



The Open
University

Equality and Diversity Annual Report 2016

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, Diversity and Information Rights.

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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.

A large number of short term contracts are available for both internal and associate lecturer staff as well as external applicants. A total of 1329 contracts were raised for staff in 2015 (although these included duplicate contracts for the same staff in some cases).

Notes on the data

The reporting period is from 1 January 2015 to 31 December 2015.

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 the locations acting as hosts for the relevant residential schools. In the cases of the language residential schools, the Warwick schools and the FBL residential schools, however, it is the RST who formally acts as the host location. 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 2015.

Disciplinary

There were six cases of disciplinary action in 2015, four were current Associate Lecturers at the time one an external applicant in a CAU role and one an external applicant in a regional (disability support) role. All individuals were issued with final written warnings because of the serious nature of the incidents which will be held on their records for a period of one year from the date of issue.

Reasonable adjustment

There were no reasonable adjustments reported in 2015.

Residential schools staff

Age

Recruitment and Applicants

The largest proportions of staff appointees are in the 56 and over age group with noticeably only 5% of the CAU appointees being in the twenty five and under category. This contrasts markedly with regional staff where 30% of appointees are in the under 25 category. This is because regional staff are often appointed from amongst students studying at host institutions.

Table 1: Job appointees by age (2015)

CAU Appointees	No.	%	CAU Applicants	No.	%
25 and under	63	5%	25 and under	63	5%
26 - 35	167	14%	26 - 35	178	13%
36 - 45	192	16%	36 - 45	199	15%
46 - 55	290	24%	46 - 55	312	23%
56 and over	519	42%	56 and over	585	44%
Known Total	1231		Known Total	1337	
Unknown Total	0	0%	Unknown Total	0	0%
Grand Total	1231	100%	Grand Total	1337	100%
Regional Appointees			Regional Appointees		
25 and under	30	31%	25 and under	32	30%
26 - 35	8	8%	26 - 35	9	9%
36 - 45	14	14%	36 - 45	15	14%
46 - 55	26	27%	46 - 55	27	26%
56 and over	20	20%	56 and over	22	21%
Known Total	98		Known Total	105	
Unknown Total	0	0%	Unknown Total	0	0%
Grand Total	98	100%	Grand Total	105	100%
All Appointees			All Appointees		
25 and under	93	7%	25 and under	95	7%
26 - 35	175	13%	26 - 35	187	13%
36 - 45	206	16%	36 - 45	214	15%
46 - 55	316	24%	46 - 55	339	24%
56 and over	539	41%	56 and over	607	42%
Known Total	1329		Known Total	1442	
Unknown Total	0	0%	Unknown Total	0	0%
Grand Total	1329	100%	Grand Total	1442	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 remained at 16%. However for Regional roles this reverted to what was previously a consistent 3-4%.

Table 2: Job appointees by disability (2015)

CAU Appointees	No.	%	CAU Applicants	No.	%
Disabled	200	16%	Disabled	218	17%
Non-Disabled	1027	84%	Non-Disabled	1115	83%
Known Total	1227		Known Total	1333	
Unknown Total	4	0%	Unknown Total	4	0%
Grand Total	1231	100%	Grand Total	1337	100%
Regional Appointees			Regional Appointees		
Disabled	4	4%	Disabled	4	4%
Non-Disabled	94	96%	Non-Disabled	101	96%
Known Total	98		Known Total	105	
Unknown Total	0	0%	Unknown Total	0	0%
Grand Total	98	100%	Grand Total	105	100%
All Appointees			All Appointees		
Disabled	204	15%	Disabled	222	15%
Non-Disabled	1121	85%	Non-Disabled	1216	85%
Known Total	1325		Known Total	1438	
Unknown Total	4	0%	Unknown Total	4	0%
Grand Total	1329	100%	Grand Total	1442	100%

Recruitment and Applicants

Both the CAU and Regional staff show that by far the largest number of appointed staff are the white ethnic groups with 92% of CAU staff and 74% of regionally appointed staff.

