

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

The following information provides data for all staff promotions (academic, professional and managerial and support) during the academic year 2017-18. The data is provided by the following protected characteristics: age; disability; ethnicity; gender; religion; and sexual orientation.

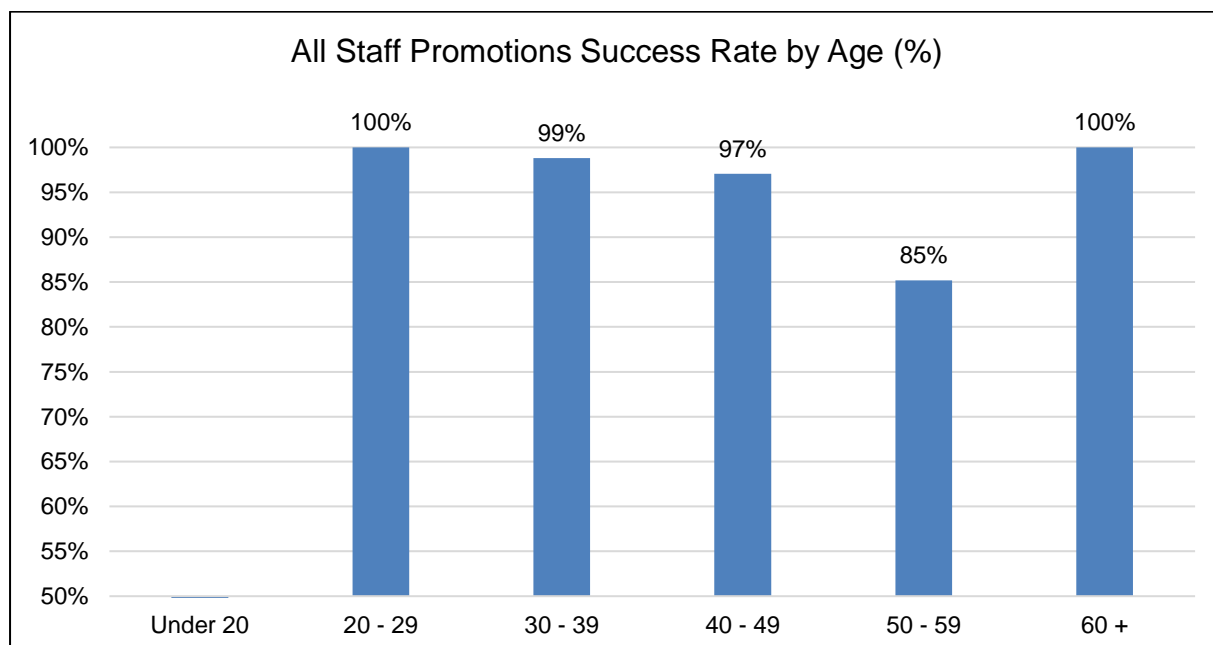
Please note that data for staff applying for promotion to grade 10 is presented separately due to the different promotions procedure for this grade, and is presented by gender only due to small numbers.

Data is rounded to the nearest whole percent.

1) Up to & including grade 9

A total of 205 applications for promotion were made during the period (203, 2016-17), of which 198 (97%) were successful (93%, 2016-17).

