

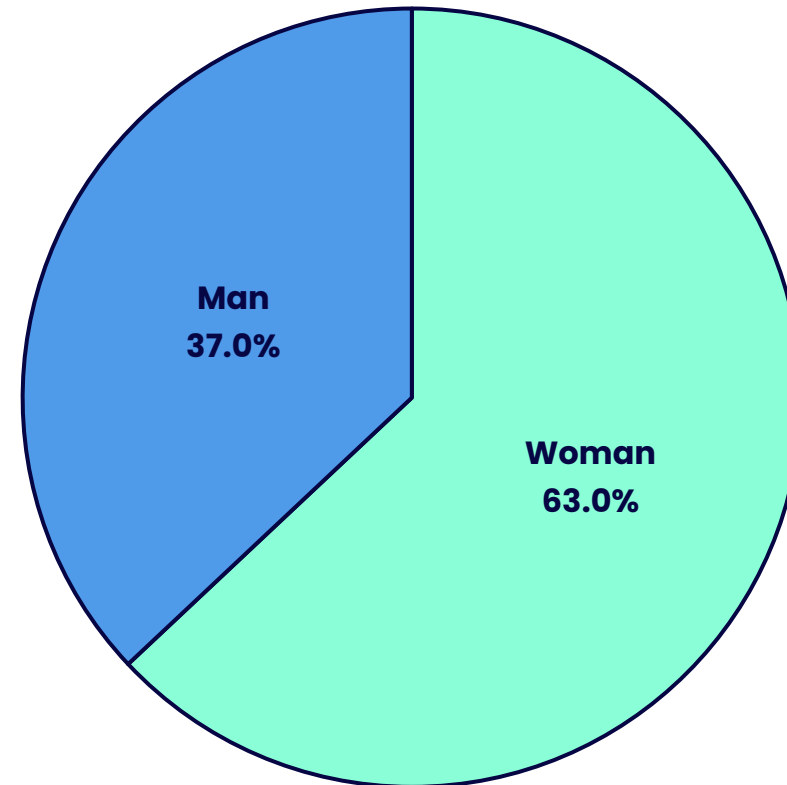
Sex

2022/23

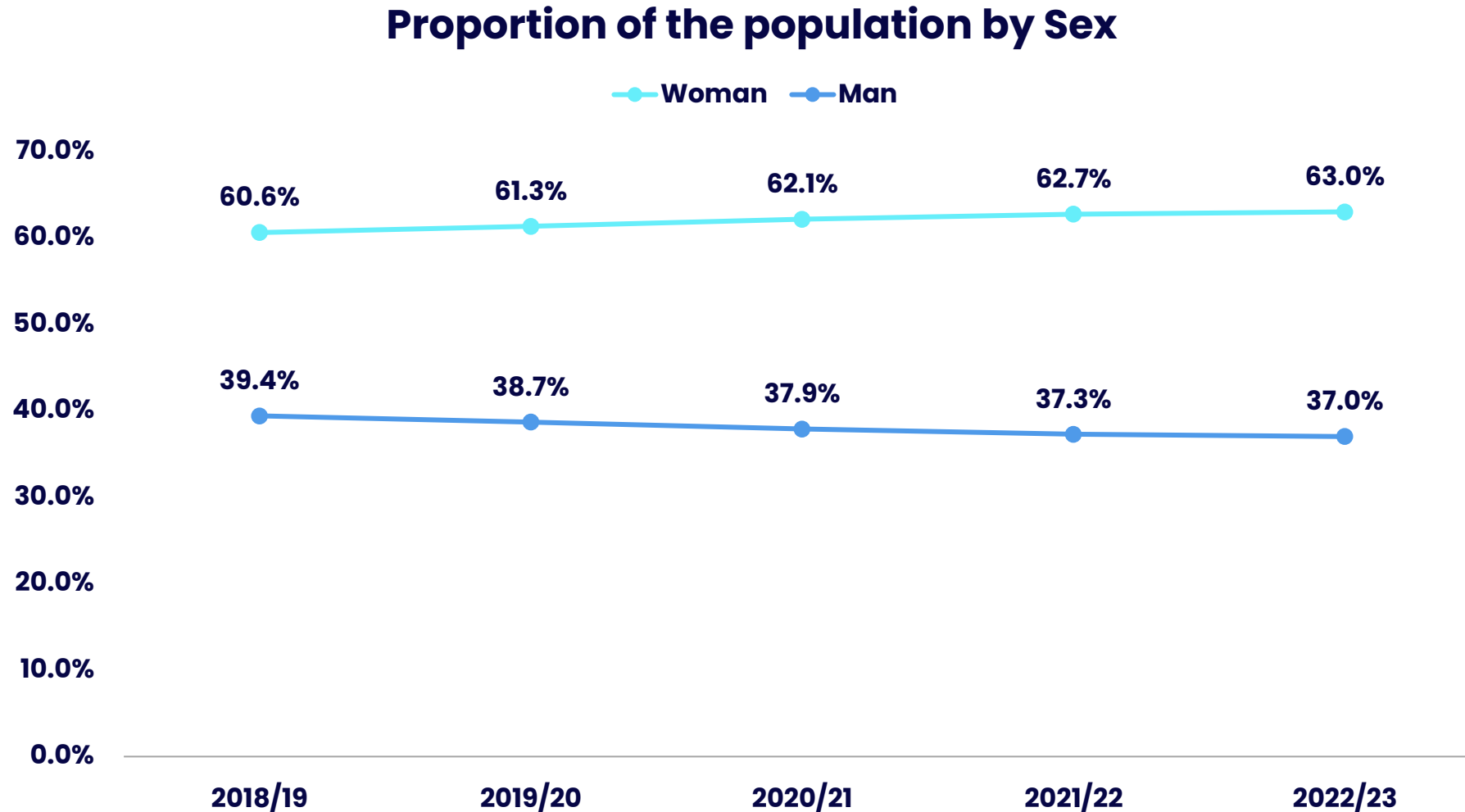
Sections:

