

Sex*

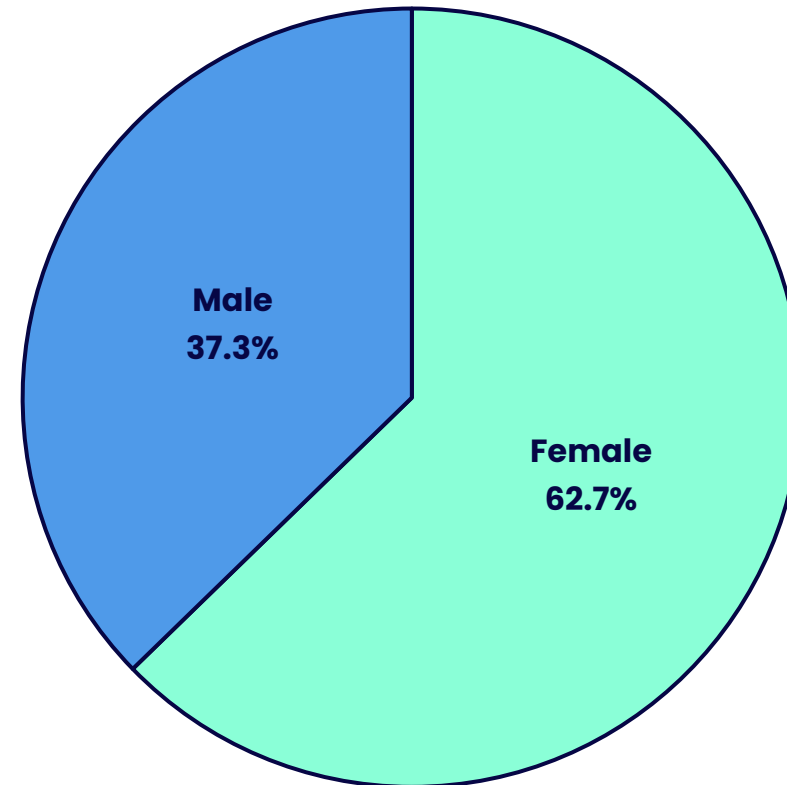
2021/22

Sections:

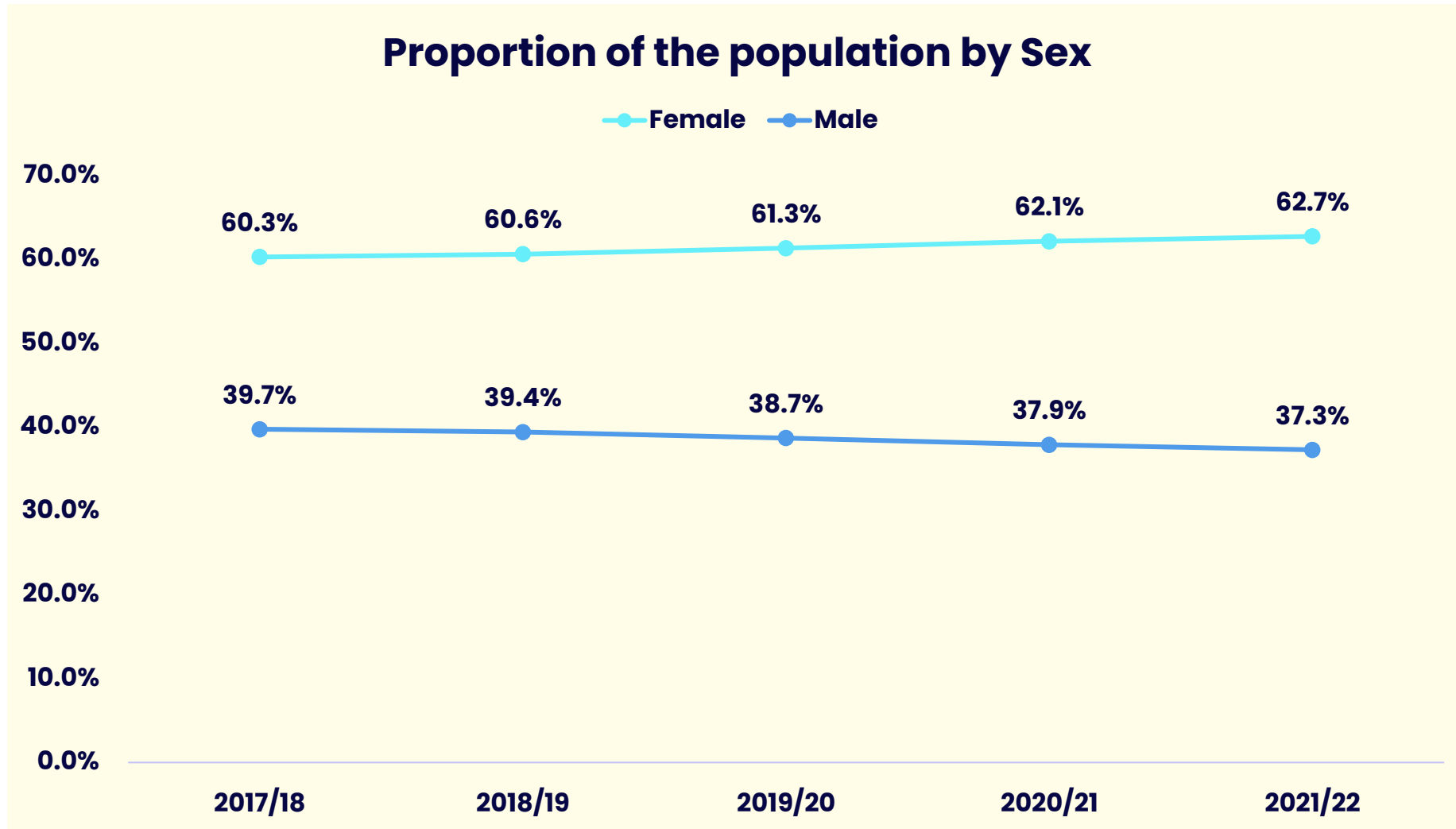
1. Proportion of men and women in 2021/22 (right)
2. Proportion of men and women over five years
3. Sex by Employee Group
4. Sex by Employee Subgroup
5. Representation of women at senior level
6. Parental Leave and Return Rate

