

Ethnicity

2023/24

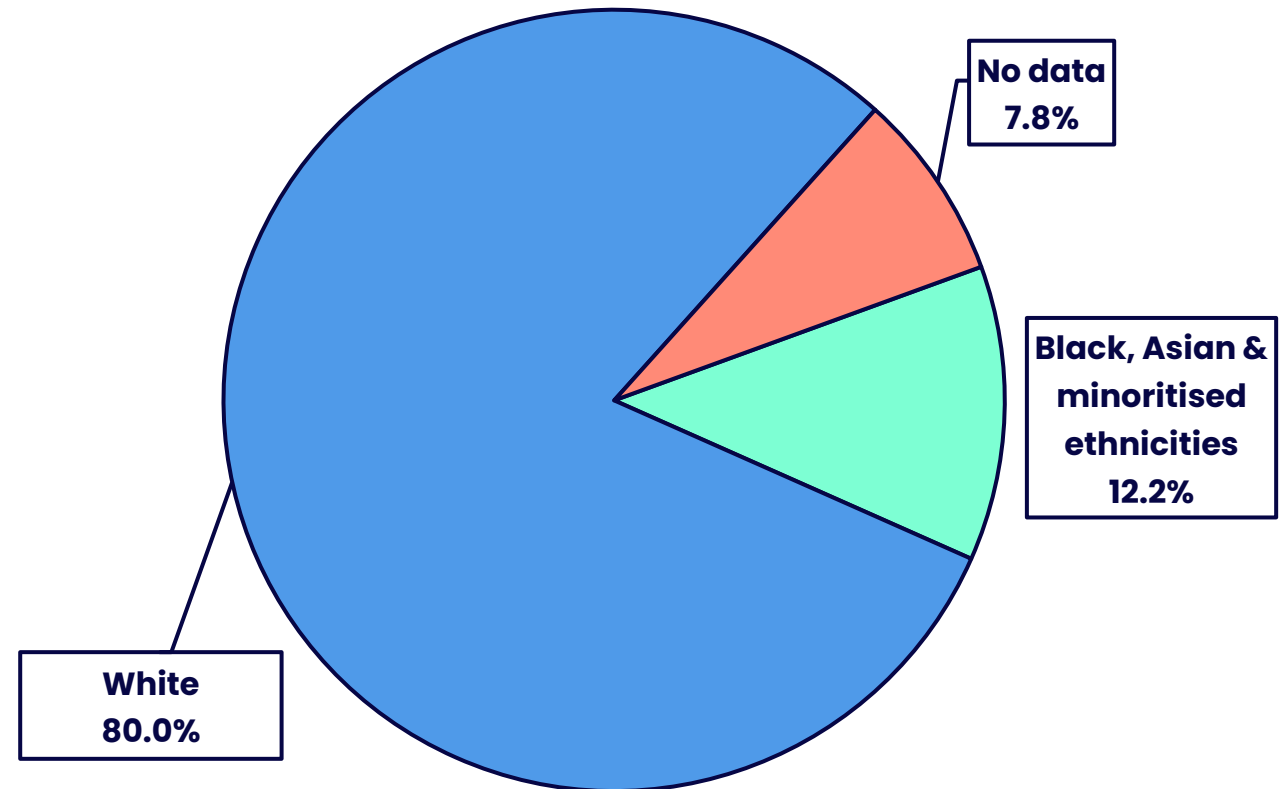
Sections:

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

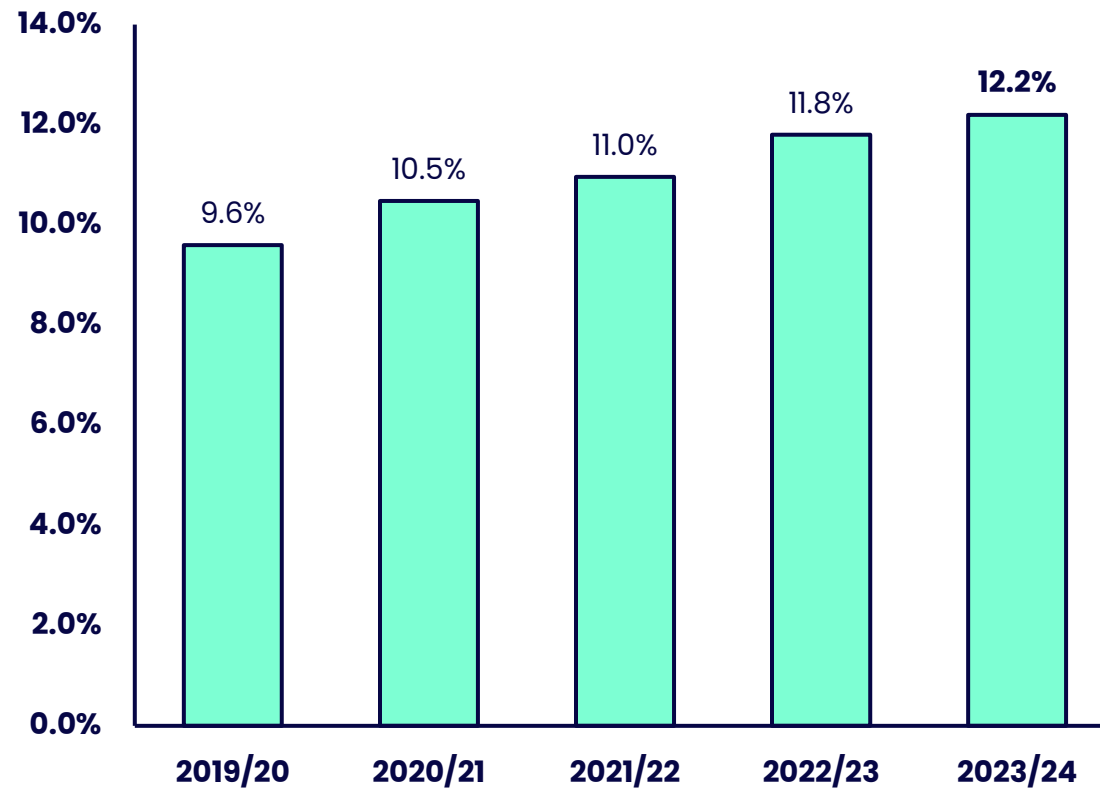
**Ethnicity Subgroup = e.g. Asian, Black, Mixed, Other and White

