

Ethnicity

2021/22

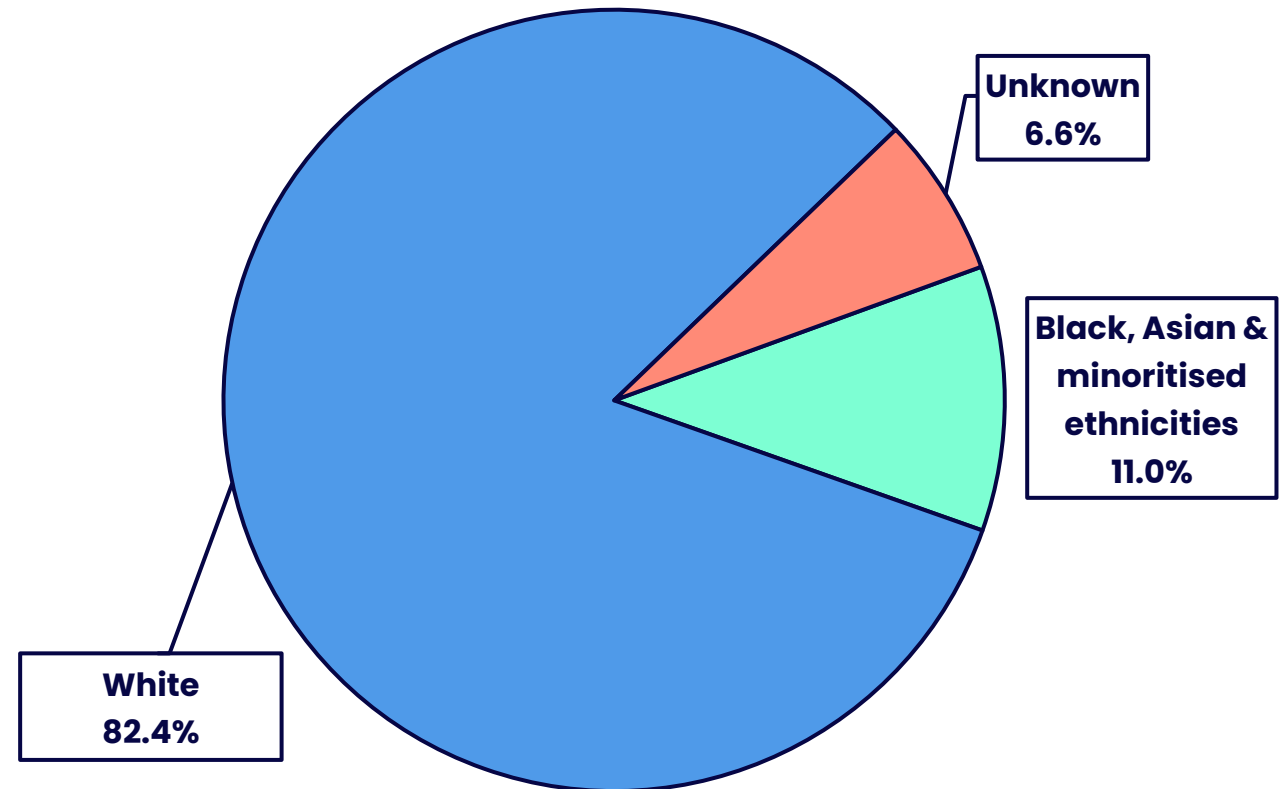
Sections:

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

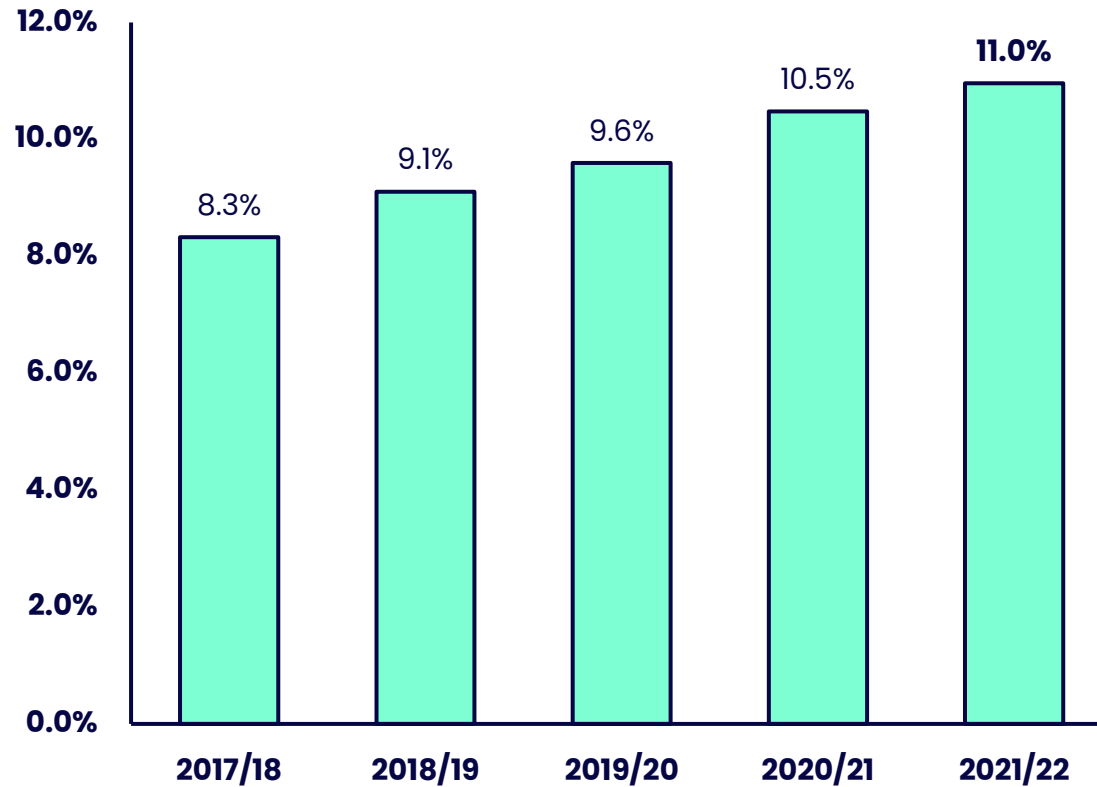
**Ethnicity Subgroup = e.g. Asian, Black, Mixed, Other and White

