Equality Report

Academic Year 2019-20

Somerville College, Oxford

Contents

1. Introduction

This is Somerville College's equality report for the academic year 2019-20.

The scope of data contained within this report relates to the academic community (stipendiary and non-stipendiary), support staff, and undergraduate and postgraduate students.

The report has been prepared by the Human Resources Department and the Academic Office, and has been approved by the Governing Body with whom responsibility for equality and diversity for the College rests.

The report meets the requirement under the Public Sector Equality Duty to publish information on how the College is working to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010;

- advance equality of opportunity between people who share a protected characteristic and those who do not; and

- foster good relations between people who share a protected characteristic and those who do not.

The characteristics protected under the Act and covered by the Duty are: age; disability; gender reassignment; pregnancy and maternity; ethnicity; religion and belief; sex (gender) and sexual orientation. (For marriage and civil partnerships, public bodies are required to demonstrate due regard to the need to eliminate unlawful discrimination in employment.)

Applicant data is collected anonymously at the point of application. Employee data is then collected upon joining the College and overall employee data is held in the HR system. While data is reviewed and analysed anonymously, our processes allow applicant, appointment and employee data to be separated so that relevant monitoring and assessment can take place.

While equality data is collected for most of the protected characteristics, this report covers gender, age, ethnicity and disability. As a smaller organisation, we believe there is a high risk of individuals being identified if some of the analysed data is published. Nevertheless full anonymised data is available for internal use if this is identified as necessary.

Data for undergraduate and postgraduate students relates to disability, ethnicity and gender.

2. Review of this academic year (2019-20).

Although the Coronavirus pandemic has had some impact on our ability to progress our 2020 action plan, the establishment of an Equality and Diversity Working Group, which meets twice a term and includes representatives from across the College community, has enabled us to start systematically reviewing our priorities and policies in an inclusive and transparent way.

Online unconscious bias training has been rolled out to all staff and a bespoke version for students is due to be introduced in February 2021. HR are working with department managers to source more in-depth equality and diversity training tailored to their particular operational needs.

3. Action Plan for 2021

- Capitalise on developments in our internal and external communications methods, such as Teams, the website and internal communication channels to make Equality and Diversity information more accessible and improve the response rate for the return of equality and diversity monitoring information for applicants and new starters.

- Formalise recruitment policies to include consistency of practice across managers/departments who recruit staff.

- Review and renew Equality and Diversity related policies, including updating the master equality action plan.

- Continue to extend and promote the work the Equality and Diversity Working Group is undertaking in terms of initiatives, events, policy reviews and communications that address the needs of the diverse Somerville communities with a focus on issues of race and ethnicity.

4. Equal opportunities data

Recruitment data

Data for recruitment and selection process relates to vacancies advertised between 1 August 2019 to 31 July 2020 inclusive.   During that period 19 recruitment processes for College-only appointments were conducted, 2 of which were for academic posts and 17 for support staff posts.

It should be noted that where Somerville does not lead the recruitment process equal opportunities data is not collected as monitoring is carried out by the University.

127 applications were received and 77 equal opportunity monitoring forms were returned - a response rate of **60.6%**. This is line with the last two years' return rates and we are continuing to identify mechanisms through which to encourage a higher response rate.

Appointments

Between 1 August 2019 and 31 July 2020 **41** people were appointed through a selection or nomination process (22 academics and 19 support staff – 2 support staff were appointed without recruitment as these were casual engagements that were converted to permanent appointments) In addition, 10 new casual workers were engaged across the period. These figures are understandably lower than the 2018-19 monitoring year due to a recruitment freeze on new posts as a result of the pandemic.

Employee data

Data for academic and support staff employed was taken from a snapshot from the human resources database on **16 October 2020**.   On that date there were **276** employed staff in post (excluding casual workers) of which 150 held academic appointments (stipendiary and non-stipendiary) and 126 held support staff posts.

Student data

Data is provided to show comparisons between Somerville and the University on admission, student population and on-course withdrawals for various protected characteristics. There is no significant evidence for Somerville doing less well in any measure than the University.

5. Recruitment data

5.1 Applicant Age

100% of respondents confirmed their age during the monitoring period. The largest group were 30-39 year-olds, a shift from last year's majority of under 30 year-olds.

