

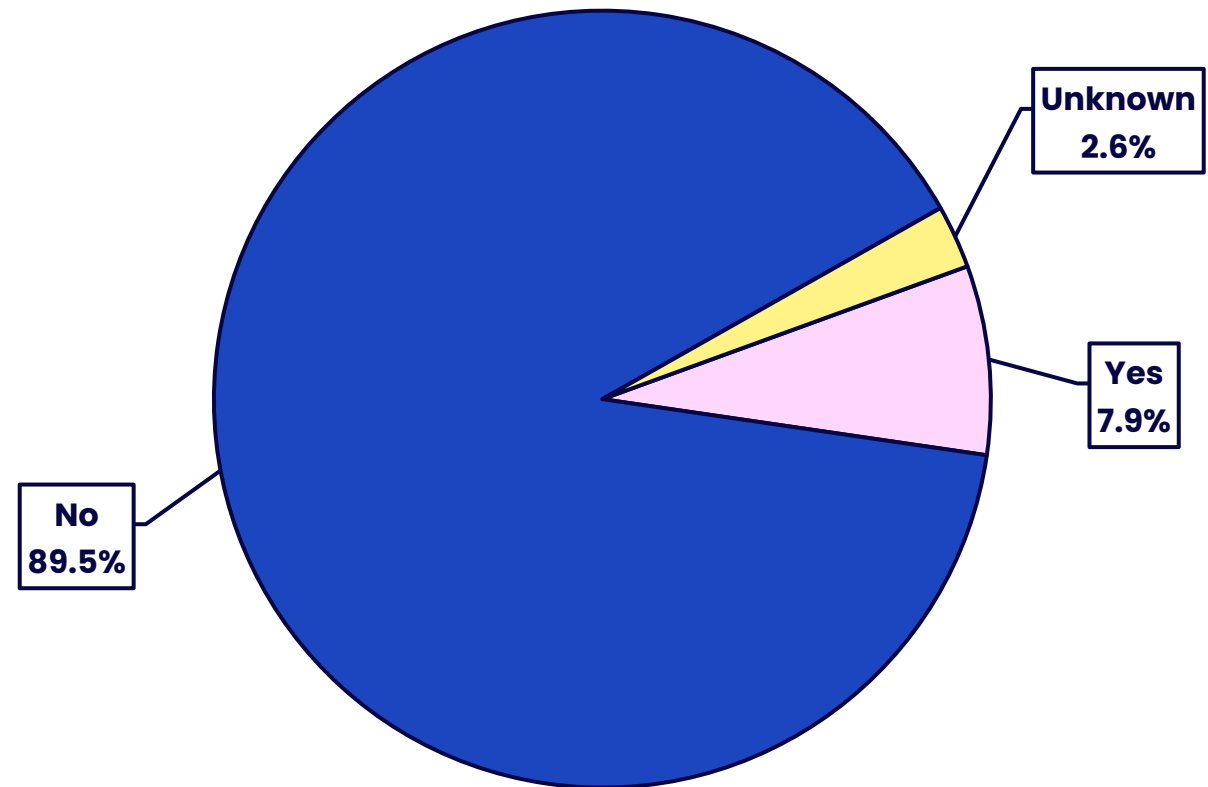
Disability

2021/22

