Equality Report

Academic Year 2020-21

Contents

1.   Introduction

This is Somerville College's equality report for the academic year 2020-21.

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 (2020-21)

Although the Coronavirus pandemic has continued to have some impact on our ability to progress our equality plans, the Equality and Diversity Working Group has been reviewing our priorities and policies and its membership has expanded to include a wider range of student representatives which is enabling us to take a whole-community approach to E&D issues.

2.1   Action plan for 21-22

The new College website has been designed to make information more accessible. The Equality and Diversity working group, HR Department and Communications team will collaborate to ensure that a dedicated E&D section is available and regularly updated.

Formalise proposals for a new HR database which will include the capacity to run online recruitment and greatly improve candidates' application experience and the return rate for equality monitoring documents.

Continue to review College policies in relation to recruitment and retention and train all recruiting managers.

Continue to extend and promote the work of the Equality and Diversity Working Group.

3.   Equal opportunities data

3.1   Recruitment data

Data for recruitment and selection process relates to vacancies advertised between 1 August 2020 to 31 July 2021 inclusive.   During that period 26 College-led recruitment exercises were conducted, 5 of which were for academic posts and 21 for support staff posts. Of those support staff recruitment exercises, 3 resulted in re-advertisement because of a lack of applicants or candidates withdrawing at a late stage

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.

273 applications were received and 113 equal opportunity monitoring forms were returned - a response rate of **41.4%** which is considerably lower than in previous years (just over 60% return rate in 19-20). Some of this may be due to the fact that several recruitment processes were run in tandem with recruitment agencies and applicants disclose their data to the agency which is not passed on to Somerville. It likely that applicants are less likely to complete equal opportunities monitoring when they are required to submit the document as a separate part of an email/paper-based process, as they do now and this trend is increasing. The proposals for a new HR system are therefore focusing on on-line recruitment as an essential requirement.

3.2   Appointments

Between 1 August 2020 and 31 July 2021 **36** people were appointed through a selection or nomination process (25 academics and 11 support staff).

3.3   Employee data

Data for academic and support staff employed was taken from a snapshot from the human resources database on **16 October 2021**.   On that date there were **274** employed staff in post (excluding casual workers) of which 154 held academic appointments (stipendiary and non-stipendiary) and 120 held support staff posts.
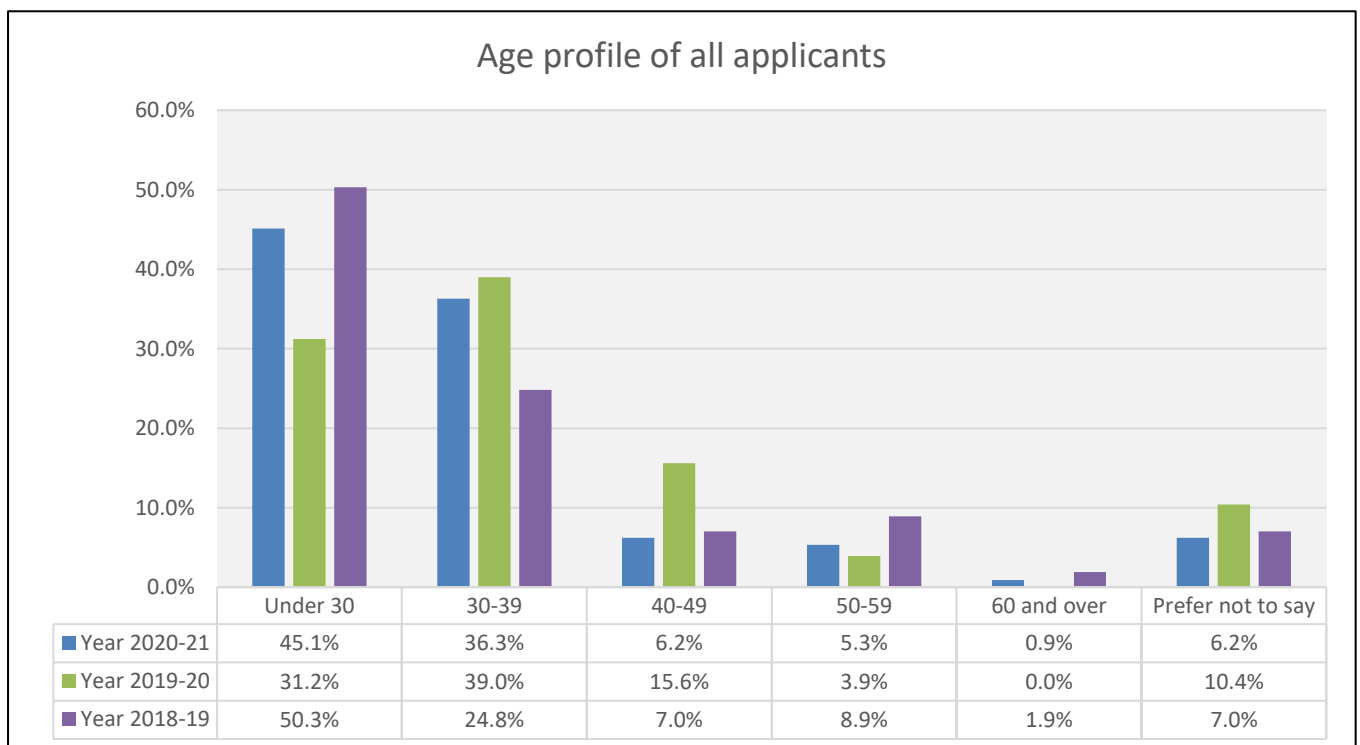
3.4   Student data

