Equality Report

Academic Year 2022-23

Contents

1.   Introduction

The report meets the requirement under the Public Sector Equality Duty to publish information on how Somerville 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 as defined below.

Age - A person belonging to a particular age (e.g., 32-year-olds) or range of ages (e.g., 18- to 30-year-olds).

Disability - A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender reassignment - Where a person undergoes, or proposes to undergo, a process for the purpose of reassigning their sex.

Marriage and civil partnership – A legally recognised partnership between a same sex or an opposite sex couple. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).

Pregnancy and maternity - The condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race - A race is a group of people defined by their colour, nationality (including citizenship) ethnicity or national origins. A racial group can be made up of more than one distinct racial group, such as Black British.

Religion or belief - Any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect life choices or the way you live to be included in the definition.

Sex - A man or a woman.

Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

www.equalityhumanrights.com/equality/equality-act-2010/protected-characteristics

https://www.gov.uk/government/publications/marriage-and-civil-partnership-in-england-and-wales

The data relates to the academic community (stipendiary and non-stipendiary), support staff, and undergraduate and postgraduate students.

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

This report covers sex, age, race and disability. Where smaller data sets risk individuals being identified, this information is not published but full anonymised data is available for internal use if necessary. Data for undergraduate and postgraduate students relates to disability, race and sex.

Reporting periods are from 1 August to 31 July for recruitment and applicant data which mirrors the College's financial year. Employee data is based on a snapshot of employed staff in mid-October each year which ensures that any recent employees, particularly academics whose contracts tend to start in October, have been updated on HR systems in time for inclusion in the data.

This report has been prepared by the Human Resources Department and Academic Office and has been approved by Governing Body.

2.   Review of the academic year (2022-23)

The Equality and Diversity Working Group (EDWG) reviewed and updated the College's Equality Policy. This is available via www.some.ox.ac.uk/equality/

Somerville signed up to the Oxfordshire Inclusive Economy Partnership (OIEP) which aims to bring together organisations around the county to reduce inequality, create opportunities and address sustainability issues. Among the pledges that the College has made as part of this partnership, we will continue review and revise our recruitment initiatives to ensure that we recruit from a diverse range and are able to reach groups whom might not otherwise consider Somerville as a place to work.

Mental Heath awareness sessions were provided for all staff and work continues on creating an annual programme of such training.

The project to upgrade the HR database was completed in July 2023. This included the launch of a new online recruitment portal which aims to provide a more user-friendly and intuitive application process for candidates and increased reporting and recruitment management tools for HR staff.

2.1   Action plan for the coming year

In addition to our pledges as part of the OIEP, we will widen our pool of potential candidates to include working more closely with the local job centre and organisations that support ex-

offenders, asylum seekers and recruitment agencies that specialise in attracting candidates from underrepresented groups.

As part of our induction and training programmes for staff, we will participate in a joint pilot with the University and a number of other Colleges on programmes covering equality and diversity awareness and 'train the trainer' courses so that we can ensure we are able to continue such training year on year.

We will explore options to liaise more closely with University HR and Equality teams to identify initiatives that will enable more sharing of data on equality in relation joint academic appointments.

3. Report definitions and terminology

Recruitment – the period from a vacancy being identified and advertised, through to shortlisting candidates who meet the selection criteria and interviewing for and offering the role.

Appointment – covers the process once a candidate has accepted a role and includes all pre-employment checks (such as right to work checks, medical declarations) and the appointee being provided with an employment contract and added on to College systems.

Staff – individuals who have an employment contract or association with the College where they receive benefits (such as meals) as part of their association with us. This includes part-time, full-time, permanent and fixed-term staff. It also includes casual workers who are engaged for their services on a flexible basis. It does not include those who work for College on a self-employed basis, such as contractors and consultants or Out-Tutors who teach for the College ad-hoc and are staff or students at other Colleges/Departments and will be included in statistics for their main organisation.

Stipendiary Academics – includes Tutorial Fellows, Stipendiary Lecturers, Stipendiary Research Fellows and Retaining Fee Lecturers.

Non-stipendiary Academics – includes Junior Research and other post-doctoral Fellows, Research and Senior Research Fellows, Professorial Fellows and those who teach for us via arrangements with their departments such as Departmental Lecturers.

Race & Ethnicity – The Equality Act 2010 refers to 'Race' as defined above. Most data collection processes, including Somerville's, refer to 'ethnicity'. We follow the Government's convention of reporting on 'ethnicity'. In 2021 the Commission on Race and Ethnic Disparities recommended reporting on individual ethnic groups, discouraging the use of 'Black and Asian Minority Ethnic' (BAME) to refer to minority groups as a whole. As we do not report in such detail because the small numbers can potentially identify individuals, our terminology has been updated in line with the government's practice to use the term 'minority ethnic groups' to refer to all groups other than 'white or white British'. We do not currently collect data on 'white or white British' broken down into 'gypsy or Irish traveller', 'Irish' or 'Roma'.

4. Recruitment data

Data relates to vacancies advertised between 1 August 2023 to 31 July 2023 inclusive.   During that period 41 College-led recruitment exercises were conducted, similar to last year's 48. These include re-advertisements. 6 recruitment processes were for academic posts and 35 for support staff posts. Of those, 8 posts were run open-ended with no closing date to encourage applications and 1 resulted in readvertisement because of a lack of suitable candidates.

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.

