

Staff Monitoring Report – 2022

Academic Staff
Professional and Support staff

Equality, Diversity & Inclusion

Academic Year 2021/22

Published date: May 2023

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Information

Please note that the EDI team only provide data for annual compliance monitoring and do not provide ad-hoc data requests. All staff data requests must be submitted through People Services. If you have a question about this report, please contact us at edi-team@open.ac.uk

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. Parental Leave uptake and return rate (the number of individuals taking a form of parental leave of absence; i.e. maternity, paternity, adoption and SPL) 3. Recruitment data (diversity of applicants; proportions of applicants being shortlisted, proportion of shortlisted applicants being interviewed, and proportion of interviewed candidates being appointed)
Reporting Period (can also be found on the footnote of each page)	1. Headcount data is a snapshot taken as at 31st July 2022 (presented as current year, 2021/22) 2. Previous year refers to a snapshot taken as at 31st July 2021 (presented as 2020/21) 3. Recruitment data reporting period runs from 1st August 2021 to 31st July 2022 (presented as academic year 2021/22)
Included in the data	Academic Staff: Associate Lecturers, Central Academic Staff, Regional Academic Staff (also known as Staff Tutors), and Research staff Professional & Support Staff: Academic-related (AR7-AR9), Support staff (GR3-GR6)
Not included in the data	1. Open University subsidiaries: OU Worldwide (grade Z95), Open University Student Association (OUSA), Mulberry Bear 2. Contingency staff: temp/ agency workers, contractors/consultants, visitors etc

Information (continued)

Please note that the EDI team only provide data for annual compliance monitoring and do not provide ad-hoc data requests. All staff data requests must be submitted through People Services. If you have a question about this report, please contact us at edi-team@open.ac.uk

About	Information
Counting method	All data looks at the unique count of individual employees. Employees with more than one appointment are not double counted
Employee groups	Employee Group: in this report, 'Employee Group' refers to two types of employee groups: Academic Staff and Professional & Support Staff Employee Subgroup: this is a breakdown of the Employee Group, displaying the different types of academic, professional and support staff – e.g. Associate Lecturers, Central Academic staff, Regional Academic staff (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 declared a protected characteristic. '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 Equality Scheme targets can be found in The Open University Equality Scheme 2022–2026 , which covers staff targets for Disability, Sex and Ethnicity.

Executive Summary

Key insights from the data – Part 1 of 2

- **Age:** The average age of our staff population is 49.7 years. The 46–55 age group is the largest age group accounting for 27.4% of all OU staff, who are mostly academic staff. The 25 and under age group is the only age group with a percentage change decrease from the previous year (2020/21). All other age group populations have increased, the 26-35 age group has the largest increase (16% increase from 2020/21), while the 46-55 has the lowest increase (7% increase from 2020/21).
- **Disability:** The proportion of staff with a disability has risen to 7.9%, breaking a four-year falling trend in disability representation since 2017/18. Disabled staff represent 4.9% of the senior staff population, the highest representation since 2017/18. The majority of staff with disabilities are in the Associate Lecturer employee subgroup, while the lowest representation is among Research Staff. The current disclosure rate (proportion of staff declaring 'yes' or 'no' to disability status) is 97.4%.
- **Ethnicity:** the proportion of Black, Asian and minority ethnic staff continues to rise and is now at 11%, the highest representation since 2017/18. Similarly, the representation at senior level has steadily increased and is also at 11%, led largely by minority ethnic staff in professor grades (15%). Minority ethnic colleagues are underrepresented in SS grades and only make up 6% of the SS0-SS5 band population. Black staff are the least represented ethnicity subgroup at senior level, particularly in professor grades accounting for less than 1%. Three of the four minority ethnic subgroups are below equality scheme targets. One in four (26.4%) Research staff are from minority ethnic backgrounds, the largest representation of minority ethnic staff compared to all other employee subgroups. In contrast, the lowest representation is at the Associate Lecturer level where minority ethnic staff make up 7% of the population. The majority of non-EU colleagues are from Black, Asian or minority ethnic backgrounds (57%).
- **Religion:** Amongst 83% of staff who declared their religion or belief by July 2022, 43% reported no religion or belief while 12.5% said 'prefer not to say'. Among those who declared a religion or belief, a third (31%) said they were Christian, while members of all other faiths represented 8.7% of all staff. There has been little change over the past two years.

Executive Summary

Key insights from the data – Part 2 of 2

- **Sex:** the representation of women at senior level continues to increase for the 5th consecutive year with women accounting for 47.9% of the senior staff population in 2021/22, remaining above our equity scheme minimum representation target of 45% women at senior level. Despite making up 59% of academic staff, women are still underrepresented in professorial bands, particularly in PB2, accounting for 40.5% of the professor grades. Women are overrepresented in Regional Academic contracts (also known as Staff Tutors) accounting for 74.2% (slight increase from 73% in 2020/21). In contrast, women are underrepresented among research staff, making up 43.2% (increased from 42% in 2020/21). A total of 237 women have taken maternity leave and almost all (95%) women who have returned from maternity leave have stayed on and continue to work at the OU.
- **Sexual Orientation:** LGB+ colleagues make up 4.6% of the OU population. As of July 2022, 17% chose to 'prefer not to say' and 8.5% of data is missing (no data available), making the total disclosure rate 75% - the lowest across all protected characteristics. The highest representation of LGB+ colleagues is among the Research Staff population (7.4%) while the lowest representation is among the Academic-related staff group (3.9%). Data from Associate Lecturer is not available for previous years.
- **Recruitment:** Data shows candidates from marginalised communities and backgrounds progress differently across the recruitment pipeline (shortlisting > interviewing > appointment) compared to non-marginalised groups. The data looks at proportional progression of each individual group as opposed to diversity at each stage of the recruitment pipeline as this approach takes into account the weight of each population, allowing us to make comparisons between groups.

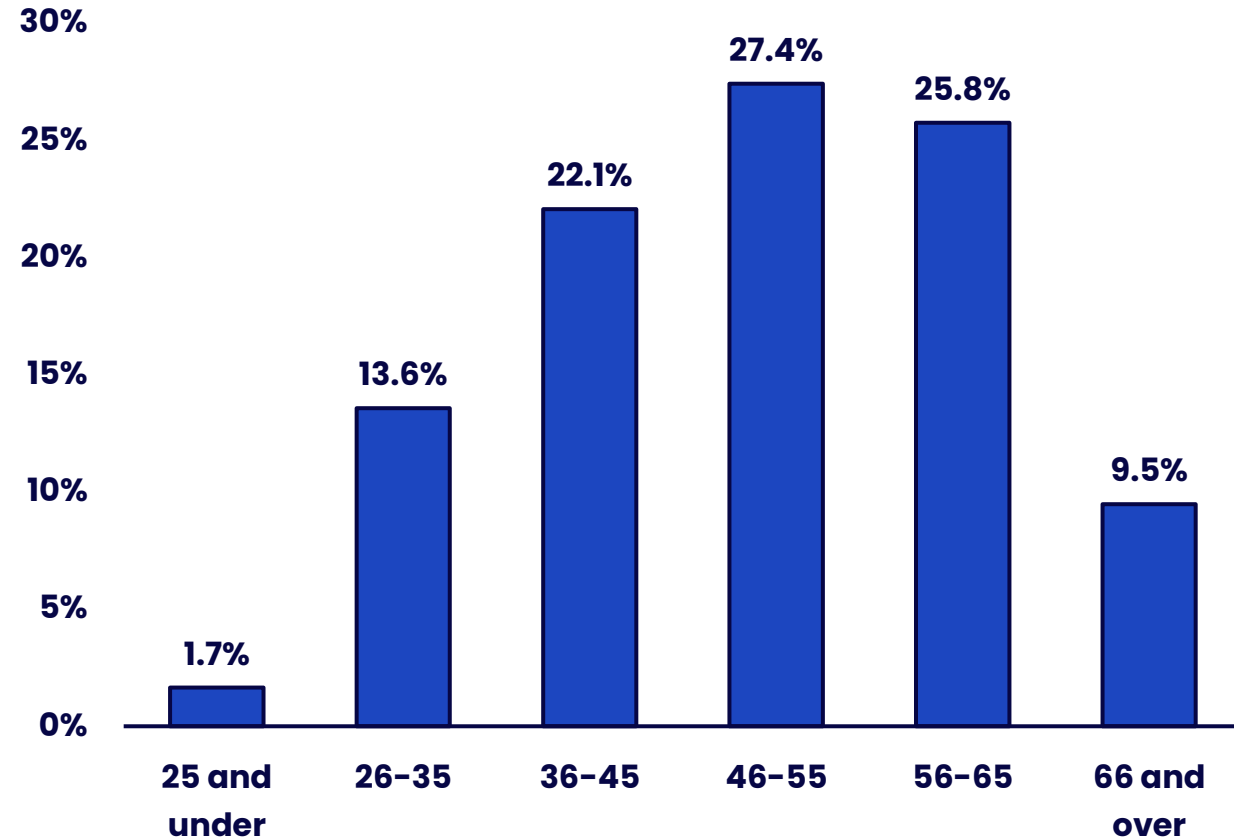
Age

2021/22

Sections:

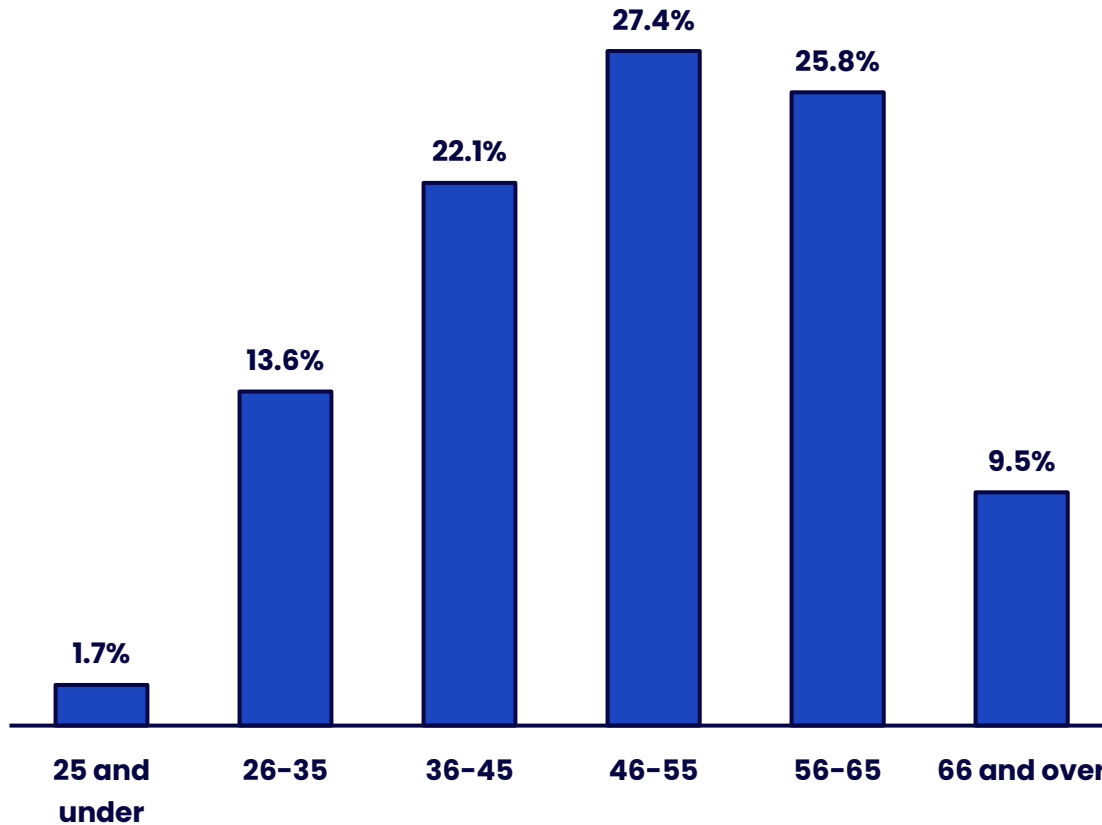
1. The current (2021/22) OU population by age group (right)
2. Current Year (2021/22) and percentage change from previous year (2020/21)
3. Age Group by Employee Group
4. Average Age by Employee Subgroup

Population by Age Group
(as at 31st July 2022)

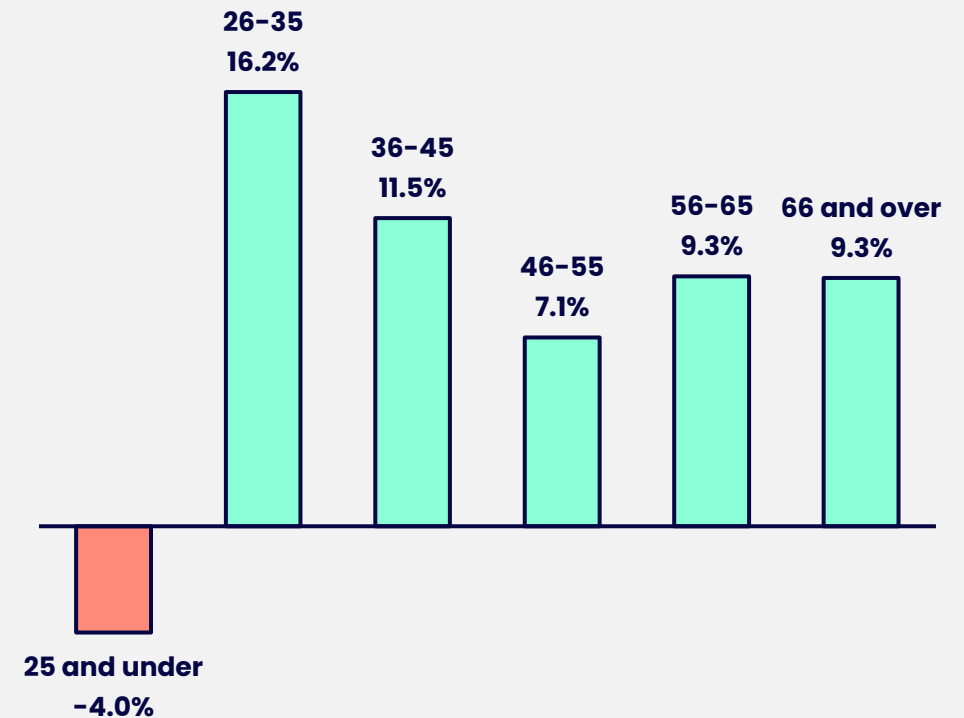


Age – Current Year and Percentage Change

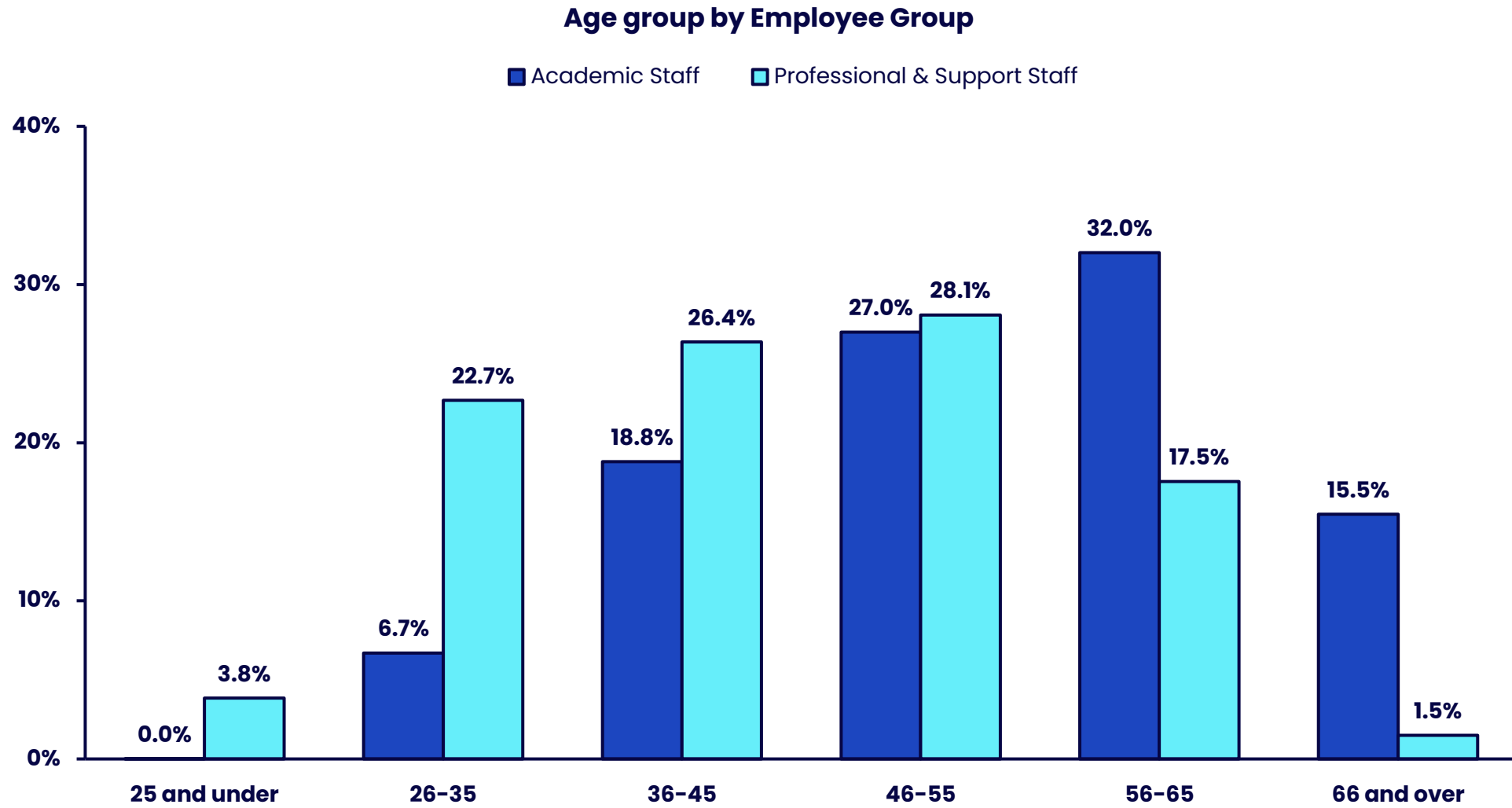
Age Group – 2021/22



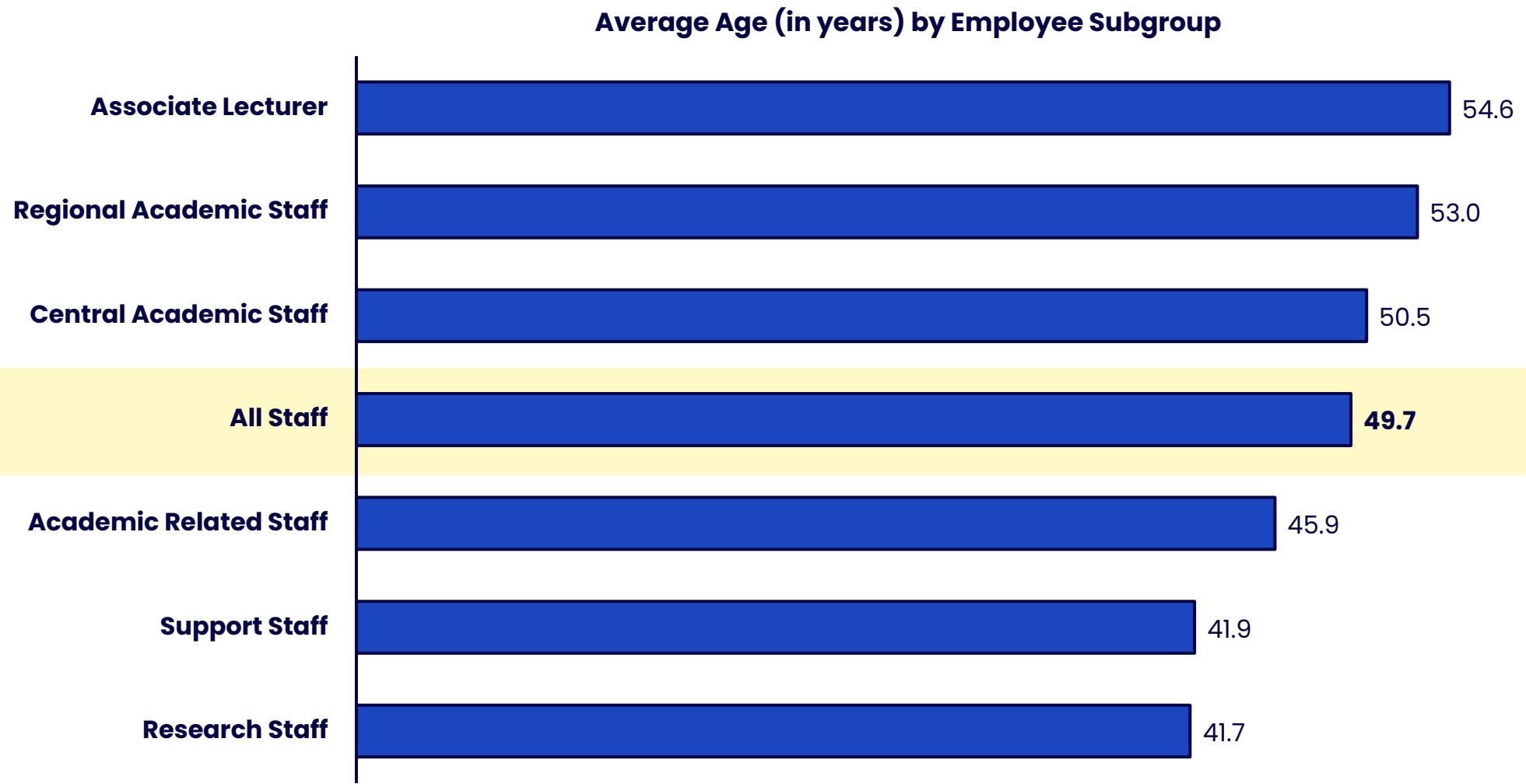
Percentage change difference from previous year
(2020/21 vs 2021/22)



Age Group by Employee Group



Average Age by Employee Subgroup



Snapshot date(s): 2021/22 (as at 31st July 2022)
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.

