



Equality and Diversity Annual Report 2018

Monitoring data

Governance

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Comments or queries about this report are welcomed and should be sent for the attention of the Head of Equality Diversity and Information Rights.

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About University Governance

The University's governing body is the Council. It has a membership of 21, including representatives of the academic and research staff, associate lecturer and non-academic staff, students, and a number of external co-opted members. These latter persons hold a majority of the membership places, and are appointed for their experience and expertise. Subject to the academic powers of the Senate, the Council exercises general control over conduct of the University's affairs, but is particularly concerned with its finances and property, and with staff matters. It is assisted by a number of specific sub-Committees, which deal with matters relating to audit, finance, remuneration and nominations.

The Senate is the academic authority of the University which, subject to the powers of the Council, is responsible for promoting the academic work of the University, both in teaching and research. It oversees the University's academic management, including the curriculum and all aspects of quality and standards associated with the University as a degree-awarding body. Senate meetings concentrate on major issues of academic strategy, policy, priority and performance.

About the Council

Purpose

The Council is established by Charter and is the executive governing body of the University. It is collectively responsible for overseeing the University's activities, determining its future direction and fostering an environment in which the University mission is achieved and the potential of all learners is maximised.

The Council ensures compliance with the statutes, ordinances and provisions regulating the institution and its framework of governance, and complies with the primary elements of governance outlined by the Higher Education (HE) Code of Governance, published by the Committee of University Chairs (CUC) and the main principles of the Scottish Code of Good HE Governance. Further details can be found in the Council Statement of Role and Primary Responsibilities.

Meetings and members

The Council holds four business meetings a year and attends a meeting with the Senate each year. An annual development day is also organised for all members. A special meeting may be convened at any time on the written request of ten members of the Council (Statute 14) or by the decision of the Chair.

The Council comprises 21 members as follows:

1. Ex Officio members

- a) The Chair of the Council, the Pro-Chancellor
- b) The Vice-Chancellor
- c) The Treasurer
- d) The President of the Open University Students Association

Where constitutions designate particular ex-officio members, membership attaches to the office or role, not to the individual. Ex-Officio members of the Council hold office for as long as they continue to occupy the positions by virtue of which they became members. The Pro-Chancellor and the Treasurer are external members of the Council and the procedures for appointment and the terms of office for external members apply.

2. Appointed members

- a) Five members of the Senate, one of whom shall be an associate lecturer, appointed by the Senate, under the University election procedures
- b) One member who shall be a student, appointed by the Open University Students' Association
- c) One member who shall be an associate lecturer, elected by the Associate Lecturer Assembly from the membership of the Assembly and appointed associate lecturer members of University committees and groups ex officio and from existing executive members
- d) One member of the non-academic staff of the University, appointed under procedures determined by Ordinance

Members are appointed where another body or a group or an office-holder has the right to fill places on the body concerned. "Appointed" is sometimes used more generally to refer to any member who is neither ex officio nor co-opted.

Appointed members of the Council normally serve for a period of four years. They are eligible for reappointment on the expiration of their term of office, provided that they do not serve for a continuous period exceeding eight years. Elections are conducted in accordance with the Senate Standing Orders, Appendix 3: Code of Practice for Elections to University Governance Committees. All elections within the scope of this Code are conducted by means of a secret ballot. The University Secretary invites nominations from all members of the relevant constituencies, who are regarded as having an equal opportunity to contribute to the work of the Council. Elections are conducted using the single transferable vote (STV) system.

Casual vacancies, occurring by resignation, incapacity, or death, for Senate-elected members on the Council, are filled on the approval of the Chair of the Senate. The member appointed to fill a casual vacancy will hold office for the unexpired term of office of the member in whose place he or she is nominated or appointed (Statute 23 f). Associate Lecturer and Student casual vacancies, however, are filled by the original appointing bodies.

3. External Co-opted Members

The Council may co-opt up to nine persons who are not members of the academic staff or salaried officers of the University. External co-opted members join the Council through the Council's approval of recommendations submitted by the Governance and Nominations Committee. A procedure for selection is followed by the Committee. External co-opted members of the Council normally hold office for a period of four years and are eligible for re-appointment, provided that they do not serve for a continuous period exceeding eight years. Interim vacancies for external co-opted members are not filled on a casual basis, but a new member is sought by the Governance and Nominations Committee through the appropriate process.

The Governance and Nominations Committee is responsible for recommending to the Council the appointment or reappointment of external co-opted members of the Council, and Council membership of Council Committees. It consults widely both within the University and externally to obtain suggestions and applications for Council Membership. The constitution, standing orders, statement of role and primary responsibilities, the diversity policy and the role of members of the Council and Council Committees are available on the University intranet. The Governance and Nominations Committee advises the Council on the balance of membership (including committees of the Council) and on the experience and skills required to ensure that there are informed and wide-ranging points of view. A list of criteria for membership of the Council has been agreed, and diversity is amongst the factors considered. The Committee monitors the effectiveness of Council membership and advises the Council on matters relating to the role of Council members. It also reviews and monitors the induction and training process for Council members.

The Governance and Nominations Committee agrees a policy on the diversity balance of its independent members and conducts an annual review of its performance against this policy. The Committee considers candidates from a wide range of backgrounds and takes particular note of the importance of achieving a diverse membership in terms of gender, ethnicity, disability, approach, thinking and opinion.

At its meeting on 24 November 2015, the Council agreed to establish a Group to conduct the quinquennial review of The Open University's Council and the Council substructure. The Group's recommendations were agreed by the Council at its meeting in September 2016, and are now being progressed by the Governance and Nominations Committee. The Council agreed to review the roles and processes for the appointment, induction and performance review of members of the Council and its committees, including Chairs, and this work is underway.

Diversity Policy

The Council Diversity Policy was approved by the Council at its meeting on 14 July 2015 with changes approved at its meeting on 7 March 2017 following review and recommendations by the Governance and Nominations Committee. The Policy sets out the approach to diversity on the Council of the OU, and seeks to ensure that equality and diversity in its broadest sense is a significant feature of the Council.

Part of the remit of the Governance and Nominations Committee of the Council is to conduct an annual review of the Council's Diversity Policy which assesses its effectiveness and the continuing relevance of the objectives, and recommends any revisions that may be required.

