

University of Leeds – all staff promotions data 1 August 2015 – 31 July 2016

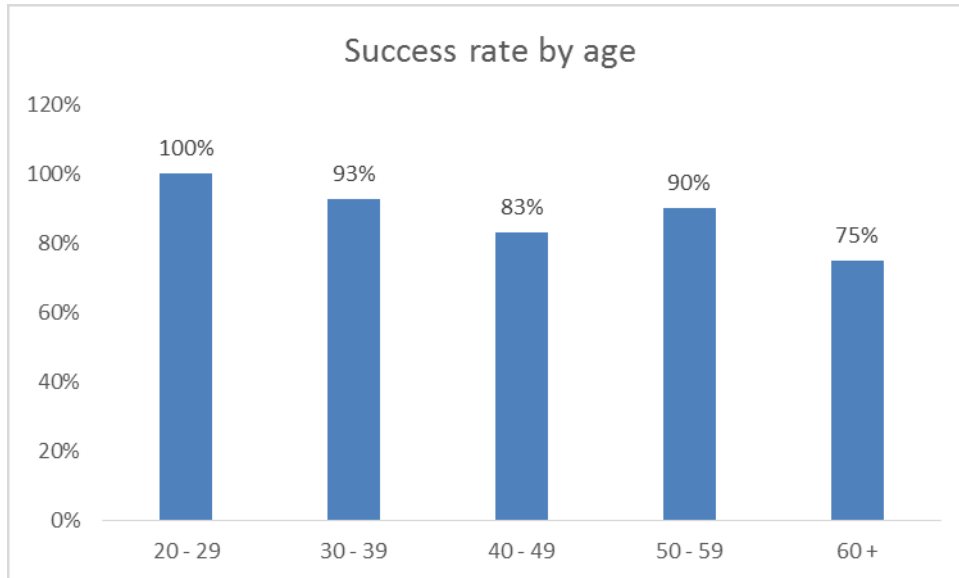
The following data set provides information on all staff promotions across the University by protected characteristic. Please note that data for staff applying for promotion to grade 10 has been presented separately, this is because of the different promotions procedure for this grade.

Data is rounded to the nearest whole percent.

Grades 3 – 9

A total of 164 applications for promotion were made during the period through the promotions procedures (148, 2014-15), of which 148 (90%) were successful (89%, 2014-15).

