

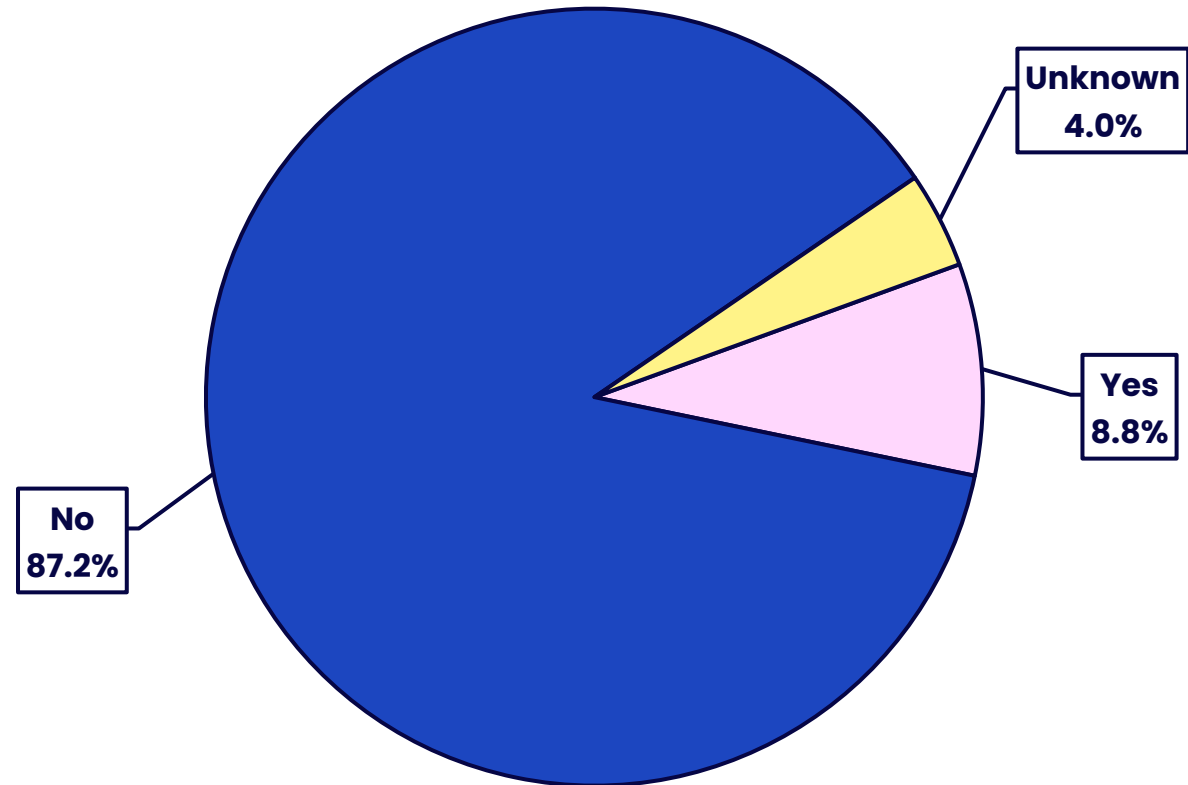
Disability(ies)

2023/24

Sections:

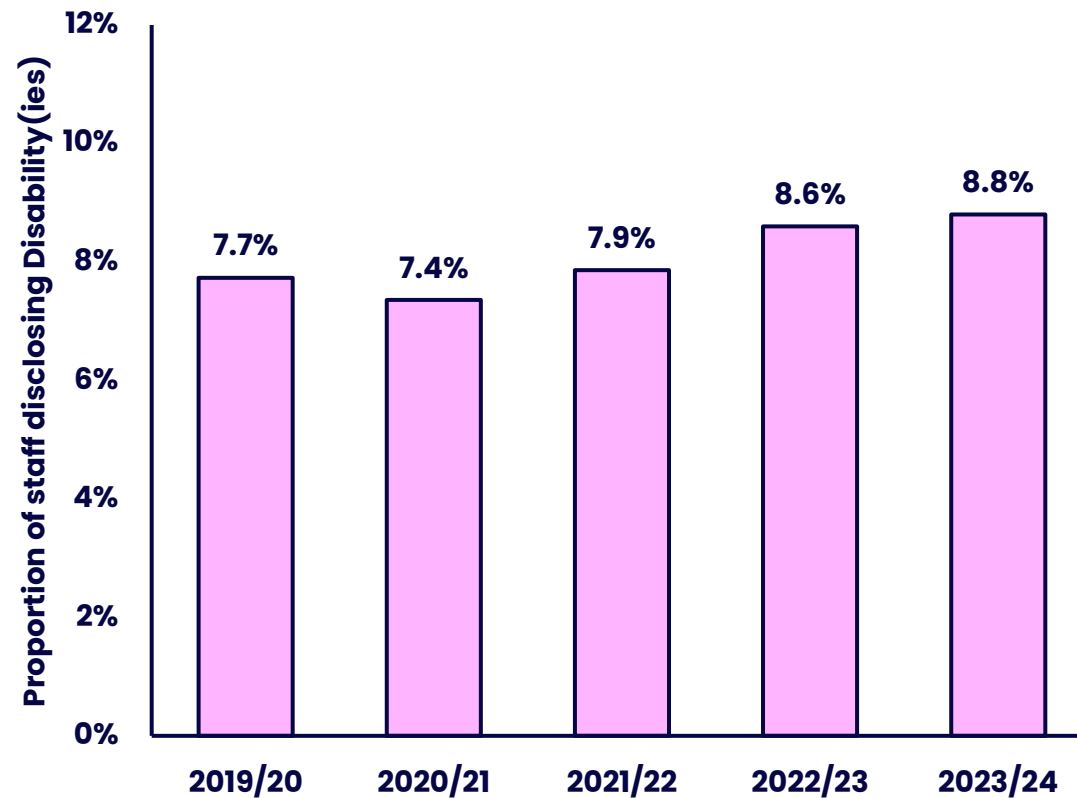
1. Proportion % by Disability(ies) Disclosure in 2023/24 (right)
2. Population and Disclosure Rate over 5 years
3. Disability(ies) by Employee Group
4. Disability(ies) by Employee Subgroup
5. Representation at senior level (Equality KPI targets)

