



The Open  
University

# Equality and Diversity Annual Report 2017

## Agency Temporary Staff Data

## Agency temporary staff

### General

#### ABOUT AGENCY TEMPORARY STAFF

This report provides information on the diversity characteristics of agency temporary staff working for the OU during 2014, 2015 and 2016. As at 31<sup>st</sup> December 2016, the University had 3,139 agency temporary staff.

#### NOTES ON THE DATA

The 2016 reporting period is from 1 January 2016 to 31 December 2016. In all areas data for three years is included.

# Agency temporary staff

## Age

## Workforce Composition

Table 1 shows the number and percentage of agency temporary staff by age for the last three years.

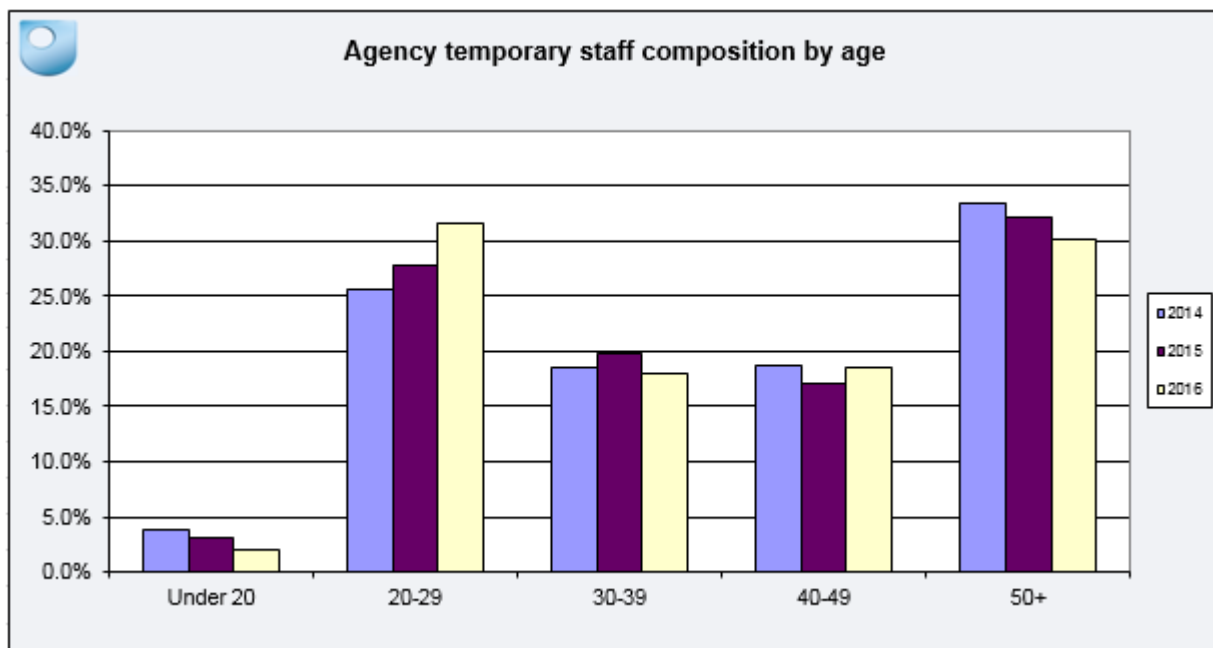
In 2016, the majority of agency temporary staff were aged between 20 and 29 (31.4%) and 50 and over (30%). This trend seems to have continued since 2014.

Age composition of temporary agency staff has fluctuated somewhat over the past three years with fluctuation in both directions

**Table 1: Agency temporary staff workforce composition, by age, 2014-2016**

	2014		2015		2016	
	total	% of total	total	% of total	total	% of total
Under 20	115	3.8%	70	3.2%	62	2.0%
20-29	766	25.5%	608	27.7%	989	31.5%
30-39	556	18.5%	436	19.9%	566	18.0%
40-49	561	18.7%	375	17.1%	579	18.4%
50+	1004	33.4%	704	32.1%	943	30.0%
Total	3002	100%	2193	100%	3139	100.0%

**Chart 1: Agency temporary staff workforce composition, by age, 2014-2016**



## Agency temporary staff Ethnicity Workforce Composition

Table 2 shows the number and percentage of agency temporary staff by ethnicity across three years.

