EQUALITY, DIVERSITY AND INCLUSION

Annual Report 2019-2020

Appendix

Data report on diversity of our staff community

Headline staff diversity data 2019-20

The following data are for regular **salaried staff** as at 31 July 2020, also showing some trends over previous years. The data set covers **2145 staff** (headcount): a decrease of 2 on the total of 2147 in the previous year. We have included some initial diversity data on **Hourly-Paid Staff Contracts** (Associate Lecturers and Casual Staff) in this report for the first time. From these, 1,813 hourly-paid contracts were active during the year.

The University monitors staff against the protected characteristics defined in the Equality Act 2010. Data are collected during the recruitment process and staff are encouraged to update their diversity profile via the HR portal. The report refers to women and men in considering gender[1] disparities.

Data collection for religion or belief, and for sexual orientation still remain lower than for other categories with a larger proportion of staff returning 'prefer not to say'. The proportion of known data is nevertheless significantly better than the sector for religion or belief and sexual orientation; however the University is slightly behind the sector for known disability data. Efforts will continue to be made to encourage staff to share this information.

We see incremental progress in the representation of staff identifying as BAME[2] from **10% in 2016 to 13% in 2020**. Similar growth has been reported in the proportion of BAME staff within the overall sector workforce. As a result BAME representation at Oxford Brookes continues to be slightly below the sector average of 14.3%.

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1   This report narrative uses the terminology of **women and men** in relation to gender analysis, recognising that historic data has been drawn from data sets disaggregated on the basis of sex. We now provide self-identification of gender and the option to identify beyond the binary categories of sex (now expressed as 'Female','Male','Other') within our HR Staff Portal. We will draw on these fields for our future analysis.

2   This report uses the term **'BAME'** as an umbrella category for staff identifying as from Black, Asian or other minority ethnic backgrounds as distinct from White backgrounds and the sub-categories within the White group. This aligns with HESA classifications and terminology to enable comparisons with national data sets where applicable. We acknowledge the inadequacy and contested nature of these terms in relation to the self-definitions of people from racialised minorities, and the limitations of the usefulness of analysis only at the level of the 'BAME' umbrella group.

Table 1: Salaried staff overall diversity profile Jul-16 to Jul-20

	Oxford Brookes					Sector data from HESA *				
	2016	**2017**	**2018**	**2019**	**2020**	**2015/16**	**2016/17**	**2017/18**	**2018/19**	**2019/20**
Gender*										
Male	39.8%	40.0%	38.9%	40%	41%	45.9%	45.8%	45.6%	45%	45.6%
Female	60.2%	60.0%	61.1%	60%	59%	54.1%	54.2%	54.4%	55%	54.1%
Ethnicity										
BAME	10.0%	10.7%	11.4%	12.6%	13%	11.8%	12.3%	12.9%	14%	14.3%
White	83.7%	83.3%	82.2%	81.8%	81%	81.7%	81.2%	80.7%	80%	78.3%
Prefer not to say	2.6%	2.3%	2.6%	2.2%	2%	6.5%	6.5%	6.4%	7%	7.4%
No data	3.7%	3.8%	3.8%	3.4%	4%					
Disability										
Disabled	6.4%	6.3%	6.0%	5.9%	6%	4.6%	4.8%	5.0%	5%	5.5%
No disability	86.4%	89.0%	87.7%	87.4%	85%	91.9%	92.4%	92.2%	92%	94.5%
Prefer not to say	6.4%	2.6%	1.3%	4.1%	5%	3.5%	2.8%	2.8%	3%	
No data**	4.2%	2.1%	5.0%	2.6%	4%					
Sexual Orientation										
LGB	3.5%	3.8%	3.9%	4.2%	5%	2.4%	3.0%	3.1%	4%	-
Heterosexual	71.6%	72.9%	72.9%	73.7%	75%	42.0%	46.2%	49.0%	52%	-
Prefer not to say	12.1%	10.5%	10.2%	10.1%	10%	55.6%	50.8%	47.9%	12%	-
No data	12.8%	12.8%	12.9%	12.0%	11%				32%	-
Religion or Belief										
Of a religion or belief	45.8%	45.0%	44.3%	43.9%	43%	24.7%	26.4%	27.7%	29%	-
No religion or belief	30.1%	32.0%	32.3%	34.2%	36%	21.5%	24.1%	26.6%	29%	-
Prefer not to say	12.3%	10.4%	10.6%	10.1%	10%	53.8%	49.5%	45.8%	12%	-
No data	11.8%	12.6%	12.8%	11.8%	11%				29%	-

*HESA provide data collected from across the sector and is the best available source of benchmark data. It is however not a direct like for like comparison due to small differences in the data collection methodology and a delay in the processing and publication of data. Where references are made to statistics for the HE sector as a whole, these are taken from the Advance HE Report, Equality in Higher Education: Statistical Report 2020 based on HESA data for 2018/19 or direct from published **HESA data**.

**HESA ask institutions to return staff who have not provided information about a disability as "no known disability"

*** HESA gender data for 2019/20 includes 0.1% identifying as 'Other'.

AGE

The average age of the Universities' salaried workforce is 46 (45.7 in 2019). The University has a lower proportion of salaried staff aged under 25 (3.7%) than the sector (6.0%). Across the sector 2.5% of staff are aged 66 and over compared to 3.4% at OBU, however, for OBU academic staff the proportion aged 66 and over is 5.9%. Overall the academic staff population has an older age profile than professional services staff **(Table 2).**

Table 2: Average age by occupational group

	Academic	Professional Services	All Staff
Jul-17	48.7	43.7	45.5
Jul-18	48.8	44.1	45.9
Jul-19	48.2	44.0	45.7
Jul-20	48.5	44.3	46.1

Figure 1 shows that there has been growth in the age groups of 26-35, and 36-45 and a reduction in the age groups 46-55 and 56-65.

Figure 1: Age profile for academic staff from Jul-18 and Jul-20

|	25 or under	26-35	36-45	46-55	56-65	66 and over
2018	0.3%	12.2%	25.8%	31.6%	24.7%	5.4%
2019	0.3%	13.2%	28.2%	29.8%	23.6%	4.9%
2020	0.4%	12.9%	28.7%	28.4%	23.5%	5.9%
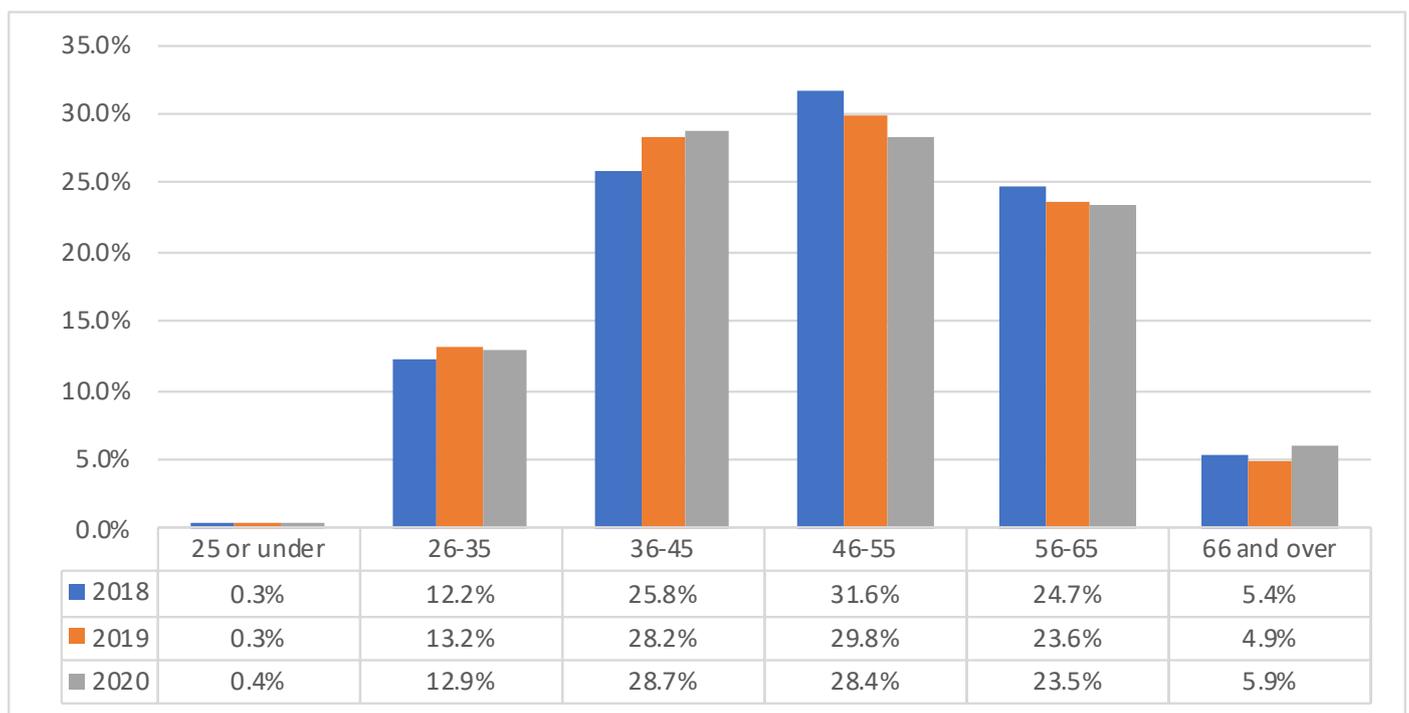
Figure 2 below shows the intersection of gender and age in relation to part-time working. In the majority of age groups the proportion of men working part-time is substantially lower than the proportion of women, with the notable exception of those staff aged 66 and over, where in excess of 70% of this group work part-time. The gender balance in part-time working is known to impact career progression and the gender pay gap. Support for flexible and part-time working at senior levels and balancing work and caring responsibilities for children and adults are key features of the Athena Swan/gender equality initiatives within our faculties.

Figure 2: Age profile for all staff by gender and contract-type as at Jul-20

	25 and under	26 - 35	36-45	46-55	56-65	66 and over
Female Full Time	54	183	183	224	146	6
Male Full Time	21	150	180	189	151	14
Female Part Time	2	48	136	130	140	22
Male Part Time	2	24	33	30	45	32
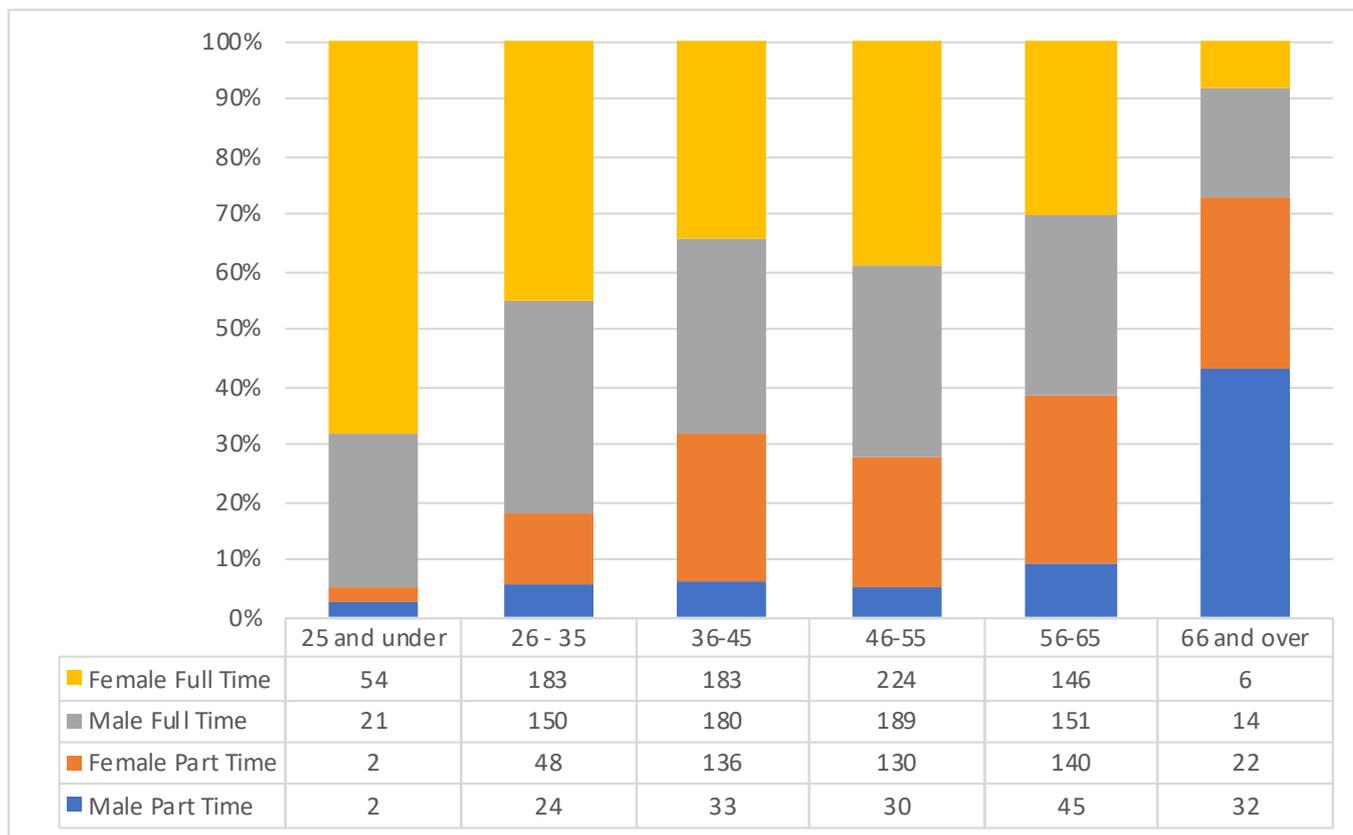
The table shows the number of staff in each category.

DISABILITY

Among salaried staff, 126 colleagues have shared that they have a disability. This number is the same as for 2019. However, there has been a slight increase in the number who prefer not say, and those who provide no data. HESA ask institutions to return staff who have not provided information about a disability as "no known disability".

While the proportion of staff identifying as disabled is slightly higher than the sector average, we expect this under-estimates the number of staff with newly acquired or fluctuating conditions, and those for whom workplace adjustments are potentially beneficial. We seek to encourage staff to feel confident both in updating their data and in discussion with line managers of the arrangements and support to enable them to work effectively. In general disability data is more complete for younger staff and those who have more recently joined the University.

Figure 3: Proportion of employees by disability status Jul-18 – Jul-20
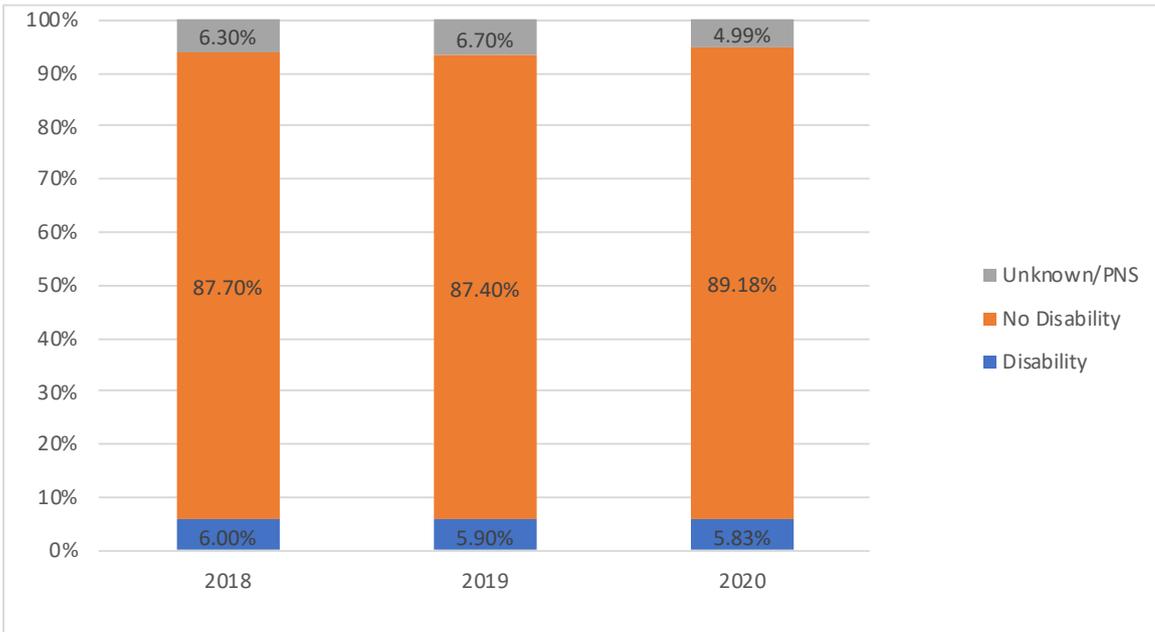
Overall, specific learning difficulty/difference is the most common type of disability followed by long standing illness or health condition. The proportion of staff with a specific learning difficulty/difference represents a third of all reported disabilities. However, as noted above, it is likely that long standing illness or health conditions and mental health conditions are under-reported **(Figure 4)**. Collaborative work with the **Staff Disability Network** is an important part of understanding the lived experience which lies behind the data.

