

University of Leeds Promotions data

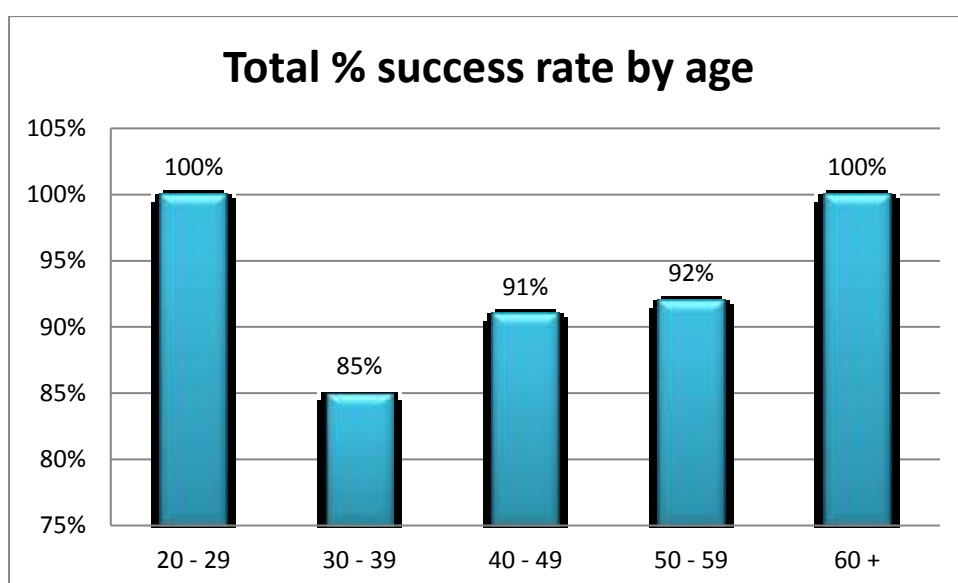
1 August 2012 – 31 July 2013

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 145 applications for promotion for grades 3 – 9 were made between August 2012 – July 2013, of which 130 (90%) were successful.

Grades 3 – 9

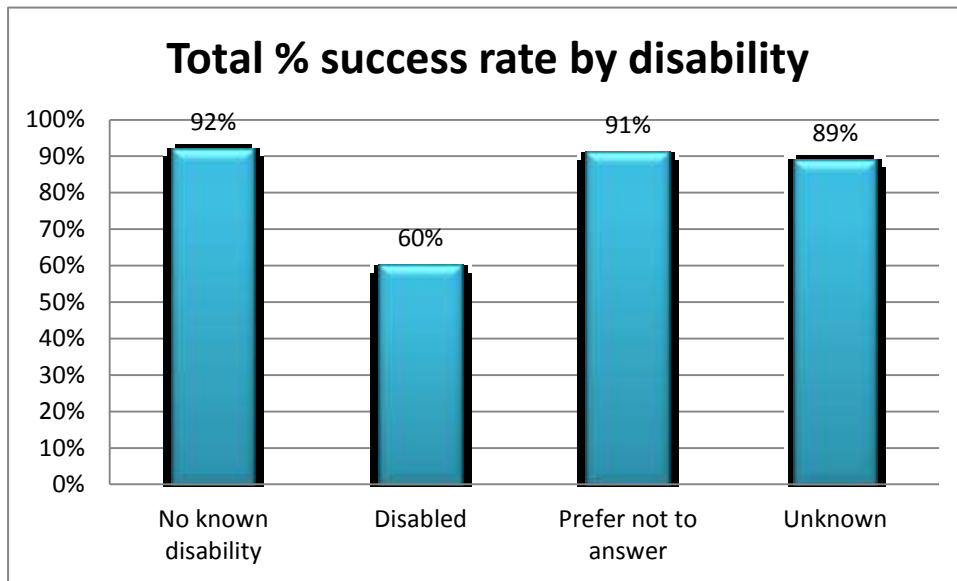
Figure 1. Age



Age	Successful	Unsuccessful	Total	% Successful
20 - 29	23	0	23	100%
30 - 39	63	11	74	85%
40 - 49	31	3	34	91%
50 - 59	12	1	13	92%
60 +	1	0	1	100%
Total	130	15	145	

