

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

The following information provides data for all staff promotions (academic, professional and managerial and support) 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.

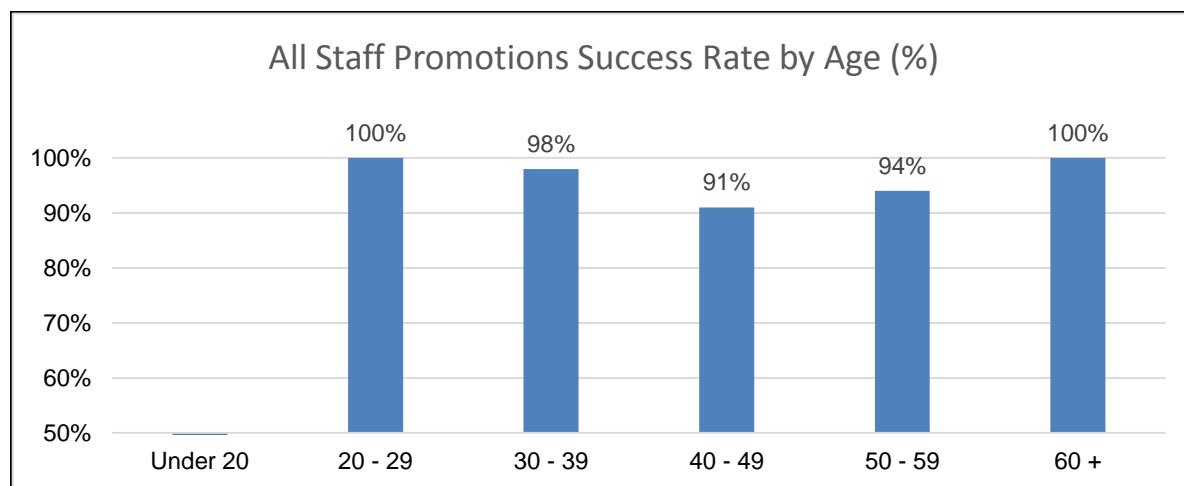
Please note that data for staff applying for promotion to grade 10 are presented separately due to the different promotions procedure for this grade, and are presented by gender only due to small numbers.

Data are rounded to the nearest whole percent.

1) Up to & including Grade 9

A total of 257 applications for promotion were made during the period (205, 2017-18), of which 246 (96%) were successful (97%, 2017-18).

Age

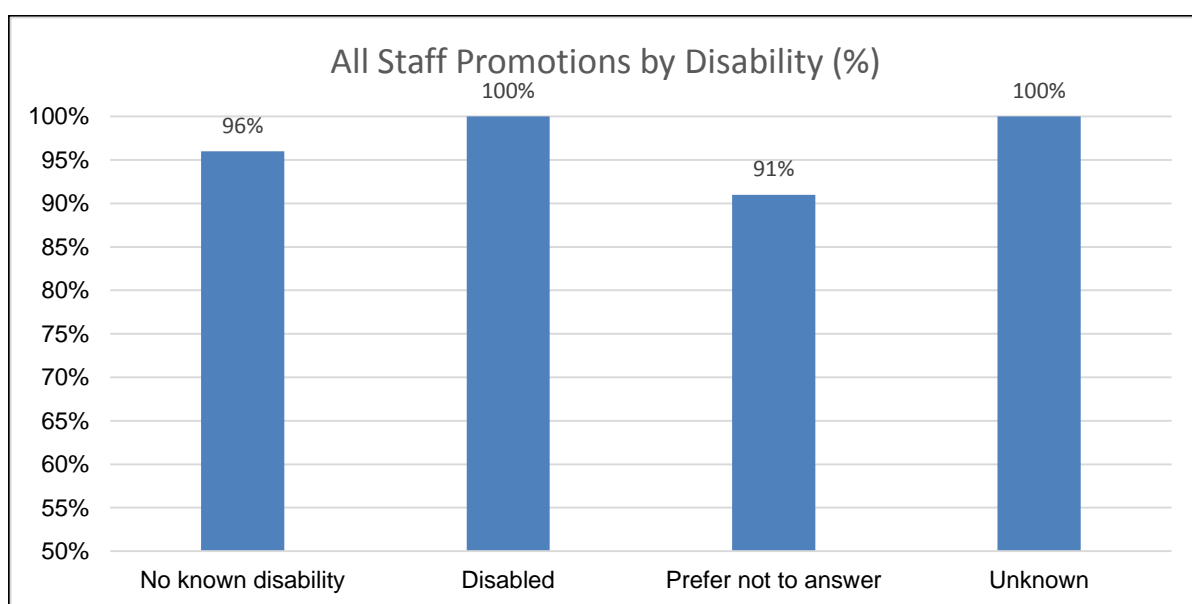


Age (years)	Number of applications	Successful	Unsuccessful	% Successful
Under 20	0	0	0	-
20 - 29	19	19	0	100%
30 - 39	127	124	3	98%
40 - 49	69	63	6	91%
50 - 59	36	34	2	94%
60 +	6	6	0	100%

