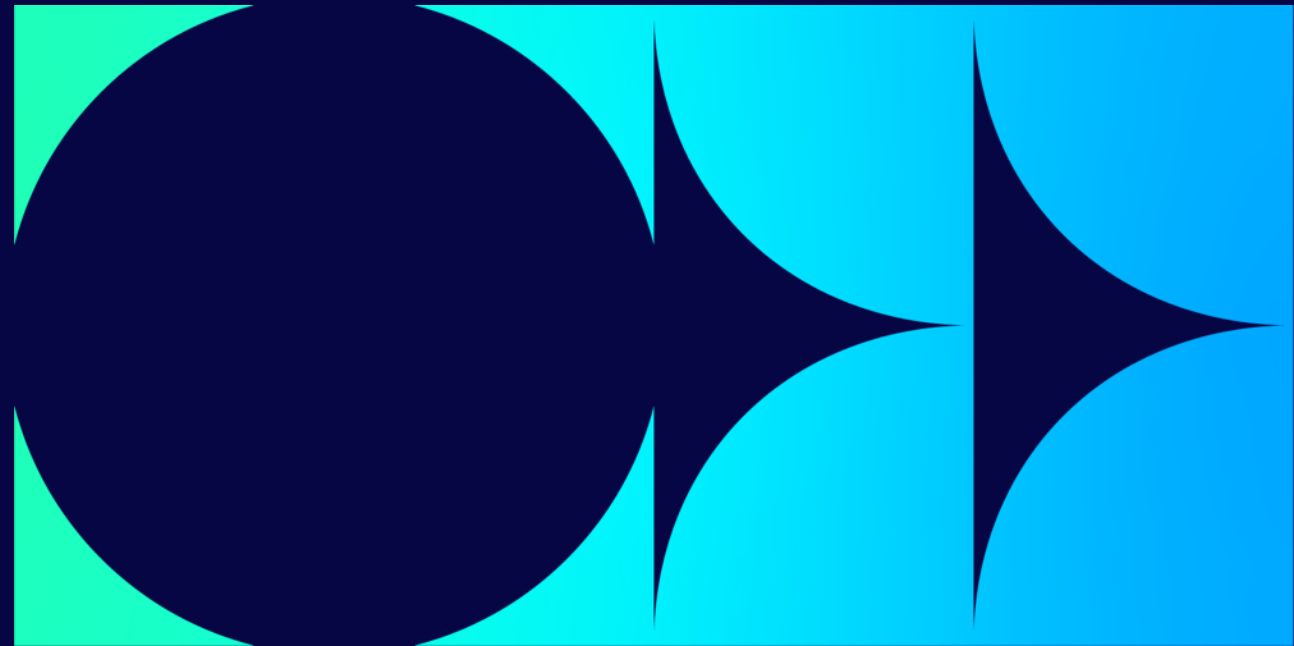


# OU Staff Monitoring Report – 2022/23

Equality, Diversity & Inclusion

**University Secretary's Office**

March 2024



# Contents

1. [Information about this report](#)
2. [Equality Scheme Targets 2022-2026](#)
3. [Executive Summary](#)
4. [Age](#)
5. [Disability](#)
6. [Ethnicity](#)
7. [Religion](#)
8. [Sex](#)

# Information

About	Information
Equality Monitoring Report	This report has been prepared by the Equality, Diversity and Inclusion (EDI) team as part of the University's publication requirements under the Equality Act 2010 and Northern Ireland Act 1998, Section 75. An accessible version of the data from this report has been prepared on an Excel spreadsheet and is available to download from our website.
Data covered in this report	<ol style="list-style-type: none"><li>1. Headcount data (the diversity of our staffing population; information on which staff groups are captured in the data can be found below)</li><li>2. Parental Leave uptake and return rate (the number of individuals taking a form of parental leave of absence; i.e. maternity, paternity, adoption and SPL)</li><li>3. Recruitment data (numbers and proportions of candidates from application, shortlisting to appointment)</li></ol>
Reporting Period (see slide footnotes)	<ol style="list-style-type: none"><li>1. Headcount data is a snapshot taken as at <b>31<sup>st</sup> July 2023</b> (presented as current year, 2022/23)</li><li>2. Previous year refers to a snapshot taken as <b>at 31<sup>st</sup> July 2022</b> (presented as 2021/22)</li><li>3. Recruitment data reporting period runs from <b>1<sup>st</sup> August 2022</b> to <b>31<sup>st</sup> July 2023</b> (presented as academic year 2022/23)</li></ol>
Included in the data	<p><b>Academic Staff:</b> Associate Lecturers, Central Academic Staff, Regional Academic Staff (also known as Staff Tutors), and Research staff</p> <p><b>Professional &amp; Support Staff:</b> Academic-related (AR7-AR9), Support staff (GR3-GR6)</p>
Not included in the data	<ol style="list-style-type: none"><li>1. Open University subsidiaries: OU Worldwide (grade Z95), Open University Student Association (OUSA), Mulberry Bear</li><li>2. Contingency staff: temp/ agency workers, contractors/consultants, visitors etc</li></ol>
Counting method	All data looks at the unique count of individual employees. Employees with more than one appointment are not double counted

Please note that the EDI team only provide data for annual compliance monitoring and do not provide ad-hoc data requests. All staff data requests must be submitted through People Services. If you have a question about this report, please contact us at [edi-team@open.ac.uk](mailto:edi-team@open.ac.uk)

# Information (continued)

About	Information
Employee groups	<p><b>Employee Group:</b> in this report, 'Employee Group' refers to two types of employee groups: Academic Staff and Professional &amp; Support Staff</p> <p><b>Employee Subgroup:</b> this is a breakdown of the Employee Group, displaying the different types of academic, professional and support staff – e.g. Associate Lecturers, Central Academic staff, Regional Academic staff (also known as Staff Tutors); Academic-related and support staff</p>
Senior Staff / Senior Level	Senior Staff refers to employees in senior grade roles (SS0–SS5) or professor bands (PB1–PB3).
Disclosure Rate	Disclosure rate refers to the number of people who have reported information about a protected characteristic. For example, the number of people who have disclosed information about their ethnicity, religion or whether or not they have one or more disabilities. 'Prefer not to say' is not included in the disclosure rate because when we refer to disclosure rate in EDI, we mean the revealing of an identity of a protected characteristic.
Equality Scheme Targets	The full Equality Scheme can be found in <a href="#">The Open University Equality Scheme 2022–2026</a> . The Equality Scheme Staff KPIs are presented in the next page of this report.

# Equality Scheme Staff KPIs

The Equality Scheme set out 11 staff KPIs to increase the representation of disabled and racially minoritised staff in senior roles and in recruitment stages. Five of the 11 (45.5%) staff KPIs are on or above target. The remaining 6 are below target, with the largest gap from target coming from both KPIs relating to disabled staff at senior level and shortlisting. Further data and context can be found in the following pages.

Equality Scheme Staff KPIs	Baseline	Target	Previous year (2021/22)	Current year (2022/23)	Year on Year % difference	% Gap from target
Maintain an overall female staff representation in senior roles	47.7%	Minimum of 45%	47.9%	49.4%	1.5%	4.4%
An increased proportion of staff with declared <b>disability(ies)</b> in senior roles	4.2%	7.2%	4.9%	5.8%	0.9%	-1.4%
An increased proportion of <b>Asian</b> staff in senior roles	5.6%	6.0%	5.9%	5.8%	-0.1%	-0.2%
An increased proportion of <b>Black</b> staff in senior roles	1.7%	2.7%	1.4%	1.9%	0.5%	-0.8%
An increased proportion of <b>Mixed</b> staff in senior roles	2.1%	2.5%	1.7%	2.3%	0.6%	-0.2%
An increased proportion of <b>Other</b> minority ethnic staff in senior roles	1.7%	2.1%	2.1%	2.3%	0.2%	0.2%
% of <b>Disabled</b> candidates shortlisted	7.6%	10.8%	8.2%	8.5%	0.3%	-2.3%
% of <b>Asian</b> candidates shortlisted	8.8%	9.2%	9.0%	10.8%	1.8%	1.6%
% of <b>Black</b> candidates shortlisted	5.6%	6.4%	6.2%	6.2%	0.0%	-0.2%
% of <b>Asian</b> candidates appointed	4.9%	5.1%	6.4%	5.5%	-0.8%	0.4%
% of <b>Black</b> candidates appointed	2.8%	3.2%	3.5%	4.0%	0.5%	0.8%

# Executive Summary – 2022/23

- **Age:** The average age of our staff population is 49.5 years. The large majority (74%) of academic staff are within the over 45 age bracket with an average age of 53 years. In contrast, the majority of professional and support staff (53%) are 45 years and under and 47% are over 45 years, with an average age of 44 years. The highest average age is in the Associate Lecturer population (54.5 years) and the lowest average age is Research Staff (41.6 years).
- **Disability:** The proportion of colleagues with a disability continues to rise for the consecutive year in a row and now stands at 8.6%, the largest rise in representation since 2018/19. When looking at the representation across all employee subgroups, disabled staff are most represented in the Regional Academic (10.3%) and Associate Lecturer (9.8%) employee subgroups. In contrast, the smallest representation of disabled staff (5.3%) is among the Research Staff employee subgroup. The representation of disabled staff at senior level is also the highest it has been in the last five years at 5.8%, an increase of 1 percentage point from the previous year 2021/22 and 1.4% away from our Equality Scheme target. This increase in representation at the senior level is largely due to more disabled colleagues entering PB1 grades. The number of applications from disabled candidates has increased from 6.9% in 2021/22 to 7.3% in 2022/23. The proportion of disabled candidates increased at the shortlisting stage making up 8.5% of all shortlisted applicants. However, fewer disabled candidates were successful after interview, making up 5.3% of new appointments.
- **Ethnicity:** the representation of colleagues from racially minoritised communities continues to rise and is now at 11.8%, the highest representation since 2018/19. The largest representation of staff from racially minoritised communities is in the Research Staff population (28.7%) followed by Support Staff (18.9%). In contrast, the lowest representation is at the Associate Lecturer level where racially minoritised colleagues make up 7.6% of the population. The representation at senior level has increased by 1.2 percentage points going from 11.1% to 12.3%, led largely by minority ethnic staff in professor grades (15.1%). Racially minoritised colleagues are underrepresented in SS grades and only make up 8.8% of the SS0-SS5 band population. There is a marginal drop (-0.1%) in representation of Asian colleagues at the senior level compared to the previous year 2021/22; however, all other minority ethnic group's representation at senior level increased since 2021/22. Black colleagues are the least represented minority community at senior level, particularly in professor grades where Black staff account for 1.2% (n= < 3) of PB grades. With regards to recruitment, a third of applications (33%) were from candidates from racially minoritised communities. However, applicants from racially minoritised communities were less likely to be successful after interview compared to white applicants – of all minority ethnic candidates interviewed, 20.9% were successful compared to 27.5% of all white applicants.

# Executive Summary – 2022/23

- **Religion:** 44% of OU colleagues identify as having no religion or belief while 40% identify as being a member of a particular religion or belief community. Of people with a religion or belief, a third identify as being Christian (31%), followed by those identifying as Spiritual (6%), Muslim (5%) and other religion or belief not listed (4%). There is a marginal difference of religion or belief status between academic and professional support staff.
- **Sex:** the representation of women continues to increase and women now account for 63% of the population while men make up 37%. The gender balance varies across the different employee subgroups and women are overrepresented in the Regional Academic (74%), Support Staff (70%) and Academic-related (67%) employee subgroups. In contrast, men are underrepresented in Professional and Support Staff, accounting for 32% of the Professional and Support staff population. The representation of women at senior level continues to increase for the 5<sup>th</sup> consecutive year with women accounting for 49.4% of the senior staff population in 2022/23, remaining above our Equality Scheme minimum representation target of 45% women at senior level. Despite making up 59% of academic staff, women are still underrepresented in professorial bands, particularly in PB2, accounting for 47% of the professor grades.
- **Sexual Orientation:** data for 2022/23 is currently unavailable.

