

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

## 1 August 2018 – 31 July 2019

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

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

### 1) Up to & including Grade 9

A total of 32 applications for promotion were made by members of P&M staff below grade 10 during the academic year 2018-19 (38, 2017-18), of which all were successful (also 100%, 2017-18).

#### Age

Age (years)	Number of applications	Successful	Unsuccessful	% Successful
Under 20	0	0	0	-
20 - 29	2	2	0	100%
30 - 39	19	19	0	100%
40 - 49	7	7	0	100%
50 - 59	3	3	0	100%
60 +	1	1	0	100%

#### *Commentary*

During the academic year 2018-19, promotions applications were received from P&M staff in all age ranges except those under 20 years old. All applications received were successful, as they were in 2017-18.

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<sup>1</sup> 'Professional & managerial staff' comprises staff in professional services roles, typically grade 7+.

## Disability<sup>2</sup>

	<b>Number of applications</b>	<b>Successful</b>	<b>Unsuccessful</b>	<b>% Successful</b>
<b>No known disability</b>	23	23	0	100%
<b>Disabled</b>	4	4	0	100%
<b>Prefer not to answer</b>	3	3	0	100%
<b>Unknown</b>	2	2	0	100%

### *Commentary*

There were four applications from P&M staff who declared a disability during the academic year 2018-19, all of which were successful (none were submitted in 2017-18).

## Ethnicity

	<b>Number of applications</b>	<b>Successful</b>	<b>Unsuccessful</b>	<b>% Successful</b>
<b>White</b>	25	25	0	100%
<b>BME<sup>3</sup></b>	2	2	0	100%
<b>Prefer not to answer</b>	3	3	0	100%
<b>Unknown</b>	2	2	0	100%

### *Commentary*

During the academic year 2018-19, there were two applications from BME P&M staff members, both of which were successful (two successful applications were also made in 2017-18).

There were 25 applications from white P&M staff, of which 100% were successful (32 applications were made in 2017-18 of which all were also successful).

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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.

## Gender

	<b>Number of applications</b>	<b>Successful</b>	<b>Unsuccessful</b>	<b>% Successful</b>
<b>Female</b>	22	22	0	100%
<b>Male</b>	10	10	0	100%

### *Commentary*

There were 22 applications from female P&M staff of which 100% were successful (21 applications, 100% success in 2017-18) and 10 applications from male staff, of which 100% were successful (17 applications were received in 2017-18 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>	12	12	0	100%
<b>Christian</b>	9	9	0	100%
<b>Buddhist</b>	0	0	0	-
<b>Jewish</b>	0	0	0	-
<b>Hindu</b>	0	0	0	-
<b>Muslim</b>	0	0	0	-
<b>Sikh</b>	0	0	0	-
<b>Any other religion</b>	1	1	0	100%
<b>Prefer not to answer</b>	5	5	0	100%
<b>Unknown</b>	5	5	0	100%

### *Commentary*

During the academic year 2018-19, 12 applications were received from P&M staff who declared themselves as not having a religion, all of which were successful. This compares to 16 applications (all successful) in the previous year. There were 9 applications received from Christian P&M staff, all of which were successful. This is a decrease from 15 submitted applications in 2017-18.

The remaining applications were from staff who declared any other religion, preferred not to answer, or with unknown religion. These 11 applications were also successful.

## Sexual Orientation

	<b>Number of applications</b>	<b>Successful</b>	<b>Unsuccessful</b>	<b>% Successful</b>
<b>Heterosexual</b>	18	18	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>Other</b>	1	1	0	100%
<b>Prefer not to answer</b>	6	6	0	100%
<b>Unknown</b>	5	5	0	100%

### *Commentary*

The number of gay, bisexual and lesbian P&M staff applying for promotion remains at two in 2018-19 (both applications were successful in both years).

## 2) Grade 10

There was only one application from P&M staff for a promotion to grade 10 in the academic year 2018-19. This was from a female member of staff and was successful. In 2017-18 there were no applications to Grade 10.