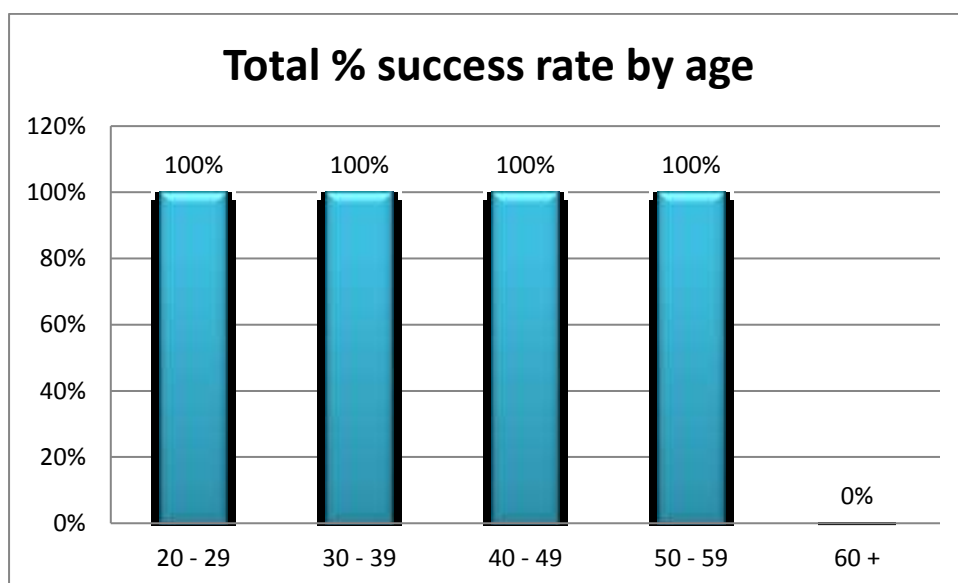


Support staff promotions data 1 August 2012 – 31 July 2013

The following data provides information on support staff promotions, between the grades 2 – 7, across the University by protected characteristic. A total of 38 applications for promotions were made by support staff between August 2012 – July 2013, all of which (100%) were successful.

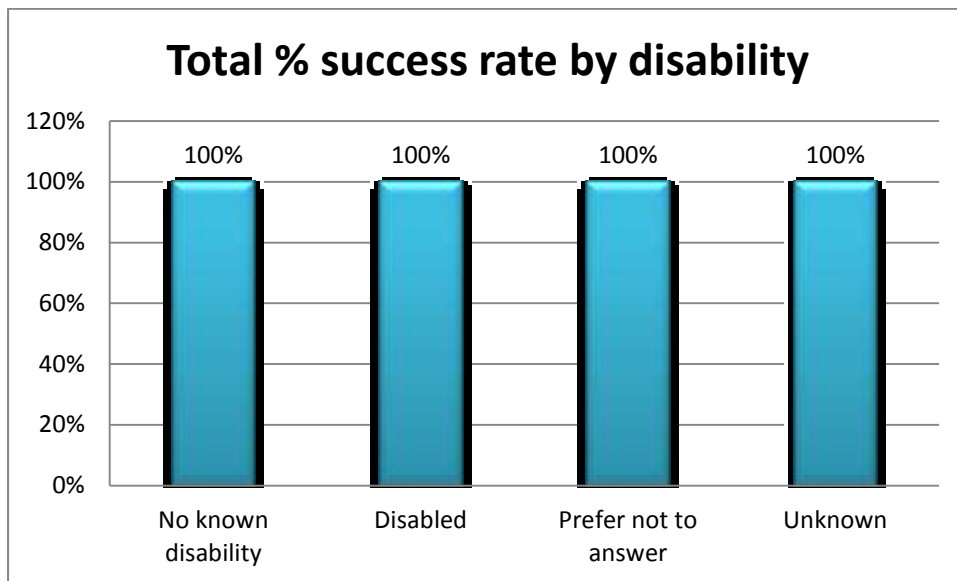
Figure 1. Age



	Successful	Unsuccessful	Total	% Successful
20 - 29	16	0	16	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	38	0	38	

Figure 1 provides a breakdown of all applications for promotion by support staff by age group. All applicants were successful. The largest group to apply for promotion were aged between 20 – 29, totalling 42% of the applications made by support staff.