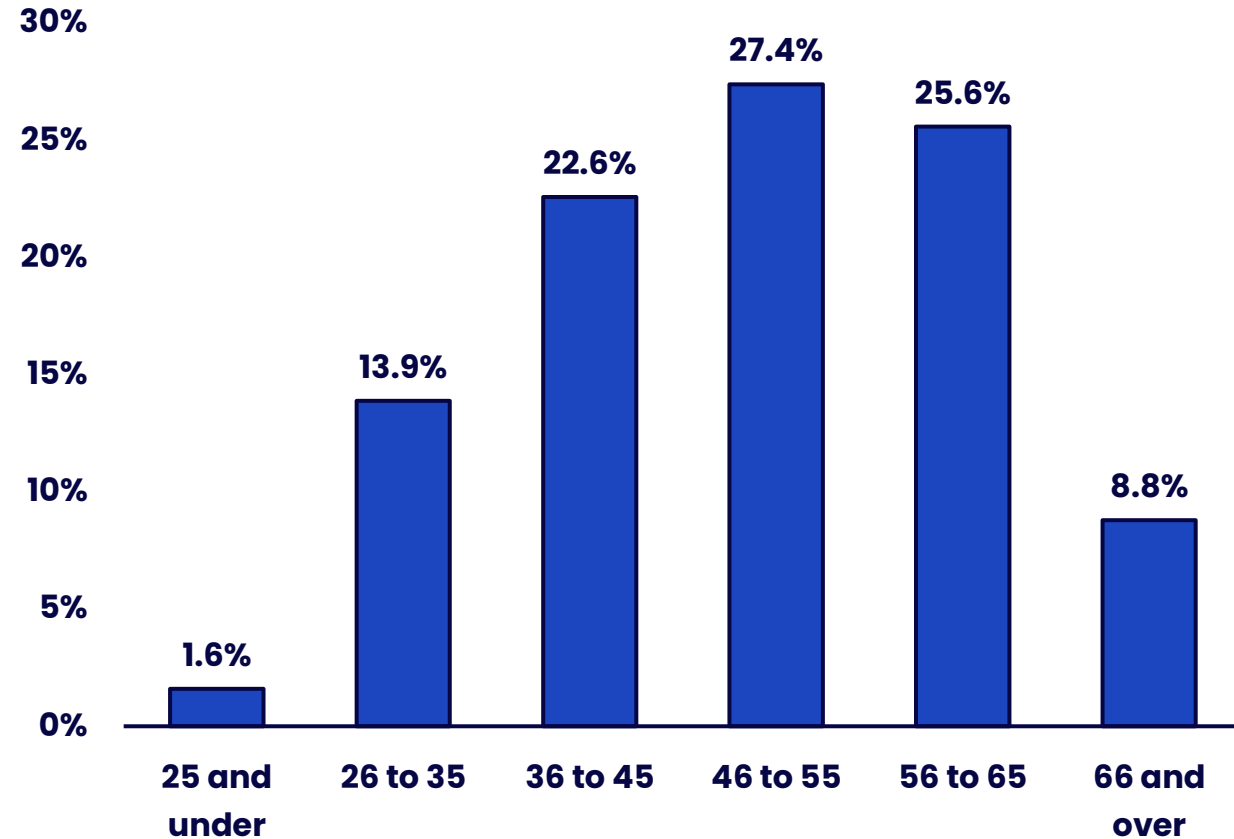
# Age

## 2022/23

### Sections:

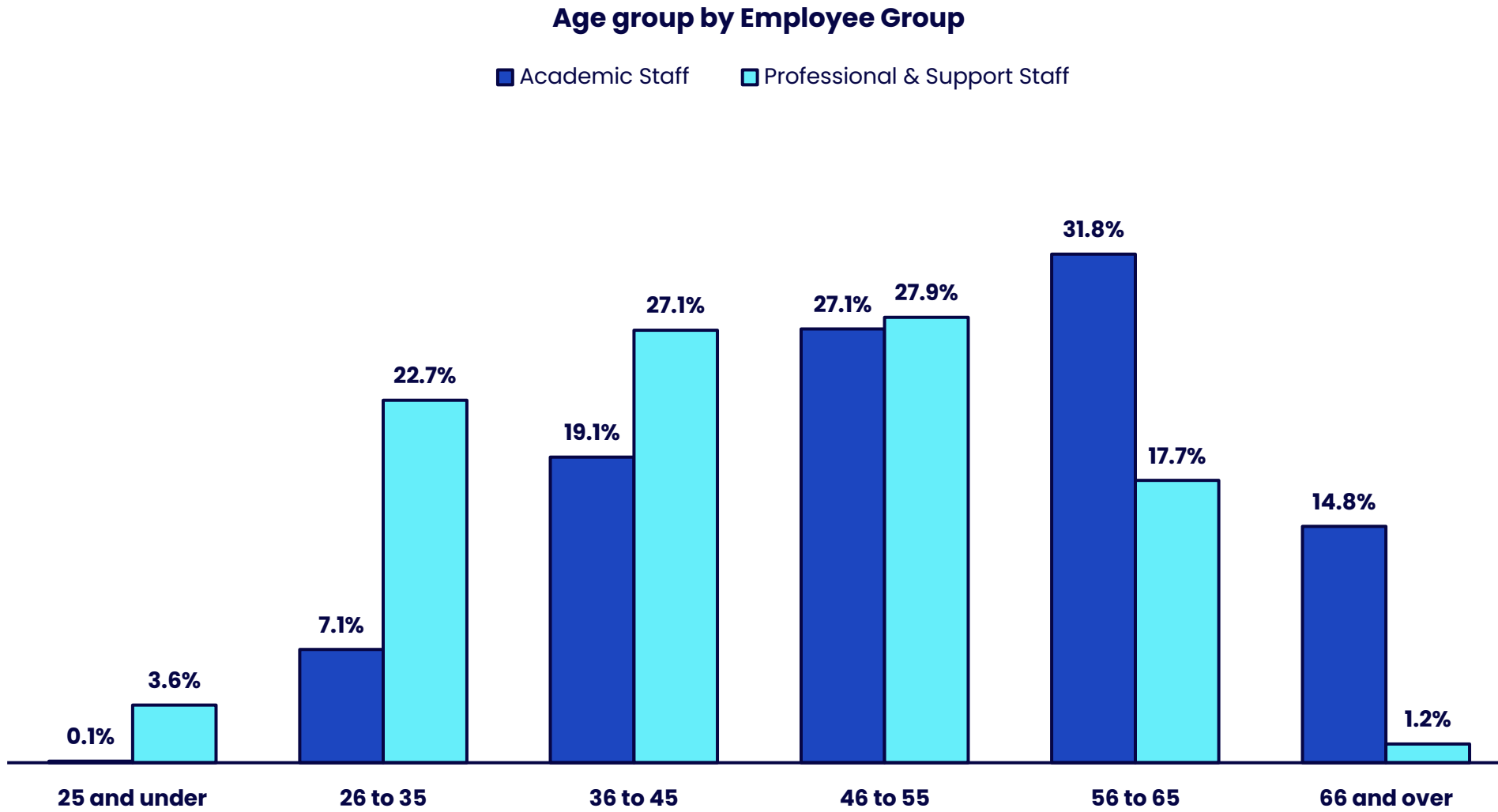
1. The current (2022/23) OU population by age group (right)
2. Current Year (2022/23) and percentage change from previous year (2021/22)
3. Age Group by Employee Group
4. Average Age by Employee Subgroup

**Population by Age Group**  
(as at 31st July 2023)





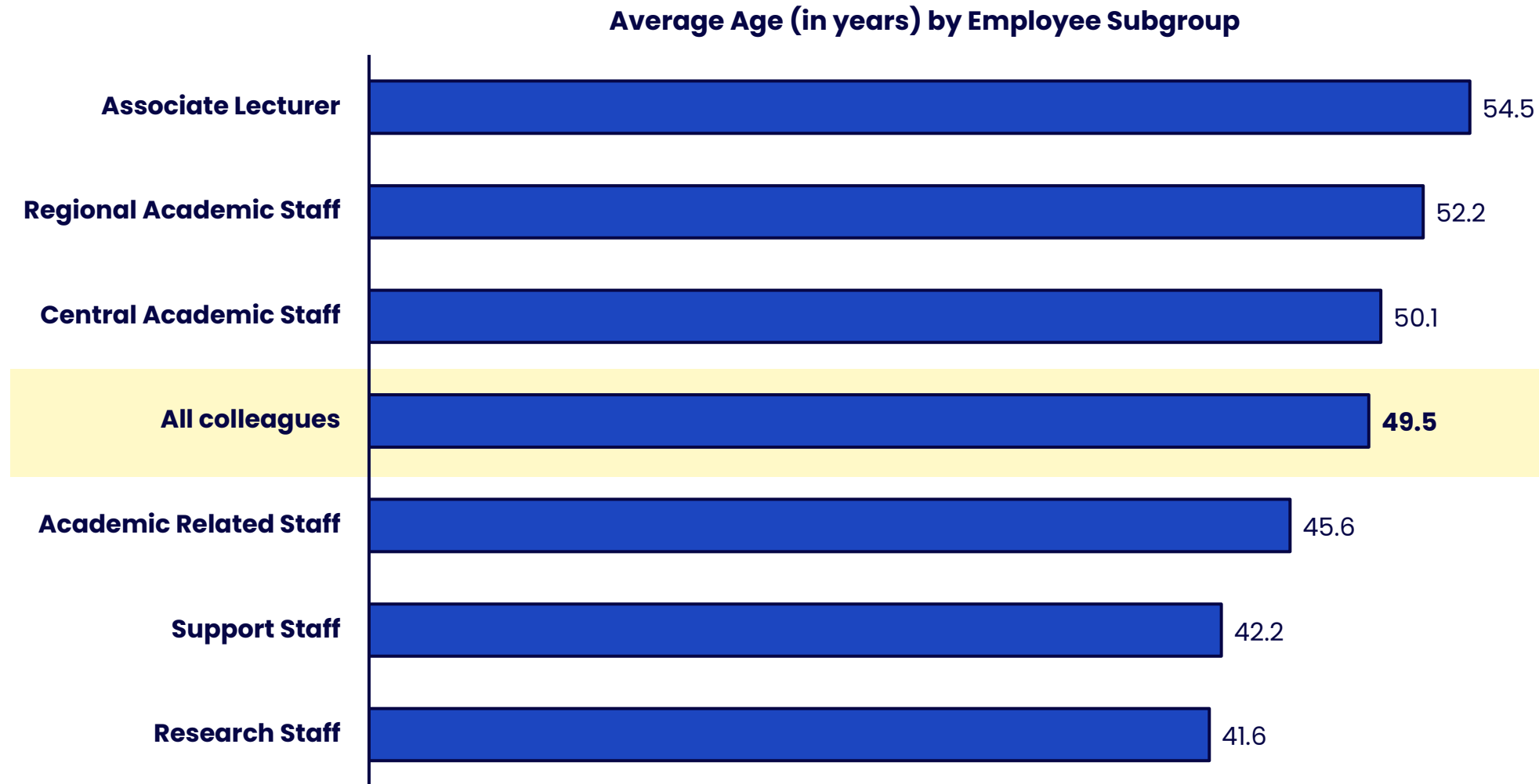
# Age Group by Employee Group



Snapshot date(s): 2022/23 (as at 31st July 2023)

Scope: All Staff – Academic Staff (Central, Regional, Researcher & ALs) and Professional & Support Staff – data does not include OU subsidiaries (OUSA, OUW, Mulberry Bear) or agency/temp workers.

