1. The “eligible population” consists all those in academic roles that can be considered for promotion (i.e. Lecturers, Senior Lecturers and Readers) who have the required length of service.

2. The figures in column 2 represent the overall proportion within each group as a percentage of the total eligible population (which totals 763).

3. Column 3 shows the total number of applications received from the eligible population.

4. Column 4 represents the figures in column 3 as a percentage of that group within the overall eligible population. Therefore about one-quarter of eligible females applied for promotion compared to just over one-fifth of eligible males. Similarly more than one in four BAME eligible employees applied, compared to a lower proportion of white employees, two in every nine.

5. Column 5 shows the actual number of successful applications for promotion and then column 6 shows these as a percentage of the number that applied.

6. Column 7 shows the success rates for applicants as a percentage of the overall eligible population.

The charts below show the success rates (as a proportion of applications) within each role for the 2019 Promotions Round compared to the 2018 Round.
Overall Success Rates by Gender within Professor, Reader and Senior Lecturer Applications in comparison with 2018 Promotions Round

Success Rates Split by Gender for Professor Applications from 2018-19

- Female: 80% (2019), 60% (2018)
- Male: 79.30% (2019), 54.50% (2018)

Success Rates Split by Gender for Reader Applications from 2018-19

- Female: 77% (2019), 36% (2018)
- Male: 79.30% (2019), 57.70% (2018)
Overall Success Rates by Ethnicity within Professor, Reader and Senior Lecturer Applications in comparison with 2018 Promotions Round

Success Rates Split by Ethnicity for Professor Applications from 2018-19

Success Rates Split by Gender for Senior Lecturer Applications from 2018-19
Success Rates Split by Ethnicity for Reader Applications from 2018-19

- **BAME**: 60.0% (2019), 65.0% (2018)
- **White**: 84.6% (2019), 57.1% (2018)
- **Unknown**: 50.0% (2019), 25.0% (2018)

Success Rates Split by Ethnicity for Senior Lecturer Applications from 2018-19

- **BAME**: 66.7% (2019), 65.0% (2018)
- **White**: 82.5% (2019), 62.0% (2018)
- **Unknown**: 33.3% (2019), 100.0% (2018)