389 applications were received and **189** equal opportunity monitoring forms were returned - a response rate of **48.6%.** Although this is lower than last year's 67.2%, almost half of the recruitment exercises were for casual or operational roles which generally return fewer monitoring forms than permanent, academic and administrative roles.

On average there were 23 applications for every academic vacancy and 7 applications for each support staff vacancy.

4.1   Applicant age

88.9% of respondents confirmed their age during the monitoring period, with 11.1% preferring not to say. The largest group overall were the under 30s, with 42.3% of all respondents in this age group. When broken down by category, the largest age group for applicants for academic posts were the 30–39-year-olds with 31.2% of respondents in that range.

4.1.1   All applicants by age group (2018 – 2023)

Age profile of all applicants

	Under 30	30-39	40-49	50-59	60 and over	Prefer not to say
Year 2022-23	42.3%	31.2%	10.1%	3.7%	1.6%	11.1%
Year 2021-22	47.4%	28.4%	9.5%	4.9%	2.5%	7.4%
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%
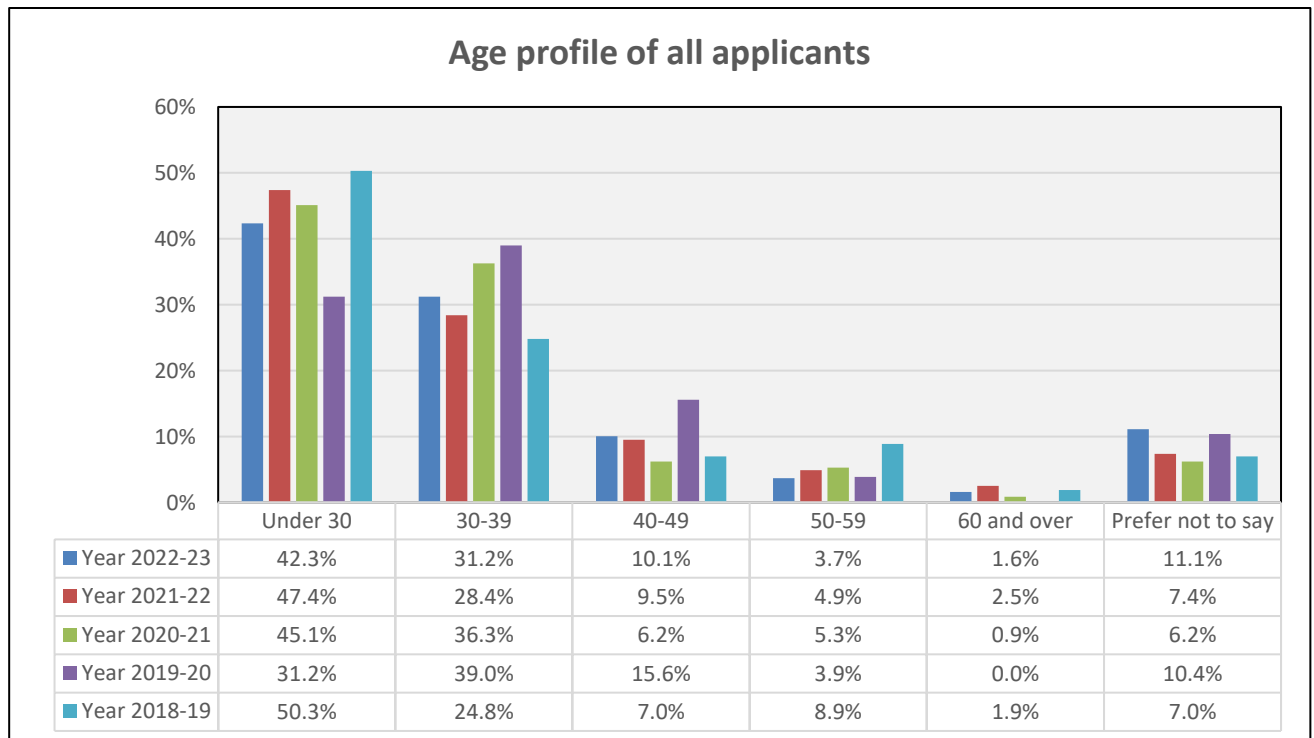
4.1.2   Age profile by applicant category (August 2023 – July 2023)

