

# University of Leeds – Professional & managerial<sup>1</sup> staff promotions data

## 1 August 2014 – 31 July 2015

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The following data set provides information on professional & managerial 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.*

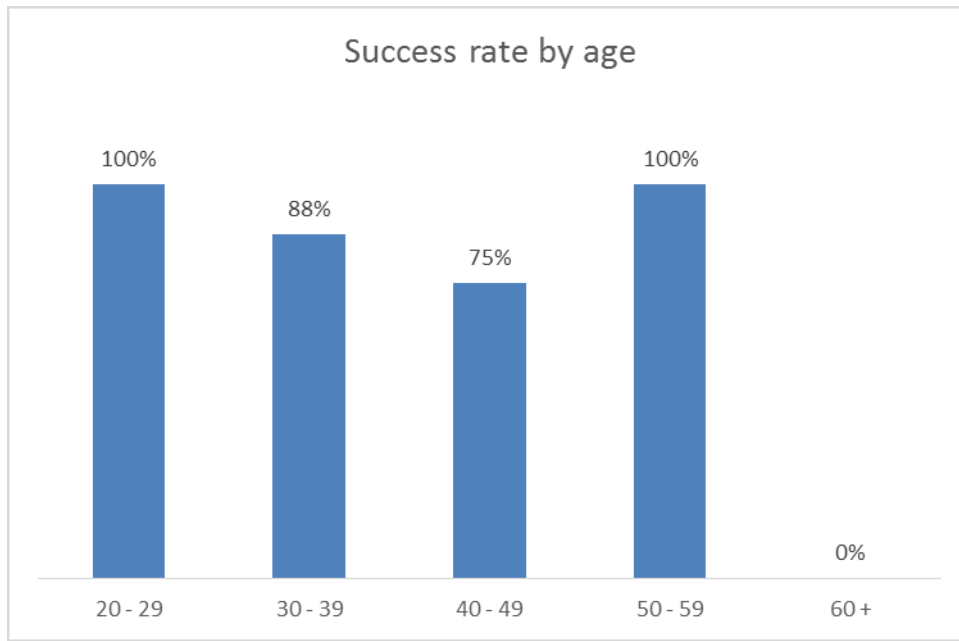
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<sup>1</sup> 'Professional & managerial' staff is comprised of the more senior administrative staff roles.

## Grades 6 – 9

A total of 15 applications for promotion were made by professional & managerial staff during the period (17, 2013-14), of which 13 (87%) were successful (100%, 2013-14).

### Age

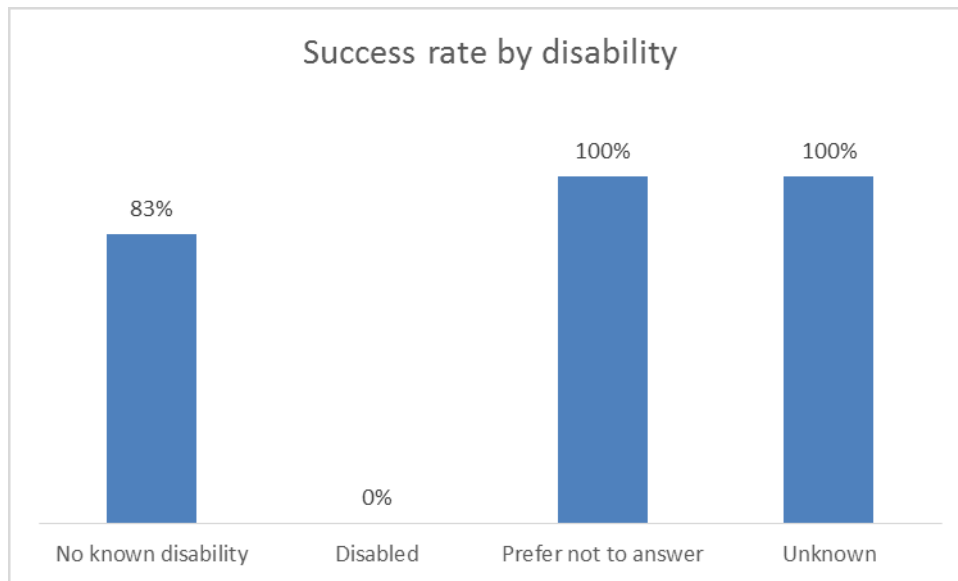


Age	Successful	Unsuccessful	Grand Total	% Successful
20 - 29	1	0	1	100%
30 - 39	7	1	8	88%
40 - 49	3	1	4	75%
50 - 59	2	0	2	100%
60 +	0	0	0	0%
<b>Grand Total</b>	<b>13</b>	<b>2</b>	<b>15</b>	

### Commentary

The age group with the lowest success rate is 40-49 (75%).

