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

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## Introduction

The following information provides data on support 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.

A total of 62 applications for promotion were made by support staff during the period (35, 2020-21), of which 62 (100%) were successful (also 100%, 2020-21).

***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** | 14 | 14 | 100% |
| **30 - 39** | 26 | 26 | 100% |
| **40 - 49** | 14 | 14 | 100% |
| **50 - 59** | 4 | 4 | 100% |
| **60 +** | 4 | 4 | 100% |

**Commentary**

During the academic year 2021-22 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** | **% Successful** |
| **No known disability** | 49 | 49 | 100% |
| **Disabled** | 5 | 5 | 100% |
| **Prefer not to answer** | 2 | 2 | 100% |
| **Unknown** | 6 | 6 | 100% |

**Commentary**

During the academic year 2021-22, there were five applications from support staff who declared a disability, all of which were successful (three successful applications were made in 2020-21).

## Ethnicity

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Number of applications** | **Successful** | **% Successful** |
| **Black** | 2 | 2 | 100% |
| **White** | 49 | 49 | 100% |
| **Asian** | 0 | - | - |
| **Mixed** | 1 | 1 | 100% |
| **Other** | 1 | 1 | 100% |
| **Prefer not to answer** | 3 | 3 | 100% |
| **Unknown** | 6 | 6 | 100% |

**Commentary**

During this period, there were applications from all groups except Asian staff. All applications submitted were successful.

## Gender

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Number of applications** | **Successful** | **% Successful** |
| **Female** | 44 | 44 | 100% |
| **Male** | 17 | 17 | 100% |
| **Gender fluid** | 0 | - | - |
| **Non binary** | 1 | 1 | 100% |
| **Other** | 0 | - | - |

**Commentary**

During the academic year 2021-22, there were 44 promotion applications from female support staff and 17 from male support staff, all of which were successful.

For comparison, in 2020-21 there were 15 applications from female support staff and 20 applications from male support staff, again all of which were successful. There were no applications from support staff who were gender fluid, non binary or other gender last year, but one (successful) application this year from a non binary staff member.

## Religion or belief

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Number of applications** | **Successful** | **% Successful** |
| **Buddhist** | 0 | - | - |
| **Christian**  | 14 | 14 | 100% |
| **Hindu** | 0 | - | - |
| **Jewish** | 0 | - | - |
| **Muslim** | 1 | 1 | 100% |
| **Sikh** | 0 | - | - |
| **Spiritual** | 1 | 1 | 100% |
| **None** | 30 | 30 | 100% |
| **Other religion** | 1 | 1 | 100% |
| **Prefer not to answer** | 4 | 4 | 100% |
| **Unknown** | 11 | 11 | 100% |

**Commentary**

During the academic year 2021-22 applications were received from Christian, Muslim and Spiritual staff, as well as those with no or other religion or belief. All applications were successful.

## Sexual Orientation

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Number of applications** | **Successful** | **% Successful** |
| **Bisexual** | 4 | 4 | 100% |
| **Gay man** | 0 | - | - |
| **Gay woman/lesbian** | 0 | - | - |
| **Heterosexual** | 41 | 41 | 100% |
| **Other** | 1 | 1 | 100% |
| **Prefer not to answer** | 5 | 5 | 100% |
| **Unknown** | 11 | 11 | 100% |

**Commentary**

During the academic year 2021-22, four applications were made by bisexual staff, 41 applications were made by heterosexual staff, and one application was made by a member of staff with other gender. No applications were made by gay men or gay women/lesbians. 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)