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. Disability¹

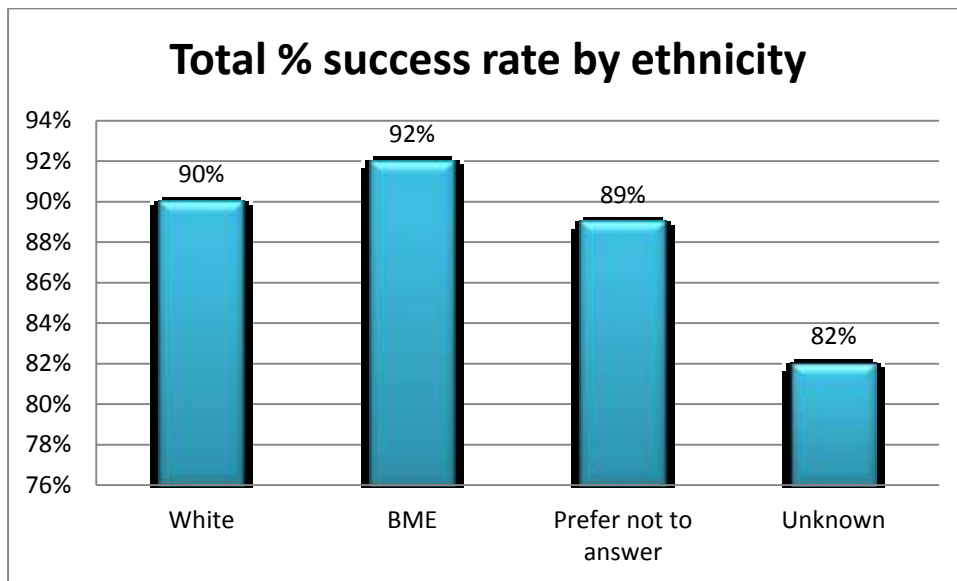


Disability	Successful	Unsuccessful	Total	% Successful
No known disability	106	9	115	92%
Disabled	6	4	10	60%
Prefer not to answer	10	1	11	91%
Unknown	8	1	9	89%
Total	130	15	145	

Figure 2 provides information on staff applying for promotion by disability status. There were 10 applications from staff who disclosed their disability status, 60% of which were successful.

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.