Figure 4: Disability by type Jul-18 – Jul-20

	Specific Learning Difficulty	Mental Health Condition	Deaf or serious hearing impairment	Physical impairment or mobility issues	Long-standing illness or health condition
2018	32%	11%	5%	9%	25%
2019	36%	12%	3%	9%	19%
2020	34%	11%	3%	10%	21%
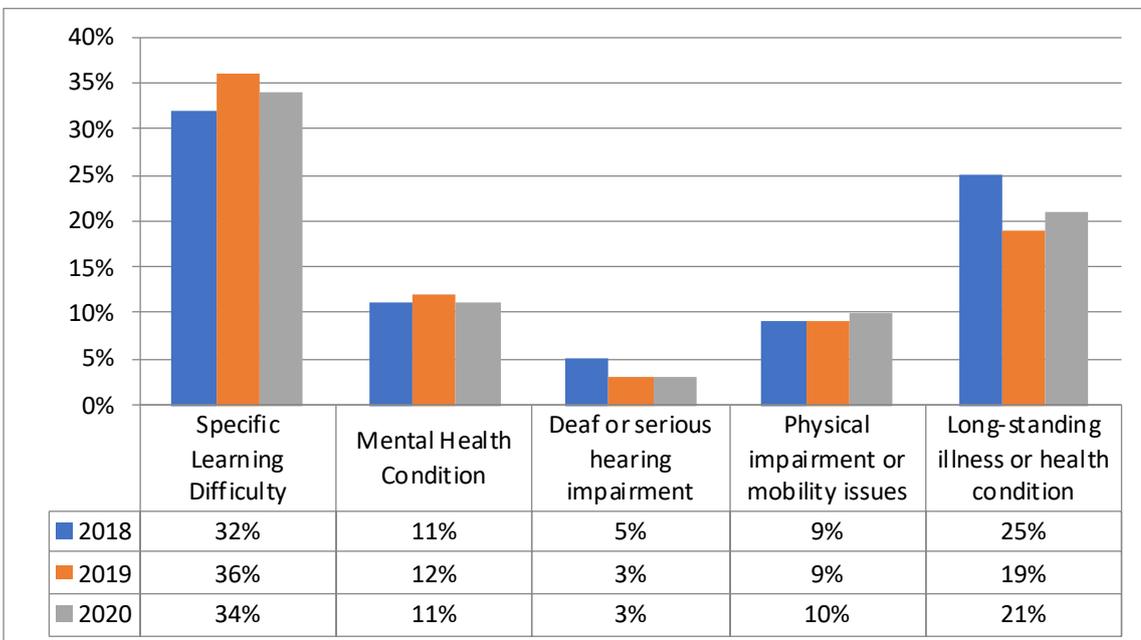
Figure 5 shows the variation by occupational group between academics and professional services staff.

Figure 5: Disability profile by occupational group
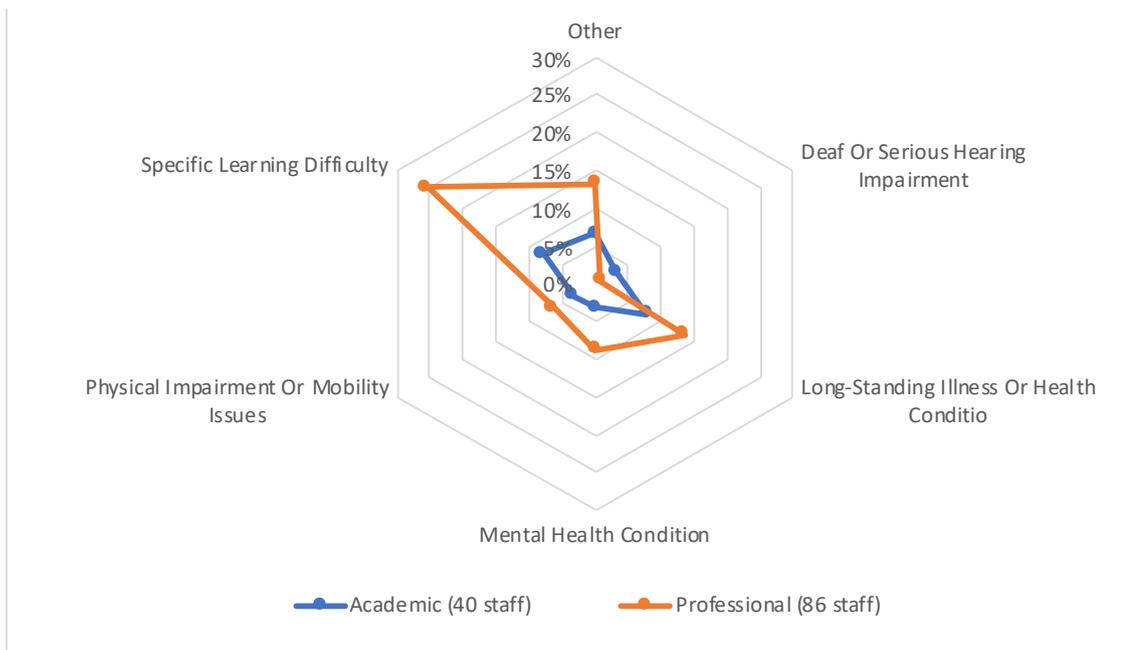
*Other includes other type of disability, general learning disability, blind or serious visual impairment, and cognitive impairment.

Figure 6 shows the disability profile for academic staff in more detail. **The proportion of academic staff sharing information on disability is 4.3% compared to 7.1% of professional services staff.** This again suggests the value of increasing confidence among academic staff to share information and relatedly enhance the awareness and responsiveness of managers in supporting necessary adjustments.

Figure 6: Disability profile for academic staff (40 staff)

	Deaf Or Serious Hearing Impairment	Long-Standing Illness Or Health Conditio	Mental Health Condition	Physical Impairment Or Mobility Issues	Specific Learning Difficulty	Other
2018	6%	29%	9%	14%	26%	17%
2019	5%	22%	11%	11%	30%	22%
2020	10%	25%	10%	10%	25%	21%
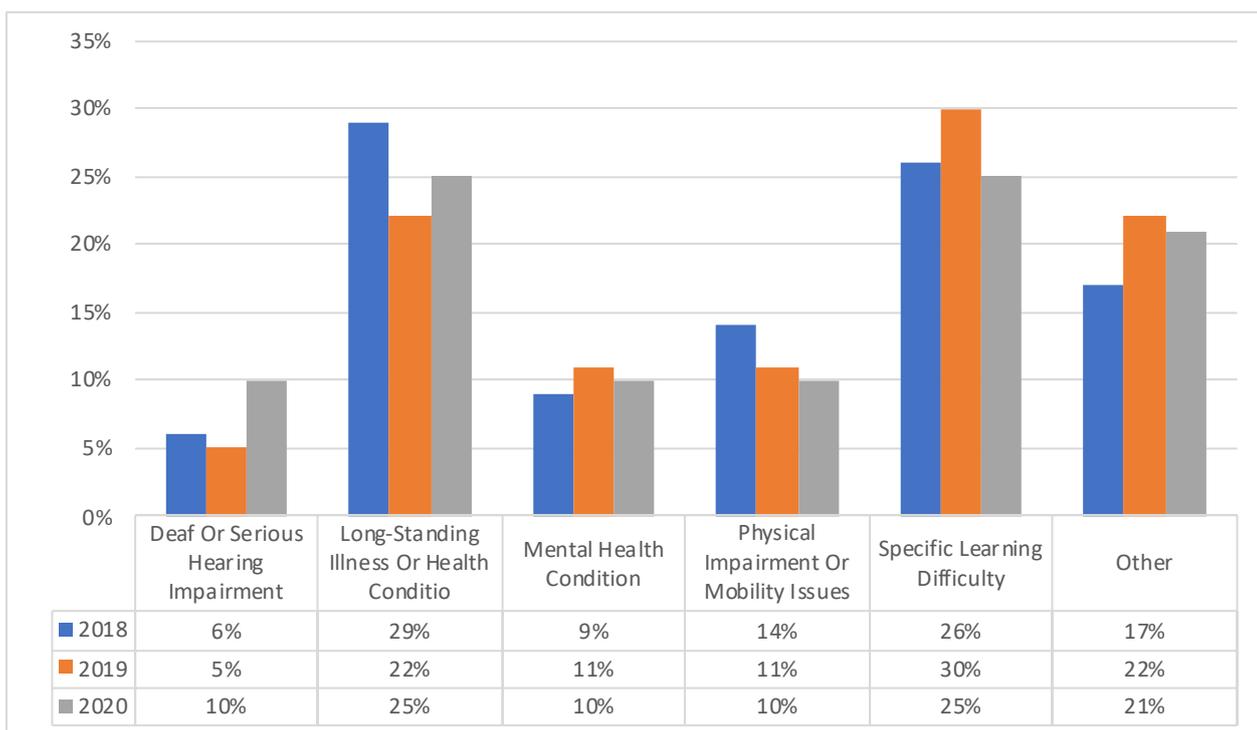
ETHNICITY

Among salaried staff, 283 colleagues identified as from a BAME background. This compares to 270 in 2018/19. **The proportion of BAME staff has increased from 11.4% in 2018 to 13.2% in 2020. (Figure 7)**

Figure 7: Proportion of employees by ethnicity group Jul-18 – Jul-20
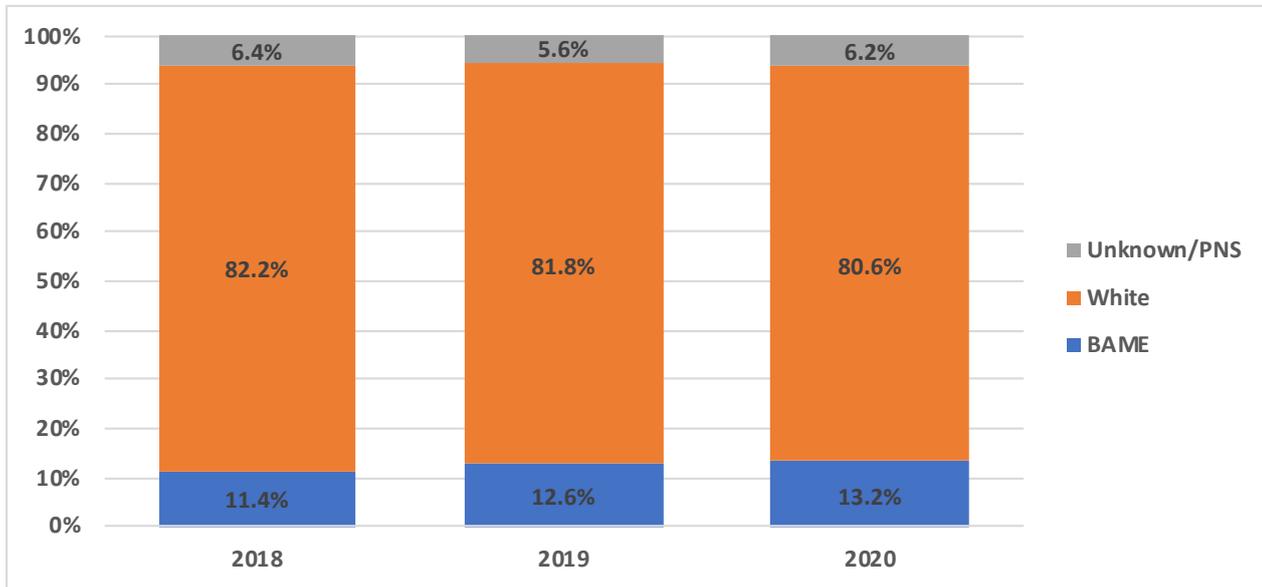

We recognise that aggregated data on ethnic minority staff can obscure differences relating to specific ethnic groups, and use of the term 'BAME' is problematic as a collective term for a wide diversity of backgrounds and identities. The University's work towards the **Race Equality Charter** will include more disaggregated analysis and exploration of the nuances of experience for differing ethnic groups. **Table 3** and **Figure 8** provide an overview breakdown of current known data in relation to HESA categories.

There is a **higher proportion of BAME staff among Academic staff 14.9%, than among Professional Services roles 11.9%.**

Table 3: Ethnicity breakdown at University level

	Academic	Professional	All salaried staff
Black	23	37	60
Asian	82	74	156
Mixed	24	29	53
Other Ethnic Background	9	5	14
White	735	993	1728
Unknown	53	81	134

Figure 8: Ethnicity breakdown by Academic and Professional Services staff groups

PROFESSIONAL
- Mixed, 29, 2.4%
- Unknown, 81, 6.6%
- Other Ethnic Background, 5, 0.4%
- Asian, 74, 6.1%
- Black, 37, 3.0%
- White, 993, 81.5%

ACADEMIC
- Mixed, 24, 3%
- Unknown, 53, 6%
- Other Ethnic Background, 9, 1%
- Asian, 82, 9%
- Black, 23, 2%
- White, 735, 79%
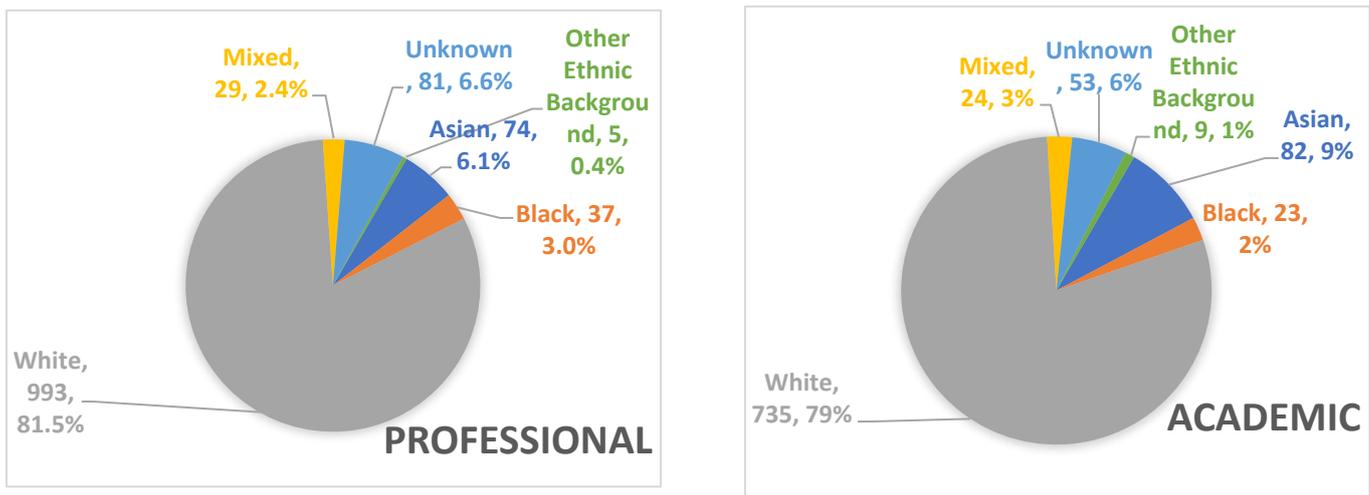
The detailed benchmark analysis carried out within the Athena Swan charter and in preparation for work on the Race Equality Charter requires data to be comparable to HESA data. This has implications for the way in which grade or seniority levels are reported.

Table 4 below provides a broad mapping framework to aid understanding. To avoid potentially different terms being used, this report has adopted the same methodology for presenting grade analysis.

Table 4: HESA Levels mapped to Oxford Brookes pay and grading structure

Typical roles and/or grades	Reference in Brookes analysis	Salary band 2020
Vice Chancellor	In the analysis these are reported as senior staff. To note is that some academic senior management also hold the title of professor, but under the HESA coding are not counted as professors.	£62k upwards
Vice Chancellors Group		
Senior graded staff including Associate Deans and Professional services Directors		
Professors (not included in the above)		
Grade 12 (incl. PL/Reader)	Level I	£52k - £64k
Grade 10/11 (incl.SL)	Level J	£41k - £56k
Grade 9 (incl. L)	Level K	£36k - £43k
Grade 7 and 8	Level L	£27k - £38k
Grade 6	Level M	£25k - £29k
Grade 5	Level N	£21k - £25k
Grade 3 and 4	Level O	£18k - £23k
Grade 2	Level P	£17k - £19k

The analysis in **Figure 9** is based on **283 BAME staff and 1728 White staff** and explores how each group are represented at the different levels within the University. Ethnicity is unknown for 134 staff.

Looking at the grading profile for BAME staff compared to White staff and the change over 3 years shows some **incremental improvement in the distribution of BAME staff across the grade hierarchy.** However, **there continues to be under-representation at the most senior grades.**

To contribute to supporting our talent pipeline, the University continued engagement with the **Advance HE Diversifying Leadership Programme**, with 7 participants commencing during the year. This programme is designed for early-mid career academics and professional services staff identifying as BAME.