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.

4.   Recruitment data

4.1   Applicant age

94% of respondents confirmed their age during the monitoring period. The largest group were under 30s, with 49.4% of respondents for support staff posts in this age group.

4.1.1   All applicants by age group (Aug 2020 – July 2021)

Age profile of all applicants

	Under 30	30-39	40-49	50-59	60 and over	Prefer not to say
Year 2020-21	45.1%	36.3%	6.2%	5.3%	0.9%	6.2%
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%

4.2   Applicant disability

98.2% of those who returned monitoring forms completed the section on disability.

10.8% declared a disability (11.7% in 2019-20) and **3.6%** of all respondents preferred not to say. Of the disabilities declared, **45.5%** were mental-health related conditions.

4.3   Applicant ethnicity

97.3% of respondents provided ethnicity data. In total, **64.9%** of applicants identified as being White (64.9% in 2019-20), **39.8%** as Black, Asian and Minority Ethnic (BAME), up from 32.5% in 2019-20, and **2.7%** preferred not to say.

4.3.1   All applicants by ethnicity (Aug 2020 – July 2021)

Applicant Ethnicity

	2020-21	2019-20	2018-19
White	57.5%	64.9%	73.2%
BAME	39.8%	32.5%	20.4%
Prefer not to say	2.7%	2.6%	6.4%
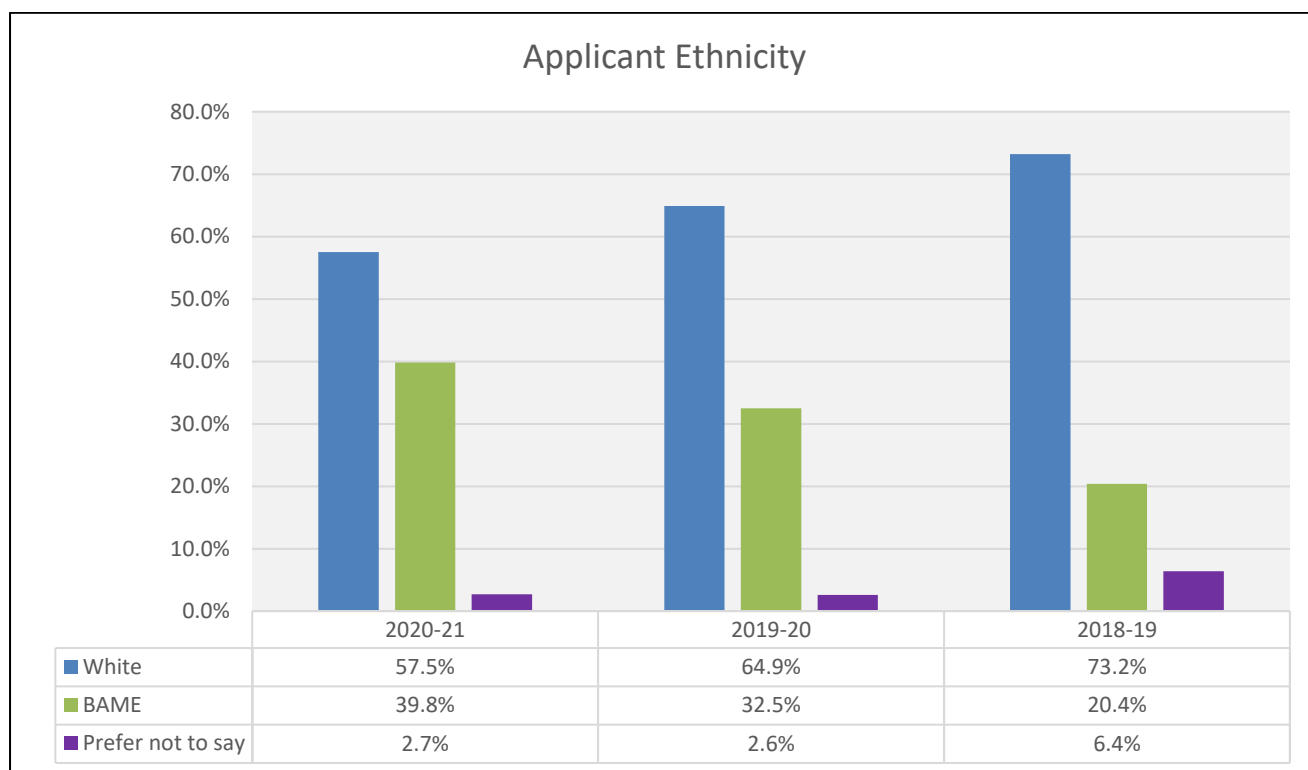
4.4   Applicant legal sex