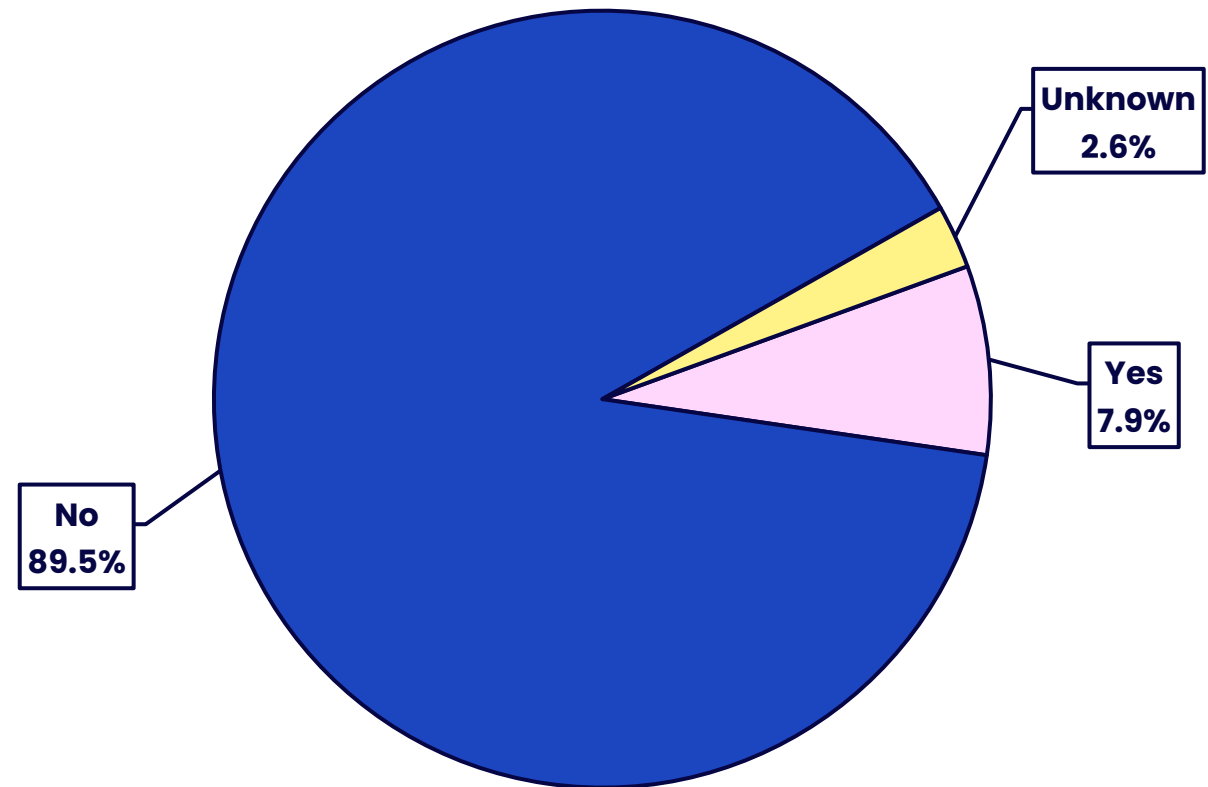
Disability

2021/22

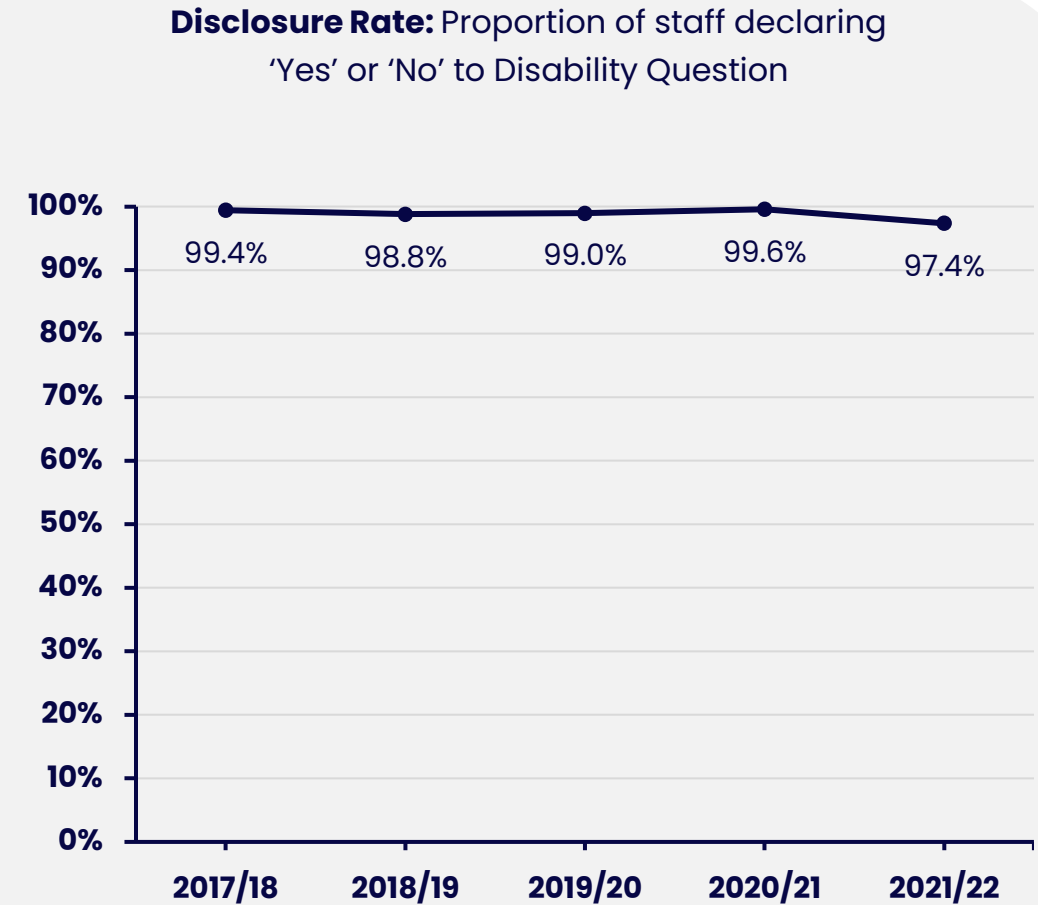
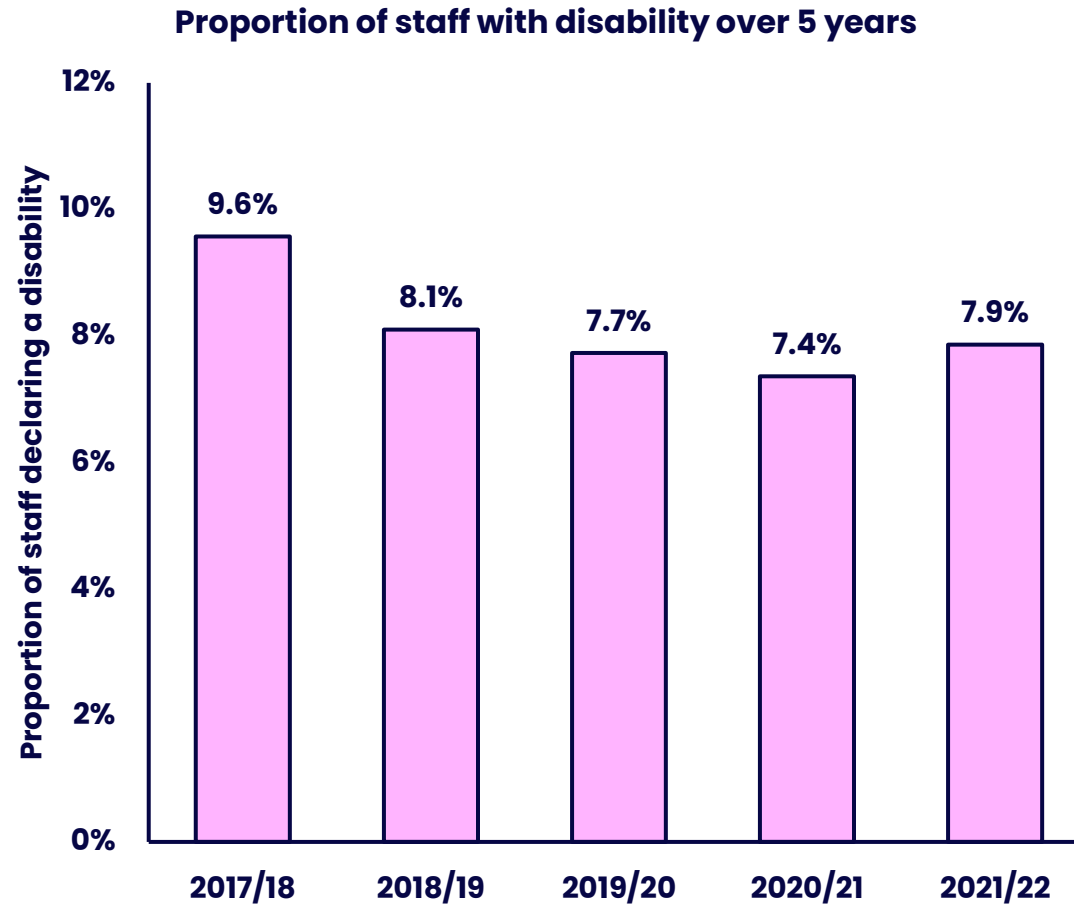
Sections:

1. Proportion % by Disability Declaration in 2021/22 (right)
2. Population and Disclosure Rate over 5 years
3. Disability by Employee Group
4. Disability by Employee Subgroup and intersectionality
5. Representation at senior level (equity target)

Proportion by Disability Declaration
(as at 31st July 2022)



Disability – Population and Disclosure Rate over 5 years

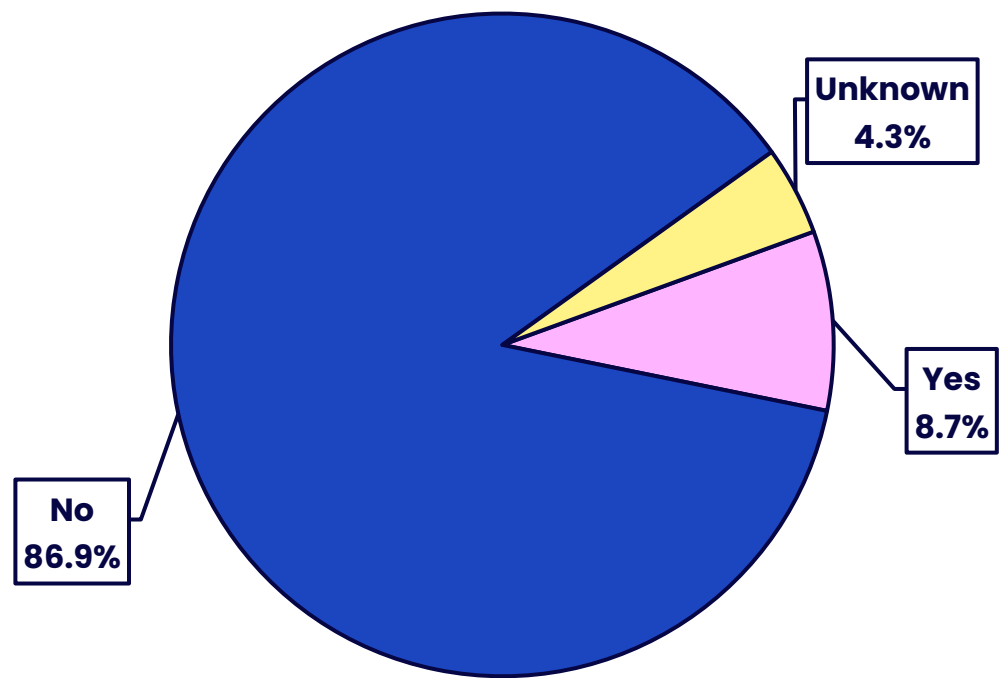


Snapshot date(s): 2017/18 to 2021/22 as at 31st July of each year.

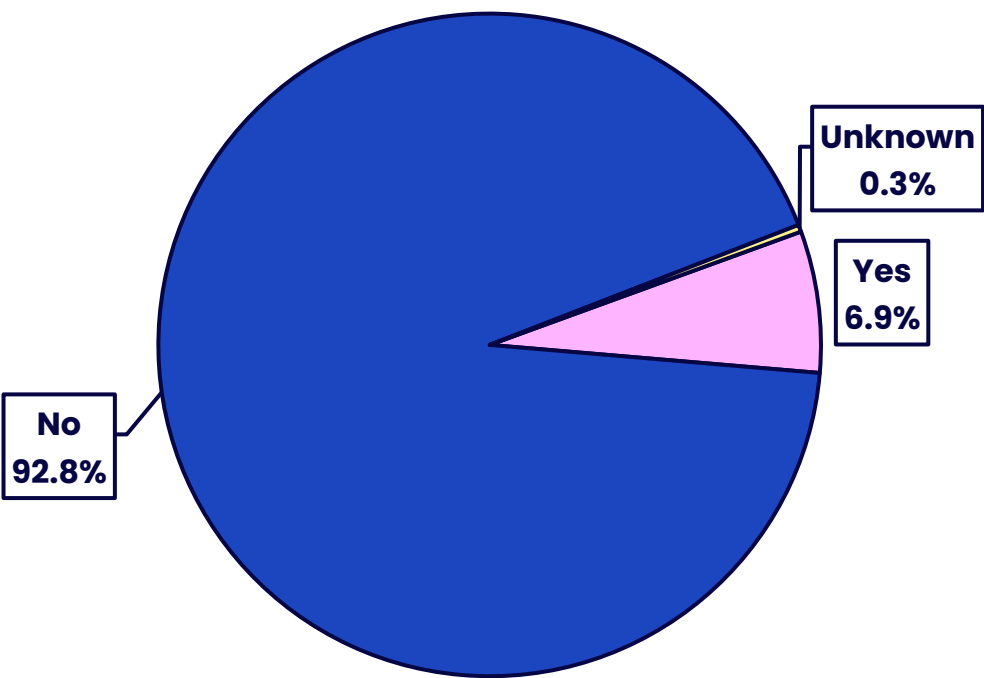
Scope: All Staff – Academic Staff (Central, Regional, Researcher & ALs) and Professional & Support Staff – data does not include OU subsidiaries (OUSA, OUW, Mulberry Bear) or agency/temp workers.

Disability by Employee Group

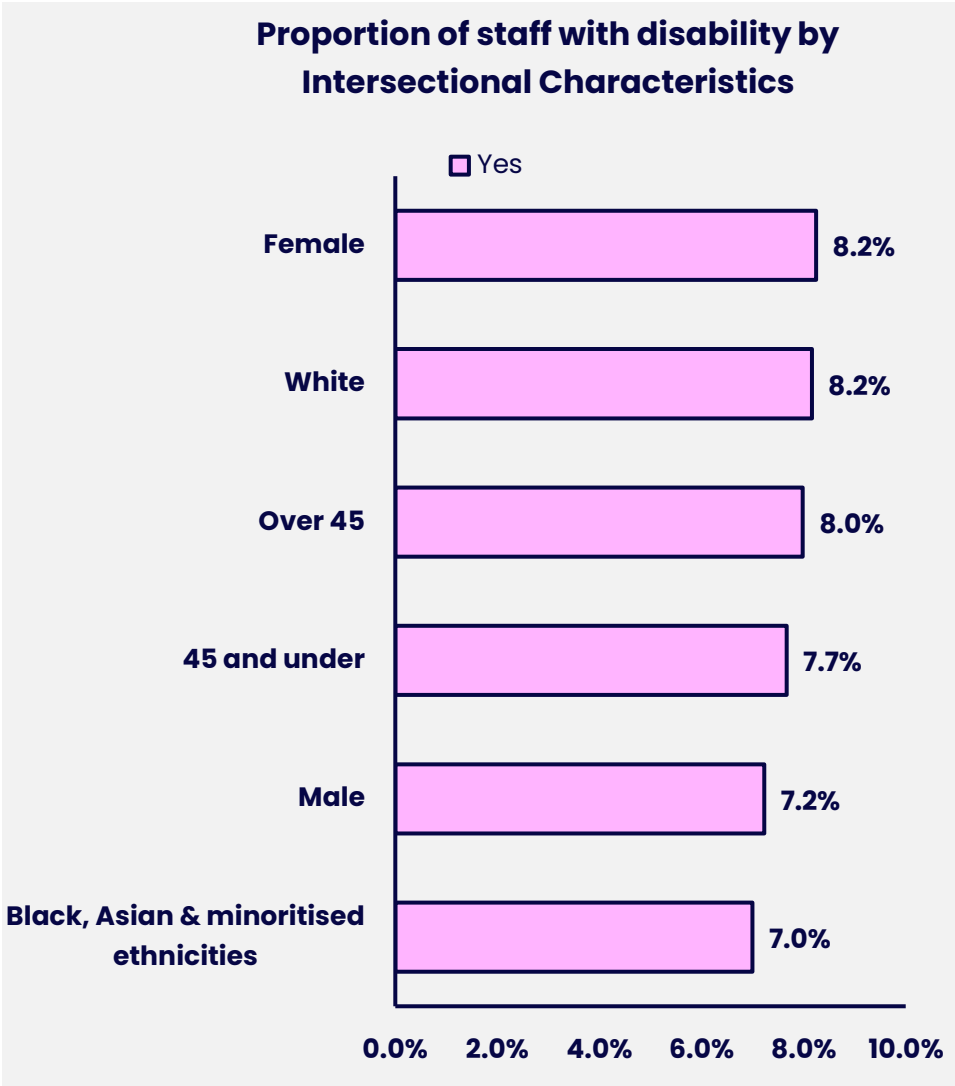
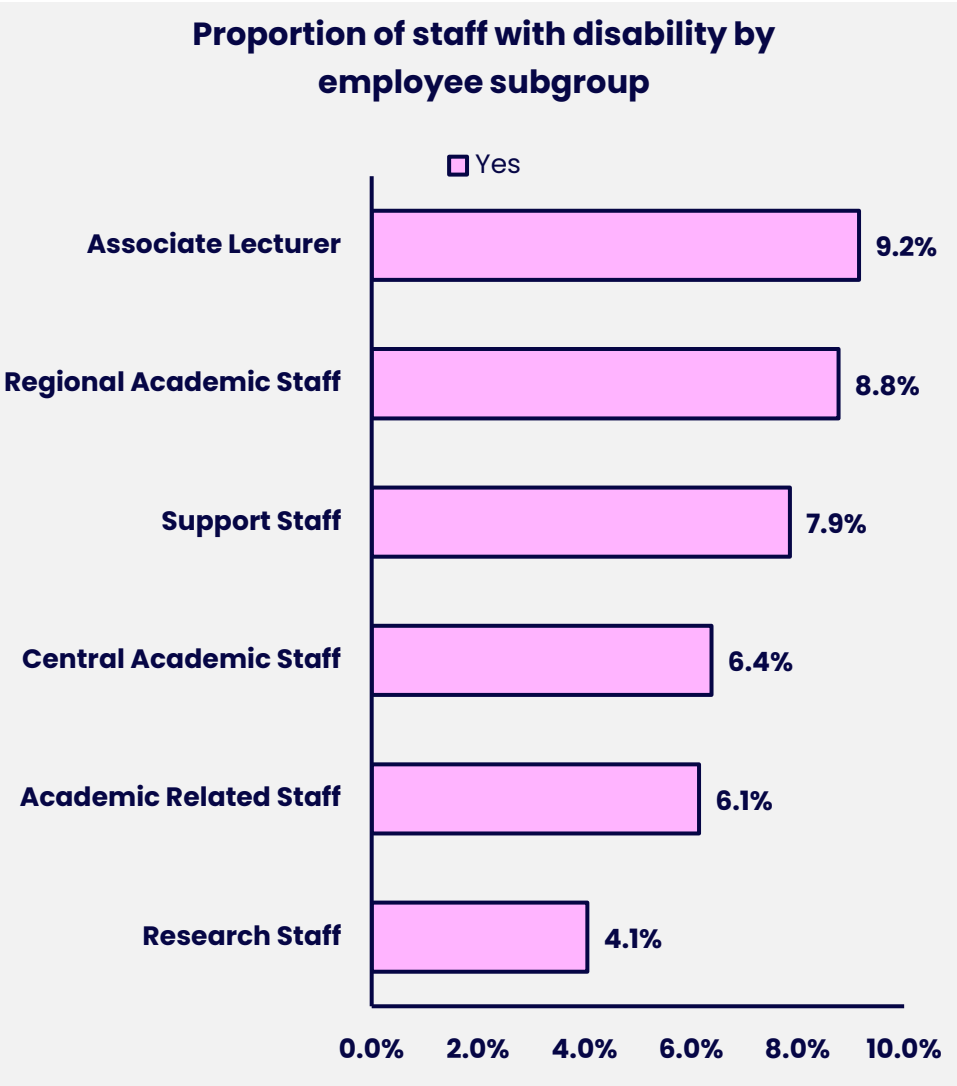
Academic Staff