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

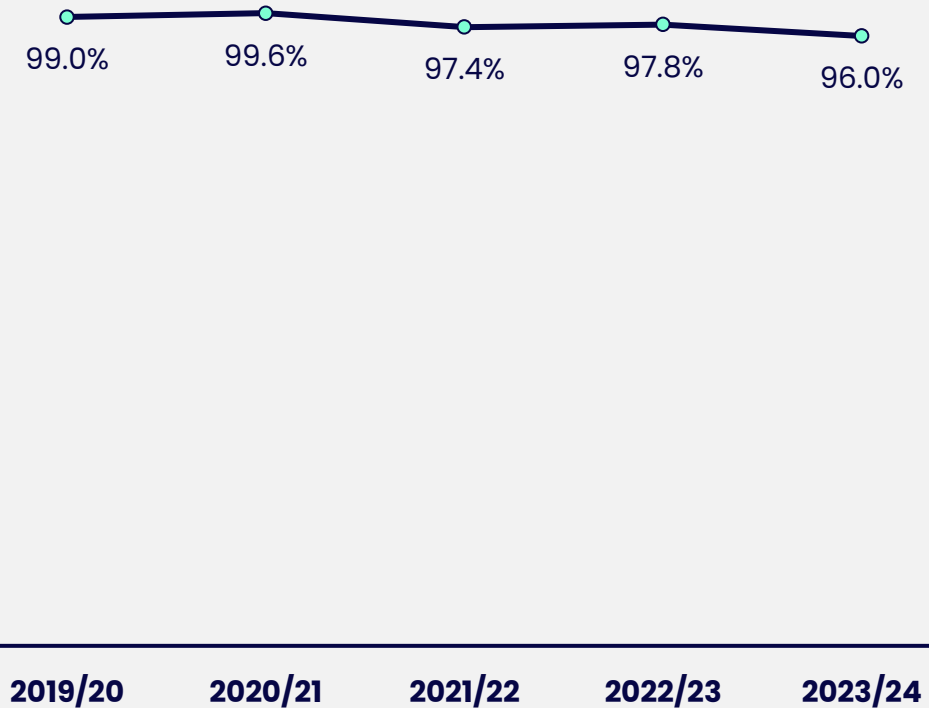


Disability(ies) – Population and Disclosure Rate 5 years

Proportion of staff disclosing Disability(ies) over 5 years

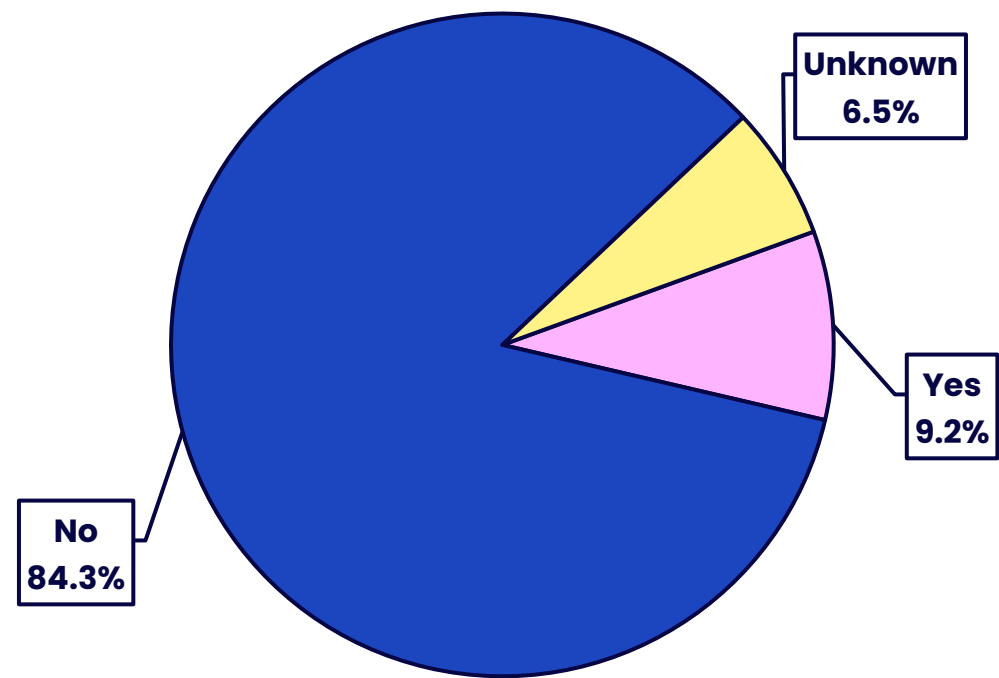


Disclosure Rate: Proportion of staff disclosing "Yes" or "No" to Disability(ies) Question