Table 3: Job appointees by ethnicity (2015)

CAU Appointees	No.	%	CAU Applicants	No.	%
Asian	35	3%	Asian	42	3%
Black	7	1%	Black	9	1%
Mixed	26	2%	Mixed	31	2%
Other	5	0%	Other	7	1%
Ethnic Minorities Total	73		Ethnic Minorities Total	89	
White	1129	92%	White	1214	91%
Known Total	1202		Known Total	1303	
Prefer not to say	25	2%	Prefer not to say	30	2%
Unknown	4	0%	Unknown	4	0%
Unknown Total	29		Unknown Total	34	
Grand Total	1231	100%	Grand Total	1337	100%
Regional Appointees			Regional Appointees		
Asian	2	2%	Asian	3	3%
Black	2	2%	Black	2	2%
Mixed	9	9%	Mixed	9	9%
Other	1	1%	Other	1	1%
Ethnic Minorities Total	14		Ethnic Minorities Total	15	
White	73	74%	White	79	75%
Known Total	87		Known Total	94	
Prefer not to say	11	11%	Prefer not to say	11	10%
Unknown	0	0%	Unknown	0	0%
Unknown Total	11		Unknown Total	11	
Grand Total	98	100%	Grand Total	105	100%
All Appointees			All Appointees		
Asian	37	3%	Asian	45	3%
Black	9	1%	Black	11	1%
Mixed	35	3%	Mixed	40	3%
Other	6	0%	Other	8	1%
Ethnic Minorities Total	87		Ethnic Minorities Total	104	
White	1202	90%	White	1293	90%
Known Total	1289		Known Total	1397	
Prefer not to say	36	3%	Prefer not to say	41	3%
Unknown	4	0%	Unknown	4	0%
Unknown Total	40		Unknown Total	45	
Grand Total	1329	100%	Grand Total	1442	100%

Residential schools staff

Gender

Recruitment and Applicants

The staff appointed to regional roles remains static at around 62% female / 38% male. By contrast CAU staff are 53% male which is again very similar to 2013 but in contrast to earlier years when staff were predominantly female.

Table 4: Job appointees by gender (2015)

CAU Appointees	No.	%	CAU Applicants	No.	%
Male	654	53%	Male	719	54%
Female	577	47%	Female	618	46%
Known Total	1231		Known Total	1337	
Unknown Total	0	0%	Unknown Total	0	0%
Grand Total	1231	100%	Grand Total	1337	100%
Regional Appointees			Regional Appointees		
Male	37	38%	Male	40	38%
Female	61	62%	Female	65	62%
Known Total	98		Known Total	105	
Unknown Total	0	0%	Unknown Total	0	0%
Grand Total	98	100%	Grand Total	105	100%
All Appointees			All Appointees		
Male	691	52%	Male	759	53%
Female	638	48%	Female	683	47%
Known Total	1329		Known Total	1442	
Unknown Total	0	0%	Unknown Total	0	0%
Grand Total	1329	100%	Grand Total	1442	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 46% each. After this the largest percentage of staff reported to following one of the Christian regions (29% of CAU appointees and 30% of regional appointees.)

Table 5: Job appointees by religion or belief (2015)

CAU Appointees	No.	%	CAU Applicants	No.	%
Buddhist	19	2%	Buddhist	21	2%
Christian	363	29%	Christian	404	30%
Hindu	3	0%	Hindu	5	0%
Jewish	4	0%	Jewish	5	0%
Muslim	21	2%	Muslim	24	2%
No religion	572	46%	No religion	614	46%
Spiritual	23	2%	Spiritual	23	2%
Other	18	1%	Other	21	2%
Known Total	1023		Known Total	1117	
Prefer not to say	103	8%	Prefer not to say	112	8%
Unknown	105	9%	Unknown	108	8%
Unknown Total	208		Unknown Total	220	
Grand Total	1231	100%	Grand Total	1337	100%
Regional Appointees			Regional Appointees		
Buddhist	0	0%	Buddhist	0	0%
Christian	31	32%	Christian	32	30%
Hindu	0	0%	Hindu	0	0%
Jewish	0	0%	Jewish	0	0%
Muslim	2	2%	Muslim	2	2%
No religion	41	42%	No religion	45	43%
Spiritual	2	2%	Spiritual	2	2%
Other	0	0%	Other	0	0%
Known Total	76		Known Total	81	
Prefer not to say	22	22%	Prefer not to say	24	23%
Unknown Total	0	0%	Unknown Total	0	0%
Unknown Total	22		Unknown Total	24	
Grand Total	98	100%	Grand Total	105	100%
All Appointees			All Appointees		
Buddhist	19	1%	Buddhist	21	2%
Christian	394	30%	Christian	436	33%
Hindu	3	0%	Hindu	5	0%
Jewish	4	0%	Jewish	5	0%
Muslim	23	2%	Muslim	26	2%
No religion	613	46%	No religion	659	50%