Age profile by applicant category 2022-23
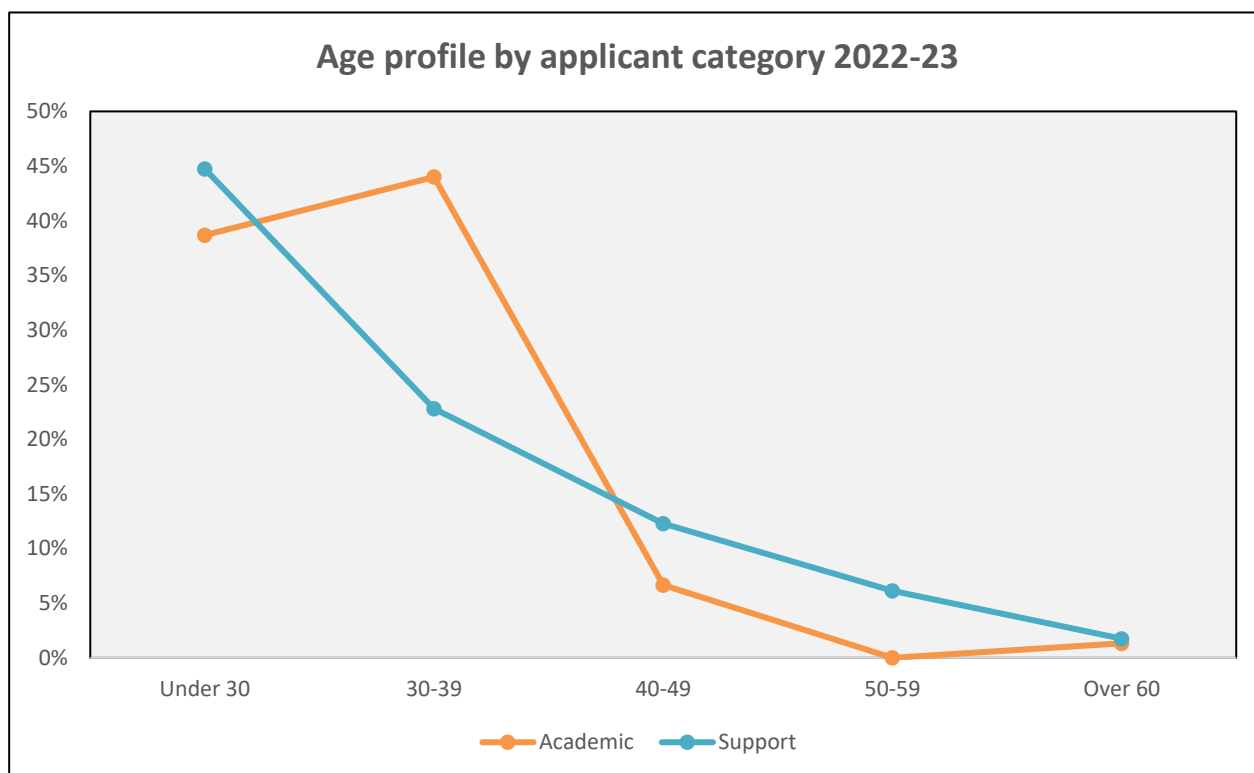
4.2   Applicant disability

88.8% of those who returned monitoring forms completed the section on disability.
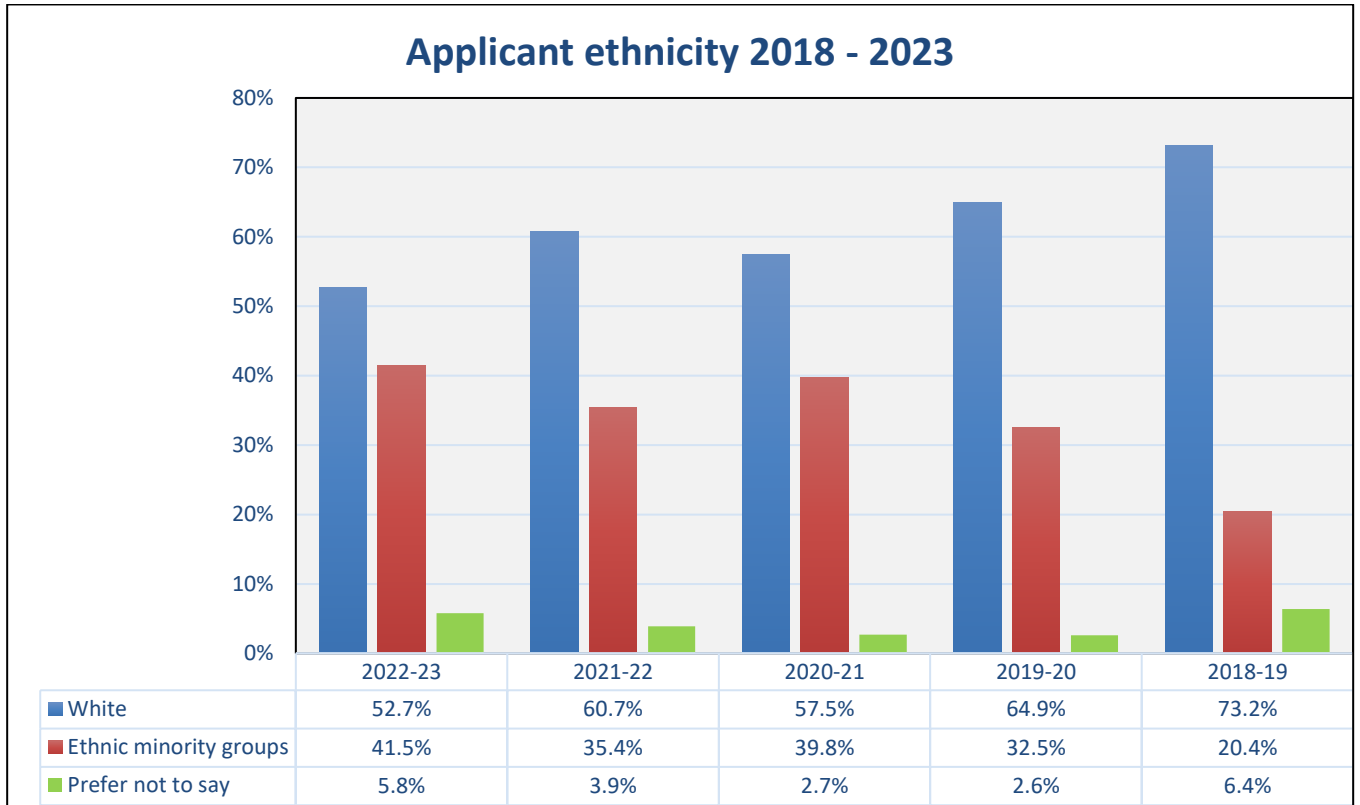
10.1% declared a disability (the same as 21-22) and **10.1%** of all respondents preferred not to say. Of those who declared a disability, **11.1%** chose not to disclose the nature of their disability, **22.2%** were mental-health related conditions (10.1 in 21-22) and **16.6%** conditions that fall under the specific learning disability category, such as dyslexia and dyspraxia (15% in 21-22). **22.2%** of those who declared a disability responded that their disability was 'a condition or impairment not listed' (15% in 21-22).