Age

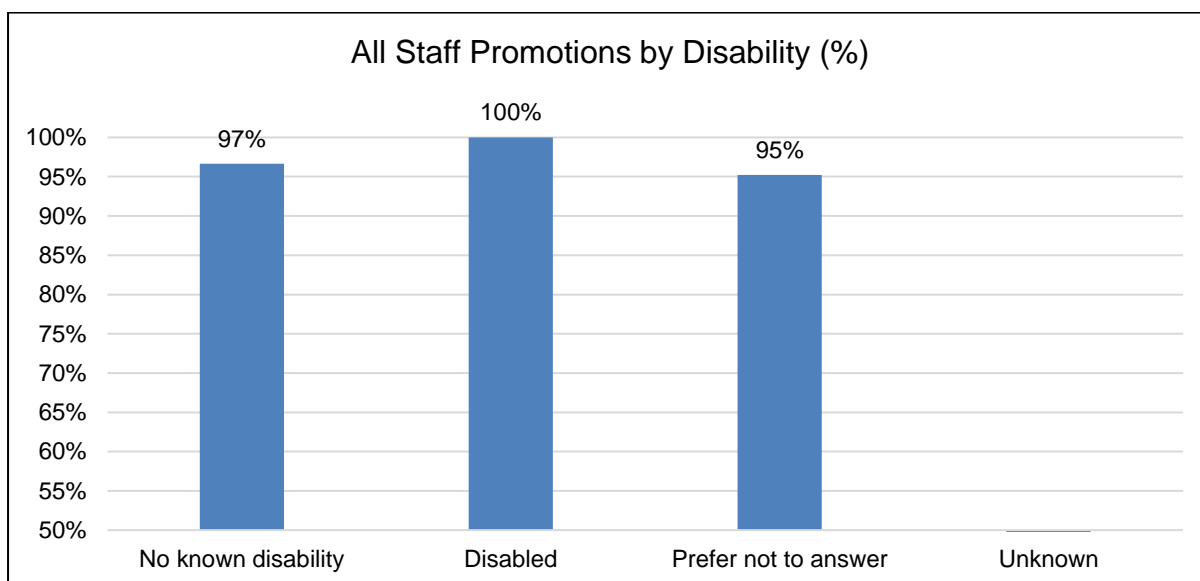


Age (years)	Number of applications	Successful	Unsuccessful	% Successful
Under 20	0	0	0	-
20 - 29	22	22	0	100%
30 - 39	83	82	1	99%
40 - 49	68	66	2	97%
50 - 59	27	23	4	85%
60 +	5	5	0	100%

Commentary

During the academic year 2017-18, the age group with the lowest success rate was the 50-59 at 85%. This is consistent with 2016-17 figures where the success rate in this category was also the lowest at 88%. In 2017-18 success rates increased in the 20-29 category (from 93% to 100%), the 30-39 category (from 95% to 99%) and the 40-49 category (92% to 97%) when compared to the previous year.

Disability¹



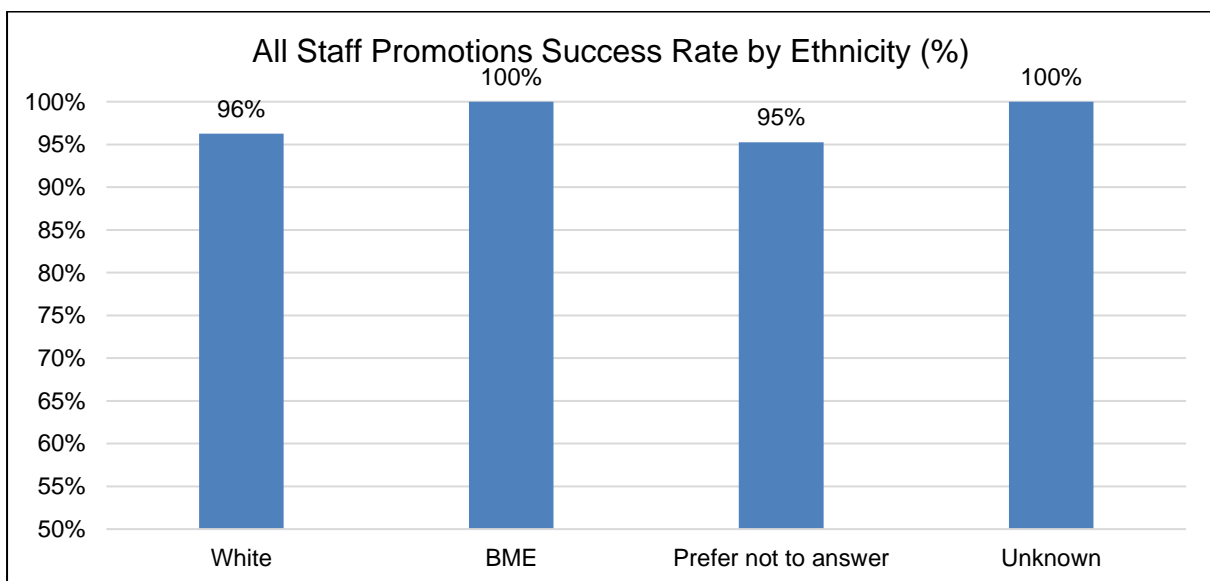
¹ Disability is defined under the Equality Act 2010 as a physical or mental impairment that has a substantial and long-term negative effect on a person's ability to do normal daily activities.