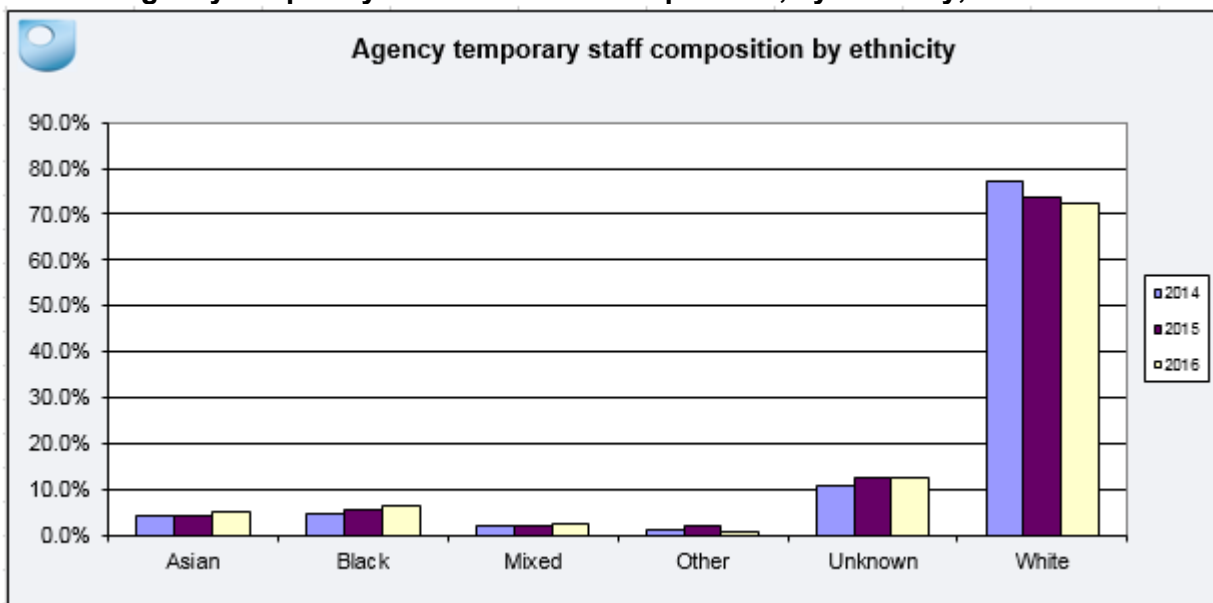
In 2016 15.2% of temporary agency staff were from an ethnic minority background. This figure increased by 1.3% when comparing the data to 2015.

The percentage of temporary agency staff from ethnic minority backgrounds has fluctuated somewhat over the past three years without a clearly discernable pattern or trend except perhaps for staff from an Asian and Black minority backgrounds which has increased for Asian staff from 4.2% in 2014 and 2015 to 5.3% in 2016 and for Black minority background from 5.5% in 2015 to 6.3% in 2016.

**Table 2: Agency temporary staff workforce composition, by ethnicity, 2014-2016**

	2014		2015		2016	
	total	% of total	total	% of total	total	% of total
Asian	127	4.2%	91	4.2%	166	5.3%
Black	142	4.7%	120	5.5%	199	6.3%
Mixed	58	1.9%	49	2.2%	82	2.6%
Other	31	1.0%	44	2.0%	31	1.0%
Unknown	324	10.8%	274	12.6%	390	12.4%
White	2320	77.3%	1604	73.5%	2271	72.3%
<b>Total</b>	<b>3002</b>	<b>100%</b>	<b>2182</b>	<b>100%</b>	<b>3139</b>	<b>100.0%</b>

**Chart 2: Agency temporary staff workforce composition, by ethnicity, 2014-2016**



# Agency temporary staff

## Gender

### Workforce Composition

Table 3 shows the number and percentage of agency temporary staff by gender across three years.

The number of female temporary staff increased from 1,473 in 2015 to 2,111 in 2016. The percentage of female versus male temporary agency staff has stayed relatively stable over the past two years.

**Table 3: Agency temporary staff workforce composition, by gender, 2014-2016**

	2014		2015		2016	
	total	% of total	total	% of total	total	% of total
Female	2215	73.8%	1473	67.5%	2111	67.3%
Male	787	26.2%	709	32.5%	1028	32.7%
Total	3002	100%	2182	100%	3139	100%

**Chart 3: Agency temporary staff workforce composition, by gender, 2014-2016**

