

University of Leeds – all staff promotions data

1 August 2014 – 31 July 2015

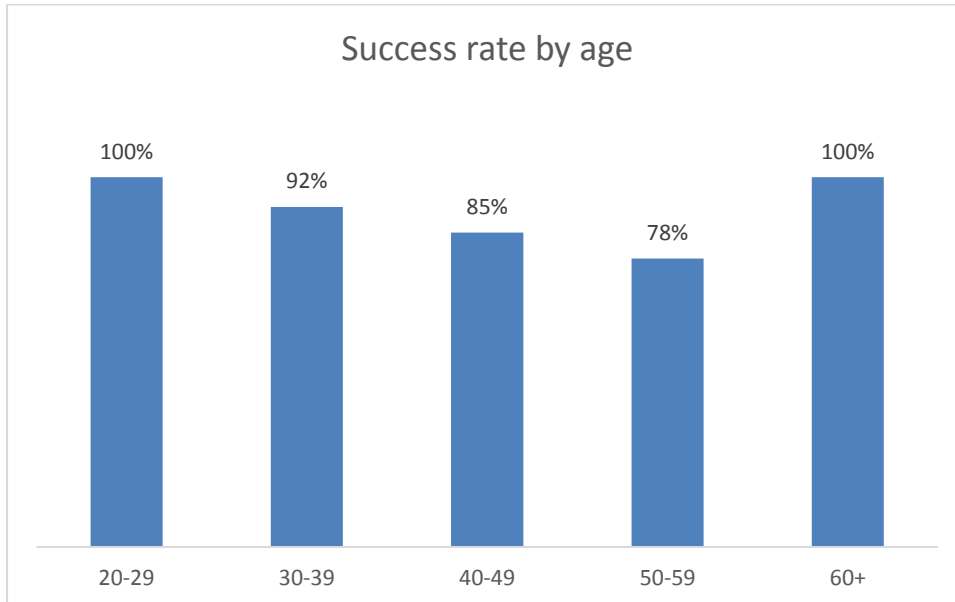
The following data set provides information on all staff promotions across the University by protected characteristic. Please note that data for staff applying for promotion to grade 10 has been presented separately, this is because of the different promotions procedure for this grade.

Data is rounded to the nearest whole percent.

Grades 3 – 9

A total of 148 applications for promotion were made during the period (159, 2013-14), of which 132 (89%) were successful (91%, 2013-14).

Age

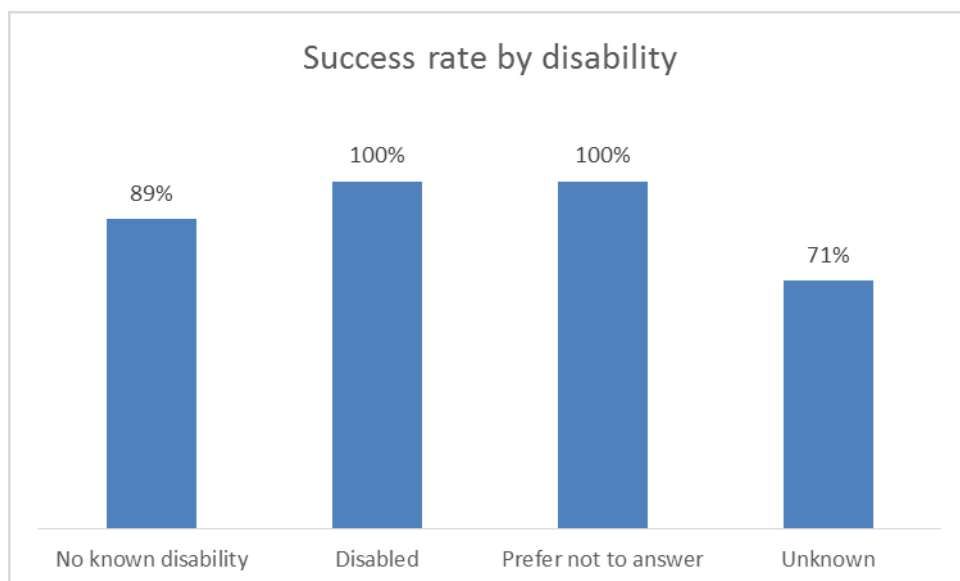


Age	Successful	Unsuccessful	Grand Total	% Successful
20 - 29	17	0	17	100%
30 - 39	61	5	66	92%
40 - 49	34	6	40	85%
50 - 59	18	5	23	78%
60 +	2	0	2	100%
Grand Total	132	16	148	

Commentary

The age group with the lowest success rate is 50-59 (78%).