5.1.1 All applicants by age group (Aug 2019 – July 2020)

Age profile of all applicants

	Under 30	30-39	40-49	50-59	Over 60	Prefer not to say
■ Year 2019-20	31.2%	39.0%	15.6%	3.9%	0.0%	10.4%
■ Year 2018-19	50.3%	24.8%	7.0%	8.9%	1.9%	7.0%
■ Year 2017-18	24.7%	39.7%	16.1%	11.2%	1.5%	6.7%
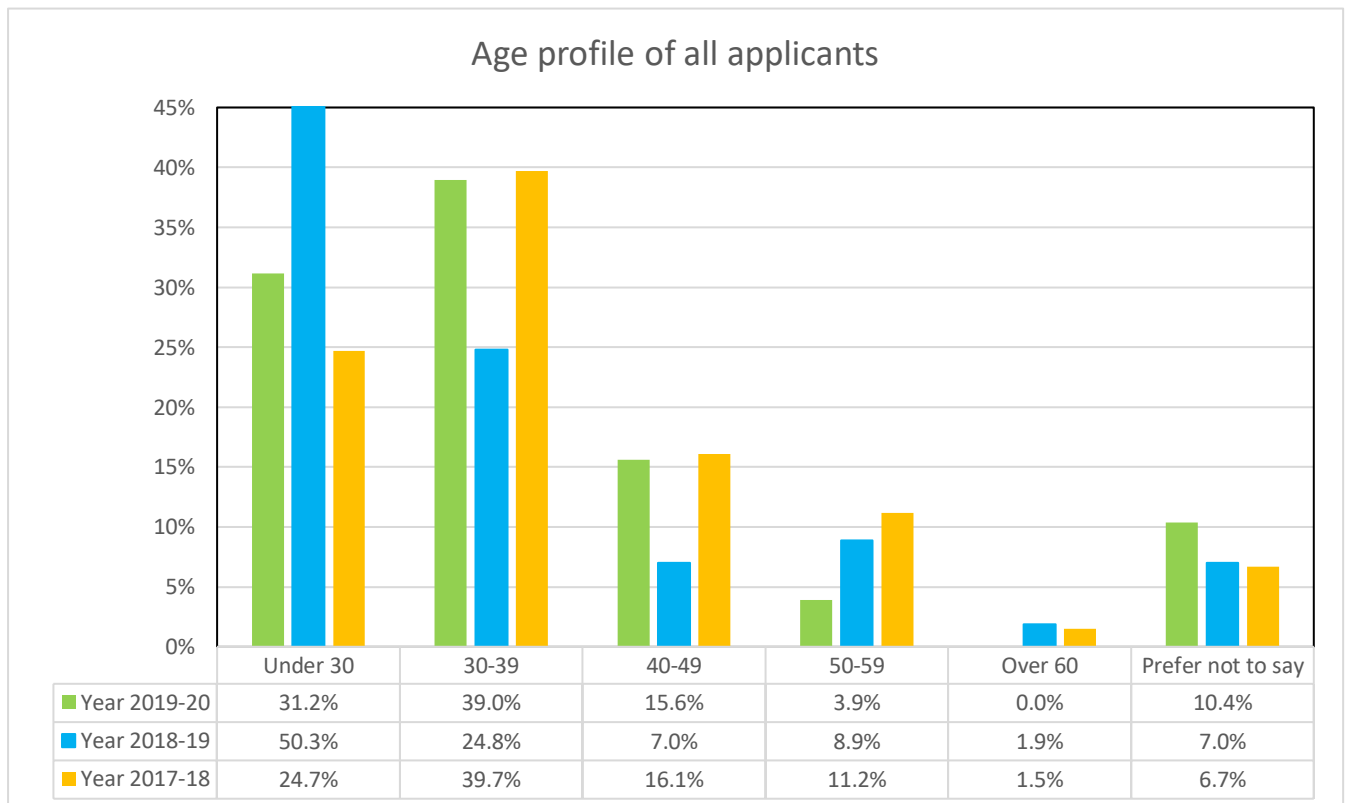
5.2 Applicant Disability

100 % of those who returned monitoring forms completed the section on disability.

11.7% declared a disability (9.1% in 2018-19) and **7.8%** of all respondents preferred not to say. Of the disabilities declared, **33.4%** were mental-health related conditions.

5.3 Applicant Ethnicity

97.4% of respondents provided ethnicity data. In total, **64.9%** of applicants identified as being White (73.2% in 2018-19), **32.5%** as Black, Asian and Minority Ethnic (BAME), up from 20.4% in 2018-19, and **2.6%** preferred not to say.

