

Ethnicity

2022/23

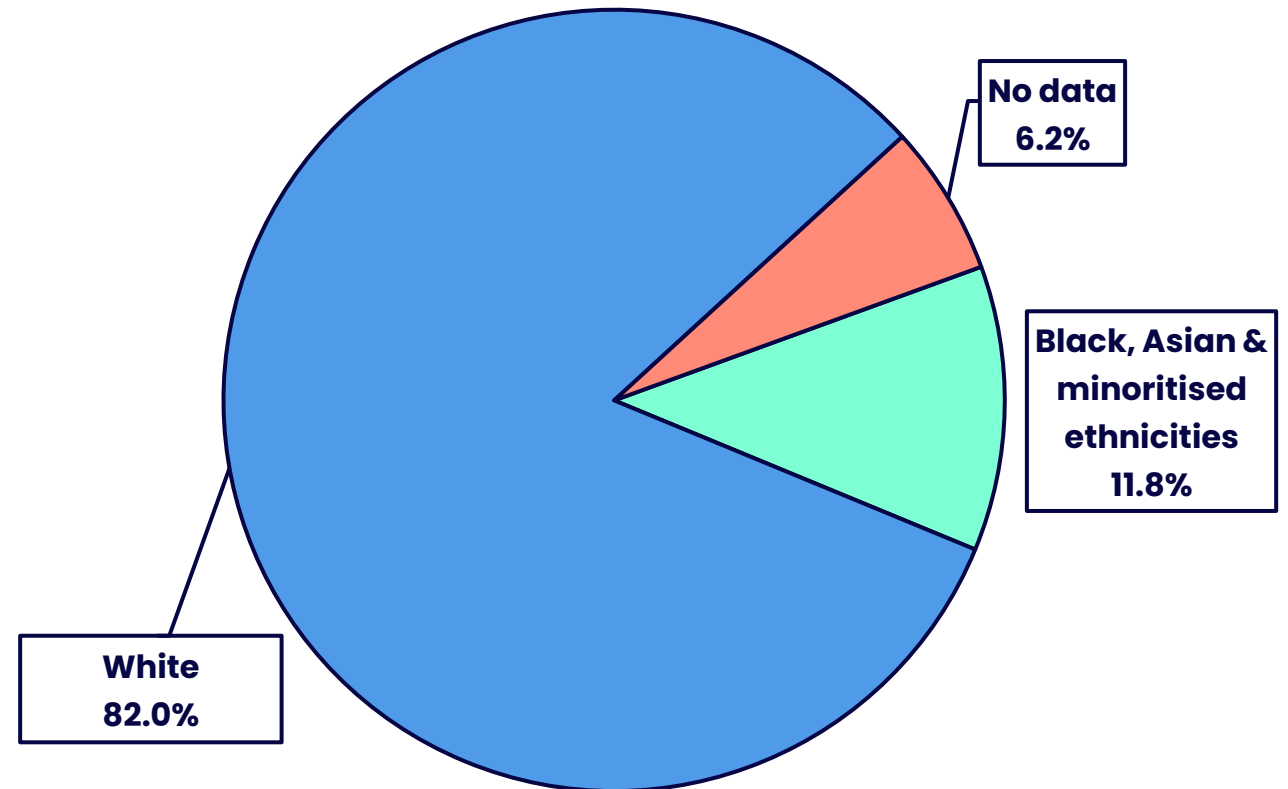
Sections:

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

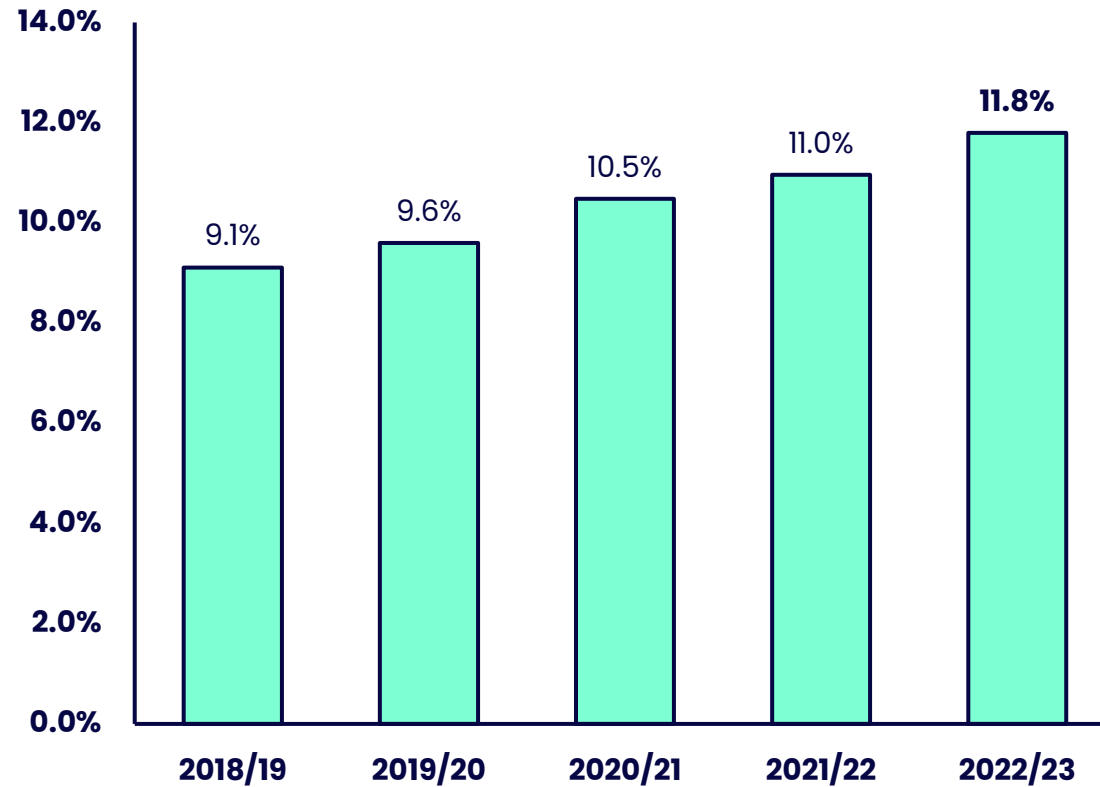
**Ethnicity Subgroup = e.g. Asian, Black, Mixed, Other and White

