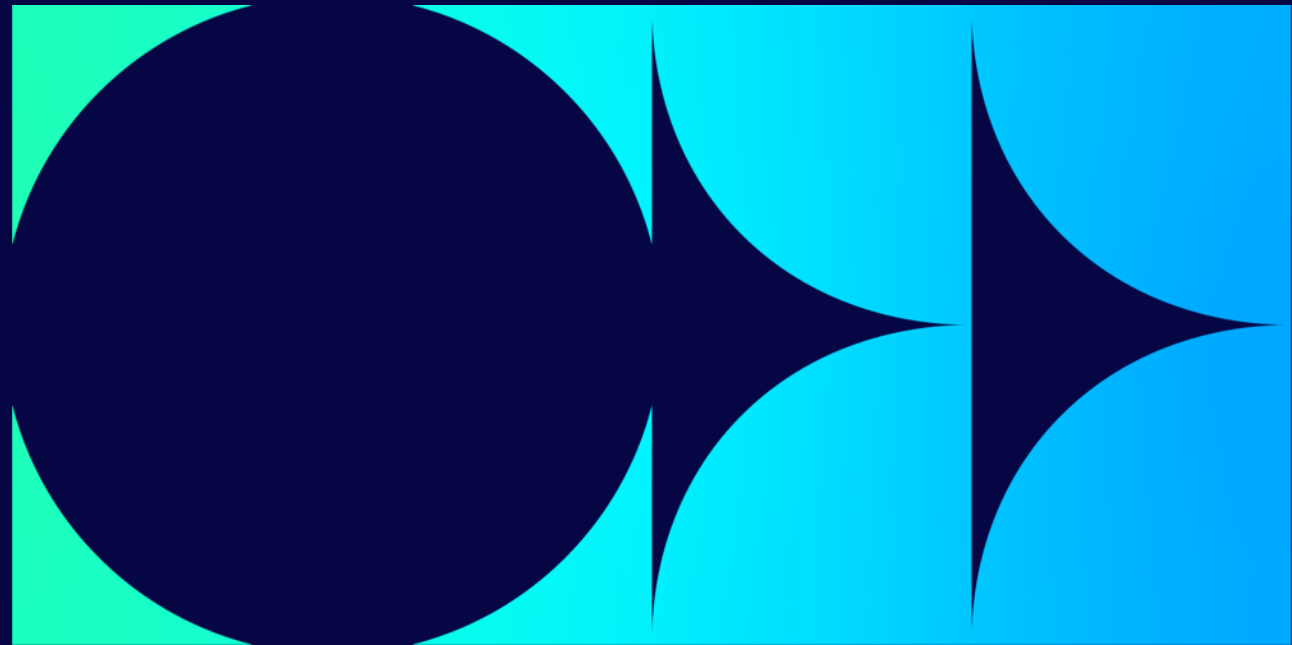


OU Staff Monitoring Report – 2023/24

Equality, Diversity and Inclusion

July 2025



Contents

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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	1. Headcount data (the diversity of our staffing population; information on which staff groups are captured in the data can be found below) 2. Recruitment data (numbers and proportions of candidates from application, shortlisting to appointment)
Reporting Period (see slide footnotes)	1. Headcount data is a snapshot taken as of 31st July 2024 (presented as current year, 2023/24) 2. Previous year refers to a snapshot taken as of 31st July 2023 (presented as 2022/23) 3. Recruitment data reporting period runs from 1st August 2023 to 31st July 2024 (presented as academic year 2023/24)
Included in the data	Academic Staff: Associate Lecturers, Central Academic Staff, Regional Academic Staff (also known as Staff Tutors), and Research Staff Professional and Support Staff: Academic-Related Staff (AR7-AR9), and Support Staff (GR3-GR6)
Not included in the data	1. Open University subsidiaries: OU Worldwide, Open University Student Association (OUSA), Mulberry Bear 2. Contingency staff: temp/agency workers, contractors/consultants, visitors etc
Counting method	All data looks at the unique count of individual employees. Employees with more than one appointment are not double counted.

Information (continued)

About	Information
Employee groups	Employee Group: in this report, 'Employee Group' refers to two types of employee groups: Academic Staff and Professional and Support Staff Employee Subgroup: this is a breakdown of the Employee Group, displaying the different types of Academic and Professional and Support staff – e.g. Associate Lecturers, Central Academic, Regional Academic (also known as Staff Tutors); Academic-Related and Support Staff
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 Disability(ies). '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 The Open University Equality Scheme 2022-2026 . 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 staff with disclosed Disability(ies) and racially minoritised staff in senior roles and the recruitment journey. 4 of the 11 (36.4%) staff KPIs are above target. The remaining 7 are below target, with the largest gaps relating to staff disclosing Disability(ies) at senior level and Black candidates appointed. Further data can be found in the following pages.

Equality Scheme Staff KPIs	Baseline	Target	Previous year (2022/23)	Current year (2023/24)	Year on year % point change	% point gap from target
Maintain an overall female staff representation in senior roles	47.7%	Minimum of 45%	49.4%	53.6%	4.2%	8.6%
An increased proportion of staff with disclosed Disability(ies) in senior roles	4.2%	7.2%	5.8%	4.4%	-1.4%	-2.8%
An increased proportion of Asian staff in senior roles	5.6%	6.0%	5.8%	6.1%	0.3%	0.1%
An increased proportion of Black staff in senior roles	1.7%	2.7%	1.9%	1.0%	-0.9%	-1.7%
An increased proportion of Mixed Ethnicity staff in senior roles	2.1%	2.5%	2.3%	2.7%	0.4%	0.2%
An increased proportion of Other Minority Ethnic staff in senior roles	1.7%	2.1%	2.3%	2.4%	0.1%	0.3%
Proportion of candidates shortlisted with disclosed Disability(ies)	7.6%	10.8%	8.5%	9.2%	0.7%	-1.6%
Proportion of candidates shortlisted of Asian ethnicity	8.8%	9.2%	10.8%	9.0%	-1.8%	-0.2%
Proportion of candidates shortlisted of Black ethnicity	5.6%	6.4%	6.2%	2.6%	-3.6%	-3.8%
Proportion of candidates appointed of Asian ethnicity	4.9%	5.1%	5.5%	4.6%	-0.9%	-0.5%
Proportion of candidates appointed of Black ethnicity	2.8%	3.2%	4.0%	0.6%	-3.4%	-2.6%

Executive Summary – 2023/24

- **Age:** The average age of our staff population is 49.7 years. The large majority (74.6%) of academic staff are within the over 45 age bracket with an average age of 53.9 years. In contrast, most professional and support staff (53.6%) are 45 years and under and 46.4% are over 45 years, with an average age of 44.4 years. The highest average age is in the Associate Lecturer population (55.2 years) and the lowest average age is Support Staff (42.5 years).
- **Disability(ies):** The proportion of colleagues disclosing Disability(ies) continues to rise for the consecutive year and now stands at 8.8%. When looking at the representation across all employee subgroups, staff disclosing Disability(ies) are most represented in the Regional Academic (10.4%) and Associate Lecturer (9.7%) employee subgroups. In contrast, the smallest representation of staff disclosing Disability(ies) is among the Central Academic (6.5%) employee subgroup. The representation of staff disclosing Disability(ies) at senior level has decreased in the last year against a trend of increasing over time, to 4.4%. This decrease has been due to a reduced representation in both academic and professional services roles. The proportion of applications from candidates disclosing Disability(ies) has remained constant at 7.3% in the most recent two years. The proportion of candidates disclosing Disability(ies) increased at the shortlisting stage, making up 9.2% of all shortlisted applicants. However, fewer candidates disclosing Disability(ies) were successful after interview, making up 3.8% of new appointments.
- **Ethnicity:** The representation of colleagues from racially minoritised communities continues to rise and is now at 12.2%, the highest representation since 2018/19. The largest representation of staff from racially minoritised communities is in the Research Staff population (23.2%) followed by Support Staff (19.3%). In contrast, the lowest representation is in the Associate Lecturer population, where racially minoritised colleagues make up 7.6% of the population. The representation at senior level has decrease slightly by 0.1 percentage points from 12.3% to 12.2%. Racially minoritised colleagues are underrepresented in senior professional and support grades and make up 8.7% of the SS0-SS5 grade band population. Black colleagues are the least represented minority community at senior level, particularly in professor grades. There is a drop (-0.9 percentage points to 1.0%) in representation of Black colleagues at the senior level compared to the previous year 2022/23. All other minority ethnic groups' representation at senior level increased and are above the targets in the Equality Scheme. With regards to recruitment, a quarter of applications (25.8%) 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, with 15.5% successful compared to 20.4% of white applicants.

Executive Summary – 2023/24

- **Religion:** 43.5% of OU colleagues identify as having no religion or belief while 39.5% identify as being a member of a particular religion or belief community. Of people with a religion or belief, the largest group identify as being Christian (30.2%), followed by those identifying as Spiritual (2.2%) and Muslim (2.1%). Professional and support staff are more likely to disclose having no religion or belief compared to academic staff.
- **Sex:** Female representation continues to increase: 63.2% of the population is female and 36.8% male. The balance varies across the different employee subgroups with the highest female representation in the Regional Academic (75.9%), Support Staff (69.9%) and Academic-related (66.5%) employee subgroups. For professional and support staff, 32.1% of the population is male. Female representation at senior level continued to increase, at 53.6% of the senior staff population in 2023/24, above 50% for the first time in the reporting period. This is now the case for both academic (51.6% female) and professional and support staff (55.8% female) senior populations. The OU recognises that not all colleagues feel included in these sex definitions. We provide staff with the option to share their gender as well as sex. Staff can record gender information confidentially as part of their personal information form on the HR system, including the option to self-describe in their own words. We analyse this gender information in support of, for example, our Athena Swan charter work.
- **Sexual Orientation:** The OU recognises the importance of reporting on sexual orientation and gender diversity data, and staff can share this information. However, we have been unable to report on sexual orientation this year due to historic system issues that have led to gaps in the data. The challenges of resolving these issues are being investigated with an intention to increase the disclosure rate.
- **Note about 2023/24 recruitment data:** Disclosure rates in the 2023/24 data packs are lower than previous years. One of the reasons for this is expected to relate to a change made in Autumn 2023 to the equal monitoring opportunities form for applicants. This issue is expected to be addressed by a new recruitment system, which was launched in Summer 2024. The new system module will provide the basis for the 2024/25 and ongoing recruitment data sets.