## Disability<sup>2</sup>



<b>Disability</b>	<b>Successful</b>	<b>Unsuccessful</b>	<b>Grand Total</b>	<b>% Successful</b>
No known disability	10	2	12	83%
Disabled	0	0	0	0%
Prefer not to answer	2	0	2	100%
Unknown	1	0	1	100%
<b>Grand Total</b>	<b>13</b>	<b>2</b>	<b>15</b>	

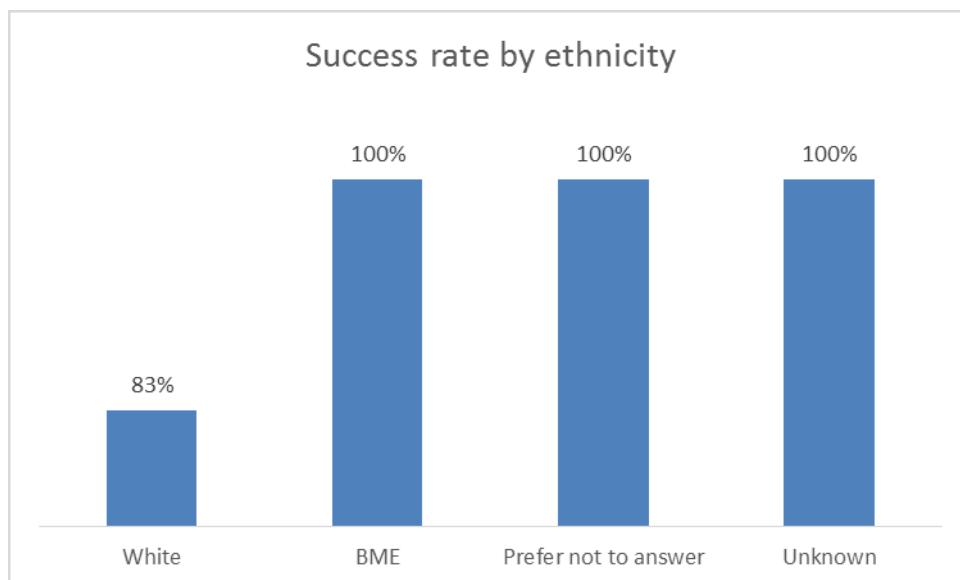
### Commentary

There were no applications from staff who declared a disability.

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<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.

## Ethnicity



Ethnicity	Successful	Unsuccessful	Grand Total	% Successful
White	10	2	12	83%
BME	1	0	1	100%
Prefer not to answer	1	0	1	100%
Unknown	1	0	1	100%
<b>Grand Total</b>	<b>13</b>	<b>2</b>	<b>15</b>	

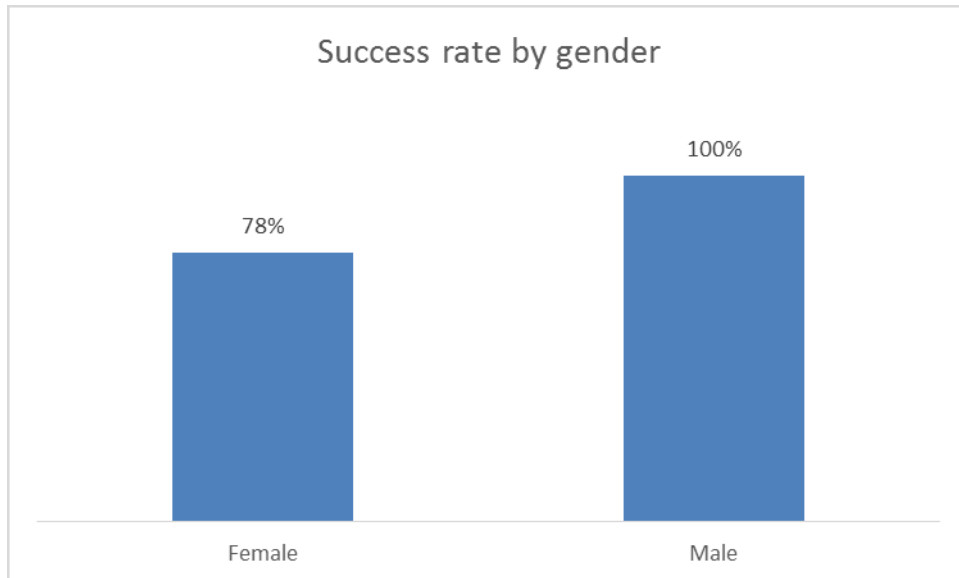
### Commentary

There was 1 application from a BME staff member (this was a successful application). There were no applications for promotion from BME staff in 2013-14.

There were 10 applications from white staff, of which 83% were successful.

BME = Black and minority ethnic.

## Gender



Gender	Successful	Unsuccessful	Grand Total	% Successful
Female	7	2	9	78%
Male	6	0	6	100%
<b>Grand Total</b>	<b>13</b>	<b>2</b>	<b>15</b>	

### Commentary

78% of female and 100% of male applications were successful (100% for male & female, 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 10

### Gender

There was only one application made during the period – this was successful.

Due to the low number of applications for promotion to grade 10, it is not possible to present any further breakdown of the data.