

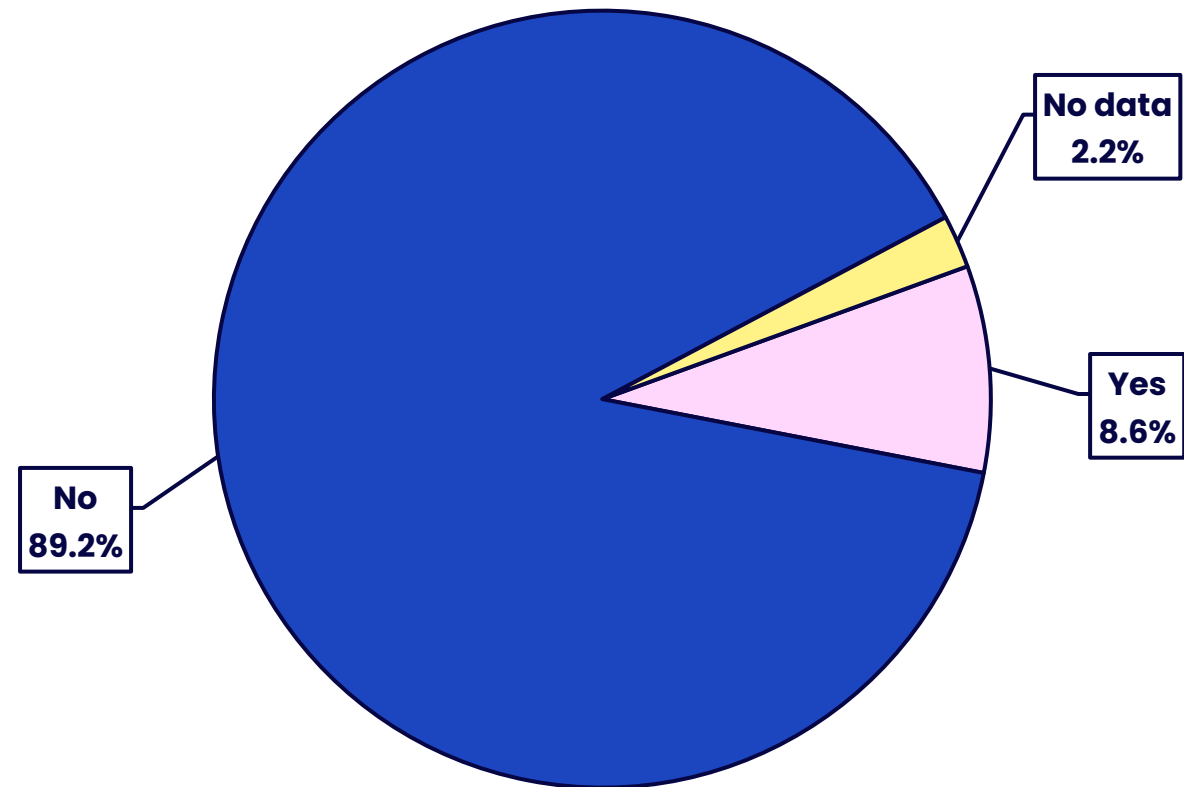
Disability

2022/23

