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

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## Introduction

The following information provides data on support 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.

A total of 36 applications for promotion were made by support staff during the period (59, 2018-19), of which 36 (100%) were successful (also 100%, 2018-19).

***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** | 13 | 13 | 0 | 100% |
| **20 - 29** | 12 | 12 | 0 | 100% |
| **30 - 39** | 5 | 5 | 0 | 100% |
| **40 - 49** | 5 | 5 | 0 | 100% |
| **50 - 59** | 1 | 1 | 0 | 100% |
| **60 +** | 13 | 13 | 0 | 100% |

**Commentary**

During the academic year 2019-20 there were applications for promotion from support staff in all age groups and all applications were successful.

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Number of applications** | **Successful** | **Unsuccessful** | **% Successful** |
| **No known disability** | 28 | 28 | 0 | 100% |
| **Disabled** | 4 | 4 | 0 | 100% |
| **Prefer not to answer** | 3 | 3 | 0 | 100% |
| **Unknown** | 1 | 1 | 0 | 100% |

**Commentary**

During the academic year 2019-20, there were four applications from support staff who declared a disability, all of which were successful (two successful applications were made in 2018-19).

## Ethnicity

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Number of applications** | **Successful** | **Unsuccessful** | **% Successful** |
| **Black** | 0 | 0 | 0 | - |
| **White** | 28 | 28 | 0 | 100% |
| **Asian** | 1 | 1 | 0 | 100% |
| **Mixed** | 2 | 2 | 0 | 100% |
| **Other** | 1 | 1 | 0 | 100% |
| **Prefer not to answer** | 3 | 3 | 0 | 100% |
| **Unknown** | 1 | 1 | 0 | 100% |

**Commentary**

During this period, there were four applications from Black, Asian and minority ethnic support staff, which were all successful. Six applications were made by Black, Asian and minority ethnic staff in the previous year, all of which were also successful.

## Gender

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Number of applications** | **Successful** | **Unsuccessful** | **% Successful** |
| **Female** | 22 | 22 | 0 | 100% |
| **Male** | 14 | 14 | 0 | 100% |
| **Gender fluid** | 0 | 0 | 0 | - |
| **Non binary** | 0 | 0 | 0 | - |
| **Other** | 0 | 0 | 0 | - |

**Commentary**

During the academic year 2019-20, there were 22 promotion applications from female support staff and 14 from male support staff, all of which were successful. This is a decrease from 37 applications from female support staff and 22 applications from male support staff in the previous year. There were no applications from support 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**  | 5 | 5 | 0 | 100% |
| **Hindu** | 0 | 0 | 0 | - |
| **Jewish** | 0 | 0 | 0 | - |
| **Muslim** | 0 | 0 | 0 | - |
| **Sikh** | 0 | 0 | 0 | - |
| **Spiritual** | 1 | 1 | 0 | 100% |
| **None** | 23 | 23 | 0 | 100% |
| **Other religion** | 1 | 1 | 0 | 100% |
| **Prefer not to answer** | 3 | 3 | 0 | 100% |
| **Unknown** | 2 | 2 | 0 | 100% |

**Commentary**

During the academic year 2019-20, 100% of applications from support staff were successful, and these individuals declared no religion, Buddhist, Christian, Spiritual, any other religion, preferred not to answer, or had unknown religion or belief information. No promotions applications were made from support staff who were Hindu, Jewish, Muslim or Sikh.

## Sexual Orientation

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Number of applications** | **Successful** | **Unsuccessful** | **% Successful** |
| **Bisexual** | 2 | 2 | 0 | 100% |
| **Gay man** | 0 | 0 | 0 | 0% |
| **Gay woman/lesbian** | 0 | 0 | 0 | 0% |
| **Heterosexual** | 28 | 28 | 0 | 100% |
| **Other** | 0 | 0 | 0 | 0% |
| **Prefer not to answer** | 4 | 4 | 0 | 100% |
| **Unknown** | 2 | 2 | 0 | 100% |

**Commentary**

During the academic year 2019-20, two applications was made from support staff who declared their sexual orientation to be either gay, lesbian or bisexual. This compares with one application from gay, lesbian or bisexual support staff in the previous year. All applications were successful.

1. ‘Support staff’ comprises clerical staff, technicians and operational support roles [↑](#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)