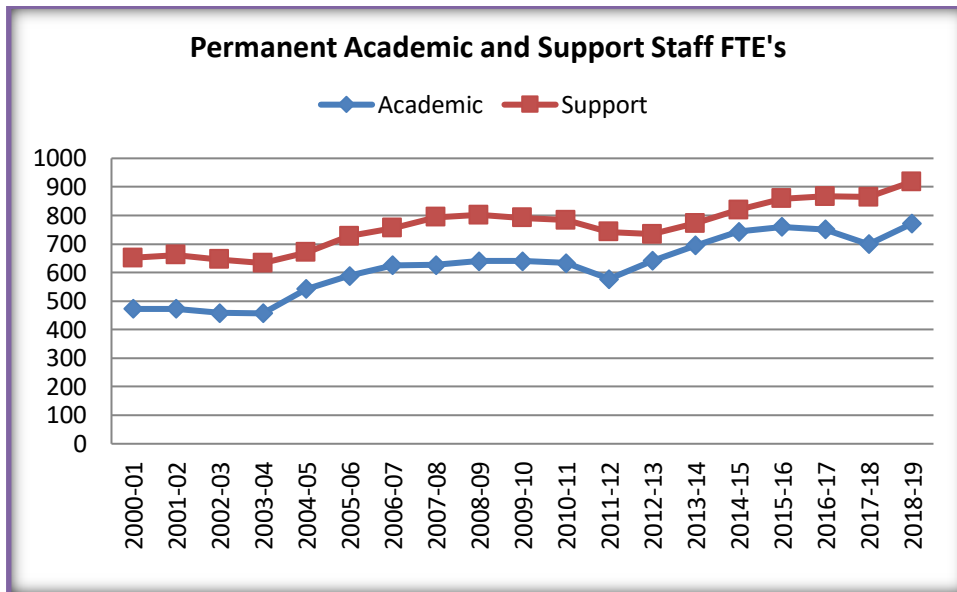


# The University of Huddersfield

## Equality, Diversity and Inclusion Annual Report 2018 - 2019

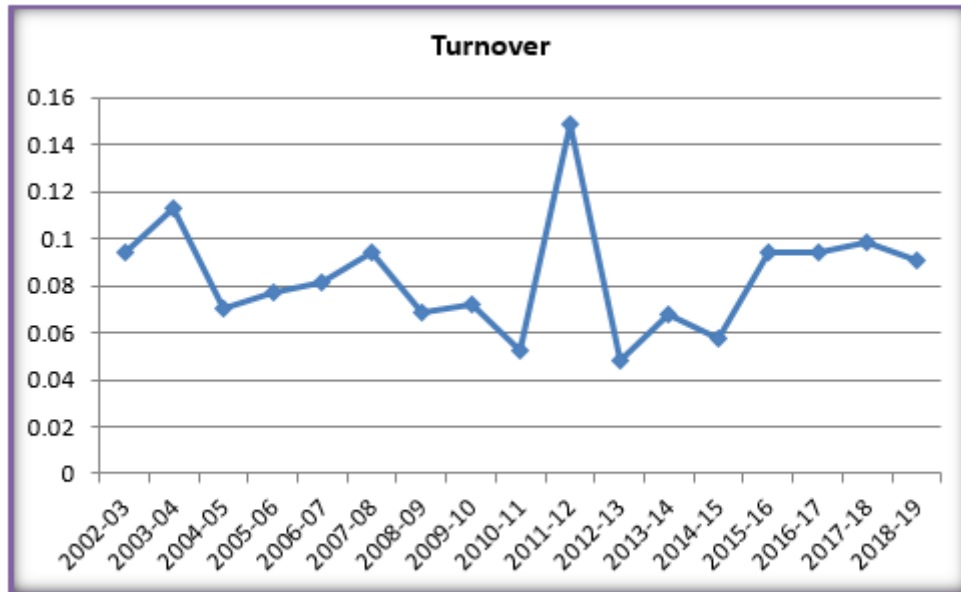
### 1 Workforce Structural Profile

1.1 Average permanent staffing increased to 1850 from 1795. Senior staff increased by 2.55%, academic increased by 3.9% and support staff by 1.2%.



