

# Academic<sup>1</sup> staff promotions data

## 1 August 2013 – 31 July 2014

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.

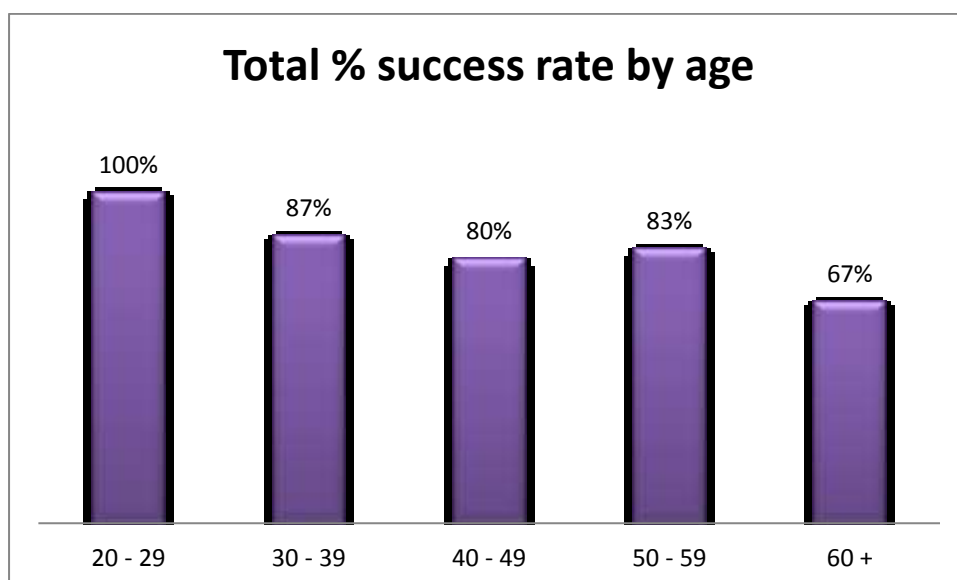
*Data is rounded to the nearest whole percent.*

A total of 92 applications for promotion (grades 6-9) were made by academic staff between August 2013 – July 2014, of which 77 (84%) were successful.

### Grades 6 – 9

**Figure 1. Age**

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.

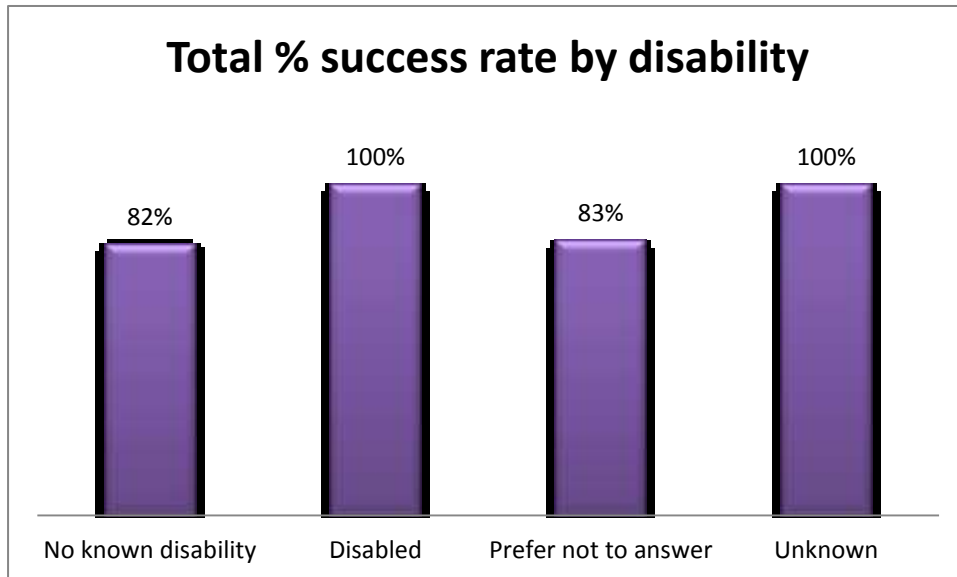


Age	Successful	Unsuccessful	Grand Total	% Successful
20 - 29	3	0	3	100%
30 - 39	39	6	45	87%
40 - 49	28	7	35	80%
50 - 59	5	1	6	83%
60 +	2	1	3	67%
<b>Grand Total</b>	<b>77</b>	<b>15</b>	<b>92</b>	