Professional & Support Staff



Disability – Employee Subgroup & Intersectionality

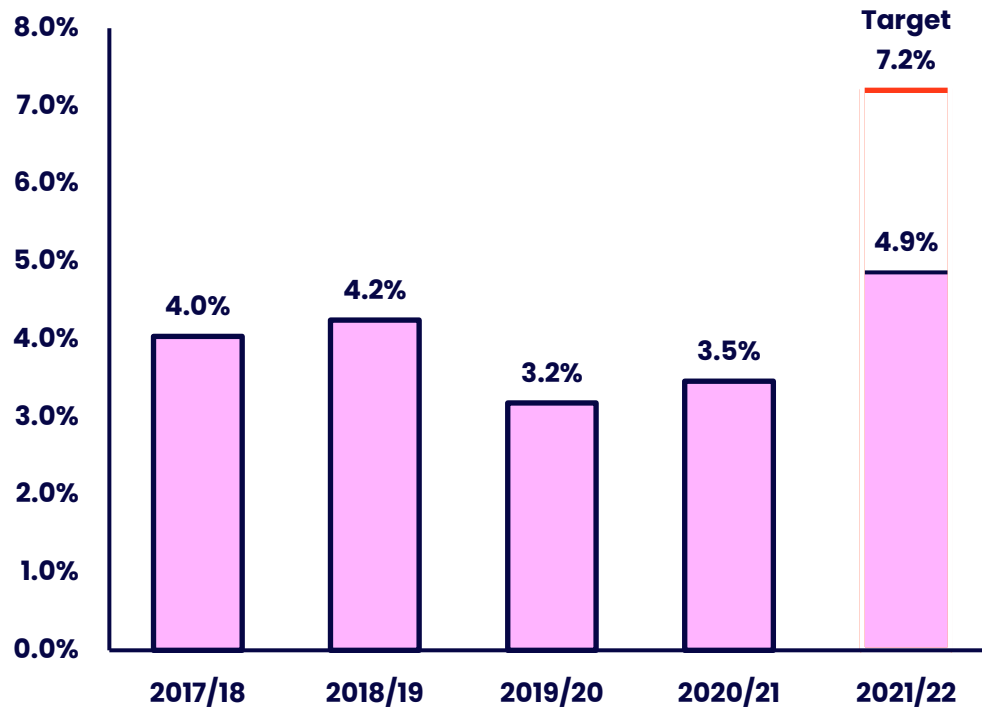


Snapshot date(s): 2021/22 (as at 31st July 2022)
Scope: All Staff – Academic Staff (Central, Regional, Researcher & ALs) and Professional & Support Staff – data does not include OU subsidiaries (OUSA, OUW, Mulberry Bear) or agency/temp workers.

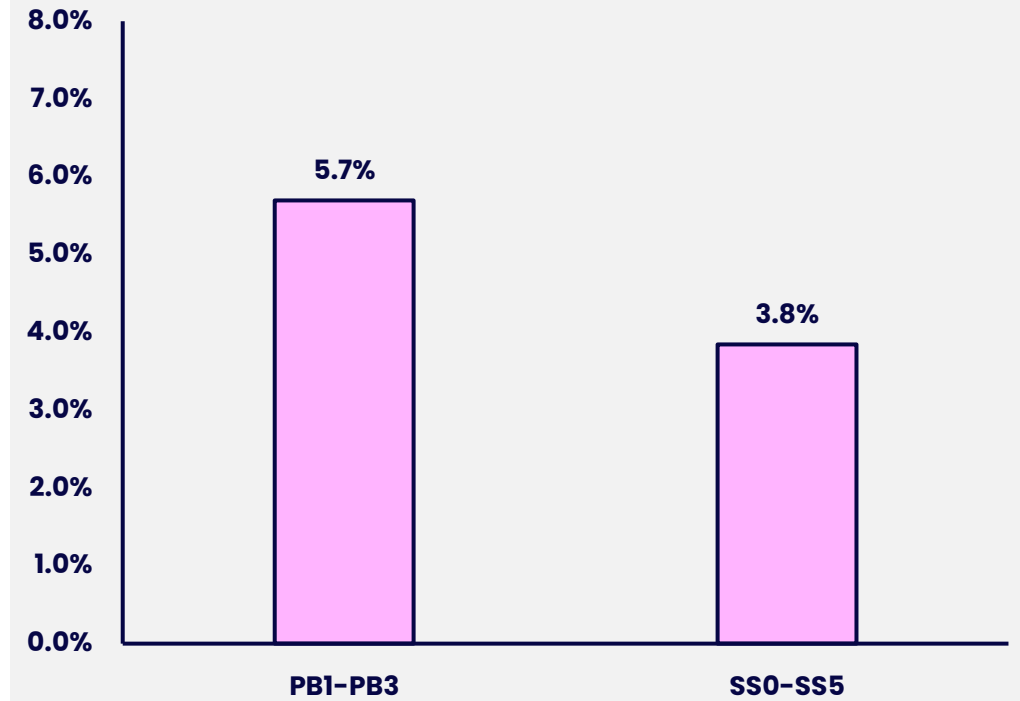
Disability – representation at senior level

As at 31st July 2022, colleagues with one or more declared disabilities represented 4.9% of staff at senior level, a 1.4 percentage point increase from the previous year (2020/21). There is a larger proportion of disabled staff in professor bands (5.7%) than in SS grades (3.8%). We are 2.3% below our 2025 equity target.

Proportion (%) of people with a disability at senior level across 5 years



Representation of disabled staff at senior level by grade group – 2021/22



Ethnicity

2021/22

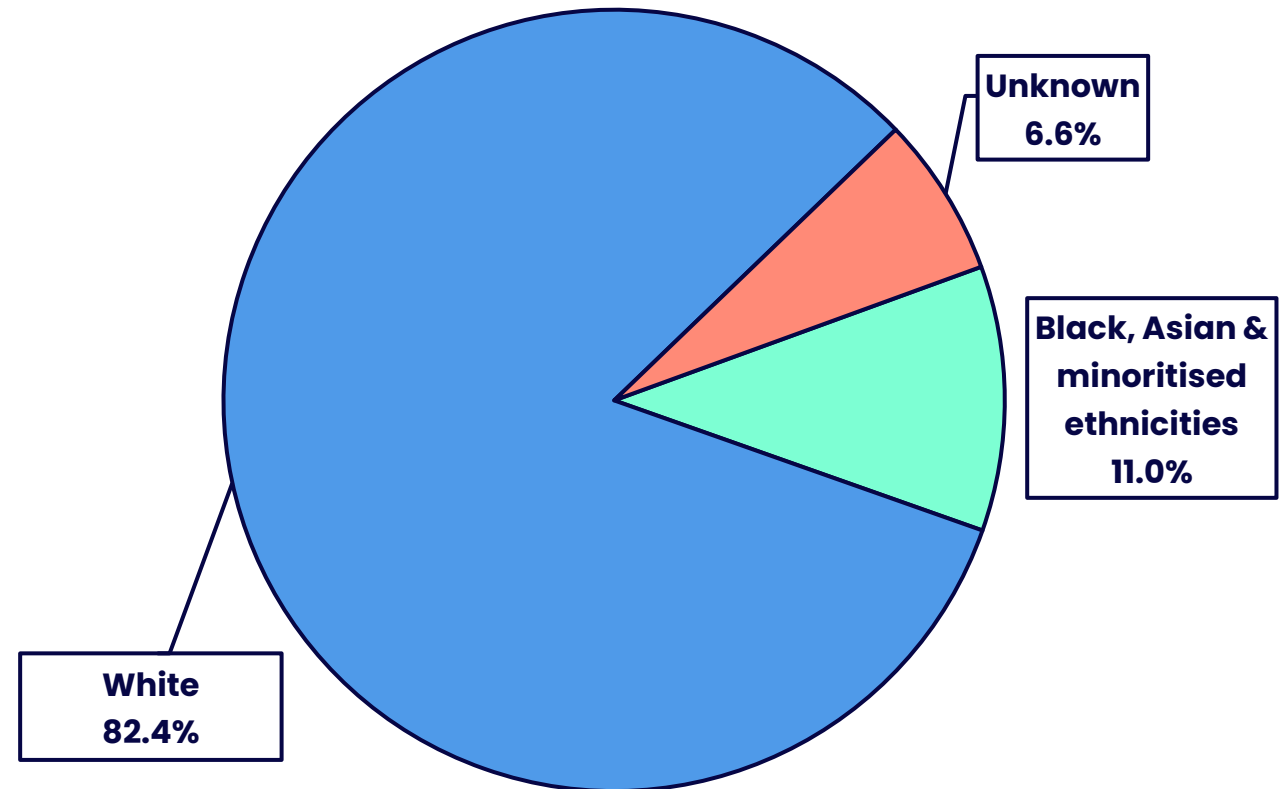
Sections:

1. Proportion % by Ethnicity Group* in 2021/22 (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 = Black, Asian and minoritised ethnicities

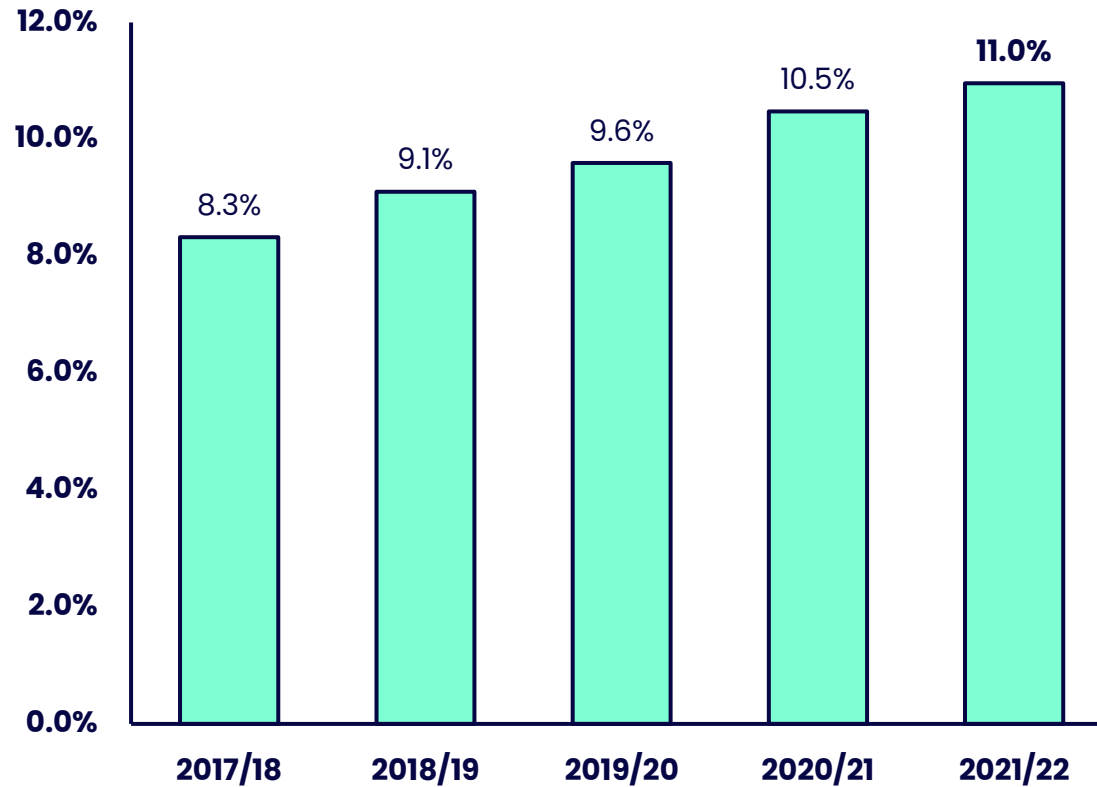
**Ethnicity Subgroup = e.g. Asian, Black, Mixed, Other and White

Proportion of staff by ethnicity group
(as at 31st July 2022)

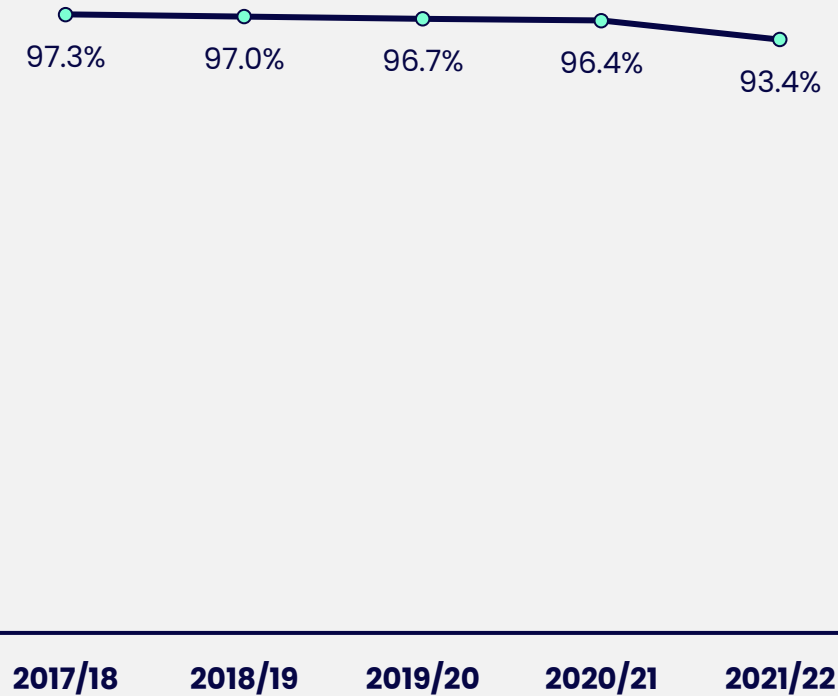


Ethnicity – Population and Disclosure Rate over 5 years

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



Disclosure Rate: Proportion of staff declaring their ethnicity

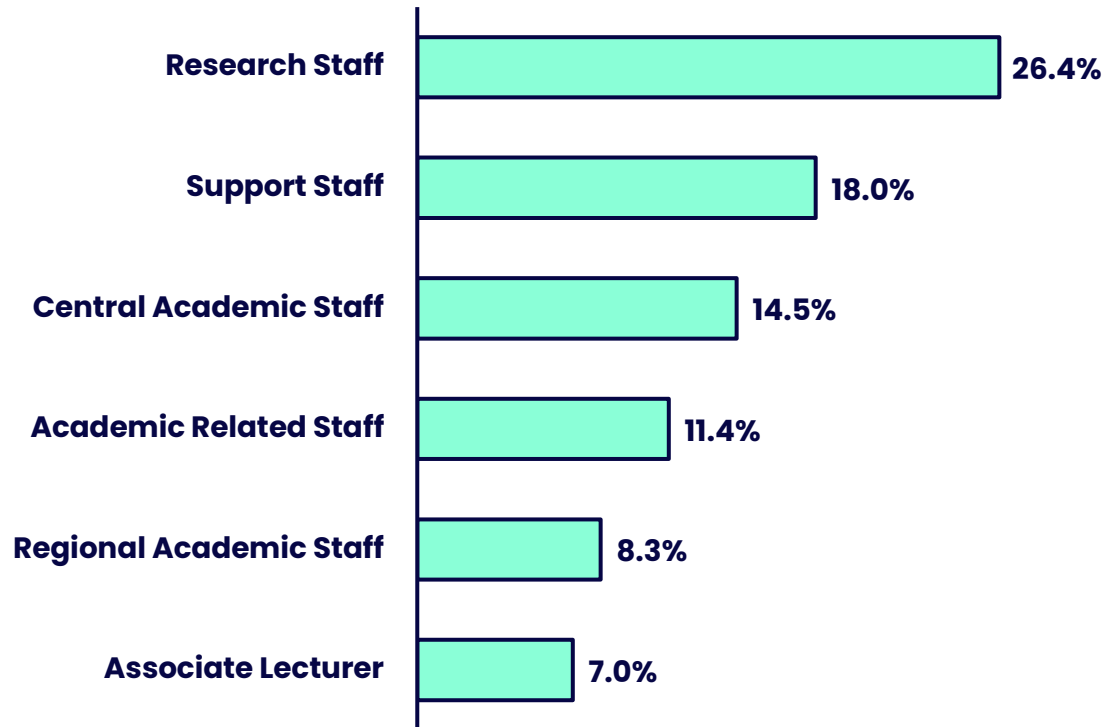


Snapshot date(s): 2017/18 to 2021/22 as at 31st July of each year.

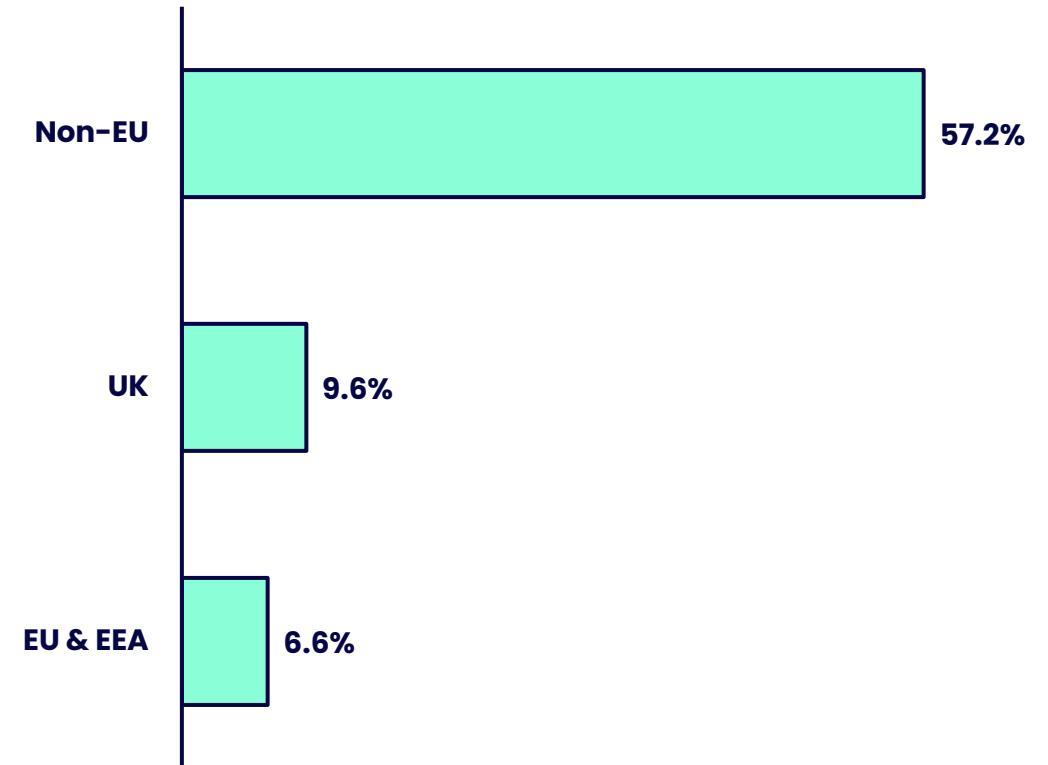
Scope: All Staff – Academic Staff (Central, Regional, Researcher & ALs) and Professional & Support Staff – data does not include OU subsidiaries (OUSA, OUW, Mulberry Bear) or agency/temp workers.