Disability¹



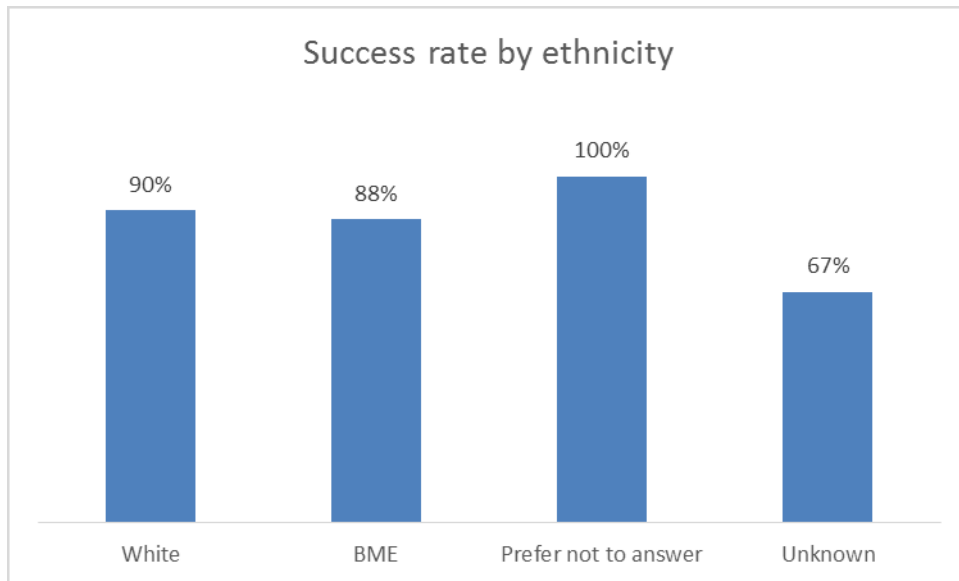
Disability	Successful	Unsuccessful	Grand Total	% Successful
No known disability	38	1	39	97%
Disabled	1	0	1	100%
Prefer not to answer	6	0	6	100%
Unknown	1	1	2	50%
Grand Total	46	2	48	

Commentary

There was one applicant who declared a disability and they were successful.

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.

Ethnicity



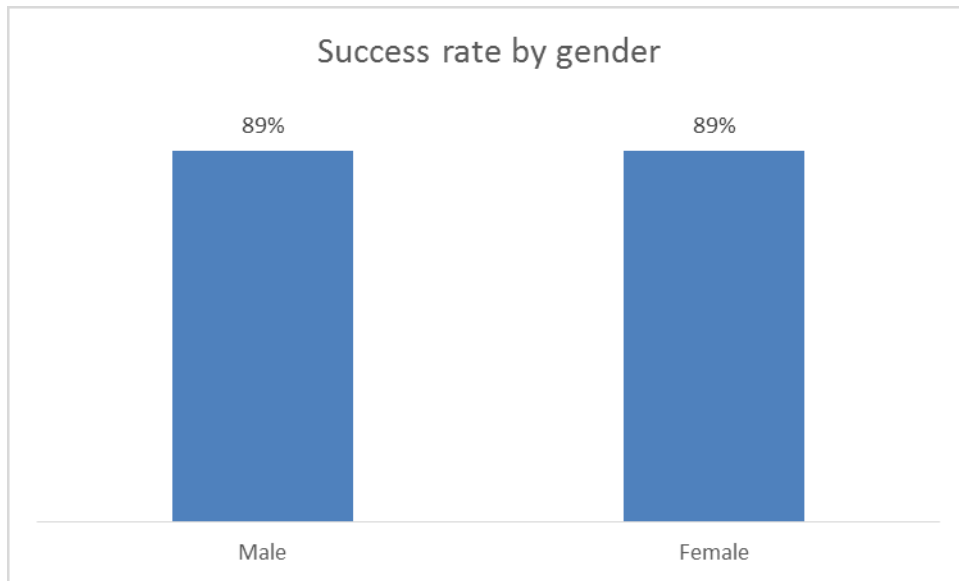
Ethnicity	Successful	Unsuccessful	Grand Total	% Successful	2013/14 total	2013/14 % successful	2012/13 total	2012/13 % successful
White	101	11	112	90%	121	90%	113	90%
BME	14	2	16	88%	18	89%	12	92%
Prefer not to answer	11	0	11	100%	12	100%	9	89%
Unknown	6	3	9	67%	8	88%	11	82%
Grand Total	132	16	148		159			