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

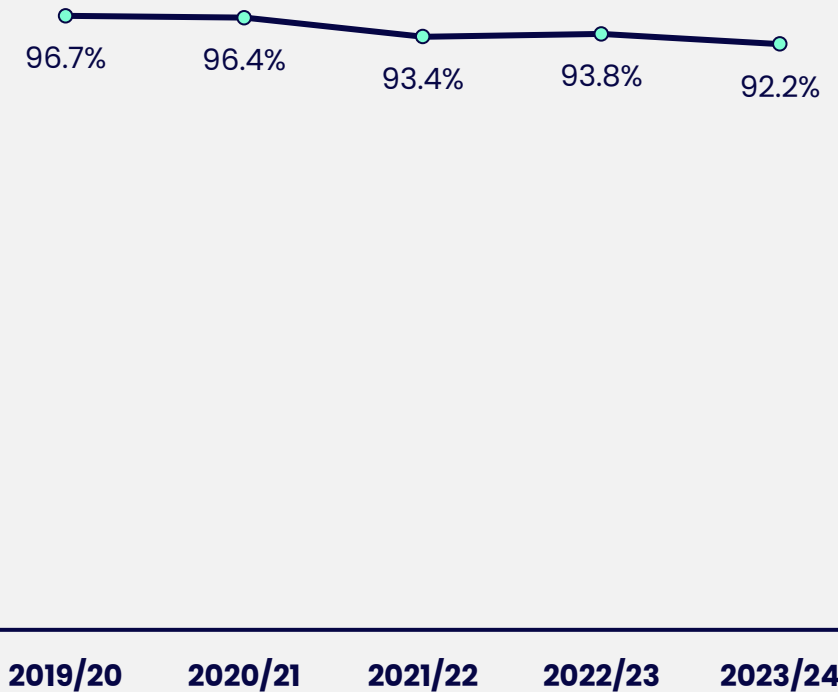


Ethnicity – Population and Disclosure Rate over 5 years

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



Disclosure Rate: Proportion of staff declaring their ethnicity

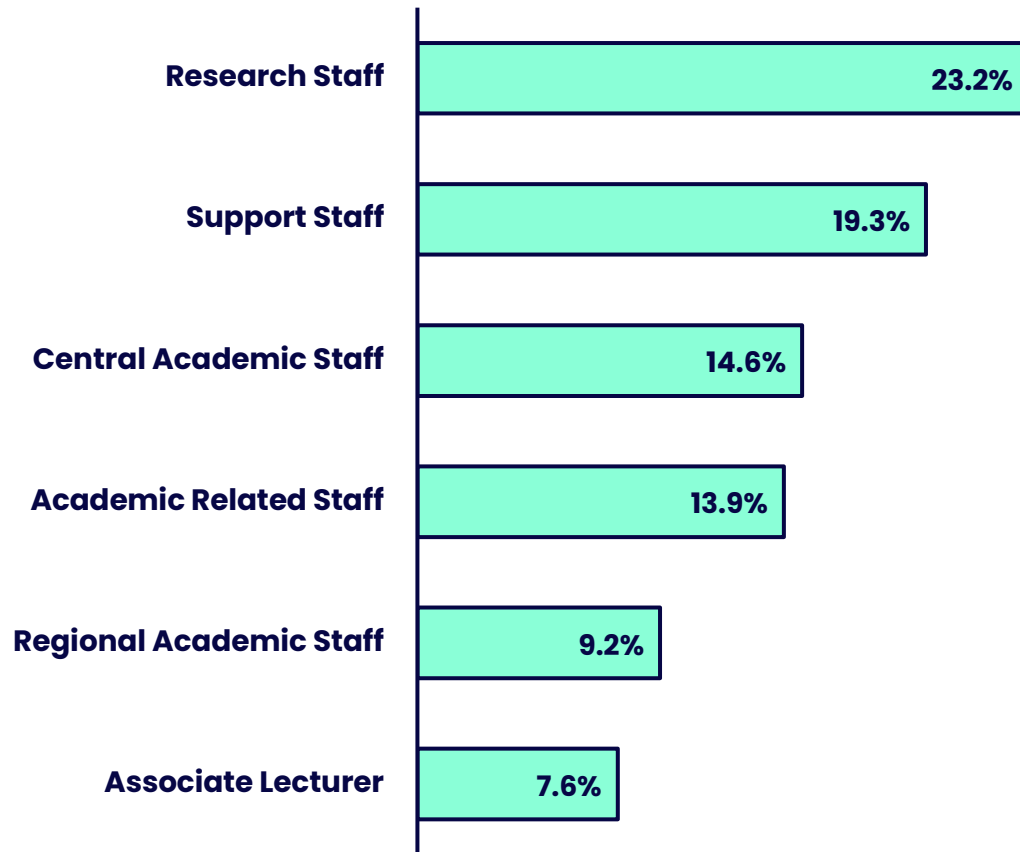


Snapshot date(s): 2019/20 to 2023/24 as at 31st July of each year.

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.