Ethnicity – Employee Subgroup and Nationality

Representation of minority ethnic staff in each
Employee subgroup
2021/22

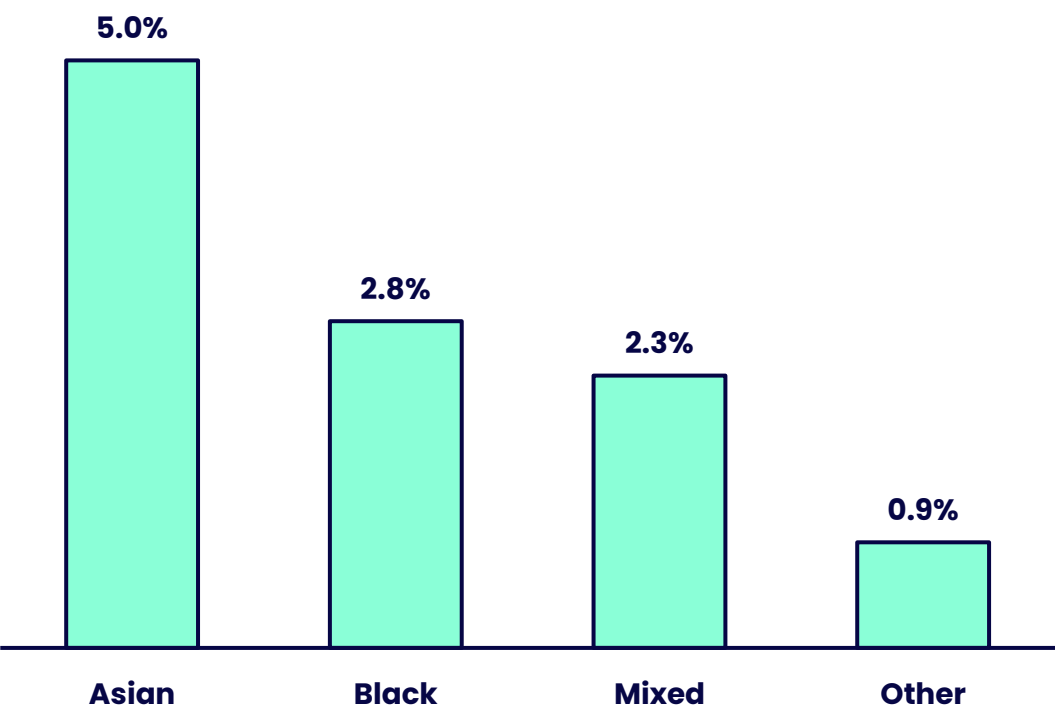


Representation of minority ethnic staff by
Nationality Group

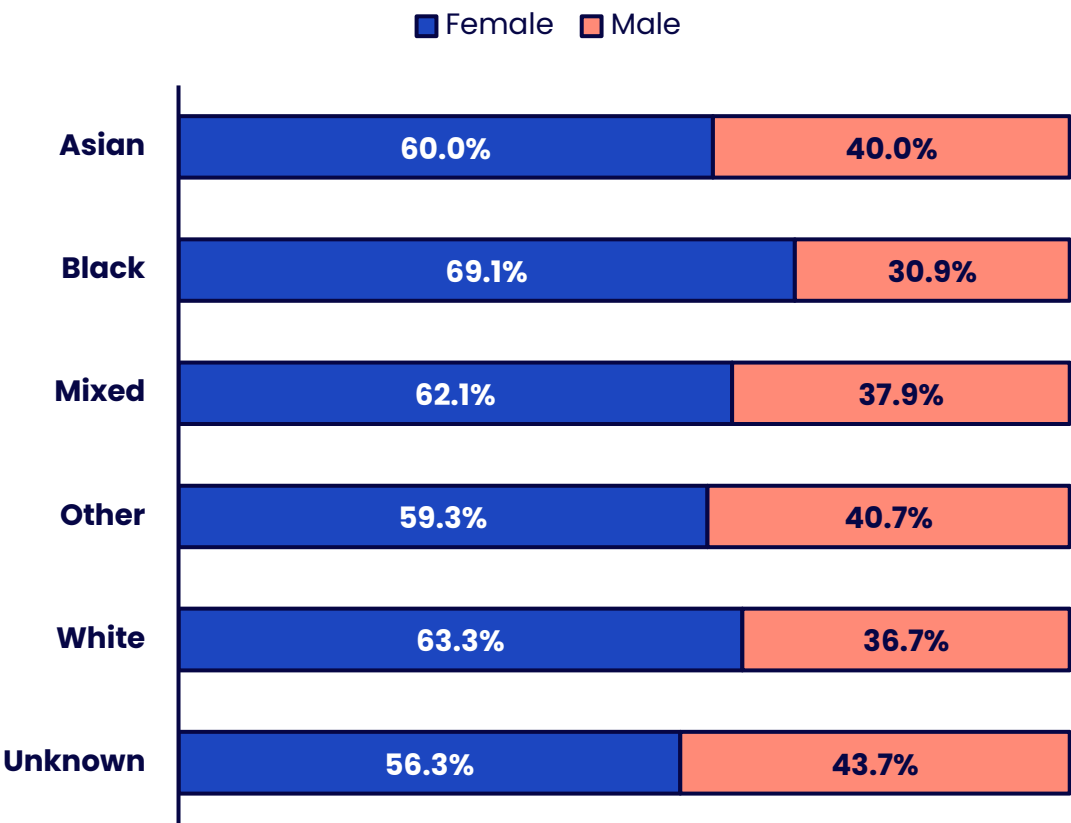


Ethnicity – Ethnicity Subgroup and by Sex

Representation of minority ethnic subgroups at the OU – 2021/22

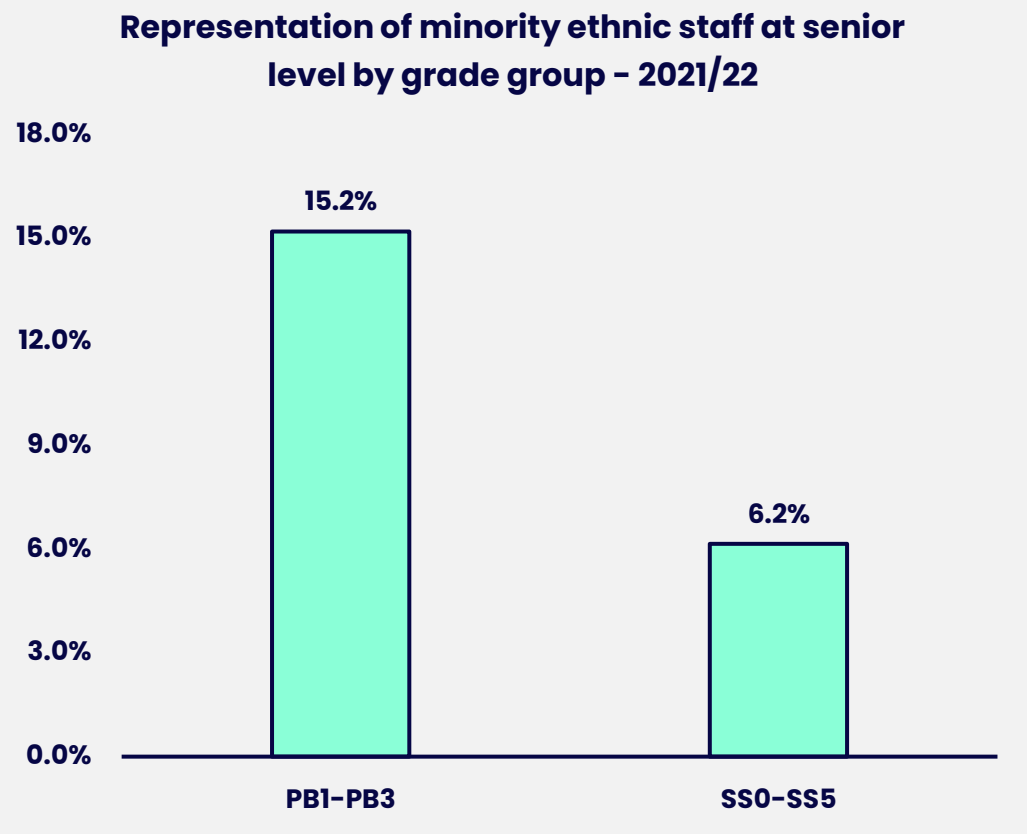
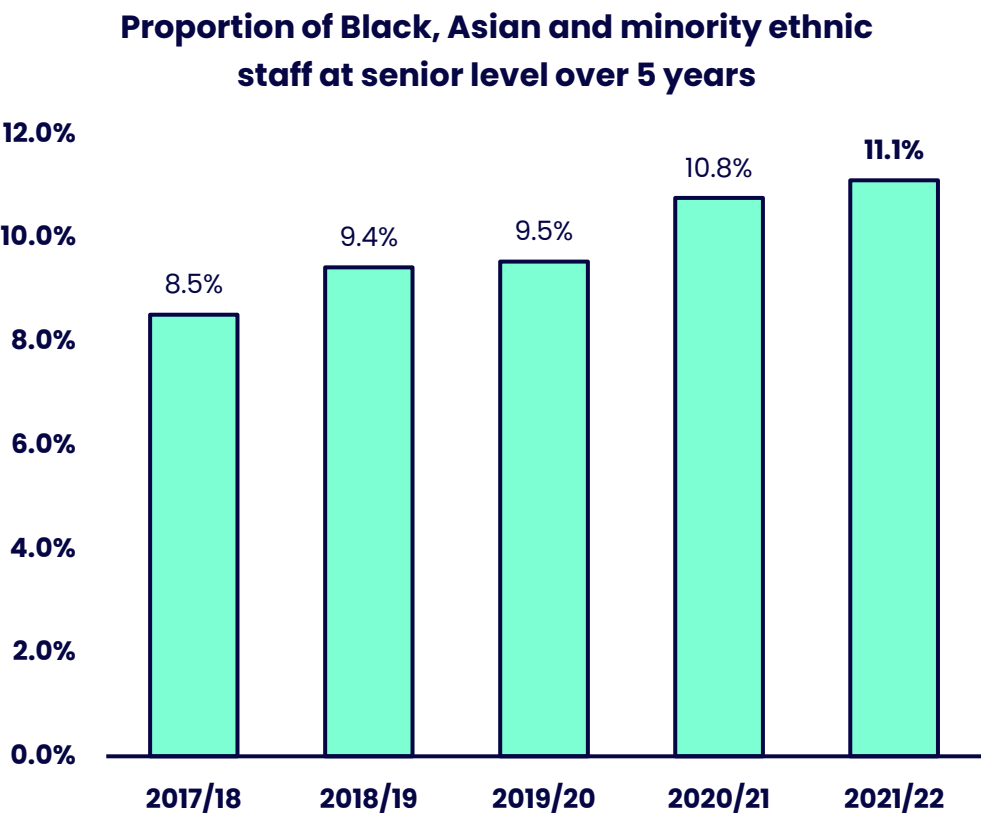


Ethnicity subgroup by Sex



Ethnicity – representation at senior level

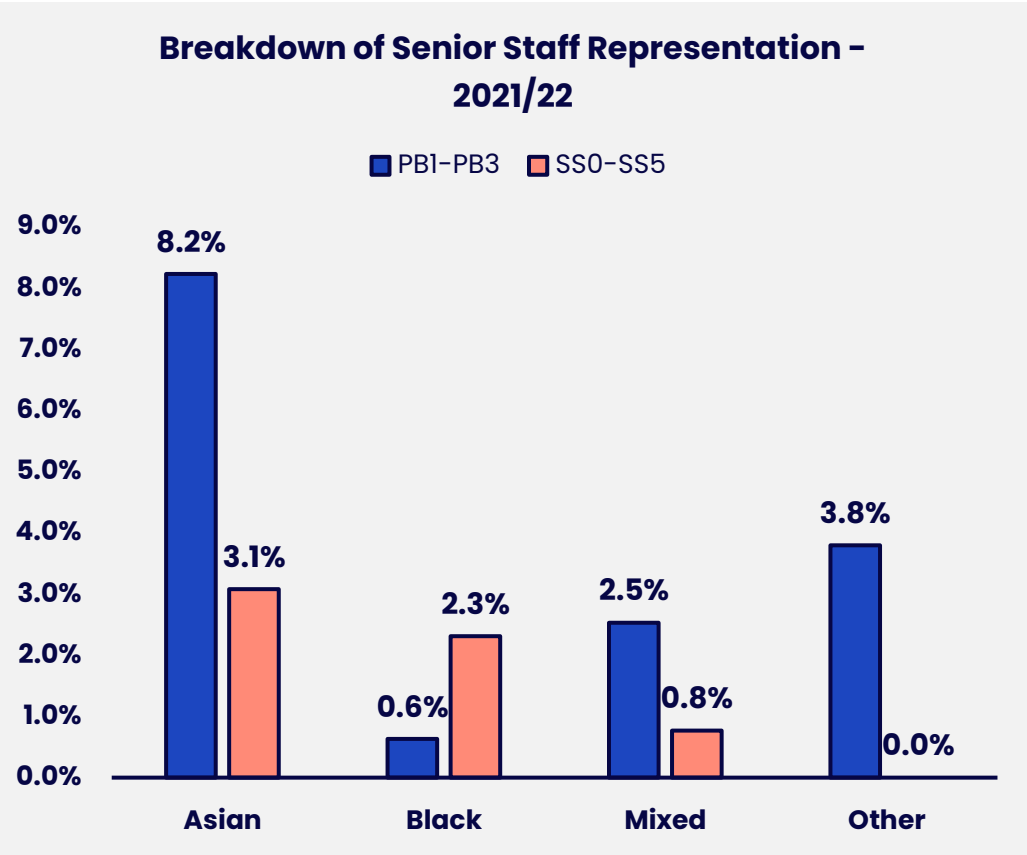
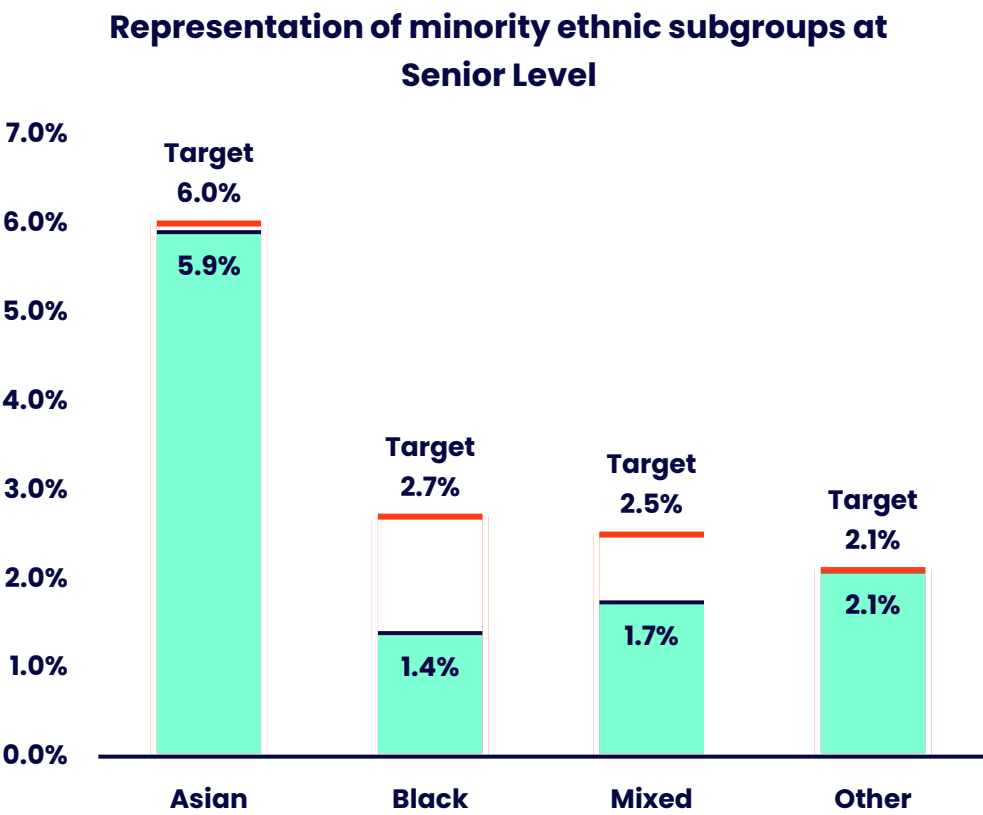
As at 31st July 2022, Black, Asian and minority ethnic staff represented 11.1% (32 out of 288) of the senior staff population, a 2.6 percentage point increase from 2017/18. The minority ethnic population is underrepresented within the SS bands (6.2%, 8 out of 130) and accounts for 15.2% of Professor grades. Black and mixed staff are the most underrepresented minority ethnic group at senior level. Three out of four minority ethnic groups are below the Equality Scheme target.



Snapshot date(s): 2017/18 to 2021/22 as at 31st July of each year (left chart) | 2021/22 (as at 31st July 2022; right chart)
Scope: Staff with 'SS' (Senior Staff) grades or 'PB' (Professor) grades

Ethnicity – representation at senior level

As at 31st July 2022, Black, Asian and minority ethnic staff represented 11.1% (32 out of 288) of the senior staff population, a 2.6 percentage point increase from 2017/18. The minority ethnic population is underrepresented within the SS bands (6.2%, 8 out of 130) and accounts for 15.2% of Professor grades. Black and mixed staff are the most underrepresented minority ethnic group at senior level. Three out of four minority ethnic groups are below the Equality Scheme target.



Snapshot date(s): 2021/22 (as at 31st July 2022)
Scope: Staff with 'SS' (Senior Staff) or 'PB' (Professor) grades – data does not include OU Partner Organisations (OUSA, OUW), research students or contingent workers

