**Equality, Diversity & Inclusion (EDI) Report for the 2023-24 Academic Promotions Round**

# Summary

This report is an analysis of the outcomes of the 2023-24 Academic Promotions round. The recommendations from the Faculty Promotion Panels were endorsed at the Academic Promotions Group meeting on 23 July 2024 and the receipt of supportive references from external experts for Professorial applicants.

This report is shared with the Head of EDI, who has a role in supporting and advising on recommendations arising from the Academic Promotions Group meeting. The objective is to have consistent representation for race and gender by 2030 across our junior, middle, senior grades: 40:40:40 for BAME representation and 50:50:50 for gender. Further inter-sectional analysis has been carried out this year at university-level and is shown in table 1c of this report.

253 academic staff applied for promotion in the 2023-24 round. This represents 25% of the total eligible population (i.e. Lecturers, Senior Lecturers and Readers with at least one year’s service). This compares to an application rate of 24% in 2023, 20% in 2022 and 22% in 2021. Further details are in table 1 on page 2.

BAME applicants this year have a higher application rate (28% of the eligible pool) than White applicants (24%) and have a similar overall support rate compared white applicants, 78% against 79% (table 1). The overall BAME promotion rate (against the eligible pool) is therefore higher this year at 22% compared to White staff (18.9%). In last year’s round it was slightly lower at 18.6% (compared to 20.8% for White staff).

The overall support rate against the eligible pool for BAME staff at Professor level across the university is however lower than it is for White academic staff at 15.3% and 19.6% respectively.

It is also noteworthy that the eligible pool of BAME academics (those with at least one year’s service) is still rising faster than for White Staff (i.e. 13% increase for BAME pool compared to 6% for the White pool). In 2023, the BAME in-scope population had also increased by 13% in the previous year, whereas the White in-scope population had only increased by 4%.

Similar to 2023, female applicants this year have a higher application support rate than male applicants (82% compared to 75%). Women have also achieved a higher overall promotion rate (as a percentage of the overall eligible population) at 20.7% (compared to 18.9% for men). This reflects the situation that has been seen in the promotion rounds for the previous 4 years 2019-2023.

The Appendices contain data by Faculty and role for application rates, applicant success (i.e. Faculty support) and overall promotion rates, similar to the overall data shown in table 1. This detailed analysis is broken down into each role applied for (across Queen Mary as a whole) in tables 2, 3 and 4; then for each Faculty (all roles) in tables 5-7; and finally by role within each Faculty in tables 8-16.

**Table 1 – overall promotion EDI data analysis in this round[[1]](#footnote-2)**

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| --- | --- | --- | --- | --- | --- | --- | --- |
| **Table 1a** | **(1) Eligible Population** | **(2) Proportion** | **(3) No. of Applications** | **(4) % of Eligible Population** | **(5) No. of Supported Applications** | **(6) % Support Rate of Applicants** | **(7) % Overall Promotion Rate out of Eligible Population** |
| **Male** | 556 | 55% | 140 | 25% | 105 | 75% | 18.9% |
| **Female** | 450 | 45% | 113 | 25% | 93 | 82% | 20.7% |
|  |  |  |  |  |  |  |  |
| **White** | 683 | 68% | 164 | 24% | 129 | 79% | 18.9% |
| **BAME** | 291 | 29% | 82 | 28% | 64 | 78% | 22.0% |

1. Eligible population consists of all Lecturers, Senior Lecturers and Readers with a year’s service.
2. The proportion in column 2 is the percentage of each group out of the total eligible population (total 1,006), e.g. 55% of the eligible population are male.
3. Column 3 shows the total number of applications received from each population group.
4. Column 4 represents the figures in column 3 as a percentage of that group’s eligible population.
5. Column 5 shows the final number of supported applications for promotion following the APG meeting.
6. Column 6 shows the final numbers of supported applications as a percentage of the number of applicants in that group.
7. Column 7 shows the final overall promotion rates for applicants as a percentage of each eligible population group.

