



The Open
University

Equality and Diversity Annual Report 2017

Monitoring data

Residential Schools Staff

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Comments or queries about this report are welcomed and should be sent for the attention of the Head of Equality and Diversity.

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About Residential School Staff

Around 30 modules have a residential school element which lasts from between one day to a week and are based at universities, hotels, conference centres and field study centres in the UK and mainland Europe. There are two models of schools – those that are embedded within a 30 or 60 credit module and those that are standalone 10 or 15 credit modules where the residential school is the main element of the module. The embedded schools each have an Alternative Learning Experience (ALE) which also provides students with an online opportunity to meet the module's learning outcomes. The main residential school period is during the summer in July and August but the Faculty of Business and Law (FBL) holds schools throughout the year and the Science, Technology, Engineering and Mathematics (STEM) Faculty hold various schools at different times of year.

A large number of short term contracts are available for both internal and associate lecturer staff as well as external applicants. A total of 600 contracts were raised for staff in 2016 (although these included duplicate contracts for the same staff in some cases).

Notes on the data

The reporting period is from 1 January 2016 to 31 December 2016.

Recruitment

There are two stages to the recruitment process, application and recruitment. Applications for all posts are handled by the Residential Schools Team (RST) who collect and record the equal opportunities data provided. The regionally appointed staff are then appointed by staff in RST acting as hosts for the relevant residential schools. Regionally appointed roles include school directors, residential school support managers, school administrators, and learning advisors as well as clerical roles such as assistant school administrators, and office staff. A small number of careers advisers are also recruited by the Central Careers Advisory Service.

Central Academic (CAU) staff are at the same time appointed by members of the appropriate faculty to a specific school line and include teaching roles (module director, tutor, demonstrator etc.) as well as support roles (academic assistant, module director's assistant etc.).

Grievance, Bully and Harassment

There were no incidents reported in 2016.

Disciplinary

There were no disciplinary issues reported in 2016

Residential schools staff

Age

Recruitment and Applicants

The largest proportions of staff appointees are still in the 56 and over age group with noticeably only 2% of the CAU appointees being in the twenty five and under category and 81% being over 45. The regional appointees have a much more even spread through the age ranges from 26 and over, with roles not being of an academic nature.

Table 1: Job appointees by age (2016)

CAU Appointees	No.	%	CAU Applicants	No.	%
25 and under	9	2%	25 and under	10	2%
26 - 35	38	8%	26 - 35	39	7%
36 - 45	41	9%	36 - 45	50	9%
46 - 55	129	27%	46 - 55	149	28%
56 and over	253	54%	56 and over	291	54%
Known Total	470		Known Total	539	
Unknown Total	0	0%	Unknown Total	0	0%
Grand Total	470	100%	Grand Total	539	100%
Regional Appointees			Regional Applicants		
25 and under	0	0%	25 and under	0	0%
26 - 35	12	21%	26 - 35	11	19%
36 - 45	16	28%	36 - 45	17	29%
46 - 55	16	28%	46 - 55	18	30%
56 and over	13	23%	56 and over	13	22%
Known Total	57		Known Total	60	
Unknown Total	0	0%	Unknown Total	0	0%
Grand Total	57	100%	Grand Total	60	100%
All Appointees			All Applicants		
25 and under	9	1%	25 and under	10	1%
26 - 35	50	10%	26 - 35	51	9%
36 - 45	57	11%	36 - 45	67	11%
46 - 55	145	28%	46 - 55	167	28%
56 and over	266	50%	56 and over	304	51%
Known Total	527		Known Total	599	
Unknown Total	0	0%	Unknown Total	0	0%
Grand Total	527	100%	Grand Total	599	100%

Residential schools staff Disability

Recruitment and Applicants

The number and percentage of staff that consider themselves as disabled and that have been appointed to CAU roles has dropped to only 11%. However for Regional roles the percentage has increased to 9%, from only 4%.