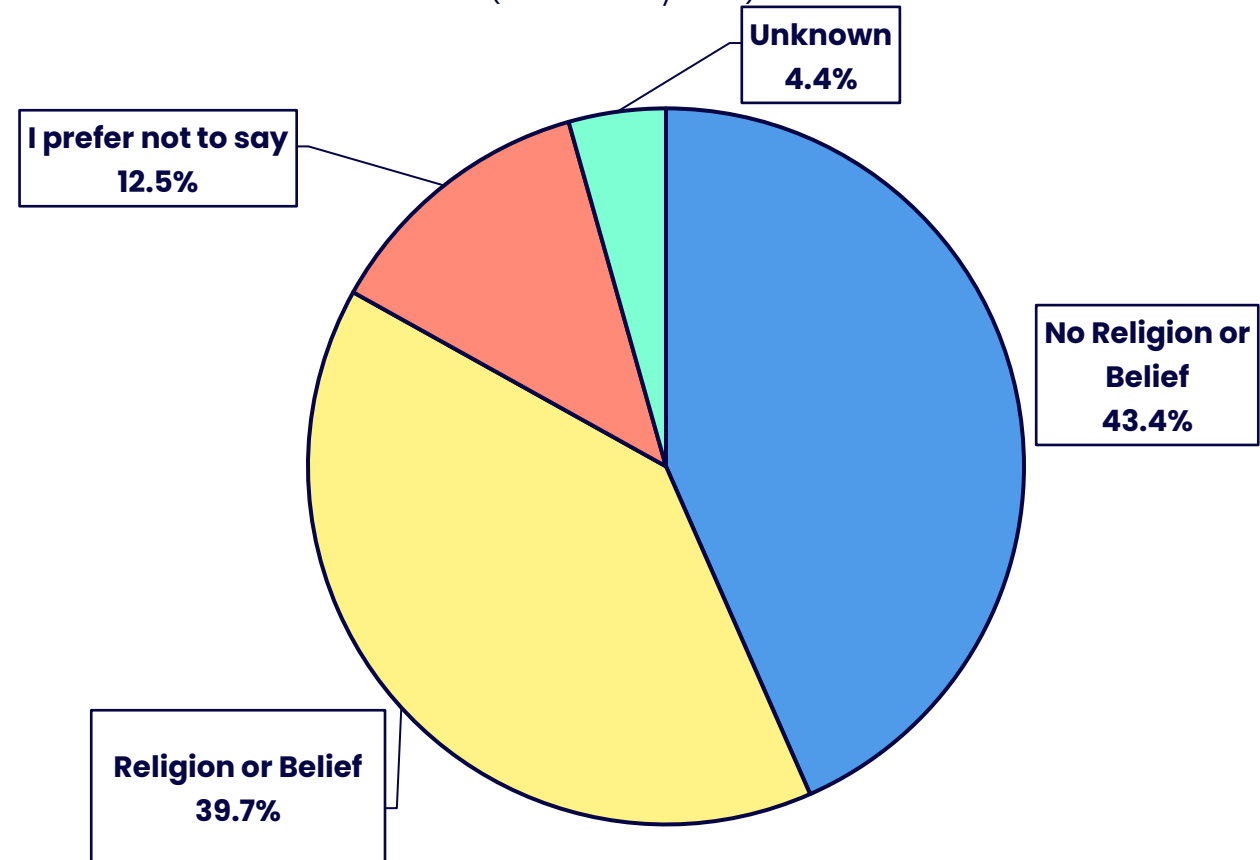
Religion

2021/22

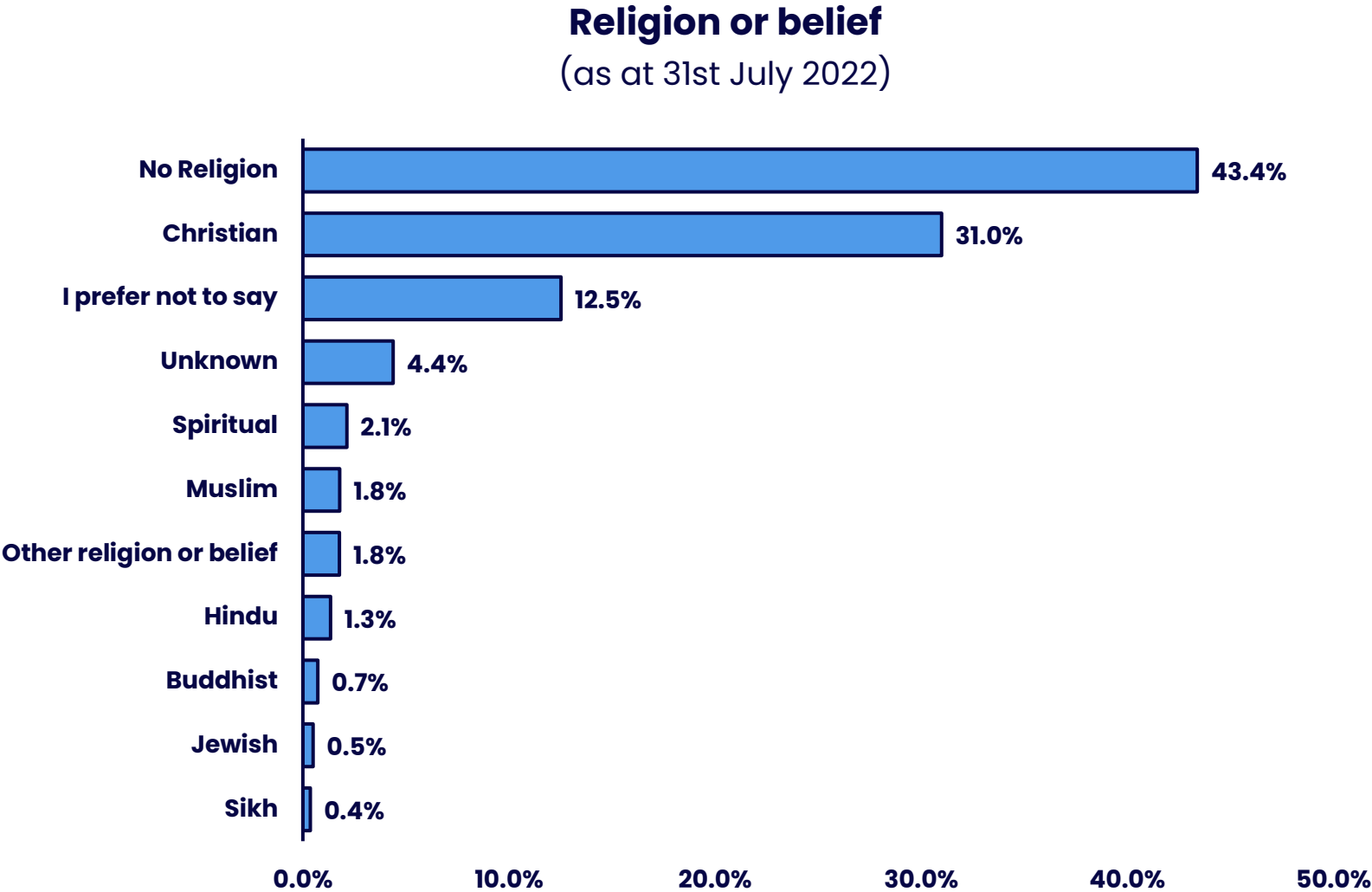
Sections:

1. Proportion % by religion or belief status in 2021/22 (right)
2. Religion or belief subgroup breakdown of current year (2021/22)
3. Religion by Employee Group

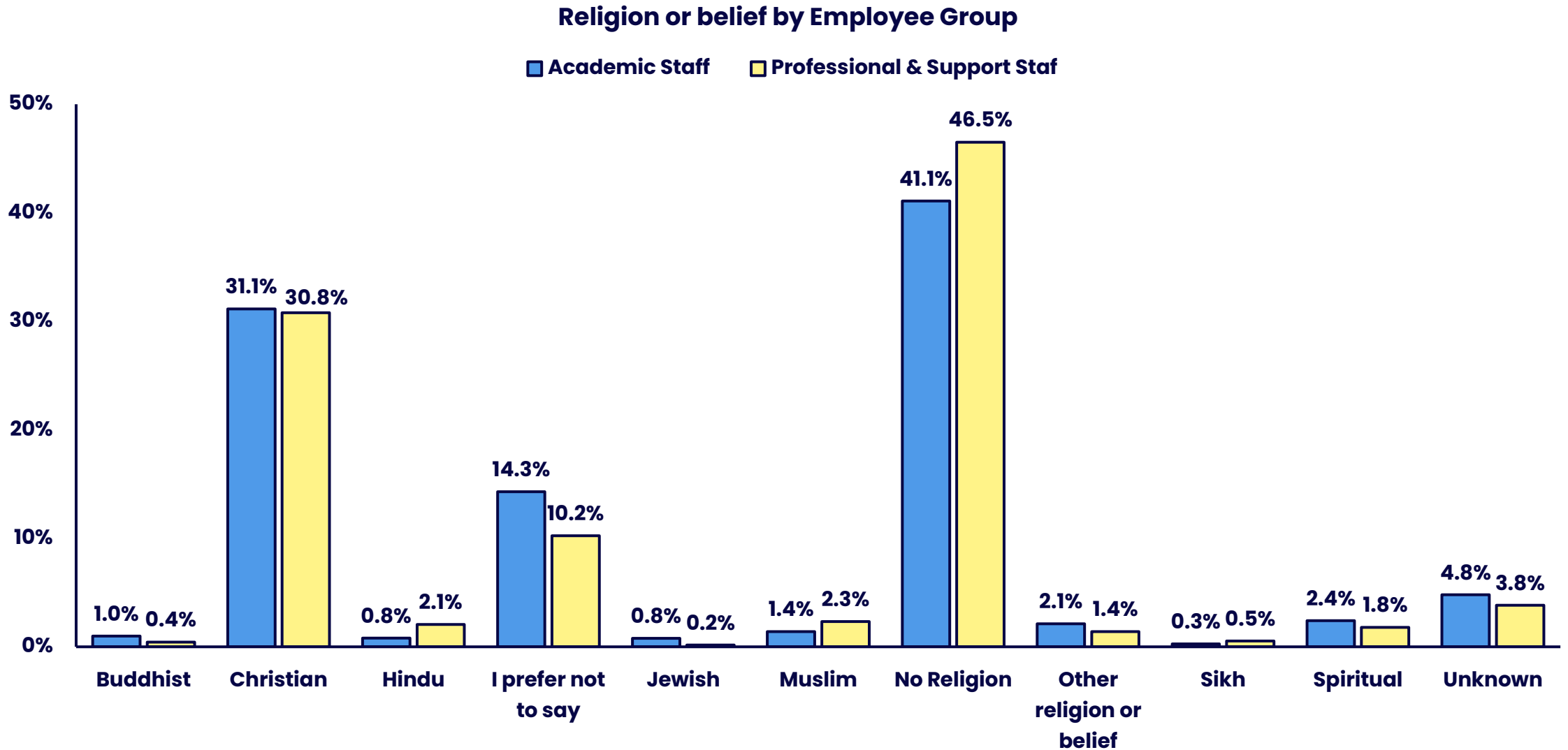
Proportion of staff by religion or belief
(as at 31st July 2022)



Religion – Religion or belief subgroup breakdown



Religion by Employee Group



Snapshot date(s): 2021/22 (as at 31st July 2022)

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*

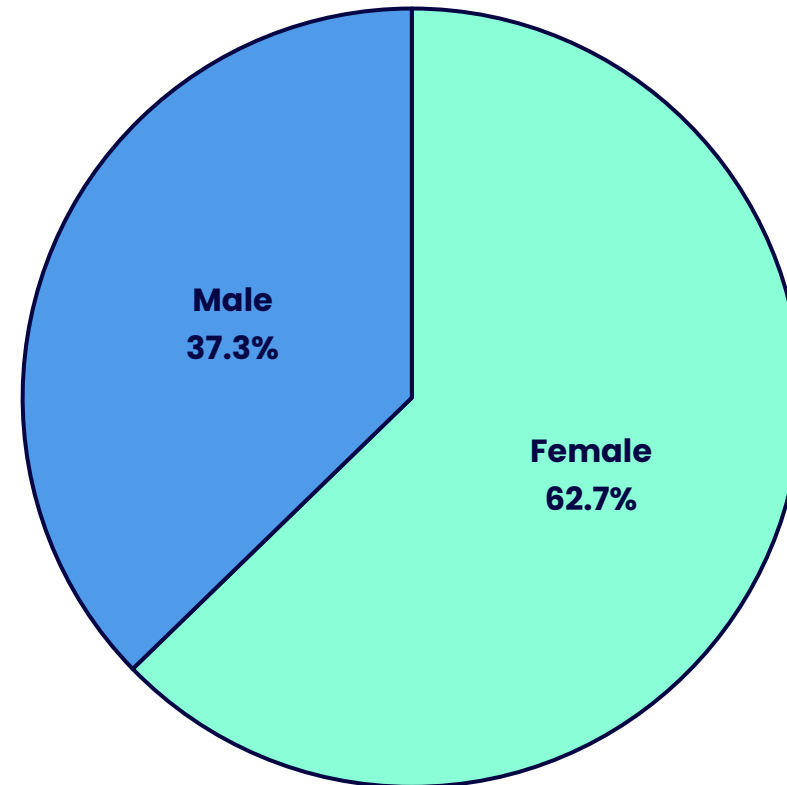
2021/22

Sections:

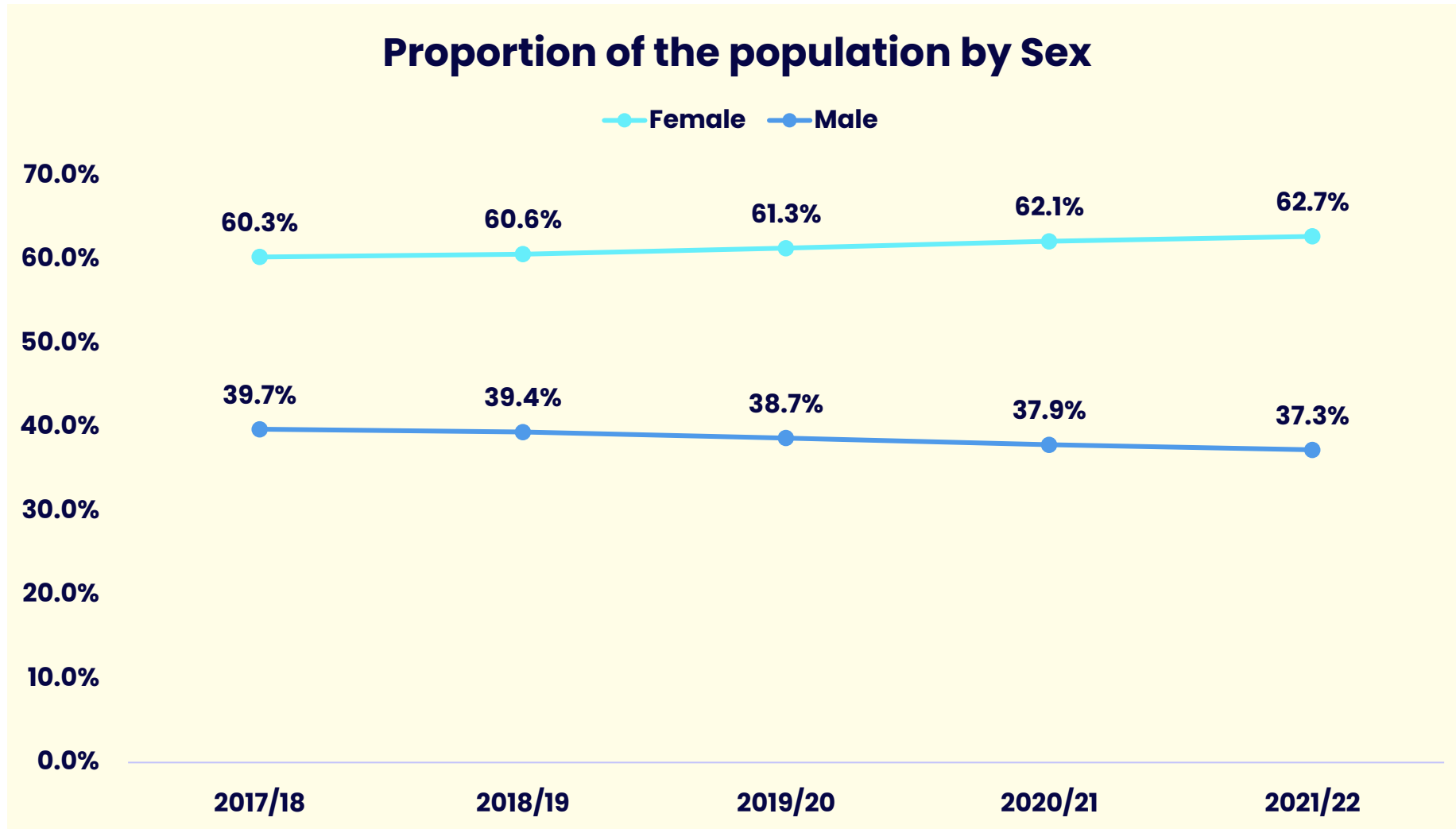
1. Proportion of men and women in 2021/22 (right)
2. Proportion of men and women over five years
3. Sex by Employee Group
4. Sex by Employee Subgroup
5. Representation of women at senior level
6. Parental Leave and Return Rate

**Our current staff records only collect binary sex data (male, female)*

Proportion of men and women
(as at 31st July 2022)



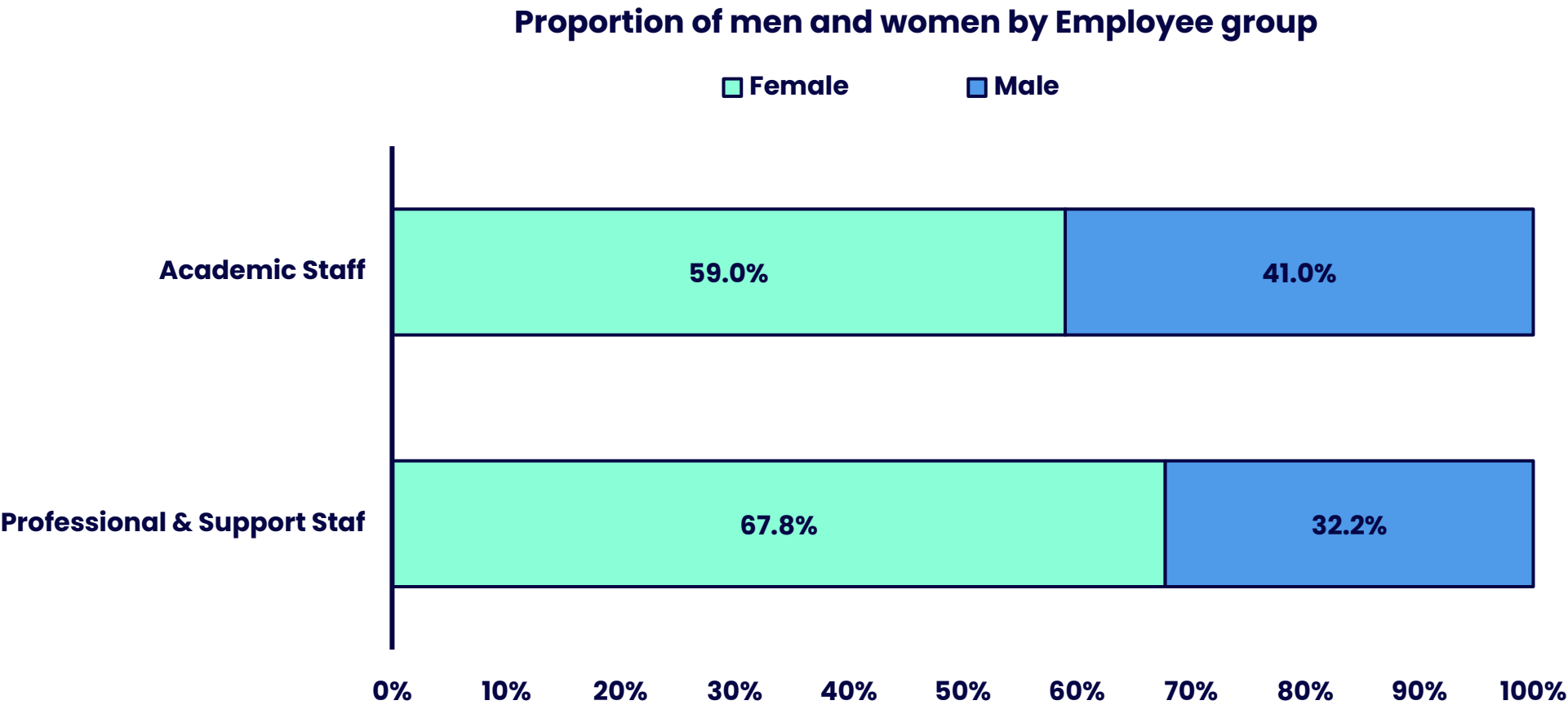
Sex – Proportion of men and women over 5 years



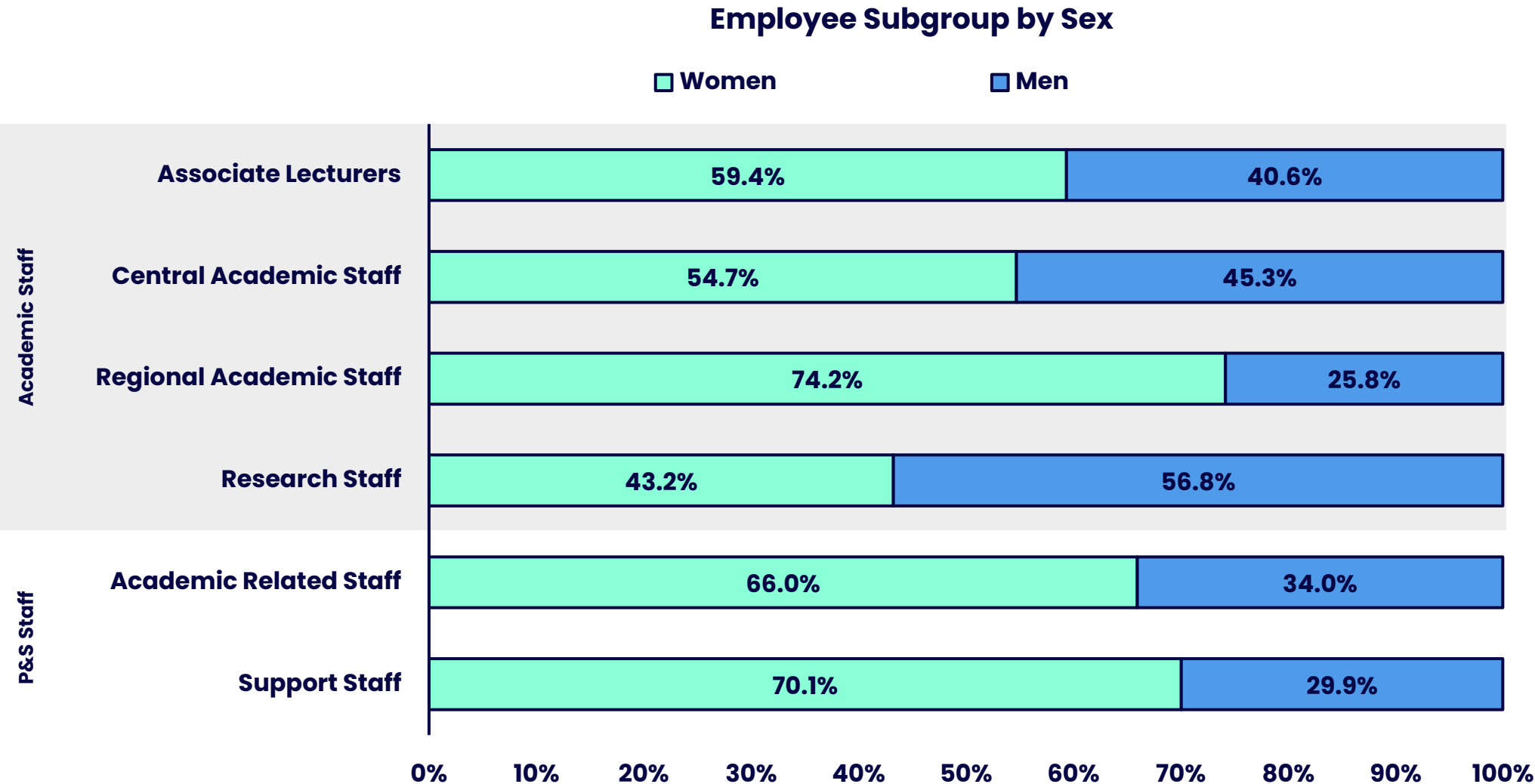
Snapshot date(s): 2017/18 to 2021/22 as at 31st July of each year.