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

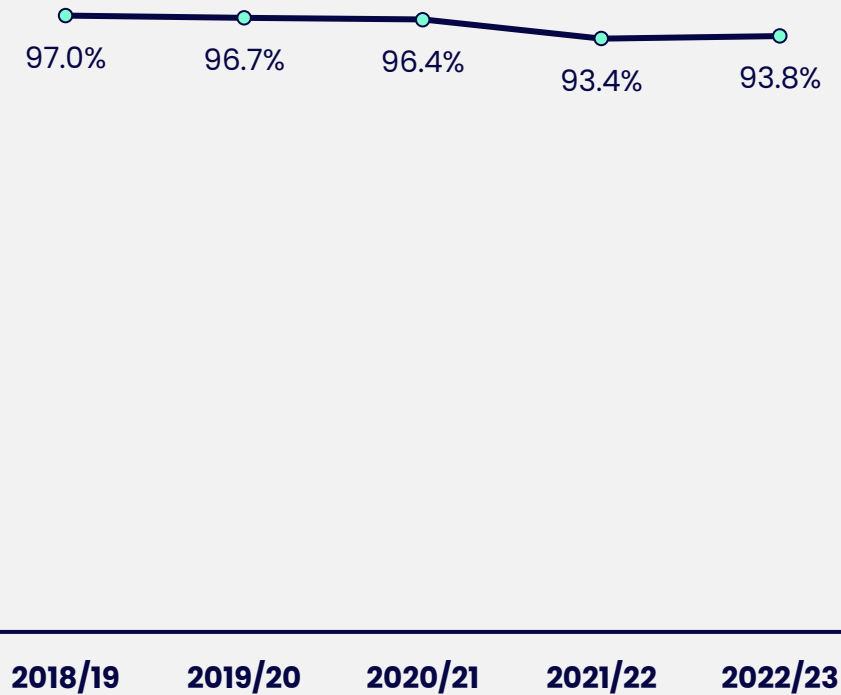


Ethnicity – Population and Disclosure Rate over 5 years

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



Disclosure Rate: Proportion of staff declaring their ethnicity

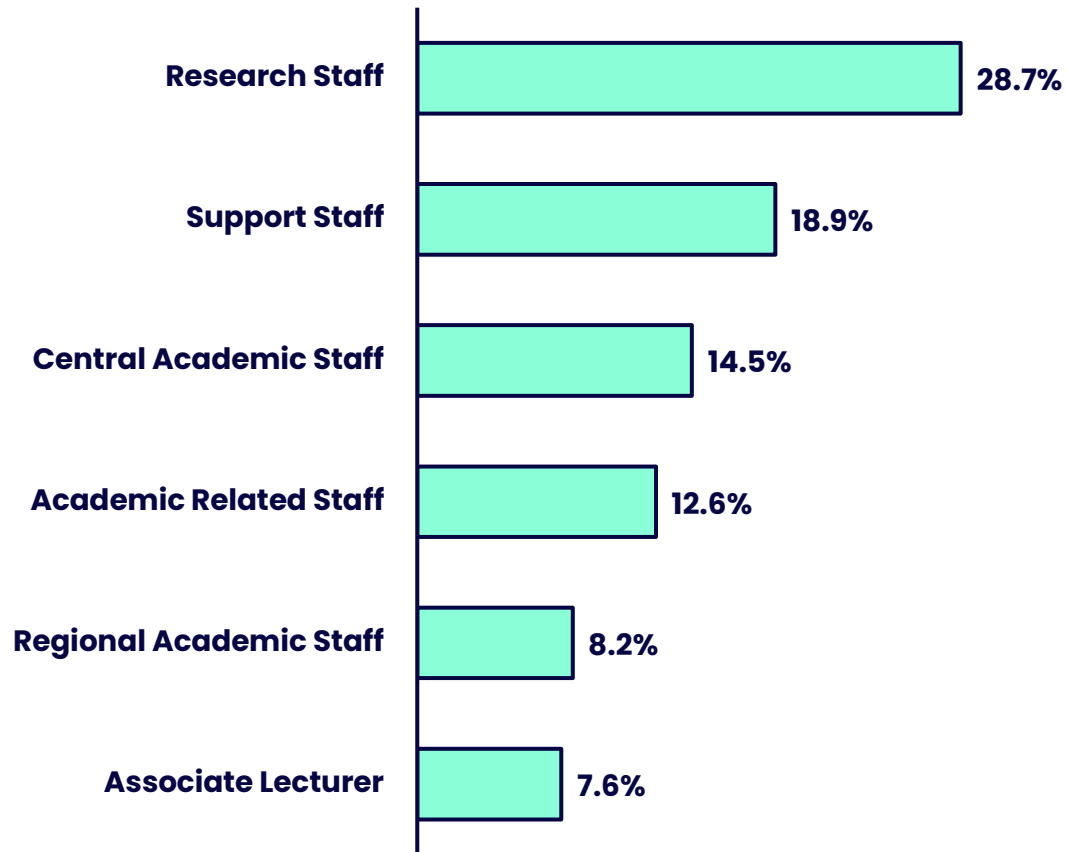


Snapshot date(s): 2018/19 to 2022/23 as at 31st July of each year.

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.