<sup>1</sup> Academic staff includes roles such as lecturer, senior lecturer, associate professor, professor, research fellow/assistant, teaching fellow etc

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

Figure 2 provides information on academic staff applying for promotion by disability status. There were 2 applications for promotion in this period by staff who disclosed a disability with 100% success.

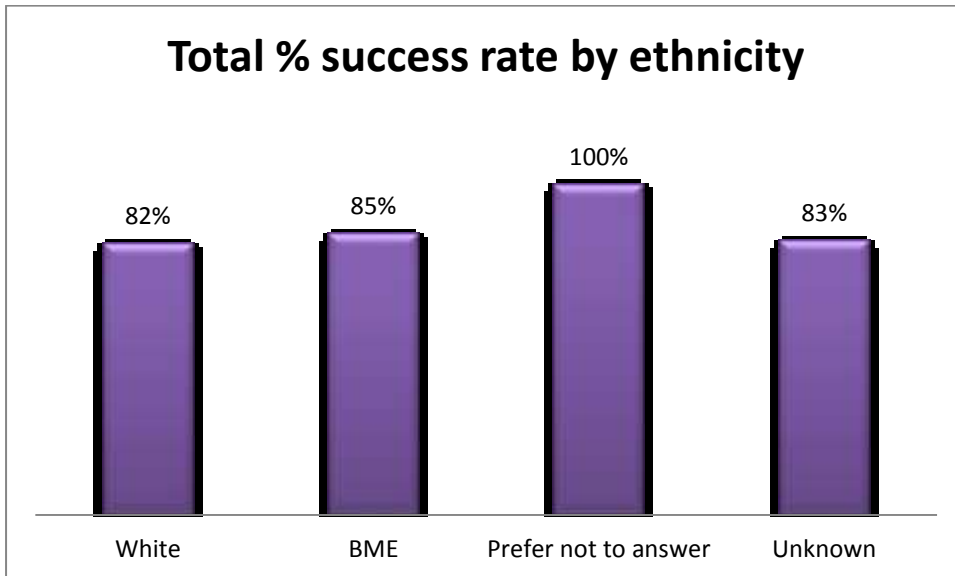


Disability	Successful	Unsuccessful	Grand Total	% Successful
No known disability	65	14	79	82%
Disabled	2	0	2	100%
Prefer not to answer	5	1	6	83%
Unknown	5	0	5	100%
<b>Grand Total</b>	<b>77</b>	<b>15</b>	<b>92</b>	

<sup>2</sup> Disability is defined under the Equality Act 2010 as a physical or mental impairment that has a substantial and long-term negative effect on a person's ability to do normal daily activities.

### Figure 3. Ethnicity

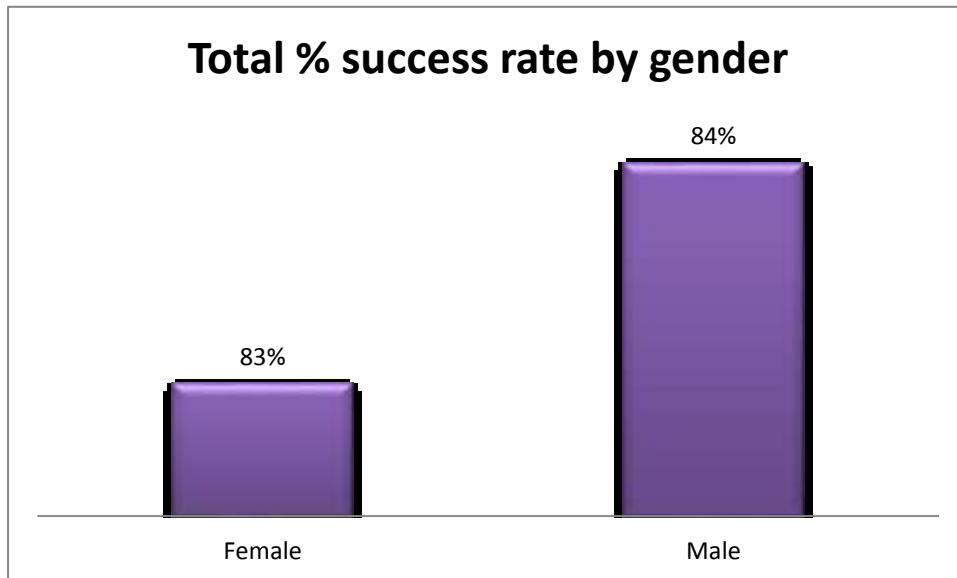
Figure 3 provides information on academic staff applying for promotion by ethnicity. 85% of applicants who stated they were from a Black or Minority Ethnic (BME) background were successful compared to 82% for White staff.



