

University of Leeds – Academic¹ staff promotions data 1 August 2017 – 31 July 2018

The following information provides data on academic staff promotions during the academic year 2017-18. The data is provided by the following protected characteristics: age; disability; ethnicity; gender; religion; and sexual orientation.

Please note that data for academic staff applying for promotion to grade 10 is presented separately due to the different promotions procedure for this grade, and presented only by gender due to small numbers.

Data is rounded to the nearest whole percent and therefore may not always total 100%.

1) Up to & including grade 9

A total of 106 applications for promotion up to and including grade 9 were made by academic staff during 2017-18. Of these 100 (94%) were successful. This compares to 115 applications in 2016-17 of which 102 (89%) were successful.

Age

Age (years)	Number of applications	Successful	Unsuccessful	% Successful
Under 20	0	0	0	-
20 - 29	1	1	0	100%
30 - 39	47	46	1	98%
40 - 49	39	38	1	97%
50 - 59	18	14	4	78%
60 +	1	1	0	100%

Commentary

During the academic year 2017-18, there was a 100% success rate for academic

¹ 'Academic staff' includes roles such as: lecturer; senior lecturer; associate professor; professor; research fellow/assistant; teaching fellow; clinical; etc.

staff who applied for promotion in the 20-29 and 60+ age categories (86% and 100% respectively, 2016-17). There were increases in the success rates for academic staff in the 30-39 , 40-49 and 50-59 age categories from the previous year with success rates increasing to 98% from 91%, 97% from 90% and 78% from 75% respectively.

Disability²

Disability	Number of applications	Successful	Unsuccessful	% Successful
No known disability	91	86	5	95%
Disabled	1	1	0	100%
Prefer not to answer	14	13	1	93%
Unknown	0	0	0	0%

Commentary

During the academic year 2017-18 one application for promotion was received from a disabled member of academic staff and was successful. This is the same as for the previous year.

Ethnicity

	Number of applications	Successful	Unsuccessful	% Successful
White	72	67	5	93%
BME³	17	17	0	100%
Prefer not to answer	15	14	1	93%
Unknown	2	2	0	100%

Commentary

During the academic year 2017-18, 100% of promotion applications from BME

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.

³ BME- Black and minority ethnic

academic staff were successful (73%, 2016-17). This compares to a 93% success rate for white academic staff (92%, 2016-17).

Gender

	Number of applications	Successful	Unsuccessful	% Successful
Female	46	44	2	96%
Male	60	56	4	93%

Commentary

There were increases in the success rates of both female and male promotion applications in 2017-18 when compared to the previous year. In 2017-18, 96% of females and 93% of males were successful compared to 93% of females and 85% of males in the previous academic year.

Religion or Belief

	Number of applications	Successful	Unsuccessful	% Successful
None	48	45	3	94%
Christian	14	13	1	93%
Buddhist	0	0	0	0%
Jewish	0	0	0	0%
Hindu	3	3	0	100%
Muslim	6	6	0	100%
Sikh	0	0	0	0%
Any other religion	2	2	0	100%
Prefer not to answer	13	12	1	92%
Unknown	20	19	1	95%

Commentary

During the academic year 2017-18, the success rate for academic applicants who declared that they had no religion was 94% (89%, 2016-17). The success rate for Christian academic members of staff was 93% (92%, 2016-17). Success rates during 2017-18 for Hindu academic staff and those who were of Other religion both remained, as in 2016-17, at 100%. The success rate for Muslim

academic members of staff who submitted a promotion application during 2017-18 was 100% (33%, 2016-17). No Jewish, Buddhist or Sikh academic staff members submitted a promotion application during 2017-18. Whilst data has been provided for transparency, it should be noted that due to low numbers in some categories, it may be difficult to draw meaningful conclusions, in particular when comparing against previous years.

Sexual Orientation

	Number of applications	Successful	Unsuccessful	% Successful
Heterosexual/ Straight	59	57	2	97%
Gay women/ Lesbian	1	1	0	100%
Gay man	3	2	1	67%
Bisexual	2	2	0	100%
Prefer not to answer	21	19	2	90%
Unknown	20	19	1	95%

Commentary

During the 2017-18 academic year 97% of academic promotion applications from straight/heterosexual members of staff were successful (89%, 2016-17). The success rate for gay, lesbian and bisexual members of academic staff ranged from 67% (gay men) to 100% (gay women/lesbian and bisexual). The success rate for gay lesbian, gay man and bisexual staff was 100% for all categories in 2016-17. Whilst data has been provided for transparency, it should be noted that due to low numbers in some categories, it may be difficult to draw meaningful conclusions, in particular when comparing against previous years.

Grade 10⁴

A total of 35 applications for promotion to grade 10 were made by academic staff during 2017-18. Of these 32 (91%) were successful. This compares to 34 applications in 2016-17 of which 29 (85%) were successful.

Due to the low number of applications for promotion to grade 10, it is only possible to present meaningful promotions data to this grade by gender.

⁴ Grade 10 is above associate professor level.

Gender

	Number of applications	Successful	Unsuccessful	% Successful
Female	13	13	0	100%
Male	22	19	3	86%

Commentary

There were 13 applications made by female members of academic staff during 2017-18, all of which were successful (7 applications, 100% successful 2016-17). There were 22 applications made by men, of which 19 (86%) were successful (27 applications, 81% successful 2016-17).