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

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



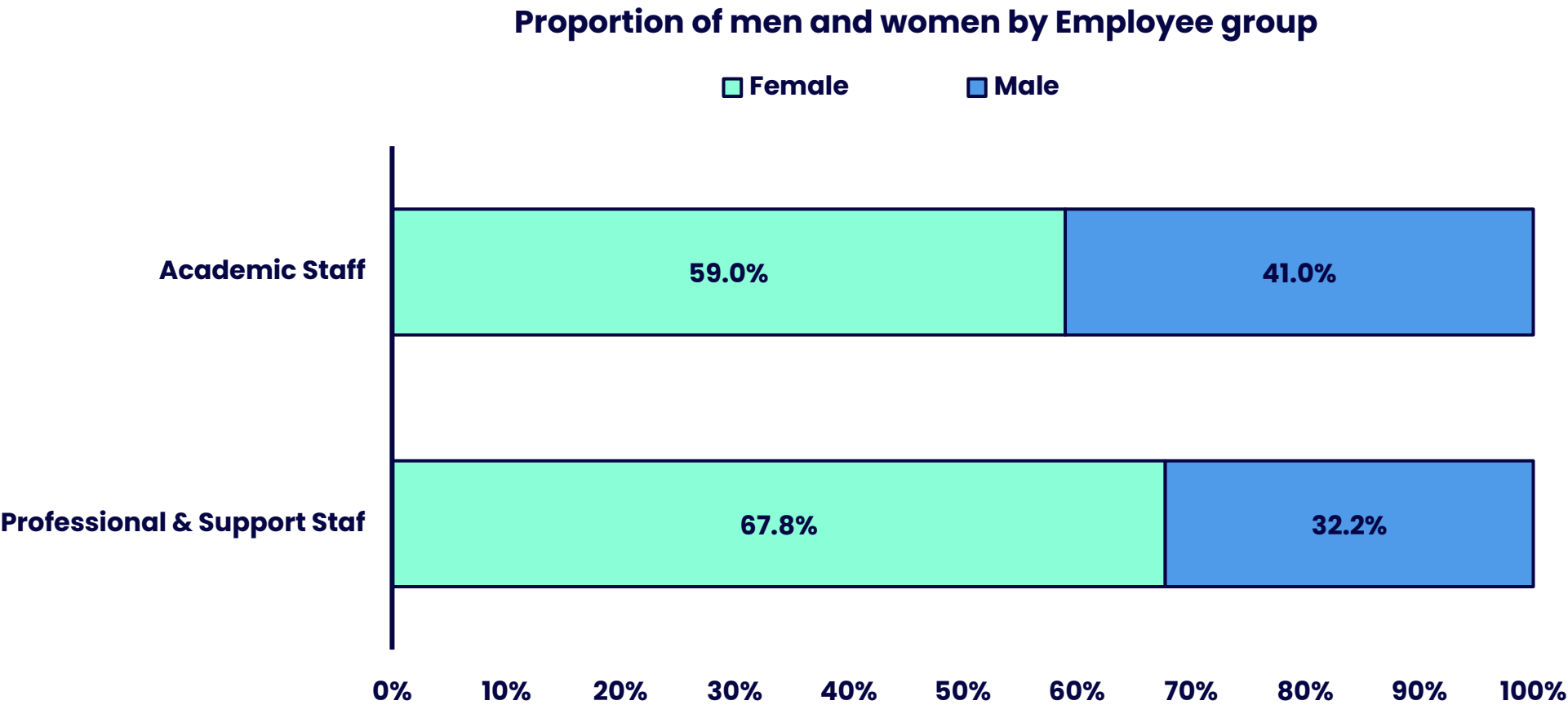
Sex – Proportion of men and women over 5 years



