



The Open
University

Equality and Diversity Annual Report 2017

Monitoring data

Consultants

Consultants

General

ABOUT CONSULTANTS

This report provides information on diversity characteristics of consultants working for the OU between 2014 and 2016. As at 31st December 2016, the University had 2,879 consultants.

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.

Data by unit/faculty for 2016 is available to staff in Excel format.

Consultants

Age

Workforce Composition

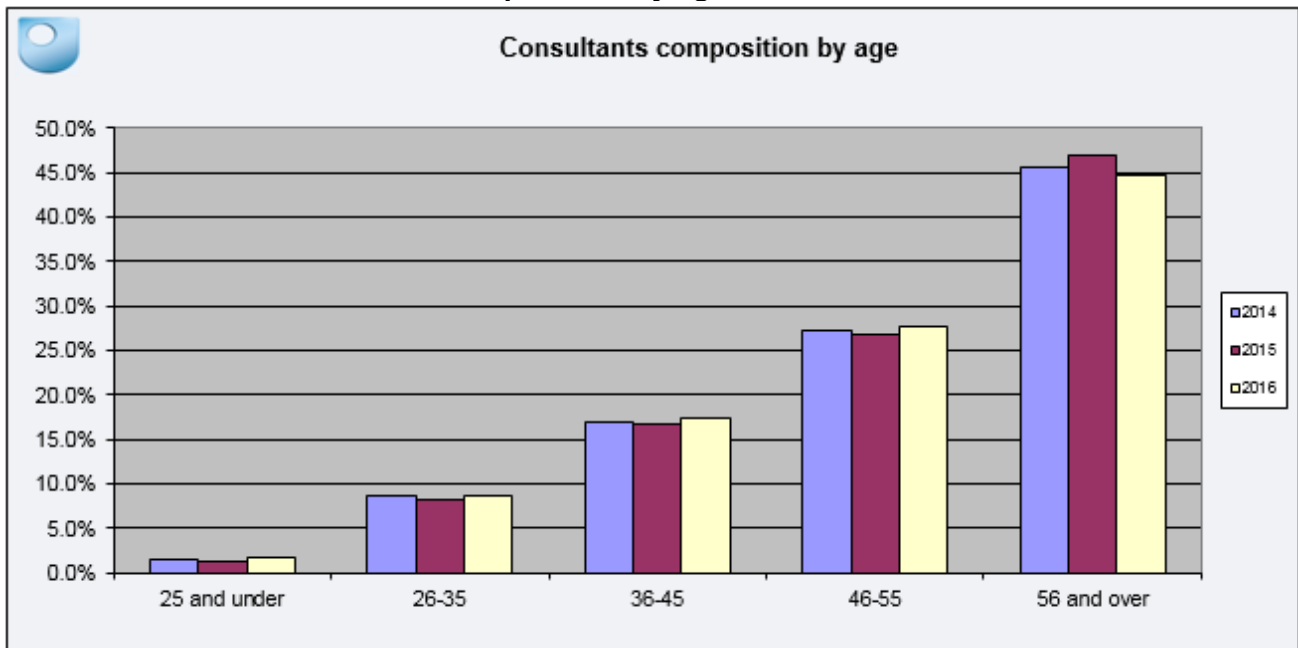
Table 1 shows the number and percentage of consultants by age for the last three years.

In 2016 the majority (44.7%) of consultants were aged 56 and over. Although this trend seems to continue when compared to the data from previous year, looking at the last three years data, the number of consultants aged 56 and over dropped by 2.2%.

Table 1: Consultants workforce composition, by age, 2014-2016

	2014		2015		2016	
	total	% of total	total	% of total	total	% of total
25 and under	43	1.5%	37	1.3%	47	1.6%
26-35	245	8.7%	241	8.2%	249	8.6%
36-45	482	17.0%	494	16.8%	501	17.4%
46-55	771	27.2%	786	26.8%	796	27.6%
56 and over	1291	45.6%	1374	46.9%	1286	44.7%
Total	2832	100%	2932	100%	2879	100.0%

Chart 1: Consultants workforce composition, by age, 2014-2016



Consultants

Disability

Workforce Composition

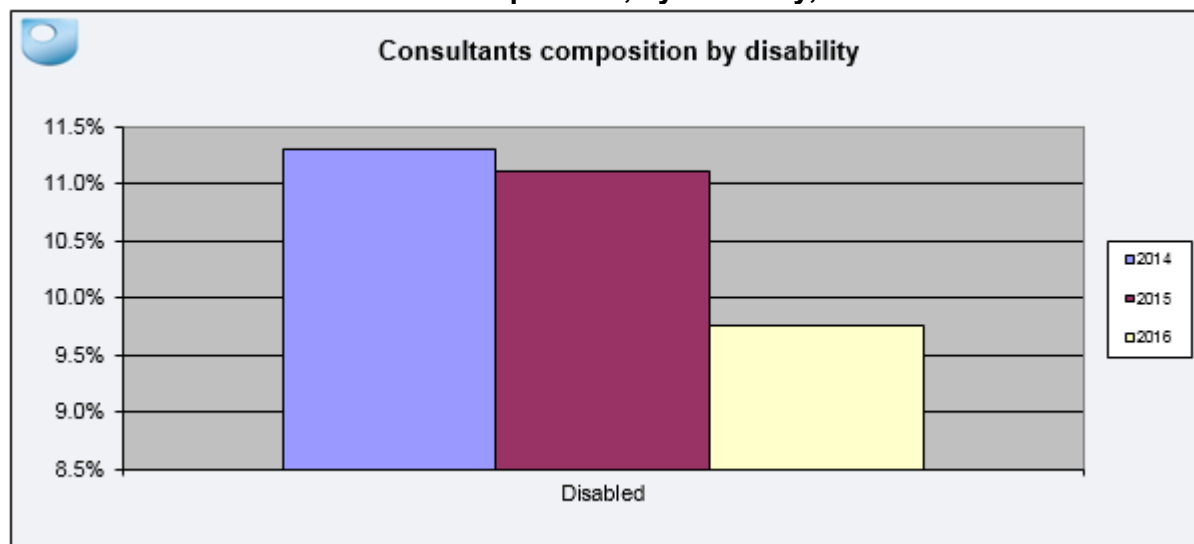
Table 2 shows the number and percentage of consultants by disability across three years.

