

Academic staff promotions data

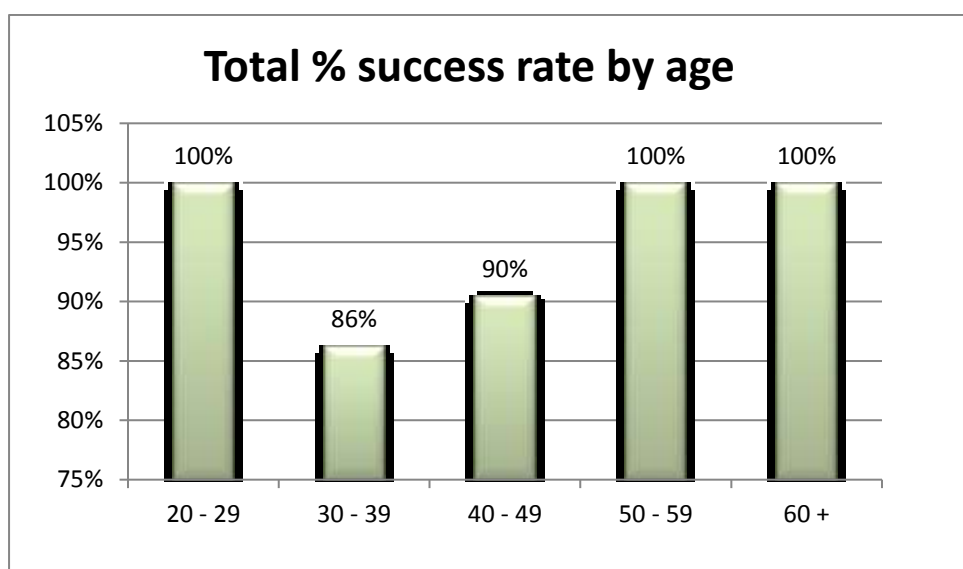
1 August 2011 – 31 July 2012

The following data provides information on academic staff promotions across the university by protected characteristic, between the grade 6 - 10. Please note the promotions data for grade 10 has been presented separately, this is because of the differential promotions procedure for this grade.

A total of 84 applications for promotion were made by academic staff between August 2011 – July 2012, of which 75 (89%) were successful.

Up to Grades 9

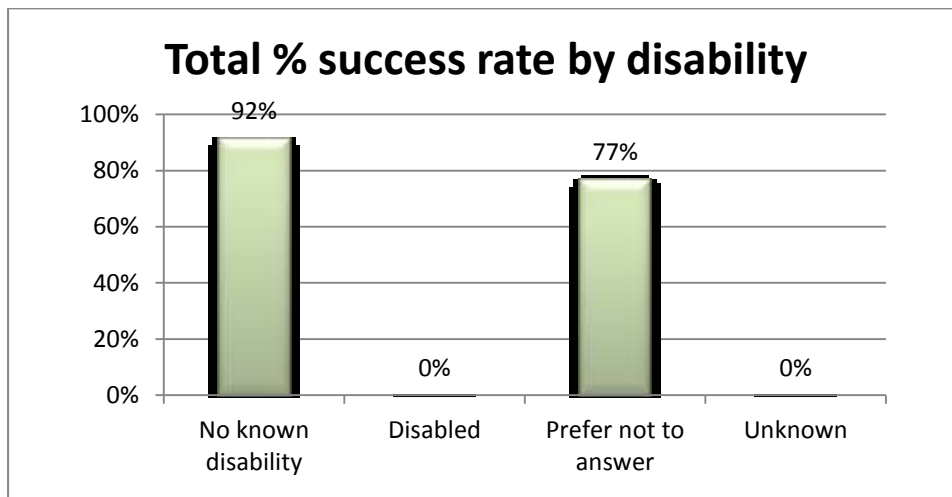
Figure 1. Age



Age	Successful	Unsuccessful	Total	% Successful
20 – 29	5	0	5	100%
30 – 39	44	7	51	86%
40 – 49	19	2	21	90%
50 – 59	5	0	5	100%
60 +	2	0	2	100%
Total	75	9	84	

Figure 1 provides a breakdown on all applications for promotion academic staff by age group. The largest group to apply for promotion were aged between 30-39, totalling more than 61% of total applications.