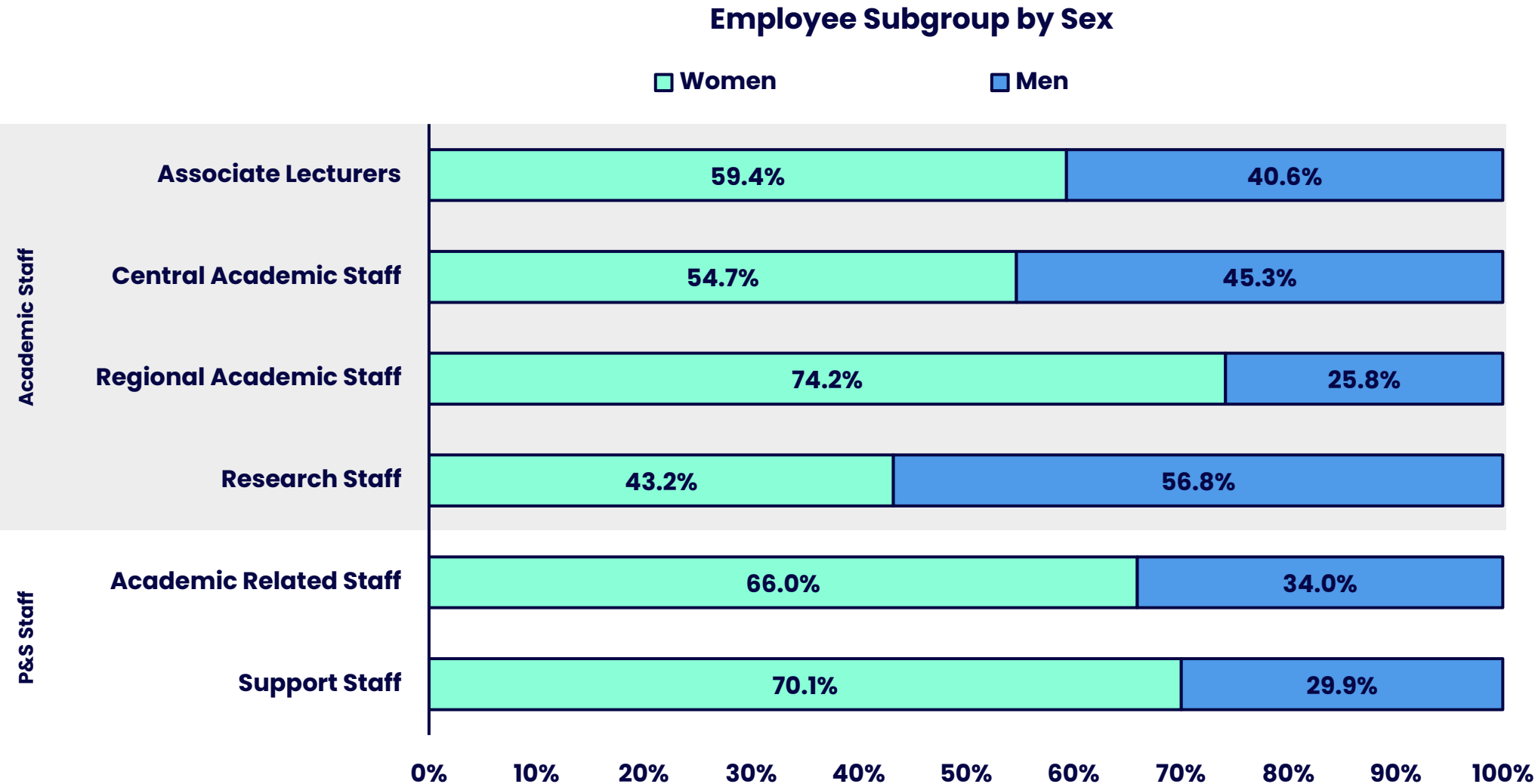
Snapshot date(s): 2017/18 to 2021/22 as at 31st July of each year.

