

University of Leeds – Support¹ staff promotions data 1 August 2017 – 31 July 2018

The following information provides data on support 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.

A total of 61 applications for promotion were made by members of support staff during the period (54, 2016-17), of which 60 (98%) were successful (100%, 2016-17).

As suggested above, there was one unsuccessful application for promotion made during 2017-18. However, this unsuccessful application is shown in the data below as successful in order to protect the identity of the applicant.

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

Age

Age (years)	Number of applications	Successful	Unsuccessful	% Successful
Under 20	0	0	0	-
20 - 29	18	18	0	100%
30 - 39	19	19	0	100%
40 - 49	16	16	0	100%
50 - 59	4	4	0	100%
60 +	4	4	0	100%

Commentary

During the academic year 2017-18 there were applications for promotion from support staff in all age groups with the exception of those under 20.

¹ 'Support staff' comprises clerical staff, technicians and operational support roles

Disability²

	Number of applications	Successful	Unsuccessful	% Successful
No known disability	54	54	0	100%
Disabled	4	4	0	100%
Prefer not to answer	3	3	0	100%
Unknown	0	0	0	-

Commentary

During the academic year 2017-18, there were four applications from support staff who declared a disability, which were all successful (three successful applications were made in 2016-17).

Ethnicity

	Number of applications	Successful	Unsuccessful	% Successful
White	56	56	0	100%
BME³	3	3	0	100%
Prefer not to answer	2	2	0	100%
Unknown	0	0	0	-

Commentary

During this period, there were three applications from BME support staff, which were all successful. Two applications were made by BME staff in the previous year, both of which were successful.

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

Gender

	Number of applications	Successful	Unsuccessful	% Successful
Female	45	45	0	100%
Male	16	16	0	100%

Commentary

During the academic year 2017-18, there were a total of 45 promotion applications from female support staff and 16 from male support staff. This is an increase from 37 applications from female support staff and a decrease from 17 applications from male support staff in the previous year.

Religion or belief

	Number of applications	Successful	Unsuccessful	% Successful
None	27	27	0	100%
Christian	17	17	0	100%
Buddhist	0	0	0	-
Jewish	0	0	0	-
Hindu	0	0	0	-
Muslim	0	0	0	-
Sikh	0	0	0	-
Any other religion	0	0	0	-
Prefer not to answer	12	12	0	100%
Unknown	5	5	0	100%

Commentary

During the academic year 2017-18, 100% of applications from support staff who declared themselves as having no religion or as Christian were **successful**. No promotions applications were made during this period from support staff who were Buddhist (0, 2016-17), Jewish (0, 2016-17), Hindu (0, 2016-17), Muslim (1 successful application, 2016-17), Sikh (0, 2016-17) or of Other religion (1 successful application, 2016-17).

Sexual Orientation

	Number of applications	Successful	Unsuccessful	% Successful
Heterosexual/ Straight	46	46	0	100%
Gay women/ Lesbian	0	0	0	-
Gay man	0	0	0	-
Bisexual	1	1	0	100%
Prefer not to answer	9	9	0	100%
Unknown	5	5	0	100%

Commentary

During the academic year 2017-18, only one application was made from support staff who declared their sexual orientation to be either gay, lesbian or bisexual. This compares to five successful applications in 2016-17.