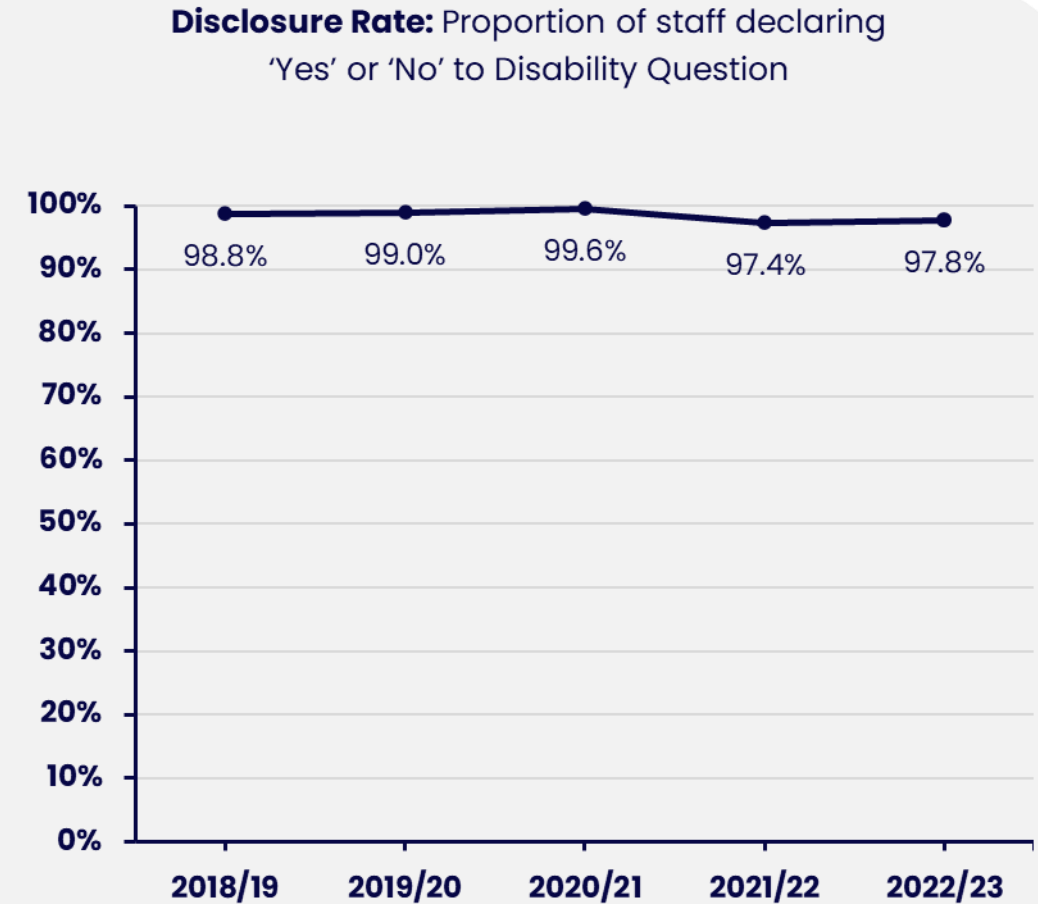
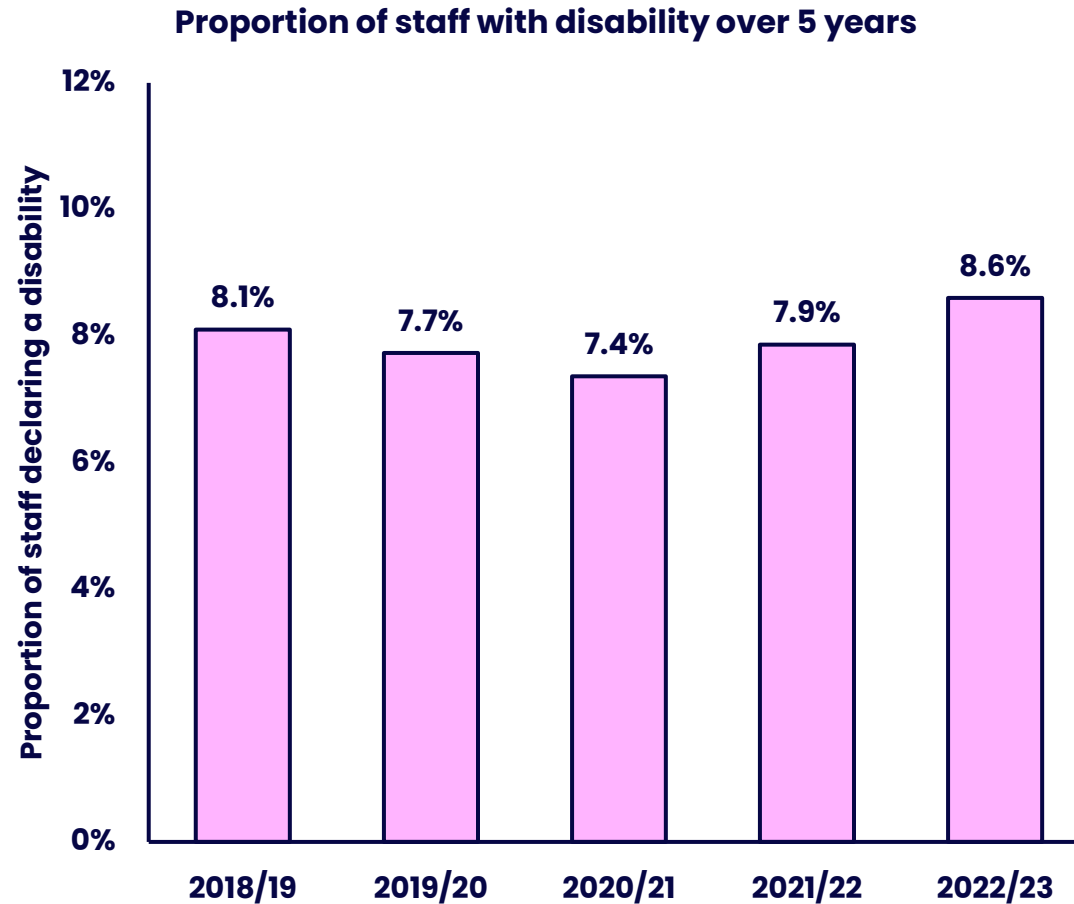
Sections:

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

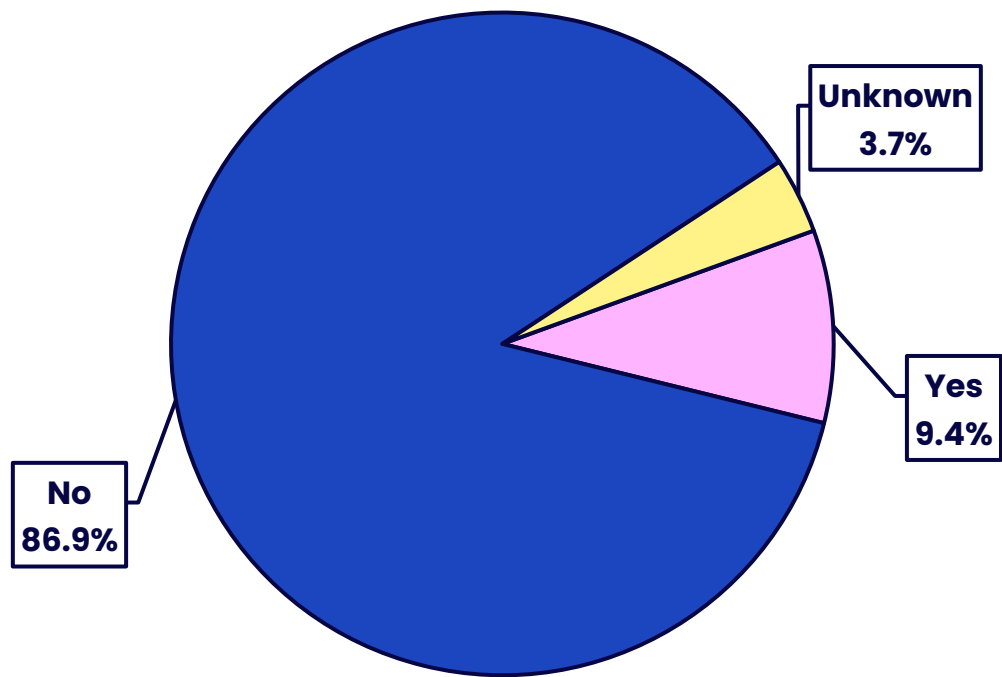


Snapshot date(s): 2018/19 to 2022/23 as at 31st July of each year.

