

# University of Leeds Promotions data

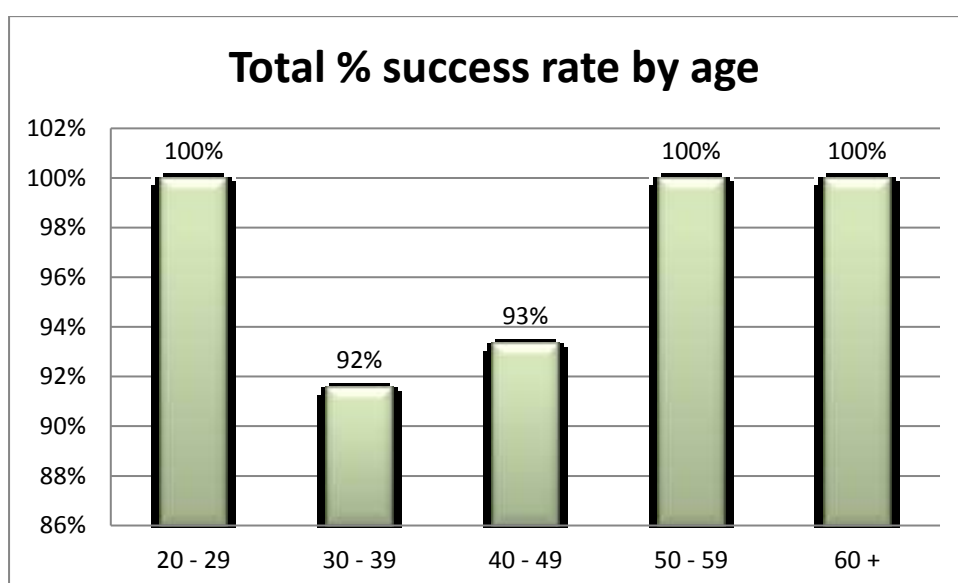
## 1 August 2011 – 31 July 2012

The following data provides information on staff promotions across the University by protected characteristic. Please note that data for staff applying for promotion to grade 10 has been presented separately, this is because of the different promotions procedure for this grade.

A total of 152 applications for promotion for grades 3 – 9 were made between August 2011 – July 2012, of which 143 (91%) were successful.

### Grades 3 – 9

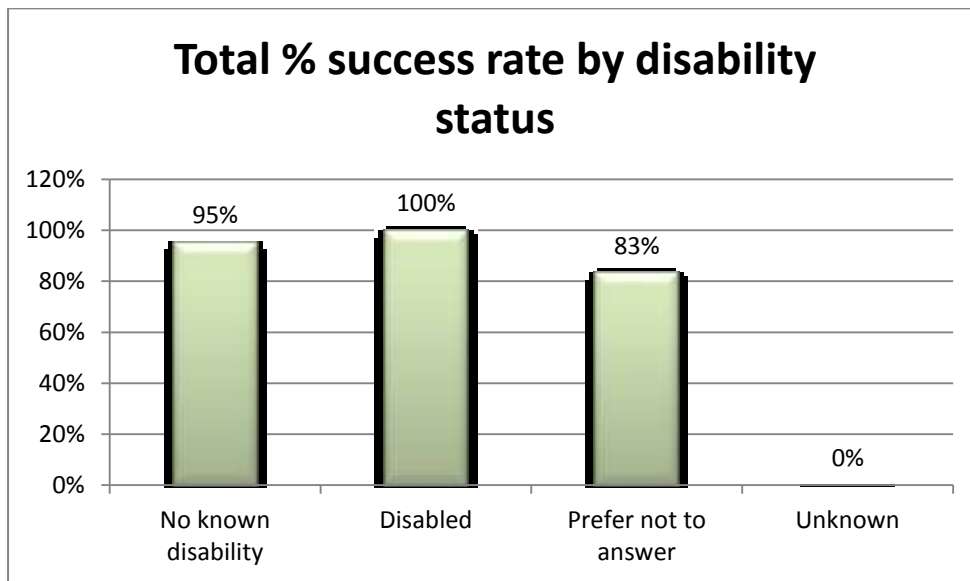
#### Figure 1. Age



Age	Successful	Unsuccessful	Total	% Successful
20 - 29	26	0	26	100%
30 - 39	76	7	83	92%
40 - 49	28	2	30	93%
50 - 59	11	0	11	100%
60 +	2	0	2	100%
<b>Total</b>	<b>143</b>	<b>9</b>	<b>152</b>	

Figure 1 provides a breakdown on all applications for promotion by age group. The largest group to apply for promotion were aged between 30 – 39, totalling more than 50% of the total applications.