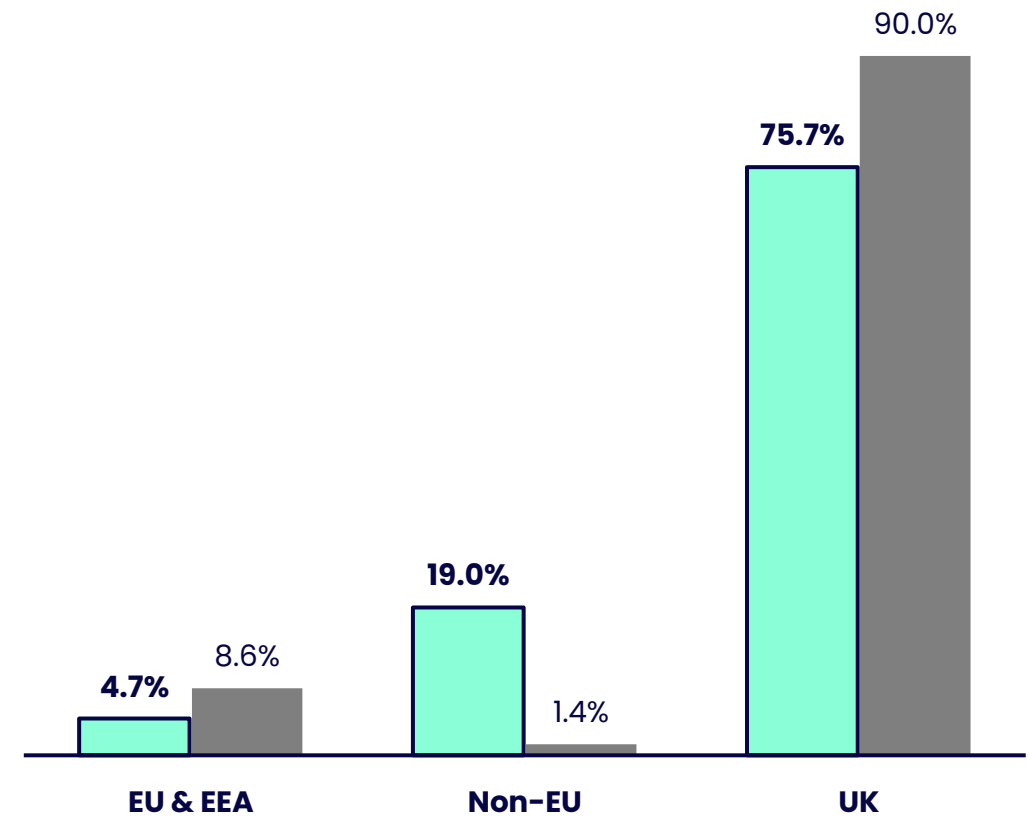
Ethnicity – Employee Subgroup and Nationality

