

# University of Huddersfield - all staff in post by protected characteristic – 31 July 2022

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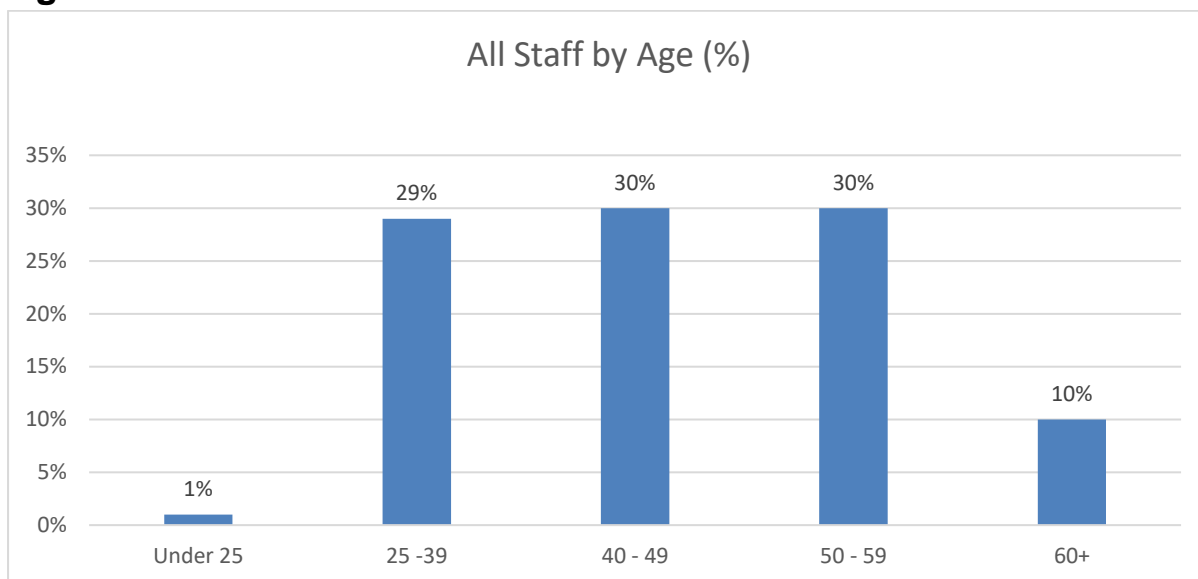
## Introduction

The following information provides data on all (academic, professional, and managerial and support) staff in post at the University of Huddersfield as of 31 July 2022. These data are provided by the following protected characteristics: age; disability; ethnicity; sex; religion or belief and sexual orientation. The total staff headcount on 31 July 2022 was 2031.

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



<b>All Staff Age (years)</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>% change (2020-2022)</b>
<b>Under 25</b>	2%	1%	1%	-1%
<b>25 - 39</b>	30%	30%	29%	-1%
<b>40 - 49</b>	28%	30%	30%	2%
<b>50 - 59</b>	30%	29%	30%	0%
<b>60+</b>	10%	10%	10%	0%

<b>Academic Staff Age (years)</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>% change (2020-2022)</b>
<b>Under 25</b>	0%	0%	0%	0%
<b>25 - 39</b>	31%	33%	32%	1%
<b>40 - 49</b>	31%	31%	34%	3%
<b>50 - 59</b>	30%	28%	27%	-3%
<b>60+</b>	7%	8%	7%	-1%