The University's Equality Scheme 2016-2020, approved by the Council in March 2016 includes an equality objective 2(c) which seeks to build greater diversity on governance bodies. The key performance indicators (KPIs) agreed for the objective, revised in January 2017, are:

- a) all University committees will always comprise at least 40% women and 40% men
- b) all University committees with 10 or more members (including co-opted members) will be comprised of at least 20% of people with a declared minority characteristic (disabled, ethnic minority, religious minority or lesbian, gay, bisexual) by 2020
- c) at least one third of the Council will always be comprised of members aged 55 or under

Role

The role of the Council is summarised in the paragraph on "Purpose" above and is set out in full in the Statement of Role and Primary Responsibilities of the Council. The Council and its committees exercise their responsibilities in a corporate manner; that is to say, decisions are taken collectively by all of the members acting as a body. Members exercise their responsibilities in the interests of the institution as a whole, rather than in a personal or individual capacity, or as a representative of any constituency.

The role of individual members is to listen sensitively to the views of others, inside and outside the meetings of the Council, and to question intelligently, debate constructively, challenge rigorously and decide dispassionately.

All Council members should be available to sit on Council Committees if required and external members are expected to become a member of at least one of these committees.

Members are expected to have a good working knowledge of the University and to have sufficient awareness of the key issues facing higher education to make appropriate decisions on Council and Council committee business. External members should seek information by engaging with the University, as well as by reading the Council papers and the national press, and through training. Induction sessions and events such as the Development Day provide Council members with opportunities to engage with the wider University. They are strongly

encouraged to view the OU website, read its publications, visit the campus and foster links within the University, and attend award ceremonies and other University functions (open days, lectures, etc). However, they should not become involved in the day-to-day executive management of the institution.

Members should at all times conduct themselves in accordance with accepted standards of behaviour in public life, which embrace selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

Members of the Council and its committees are expected to promote the interests of the University. They can work as ambassadors outside the University, especially in commercial, business and political/national spheres; within the University, by communicating with different groups of staff and students, explaining the work of the Council and gathering opinions; and on formal occasions and in other national University and Higher Education fora.

Members are given an opportunity to provide feedback, using a self-assessment questionnaire, on their personal experience of the Council and whether they feel that they have been able to make an effective contribution. The assessment provides an opportunity to raise any concerns and to identify any future developmental needs.

Notes on the data

The data on the Council was collected for the first time in 2009, at the request of the Equality Diversity and Information Rights Office (formerly the Equality & Diversity Office), by means of a Governance Equality Monitoring questionnaire. The same questionnaire was used to collect data in 2010 and 2011. The questionnaire was revised in 2012, to include further groupings to describe ethnic or cultural background and, for the first time, included questions on religion or belief and sexual orientation. The same questionnaire was used in 2014. In 2016, the 2014 questionnaire was revised to include additional requirements on gender and was amended in 2018 to reflect updated groupings in some of the categories.

The change in the size of the Council from 25 to 21, with the majority still external members (11), as approved by the Council in March 2017 might have had an impact on the results in all data categories. There was a percentage increase in the response rate, from 76.0% in 2016, to 85.7% in 2018. The small population size of the Council means that a single member coming to the end of their term of office can have a disproportionate effect on the data.

In 2018, the data is unknown for 14.3% of the Council membership an increase of 6.3% from 2016, three members not returning the questionnaire compared to two in 2016. The percentage increase could be explained by the increase in the number of unknown data, up from two to three members and a decrease in the total membership of the Council.

In 2016 and 2017 the University used recruitment agencies to support the appointment of a new Treasurer and two new independent members of the Council. The agencies are required to comply with all applicable laws and diversity is an integrated part of their methodology. In order to make further progress in increasing the diversity of its Council, the University also set targets for the long list of candidates that matched the KPI's set out in the University's Equality Scheme. Two of the three (67.0%) Council members appointed using the agency were female, but progress has yet to be made regarding the recruitment of members with a declared minority characteristic. In the search for new Council members in 2018, the recruitment agency has been asked to deliver a list of potential candidates that matches the Equality Scheme KPIs, with a particular focus on candidates with a declared minority characteristic.

Note for all tables in the report

- 1 Known refers to data provided by members and equates to 100%. Baseline for percentages are known/declared data that is ALL percentages for data in each group/category are calculated on the known data. This is true for all percentages in each table in the report.**
- 2 Unknown refers to data that was not provided by the member, left blank or unreturned questionnaire. This applies to all the tables in this report. Unknown numbers are shown alongside known data in all the tables with the percentage worked out based on the total membership not those that declared.**
- 3 The data for March 2012 has been corrected as it had not been reported correctly in previous years.**

Summary of the data

The University is committed and has continued to actively improve the balance of membership across genders, and the age and minority characteristic groups. With regard to the representation of members with a declared minority characteristic:

- a) the ethnic background of Council members has not changed from 2016; 100% of members declaring their ethnicity defined themselves as white;
- b) of those members responding, 11.1% declared a disability, a decrease of 1.9% from 2016. In absolute numbers this is a decrease from three to two members;
- c) most members classified their religion as Christian, with 27.7% defining themselves as having no religion; and
- d) as in 2016, the majority of Council members described their sexual orientation as straight.

Although, the University has yet to meet its objective to appoint at least 20.0% of the Council membership from one of the minority characteristic categories, the overall percentage across all minority characteristics is 22.3%. It will endeavour to improve this statistic in the next two years.

Membership composition

Table 1 shows the Council composition by the percentage of members belonging to each age group. As in 2012, 2014 and 2016, the 56 to 65 age group remains the largest grouping at 50.0%. Although, the number of members aged between 46 and 55 years old has doubled from three to six members, there has also been a significant decrease in the number of members aged between 36 and 45 years - from 21.7% in 2016 to 5.6% in 2018.

In 2018, 55.6% of members who responded were in the 56 and over age groups, with 44.4% 55 years and under, compared to 65.2% and 34.7% respectively in 2016. This is encouraging as the percentage gap between these age groups has narrowed from 30.5% to 11.2% (the percentage over 56 years decreased whilst that of under 55 years increased). These changes could be due to the impact of the strong focus on increasing the proportion of Council members aged 55 and under to at least one third, which has been achieved (equality objective 2c; KPI 3), with the majority in the 46 to 55 category.

The percentage of members aged over 56 years remains higher at 55.6%. The high age profile is still indicative of the level of skills and experience required of the Council members, which is more likely to be present in candidates who are well established in their careers or those who are retired or semi-retired so are able to give the required time and commitment to the governance role. The University will continue to actively improve the balance of membership throughout the age groups.