	Number of applications	Successful	Unsuccessful	% Successful
No known disability	179	173	6	97%
Disabled	5	5	0	100%
Prefer not to answer	21	20	1	95%
Unknown	0	0	0	-

Commentary

During the 2017-18 academic year all five applicants who declared a disability were successful - this compares to six applicants (all successful) the previous year.

Ethnicity



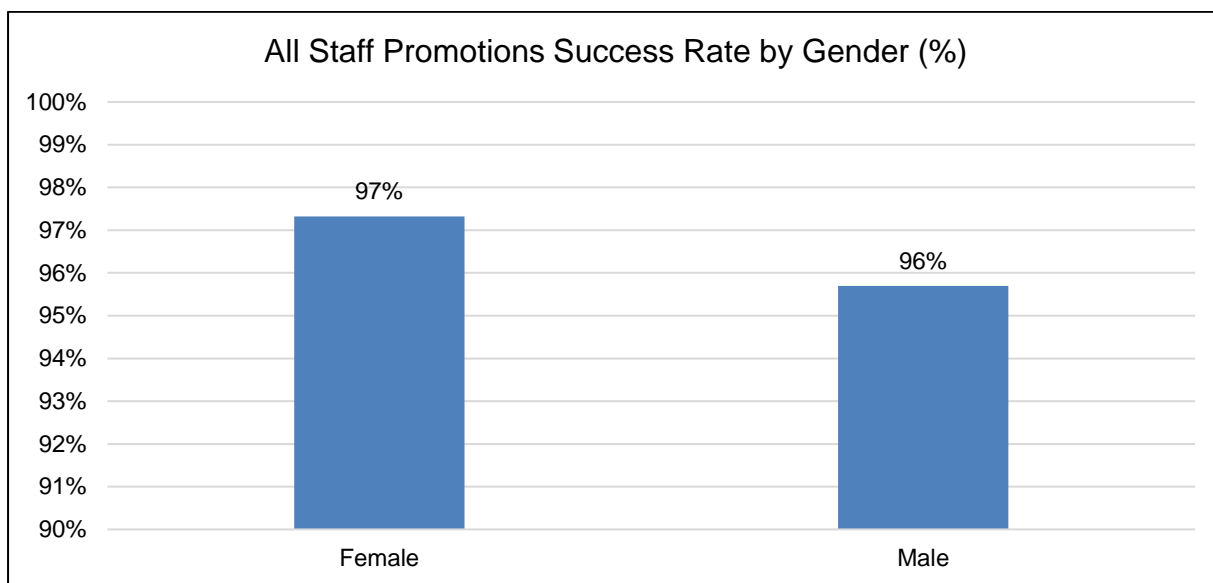
	Number of applications	Successful	Unsuccessful	% Successful
White	160	154	6	96%
BME²	22	22	0	100%
Prefer not to answer	21	20	1	95%
Unknown	2	2	0	100%