Figure 9: Grade profile by ethnicity group (all occupational groups)

	P0	O0	N0	M0	L0	K0	J0	I0	All senior staff
BAME	1%	3%	6%	11%	20%	24%	26%	5%	4%
White	2%	2%	5%	10%	22%	17%	26%	8%	8%
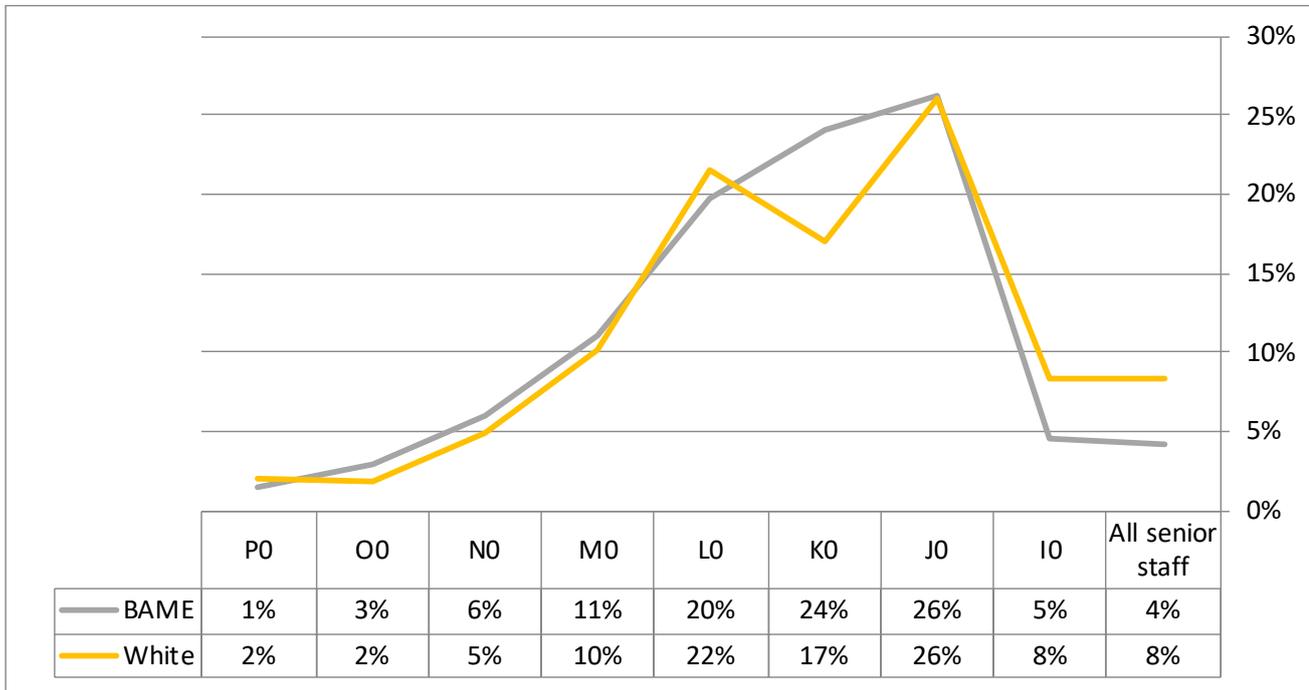
Figure 10 below shows the change in grade profile for BAME staff over the last three years.

Figure 10: Change in grade profile for BAME staff (all occupational groups)

	P0	O0	N0	M0	L0	K0	J0	I0	All senior staff
2018	4%	6%	10%	9%	21%	15%	26%	4%	5%
2019	2%	5%	7%	10%	21%	20%	26%	4%	5%
2020	1%	3%	6%	11%	20%	24%	26%	5%	4%
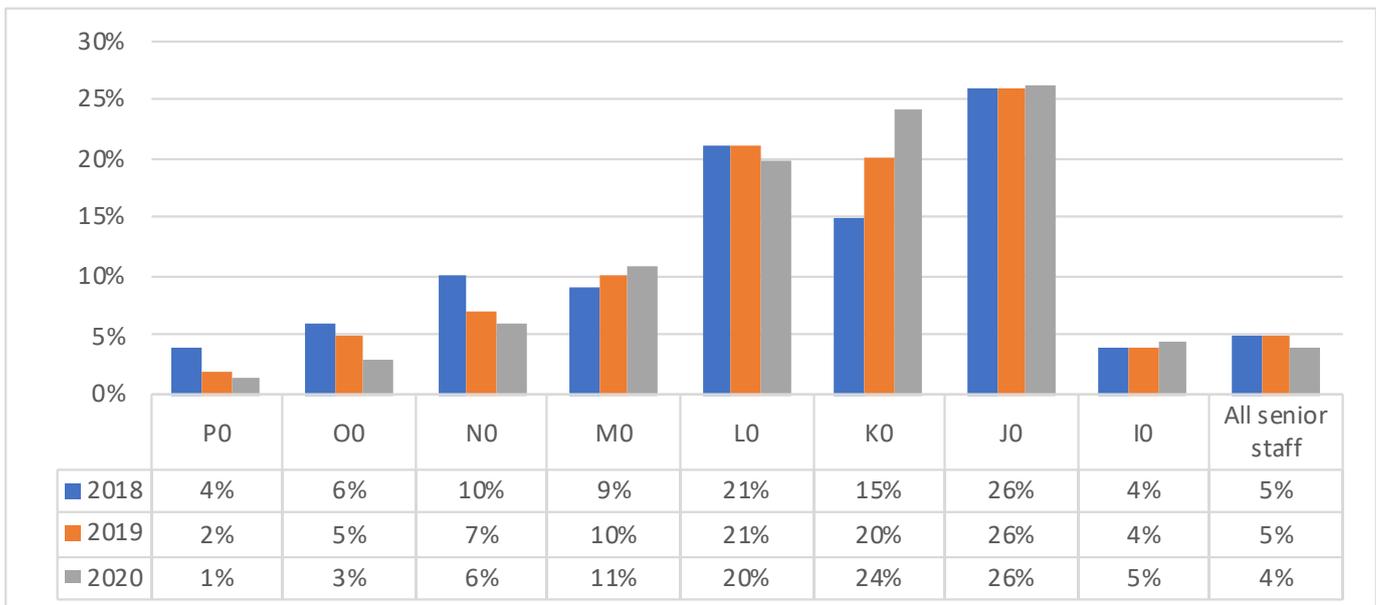
Looking at differences by occupation group highlights that the gap at senior grades is larger within the academic staff group than the professional services staff group. (**Figure 11**)

Figure 11: Grade profile by ethnicity and occupational type

Academic Staff Profile by ethnicity

	L0	K0	J0	I0	All senior staff
BAME	5%	36%	46%	7%	5%
White	2%	23%	45%	17%	12%
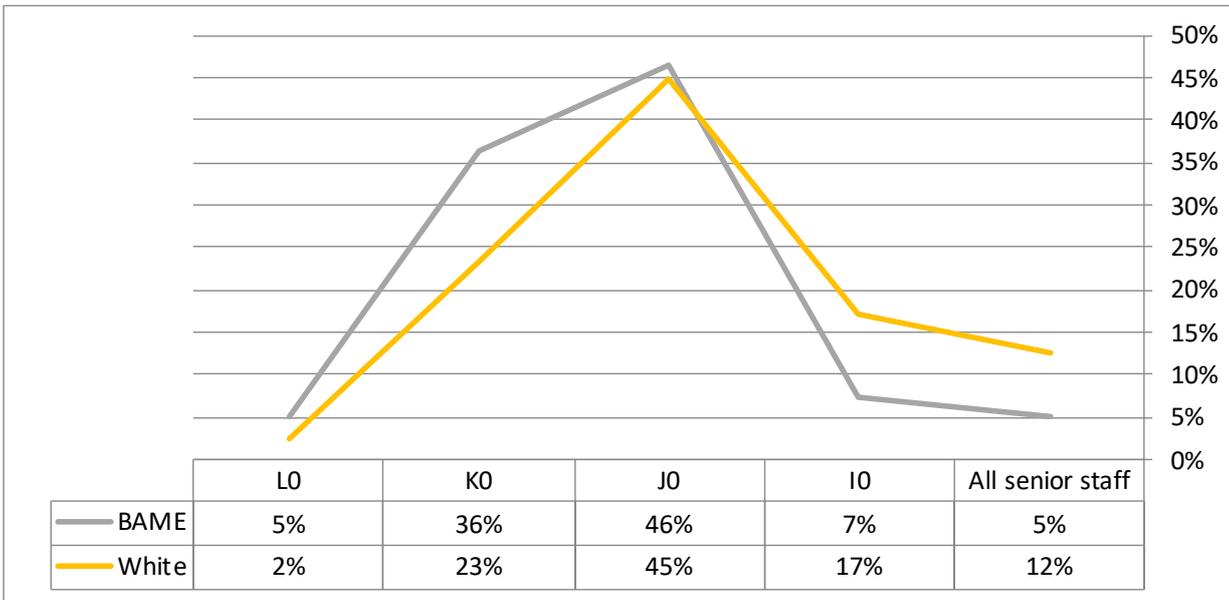
Professional Services Staff Profile by ethnicity

	P0	O0	N0	M0	L0	K0	J0	I0	All senior staff
BAME	3%	6%	12%	21%	34%	12%	7%	2%	3%
White	3%	3%	9%	18%	36%	12%	12%	2%	5%
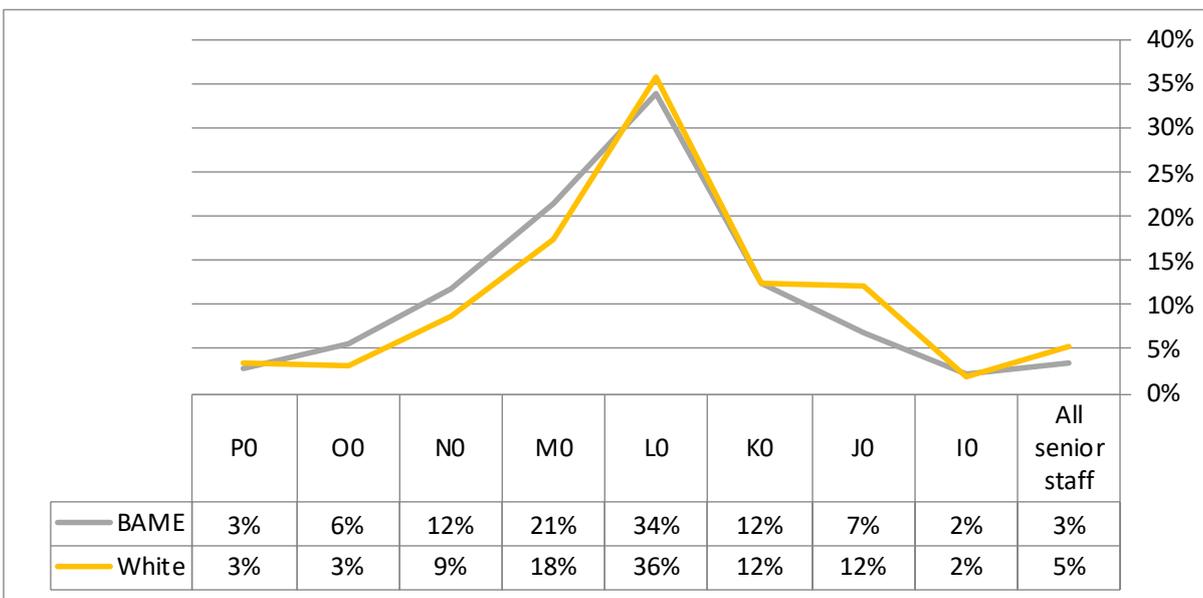
Figure 12 looks in more detail at the representation of BAME staff within the senior management community. **In 2020 this comprises 172 staff of which 12 staff identify as BAME (7.0%).** This picture is therefore significantly affected by the movement of single individuals. BAME staff hold 4.2% of professor roles. For the sector as a whole 10% of Professors identify as BAME.

Our **Race Equality Action Plan** and preparation for the **Race Equality Charter** includes focus on ways to accelerate career progression and increase the representation of BAME staff at senior levels.

Figure 12: Senior management by ethnicity

		Professor	Senior Academic	Senior Professional	All senior staff
BAME	2018-19	4.2%	10.8%	9.1%	7.5%
	2019-20	4.2%	10.5%	7.9%	7.0%
White	2018-19	84.5%	83.8%	83.3%	83.9%
	2019-20	84.5%	81.6%	82.5%	83.1%
Unknown/PNS	2018-19	11.3%	5.4%	7.6%	8.6%
	2019-20	11.3%	7.9%	9.5%	9.9%

Table 5: Ethnicity by Faculty / Directorate as at Jul-20 (excluding unknown ethnicity)

Faculty / Directorate	BAME		White		Total
	#	%	#	%	#
Health and Life Sciences	50	13%	342	87%	392
Humanities and Social Sciences	20	7%	258	93%	278
Oxford Brookes Business School	43	21%	162	79%	205
Technology, Design and Environment	59	21%	227	79%	286
Faculty total	**172**	**15%**	**989**	**85%**	**1161**
	BAME		White		Total
	#	%	#	%	#
Academic and Student Admin	19	10%	164	90%	183
Brookes' Student Union	1	7%	14	93%	15
Estates and Campus Services	16	9%	163	91%	179
Finance and Legal Services	15	22%	54	78%	69
Human Resources	7	10%	63	90%	70
IT Services	14	16%	76	84%	90
Learning Resources	2	3%	74	97%	76
Marketing and Communications	35	22%	124	78%	159
Vice-Chancellor's Group Exec Office	2	22%	7	78%	9
Directorate total	**111**	**13%**	**739**	**87%**	**850**
Salaried staff total	**283**	**14%**	**1728**	**86%**	**2011**

Table 5 shows the distribution of salaried staff by ethnicity across faculties and professional services directorates. This indicates those areas of the University with lower representation, such as the Faculty of Humanities and Social Sciences, Learning Resources, Estates and Campus Services and Human Resources.

These patterns will be explored in more depth through the Race Equality Charter self-assessment process. Depending on future workforce planning and recruitment needs it may be particularly beneficial to explore action to increase ethnic diversity through positive attraction and recruitment strategies for specific areas and functions.

GENDER

The proportion of women in the Oxford Brookes workforce has decreased slightly from 60.0% to 59.4%. This is a higher proportion of women than in the HE sector overall (54.1%.)

**Figure 13: Proportion of employees by gender Jul-18 – Jul-20**
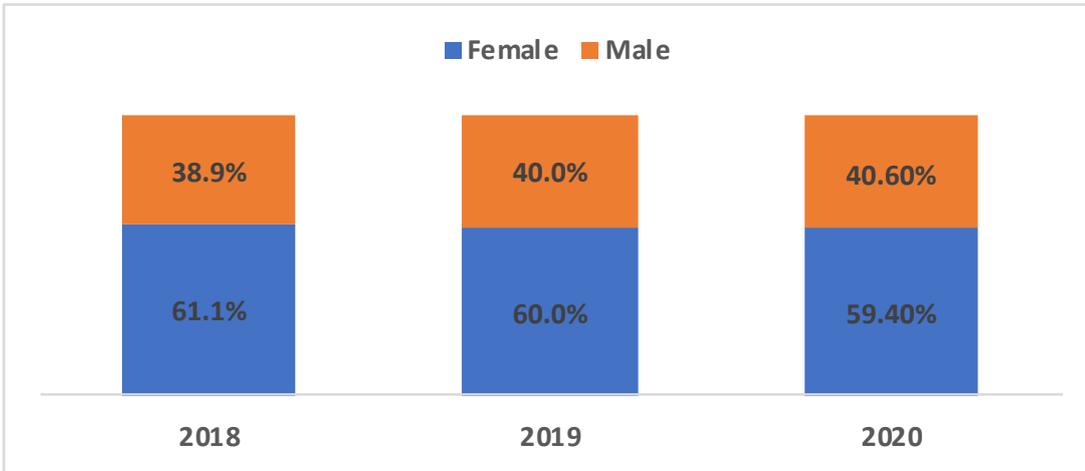
The proportion of women in professional services roles at 62.9% is similar to the sector average of 62.7%. However, the University has a **significantly higher proportion of women in academic roles** (54.7%) than the sector average of 46.2%. This is especially positively reflected in the professoriate where women make up **46% compared to 27.8% in the sector,** and women hold 48% of all senior staff roles in 2020.

