

# University of Huddersfield maternity/paternity/adoption leave and flexible working

## 1 August 2020 – 31 July 2021

The following information provides data on all (academic, senior and support) staff across the University who took maternity or paternity leave during the period August 2020 – July 2021. Data over the five year period is included for comparison.

### Maternity/Paternity/Adoption Leave

Academic Year	Maternity	Paternity
2016-7	33	27
2017-8	27	21
2018-9	27	18
2019-20	32	15
2020-21	31	15

For the academic years 2016-2021, there was  $\leq 5$  adoption and shared parental leave periods taken by members of staff.

### Staff return to work following Maternity/Adoption Leave

Percentage rate of return of those taking maternity leave and percentage of those returning who have returned with changed working hours for academic years 2016-2021

Academic Year	Maternity Return Rate	% of returners on changed working hours
2016-7	85%	14%
2017-8	81%	23%
2018-9	81%	23%
2019-20	84%	26%
2020-1	94%	14%

## Flexible working

Number of applications for flexible working by women, men and total for academic years 2016-2021

Academic Year	Women	Men	Total
2016/17	29	18	47
2017/18	27	9	36
2018/19	26	9	35
2019/20	29	10	39
2020/21	18	10	28

Percentage approval rate of flexible working applications from women, men and total for academic years 2016-2021

Academic Year	Percentage approved		
	Women	Men	Total
2016/17	90%	89%	89%
2017/18	96%	89%	94%
2018/19	100%	100%	100%
2019/20	100%	100%	100%
2020/21	83%	100%	89%

All applications from academic and research staff were approved for the years 2017/18 to 2020/21.