

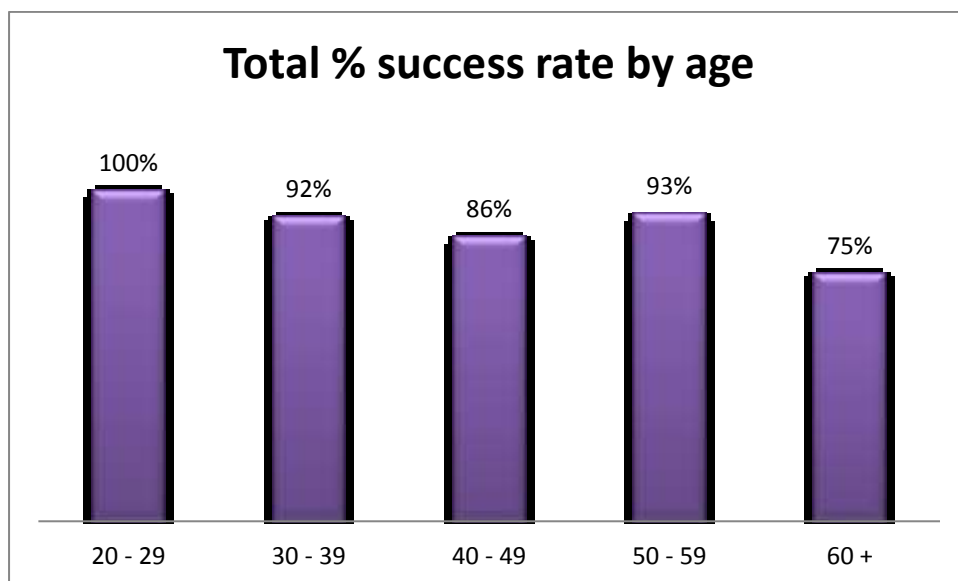
University of Leeds – all staff promotions data 1 August 2013 – 31 July 2014

The following data set provides information on all 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. *Data is rounded to the nearest whole percent.*

A total of 159 applications for promotion for grades 3 – 9 were made between August 2013 – July 2014, of which 144 (91%) were successful.

Grades 3 – 9 Figure 1. Age

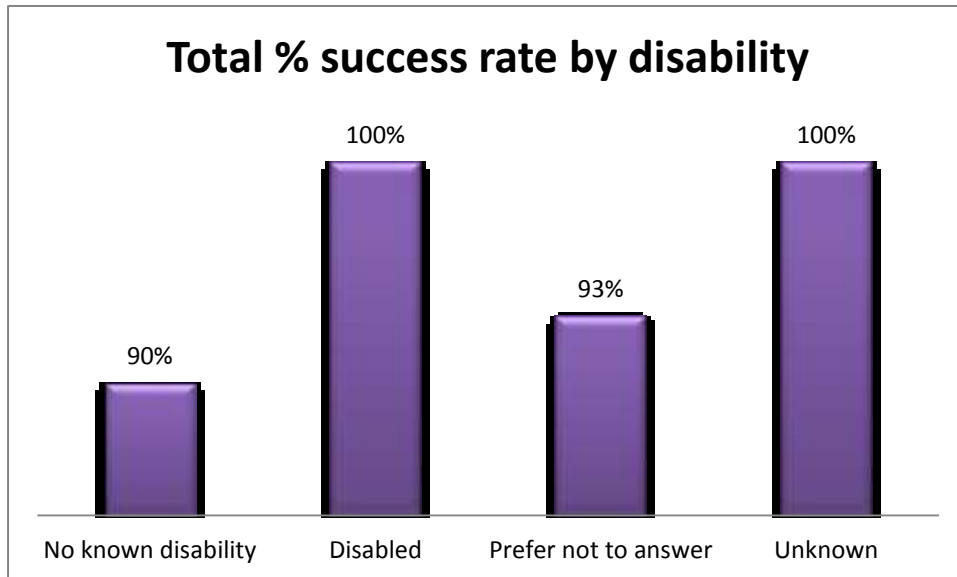
Figure 1 provides a breakdown on all applications for promotion by age group. The largest group to apply for promotion were aged between 30 – 39.



