# University of Leeds – Academic[[1]](#footnote-1) staff promotions data 1 August 2019 – 31 July 2020

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## Introduction

The following information provides data on academic staff promotions during the academic year 2019-20. 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%.***

## Up to & including Grade 9

A total of 145 applications for promotion up to and including grade 9 were made by academic staff during 2019-20. Of these, 136 (94%) were successful. This compares to 93% successful applications in 2018-19.

### Age

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Age (years)** | **Number of applications** | **Successful** | **Unsuccessful** | **% Successful** |
| **Under 20** | 2 | 2 | 0 | 100% |
| **20 - 29** | 62 | 57 | 5 | 92% |
| **30 - 39** | 56 | 54 | 2 | 96% |
| **40 - 49** | 20 | 19 | 1 | 95% |
| **50 - 59** | 5 | 4 | 1 | 80% |
| **60 +** | 2 | 2 | 0 | 100% |

**Commentary**During the academic year 2019-20, there was a 100% success rate for academic staff who applied for promotion in the under 20 and 60+ age categories. The lowest success rate was amongst the 50-59 year old age group, at 80%.

### Disability[[2]](#footnote-2)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Disability** | **Number of applications** | **Successful** | **Unsuccessful** | **% Successful** |
| **No known disability** | 121 | 115 | 6 | 95% |
| **Disabled** | 4 | 4 | 0 | 100% |
| **Prefer not to answer** | 18 | 15 | 3 | 83% |
| **Unknown** | 2 | 2 | 0 | 100% |

**Commentary**

During the academic year 2019-20, four applications for promotion were received from disabled academic staff and all were successful.

### 

### Ethnicity

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Number of applications** | **Successful** | **Unsuccessful** | **% Successful** |
| **Black** | 1 | 1 | 0 | 100% |
| **White** | 103 | 97 | 6 | 94% |
| **Asian** | 20 | 20 | 0 | 100% |
| **Mixed** | 2 | 2 | 0 | 100% |
| **Other** | 1 | 1 | 0 | 100% |
| **Prefer not to answer** | 16 | 13 | 3 | 81% |
| **Unknown** | 2 | 2 | 0 | 100% |

**Commentary**During the academic year 2019-20, 100% of promotion applications from Black, Asian, Mixed and Other academic staff were successful (also 100%, 2018-19). This compares to a 94% success rate for White academic staff (93%, 2018-19).

### Gender

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Number of applications** | **Successful** | **Unsuccessful** | **% Successful** |
| **Female** | 71 | 69 | 2 | 97% |
| **Male** | 74 | 67 | 7 | 91% |
| **Gender fluid** | 0 | 0 | 0 | - |
| **Non binary** | 0 | 0 | 0 | - |
| **Other** | 0 | 0 | 0 | - |

**Commentary**The success rate for female promotion applications in 2019-20 was 97% and for male applications was 91%. No applications were received from staff who are gender fluid, non binary or other gender.

### Religion or Belief

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Number of applications** | **Successful** | **Unsuccessful** | **% Successful** |
| **Buddhist** | 1 | 1 | 0 | 100% |
| **Christian** | 30 | 29 | 1 | 97% |
| **Hindu** | 3 | 3 | 0 | 100% |
| **Jewish** | 2 | 2 | 0 | 100% |
| **Muslim** | 5 | 5 | 0 | 100% |
| **Sikh** | 0 | 0 | 0 | - |
| **Spiritual** | 0 | 0 | 0 | - |
| **None** | 65 | 60 | 5 | 92% |
| **Other religion** | 2 | 2 | 0 | 100% |
| **Prefer not to answer** | 22 | 19 | 3 | 86% |
| **Unknown** | 15 | 15 | 0 | 100% |

**Commentary**

During the academic year 2019-20, the success rate for academic applicants who declared that they had no religion was 92% (90%, 2018-19). The success rate for Christian academic members of staff was 97% (also 97%, 2018-19). Success rates during 2019-20 for Buddhist, Hindu, Jewish and Muslim academic staff, and those who were of Other or Unknown religion were 100%. No Sikh or Spiritual academic staff members submitted a promotion application during 2019-20. Whilst data have been provided for transparency, it should be noted that due to low numbers in some categories, it may be difficult to drawn meaningful conclusions, in particular when comparing against previous years.

### Sexual Orientation

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Number of applications** | **Successful** | **Unsuccessful** | **% Successful** |
| **Bisexual** | 4 | 4 | 0 | 100% |
| **Gay man** | 3 | 3 | 0 | 100% |
| **Gay woman/lesbian** | 2 | 2 | 0 | 100% |
| **Heterosexual** | 97 | 91 | 6 | 94% |
| **Other** | 0 | 0 | 0 | 0% |
| **Prefer not to answer** | 24 | 21 | 3 | 88% |
| **Unknown** | 15 | 15 | 0 | 100% |

**Commentary**

During the 2019-20 academic year 94% of academic promotion applications from heterosexual members of staff were successful (95%, 2018-19).The success rate for gay, lesbian and bisexual members of academic staff were all 100% (ranging in 2018-19 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 10[[3]](#footnote-3)

A total of 27 applications for promotion to grade 10 were made by academic staff during 2019-20. Of these 24 (89%) were successful. This compares to 41 applications in 2018-19 of which 37 (90%) 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** | 7 | 7 | 0 | 100% |
| **Male** | 20 | 17 | 3 | 85% |

**Commentary**

There were 7 applications made by female academic staff during 2019-20, all of which (100%) were successful (86% success rate in 2018-19). There were 20 applications made by men, of which 17 (85%) were successful (93% success rate in 2018-19).

1. ‘Academic staff’ includes roles such as: lecturer; senior lecturer; associate professor; professor; research fellow/assistant; teaching fellow; clinical; etc. [↑](#footnote-ref-1)
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. [↑](#footnote-ref-2)
3. Grade 10 is above associate professor level. [↑](#footnote-ref-3)