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

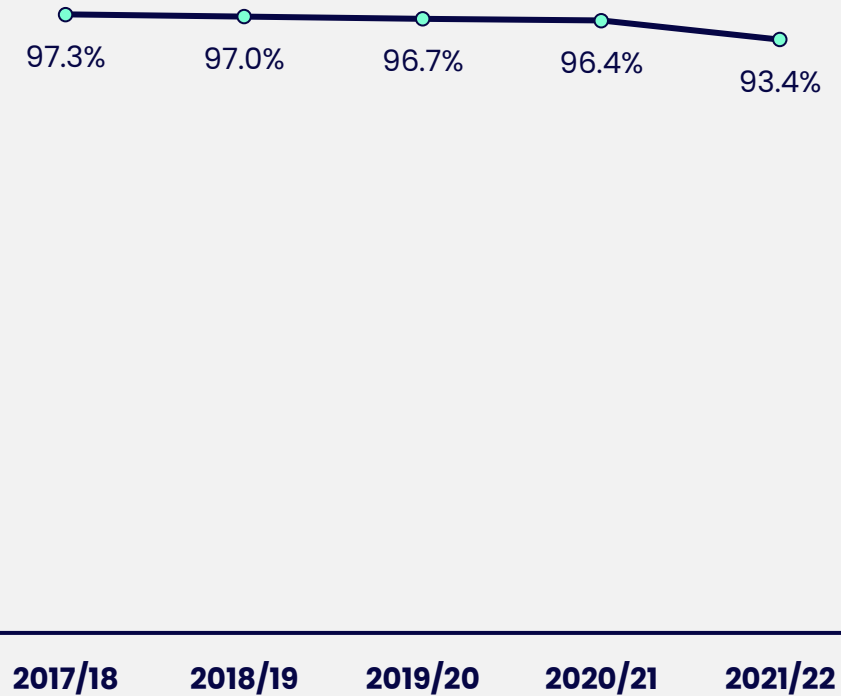


Ethnicity – Population and Disclosure Rate over 5 years

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



Disclosure Rate: Proportion of staff declaring their ethnicity

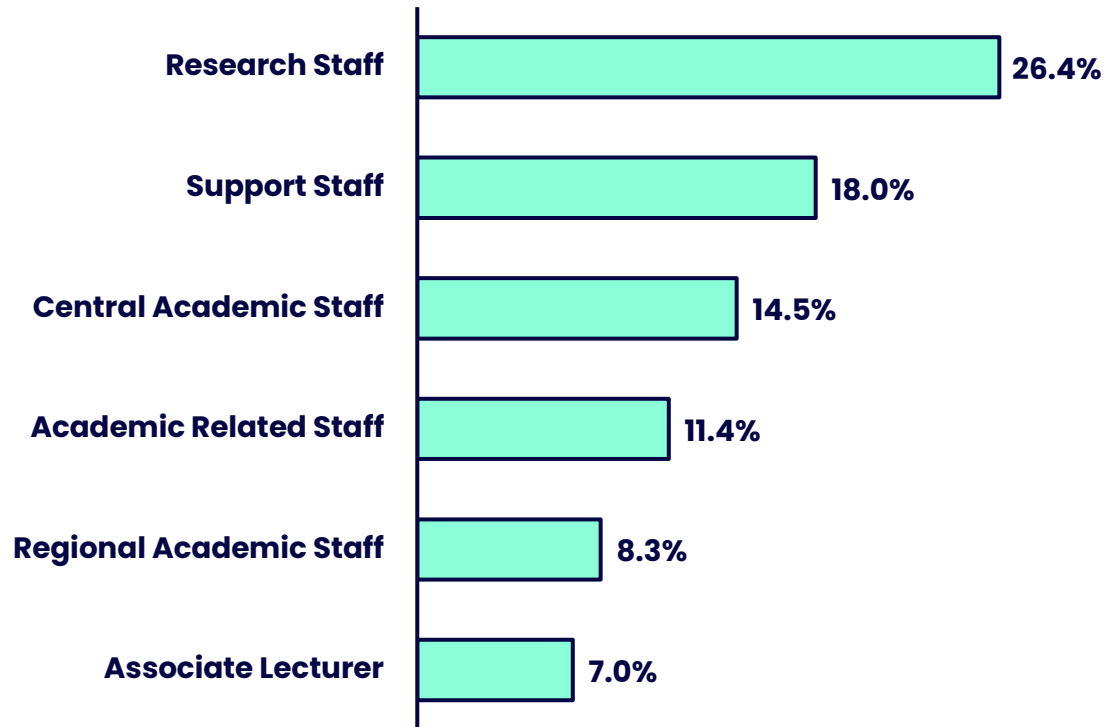


Snapshot date(s): 2017/18 to 2021/22 as at 31st July of each year.