Spiritual	25	2%	Spiritual	25	2%
Other	18	1%	Other	21	2%
Known Total	1099		Known Total	1198	
Prefer not to say	125	9%	Prefer not to say	136	10%
Unknown Total	105	8%	Unknown Total	108	8%
Unknown Total	230		Unknown Total	244	
Grand Total	1329	100%	Grand Total	1442	109%

Residential schools staff

Sexual orientation

Recruitment and Applicants

The majority of appointees (68% of CAU appointees and 74.0% of regional appointees) reported themselves to be heterosexual. There was a significant amount of unknown data with more than 25% of the appointees overall either explicitly saying that they preferred not to declare their sexual orientation or leaving the data field blank. This however may be as a result of this data not being recorded until quite recently and the higher percentage of older staff employed (as demonstrated in Table 1).

Table 6: Job appointees by sexual orientation (2015)

CAU Appointees	No.	%	CAU Applicants	No.	%
Towards people of the opposite sex (straight)	832	68%	Towards people of the opposite sex (straight)	914	68%
Towards men of the same sex (gay)	17	1%	Towards men of the same sex (gay)	18	1%
Towards people of more than one sex (bisexual)	19	2%	Towards people of more than one sex (bisexual)	21	2%
Towards women of the same sex (lesbian)	14	1%	Towards women of the same sex (lesbian)	14	1%
Other (e.g. asexual)	11	1%	Other (e.g. asexual)	13	1%
Known Total	893		Known Total	980	
Prefer not to say	213	17%	Prefer not to say	230	17%
Unknown sexual orientation	125	10%	Unknown sexual orientation	127	9%
Unknown Total	338		Unknown Total	357	
Grand Total	1231	100%	Grand Total	1337	100%
Regional Appointees			Regional Appointees		
Towards people of the opposite sex (straight)	73	74%	Towards people of the opposite sex (straight)	78	74%
Towards men of the same sex (gay)	0	0%	Towards men of the same sex (gay)	0	0%
Towards people of more than one sex (bisexual)	1	1%	Towards people of more than one sex (bisexual)	2	2%
Towards women of the same sex (lesbian)	1	1%	Towards women of the same sex (lesbian)	1	1%
Other (e.g. asexual)	0	0%	Other (e.g. asexual)	0	0%
Known Total	75		Known Total	81	
Prefer not to say	20	20%	Prefer not to say	21	20%
Unknown sexual orientation	3	3%	Unknown sexual orientation	3	3%
Unknown Total	23		Unknown Total	24	
Grand Total	98	100%	Grand Total	105	100%
All Appointees			All Appointees		
Towards people of the opposite sex (straight)	905	68%	Towards people of the opposite sex (straight)	992	69%

Towards men of the same sex (gay)	17	1%	Towards men of the same sex (gay)	18	1%
Towards people of more than one sex (bisexual)	20	2%	Towards people of more than one sex (bisexual)	23	2%
Towards women of the same sex (lesbian)	15	1%	Towards women of the same sex (lesbian)	15	1%
Other (e.g. asexual)	11	1%	Other (e.g. asexual)	13	1%
Known Total	968		Known Total	1061	
Prefer not to say	233	18%	Prefer not to say	251	17%
Unknown sexual orientation	128	10%	Unknown sexual orientation	130	9%
Unknown Total	361		Unknown Total	381	
Grand Total	1329	100%	Grand Total	1442	100%