Figure 14 Grade profile by gender and occupational group

Academic

	M0	L0	K0	J0	I0	All senior staff
Female	0%	5%	27%	44%	14%	10%
Male	0%	1%	24%	45%	16%	13%

Professional Services

|	P0	O0	N0	M0	L0	K0	J0	I0	All senior staff
Female	3%	2%	9%	21%	36%	12%	11%	1%	4%
Male	3%	6%	7%	13%	34%	13%	13%	3%	8%
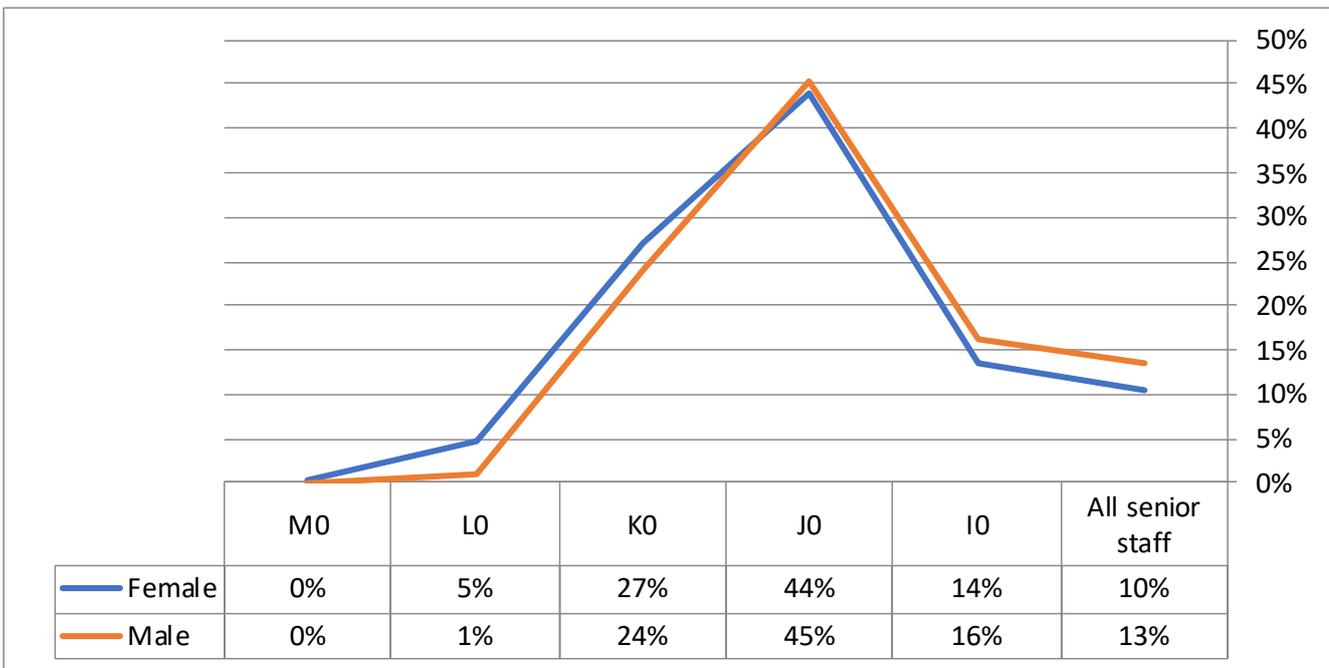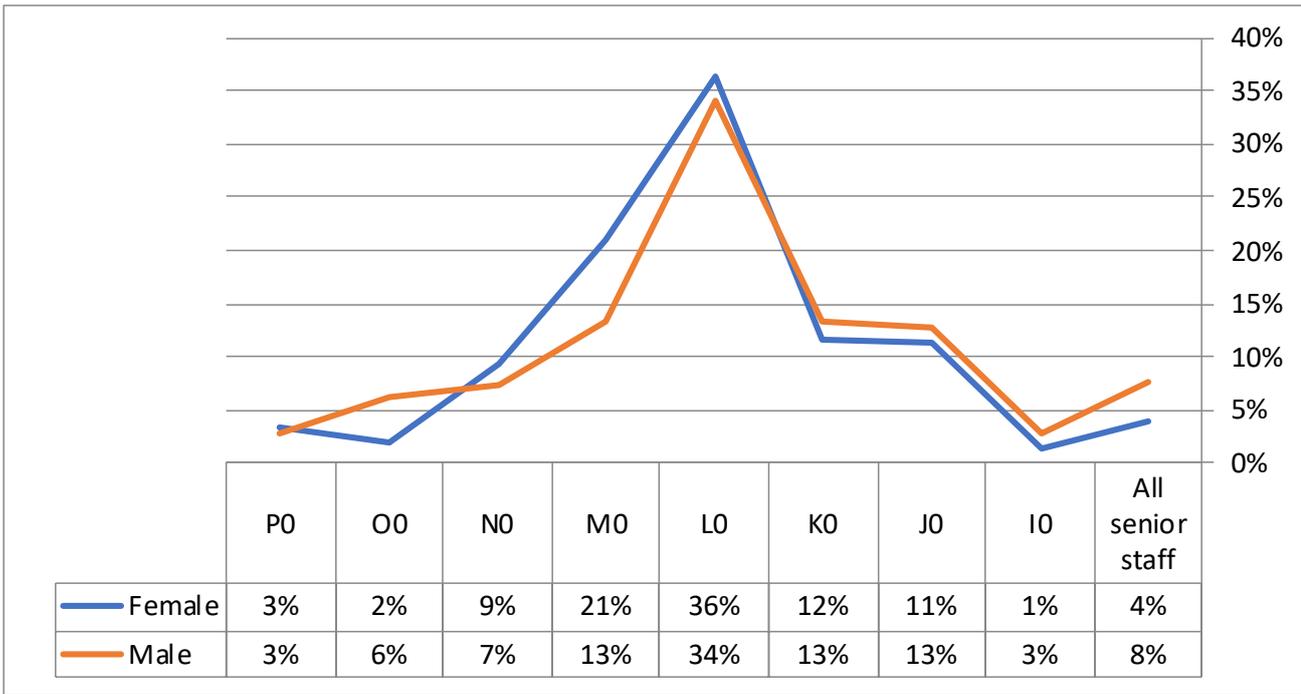
Figure 15 looks in more detail at women in the senior management community and the fluctuations over the past three years. The population size is 82 (87 in 2019).

Figure 15: Change in proportion of senior managers by gender

Female	Professor	Senior Academic	Senior Support	All Senior staff	All staff
2018	46.20%	51.40%	53.00%	50%	60%
2019	46.50%	51.40%	53%	50.00%	60.00%
2020	46.50%	52.60%	46.00%	47.70%	59.40%

Male	Professor	Senior Academic	Senior Support	All Senior staff	All staff
2018	53.8%	48.6%	47.0%	50.0%	40.0%
2019	53.5%	48.6%	47.0%	50.0%	40.0%
2020	53.5%	47.4%	54.0%	52.3%	40.6%
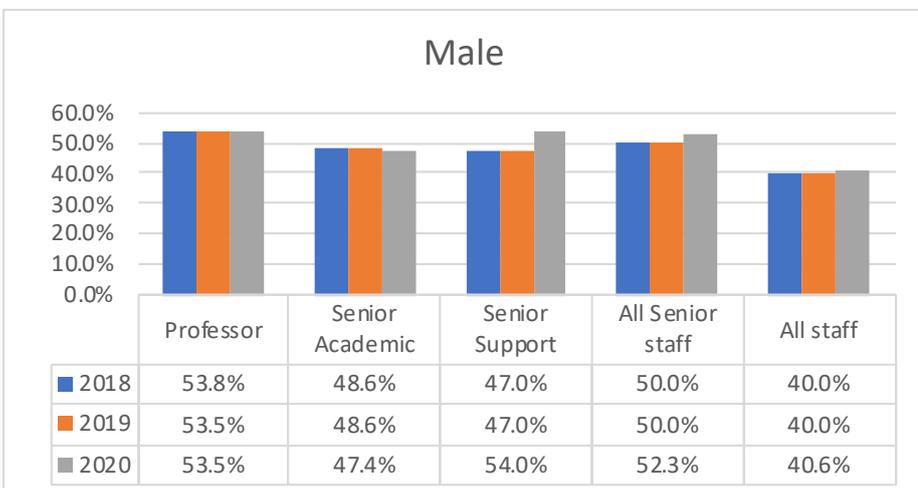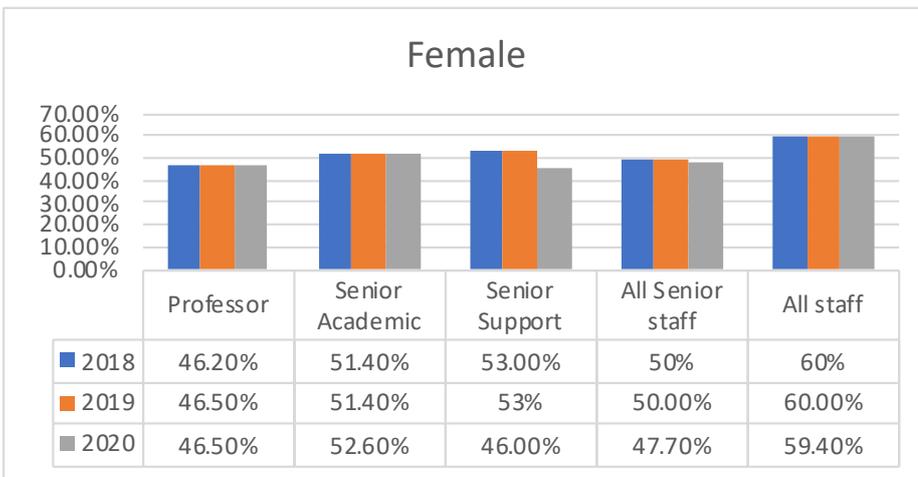
Figure 14b: Total number of senior managers by gender Jul-20

	Female		Male	
Professor	33	46.5%	38	53.5%
Senior Academic	20	52.6%	18	47.4%
Senior Professional	29	46.0%	34	54.0%
All Senior Staff	82	47.7%	90	52.3%
All Staff	1275	59.4%	870	40.6%

The proportion of women in senior roles is understood to be influenced by the feasibility of part-time working at these levels. Overall 30% of salaried staff work part-time, and women make up 74% of this group.

There has been some change in the proportion of senior roles that are part-time. However, this has been entirely in professorial contracts and there **remain no part-time senior academic management roles.**

Figure 16: Grade profile by gender and ethnicity at Jul-20

	P0	O0	N0	M0	L0	K0	J0	I0	All senior staff	All staff
White Male	11	20	28	46	136	119	194	70	69	695
BAME Male	1	6	5	8	12	31	35	7	8	115
White Female	22	11	57	128	236	174	255	74	74	1033
BAME Female	3	2	12	23	42	37	39	6	4	168
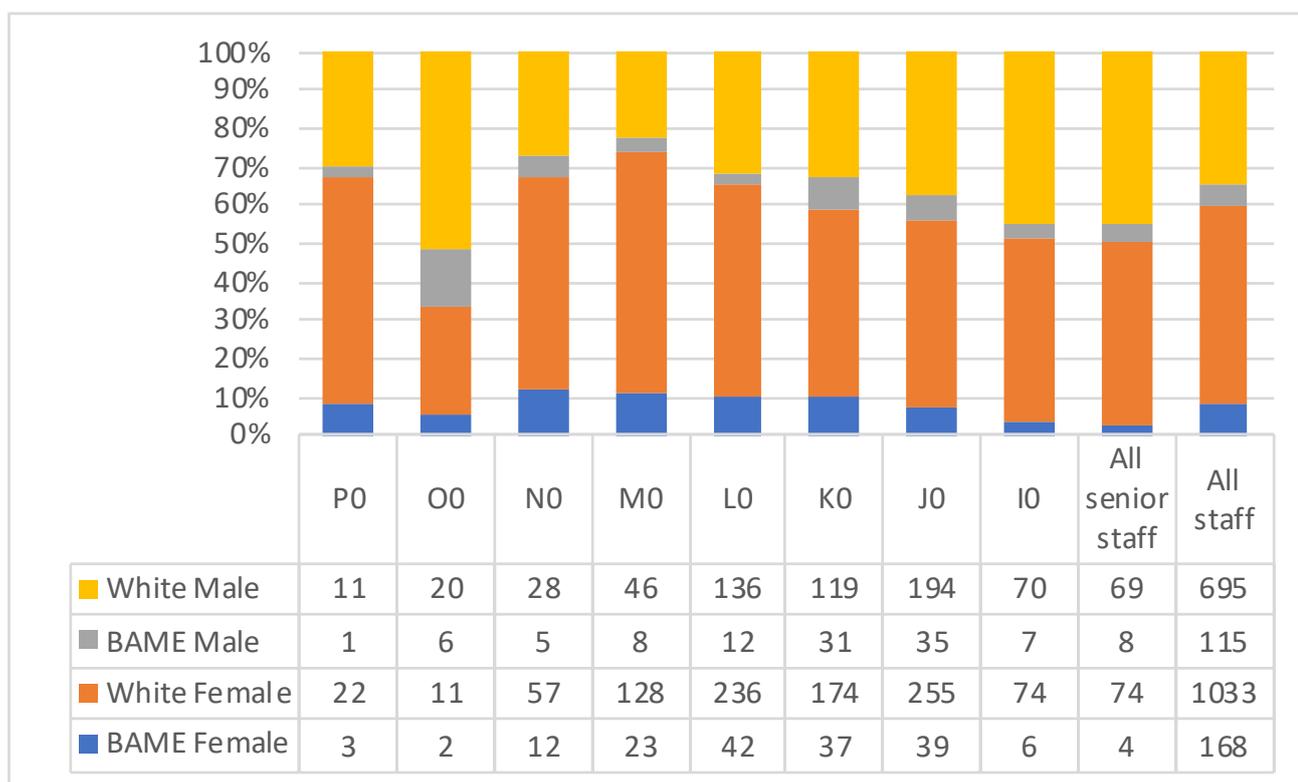
Figure 16 shows the distribution by gender and ethnicity across the grading structure. The overall gender balance among BAME staff (59.4% women) is on a par with that of White staff (59.8% women). However, BAME women make up 46.2% of BAME staff at Grade 12/Principal Lecturers and Readers (Level I0) and 33% of BAME Senior Staff. This contributes the overall lower representation of women at these grades.

Figure 17: Proportion of part time contracts by grade (all occupational groups) - 2020

	All staff	P0	O0	N0	M0	L0	K0	J0	I0	Senior staff
Part-time	644	35	12	43	73	118	136	183	24	20
Full-time	1501	2	31	62	149	342	251	375	137	152
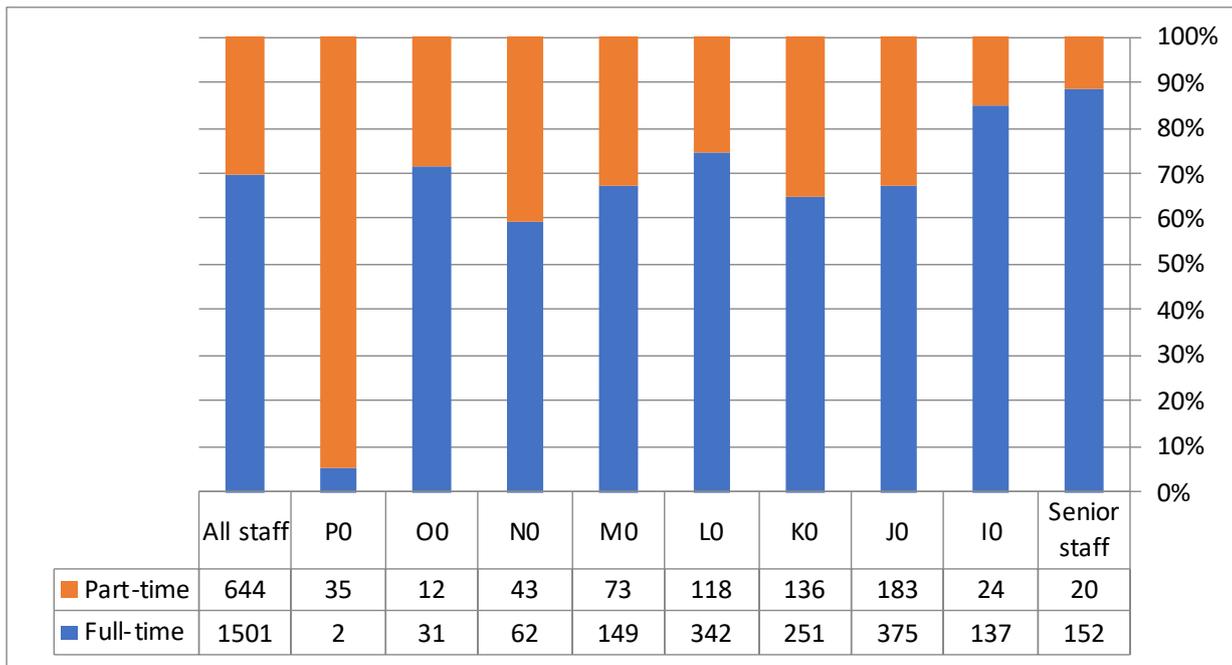
Figure 17 shows the detail of how the balance of part-time and full-time working differs across the grade hierarchy relative to the overall average of 30% of salaried roles being delivered on a part-time basis. This shows that the reduction in part-time working is seen at Grade 12/Principal Lecturers and Readers (Level l0) and among Senior Staff.