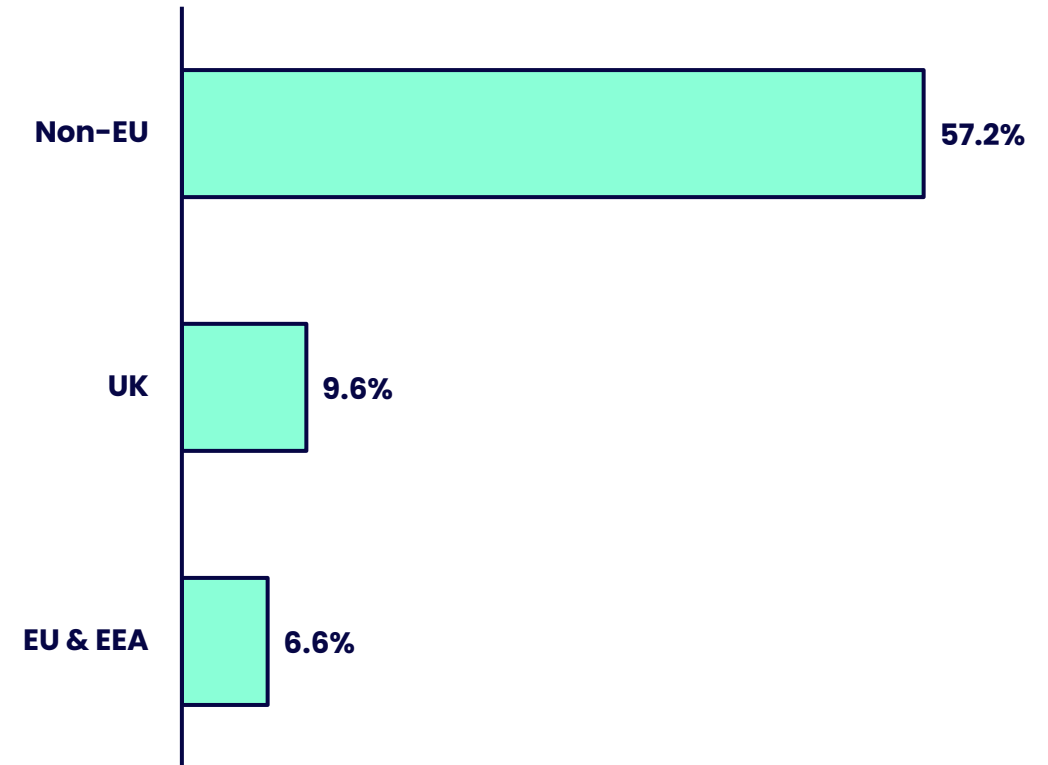
Scope: All Staff – Academic Staff (Central, Regional, Researcher & ALs) and Professional & Support Staff – data does not include OU subsidiaries (OUSA, OUW, Mulberry Bear) or agency/temp workers.

