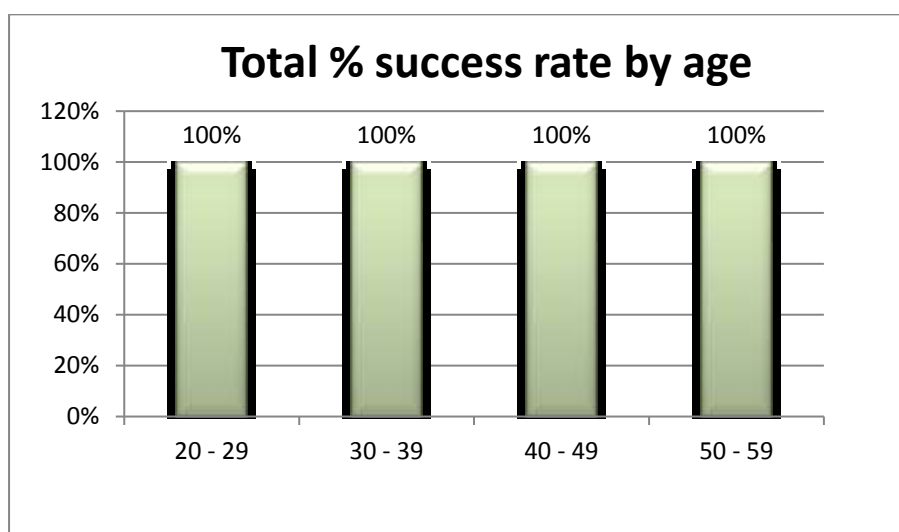


Professional and Managerial staff promotions data 1 August 2011 – 31 July 2012

The following data provides information on professional and managerial staff promotions across the university by protected characteristic, between the grades 6 - 10. Please note: there is no promotions data for grade 10, as the figures are too low to provide meaningful narrative.

A total of 25 applications for promotion were made by professional and managerial staff between August 2011 – July 2012, all of which (100%) were successful.

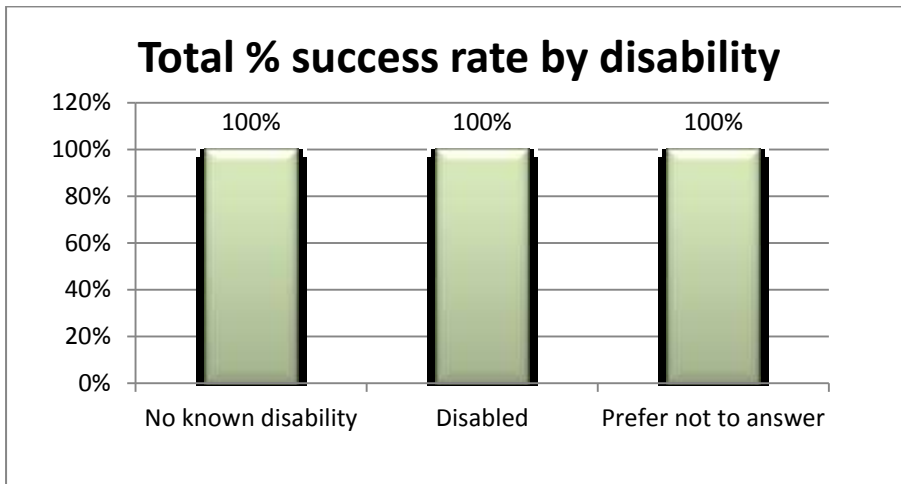
Figure 1. Age



Age	Successful	Unsuccessful	Total	% Successful
20 - 29	3	0	3	100%
30 - 39	13	0	13	100%
40 - 49	5	0	5	100%
50 - 59	4	0	4	100%
60 +	0	0	0	0%
Total	25	0	25	

Figure 1 provides a breakdown on all applications for promotion by professional and managerial staff by age group. All applicants were successful. The largest group to apply for promotion were aged between 30 – 39, totalling 52% of the applications by professional and managerial staff.

