

University of Leeds – Academic¹ staff promotions data 1 August 2014 – 31 July 2015

The following data set provides information on academic 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.

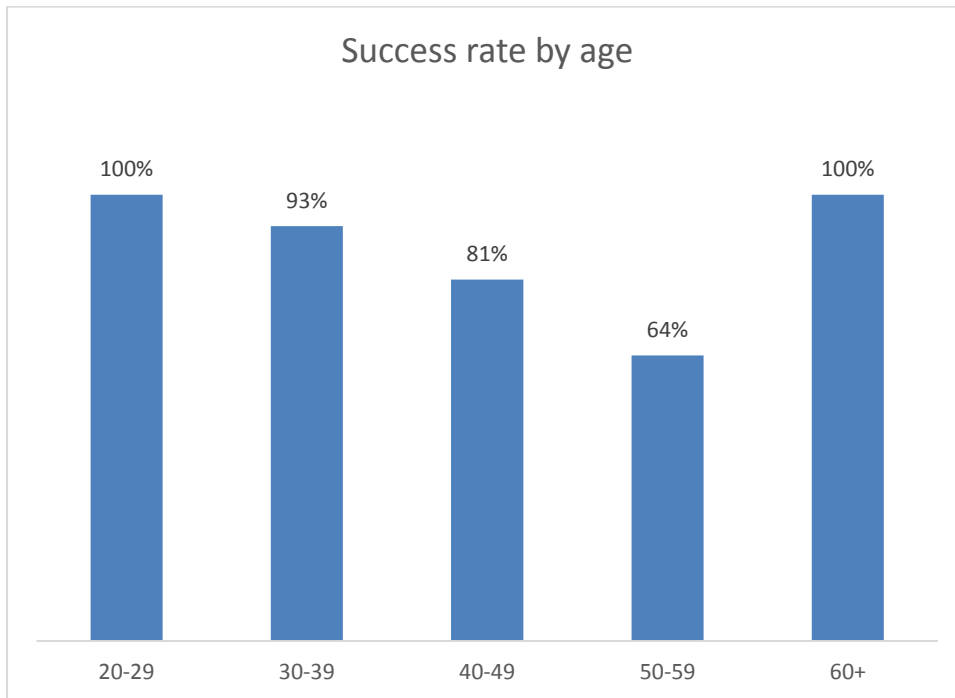
Data is rounded to the nearest whole percent.

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

Grades 6 – 9

A total of 85 applications for promotion were made during the period (92, 2013-14), of which 73 (86%) were successful (77, (84%), 2013-14).

Age

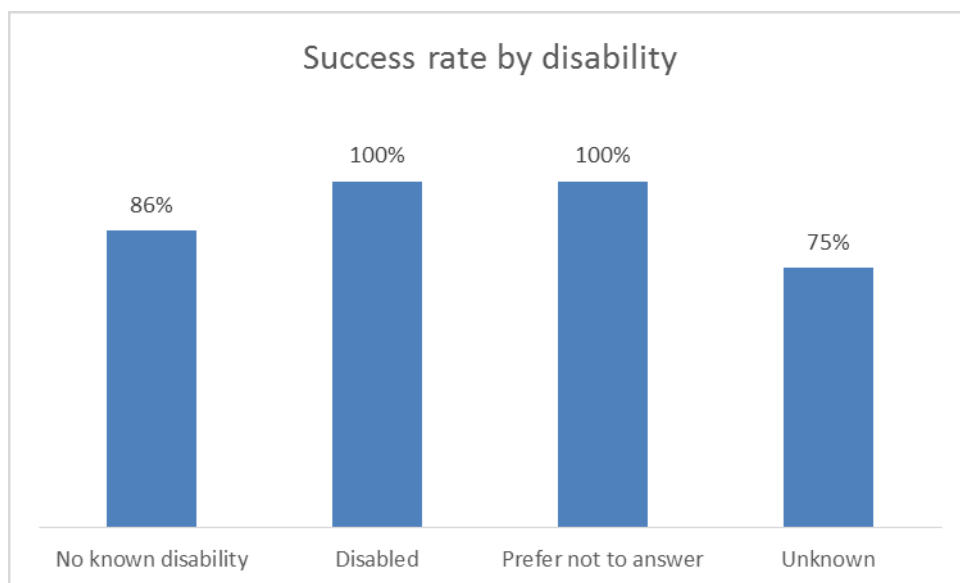


Age	Successful	Unsuccessful	Grand Total	% Successful
20 - 29	5	0	5	100%
30 - 39	38	3	41	93%
40 - 49	22	5	27	81%
50 - 59	7	4	11	64%
60 +	1	0	1	100%
Grand Total	73	12	85	

Commentary

The age group with the lowest success rate is 50-59 (64%).