96.5% of respondents declared their legal sex. This compares to an overall response rate of 98.7% in 2019-20.   Of those who responded, **42.5% were female** and **54% were male**.

4.4.1   All applicants by legal sex (Aug 2020 – July 2021)

Applicant legal sex by category and year

	2020-21		2019-20		2018-19	
	Academic	Support	Academic	Support	Academic	Support
Male	62.5%	51.7%	71.4%	32.7%	68.3%	53.3%
Female	37.5%	43.8%	28.6%	65.3%	17.1%	41.7%
Prefer not to say	0.0%	4.5%	0.0%	2.0%	14.6%	5.0%
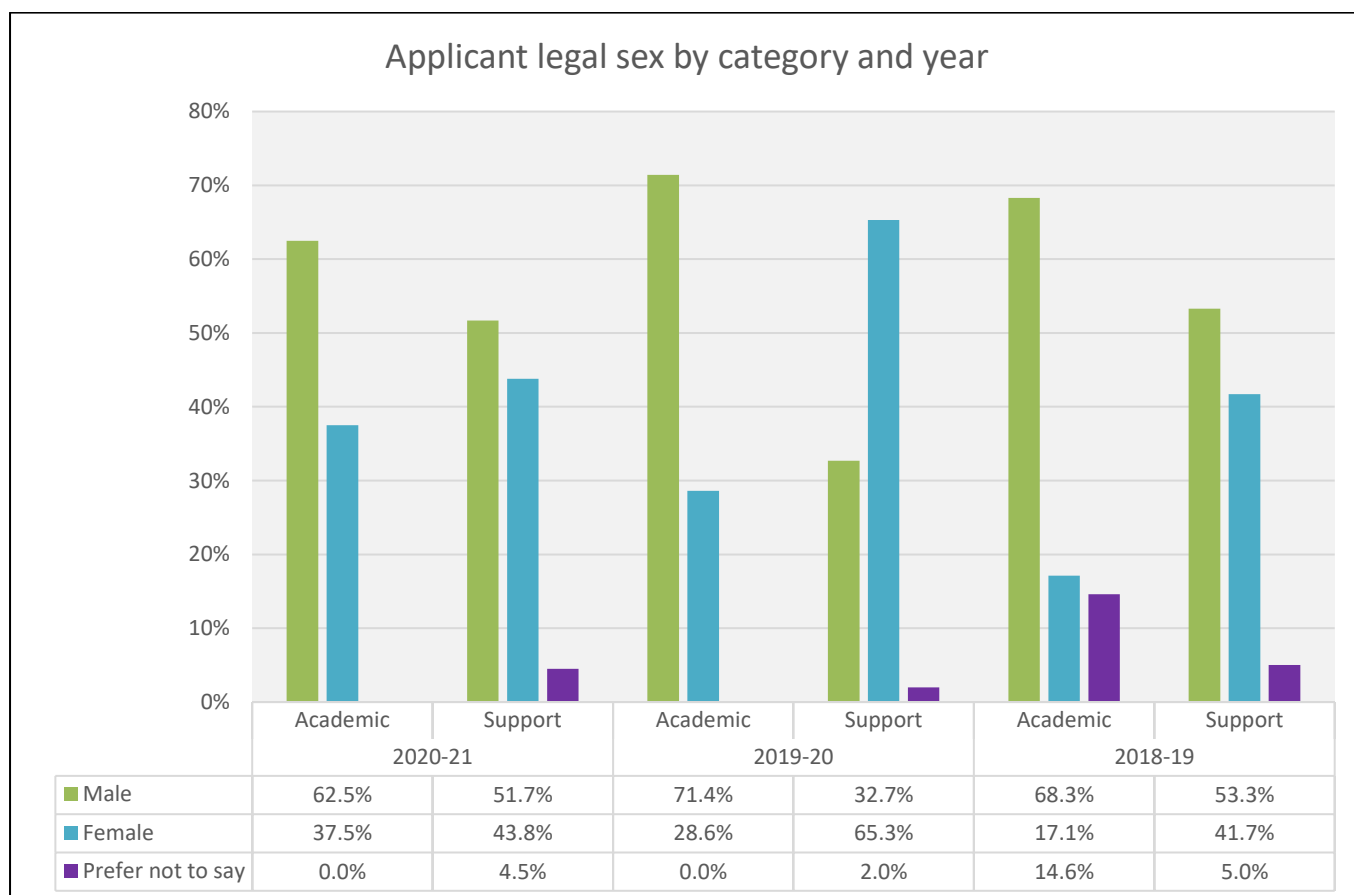
5.   Appointments