Figure 18: Part-time and Full-time working by gender and ethnicity (excluding those where ethnicity is unknown)

	White Female	White Male	BAME female	BAME Male
Part time	407	143	39	12
Full time	626	552	129	103
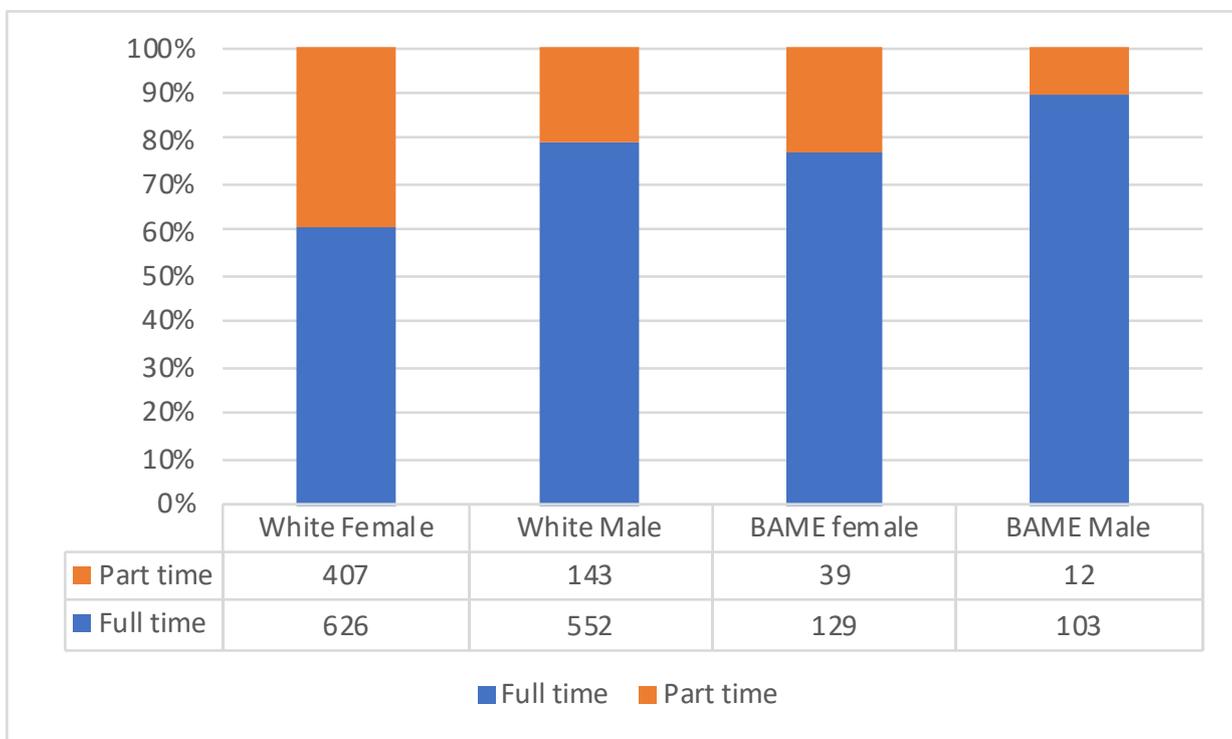
■ Full time ■ Part time

Figure 18 looks at part-time and full-time working by gender and ethnicity. This shows that for both men and women identifying as BAME there is a lower proportion of staff working part-time than for those identifying as White. Part-time and Full-time working is further analysed below by gender and grade and ethnicity and grade (**Figures 19 and 20**)

The underlying reasons for differing patterns of part-time and full-time working among BAME staff would require further exploration. These patterns may indicate that potential barriers to progression for existing staff due to lack of senior part-time work are more likely to impact White women than BAME women. However, actions to enhance part-time and flexible working at senior levels should provide benefits across all genders and ethnicities. Additionally, this may also suggest that there are other factors contributing to the under-representation of BAME women at senior levels.

Figure 19: Part-time and Full-time working by gender and grade

	P0	O0	N0	M0	L0	K0	J0	I0	All senior staff	All staff
Female Part time	68%	21%	29%	28%	22%	26%	22%	9%	6%	22%
Male Part time	27%	7%	11%	5%	3%	9%	11%	6%	6%	8%
Female Full time	0%	12%	39%	45%	43%	32%	34%	40%	42%	37%
Male Full time	5%	60%	20%	23%	31%	32%	33%	45%	47%	33%
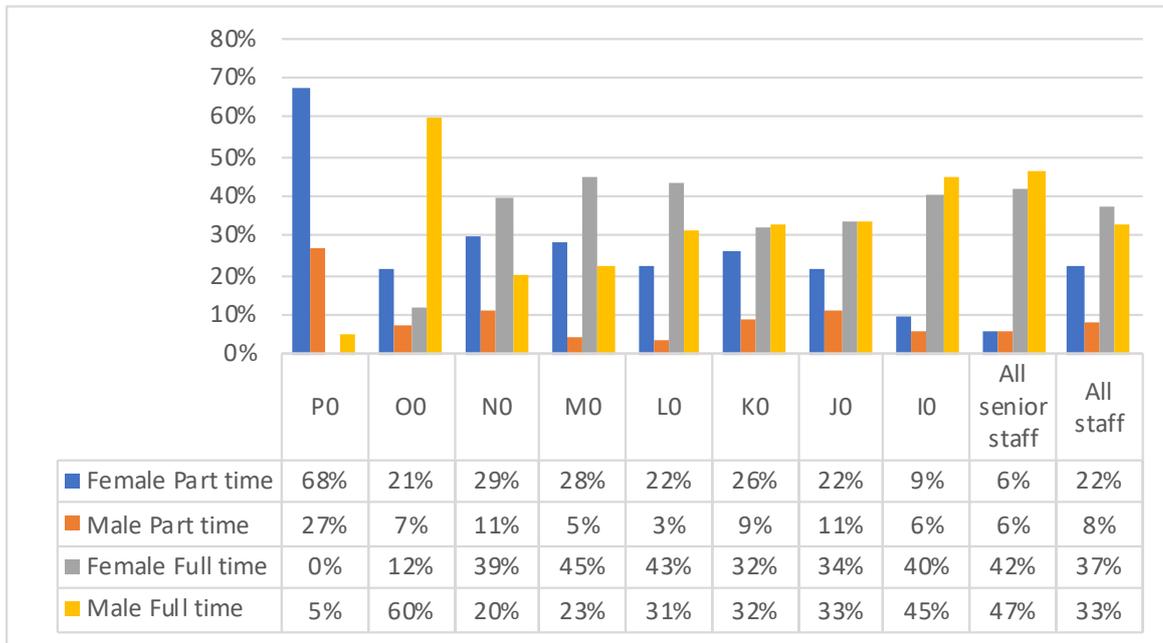
Figure 20: Part-time and Full-time working by ethnicity and grade

	P0	O0	N0	M0	L0	K0	J0	I0	All senior staff	All staff
White Full time	2	22	47	112	38	186	283	122	125	1178
BAME Full time	0	7	13	25	4	53	68	12	11	232
White Part time	31	9	38	63	94	108	166	23	18	550
BAME Part time	4	1	4	6	13	15	6	1	1	51
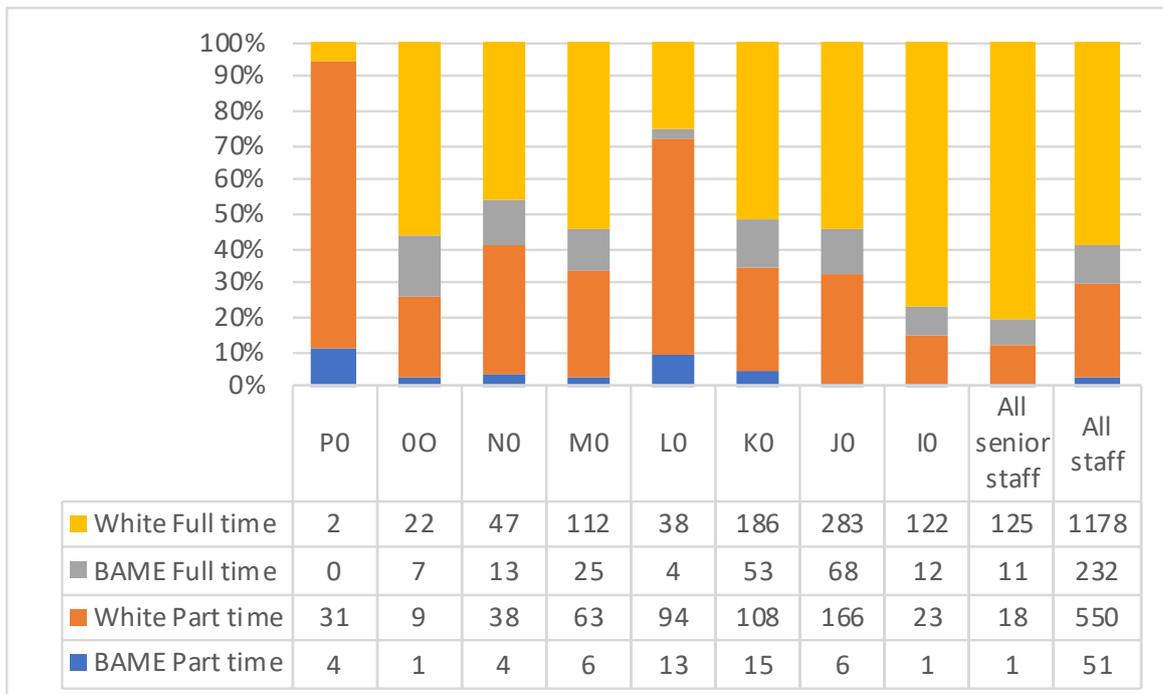
As part of the **GEARING-Roles project** and in support of Athena Swan actions, focus groups were undertaken in October 2019 to better understand the nature of **'choice'** in respect to part-time and flexible working and the impact on career options. The feedback highlighted the trade-offs involved for some staff in maintaining job satisfaction and work-life balance over pursuing promotion. This was informed by a negative perception of the time and emotional demands holding a senior position places on the individual.

The data above highlights the importance of ensuring that the intersection of gender and ethnicity is explicitly addressed in the exploration and design of our interventions to support career progression.

Considering the gender balance among salaried staff by faculty and professional function highlights some areas of under-representation (**Table 6**). Women are under-represented in the Faculty of Technology Design and Environment (TDE), Estates and Campus Services (ECS) and IT Services (ITS). Comparison with the profile at 2019 shows that for the Faculty of TDE the proportion of women has reduced from 40%, for ECS it has reduced from 44%, while for ITS there is an improvement from 24% in 2019.

Table 6: Gender by Faculty / Directorate as at Jul-20

Faculty / Directorate	Female		Male		Total
	#	%	#	%	#
Health and Life Sciences	280	68%	132	32%	412
Humanities and Social Sciences	180	62%	111	38%	291
Oxford Brookes Business School	140	64%	80	36%	220
Technology, Design and Environment	115	37%	194	63%	309
Faculty total	**715**	**58%**	**517**	**42%**	**1232**
	Female		Male		Total
	#	%	#	%	#
Academic and Student Admin	143	73%	53	27%	196
Brookes' Student Union	10	63%	6	37%	16
Estates and Campus Services	76	39%	119	61%	195
Finance and Legal Services	52	68%	25	32%	77
Human Resources	60	79%	16	21%	76
IT Services	26	27%	70	73%	96
Learning Resources	60	75%	20	25%	80
Marketing and Communications	123	75%	42	25%	165
Vice-Chancellor's Group Exec Office	9	75%	3	25%	12
Directorate total	**559**	**61%**	**354**	**39%**	**913**
Salaried staff total	**1274**	**59%**	**871**	**41%**	**2145**

RELIGION OR BELIEF (INCLUDING LACK OF BELIEF)

Amongst salaried staff, 79% of colleagues have chosen to share information about their religion or belief (78% in 2019)

Figure 21: Proportion of employees by religion or belief (or lack of belief) Jul-18 – Jul-20
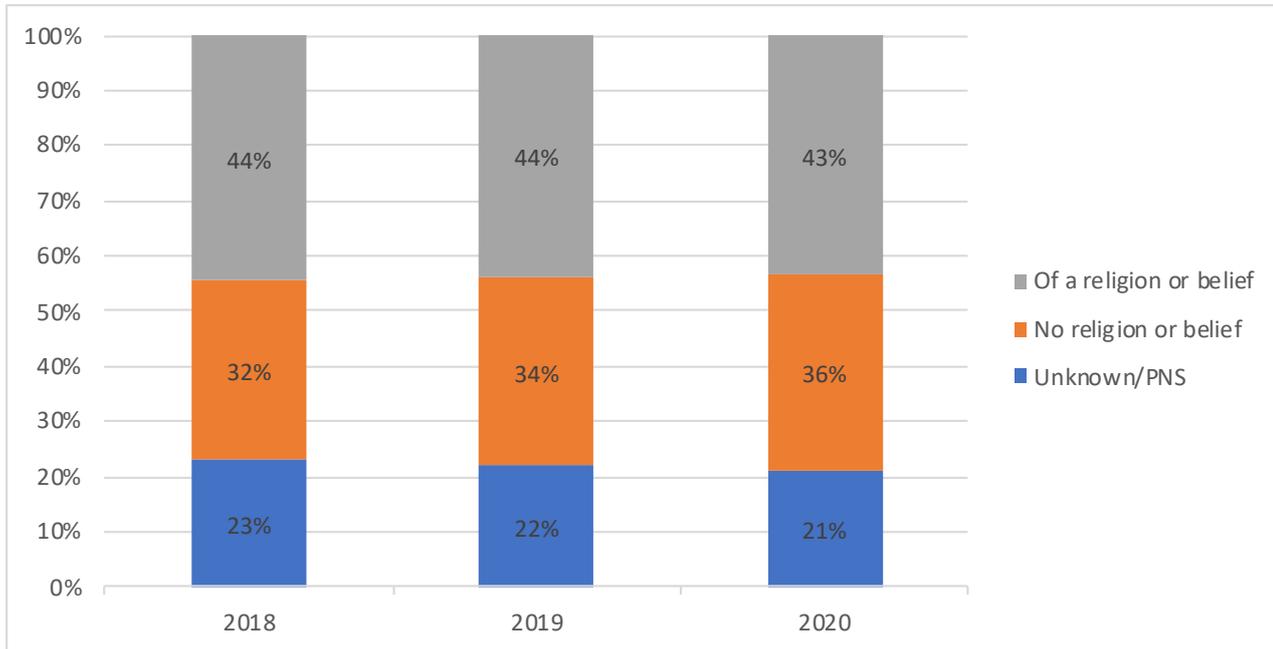
Analysing the known data, the majority of staff are Christian (44%) or have no religion (45%). In 2020 staff reporting 'No religion' became the largest group among those sharing information (Table 7).

The Multifaith Chaplaincy offers friendship and spiritual care to all members of the University. It runs regular events including Bible study, Friday prayer, meditation and relaxation. The Chaplaincy offers prayer and quiet space and the team provide pastoral support.

Table 7: Profile of staff reporting a religion or belief (including lack of belief) Jul-17 to Jul-20

	Jul-17	Jul-18	Jul-19	Jul-20
% of staff with a reported faith (or lack of)	77%	77%	78%	79%
of which:				
Christian	49%	48%	46%	44%
No religion	42%	42%	44%	45%
Other religion*	3%	3%	3%	5%
Muslim	2%	2%	2%	3%
Hindu	1%	2%	1%	1%
Spiritual	1%	1%	2%	2%

*includes Buddhist, Jewish, Sikh and other religion

SEXUAL ORIENTATION

Amongst salaried staff, 99 colleagues representing 4.6% of salaried staff have shared that they are LGB+ (4.2% in 2019). The proportion of LGB+ staff has increased from 3.8% in 2017 to 4.6% in 2020 (Figure 22). This is slightly above the sector figure for 2019 of 4%. The proportion of staff for whom sexual orientation is unknown is 20.6%. Of these 10% Prefer not to say, and 11% have provided no data. Our collaborative activity with the **LGBTQ+ Staff Forum** and work on the **Stonewall Workplace Equality Index** seeks to ensure that staff are confident to share information about their sexual orientation and able to be their authentic selves in the workplace.

Figure 22: Proportion of employees by sexual orientation   Jul-18 – Jul-20

	2018	2019	2020
■ LGB	3.9%	4.2%	4.6%
■ Heterosexual	72.9%	73.7%	74.8%
■ Unknown	23.1%	22.1%	20.6%
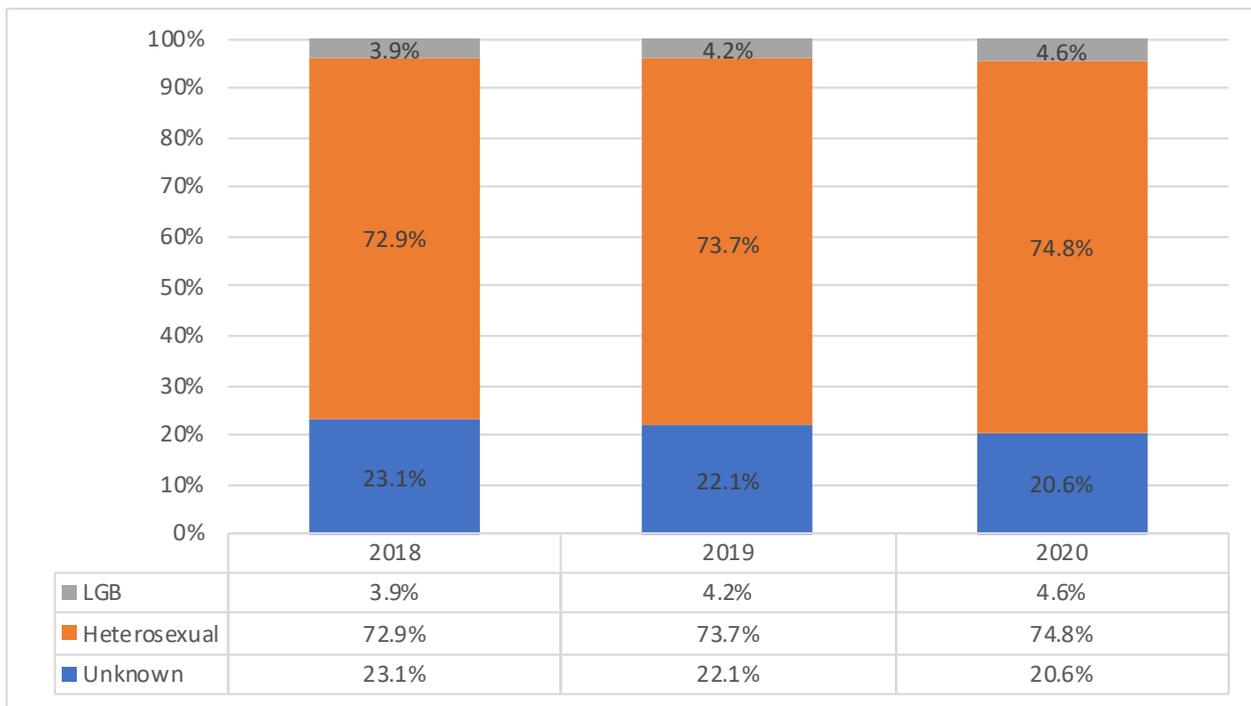
Table 8 below is based on the data provided by the **99 staff who reported as LGB+** and shows the balance of diversity of sexual orientation identification within the LGB+ community.