Figure 2. Disability¹

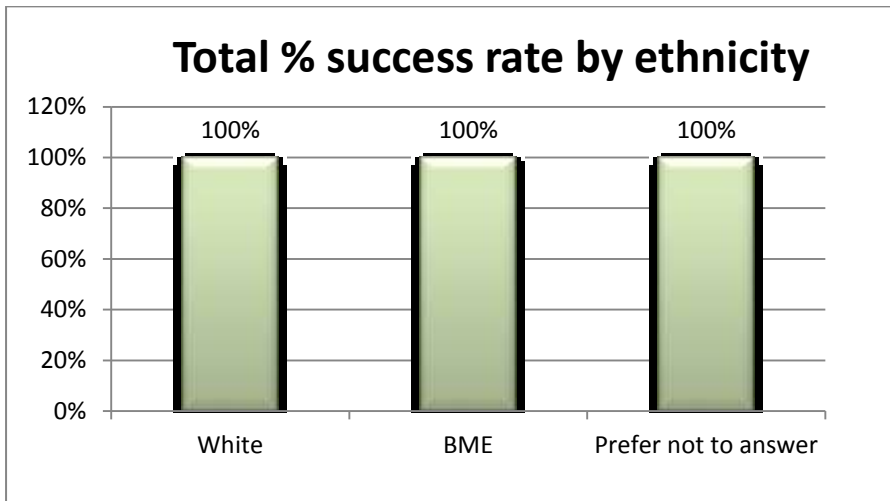


Disability	Successful	Unsuccessful	Total	% Successful
No known disability	22	0	22	100%
Disabled	1	0	1	100%
Prefer not to answer	2	0	2	100%
Unknown	0	0	0	0%
Total	25	0	25	

Figure 2 provides information on the number of professional and managerial staff applying for promotion by disability status. All applicants were successful. There was one application by a member of staff who disclosed a disability.

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.

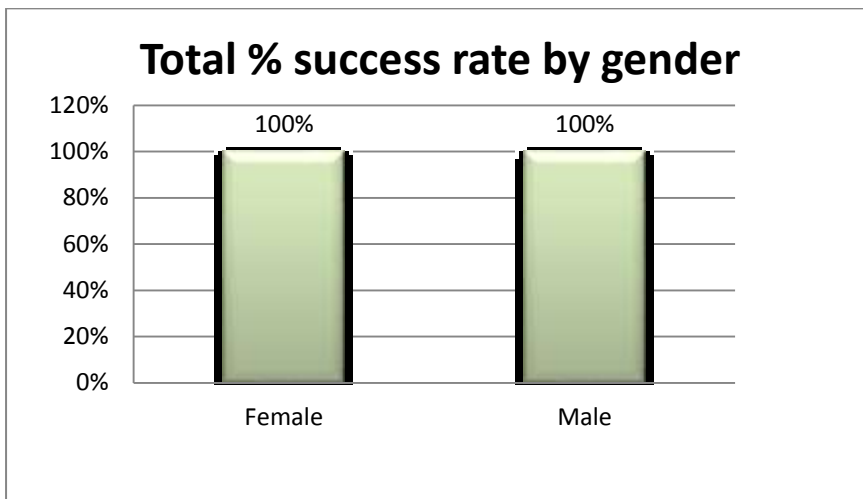
Figure 3. Ethnicity



Ethnicity	Successful	Unsuccessful	Total	% Successful
White	21	0	21	100%
BME	1	0	1	100%
Prefer not to answer	3	0	3	100%
Unknown	0	0	0	0%
Total	25	0	25	

Figure 3 provides information on the number of professional and managerial staff applying for promotion by ethnicity. All applicants were successful. There was one application from a member of staff who stated they were from a Black or Minority Ethnic background.

