

# University of Leeds – Academic<sup>1</sup> staff promotions data 1 August 2015 – 31 July 2016

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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.*

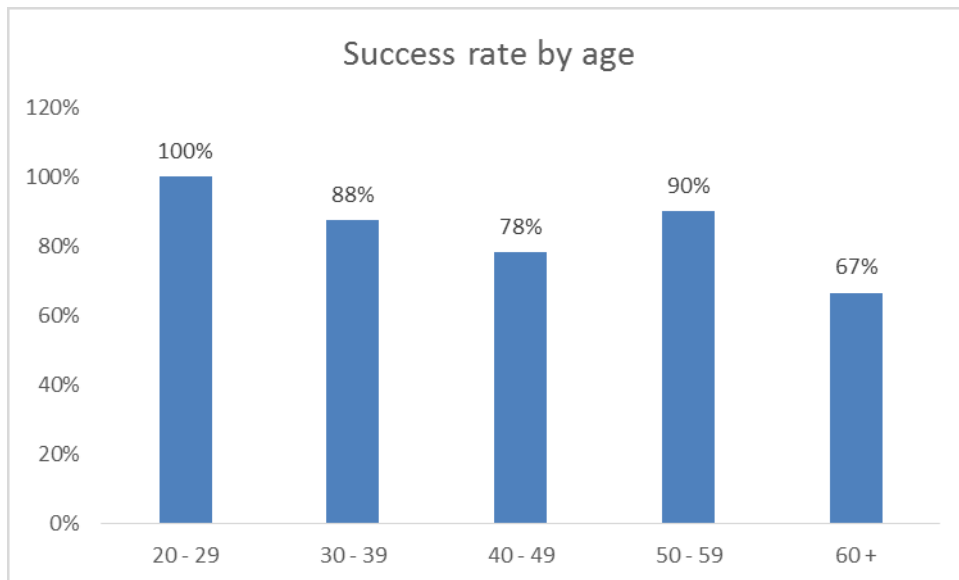
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<sup>1</sup> Academic staff includes roles such as lecturer, senior lecturer, associate professor, professor, research fellow/assistant, teaching fellow etc.

## Up to & including grade 9

A total of 95 applications for promotion were made during the period (85, 2014-15), of which 80 (84%) were successful (73, (86%), 2014-15).

### Age

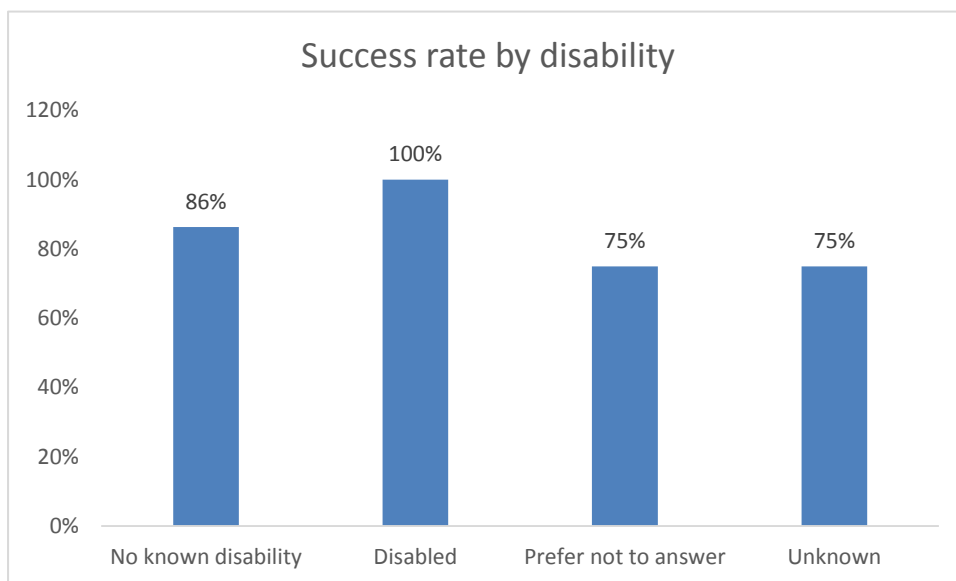


Age	Successful	Unsuccessful	Grand Total	% Successful
20 - 29	5	0	5	100%
30 - 39	35	5	40	88%
40 - 49	29	8	37	78%
50 - 59	9	1	10	90%
60 +	2	1	3	67%
<b>Grand Total</b>	<b>80</b>	<b>15</b>	<b>95</b>	

### Commentary

The age group with the lowest success rate is 60+ (67%).

