

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

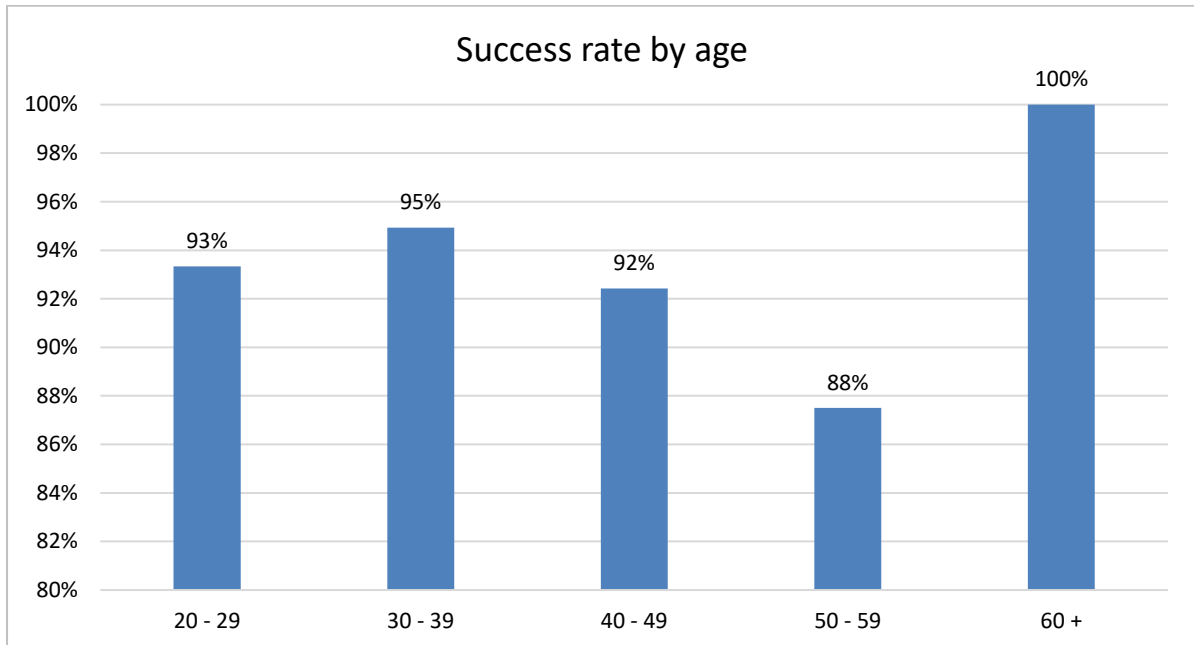
The following data set provides information on all staff promotions across the University by protected characteristic. Please note that data for staff applying for promotion to grade 10 has been presented separately, this is because of the different promotions procedure for this grade.

Data is rounded to the nearest whole percent.

Grades 3 – 9

A total of 203 applications for promotion were made during the period (164, 2015-16), of which 189 (93%) were successful (90%, 2015-16).