# Average Age by Employee Subgroup



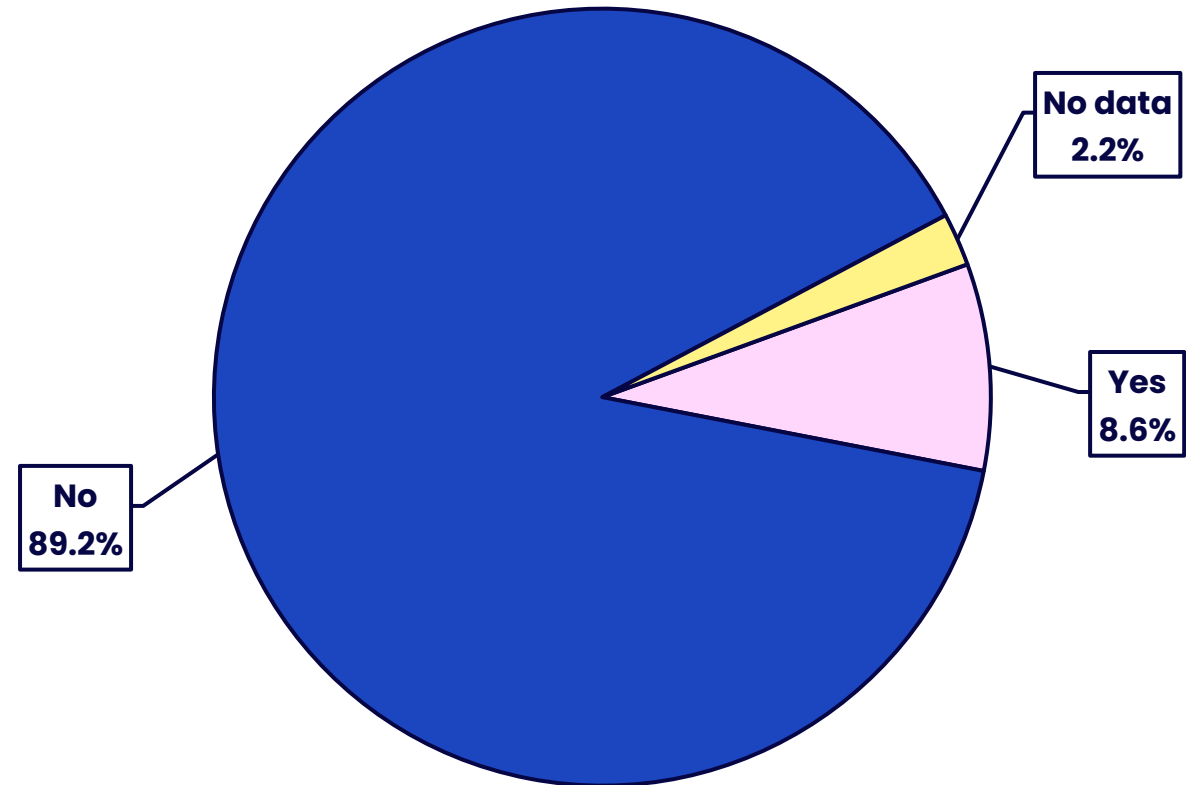
# Disability

2022/23

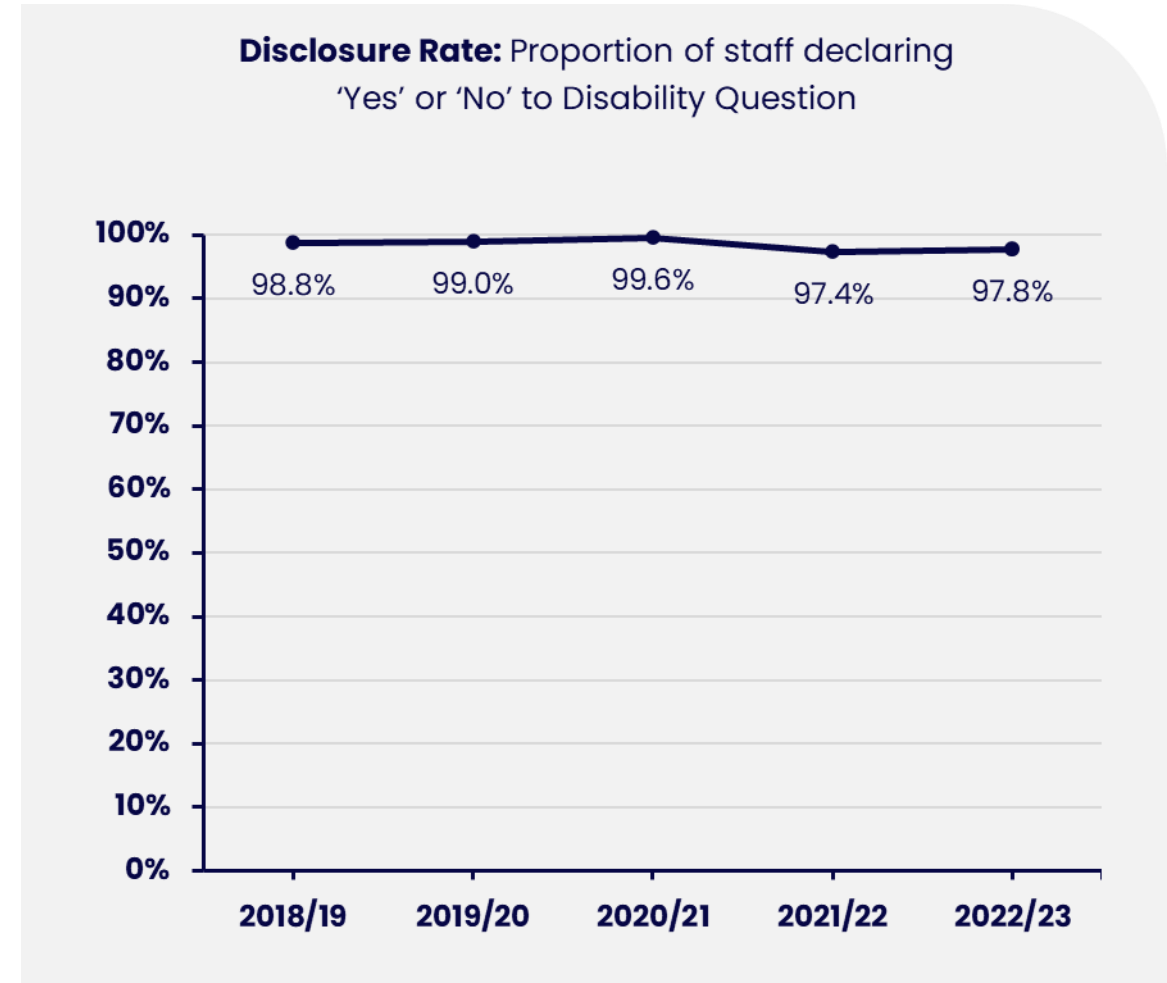
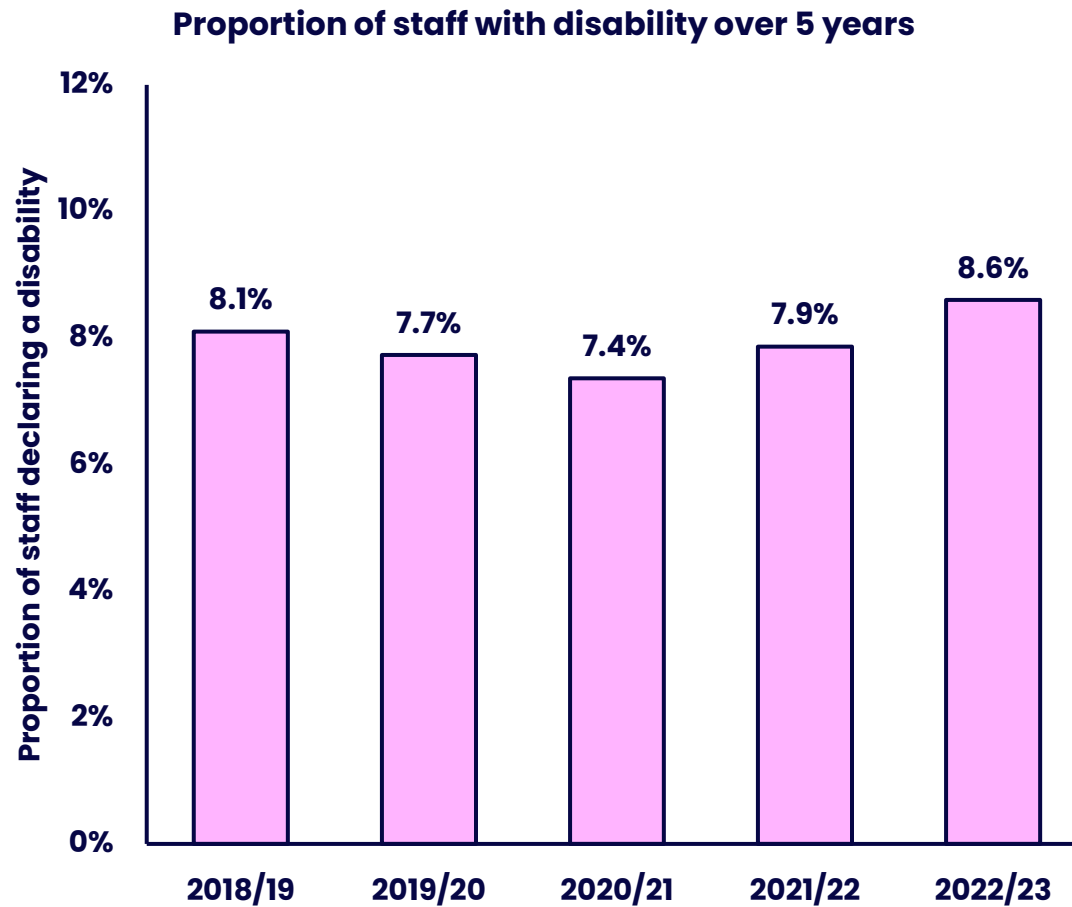
## Sections:

1. Proportion % by Disability Declaration in 2022/23 (right)
2. Population and Disclosure Rate over 5 years
3. Disability by Employee Group
4. Disability by Employee Subgroup
5. Representation at senior level (Equality KPI targets)

**Proportion by Disability Declaration**  
(as at 31st July 2023)



# Disability – Population and Disclosure Rate over 5 years

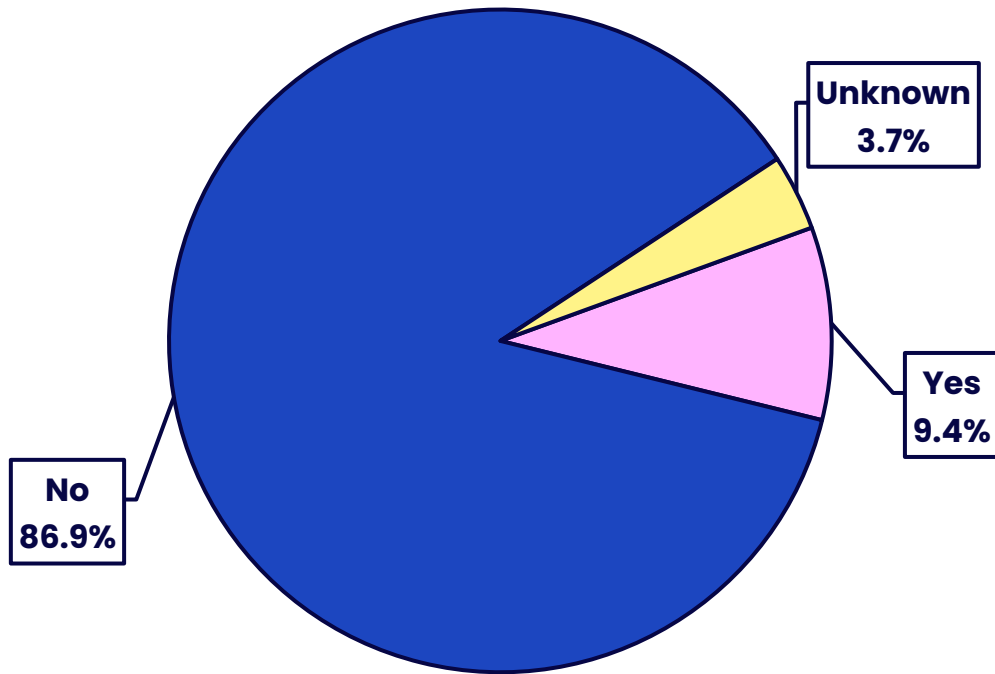


Snapshot date(s): 2018/19 to 2022/23 as at 31<sup>st</sup> July of each year.

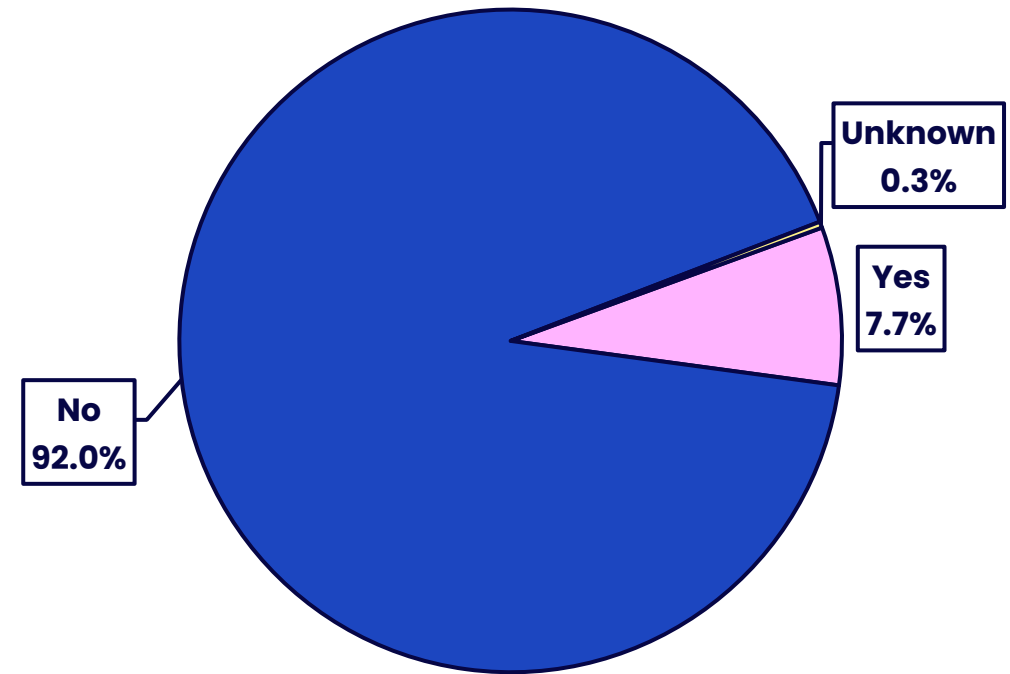
Scope: All Staff – Academic Staff (Central, Regional, Researcher & AIs) and Professional & Support Staff – data does not include OU subsidiaries (OUSA, OUW, Mulberry Bear) or agency/temp workers.

# Disability by Employee Group

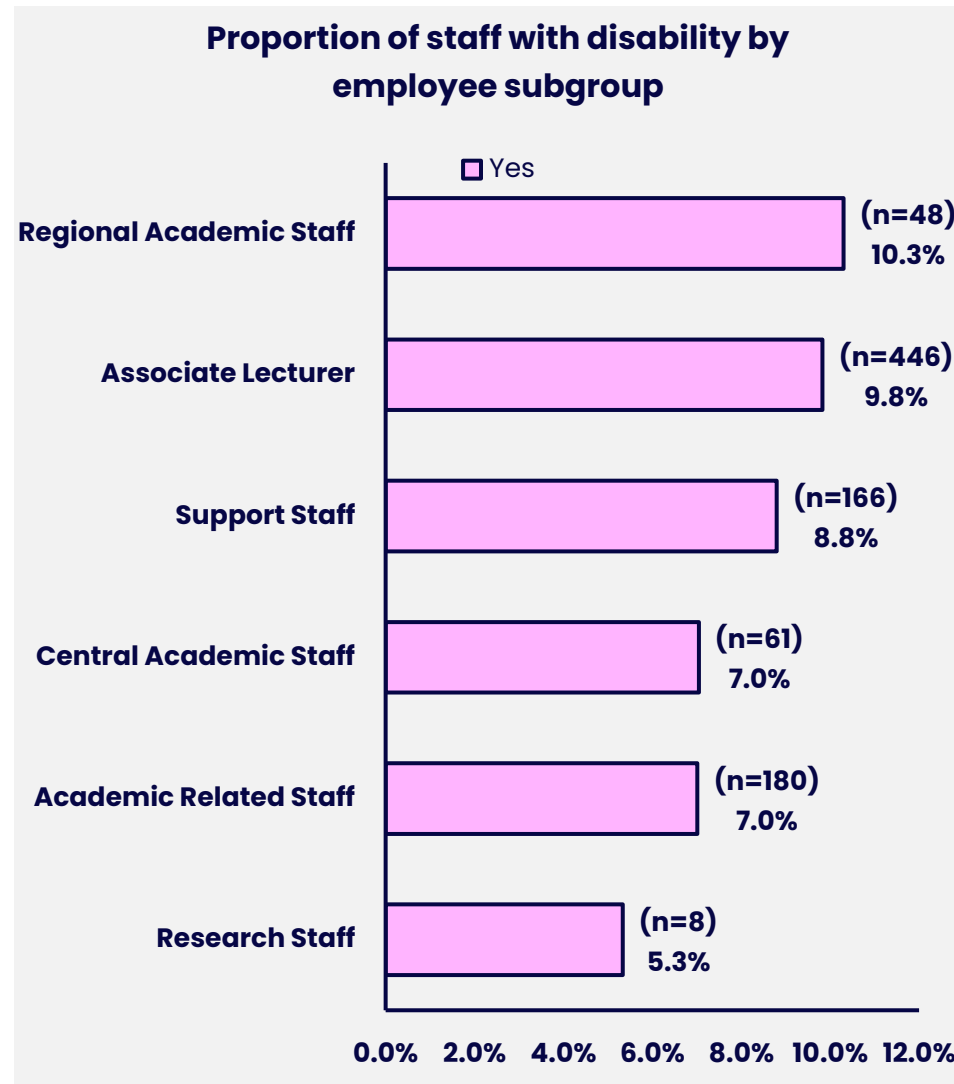
## Academic Staff



## Professional & Support Staff



# Disability by Employee Subgroup



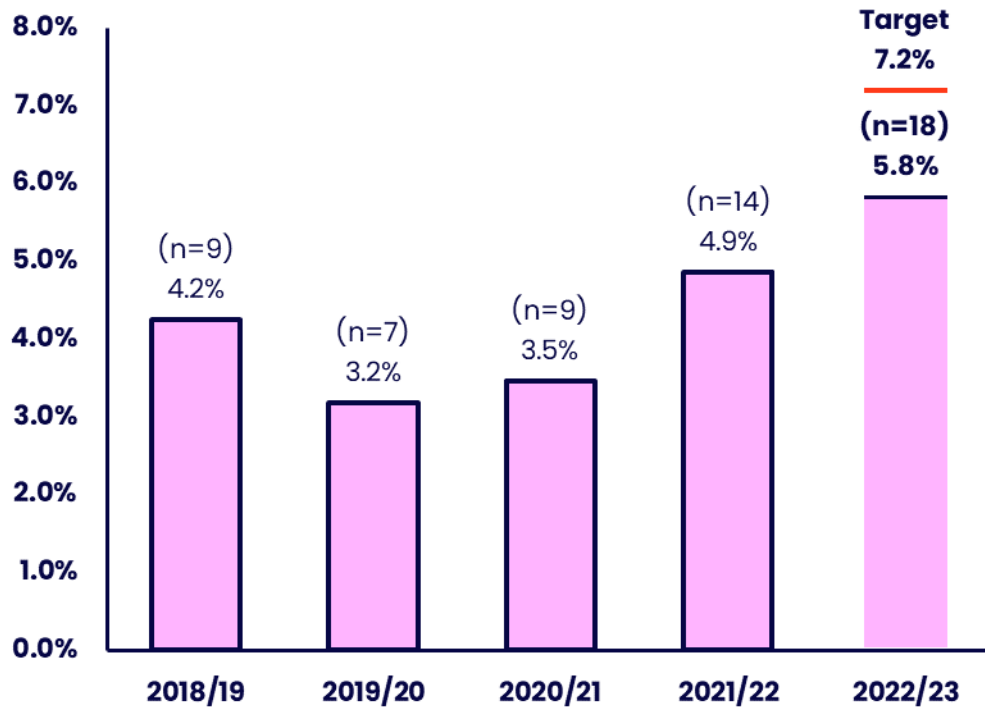
Snapshot date(s): 2022/23 (as at 31st July 2023)