## Disability<sup>2</sup>



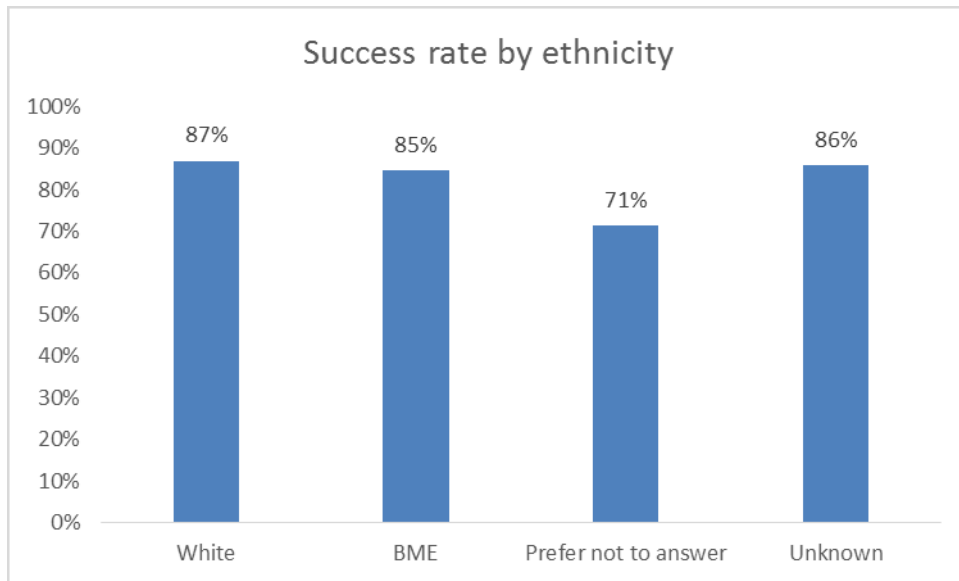
Disability	Successful	Unsuccessful	Grand Total	% Successful
No known disability	63	10	73	86%
Disabled	2	0	2	100%
Prefer not to answer	12	4	16	75%
Unknown	3	1	4	75%
<b>Grand Total</b>	<b>80</b>	<b>15</b>	<b>95</b>	

### Commentary

There were 2 applications from staff who declared a disability – both were successful. (2014-15, 1 application, which was successful).

<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



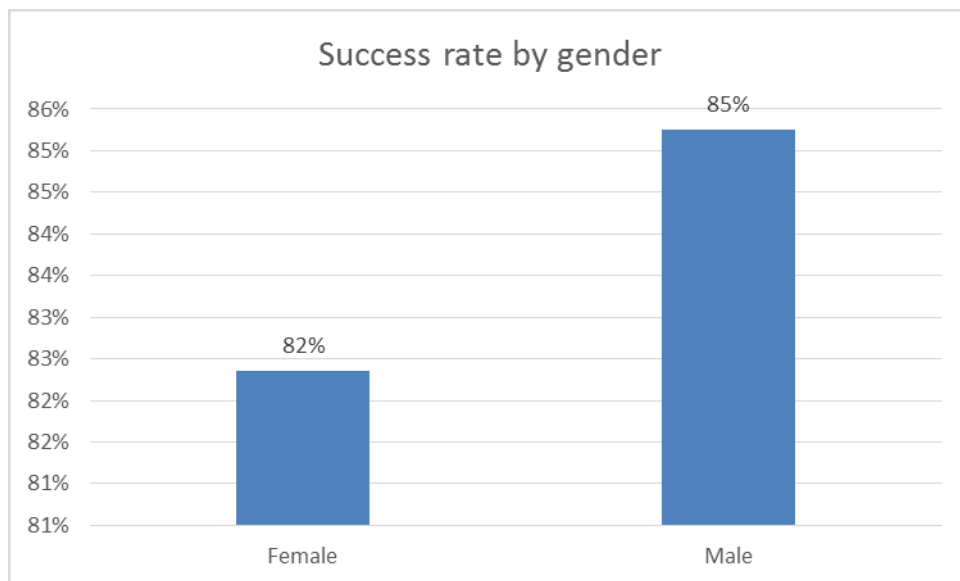
Ethnicity	Successful	Unsuccessful	Grand Total	% Successful	2014/15 % successful	2013/14 % successful
White	53	8	61	87%	88%	82%
BME	11	2	13	85%	83%	85%
Prefer not to answer	10	4	14	71%	100%	100%
Unknown	6	1	7	86%	60%	83%
<b>Grand Total</b>	<b>80</b>	<b>15</b>	<b>95</b>			