Commentary

88% of applications from BME staff were successful (89%, 2013-14; 92%, 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	75	9	84	89%	92	92%	74	92%
Male	57	7	64	89%	67	88%	71	87%
Grand Total	132	16	148		159		145	

Commentary

89% of male and female applications were successful (92% female, 88% male success, 2013-14). More applications for promotion were made by women (84) than men (64).

Religion

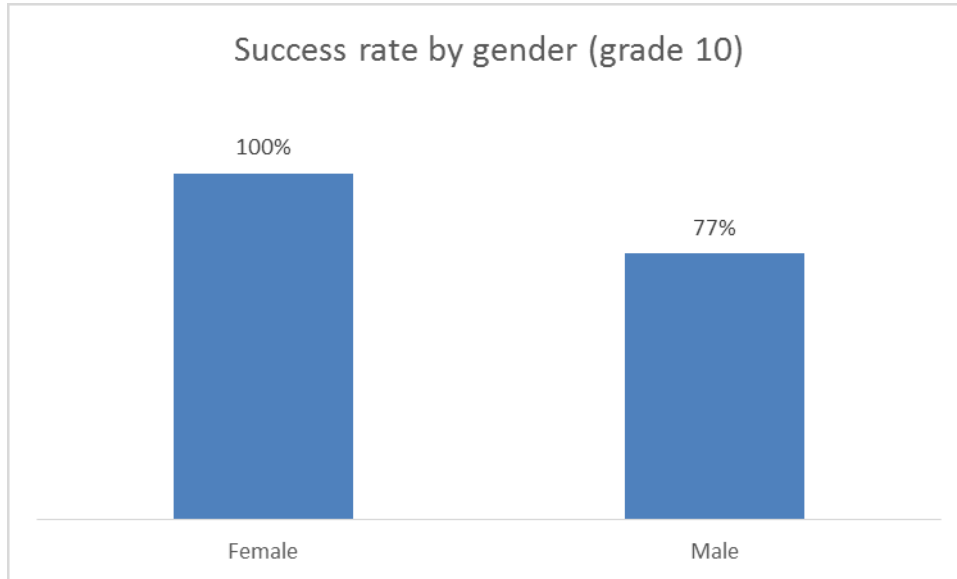
Due to very low numbers in some categories it is not possible to include a breakdown by religion.

Sexual Orientation

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

Grade 10 ²

Gender



Gender	Successful	Unsuccessful	Grand Total	% Successful	2013/14 total	2013/14 % successful	2012/13 total	2012/13 % successful
Female	6	0	6	100%	11	82%	9	78%
Male	10	3	13	77%	14	64%	14	71%
Grand Total	16	3	19		25		23	

Commentary

There were a total of 19 applications made of which 84% were successful (25 applications, 74% successful 2013-14).

6 applications were made by women, all of which were successful (11 applications, 82% successful 2013-14). 10 applications were made by men, of which 77% were successful (14 applications, 64% successful 2013-14).

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. For academic staff, grade 10 is above associate professor level. Grade 10 is also a senior professional & managerial staff grade.