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.

5.1   Age

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

5.1.1   Age of employees appointed 1 August 2020 to 31 July 2021

Age group	2020-21			2019-20		
	Academic	Support	Total	Academic	Support	Total
Under 30	40%	45.5%	41.7%	14.3%	42.1%	27.5%
30-39	48%	18.2%	38.9%	52.4%	26.3%	40%
40-49	12%	18.2%	13.9%	19%	15.8%	17.5%
50-59	0%	18.2%	5.6%	0%	10.5%	5%
60 and over	0%	0%	0%	14.3%	5.3%	10%

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

5.2   Legal sex

In total, of those support and academic staff appointed who provided data about their legal sex, **52.8%** were female and **47.2%** were male, similar to the 2019-20 figures of 53.7% female and 46.3% male.

5.2.1   Legal sex of employees appointed 1 August 2020 to 31 July 2021

| Sex	2020-21		2019-20	
	Academic	Support	Academic	Support
Female	40%	63.6%	50%	57.9%
Male	60%	36.4%	50%	42.1%

6.   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.

6.1   Age

From the data available, the age profile of academic and support staff is very similar to the 2020 employee snapshot, with no significant shifts in any age group.

6.1.1   Age of academics and support staff as at 16 October 2021
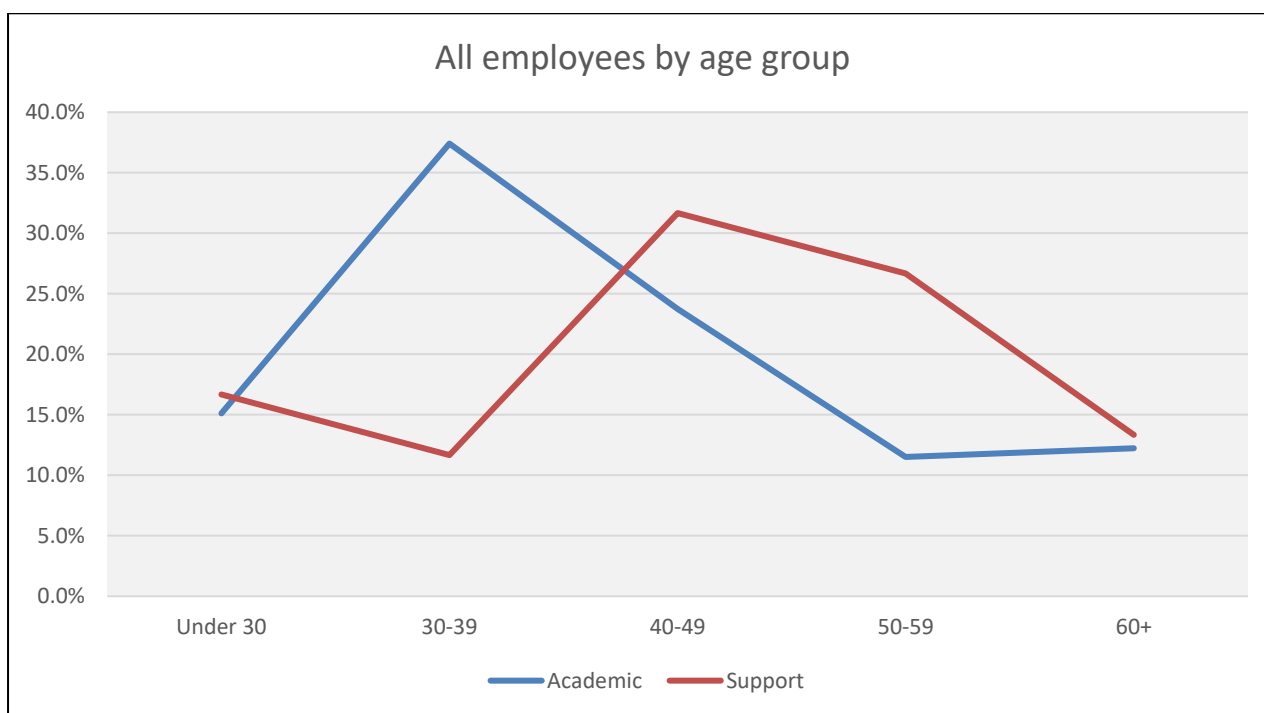
6.2   Disability

From the data available, **6.6%** of all academic and support staff declared a disability at the point of appointment.   This compares to 7.3% in 2020 and 9.2% in 2019. It should be noted that staff are not yet routinely asked to submit updated equality information so staff who may develop a disability since being appointed may not be captured in these figures.

6.3   Ethnicity

From the data held, in total **79.8%** of academic and support staff identify as White (compared to 78.4% in 2019-20), **19%** as BAME (20.5% in 2019-20), and **1.2%** prefer not to say.

### 6.3.1 Ethnicity of academics and support staff as at 16 October 2021

	Academic		Support Staff		Total	
	2020-21	2019-20	2020-21	2019-20	2020-21	2019-20
White	82%	82.7%	77%	74.4%	79.8%	78.4%
BAME	16.9	16%	21.6%	24.4%	19%	20.5%
Prefer not to say	1.1%	1.2%	1.4%	1.1%	1.2%	1.2%

6.4 Legal sex

As at 16 October 2021 the data snapshot shows that the total number of academic and support staff are **54%** female and **46%** male. This is a slight change to the 2020 figures of 56.5% female and 43.5% male.

The proportion of females holding academic posts is **47.4%,** a decrease on last year's figure of 49% and similar to the 2019 figure of 47.6%.