Table 2: Job appointees by disability (2016)

CAU Appointees	No.	%	CAU Applicants	No.	%
Disabled	53	11%	Disabled	59	11%
Non-Disabled	415	89%	Non-Disabled	478	89%
Known Total	470		Known Total	539	
Unknown Total	0	0%	Unknown Total	0	0%
Grand Total	470	100%	Grand Total	539	100%
Regional Appointees			Regional Applicants		
Disabled	5	9%	Disabled	5	8%
Non-Disabled	52	91%	Non-Disabled	55	92%
Known Total	57		Known Total	60	
Unknown Total	0	0%	Unknown Total	0	0%
Grand Total	57	100%	Grand Total	60	100%
All Appointees			All Applicants		
Disabled	58	11%	Disabled	64	11%
Non-Disabled	467	89%	Non-Disabled	533	89%
Known Total	525		Known Total	597	
Unknown Total	2	0%	Unknown Total	2	0%
Grand Total	527	100%	Grand Total	599	100%

Recruitment and Applicants

Both the CAU and Regional staff are made up predominantly of the various white groups, with 89%. The remainder is made up of small numbers of a wide variety of ethnic groups.

Table 3: Job appointees by ethnicity (2016)

CAU Appointees	No.	%	CAU Applicants	No.	%
Arab	1	<1%	Arab	1	<1%
Asian or Asian British - Pakistani	7	2%	Asian or Asian British - Indian	1	<1%
Asian or British Asian – Chinese	1	<1%	Asian or Asian British - Pakistani	8	1%
Black or Black British – African	3	<1%	Asian or British Asian - Chinese	1	<1%
Black or Black British – Caribbean	3	<1%	Black or Black British - African	3	<1%
I prefer not to say	4	<1%	Black or Black British - Caribbean	3	<1%
Mixed – White and Asian	2	<1%	I prefer not to say	5	<1%
Mixed – White and Black Caribbean	1	<1%	Mixed - White and Asian	3	<1%
Other Asian Background	3	<1%	Mixed - White and Black Caribbean	1	<1%
Other Ethnic Background	7	2%	Other Asian Background	4	<1%
Other Mixed Background	6	1%	Other Ethnic Background	7	1%
Other White Background	73	16%	Other Mixed Background	6	1%
White	9	2%	Other White Background	85	16%
White - British	278	59%	White	9	2%
White - English	27	6%	White - British	323	60%
White - Irish	16	3%	White - English	27	5%
White - Scottish	14	3%	White - Irish	23	4%
White - Welsh	14	3%	White - Scottish	14	3%
			White - Welsh	14	3%
Unknown Total	1	<1%	Unknown Total	1	<1%
Grand Total	470	100%	Grand Total	539	100%
Regional Appointees			Regional Applicants		
Arab	2	4%	Arab	2	3%
Asian or Asian British - Indian	4	7%	Asian or Asian British - Indian	4	7%
Asian or Asian British -	1	2%	Asian or Asian British -	1	2%