In order that the University might make further progress in increasing the diversity of its Council, it was agreed that the focus of the 2018 search for new Council members should be more open-minded with regard to specific skill sets. Less emphasis would be placed on what stage a candidate was at in his or her career and on the extent of their board/governance experience.

Table 1: The Council membership composition by age 2010 to 2018

	March 2010		March 2011		March 2012 ³		March 2014		March 2016		March 2018	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Under 25	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
26-35	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	5.6
36-45	3	14.0	2	10.0	2	10.0	2	9.5	5	21.7	1	5.6
46-55	6	29.0	8	40.0	6	30.0	4	19.0	3	13.0	6	33.2
56 and over	12	57.0	10	50.0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
56-65	N/A	N/A	N/A	N/A	6	30.0	11	52.5	11	47.8	9	50.0
66 and over	N/A	N/A	N/A	N/A	6	30.0	4	19.0	4	17.4	1	5.6
Known Total ¹	21	100.0	20	100.0	20	100.0	21	100.0	23	100.0	18	100.0
Unknown Total ²	2	8.7	4	16.6	3	13.0	2	8.7	2	8.0	3	14.3
Grand Total	23	100.0	24	100.0	23	100.0	23	100.0	25	100.0	21	100.0

As shown in Table 2, the number of Council members 55 years and under (44.4%) is 10.5% lower than that for the Senate at 54.9% and remains considerably lower than the 78.7% for internal staff.

Table 2: Membership composition of the Council, the Senate and internal staff by age

	The Council March 2018		The Senate March 2018		OU Internal Staff 2016	
	No.	%	No.	%	No.	%
Under 25	0	0.0	0	0.0	142	2.8
26-35	1	5.6	3	3.3	928	18.2
36-45	1	5.6	14	15.4	1418	27.7
46-55	6	33.2	33	36.2	1531	30.0
56 and over	10	55.6	41	45.1	1090	21.3
Known Total	18	100.0	91	100.0	5109	100.0
Unknown total	3	14.3	5	5.2	0	0.0
Grand Total	21	100.0	96	100.0	5109	100.0

Note

1 Internal staff include academic, academic-related and support staff.

Membership composition

Table 3 shows the composition of the Council membership by disability from March 2010 to March 2018. The number of those responding who declared a disability in 2018 at 11.1% is an decrease on the 2016 figure of 13.0%, however still considerably higher than the 2014 figure of 4.8%. The number of Council members declaring a disability has decreased from three in 2016 to two in 2018 possibly the result of a reduction in the membership from 25 to 21. The University will strive to improve on these figures in the next two years to meet the OU's Equality Scheme KPI 2. The focus on candidates with a declared minority characteristic in the 2018 search for new Council members is intended to support this aim.

In 2018, there is a lower percentage of Council members declaring a disability than from Senate members by 4.5% and amongst OU staff, at 4.9%, see Table 4. Individuals have different views on what constitutes a disability. The University is committed to greater participation of all groups through the development of equal opportunities measures. A disability awareness resource pack has been developed to assist the implementation of best practice, and is intended to be used for reference complementing information on the Human Resources' and disability websites and guidance on The Open University's selection practices (contained in the Effective Recruitment and Selection Guide for selectors).

Table 3: Membership composition of the Council by disability 2010 to 2018

	March 2010	March 2011	March 2012	March 2014	March 2016	March 2018
	%	%	%	%	%	%
Disabled	5.0	5.0	10.0	4.8	13.0	11.1
Non-disabled	95.0	95.0	90.0	95.2	87.0	88.9
Known Total	100.0	100.0	100.0	100.0	100.0	100.0
Prefer Not to Say	N/A	N/A	N/A	N/A	N/A	0.0
Unknown Total	13.0	17.0	13.0	8.7	8.0	14.3
Grand Total	100.0	100.0	100.0	100.0	100.0	100.0

Table 4: Membership composition of the Council, the Senate and internal staff by disability

	The Council March 2018	The Senate March 2018	OU Internal Staff 2016	
	%	%	No.	%
Disabled	11.1	6.6	262	5.1
Non-disabled	88.9	93.4	4790	93.8
Known Total	100.0	100.0	5052	98.9
Prefer Not to Say	0.0	0.0	N/A	N/A
Unknown Total	14.3	5.2	57	1.1
Grand Total	100.0	100.0	5109	100.0

Membership Composition

Table 5 shows the Council membership composition by ethnicity from March 2010 through to March 2018. In 2018, according to the known data, white ethnic groups still make up 100% of the Council membership.

Objective 2c; KPI 2 of the OU's Equality Scheme 2016-2020 states by 2020 that at least 20% of members will have a declared minority characteristic on all committees of ten or more members. There is currently no representation on the Council of ethnic groups, one of the minority characteristic groups defined under the Equality Act 2010. In the next two years the University will work to address advancing equality of opportunity and inclusivity on University committees for all protected characteristic groups. In 2018, the focus on candidates with a declared minority characteristic in the search for new Council members is intended to help the University make progress in this area.

Table 5: Membership composition of the Council by ethnicity 2010 to 2018

	March 2010	March 2011	March 2012	March 2014	March 2016	March 2018
	%	%	%	%	%	%
Asian** or Asian British***	0.0	0.0	0.0	0.0	0.0	0.0
Black or Black British****	5.0	5.0	5.0	0.0	0.0	0.0
**Chinese & *Other	0.0	0.0	0.0	N/A	N/A	N/A
Mixed	0.0	0.0	0.0	0.0	0.0	0.0
*Other	N/A	N/A	N/A	0.0	0.0	0.0
White	95.0	95.0	95.0	100.0	100.0	100.0
Known Total	100.0	100.0	100.0	100.0	100.0	100.0
Prefer Not to Say	N/A	N/A	N/A	N/A	N/A	0.0
Unknown Total	13.0	17	13	8.7	8.0	14.3
Grand Total	100.0	100.0	100.0	100.0	100.0	100.0

Note**Changes to ethnicity groupings in 2014**

* Other became a separate grouping and includes the 'Arab', 'Gypsy or Traveller', and 'Other Ethnic Group' categories.

** The Chinese category was included in the Asian grouping.

Changes to ethnicity groupings in 2016

*** The Asian grouping extended to specifically include Asian British.

**** The Black group extended to specifically include Black British.

Changes to ethnicity groupings in 2018

Asian***; Black****; Mixed; White; and Other Ethnic group* (Renamed *Other).