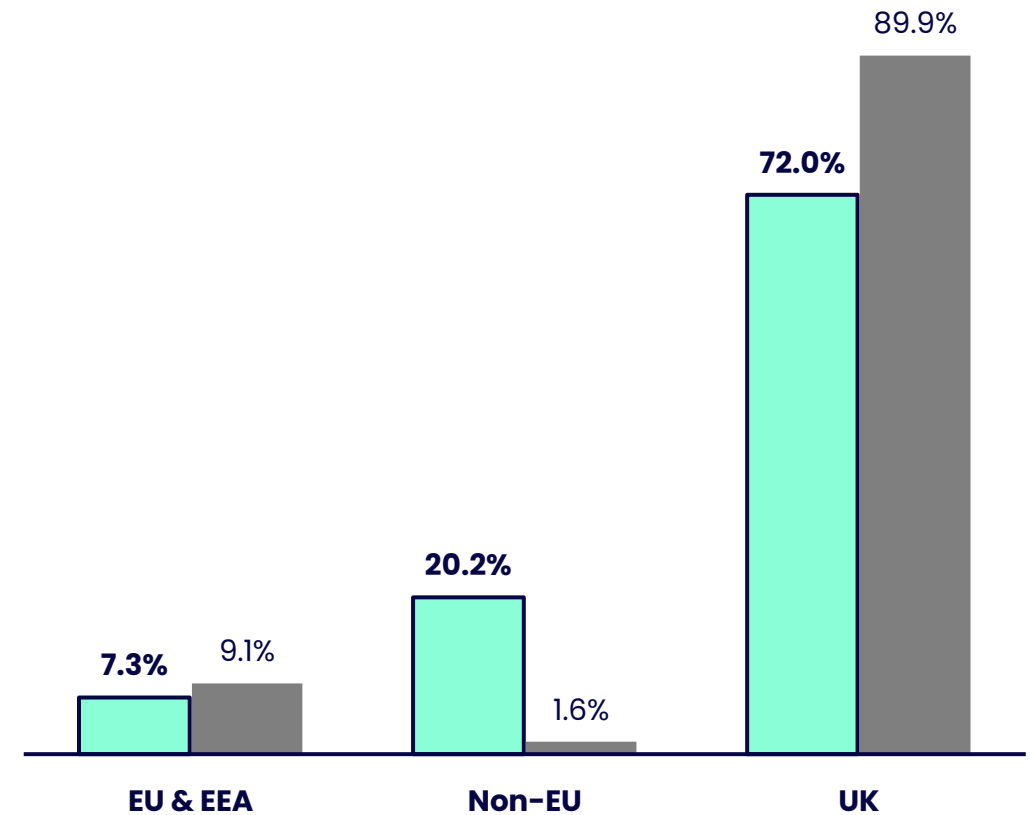
Ethnicity – Employee Subgroup and Nationality