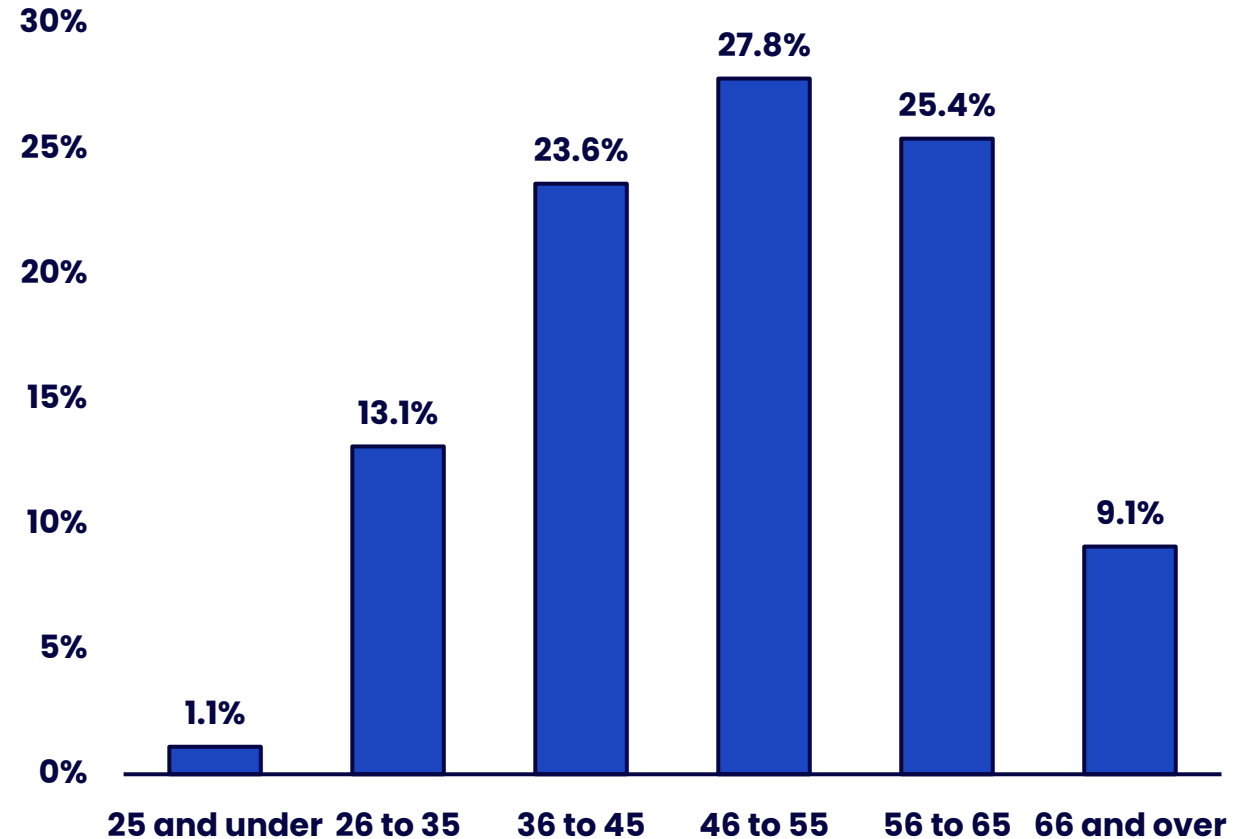
Age

2023/24

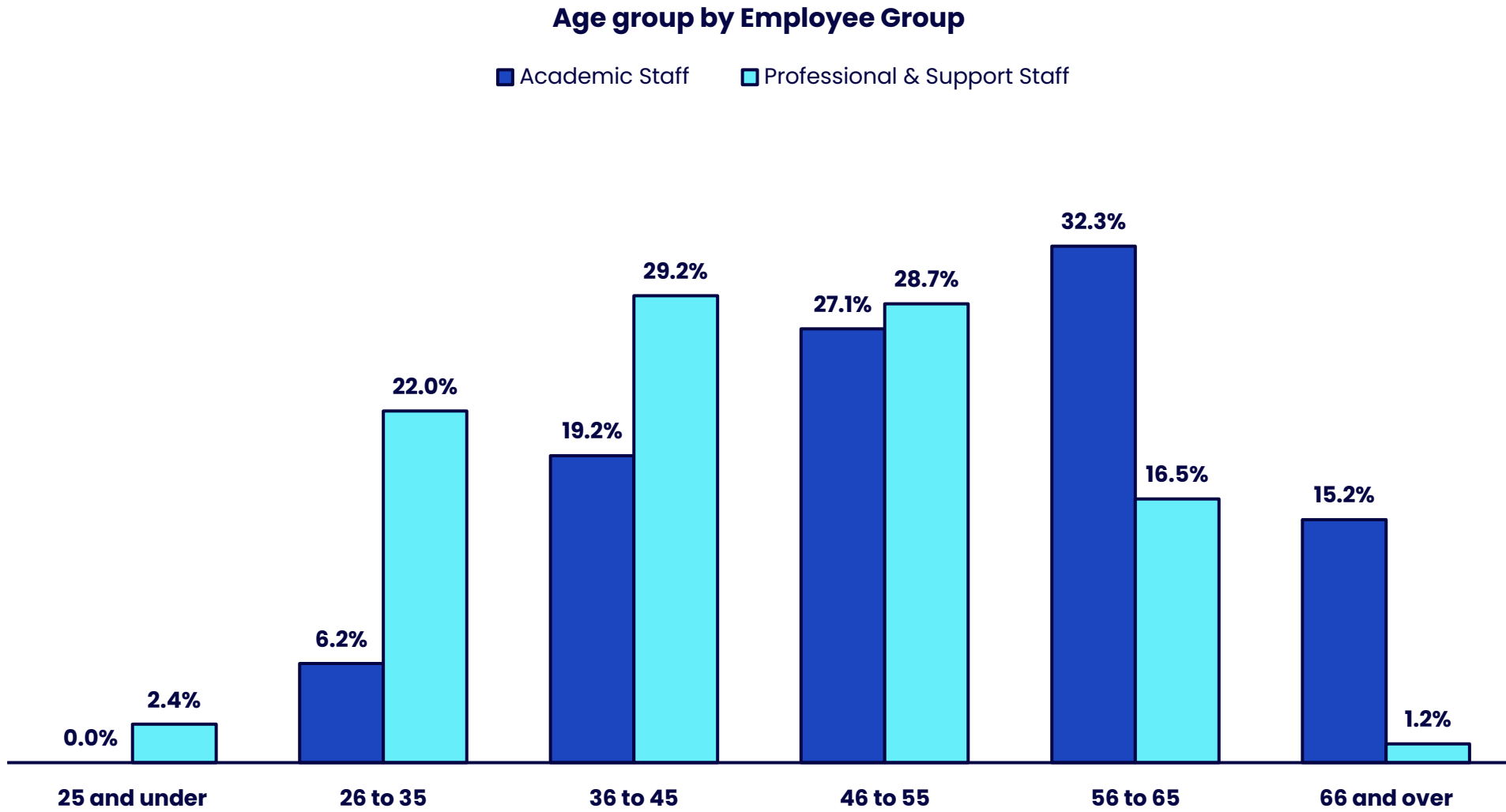
Sections:

1. The current (2023/24) OU population by age group (right)
2. Current Year (2023/24) and percentage change from previous year (2022/23)
3. Age Group by Employee Group
4. Average Age by Employee Subgroup

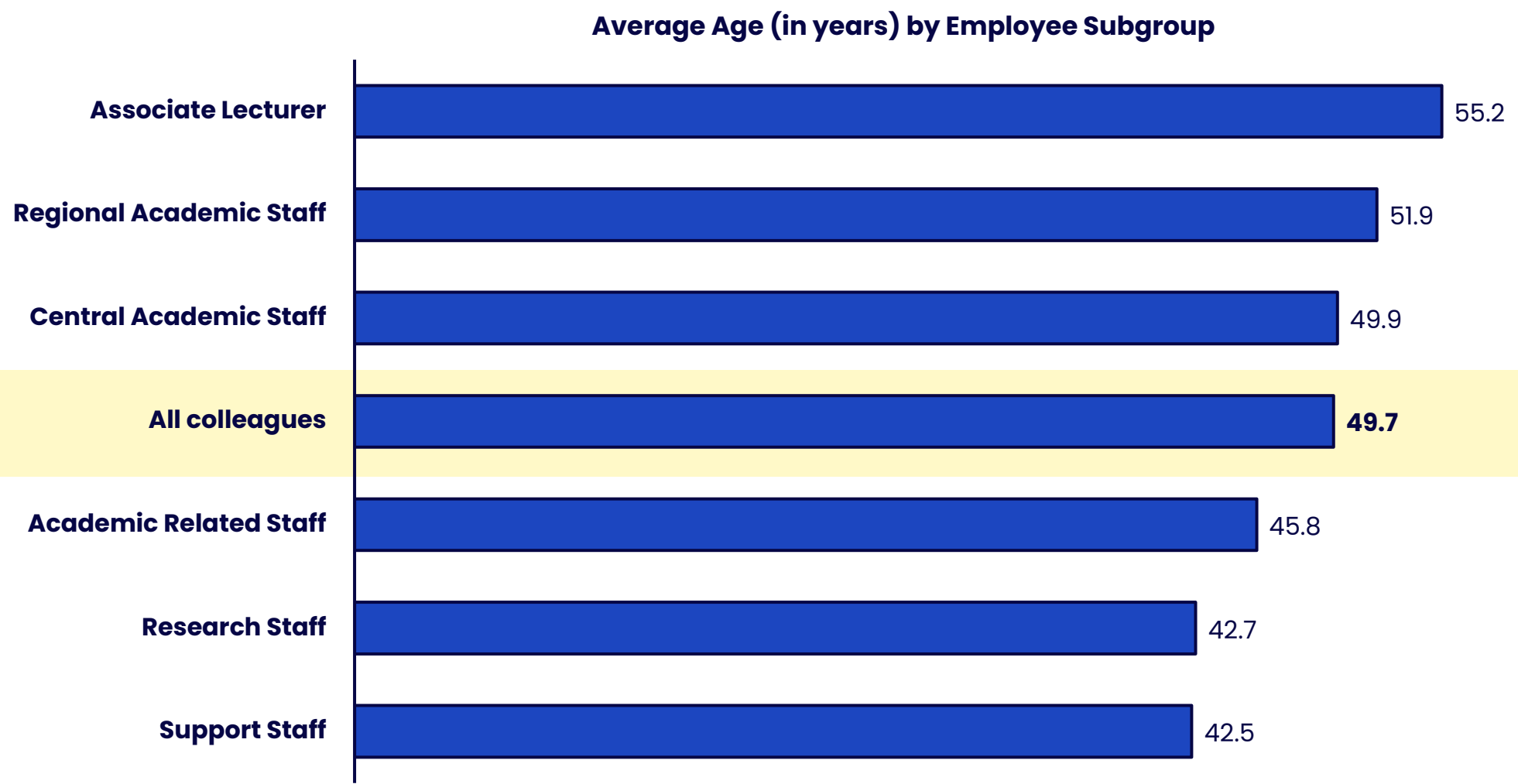
Population by Age Group
(as at 31st July 2024)



Age Group by Employee Group



Average Age by Employee Subgroup



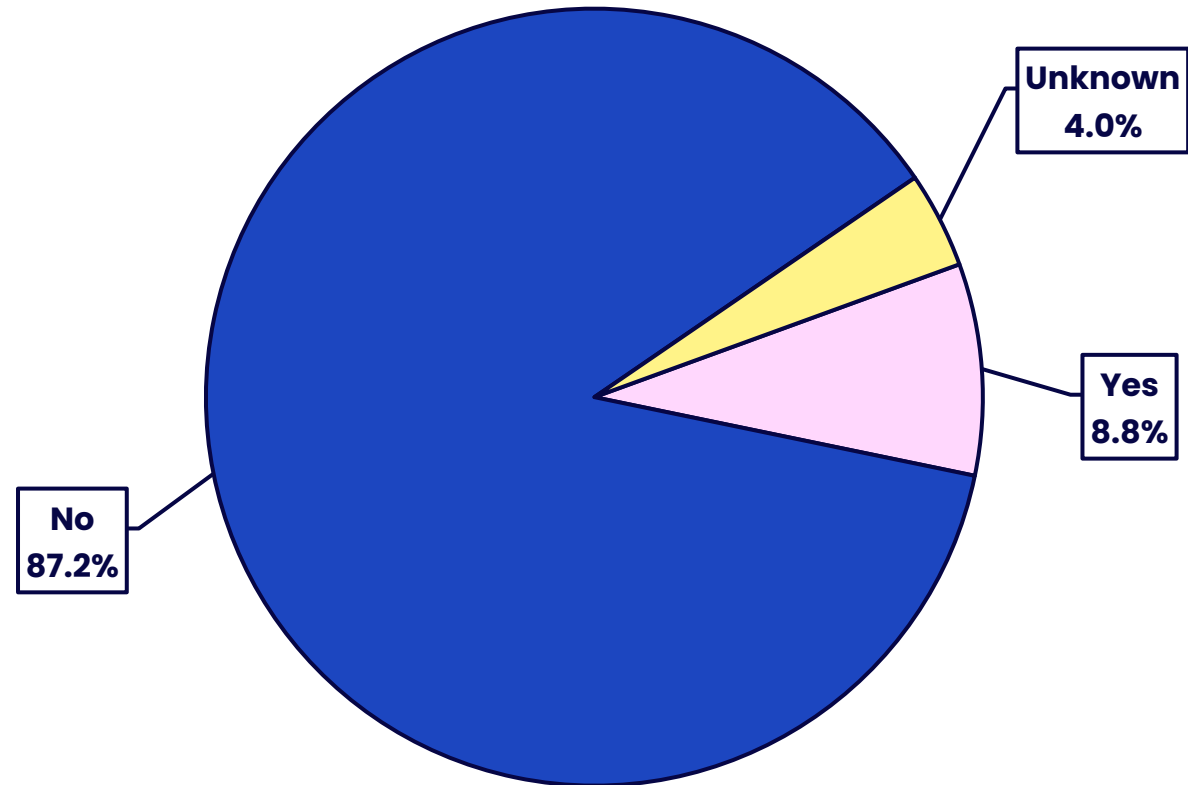
Disability(ies)

2023/24

Sections:

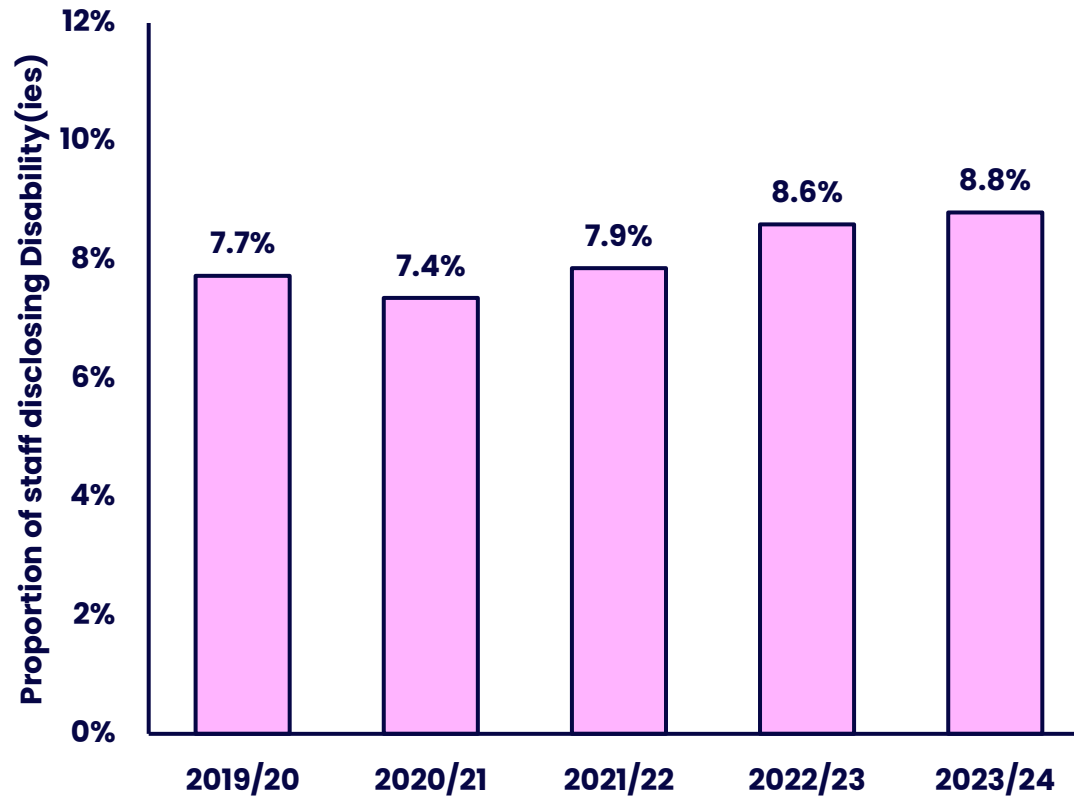
1. Proportion % by Disability(ies) Disclosure in 2023/24 (right)
2. Population and Disclosure Rate over 5 years
3. Disability(ies) by Employee Group
4. Disability(ies) by Employee Subgroup
5. Representation at senior level (Equality KPI targets)