The Council

Ethnicity

The representation of ethnic minority groups does not compare well in percentage terms with that on the Senate (7.8%) or OU staff as a whole (10.2%). See Table 6. The small population size of the Council means that a single member coming to the end of their term of office can have a disproportionate effect on the data, which is what happened in 2010, 2011 and 2012 when one member (5.0%) of the Council membership was from a minority ethnic group.

Table 6: Membership composition of the Council, the Senate and internal staff by ethnicity

	The Council March 2018	The Senate March 2018	OU Internal Staff 2016	
	%	%	No.	%
Asian	0.0	3.4	260	5.1
Black	0.0	0.0	123	2.4
Mixed	0.0	2.2	95	1.9
Other Ethnic Group	0.0	2.2	40	0.8
White	100.0	92.2	4420	86.5
Known Total	100.0	100.0	4938	96.7
Prefer Not to Say	0.0	0.0	N/A	N/A
Unknown Total	14.3	6.25	171	3.3
Grand Total	100.0	100.0	5109	100.0

Membership Composition

Table 7 shows the Council membership composition by gender at March 2010 through to March 2018. The University has achieved one of the key performance indicators against the objective to increase the diversity of the University's Council and governance committees - the commitment that all committees will comprise at least 40% women and 40% men. In 2018, 55.6% of women and 44.4% of men served on the Council compared to 39.1% women and 60.9% men in 2016.

There has been a gradual increase in the number of female members since 2014 - eight in 2014 to ten in 2018 – grown by 20,6% in the last two years. The reduction in the size of the Council could have had a disproportionate impact on the number of male members, declined from 65.0% in 2014 to 44.4% in 2018 in the last two years.

In August 2015, the University made a public commitment when it became a member of *The 30% Club*. The Council's diversity policy set an objective to aspire to a minimum of 40% of both men and women on the Council, in line with the commitment to achieve gender equality made by the Committee of Scottish Chairs in April 2015. The Higher Education Funding Council in England (HEFCE) has set aspirations for 40% female membership for all English universities by 2020. As well, the OU will only engage recruitment agencies who have signed up to the Voluntary Code of Conduct for Executive Search Firms on gender diversity and best practice.

Table 7: Membership composition of the Council by gender 2010 to 2018

	March 2010		March 2011		March 2012		March 2014		March 2016		March 2018	
	No.	%										
Male	12	52.2	12	50.0	11	48.0	15	65.0	14	60.9	8	44.4
Female	11	47.8	12	50.0	12	52.0	8	35.0	9	39.1	10	55.6
Non-binary	N/A	N/A	0	0.0								
Other	N/A	N/A	0	0.0								
Known Total	23	100.0	24	100.0	23	100.0	23	100.0	23	100.0	18	100.0
Prefer Not to Say	N/A	N/A	0	0.0								
Unknown Total	0	0.0	0	0.0	0	0.0	0	0.0	2	8.0	3	14.3
Grand Total	23	100.0	24	100.0	23	100.0	23	100.0	25	100.0	21	100.0

Note

Changes to gender groupings in 2018 have been the addition of two new groups - Non-binary and Other.

The Council

Gender

Figures in Table 8 show that 42.9% of Senate members are male and for OU staff the figure is 35.0%. The percentage of female Council members is now comparable to those on the Senate, but compared to the University as a whole, there is a shortfall of approximately 9.4% on the Council and 7.9% on the Senate.

Table 8: Membership composition of the Council, the Senate and internal staff by gender

	The Council March 2018		The Senate March 2018		OU Internal Staff 2016	
	No.	%	No.	%	No.	%
Male	8	44.4	39	42.9	1787	35.0
Female	10	55.6	52	57.1	3322	65.0
Non-binary	0	0.0	0	0.0	N/A	N/A
Other	0	0.0	0	0.0	N/A	N/A
Known Total	18	100.0	91	100.0	5272	100.0
Prefer Not to Say	0	0.0	0	0.0	N/A	N/A
Unknown Total	3	14.3.0	5	5.2	0	0.0
Grand Total	21	100.0	96	100.0	5272	100.0

For the first time in 2016 data on transgender was available for Council members. Members were asked to answer yes or no to the following question – “*Do you consider yourself as Trans or to have had a Trans history?*”. In 2018, of the 18 members who responded to the questionnaire, all Council members ticked no to this particular question, see Table 9.

Table 9: Membership composition of the Council by transgender 2016 and 2018

	March 2016	March 2018
	%	%
Yes	0.0	0.0
No	100.0	100.0
Known Total	100.0	100.0
No response	36.0	N/A
Prefer Not to Say	N/A	0.0
Unknown	8.0	14.3
Not known Total	44.0	14.3
Grand Total	100.0	100.0

Membership Composition

Table 10 shows the Council membership composition by religion or belief between March 2012 and March 2016.

In 2016, a small majority of the Council members (50.0%) described their religion or belief as Christian; this has increased to 66.7% in 2018. This is compared to 27.7% who stated they had no religion and 5.6% declaring their religion or belief as Jewish. This is an example when the small population size of the Council means that a single member coming to the end of their term of office can have a disproportionate effect on the data.

The focus on including more candidates with a declared minority characteristic in the 2018 search for new Council members is intended to result in broader perspectives across the Council membership.

Table 10: Membership composition of the Council by religion or belief 2012 to 2018

	March 2012	March 2014	March 2016	March 2018
	%	%	%	%
No religion	40.0	33.0	45.0	27.7
Buddhist	0.0	0.0	0.0	0.0
Christian	45.0	57.0	50.0	66.7
Hindu	0.0	0.0	0.0	0.0
Jewish	0.0	0.0	5.0	5.6
Muslim	0.0	0.0	0.0	0.0
Sikh	0.0	0.0	0.0	0.0
Spiritual	0.0	0.0	0.0	0.0
Other religion or belief	5.0	5.0	0.0	0.0
Known Total	100.0	100.0	100.0	100.0
Prefer not to say	40.0	33.3	12.0	0.0
Unknown	60.0	66.7	8.0	14.3
Not known Total	21.7	13.0	20.0	14.3
Grand Total	100.0	100.0	100.0	100.0

Table 11 shows that compared to Council members only 30.4% of Senate members and 35.0% of all University staff declared their religion or belief as Christian with a greater percentage 56.5% of Senate members citing no religion. A greater percentage of Senate members (56.5) and internal staff (45.0%) said that they had no religious beliefs compared to Council members at 27.7%. It should be noted that the figures for internal OU staff are based on responses from a staff survey and do not reflect all staff, there are only 2878 responses compared to a total staff number of 5272 (in 2016). Although this is not a true comparison it gives an indication of the staff profile in terms of religion or belief.

