# University of Leeds – all staff promotions data

# 1 August 2019 – 31 July 2020

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## Introduction

The following information provides data for all staff promotions (academic, professional and managerial and support) 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 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* *and therefore may not always total 100%.***

## Up to & including Grade 9

A total of 214 applications for promotion were made during the period (257, 2018-19), of which 205 (96%) were successful (96%, 2018-19).

### Age

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Age (years)** | **Number of applications** | **Successful** | **Unsuccessful** | **% Successful** |
|
| **Under 20** | 18 | 18 | 0 | 100% |
| **20 - 29** | 91 | 86 | 5 | 95% |
| **30 - 39** | 68 | 66 | 2 | 97% |
| **40 - 49** | 31 | 30 | 1 | 97% |
| **50 - 59** | 6 | 5 | 1 | 83% |
| **60 +** | 18 | 18 | 0 | 100% |

**Commentary**

During the academic year 2019-20, the age group with the lowest success rate was the 50-59 category at 83%. In 2019-20 success rates were 100% in the under 20 category, decreased slightly in the 30-39 category (from 98% to 97%), increased in the 40-49 category (from 91% to 97%), and decreased in the 50-59 category (from 94% to 83%) when compared to the previous year.

### Disability[[1]](#footnote-1)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Number of applications** | **Successful** | **Unsuccessful** | **% Successful** |
| **No known disability** | 178 | 172 | 6 | 97% |
| **Disabled** | 9 | 9 | 0 | 100% |
| **Prefer not to answer** | 23 | 20 | 3 | 87% |
| **Unknown** | 4 | 4 | 0 | 100% |

**Commentary**

During the 2019-20 academic year, all 9 applicants who declared a disability were successful. This compares to 11 applicants (all successful) the previous year.

### Ethnicity

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Number of applications** | **Successful** | **Unsuccessful** | **% Successful** |
| **Black** | 1 | 1 | 0 | 100% |
| **White** | 162 | 156 | 6 | 96% |
| **Asian** | 21 | 21 | 0 | 100% |
| **Mixed** | 4 | 4 | 0 | 100% |
| **Other** | 2 | 2 | 0 | 100% |
| **Prefer not to answer** | 20 | 17 | 3 | 85% |
| **Unknown** | 4 | 4 | 0 | 100% |

**Commentary**

During the academic year 2019-20 the success rate of applications from Black, Asian, Mixed and Other staff remains at 100%, while the success rate for White staff is 96%.

### Gender

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Number of applications** | **Successful** | **Unsuccessful** | **% Successful** |
| **Female** | 111 | 109 | 2 | 98% |
| **Male** | 103 | 96 | 7 | 93% |
| **Gender Fluid** | 0 | 0 | 0 | - |
| **Non binary** | 0 | 0 | 0 | - |
| **Other** | 0 | 0 | 0 | - |

**Commentary**

During the academic year 2019-20, 98% of female staff promotions applications and 93% of male staff promotions applications were successful. This is a 2% increase in success rate for female staff and a 2% decrease in success rates for male staff compared with the previous year.

### Religion or Belief

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Number of applications** | **Successful** | **Unsuccessful** | **% Successful** |
| **Buddhist** | 2 | 2 | 0 | 100% |
| **Christian**  | 43 | 42 | 1 | 98% |
| **Hindu** | 3 | 3 | 0 | 100% |
| **Jewish** | 2 | 2 | 0 | 100% |
| **Muslim** | 5 | 5 | 0 | 100% |
| **Sikh** | 0 | 0 | 0 | - |
| **Spiritual** | 1 | 1 | 0 | 100% |
| **None** | 108 | 103 | 5 | 95% |
| **Other religion** | 5 | 5 | 0 | 100% |
| **Prefer not to answer** | 27 | 24 | 3 | 89% |
| **Unknown** | 18 | 18 | 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 remained high for most groups.

### Sexual Orientation

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Number of applications** | **Successful** | **Unsuccessful** | **% Successful** |
| **Bisexual** | 6 | 6 | 0 | 100% |
| **Gay man** | 4 | 4 | 0 | 100% |
| **Gay woman/lesbian** | 2 | 2 | 0 | 100% |
| **Heterosexual** | 155 | 149 | 6 | 96% |
| **Other** | 0 | 0 | 0 | - |
| **Prefer not to answer** | 29 | 26 | 3 | 90% |
| **Unknown** | 18 | 18 | 0 | 100% |

**Commentary**

The success rate for heterosexual promotion applicants was 96% in 2019/20. The success rate for gay, lesbian and bisexual promotion applicants was 100% (100% for gay women/lesbian, 100% for gay men, 100% for bisexual staff). However, whilst data are provided for transparency, it should be noted that some of these categories contain small numbers of staff.

## Grade 10[[2]](#footnote-2)

During the academic year 2019-20 there were 30 applications for promotion to grade 10, of which 27 (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** | 8 | 8 | 0 | 100% |
| **Male** | 22 | 19 | 3 | 86% |

**Commentary**

During the academic year 2019-20, 8 female staff applied for promotion to grade 10, all of which were successful (100%). This compares to 15 applications (87% successful) in the previous year. There were 22 applications made by male staff, of which 19 (86%) were successful (27 applications, 25 (93%) successful, 2018-19). There were no applications to Grade 10 from staff who are gender fluid, non binary or other gender.

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. [↑](#footnote-ref-1)
2. Grade 10 applies to Professional and Managerial and academic staff. For academic staff, grade 10 is above associate professor level. [↑](#footnote-ref-2)