5.3.1   All applicants by ethnicity (Aug 2019 – July 2020)

Applicant Ethnicity

	2019-20	2018-19	2017-18
White	64.9%	73.2%	74.3%
BAME	32.5%	20.4%	21.3%
Prefer not to say	2.6%	6.4%	4.5%
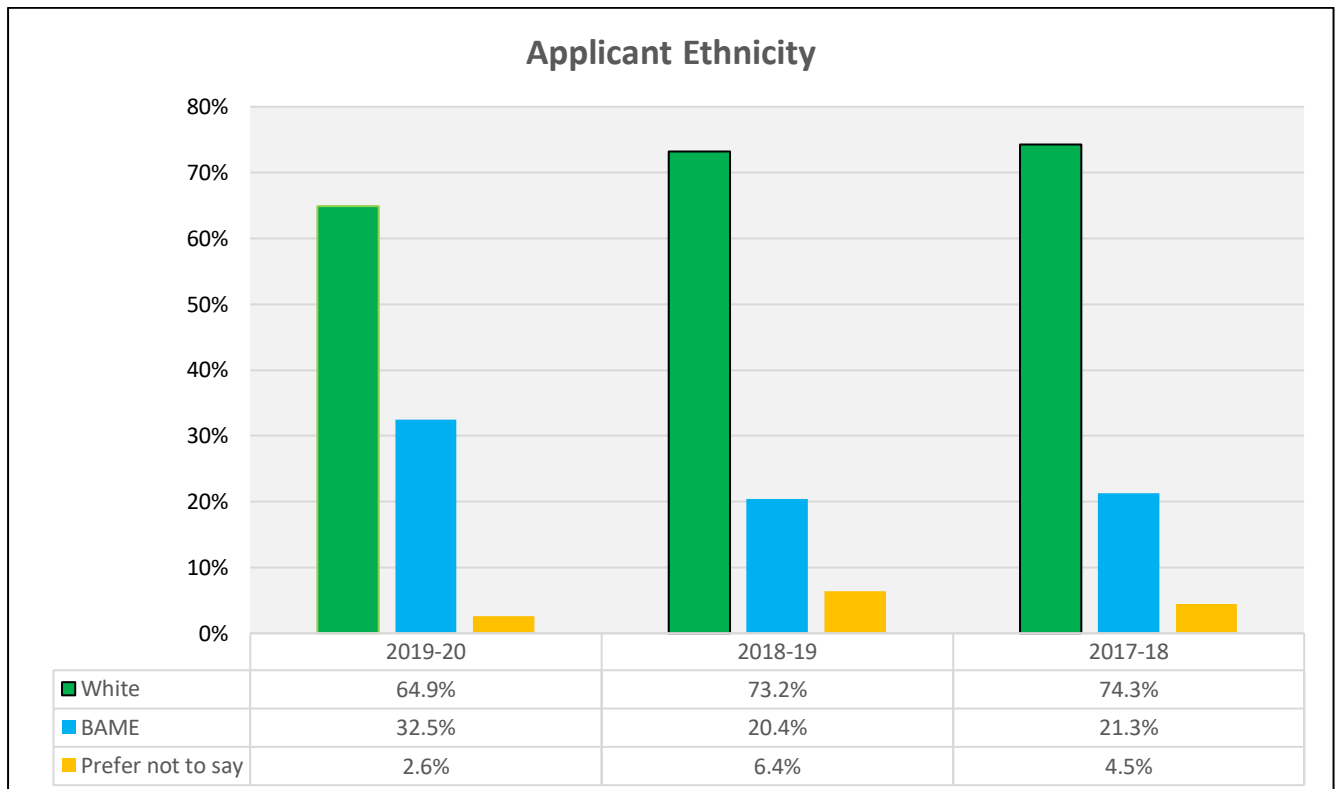
5.4 Applicant Gender

Overall, **98.7%** of respondents declared their gender. This compares to an overall response rate of 96.3% in 2018-19.   Of those who responded, **52.6% were female** and **47.4% were male**. The overall response rate for candidates for academic posts who declared their gender was poor, at 43.2%. To avoid potential identification of candidates, given the small numbers involved, it is not possible to report in more detail on the gender of applicants for the two academic recruitment rounds individually.