Table 11: Membership composition of the Council, the Senate and internal staff by religion or belief

	The Council March 2018	The Senate March 2018	OU Internal Staff 2014 ¹	
	%	%	No.	%
No religion	27.7	56.5	1296	45.0
Buddhist	0.0	0.0	16	0.6
Christian	66.7	30.4	1005	35.0
Hindu	0.0	1.5	29	10.0
Jewish	5.6	0.0	8	0.3
Muslim	0.0	1.5	22	0.8
Sikh	0.0	0.0	7	0.2
Spiritual	0.0	0.0	53	1.8
Other religion or belief	0.0	10.1	49	1.7
Known Total	100.0	100.0	2485	86.3
Prefer not to say	0.0	10.4	393	13.7
Unknown	14.3	16.7	N/A	N/A
Not known Total	14.3	27.1	N/A	N/A
Grand Total	100.0	100.0	2878	100.0

Note

1 At the time a Staff Survey data was only undertaken every other year, no 2015 data was available and results of the 2017 survey in terms of equality and diversity are not yet published. Therefore, 2014 data is presented.

The percentage figures are calculated on the total number of responses (2878) from a staff survey and might not have been undertaken at the same time as the other figures collated.

Membership Composition

Table 12 shows the Council membership composition by sexual orientation at March 2012 through to March 2018.

In 2018, the majority of the Council members (94.4%) described their sexual orientation as straight, with one member of the sixteen respondents declaring their orientation towards people of the same sex. The number of Council members who preferred not to declare sexual orientation increased from zero in 2014 to four in 2016 and then reverted back to zero in 2018.

The focus on increasing the number of candidates with a declared minority characteristic on the short list for new Council members in 2018 aims to improve the diversity of the Council membership.

Table 12: Membership composition of the Council by sexual orientation 2012 to 2018

	March 2012	March 2014	March 2016	March 2018
	%	%	%	%
Towards people of a different sex (straight)	93.8	95.0	94.7	94.4
Towards people of the same sex (gay/lesbian)	6.3	5.0	5.3	5.6
Towards people of both sexes (bisexual)	0	0.0	0	0.0
Other (e.g. asexual)	0	0.0	0	0.0
Known Total	100.0	100.0	100.0	100.0
Prefer not to say	57.1	0.0	16.0	0.0
Unknown	42.9	100.0	8.0	14.3
Not known Total	30.4	8.7	24.0	14.3
Grand Total	100.0	100.0	100.0	100.0

As set out in Table 13 there was a higher percentage of unknown data, 36.5% for Senate members compared to 14.3% for Council members. The results for OU staff again was based on responses (2859) from a staff survey and not the total staff population. Of those staff that completed the staff survey nineteen who responded to the question on religion or belief did not respond to this question.

Table 13: Membership composition of the Council, the Senate and internal staff by sexual orientation

	The Council March 2018	The Senate March 2018	OU Internal Staff 2014 ¹	
	%	%	No.	%
Towards people of a different sex (straight)	94.4	88.5	2263	79.2
Towards people of the same sex (gay/lesbian)	5.6	8.2	59	2.1
Towards people of both sexes (bisexual)	0.0	3.3	36	1.3
Other (e.g. asexual)	0.0	0.0	8	0.3
Known Total	100.0	100.0	2366	82.8
Prefer not to say	0.0	15.6	493	17.2
Unknown	14.3	20.8	N/A	N/A
Not known Total	14.3	36.5	N/A	N/A
Grand Total	100.0	100.0	2859	100.0

Note

1 At the time a Staff Survey data was only undertaken every other year, no 2015 data was available and results of the 2017 survey in terms of equality and diversity are not yet published. Therefore, 2014 data is presented.

The percentage figures are calculated on the total number of responses (2859) from a staff survey and might not have been undertaken at the same time as the other figures collated.

About the Senate

Purpose

The Senate is the academic authority of the University which, subject to the powers of the Council, is responsible for promoting the academic work of the University both in teaching and research. It oversees the University's academic management, including the curriculum and all aspects of quality and standards associated with the University as a degree-awarding body. It has the power to make regulations, including those which (subject to the approval of the Council) delegate any of its powers. Senate meetings concentrate on major issues of academic strategy, policy, priority and performance.

Meetings and members

The Senate meets at least three times each year. Four meetings are scheduled a year, in January, June and October with the meeting in April attended by members of the Council. A special meeting may be convened at any time on the written request of sufficient members of the Senate to form a quorum, or by the decision of the Chair.

The Senate comprises up to 108 members. The membership is currently as follows:

Ex officio members

- 1.0 The Vice-Chancellor, Chair, *ex officio*
 The Pro-Vice-Chancellors
 The Executive Deans of the Faculties
 The Learning and Teaching Innovation Director, Research
 The Director of Library Services
 The Director of Learning and Teaching Innovation Director, Translation)

Appointed members

- 2.0 A total of fifty seven representatives of the academic and research staff (with the exception of ex officio members in Category 1.0), elected as follows (numbers in brackets refer to the minimum number of non-centrally based staff):

<i>Constituency</i>	<i>Numbers</i>
FASS	13 (4)
FBL	5 (2)
STEM*	19 (6)
WELS	12 (3)
LTI (Academic)	3 (0)
Other central units**	1 (0)
Regional/National Centres	4 (0)
TOTAL	57 (19)

FASS	Faculty of Arts and Social Sciences
FBL	Faculty of Business and Law
STEM	Science Technology Engineering and Mathematics
WELS	Wellbeing Education and Language Studies
LTI	Learning and Teaching Innovation

- * Includes KMi (Knowledge Media Institute)
- ** Currently Open University Validation Partnerships (OUVP), Human Resources and Office of the Vice-Chancellor

- 3.0 Seven associate lecturers, one per faculty, appointed by and from the Associate Lecturers Executive.
- 4.0 Six Open University students appointed by The Open University Students' Association.
- 5.0 Fourteen members of the academic-related staff of the University elected from amongst their number by such staff (with the exception of those in Category 1.0 and those who have a professional role in serving the Senate and the Council) of whom four shall be members of CAU staff, six shall be members of Academic Services and Student Recruitment and Fees (SRF) staff (of whom three shall be based in a Regional/National Centre), and four shall be members of staff from other Units.