Figure 2. Disability<sup>1</sup>

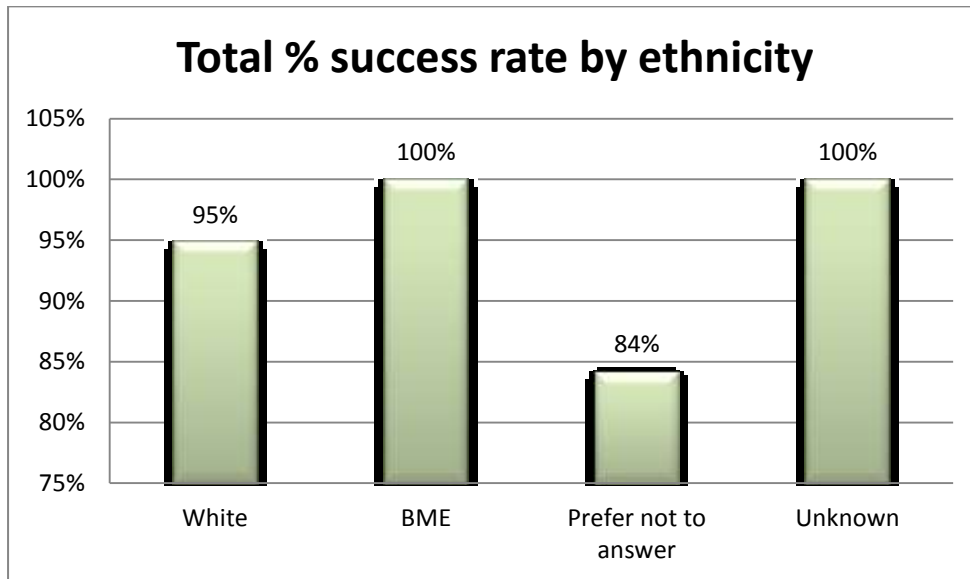


Disability	Successful	Unsuccessful	Total	% Successful
No known disability	125	6	131	95%
Disabled	3	0	3	100%
Prefer not to answer	15	3	18	83%
Unknown	0	0	0	0%
<b>Total</b>	<b>143</b>	<b>9</b>	<b>152</b>	

Figure 2 provides information on staff applying for promotion by disability status. Although there were very few applications from staff who disclosed their disability status (3 in total), all applicants were successful. Please note further narrative is unavailable as the statistics are too small to identify meaningful trends.

<sup>1</sup> 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.

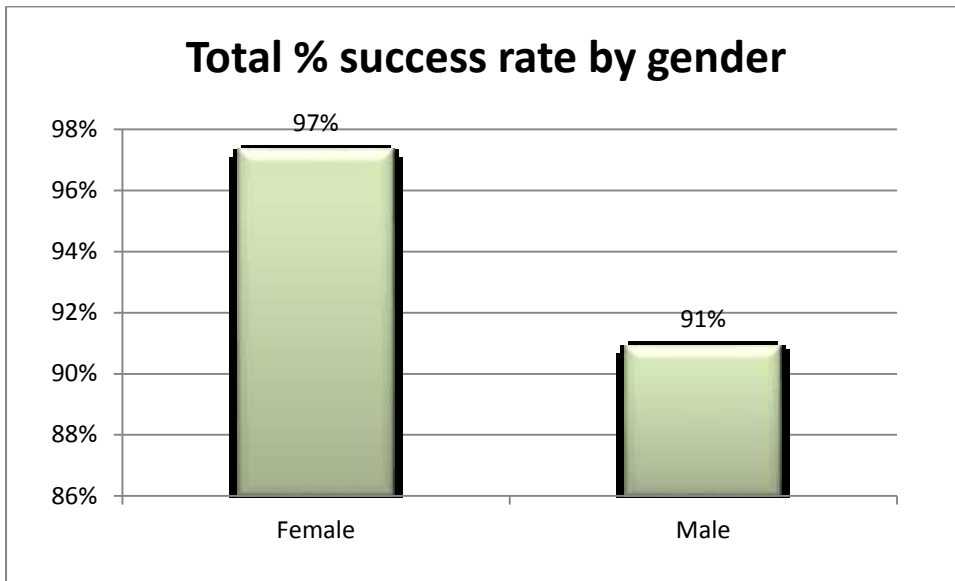
Figure 3. Ethnicity



Ethnicity	Successful	Unsuccessful	Total	% Successful
White	111	6	117	95%
BME	15	0	15	100%
Prefer not to answer	16	3	19	84%
Unknown	1	0	1	100%
<b>Total</b>	<b>143</b>	<b>9</b>	<b>152</b>	

Figure 3 provides information on staff applying for promotion by ethnicity. All staff who stated they were from a Black or Minority Ethnic background (15 in total) were successful. Please note further narrative is unavailable as the statistics are too small to identify meaningful trends.