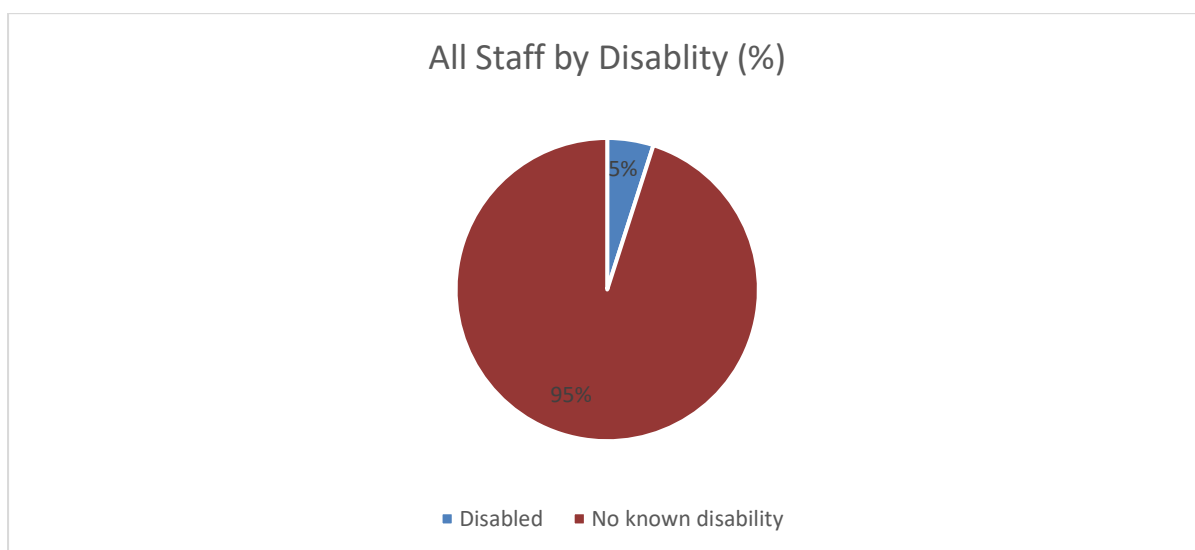
<b>Senior Staff Age (years)</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>% change (2020-2022)</b>
<b>Under 25</b>	0%	0%	0%	0%
<b>25 -39</b>	3%	1%	0%	-3%
<b>40 - 49</b>	28%	28%	27%	-1%
<b>50 - 59</b>	44%	52%	48%	4%
<b>60+</b>	25%	19%	25%	0%

<b>Support Staff Age (years)</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>% change (2020-2022)</b>
<b>Under 25</b>	3%	2%	2%	-1%
<b>25 -39</b>	31%	31%	31%	0%
<b>40 - 49</b>	27%	29%	28%	1%
<b>50 - 59</b>	29%	28%	29%	0%
<b>60+</b>	9%	10%	10%	1%

## **Commentary**

The percentage of staff across the different age categories has remained static over the period, shown by only a +/- 1% variance over 4 of the 5 age groups. These variances change more between the different staff groups, with Academic staff having a 3% growth in the number of 40–49-year-old employees. Senior staff have an 4% increase within the 50-59 age group.

## Disability<sup>1</sup>



All Staff	2020	2021	2022	% change (2020-2022)
Disabled	5%	5%	5%	0%
No known disability	95%	95%	95%	0%

Academic Staff	2020	2021	2022	% change (2020-2022)
Disabled	4%	5%	6%	2%
No known disability	96%	95%	94%	-2%

Senior Staff	2020	2021	2022	% change (2020-2022)
Disabled	0%	1%	1%	1%
No known disability	100%	99%	99%	-1%

Support Staff	2020	2021	2022	% change (2020-2022)
Disabled	5%	6%	6%	1%
No known disability	95%	94%	94%	-1%

