

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

## 1 August 2015 – 31 July 2016

---

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.*

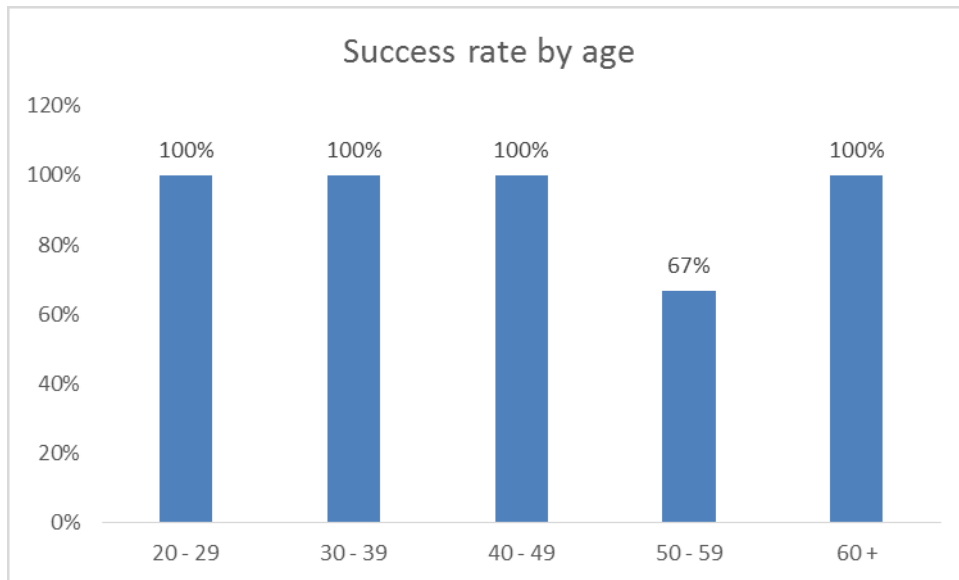
---

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

## Up to & including grade 9

A total of 25 applications for promotion were made by professional & managerial staff during the period (15, 2014-15), of which 24 (96%) were successful (87%, 2014-15).

### Age

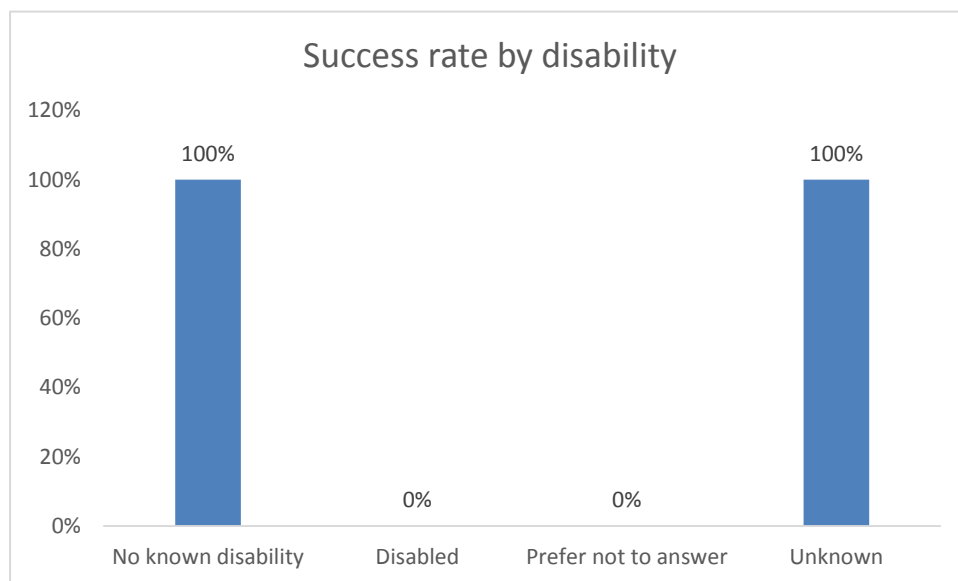


Age	Successful	Unsuccessful	Grand Total	% Successful
20 - 29	4	0	4	100%
30 - 39	12	0	12	100%
40 - 49	5	0	5	100%
50 - 59	2	1	3	67%
60 +	1	0	1	100%
<b>Grand Total</b>	<b>24</b>	<b>1</b>	<b>25</b>	

### Commentary

The age group with the lowest success rate is 50-59 (67%), although there are small numbers of staff in each age category.