5.4.1   All applicants by gender (Aug 2019 – July 2020)

Applicant gender by staff category and year

	2019-20		2018-19		2017-18	
	Academic	Support	Academic	Support	Academic	Support
■ Male	71.4%	32.7%	68.3%	53.3%	58.2%	23.6%
■ Female	28.6%	65.3%	17.1%	41.7%	40.5%	74.5%
■ Prefer not to say	0.0%	2.0%	14.6%	5.0%	1.3%	1.8%
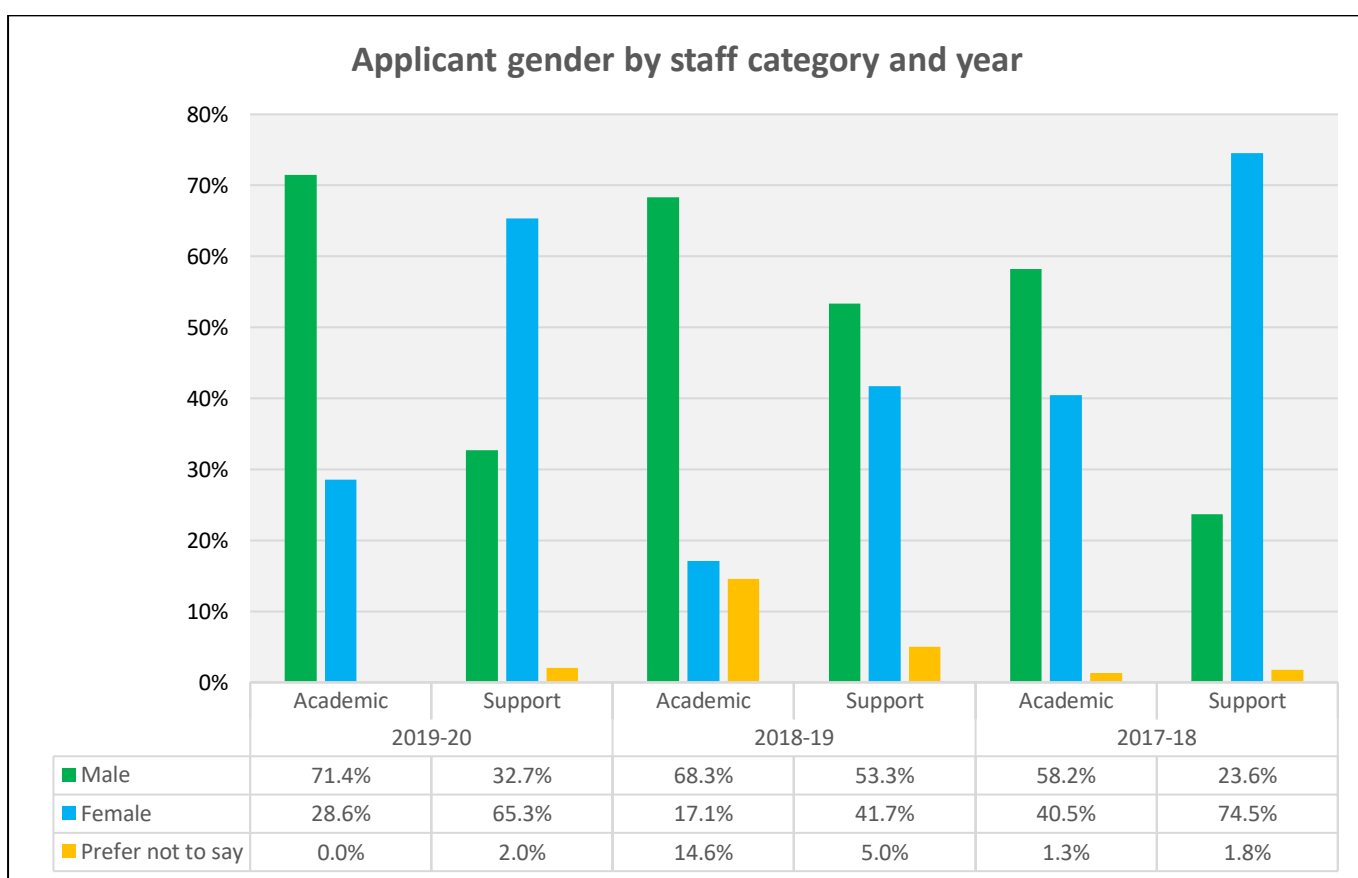
6. Appointments

Please note, in all cases below the declaration or response rate refers to the number of people appointed who returned equal opportunities monitoring information and not the overall number of appointments.

6.1 Age

The age range of those appointed over the last year is shown in the table below.

6.1.1 Age of employees appointed 1 August 2019 to 31 July 2020

Age group	2019-20			2018-19		
	Academic	Support	Total	Academic	Support	Total
Under 30	14.3%	42.1%	27.5%	27%	44.4%	32.7%
30-39	52.4%	26.3%	40%	64.9%	16.7%	49%
40-49	19%	15.8%	17.5%	2.7%	16.7%	7.3%
50-59	0%	10.5%	10.5%	2.7%	11.1%	5.5%
60 and over	14.3%	5.3%	10%	2.7%	11.1%	5.5%

This data excludes casual appointments, which tend to be short-term engagements and are often roles taken by students.

6.2 Gender

In total, of those support and academic staff appointed who provided data about their gender, **53.7%** were female and **46.3%** were male, a slight change on 2018-19 figures of 50.1% female and 49.9% male.

