# University of Leeds – Professional & Managerial[[1]](#footnote-1) staff promotions data

# 1 August 2019 – 31 July 2020

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## Introduction

The following information provides data on Professional and Managerial (P&M) 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 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%.***

## Up to & including Grade 9

A total of 33 applications for promotion were made by members of P&M staff below grade 10 during the academic year 2019-20 (32, 2018-19), of which all were successful (also 100%, 2018-19).

###

### Age

| **Age (years)** | **Number of applications** | **Successful** | **Unsuccessful** | **% Successful** |
| --- | --- | --- | --- | --- |
| **Under 20** | 3 | 3 | 0 | 100% |
| **20 - 29** | 17 | 17 | 0 | 100% |
| **30 - 39** | 7 | 7 | 0 | 100% |
| **40 - 49** | 6 | 6 | 0 | 100% |
| **50 - 59** | 0 | 0 | 0 | - |
| **60 +** | 3 | 3 | 0 | 100% |

**Commentary**

During the academic year 2019-20, promotions applications were received from P&M staff in all age ranges except those in the 50-59 year old age category. All applications received were successful, as they were in 2018-19.

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

|  | **Number of applications** | **Successful** | **Unsuccessful** | **% Successful** |
| --- | --- | --- | --- | --- |
| **No known disability** | 29 | 29 | 0 | 100% |
| **Disabled** | 1 | 1 | 0 | 100% |
| **Prefer not to answer** | 2 | 2 | 0 | 100% |
| **Unknown** | 1 | 1 | 0 | 100% |

**Commentary**There was one application from a P&M staff member who declared a disability during the academic year 2019-20 and this application was successful (four were submitted in 2018-19 and also successful).

### Ethnicity

|  | **Number of applications** | **Successful** | **Unsuccessful** | **% Successful** |
| --- | --- | --- | --- | --- |
| **Black** | 0 | 0 | 0 | - |
| **White** | 31 | 31 | 0 | 100% |
| **Asian** | 0 | 0 | 0 | - |
| **Mixed** | 0 | 0 | 0 | - |
| **Other** | 0 | 0 | 0 | - |
| **Prefer not to answer** | 1 | 1 | 0 | 100% |
| **Unknown** | 1 | 1 | 0 | 100% |

**Commentary**

During the academic year 2019-20, there were no applications from Black, Asian, Mixed or Other P&M staff members (two successful applications were made in 2018-19).

There were 31 applications from White P&M staff, of which 100% were successful (25 applications were made in 2018-19 all of which were also successful).

### Gender

|  | **Number of applications** | **Successful** | **Unsuccessful** | **% Successful** |
| --- | --- | --- | --- | --- |
| **Female** | 18 | 18 | 0 | 100% |
| **Male** | 15 | 15 | 0 | 100% |
| **Gender fluid** | 0 | 0 | 0 | - |
| **Non binary** | 0 | 0 | 0 | - |
| **Other** | 0 | 0 | 0 | - |

**Commentary**There were 18 applications from female P&M staff of which 100% were successful (22 applications, 100% success in 2018-19) and 15 applications from male staff, of which 100% were successful (10 applications were received in 2018-19 from male P&M staff of which all were successful). There were no applications from staff who are gender fluid, non binary or other gender.

### Religion or Belief

|  | **Number of applications** | **Successful** | **Unsuccessful** | **% Successful** |
| --- | --- | --- | --- | --- |
| **Buddhist** | 0 | 0 | 0 | - |
| **Christian**  | 8 | 8 | 0 | 100% |
| **Hindu** | 0 | 0 | 0 | - |
| **Jewish** | 0 | 0 | 0 | - |
| **Muslim** | 0 | 0 | 0 | - |
| **Sikh** | 0 | 0 | 0 | - |
| **Spiritual** | 0 | 0 | 0 | - |
| **None** | 20 | 20 | 0 | 100% |
| **Other religion** | 2 | 2 | 0 | 100% |
| **Prefer not to answer** | 2 | 2 | 0 | 100% |
| **Unknown** | 1 | 1 | 0 | 100% |

**Commentary**

During the academic year 2019-20, 20 applications were received from P&M staff who declared themselves as not having a religion, all of which were successful. This compares to 12 applications (all successful) in the previous year.

There were 8 applications received from Christian P&M staff, all of which were successful. This is a decrease from 9 submitted applications in 2018-19.

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

### Sexual Orientation

|  | **Number of applications** | **Successful** | **Unsuccessful** | **% Successful** |
| --- | --- | --- | --- | --- |
| **Bisexual** | 0 | 0 | 0 | - |
| **Gay man** | 1 | 1 | 0 | 100% |
| **Gay woman/lesbian** | 0 | 0 | 0 | - |
| **Heterosexual** | 30 | 30 | 0 | 100% |
| **Other** | 0 | 0 | 0 | - |
| **Prefer not to answer** | 1 | 1 | 0 | 100% |
| **Unknown** | 1 | 1 | 0 | 100% |

**Commentary**

The number of gay, bisexual and lesbian P&M staff applying for promotion has decreased from two in 2018-19 to one in 2019-20 (all applications were successful).

## Grade 10

There were three applications from P&M staff for a promotion to grade 10 in the academic year 2019-20. One was from a female member of staff and two were from male staff, all were successful. No applications were received from staff who are gender fluid, non binary or other gender. In 2018-19 there was just one application to Grade 10 from a female member of staff, which was also successful.

1. ‘Professional & managerial staff’ comprises staff in professional services roles, typically grade 7+. [↑](#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)