Disability²



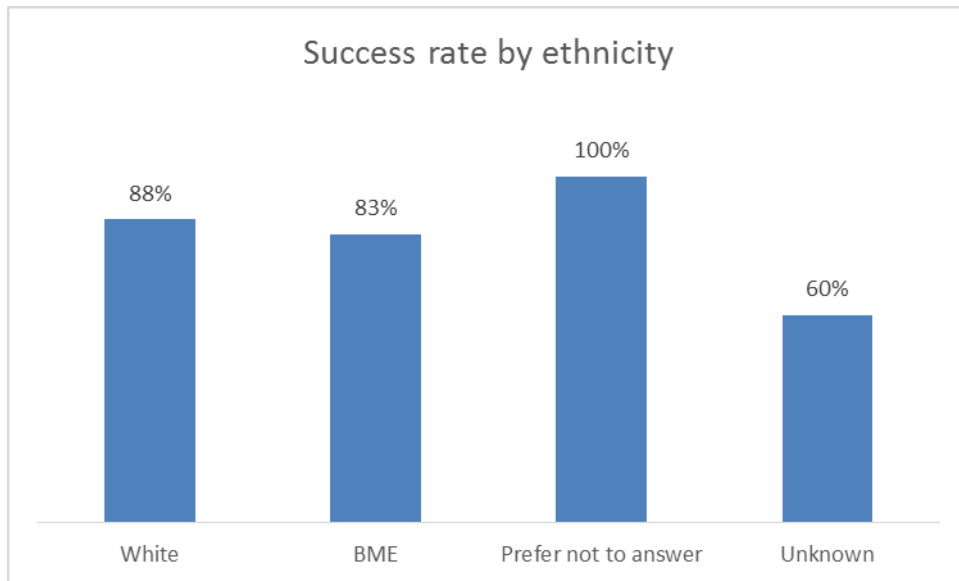
Disability	Successful	Unsuccessful	Grand Total	% Successful
No known disability	66	11	77	86%
Disabled	1	0	1	100%
Prefer not to answer	3	0	3	100%
Unknown	3	1	4	75%
Grand Total	73	12	85	

Commentary

There was 1 application from a member of staff who declared a disability – this application was successful. (2013-14, 2 applications which were both successful).

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.

Ethnicity



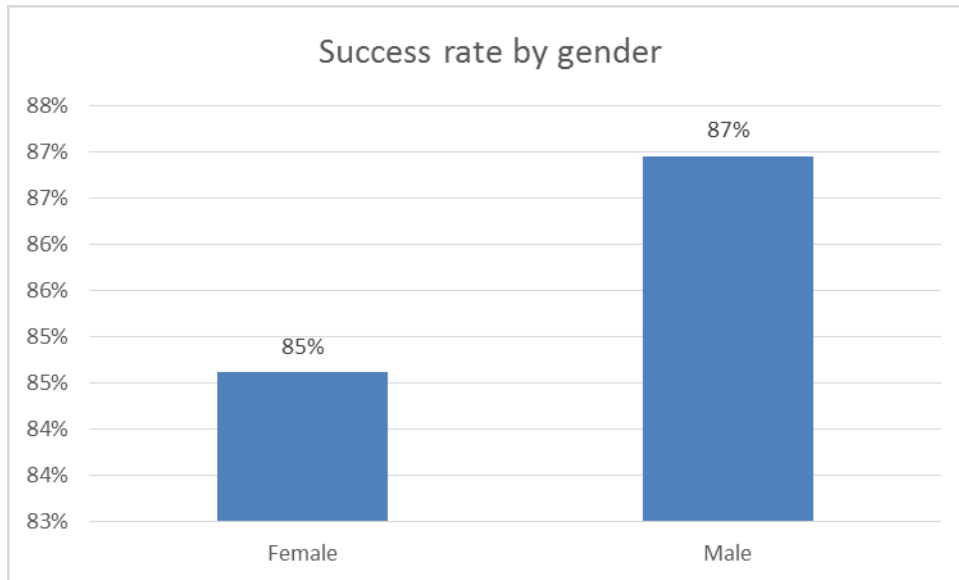
Ethnicity	Successful	Unsuccessful	Grand Total	% Successful	2013/14 total	2013/14 % successful	2012/13 total	2012/13 % successful
White	57	8	65	88%	68	82%	65	83%
BME	10	2	12	83%	13	85%	11	91%
Prefer not to answer	3	0	3	100%	5	100%	7	86%
Unknown	3	2	5	60%	6	83%	10	80%
Grand Total	73	12	85		92		93	