Ethnicity – Employee Subgroup and Nationality

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

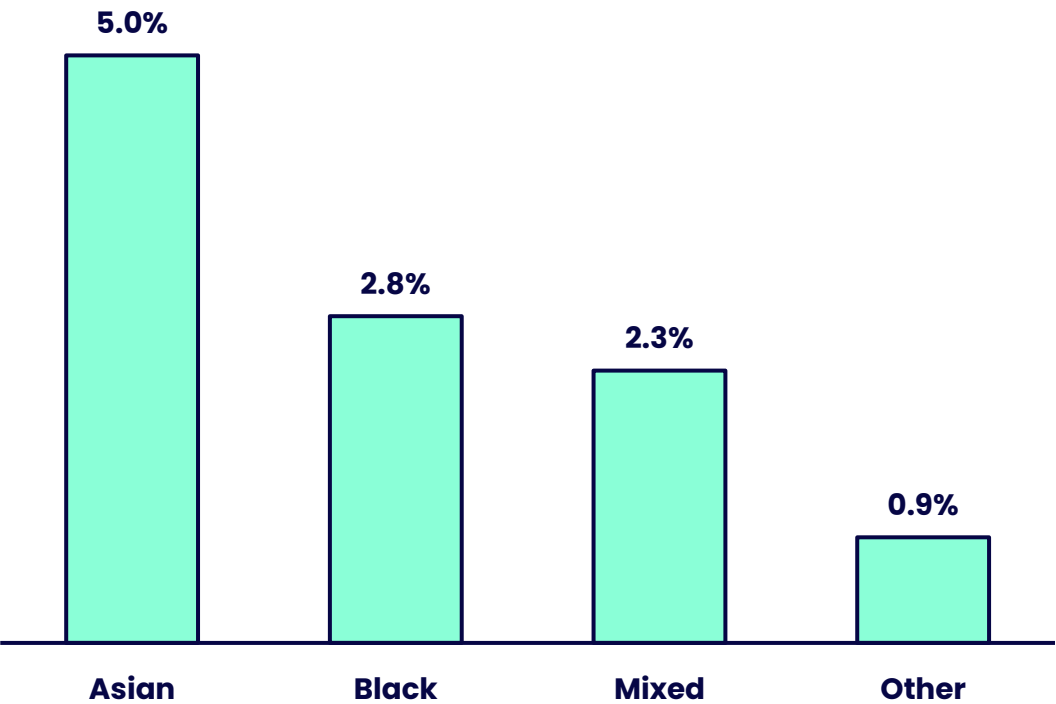


