

University of Leeds – Support¹ staff promotions data 1 August 2018 – 31 July 2019

The following information provides data on support 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.

A total of 59 applications for promotion were made by support staff during the period (61, 2017-18), of which 59 (100%) were successful (98%, 2017-18).

Data are 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	16	16	0	100%
30 - 39	25	25	0	100%
40 - 49	8	8	0	100%
50 - 59	6	6	0	100%
60 +	4	4	0	100%

Commentary

During the academic year 2018-19 there were applications for promotion from support staff in all age groups with the exception of those under 20 years.

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

Disability²

	Number of applications	Successful	Unsuccessful	% Successful
No known disability	46	46	0	100%
Disabled	2	2	0	100%
Prefer not to answer	6	6	0	100%
Unknown	5	5	0	100%

Commentary

During the academic year 2018-19, there were two applications from support staff who declared a disability, which were both successful (four successful applications were made in 2017-18).

Ethnicity

	Number of applications	Successful	Unsuccessful	% Successful
White	42	42	0	100%
BME³	6	6	0	100%
Prefer not to answer	7	7	0	100%
Unknown	4	4	0	100%

Commentary

During this period, there were six applications from BME support staff, which were all successful. Three applications were made by BME staff in the previous year, all 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	37	37	0	100%
Male	22	22	0	100%

Commentary

During the academic year 2018-19, there were a total of 37 promotion applications from female support staff and 22 from male support staff. This is a decrease from 45 applications from female support staff and an increase from 16 applications from male support staff in the previous year.

Religion or belief

	Number of applications	Successful	Unsuccessful	% Successful
None	21	21	0	100%
Christian	18	18	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	4	4	0	100%
Prefer not to answer	7	7	0	100%
Unknown	9	9	0	100%

Commentary

During the academic year 2018-19, 100% of applications from support staff were successful, and these individuals declared no religion, Christian, any other religion, preferred not to answer, or had unknown religion or belief information. As in the previous year, no promotions applications were made from support staff who were Buddhist, Jewish, Hindu, Muslim or Sikh.

Sexual Orientation

	Number of applications	Successful	Unsuccessful	% Successful
Heterosexual	42	42	0	100%
Gay women/ Lesbian	0	0	0	-
Gay man	0	0	0	-
Bisexual	1	1	0	100%
Other	1	1		100%
Prefer not to answer	6	6	0	100%
Unknown	9	9	0	100%

Commentary

During the academic year 2018-19, and as in 2017-18, only one application was made from support staff who declared their sexual orientation to be either gay, lesbian or bisexual.