## Disability<sup>2</sup>



Disability	Successful	Unsuccessful	Grand Total	% Successful
No known disability	23	0	23	100%
Disabled	0	0	0	0%
Prefer not to answer	0	1	1	0%
Unknown	1	0	1	100%
<b>Grand Total</b>	<b>24</b>	<b>1</b>	<b>25</b>	

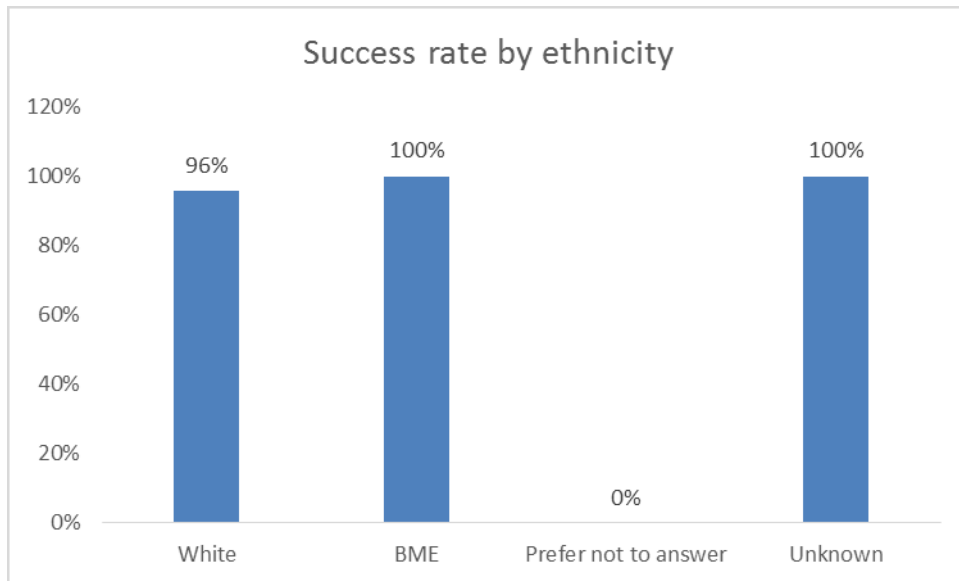
### Commentary

There were no applications from staff who declared a disability (there were also none in 2014-15).

---

<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	22	1	23	96%
BME	1	0	1	100%
Prefer not to answer	0	0	0	0%
Unknown	1	0	1	100%
<b>Grand Total</b>	<b>24</b>	<b>1</b>	<b>25</b>	

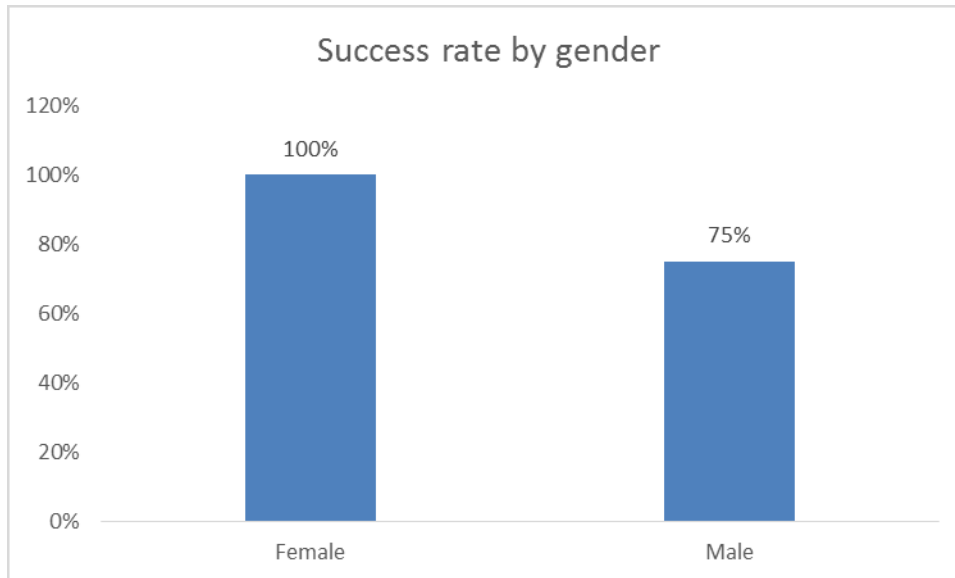
### Commentary

There was only 1 application from a BME staff member (this was a successful application). There was also 1 successful application from BME staff in 2014-15.

There were 22 applications from white staff, of which 96% were successful.

BME = Black and minority ethnic.

## Gender



Gender	Successful	Unsuccessful	Grand Total	% Successful
Female	21	0	21	100%
Male	3	1	4	75%
<b>Grand Total</b>	<b>24</b>	<b>1</b>	<b>25</b>	

### Commentary

There were 21 applications from female staff, all of which were successful (78% were successful, 2014-15) compared to 3 applications from male staff, of which 75% were successful (100% were successful in 2014-15).

## 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 were no applications made during the period.