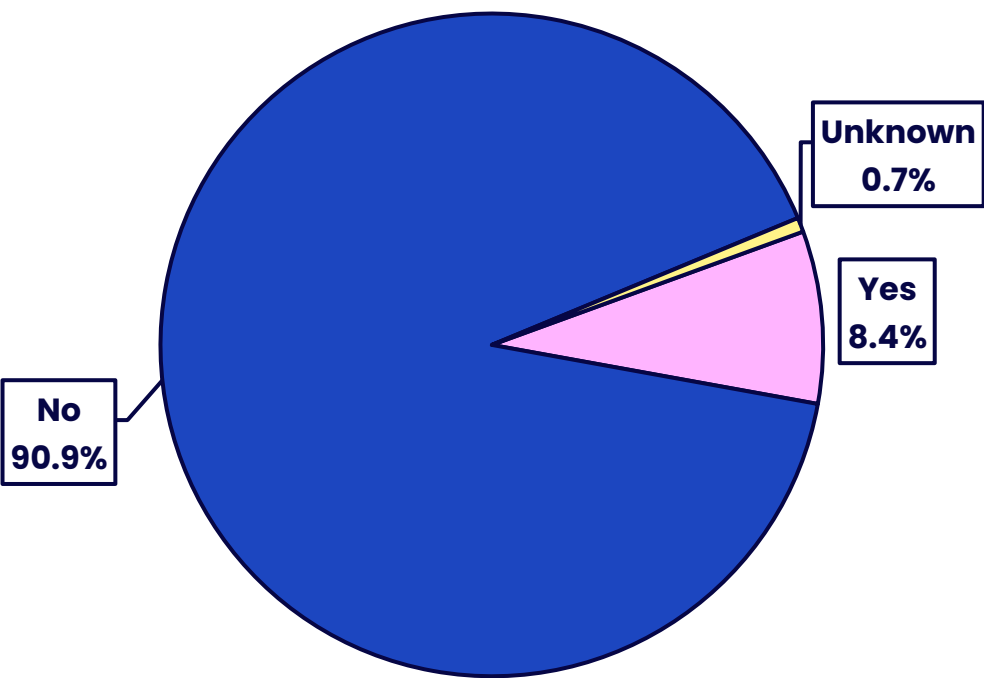


Disability(ies) by Employee Group

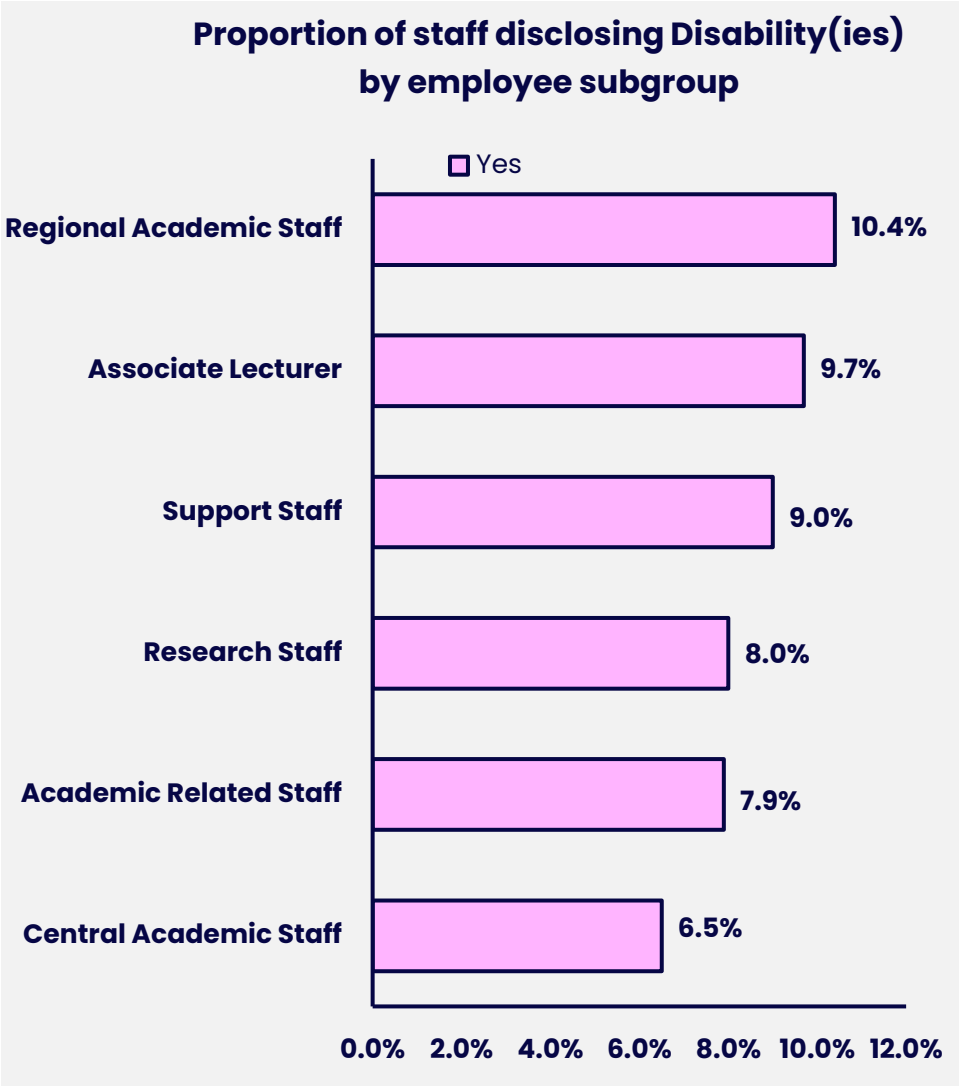
Academic Staff



Professional and Support Staff