Co-opted members

- 6.0 Up to eight members, to include one graduate of the University, not undertaking studies in the University and not being in the regular employ of the University and not being elected through another category of the membership, following nomination by the OU Alumni Association, and (if not already included in the elected membership) one member drawn from the University's staff in each of Ireland, Scotland and Wales with specific expertise in HE policy matters.

Co-opted members on academic governance committees are chosen for their individual contribution in relation to the committee's Terms of Reference and are either internal members of staff or can be external to the University. Co-option is used to secure specific expertise, or to achieve a better balance overall after other membership categories have been filled, or to replace a Chair elected from the membership.

In attendance

Staff 'in attendance' would include the Secretary, plus the Director of Open Media and Informal Learning, the Chief Operating Officer and the National Directors, if they are not members.

Elections

Elections to the membership of the Senate are conducted in accordance with the *Senate and Other Committees in the Academic Governance Structure Standing Orders, Appendix 3: Code of Practice for Elections to University Governance Committees*. All elections within the scope of this Code are conducted by means of a secret ballot. The University Secretary invites nominations from all members of the relevant constituencies, who are regarded as having an equal opportunity to contribute to the work of the Senate. Elections are conducted using the single transferable vote system.

In the event of a casual vacancy arising on the Senate, the appointment is filled on the approval of the Chair of the Senate. The member appointed will hold office for the unexpired term of office of the member in whose place he or she is nominated or appointed (Statute 23 f).

Casual vacancies for Senate elected members on any University committee (other than statutory bodies), and other relevant vacancies, are also filled by appointment on approval of the committee Chair for the period up to the next election. Associate lecturer and student vacancies are, however, filled by the original appointing bodies and will also serve to the end of the outstanding period of office.

Members of the Senate normally serve for a period of four years, subject to agreed provisions for rotation. They are eligible for reappointment on the expiration of their term of office.

Notes on the data

The 2018 reporting period is from 1 April 2015 to 31 March 2016. All staff data was provided by Human Resources with student and a number of associate lecturer data collected by means of a Governance Equality Monitoring questionnaire. Comparison data was collected in March in each of the following years 2009, 2010, 2011, 2012, 2014, 2016 and 2018.

Note that a direct comparison with the University's internal staff data is not strictly accurate because the Senate is only composed of academic, research, academic related staff and students. There are no Senate members from the support staff categories.

Since monitoring the composition of the Senate started in 2008 various actions have been taken to address diversity issues. During the 2016 biennial elections to the Senate a call for nominations for staff to serve on Senate included the following statement agreed with the Equality, Diversity and Information Rights (EDIR) Team:

“Research evidence shows that greater diversity in management and governance can lead to better informed decision-making based on the broader experience of a more diverse body of people. Better informed decision-making is good for the University and for our students.

In line with the commitments set out in the University's Equality Scheme objectives 2016-2020, we aim to increase the diversity of our governance bodies over the next period. Increasing the diversity of the Senate membership will have a wider impact, as members of the Senate are often elected or nominated to serve on other University committees.

While candidates will be selected by the constituency entirely on the basis of merit, the University strongly encourage and welcome nominations from staff under the age of 45, and disabled and ethnic minority staff, as there is currently under-representation of staff in these categories.”

Staff interested in standing for election to the Senate from the new committee year - September 2018 - were invited to attend informal sessions where they could network with current Senate members and ask questions.

In addition a message will be sent to Heads of Units and relevant networks, for example Women at the OU, Aspire, the Disability Network Group and the OU LGBT (Lesbian, Gay, Bisexual and Transgendered) Club asking them to encourage staff to stand for appointment. The Aspire leadership mentoring programme was established in response to OU monitoring information and research that showed that ethnic minority internal staff at the OU reported barriers to career progression and had a higher intention to leave the University. The overall objective of the programme is to improve the experience of minority staff, supporting career development and progression.

Membership Composition

Table 14 shows the Senate composition by the percentage of members belonging to each age group. The age groups covering 46 years and over remains the largest groupings accounting for an aggregate of 81.3% of the membership an increase of 5.3% on the 2016 figure in similar age groupings. This could mainly be a result of the increase in the number of Senate members now aged between 56 and 65 years which has increased by 11.6% from 2016 with the number of members 25 years and under going down by two to three.

During the recent call to appoint staff to serve on the Senate, the University strongly encouraged and welcomed nominations from staff with declared minority characteristics and those under the age of 45 where it had been recognised that there was currently low representation. An announcement raising awareness of the call for nominations to serve on the Senate appeared on the front page of the University’s communication intranet (OU Life) as well as emails to the Chairs of the diversity networks to highlight the opportunity to serve.

Table 14: The Senate membership composition by age 2010 to 2018

	March 2010		March 2011		March 2012		March 2014		March 2016		March 2018	
	No.	%										
Under 25	0	0.0	0	0.0	0	0.0	1	1.0	0	0.0	0	0.0
26-35	2	1.9	2	0.0	1	1.0	2	2.0	5	5.2	3	3.3
35-45	9	8.6	12	11.5	13	12.0	8	8.0	18	18.8	14	15.4
46-55	48	46.7	49	47.0	43	42.0	43	44.0	41	42.7	33	36.2
56 and over	45	43.3	43	41.5	46	45.0	44	45.0	N/A	N/A	N/A	N/A
56-65	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	29	30.2	38	41.8
66 and over	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3	3.1	3	3.3
Known Total	104	100.0	104	100.0	103	100.0	98	100.0	96	100.0	91	100.0
Unknown Total	0	0.0	0	0.0	0	0.0	0	0.0	1	1.0	5	5.2
Grand Total	104	100.0	104	100.0	103	100.0	98	100.0	97	100.0	96	100.0

Table 15 shows the Senate membership profile by age in comparison to the profile of OU internal staff. However, it should be noted that a direct comparison is not strictly accurate because the Senate membership does not comprise all categories of staff (e.g. no support staff categories) whilst it does include students and a graduate.