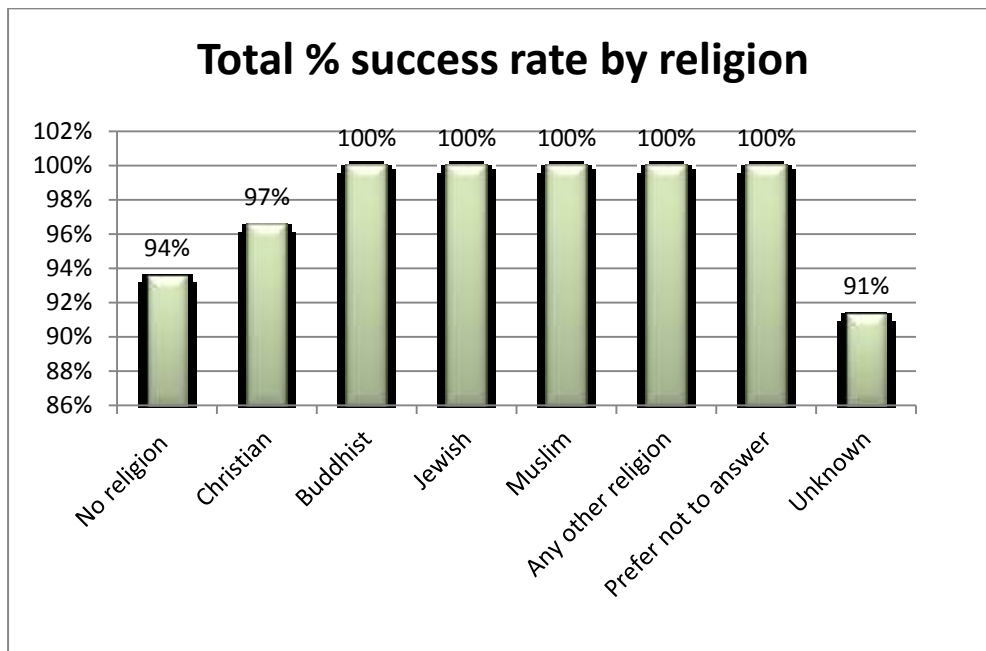
Figure 4. Gender



Gender	Successful	Unsuccessful	Total	% Successful
Female	73	2	75	97%
Male	70	7	77	91%
<b>Total</b>	<b>143</b>	<b>9</b>	<b>152</b>	

Figure 4 provides information on staff applying for promotion by gender. Although there are an equal number of applications from male and female staff, 97% of all applications made by female staff were successful, compared to 91% of all applications made by male staff.