Representation of minority ethnic staff in each
Employee subgroup
2023/24

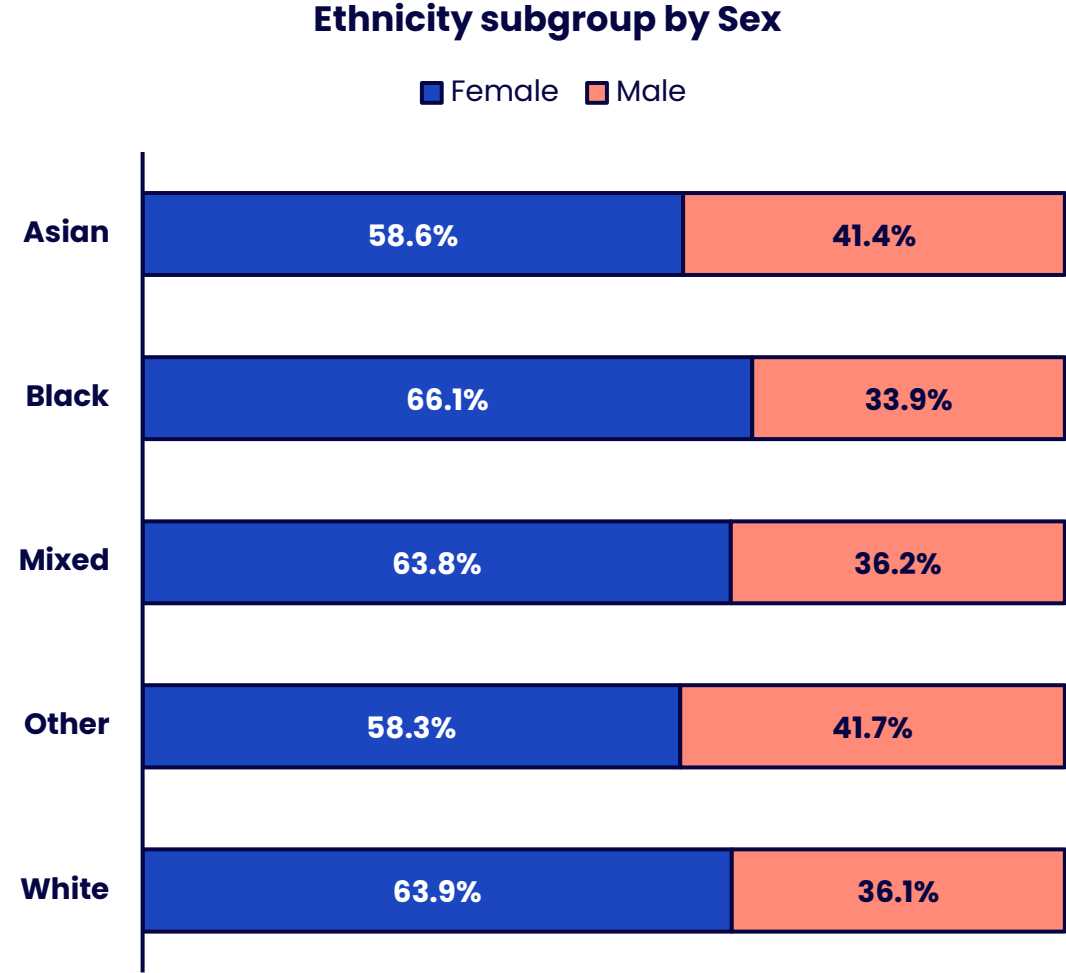
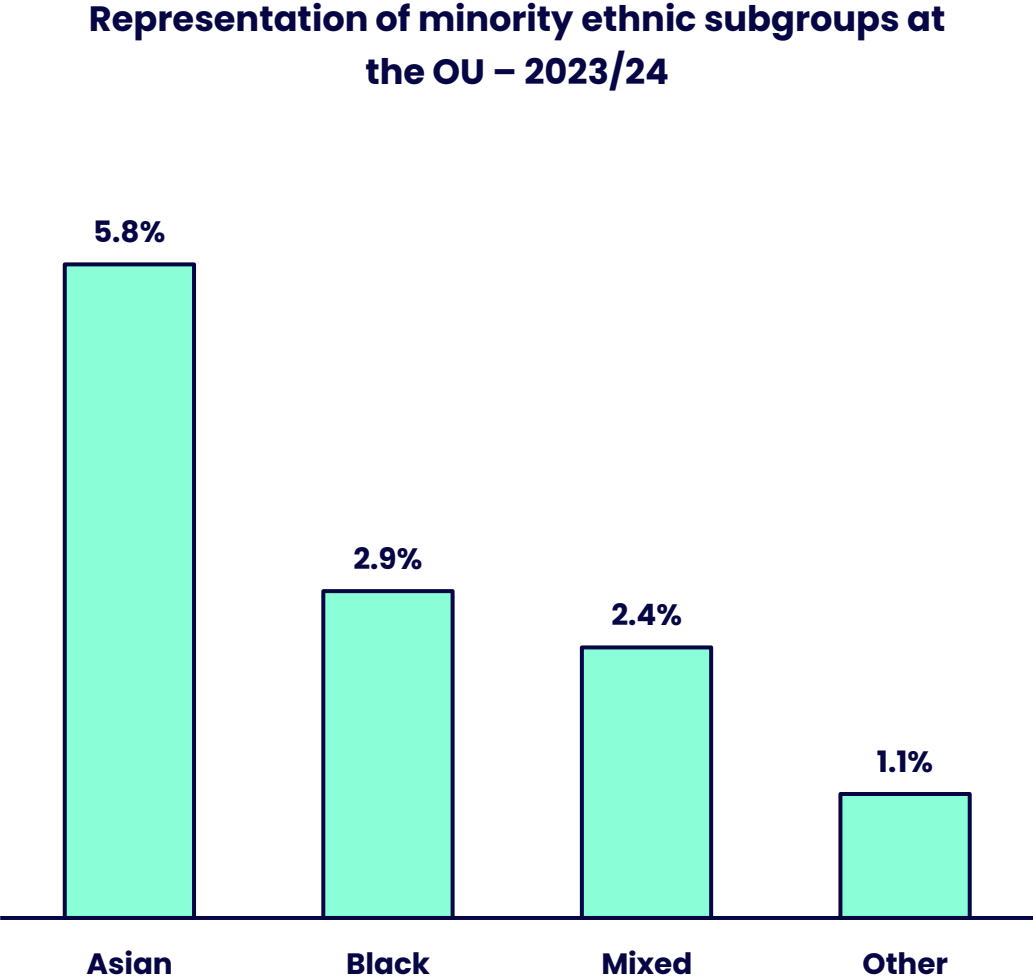