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



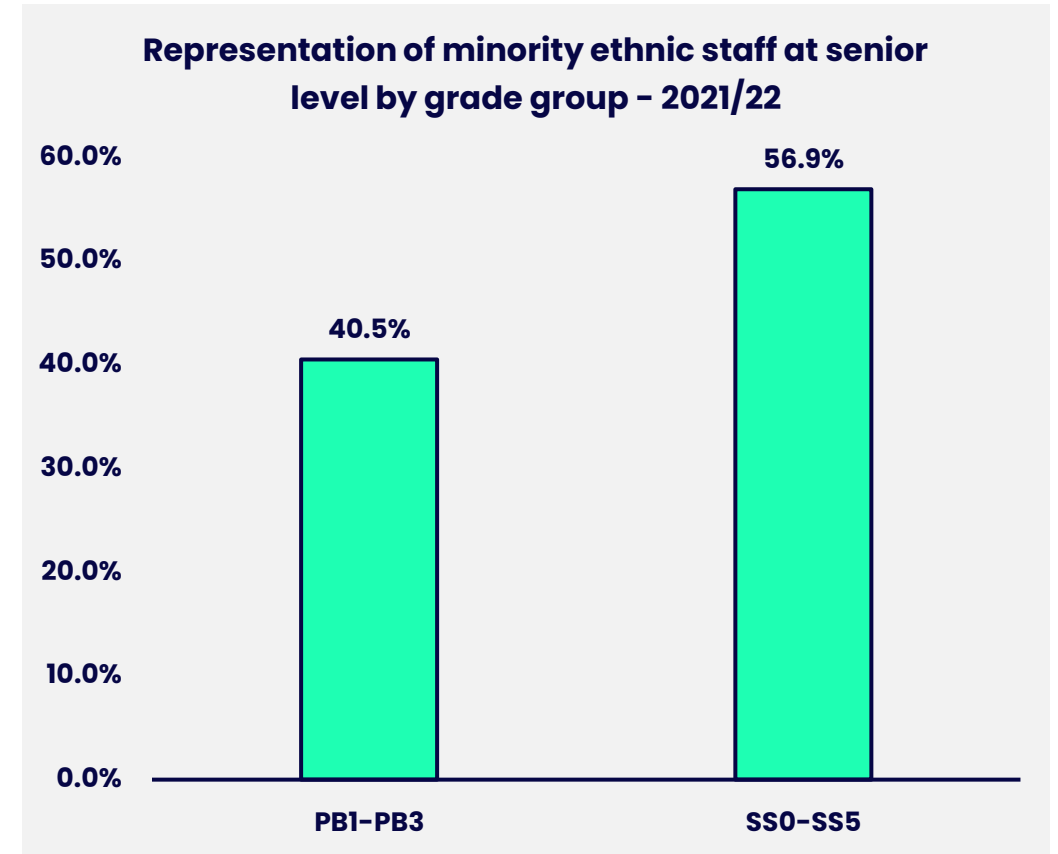
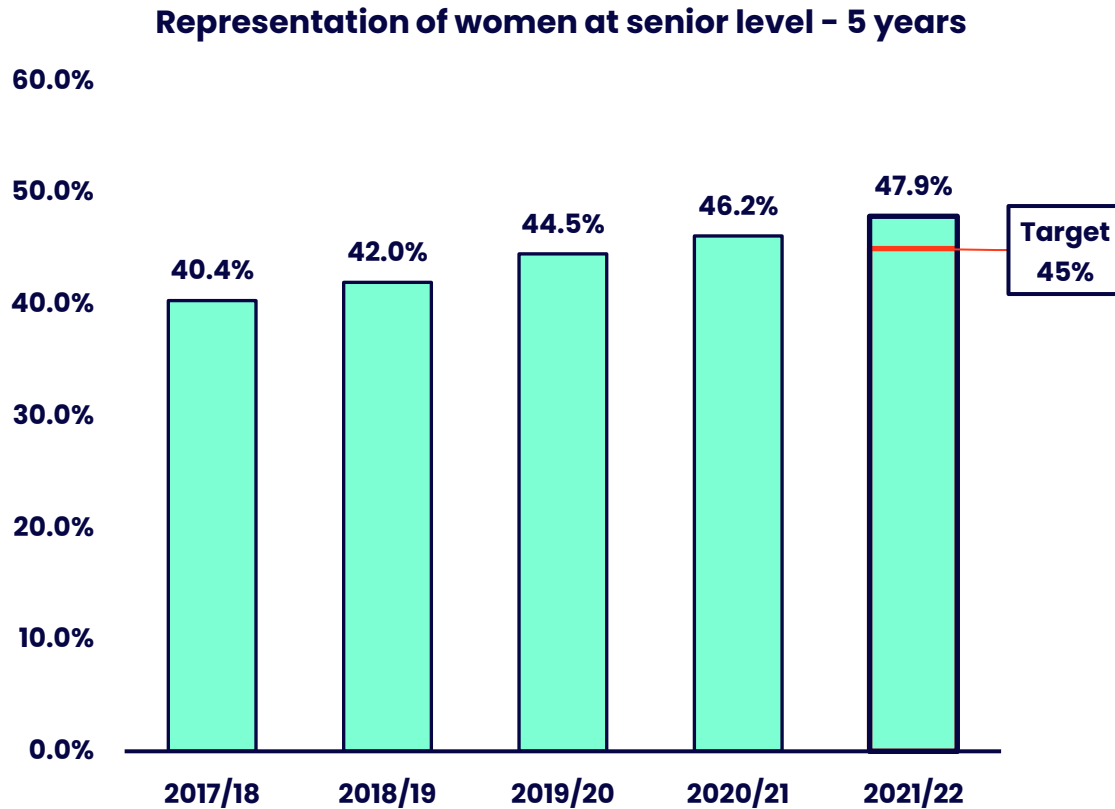
Sex by Employee Subgroup



Snapshot date(s): 2021/22 (as at 31st July 2022)
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.

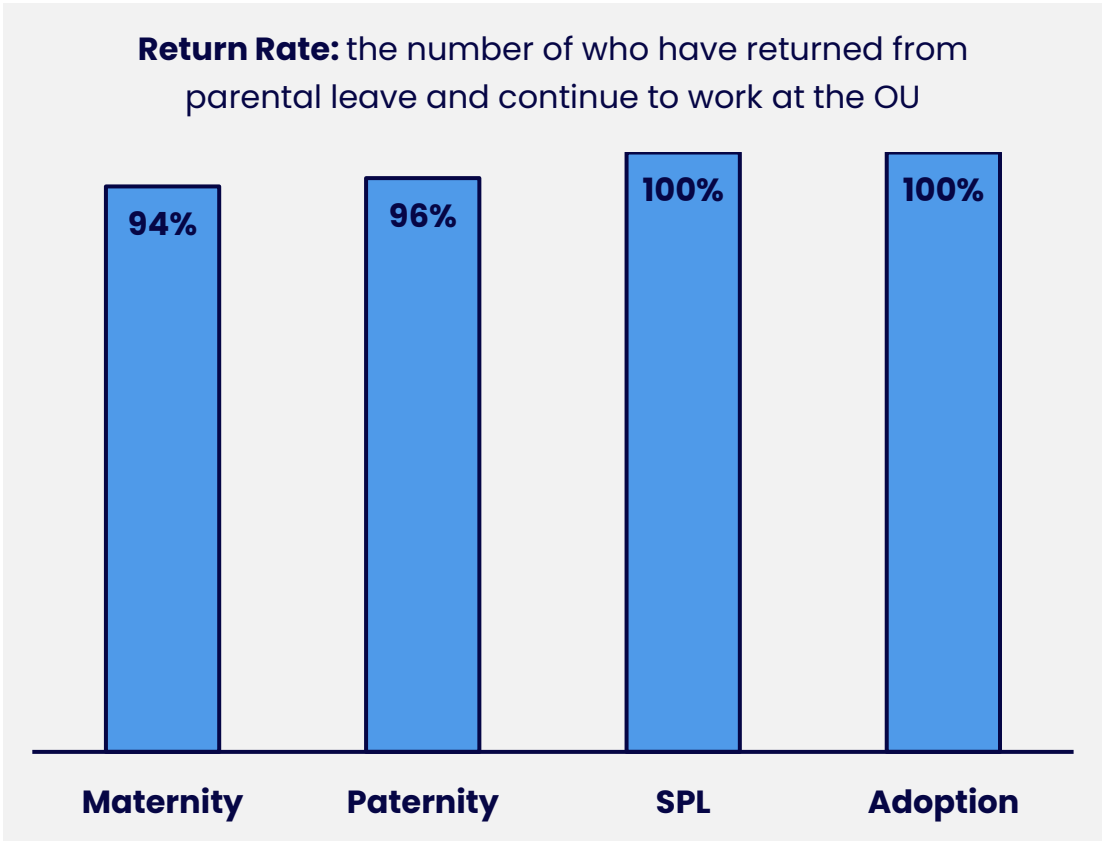
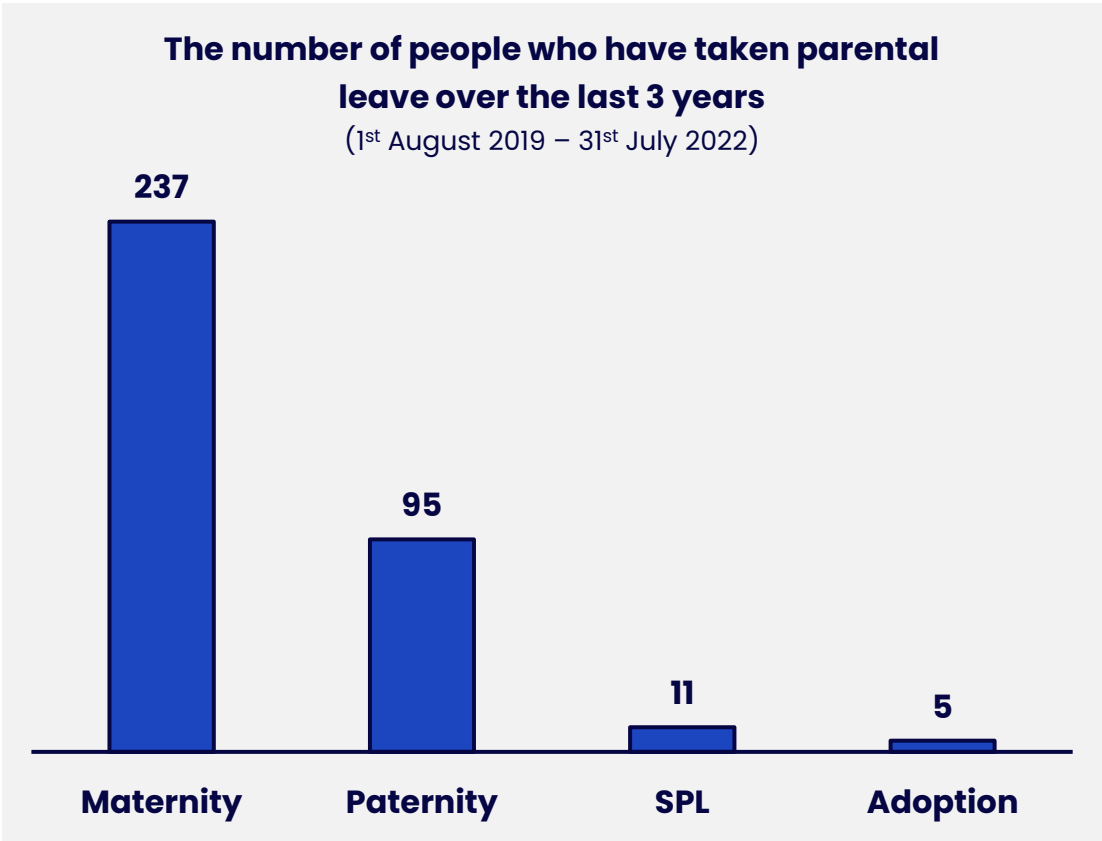
Sex – representation at senior level

There has been continual upward progress in improving the proportion of women in senior roles with women now accounting for 47.9% of senior staff, the highest representation in 5 years. Women are underrepresented in the professor bands particularly in Professor Band 2 (women in PB1 =43.0%; PB2= 34.1%, PB3=42.9%).



Parental Leave and Return Rate

Over the past three years, 340 employees have taken parental leave, led largely by maternity leave uptake. The large majority of people whose parental leave ended on or before 31st July 2022 have returned and continue to work at the OU. The maternity return rate (94%) is slightly lower than other parental leave types.



Return rate is based on employees whose expected parental leave return date ended within the reporting period (on or before 31st July 2022). Staff who are still on parental leave have not been included in the return rate.

Snapshot date(s): data captures parental leave start dates that fall anywhere between 1st August 2019 to 31st July 2022.
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.

Sexual Orientation (s/o)

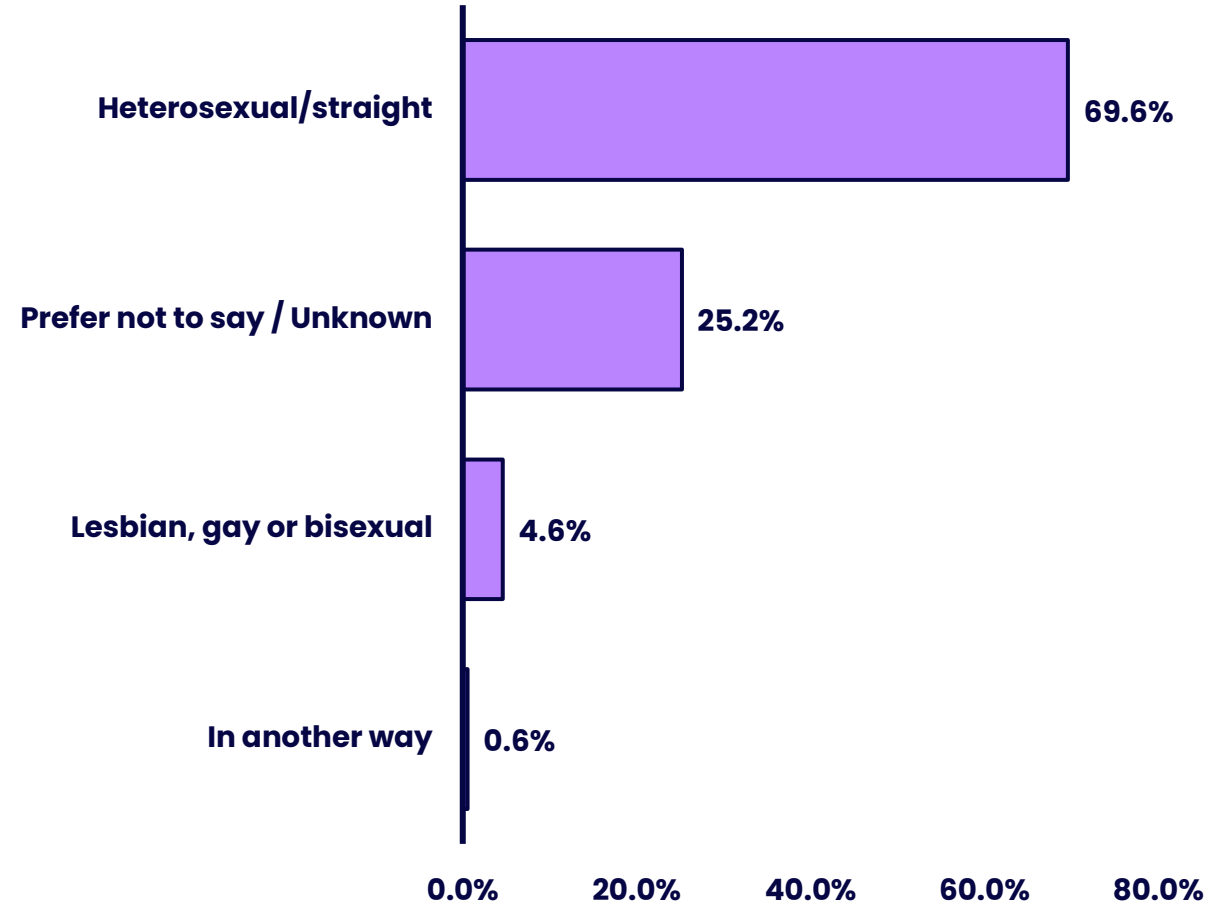
2021/22

Sections:

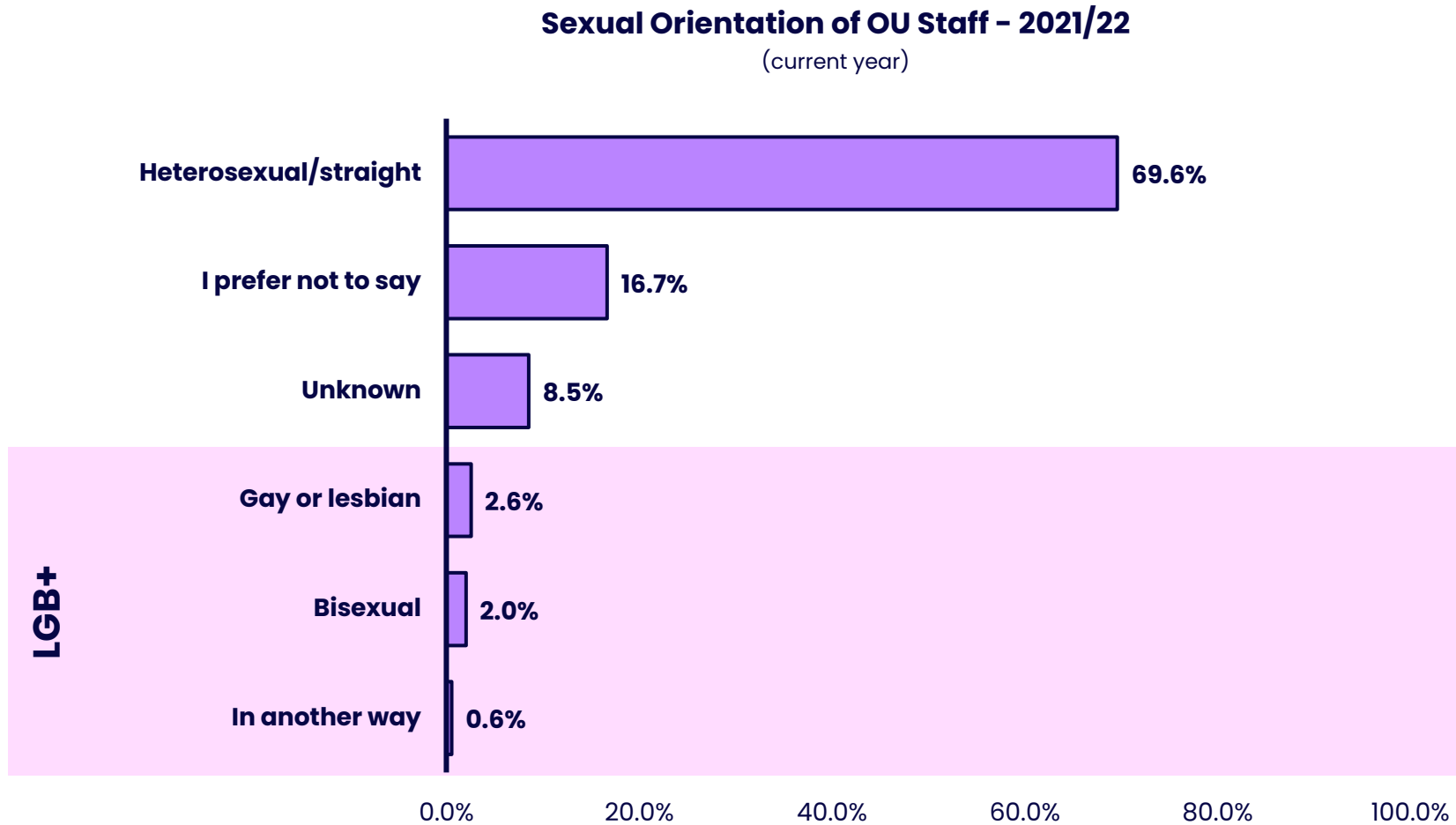
1. Proportion % by Sexual Orientation in 2021/22 (right)
2. Proportion % by Sexual Orientation (LGB+ subgroup) - 2021/22
3. Population and Disclosure Rate over 5 years*
4. Sexual Orientation by Employee Subgroup and Disclosure Rate