In 2016 the percentage of consultants with a declared disability decreased from 11.1% in 2015 to 9.8% in 2016. It can be observed that decreasing trend remains stable over the past three years.

Table 2: Consultants workforce composition, by disability, 2014-2016

	2014		2015		2016	
	total	% of total	total	% of total	total	% of total
Disabled	321	11.3%	324	11.1%	281	9.8%
Non-disabled	2511	88.7%	2608	88.9%	2598	90.2%
Total	2832	100.0%	2932	100.0%	2879	100.0%

Chart 2: Consultants workforce composition, by disability, 2014-2016



Consultants

Ethnicity

Workforce Composition

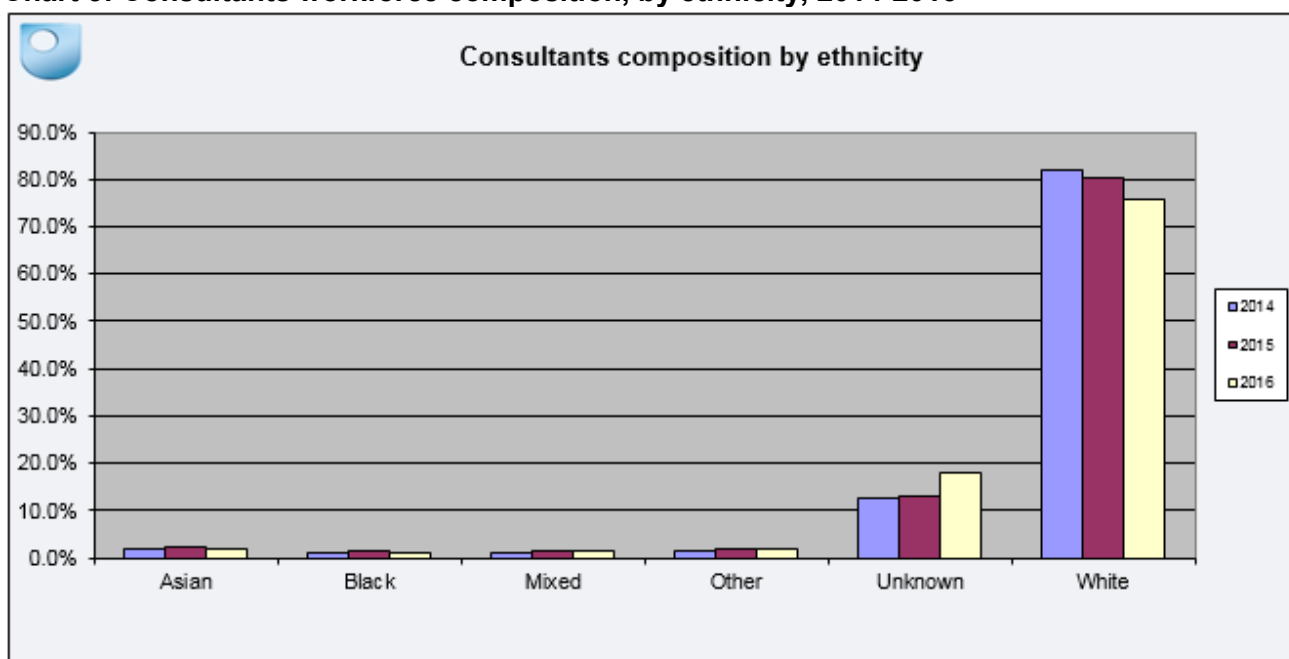
Table 3 shows the number and percentage of consultants by ethnicity across three years.

In 2016 6.2% of consultants were from an ethnic minority background. The percentage of consultants from ethnic minority backgrounds has decreased by 0.7% since 2015.

Table 3: Consultants workforce composition, by ethnicity, 2014-2016

	2014		2015		2016	
	total	% of total	total	% of total	total	% of total
Asian	58	2.0%	65	2.2%	52	1.8%
Black	26	0.9%	38	1.3%	32	1.1%
Mixed	35	1.2%	43	1.5%	45	1.6%
Other	38	1.3%	55	1.9%	50	1.7%
Unknown	355	12.5%	377	12.9%	522	18.1%
White	2320	81.9%	2354	80.3%	2178	75.7%
Total	2832	100%	2932	100%	2879	100.0%

Chart 3: Consultants workforce composition, by ethnicity, 2014-2016



Consultants

Gender

Workforce Composition

Table 4 shows the number and percentage of consultants by gender across three years.

In 2016 over half (54.9%) of consultants were female and 45.1% were male. The percentage of female consultants has been largely the same over the past three years.

Table 4: Consultants workforce composition, by gender, 2014-2016

	2014		2015		2016	
	total	% of total	total	% of total	total	% of total
Female	1576	55.6%	1615	55.1%	1582	54.9%
Male	1256	44.4%	1317	44.9%	1297	45.1%
Total	2832	100%	2932	100%	2879	100.0%

Chart 4: Consultants workforce composition, by gender, 2014-2016