Commentary

83% of applications from BME staff were successful (85%, 2013-14; 91% 2012-13).

BME = Black and minority ethnic.

Gender



Gender	Successful	Unsuccessful	Grand Total	% Successful	2013/14 total	2013/14 % successful	2012/13 total	2012/13 % successful
Female	33	6	39	85%	42	83%	37	84%
Male	40	6	46	87%	50	84%	56	84%
Grand Total	73	12	85		92		93	

Commentary

85% of female and 87% of male applications were successful (83% female & 84% male success, 2013-14). The success rate was the same for both genders in 2012/13 (84%).

More applications for promotion were made by men (46, 2014-15) than women (39, 2013-14).

Religion

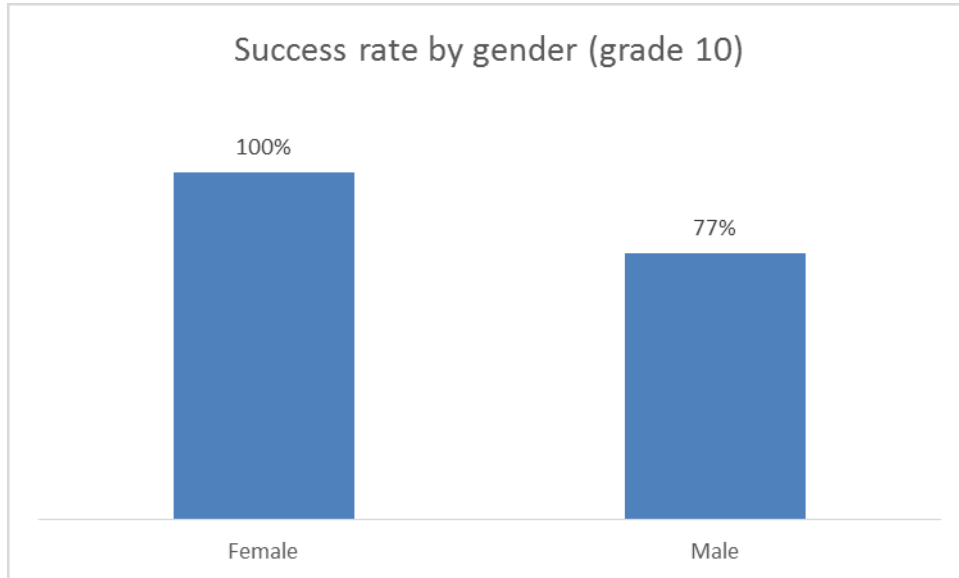
Due to very low numbers in some categories it is not possible to include a breakdown by religion.

Sexual Orientation

Due to very low numbers in some categories it is not possible to include a breakdown by sexual orientation.

Grade 10³

Gender



Gender	Successful	Unsuccessful	Grand Total	% Successful	2013/14 total	2013/14 % successful	2012/13 total	2012/13 % successful
Female	5	0	5	100%	9	78%	9	78%
Male	10	3	13	77%	14	64%	14	71%
Grand Total	15	3	18		23		23	

Commentary

There were a total of 18 applications made of which 83% were successful (23 applications, 70% successful 2013-14).

5 applications were made by women, all of which were successful (9 applications, 78% successful 2013-14 & 2012-13). 10 applications were made by men, of which 77% were successful (14 applications, 64% successful 2013-14).

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. Grade 10 is above associate professor level.