Figure 2. Disability¹

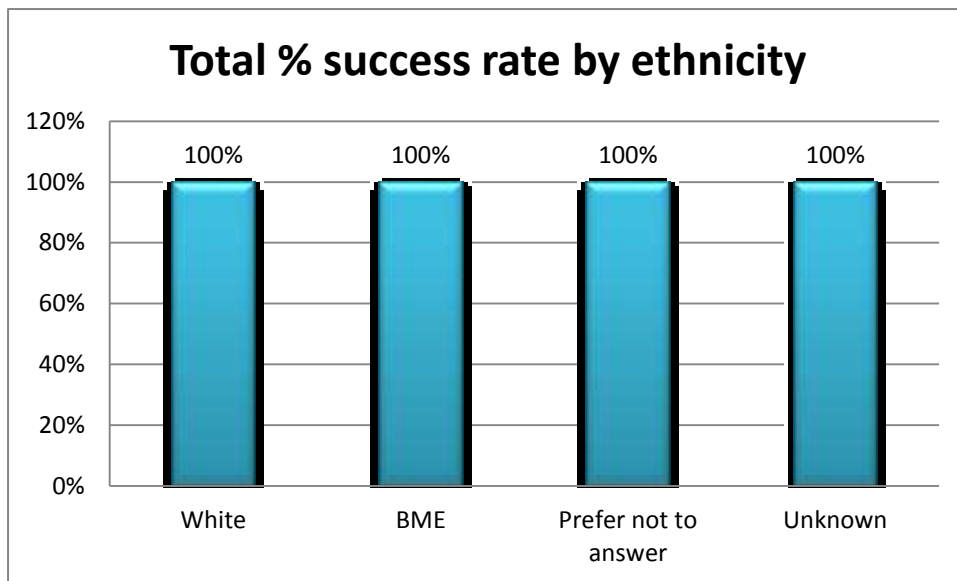


	Successful	Unsuccessful	Total	% Successful
No known disability	29	0	29	100%
Disabled	4	0	4	100%
Prefer not to answer	4	0	4	100%
Unknown	1	0	1	100%
Total	38	0	38	

Figure 2 provides a breakdown of all applications for promotion by support staff by disability status. All applicants were successful. There were 4 members of staff who declared they had 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

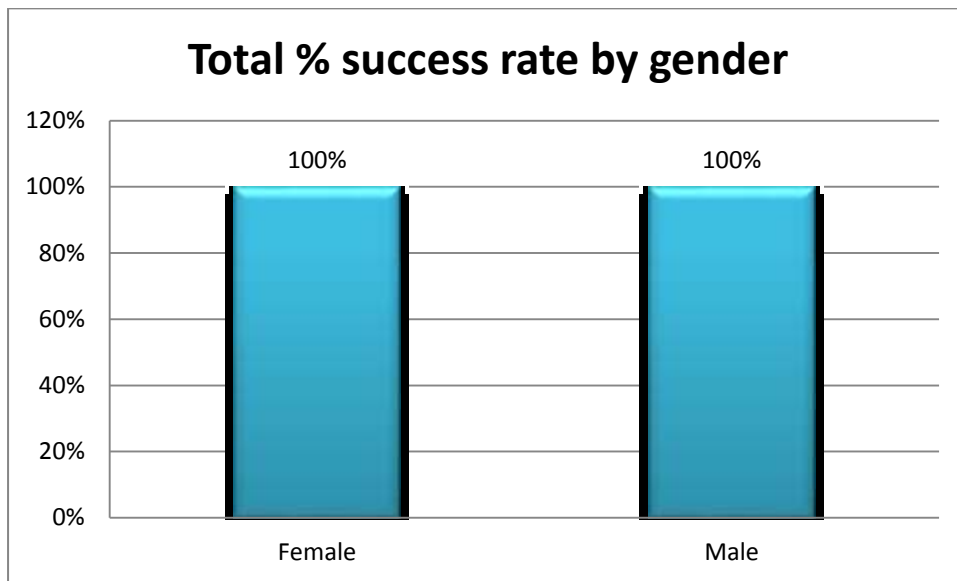
Figure 3. Ethnicity



	Successful	Unsuccessful	Total	% Successful
White	34	0	34	100%
BME	1	0	1	100%
Prefer not to answer	2	0	2	100%
Unknown	1	0	1	100%
Total	38	0	38	

Figure 3 provides a breakdown of all applications for promotion by support staff by ethnicity. All applicants were successful. There was 1 application from a member of staff who stated they were from a Black or Minority Ethnic background.

Figure 4. Gender



	Successful	Unsuccessful	Total	% Successful
Female	27	0	27	100%
Male	11	0	11	100%
Total	38	0	38	

Figure 4 provides a breakdown of all applications for promotion by support staff by gender. All applicants were successful. 71% of applications were made by female support staff, while 29% were made by male support staff.

Figure 5. Religion

Figures are too small to present this data

Figure 6. Sexual Orientation

Figures are too small to present this data