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

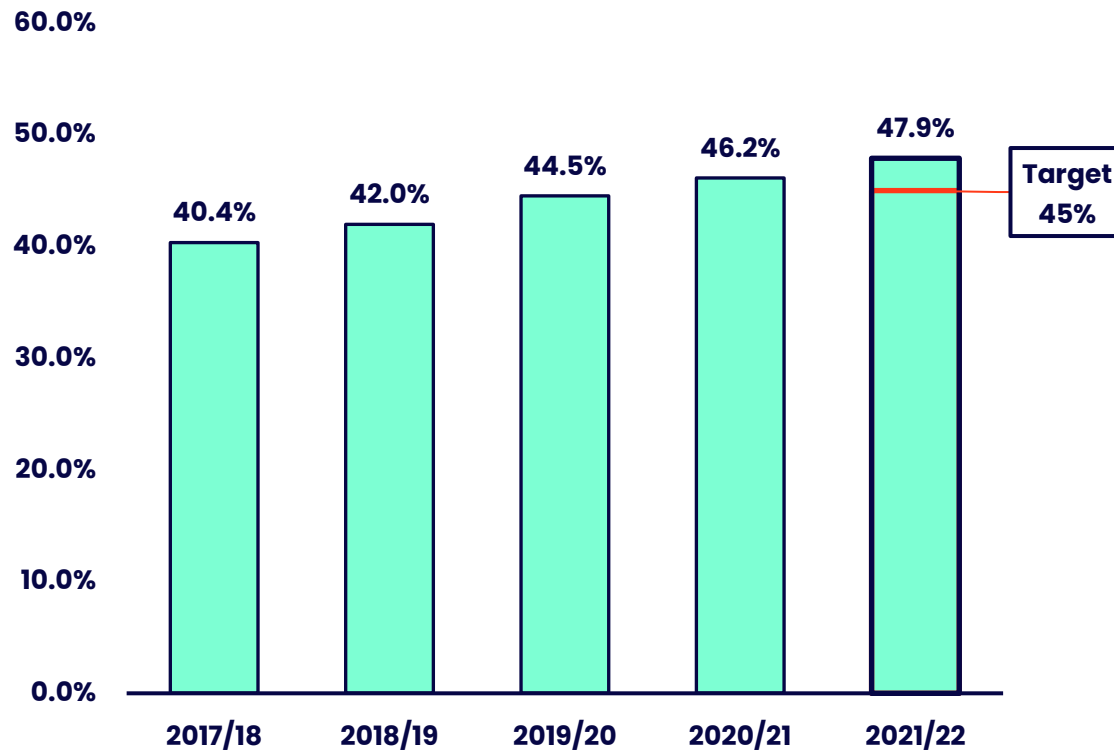


Snapshot date(s): 2021/22 (as at 31st July 2022)
Scope: All Staff – Academic Staff (Central, Regional, Researcher & ALs) and Professional & Support Staff – data does not include OU subsidiaries (OUSA, OUW, Mulberry Bear) or agency/temp workers.