**Table 1b – support rate by contract type**



**Table 1c – inter-sectional analysis**



**Appendix 1 – 2024 promotion success rates across all Faculties by role applied for**

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| **Table 2: Professor applicants** | **(1) Eligible Population** | **(2) Proportion** | **(3) No. of Applications** | **(4) % of Eligible Population** | **(5) No. of Supported Applications** | **(6) % Support Rate of Applicants** | **(7) % Overall Promotion Rate out of Eligible Population** |
| **Male** | 143 | 59% | 34 | 24% | 22 | 65% | 15.4% |
| **Female** | 100 | 41% | 25 | 25% | 22 | 88% | 22.0% |
|  |  |  |  |  |  |  |  |
| **White** | 179 | 74% | 46 | ~~25%~~ 26% | 35 | 76% | 19.6% |
| **BAME** | 59 | 24% | 13 | 22% | 9 | 69% | 15.3% |

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| **Table 3: Reader applicants** | **(1) Eligible Population** | **(2) Proportion** | **(3) No. of Applications** | **(4) % of Eligible Population** | **(5) No. of Supported Applications** | **(6) % Support Rate of Applicants** | **(7) % Overall Promotion Rate out of Eligible Population** |
| **Male** | 248 | 56% | 61 | 25% | 44 | 72% | 17.7% |
| **Female** | 195 | 44% | 42 | 22% | 29 | 69% | 14.9% |
|  |  |  |  |  |  |  |  |
| **White** | 321 | 72% | 67 | 21% | 50 | 75% | 15.6% |
| **BAME** | 110 | 25% | 34 | 31% | 22 | 65% | 20.0% |

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| **Table 4: Senior Lecturer applicants** | **(1) Eligible Population** | **(2) Proportion** | **(3) No. of Applications** | **(4) % of Eligible Population** | **(5) No. of Supported Applications** | **(6) % Support Rate of Applicants** | **(7) % Overall Promotion Rate out of Eligible Population** |
| **Male** | 165 | 52% | 45 | 27% | 39 | 87% | 23.6% |
| **Female** | 155 | 48% | 46 | 30% | 42 | 91% | 27.1% |
|  |  |  |  |  |  |  |  |
| **White** | 183 | 57% | 51 | 28% | 44 | 86% | 24.0% |
| **BAME** | 122 | 38% | 35 | 29% | 33 | 94% | 27.0% |

**Appendix 2 – 2024 promotion success rates for all roles by Faculty**

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| **Table 5: HSS applicants** | **(1) Eligible Population** | **(2) Proportion** | **(3) No. of Applications** | **(4) % of Eligible Population** | **(5) No. of Supported Applications** | **(6) % Support Rate of Applicants** | **(7) % Overall Promotion Rate out of Eligible Population** |
| **Male** | 182 | 49% | 53 | 29% | 38 | 72% | 20.9% |
| **Female** | 186 | 51% | 58 | 31% | 51 | 88% | 27.4% |
|  |  |  |  |  |  |  |  |
| **White** | 267 | 73% | 67 | 25% | 55 | 82% | 20.6% |
| **BAME** | 89 | 24% | 40 | 45% | 31 | 78% | 34.8% |

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| **Table 6: S&E applicants** | **(1) Eligible Population** | **(2) Proportion** | **(3) No. of Applications** | **(4) % of Eligible Population** | **(5) No. of Supported Applications** | **(6) % Support Rate of Applicants** | **(7) % Overall Promotion Rate out of Eligible Population** |
| **Male** | 221 | 72% | 45 | 20% | 33 | 73% | 14.9% |
| **Female** | 87 | 28% | 21 | 24% | 15 | 71% | 17.2% |
|  |  |  |  |  |  |  |  |
| **White** | 198 | 64% | 39 | 20% | 28 | 72% | 14.1% |
| **BAME** | 99 | 32% | 26 | 26% | 20 | 77% | 20.2% |