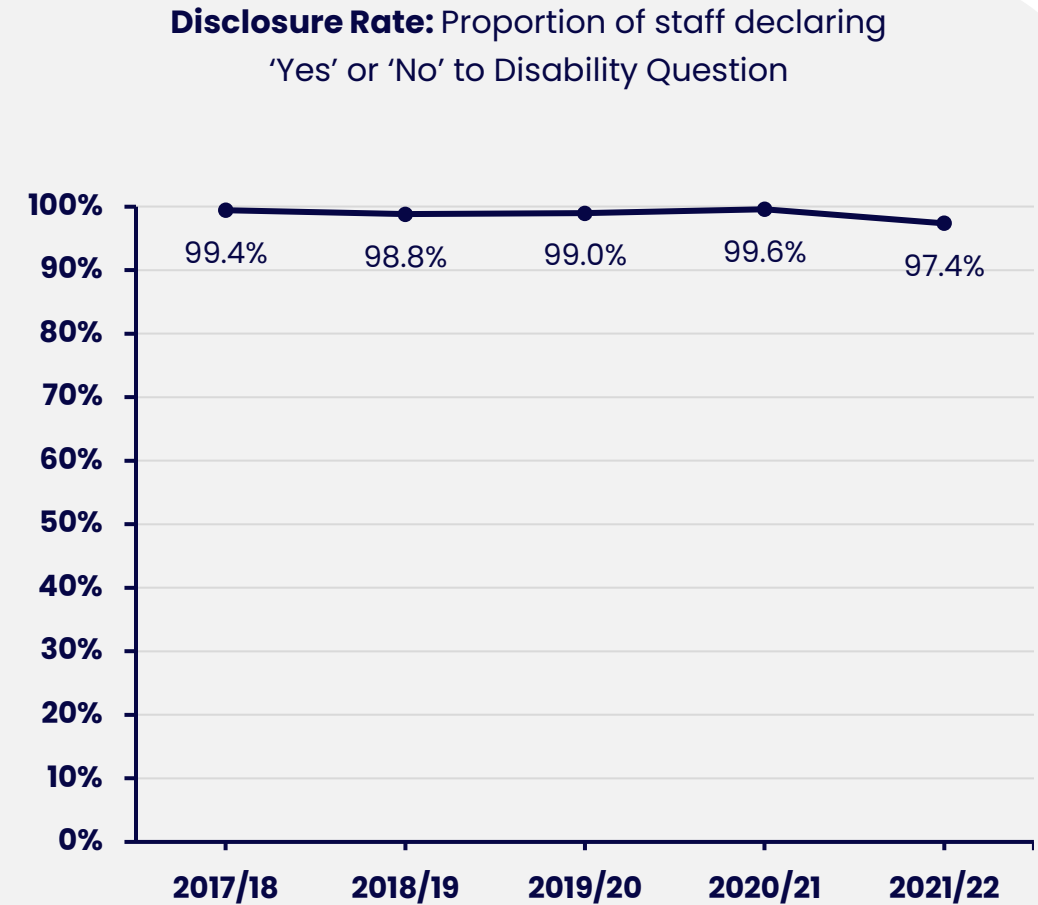
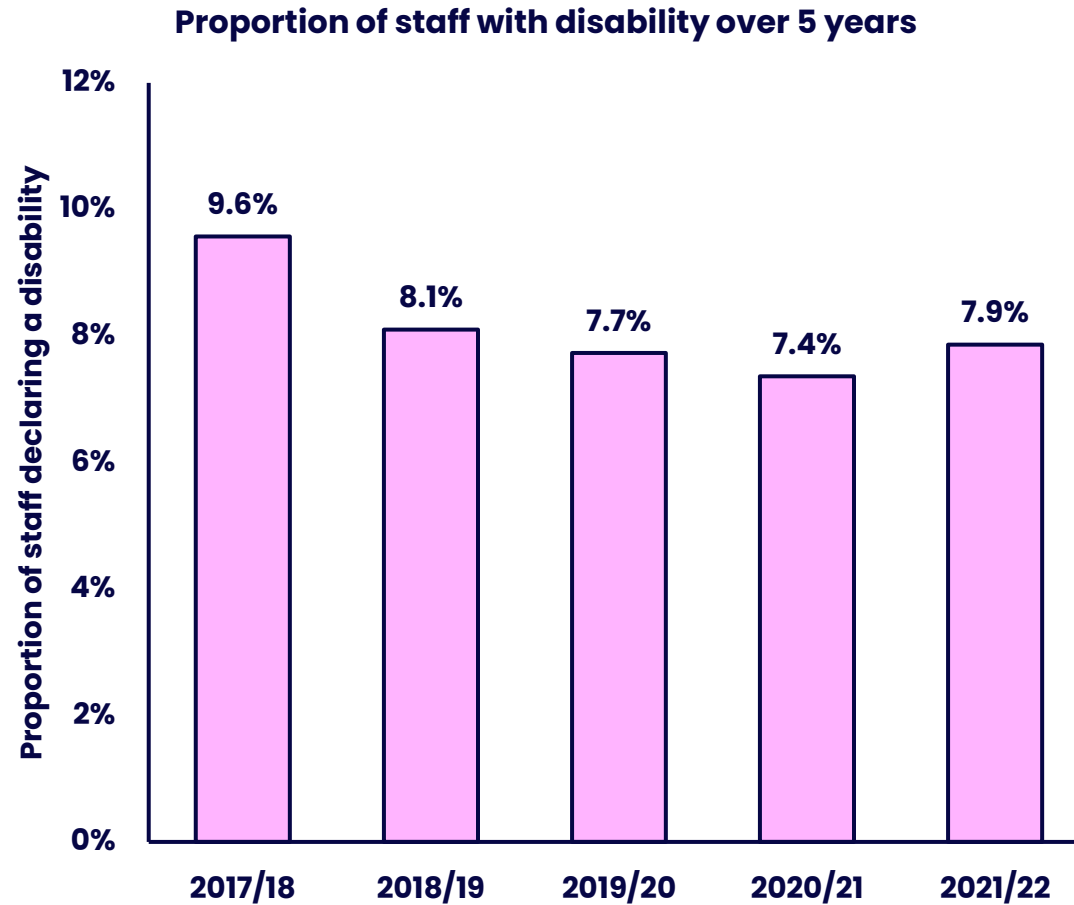
Sections:

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

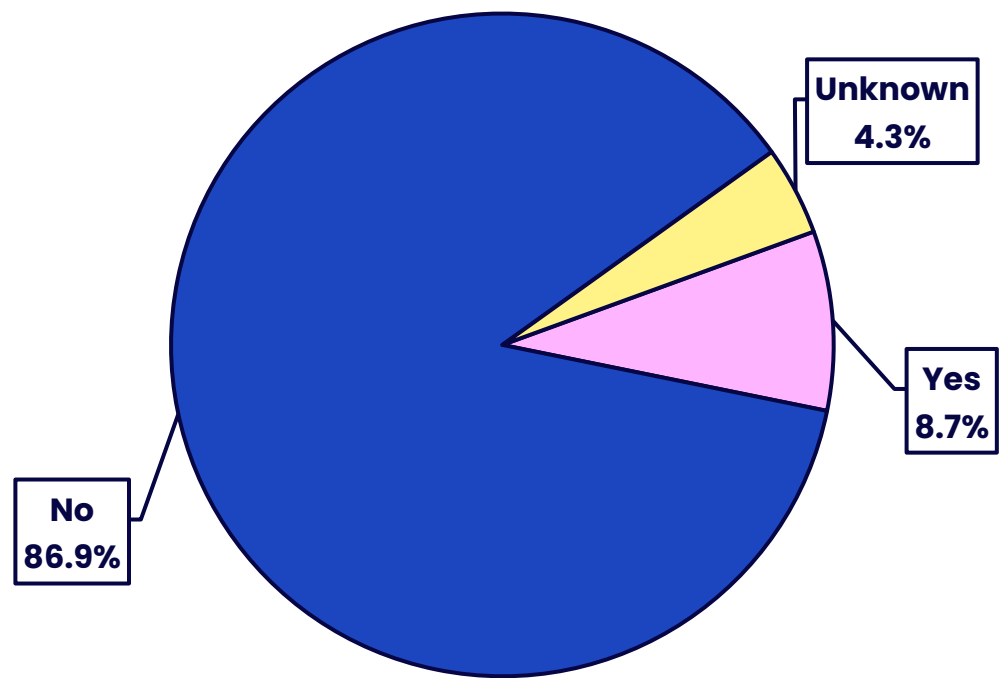


Snapshot date(s): 2017/18 to 2021/22 as at 31st July of each year.