Ethnicity	Successful	Unsuccessful	Grand Total	% Successful
White	56	12	68	82%
BME	11	2	13	85%
Prefer not to answer	5	0	5	100%
Unknown	5	1	6	83%
<b>Grand Total</b>	<b>77</b>	<b>15</b>	<b>92</b>	

### Figure 4. Gender

Figure 4 provides information on academic staff applying for promotion by gender. Of the female academic staff applying, 83% were successful. Of the male academic staff applying, 84% were successful.



Gender	Successful	Unsuccessful	Grand Total	% Successful
Female	35	7	42	83%
Male	42	8	50	84%
<b>Grand Total</b>	<b>77</b>	<b>15</b>	<b>92</b>	

### Figure 5. Religion

Figures are too small to present this data

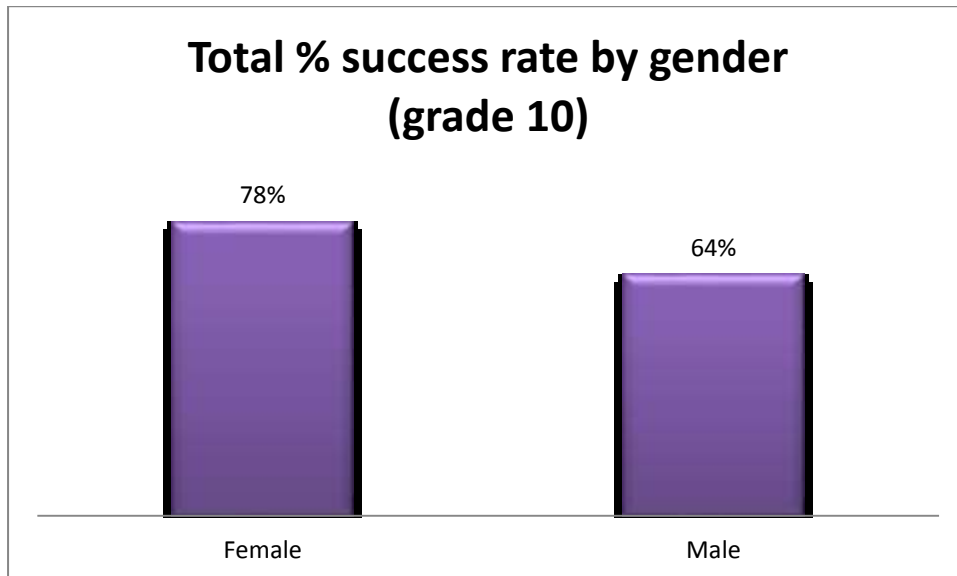
### Figure 6. Sexual Orientation

Figures are too small to present this data

## Grade 10 data <sup>3</sup>

### Figure 7. Gender

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 2013 – July 2014, of which 70% 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 64% were successful.



Gender	Successful	Unsuccessful	Grand Total	% Successful
Female	7	2	9	78%
Male	9	5	14	64%
<b>Grand Total</b>	<b>16</b>	<b>7</b>	<b>23</b>	

<sup>3</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.