6.4.1 Academics and support staff by legal sex as at 16 October 2021
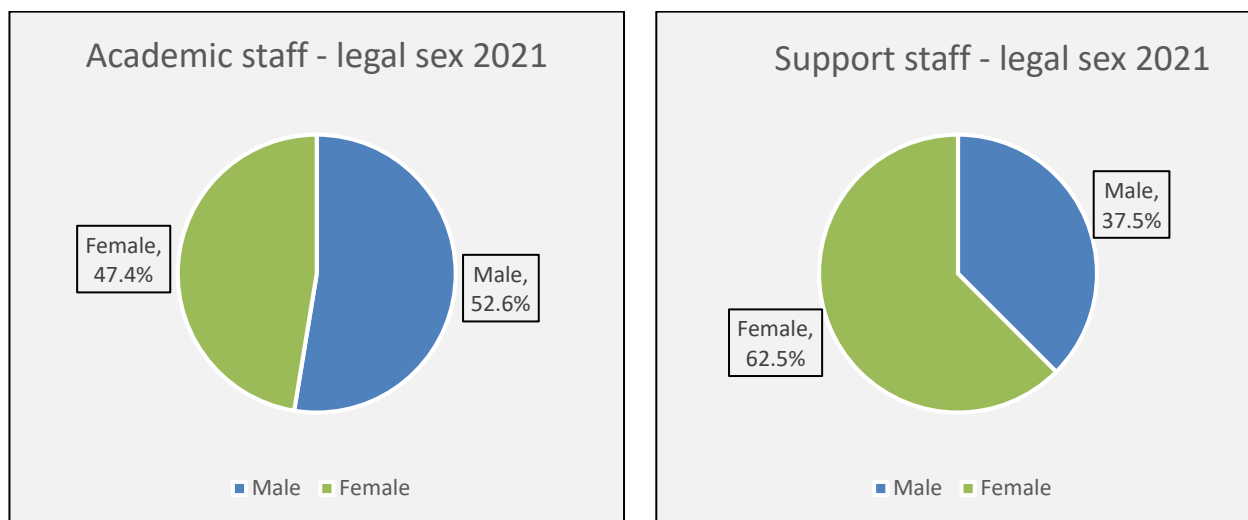
The Governing Body profile as at October 2021 is **46.8%** female and **53.2%** male. Since 2016, the proportion of female