The increase in those who state that their condition is not listed suggests that some improvements could be made in data collection to include further categories or more free text options. As well as offering flexible and alternative working patterns to support those with disabilities, supporting applicants with learning disabilities, in offering a wider range of application and interview options is also worth focusing on.

4.3   Applicant ethnicity

99.5% of respondents completed the ethnicity questions. Of those, **52.7%** identified as being white (60.7% in 2021-22), **41.5%** from minority ethnic groups (35.4% in 2021-22) and **5.8%** preferred not to say. **47.3%** of respondents applying for academic roles were from minority ethnic groups, compared to 49.3% in 2021-22.

4.3.1 All applicants by ethnicity (2018 - 2023)

Applicant ethnicity 2018 - 2023

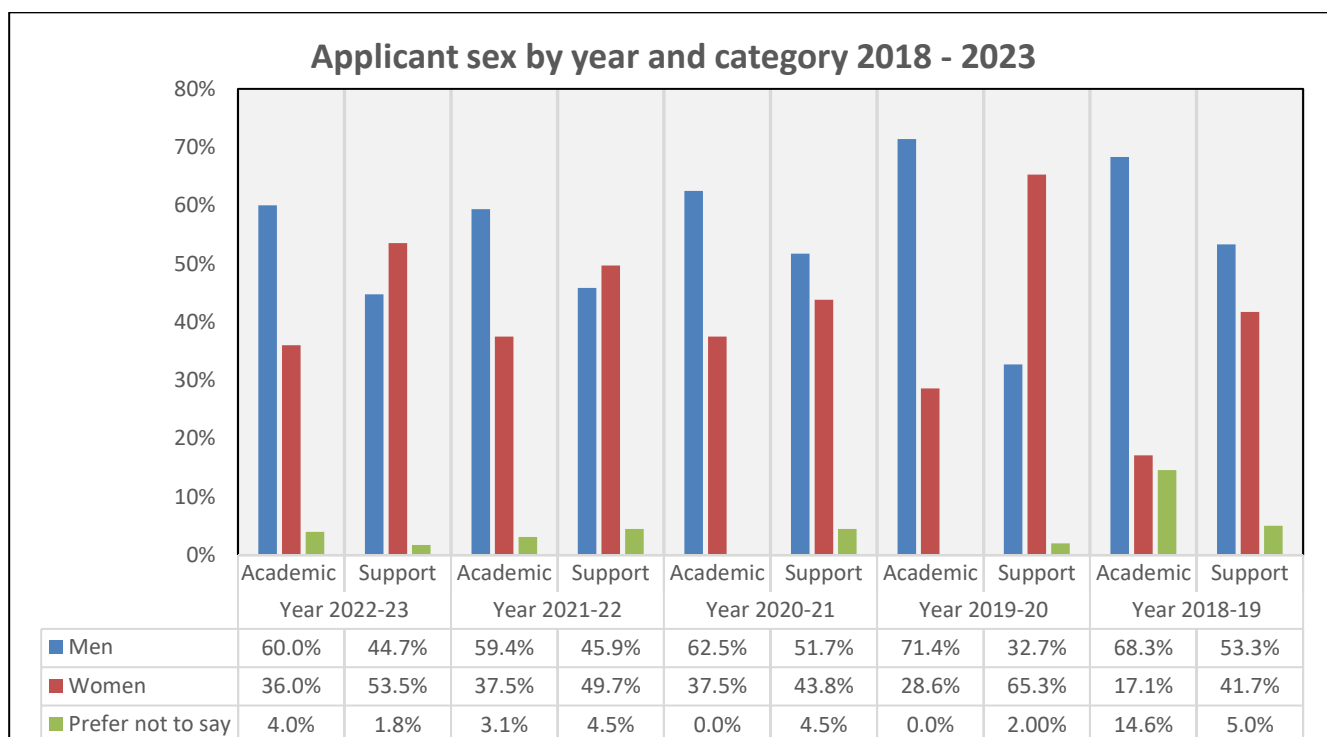|	2022-23	2021-22	2020-21	2019-20	2018-19
White	52.7%	60.7%	57.5%	64.9%	73.2%
Ethnic minority groups	41.5%	35.4%	39.8%	32.5%	20.4%
Prefer not to say	5.8%	3.9%	2.7%	2.6%	6.4%