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

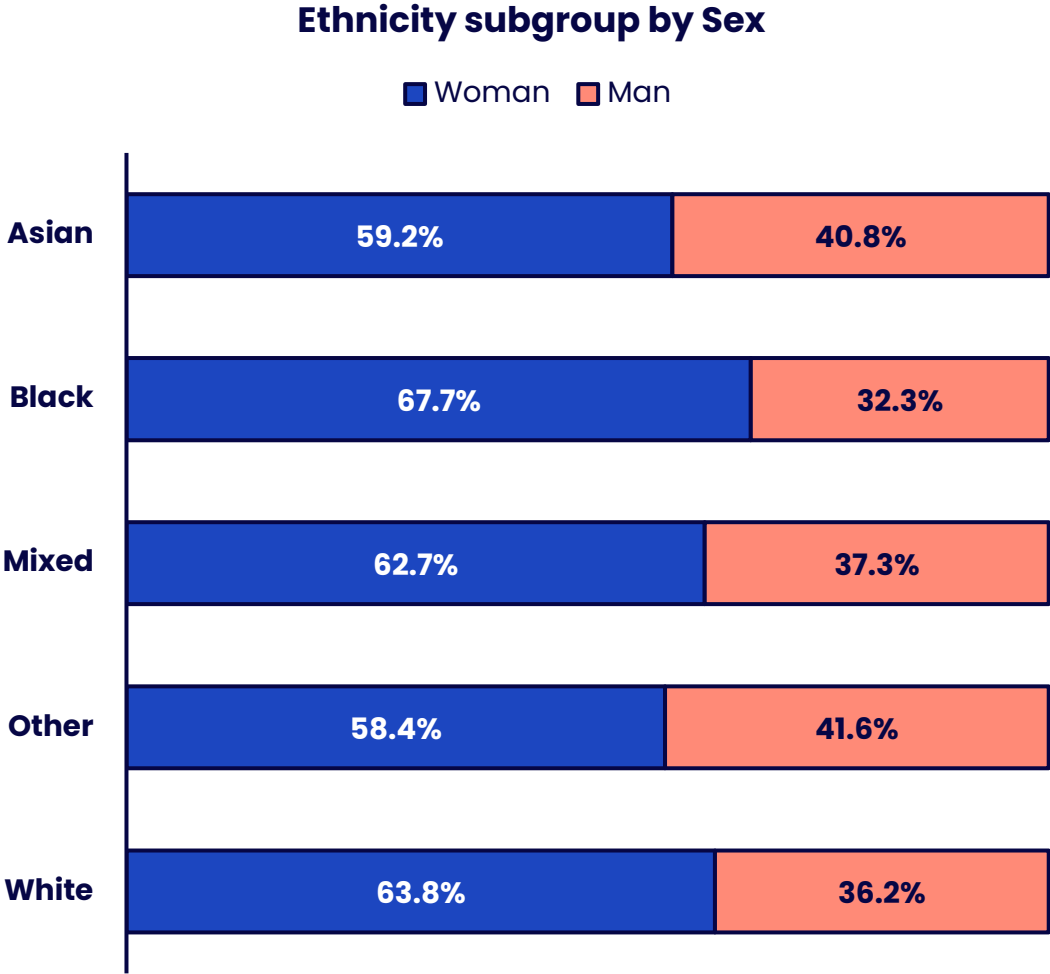
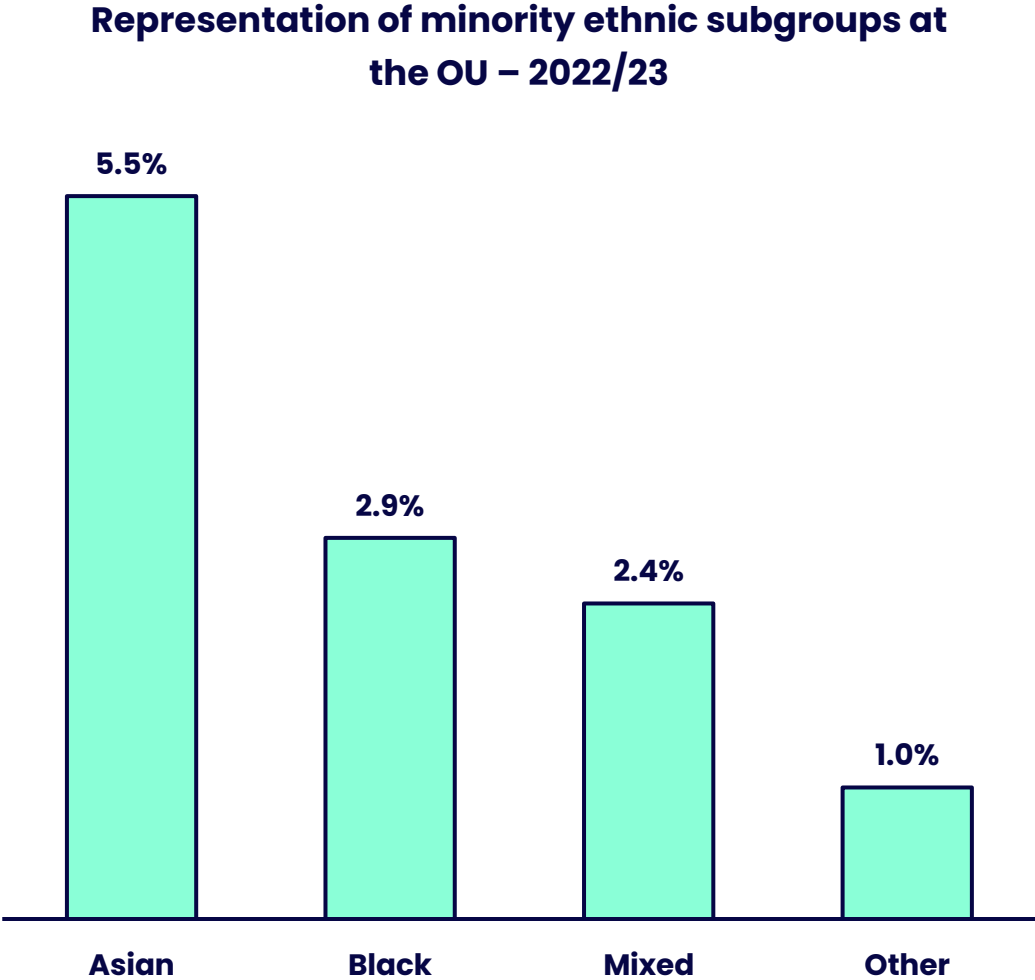


