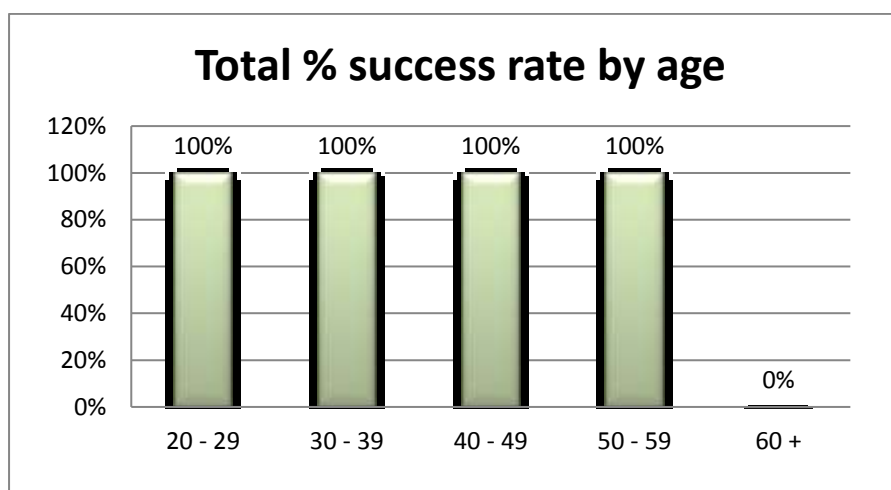


Support staff promotions data 1 August 2011 – 31 July 2012

The following data provides information on support staff promotions, between the grades 2 – 7, across the university by protected characteristic. A total of 43 applications for promotions were made by support staff between August 2011 – July 2012, all of which (100%) were successful.

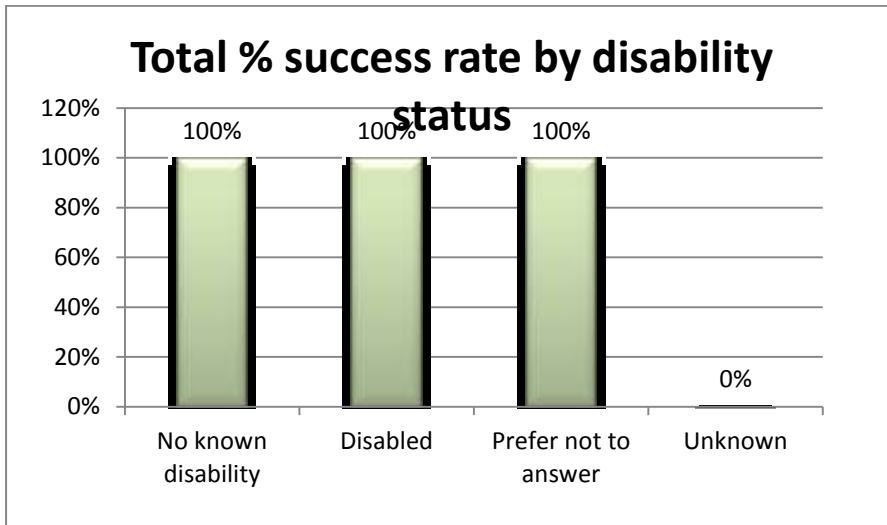
Figure 1. Age



Age	Successful	Unsuccessful	Total	% Successful
20 - 29	18	0	18	100%
30 - 39	19	0	19	100%
40 - 49	4	0	4	100%
50 - 59	2	0	2	100%
60 +	0	0	0	0%
Total	43	0	43	

Figure 1 provides a breakdown of all applications for promotion by support staff by age group. All applicants were successful. The largest group(s) to apply for promotion were aged between 20 – 29 and 30 – 39, totalling 86% of the applications made by support staff.