² BME- Black and minority ethnic

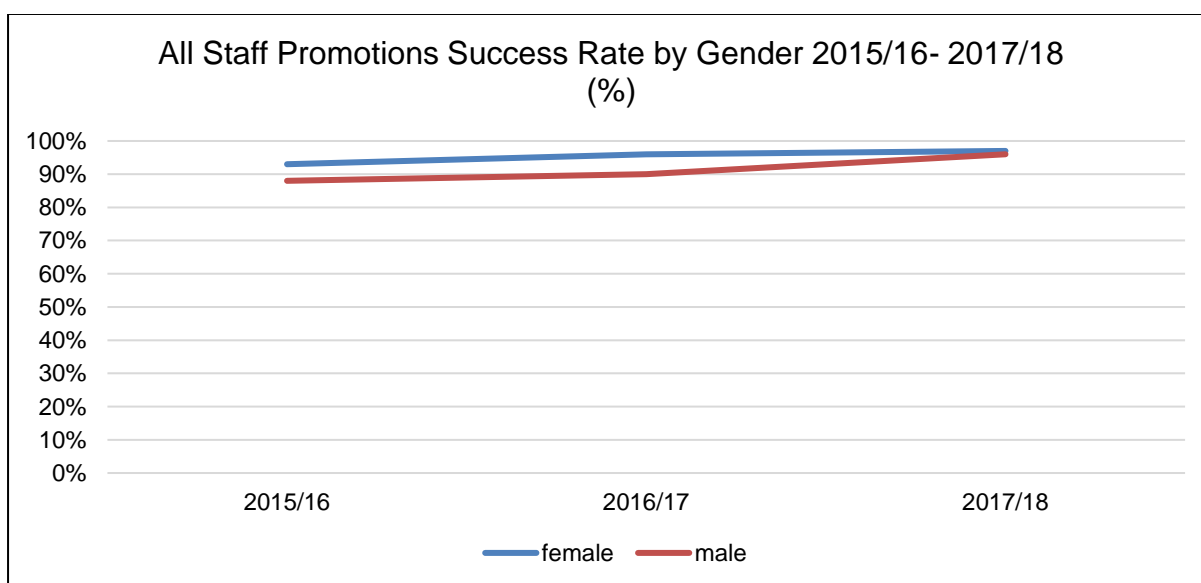
Commentary

During the academic year 2017-18 there were six more applications from BME staff compared to the number received during 2016-17. The success rate of applications from BME staff also increased to 100% in 2017-18 from 80% in 2016-17.

Gender



	Number of applications	Successful	Unsuccessful	% Successful
Female	112	109	3	97%
Male	93	89	4	96%



Commentary

During the academic year 2017-18, 97% of female staff promotions applications and 96% of male staff promotions applications were successful. This compares to success rates of 96% (female) and 90% (male) in the previous academic year. Over the last three academic years success rates have increased annually for both female and male applicants.

Religion or Belief

	Number of applications	Successful	Unsuccessful	% Successful
None	91	88	3	97%
Christian	46	44	2	96%
Buddhist	0	0	0	-
Jewish	0	0	0	-
Hindu	3	3	0	100%
Muslim	7	7	0	100%
Sikh	1	1	0	100%
Any other religion	2	2	0	100%
Prefer not to answer	29	28	1	97%
Unknown	26	25	1	96%

Commentary

Whilst data is provided for transparency, due to very low numbers in some categories it may not be possible to draw meaningful conclusions from comparisons across years. However, the success rate for Muslim members of staff has increased from 50% in 2016-17 (4 applicants) to 100% in 2017-18 (7 applicants).

Sexual Orientation

	Number of applications	Successful	Unsuccessful	% Successful
Heterosexual/ Straight	136	133	3	98%
Gay women/ Lesbian	2	2	0	100%
Gay man	3	2	1	67%
Bisexual	4	4	0	100%
Prefer not to answer	34	32	2	94%
Unknown	26	25	1	96%

Commentary

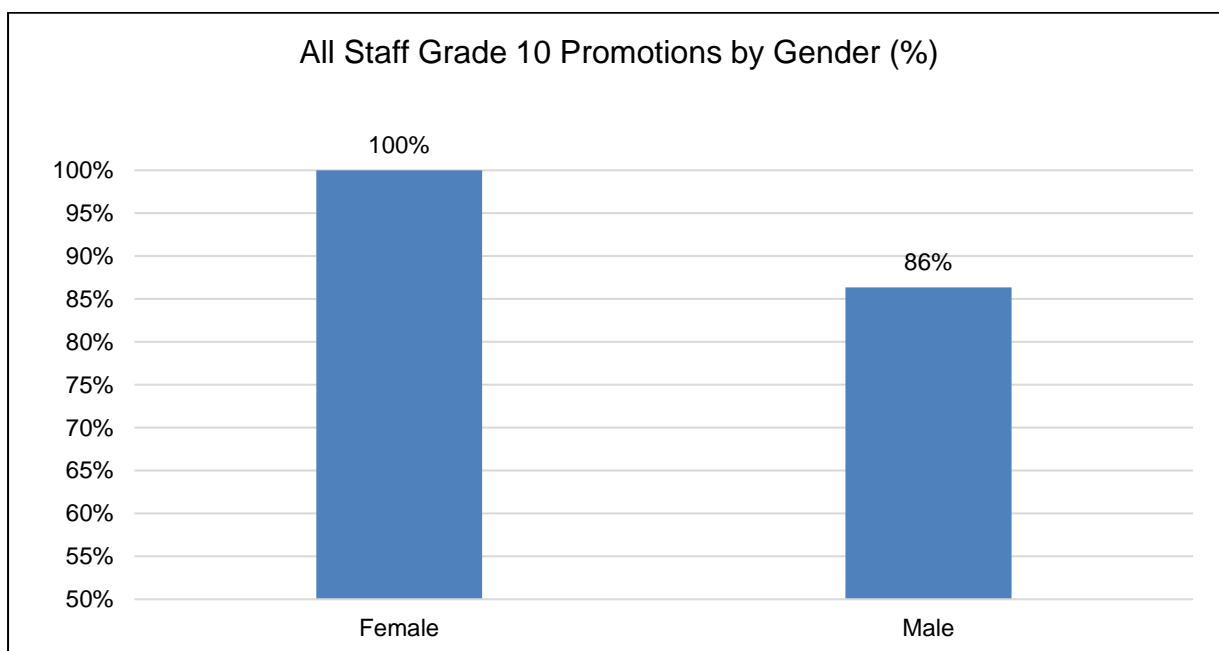
The success rate for heterosexual/straight promotion applicants was 98% in 2017/18. The success rate for gay, lesbian and bisexual promotions applicants was 89% (100% gay women/lesbian, 67% gay men, 100% bisexual). However, whilst data is provided for transparency, it should be noted that some of these categories contain small numbers of staff.