6.2.1 Gender of employees appointed 1 August 2019 to 31 July 2020

| Gender	2019-20		2018-19	
	Academic	Support	Academic	Support
Female	50%	57.9%	51.4%	50.0%
Male	50%	42.1%	48.6%	50.0%

7. Employee Data

The data below only reflects the information that is held. Equality data is not held on all employees as providing the information is voluntary.

7.1   Age

From the data available, the age profile of academics and support is similar to the 2019 employee snapshot, with only a slight move to a younger age profile for support staff.

7.1.1   Age of academics and support staff as at 16 October 2020
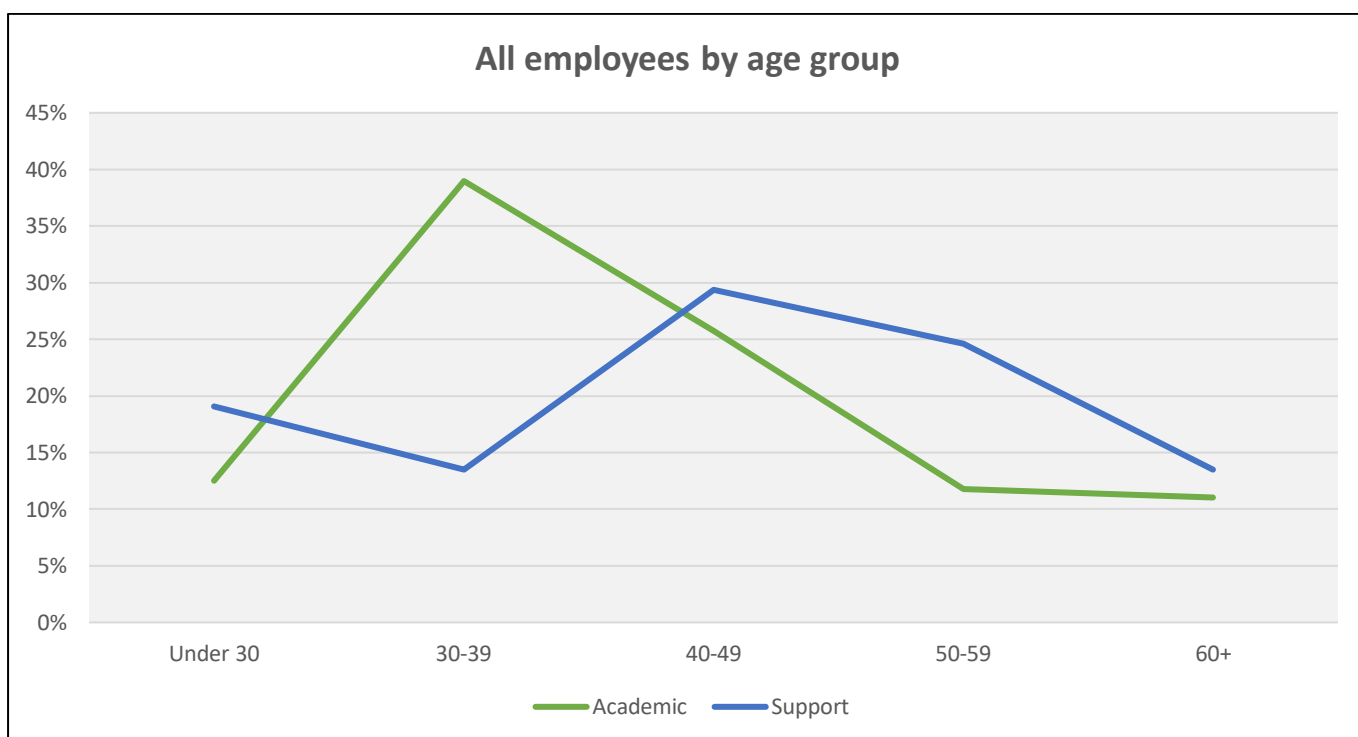
7.2   Disability

From the data available, **7.3%** of all academic and support staff have declared a disability.   This compares to 9.2% in 2019 and 8.8% in 2018.

7.3   Ethnicity

From the data held, in total **78.4%** of academic and support staff identify as White (compared to 76.9% in 2018-19), **20.5%** as BAME (20.4% in 2018-19), and **1.2%** prefer not to say.

7.3.1   Ethnicity of academics and support staff as at 16 October 2020

	Academic		Support Staff		Total	
	2019-20	**2018-19**	**2019-20**	**2018-19**	**2019-20**	**2018-19**
White	**82.7%**	**78%**	**74.4%**	**75.8%**	**78.4%**	**76.9%**
BAME	**16%**	**19.8**	**24.4%**	**21.1%**	**20.5%**	**20.4%**
Prefer not to say	**1.2%**	**2.2%**	**1.1%**	**3.2%**	**1.2%**	**2.7%**

7.4   Gender

As at 16 October 2020 the data snapshot shows that the total number of academic and support staff are **56.5%** female and **43.5%** male. This is very similar to the 2019 figures of 56.2% female and 43.8% male.