Scope: All Staff – Academic Staff (Central, Regional, Researcher & ALs) and Professional & Support Staff – data does not include OU subsidiaries (OUSA, OUW, Mulberry Bear) or agency/temp workers.

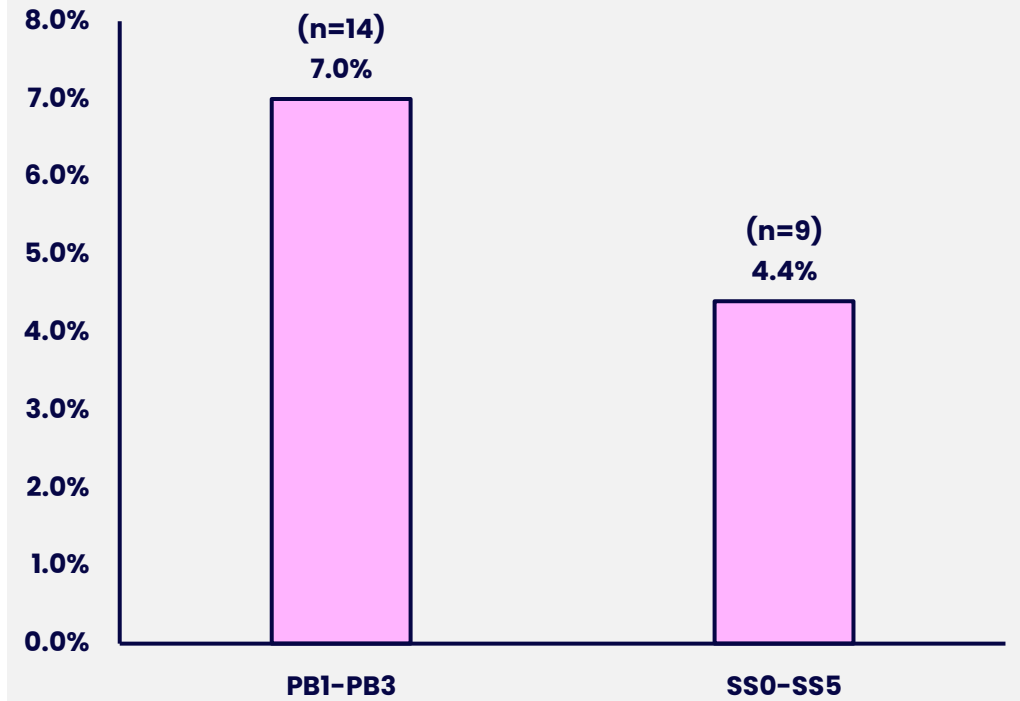
# Disability – representation at senior level

Due to more colleagues with declared disabilities entering PBI grades, the representation of disabled colleagues at senior level is now at 5.8%, a 1 percentage point increase from the previous year (2021/22). There are more disabled colleagues in professor bands (7.0%) compared to SS grades (4.4%). Due to this increase in representation, we are now 1.4% below target compared to 2.3% below target in the previous year.

**Proportion (%) of people with a disability at senior level across 5 years**



**Representation of disabled staff at senior level by grade group – 2022/23**



# Disability – Recruitment

In 2022/23, the proportion of applicants with a declared disability was 7.3%, a slight increase from previous year (6.9%). The proportion of disabled candidates increased at the shortlisting stage to 8.5%. However, fewer disabled candidates were successful after interview, making up 5.3% of new appointments.

Disability Status	Number of applicants	% of all applicants	Number of Shortlisted Applicants	% of All Shortlisted Applicants	Number of Appointed Candidates	% of All Appointed Candidates	Proportion (%) of applicants shortlisted	Proportion (%) of shortlisted candidates interviewed	Proportion (%) appointed after interview
Disabled	1,123	7.3%	304	8.5%	55	5.3%	27.1%	80.6%	22.4%
Non-disabled	12,471	80.9%	2,707	76.1%	550	53.2%	21.7%	78.9%	25.7%
Prefer not to say	969	6.3%	262	7.4%	144	13.9%	27.0%	77.1%	71.3%
No data / Undisclosed	847	5.5%	285	8.0%	285	27.6%	33.6%	100.0%	100.0%
<b>Grand Total</b>	<b>15,410</b>	<b>100.0%</b>	<b>3,558</b>	<b>100.0%</b>	<b>1,034</b>	<b>100.0%</b>	<b>23.1%</b>	<b>80.6%</b>	<b>36.0%</b>



# Ethnicity

## 2022/23

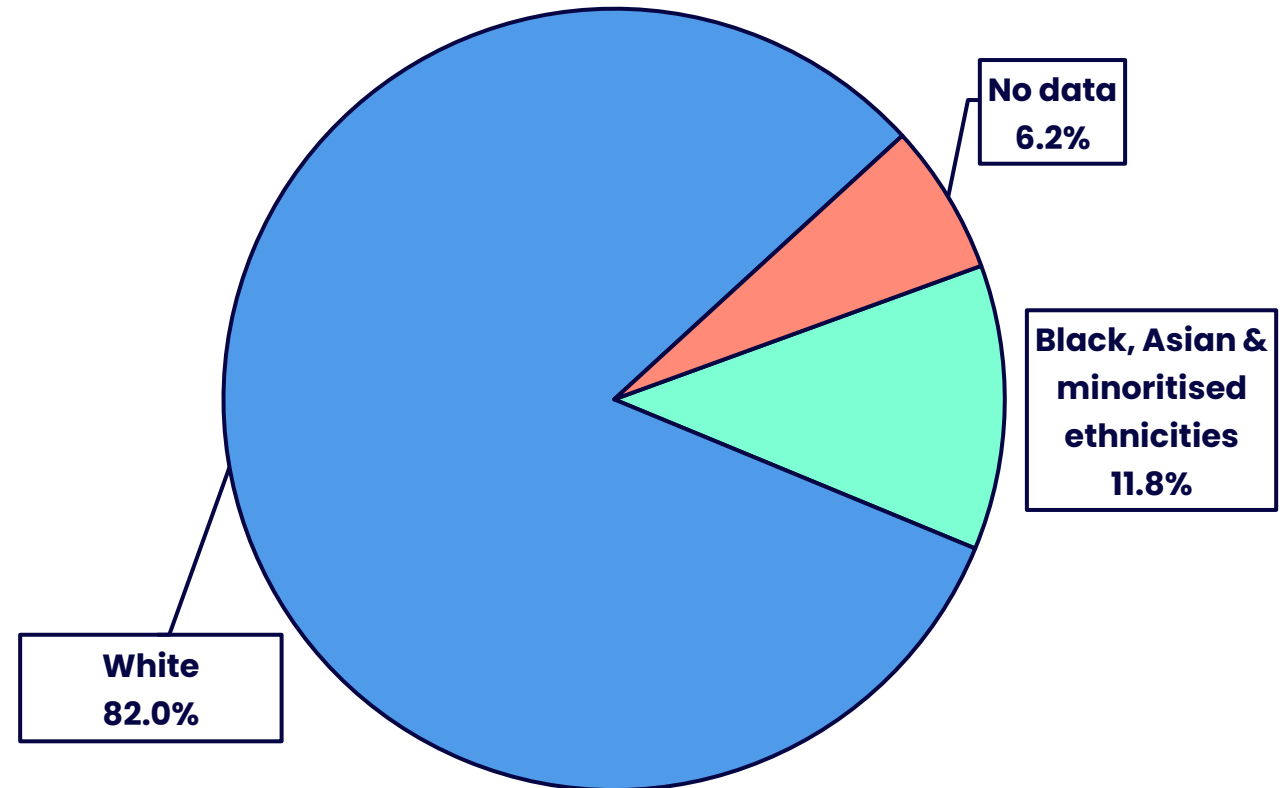
### Sections:

1. Proportion % by Ethnicity Group\* in 2022/23 (right)
2. Population and Disclosure Rate over 5 years
3. Ethnicity subgroup\*\* and Nationality
4. Ethnicity subgroup and ethnicity subgroup by Sex
5. Black, Asian and minority ethnic staff at the senior level
6. Ethnicity subgroup at senior level (equity target)

\*Ethnicity Group = e.g. Black, Asian and minoritised ethnicities

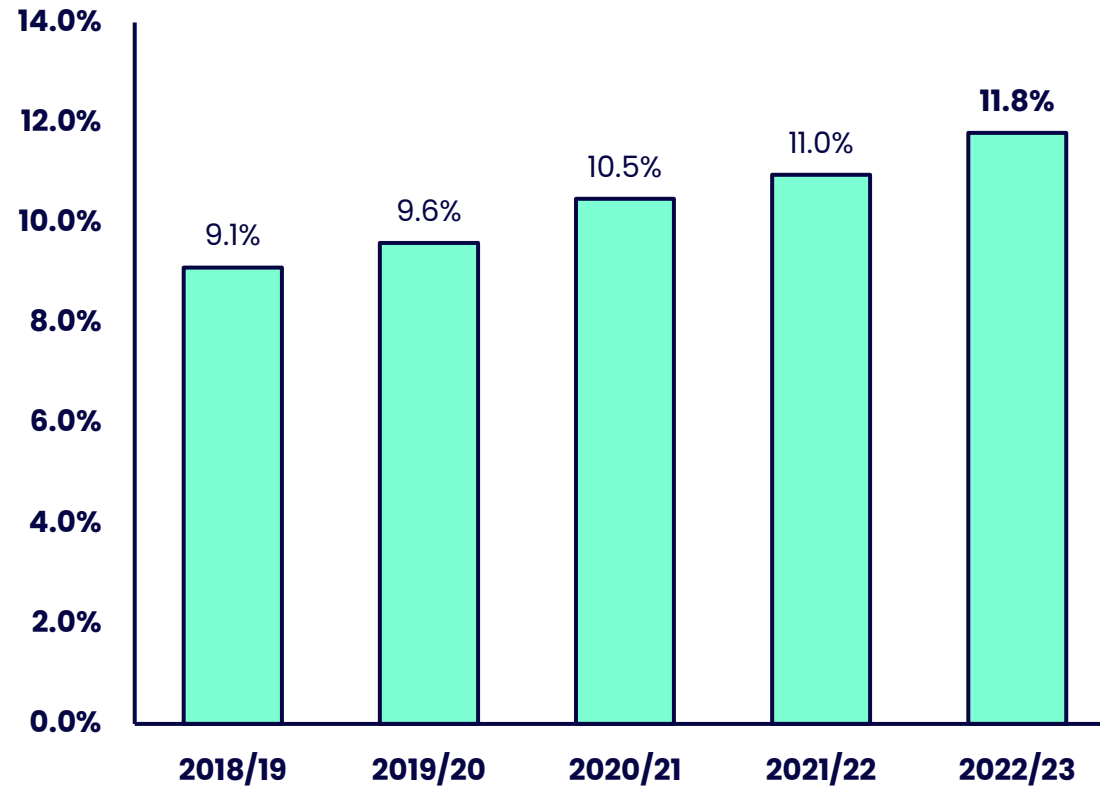
\*\*Ethnicity Subgroup = e.g. Asian, Black, Mixed, Other and White