2) Grade 10³

During the academic year 2017-18 there were 35 applications for promotion to Grade 10 of which 32 (91%) were successful.

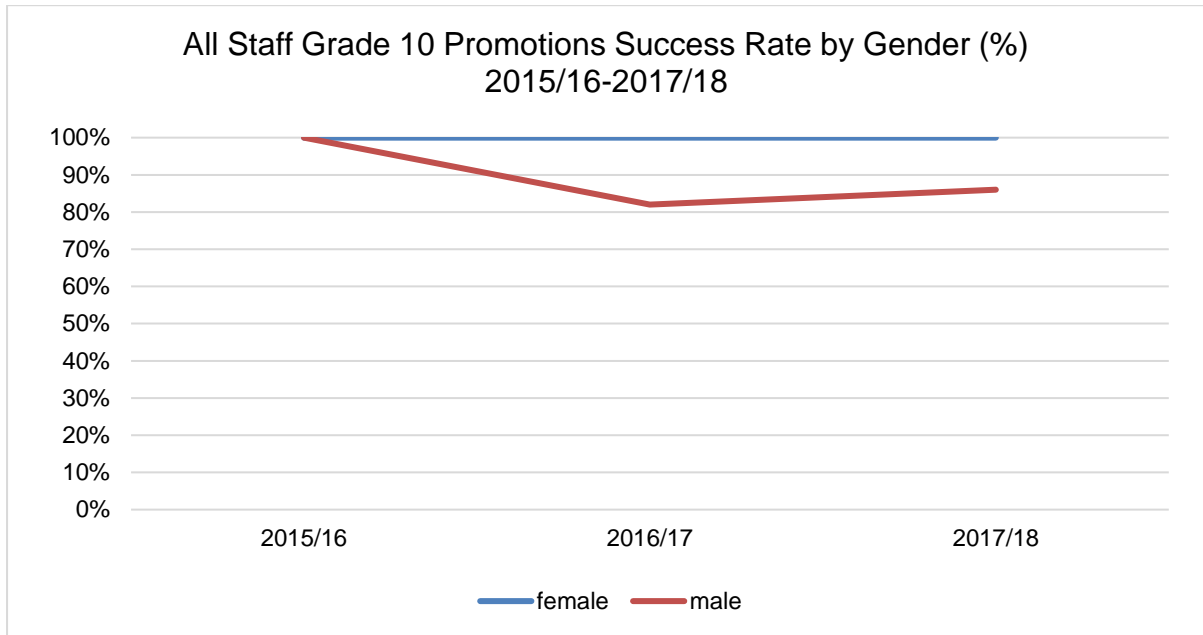
Due to the low number of applications for promotion to grade 10, it is only possible to present meaningful promotions data to this grade by gender.

Gender



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

³ Grade 10 applies to Professional and Managerial and academic staff. For academic staff, grade 10 is above associate professor level.



Commentary

During the academic year 2017-18, 13 female staff applied for promotion to Grade 10- all of which were successful. This compares to 7 applications (all successful) in the previous year. 22 applications were made by male staff of which 19 (86%) were successful (28 applications, 23 (82%) successful, 2016-17).