1.2 Overall turnover was 9.6%, marginally down from last year at 9.8%. Academic staff turnover at 8.5% was higher than the sector average of 8% whilst support staff turnover was below the sector average of 11.1% at 10.4% <sup>1</sup>.

<sup>1</sup> UCEA Higher Education Workforce Report (2019)



- 1.3 There were 183 permanent and fixed term staff leavers over the year and out of those 137 leavers completed an exit questionnaire higher than the previous year at 71. The majority reason for leaving was new position.
- 1.4 The average number of applicants per vacancy was 20.44 which is a reduction of 7.64% on last year's total, partly due to the reduction in the number of positions advertised for. Average days from advert to offer increased from 48 to 65 days due primarily to a small number of requisitions that were kept open for a longer period. The overall cost of advertising increased by 14.9% with the cost pressure in the industry continuing to rise whilst volume discounts have remained relatively static. The overall costs per vacancy increased by 6.02% but over the last 12 years the cost of advertising has continued to decrease overall due to the decreased use in press advertising and increased reliance on driving queries from standard recruitment sites and social media platforms to the University's recruitment portal.
- 1.5 Nationally full time work predominates within the sector and this is reflected in the University. Part time numbers reduced and now account for 29.4% of the total workforce, which is comparable to the HE Average of 28.8%. Part time working at the University is predominantly female and is 77%. This is maintained across academic and support staff whilst for research staff it is an equal split. For senior staff contract holders this pattern is reversed with 73% of part time staff being male, , reflecting in-part opportunities for phased retirement and buying in research expertise on a part time basis.
- 1.6 There was a significant reduction in the use of part time hourly paid lecturers (PTHP) with a 22.99% decrease in number of hours used from 2017/18. Based on cost, spend on PTHP contracts amounted to 26.93 FTE (down from 33.12).<sup>2</sup> Total hourly paid expenditure reduced to 68.35 FTE support staff posts, down

<sup>2</sup> Based on average salary at the bottom point of grade 7 including on-costs

from 81.95 FTE (17.36 – agency, 27.26 – student support workers, 23.73 student pool).<sup>3</sup>

- 1.7 The spend on temporary agency staff reduced to £426,317 from £479,728, decreasing by nearly 12.53%. 27 agency temporary staff were employed for more than 12 weeks and terms and conditions were amended to equalise with directly employed staff in line with the Agency Workers regulations.

## 2. Equality and Diversity Profile

- 2.1 The majority of staff across all categories of staff are female (58.15%, stable for the last five years) and remains only slightly higher than the HE average of 55.7%. The majority of academic staff are employed as Senior Lecturers (SL). The distribution pattern between academic grades is:

- Grade 9 (PL) 17.26%
- Grade 8 (SL) 63.02%
- Grade 7 (L) 19.72%
- 

Gender distribution is not even throughout the grades or contract type. At the University, women make up 50.41% of academic staff, higher than the HE average (44.9%). Female representation is unevenly distributed across the academic staff grades (51% grade 9, 49% Grade 8 and 56% grade 7). This represents an increase on last year for grade 9. Women make up 67.13% of support staff which is broadly the same as the 2017/18 figures. The variance between grades is greater (for example 73.48% at grade 2, 61.11% at grade 6 and 49.25% at grade 8). Female representation within Researcher grades has increased from 28% to 35% over the last year and partly due to being addressed through an action plan as part of the European Commission's HR Excellence in Research commitment.