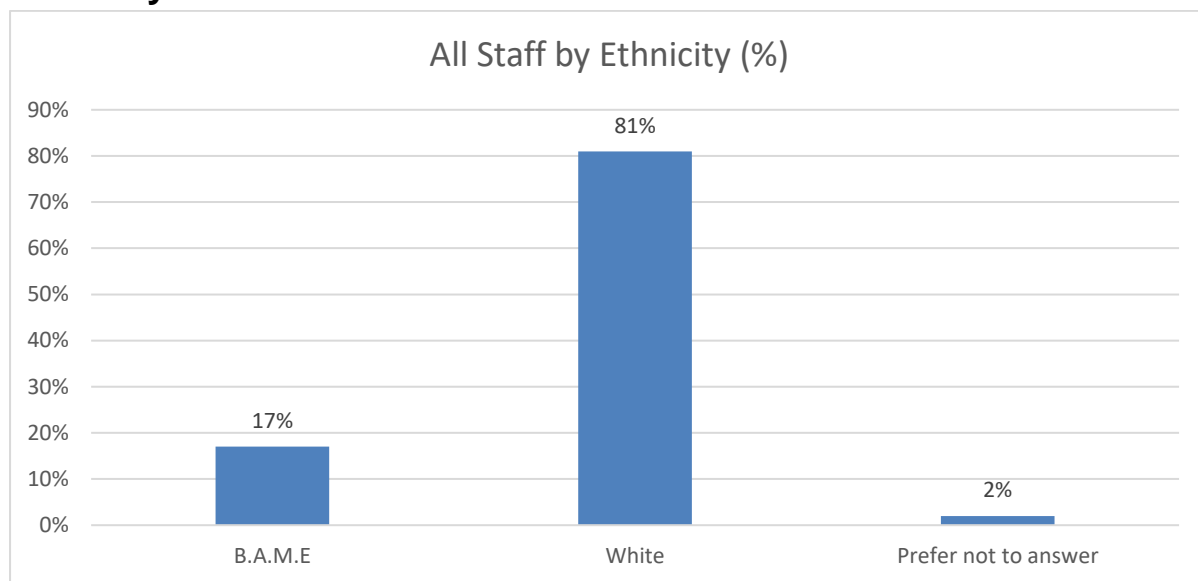
<sup>1</sup> Disability is defined under the Equality Act 2010 as a physical or mental impairment that has a substantial and long-term negative effect on a person's ability to carry out normal daily activities.

## **Commentary**

The percentage of all staff declaring they have a disability has remained constant over the period at 5%. The declaration rate for support and academic staff is the same whilst Senior staff have the lowest level of declared disabilities at 1%.

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.