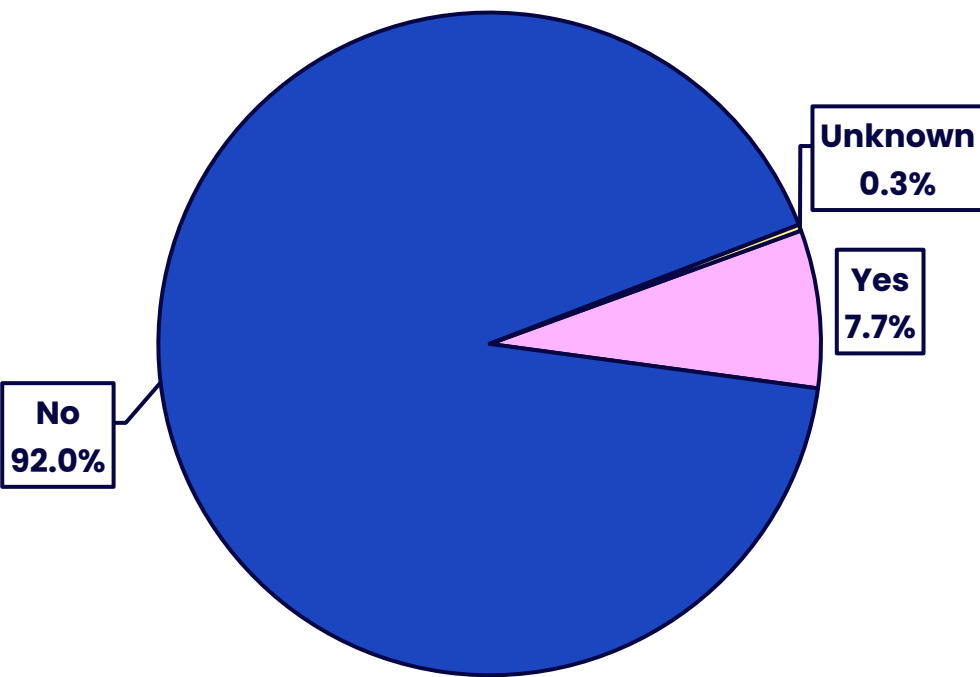
Scope: All Staff – Academic Staff (Central, Regional, Researcher & ALs) and Professional & Support Staff – data does not include OU subsidiaries (OUSA, OUW, Mulberry Bear) or agency/temp workers.