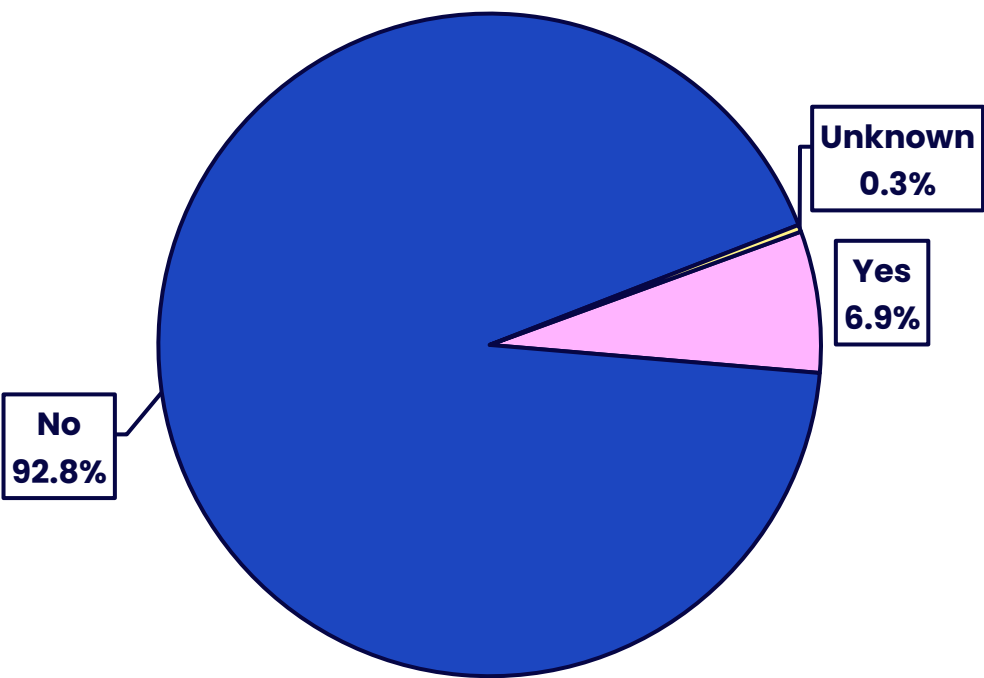
Scope: All Staff – Academic Staff (Central, Regional, Researcher & ALs) and Professional & Support Staff – data does not include OU subsidiaries (OUSA, OUW, Mulberry Bear) or agency/temp workers.

