



The Open
University

Equality and Diversity Annual Report 2016

Monitoring data

Agency 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, Diversity and Information Rights.

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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 2013, 2014 and 2015.

NOTES ON THE DATA

Normally the report on agency staff would cover the three years up to the current year. However, we were unable to acquire agency staff diversity information for the first half of 2013. This is because in mid-2013, the OU changed from having multiple suppliers of agency temporary staff to having Reed as the only provider. The two main agencies used before this time, with whom we no longer hold a current working relationship, were unable to supply us with accurate diversity information for the period up to mid-2013.

Agency temporary staff

Age

Workforce Composition

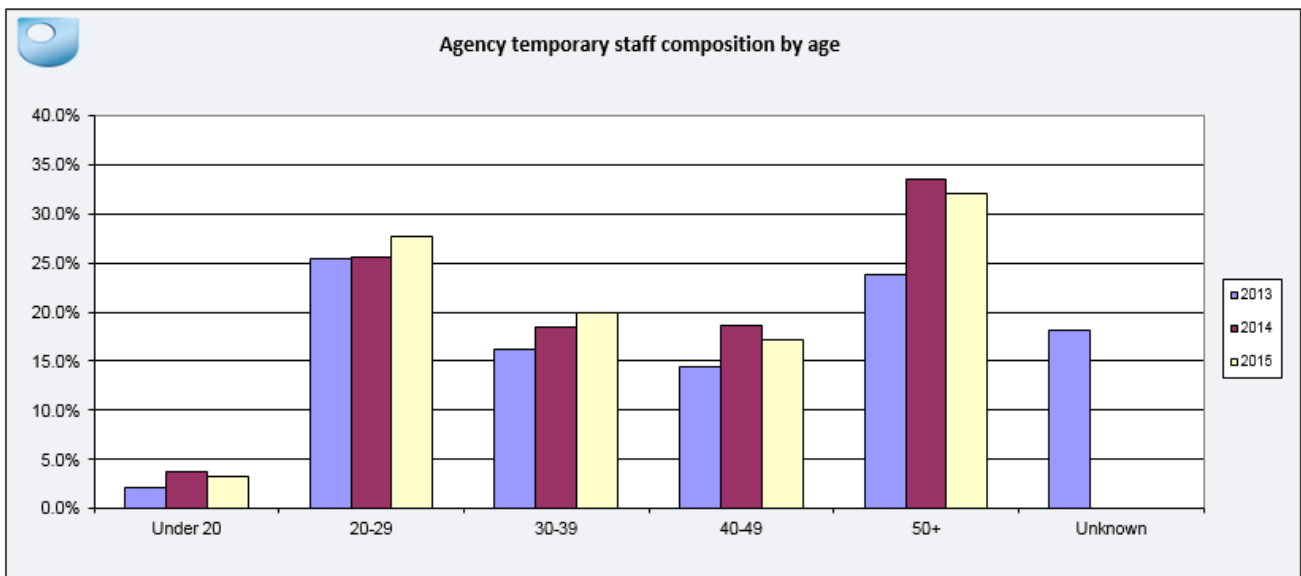
In 2015, one third (32.1%) of temporary agency temporary staff were aged 50 and over. The percentage of agency workers aged 20-29 remained the same for the last three years.

Age composition of temporary agency staff has fluctuated somewhat over the past three years with a gradual increase of temporary staff aged 20-29 and 30-39.

Table 1: Agency temporary staff workforce composition, by age, 2013-2015

| | 2013 | | 2014 | | 2015 | |
|--------------|------------|-------------|-------------|-------------|-------------|-------------|
| | total | % of total | total | % of total | total | % of total |
| Under 20 | 18 | 2.1% | 115 | 3.8% | 70 | 3.2% |
| 20-29 | 217 | 25.4% | 766 | 25.5% | 608 | 27.7% |
| 30-39 | 138 | 16.1% | 556 | 18.5% | 436 | 19.9% |
| 40-49 | 124 | 14.5% | 561 | 18.7% | 375 | 17.1% |
| 50+ | 203 | 23.7% | 1004 | 33.4% | 704 | 32.1% |
| Unknown | 155 | 18.1% | 0 | 0.0% | 0 | 0.0% |
| Total | 855 | 100% | 3002 | 100% | 2193 | 100% |