Representation by Nationality Group
(excl. unknown nationality)

■ B.A.M.E. ■ White



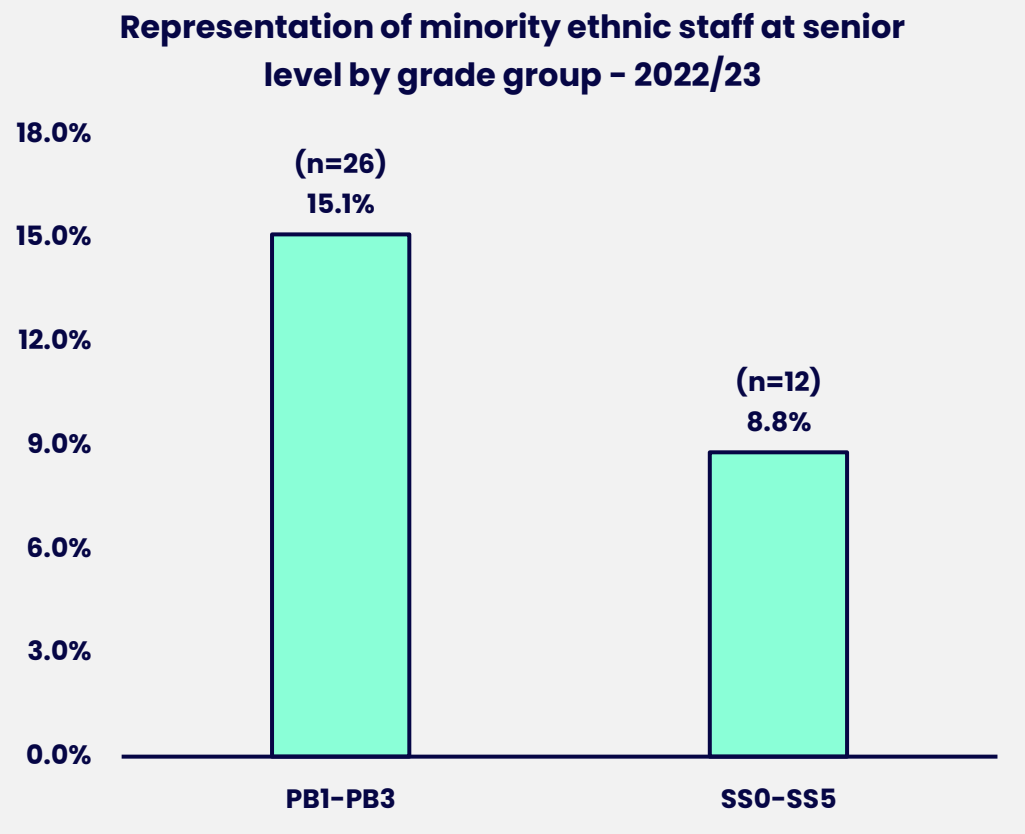
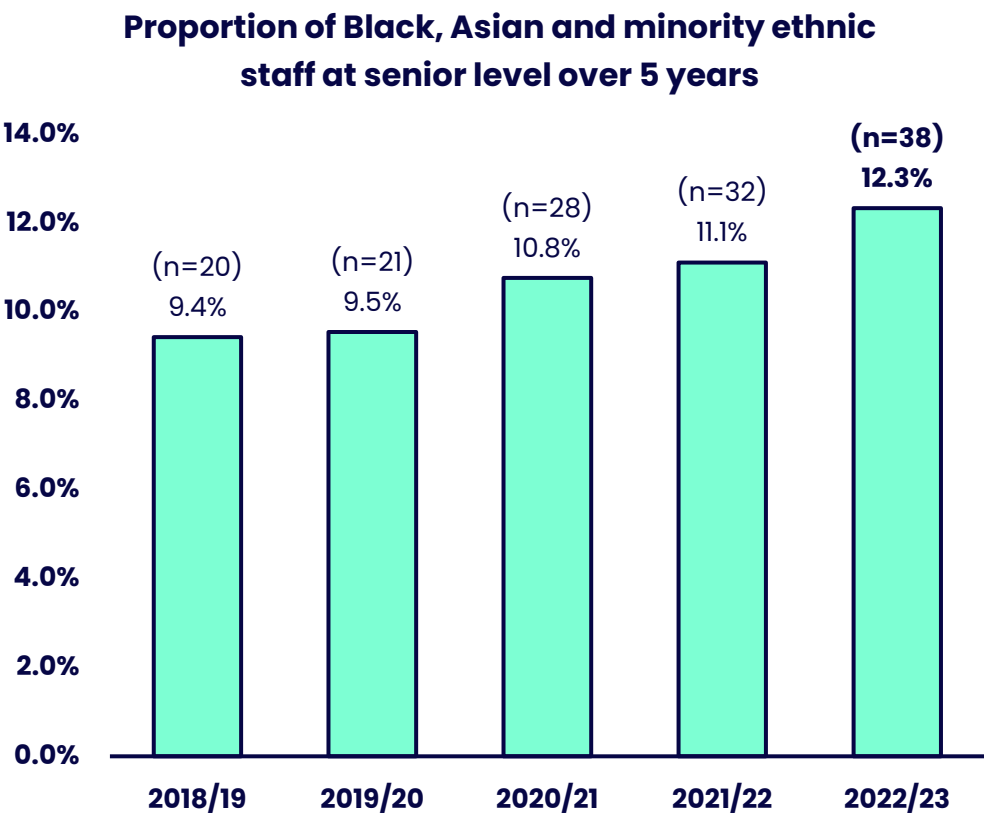
Ethnicity – Ethnicity Subgroup and by Sex