*AL data not available for years prior to 2021/22

Sexual Orientation - 2021/22



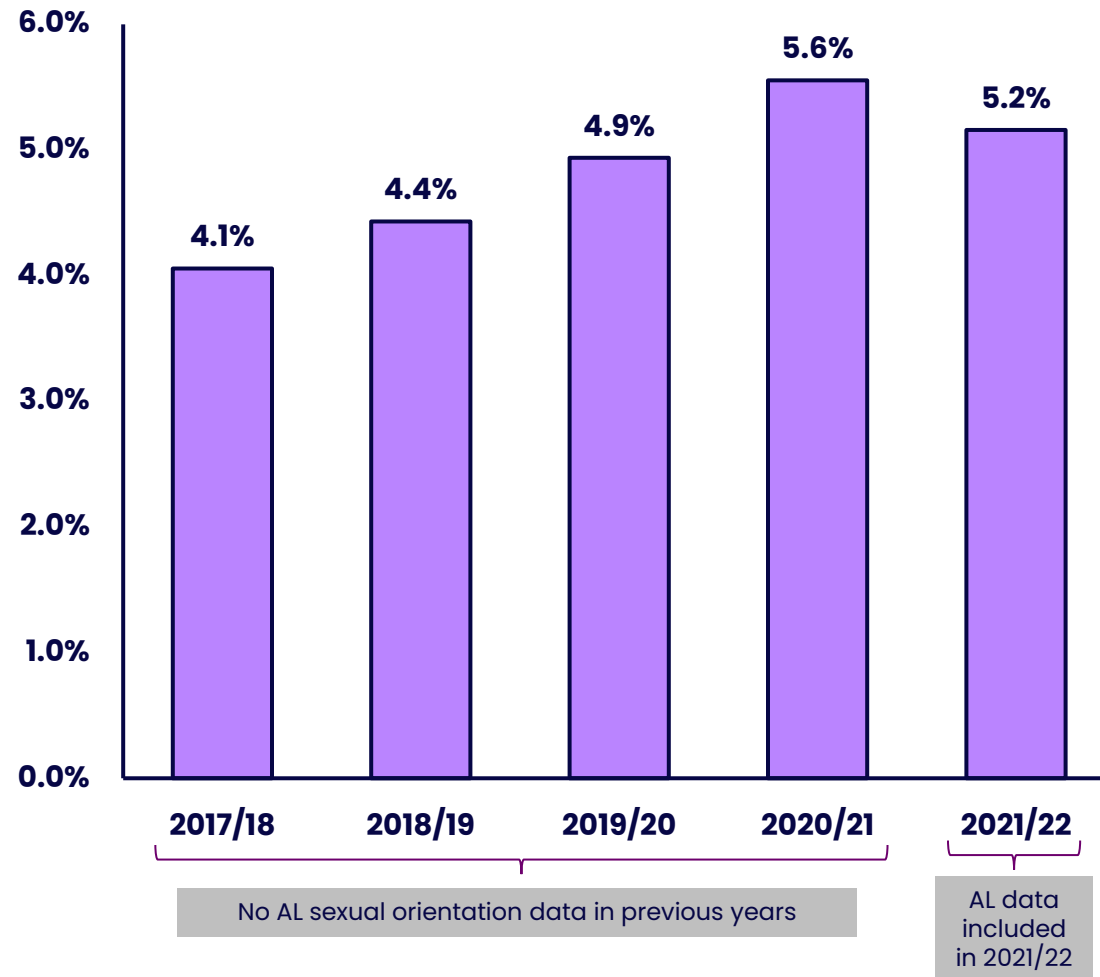
s/o – LBG+ subgroup 2021/22



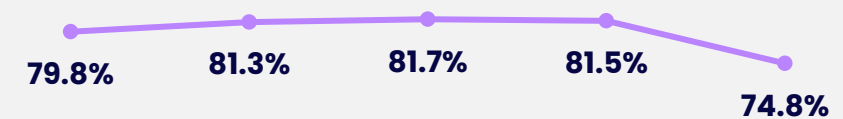
s/o – 5 years Population and Disclosure Rate

LGB+ = lesbian, gay, bisexual and other non-heterosexual orientation

Proportion of LGB+ staff over 5 years



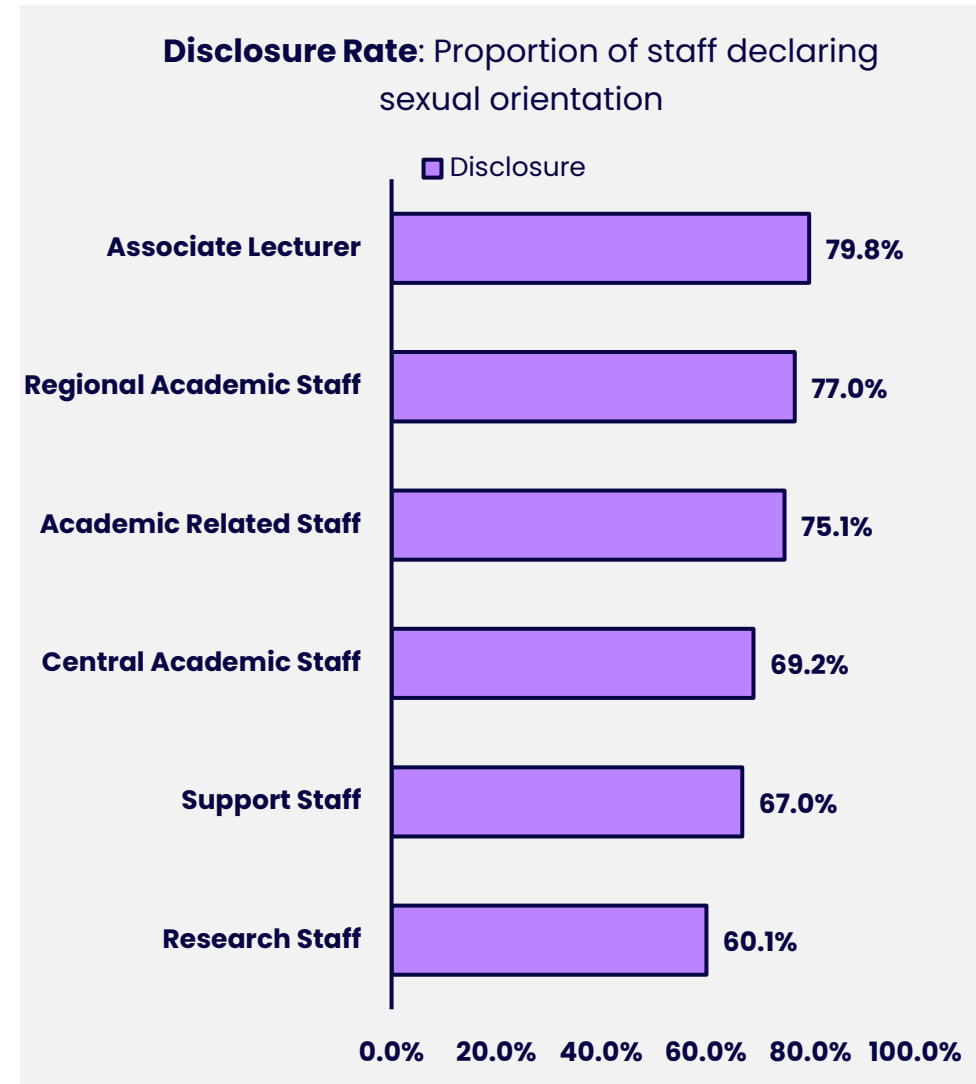
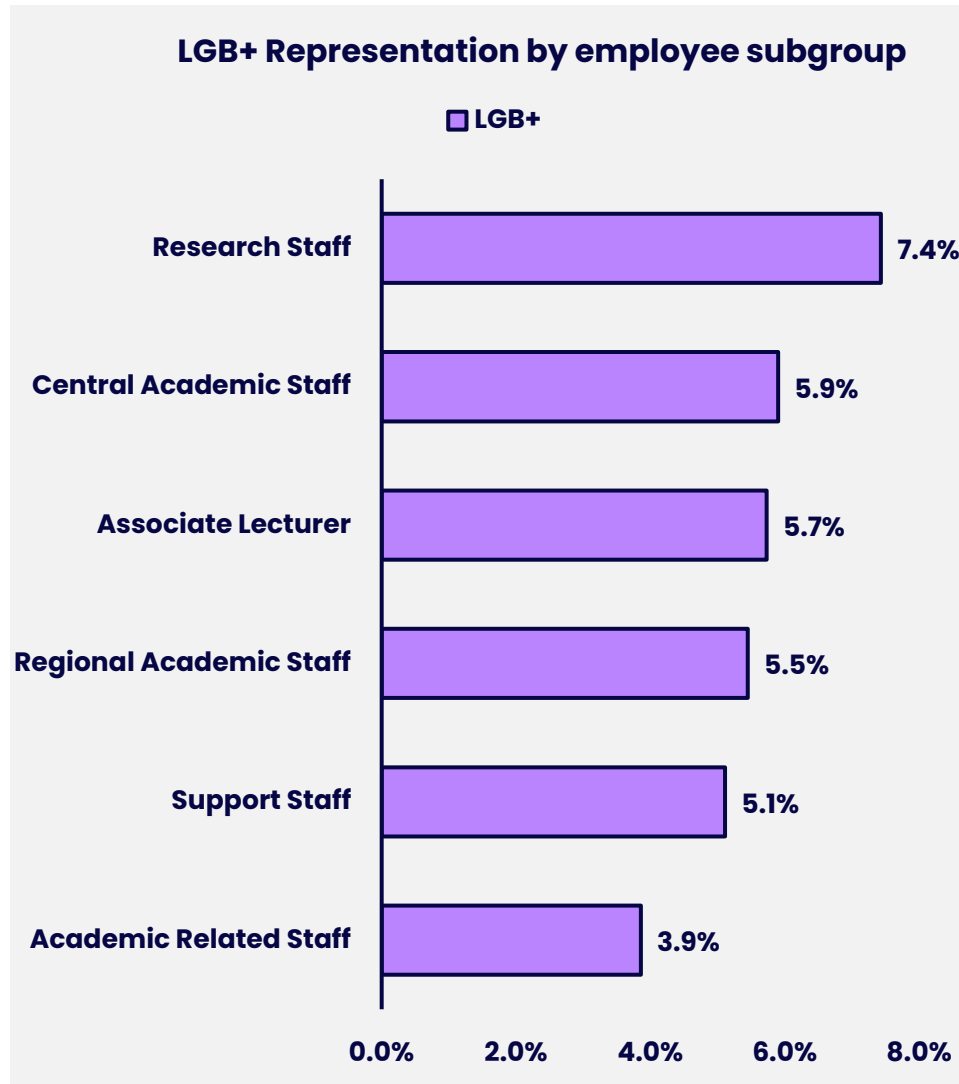
Disclosure Rate: Proportion of staff declaring sexual orientation



Snapshot date(s): 2017/18 to 2021/22 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.

s/o by Employee Subgroup and Disclosure Rate

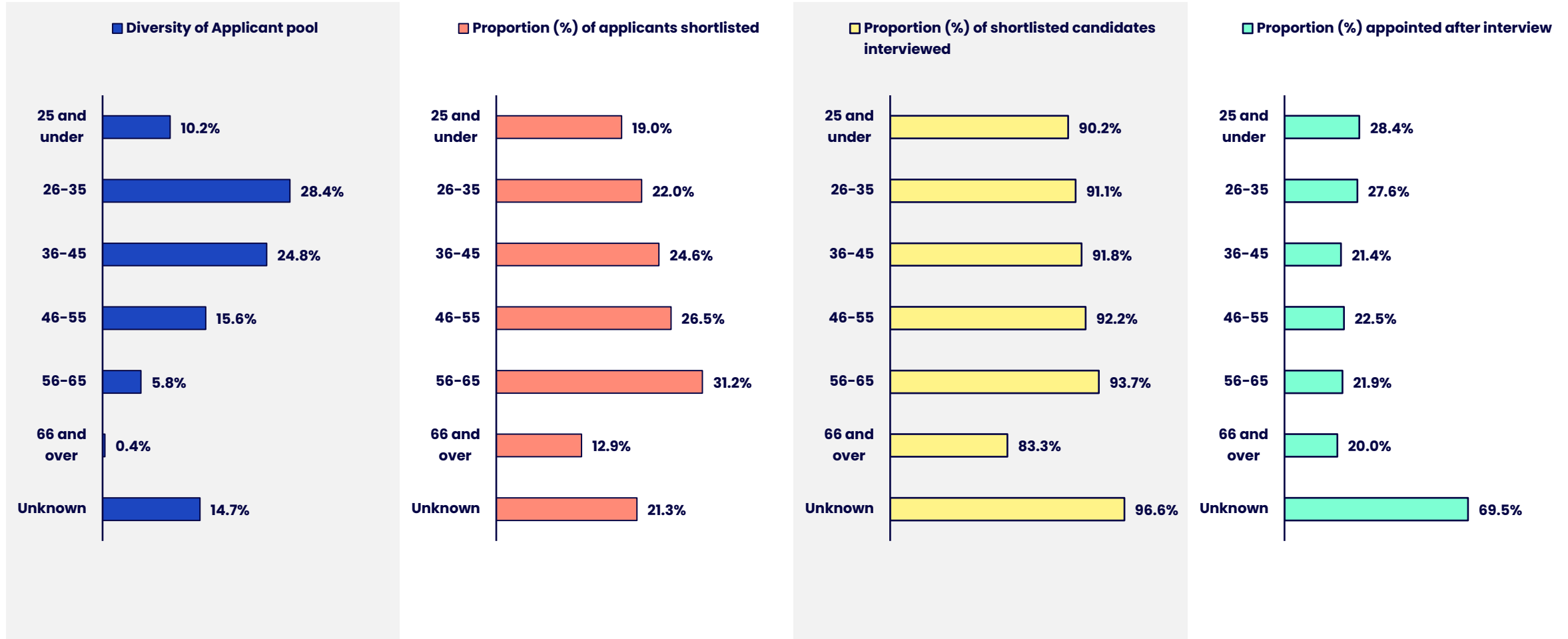


Recruitment 2021/22

Recruitment data pipeline by protected characteristics

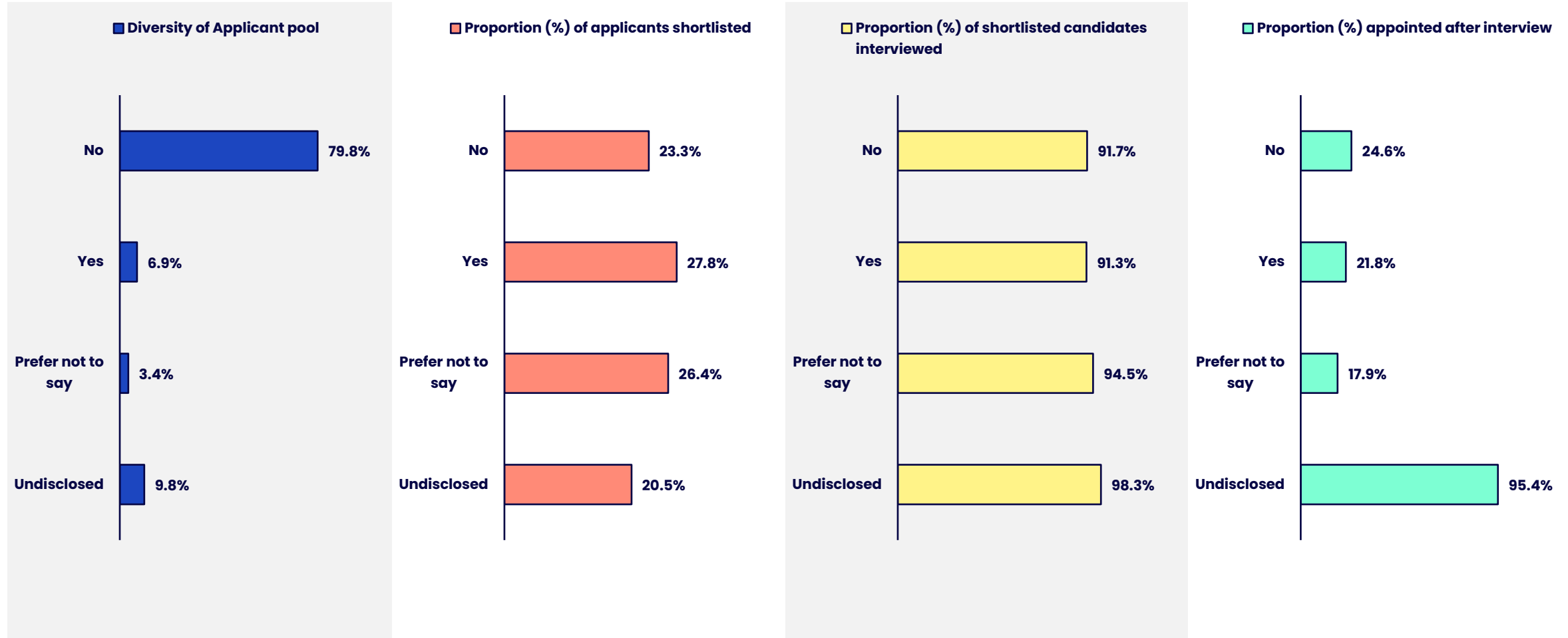
Age – Recruitment

The majority of applicants (63%) in 2021/22 are 45 and under; the average age of the candidate pool is 38.2 years old. The 56-65 age group is the most likely to be shortlisted while 25 and under are more likely to be appointed after interview. There were less than 70 applicants aged 66 and over in 2021/22.



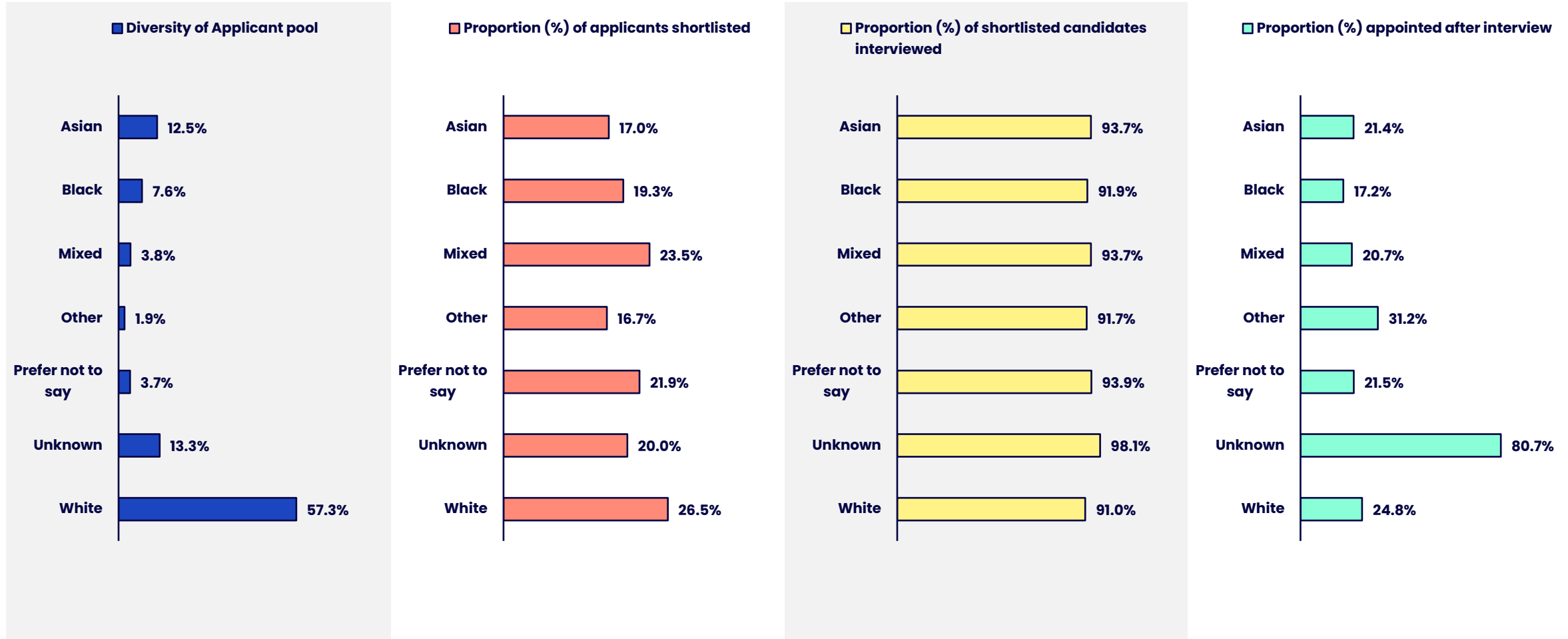
Disability – Recruitment

In 2021/22, 6.9% of all applicants declared a disability. More than a quarter (27.8%) of applicants with a declared disability are shortlisted for an interview. One in 5 (21.8%) applicants with disabilities are appointed after an interview, compared to 1 in 4 (24.6%) of candidates with no disability.



