

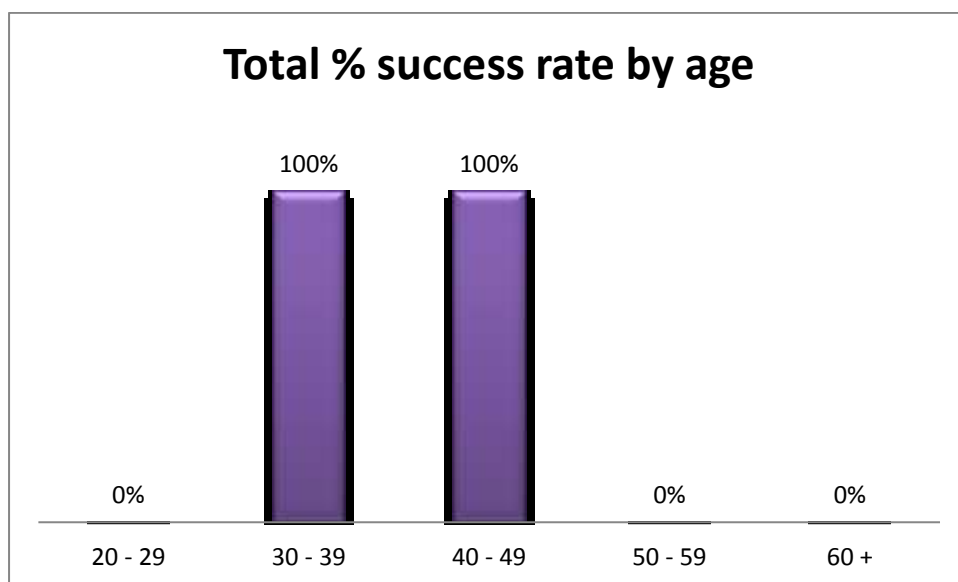
Professional and Managerial¹ staff promotions data 1 August 2013 – 31 July 2014

The following data provides information on professional and managerial staff promotions across the university by protected characteristic, between the grades 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 17 applications for promotion (grades 6-9) were made by professional and managerial staff between August 2013 – July 2014, all of which (100%) were successful.

Figure 1. Age

Figure 1 provides a breakdown on all applications for promotion by professional and managerial staff by age group. All applicants were successful. The largest group to apply for promotion were aged between 30 – 39, totalling 71% of the applications by professional and managerial staff.

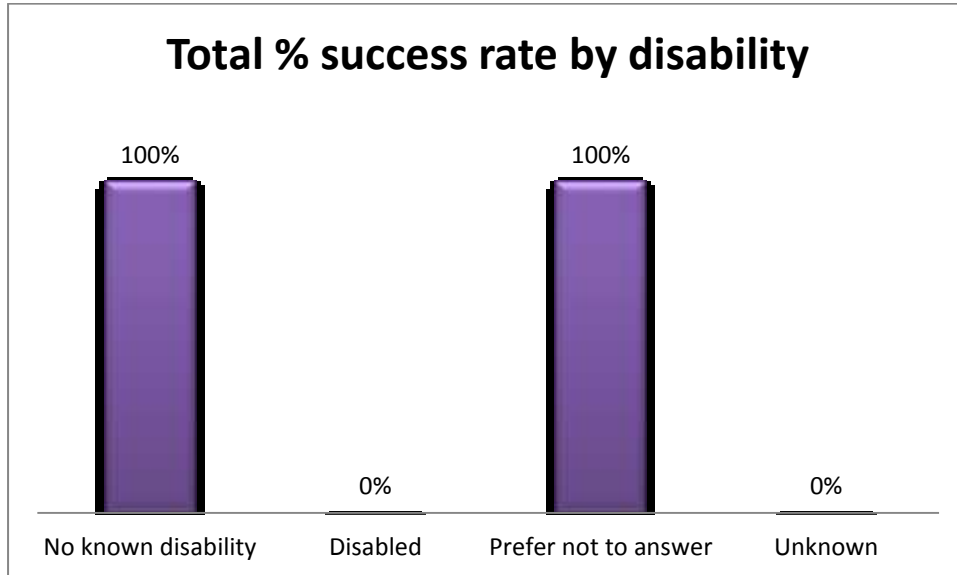


Age	Successful	Unsuccessful	Grand Total	% Successful
20 - 29	0	0	0	0%
30 - 39	12	0	12	100%
40 - 49	5	0	5	100%
50 - 59	0	0	0	0%
60 +	0	0	0	0%
Grand Total	17	0	17	