Figure 2. Disability¹

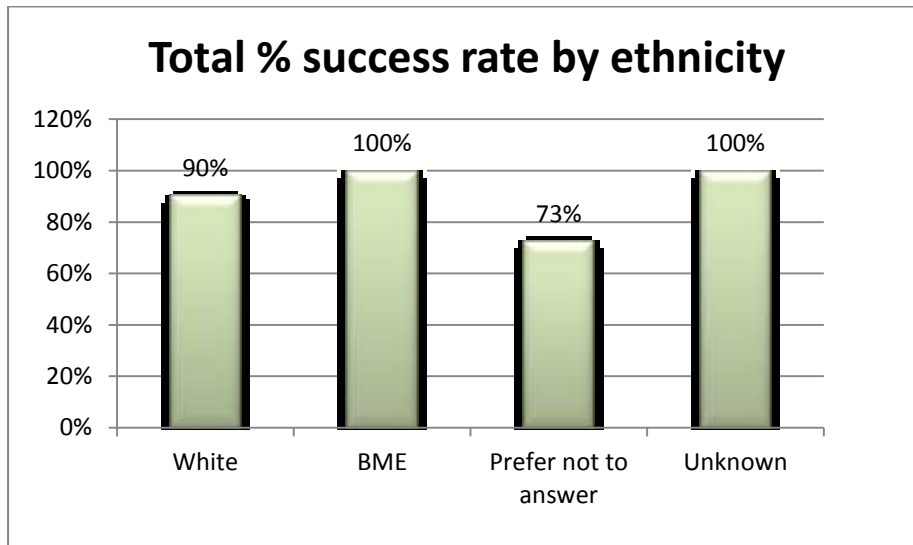


Disability	Successful	Unsuccessful	Total	% Successful
No known disability	65	6	71	92%
Disabled	0	0	0	0%
Prefer not to answer	10	3	13	77%
Unknown	0	0	0	0%
Total	75	9	84	

Figure 2 provides information on academic staff applying for promotion by disability status. There were no applications for promotion in this period by staff who disclosed a disability. 15% of staff preferred not to answer the question relating to their disability status, of which 77% were successful for promotion. Please note further narrative is unavailable as the statistical are too small to identify trends.

¹ The University currently defines a disability as a physical or mental impairment that has lasted, or is expected to last 12 months or more and has a substantial effect on your ability to carry out day to day activities.

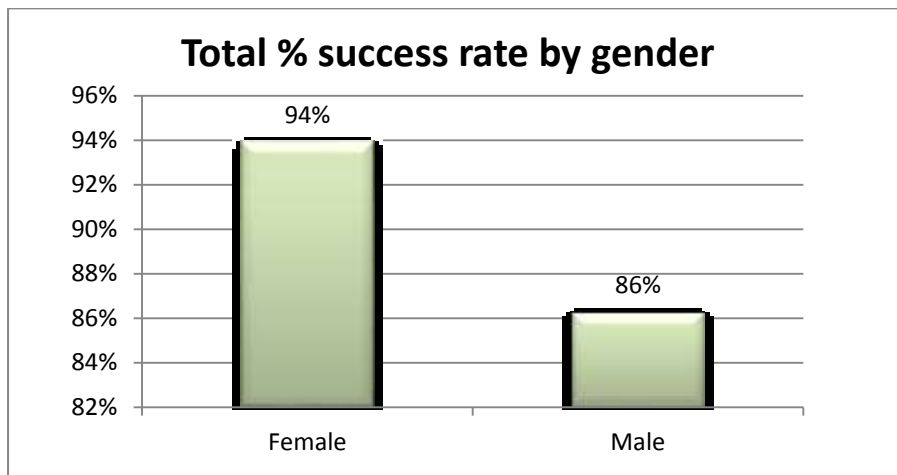
Figure 3. Ethnicity



Ethnicity	Successful	Unsuccessful	Total	% Successful
White	57	6	63	90%
BME	9	0	9	100%
Prefer not to answer	8	3	11	73%
Unknown	1	0	1	100%
Total	75	9	84	

Figure 3 provides information on academic staff applying for promotion by ethnicity. All academic staff who stated they were from a Black or Minority Ethnic background (11%) were successful. Please note further narrative is unavailable as the statistics are too small to identify meaningful trends.

