

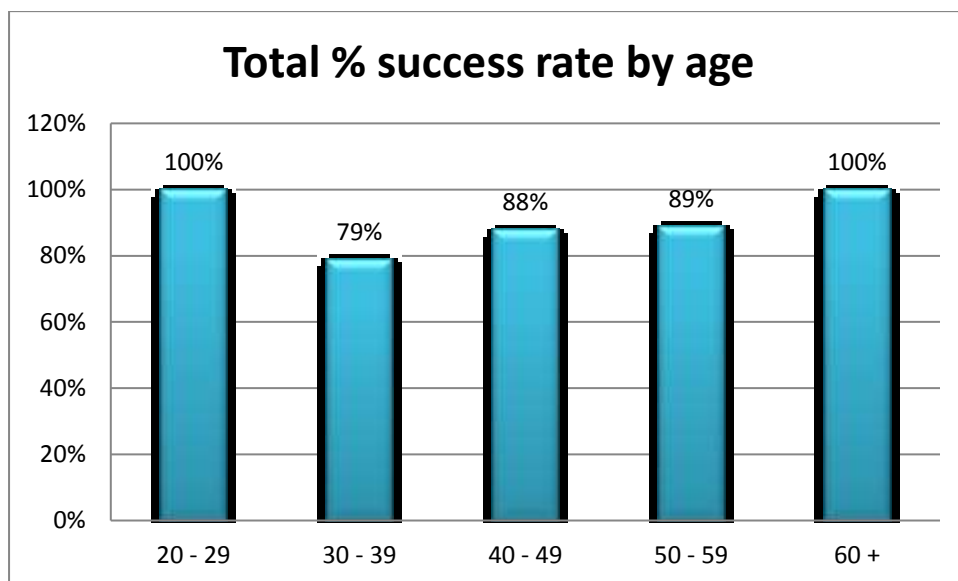
Academic staff promotions data

1 August 2012 – 31 July 2013

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 different promotions procedure for this grade.

A total of 93 applications for promotion (grades 6-9) were made by academic staff between August 2012 – July 2013, of which 78 (84%) were successful.

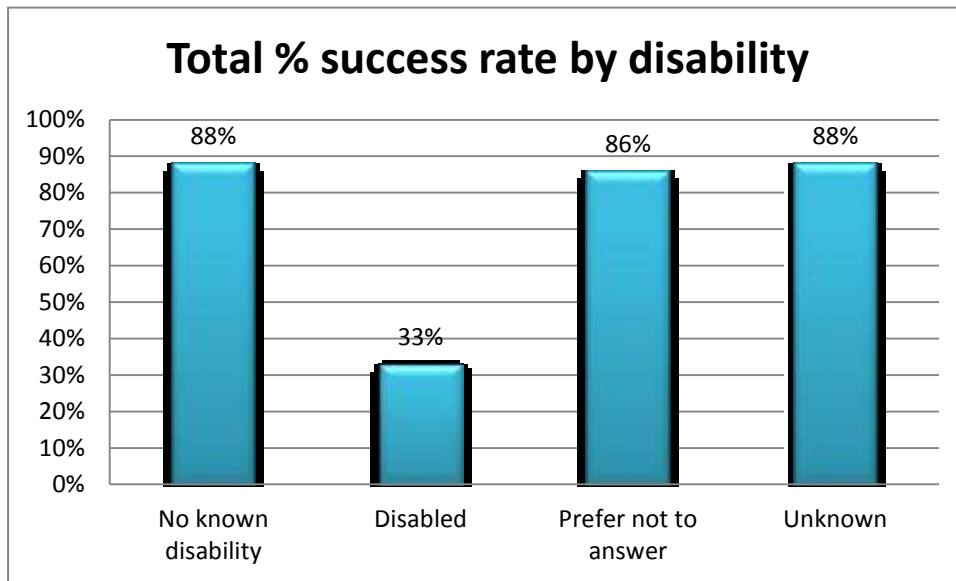
Grades 6 – 9
Figure 1. Age



Age	Successful	Unsuccessful	Total	% Successful
20 - 29	6	0	6	100%
30 - 39	41	11	52	79%
40 - 49	22	3	25	88%
50 - 59	8	1	9	89%
60 +	1	0	1	100%
Total	78	15	93	