**Proportion of staff by ethnicity group**  
(as at 31st July 2023)

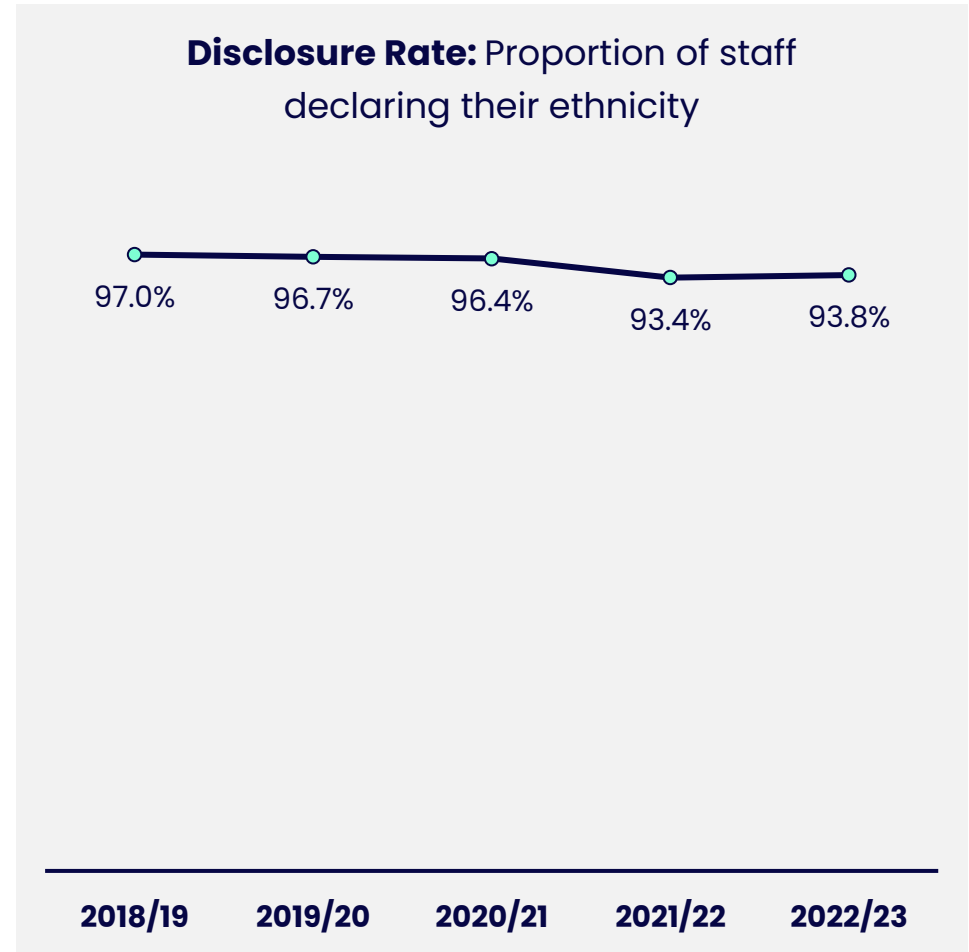


# Ethnicity – Population and Disclosure Rate over 5 years

Representation of Black, Asian and minority ethnic staff at the OU across a 5-year period



**Disclosure Rate:** Proportion of staff declaring their ethnicity

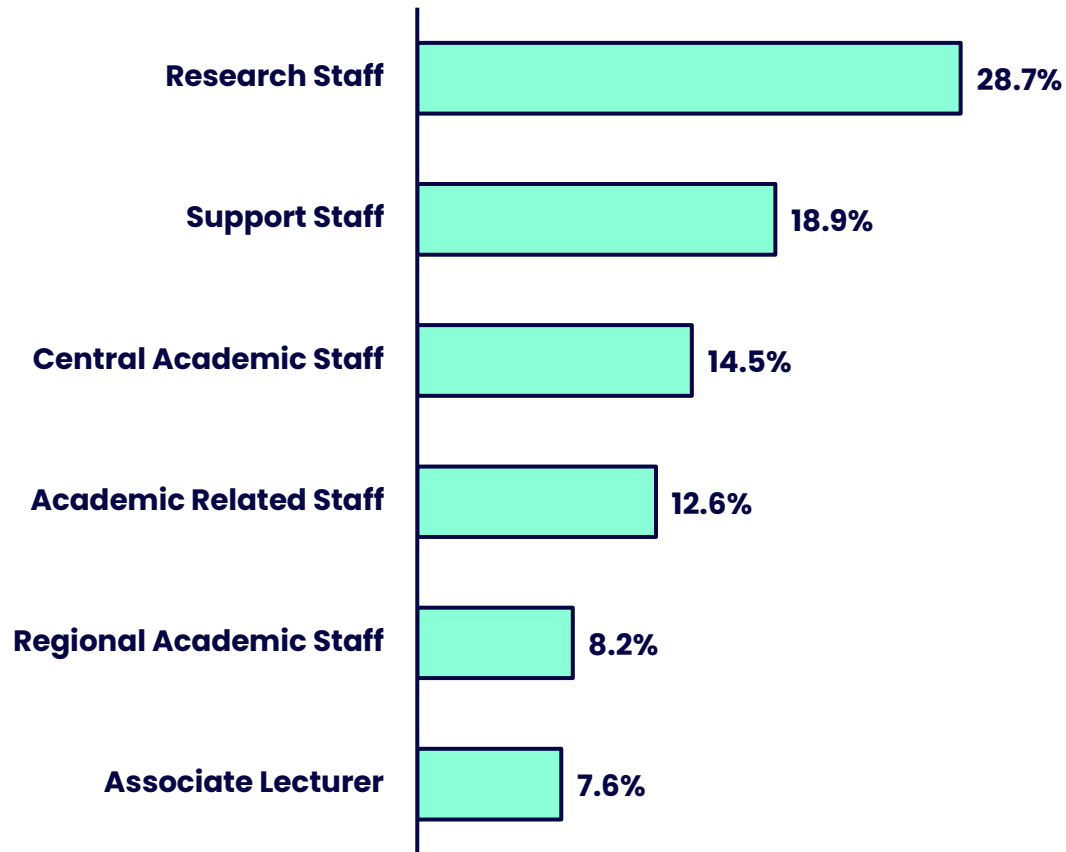


Snapshot date(s): 2018/19 to 2022/23 as at 31<sup>st</sup> July of each year.

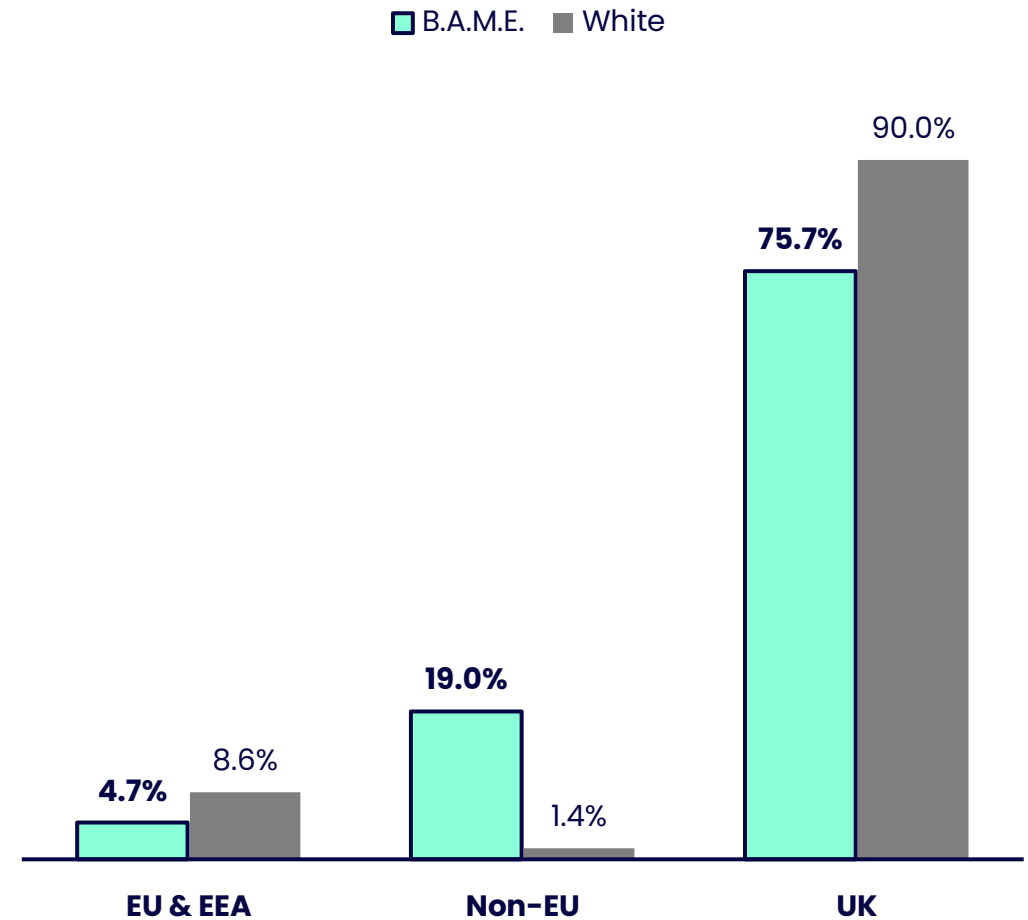
Scope: All Staff – Academic Staff (Central, Regional, Researcher & ALs) and Professional & Support Staff – data does not include OU subsidiaries (OUSA, OUW, Mulberry Bear) or agency/temp workers.

# Ethnicity – Employee Subgroup and Nationality

Representation of minority ethnic staff in each Employee subgroup 2022/23

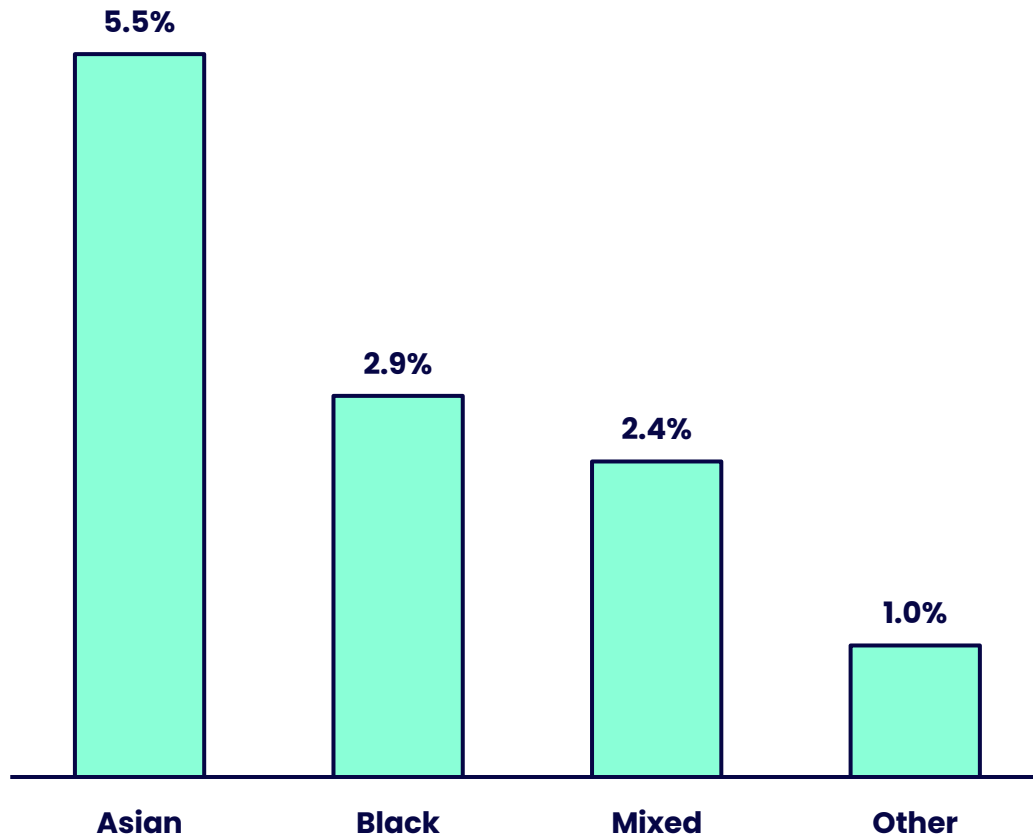


Representation by Nationality Group (excl. unknown nationality)