Age

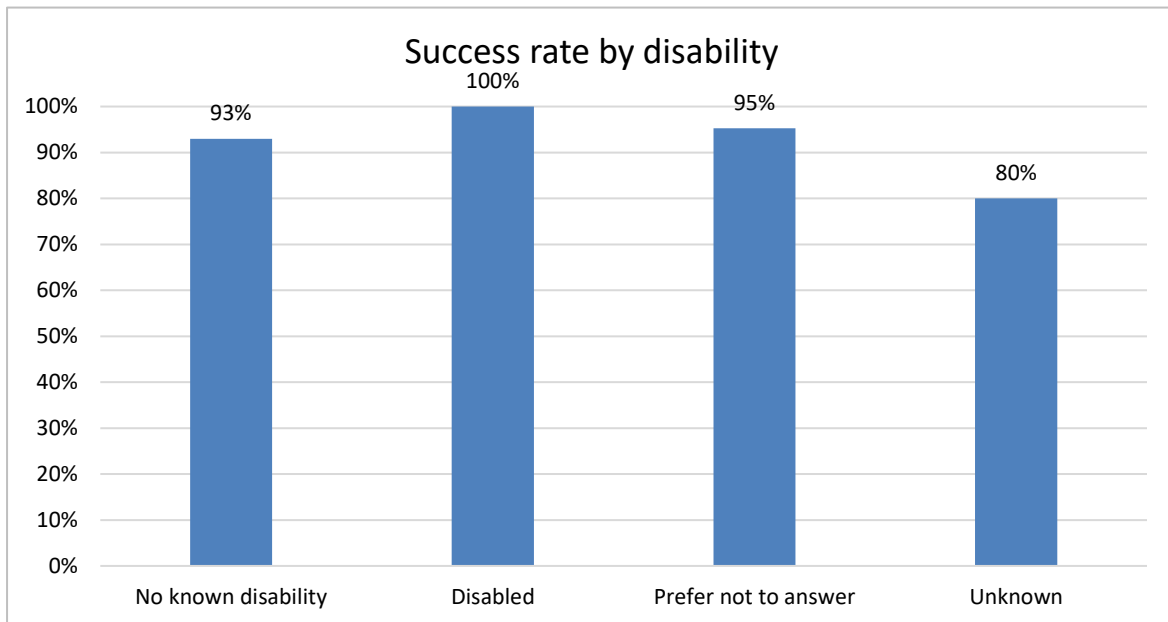


Age	Successful	Unsuccessful	Grand Total	% Successful
20 - 29	28	2	30	93%
30 - 39	75	4	79	95%
40 - 49	61	5	66	92%
50 - 59	21	3	24	88%
60 +	4	0	4	100%
Grand Total	189	14	203	

Commentary

The age group with the lowest success rate is 50-59 (88%).

Disability¹



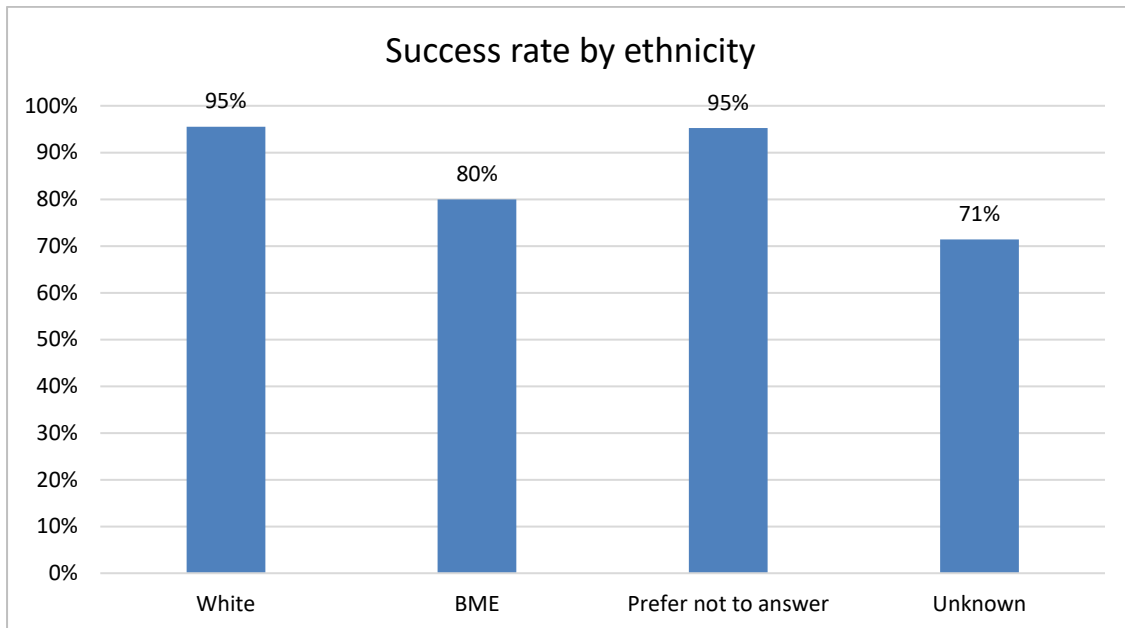
Disability	Successful	Unsuccessful	Grand Total	% Successful
No known disability	159	12	171	93%
Disabled	6	0	6	100%
Prefer not to answer	20	1	21	95%
Unknown	4	1	5	80%
Grand Total	189	14	203	

Commentary

There were six applicants who declared a disability (compared to 4 in 2015-16) 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