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)



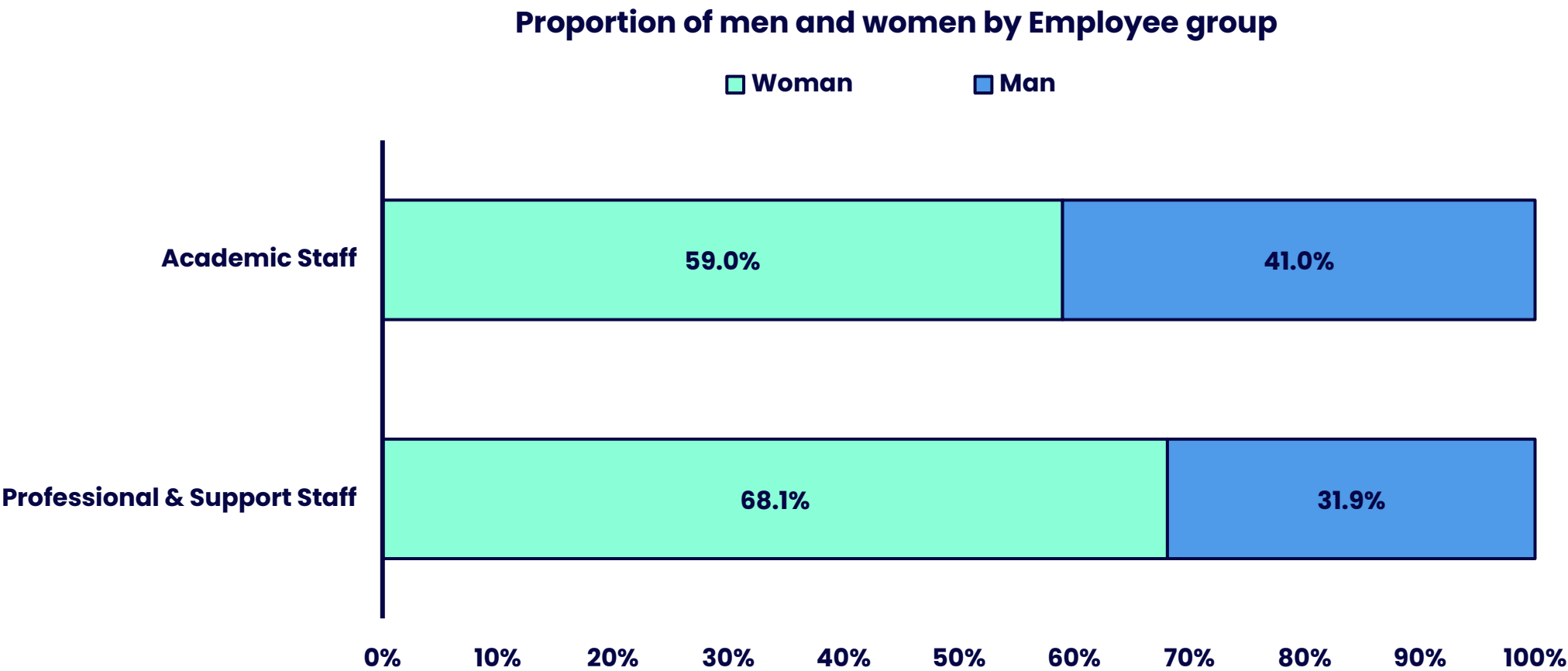
Sex – Proportion of men and women over 5 years