Age

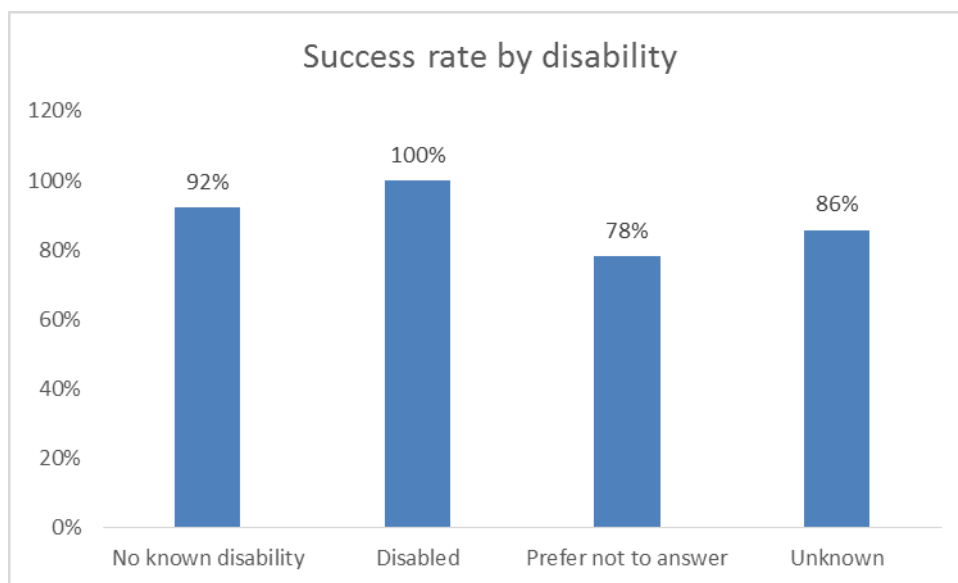


Age	Successful	Unsuccessful	Grand Total	% Successful
20 - 29	25	0	25	100%
30 - 39	63	5	68	93%
40 - 49	39	8	47	83%
50 - 59	18	2	20	90%
60 +	3	1	4	75%
Grand Total	148	16	164	

Commentary

The age group with the lowest success rate is 60+ (75%).

Disability¹



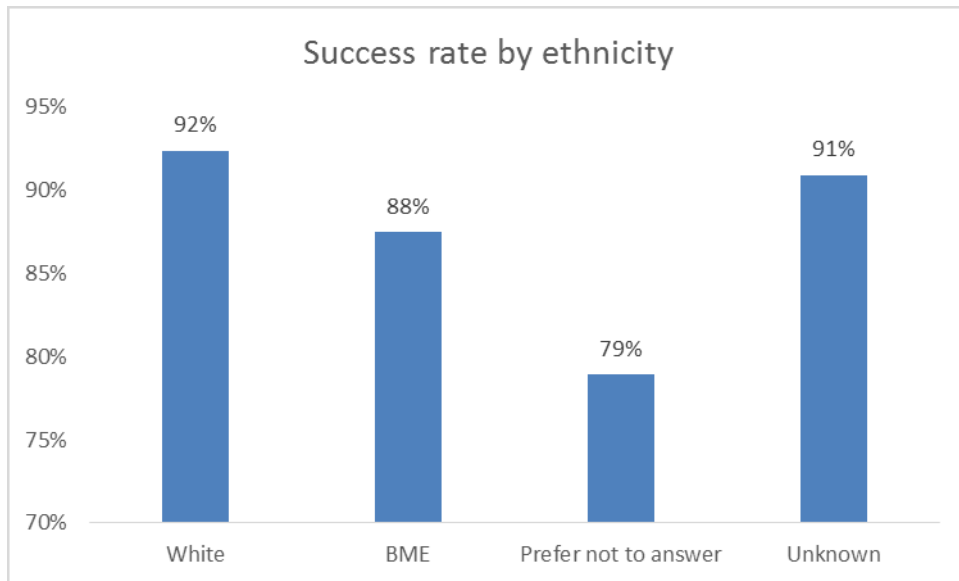
Disability	Successful	Unsuccessful	Grand Total	% Successful
No known disability	120	10	130	92%
Disabled	4	0	4	100%
Prefer not to answer	18	5	23	78%
Unknown	6	1	7	86%
Grand Total	148	16	164	

Commentary

There were four applicants who declared a disability (compared to 1 in 2014-15) and they were all 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