Age	Successful	Unsuccessful	Grand Total	% Successful
20 - 29	18	0	18	100%
30 - 39	67	6	73	92%
40 - 49	42	7	49	86%
50 - 59	14	1	15	93%
60 +	3	1	4	75%
Grand Total	144	15	159	

Figure 2. Disability¹

Figure 2 provides information on staff applying for promotion by disability status. There were 3 applications from staff who disclosed their disability status, which were all successful.

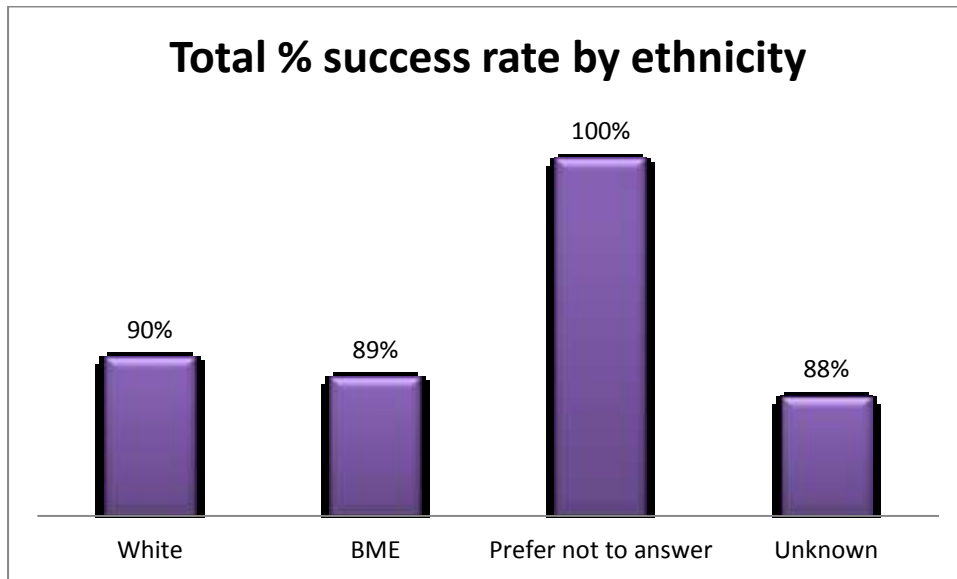


Disability	Successful	Unsuccessful	Grand Total	% Successful
No known disability	121	14	135	90%
Disabled	3	0	3	100%
Prefer not to answer	13	1	14	93%
Unknown	7	0	7	100%
Grand Total	144	15	159	

¹ 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

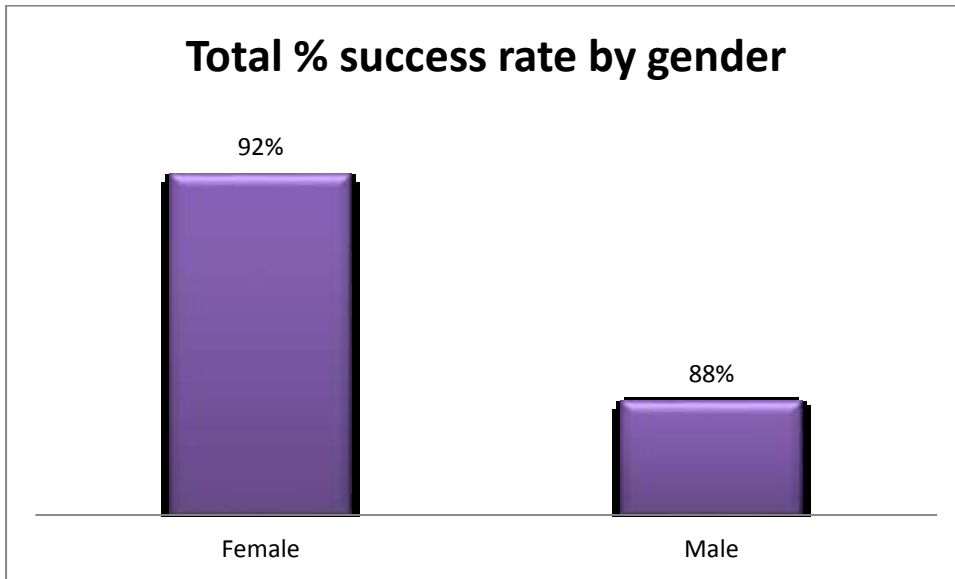
Figure 3 provides information on staff applying for promotion by ethnicity. 89% of staff who stated they were from a Black or Minority Ethnic (BME) background (16 staff) were successful.



