

University of Leeds – Academic¹ staff promotions data 1 August 2018 – 31 July 2019

The following information provides data on academic staff promotions during the academic year 2018-19. These data are provided by the following protected characteristics: age; disability; ethnicity; gender; religion or belief; and sexual orientation.

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

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

1) Up to & including Grade 9

A total of 166 applications for promotion up to and including grade 9 were made by academic staff during 2018-19. Of these, 155 (93%) were successful. This compares to 106 applications in 2017-18 of which 100 (94%) were successful.

Age

Age (years)	Number of applications	Successful	Unsuccessful	% Successful
Under 20	0	0	0	-
20 - 29	1	1	0	100%
30 - 39	83	80	3	96%
40 - 49	54	48	6	89%
50 - 59	27	25	2	93%
60 +	1	1	0	100%

Commentary

During the academic year 2018-19, there was a 100% success rate for academic staff who applied for promotion in the 20-29 and 60+ age categories (same as in

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

2017-18). There was an increase in the success rate for academic staff in the 50-59 age category from 78% in 2017-18 to 93% in 2018-19. There were decreases in the success rates for academic staff in the 30-39 and 40-49 age categories, from 98% and 97% respectively.

Disability²

Disability	Number of applications	Successful	Unsuccessful	% Successful
No known disability	135	127	8	94%
Disabled	5	5	0	100%
Prefer not to answer	25	22	3	88%
Unknown	1	1	0	100%

Commentary

During the academic year 2018-19, five applications for promotion were received from disabled members of academic staff and all were successful.

Ethnicity

	Number of applications	Successful	Unsuccessful	% Successful
White	116	108	8	93%
BME³	24	24	0	100%
Prefer not to answer	22	19	3	86%
Unknown	4	4	0	100%

Commentary

During the academic year 2018-19, 100% of promotion applications from BME academic staff were successful (100%, 2017-18). This compares to a 93% success rate for white academic staff (93%, 2017-18).

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	75	70	5	93%
Male	91	85	6	93%

Commentary

The success rate for both female and male promotion applications in 2018-19 was 93%.

Religion or Belief

	Number of applications	Successful	Unsuccessful	% Successful
None	73	66	7	90%
Christian	32	31	1	97%
Buddhist	0	0	0	-
Jewish	2	2	0	100%
Hindu	0	0	0	-
Muslim	6	6	0	100%
Sikh	0	0	0	-
Any other religion	3	3	0	100%
Prefer not to answer	28	25	3	89%
Unknown	22	22	0	100%

Commentary

During the academic year 2018-19, the success rate for academic applicants who declared that they had no religion was 90% (94%, 2017-18). The success rate for Christian academic members of staff was 97% (93%, 2017-18). Success rates during 2018-19 for Jewish and Muslim academic staff, and those who were of Other or Unknown religion were 100%. No Buddhist, Hindu or Sikh academic staff members submitted a promotion application during 2018-19. Whilst data have 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	101	96	5	95%
Gay women/ Lesbian	4	3	1	75%
Gay man	2	1	1	50%
Bisexual	5	4	1	80%
Other	0	0	0	-
Prefer not to answer	33	30	3	91%
Unknown	21	21	0	100%

Commentary

During the 2018-19 academic year 95% of academic promotion applications from heterosexual members of staff were successful (97%, 2017-18). The success rate for gay, lesbian and bisexual members of academic staff ranged from 50% (gay men) to 80% (bisexual). Whilst data have 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 41 applications for promotion to grade 10 were made by academic staff during 2018-19. Of these 37 (90%) were successful. This compares to 35 applications in 2017-18 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	14	12	2	86%
Male	27	25	2	93%

⁴ Grade 10 is above associate professor level.

Commentary

There were 14 applications made by female members of academic staff during 2018-19, of which 12 (86%) were successful (100% success rate in 2017-18). There were 27 applications made by men, of which 25 (93%) were successful (86% success rate in 2017-18).