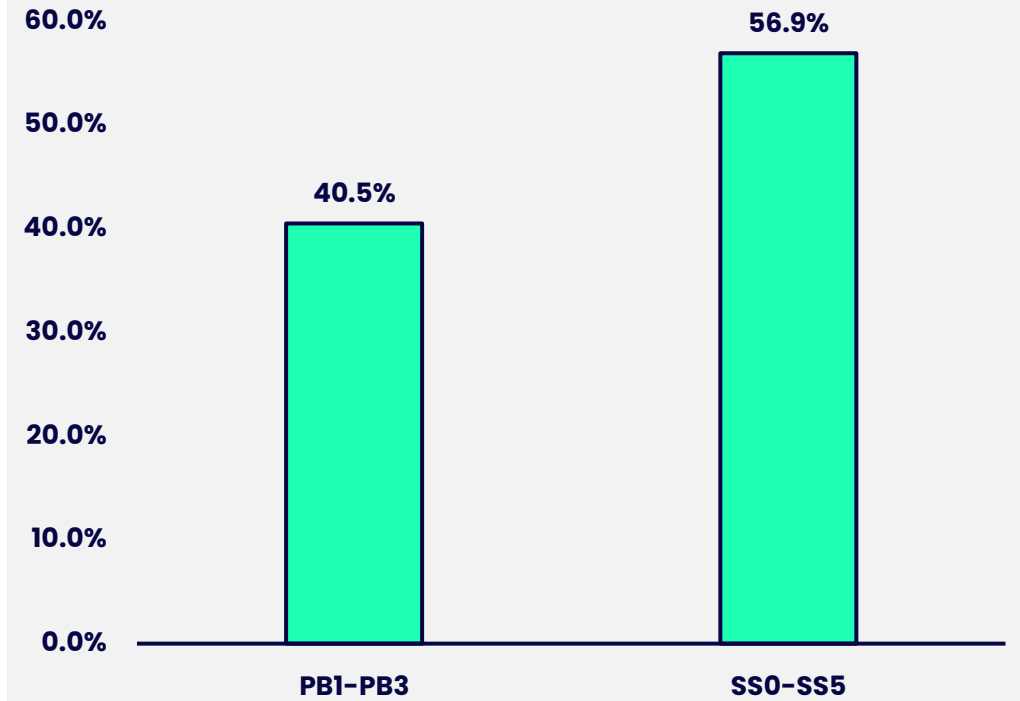
Sex – representation at senior level

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%).