Commentary

During the academic year 2018-19, the age group with the lowest success rate was the 40-49 category at 91%. In 2018-19 success rates remained at 100% in the 20-29 category, decreased slightly in the 30-39 category (from 99% to 98%) and the 40-49 category (from 97% to 91%), and increased in the 50-59 category (from 85% to 94%) when compared to the previous year.

Disability¹



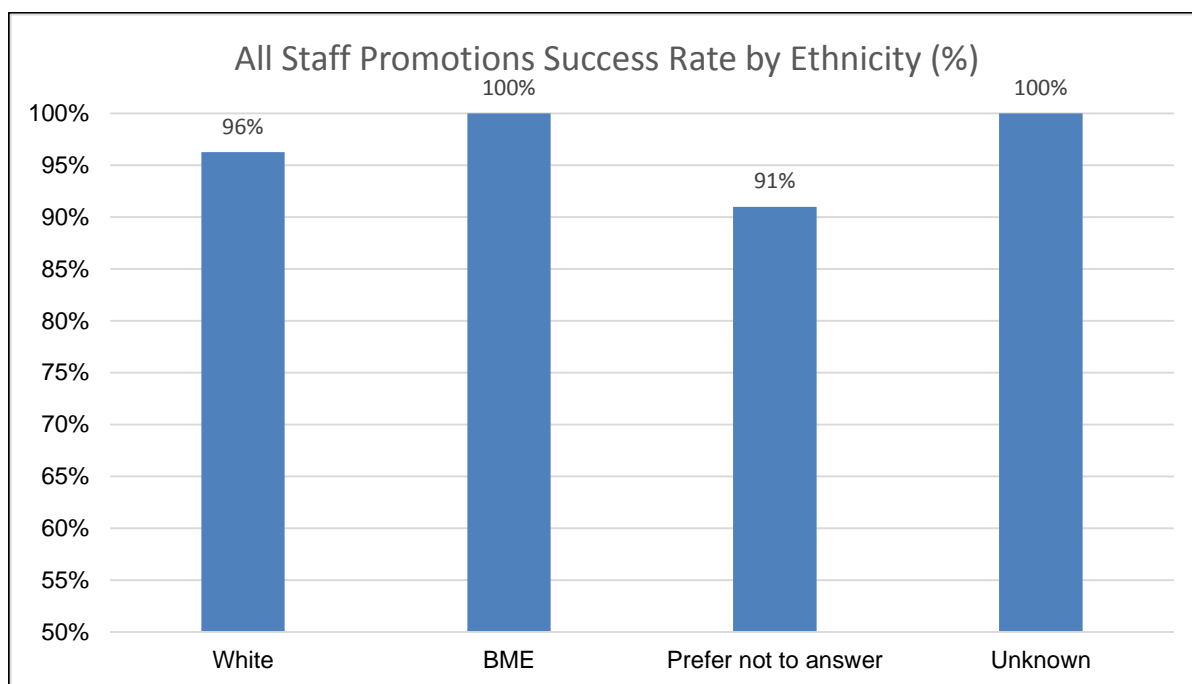
	Number of applications	Successful	Unsuccessful	% Successful
No known disability	204	196	8	96%
Disabled	11	11	0	100%
Prefer not to answer	34	31	3	91%
Unknown	8	8	0	100%

Commentary

During the 2018-19 academic year, all 11 applicants who declared a disability were successful. This compares to five applicants (all successful) the previous year.

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.

