

EDMARC 2010/11 SPOTLIGHT

For this year's spotlight, EDMARC has considered the data on promotion/regrading for academic and professional services staff.

Data have been compared for 2009/10 and 2008/09, examining successful applications against total applications across equality dimensions and grades. It is interesting to consider data in such a fine tuned way, but the small numbers in some grades and by some equality dimensions (ethnicity and disability) make direct reporting inappropriate. We need to accumulate data over several years before being able to make useful interpretations.

Gender

In 2009/10, 74% (n=32) of female academic staff were successful compared to 80% (n=28) of male academic staff. This compares to 88% (n=45) for female academic staff and 84% (n=82) for male academic staff in the preceding year.

For professional services staff, in 2009/10, 94% (n=29) of male staff were successful compared to 80% (n=60) of female. This compares to 78% (n=21) of male staff and 70% (n=48) of female staff in 2008/09.

Age

For professional services staff, across both years, there is a decrease in proportion of successful application in the 46+ age groups.