Proportion by Disability(ies) Disclosure
(as at 31st July 2024)

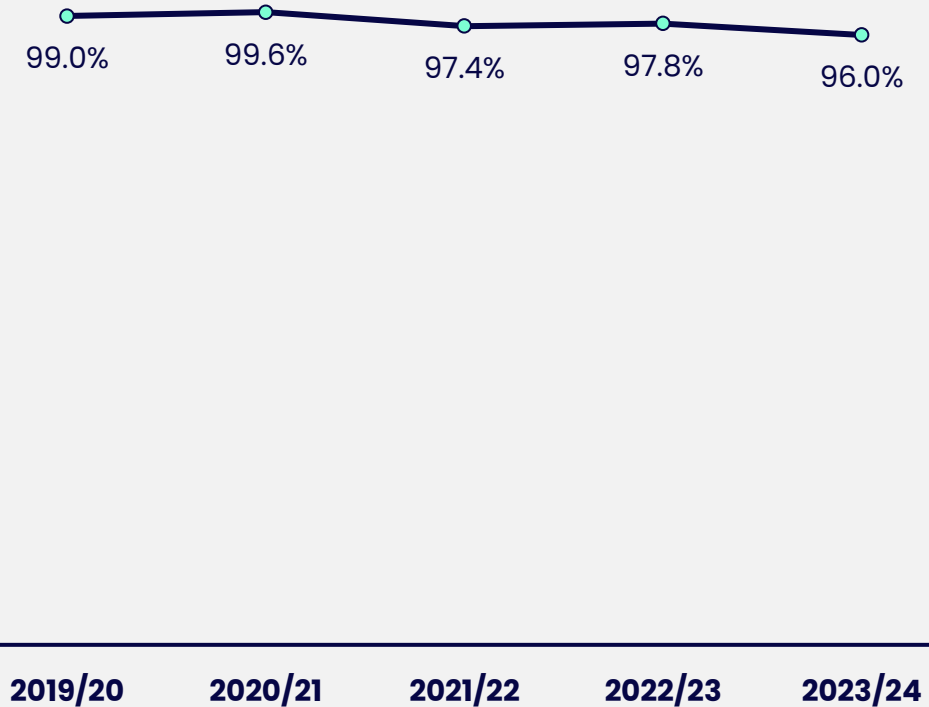


Disability(ies) – Population and Disclosure Rate 5 years

Proportion of staff disclosing Disability(ies) over 5 years

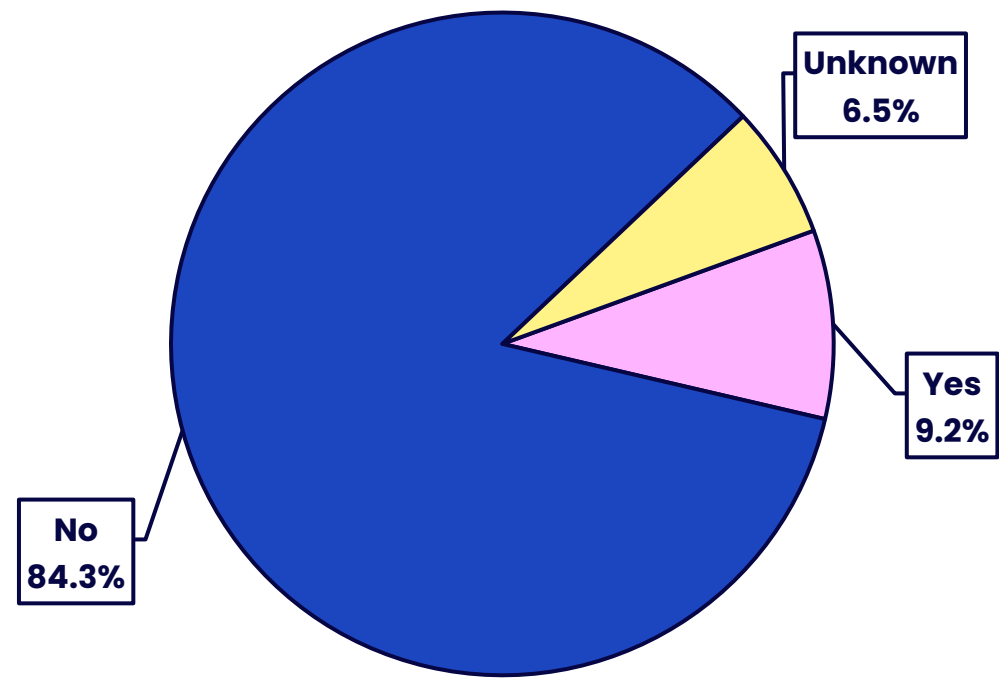


Disclosure Rate: Proportion of staff disclosing "Yes" or "No" to Disability(ies) Question

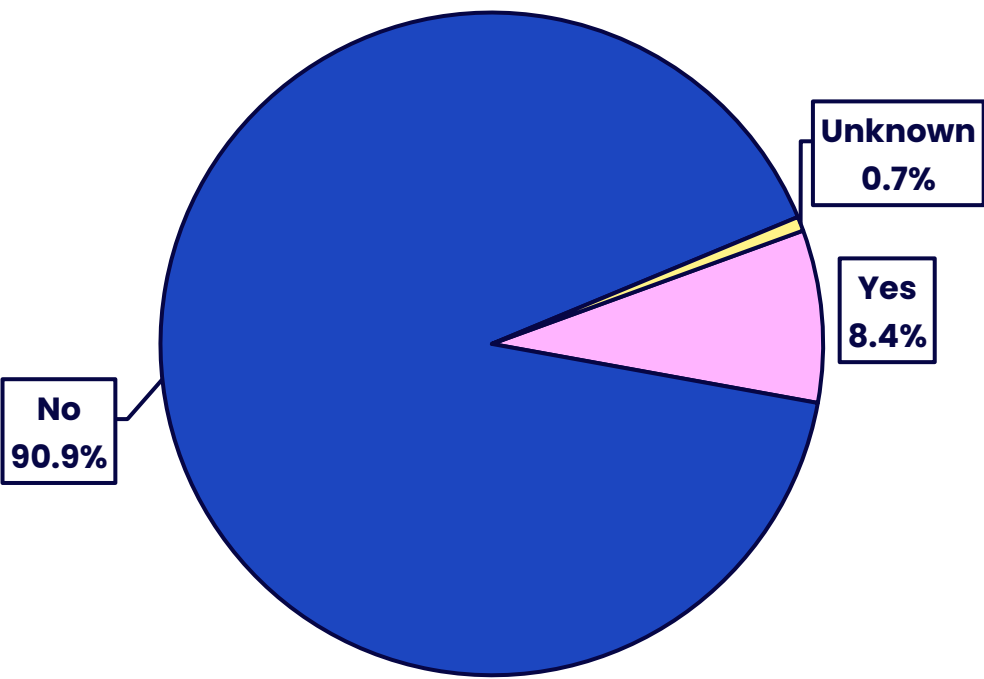


Disability(ies) by Employee Group

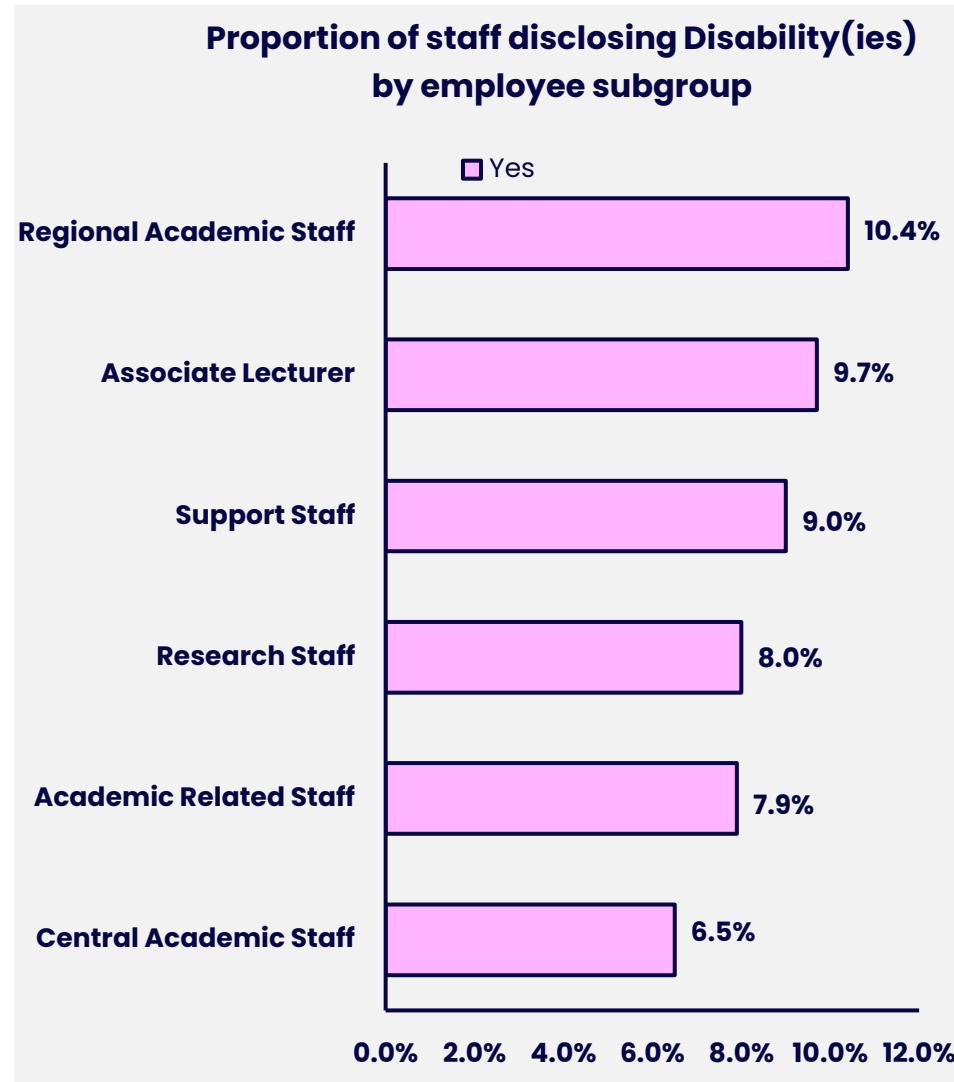
Academic Staff



Professional and Support Staff

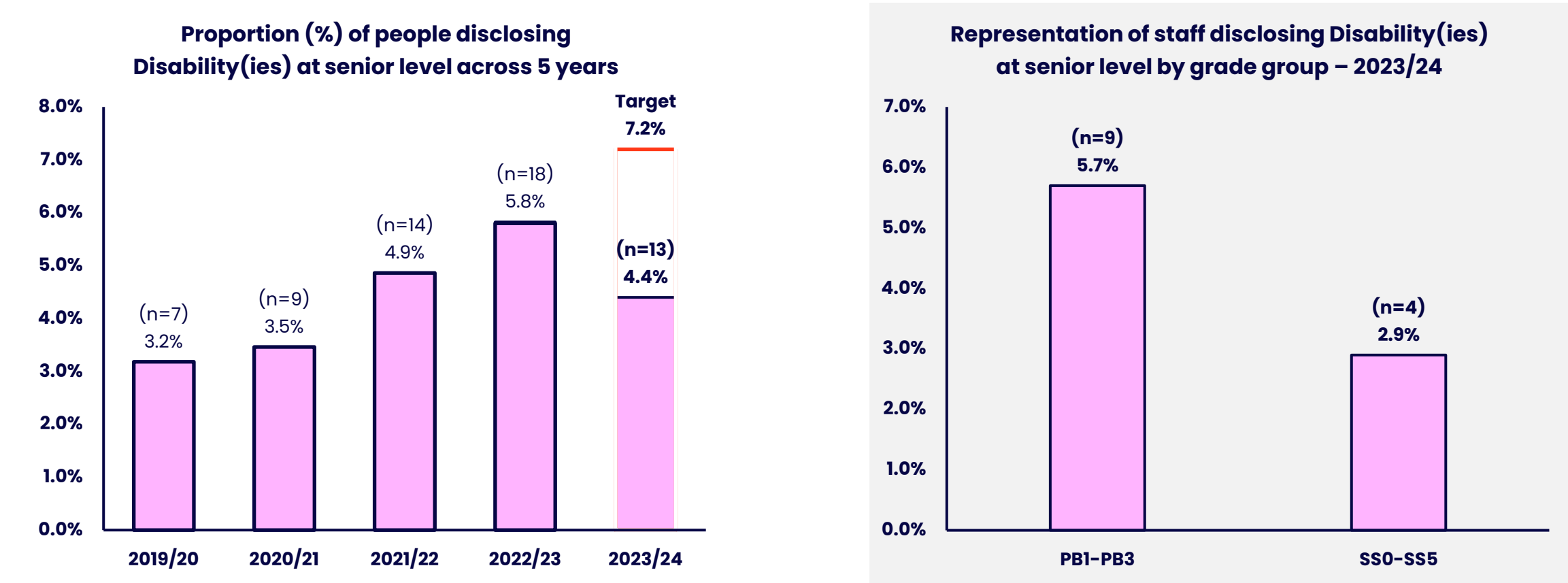


Disability(ies) by Employee Subgroup



Disability(ies) – representation at senior level

There are more colleagues disclosing Disability(ies) in professor bands (5.7%) compared to SS grades (2.9%). Over recent years there had been an increase in representation towards the target. However, due to a decrease in the numbers of staff disclosing Disability(ies) in both senior academic and professional services roles in 2023/24, the overall proportion has decreased to 4.4%.