Representation of minority ethnic staff by
Nationality Group

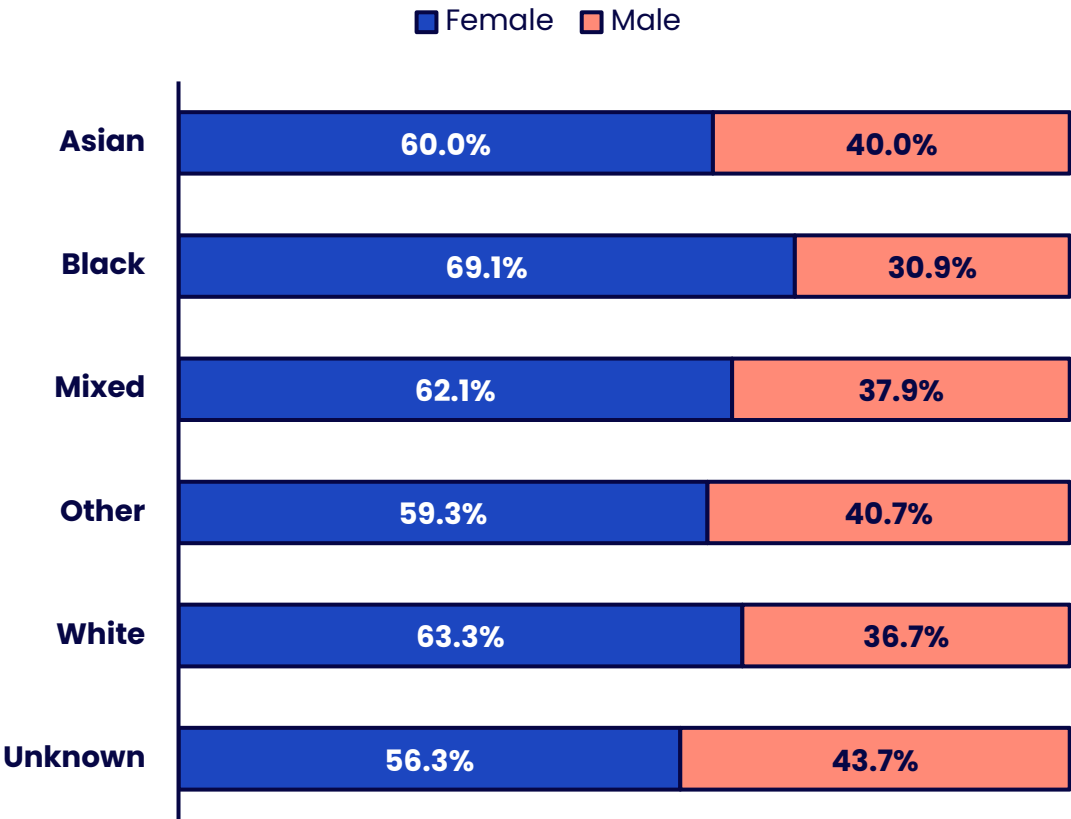


Ethnicity – Ethnicity Subgroup and by Sex