Table 15: Membership composition of the Senate compared to University Internal Staff by age

	The Senate March 2018		OU Internal Staff 2016	
	No.	%	No.	%
Under 25	0	0.0	142	2.8
26-35	3	3.3	928	18.2
36-45	14	15.4	1418	27.7
46-55	33	36.2	1531	30.0
56 and over	41	45.1	1090	21.3
Known Total	91	100.0	5109	100.0
Unknown total	5	5.2	0	0.0
Grand Total	96	100.0	5109	100.0

In 2016, in line with previous years, the proportion of the Senate members in the older age groups 46 years and over are higher than for internal staff (81.3% compared to 51.3%). Members aged 56 years and over account for 45.1% of the Senate composition compared with 21.3% of the University's internal staff with no Senate members under the age of 25 years. The reputation, experience and general familiarity of more established staff putting themselves forward for membership of the Senate might also favourably influence the constituents when making their voting choices. Although, previous initiatives to attract younger members of staff to stand for appointment had some influence in 2016, the number of members under the age of 45 years has declined from 24% in 2016 to 18.7% in 2018. It was recognised that staff under the age of 45 years were under represented on the Senate, in 2018 the figure is 18.7% compared to 48.7% in the same age groups working at the OU. Therefore, during this year's biennial elections to serve on the Senate the University encouraged younger staff to stand to close the age gap.

Information on steps taken to encourage participation from underrepresented members of staff is given on page 23.

Membership Composition

Table 16 shows the composition of Senate membership by disability for the period March, 2010 to 2018. Of the known data, disabled members of the Senate in 2018 account for 6.6% of the membership, a decline of one member since 2016 and a decrease from twelve to six since 2014. The percentage of unknown data has gone from 8.2% in 2016 to 5.2% in 2018.

The OU's Equality Scheme 2016-2020 - objective 2(c); KPI 2 states that there will be at least 20% of members with a declared minority characteristic (disabled; ethnic minority; religious minority; or lesbian, gay, bisexual) on all committees of ten or more members by 2020. Although, the number of Senate members declaring a disability has decreased from 12 in 2014 to six in 2018, this still far exceeds the KPI when also taking into consideration members declaring one of the other minor characteristic – ethnicity, 7.8%; religious beliefs, 13.1%; and sexual orientation, 11.5%. In the recent biennial elections to serve on the Senate staff from minority characteristic groups were encouraged to stand for appointment.

Table 16: Membership composition of the Senate by disability 2010 to 2018

	March 2010	March 2011	March 2012	March 2014	March 2016	March 2018
	%	%	%	%	%	%
Disabled	4.0	6.0	6.5	13.0	7.9	6.6
Non-disabled	96.0	94.0	93.5	87.0	92.1	93.4
Known Total	100.0	100.0	100.0	100.0	100.0	100.0
Prefer Not to Say	N/A	N/A	N/A	N/A	N/A	0.0
Unknown Total	1.0	0.0	4.0	0.0	8.2	5.2
Grand Total	100.0	100.0	100.0	100.0	100.0	100.0

Table 17 shows that a higher percentage of Senate members declare a disability compared to OU staff. It is, however, difficult to draw any conclusions from this as this is a self-declaration, and perceptions and declarations of a disability vary.

Table 17: Membership composition of the Senate in comparison to University Internal Staff by disability

	The Senate March 2018	OU Internal Staff 2016	
	%	No.	%
Disabled	6.6	262	5.1
Non-disabled	93.4	4790	93.8
Known Total	100.0	5052	98.9
Prefer Not to Say	0.0	N/A	N/A
Unknown Total	5.2	57	1.1
Grand Total	100.0	5109	100.0

Membership Composition

Table 18 shows the Senate membership composition by ethnicity for the periods March 2010 to 2018. White ethnic groups continue to account for the majority of the Senate's membership, 92.2% (83 of the (90 members declaring their ethnicity) of the known total. This is a decline of 3.5% since 2016. The number of Asian members has increased from one to three members with members declaring themselves to be from a mixed culture accounting for 2.2% of the membership and 2.2% from other ethnic backgrounds.

As set out in the OU's Equality Scheme 2016-2020 - objective 2(c) KPI there is a total of seven representatives on the Senate from a minority characteristic group that is 7.8%, compared with a target of 20.0% by 2020.

Table 18: Membership composition of the Senate by ethnicity 2010 to 2018

	2010	2011	2012	2014	2016	2018
	%	%	%	%	%	%
Asian** and Asian British***	1.0	1.0	1.0	2.0	1.1	3.4
Black and Black British****	0.0	0.0	0.0	0.0	0.0	0.0
**Chinese & *Other	0.0	0.0	0.0	N/A	N/A	N/A
Mixed	0.0	0.0	1.0	0.0	1.1	2.2
*Other	N/A	N/A	N/A	1.0	2.2	2.2
White	99.0	98.0	98.0	97.0	95.7	92.2
Known Total	100.0	100.0	100.0	100.0	100.0	100.0
Unknown Total	1.0	0.0	2.0	2.0	5.2	6.25
Grand Total	100.0	100.0	100.0	100.0	100.0	100.0

Note

Changes to ethnicity groupings in 2014

* Other became a separate grouping and includes the 'Arab', 'Gypsy or Traveller', and 'Other Ethnic Group' categories.

** The Chinese category was included in the Asian grouping.

Changes to ethnicity groupings in 2016

*** The Asian grouping extended to specifically include Asian British.

**** The Black group extended to specifically include Black British.

Changes to ethnicity groupings in 2018

Asian***; Black****; Mixed; White; and Other Ethnic group* (Renamed *Other).

Table 19 shows that the ethnic diversity of OU internal staff is not entirely reflected in the composition of Senate membership, although the figures are favourable for those Senate members in the Other Ethnic Group compared to all University staff, 2.2% compared to 0.8%. The under representation on the Senate is recognised and the University has worked with diversity network groups, for example the Black and Minority Ethnic (BME) Network to encourage participation especially from Black staff.

Table 19: Membership composition of the Senate in comparison to All University Internal Staff by ethnicity

	The Senate March 2018	OU Internal Staff 2016	
	%	No.	%
Asian	3.4	260	5.1
Black	0.0	123	2.4
Mixed	2.2	95	1.9
Other Ethnic Group	2.2	40	0.8
White	92.2	4420	86.5
Known Total	100.0	4938	96.7
Prefer Not to Say	0.0	N/A	N/A
Unknown Total	6.25	171	3.3
Grand Total	100.0	5109	100.0

Membership Composition

Table 20 shows the Senate membership composition by gender for the period March 2010 to March 2018. There was a steady reduction in the proportion of women on the Senate from 55.0% in 2009 to 46.0% in 2014, however, in 2016 the number of females on the Senate saw a growth of approximately 11.0% to 56.7% and 57.1% in 2018 even though the numbers fell from 55 to 52. This could be the result of data unknown for five of the 96 members compared with data available for all 97 in 2016.