4.3.2 Applicant ethnicity by staff category 2021-22

Applicant ethnicity by staff category 2022-23
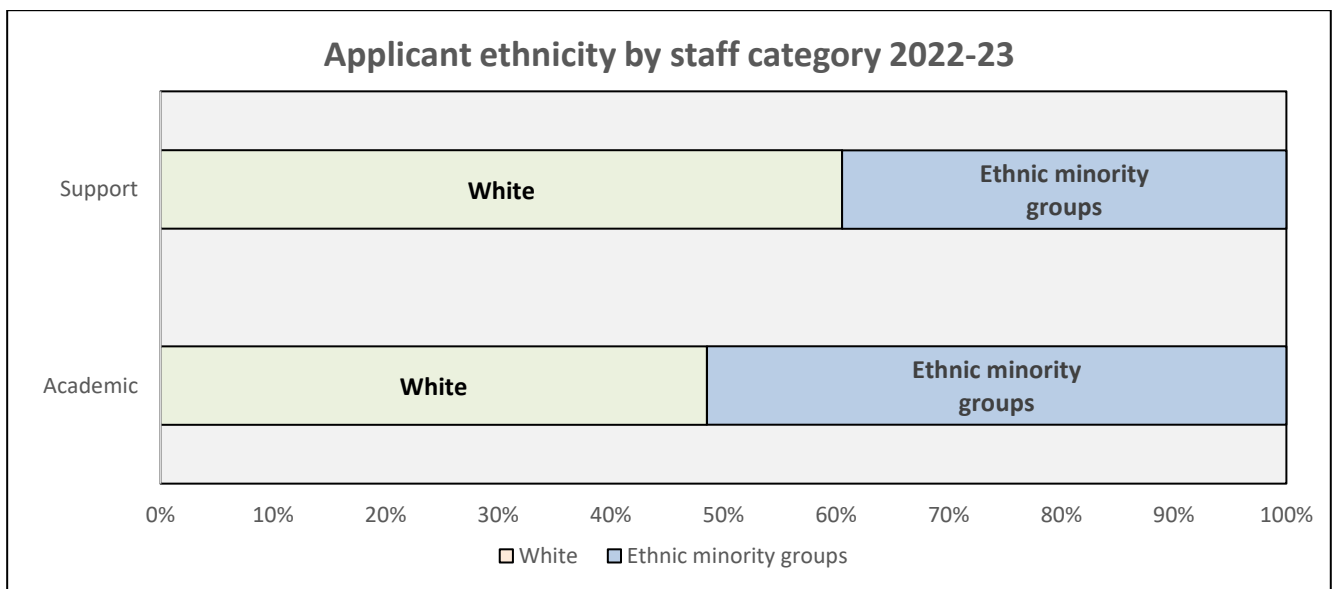
4.4 Applicant sex

As per the reporting requirements of the public sector equality duty, we currently collect information relating to sex and applicants are asked to select from 'man' or 'woman' or 'prefer not to say'. We do not currently collect separate data relating to gender identity.

100% of those who completed equality monitoring questionnaires responded to this section, with **2.6%** selecting 'prefer not to say'. Of those who declared their sex, **47.8%** were women and **52.2%** were men.

4.4.1 All applicants by sex (Aug 2018 – July 2022)

Applicant sex by year and category 2018 - 2023

	Academic Year 2022-23	Support Year 2022-23	Academic Year 2021-22	Support Year 2021-22	Academic Year 2020-21	Support Year 2020-21	Academic Year 2019-20	Support Year 2019-20	Academic Year 2018-19	Support Year 2018-19
Men	60.0%	44.7%	59.4%	45.9%	62.5%	51.7%	71.4%	32.7%	68.3%	53.3%
Women	36.0%	53.5%	37.5%	49.7%	37.5%	43.8%	28.6%	65.3%	17.1%	41.7%
Prefer not to say	4.0%	1.8%	3.1%	4.5%	0.0%	4.5%	0.0%	2.00%	14.6%	5.0%

4.1.2 Applicants for academic roles by sex 2018-2023

Applicants for academic roles by sex 2018-2023

Year	Men	Women
Year 2022-23	60.0%	36.0%
Year 2021-22	59.4%	37.5%
Year 2020-21	62.5%	37.5%
Year 2019-20	71.4%	28.6%
Year 2018-19	68.3%	17.1%

4.3.3 Applicants for support staff roles by sex 2018-2023

Applicants for support staff roles by sex 2018-2023

Year	Men	Women
Year 2022-23	44.7%	53.5%
Year 2021-22	45.9%	49.7%
Year 2020-21	51.7%	43.8%
Year 2019-20	32.7%	65.3%
Year 2018-19	53.3%	41.7%

5. Appointments

Between 1 August 2022 and 31 July 2023 **75** people were appointed through a selection or nomination process (38 academics and 37 support staff). This is an increase from last year's 56 appointments. **113** casual workers were engaged across the period.

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 2022 to 31 July 2023 with previous year comparison

Age group	2022-23			2021-22		
	% of academic staff in group	% of support staff in group	% of all staff in group	% of academic staff in group	% of support staff in group	% of all staff in group
Under 30	36.8%	32.4%	39.1%	39.1%	45.5%	41.7%
30-39	34.2%	35.1%	43.5%	43.5%	18.2%	38.9%
40-49	21.1%	10.8%	8.7%	8.7%	18.2%	13.9%
50-59	5.3%	18.9%	8.7%	8.7%	18.2%	5.6%
60 and over	2.6%	2.7%	0.0%	0.0%	0%	0%

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

5.2   Sex

In total, of those support and academic staff appointed who provided data about their sex, **46.7%** were women and **53.3%** were men, compared to 55.4% and 44.6% respectively in the previous year.

5.2.1   Sex of employees appointed 1 August 2022 to 31 July 2023 with previous year comparison

Sex	2022-23		2021-22	
	Academic	**Support**	**Academic**	**Support**
Women	52.6%	40.5%	39.1%	63.6%
Men	47.4%	59.5%	60.9%	36.4%

6.   Employee data

Data for academic and support staff employed was taken from a snapshot from the human resources database on **16 October 2023**.   On that date there were **292** employed staff in post (excluding casual workers) of which 163 held academic appointments (stipendiary and non-stipendiary) and 129 held support staff posts.

