

University of Leeds – Academic¹ staff promotions data 1 August 2016 – 31 July 2017

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.

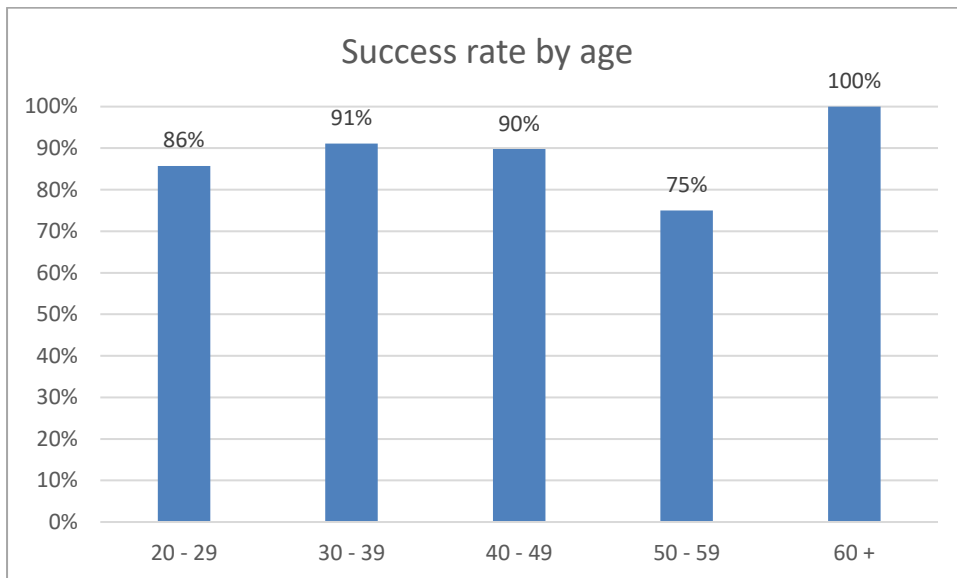
Data is rounded to the nearest whole percent.

¹ 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 115 applications for promotion were made during the period (95, 2015-16), of which 102 (89%) were successful (84%, 2015-16).

Age

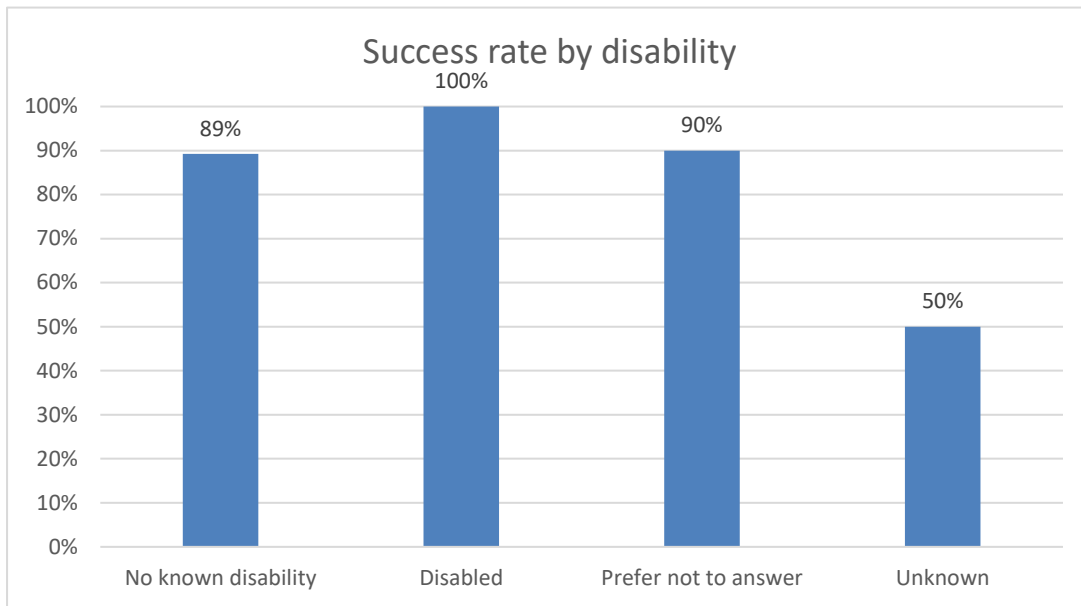


Age	Successful	Unsuccessful	Grand Total	% Successful
20 - 29	6	1	7	86%
30 - 39	41	4	45	91%
40 - 49	44	5	49	90%
50 - 59	9	3	12	75%
60 +	2	0	2	100%
Grand Total	102	13	115	

Commentary

The age group with the lowest success rate is 50-59 (75%).