Snapshot date(s): 2019/20 to 2023/24 as at 31st July of each year (left chart) | Right chart shows the current year 2023/24 (as at 31st July 2024)
Scope: Staff with 'SS' (Senior Staff) grades or 'PB' (Professor) grades

Disability(ies) – Recruitment

In 2023/24, the proportion of applicants disclosing Disability(ies) was 7.3%, the same as the previous year. The proportion of candidates disclosing Disability(ies) increased at the shortlisting stage to 9.2%. However, fewer candidates disclosing Disability(ies) were successful after interview, making up 3.8% of new appointments, down 1.5 percentage points on the previous year.

The unknown / no data group represents a larger proportion of applicants in 2023/24. There is more information in the [note about 2023/24 recruitment data](#).

Disability(ies) 	Number of Applicants	% of Applicants	Number of Shortlisted Applicants	% of Shortlisted Applicants	Number of Appointed Candidates	% of Appointed Candidates	Proportion (%) of applicants shortlisted	Proportion (%) of shortlisted candidates interviewed	Proportion (%) appointed after interview
Yes	893	7.3%	227	9.2%	30	3.8%	25.4%	78.4%	16.9%
No	9,492	77.2%	1,670	67.7%	369	46.4%	17.6%	76.8%	28.8%
Prefer not to say	414	3.4%	83	3.4%	20	2.5%	20.0%	75.9%	31.7%
No data	1,504	12.2%	486	19.7%	377	47.4%	32.3%	95.3%	81.4%
Grand Total	12,303	100.0%	2,466	100.0%	796	100.0%	20.0%	80.5%	40.1%

Ethnicity

2023/24

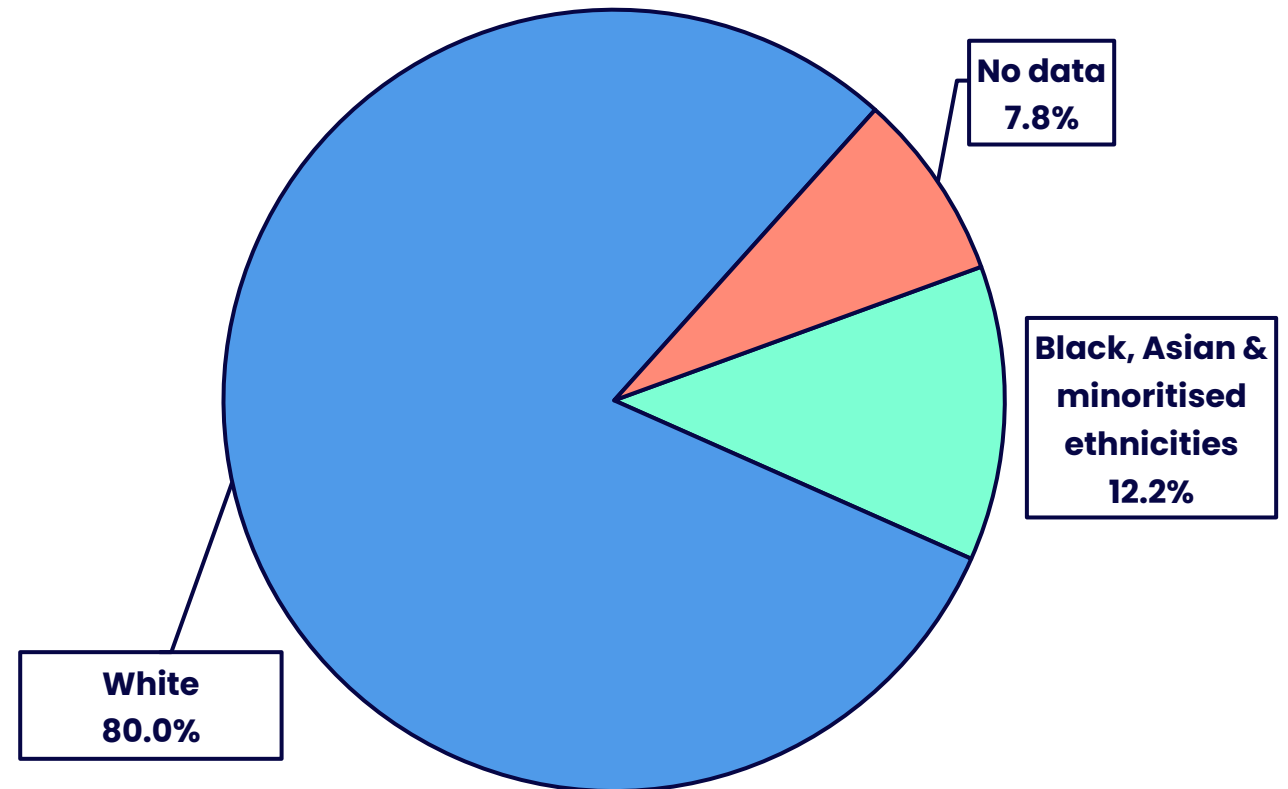
Sections:

1. Proportion % by Ethnicity Group* in 2023/24 (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

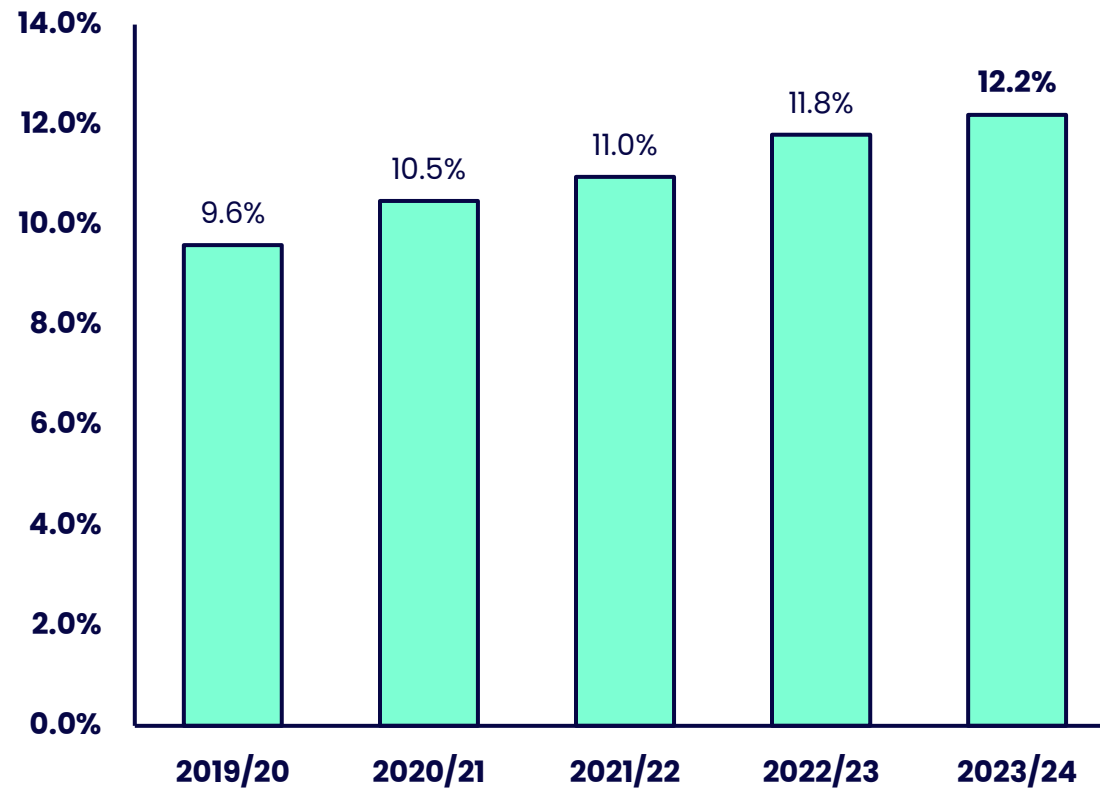
**Ethnicity Subgroup = e.g. Asian, Black, Mixed, Other and White

Proportion of staff by ethnicity group
(as at 31st July 2024)