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

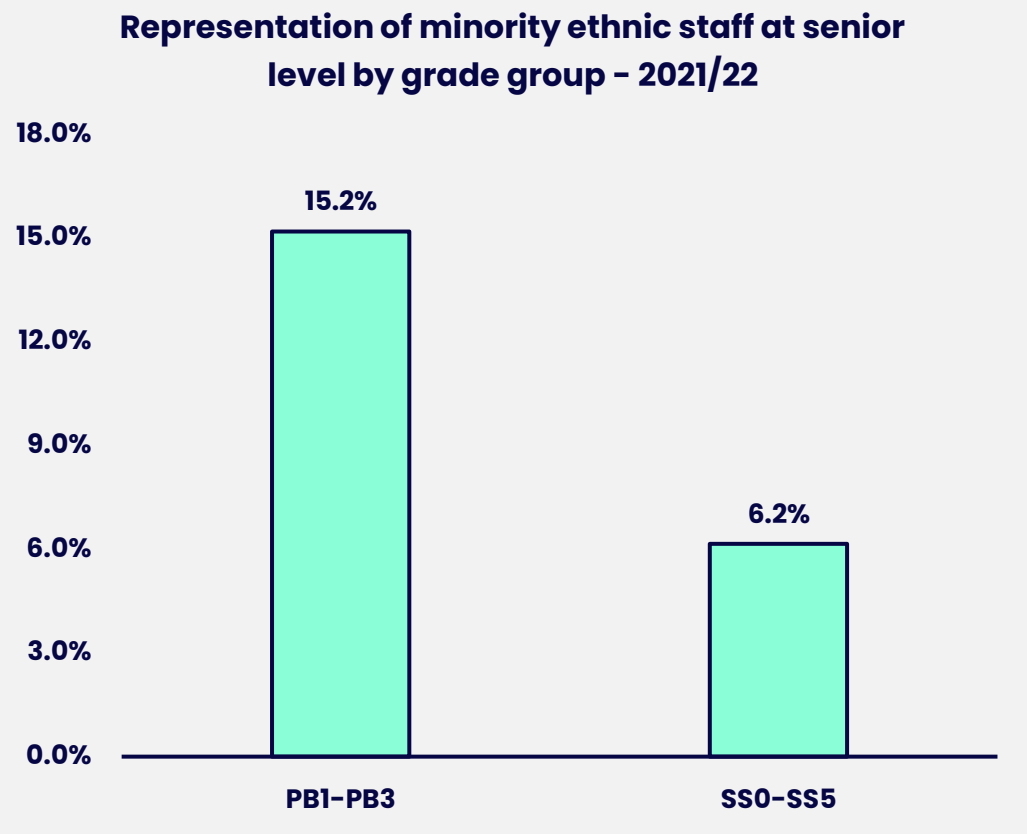
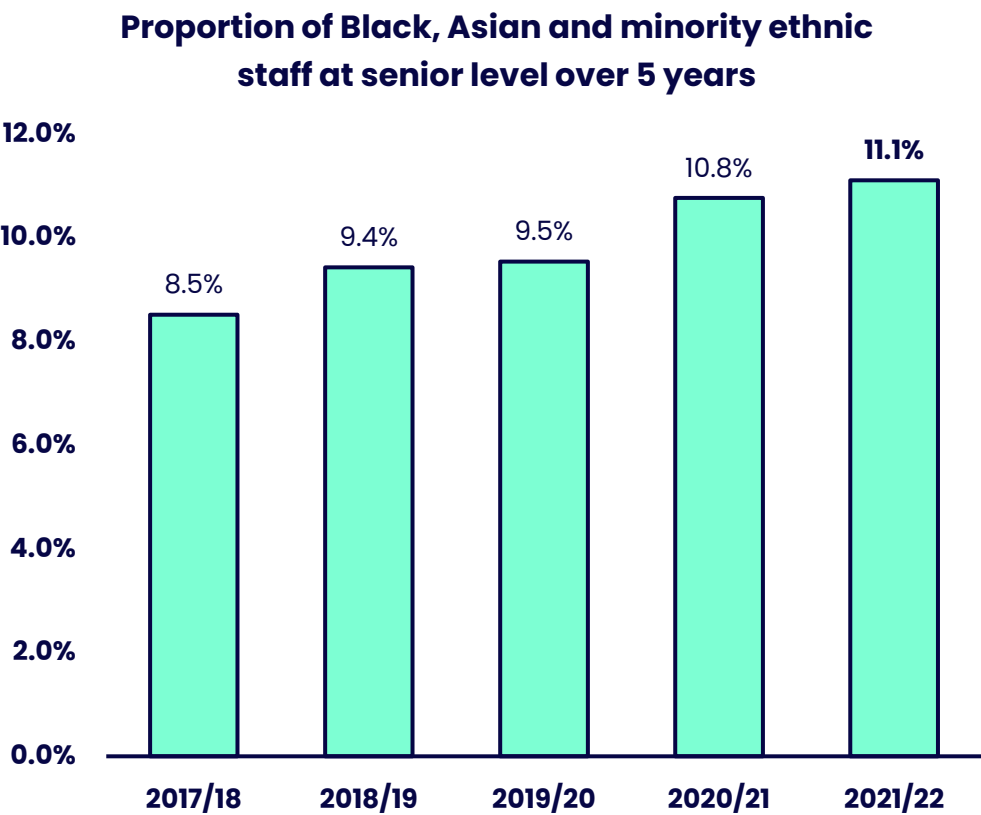