Disability²



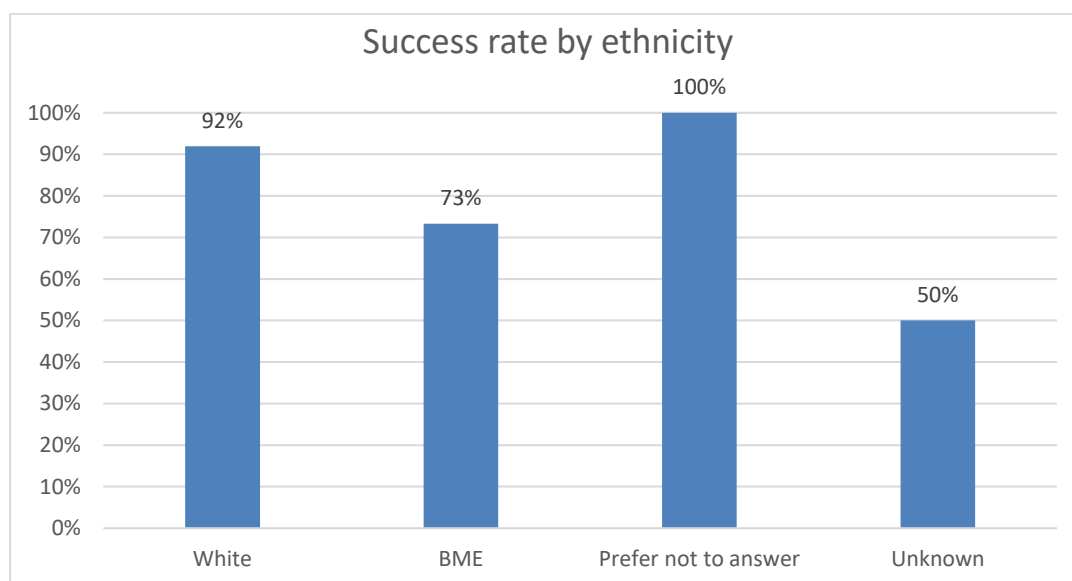
Disability	Successful	Unsuccessful	Grand Total	% Successful
No known disability	91	11	102	89%
Disabled	1	0	1	100%
Prefer not to answer	9	1	10	90%
Unknown	1	1	2	50%
Grand Total	102	13	115	

Commentary

There was 1 application from a staff member who had declared a disability which was successful. (2015-16, 2 applications which were successful).

² 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



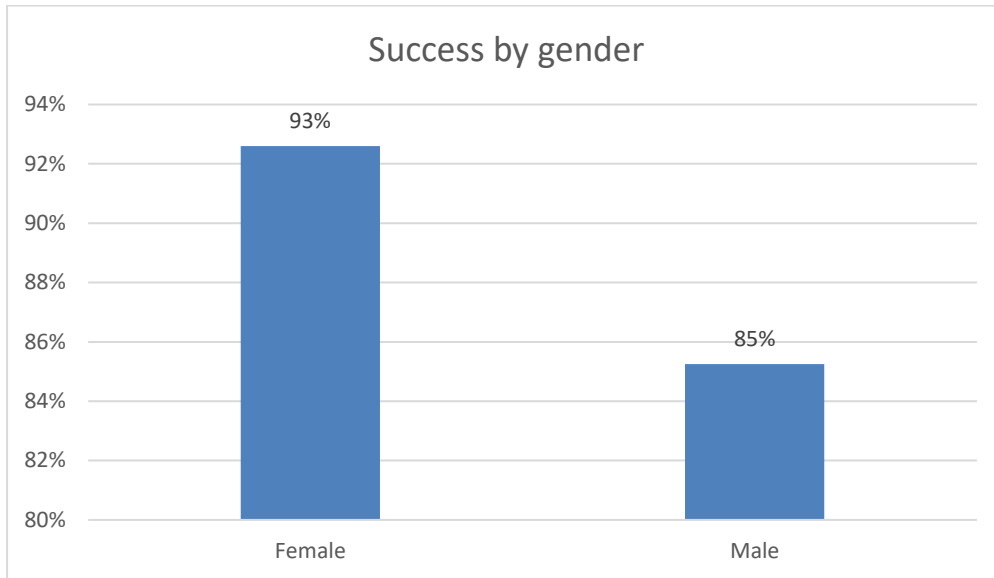
Ethnicity	Successful	Unsuccessful	Grand Total	% Successful	2015/16 % successful	2014/15 % successful
White	80	7	87	92%	87%	88%
BME	11	4	15	73%	85%	83%
Prefer not to answer	9	0	9	100%	71%	100%
Unknown	2	2	4	50%	86%	60%
Grand Total	102	13	115			

