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

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## Introduction

The following information provides data on support 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.

A total of 35 applications for promotion were made by support staff during the period (36, 2019-20), of which 35 (100%) were successful (also 100%, 2019-20).

***Data are rounded to the nearest whole percent* *and therefore may not always total 100%.***

## Age

|  |  |  |  |
| --- | --- | --- | --- |
| **Age (years)** | **Number of applications** | **Successful** | **% Successful** |
| **20 - 29** | 15 | 15 | 100% |
| **30 - 39** | 12 | 12 | 100% |
| **40 - 49** | 7 | 7 | 100% |
| **50 - 59** | 1 | 1 | 100% |
| **60 +** | 0 | - | - |

**Commentary**

During the academic year 2020-21 there were applications for promotion from support staff in all age groups except 60+ and all applications were successful.

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

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

**Commentary**

During the academic year 2020-21, there were three applications from support staff who declared a disability, all of which were successful (four successful applications were made in 2019-20).

## Ethnicity

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Number of applications** | **Successful** | **% Successful** |
| **Black** | 1 | 1 | 100% |
| **White** | 29 | 29 | 100% |
| **Asian** | 0 | - | - |
| **Mixed** | 1 | 1 | 100% |
| **Other** | 0 | - |  |
| **Prefer not to answer** | 3 | 3 | 100% |
| **Unknown** | 1 | 1 | 100% |

**Commentary**

During this period, there were two applications from Black, Asian and minority ethnic support staff, which were both successful. Four 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** | **% Successful** |
| **Female** | 15 | 15 | 100% |
| **Male** | 20 | 20 | 100% |
| **Gender fluid** | 0 | 0 | - |
| **Non binary** | 0 | 0 | - |
| **Other** | 0 | 0 | - |

**Commentary**

During the academic year 2020-21, there were 15 promotion applications from female support staff and 20 from male support staff, all of which were successful.

In 2019-20 there were 22 applications from female support staff and 14 applications from male support staff all of which were successful. There were no applications from support staff who are gender fluid, non binary or other gender this year or last year.

## Religion or belief

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Number of applications** | **Successful** | **% Successful** |
| **Buddhist** | 0 | - | - |
| **Christian** | 4 | 4 | 100% |
| **Hindu** | 0 | - | - |
| **Jewish** | 0 | - | - |
| **Muslim** | 0 | - | - |
| **Sikh** | 0 | - | - |
| **Spiritual** | 0 | - | - |
| **None** | 19 | 19 | 100% |
| **Other religion** | 3 | 3 | 100% |
| **Prefer not to answer** | 6 | 6 | 100% |
| **Unknown** | 3 | 3 | 100% |

**Commentary**

During the academic year 2020-21 applications were received from staff with Christian, none, other or who preferred not to answer or where the belief was unknown. All applications were successful. There were no applications from any other specified religion. In 2019-20 there were single applications from Buddhist, Spiritual and Other religious staff.

## Sexual Orientation

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Number of applications** | **Successful** | **% Successful** |
| **Bisexual** | 0 | - | - |
| **Gay man** | 1 | 1 | 100% |
| **Gay woman/lesbian** | 0 | - | - |
| **Heterosexual** | 23 | 23 | 100% |
| **Other** | 0 | - | - |
| **Prefer not to answer** | 7 | 7 | 100% |
| **Unknown** | 4 | 4 | 100% |

**Commentary**

During the academic year 2020-21, one application 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)