The new Equality Scheme 2016-2020 - objective 2(c) KPI 1 that states all University committees should always comprise at least 40% women and 40% men gender balance which continues to be achieved. The University will continue to maintain the current gender balance on the Senate of 52/39 (Female/Male).

Table 20: Membership composition of the Senate by gender 2010 to 2018

	March 2010		March 2011		March 2012		March 2014		March 2016		March 2018	
	No.	%										
Male	52	50.0	52	50.0	53	51.0	53	54.0	42	43.3	39	42.9
Female	52	50.0	52	50.0	50	49.0	45	46.0	55	56.7	52	57.1
Non-binary	N/A	N/A	0	0.0								
Other	N/A	N/A	0	0.0								
Known Total	104	100.0	104	100.0	103	100.0	98	100.0	97	100.0	91	100.0
Unknown Total	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	5	5.2
Grand Total	104	100.0	104	100.0	103	100.0	98	100.0	97	100.0	96	100.0

Note

Changes to gender groupings in 2018 have been the addition of two new groups - Non-binary and Other.

The University had not yet completed its plans to monitor non-binary data in staff surveys, etc. as IT systems are currently not able to manage. The intention is to monitor this in future

Table 21 indicates that in relation to the proportion of female internal staff, women are still underrepresented on the Senate by 7.9% and in relation to the proportion of male internal staff, men are overrepresented.

Table 21: Membership composition of the Senate in comparison to University Internal Staff by gender

	The Senate March 2018		OU Internal Staff 2016	
	No.	%	No.	%
Male	39	42.9	1787	35.0
Female	52	57.1	3322	65.0
Non-binary	0	0.0	N/A	N/A
Other	0	0.0	N/A	N/A
Known Total	91	100.0	5272	100.0
Prefer Not to Say	0	0.0	N/A	N/A
Unknown Total	5	5.2	0	0.0
Grand Total	96	100.0	5272	100.0

Membership Composition

Table 22 shows the Senate membership composition by religion or belief for March 2016 and 2018. There was only data declared for 69 out of 96 members. 56.5% of Senate members declared no religion compared with 30.4% describing their religion or belief as Christian and 10.4% preferring not to say. The unknown data was high at 37.1% in 2016, however, declined to 16.7% in 2018. Those members declaring from a minority characteristic group was 13.1% (equality objective 2(c); KPI 2).

Table 22: Membership composition of the Senate by religion or belief for March 2016 and 2018

	March 2016	March 2018
	%	%
No religion	66.7	56.5
Buddhist	0	0.0
Christian	22.2	30.4
Hindu	0	1.5
Jewish	0	0.0
Muslim	1.9	1.5
Sikh	0	0.0
Spiritual	0	0.0
Other religion or belief	9.3	10.1
Known Total	100.0	100.0
Prefer not to say	7.2	10.4
Unknown	37.1	16.7
Not known Total	44.3	27.1
Grand Total	100.0	100.0

The figures in Table 23 for all OU staff are based on responses from a staff survey and are not a true representation of all staff. However, comparing the results show that a higher percentage of OU staff described their religion or belief as Christian and a lower percentage declaring no religion at 45.0% with 13.7% preferring not to say.

Table 23: Membership composition of the Senate in comparison to University Internal Staff by religion or belief

	The Senate March 2018	OU Internal Staff 2014 ¹	
	%	No.	%
No religion	56.5	1296	45.0
Buddhist	0.0	16	0.6
Christian	30.4	1005	35.0
Hindu	1.5	29	10.
Jewish	0.0	8	0.3
Muslim	1.5	22	0.8
Sikh	0.0	7	0.2
Spiritual	0.0	53	1.8
Other religion or belief	10.1	49	1.7
Known Total	100.0	2485	86.3
Prefer not to say	10.4	393	13.7
Unknown	16.7	N/A	N/A
Not known Total	27.1	N/A	N/A
Grand Total	100.0	2878	100.0

Note

1 At the time a Staff Survey data was only undertaken every other year, no 2015 data was available and results of the 2017 survey in terms of equality and diversity are not yet published. Therefore, 2014 data is presented.

The percentage figures are calculated on the total number of responses (2878) from a staff survey and might not have been undertaken at the same time as the other figures collated.

Membership Composition

Table 24 shows the Senate membership composition by sexual orientation for March 2016 and 2018. This is only the second time Senate members' sexual orientation has been reported. 36.5% of Senate members either preferred not to declare sexual orientation or the data was not available, a decrease of 18.1% on 2016 figures. However, 88.5% (of the known data) did declare their orientation as straight and this is compared to 79.2% of all OU staff based on responses (2859) from a staff survey and not the total staff population.

Senate members in one of the minority characteristic groups totalled seven (11.5%) out of 61 (known) compared to 3.7% for University staff.

Table 24: Membership composition of the Senate by sexual orientation for March 2016 and 2018

	March 2016	March 2018
	%	%
Towards people of a different sex (straight)	95.5	88.5
Towards people of the same sex (gay/lesbian)	2.3	8.2
Towards people of both sexes (bisexual)	2.3	3.3
Other (e.g. asexual)	0	0.0
Known Total	100.0	100.0
Prefer not to say	7.2	15.6
Unknown	47.4	20.8
Not known Total	54.6	36.5
Grand Total	100.0	100.0

Table 25: Membership composition of the Senate in comparison to University Internal Staff by sexual orientation

	The Senate March 2018	OU Internal Staff 2014¹	
	%	No.	%
Towards people of a different sex (straight)	88.5	2263	79.2
Towards people of the same sex (gay/lesbian)	8.2	59	2.1
Towards people of both sexes (bisexual)	3.3	36	1.3
Other (e.g. asexual)	0.0	8	0.3
Known Total	100.0	2366	82.8
Prefer not to say	15.6	493	17.2
Unknown	20.8	-	-
Not known Total	36.5	-	-
Grand Total	100.0	2859	100.0

Note

- 1 At the time a Staff Survey data was only undertaken every other year, no 2015 data was available and results of the 2017 survey in terms of equality and diversity are not yet published. Therefore, 2014 data is presented.

The percentage figures are calculated on the total number of responses (2859) from a staff survey and might not have been undertaken at the same time as the other figures collated.