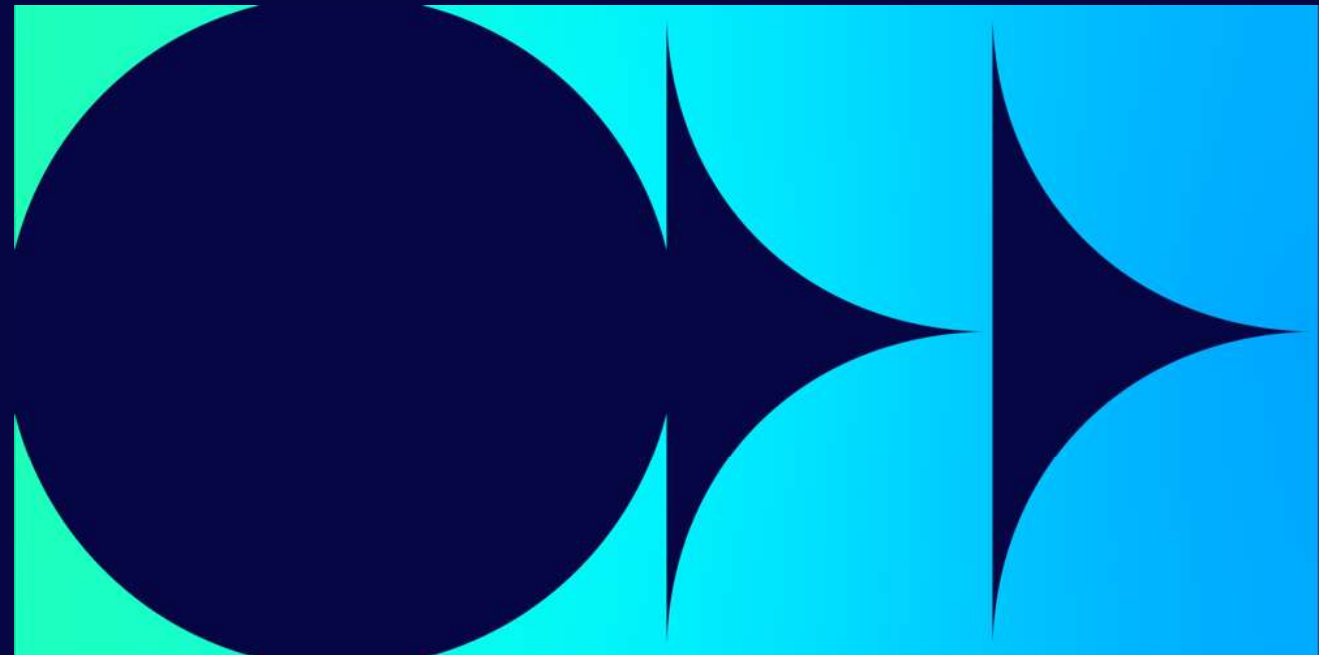


OU Staff Monitoring Report – 2024/25

Equality, Diversity & Inclusion

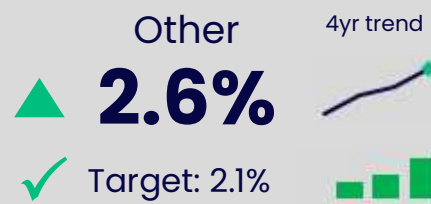
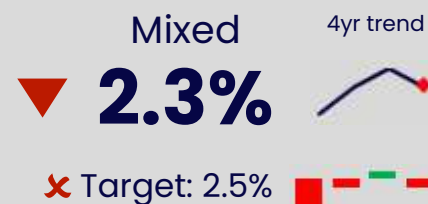
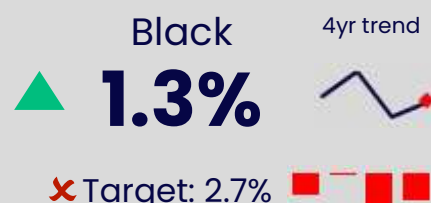
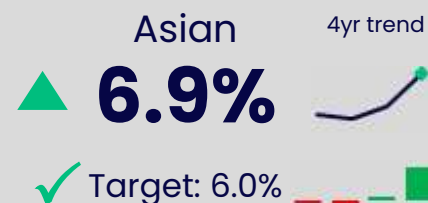
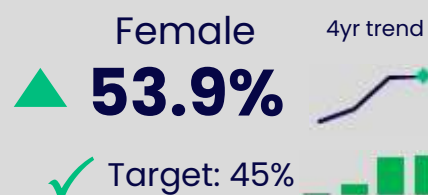
Vice Chancellor's Office