The data below only reflects information held on the snapshot date of 16 October 2023. 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 previous 3 years with no significant changes across age groups.

6.1.1   Age of academics and support staff as at 16 October 2023

All employees by age group 2023

	Under 30	30-39	40-49	50-59	60 and over
Academic	15.3%	31.9%	20.9%	14.7%	17.2%
Support	15.5%	18.6%	24.8%	27.1%	14.0%
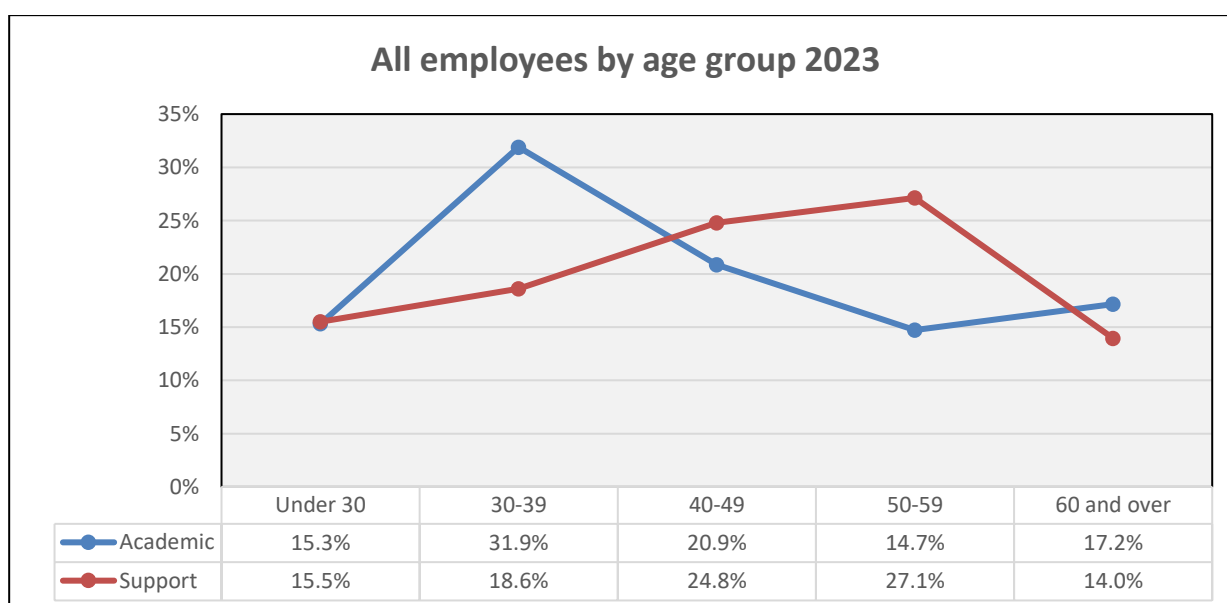
6.2   Disability

8.8% of staff as at the snapshot date declared a disability, compared to **6.6%** last year, 7.3% in 2020 and 9.2% in 2019. Staff who may develop a disability since being appointed may not be captured in these figures. **25%** of those who have declared that they consider themselves to have a disability have not declared the nature of their condition. Of those who have **18.8%** have listed mental-health related conditions.

6.3   Ethnicity

Data on ethnicity is held for **59.2%** of staff. Of those, **78.6%** of academic and support staff identify as white (77.7% in 2022) and **20.8%** as in an minority ethnic group (20.7% in 2022) **0.6%** prefer not to say. Of those in minority ethnic groups, the largest group is Asian or Asian British – Indian, with **30.8%** of staff identifying as belonging to this group.

6.3.1   Ethnicity of academics and support staff as at 16 October 2022

	% of academic staff in group		% of support staff in group		% of all staff in group	
	2023	**2022**	**2023**	**2022**	**2023**	**2022**
White	80.2%	77.1%	77.0%	78.6%	78.6%	77.7%
Minority ethnic groups	19.8%	21.1%	21.8%	20.0%	20.8%	20.7%
Prefer not to say	0.0%	1.8%	1.1%	1.4%	0.6%	1.7%

6.4   Sex

As at 16 October 2023 the data snapshot shows that the total number of academic and support staff **55.1%** are women and **44.9%** are men, compared to 56.1% women and 46% men last year.

50.3% of all academic posts are held by women and 49.7% by men. (49.4% and 50.6% respectively in 2021-22)

61.2% of support staff posts are held by women and 38.8% by men (compared to 56.1 and 43.9% respectively last year)

