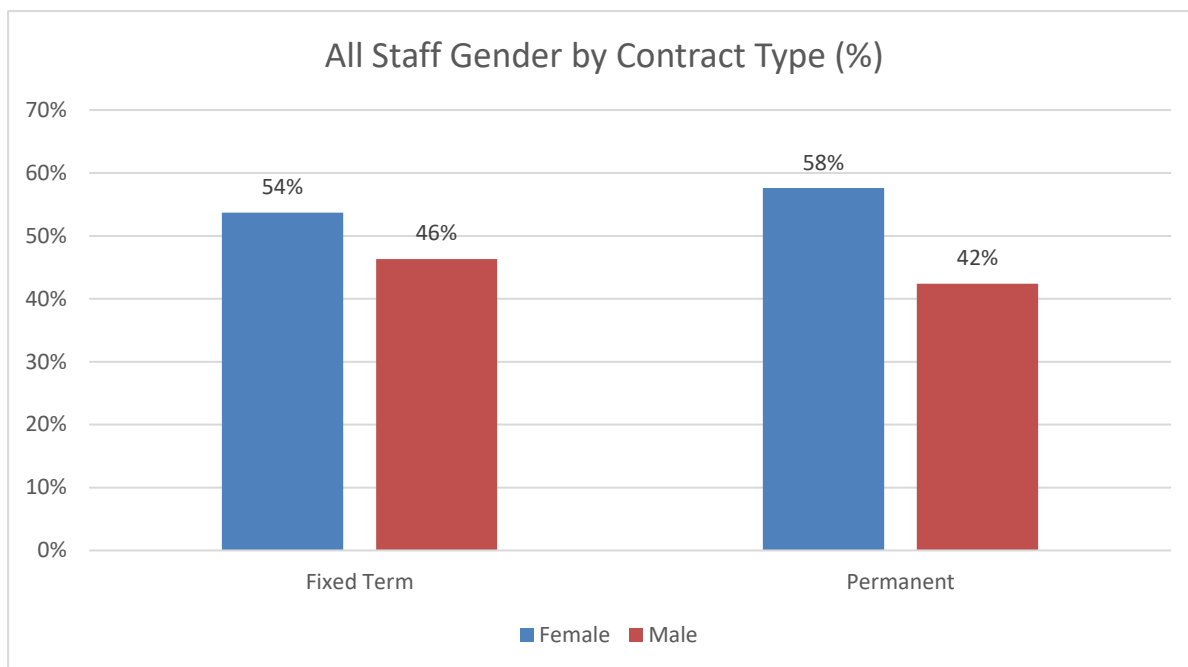


All Staff	Fixed Term	Permanent
BAME	22%	16%
Non BAME	78%	84%
Prefer not to answer	0%	0%

Commentary

There is a higher percentage (+6%) of BAME staff on fixed terms contracts than those on permanent contracts.