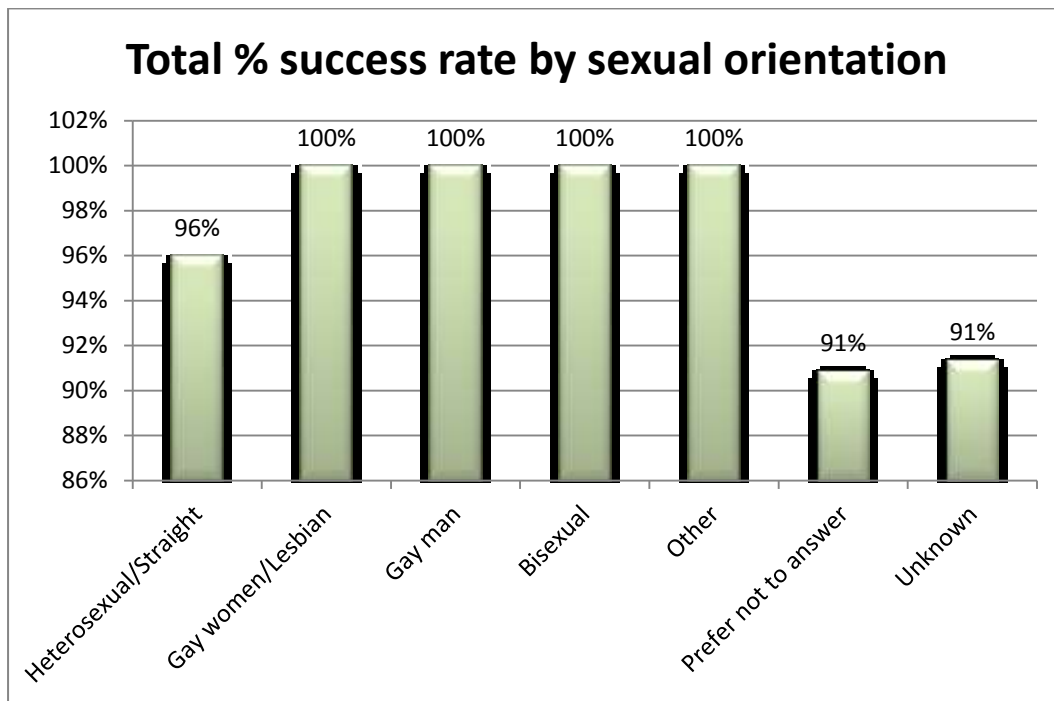
Figure 5. Religion



Religion	Successful	Unsuccessful	Total	% Successful
No religion	44	3	47	94%
Christian	28	1	29	97%
Buddhist	2	0	2	100%
Jewish	2	0	2	100%
Hindu	0	0	0	0%
Muslim	3	0	3	100%
Sikh	0	0	0	0%
Any other religion	3	0	3	100%
Prefer not to answer	8	0	8	100%
Unknown	53	5	58	91%
<b>Total</b>	<b>143</b>	<b>9</b>	<b>152</b>	

Figure 5 provides information on the number of staff applying for promotion by religion. There is a large proportion of staff data which is unknown in this section (total of 58) and therefore further narrative is unavailable.

Figure 6. Sexual Orientation

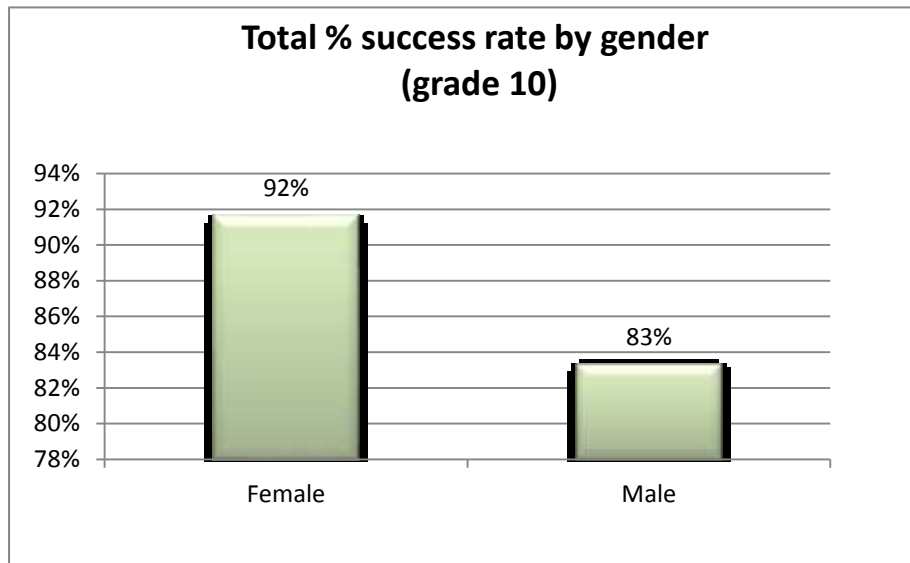


Sexual orientation	Successful	Unsuccessful	Total	% Successful
Heterosexual/ Straight	72	3	75	96%
Gay woman/ Lesbian	3	0	3	100%
Gay man	3	0	3	100%
Bisexual	1	0	1	100%
Other	1	0	1	100%
Prefer not to answer	10	1	11	91%
Unknown	53	5	58	91%
<b>Total</b>	<b>143</b>	<b>9</b>	<b>152</b>	

Figure 6 provides information on the number of staff applying for promotion by sexual orientation. Approximately 5% 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 in this section (total of 58) and therefore further narrative is unavailable.

## Grade 10 data <sup>2</sup>

Figure 7. Gender



Gender	Successful	Unsuccessful	Total	% Successful
Female	11	1	12	92%
Male	15	3	18	83%
<b>Total</b>	<b>26</b>	<b>4</b>	<b>30</b>	

Figure 7 provides information on the number of applications for promotion to grade 10 by gender. A total of 30 applications were made between August 2011 – July 2012, of which 87% were successful. 12 applications were made by women, of which 92% were successful. 18 applications were made by men, of which 83% were successful.

---

<sup>2</sup> 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