Commentary

73% of applications from BME staff were successful (85%, 2015-16) compared to 92% of applications from White staff (87% 2015-16).

BME = Black and minority ethnic.

Gender



Gender	Successful	Unsuccessful	Grand Total	% Successful	2015/16 % successful	2014/15 % successful
Female	50	4	54	93%	82%	85%
Male	52	9	61	85%	85%	87%
Grand Total	102	13	115			

Commentary

93% of female (82%, 2015-16) and 85% (85%, 2015-16) of male applications were successful.

More applications for promotion were made by men than women in both 2015-16 and 2016-17.

Religion

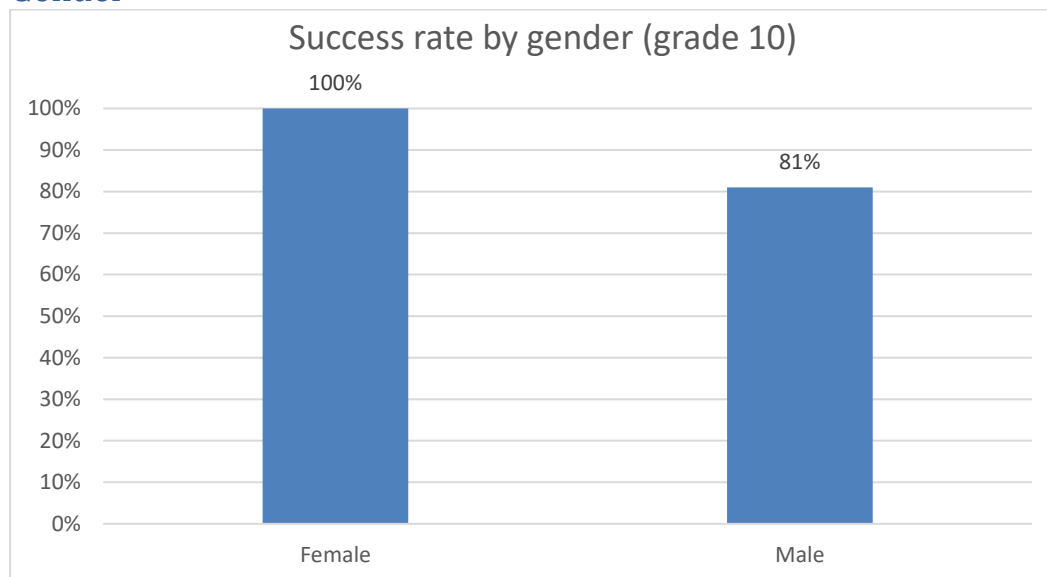
Due to very low numbers in some categories it is not possible to include a breakdown by religion.

Sexual Orientation

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

Grade 10 ³

Gender



Gender	Successful	Unsuccessful	Grand Total	% Successful	2015/16 % successful	2014/15 % successful
Female	7	0	7	100%	100%	100%
Male	22	5	27	81%	100%	77%
Grand Total	29	5	34			

Commentary

There were a total of 34 applications made of which 85% were successful (35 applications, 100% successful 2015-16).

7 applications were made by women, all of which were successful (18 applications, 100% successful 2015-16). 27 applications were made by men, of which 22 (81%) were successful (17 applications, 100% successful 2015-16).

³ 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.