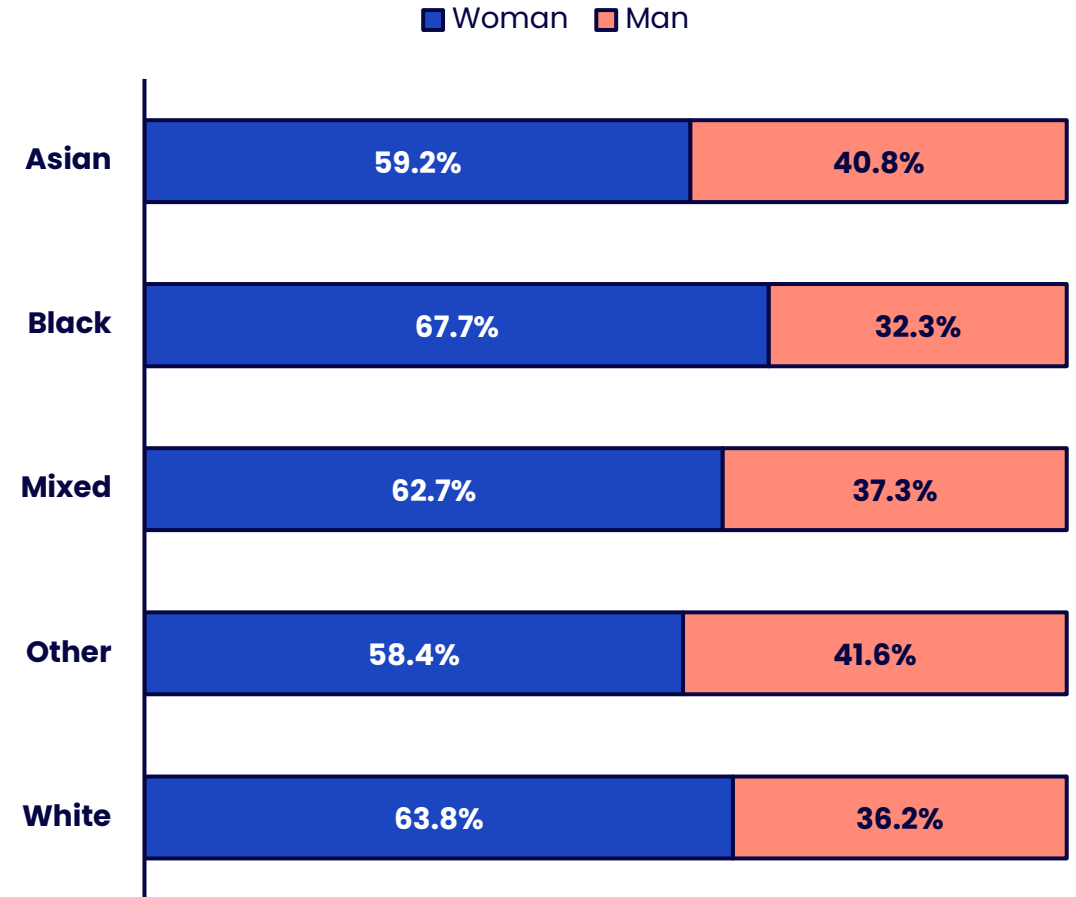


# Ethnicity – Ethnicity Subgroup and by Sex

Representation of minority ethnic subgroups at the OU – 2022/23



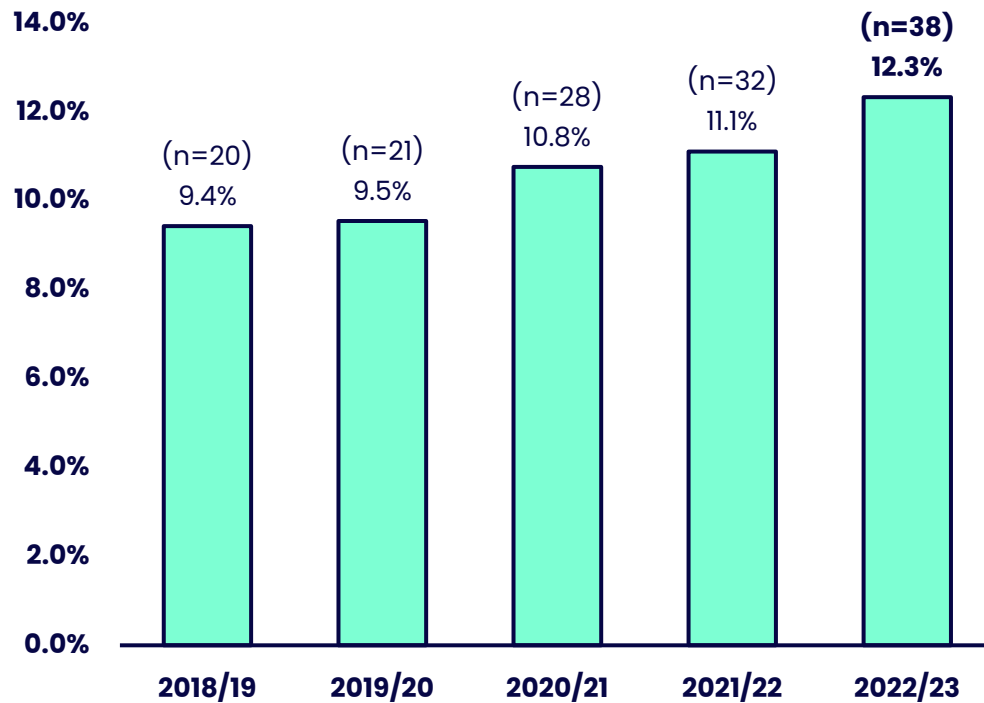
Ethnicity subgroup by Sex



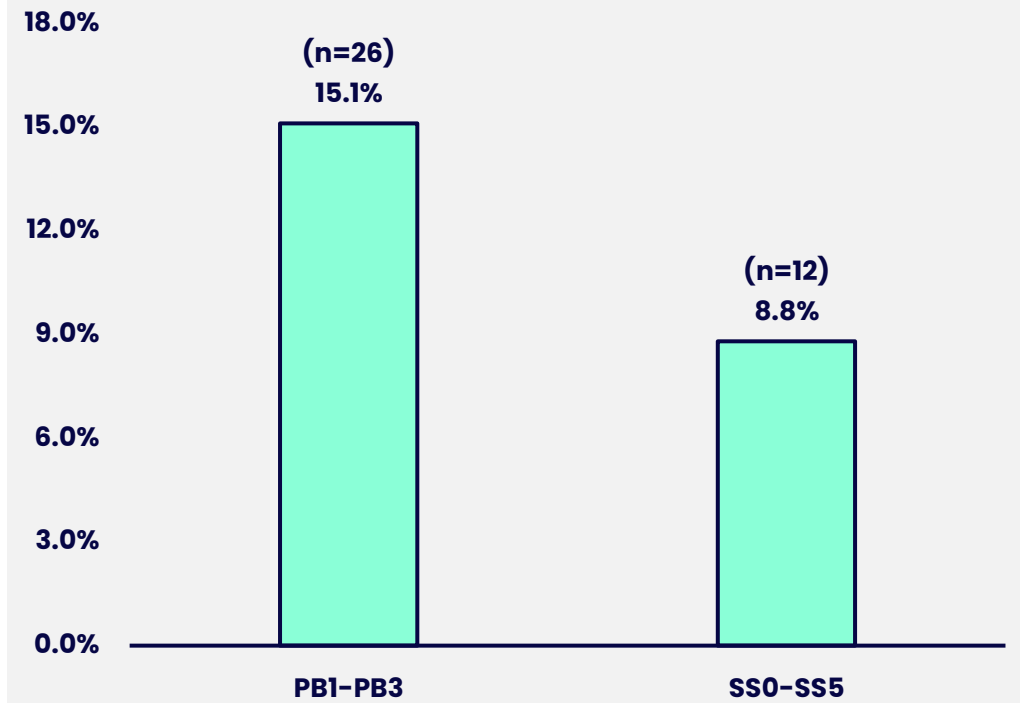
# Ethnicity – representation at senior level

As at 31<sup>st</sup> July 2023, Black, Asian and minority ethnic staff represented 12.3% (38 out of 308) of the senior staff population, a 1.2 percentage point increase from 2021/22. The minority ethnic population is underrepresented within the SS bands (8.8%, 12 out of 136) and account for 15.1% of professor grades. Black colleagues are least represented at senior level, accounting for less than 2% of the senior leadership population. Three of the four minoritised communities are below the Equality Scheme target.

**Proportion of Black, Asian and minority ethnic staff at senior level over 5 years**



**Representation of minority ethnic staff at senior level by grade group – 2022/23**



Snapshot date(s): 2018/19 to 2022/23 as at 31<sup>st</sup> July of each year (left chart) | right chart shows the current year 2022/23 (as at 31<sup>st</sup> July 2023)  
Scope: Staff with 'SS' (Senior Staff) grades or 'PB' (Professor) grades

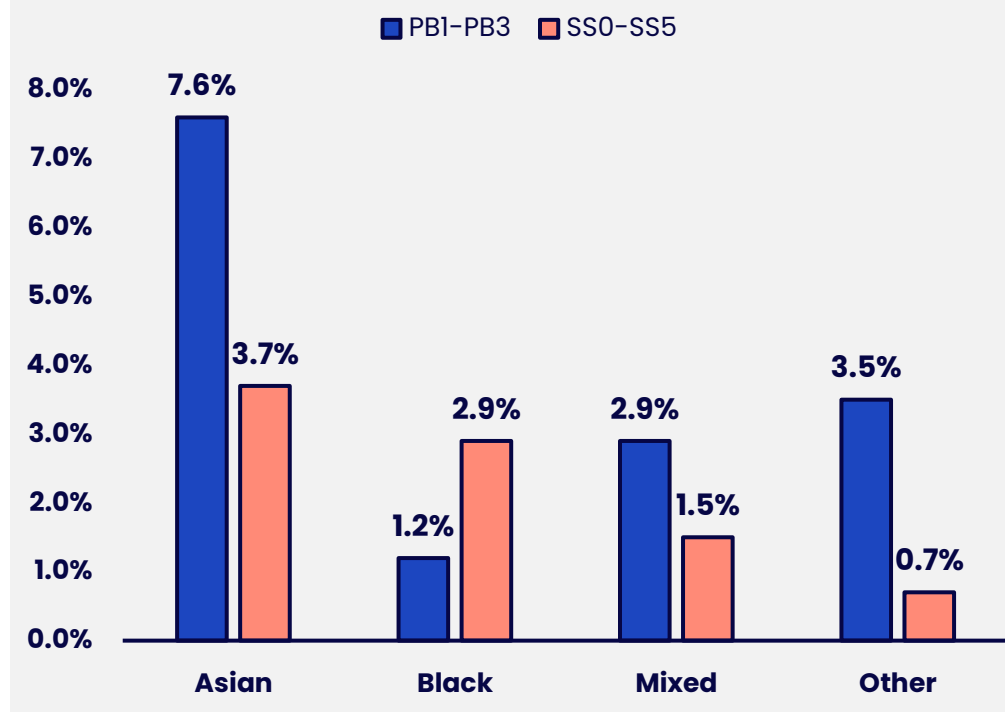
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As at 31<sup>st</sup> July 2023, Black, Asian and minority ethnic staff represented 12.3% (38 out of 308) of the senior staff population, a 1.2 percentage point increase from 2021/22. The minority ethnic population is underrepresented within the SS bands (8.8%, 12 out of 136) and account for 15.1% of professor grades. Black colleagues are least represented at senior level, accounting for less than 2% of the senior leadership population. Three of the four minoritised communities are below the Equality Scheme target.

**Representation of minority ethnic subgroups at Senior Level**



**Breakdown of Senior Staff Representation – 2022/23**



# Ethnicity – Recruitment

In 2022/23, a third of applications (33%) came from candidates from Black, Asian and minority ethnic communities, a 7.2 percentage point increase from the previous year (25.8% in 2021/22). Of all minority ethnic candidates interviewed, 20.9% were successful compared to 27.5% of all white applicants. Although Asian candidates make up the second largest group in the initial application pool (17%), they were the second least likely group to be successful after interview.

Ethnicity Group	Number of applicants	% of all applicants	Number of Shortlisted Applicants	% of All Shortlisted Applicants	Number of Appointed Candidates	% of All Appointed Candidates	Proportion (%) of applicants shortlisted	Proportion (%) of shortlisted candidates interviewed	Proportion (%) appointed after interview
Black, Asian & minoritised ethnicities	5,080	33.0%	792	22.3%	134	13.0%	15.6%	80.9%	20.9%
White	8,360	54.3%	2,219	62.4%	477	46.1%	26.5%	78.1%	27.5%
Undisclosed	1,970	12.8%	547	15.4%	423	40.9%	27.8%	90.3%	85.6%
<b>Grand Total</b>	<b>15,410</b>	<b>100.0%</b>	<b>3,558</b>	<b>100.0%</b>	<b>1,034</b>	<b>100.0%</b>	<b>23.1%</b>	<b>80.6%</b>	<b>36.0%</b>

Ethnicity Subgroup	Number of applicants	% of all applicants	Number of Shortlisted Applicants	% of All Shortlisted Applicants	Number of Appointed Candidates	% of All Appointed Candidates	Proportion (%) of applicants shortlisted	Proportion (%) of shortlisted candidates interviewed	Proportion (%) appointed after interview
Asian	2,615	17.0%	384	10.8%	57	5.5%	14.7%	81.5%	18.2%
Black	1,479	9.6%	219	6.2%	41	4.0%	14.8%	79.9%	23.4%
Mixed	676	4.4%	151	4.2%	31	3.0%	22.3%	82.1%	25.0%
Other	310	2.0%	38	1.1%	5	0.5%	12.3%	76.3%	17.2%
White	8,360	54.3%	2,219	62.4%	477	46.1%	26.5%	78.1%	27.5%
Prefer not to say	1,095	7.1%	261	7.3%	138	13.3%	23.8%	79.7%	66.3%
No data / undisclosed	875	5.7%	286	8.0%	285	27.6%	32.7%	100.0%	99.7%
<b>Grand Total</b>	<b>15,410</b>	<b>100.0%</b>	<b>3,558</b>	<b>100.0%</b>	<b>1,034</b>	<b>100.0%</b>	<b>23.1%</b>	<b>80.6%</b>	<b>36.0%</b>

Reporting period : 1<sup>st</sup> August 2022 to 31<sup>st</sup> July 2023

Scope: All Staff – Academic Staff (Central, Regional, Researcher & ALs) and Professional & Support Staff – data does not include OU subsidiaries (OUSA, OUW, Mulberry Bear) or agency/temp workers.

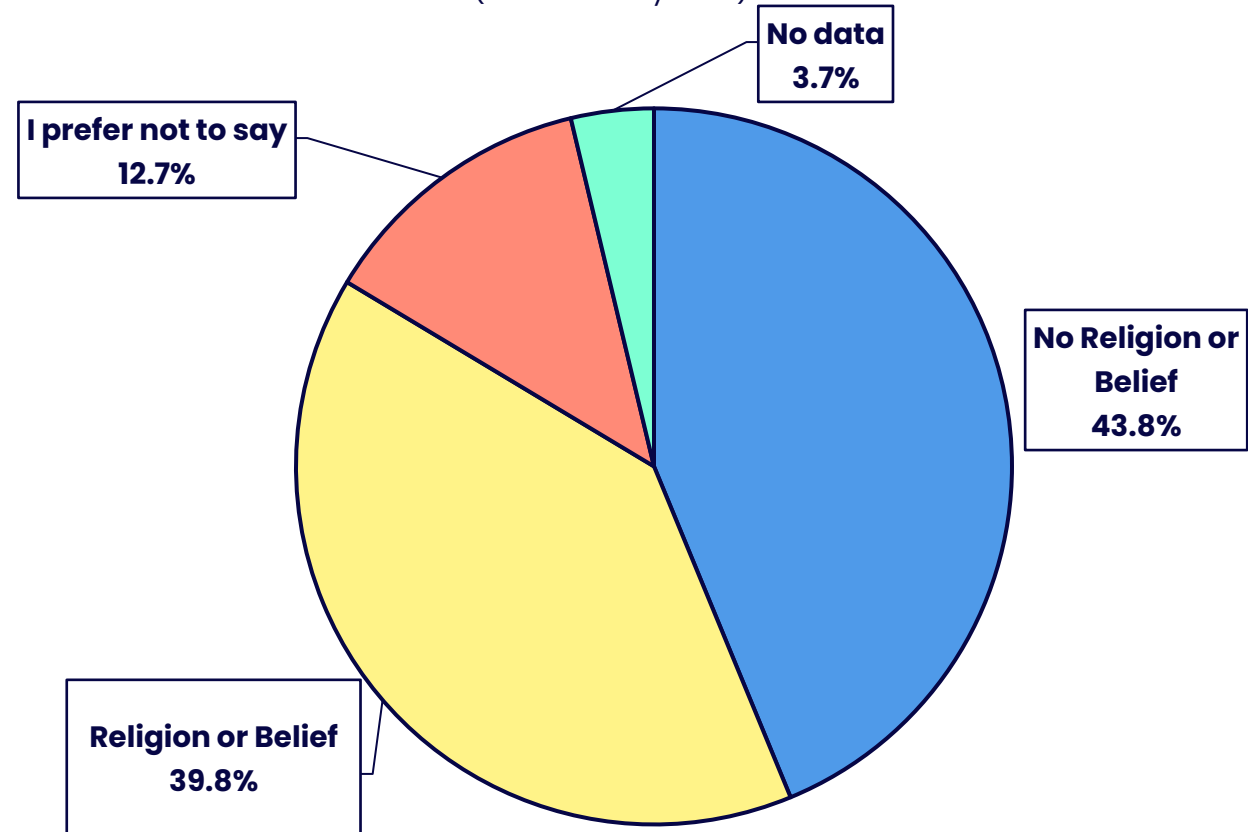
# Religion

## 2022/23

### Sections:

1. Proportion % by religion or belief status in 2022/23 (right)
2. Religion or belief subgroup breakdown of current year (2022/23)
3. Religion by Employee Group