The proportion of females holding academic posts is **49%,** an increase on last year's figure of 47.6%.

7.4.1 Gender of academics and support staff as at 16 October 2020
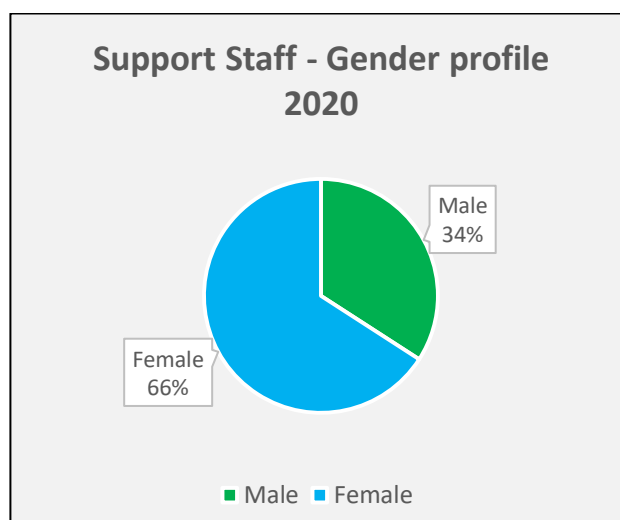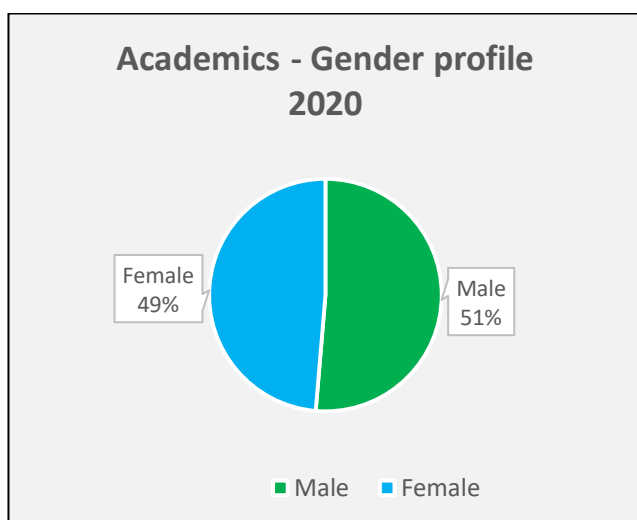
7.5   Governing Body Membership

The gender profile Governing Body as at October 2020 is **46.9%** female and **53.1%** male. Since 2015, the proportion of female members in Governing Body has increased from 35% to just under 47%