Figure 2. Disability¹

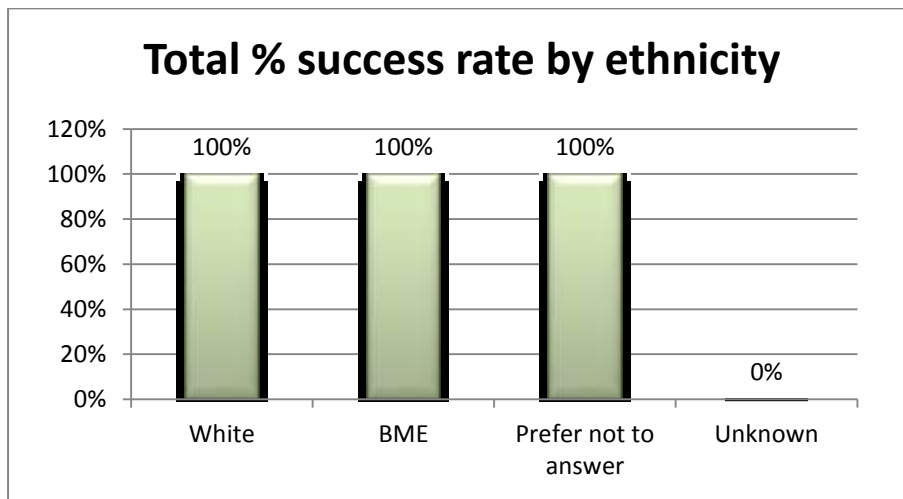


Disability status	Successful	Unsuccessful	Total	% Successful
No known disability	38	0	38	100%
Disabled	2	0	2	100%
Prefer not to answer	3	0	3	100%
Unknown	0	0	0	0%
Total	43	0	43	

Figure 2 provides a breakdown of all applications for promotion by support staff by disability status. All applicants were successful. There were 2 members of staff who declared they had a disability, totalling 5% of the applications made by support staff.

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

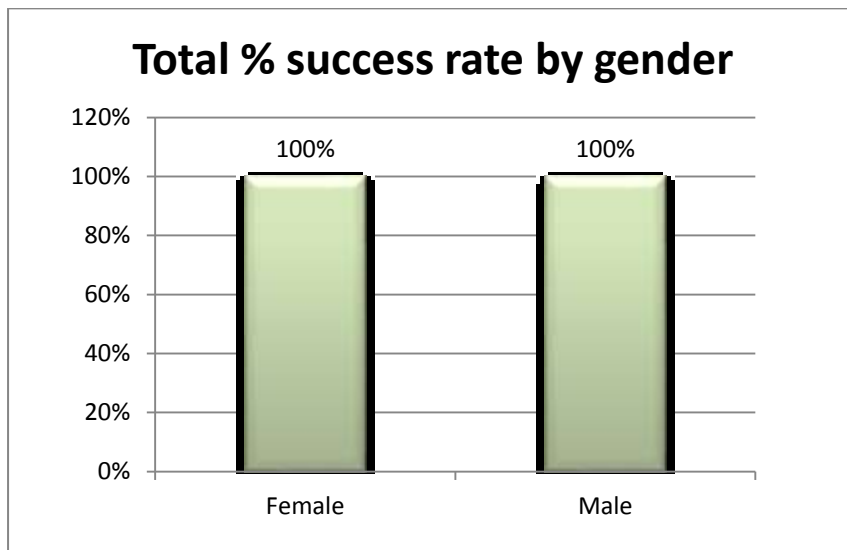
Figure 3. Ethnicity



Ethnicity	Successful	Unsuccessful	Total	% Successful
White	33	0	33	100%
BME	5	0	5	100%
Prefer not to answer	5	0	5	100%
Unknown	0	0	0	0%
Total	43	0	43	

Figure 3 provides a breakdown of all applications for promotion by support staff by ethnicity. All applicants were successful. There were 5 applications from members of staff who stated they were from a Black or Minority Ethnic background, totalling 12% of applications made by support staff.