Pakistani			Pakistani		
Asian or British Asian - Chinese	1	2%	Asian or British Asian - Chinese	1	2%
Black or Black British - African	1	2%	Black or Black British - African	1	2%
Black or Black British - Caribbean	1	2%	Black or Black British - Caribbean	1	2%
I prefer not to say	5	9%	I prefer not to say	6	10%
Mixed - White and Asian	3	5%	Mixed - White and Asian	3	5%
Mixed - White and Black African	2	2%	Mixed - White and Black African	2	3%
Other Black Background	1	2%	Other Black Background	1	2%
Other White Background	3	5%	Other White Background	3	5%
White - British	31	54%	White - British	33	55%
White - English	2	4%	White - English	2	3%
Unknown Total	0		Grand Total	60	100%
Grand Total	57	100%			
All Appointees			All Applicants		
Arab	3	1%	Arab	3	1%
Asian or Asian British - Indian	4	1%	Asian or Asian British - Indian	5	1%
Asian or Asian British - Pakistani	8	2%	Asian or Asian British - Pakistani	9	2%
Asian or British Asian - Chinese	2	0%	Asian or British Asian - Chinese	2	0%
Black or Black British - African	4	1%	Black or Black British - African	4	1%
Black or Black British - Caribbean	4	1%	Black or Black British - Caribbean	4	1%
I prefer not to say	9	2%	I prefer not to say	11	2%
Mixed - White and Asian	5	1%	Mixed - White and Asian	6	1%
Mixed - White and Black African	2	0%	Mixed - White and Black African	2	0%
Mixed - White and Black Caribbean	1	0%	Mixed - White and Black Caribbean	1	0%
Other Asian Background	3	1%	Other Asian Background	4	1%
Other Black Background	1	0%	Other Black Background	1	0%
Other Ethnic Background	7	1%	Other Ethnic Background	7	1%
Other Mixed Background	6	1%	Other Mixed Background	6	1%
Other White	76	14%	Other White	88	15%

Background			Background		
Unknown	1	0%	Unknown	1	0%
White	9	2%	White	9	2%
White - British	309	59%	White - British	356	59%
White - English	29	6%	White - English	29	5%
White - Irish	16	3%	White - Irish	23	4%
White - Scottish	14	3%	White - Scottish	14	2%
White - Welsh	14	3%	White - Welsh	14	2%
Grand Total	527	100%	Grand Total	599	100%

Residential schools staff

Gender

Recruitment and Applicants

The staff appointed to regional roles has increased in favour of females, rising now to 77%. However, the opposite trend continues in CAU staff, where the proportion of male appointees rises slightly to 58%.

Table 4: Job appointees by gender (2016)

CAU Appointees	No.	%	CAU Applicants	No.	%
Male	274	58%	Male	311	58%
Female	196	42%	Female	228	42%
Unknown Total	0	0%	Unknown Total	0	0%
Grand Total	470	100%	Grand Total	539	100%
Regional Appointees			Regional Applicants		
Male	13	23%	Male	13	22%
Female	44	77%	Female	47	78%
Unknown Total	0	0%	Unknown Total	0	0%
Grand Total	57	100%	Grand Total	60	100%
All Appointees			All Applicants		
Male	287	54%	Male	324	54%
Female	240	46%	Female	275	46%
Unknown Total	0	0%	Unknown Total	0	0%
Grand Total	527	100%	Grand Total	599	100%

Residential schools staff

Religion or belief

Recruitment and Applicants

The largest percentage of both groups of appointees reported themselves to have no religion – at 40% average. This is lower than last year (46%). After this the largest percentage of staff reported to following one of the Christian regions (36%). There is also a sizable group who prefer not to respond to this question (11%).

Table 5: Job appointees by religion or belief (2016)

CAU Appointees	No.	%	CAU Applicants	No.	%
Buddhist	3	1%	Buddhist	4	1%
Christian	103	22%	Christian	118	22%
Christian - Church of Scotland	6	1%	Christian - Church of Scotland	6	1%
Christian - Other Denomination	12	3%	Christian - Other Denomination	13	2%
Christian - Roman Catholic	49	10%	Christian - Presbyterian Church in Ireland	1	0%
I prefer not to say	45	10%	Christian - Roman Catholic	58	11%
Jewish	2	0%	Hindu	2	0%
Muslim	5	1%	I prefer not to say	52	10%
No Religion	190	40%	Jewish	3	1%
Not known	6	1%	Muslim	6	1%
Other Religion or Belief	11	2%	No Religion	208	39%
Spiritual	2	0%	Not known	7	1%
(blank)	36	8%	Other Religion or Belief	12	2%
Grand Total	470	100%	Spiritual	2	0%
			(blank)	47	9%
			Grand Total	539	100%
Regional Appointees			Regional Applicants		
Christian	7	12%	Christian	9	15%
Christian - Other Denomination	2	4%	Christian - Other Denomination	2	3%
Christian - Roman Catholic	8	14%	Christian - Roman Catholic	8	13%
Hindu	3	5%	Hindu	3	5%
I prefer not to say	11	19%	I prefer not to say	12	20%
Muslim	3	5%	Muslim	3	5%
No Religion	19	33%	No Religion	19	32%
Not known	1	2%	Not known	1	2%
Other Religion or Belief	2	4%	Other Religion or Belief	2	3%