Gender

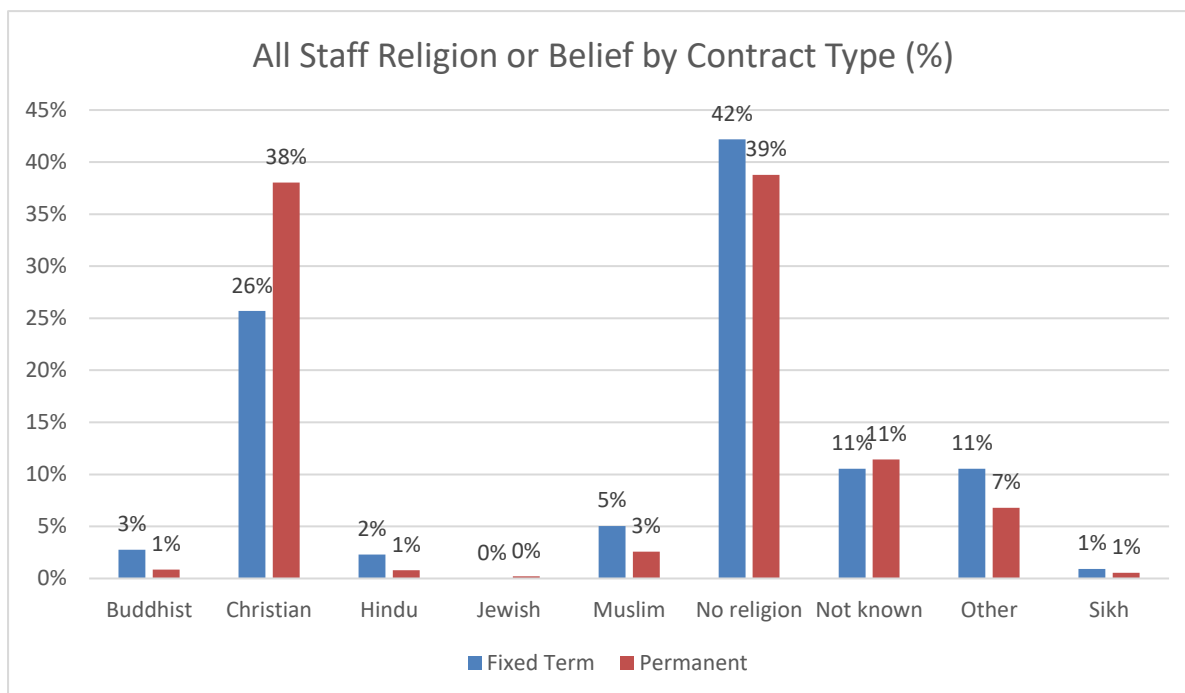


All Staff	Fixed Term	Permanent
Female	54%	58%
Male	46%	42%

Commentary

The percentage of female staff on fixed term contract is 4% lower than those on permanent contract. This is reversed for male staff.

Religion or Belief

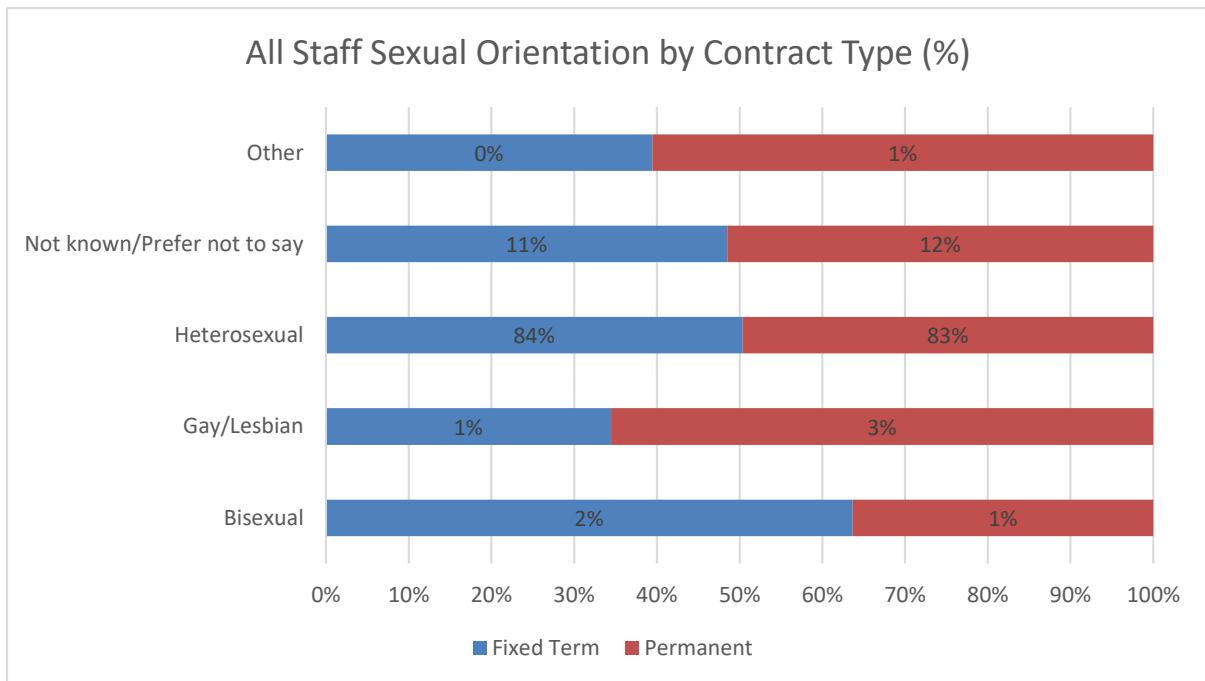


Grade	Buddhist	Christian	Hindu	Jewish	Muslim	No religion	Not known	Other	Sikh
Fixed Term	3%	26%	2%	0%	5%	42%	11%	11%	1%
Perm	1%	38%	1%	0%	3%	39%	11%	7%	1%

Commentary

Across all contract types the highest percentage of declarations are for Christian and No Religion.

Sexual Orientation



All Staff	Bisexual	Gay/Lesbian	Heterosexual	Prefer not to say	Other
Fixed Term	2%	1%	84%	11%	0%
Permanent	1%	3%	83%	12%	1%