Table 8: Profile of staff reporting sexual orientation as LGB+ Jul-17 to Jul-20

	Jul -17	Jul -18	Jul-19	Jul-20
% of staff reporting as LGB	3.8%	3.9%	4.2%	4.6%
Of which:				
Bisexual	31%	37%	30%	27%
Gay Man	32%	30%	31%	31%
Gay Woman	27%	24%	29%	29%
Other	11%	9%	11%	12%

Figure 23: Grade profile by sexual orientation – Jul-20
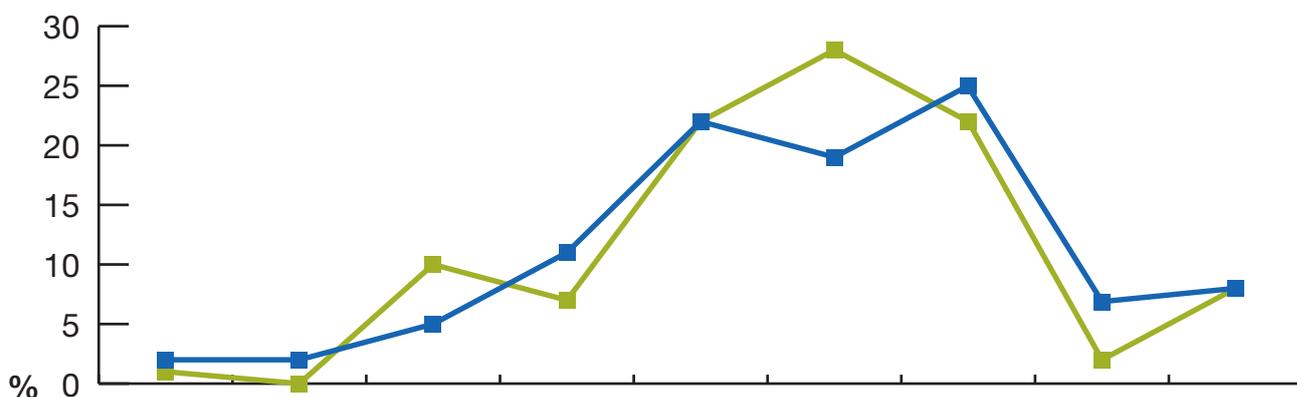
HESA Level OBU Grade	P 2	O 3/4	N 5	M 6	L 7/8	K 9	J 10/11	I 12	Senior
Heterosexual	2%	2%	5%	11%	22%	19%	25%	6%	8%
LGB	1%	0%	10%	7%	22%	28%	22%	2%	8%

The analysis by grade in **Figure 23** shows some variation, however there is not a pattern of under representation. The University takes part in the **Stonewall Workplace Equality Index** and has improved its position over the three years that it has participated in the programme, the most recent submission being made in September 2019. The University is not in the published Top 100.

Stonewall suspended the Workplace Equality Index (WEI) in 2020 due to the impacts of the pandemic. The University WEI Steering Group, Human Resources and the LGBTQ+ Staff Forum maintained internal liaison and communication with Stonewall to draw lessons from the previous feedback and to enable focus on work for 2021/22.

OTHER PROTECTED CHARACTERISTICS

We include the question: "Does your gender identity match your sex as registered at birth" within our monitoring data to seek to gain understanding of the transgender and non-binary community within the University. Amongst salaried staff 76% of colleagues have chosen to answer the question (70% in 2019). Of which one percent have shared that their gender identity does not match their sex as registered at birth. Of the 23% for whom no data is held, only 1% have actively responded 'prefer not to say', the remaining staff have provided no answer.

HOURLY PAID CONTRACTS

We are including some diversity data for staff on hourly paid contracts in this report for the first time. The charts below **(Figure 24)** give an overview of the diversity profile across the different types of hourly paid contracts which are used at the University to complement the work of salaried staff and support specific activities and functions. The analysis is based on the **total contracts held within HR records** (Total 3037). The number of hourly paid contracts used during the year 2019-20 was 1813.

This initial analysis shows a greater level of diversity across a range of protected characteristics among the staff on hourly paid contracts compared to salaried staff.

Progression from hourly paid contracts is not always feasible or desired by those holding such contracts, eg. Student casual staff may not be seeking to progress to employment at the University. However, the University policy in relation to Associate Lecturers explicitly seeks to support progress onto fractional posts for those who have a sustained level of hours of work over two consecutive years.

The forward strategy for diversifying attraction, recruitment and selection can explore the opportunities for this talent pool and consider of the potential for further diversifying the University workforce through this recruitment channel.

Figure 24: Diversity profile of hourly paid contracts

a) Hourly contracts by average age
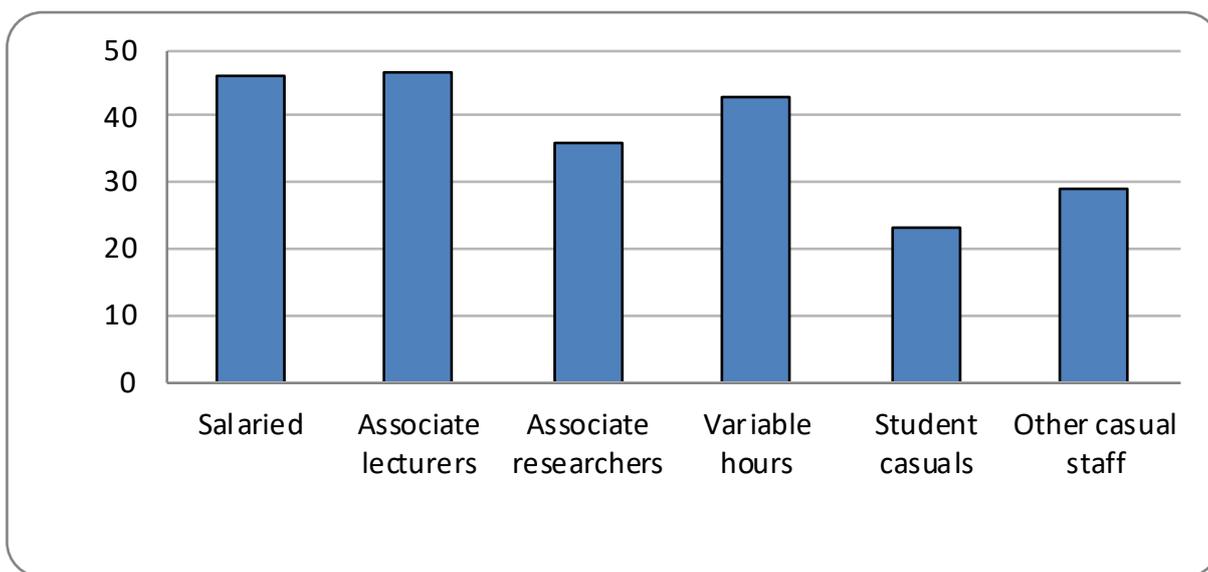
Average age	Salaried	Associate lecturers	Associate researchers	Variable hours	Student casuals	Other casual staff
Average age	46	47	36	43	23	29

b) Hourly paid contracts by disability
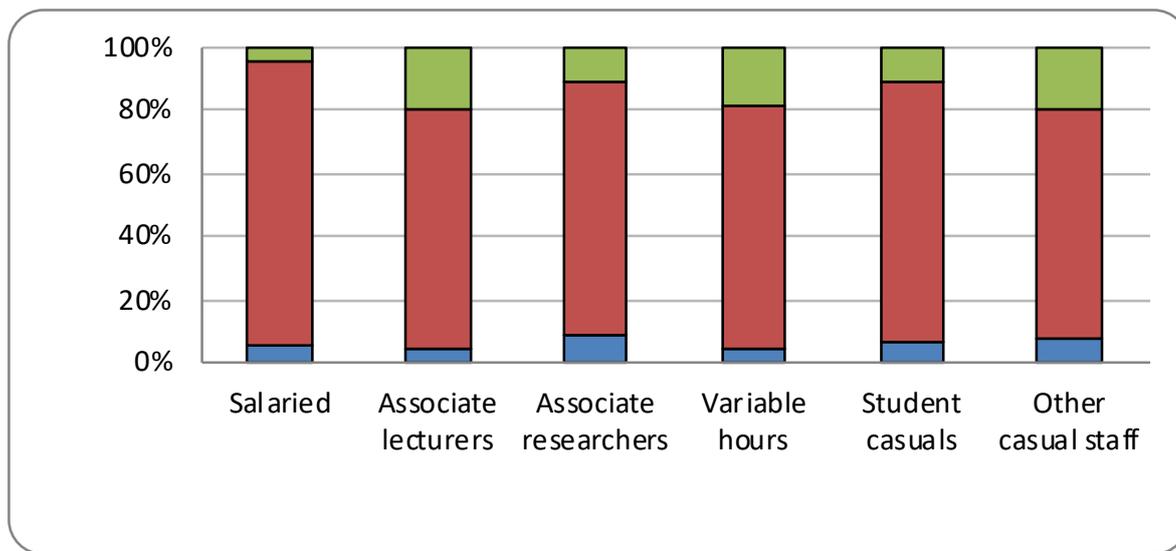
Disabled	Salaried	Associate lecturers	Associate researchers	Variable hours	Student casuals	Other casual staff
% disabled	6%	5%	9%	5%	7%	8%
% not disabled	89%	76%	80%	76%	82%	73%
% PNS/unknown	5%	20%	11%	19%	11%	20%

c) Hourly paid contracts by ethnicity
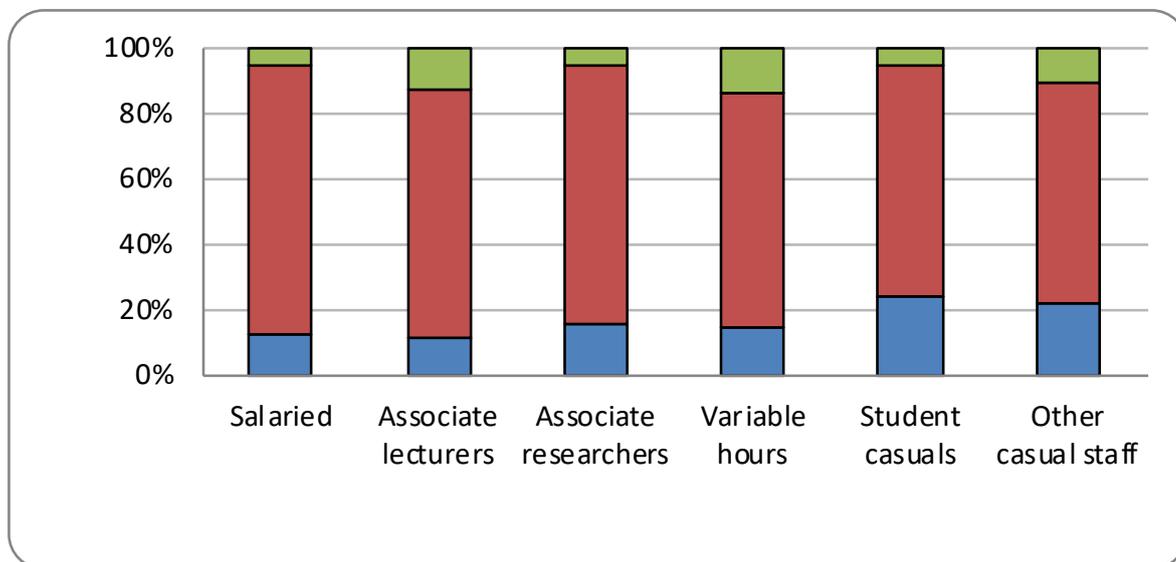
Ethnicity	Salaried	Associate lecturers	Associate researchers	Variable hours	Student casuals	Other casual staff
% BAME	13%	12%	16%	15%	24%	23%
% White	81%	75%	78%	71%	71%	66%
% PNS/unknown	6%	14%	6%	14%	5%	12%

d) Hourly paid contracts by gender
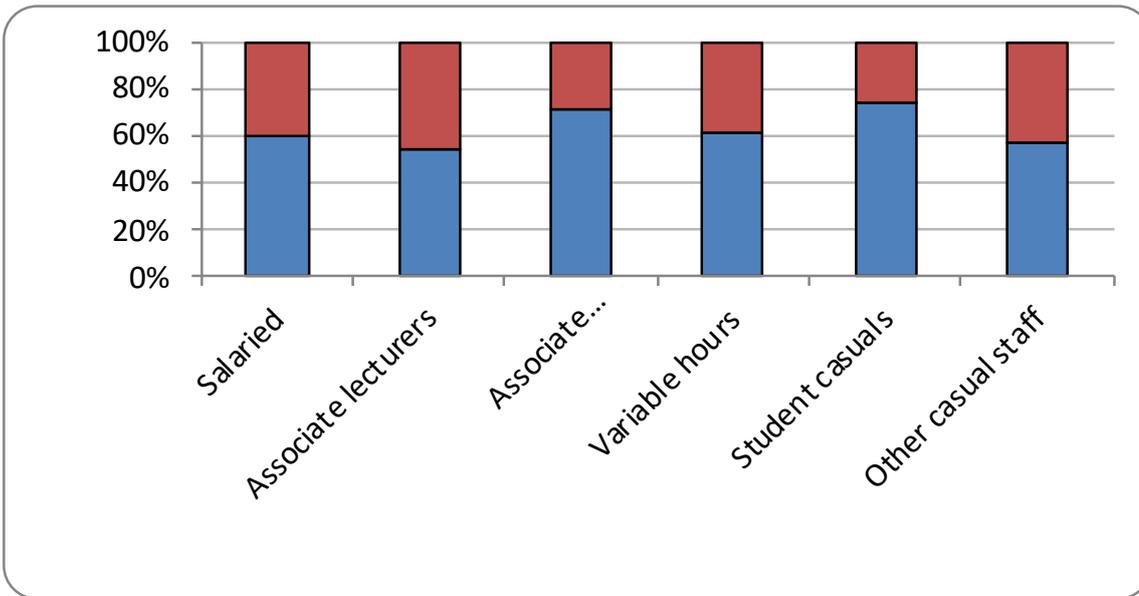
Gender	Salaried	Associate lecturers	Associate researchers	Variable hours	Student casuals	Other casual staff
% female	59%	54%	72%	61%	73%	57%
% male	41%	46%	28%	39%	27%	43%

e) Hourly paid contracts by religion or belief
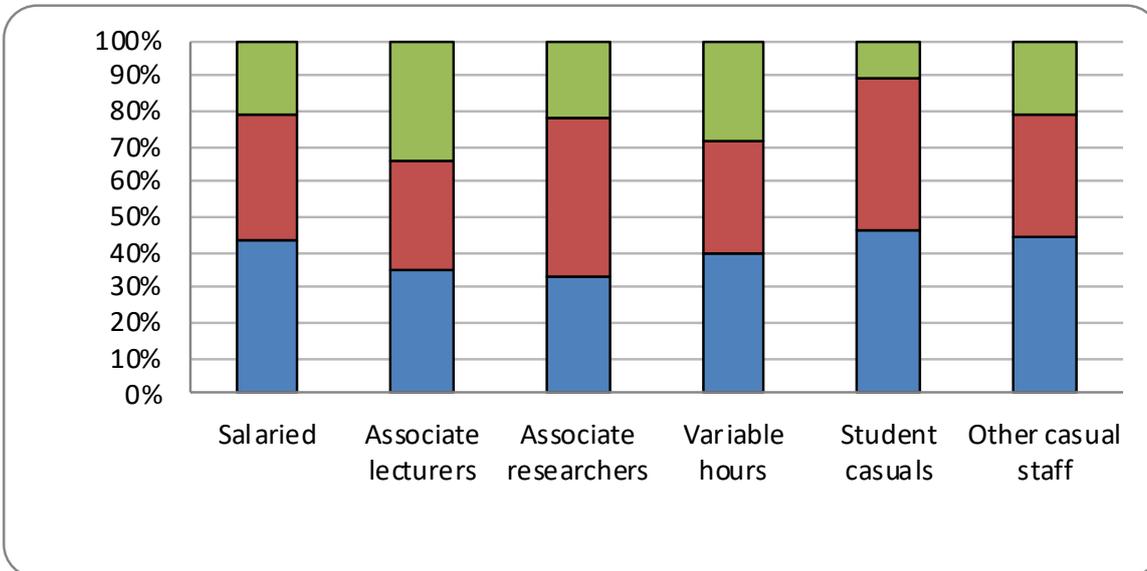
Religion	Salaried	Associate lecturers	Associate researchers	Variable hours	Student casuals	Other casual staff
% of a religion or belief	43%	35%	33%	40%	47%	44%
% no religion	36%	31%	45%	31%	42%	35%
% PNS/unknown	21%	34%	22%	29%	11%	22%