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| --- | --- | --- | --- | --- | --- | --- | --- |
| **Table 7: FMD**  **applicants** | **(1) Eligible Population** | **(2) Proportion** | **(3) No. of Applications** | **(4) % of Eligible Population** | **(5) No. of Supported Applications** | **(6) % Support Rate of Applicants** | **(7) % Overall Promotion Rate out of Eligible Population** |
| **Male** | 153 | 46% | 42 | 27% | 34 | 81% | 22.2% |
| **Female** | 177 | 54% | 34 | 19% | 27 | 79% | 15.3% |
|  |  |  |  |  |  |  |  |
| **White** | 218 | 66% | 58 | 27% | 46 | 79% | 21.1% |
| **BAME** | 103 | 31% | 16 | 16% | 13 | 81% | 12.6% |

**Appendix 3 – 2024 promotion success rates for applications to Professor within each Faculty**

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| **Table 8: HSS Professor applicants** | **(1) Eligible Population** | **(2) Proportion** | **(3) No. of Applications** | **(4) % of Eligible Population** | **(5) No. of Supported Applications** | **(6) % Support Rate of Applicants** | **(7) % Overall Promotion Rate out of Eligible Population** |
| **Male** | 48 | 51% | 11 | 23% | 6 | 55% | 12.5% |
| **Female** | 47 | 49% | 15 | 32% | 15 | 100% | 31.9% |
|  |  |  |  |  |  |  |  |
| **White** | 72 | 76% | 20 | 28% | 17 | 85% | 23.6% |
| **BAME** | 22 | 23% | 6 | 27% | 4 | 67% | 18.2% |

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| **Table 9: S&E Professor applicants** | **(1) Eligible Population** | **(2) Proportion** | **(3) No. of Applications** | **(4) % of Eligible Population** | **(5) No. of Supported Applications** | **(6) % Support Rate of Applicants** | **(7) % Overall Promotion Rate out of Eligible Population** |
| **Male** | 57 | 80% | 12 | 21% | 9 | 75% | 15.8% |
| **Female** | 14 | 20% | 2 | 14% | 1 | 50% | 7.1% |
|  |  |  |  |  |  |  |  |
| **White** | 49 | 69% | 11 | 22% | 8 | 73% | 16.3% |
| **BAME** | 20 | 28% | 3 | 15% | 2 | 67% | 10.0% |

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| **Table 10: FMD Professor applicants** | **(1) Eligible Population** | **(2) Proportion** | **(3) No. of Applications** | **(4) % of Eligible Population** | **(5) No. of Supported Applications** | **(6) % Support Rate of Applicants** | **(7) % Overall Promotion Rate out of Eligible Population** |
| **Male** | 38 | 49% | 11 | 29% | 7 | 64% | 18.4% |
| **Female** | 39 | 51% | 8 | 21% | 6 | 75% | 15.4% |
|  |  |  |  |  |  |  |  |
| **White** | 58 | 75% | 15 | 26% | 10 | 67% | 17.2% |
| **BAME** | 17 | 22% | 4 | 24% | 3 | 75% | 17.6% |

**Appendix 4 – 2024 promotion success rates for applications to Reader within each Faculty**

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| **Table 11: HSS Reader applicants** | **(1) Eligible Population** | **(2) Proportion** | **(3) No. of Applications** | **(4) % of Eligible Population** | **(5) No. of Supported Applications** | **(6) % Support Rate of Applicants** | **(7) % Overall Promotion Rate out of Eligible Population** |
| **Male** | 76 | 50% | 23 | 30% | 15 | 65% | 19.7% |
| **Female** | 75 | 50% | 18 | 24% | 14 | 78% | 18.7% |
|  |  |  |  |  |  |  |  |
| **White** | 119 | 79% | 26 | 22% | 20 | 77% | 16.8% |
| **BAME** | 28 | 19% | 14 | 50% | 9 | 64% | 32.1% |