Ethnicity subgroup by Sex



Ethnicity – representation at senior level

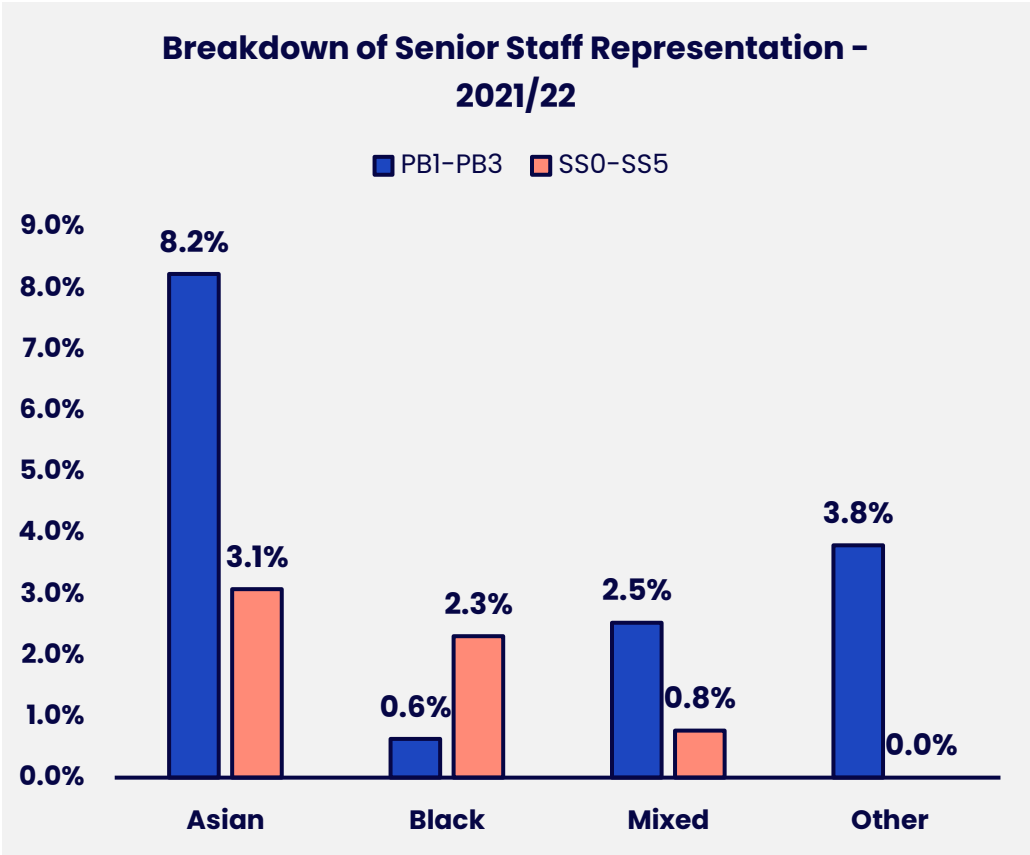
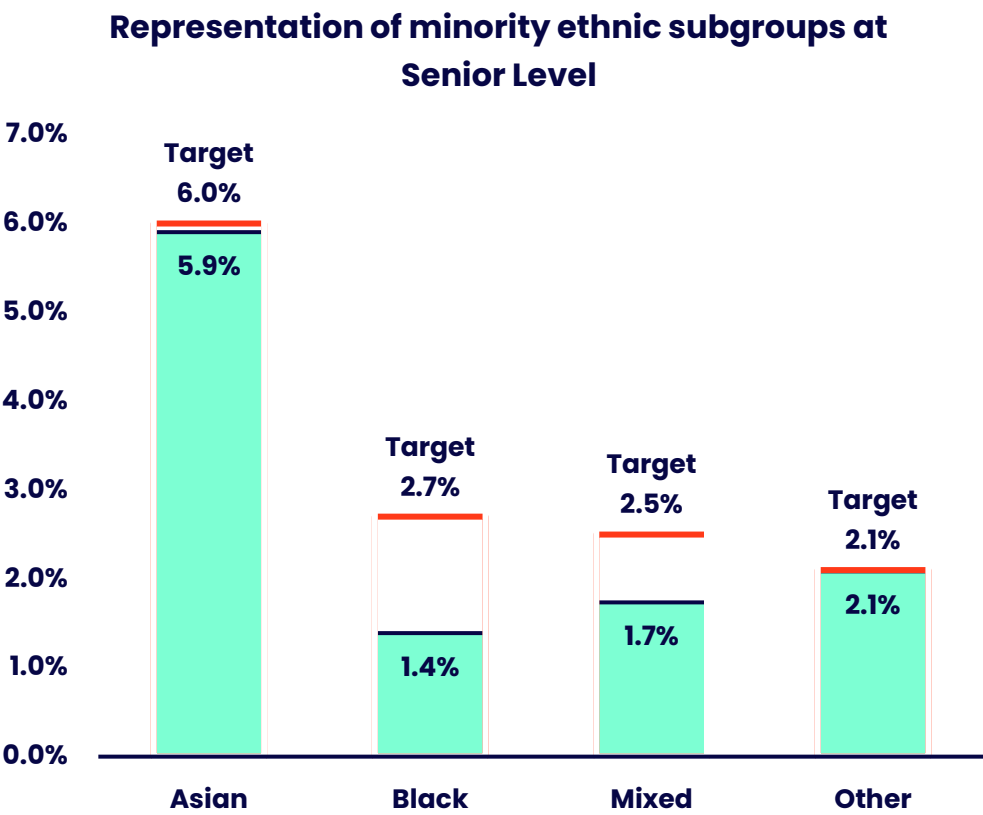
As at 31st July 2022, Black, Asian and minority ethnic staff represented 11.1% (32 out of 288) of the senior staff population, a 2.6 percentage point increase from 2017/18. The minority ethnic population is underrepresented within the SS bands (6.2%, 8 out of 130) and accounts for 15.2% of Professor 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