¹ 'Professional & managerial' staff is comprised of the more senior administrative staff roles.

Figure 2. Disability²

Figure 2 provides information on the number of professional and managerial staff applying for promotion by disability status. All applicants were successful. There were no applications from staff who disclosed a disability.

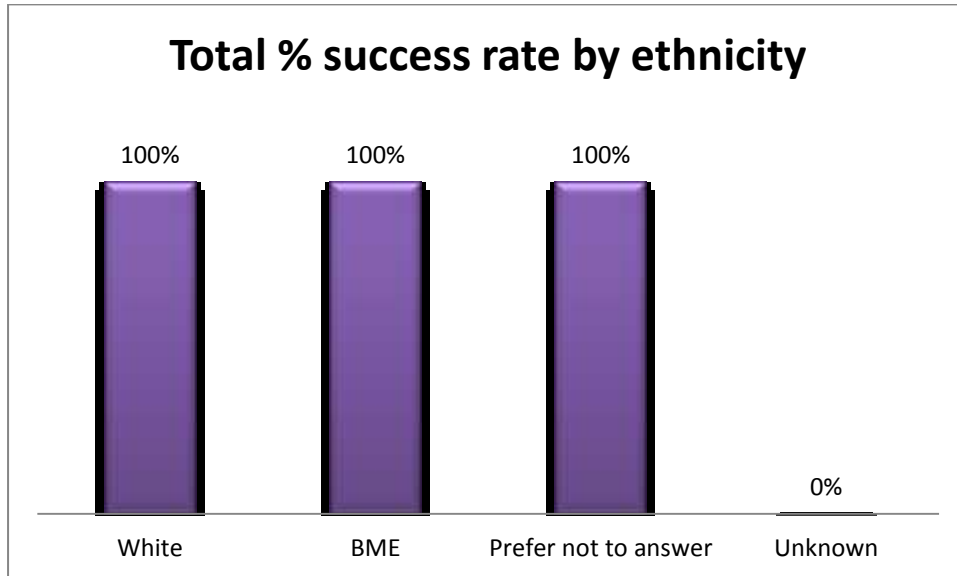


Disability	Successful	Unsuccessful	Grand Total	% Successful
No known disability	15	0	15	100%
Disabled	0	0	0	0%
Prefer not to answer	2	0	2	100%
Unknown	0	0	0	0%
Grand Total	17	0	17	