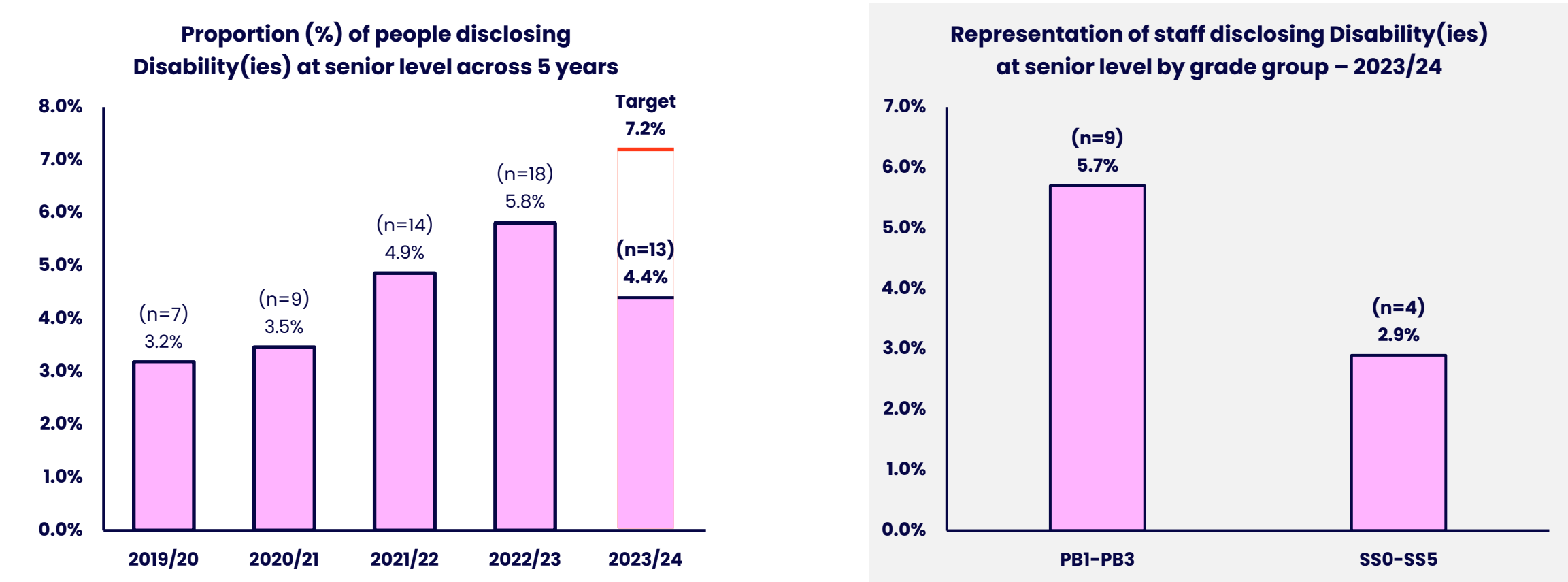
Disability(ies) by Employee Subgroup



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.

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%