## Ethnicity

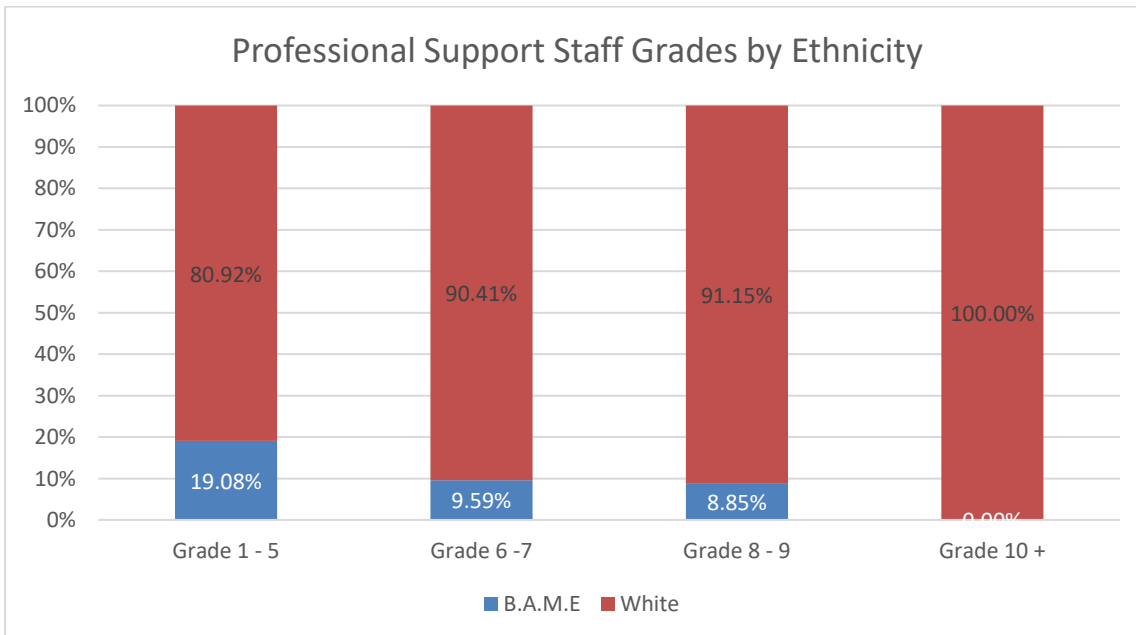
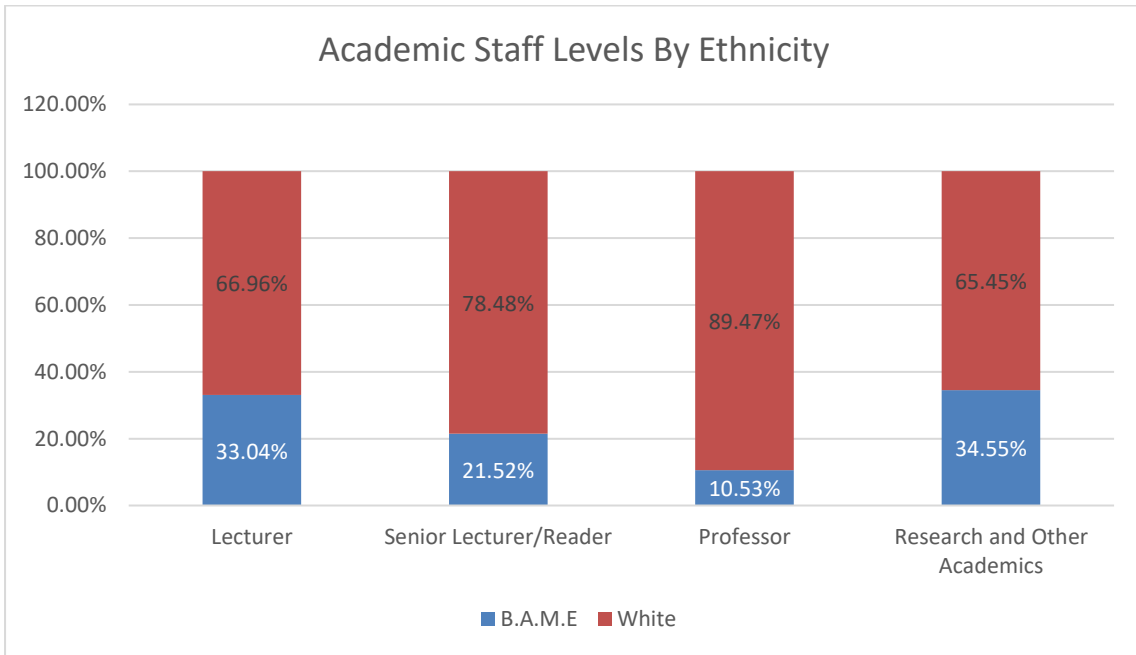


All Staff	2020	2021	2022	% change (2020-2022)
B.A.M.E.	16%	17%	17%	1%
White	82%	81%	81%	-1%
Prefer not to answer	2%	2%	2%	0%

Academic	2020	2021	2022	% change (2020-2022)
B.A.M.E.	20%	23%	23%	3%
White	80%	74%	74%	-6%
Prefer not to answer	1%	3%	3%	2%

Senior	2020	2021	2022	% change (2020-2022)
B.A.M.E.	9%	9%	9%	0%
White	91%	87%	87%	-4%
Prefer not to answer	0%	4%	4%	4%

Support	2020	2021	2022	% change (2020-2022)
<b>B.A.M.E.</b>	19%	14%	14%	-5%
<b>White</b>	80%	84%	84%	4%
<b>Prefer not to answer</b>	1%	2%	2%	1%