Representation by Nationality Group
(excl. unknown nationality)

■ B.A.M.E. ■ White



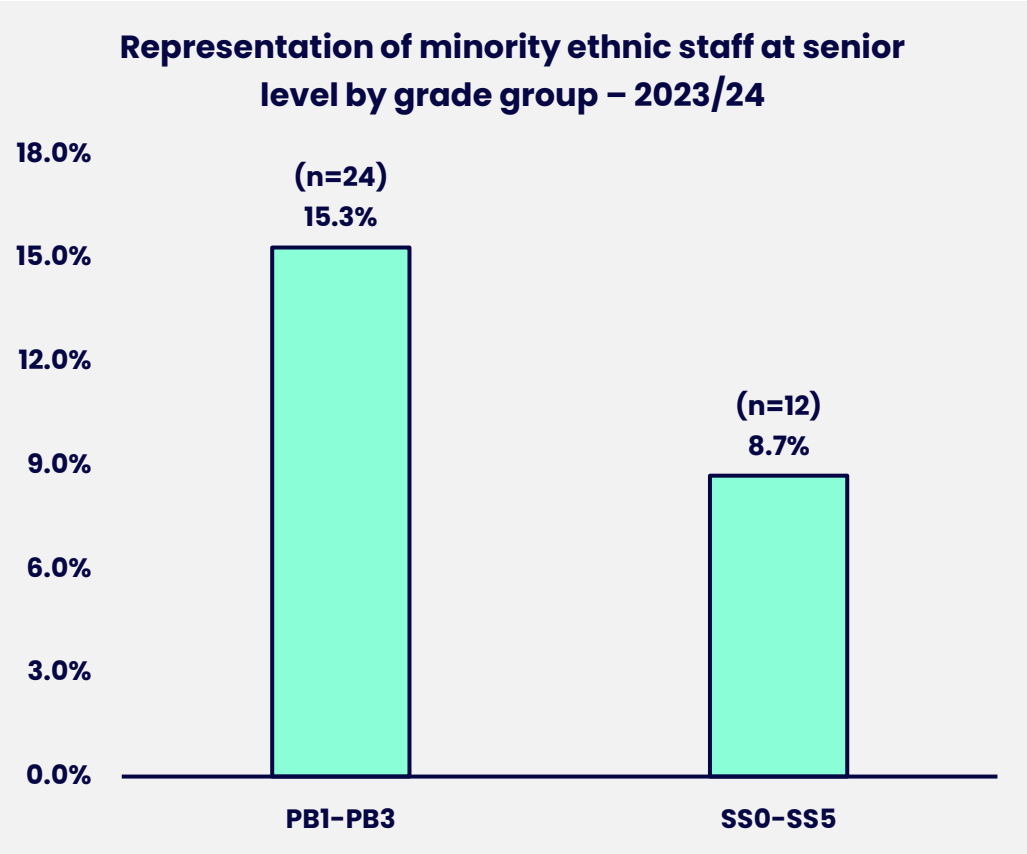
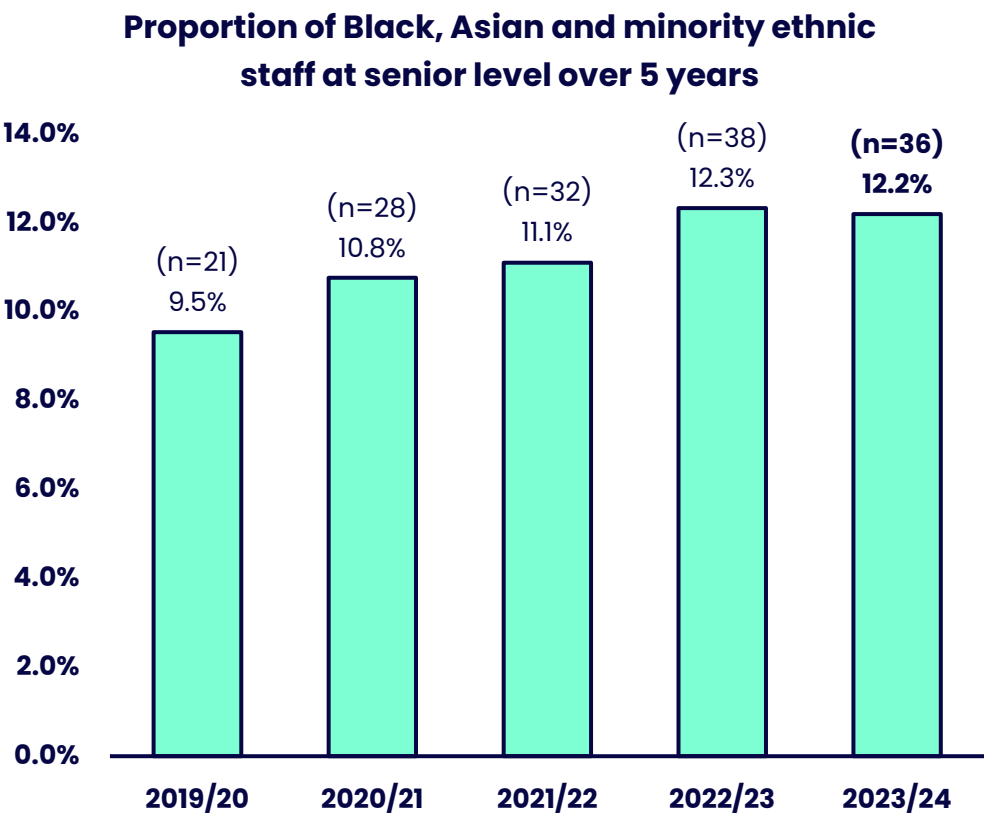
Ethnicity – Ethnicity Subgroup and by Sex