Representation of women at senior level – 5 years

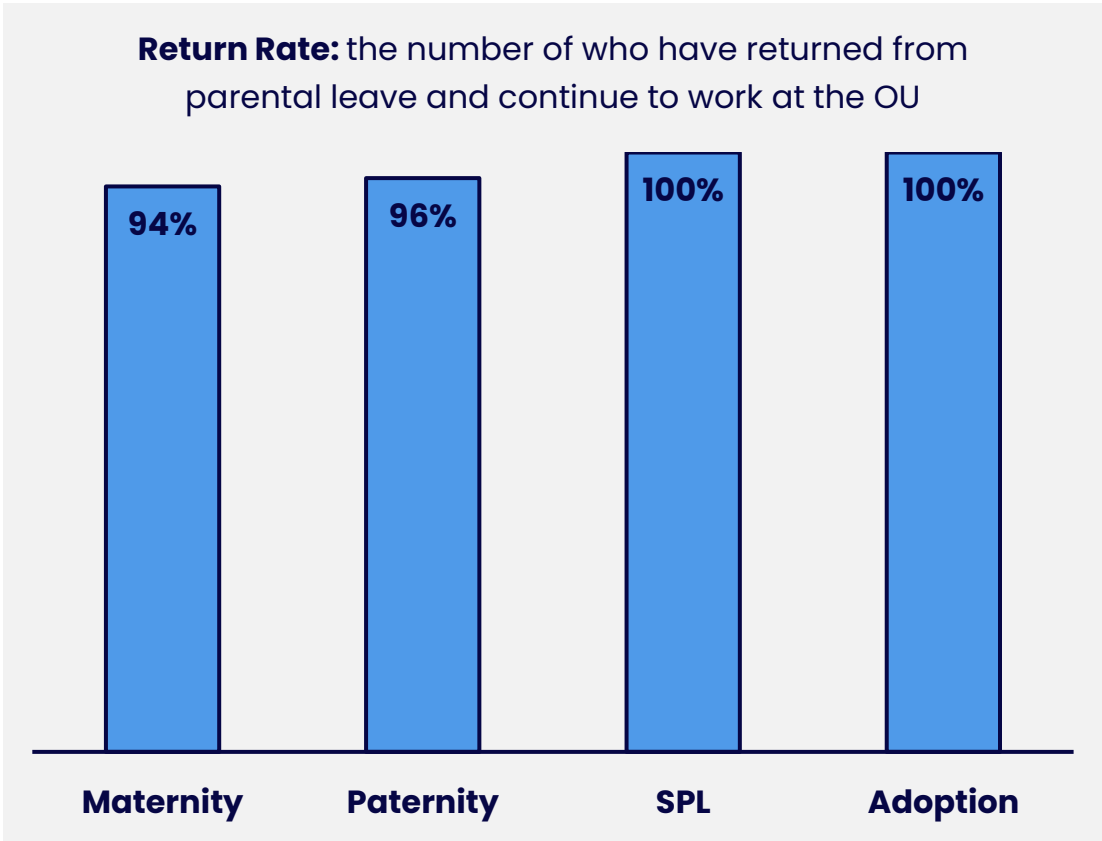
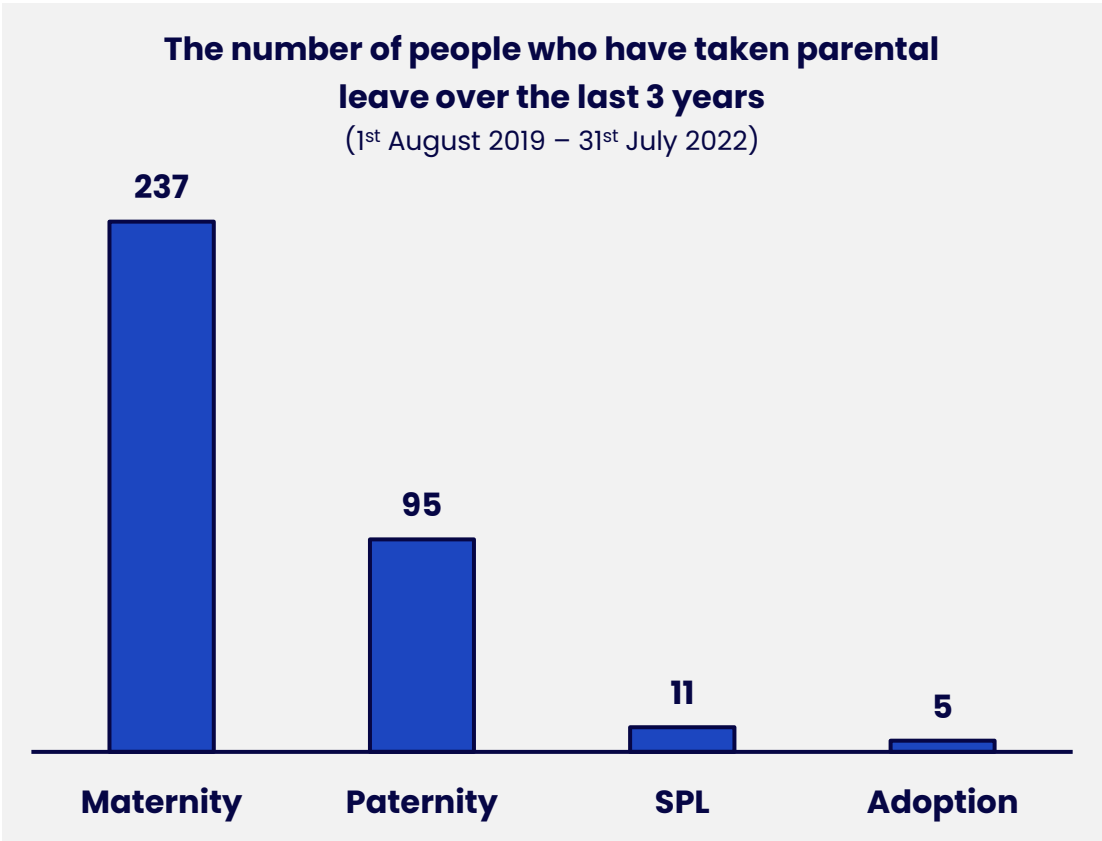


Representation of minority ethnic staff at senior level by grade group – 2021/22



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.