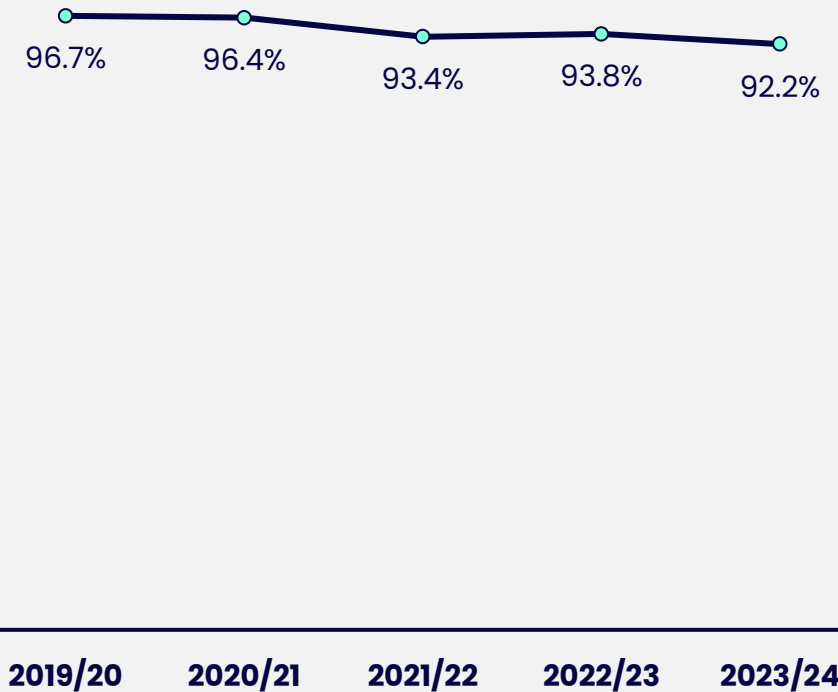


Ethnicity – Population and Disclosure Rate over 5 years

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



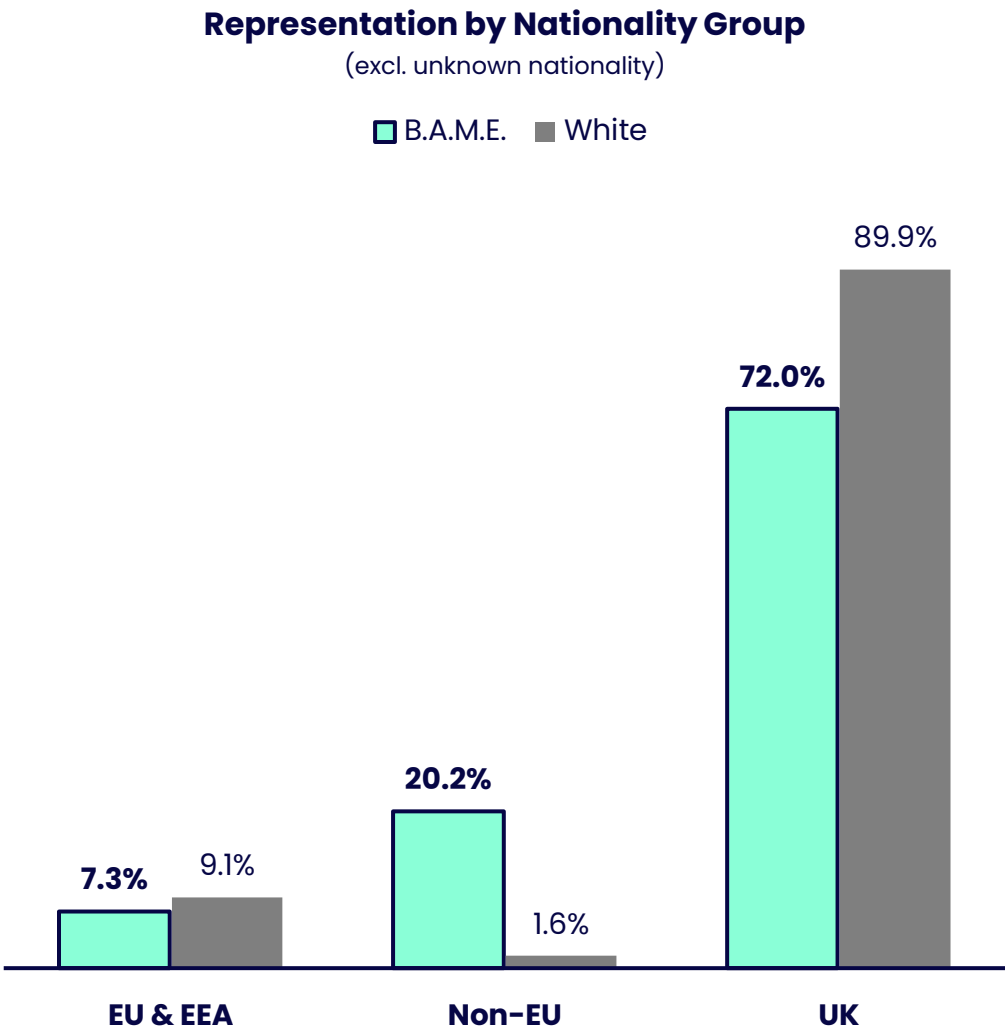
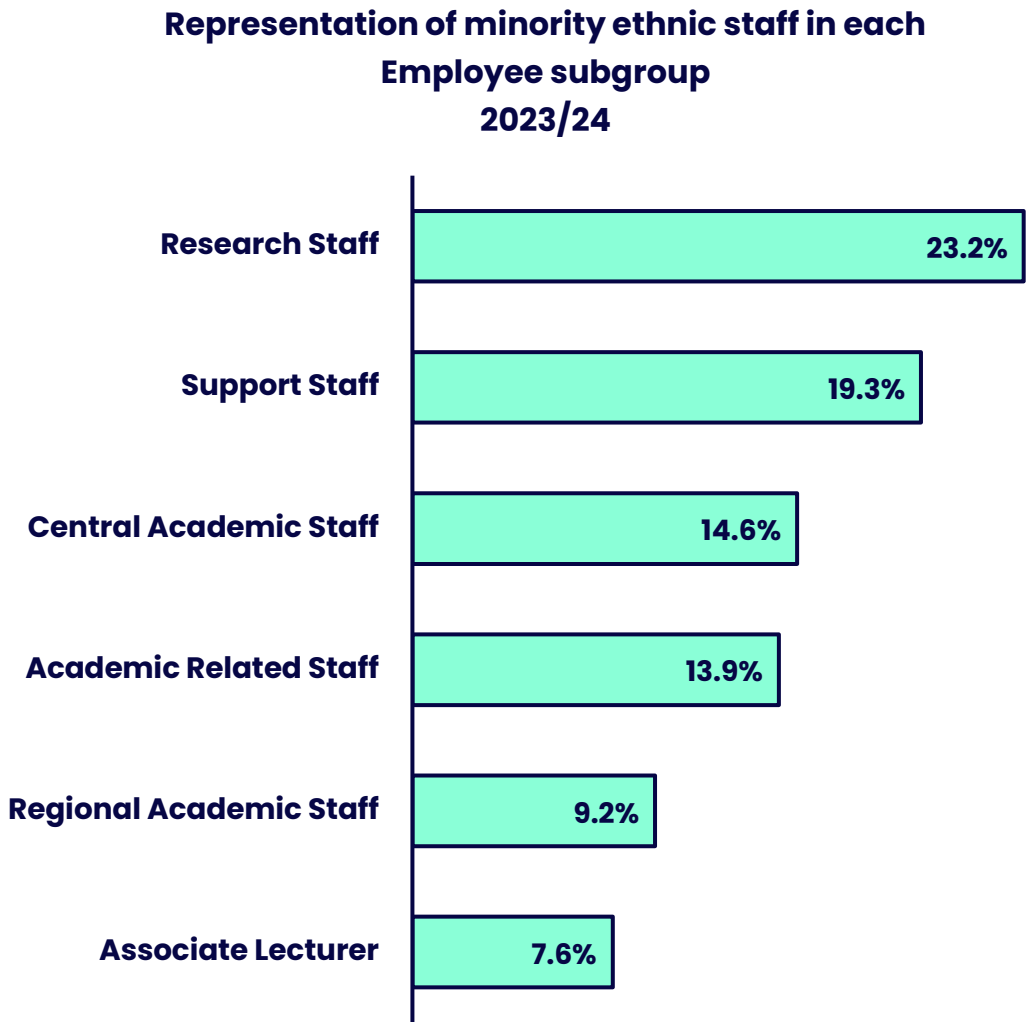
Disclosure Rate: Proportion of staff declaring their ethnicity



Snapshot date(s): 2019/20 to 2023/24 as at 31st July of each year.

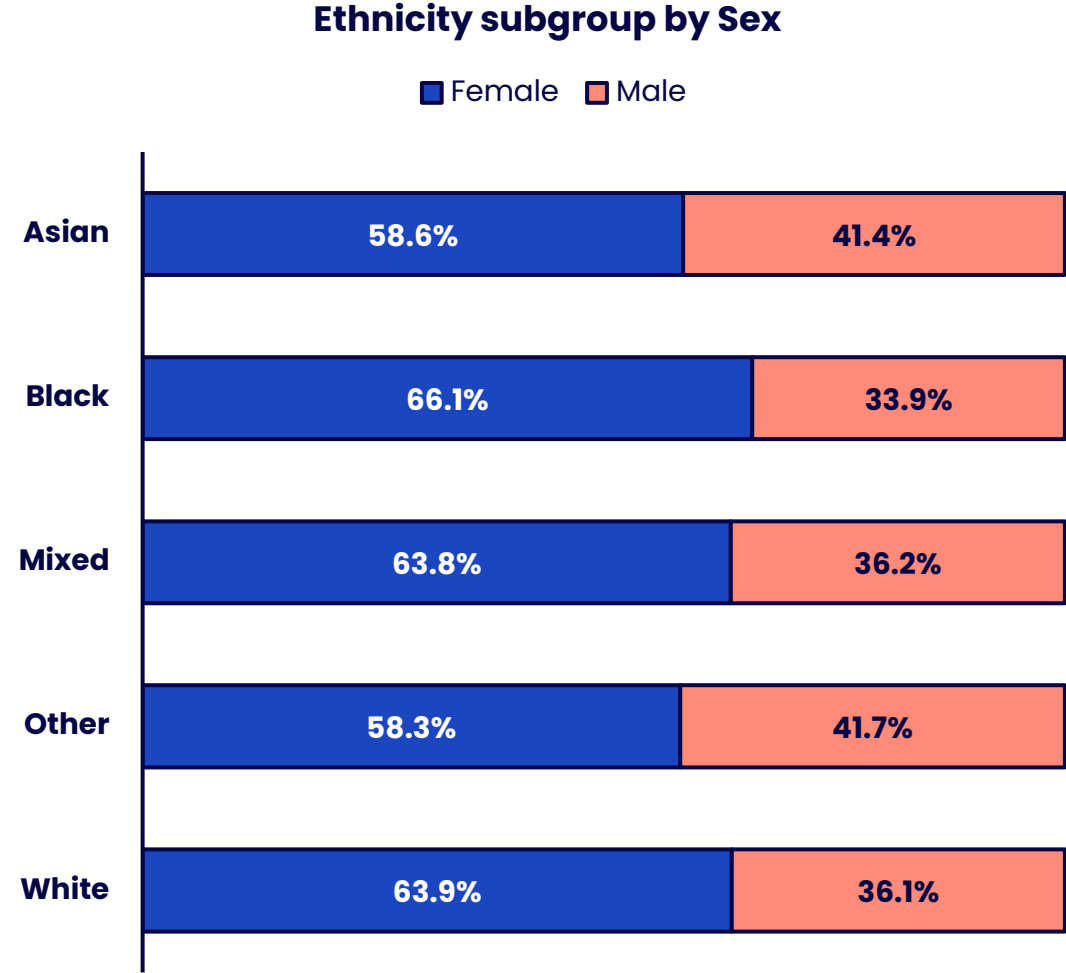
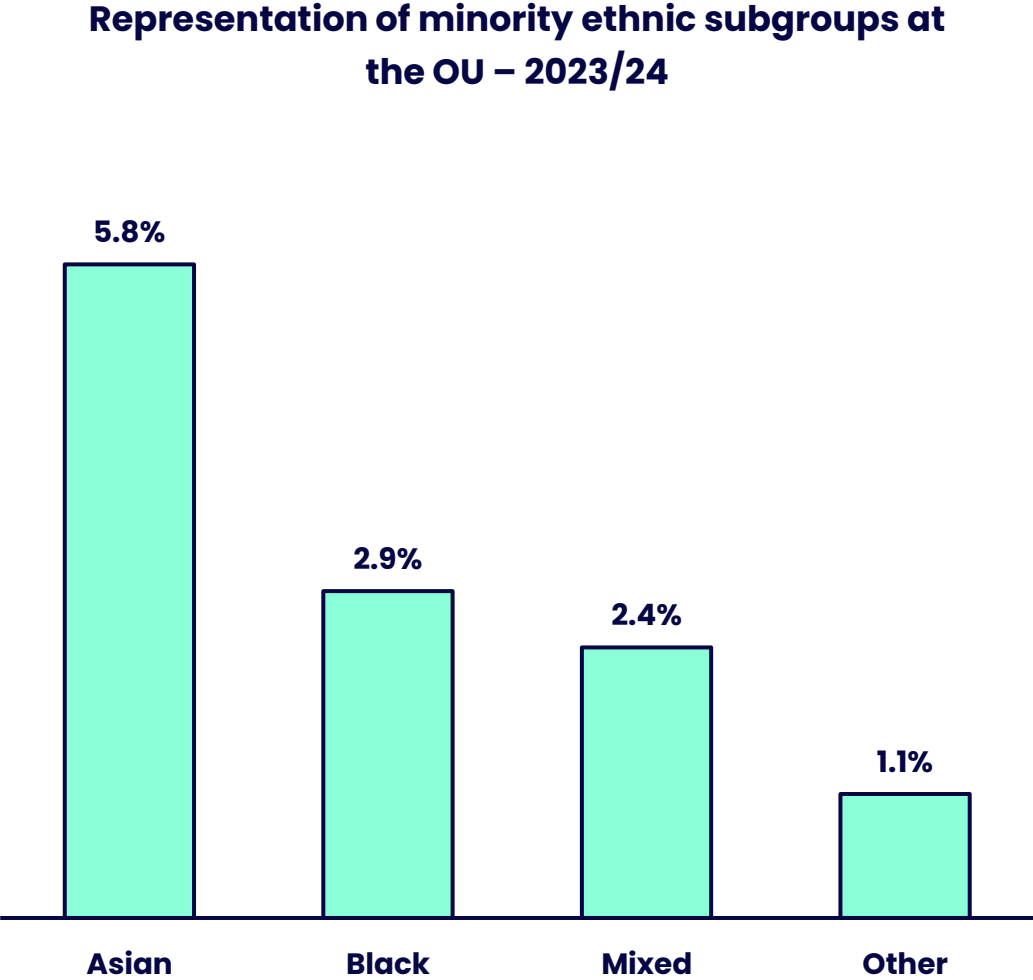
Scope: All Staff – Academic Staff (Central, Regional, Research and ALs) and Professional and Support Staff – data does not include OU subsidiaries (OUSA, OUW, Mulberry Bear) or agency/temp workers.

Ethnicity – Employee Subgroup and Nationality



Snapshot date(s): 2023/24 (as at 31st July 2024)
Scope: All Staff – Academic Staff (Central, Regional, Research and ALs) and Professional and Support Staff – data does not include OU subsidiaries (OUSA, OUW, Mulberry Bear) or agency/temp workers.