f) Hourly paid contracts by sexual orientation
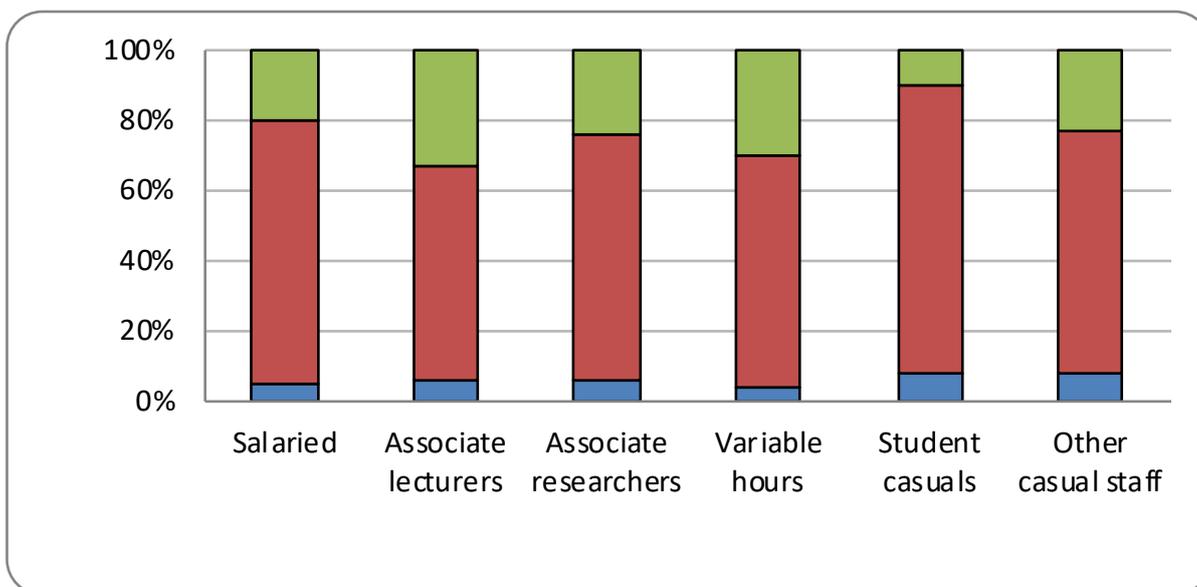
Sexual Orientation	Salaried	Associate lecturers	Associate researchers	Variable hours	Student casuals	Other casual staff
% LGB	5%	5%	6%	3%	7%	8%
% heterosexual	75%	61%	70%	67%	82%	70%
% PNS/unknown	20%	33%	24%	30%	11%	23%

RECRUITMENT MONITORING DATA

In 2016, Brookes implemented online recruitment, asking applicants to provide equalities data as part of the process. This information is held separately and anonymously and is used for monitoring purposes; it is not seen by selection panels.

Analysis of recruitment data is focussed on exploring two questions:

1. Is Oxford Brookes attracting a diverse pool of applicants?

2. How successful are applicants with differing protected characteristics?

The analysis in **Table 9** is based on applications to salaried jobs at the University.

It excludes hourly paid positions.

In 2019-20 a total of 3856 applications were received for 299 salaried roles (3303 unique applicants).This is compared to 5297 applications for 446 advertised positions in 2019. This reduction was due to actions on vacancy savings and the implementation of a recruitment freeze for all but essential posts. There was a particular reduction (39%) in the number of professional services advertised vacancies. In general the average number of applications per vacancy increased, with the exception of applications for research roles.

The data on applicants shows continuation of the pattern observed in the previous report where the **University attracts considerably higher proportions of BAME applicants** than the representation in the UK working age population and the current profile within our workforce.

This is **particularly noticeable in relation to academic roles** and highlights the need for further analysis of these patterns in relation to UK and non-UK applicants and by ethnic sub-group. Consideration of the differing volumes of applicants across departments and specialisms and the impact of multiple applications is also needed to understand the factors affecting the relative success rates of BAME applicants.

Work on inclusive **Attraction, Recruitment and Selection** is an identified priority within Human Resources and this is linked to the work of the Race Equality Steering Group in preparing for the Race Equality Charter. This will be progressed in 2021/22.

Table 9: Analysis of applications data Aug-17 to Jul-20 (excludes unknown/prefer not to say)

In 2019/20 - 3856 applications were received for 299 salaried roles.		2017/18		2018/19		2019/20	
		Applicants	% applicants	Applicants	% applicants	Applicants	% applicants
Gender							
Academic	Female	576	41%	1104	47%	756	42%
	Male	819	59%	1245	53%	1026	58%
Professional	Female	1361	61%	1586	60%	996	59%
	Male	884	39%	1046	40%	702	41%
Senior	Female	86	41%	23	28%	52	38%
	Male	122	59%	60	72%	84	62%
All	Female	2023	53%	2768	54%	1804	50%
	Male	1825	47%	2375	46%	1812	50%
Ethnicity							
Academic	BAME	605	44%	866	37%	946	53%
	White	767	56%	1451	63%	829	47%
Professional	BAME	613	26%	708	26%	534	31%
	White	1774	74%	2024	74%	1207	69%
Senior	BAME	66	31%	21	25%	38	29%
	White	150	69%	63	75%	95	71%
All	BAME	1284	32%	1595	31%	1518	42%
	White	2691	68%	3538	69%	2131	58%
Disability							
Academic	Disabled	69	5%	137	6%	86	5%
	Not disabled	1322	95%	2191	94%	1709	95%
Professional	Disabled	212	9%	157	6%	131	8%
	Not disabled	2156	91%	2513	94%	1593	92%
Senior	Disabled	6	3%	6	7%	6	5%
	Not disabled	219	97%	77	93%	126	95%
All	Disabled	287	7%	300	6%	223	6%
	Not disabled	3697	93%	4781	94%	3428	94%
Sexual orientation							
Academic	LGB	119	9%	188	9%	118	7%
	Heterosexual	1185	91%	1989	91%	1566	93%
Professional	LGB	174	7%	208	8%	146	9%
	Heterosexual	2205	93%	2395	92%	1511	91%
All	LGB	305	8%	396	8%	274	8%
	Heterosexual	3591	92%	4465	92%	3198	92%

The following analysis looks at data once an application has been made. It explores the outcome for those applications by gender (**Figure 25**), by ethnicity (**Figure 26**) and the intersection of ethnicity and gender (**Figure 27**) by disability (**Figure 28**) and sexual orientation (**Figure 29**).

Across both years women applicants overall are more likely to be shortlisted and to be successful in receiving an offer compared to men.

Across both years and each of the main job categories BAME applicants were less likely to be shortlisted and less likely to receive a job offer.

Figure 25: Selection decisions by gender
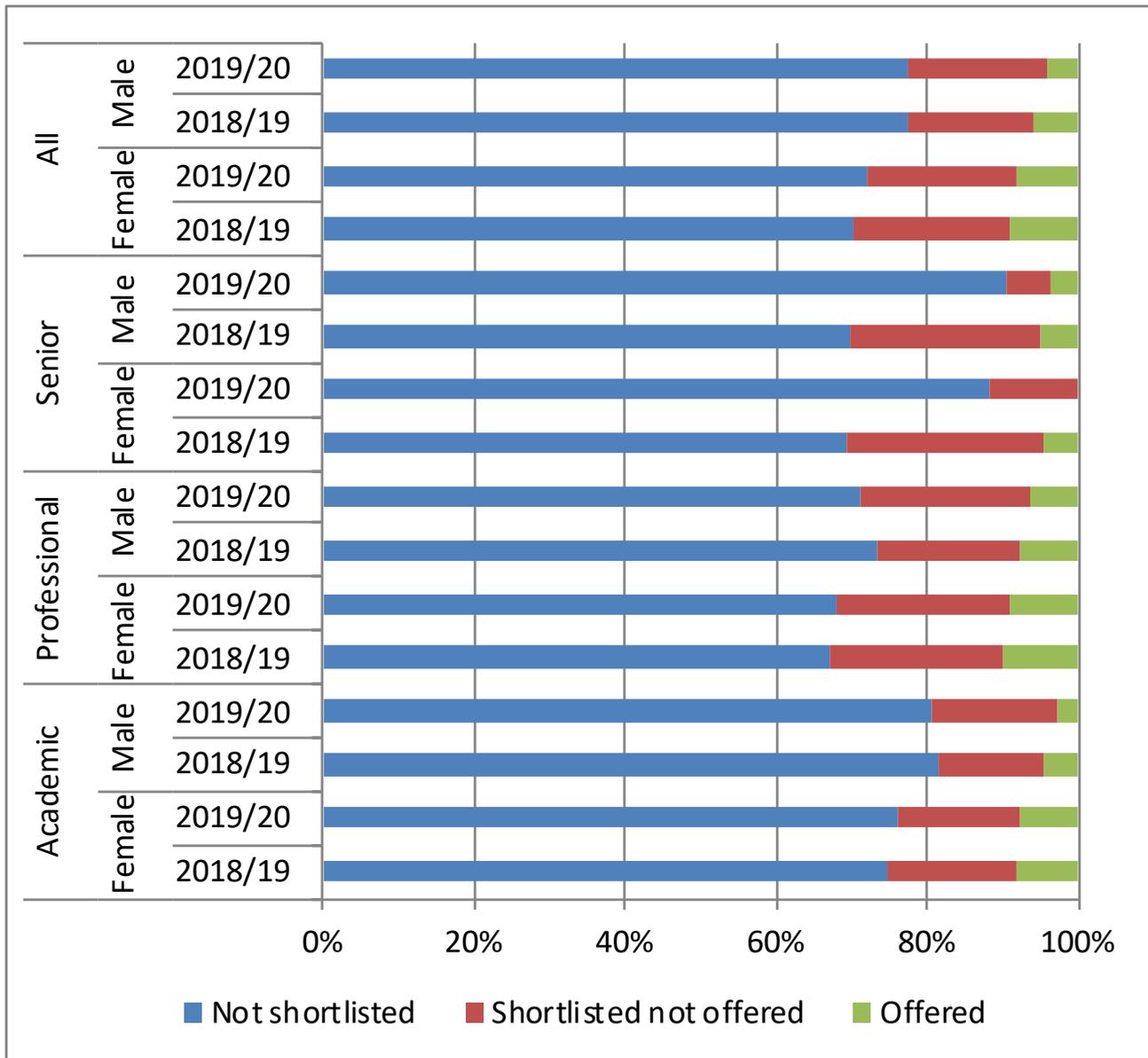
Figure 26: Selection decisions by ethnicity
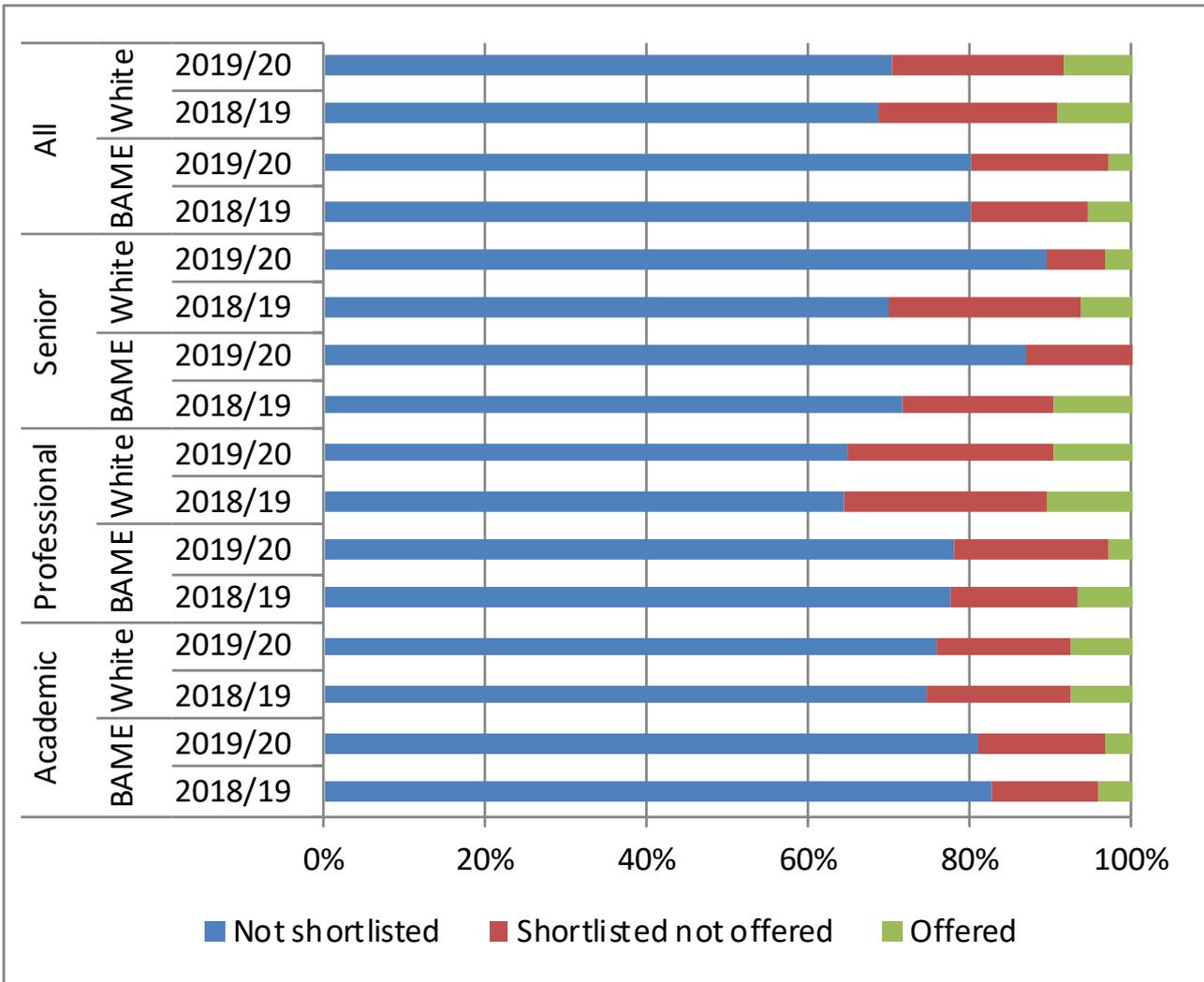
Table 10 explores the relative success of BAME and White applicants at interview stage.

It is recognised that recruitment activity during the year was not typical, however, there is an apparent worsening trend for BAME applicant success.

Human Resources have initiated a multi-faceted approach to review of policy, practice and mindset in relation to inclusive attraction, recruitment and selection. This seeks to support the key role of Human Resources teams in leading best practice and effective partnering with colleagues involved in recruitment across the institution. In addition, actions arising from the **BAME Staff Network** Survey in June 2020 include focus groups/workshops, to explore the views of BAME colleagues on recruitment and selection along with other aspects of the experience of working at the University.

Table 10: Further analysis of selection success rates by ethnicity 2018-19 and 2019-20

			% shortlisted	% of shortlisted applicants who are offered
Academic	BAME	2018/19	17%	25%
		2019/20	19%	16%
	White	2018/19	25%	30%
		2019/20	24%	31%
Professional	BAME	2018/19	22%	30%
		2019/20	22%	13%
	White	2018/19	36%	30%
		2019/20	35%	28%
Senior	BAME	2018/19	29%	33%
		2019/20	13%	0%
	White	2018/19	30%	31%
		2019/20	11%	30%
All	BAME	2018/19	20%	27%
		2019/20	20%	15%
	White	2018/19	31%	30%
		2019/20	30%	29%

Intersectional analysis shows that for BAME applicants lower levels of success are seen for both men and women in comparison to White applicants (**Figure 27**).

