

Equality, Diversity & Inclusion (EDI) Report for the 2024-25 Academic Promotions Round

Summary

This report is an analysis of proposed outcomes of the 2024-25 Academic Promotions round. The data assumes that the recommendations from the Faculty Promotion Panels are endorsed at the Academic Promotions Group meeting on 5 August 2025 and the receipt of supportive references from external experts for Professorial applicants.

This paper will be shared with the Head of EDI, who will be involved 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. Inter-sectional analysis has been carried out this year at university level and is shown in table 1b of this report.

254 academic staff applied for promotion in this round. This represents 23% of the total eligible population (i.e. Lecturers, Senior Lecturers and Readers with at least one year's service). This is a similar number of applications to last year (252) and also compares to a typical application rate of 22-24% in previous rounds. Further details are in table 1 on page 2.

There have been fewer BAME applicants this year compared to last year (72 applications versus 82 last year) and a lower support rate compared to White applicants, 63% against 73% (table 1). As a consequence, the anticipated overall BAME promotion rate (against the eligible pool) is lower this year at 13.2% compared to White staff (16.8%). In last year's round, the overall BAME promotion rate was higher at 22.0% (compared to 18.9% for White staff).

It is noteworthy, however, that the eligible pool of BAME academics (those with at least a year's service) has been rising faster in recent years than for White Staff, year on year. This round there has been a 17% increase in the BAME in-scope population compared to a 6% increase for the White in-scope population. Over the last 3 years, the BAME in-scope population has increased overall by 49%, whereas the White in-scope population has increased by 16%. Appendix 6 contains a table with additional analysis showing the promotion rates for BAME and White academic staff over a 3-5 year period compared to the in-scope population 3, 4 and 5 years ago.

Female applicants this year again have a higher application support rate than male applicants (76% compared to 65%). Women are also due to have a higher overall promotion rate (as a percentage of the overall eligible population) at 18.3%, compared to 14.2% for men. This higher application support rate for women reflects the situation that has been seen in the promotion rounds for the previous 5 years, 2019-2024.

This year the support rate by contract type (T&R and T&S) has been broadly comparable – 70.6% for T&R applicants and 68.2% for T&S applicants. Last year the figures were 76.9% T&R and 82.1% T&S. The year before, the figures were 87.0% and 76.2% respectively.

The Appendices contain data by Faculty and role for application rates, applicant success (i.e. Faculty support) and overall promotion rates, similar to the 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 round¹

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
TOTAL	1115	100%	254	23%	179	70%	16.1%
Male	613	55%	133	22%	87	65%	14.2%
Female	502	45%	121	24%	92	76%	18.3%
White	721	65%	166	23%	121	73%	16.8%
BAME	340	30%	72	21%	45	63%	13.2%
Unknown	54	5%	16	30%	13	81%	24.1%

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 1,115), 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 number of supported applications for promotion (at Faculty level).
6. Column 6 shows supported applications as a percentage of the number of applicants in that group.
7. Column 7 shows the expected overall promotion rates for applicants as a percentage of each eligible population group (assuming all the promotion applications that are currently supported are successful, once the Promotions Group have met and all references have been received).

Table 1b – inter-sectional analysis

	Eligible Population		Applications		Supported Applications by Faculty		Promotion Rate of Eligible Population
	Number	Proportion	Number	% of Eligible Population	Number	Support Rate	
Total	1115	100%	254	23%	179	70%	16.1%
BAME Female	164	15%	34	21%	27	79%	16.5%
BAME Male	176	16%	38	22%	18	47%	10.2%
White Female	320	29%	80	25%	60	75%	18.8%
White Male	401	36%	86	21%	61	71%	15.2%
Unknown Female	18	2%	7	39%	5	71%	27.8%
Unknown Male	36	3%	9	25%	8	89%	22.2%

¹ Data assumes all Faculty recommendations are endorsed by the Academic Promotions Group.