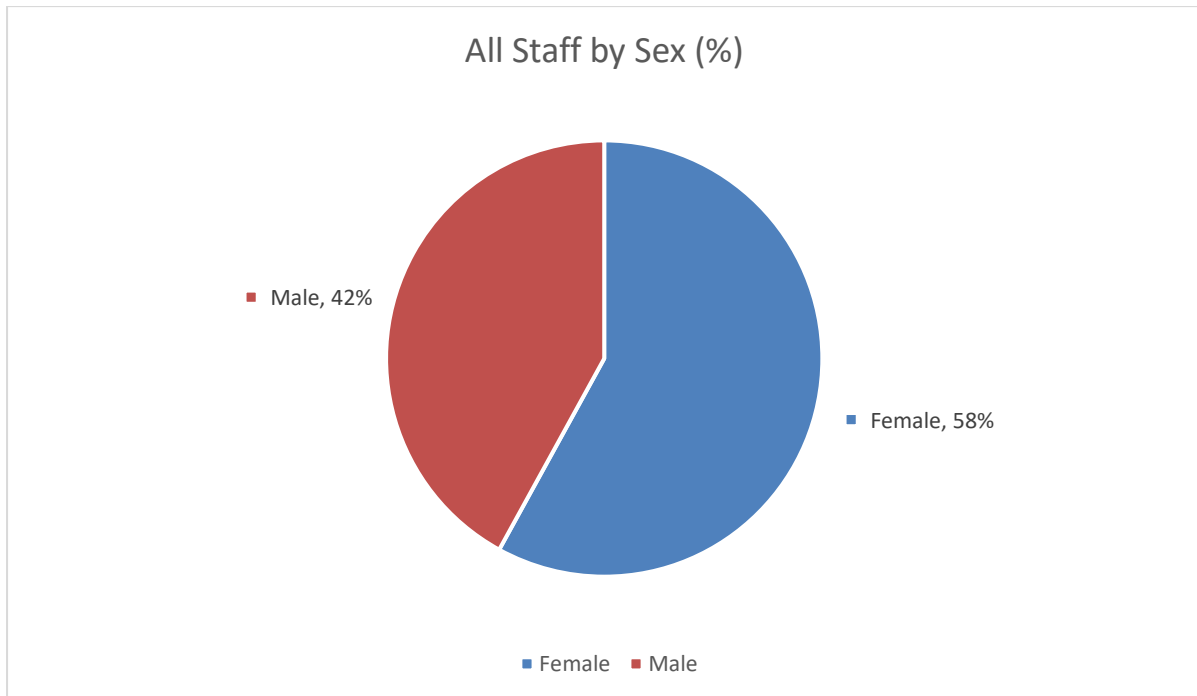
## **Commentary**

The percentage of White staff has decreased over the period to 81%. There has been a 1% increase in the percentage of Black, Asian and minority ethnic staff. The percentage of staff, whose ethnicity has not been disclosed has remained static over the period.

Across the different staff groupings, the B.A.M.E. representation has increased for academic (3%) and dropped for support (-5%) staff and remained static for senior staff.



## Sex



All Staff	2020	2021	2022	% change (2020-2022)
Female	55%	58%	58%	3%
Male	45%	42%	42%	-3%

Academic Staff	2020	2021	2022	% change (2020-2022)
Female	50%	50%	49%	-1%
Male	50%	50%	51%	1%

Senior Staff	2020	2021	2022	% change (2020-2022)
Female	28%	26%	30%	2%
Male	72%	74%	70%	-2%

<b>Support Staff</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>% change (2020-2022)</b>
<b>Female</b>	67%	67%	68%	1%
<b>Male</b>	33%	33%	32%	-1%