members in Governing Body has increased from 39% to just under 47%.

6.4.2   Governing Body members by legal sex 2016-2021

Governing Body by legal sex 2016 - 2021
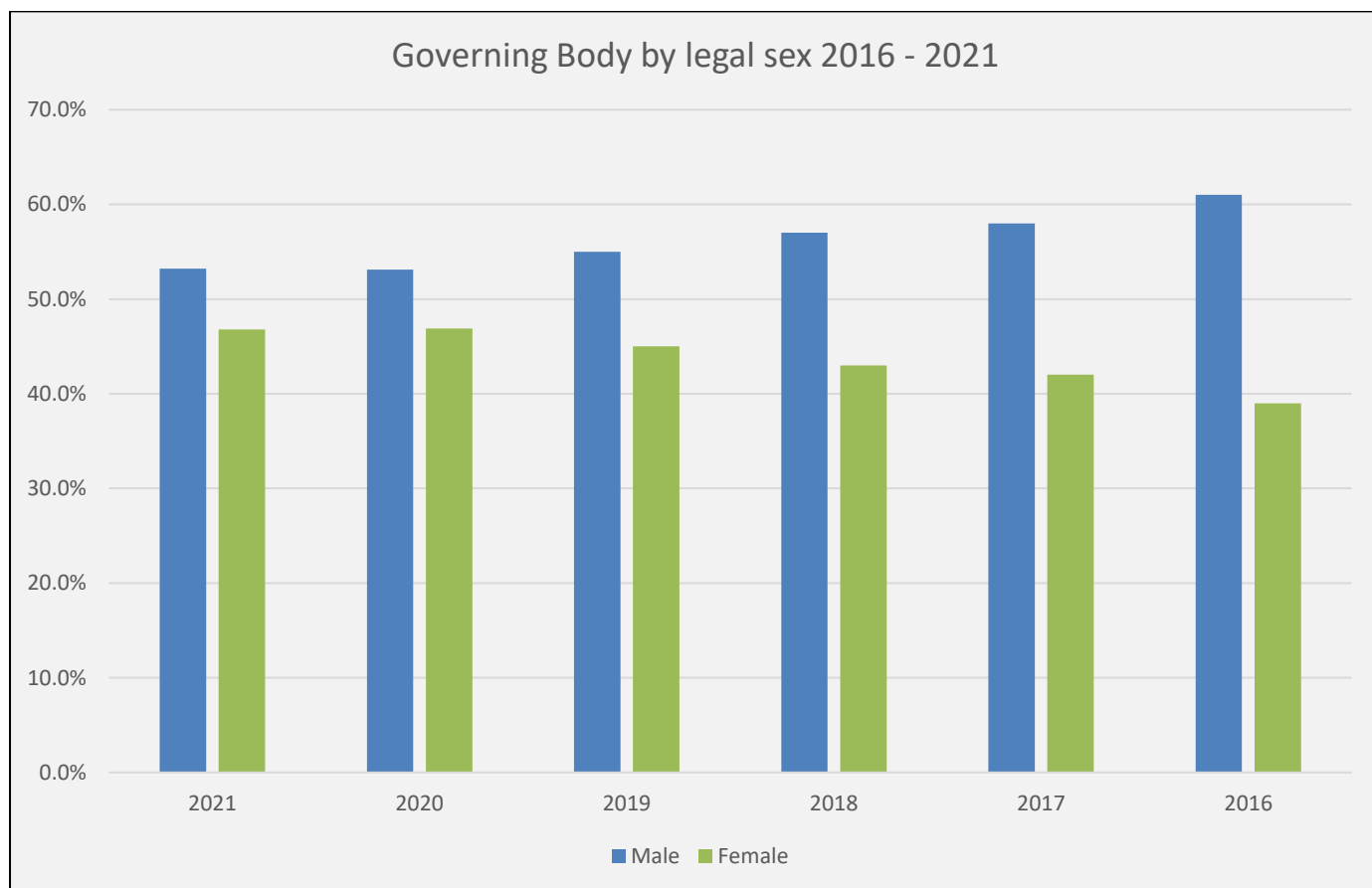
7   Student applicant data