6.4.1 Academics and support staff by sex as at 16 October 2022

Academic staff by sex - 2023

49.7%, Men

50.3%, Women

Women Men

Support staff by sex - 2023

38.8%, Men

61.2%, Women

Women Men
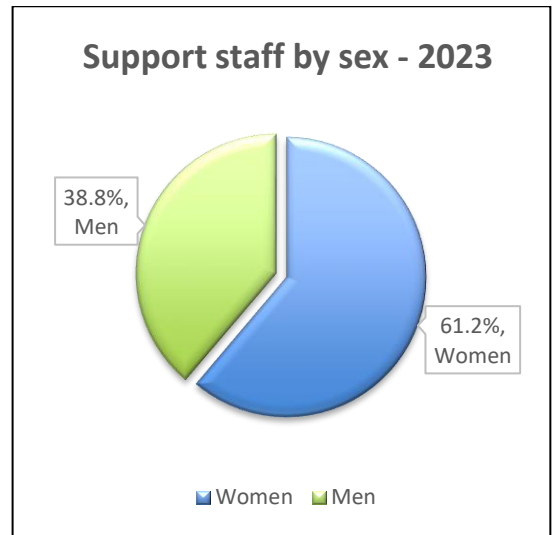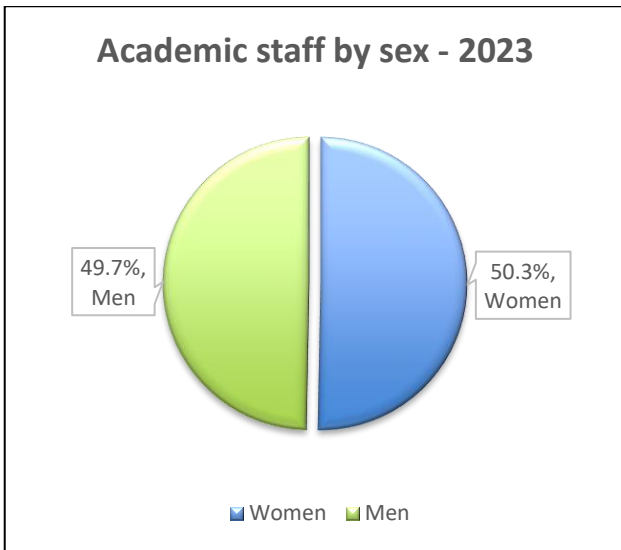
The Governing Body profile as at October 2023 **54.5%** men and **45.5%** women compared to is **47.7%** women and **52.3%** men last year.

6.4.2 Governing Body members by sex 2016-2023

Governing body by sex 2016 - 2023

	2023	2022	2021	2020	2019	2018	2017	2016
Men	54.5%	52.3%	53.2%	53.1%	55.0%	57.0%	58.0%	61.0%
Women	45.5%	47.7%	46.8%	46.9%	45.0%	43.0%	42.0%	39.0%
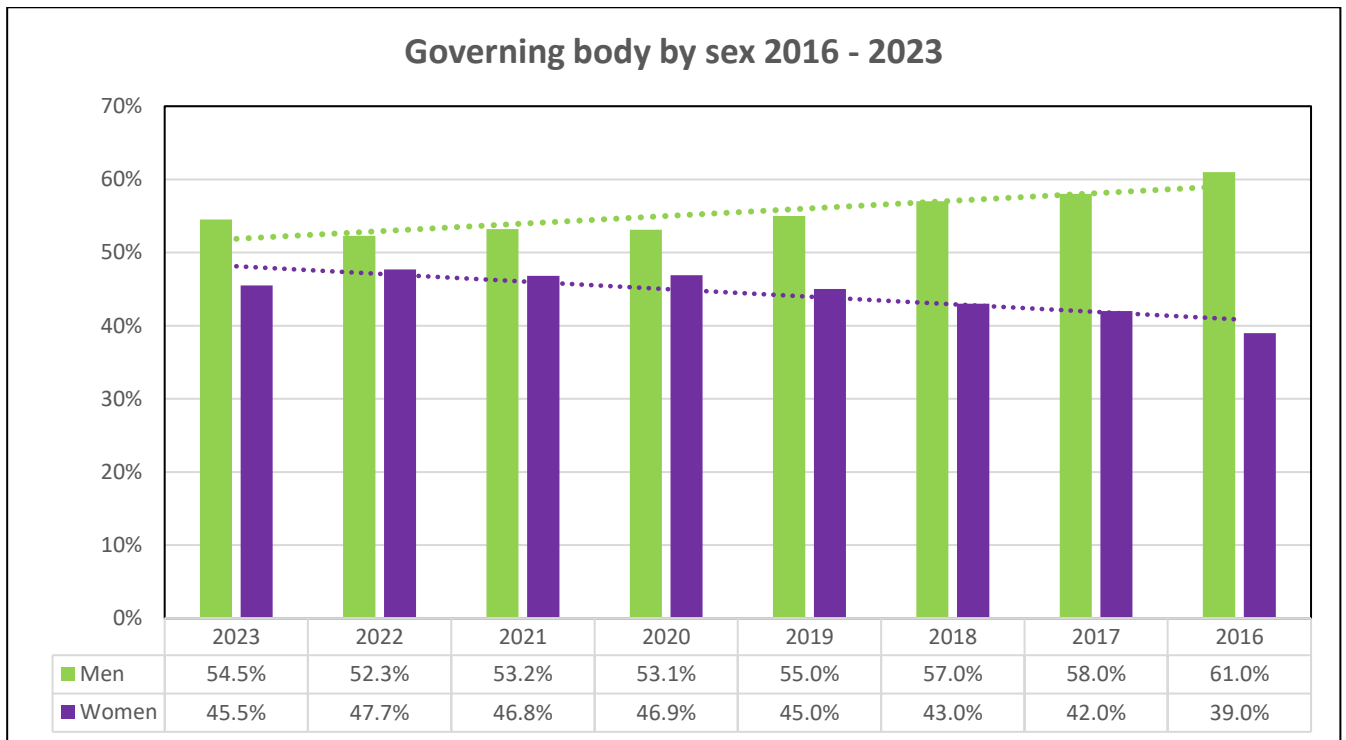
7. Student Data

7.1 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 2021 for standard entry in 2022 (UCAS Cycle 2022). 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 2022

