

University of Leeds – Professional & managerial¹ staff promotions data

1 August 2016 – 31 July 2017

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.

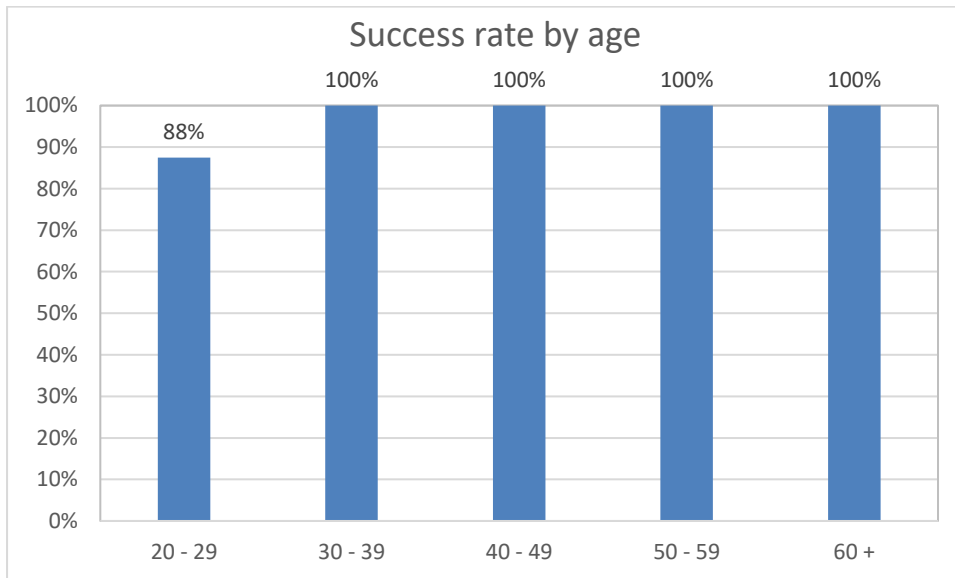
Data is rounded to the nearest whole percent.

¹ 'Professional & managerial' staff is comprised of the more senior administrative staff roles.

Up to & including grade 9

A total of 34 applications for promotion were made by professional & managerial staff during the period (25, 2015-16), of which 33 (97%) were successful (96%, 2015-16).

Age

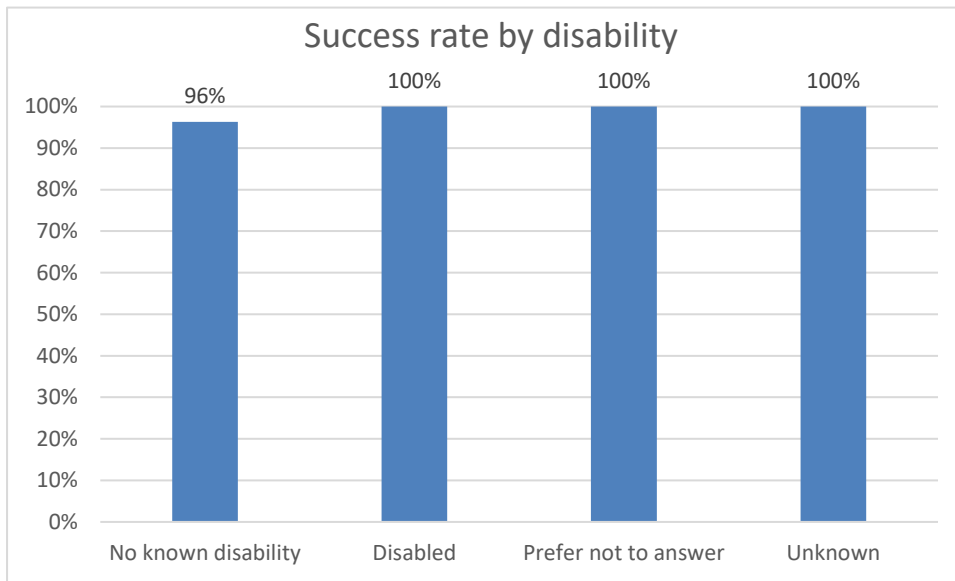


Age	Successful	Unsuccessful	Grand Total	% Successful
20 - 29	7	1	8	88%
30 - 39	13	0	13	100%
40 - 49	7	0	7	100%
50 - 59	5	0	5	100%
60 +	1	0	1	100%
Grand Total	33	1	34	

Commentary

The age group with the lowest success rate is 20-29 (88%), although there are small numbers of staff in each age category.

