# University of Leeds – Academic[[1]](#footnote-1) staff promotions data 1 August 2020 – 31 July 2021

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## Introduction

The following information provides data on academic staff promotions during the academic year 2020-21. 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 139 applications for promotion up to and including grade 9 were made by academic staff during 2020-21. Of these, 130 (94%) were successful. This compares to 145 applications and 94% success in 2019-20.

### Age

|  |  |  |  |
| --- | --- | --- | --- |
| **Age (years)** | **Number of applications** | **Successful** | **% Successful** |
| **20 - 29** | 2 | 2 | 100% |
| **30 - 39** | 56 | 53 | 95% |
| **40 - 49** | 57 | 54 | 95% |
| **50 - 59** | 19 | 18 | 95% |
| **60 +** | 5 | 3 | 60% |

**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 95% success rates for the next three age categories. For staff in the 60+ age category, the number of applications was small and the success rate was 60% (3 from 5).

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

|  |  |  |  |
| --- | --- | --- | --- |
| **Disability** | **Number of applications** | **Successful** | **% Successful** |
| **No known disability** | 108 | 101 | 94% |
| **Disabled** | 10 | 10 | 100% |
| **Prefer not to answer** | 16 | 15 | 94% |
| **Unknown** | 5 | 4 | 80% |

**Commentary**

During the academic year 2020-21, 10 applications for promotion were received from disabled academic staff and all were successful. Last year there were 4 applications all of which were successful.

###

### Ethnicity

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Number of applications** | **Successful** | **Unsuccessful** | **% Successful** |
| **Black** | 2 | 2 | 0 | 100% |
| **White** | 95 | 88 | 6 | 93% |
| **Asian** | 19 | 19 | 0 | 100% |
| **Mixed** | 2 | 2 | 0 | 100% |
| **Other** | 1 | 1 | 0 | 100% |
| **Prefer not to answer** | 16 | 15 | 3 | 94% |
| **Unknown** | 4 | 3 | 0 | 75% |

**Commentary**During the academic year 2020-21, 100% of promotion applications from Black, Asian, Mixed and Other academic staff were successful (also 100%, 2019-20). This compares to a 93% success rate for White academic staff (94%, 2018-19).

### Gender

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Number of applications** | **Successful** | **% Successful** |
| **Female** | 76 | 71 | 93% |
| **Male** | 63 | 59 | 94% |
| **Gender fluid** | 0 | - | - |
| **Non binary** | 0 | - | - |
| **Other** | 0 | - | - |

**Commentary**The success rate for female promotion applications in 2020-21 was 93% (97% in 2019-20) and for male applications was 94% (91% in 2019/20). No applications were received from staff who are gender fluid, non binary or other gender.

### Religion or Belief

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Number of applications** | **Successful** | **% Successful** |
| **Buddhist** | 4 | 4 | 100% |
| **Christian**  | 30 | 26 | 87% |
| **Hindu** | 2 | 2 | 100% |
| **Jewish** | 3 | 3 | 100% |
| **Muslim** | 3 | 3 | 100% |
| **Sikh** | 0 | 0 | - |
| **Spiritual** | 0 | 0 | - |
| **None** | 63 | 61 | 97% |
| **Other religion** | 2 | 2 | 100% |
| **Prefer not to answer** | 17 | 16 | 94% |
| **Unknown** | 15 | 13 | 87% |

**Commentary**

During the academic year 2020-21, the success rate for academic applicants who declared that they had no religion was 97% (92%, 2019-20). The success rate for Christian academic members of staff was 87% (97%, 2019-20). Success rates during 2020-21 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 2020-21. 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** | **% Successful** |
| **Bisexual** | 1 | 1 | 100% |
| **Gay man** | 5 | 4 | 80% |
| **Gay woman/lesbian** | 0 | - | - |
| **Heterosexual** | 95 | 90 | 95% |
| **Other** | 2 | 2 | 100% |
| **Prefer not to answer** | 20 | 19 | 95% |
| **Unknown** | 16 | 14 | 88% |

**Commentary**

During the 2020-21 academic year 95% of academic promotion applications from heterosexual members of staff were successful (94%, 2019-20). The success rate for bisexual members of academic staff was 100% (80% last year) but based on one individual. The success rate for gay men was 80% (100% last year). There were no applications from gay women/lesbian staff this year. 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 37 applications for promotion to grade 10 were made by academic staff during 2020-21 (27 in 2019-20). Of these 36 (97%) were successful (89% last year).

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** | **% Successful** |
| **Female** | 13 | 13 | 100% |
| **Male** | 24 | 23 | 96% |

**Commentary**

There were 13 applications made by female academic staff during (7 in 2019-20), all of which (100%) were successful (100% success rate in 2019-20). There were 24 applications made by men (20 last year), of which 23 (96%) were successful (93% success rate in 2020-21).

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)