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

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## Introduction

The following information provides data on Professional and Managerial (P&M) 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 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 43 applications for promotion were made by members of P&M staff below grade 10 during the academic year 2021-22 (33, 2020-21), of which all were successful (also 100% in 2020-21).

### Age

| **Age (years)** | **Number of applications** | **Successful** | **% Successful** |
| --- | --- | --- | --- |
| **20 - 29** | 2 | 2 | 100% |
| **30 - 39** | 17 | 17 | 100% |
| **40 - 49** | 16 | 16 | 100% |
| **50 - 59** | 7 | 7 | 100% |
| **60 +** | 1 | 1 | 100% |

**Commentary**During the academic year 2021-22, applications were received from all age groups and all applications received were successful.

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

|  | **Number of applications** | **Successful** | **% Successful** |
| --- | --- | --- | --- |
| **No known disability** | 36 | 36 | 100% |
| **Disabled** | 4 | 4 | 100% |
| **Prefer not to answer** | 1 | 1 | 100% |
| **Unknown** | 2 | 2 | 100% |

**Commentary**There were four applications from P&M staff who declared a disability during the academic year 2021-22 and all were successful (one was submitted in 2020-21 and was also successful).

### Ethnicity

|  | **Number of applications** | **Successful** | **% Successful** |
| --- | --- | --- | --- |
| **Black** | 1 | 1 | 100% |
| **White** | 37 | 37 | 100% |
| **Asian** | 2 | 2 | 100% |
| **Mixed** | 0 | - | - |
| **Other** | 0 | - | - |
| **Prefer not to answer** | 1 | 1 | 100% |
| **Unknown** | 2 | 2 | 100% |

**Commentary**

During the academic year 2021-22, there were no applications from Mixed or Other P&M staff members (none were made in 2020-21 either). One application was made by a Black member of staff, two by Asian members of staff and 37 by White members of staff, all were successful.

### Gender

|  | **Number of applications** | **Successful** | **% Successful** |
| --- | --- | --- | --- |
| **Female** | 26 | 26 | 100% |
| **Male** | 17 | 17 | 100% |
| **Gender fluid** | 0 | - | - |
| **Non binary** | 0 | - | - |
| **Other** | 0 | - | - |

**Commentary**There were 26 applications from female P&M staff of which 100% were successful (13 applications, 100% success in 2020-21) and 17 applications from male staff, of which 100% were successful (17 applications were received in 2020-21 from male P&M staff of which all were successful). There were no applications from staff who are gender fluid, non binary, or have other gender.

### Religion or Belief

|  | **Number of applications** | **Successful** | **% Successful** |
| --- | --- | --- | --- |
| **Buddhist** | 0 | 0 | 0% |
| **Christian** | 17 | 17 | 100% |
| **Hindu** | 0 | 0 | 0% |
| **Jewish** | 0 | 0 | 0% |
| **Muslim** | 1 | 1 | 100% |
| **Sikh** | 0 | 0 | 0% |
| **Spiritual** | 0 | 0 | 0% |
| **None** | 19 | 19 | 100% |
| **Other religion** | 0 | 0 | 0% |
| **Prefer not to answer** | 3 | 3 | 100% |
| **Unknown** | 3 | 3 | 100% |

**Commentary**

During the academic year 2021-22, 19 applications were received from P&M staff who declared themselves as not having a religion, all of which were successful. This compares to 10 applications (all successful) in the previous year.

There were 17 applications received from Christian P&M staff, all of which were successful. This is an increase from 4 submitted applications in 2020-21.

There was one (successful) application from a Muslim member of staff.

### Sexual Orientation

|  | **Number of applications** | **Successful** | **% Successful** |
| --- | --- | --- | --- |
| **Bisexual** | 1 | 1 | 100% |
| **Gay man** | 1 | 1 | 100% |
| **Gay woman/lesbian** | 1 | 1 | 100% |
| **Heterosexual** | 35 | 35 | 100% |
| **Other** | 0 | - | - |
| **Prefer not to answer** | 2 | 2 | 100% |
| **Unknown** | 3 | 3 | 100% |

**Commentary**

There was one application for promotion in 2021-22 from each of the bisexual, gay man, and gay woman/lesbian groups of P&M staff, plus 35 applications from heterosexual staff, all of which were successful.

## Grade 10

There were no applications for promotion to Grade 10 from P&M staff for a promotion in 2021-22 (there were also no applications in 2020-21).

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)