Ethnicity



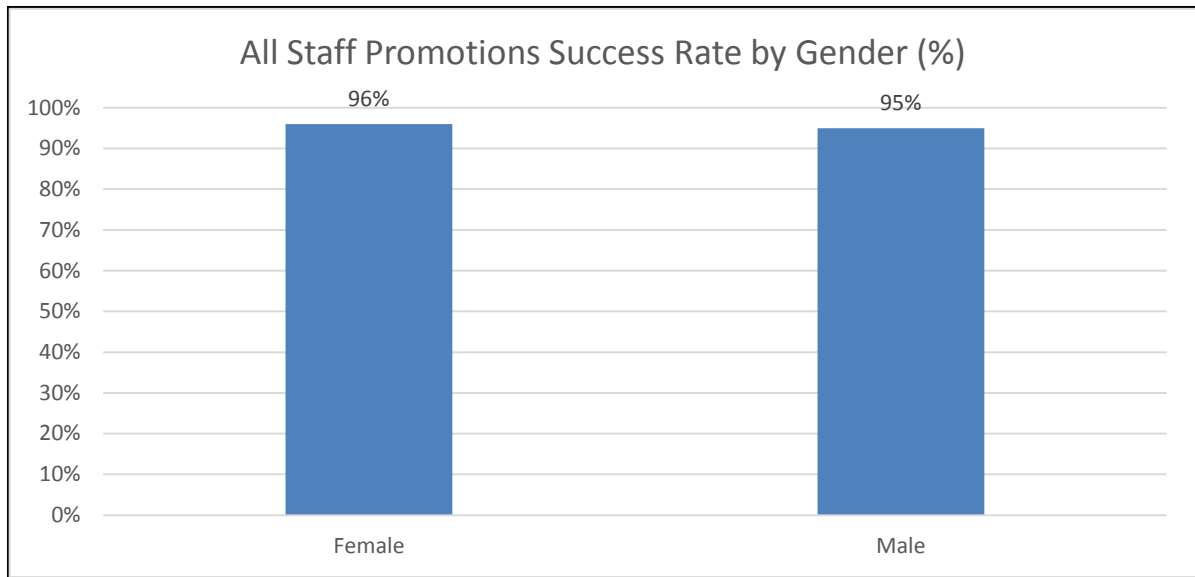
	Number of applications	Successful	Unsuccessful	% Successful
White	183	175	8	96%
BME²	32	32	0	100%
Prefer not to answer	32	29	3	91%
Unknown	10	10	0	100%

Commentary

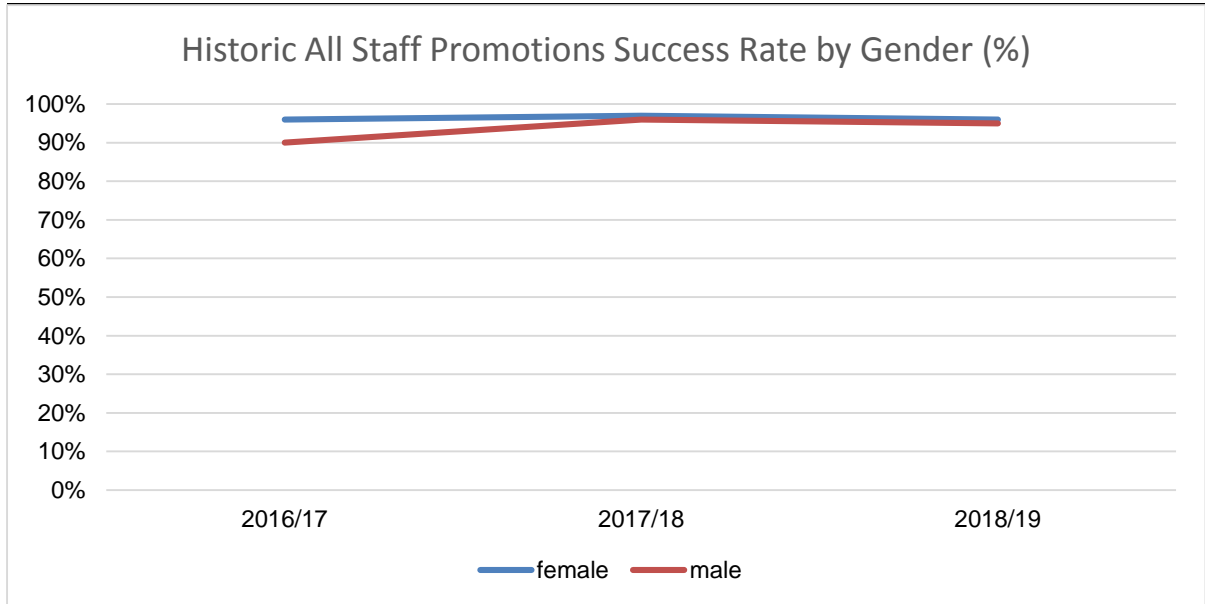
During the academic year 2018-19 there were ten more applications from BME staff compared to the number received during 2017-18. The success rate of applications from BME staff remains at 100%.