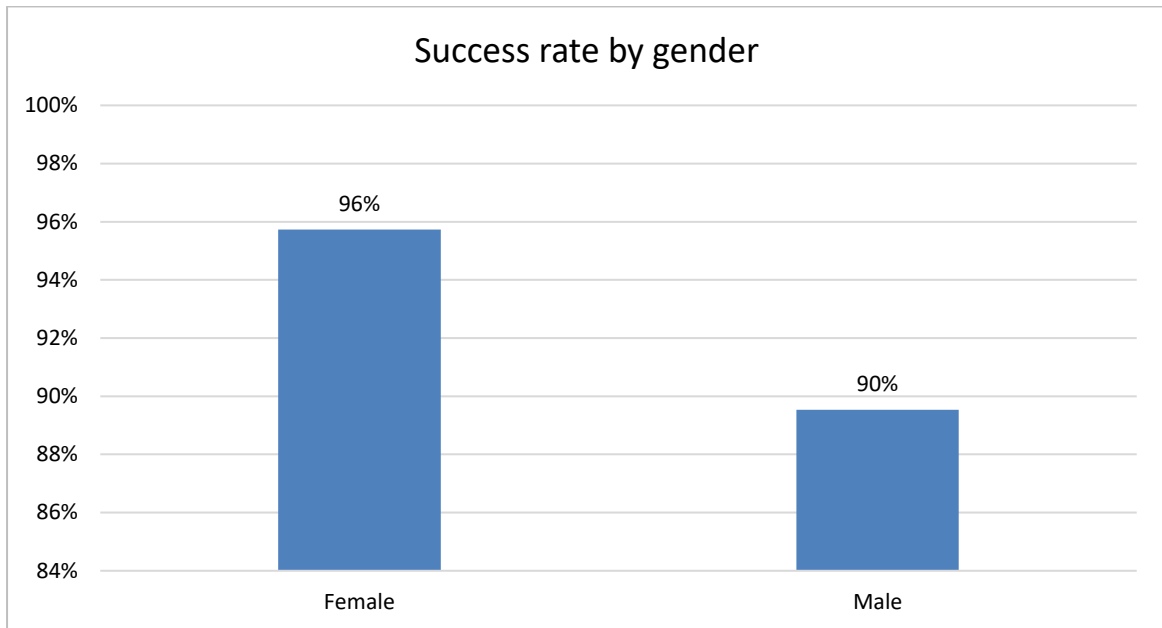
Ethnicity	Successful	Unsuccessful	Grand Total	% Successful
White	148	7	155	95%
BME	16	4	20	80%
Prefer not to answer	20	1	21	95%
Unknown	5	2	7	71%
Grand Total	189	14	203	

Commentary

80% of applications from BME staff were successful (88% in 2015-16). This is compared to a 95% success rate for white staff.

BME = Black and minority ethnic.

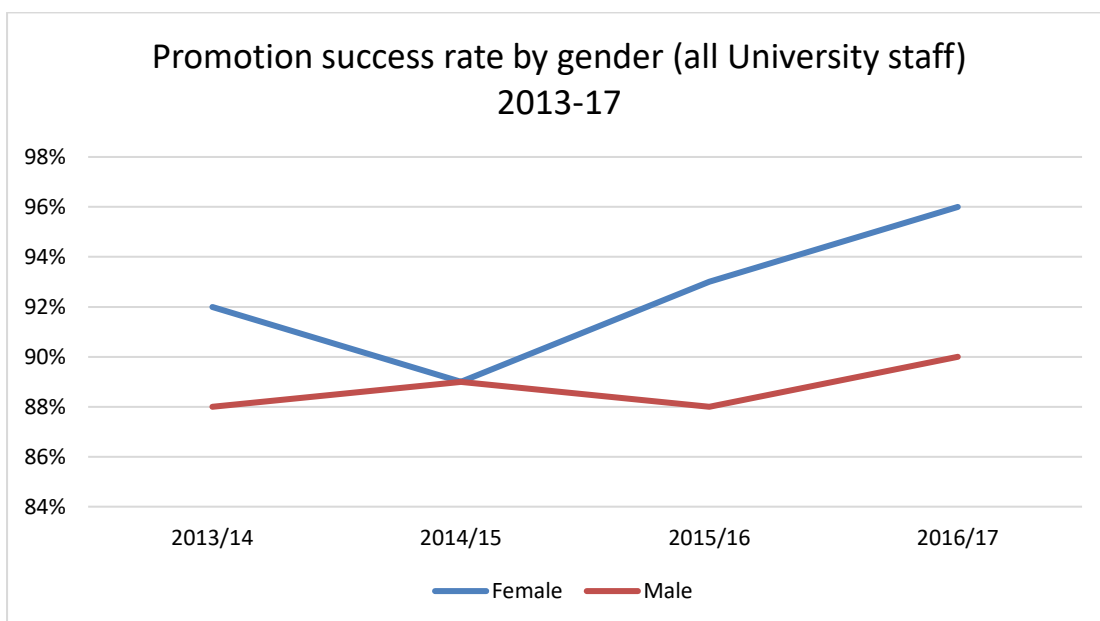
Gender



Gender	Successful	Unsuccessful	Grand Total	% Successful
Female	112	5	117	96%
Male	77	9	86	90%
Grand Total	189	14	203	

Commentary

96% of female applications and 90% of male applications were successful (93% female, 88% male success, 2015-16).