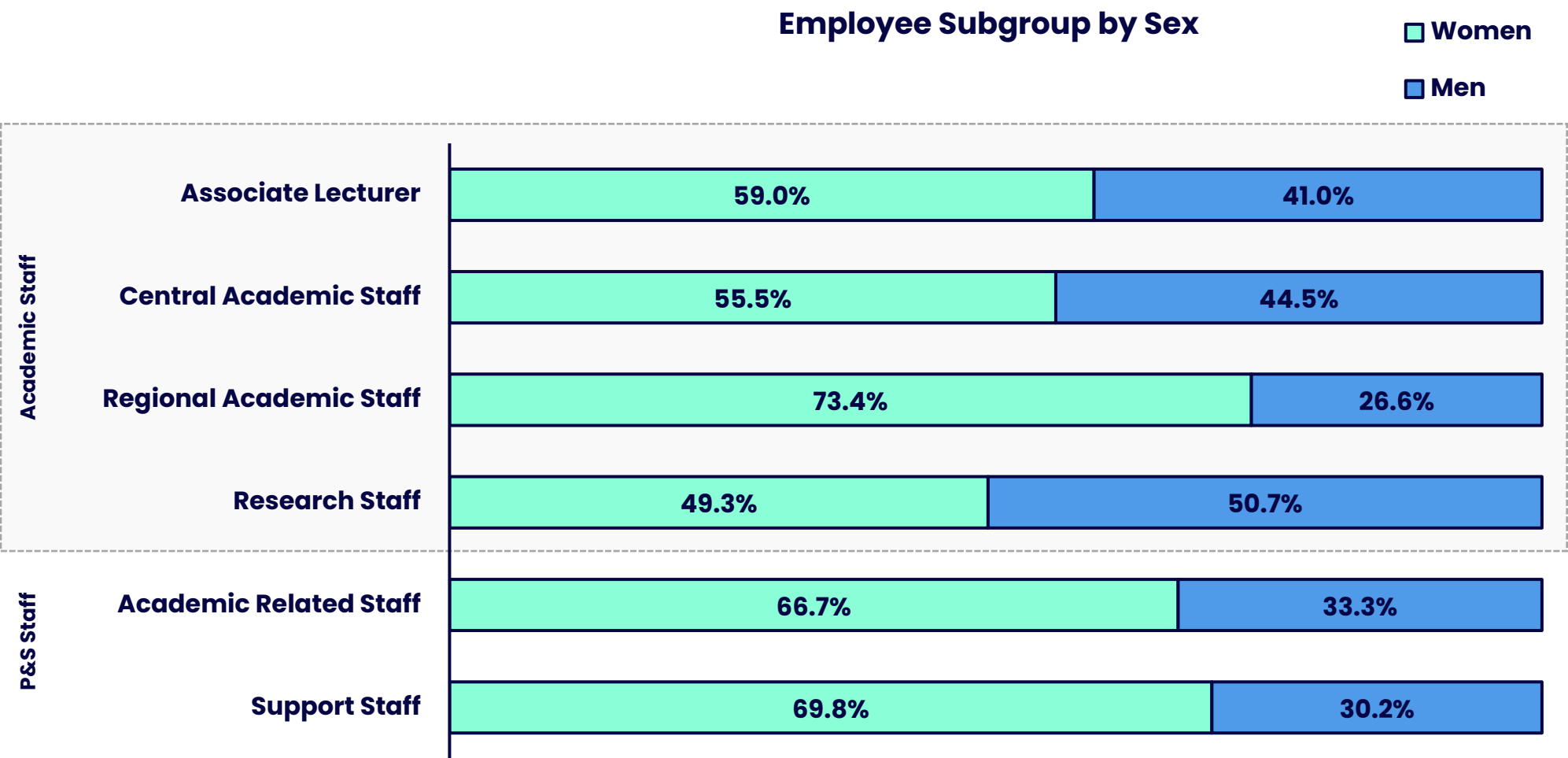
Snapshot date(s): 2018/19 to 2022/23 as at 31st July of each year.