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.

Ethnicity – representation at senior level

As at 31st 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.

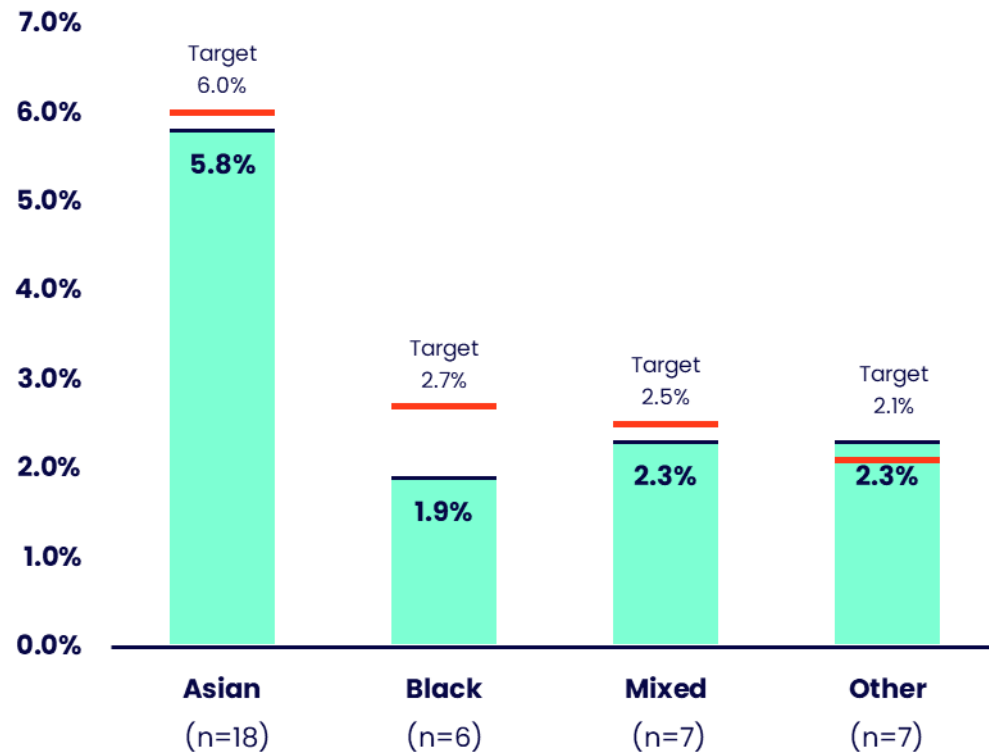


Snapshot date(s): 2018/19 to 2022/23 as at 31st July of each year (left chart) | right chart shows the current year 2022/23 (as at 31st July 2023)
Scope: Staff with 'SS' (Senior Staff) grades or 'PB' (Professor) grades

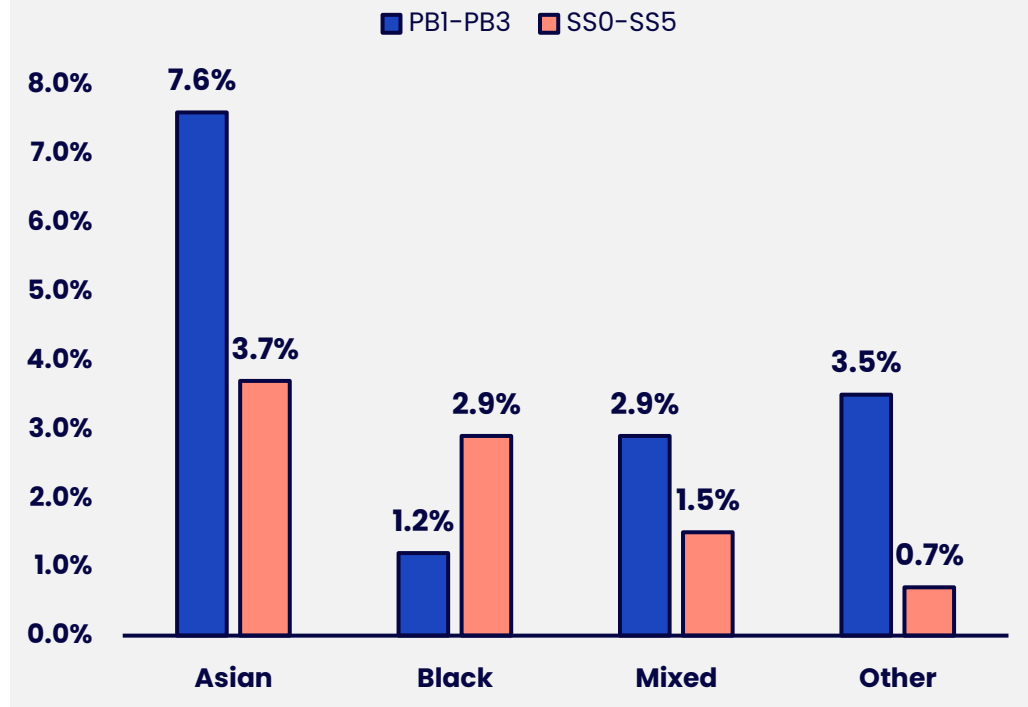
Ethnicity – representation at senior level

As at 31st 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%
Grand Total	15,410	100.0%	3,558	100.0%	1,034	100.0%	23.1%	80.6%	36.0%

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

Reporting period : 1st August 2022 to 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.