² BME- Black and minority ethnic

Gender



	Number of applications	Successful	Unsuccessful	% Successful
Female	134	129	5	96%
Male	123	117	6	95%



Commentary

During the academic year 2018-19, 96% of female staff promotions applications and 95% of male staff promotions applications were successful. These success rates are the same as the previous year.

Religion or Belief

	Number of applications	Successful	Unsuccessful	% Successful
None	106	99	7	93%
Christian	59	58	1	98%
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	8	8	0	100%
Prefer not to answer	40	37	3	93%
Unknown	36	36	0	100%

Commentary

Whilst data are provided for transparency, low numbers in some categories may mean it is not possible to draw meaningful conclusions from comparisons across years. However, the success rates have increased slightly for those with Christian or Unknown religion or belief (both previously 96%), and decreased slightly for those with no religion, or who prefer not to answer (both previously 97%).

Sexual Orientation

	Number of applications	Successful	Unsuccessful	% Successful
Heterosexual	161	156	5	97%
Gay women/ Lesbian	5	4	1	80%
Gay man	2	1	1	50%
Bisexual	7	6	1	86%
Other	2	2	0	100%
Prefer not to answer	45	42	3	93%
Unknown	35	35	0	100%

Commentary

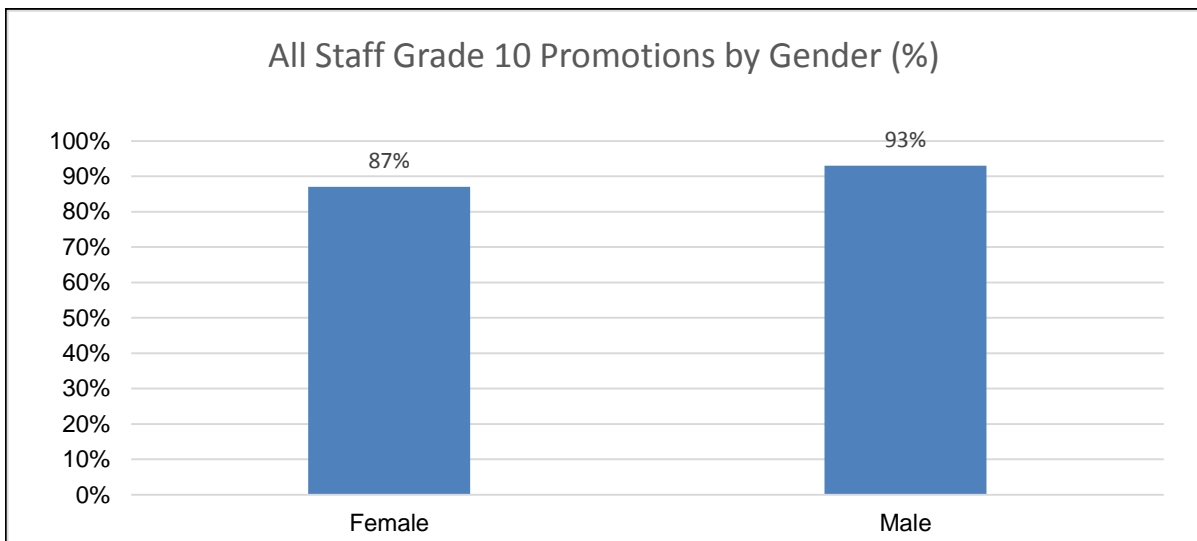
The success rate for heterosexual promotion applicants was 97% in 2018/19. The success rate for gay, lesbian and bisexual promotion applicants was 79% (80% for gay women/lesbian, 50% for gay men, 86% for bisexual staff). However, whilst data are provided for transparency, it should be noted that some of these categories contain small numbers of staff.

2) Grade 10³

During the academic year 2018-19 there were 42 applications for promotion to grade 10, of which 38 (90%) were successful.

Due to the low number of applications for promotion to grade 10, it is only possible to present a breakdown by gender.

Gender



	Number of applications	Successful	Unsuccessful	% Successful
Female	15	13	2	87%
Male	27	25	2	93%

Commentary

During the academic year 2018-19, 15 female staff applied for promotion to grade 10, 13 of which were successful (87%). This compares to 13 applications (all successful) in the previous year. There were 27 applications made by male staff, of which 25 (93%) were successful (22 applications, 19 (86%) successful, 2017-18).

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

All Staff Grade 10 Promotions Success Rate by Gender
2016/17-2018/19 (%)