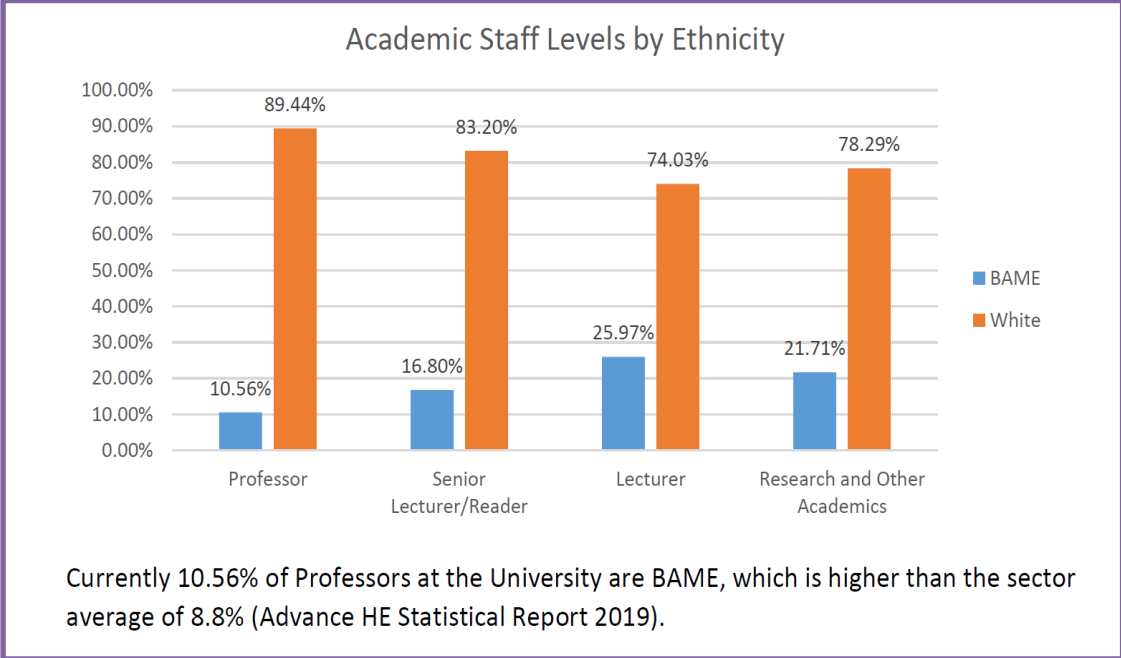
- 2.2 Female employment at grade 10 for head of department has seen an increase from 22.22% to 25%. This is repeated within the professoriate with females accounting for 25.93% (previously 23.85%) of the grade 10 positions.
- 2.3 Of the top 5% of earners, 28.32% are female down from 31.43% last year which reflects two female professors leaving employment. In terms of headcount the top 5% represents 113 employees of those 32 are female.
- 2.4 Other than the senior staff category all other grade variances are considered statistically insignificant. In terms of equal pay audits a gender difference of +/-5% would be considered significant. The pay gap for academic staff is 0.65% in favour of males. Academic staff grade 7 has a differential of 1.59% in favour of females and the grade 8 variance is -0.67 in favour of males, which is considered statistically insignificant. Overall for grade 9 the pay gap is statistically insignificant at 0.31% in favour of males.