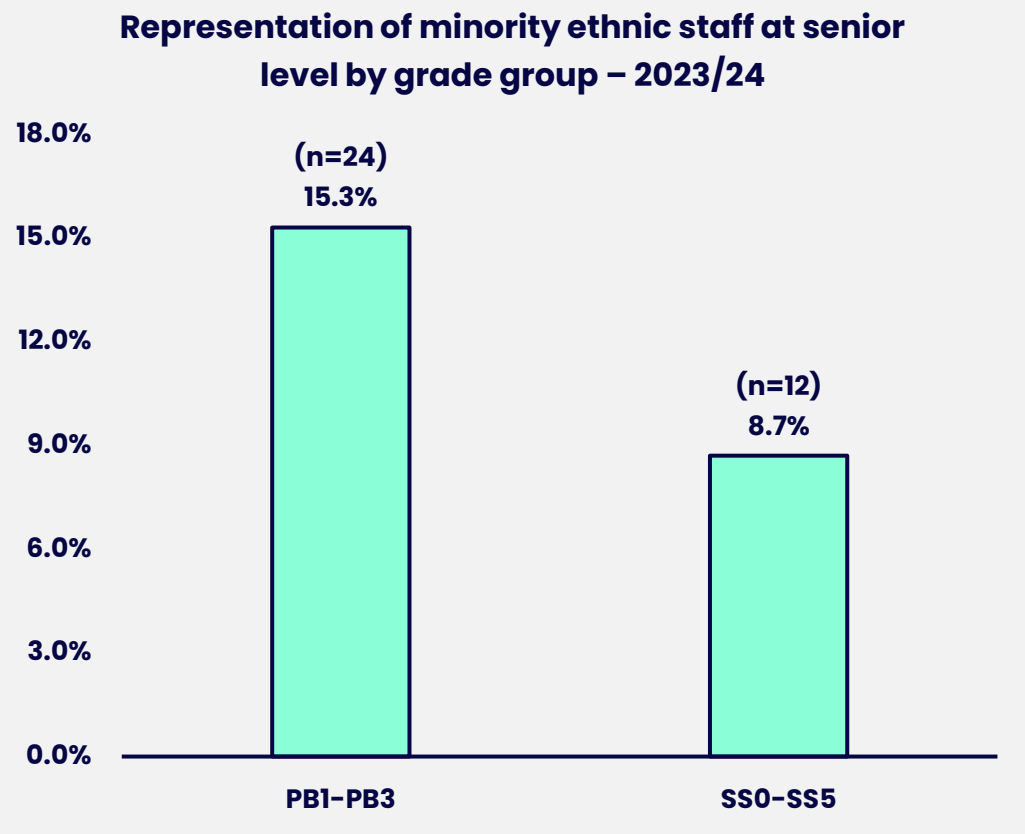
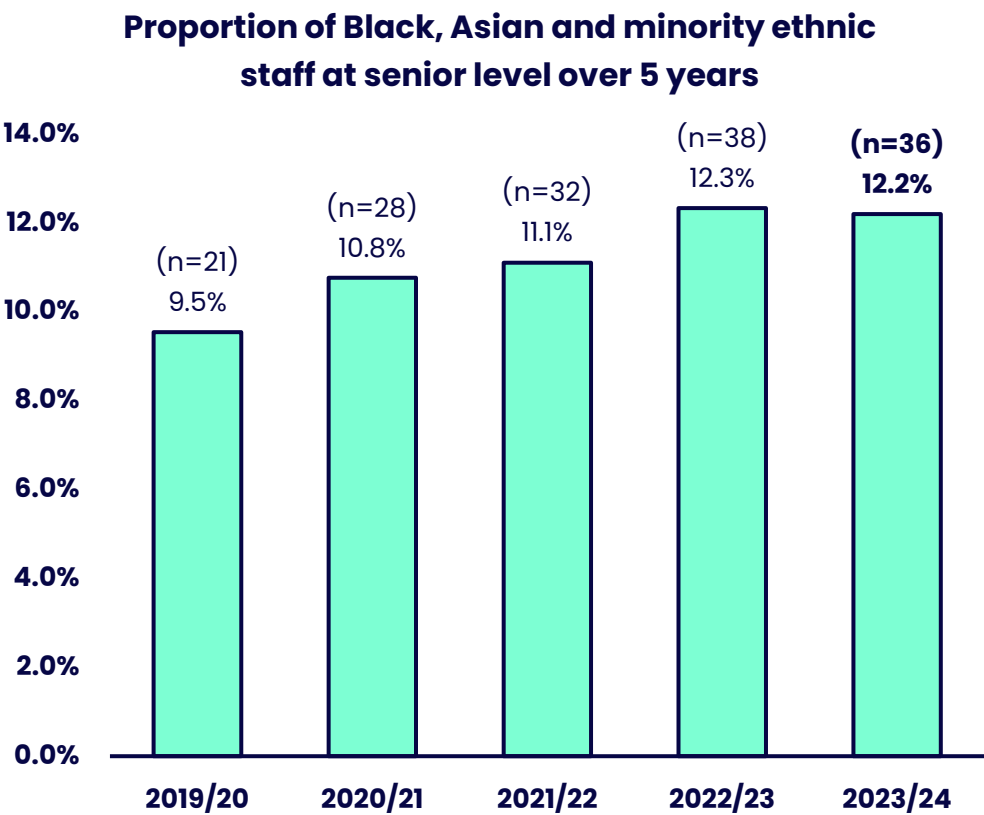
Ethnicity – Ethnicity Subgroup and by Sex



Snapshot date(s): 2023/24 (as at 31st July 2024)
Scope: All Staff – Academic Staff (Central, Regional, Research and ALs) and Professional and Support Staff – data does not include OU subsidiaries (OUSA, OUW, Mulberry Bear) or agency/temp workers.

Ethnicity – representation at senior level

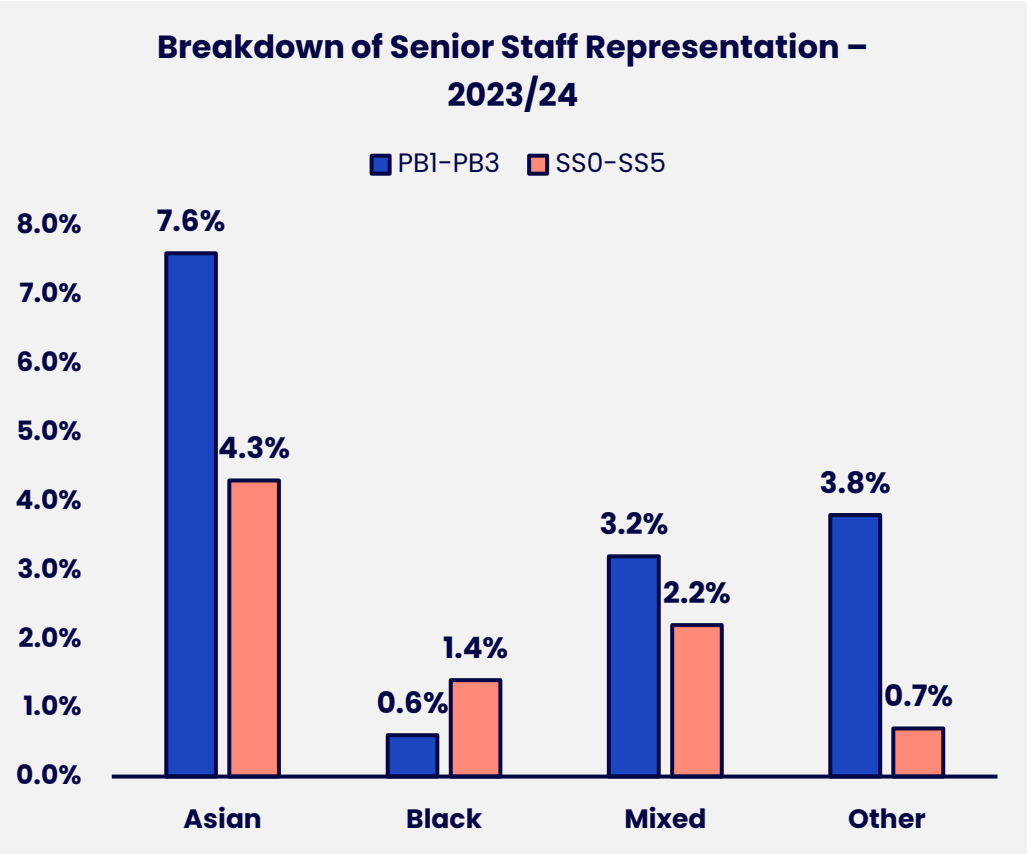
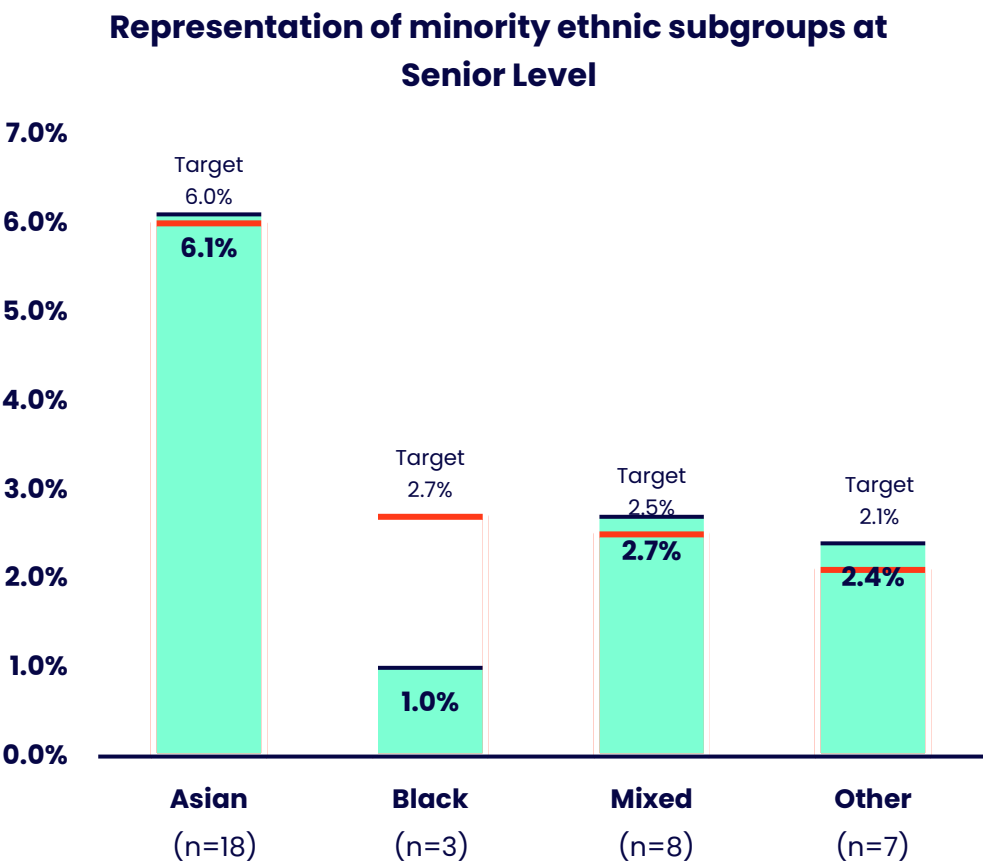
As at 31st July 2023, Black, Asian and minority ethnic staff represented 12.2% (36 out of 295) of the senior staff population, a 0.1 percentage point decrease from 2022/23. The minority ethnic population is underrepresented within the SS bands (8.7%, 12 out of 138) and account for 15.3% of professor grades. Black colleagues are least represented at senior level, accounting for 1.0% of the senior leadership population.



Snapshot date(s): 2019/20 to 2023/24 as at 31st July of each year (left chart) | right chart shows the current year 2023/24 (as at 31st July 2024)
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 12.2% (36 out of 295) of the senior staff population, a 0.1 percentage point decrease from 2022/23. The minority ethnic population is underrepresented within the SS bands (8.7%, 12 out of 138) and account for 15.3% of professor grades. Black colleagues are least represented at senior level, accounting for 1.0% of the senior leadership population.



Ethnicity – Recruitment

In 2023/24, a quarter of applications (25.8%) came from candidates from Black, Asian and minority ethnic communities, a 7.2 percentage point decrease from the previous year (33% in 2022/23). Of all minority ethnic candidates interviewed, 15.5% were successful compared to 20.4% of all white applicants. Other ethnicity group candidates were least likely to be in the application pool or to be successful at interview.

The unknown / no data group represents a larger proportion of applicants in 2023/24. There is more information in the [note about 2023/24 recruitment data](#).