Ethnicity	Successful	Unsuccessful	Grand Total	% Successful
White	109	12	121	90%
BME	16	2	18	89%
Prefer not to answer	12	0	12	100%
Unknown	7	1	8	88%
Grand Total	144	15	159	

Figure 4. Gender

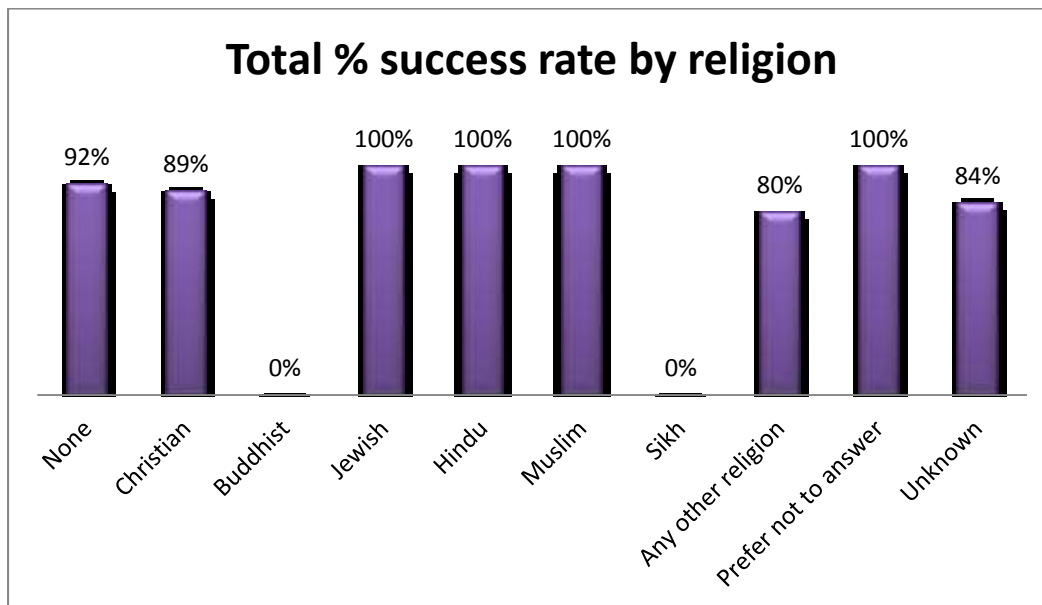
Figure 4 provides information on staff applying for promotion by gender. 92% of all applications made by female staff were successful, compared to 88% of all applications made by male staff.



Gender	Successful	Unsuccessful	Grand Total	% Successful
Female	85	7	92	92%
Male	59	8	67	88%
Grand Total	144	15	159	

Figure 5. Religion

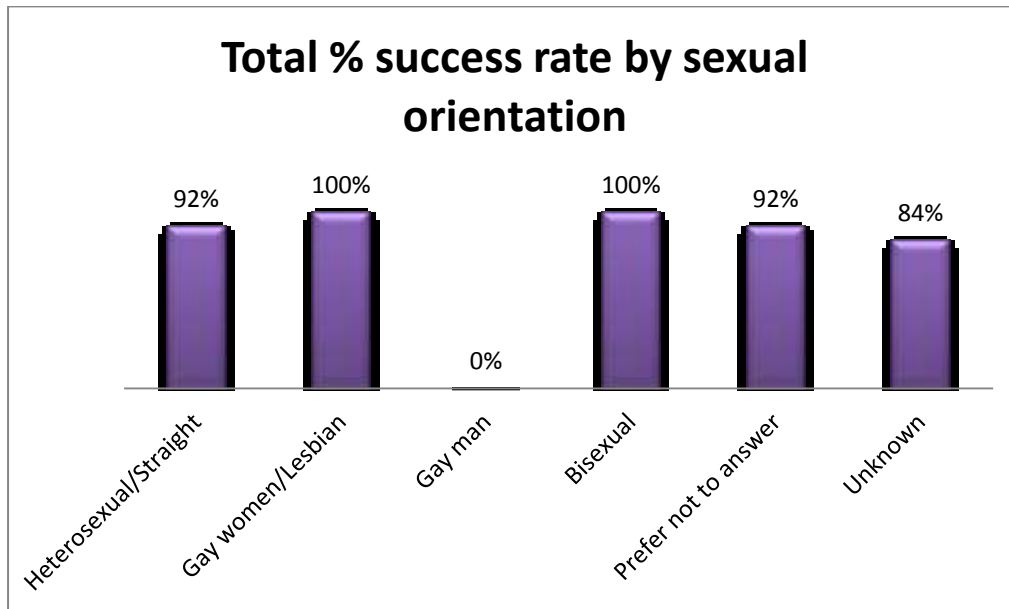
Figure 5 provides information on the number of staff applying for promotion by religion. There is a large proportion of staff data which is unknown in this section (total of 38) and therefore further narrative is unavailable.