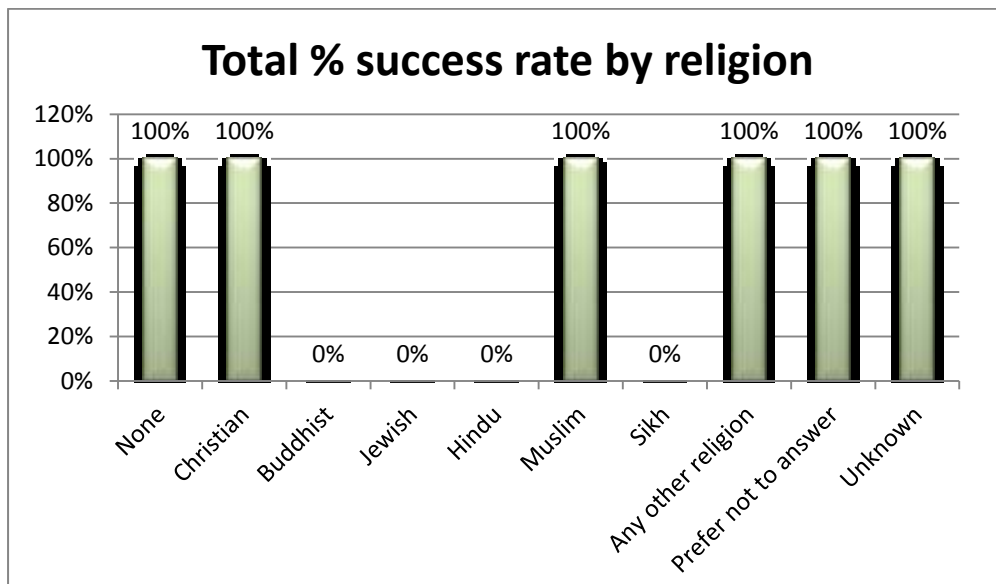
Figure 4. Gender



Gender	Successful	Unsuccessful	Total	% Successful
Female	25	0	25	100%
Male	18	0	18	100%
Total	43	0	43	

Figure 4 provides a breakdown of all applications for promotion by support staff by gender. All applicants were successful. 58% of applications were made by female support staff, while 42% were made by male support staff.

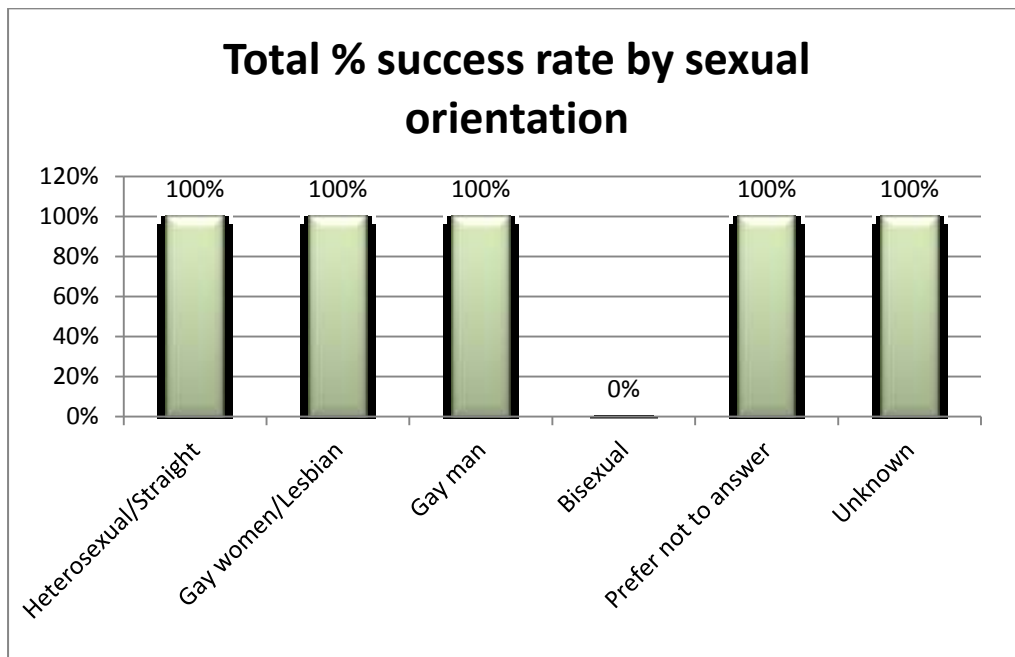
Figure 5. Religion



Religion	Successful	Unsuccessful	Total	% Successful
None	16	0	16	100%
Christian	7	0	7	100%
Buddhist	0	0	0	0%
Jewish	0	0	0	0%
Hindu	0	0	0	0%
Muslim	1	0	1	100%
Sikh	0	0	0	0%
Any other religion	2	0	2	100%
Prefer not to answer	2	0	2	100%
Unknown	15	0	15	100%
Total	43	0	43	

Figure 5 provides a breakdown of all applications for promotion by support staff by religion. All applicants were successful. 37% of applicants stated they had no religion, while 35% of staff monitoring data on religion is unknown.

Figure 6. Sexual Orientation



Sexual orientation	Successful	Unsuccessful	Total	% Successful
Heterosexual/Straight	24	0	24	100%
Gay women/Lesbian	1	0	1	100%
Gay man	1	0	1	100%
Bisexual	0	0	0	0%
Prefer not to answer	2	0	2	100%
Unknown	15	0	15	100%
Total	43	0	43	

Figure 6 provides a breakdown of all applications for promotion by support staff by sexual orientation. All applicants were successful. Approximately 5% of applications were made by gay and lesbian staff, while 35% of staff monitoring information is unknown.