### **Commentary**

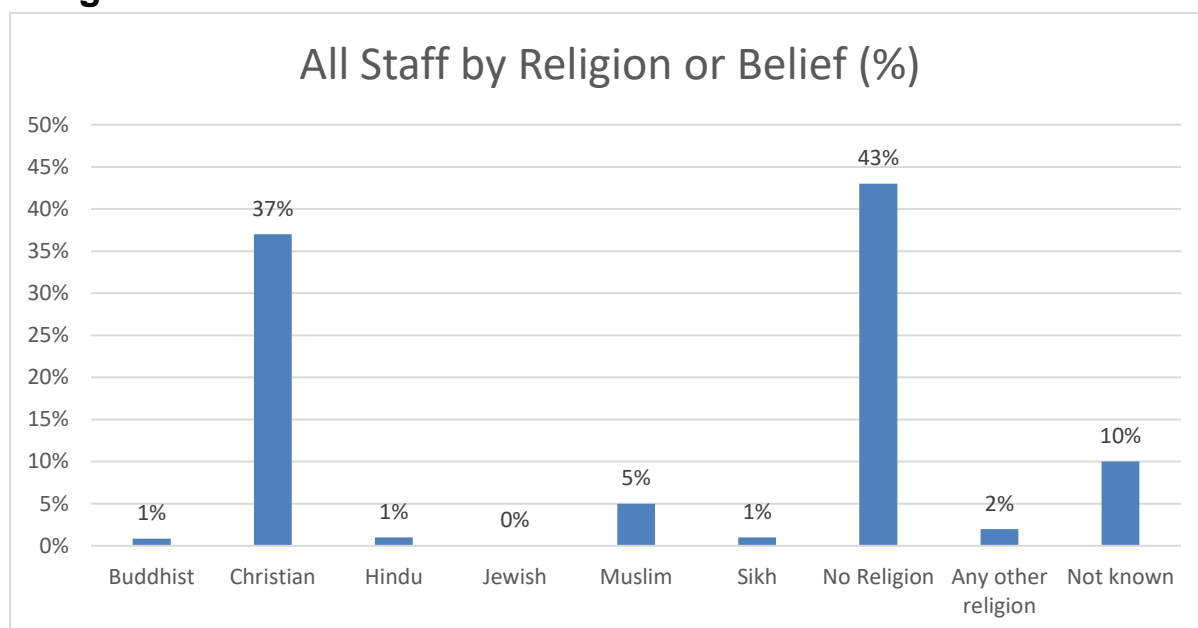
The percentage of males (42%) and females (58%) has moved 4% over the period, moving further away from a 50/50 split.

For academic staff this split is 51% for males and 49% for females, which is a 1% variance over the 3-year period.

For support staff the split is at 68% for females and 32% for males, representing the high number of female staff we have within the lower grade support roles. There has been a 1% variation during the 3-year period.

Senior staff have 70% males and 30% females which has varied by 2% over the 3-year time period.