Religion	Successful	Unsuccessful	Grand Total	% Successful
None	47	4	51	92%
Christian	33	4	37	89%
Buddhist	0	0	0	0%
Jewish	3	0	3	100%
Hindu	1	0	1	100%
Muslim	4	0	4	100%
Sikh	0	0	0	0%
Any other religion	4	1	5	80%
Prefer not to answer	20	0	20	100%
Unknown	32	6	38	84%
Grand Total	144	15	159	

Figure 6. Sexual Orientation

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 a gay man. There is a large proportion of staff data which is unknown in this section (total of 38).

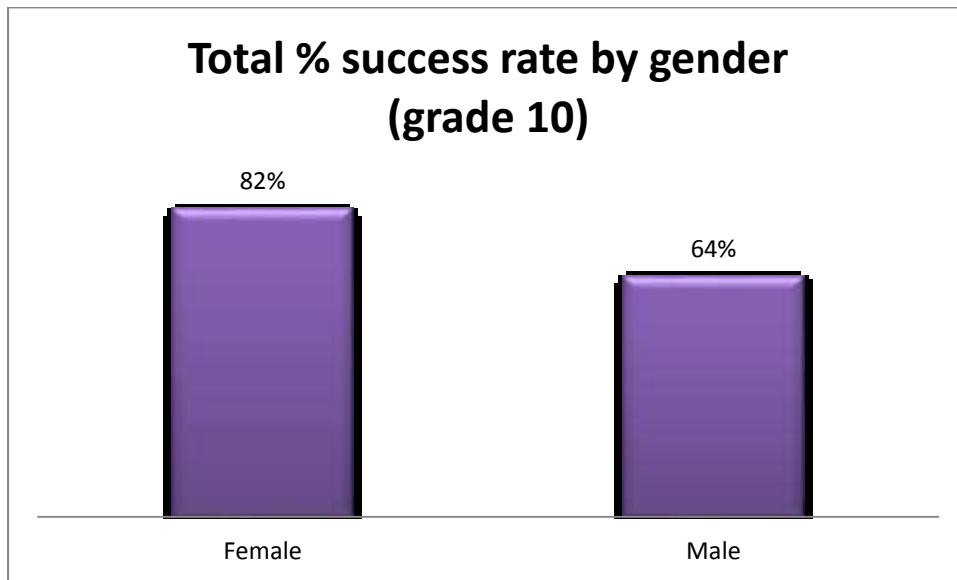


Sexual orientation	Successful	Unsuccessful	Grand Total	% Successful
Heterosexual/Straight	85	7	92	92%
Gay women/Lesbian	2	0	2	100%
Gay man	0	0	0	0%
Bisexual	2	0	2	100%
Prefer not to answer	23	2	25	92%
Unknown	32	6	38	84%
Grand Total	144	15	159	

Grade 10 data ²

Figure 7. Gender

Figure 7 provides information on the number of applications for promotion to grade 10 by gender. A total of 25 applications were made between August 2013 – July 2014, of which 74% were successful. 11 applications were made by women, of which 82% were successful. 14 applications were made by men, of which 64% were successful.



Gender	Successful	Unsuccessful	Grand Total	% Successful
Female	9	2	11	82%
Male	9	5	14	64%
Grand Total	18	7	25	

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.