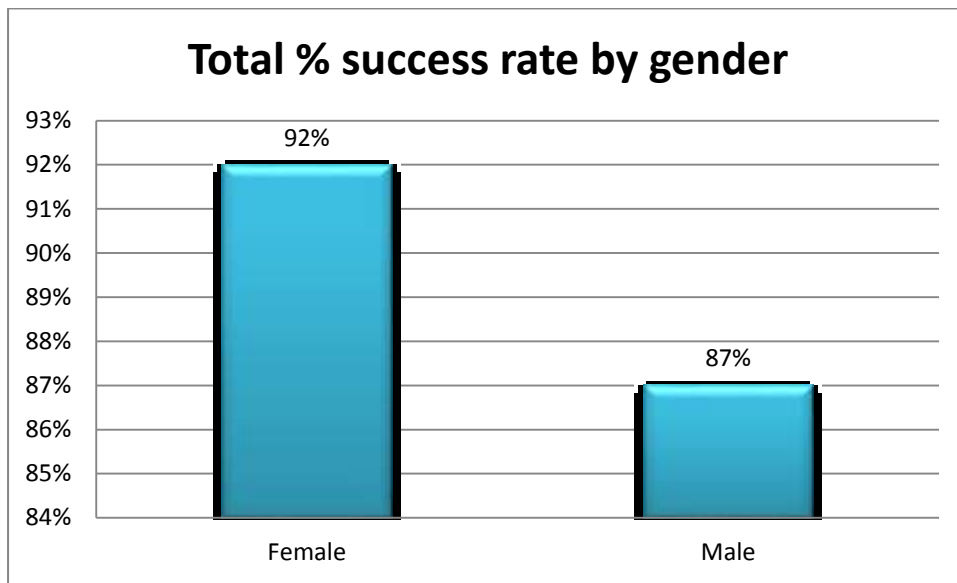
Figure 3. Ethnicity



Ethnicity	Successful	Unsuccessful	Total	% Successful
White	102	11	113	90%
BME	11	1	12	92%
Prefer not to answer	8	1	9	89%
Unknown	9	2	11	82%
Total	130	15	145	

Figure 3 provides information on staff applying for promotion by ethnicity. 92% of staff who stated they were from a Black or Minority Ethnic background (12 in total) were successful.

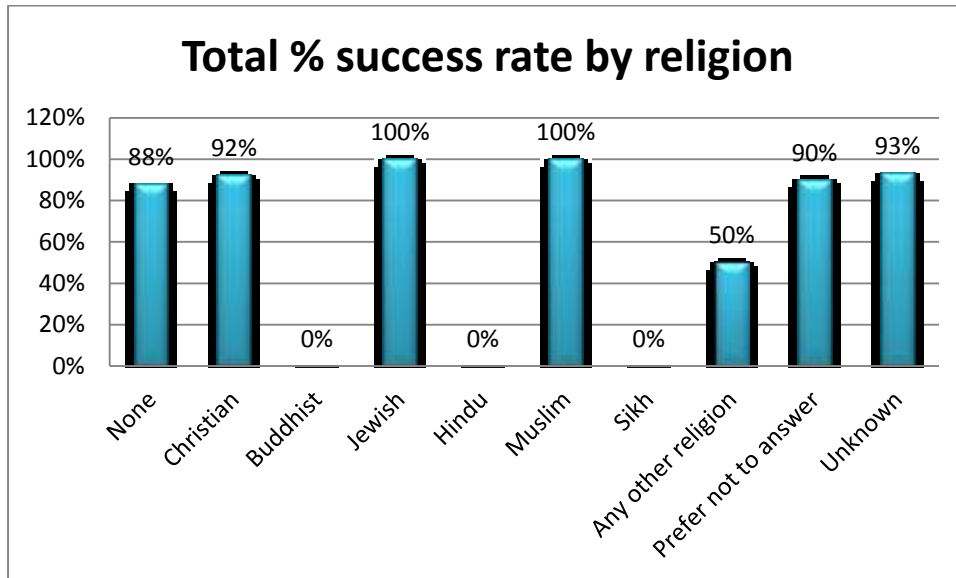
Figure 4. Gender



Gender	Successful	Unsuccessful	Total	% Successful
Female	68	6	74	92%
Male	62	9	71	87%
Total	130	15	145	

Figure 4 provides information on staff applying for promotion by gender. 92% of all applications made by female staff were successful, compared to 87% of all applications made by male staff.