### Commentary

85% of applications from BME staff were successful compared to 87% of applications from White staff.

BME = Black and minority ethnic.

## Gender



Gender	Successful	Unsuccessful	Grand Total	% Successful	2014/15 % successful	2013/14 % successful
Female	28	6	34	82%	85%	83%
Male	52	9	61	85%	87%	84%
<b>Grand Total</b>	<b>80</b>	<b>15</b>	<b>95</b>			

### Commentary

82% of female and 85% of male applications were successful.

More applications for promotion were made by men (61, 2015-16) than women (34, 2015-16).

## Religion

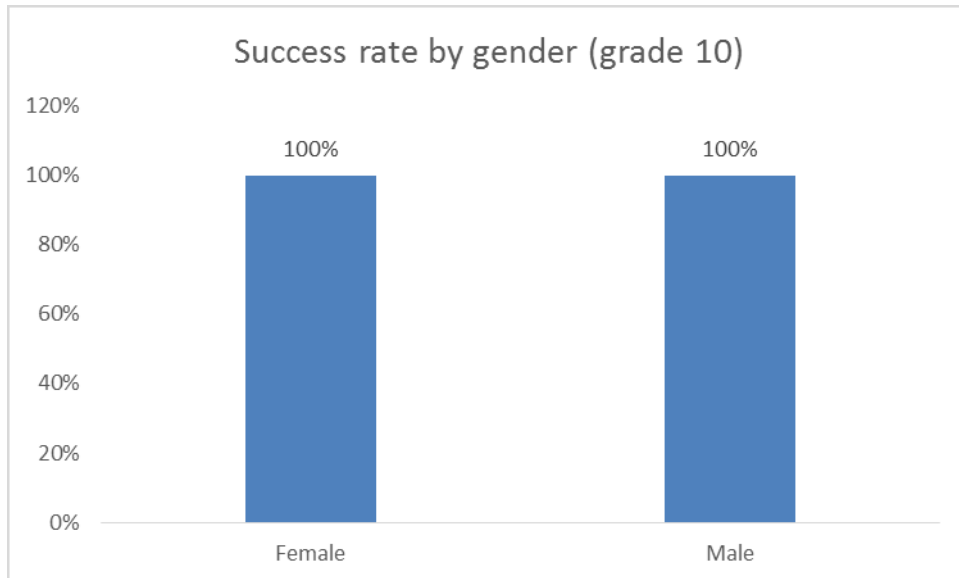
Due to very low numbers in some categories it is not possible to include a breakdown by religion.

## Sexual Orientation

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

## Grade 10<sup>3</sup>

### Gender



Gender	Successful	Unsuccessful	Grand Total	% Successful	2014/15 % successful	2013/14 % successful
Female	18	0	18	100%	100%	78%
Male	17	0	17	100%	77%	64%
<b>Grand Total</b>	<b>35</b>	<b>0</b>	<b>35</b>			

#### **Commentary**

There were a total of 35 applications made of which 100% were successful (18 applications, 83% successful 2014-15).

18 applications were made by women, all of which were successful (5 applications, 100% successful 2014-15). 17 applications were made by men, of which all were successful (10 applications, 77% successful 2014-15).

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<sup>3</sup> 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.