² 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

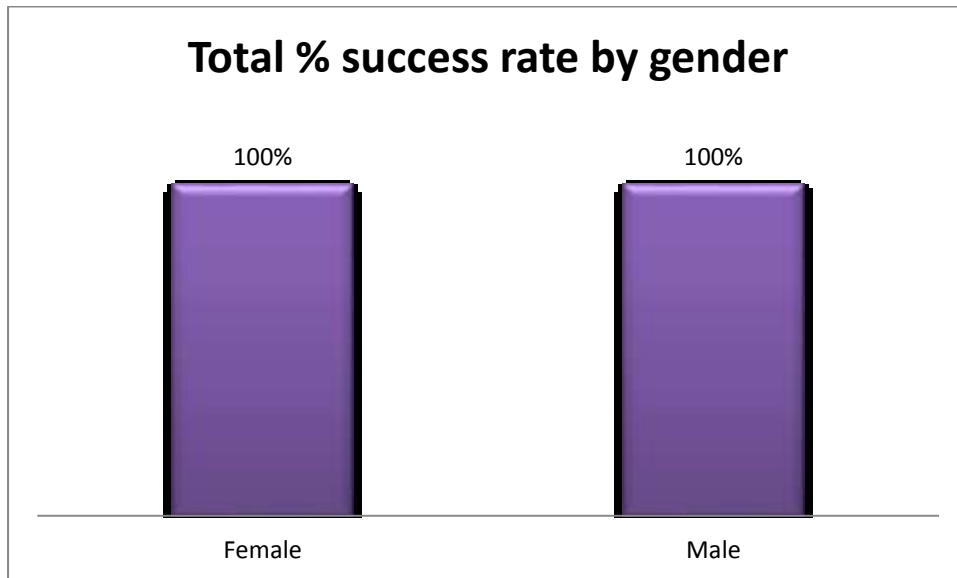
Figure 3 provides information on the number of professional and managerial staff applying for promotion by ethnicity. All applicants were successful. There were 2 applications from staff who stated they were from a Black or Minority Ethnic (BME) background.



Ethnicity	Successful	Unsuccessful	Grand Total	% Successful
White	14	0	14	100%
BME	2	0	2	100%
Prefer not to answer	1	0	1	100%
Unknown	0	0	0	0%
Grand Total	17	0	17	

Figure 4. Gender

Figure 4 provides information on the number of professional and managerial staff applying for promotion by gender. All applicants were successful. 59% of applications were made by female staff, while 41% of applications were made by male staff.



Gender	Successful	Unsuccessful	Grand Total	% Successful
Female	10	0	10	100%
Male	7	0	7	100%
Grand Total	17	0	17	

Figure 5. Religion

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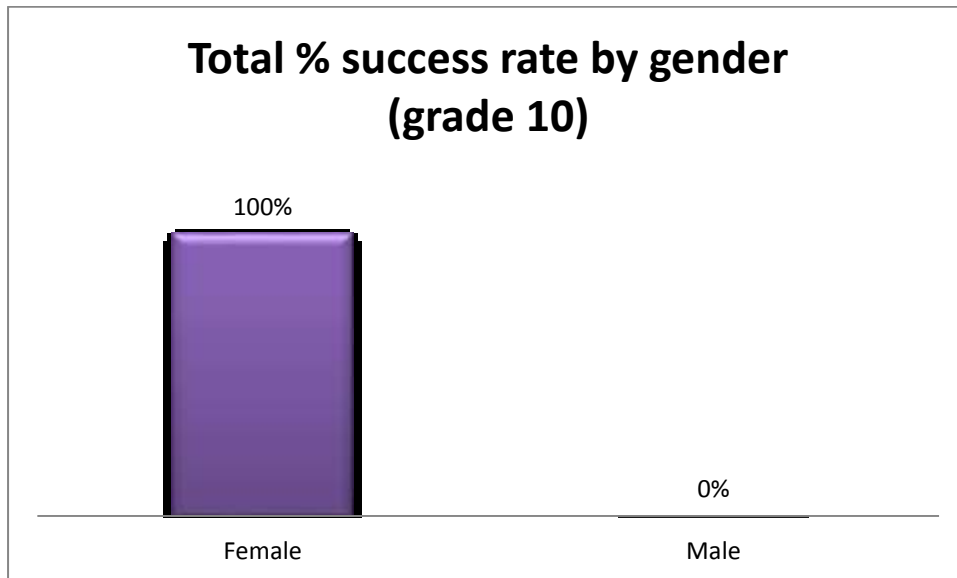
Figure 6. Sexual Orientation

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Grade 10 data ³

Figure 7. Gender

Figure 7 provides information on the number of academic staff applying for promotion to grade 10. A total of 2 applications were made between August 2013 – July 2014, of which all were successful. All applications were made by women.



Gender	Successful	Unsuccessful	Grand Total	% Successful
Female	2	0	2	100%
Male	0	0	0	0%
Grand Total	2	0	2	

³ 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.