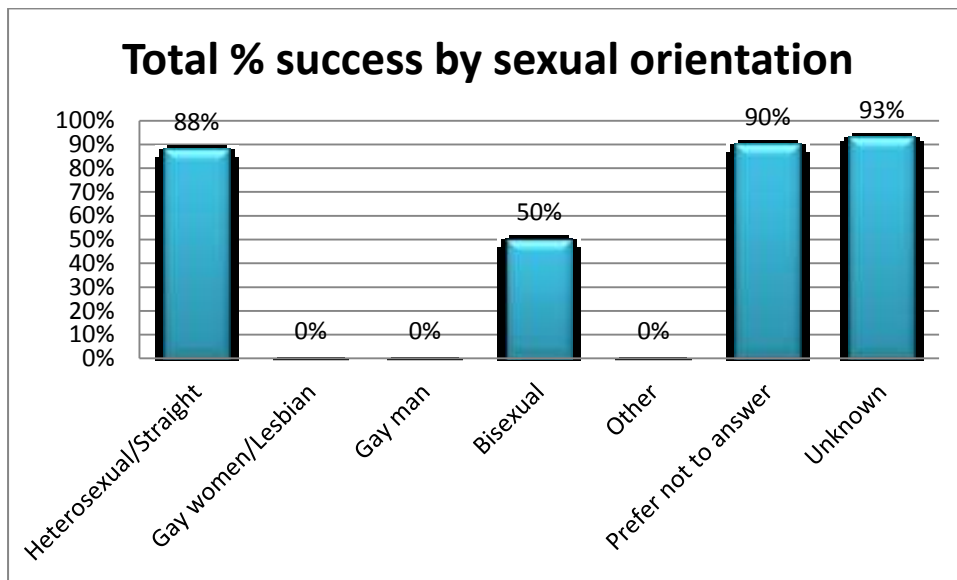
Figure 5. Religion



	Successful	Unsuccessful	Total	% Successful
None	42	6	48	88%
Christian	23	2	25	92%
Buddhist	0	0	0	0%
Jewish	2	0	2	100%
Hindu	0	1	1	0%
Muslim	1	0	1	100%
Sikh	0	0	0	0%
Any other religion	1	1	2	50%
Prefer not to answer	19	2	21	90%
Unknown	42	3	45	93%
Total	130	15	145	

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 45) and therefore further narrative is unavailable.

Figure 6. Sexual Orientation

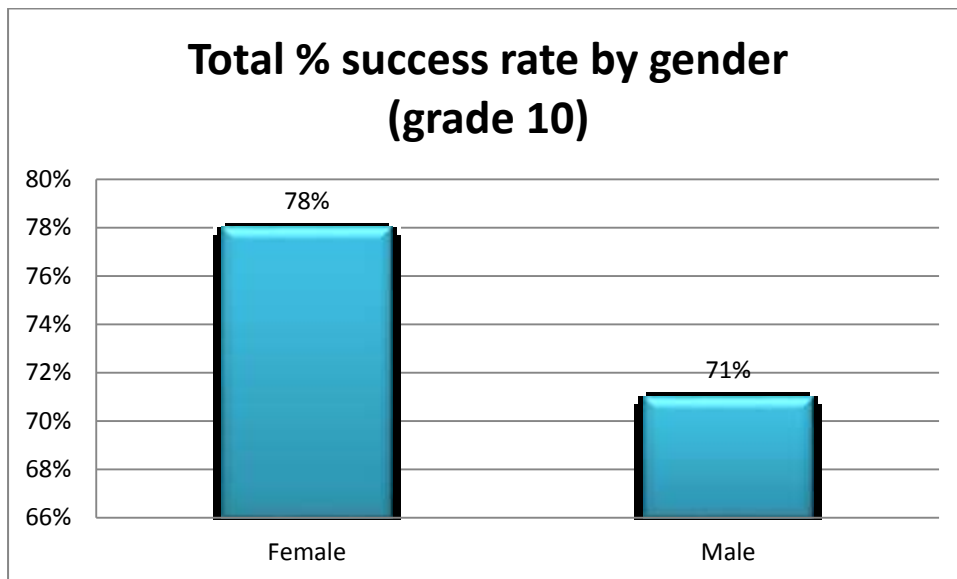


	Successful	Unsuccessful	Total	% Successful
Heterosexual/Straight	69	9	78	88%
Gay women/Lesbian	0	0	0	0%
Gay man	0	0	0	0%
Bisexual	1	1	2	50%
Other	0	0	0	0%
Prefer not to answer	18	2	20	90%
Unknown	42	3	45	93%
Total	130	15	145	

Figure 6 provides information on the number of staff applying for promotion by sexual orientation. There were no applications for promotions received by staff who declared they were gay women/lesbian, or gay men. There is a large proportion of staff data which is unknown in this section (total of 45).

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 applications for promotion to grade 10 by gender. A total of 23 applications were made between August 2012 – July 2013, of which 74% were successful. 9 applications were made by women, of which 78% were successful. 14 applications were made by men, 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.