**Proportion of staff by Religion or Belief**  
(as at 31st July 2023)

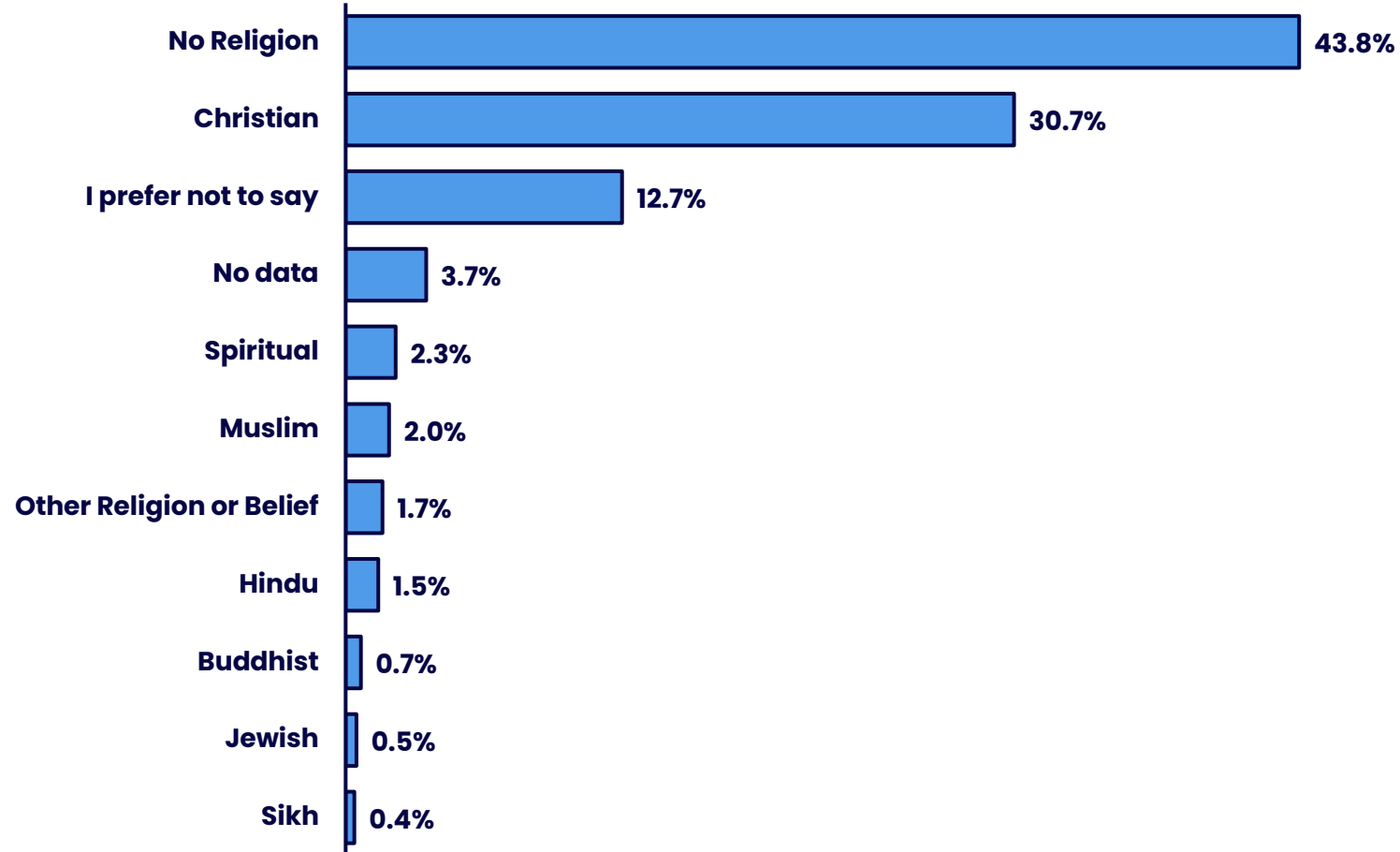




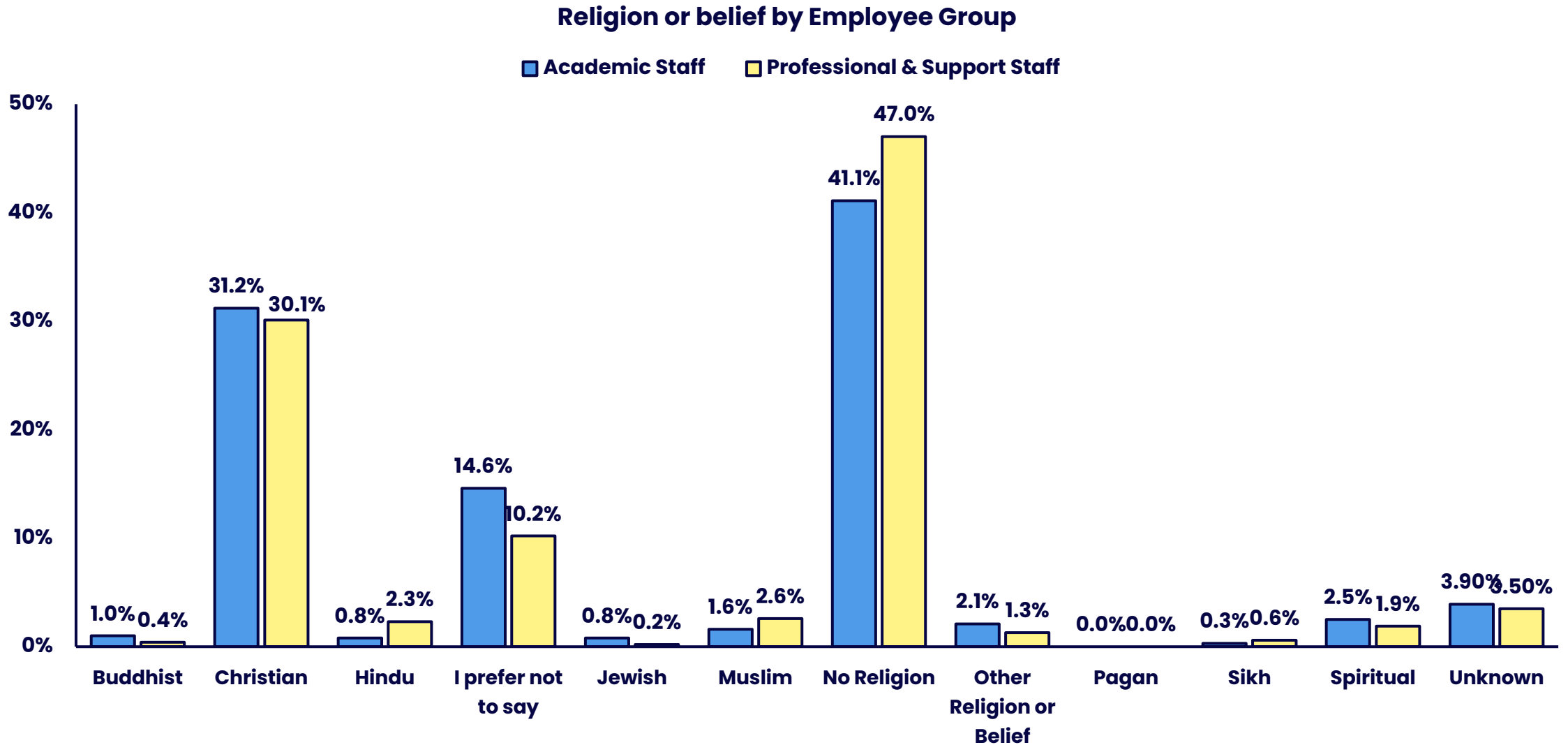
# Religion – Religion or belief subgroup breakdown

## Religion or belief

(as at 31st July 2023)



# Religion by Employee Group



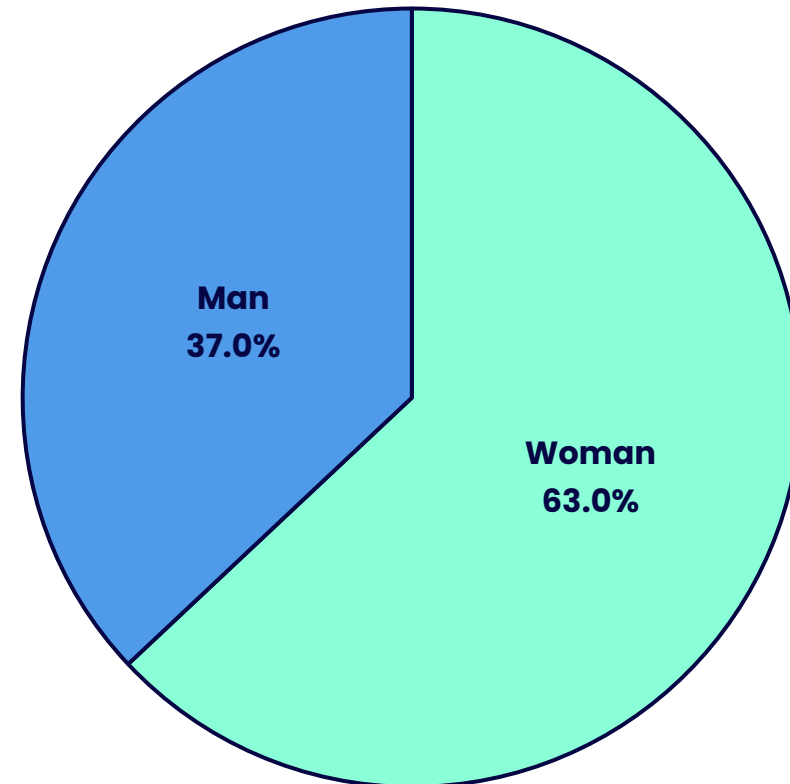
# Sex

## 2022/23

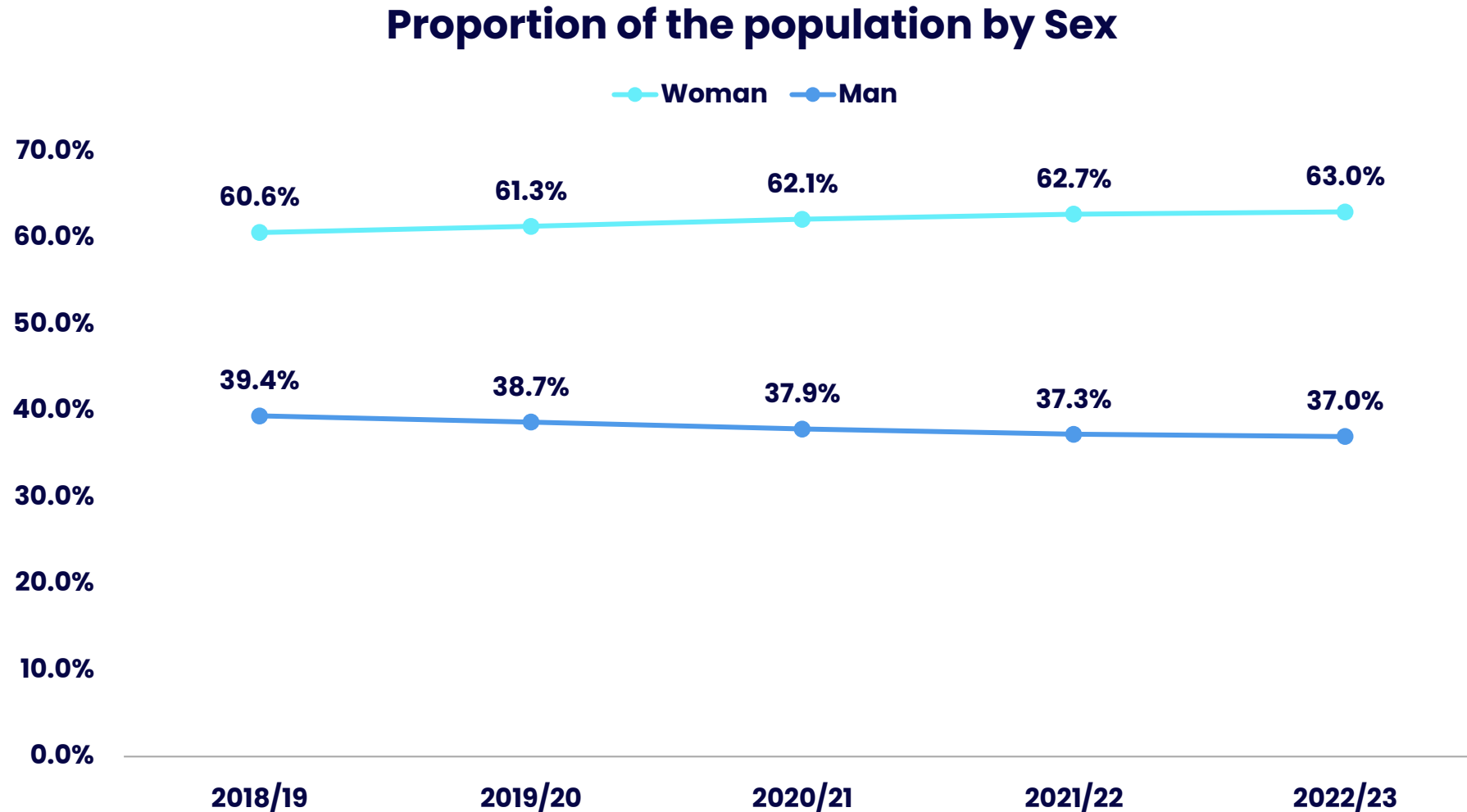
### Sections:

1. Proportion of women and men in 2022/23 (right)
2. Proportion of women and men over the last five years
3. Sex by Employee Group
4. Sex by Employee Subgroup
5. Representation of women at senior level
6. Parental Leave and Return Rate

**Proportion of women and men**  
(as at 31st July 2023)



# Sex – Proportion of men and women over 5 years

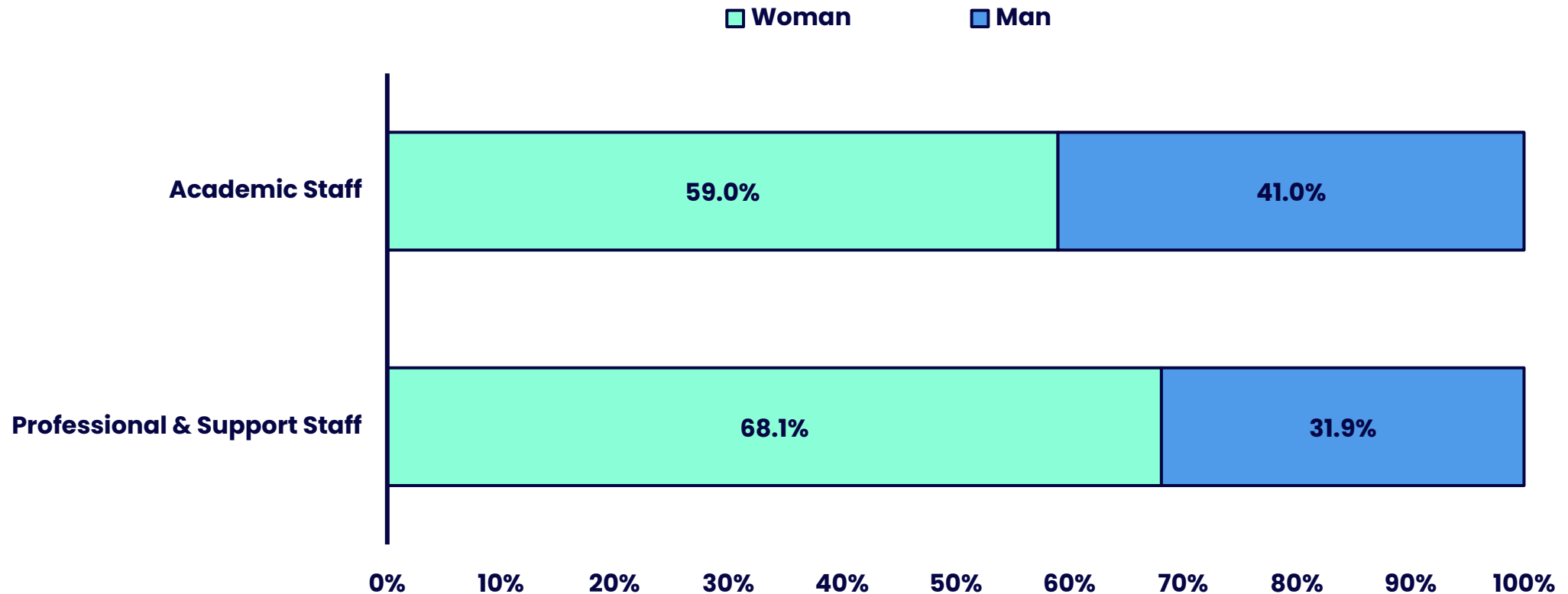


Snapshot date(s): 2018/19 to 2022/23 as at 31<sup>st</sup> July of each year.

Scope: All Staff – Academic Staff (Central, Regional, Researcher & ALs) and Professional & Support Staff – data does not include OU subsidiaries (OUSA, OUW, Mulberry Bear) or agency/temp workers.

# Sex by Employee Group

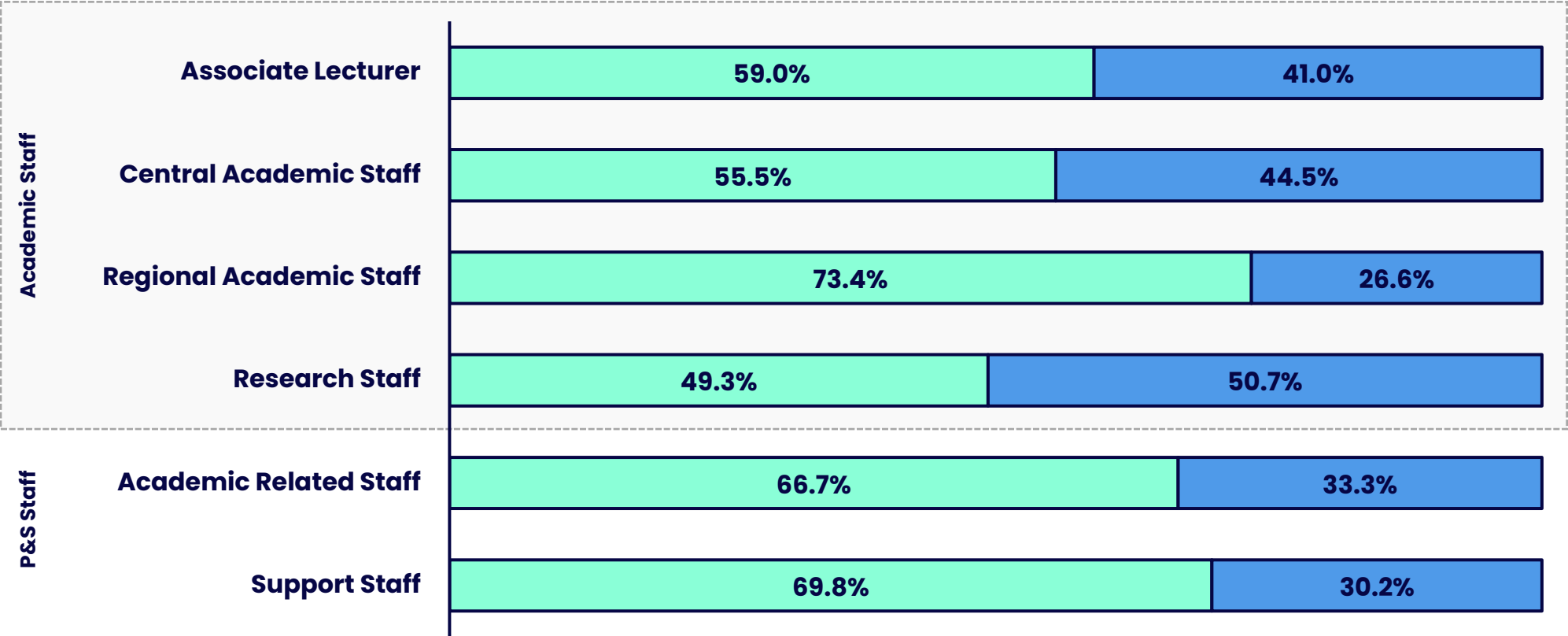
Proportion of men and women by Employee group



# Sex by Employee Subgroup

Employee Subgroup by Sex

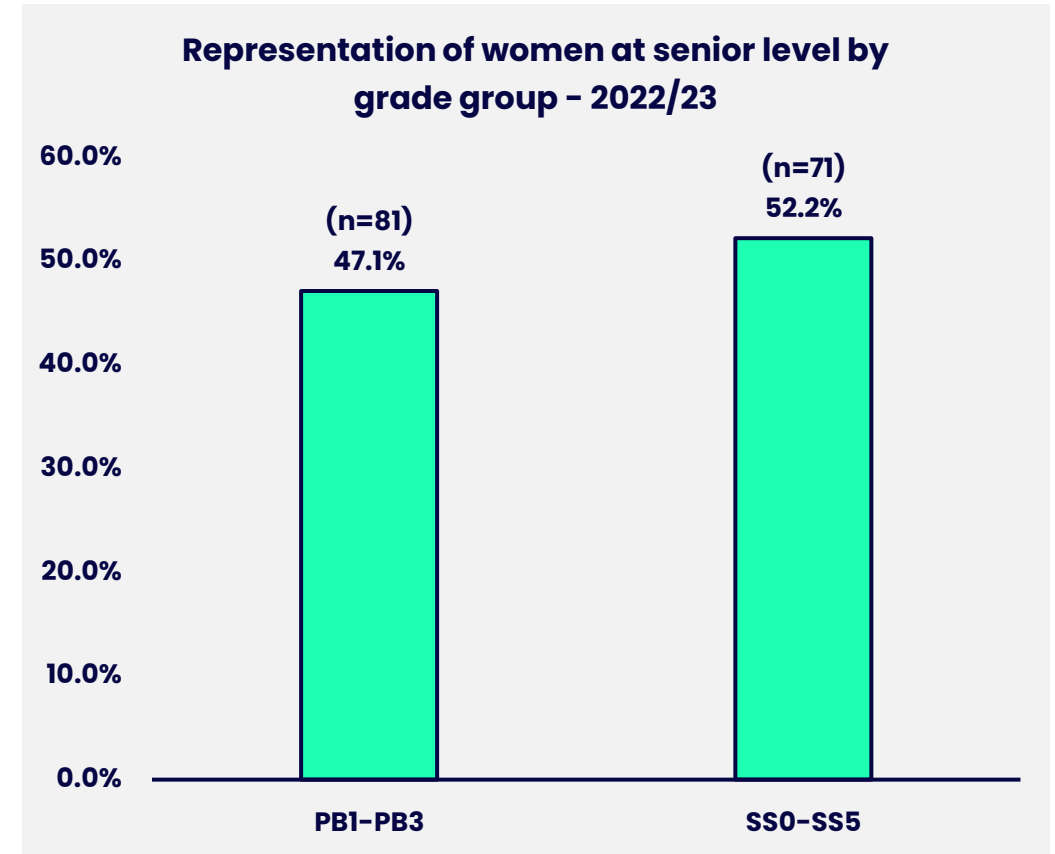
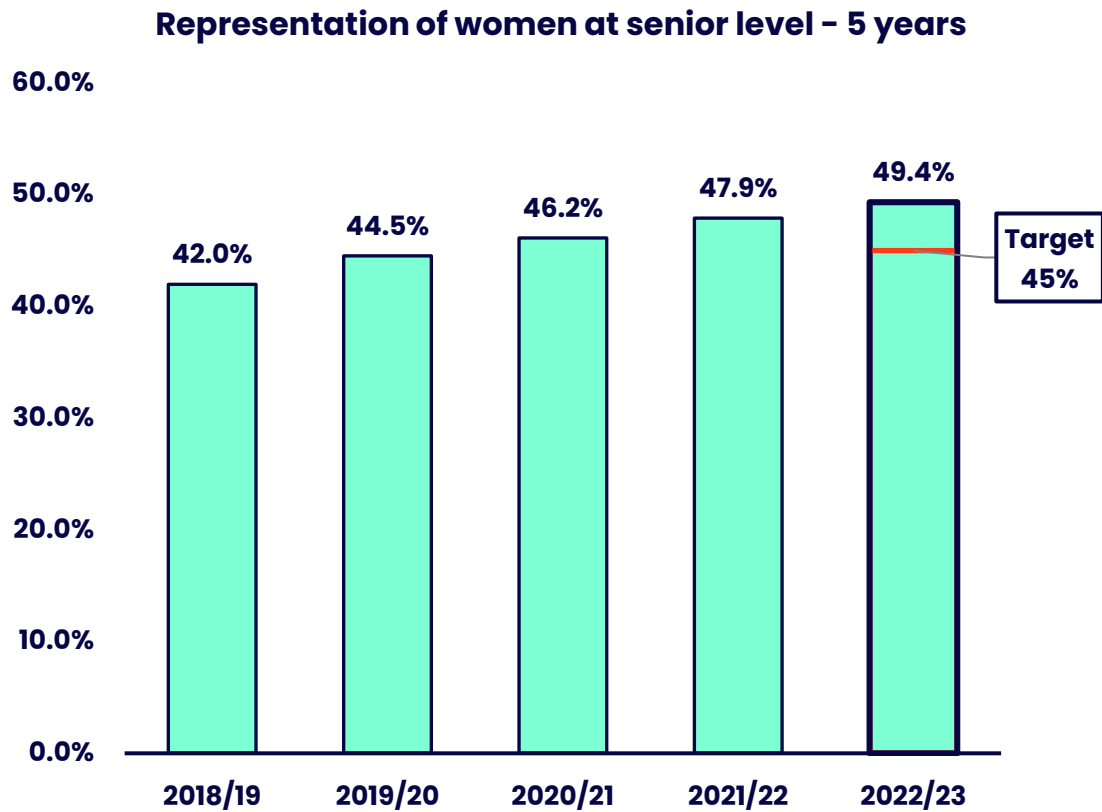
■ Women  
■ Men



Snapshot date(s): 2022/23 (as at 31st July 2023)  
 Scope: All Staff – Academic Staff (Central, Regional, Researcher & ALs) and Professional & Support Staff – data does not include OU subsidiaries (OUSA, OUW, Mulberry Bear) or agency/temp workers.

# Sex – representation at senior level

The representation of women at senior level continues to increase, with women now making up almost half (49.4%) of the senior level population. When looking at the split between the two grades that make up the senior level (Professors/PB and Senior Staff/SS), there are more women and men with PB grades compared to SS grades; however, women are better represented in SS grades. Over half of the SS grade population are women (52.2%, 71 out of 136).





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