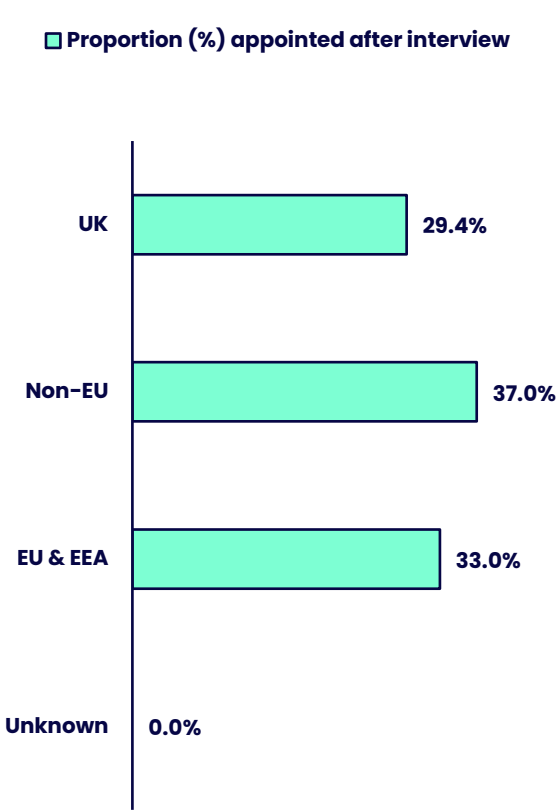
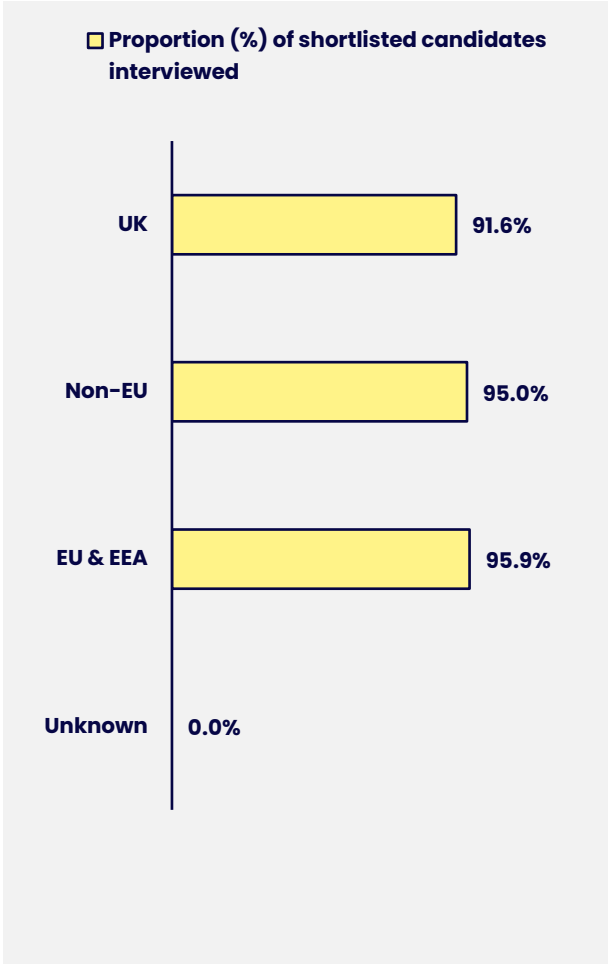
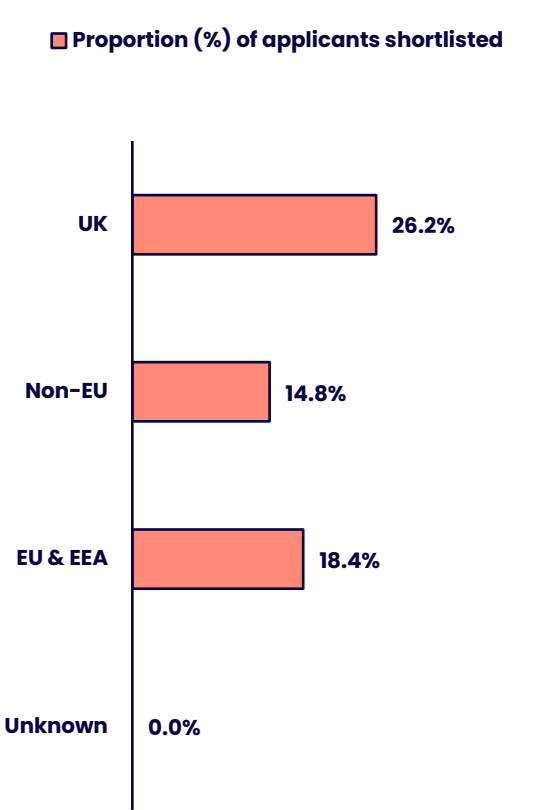
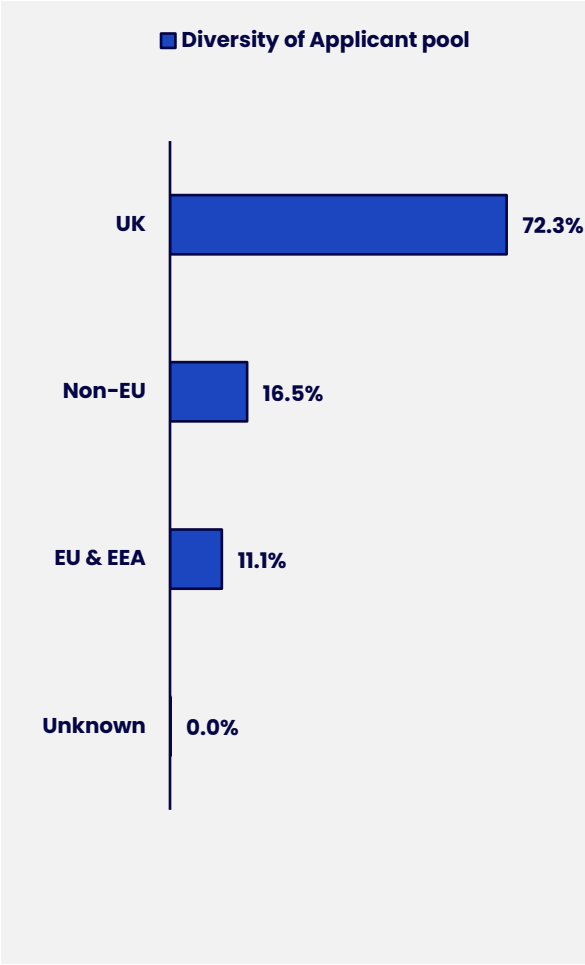
Ethnicity – Recruitment

A quarter (25.8%) of the applicant pool are candidates from Black, Asian and minority ethnic backgrounds, led largely by Asian ethnicities (12.5%). Candidates from Other ethnicities are the least likely to be shortlisted (16.7%) followed by Asian ethnicity groups (17.0%). Black candidates are the least likely to be appointed after interview (17.2%).



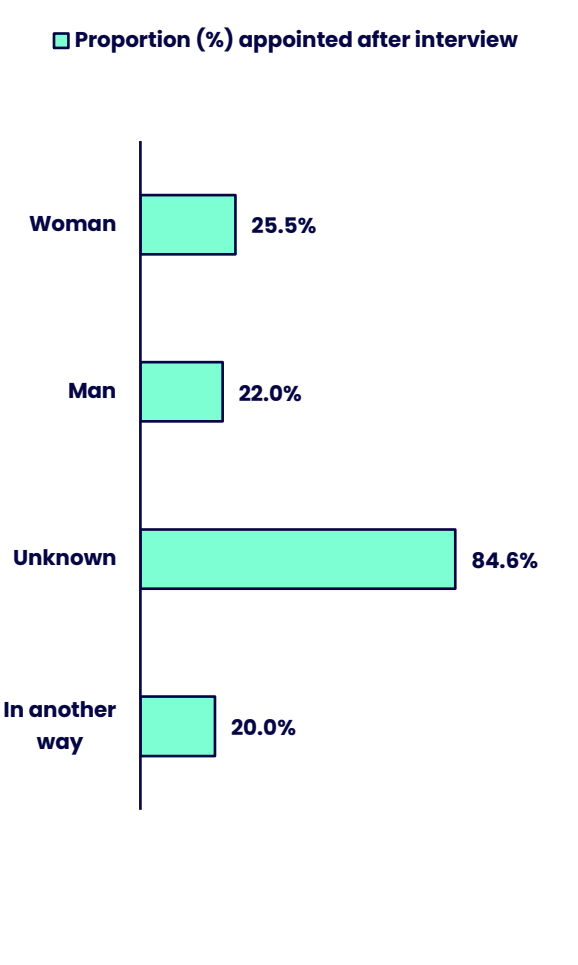
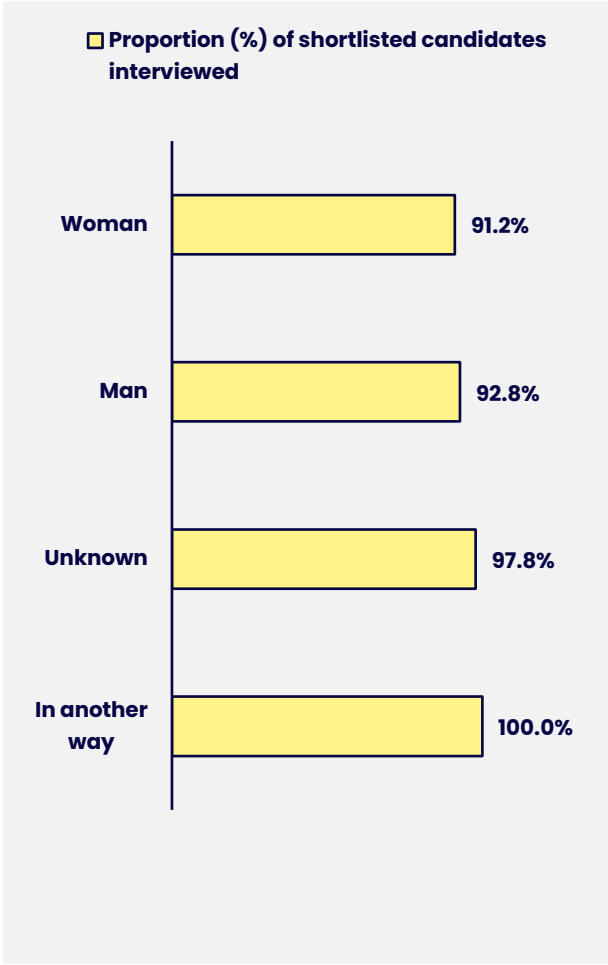
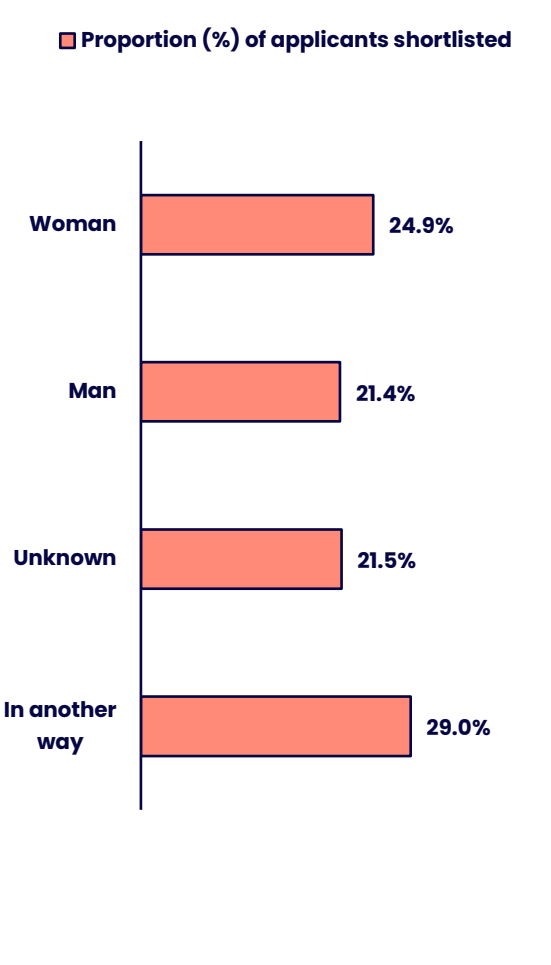
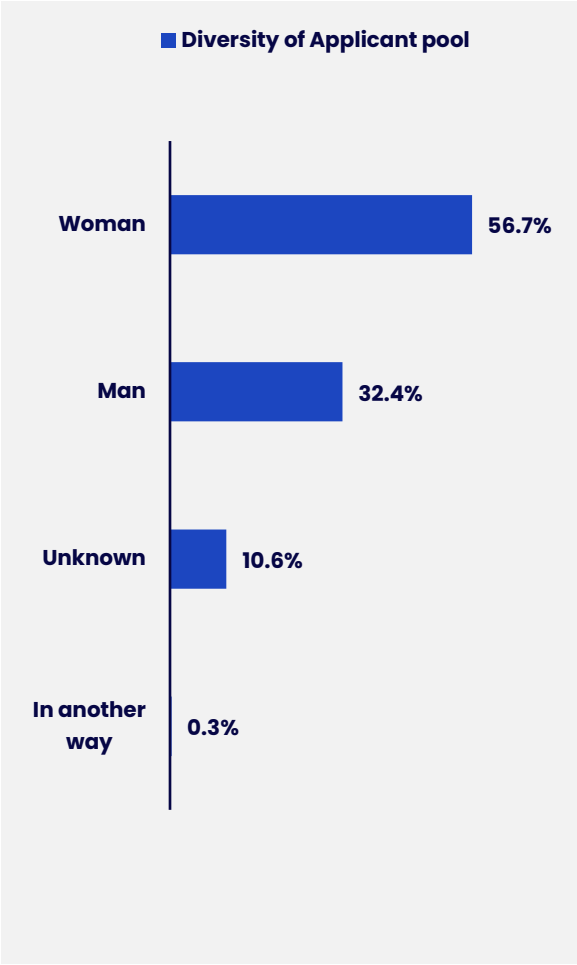
Nationality – Recruitment

The large majority of applicants (72.3%) are UK nationals, followed by non-EU (16.5%) and EU/EEA (11.1%) nationalities. EU/EEA nationals are more likely to be shortlisted compared to non-EU nationals; however, non-EU nationals are more likely to be appointed after interview compared to UK and EU/EEA.



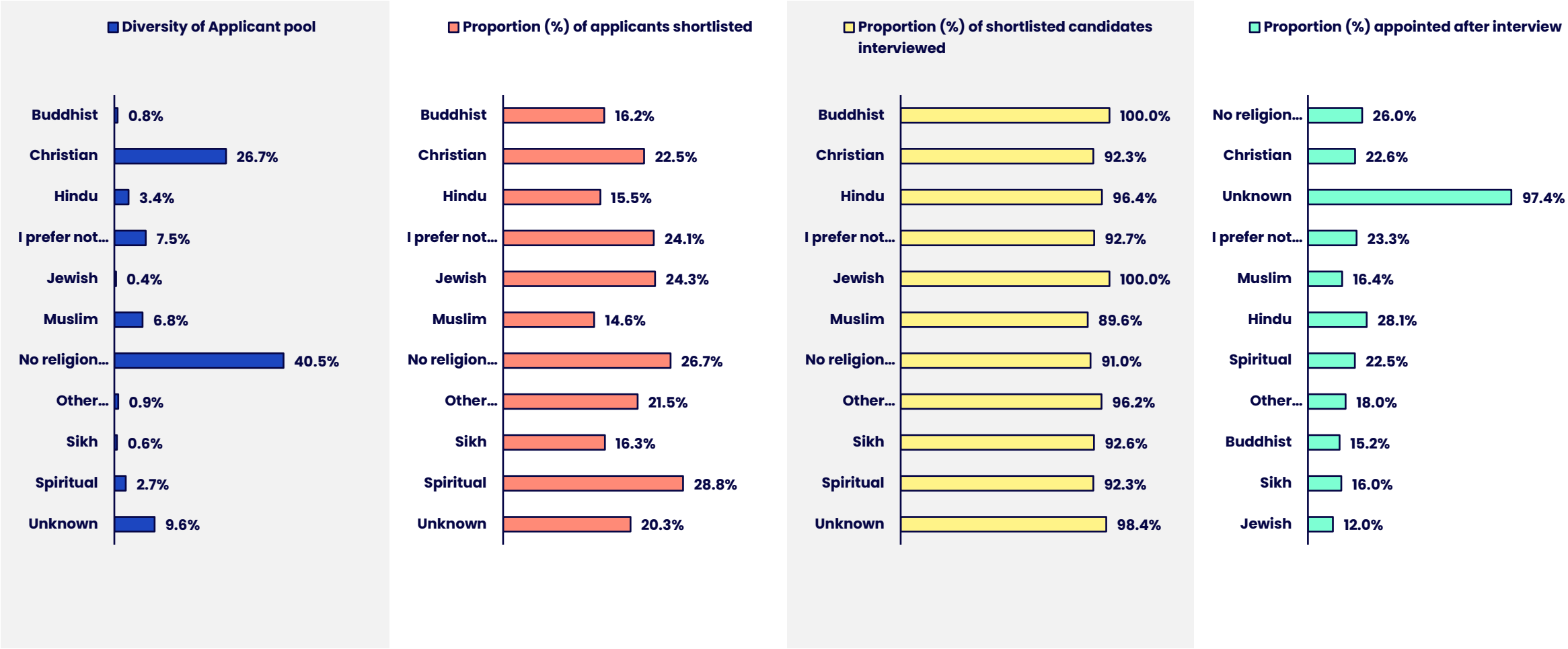
Gender – Recruitment

The majority (56.7%) of applicants are women who are also more likely to be shortlisted and appointed after interview compared to men. One in 10 (10.6%) have not revealed their gender identity. 69 applicants (0.3% of the total candidate pool) preferred to describe their gender identity in another way.



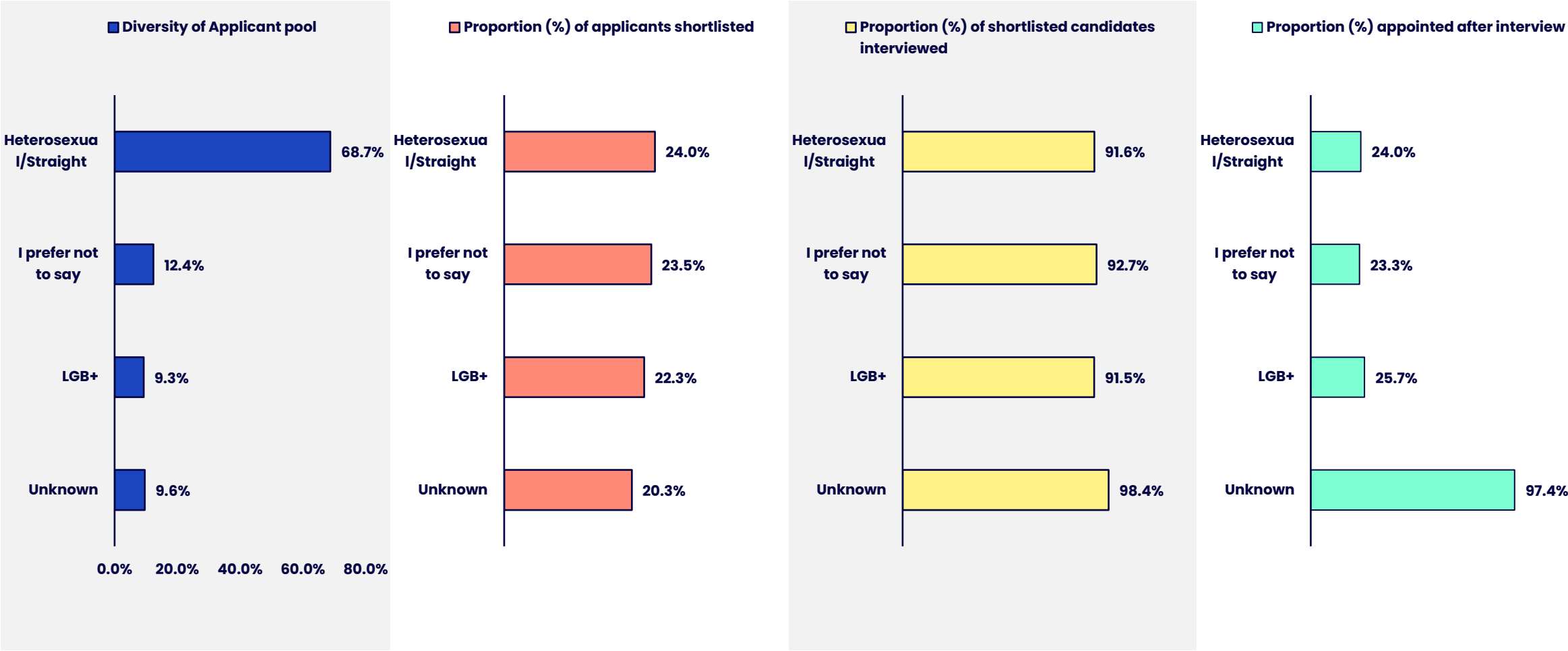
Religion – Recruitment

Two-fifths (40.5%) of applicants declared they had no religion or belief. Christianity was the second most common religion or belief group, representing over a quarter (26.7%) of all candidates. Despite representing the 3rd most common religion or belief group, Muslim candidates are the least likely to be shortlisted (14.6%) and interviewed. Fewer Jewish candidates are hired after interview compared to other religion or belief groups.



Sexual Orientation – Recruitment

One in 10 (9.3%) applicants identify as LGB+. Sexual orientation disclosure is the lowest compared to all other protected characteristics in recruitment, with 12.4% of candidates preferring not to say their sexual orientation. LGB+ candidates are slightly less likely to be shortlisted compared to heterosexual candidates but slightly more likely to be appointed after interview compared to heterosexual candidates.





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