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

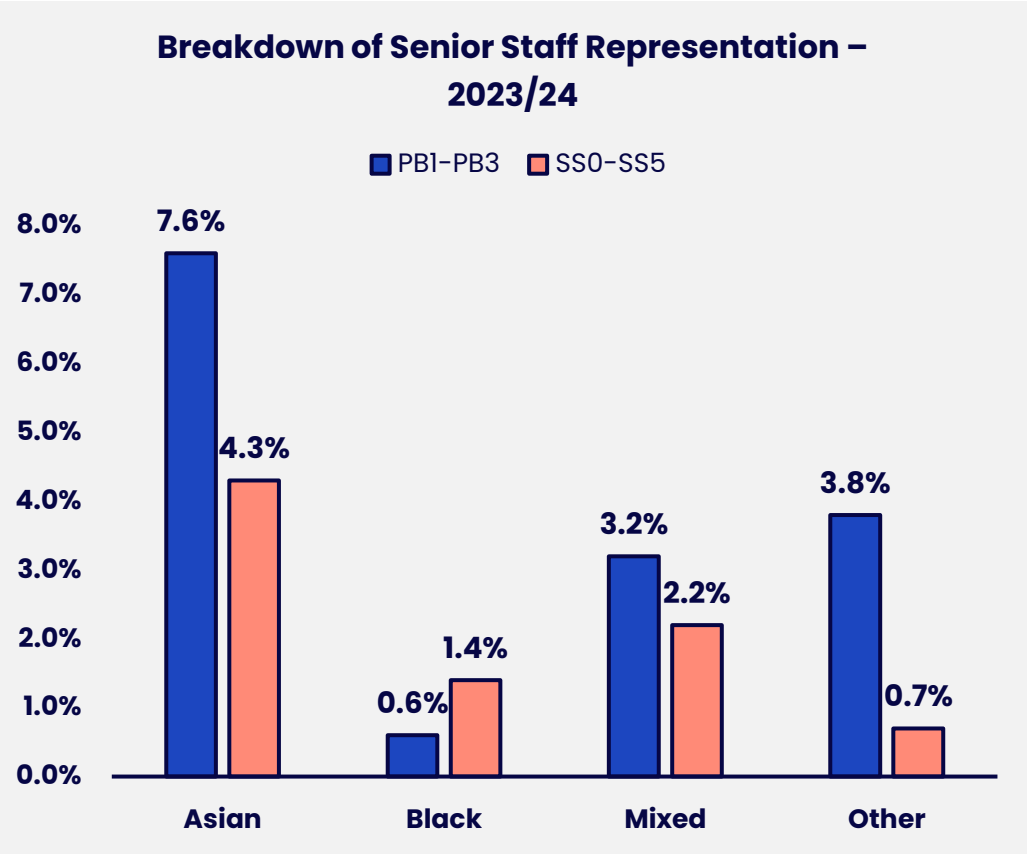
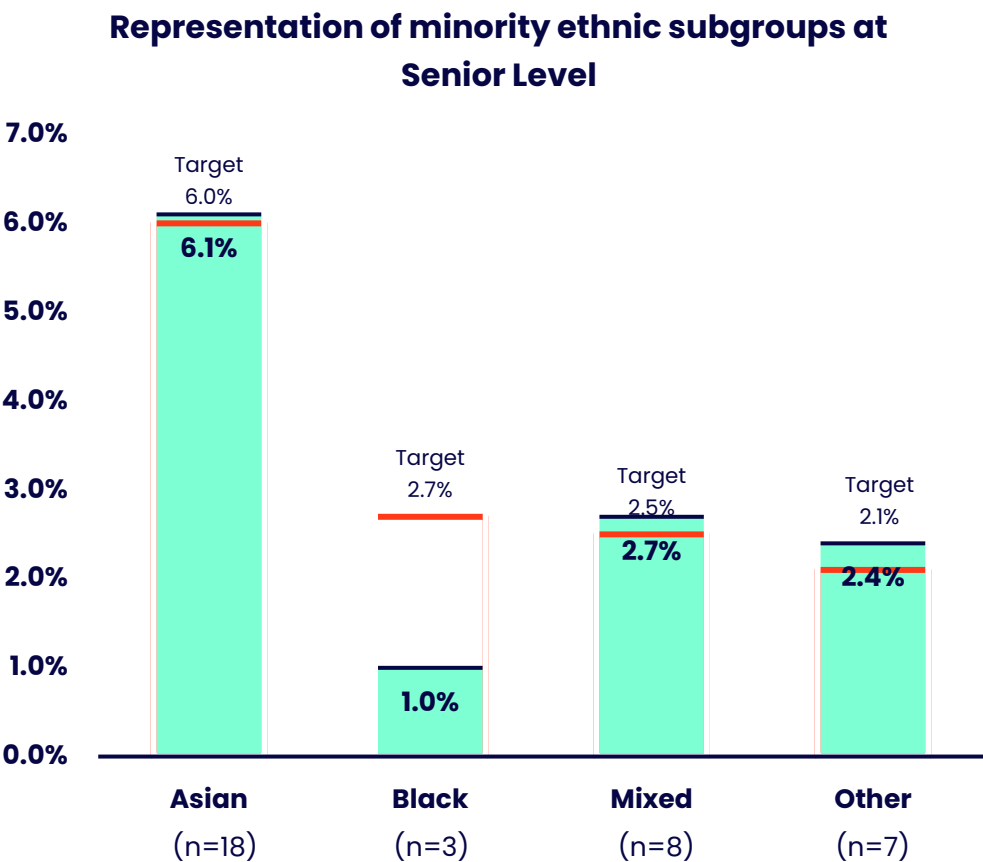
As at 31st July 2023, Black, Asian and minority ethnic staff represented 12.2% (36 out of 295) of the senior staff population, a 0.1 percentage point decrease from 2022/23. The minority ethnic population is underrepresented within the SS bands (8.7%, 12 out of 138) and account for 15.3% of professor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