## Religion or Belief

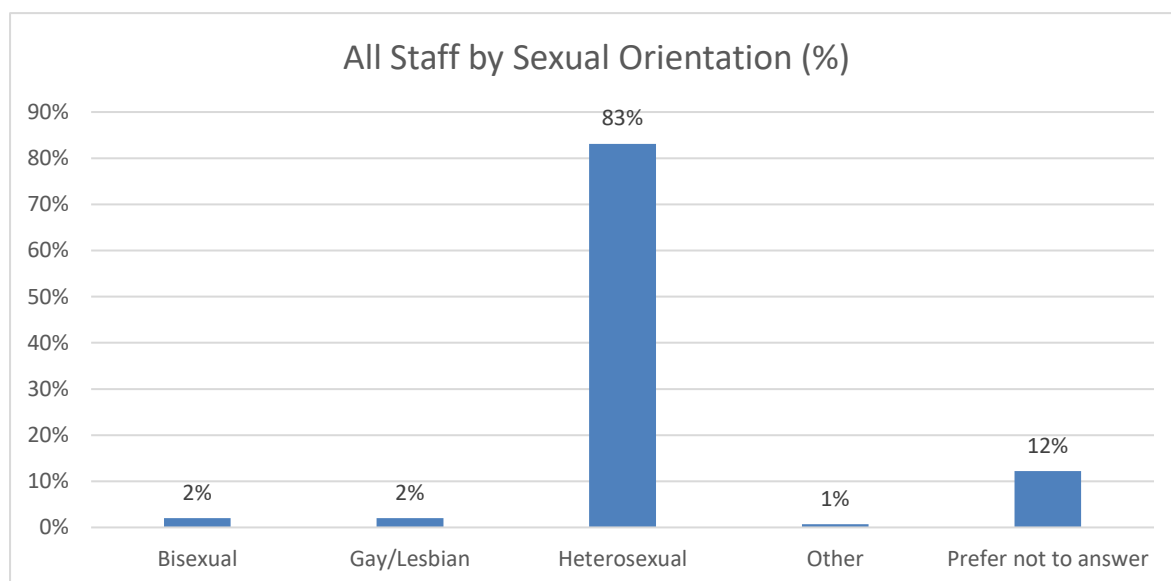


	2020	2021	2022	% change (2020-2022)
<b>Buddhist</b>	1%	1%	1%	0%
<b>Christian</b>	38%	37%	36%	-2%
<b>Hindu</b>	1%	1%	1%	0%
<b>Muslim</b>	3%	5%	3%	0%
<b>Sikh</b>	1%	1%	1%	0%
<b>Islam</b>	0%	0%	2%	2%
<b>None</b>	39%	43%	44%	5%
<b>Other religion</b>	7%	2%	2%	-5%
<b>Unknown</b>	11%	10%	10%	-1%

### Commentary

Over the period shown, there has been a 5% increase in the percentage of staff declaring they have no religion. There has also been a 2% decrease in staff declaring their religion as Christian, and a 2% increase in those declaring their religion as Islam. The percentage of non-disclosure has decreased over the period, from 11% in 2019 to 10% in 2022.

## Sexual Orientation



<b>All Staff</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>% change (2020-2022)</b>
<b>Bi</b>	1%	2%	2%	1%
<b>Gay/Lesbian</b>	3%	2%	2%	-1%
<b>Heterosexual</b>	83%	83%	83%	0%
<b>Other</b>	1%	1%	1%	0%
<b>Prefer not to answer</b>	12%	12%	12%	0%

<b>Academic Staff</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>% change (2020-2022)</b>
<b>Bi</b>	2%	2%	2%	1%
<b>Gay/Lesbian</b>	4%	4%	3%	0%
<b>Heterosexual</b>	81%	81%	83%	0%
<b>Prefer not to answer</b>	12%	12%	11%	-1%
<b>Other</b>	0%	0%	1%	1%

<b>Senior Staff</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>% change (2020-2022)</b>
<b>Bi</b>	3%	3%	4%	1%
<b>Gay/Lesbian</b>	0%	0%	1%	1%
<b>Heterosexual</b>	76%	76%	75%	-1%
<b>Prefer not to answer</b>	21%	20%	20%	-1%
<b>Other</b>	0%	0%	1%	1%

<b>Support Staff</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>% change (2020-2022)</b>
<b>Bi</b>	1%	1%	2%	1%
<b>Gay/Lesbian</b>	2%	2%	2%	0%
<b>Heterosexual</b>	85%	85%	84%	-1%
<b>Prefer not to answer</b>	11%	11%	12%	1%
<b>Other</b>	0%	0%	1%	1%

### **Commentary**

There has been a 1% increase in the percentage of staff declaring they are bi and a 1% decrease in those declaring they are Gay/Lesbian over the period shown. There has been no increase in the percentage of staff declaring their sexual orientation as Heterosexual, Other or non-disclosure has decreased over the period.

The academic staff group has the highest proportion of staff declaring themselves as Gay/Lesbian at 3%. Support staff have the highest proportion of declared Heterosexual staff at 84% whilst senior staff have the highest number of staff declaring themselves as Bi. Senior staff also have the highest percentage of staff who have made no declaration or prefer not to say.