Ethnicity Group	Number of Applicants	% of Applicants	Number of Shortlisted Applicants	% of Shortlisted Applicants	Number of Appointed Candidates	% of Appointed Candidates	Proportion (%) of applicants shortlisted	Proportion (%) of shortlisted candidates interviewed	Proportion (%) appointed after interview
Black, Asian & minoritised ethnic	3,180	25.8%	355	14.4%	46	5.8%	11.2%	83.4%	15.5%
White	4,817	39.2%	902	36.6%	134	16.8%	18.7%	72.7%	20.4%
Unknown/not shared	4,306	35.0%	1,209	49.0%	616	77.4%	28.1%	85.5%	59.6%
Grand Total	12,303	100.0%	2,466	100.0%	796	100.0%	20.0%	80.5%	40.1%

Ethnicity Subgroup	Number of Applicants	% of Applicants	Number of Shortlisted Applicants	% of Shortlisted Applicants	Number of Appointed Candidates	% of Appointed Candidates	Proportion (%) of applicants shortlisted	Proportion (%) of shortlisted candidates interviewed	Proportion (%) appointed after interview
Asian	1,807	14.7%	223	9.0%	37	4.6%	12.3%	85.2%	19.5%
Black	876	7.1%	65	2.6%	5	0.6%	7.4%	87.7%	8.8%
Mixed	321	2.6%	48	1.9%	4	0.5%	15.0%	77.1%	10.8%
Other	176	1.4%	19	0.8%	0	0.0%	10.8%	63.2%	0.0%
White	4,817	39.2%	902	36.6%	134	16.8%	18.7%	72.7%	20.4%
Unknown/not shared	4,306	35.0%	1,209	49.0%	616	77.4%	28.1%	85.5%	59.6%
Grand Total	12,303	100.0%	2,466	100.0%	796	100.0%	20.0%	80.5%	40.1%

Reporting period : 1st August 2023 to 31st July 2024

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

Religion

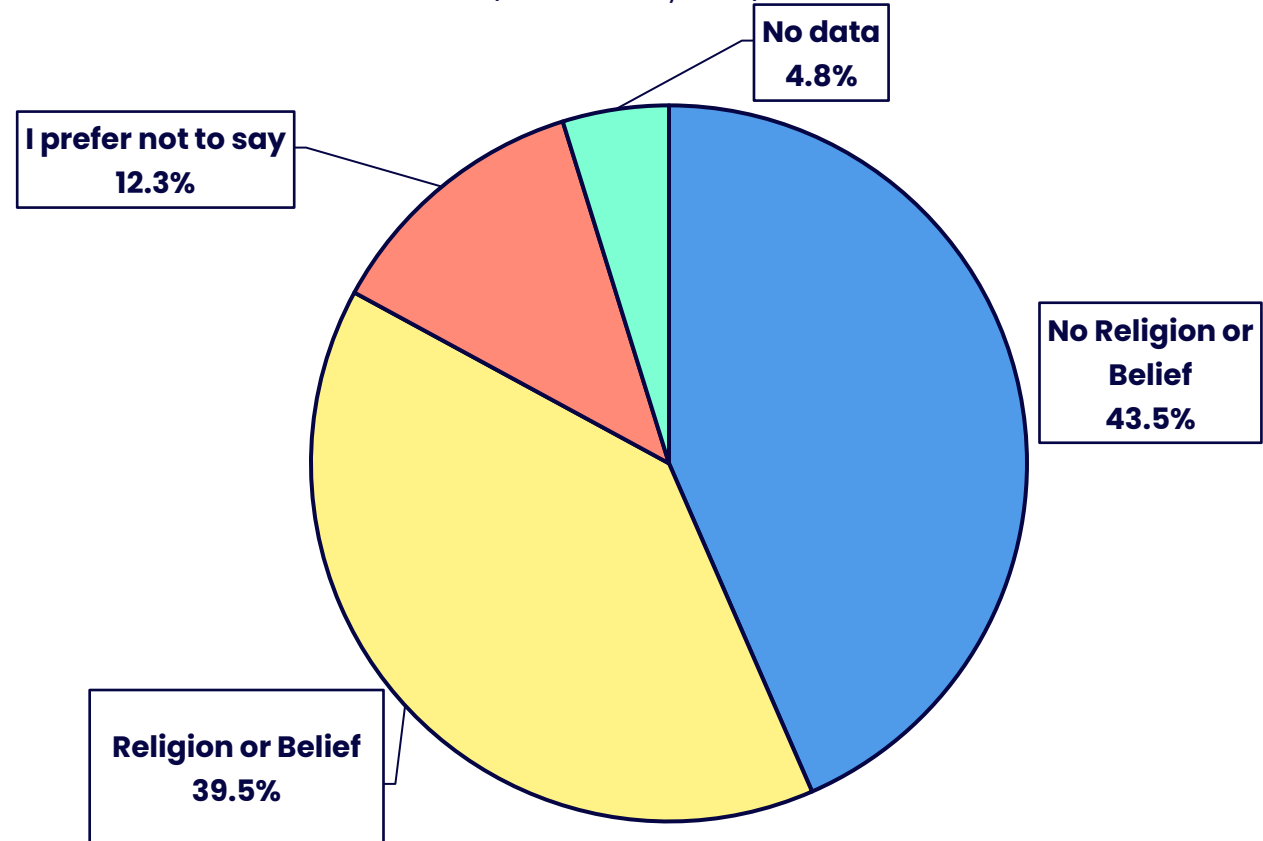
2023/24

Sections:

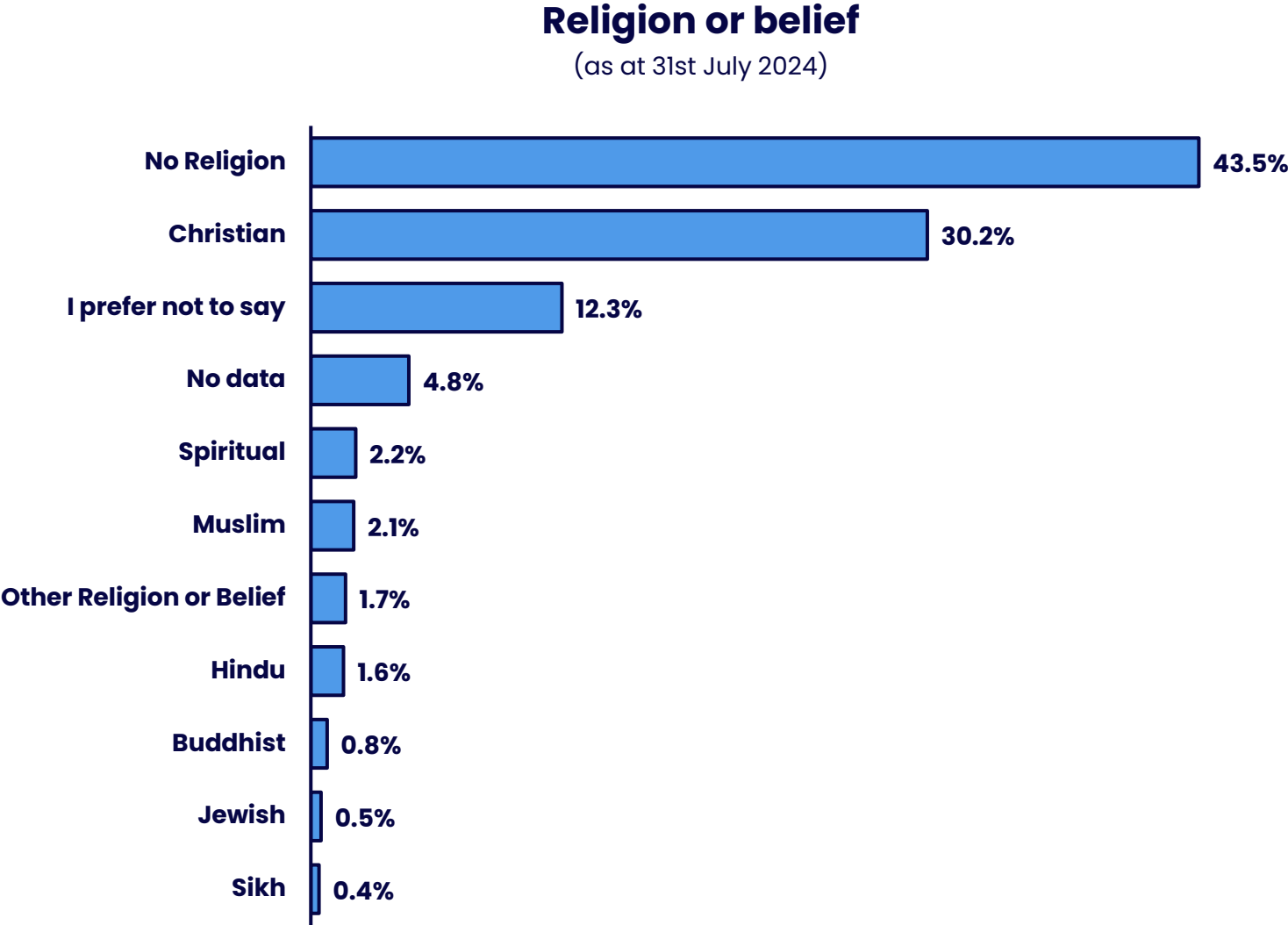
1. Proportion % by religion or belief status in 2023/24 (right)
2. Religion or belief subgroup breakdown of current year (2023/24)
3. Religion by Employee Group

Proportion of staff by Religion or Belief

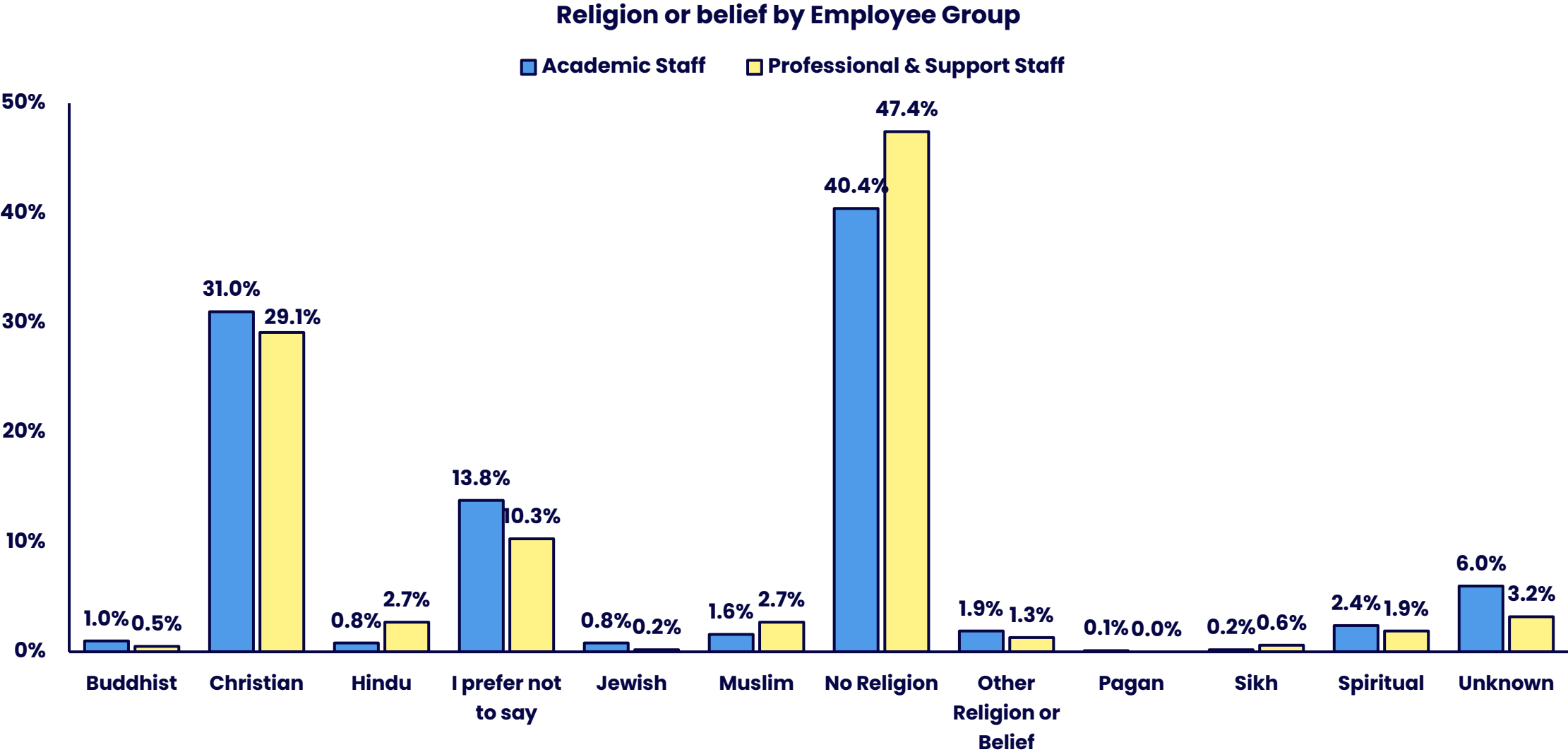
(as at 31st July 2023)



Religion – Religion or belief subgroup breakdown



Religion by Employee Group



Snapshot date(s): 2023/24 (as at 31st July 2024)
Scope: All Staff – Academic Staff (Central, Regional, Research and ALs) and Professional and Support Staff – data does not include OU subsidiaries (OUSA, OUW, Mulberry Bear) or agency/temp workers.