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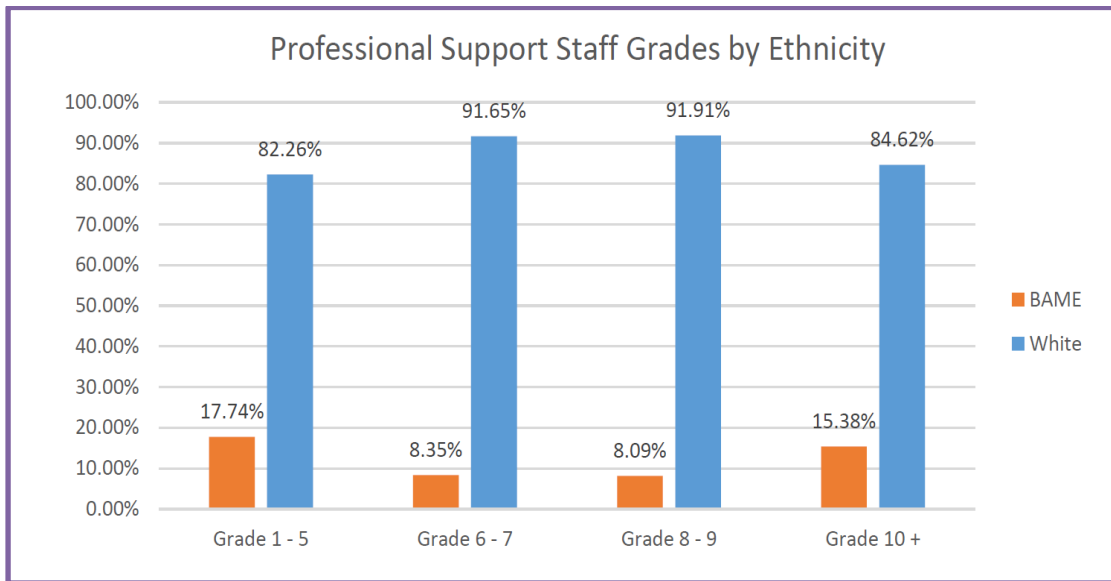
<sup>3</sup> Based on average salary at the bottom point of grade 4 including on-costs

- 2.5 The pay gap for researchers is 1.92% in favour of males. However, improvements in representation have been made at Principal Research Fellow and also at Research Fellow. Whilst headcount numbers remain low it does reflect an increase from 28% to 35% for females as mentioned earlier. Securing greater representation in terms of appointments made at the higher grades is needed and through our commitment to Athena Swan, continued improvements through our action plan for the HR Excellence in Research commitment and supporting female promotion routes to grade 9 will help to address this.
- 2.6 For support staff, there is a variance of 2.88% in favour of males at Grade 9 which is an increase from 0.1% last year. This relates to a female leaver being replaced with a male. Due to the low number of support staff within this grade a reduction of just one female has a significant impact on the figures. At Grade 8, the gender balance has moved nearer to an equal split with 49.25% females but we still have a pay variance of 3.4% in favour of males, although this is an improvement from 5.87% last year. For Grade 7 women remain over-represented and this continues for the majority of the rest of support staff grades. Variance is statistically insignificant at grades 7 to 4 as all variances are within +/-3% with the majority being less than 1%. This reflects the predominance of female workers in lower paid positions and the large numbers of female staff represented in the key administrative grades (4, 5, 6 and 7).
- 2.7 The pay gap for our senior grade remains in favour of males at 4.22%. Females remain underrepresented at this level accounting for only 27.43% of staff within the group. This group covers a very diverse but small range of posts and there are wide variations in job responsibilities. The pay gap for grade 10 is a positive variance of 0.69% in favour of females and there has been an increase in the proportional representation of female staff from 23.28% to 27.27%. The variance at head of department level has changed to a positive value of 2.99% in favour of females. The pay gap at Professorial level grade 10 is now a positive variance of 0.69% in favour of females compared to a negative variance of 0.49% last year which favoured males. For senior professorial staff the pay gap is now a negative variance of 3.31% in favour of males compared to last year's positive amount of 1.31% which favoured females. Given the numbers and the low relative representation of females, small movements in employment significantly alter the gap analysis as is shown here. Female representation within the research and senior staff categories and job segmentation for lower graded posts still remains the underlying issue here. In trying to increase female representation at senior levels executive searches are instructed to address this imbalance in their search. Female staff are actively encouraged to apply for academic promotion and further research into barriers to progression is being carried out through Athena Swan and addressed in our action plan through our commitment to the European Commission's HR Excellence in Research Award.
- 2.8 Within the academic year 18-19, 23 women took maternity leave with a 91% return rate. Flexible work options continue to be widely used to support returners, with the majority returning to part time work. Only one member of staff took adoption leave and they subsequently returned to work full time. 14 members of staff took a period of Paternity Leave.

- 2.9 The University has a slightly older age profile than the sector average with 30.59% of staff aged 50 to 59 and 28.54% aged 40 to 49. This compares to the sector average of 29.76% (50-59) and 27.89% (40-49).<sup>4</sup> This in main reflects the pressures of an aging workforce, low turnover in some grades and entry level requirements in some posts which require higher-level study or professional body qualification on appointment.
  