Disability by Employee Group

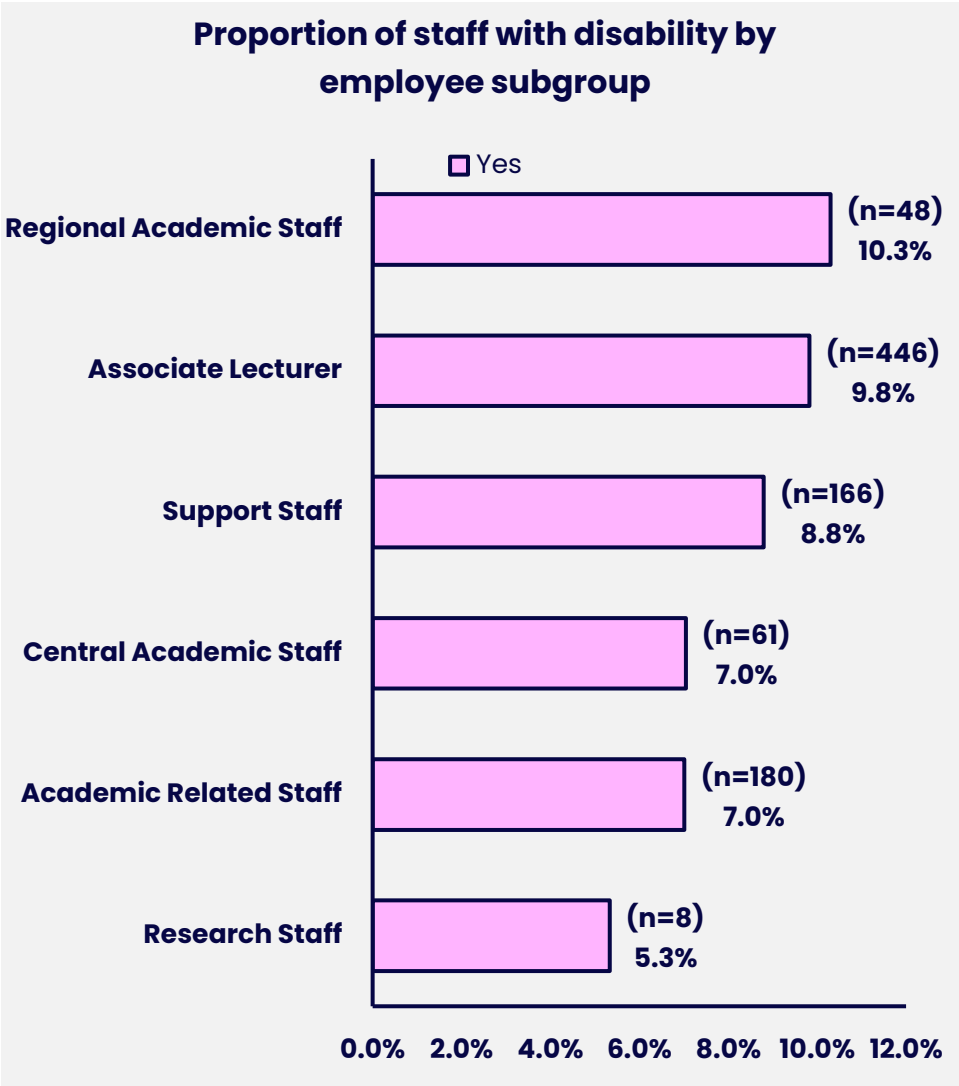
Academic Staff



Professional & Support Staff



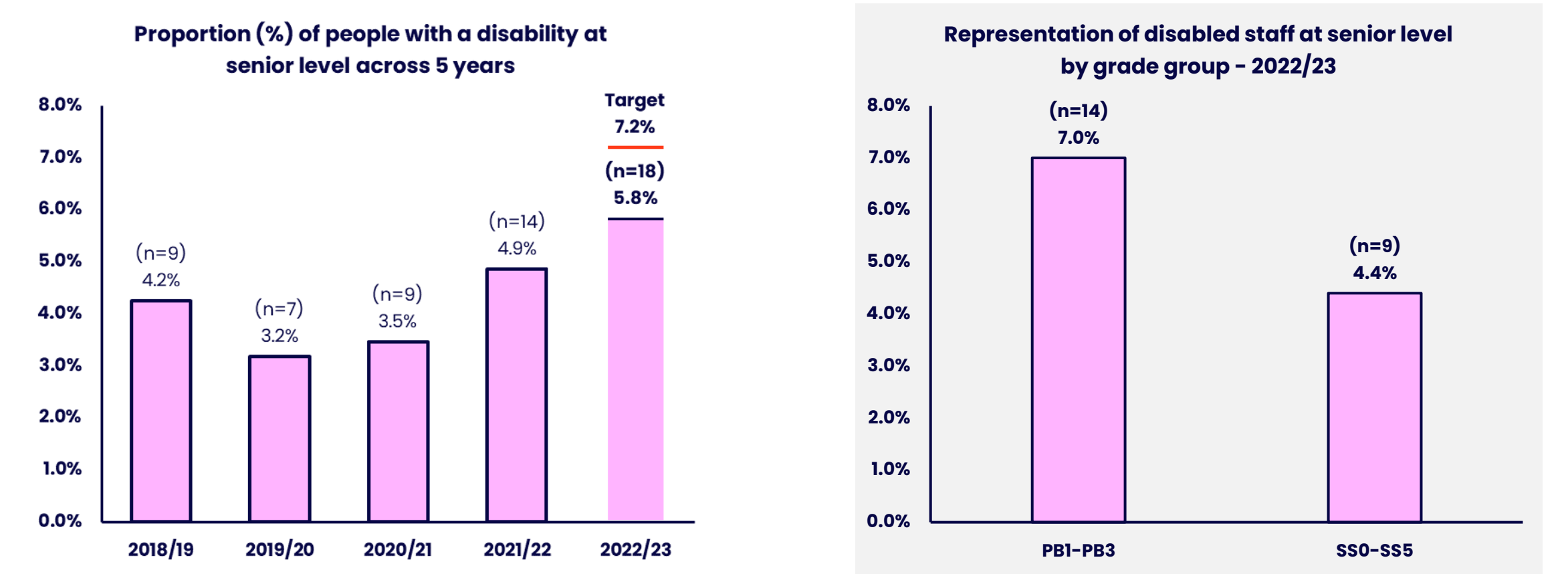
Disability by Employee Subgroup



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.



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%
Grand Total	15,410	100.0%	3,558	100.0%	1,034	100.0%	23.1%	80.6%	36.0%