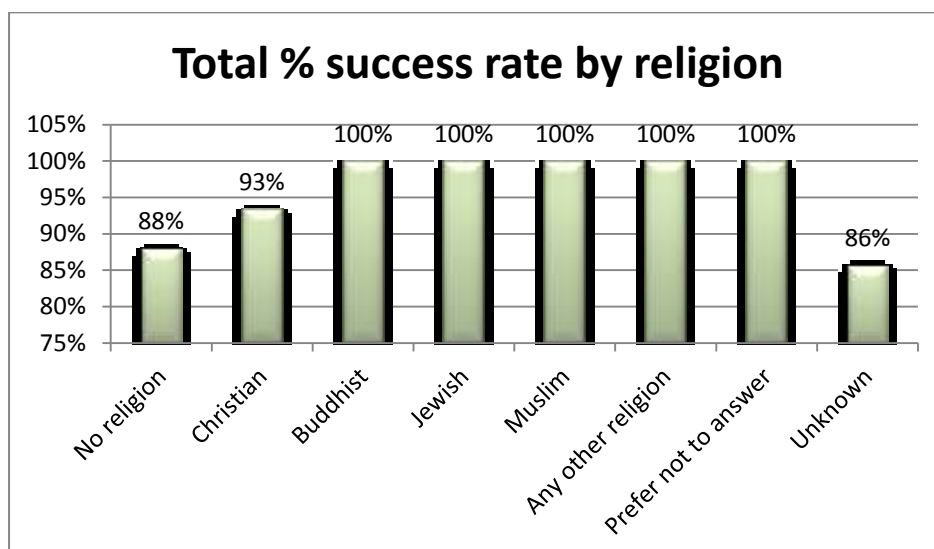
Figure 4. Gender



Gender	Successful	Unsuccessful	Total	% Successful
Female	31	2	33	94%
Male	44	7	51	86%
Total	75	9	84	

Figure 4 provides information on academic staff applying for promotion by gender. 39% of applications were made by female academic staff and 61% of applications were made by male academic staff. Of the female academic staff applying, 94% were successful. Of the male academic staff applying, 86% were successful.