Disability by Employee Group

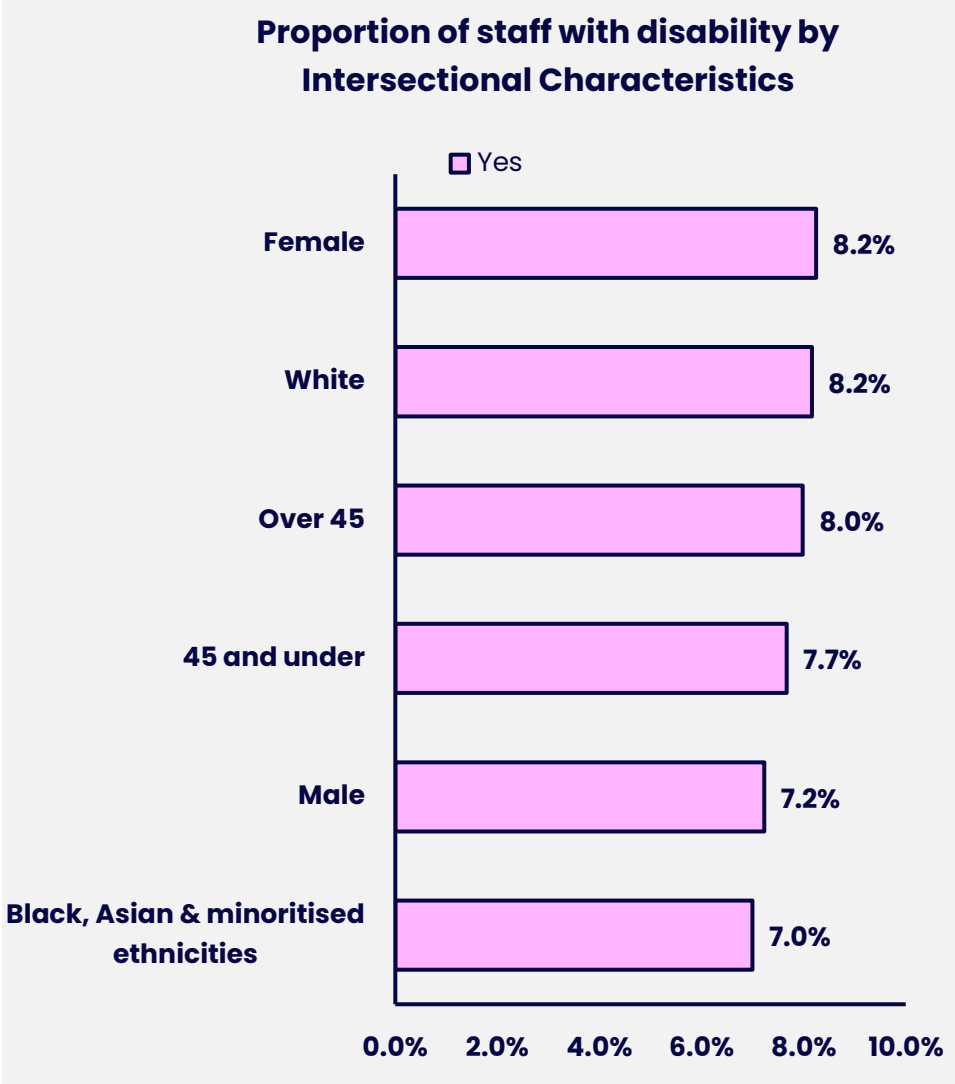
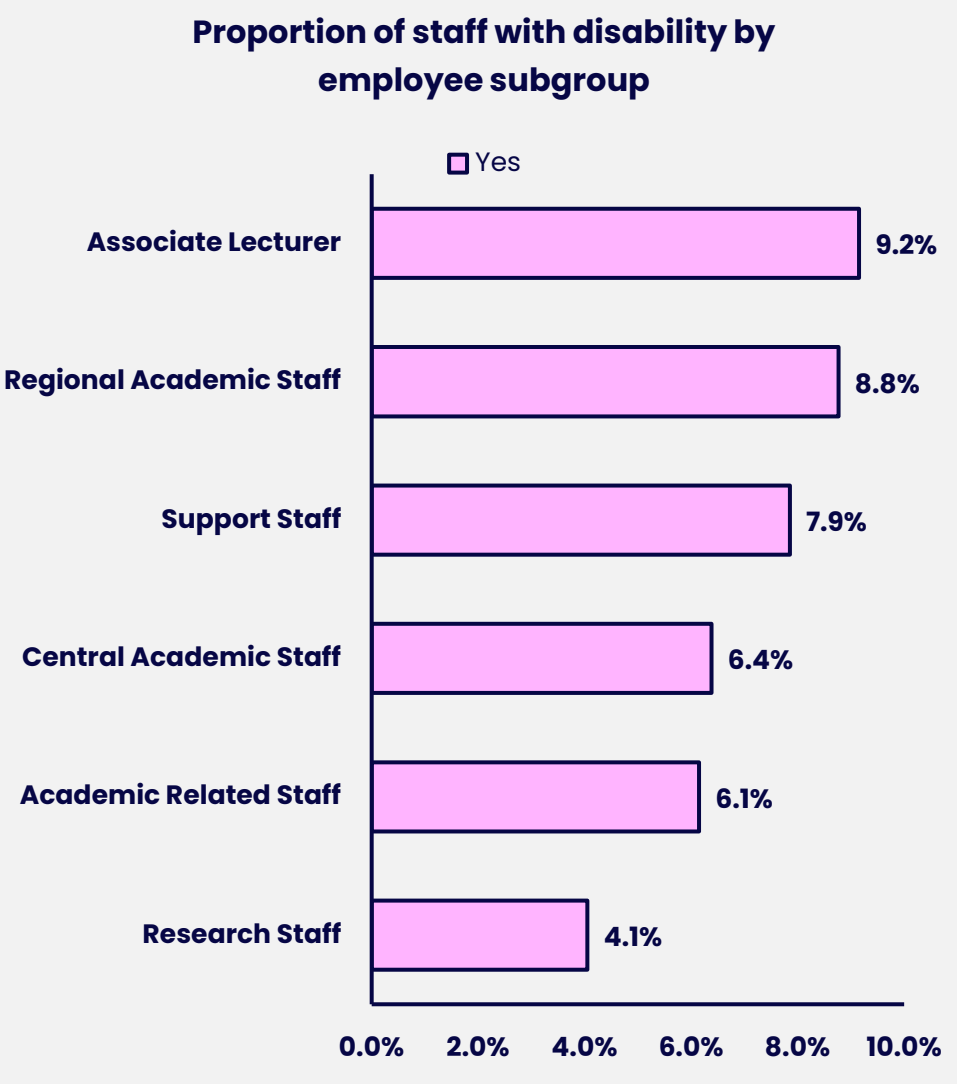
Academic Staff