Disability²



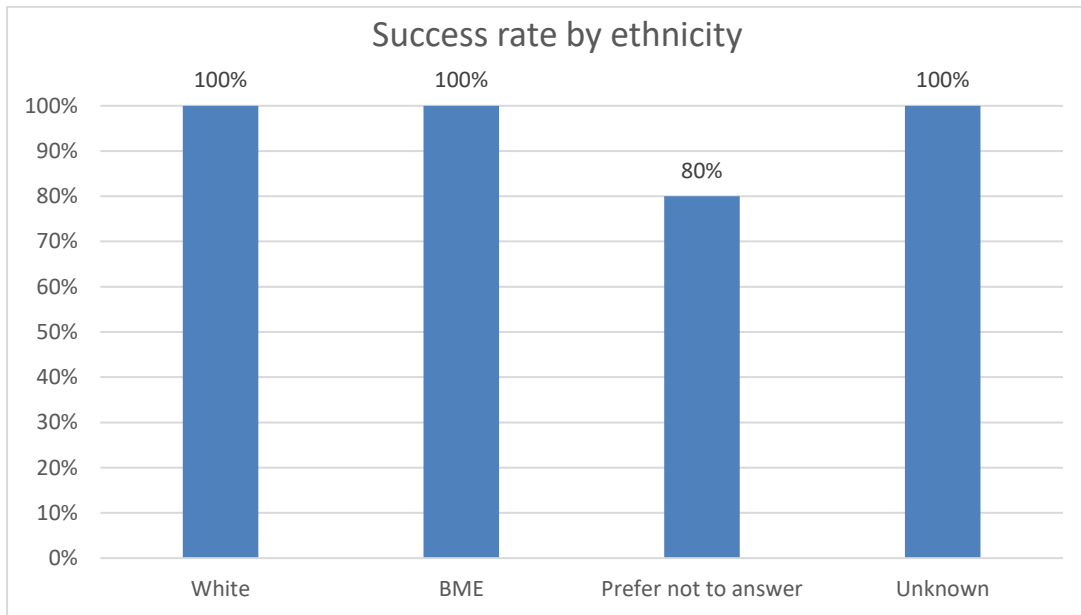
Disability	Successful	Unsuccessful	Grand Total	% Successful
No known disability	26	1	27	96%
Disabled	2	0	2	100%
Prefer not to answer	4	0	4	100%
Unknown	1	0	1	100%
Grand Total	33	1	34	

Commentary

There were 2 applications from staff who declared a disability with a 100% success rate (there were none in 2015-16).

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
White	25	0	25	100%
BME	3	0	3	100%
Prefer not to answer	4	1	5	80%
Unknown	1	0	1	100%
Grand Total	33	1	34	

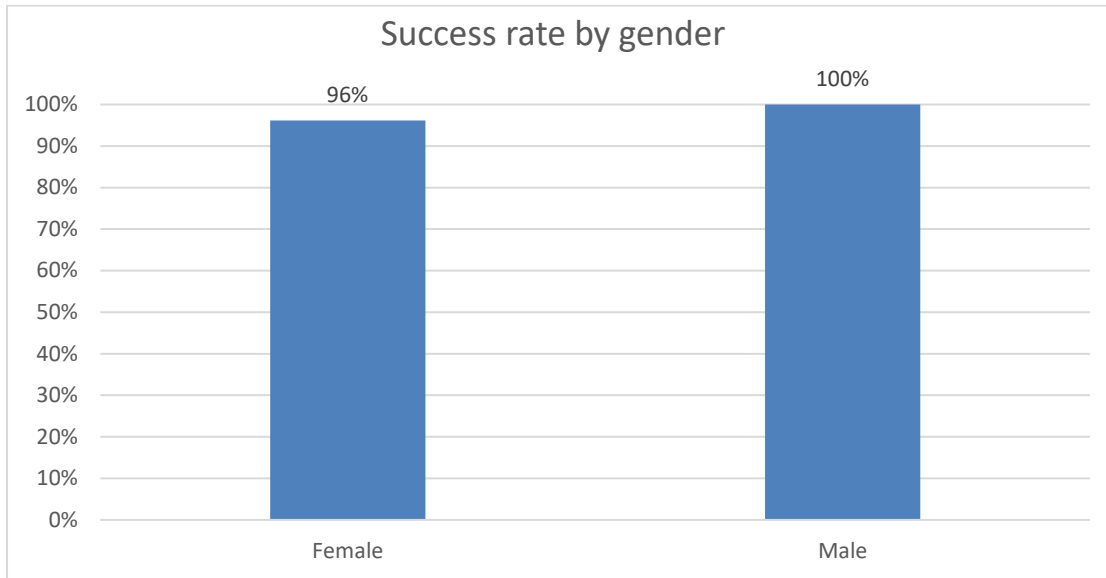
Commentary

There were 3 applications from BME staff members (with 100% success rate). There was 1 successful application from BME staff in 2015-16.

There were 25 applications from white staff, of which 100% were successful (96%, 2015-16).

BME = Black and minority ethnic.

Gender



Gender	Successful	Unsuccessful	Grand Total	% Successful
Female	25	1	26	96%
Male	8	0	8	100%
Grand Total	33	1	34	

Commentary

There were 26 applications from female staff of which 25 (96%) were successful (100% were successful, 2015-16) compared to 8 applications from male staff, of which 100% were successful (75% were successful in 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

Gender

Gender	Successful	Unsuccessful	Grand Total	% Successful
Female	0	0	0	0%
Male	1	0	1	100%
Grand Total	1	0	1	

One male member of staff applied for a grade 10 post and was successful. There were no applications for a grade 10 post by either female or male professional and managerial members of staff in 2015-16.