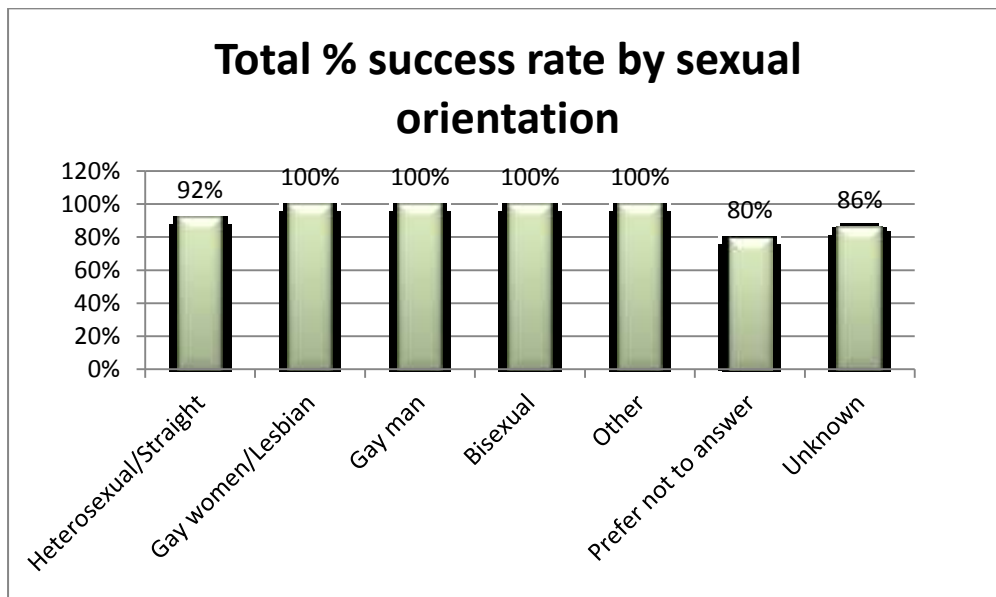
Figure 5. Religion



Religion	Successful	Unsuccessful	Total	% Successful
No religion	22	3	25	88%
Christian	14	1	15	93%
Buddhist	2	0	2	100%
Jewish	2	0	2	100%
Hindu	0	0	0	0%
Muslim	2	0	2	100%
Sikh	0	0	0	0%
Any other religion	1	0	1	100%
Prefer not to answer	2	0	2	100%
Unknown	30	5	35	86%
Total	75	9	84	

Figure 5 provides information on the number of academic staff applying for promotion by religion. There is a large proportion of staff data which is unknown in this section (42%), and therefore further narrative is unavailable.

Figure 6. Sexual Orientation

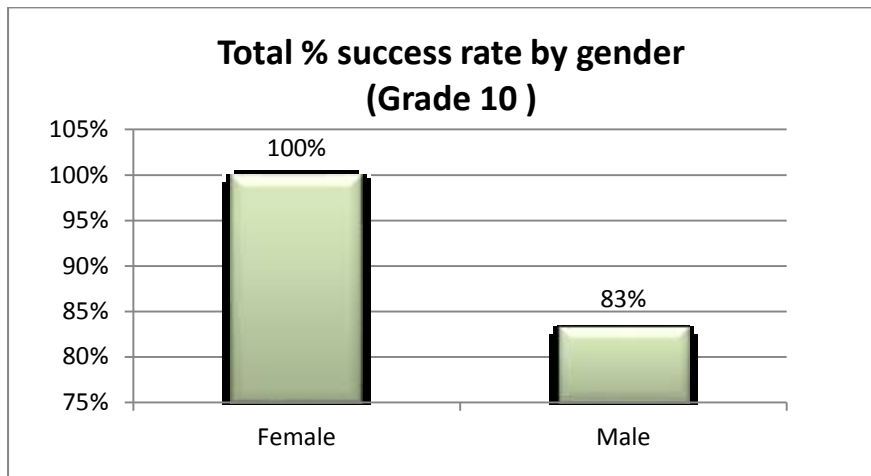


Sexual orientation	Successful	Unsuccessful	Total	% Successful
Heterosexual/Straight	35	3	38	92%
Gay women/Lesbian	2	0	2	100%
Gay man	2	0	2	100%
Bisexual	1	0	1	100%
Other	1	0	1	100%
Prefer not to answer	4	1	5	80%
Unknown	30	5	35	86%
Total	75	9	84	

Figure 6 provides information on the number of academic staff applying for promotion by sexual orientation. Approximately 6% of applications for promotions were received by staff who declared they were lesbian, gay or bisexual, and all were successful. However, there is a large proportion of staff data which is unknown (42%), and therefore further narrative is unavailable.

Grade 10 data ²

Figure 7. Gender



Gender	Successful	Unsuccessful	Total	% Successful
Female	11	0	11	100%
Male	15	3	18	83%
Total	26	3	29	

Figure 7 provides information on the number of academic staff applying for promotion to grade 10. A total of 29 applications were made between August 2011 – July 2012, of which approximately 90% are available. 11 applications were made by female staff, all of which were successful; in contrast, 18 applications were made by male staff, of which 83% were successful.

² Please note; due to the low applications for promotion to grade 10, it is only possible to present meaningful promotions data to this grade by gender