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| **Table 12: S&E Reader applicants** | **(1) Eligible Population** | **(2) Proportion** | **(3) No. of Applications** | **(4) % of Eligible Population** | **(5) No. of Supported Applications** | **(6) % Support Rate of Applicants** | **(7) % Overall Promotion Rate out of Eligible Population** |
| **Male** | 93 | 72% | 17 | 18% | 12 | 71% | 12.9% |
| **Female** | 37 | 28% | 9 | 24% | 4 | 44% | 10.8% |
|  |  |  |  |  |  |  |  |
| **White** | 91 | 70% | 14 | 15% | 9 | 64% | 9.9% |
| **BAME** | 33 | 25% | 12 | 36% | 7 | 58% | 21.2% |

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| **Table 13: FMD Reader applicants** | **(1) Eligible Population** | **(2) Proportion** | **(3) No. of Applications** | **(4) % of Eligible Population** | **(5) No. of Supported Applications** | **(6) % Support Rate of Applicants** | **(7) % Overall Promotion Rate out of Eligible Population** |
| **Male** | 79 | 49% | 21 | 27% | 17 | 81% | 21.5% |
| **Female** | 83 | 51% | 15 | 18% | 11 | 73% | 13.3% |
|  |  |  |  |  |  |  |  |
| **White** | 111 | 69% | 27 | 24% | 21 | 78% | 18.9% |
| **BAME** | 49 | 30% | 8 | 16% | 6 | 75% | 12.2% |

**Appendix 5 – 2024 promotion success rates for applications to Senior Lecturer within each Faculty**

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| **Table 14: HSS Senior Lecturer applicants** | **(1) Eligible Population** | **(2) Proportion** | **(3) No. of Applications** | **(4) % of Eligible Population** | **(5) No. of Supported Applications** | **(6) % Support Rate of Applicants** | **(7) % Overall Promotion Rate out of Eligible Population** |
| **Male** | 58 | 48% | 19 | 33% | 17 | 89% | 29.3% |
| **Female** | 64 | 52% | 25 | 39% | 22 | 88% | 34.4% |
|  |  |  |  |  |  |  |  |
| **White** | 76 | 62% | 21 | 28% | 18 | 86% | 23.7% |
| **BAME** | 39 | 32% | 20 | 51% | 18 | 90% | 46.2% |

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| **Table 15: S&E Senior Lecturer applicants** | **(1) Eligible Population** | **(2) Proportion** | **(3) No. of Applications** | **(4) % of Eligible Population** | **(5) No. of Supported Applications** | **(6) % Support Rate of Applicants** | **(7) % Overall Promotion Rate out of Eligible Population** |
| **Male** | 71 | 66% | 16 | 23% | 12 | 75% | 16.9% |
| **Female** | 36 | 34% | 10 | 28% | 10 | 100% | 27.8% |
|  |  |  |  |  |  |  |  |
| **White** | 58 | 54% | 14 | 24% | 11 | 79% | 19.0% |
| **BAME** | 46 | 43% | 11 | 24% | 11 | 100% | 23.9% |

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| --- | --- | --- | --- | --- | --- | --- | --- |
| **Table 16: FMD Senior Lecturer applicants** | **(1) Eligible Population** | **(2) Proportion** | **(3) No. of Applications** | **(4) % of Eligible Population** | **(5) No. of Supported Applications** | **(6) % Support Rate of Applicants** | **(7) % Overall Promotion Rate out of Eligible Population** |
| **Male** | 36 | 40% | 10 | 28% | 10 | 100% | 27.8% |
| **Female** | 55 | 60% | 11 | 20% | 10 | 91% | 18.2% |
|  |  |  |  |  |  |  |  |
| **White** | 49 | 54% | 16 | 33% | 15 | 94% | 30.6% |
| **BAME** | 37 | 41% | 4 | 11% | 4 | 100% | 10.8% |

1. Supported promotions following Academic Promotions Group [↑](#footnote-ref-2)