Professional & Support Staff



Disability – Employee Subgroup & Intersectionality

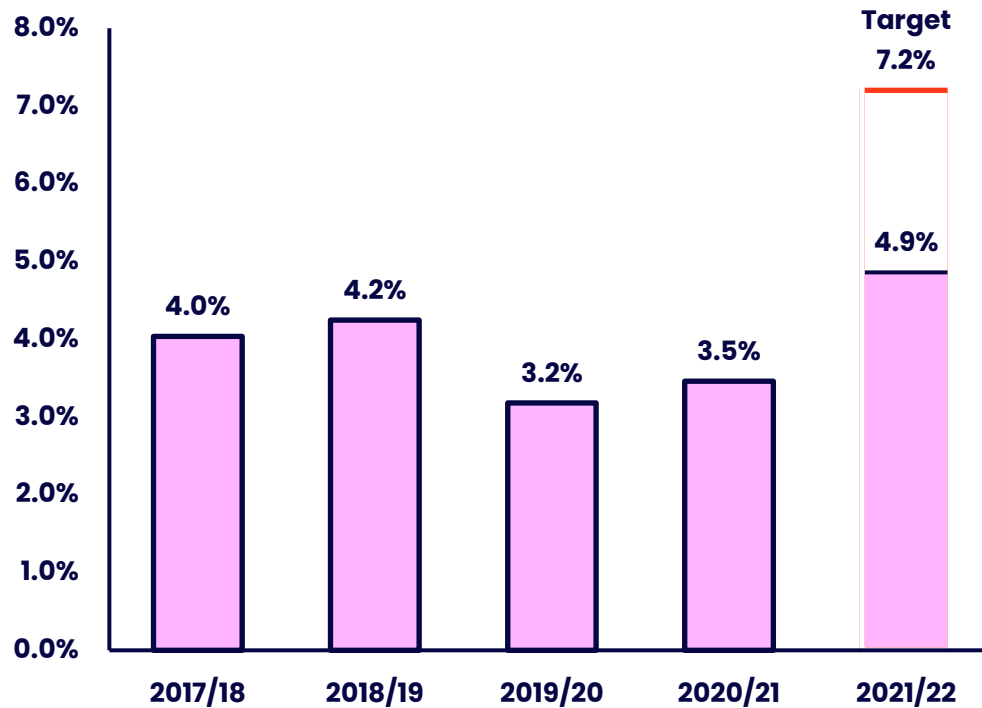


Snapshot date(s): 2021/22 (as at 31st July 2022)
Scope: All Staff – Academic Staff (Central, Regional, Researcher & ALs) and Professional & Support Staff – data does not include OU subsidiaries (OUSA, OUW, Mulberry Bear) or agency/temp workers.

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