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

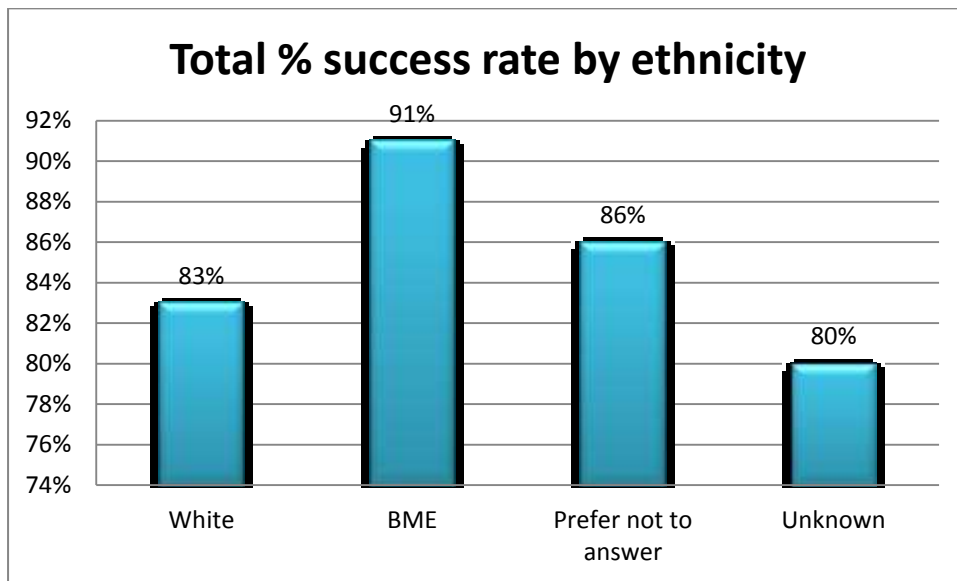


	Successful	Unsuccessful	Total	% Successful
No known disability	63	9	72	88%
Disabled	2	4	6	33%
Prefer not to answer	6	1	7	86%
Unknown	7	1	8	88%
Total	78	15	93	

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.

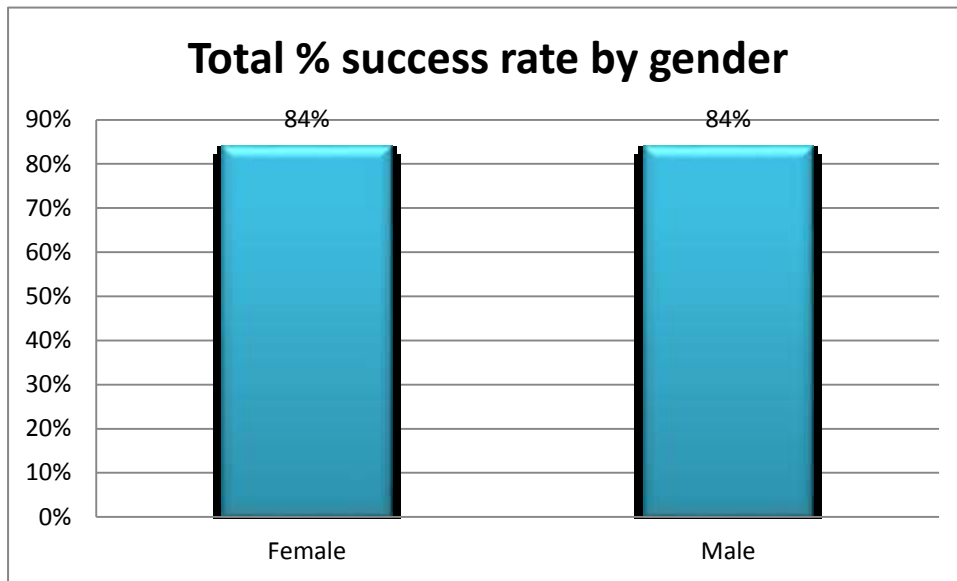
Figure 3. Ethnicity



	Successful	Unsuccessful	Total	% Successful
White	54	11	65	83%
BME	10	1	11	91%
Prefer not to answer	6	1	7	86%
Unknown	8	2	10	80%
Total	78	15	93	

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



	Successful	Unsuccessful	Total	% Successful
Female	31	6	37	84%
Male	47	9	56	84%
Total	78	15	93	

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

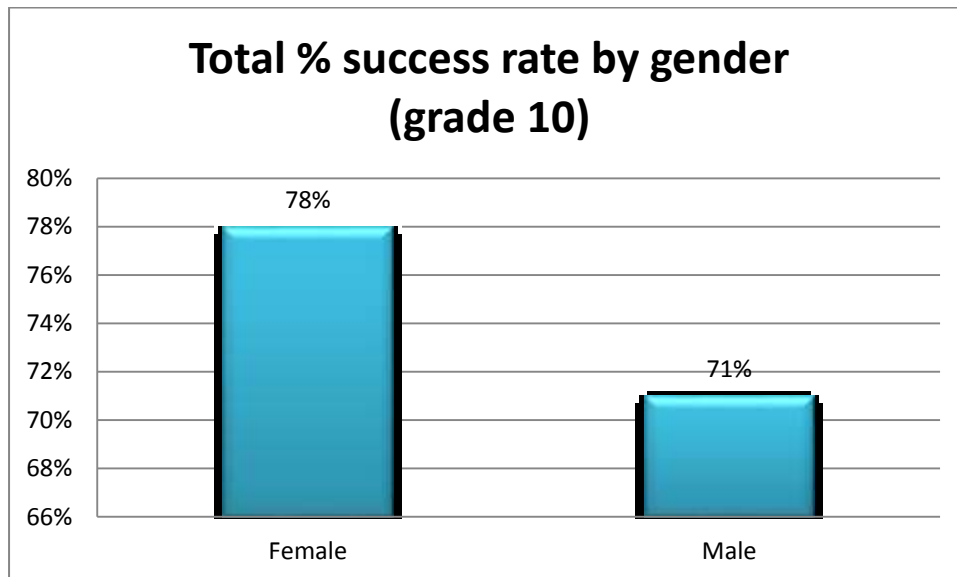
Figures are too small to present this data

Figure 6. Sexual Orientation

Figures are too small to present this data

Grade 10 data ²

Figure 7. Gender



	Successful	Unsuccessful	Total	% Successful
Female	7	2	9	78%
Male	10	4	14	71%
Total	17	6	23	

Figure 7 provides information on the number of academic staff applying for promotion to grade 10. A total of 23 applications were made between August 2012 – July 2013, of which 74% were successful. 9 applications were made by female staff, of which 78% were successful; in contrast, 14 applications were made by male staff, of which 71% 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.