Figure 27: Selection decisions by ethnicity and gender
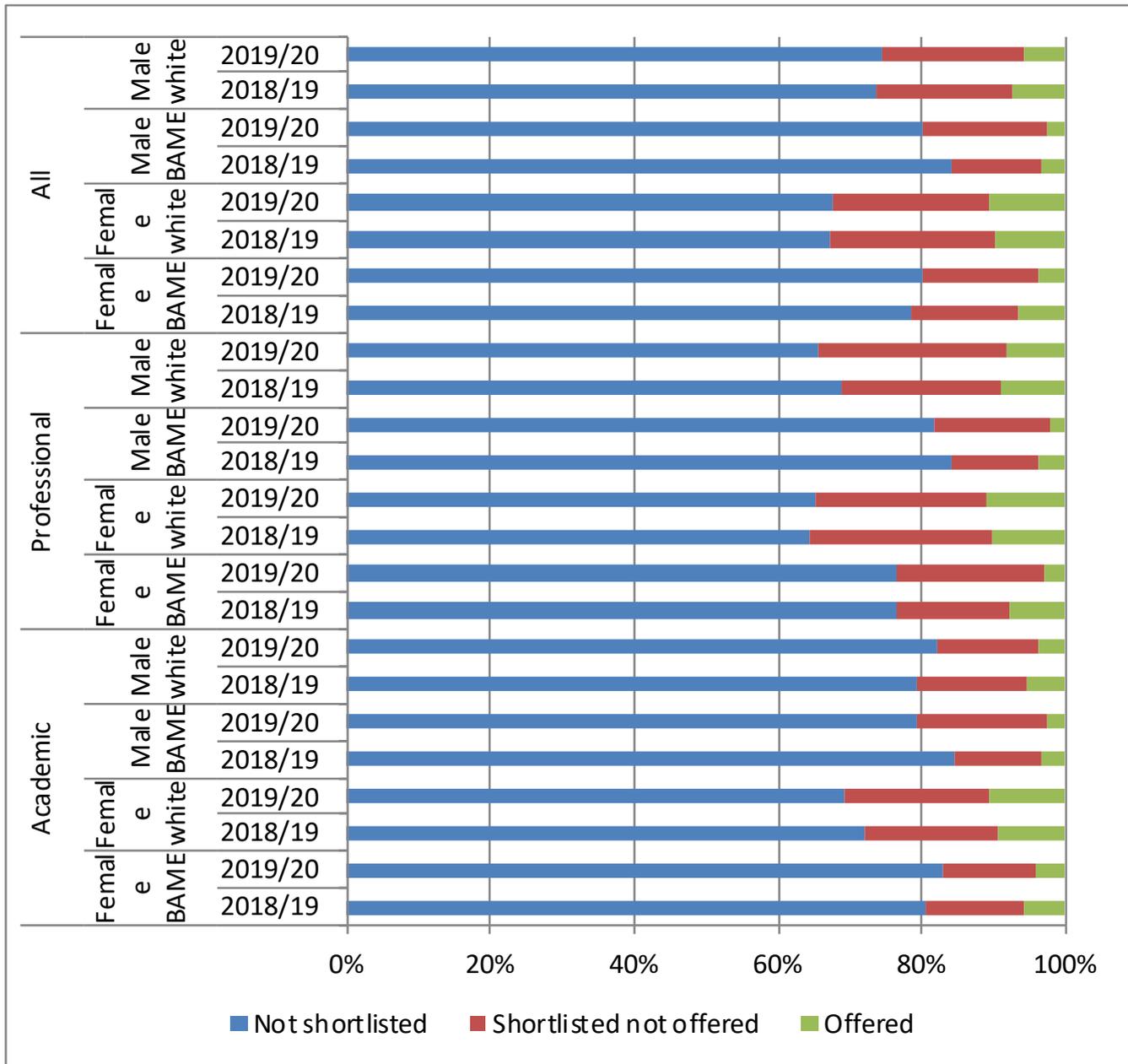
Under the **Disability Confident Scheme** a guaranteed interview is offered to those candidates who identify as disabled and meet the essential criteria for the post. Consequently disabled applicants are more likely to be shortlisted across all main occupational groups. This is also reflected in positive success rates for disabled candidates.

Figure 28: Selection decisions by disability
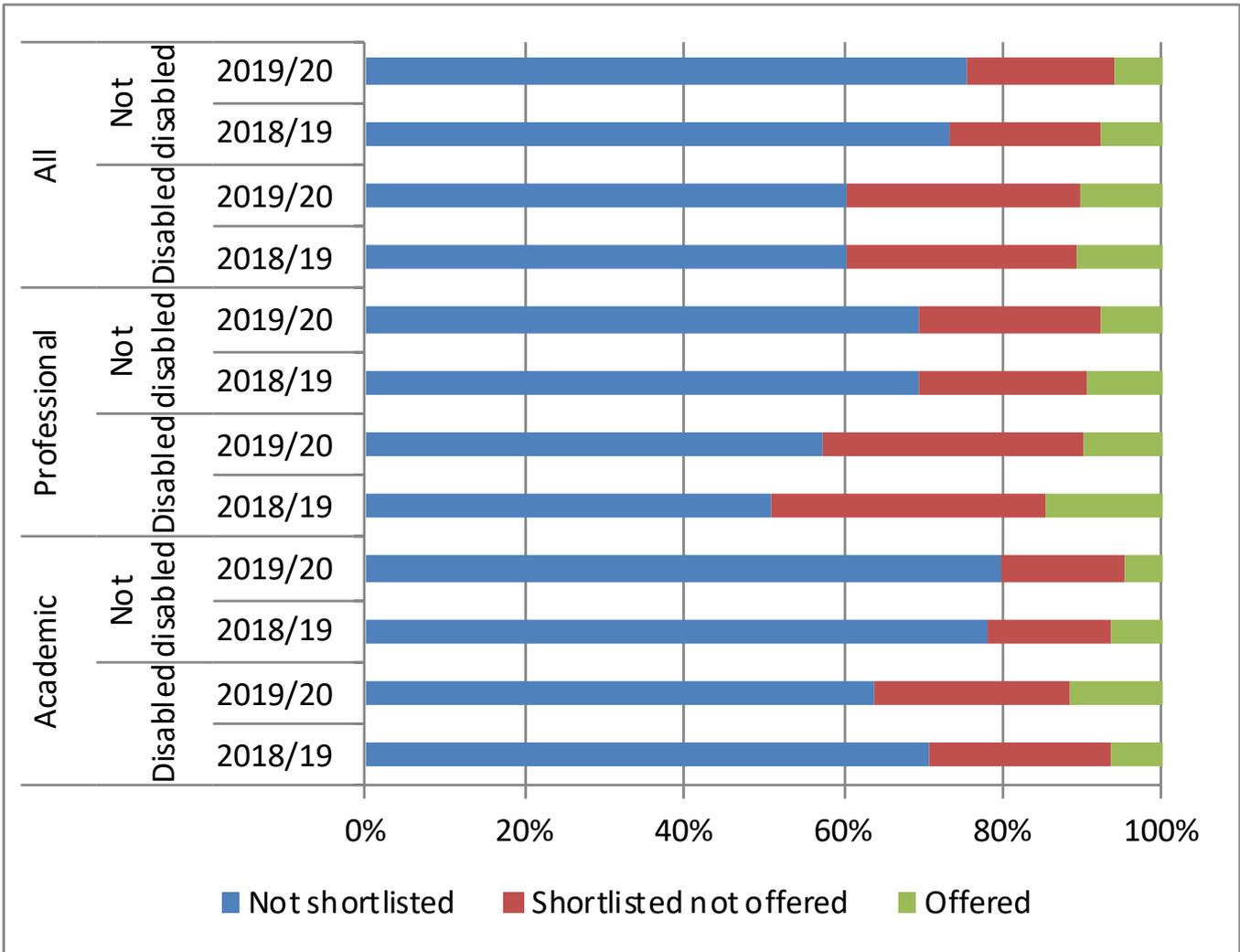
The analysis of applications by sexual orientation across the past two years shows some fluctuation but does not highlight concern in relation to the success rates of LGB+ applicants in comparison to those identifying as heterosexual.

Figure 29: Selection decisions by sexual orientation
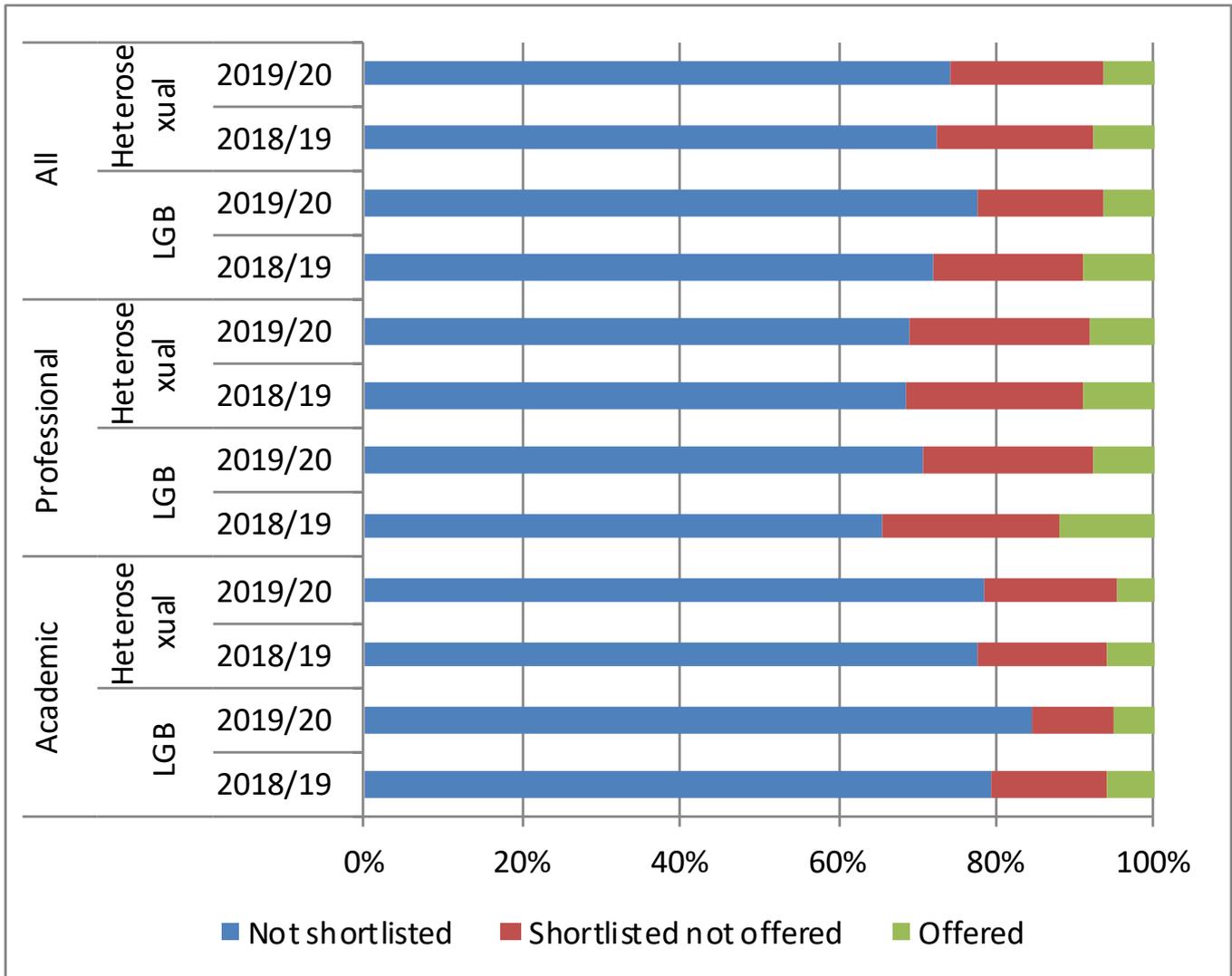
ACADEMIC PROMOTIONS DATA

Progression from Lecturer to Senior Lecturer, to Reader or Principal Lecturer Student Experience (PLSE), and to Professor is managed through annual, central promotions exercises. The applications are judged against published criteria, and other than for lecturer to senior lecturer, independent external references are sought as part of the process. The promotions criteria are regularly reviewed with online resources and workshops to support colleagues considering making an application for promotion. All unsuccessful applicants are given 'critical friend' feedback and offered a mentor. In addition our Research Mentoring Scheme provides access to broader academic mentorship with the option to focus on preparing for promotion.

Promotion and progression within professional services roles and for some academic positions is managed through a standard competitive recruitment and selection process, open to internal and external applicants. The relevant data are reported above within the recruitment analysis.

Table 11 summarises data on applications for academic promotion and the outcome of those applications over the past three years by gender.

There are variations year on year, with women overall slightly less likely to apply for promotion from Lecturer to Senior Lecturer and to PLSE/Reader.

Table 11: Application and promotion outcomes by gender 2017-18 to 2019-20

		L to SL		SL to PLSE/Reader		To or within professor	
		Female	Male	Female	Male	Female	Male
2019/20	Eligible	60	47	215	176	105	100
	Applied	18	7	8	6	8	7
	Successful	16	6	4	4	4	3
2018/19	Eligible	50	42	236	178	105	99
	Applied	7	16	13	13	5	4
	Successful	5	12	4	5	3	3
2017/18	Eligible	44	40	221	175	111	99
	Applied	9	8	15	20	5	5
	Successful	6	7	6	7	1	2
% eligible applied		**22%**	**24%**	**5%**	**7%**	**6%**	**5%**
% applications successful		**79%**	**81%**	**39%**	**41%**	**44%**	**50%**
% eligible successful		**18%**	**19%**	**2%**	**3%**	**2%**	**3%**

Table 12 summarises data on applications for academic promotion and the outcome of those applications over the past three years by ethnicity. The potential impact of unknown ethnicity relative to the eligible groups is particularly evident in relation to professorial promotions.

Further in depth analysis of four years of promotions data by gender and ethnicity, and including the impact of repeat applications, is being undertaken in 2020/21 by the **Centre for Diversity Policy Research and Practice** as part of the GEARING-Roles project and in support of work on Race Equality and the Athena Swan Charter.

Table 12: Application and promotion outcomes by ethnicity 2017-18 to 2019-20

		L to SL			SL to PLSE/Reader			To or within professor		
		White	BAME	Unk*	White	BAME	Unk*	White	BAME	Unk*
2019/20	Eligible	80	20	7	316	57	18	184	13	8
	Applied	19	3	3	9	4	1	13	1	1
	Successful	18	2	2	6	2	0	7	0	0
2018/19	Eligible	75	9	8	341	56	17	183	13	8
	Applied	18	4	1	20	5	1	8	0	1
	Successful	13	3	1	8	1	0	5	0	1
2017/18	Eligible	71	6	7	324	57	15	187	13	10
	Applied	15	1	1	30	3	2	7	0	3
	Successful	13	0	0	12	1	0	1	0	2
% eligible applied		23%	23%	23%	6%	7%	8%	5%	3%	19%
% applications successful		85%	63%	60%	44%	33%	0%	46%	0%	60%
% eligible successful		19%	14%	14%	3%	2%	0%	2%	0%	12%

*Unk = Unknown ethnicity

TURNOVER

Table 13 Despite an increase in the non-renewal of fixed term contracts, and the outsourcing of some catering and retail functions in 2019, overall turnover decreased significantly in 2019/20. There was nevertheless slightly higher level of voluntary turnover for women than for men. Over the two years both voluntary and involuntary turnover is higher for BAME staff than for White staff. The need for improved focus on listening and learning from Exit Interviews has also been highlighted in feedback from the BAME Staff Network.

Table 13: Turnover by gender, ethnicity and disability

	Year	#	Voluntary Turnover	Involuntary Turnover	All Turnover
Gender					
Male	2018/19	131	15%	2%	17%
	2019/20	87	5%	5%	10%
Female	2018/19	227	13%	2%	15%
	2019/20	167	8%	5%	13%
Ethnicity					
White	2018/19	266	13%	2%	15%
	2019/20	194	7%	4%	11%
BAME	2018/19	58	18%	4%	22%
	2019/20	39	8%	6%	14%
Disability					
Disability	2018/19	24	17%	2%	19%
	2019/20	9	5%	2%	7%
No Disability	2018/19	324	15%	2%	17%
	2019/20	242	7%	5%	13%

COMMITTEE REPRESENTATION

Data sets are very small and therefore prone to fluctuation on the movement of a single staff member. Despite these statistical limitations it is useful to understand the diversity of these key committees. From autumn 2019 Committee Chairs were encouraged to take a proactive approach to increase diversity of representation and participation with a particular focus on ethnic diversity **(Table 14).**

Table 14: Committee gender and ethnicity profile as at Jul-17 and Jul-20

	Jul-17			Jul-18			Jul-19			July-20		
	#	% F	% BAME	#	% F	% BAME	#	% F	% BAME	#	%F	% BAME
VCG (from July 2017)	10	60%	0%	10	50%	0%	10	50%	0%	10	60%	10%
Academic Board	31	52%	10%	31	58%	16%	32	47%	16%	30	57%	13%
Research & Knowledge Exchange	15	53%	0%	17	53%	0%	16	56%	0%	18	56%	0%
Academic Enhancement & Standards*	13	46%	0%	13	69%	8%	-	-	-	-	-	-
Quality and Learning Infrastructure	-	-	-	-	-	-	18	50%	6%	19	53%	11%
Teaching and Learning Enhancement	-	-	-	-	-	-	11	45%	9%	12	50%	17%
Access and Participation Group	-	-	-	-	-	-	7	71%	0%	10	70%	10%
EDI Advisory Group	-	-	-	-	-	-	18	66%	0%	23	70%	13%
Board of Governors	13	54%	No data	12	42%	Due 19/20	13	38%	8%	13	31%	8%

*AESC was replaced by Quality and Learning Infrastructure Committee and Teaching and Learning Enhancement Committee in 2018-19.

Looking ahead to 2020-21 and beyond

The development of the new **University Strategy 2035** and introduction of the new guiding principle of **Inclusivity,** along with the supporting strategy and plans relating to **People and Culture** will provide the framework for our future EDI agenda. Additionally, the opportunity to embed positive learning from the experience of work, study and research during the Covid-19 pandemic, encourages a fresh approach to how EDI is integrated and foregrounded in supporting the core business and goals of the University. This will guide the continuation and development of our work on diversity and inclusion over the coming year and beyond.