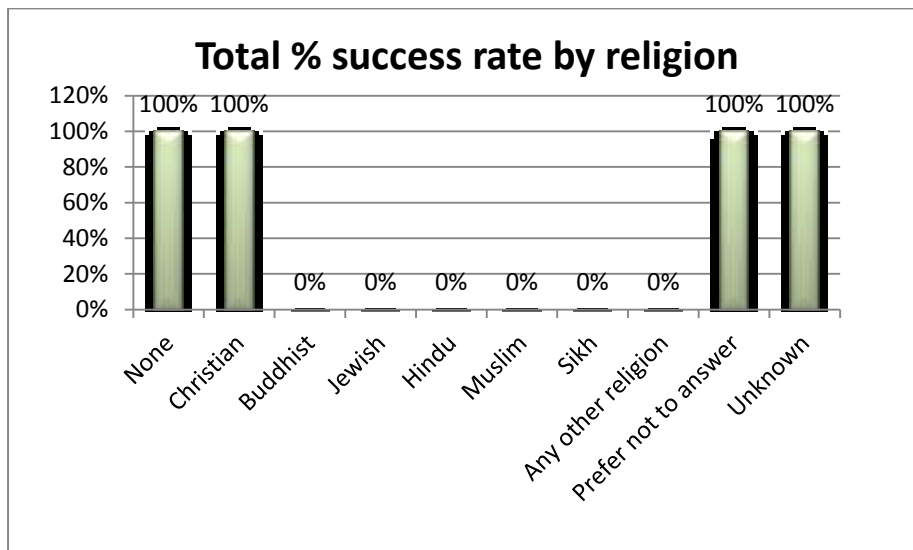
Figure 4. Gender



Gender	Successful	Unsuccessful	Total	% Successful
Female	17	0	17	100%
Male	8	0	8	100%
Total	25	0	25	

Figure 4 provides information on the number of professional and managerial staff applying for promotion by gender. All applicants were successful. 68% of applications were made by female staff, while 32% of applications were made by male staff.

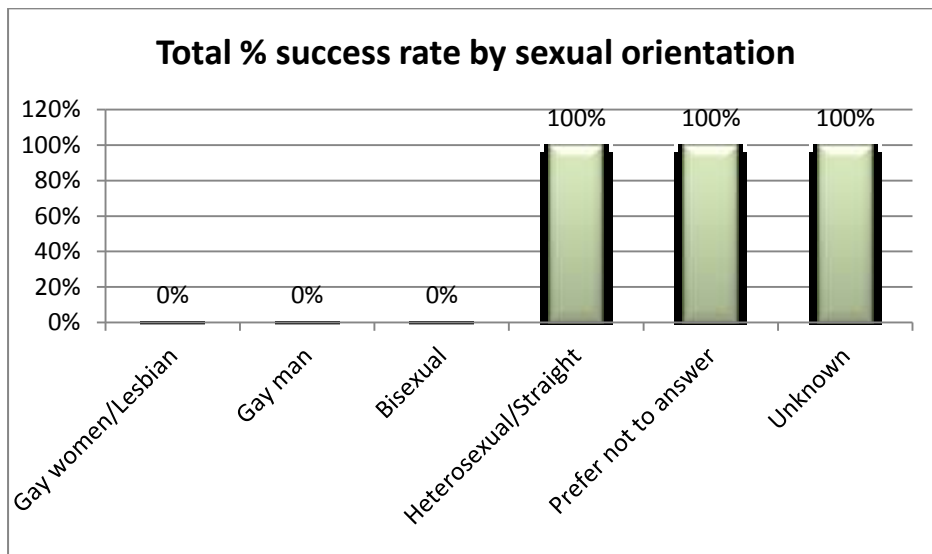
Figure 5. Religion



Religion	Successful	Unsuccessful	Total	% Successful
None	6	0	6	100%
Christian	7	0	7	100%
Buddhist	0	0	0	0%
Jewish	0	0	0	0%
Hindu	0	0	0	0%
Muslim	0	0	0	0%
Sikh	0	0	0	0%
Any other religion	0	0	0	0%
Prefer not to answer	4	0	4	100%
Unknown	8	0	8	100%
Total	25	0	25	

Figure 5 provides information on the number of professional and managerial staff applying for promotion by religion. All applicants were successful. A significant proportion of staff data is unknown (32%), and a number of staff have decided not to answer the monitoring question on religion (16%).

Figure 6. Sexual Orientation



Sexual orientation	Successful	Unsuccessful	Total	% Successful
Heterosexual/Straight	13	0	13	100%
Gay women/Lesbian	0	0	0	0%
Gay man	0	0	0	0%
Bisexual	0	0	0	0%
Prefer not to answer	4	0	4	100%
Unknown	8	0	8	100%
Total	25	0	25	

Figure 6 provides information on the number of professional and managerial staff applying for promotion by sexual orientation. All applicants were successful. There were no applications from lesbian, gay or bisexual staff. A significant proportion of staff data is unknown (32%), and a number staff have decided not to answer the monitoring question on sexual orientation (16%).