7.5.1   Gender profile of Governing Body members as at 16 October 2020

Gender profile of Governing Body

	2020	2019	2018	2017	2016	2015
■ Male	53.1%	55.0%	57.0%	58.0%	61.0%	65.0%
■ Female	46.9%	45.0%	43.0%	42.0%	39.0%	35.0%
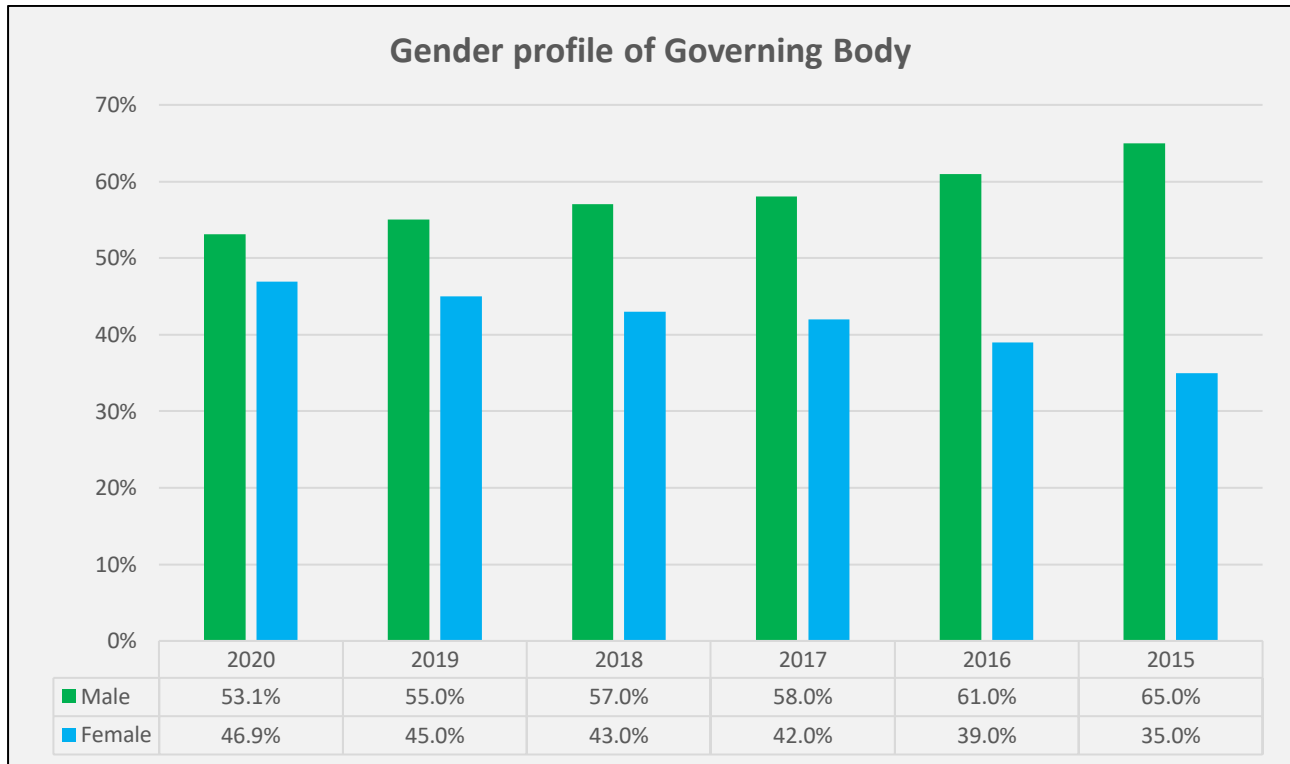
8. Student Data

The following tables show comparisons between Somerville and the University on admission, student population and on-course withdrawals for various protected characteristics. There is no significant evidence for Somerville doing less well in any measure than the University.

All data comes from that prepared centrally from the Student Data Management and Analysis, and Graduate Admissions, teams, is centrally published and available for comparison.[1] The data excludes applications made for Graduate Entry Medicine, which are not included in the undergraduate statistics produced by the central data teams.

8.1   Applicants for Undergraduate Admissions

The data relates to applications made in October 2018 for standard entry in 2019 (UCAS Cycle 2019). The definition of success rate for the University is defined by an applicant being accepted onto a course, regardless of which college accepts them. The figures apply only to applications assigned to Somerville and do not include applicants imported from other Colleges.

8.1.1   Disability

The disabilities shown represent those declared at the time of application.

Disability profile of undergraduate application for standard entry in 2019

	University of Oxford		Somerville College	
	Applications	**Offer Rate**	**Applications**	**Offer Rate**
Declared disability	1,647	20%	53	42%
No known disability	21,373	17%	629	20%
Total	23,020	17%	682	21%

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[1] SDMA Report Catalogue can be found here

8.1.2 Ethnicity

Only UK applicants are asked for ethnicity: EU and Overseas applicants are excluded from this process. The ethnicities shown below reflect those declared at the time of application (hence including UK students only).

Ethnicity profile of undergraduate application for standard entry in 2019

	University of Oxford		Somerville College	
	Applications	Offer Rate	Applications	Offer Rate
BAME	3,596	19%	97	25%
White	9,574	24%	267	33%
Not Known	707	13%	25	24%
Total	13,877	22%	389	31%

8.1.3 Legal sex

The sex shown reflects that declared at the time of application.

Legal sex - undergraduate application for standard entry in 2019

	University of Oxford		Somerville College	
	Applications	Offer Rate	Applications	Offer Rate
Female	11,734	18%	381	22%
Male	11,286	16%	301	20%
Total	23,020	17%	682	21%

8.2. Student Populations

The data below reflects what was recorded on the University's student information system in November 2020. The academic year has been matched to the HESA reporting year, commencing August.

8.2.1 Disability profile of on course students for academic year 2019/20

In 2019, 87 of Somerville's 637 students had a declared disability (13.6%)

	Somerville College						University of Oxford					
Disability Group	**UG**	**PGT**	**PGR**	**VRO**	**Total**	**% of student population**	**UG**	**PGT**	**PGR**	**VRO**	**Total**	**% of student population**
No known disability	354	76	20	-	**550**	86.3%	10,083	5,046	5,556	488	**21,173**	86.4%
Other disability	50	5	8	-	**63**	9.9%	1,356	453	597	50	**2,456**	10.0%
SpLD	21	-	3	-	**24**	3.8%	516	155	203	12	**886**	3.6%
Total	425	81	131	-	**637**	100.0%	11,955	5,654	6,356	550	**24,515**	100.0%