March 2026

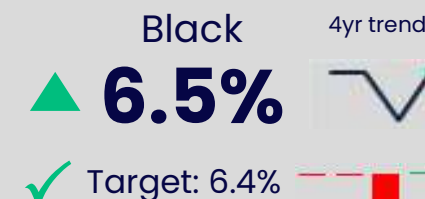
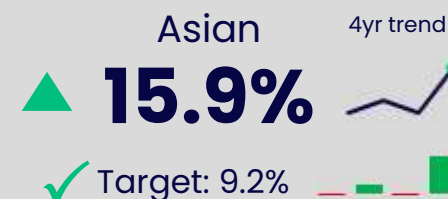


2022–26 Equality Scheme Staff KPIs – at a glance

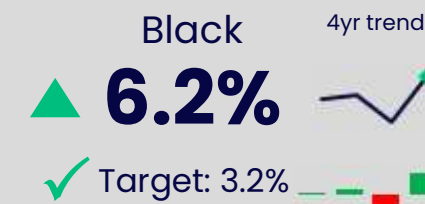
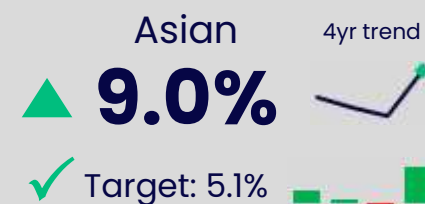
Senior Staff Diversity



Shortlisted Candidates



Appointed Candidates



8 out of 11 KPIs (72.7%) are on or above target.

The largest gaps relate to staff declaring Disability(ies) in senior roles, and Black staff in senior roles.

Recruitment outcomes for Asian and Black candidates show substantial improvement.

2022–26 Equality Scheme Staff KPIs

The Equality Scheme set out 11 staff KPIs to increase the representation of disabled and racially minoritised staff in senior roles and in recruitment stages. **All but one measure has increased year-on-year, and 8 of the 11 (72.7%) staff KPIs have met or exceeded targets.** Three are below target, with the largest gap from targets relating to senior level representation of staff declaring Disability(ies), and senior Black staff – currently at **less than half of the target percentage**, and senior disabled representation **over a third below target**. Further data and context can be found in the following pages.

Equality Scheme Staff KPIs	Baseline	Target	Previous year (2023/24)	Current year (2024/25)	Year on Year difference (ppt)	Difference from target (%)
Maintain an overall female staff representation in senior roles	47.7%	Minimum of 45%	53.6%	53.9%	+0.3 ppts	▲ 19.8%
An increased proportion of staff with declared Disability(ies) in senior roles	4.2%	7.2%	4.4%	4.6%	+0.2 ppts	▼ 36.1%
An increased proportion of Asian staff in senior roles	5.6%	6.0%	6.1%	6.9%	+0.8 ppts	▲ 15.0%
An increased proportion of Black staff in senior roles	1.7%	2.7%	1.0%	1.3%	+0.3 ppts	▼ 51.9%
An increased proportion of Mixed staff in senior roles	2.1%	2.5%	2.7%	2.3%	-0.4 ppts	▼ 8.0%
An increased proportion of Other minority ethnic staff in senior roles	1.7%	2.1%	2.4%	2.6%	+0.2 ppts	▲ 3.8%
% of candidates shortlisted of disclosed Disability(ies)	7.6%	10.8%	9.2%	12.6%	+3.4 ppts	▲ 16.7%
% of candidates shortlisted of Asian ethnicity	8.8%	9.2%	9.0%	15.9%	+6.9 ppts	▲ 72.8%
% of candidates shortlisted of Black ethnicity	5.6%	6.4%	2.6%	6.5%	+3.9 ppts	▲ 1.6%
% of candidates appointed of Asian ethnicity	4.9%	5.1%	4.6%	9.0%	+4.4 ppts	▲ 76.5%
% of candidates appointed of Black ethnicity	2.8%	3.2%	0.6%	6.2%	+5.6 ppts	▲ 93.8%

Baseline data taken as at the 31st March 2022 | Targets set to achieve by April 2026 | Previous Year = as at 31st July 2024 | Current Year = as at 31st July 2025