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.

The data relates to applications made in October 2019 for standard entry in 2020 (UCAS Cycle 2020). 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.

7.1   Disability

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

7.1.1   Disability profile of undergraduate application for standard entry in 2020

	University of Oxford		Somerville College	
	Applications	**Offer Rate**	**Applications**	**Offer Rate**
Declared disability	1,858	19%	61	21%
No known disability	21,556	17%	720	19%
Total	23,414	17%	781	19%

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[1] SDMA Report Catalogue can be found here

7.2   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).

7.2.1   Ethnicity profile of undergraduate application for standard entry in 2020

	University of Oxford		Somerville College	
	Applications	Offer Rate	Applications	Offer Rate
BME	4,024	18%	132	13%
White	9,509	24%	318	33%
Not Known	569	11%	16	19%
Total	14,102	22%	466	27%

7.3   Legal sex

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

7.3.1   Legal sex - undergraduate application for standard entry in 2020

	University of Oxford		Somerville College	
	Applications	Offer Rate	Applications	Offer Rate
Female	11,702	18%	402	22%
Male	11,712	16%	379	15%
Total	23,414	17%	781	19%

8 Student populations

The data below reflects what was recorded on the University's student information system in November 2021. The academic year has been matched to the HESA reporting year, commencing August.

8.1 Disability profile of on course students for academic year 2020/21

In 2020, 101 of Somerville's 672 students had a declared disability (15%)

	Somerville College					University of Oxford					
Disability Group	UG	PGT	PGR	Total	% of student population	UG	PGT	PGR	VRO	Total	% of student population
No known disability	361	92	118	**571**	85%	10,371	5,457	5,930	239	**21,997**	85.2%
Other disability	55	9	10	**74**	11%	1,572	556	687	21	**2,836**	11%
SpLD	21	4	2	**27**	4%	567	205	209	6	**987**	3.8%
Total	437	105	130	**672**	100.0%	12,510	6,218	6,826	266	**25,820**	100.0%

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

8.2 Ethnicity profile of on course students for academic year 2020/21

	Somerville College					University of Oxford					
Ethnicity Group	UG	PGT	PGR	Total	% of student population	UG	PGT	PGR	VRO	Total	% of student population
BME	109	52	53	**214**	31.8%	3,343	2,482	2,336	124	8,285	30.7%
White	310	48	71	**429**	63.8%	8,768	3,469	4,115	131	16,483	65.5%
Unknown	18	5	6	**29**	4.3%	399	267	375	11	1,052	3.8%
Total	437	105	130	**672**	100.0%	12,510	6,218	6,826	266	**25,820**	100.0%

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

8.3 Legal sex - on course students for academic year 2020/21

| Sex | Somerville College | | | | | University of Oxford | | | | | |
	UG	PGT	PGR	Total	% of student population	UG	PGT	PGR	VRO	Total	% of student population
Female	237	57	61	**355**	52.8%	6,392	3,068	2,940	169	12,587	48.7%
Male	200	48	69	**317**	47.2%	6,118	3,132	3,886	97	13,233	51.3%
Total	437	105	130	**672**	100.0%	12,510	6,218	6,826	266	**25,820**	100.0%

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