*UG – Undergraduate, PGT – Postgraduate taught, PGR – Postgraduate research, VRO – Visiting, Research, Other recognised students, SpLD – specific learning difficulties

8.2.2 Ethnicity profile of on course students for academic year 2019/20

	Somerville College						University of Oxford					
Ethnicity Group	**UG**	**PGT**	**PGR**	**VRO**	**Total**	**% of student population**	**UG**	**PGT**	**PGR**	**VRO**	**Total**	**% of student population**
BME	121	41	48	0	210	33.0%	3,017	2,152	2,094	265	**7,528**	30.7%
White	289	37	77	0	403	63.3%	8,579	3,274	3,949	258	**16,060**	65.5%
Unknown	15	3	6	0	24	3.8%	359	228	313	27	**927**	3.8%
Total	425	81	131	0	637	100.0%	11,955	5,654	6,356	550	24,515	100.0%

*UG – Undergraduate, PGT – Postgraduate taught, PGR – Postgraduate research, VRO – Visiting, Research, Other recognised students, SpLD – specific learning difficulties

8.2.3 Legal sex - on course students for academic year 2019/20

	Somerville College						University of Oxford					
Sex	UG	PGT	PGR	VRO	Total	% of student population	UG	PGT	PGR	VRO	Total	% of student population
Female	219	49	60	0	**328**	51.5%	5,957	2,744	2,686	326	11,713	47.8%
Male	206	32	71	0	**309**	48.5%	5,998	2,910	3,670	224	12,802	52.2%
Total	425	81	131	0	**637**	100.0%	11,955	5,654	6,356	550	24,515	100.0%

*UG – Undergraduate, PGT – Postgraduate taught, PGR – Postgraduate research, VRO – Visiting, Research, Other recognised students, SpLD – specific learning difficulties

8.3   On-course withdrawals

The data below reflects what was recorded on the University's student information system in November 2020. The academic year has been matched to the HESA reporting year, commencing August. Note therefore that withdrawals may not reflect a complete year.

Withdrawal data for Somerville (fewer than 5 students) has been withheld for the 2019 entry year as the small figures make individuals potentially identifiable.

8.3.1   Disability profile of withdrawals in 2019 entry year

	Somerville College						University of Oxford					
	Number of entrants						Number of entrants					
2019/20 Entrants	UG	PGR	PGT	Total	With-drawals	% of entrants withdrawing	UG	PGR	PGT	Total	With-drawals	% of entrants withdrawing
No known disability	95	37	61	193	-	-	3,133	1,336	3,697	8,166	57	0.7%
SpLD	12	0	0	12	-	-	155	49	121	325	2	0.6%
Other disability	18	1	4	23	-	-	442	143	342	927	13	1.4%
Total	**125**	**38**	**65**	**228**	**-**	**-**	**3,730**	**1,528**	**4,160**	**9,418**	**72**	**0.76%**

*UG – Undergraduate, PGT – Postgraduate taught, PGR – Postgraduate research, SpLD – specific learning difficulties

8.3.2 Ethnicity profile of withdrawals in 2019 entry year

2019/20 entrants	Somerville College						University of Oxford					
	Number of entrants						Number of entrants					
	UG	PGR	PGT	Total	With-drawals	% of entrants withdrawing	UG	PGR	PGT	Total	With-drawals	% of entrants withdrawing
BME	31	21	36	88	-	-	1,049	547	1,632	3,228	17	0.5%
White	86	15	27	128	-	-	2,576	893	2,356	5,825	51	0.9%
Unknown	8	2	2	12	-	-	105	88	172	365	4	1.1%
Total	**125**	**38**	**65**	**228**	**-**	**-**	**3,730**	**1,528**	**4,160**	**9,418**	**72**	**0.8%**

*UG – Undergraduate, PGT – Postgraduate taught, PGR – Postgraduate research

8.3.3 Legal sex - withdrawals in 2019 entry year

2019/20 entrants	Somerville College						University of Oxford					
	Number of entrants						Number of entrants					
	UG	PGR	PGT	Total	With-drawals	% of entrants withdrawing	UG	PGR	PGT	Total	With-drawals	% of entrants withdrawing
Female	73	18	35	126	-	-	1,965	631	2,166	4,762	31	0.7%
Male	52	20	30	102	-	-	1,765	897	1,994	4,656	41	0.9%
Total	**125**	**38**	**65**	**228**	**-**	**-**	**3,730**	**1,528**	**4,160**	**9,418**	**72**	**0.8%**

*UG – Undergraduate, PGT – Postgraduate taught, PGR – Postgraduate research