- 2.10 The number of staff declaring a disability has increased to 4.92% (previously 4.4%) with academic staff representation at 4.6% (previous year 4.5%). 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. It was thought that moving to the HR self-service portal may result in an increase in this figure due to the ease of individuals being able to update their personal details, however this has not been the case.
  
- 2.11 Black and minority ethnic (BAME) representation showed an increase from 13.98% to 14.46% which remains above the HE average of 12.8%. The “not declared” rate is currently 2.06% which is 0.28% lower than last year. The highest proportion of BAME staff within academic staff is within Lecturer role and at Professor level it is 10.56% which is higher than the sector average of 8.8%. We have a BAME representation of 15.38% at grades 10 and above and 17.74% at support staff grades 1-5 which is higher than the sector average xx.



<sup>4</sup> UCEA Higher Education Workforce Report (2019)



- 2.12 There is no comparative benchmarking data available on sexual orientation numbers in other Universities. There is no hard data on the number of LGBTQI+ individuals in the UK as the national census does not ask people to define their sexual orientation. The only data available to us relates to our current staff and our job applicants. For our current staff these figures are 82.78% heterosexual, 2.6% gay/lesbian, 1.19% bisexual, 0.65% other and 12.78 who prefer not to say. For our job applicants, 86.3% identify as heterosexual, 2.3% as Gay/Lesbian, 2.3% as bisexual, 1.0 as other and 8.1% prefer not to say.
- 2.13 The majority of applicants are “White British” (49.6%), a reduction of 9.2% from last year, reflecting a small increase in BAME applicants. The percentage of male applicants was 47.5% and 52.5% for females. This is a return to almost a 50/50 split. Representation of BAME groups at shortlisting was 38.92%(previous year 31.73%) and 30.47%(previous year 24.93%) at appointment which was an increase on the 2017/18 totals. Selection Panel composition is carefully considered taking into account the principles of equality, diversity and inclusion and reflecting this through the composition of the Selection Panel. Mandatory training for all staff involved in any recruitment and selection activity is continuously reviewed to ensure that the impact of preconceptions or unconscious bias does not adversely affect recruitment practice.
- 2.14 The gender split between applicants has moved to almost a 50:50 split at at 52.5% for females and 47.5% for males. Female conversion rates at shortlisting and appointment remain higher than male conversion rates.
- 2.15 Applications from people with declared disabilities decreased from 5.3% to 4%, this could be partly attributed to the slightly higher number of applicants who selected not to provide any declaration. However, out of those applications, there remains a higher conversion rate which may in part be due to the University’s ongoing commitment to the Disability Confident Scheme. Overall appointments accounted for 3.81% of all appointments but actual numbers are very small.

- 2.16 As the University continues its KPI of increasing staff with international experience, applicants from overseas increased to 16.7% of total applications, up from 12.4%. However, this did not result in a greater number of overseas appointments, which remained at 17 appointments for the 3<sup>rd</sup> year.

### **3. Gender Pay Gap Reporting**

- 3.1 Our figures for 2018 show that our Mean gender pay gap is 20.96% and our Median gender pay gap is 16.22% across 2169 employees. The overall gender pay gap has reduced since 2018, in part due to the measures the institution has put in place to identify, understand and address the underlying causes that exist. The University continues to focus on developing individuals to fulfil their potential through opportunities created. In all but one of our grades the gender pay gap variance is still not considered statistically significant. In our more junior grades there is a higher proportion of female employees and partially due to us being an accredited Living Wage employer there is no gender pay gap within our cleaning, catering and administrative staff with women in our senior administrator roles earning slightly more. The senior staff category, which represents less than 1% of the workforce, shows a higher pay gap despite our practice of using sector median salaries when considering appointments and progressions. Overall the gender pay gap variances are not statistically significant within the grades which overall implies broad fairness across the categories and groups of staff.