

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)

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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.