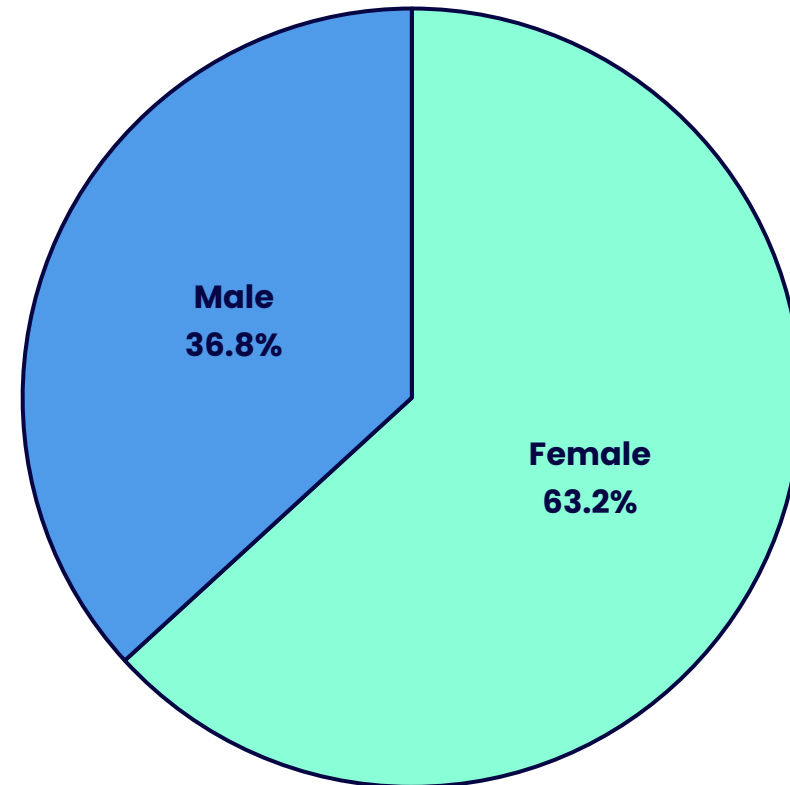
Sex

2023/24

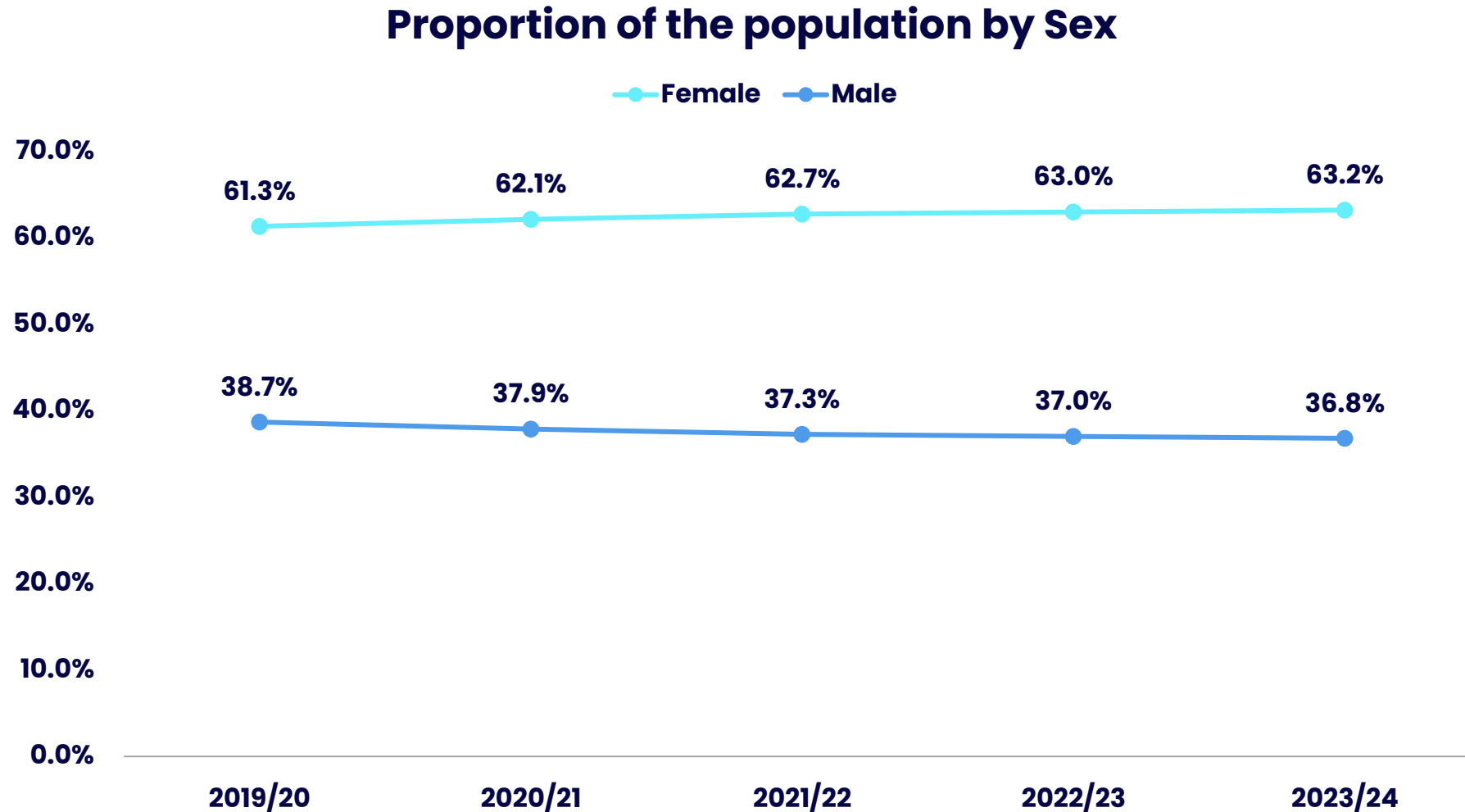
Sections:

1. Proportion female and male in 2023/24 (right)
2. Proportion female and male over the last five years
3. Sex by Employee Group
4. Sex by Employee Subgroup
5. Female representation at senior level

Proportion female and male
(as at 31st July 2024)



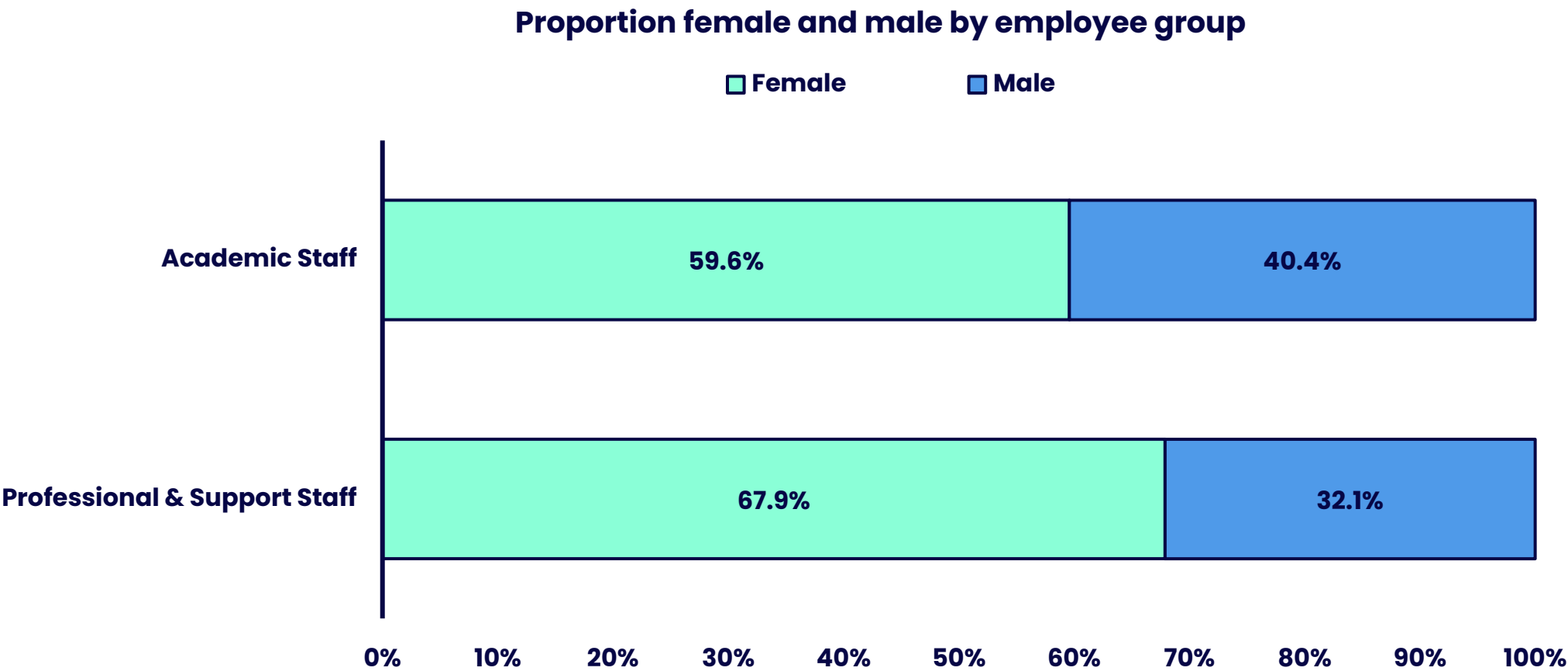
Sex – Proportion female and male over 5 years



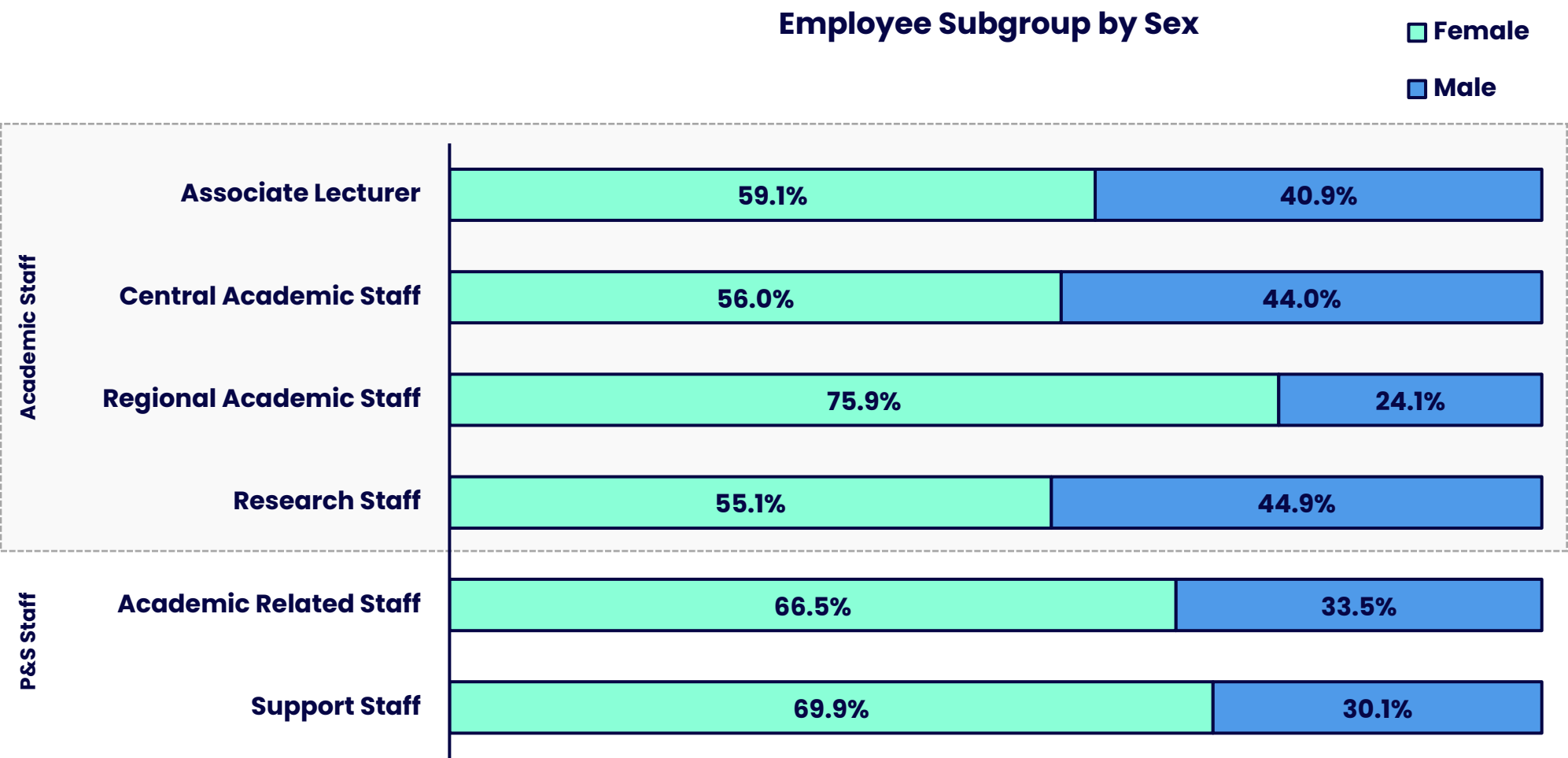
Snapshot date(s): 2019/20 to 2023/24 as at 31st July of each year.

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

Sex by Employee Group



Sex by Employee Subgroup



Snapshot date(s): 2023/24 (as at 31st July 2024)
Scope: All Staff – Academic Staff (Central, Regional, Research and ALs) and Professional and Support Staff – data does not include OU subsidiaries (OUSA, OUW, Mulberry Bear) or agency/temp workers.

Sex – representation at senior level

Female representation at senior level continues to increase, now making up over half (53.6%) of the senior level population. When looking at the split between the grade groups that make up the senior level (Professors/PB and Senior Staff/SS), there are more staff in PB grades compared to SS grades; however, there is higher female representation in SS grades. Over half of the SS grade population are female (55.8%, 77 out of 138).