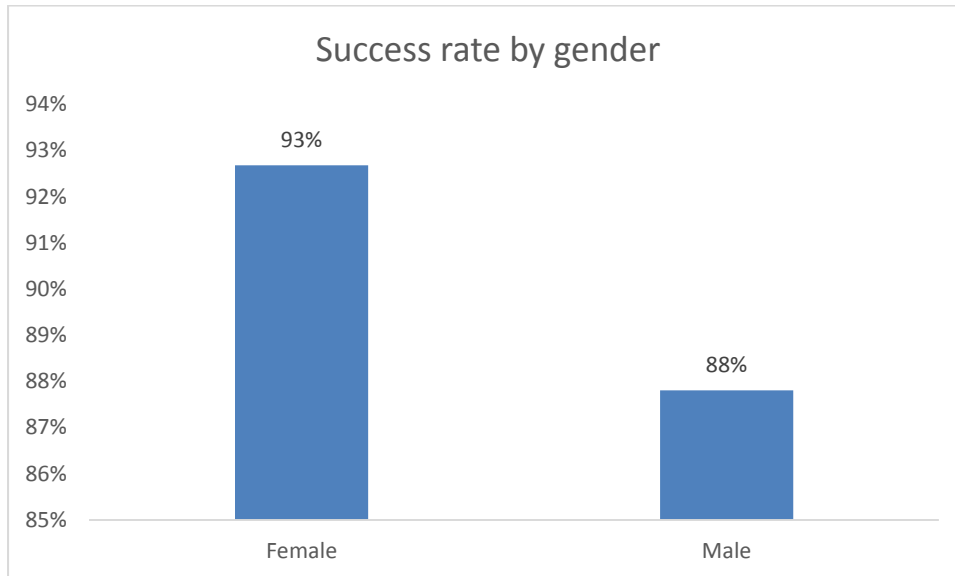


Commentary

88% of applications from BME staff were successful (which is the same as in 2014-15). This is compared to a 92% success rate for White staff.

BME = Black and minority ethnic.

Gender



Gender	Successful	Unsuccessful	Grand Total	% Successful	2014/15 % successful	2013/14 % successful
Female	76	6	82	93%	89%	92%
Male	72	10	82	88%	89%	88%
Grand Total	148	16	164			

Commentary

93% of female applications and 88% of male applications were successful (89% female, 89% male success, 2014-15).

Religion

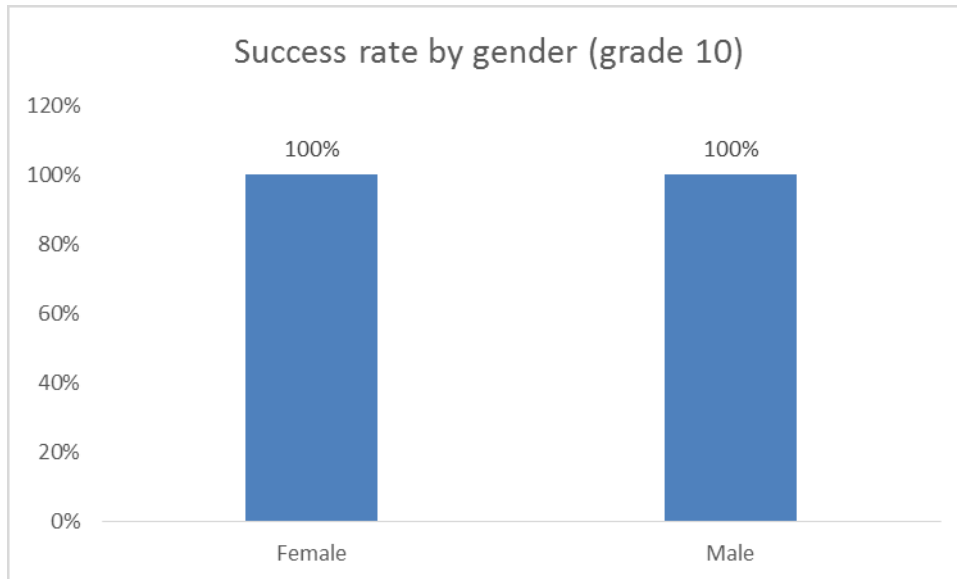
Due to very low numbers in some categories it is not possible to include a breakdown by religion.

Sexual Orientation

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

Grade 10 ²

Gender



Gender	Successful	Unsuccessful	Grand Total	% Successful	2014/15 % successful	2013/14 % successful
Female	18	0	18	100%	100%	82%
Male	17	0	17	100%	77%	64%
Grand Total	35	0	35			

Commentary

There were a total of 35 applications made of which 100% were successful (19 applications, 84% successful 2014-15).

18 applications were made by women, all of which were successful (6 applications, 100% successful 2014-15). 17 applications were made by men, of which all were successful (10 applications, 77% successful 2014-15).

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.