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.

Sex by Employee Group

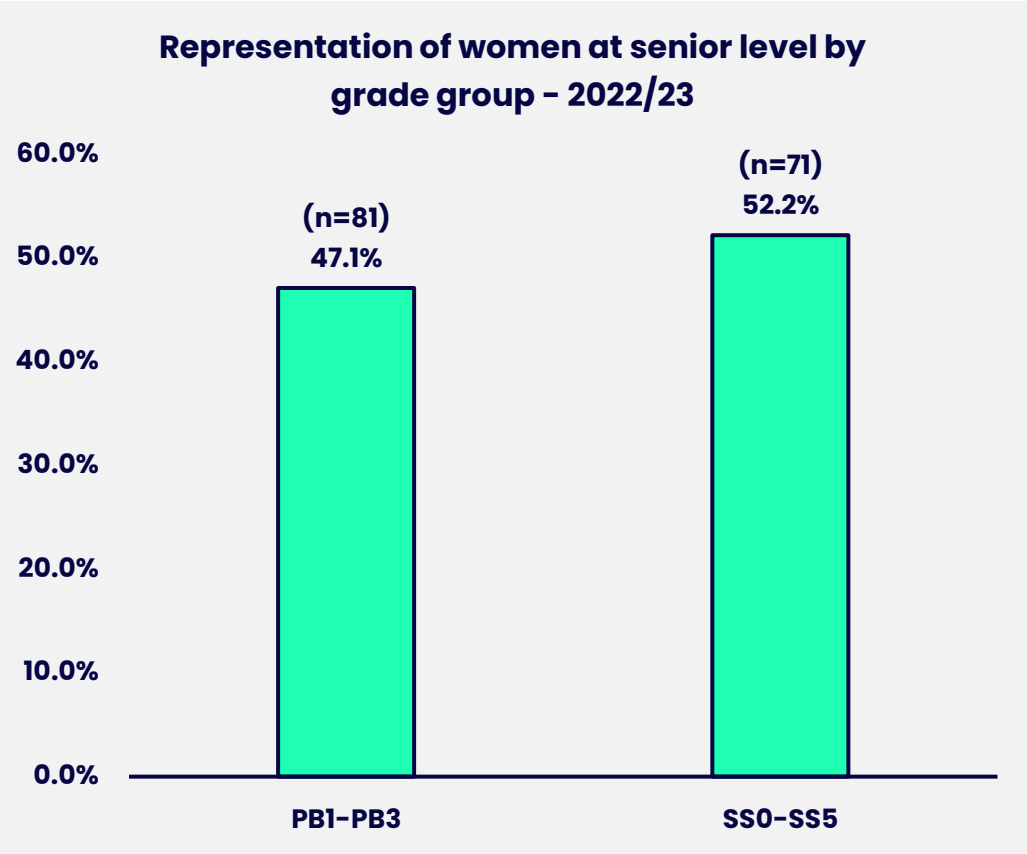
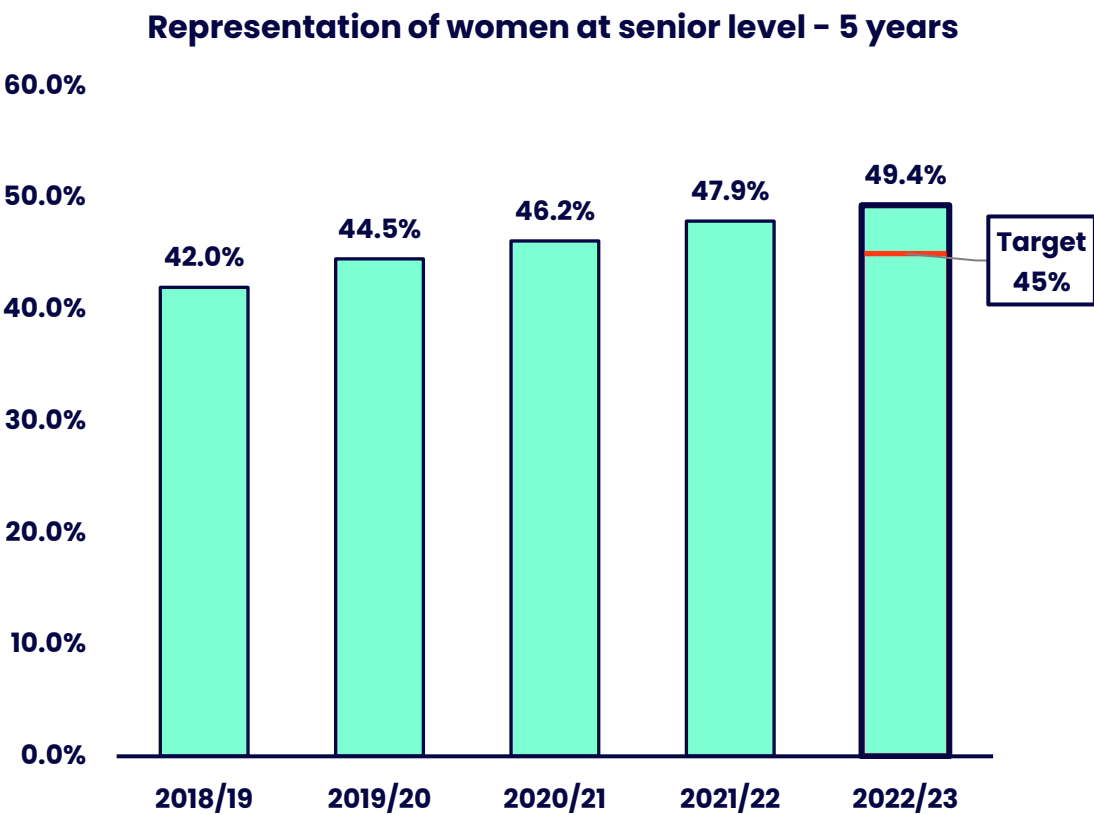


Sex by Employee Subgroup



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).



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