Religion

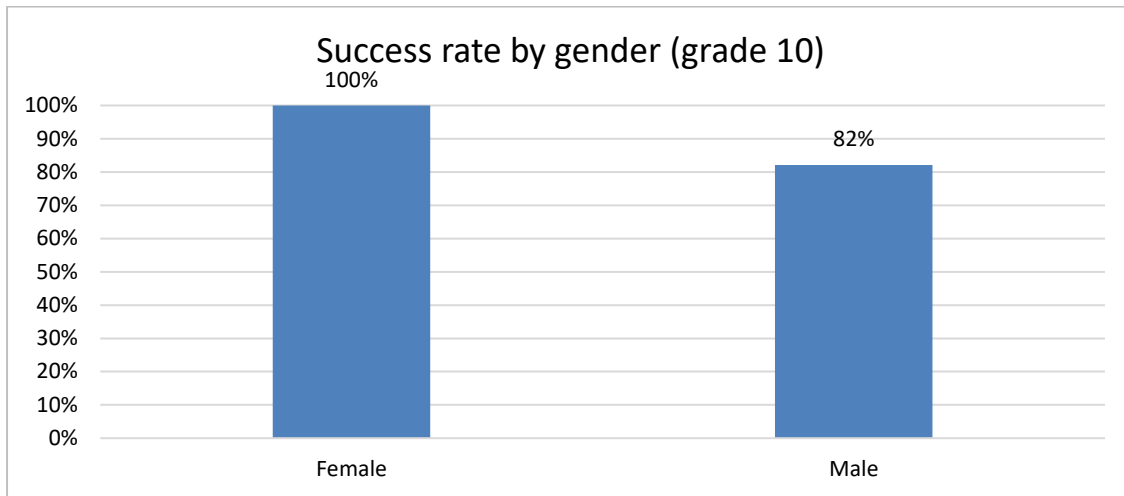
Due to very low numbers in some categories it is not possible to include a breakdown by religion.

Sexual Orientation

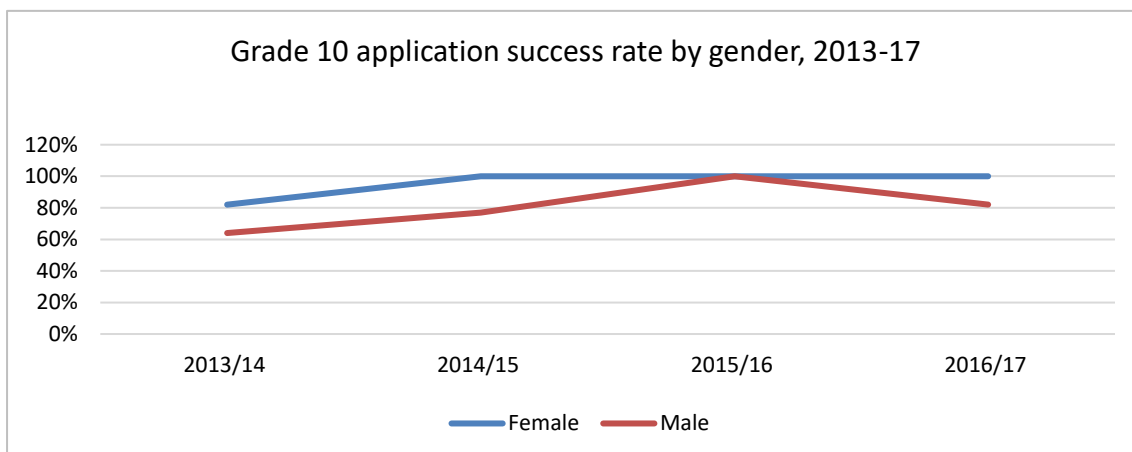
Due to very low numbers in some categories it is not possible to include a breakdown by sexual orientation.

Grade 10 ²

Gender



Gender	Successful	Unsuccessful	Grand Total	% Successful
Female	7	0	7	100%
Male	23	5	28	82%
Grand Total	30	5	35	



Commentary

There were a total of 35 applications made of which 86% were successful (35 applications, 100% successful 2015-16).

7 applications were made by women, all of which were successful (7 applications, 100% successful 2015-16). 28 applications were made by men, of which 23 were successful (17 applications, 100% successful 2015-16).

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.