# University of Leeds – Academic[[1]](#footnote-1) staff promotions data 1 August 2021 – 31 July 2022

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## Introduction

The following information provides data on academic staff promotions during the academic year 2021-22. 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 179 applications for promotion up to and including grade 9 were made by academic staff during 2021-22. Of these, 171 (96%) were successful. This compares to 139 applications and 94% success in 2020-21.

### Age

|  |  |  |  |
| --- | --- | --- | --- |
| **Age (years)** | **Number of applications** | **Successful** | **% Successful** |
| **20 - 29** | 2 | 2 | 100% |
| **30 - 39** | 83 | 78 | 94% |
| **40 - 49** | 73 | 70 | 96% |
| **50 - 59** | 19 | 19 | 100% |
| **60 +** | 2 | 2 | 100% |

**Commentary**During the academic year 2021-22, there was a 100% success rate for academic staff who applied for promotion in the 20-29, 50-59 and 60+ years age groups.

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

|  |  |  |  |
| --- | --- | --- | --- |
| **Disability** | **Number of applications** | **Successful** | **% Successful** |
| **No known disability** | 134 | 130 | 97% |
| **Disabled** | 12 | 10 | 83% |
| **Prefer not to answer** | 22 | 21 | 95% |
| **Unknown** | 11 | 10 | 91% |

**Commentary**

During the academic year 2021-22, 12 applications for promotion were received from disabled academic staff, 10 of which were successful. Last year there were 10 applications all of which were successful.

###

### Ethnicity

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Number of applications** | **Successful** | **% Successful** |
| **Black** | 2 | 2 | 100% |
| **White** | 120 | 117 | 98% |
| **Asian** | 13 | 11 | 85% |
| **Mixed** | 4 | 4 | 100% |
| **Other** | 7 | 7 | 100% |
| **Prefer not to answer** | 23 | 21 | 91% |
| **Unknown** | 10 | 9 | 90% |

**Commentary**During the academic year 2021-22, 100% of promotion applications from Black, Mixed and Other academic staff were successful. This compares to a 98% success rate for White academic staff and 85% success rate for Asian academic staff.

### Gender

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Number of applications** | **Successful** | **% Successful** |
| **Female** | 90 | 85 | 94% |
| **Male** | 89 | 86 | 97% |
| **Gender fluid** | 0 | - | - |
| **Non binary** | 0 | - | - |
| **Other** | 0 | - | - |

**Commentary**The success rate for female promotion applications in 2021-22 was 94% (93% in 2020-21) and for male applications was 97% (94% in 2020-21). No applications were received from staff who are gender fluid, non binary or other gender.

### Religion or Belief

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Number of applications** | **Successful** | **% Successful** |
| **Buddhist** | 0 | 0 | 0% |
| **Christian**  | 39 | 38 | 97% |
| **Hindu** | 1 | 1 | 100% |
| **Jewish** | 2 | 2 | 100% |
| **Muslim** | 6 | 6 | 100% |
| **Sikh** | 0 | 0 | 0% |
| **Spiritual** | 1 | 1 | 100% |
| **None** | 82 | 79 | 96% |
| **Other religion** | 5 | 5 | 100% |
| **Prefer not to answer** | 26 | 23 | 88% |
| **Unknown** | 17 | 16 | 94% |

**Commentary**

During the academic year 2021-22, the success rate for academic applicants who declared that they had no religion was 96% (97%, 2020-21). The success rate for Christian academic members of staff was 97% (87%, 2020-21). Success rates during 2021-22 for Hindu, Jewish, Muslim and Spiritual academic staff, and those of Other religion or belief were 100%. No Buddhist or Sikh academic staff members submitted a promotion application during 2021-22. 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** | 4 | 4 | 100% |
| **Gay man** | 7 | 7 | 100% |
| **Gay woman/lesbian** | 1 | 1 | 100% |
| **Heterosexual** | 116 | 113 | 97% |
| **Other** | 0 | 0 | 0% |
| **Prefer not to answer** | 33 | 29 | 88% |
| **Unknown** | 18 | 17 | 94% |

**Commentary**

During the 2021-22 academic year 97% of academic promotion applications from heterosexual members of staff were successful (95%, 2020-21). The success rate for gay woman/lesbian members of academic staff was 100% (100% last year) but based on one individual. The success rate for gay men and bisexual staff was also 100%. 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 82 applications for promotion to grade 10 were made by academic staff during 2021-22 (37 in 2020-21). Of these 77 (94%) were successful (97% 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** | 36 | 36 | 100% |
| **Male** | 46 | 41 | 89% |

**Commentary**

There were 36 applications made by female academic staff during 2021-22 (13 in 2020-21), all of which (100%) were successful (also 100% success rate in 2020-21). There were 46 applications made by men (24 last year), of which 41 (89%) were successful (96% success rate in 2021-22).

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)