

# University of Leeds – Professional & managerial<sup>1</sup> staff promotions data

## 1 August 2017 – 31 July 2018

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The following information provides data on Professional and managerial (P&M) 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 P&M staff applying for promotion to grade 10 is presented separately, due to the different promotions procedure for this grade.

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

### 1) Up to & including grade 9

A total of 38 applications for promotion were made by members of P&M staff below grade 10 during the academic year 2017-18 (34, 2016-17), of which all were successful (97%, 2016-17).

#### Age

Age (years)	Number of applications	Successful	Unsuccessful	% Successful
Under 20	0	0	0	-
20 - 29	3	3	0	100%
30 - 39	17	17	0	100%
40 - 49	13	13	0	100%
50 - 59	5	5	0	100%
60 +	0	0	0	-

#### *Commentary*

During the academic year 2017-18, promotions applications were received from P&M staff falling into all age ranges with the exception of under 20 and over 60. All applications received were successful. 2016-17 saw an 88% success rate within the

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<sup>1</sup> 'Professional & managerial staff' comprises senior staff in non-academic roles.

20-29 category, this has increased to 100% in 2017-18 (though this increase is magnified by the small number of applications).

## Disability<sup>2</sup>

	<b>Number of applications</b>	<b>Successful</b>	<b>Unsuccessful</b>	<b>% Successful</b>
<b>No known disability</b>	34	34	0	100%
<b>Disabled</b>	0	0	0	-
<b>Prefer not to answer</b>	4	4	0	100%
<b>Unknown</b>	0	0	0	-

### *Commentary*

There were no applications from P&M staff who declared a disability during the academic year 2017-18 (two applications were made in 2016-17 both of which were successful).

## Ethnicity

	<b>Number of applications</b>	<b>Successful</b>	<b>Unsuccessful</b>	<b>% Successful</b>
<b>White</b>	32	32	0	100%
<b>BME<sup>3</sup></b>	2	2	0	100%
<b>Prefer not to answer</b>	4	4	0	100%
<b>Unknown</b>	0	0	0	-

### *Commentary*

During the academic year 2017-18, there were two applications from BME P&M staff members both of which were successful (three successful applications were made in 2016-17).

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<sup>2</sup> 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.

<sup>3</sup> BME, Black and minority ethnic.

There were 32 applications from white P&M staff, of which 100% were successful (25 applications were made in 2016-17 of which all were successful).

## Gender

	<b>Number of applications</b>	<b>Successful</b>	<b>Unsuccessful</b>	<b>% Successful</b>
<b>Female</b>	21	21	0	100%
<b>Male</b>	17	17	0	100%

### *Commentary*

There were 21 applications from female P&M staff of which 100% were successful (96%, 2016-17) and 17 applications from male staff, of which 100% were successful (8 applications were received in 2016-17 from male P&M staff of which all were successful).

## Religion or Belief

	<b>Number of applications</b>	<b>Successful</b>	<b>Unsuccessful</b>	<b>% Successful</b>
<b>None</b>	16	16	0	100%
<b>Christian</b>	15	15	0	100%
<b>Buddhist</b>	0	0	0	-
<b>Jewish</b>	0	0	0	-
<b>Hindu</b>	0	0	0	-
<b>Muslim</b>	1	1	0	100%
<b>Sikh</b>	1	1	0	100%
<b>Any other religion</b>	0	0	0	-
<b>Prefer not to answer</b>	4	4	0	100%
<b>Unknown</b>	1	1	0	100%

### *Commentary*

During the academic year 2017-18, 16 applications were received from P&M staff who declared themselves as not having a religion, all of which were successful. This compares to 14 applications (all successful) in the previous year. 15 applications were received from Christian P&M staff all of which were successful. This is an increase from 10 submitted applications in 2016-17.

The number of applications from Muslim and Sikh P&M staff have both increased from zero in 2016-17 to one in 2017-18. The number of applications from Hindu P&M staff has decreased from one successful submission in 2016-17 to zero in 2017-18. However, due to the low numbers in these categories it may be difficult to draw meaningful conclusions.

## Sexual Orientation

	Number of applications	Successful	Unsuccessful	% Successful
<b>Heterosexual/ Straight</b>	31	31	0	100%
<b>Gay women/ Lesbian</b>	1	1	0	100%
<b>Gay man</b>	0	0	0	-
<b>Bisexual</b>	1	1	0	100%
<b>Prefer not to answer</b>	4	4	0	100%
<b>Unknown</b>	1	1	0	100%

### *Commentary*

There has been an increase in the number of gay, bisexual and lesbian P&M staff applying for promotion from zero in 2016-17 to two in 2017-18 (both successful).

## 2) Grade 10

No members of P&M staff applied for a promotion to a grade 10 post during the academic year 2017-18. In 2016-17 there was one application which was successful.