Chart 1: Agency temporary staff workforce composition, by age, 2013-2015



Agency temporary staff Ethnicity

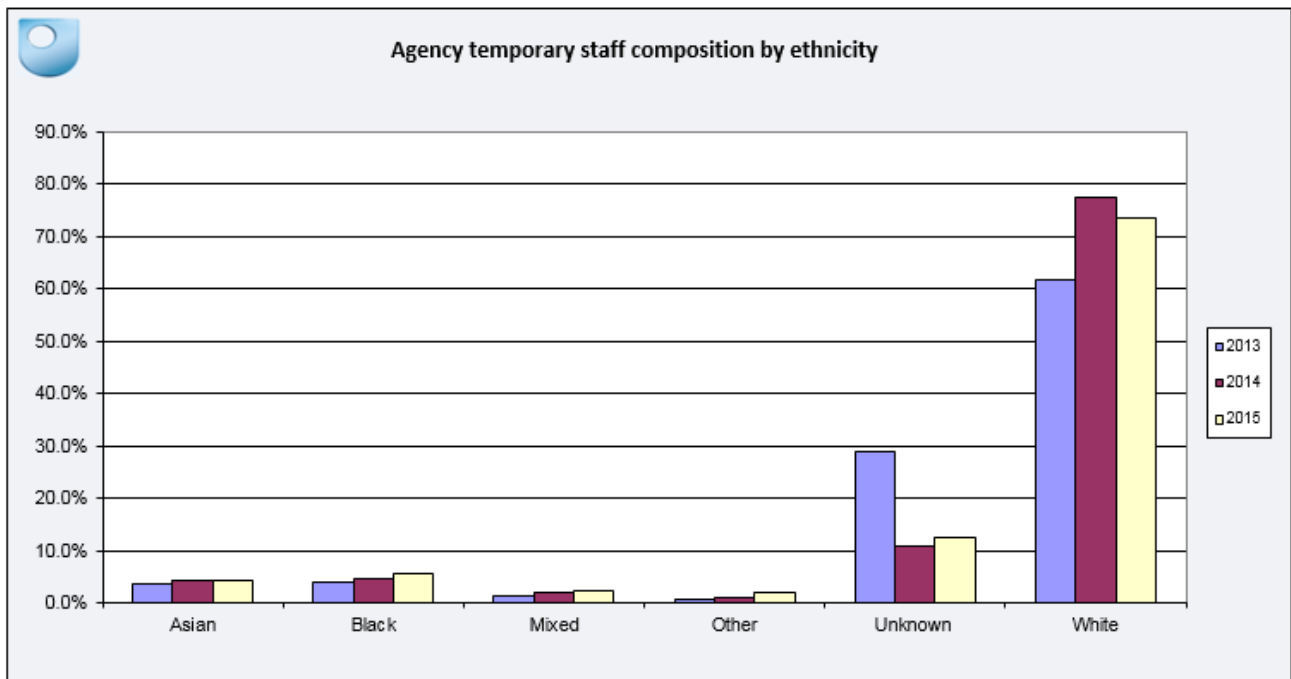
Workforce Composition

In 2015 13.9% of temporary agency staff were from an ethnic minority background. 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 a Black background which has increased from 4% in 2013 to 5.5% in 2015.

Table 2: Agency temporary staff workforce composition, by ethnicity, 2013-2015

| | 2013 | | 2014 | | 2015 | |
|--------------|------------|-------------|-------------|-------------|-------------|-------------|
| | total | % of total | total | % of total | total | % of total |
| Asian | 30 | 3.5% | 127 | 4.2% | 91 | 4.2% |
| Black | 34 | 4.0% | 142 | 4.7% | 120 | 5.5% |
| Mixed | 10 | 1.2% | 58 | 1.9% | 49 | 2.2% |
| Other | 6 | 0.7% | 31 | 1.0% | 44 | 2.0% |
| Unknown | 247 | 28.9% | 324 | 10.8% | 274 | 12.6% |
| White | 528 | 61.8% | 2320 | 77.3% | 1604 | 73.5% |
| Total | 855 | 100% | 3002 | 100% | 2182 | 100% |

Chart 2: Agency temporary staff workforce composition, by ethnicity, 2013-2015



Agency temporary staff

Gender

Workforce Composition

The number of female temporary staff has gradually reduced from 2215 in 2014 to 1473 in 2015. In 2015 67.5% of temporary agency staff were female and 32.5% were male. The percentage of female versus male agency temporary staff has stayed relatively stable over the past three years with small fluctuations both ways.

Table 3: Agency temporary staff workforce composition, by gender, 2013-2015

| | 2013 | | 2014 | | 2015 | |
|---------|-------|------------|-------|------------|-------|------------|
| | total | % of total | total | % of total | total | % of total |
| Female | 482 | 56.4% | 2215 | 73.8% | 1473 | 67.5% |
| Male | 218 | 25.5% | 787 | 26.2% | 709 | 32.5% |
| Unknown | 155 | 18.1% | 0 | 0.0% | 0 | 0.0% |
| Total | 855 | 100% | 3002 | 100% | 2182 | 100% |

Chart 3: Agency temporary staff workforce composition, by gender, 2013-2015