	University of Oxford		Somerville College	
	Applications	**Offer Rate**	**Applications**	**Offer Rate**
Declared disability	2,209	18.2%	57	26.3%
No known disability	21,610	15%	632	19.0%
Total	23,819	15.3%	689	19.6%

7.2 Ethnicity

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[1] SDMA Report Catalogue can be found here

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 2022

	University of Oxford		Somerville College	
	Applications	Offer Rate	Applications	Offer Rate
Minority ethnic groups	4,610	16.8%	140	22.1%
White	9,119	21.4%	248	29.0%
Not Known	840	9.6%	21	4.8

7.3 Sex

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

7.3.1 Sex - undergraduate application for standard entry in 2022

	University of Oxford		Somerville College	
	Applications	Offer Rate	Applications	Offer Rate
Women	11,940	15.7%	371	21.3%
Men	11,879	14.9%	318	17.6%
Total	23,819	15.3%	689	19.6%

8   Student populations

The data below reflects what was recorded on the University's student information system in February 2024. The academic year has been matched to the HESA reporting year, commencing August (the snapshot is from 12/1/2023).

8.1   Disability profile of on course students for academic year 2022/23

In 2022, 137 of Somerville's 699 students had a declared disability (19.6%)

Disability Group	University of Oxford						Somerville College				
	UG	PGT	PGR	VRO	Total	% of student population	UG	PGT	PGR	Total	% of student population
No known disability	10,045	5,272	6,002	436	**21,755**	82.1%	356	85	121	**562**	80.4%
Other disability	1,840	689	855	39	**3,423**	12.9%	66	11	15	**92**	13.2%
SpLD (Specific Learning Disability)	798	231	275	15	**1,319**	5.0%	38	3	4	**45**	6.4%
Total	12,683	6,192	7,132	490	**26497**	100.0%	460	99	140	**699**	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 2022/23

Ethnicity Group	University of Oxford						Somerville College				
	UG	PGT	PGR	VRO	Total	% of student population	UG	PGT	PGR	Total	% of student population
Minority ethnic groups	3,943	2,755	2,741	237	9,676	36.5%	132	56	68	**256**	36.6%
White	8,339	3,161	3,978	233	15,711	59.3%	313	36	66	**415**	59.4%
Unknown	401	276	413	20	1,110	4.2%	15	7	6	**28**	4.0%
Total	12,683	6,192	7,132	490	**26,497**	100.0%	460	99	140	**699**	100.0%

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

8.3 Sex - on course students for academic year 2022/23

In 2922, 397 of the college's 699 students (56.8%) were female

Sex	University of Oxford						Somerville College				
	UG	PGT	PGR	VRO	Total	% of student population	UG	PGT	PGR	Total	% of student population
Women	6,696	3,205	3,288	295	**13,484**	50.9%	270	51	76	**397**	56.8%
Men	5,987	2,987	3,844	195	**13,013**	49.1%	190	48	64	**302**	43.2%
Total	12,683	6,192	7,132	490	**26,479**	100.0%	460	99	140	**699**	100.0%

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

9 On-course withdrawals

The data below reflects what was recorded on the University's student information system in February 2024. 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 is shown for the 2022 entry year. The figures only relate to the number of students who withdrew in their entry year. Given the small college numbers, data has been amalgamated across the levels of study to help avoid any potential identification of individual students.

9.1 Disability profile of withdrawals in 2022 entry year

2022/23 Entrants	University of Oxford						Somerville College					
	Number of entrants						Number of entrants					
	UG	PGR	PGT	Total	With-drawals	% of entrants withdrawing	UG	PGR	PGT	Total	With-drawals	% of entrants withdrawing
No known disability	3,067	1,332	3,683	8,082	52	0.6%	103	34	68	205	0	0%
SpLD	238	58	168	464	3	0.6%	11	0	2	13	0	0%
Other disability	521	191	553	1,265	14	1.1%	17	3	11	31	1	3%
Total	3826	1,581	4,404	9,811	67	0.7%	131	37	81	249	1	0.4%

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

9.2 Ethnicity profile of withdrawals in 2022 entry year

2022/23 entrants	University of Oxford						Somerville College					
	Number of entrants				With-drawals	% of entrants withdrawing	Number of entrants				With-drawals	% of entrants withdrawing
	UG	PGR	PGT	Total			UG	PGR	PGT	Total		
Minority ethnic groups	1,295	694	2,076	4,065	19	0.5%	46	21	53	120	0	0%
White	2,398	810	2,147	5,355	44	0.8%	80	14	25	119	1	0.8%
Unknown	133	77	181	391	4	1%	5	2	3	10	0	0%
Total	**3,826**	**1,581**	**4,404**	**9,811**	**67**	**0.7%**	**131**	**37**	**81**	**249**	**1**	**0.4%**

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

9.3 Sex – withdrawals in 2022 entry year

2022/23 entrants	University of Oxford						Somerville College					
	Number of entrants				With-drawals	% of entrants withdrawing	Number of entrants				With-drawals	% of entrants withdrawing
	UG	PGR	PGT	Total			UG	PGR	PGT	Total		
Women	2,031	764	2,391	5186	34	0.7%	79	18	40	137	0	0%
Men	1,795	817	2,012	4624	33	0.7%	52	19	41	112	1	0.9%
Other	0	0	1	1	0	0%	0	0	0	0	0	0%
Total	**3,826**	**1,581**	**4,404**	**9811**	**67**	**0.6%**	**131**	**37**	**81**	**249**	**1**	**0.4%**