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

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	165	60%	34	21%	20	59%	12.1%
Female	110	40%	21	19%	12	57%	10.9%
White	200	73%	36	18%	22	61%	11.0%
BAME	69	25%	17	25%	8	47%	11.6%

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	253	53%	57	23%	42	74%	16.6%
Female	223	47%	57	26%	40	70%	17.9%
White	323	68%	78	24%	58	74%	18.0%
BAME	136	29%	31	23%	21	68%	15.4%

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	195	54%	42	22%	25	60%	12.8%
Female	169	46%	43	25%	40	93%	23.7%
White	198	54%	52	26%	41	79%	20.7%
BAME	135	37%	24	18%	16	67%	11.9%

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

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	186	50%	55	30%	38	69%	20.4%
Female	187	50%	47	25%	39	83%	20.9%
White	253	68%	68	27%	54	79%	21.3%
BAME	96	26%	24	25%	15	63%	15.6%

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	246	71%	43	17%	29	67%	11.8%
Female	102	29%	25	25%	22	88%	21.6%
White	210	60%	48	23%	37	77%	17.6%
BAME	123	35%	18	15%	12	67%	9.8%

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	181	46%	35	19%	20	57%	11.0%
Female	213	54%	49	23%	31	63%	14.6%
White	258	65%	50	19%	30	60%	11.6%
BAME	121	31%	30	25%	18	60%	14.9%

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

**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	54	55%	12	22%	7	58%	13.0%
Female	45	45%	6	13%	4	67%	8.9%
White	73	74%	11	15%	7	64%	9.6%
BAME	25	25%	6	24%	3	50%	12.0%

**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	62	81%	11	18%	5	45%	8.1%
Female	15	19%	3	20%	3	100%	20.0%
White	50	65%	10	20%	7	70%	14.0%
BAME	25	32%	4	16%	1	25%	4.0%

**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	49	49%	11	22%	8	73%	16.3%
Female	50	51%	12	24%	5	42%	10.0%
White	77	78%	15	19%	8	53%	10.4%
BAME	19	19%	7	37%	4	57%	21.1%

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

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	80	48%	27	34%	18	67%	22.5%
Female	85	52%	22	26%	16	73%	18.8%
White	113	68%	34	30%	26	76%	23.0%
BAME	42	25%	11	26%	6	55%	14.3%

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	69%	19	20%	16	84%	17.2%
Female	42	31%	14	33%	11	79%	26.2%
White	92	68%	23	25%	18	78%	19.6%
BAME	38	28%	9	24%	8	89%	21.1%

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	80	45%	11	14%	8	73%	10.0%
Female	96	55%	21	22%	13	62%	13.5%
White	118	67%	21	18%	14	67%	11.9%
BAME	56	32%	11	20%	7	64%	12.5%

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

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	52	48%	16	31%	13	81%	25.0%
Female	57	52%	19	33%	19	100%	33.3%
White	67	61%	23	34%	21	91%	31.3%
BAME	29	27%	7	24%	6	86%	20.7%

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	91	67%	13	14%	8	62%	8.8%
Female	45	33%	8	18%	8	100%	17.8%
White	68	50%	15	22%	12	80%	17.6%
BAME	60	44%	5	8%	3	60%	5.0%

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	52	44%	13	25%	4	31%	7.7%
Female	67	56%	16	24%	13	81%	19.4%
White	63	53%	14	22%	8	57%	12.7%
BAME	46	39%	12	26%	7	58%	15.2%

Appendix 6 – ‘longitudinal’ promotion rates

The table below contains promotion rates over a 3-5 year period compared to the in-scope population 3, 4 and 5 years ago. This therefore takes into account the greater increase in the BAME in-scope population in recent years and the fact that 3-5 years is a more typical time period for gaining promotion to the next level. This would seem to indicate that BAME academics are slightly more successful in gaining promotion than White colleagues.