Sikh	1	2%	Sikh	1	2%
Grand Total	57	100%	Grand Total	60	100%
All Appointees			All Applicants		
Buddhist	3	1%	Buddhist	4	1%
Christian	110	21%	Christian	127	21%
Christian - Church of Scotland	6	1%	Christian - Church of Scotland	6	1%
Christian - Other Denomination	14	3%	Christian - Other Denomination	15	3%
Christian - Roman Catholic	57	11%	Christian - Presbyterian Church in Ireland	1	0%
Hindu	3	1%	Christian - Roman Catholic	66	11%
I prefer not to say	56	11%	Hindu	5	1%
Jewish	2	0%	I prefer not to say	64	11%
Muslim	8	2%	Jewish	3	1%
No Religion	209	40%	Muslim	9	2%
Not known	7	1%	No Religion	227	38%
Other Religion or Belief	13	2%	Not known	8	1%
Sikh	1	0%	Other Religion or Belief	14	2%
Spiritual	2	0%	Sikh	1	0%
(blank)	36	7%	Spiritual	2	0%
Grand Total	527	100%	(blank)	47	8%
			Grand Total	599	100%

Residential schools staff

Sexual orientation

Recruitment and Applicants

The majority of appointees (65% of CAU appointees and 82% of regional appointees) reported themselves to be heterosexual. There was a significant amount of unknown data with 24% of the appointees overall either explicitly saying that they preferred not to declare their sexual orientation or leaving the data field blank.

Table 6: Job appointees by sexual orientation (2016)

CAU Appointees	No.	%	CAU Applicants	No.	%
I prefer not to say	82	17%	I prefer not to say	89	17%
Not known	42	9%	Not known	45	8%
Towards men of the same sex (gay)	6	1%	Towards men of the same sex (gay)	6	1%
Towards people of a different sex (heterosexual/straight)	304	65%	Towards people of a different sex (heterosexual/straight)	353	65%
Towards people of more than one sex (bisexual)	1	0%	Towards people of more than one sex (bisexual)	1	0%
(blank)	35	7%	Towards women of the same sex (lesbian)	1	0%
Grand Total	470	100%	(blank)	44	8%
			Grand Total	539	100%
Regional Appointees			Regional Applicants		
I prefer not to say	6	11%	I prefer not to say	6	10%
Not known	2	4%	Not known	2	3%
Towards people of a different sex (heterosexual/straight)	47	82%	Towards people of a different sex (heterosexual/straight)	50	83%
Towards people of more than one sex (bisexual)	2	4%	Towards people of more than one sex (bisexual)	2	3%
Grand Total	57	100%	Grand Total	60	100%
All Appointees			All Applicants		
I prefer not to say	88	17%	I prefer not to say	95	16%
Not known	44	8%	Not known	47	8%
Towards men of the same sex (gay)	6	1%	Towards men of the same sex (gay)	6	1%
Towards people of a different sex (heterosexual/straight)	351	67%	Towards people of a different sex (heterosexual/straight)	403	67%
Towards people of more than one sex (bisexual)	3	1%	Towards people of more than one sex (bisexual)	3	1%
(blank)	35	7%	Towards women of the same sex (lesbian)	1	0%

Grand Total	527	100%	(blank)	44	7%
			Grand Total	599	100%