Equality Report

Academic Year 2023-24

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 their ability to carry out normal day-to-day activities.

Gender - Gender refers to socially constructed roles, behaviours, activities, and attributes. The terms 'man', 'masculine', 'woman', and 'feminine' denote gender.

Gender identity - refers to the way in which an individual identifies with a gender category.

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 both sexes. Sexual orientation includes how you choose to express your sexual orientation, such as through your appearance or the places you visit.

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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.

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 is provided by the University's student systems.

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 (2023-24)

The new online recruitment site has now been active for a full year and already seems to have had a positive impact on equality monitoring response rates as well as on the average number of applicants per post, particularly for support staff roles.

In April 2024 we carried out Equality, Diversity and Inclusion (EDI) workshops as part of a pilot programme that the University's EDI have devised. The sessions were generally well received and participants provided useful feedback which will help us to tailor future sessions for our academic and support staff.

In June we provided another mental health awareness training session for managers and staff with the focus being on how to provided initial support to colleagues who may be experiencing mental health difficulties. It is hoped that similar sessions will be run in future which could focus on particular aspects of mental health to be determined via a poll to staff asking what kinds of sessions they would find of most use.

2.1 Actions for the coming year

We will continue to work on our pledges as part of the Oxfordshire Inclusive Economy Partnership, to widen the potential pool of candidates by exploring different recruitment sources.

We will also continue 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.

We will undertake a review of our employee data in order to ensure that our EDI data for existing staff is up to date and more complete.

As part of our duty to prevent sexual harassment, we will source/devise and implement sexual harassment training and awareness for all staff.

In consultation with the Equality and Diversity Working Group, we will devise and circulate an EDI staff survey to obtain data on the experiences of staff at Somerville in relation to EDI, examples of good practice and things to be improved as well as suggestions for future projects or initiatives that staff may find beneficial to them in their work and as part of the College community.

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 2024 inclusive. During that period 28 College-led recruitment exercises were conducted. Three recruitment processes were for academic posts and 25 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.

496 applications were received and **375** equal opportunity monitoring forms were returned - a response rate of **75.6%** which is considerably higher than last year's 48.6%. It is hoped that this is as a direct result of the online recruitment system which makes it easier for candidates to supply the information. Although candidates may skip the questionnaire at the end of the online application process if they wish, the response rate seems to suggest that the more user-friendly process has encouraged a higher return rate. For the academic roles, the response rate was 92.1%. The support staff roles had a lower return rate at 68.4% but, as in previous years, return rates tend to be lower for casual, fixed-term and operational roles.

On average there were 50 applications for every academic vacancy and 14 applications for each support staff vacancy. There has been an average 50% increase in applications for support staff vacancies in particular since the online recruitment system was introduced in July 2023.

4.1   Applicant age

95% of respondents confirmed their age during the monitoring period, with 5% preferring not to say. When broken down by category, the largest age group for applicants for academic posts were the 30–39-year-olds with 56.8% of respondents in that range, compared to last year's 31.2%.

4.1.1   All applicants by age group (2018 – 2024)

Age profile of all applicants

	Under 30	30-39	40-49	50-59	60 and over	Prefer not to say
Year 2023-24	44.5%	31.2%	9.1%	8.3%	1.9%	5.0%
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%
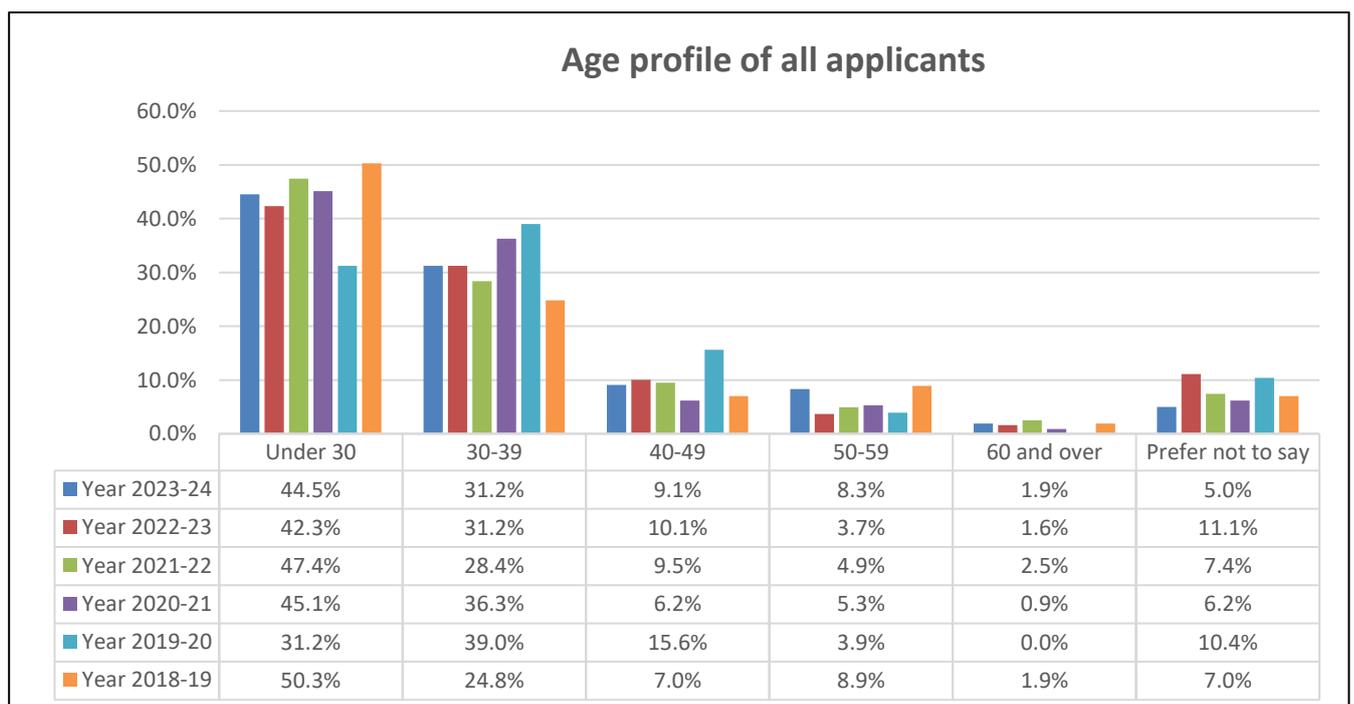
4.1.2   Age profile by applicant category (August 2023 – July 2024)
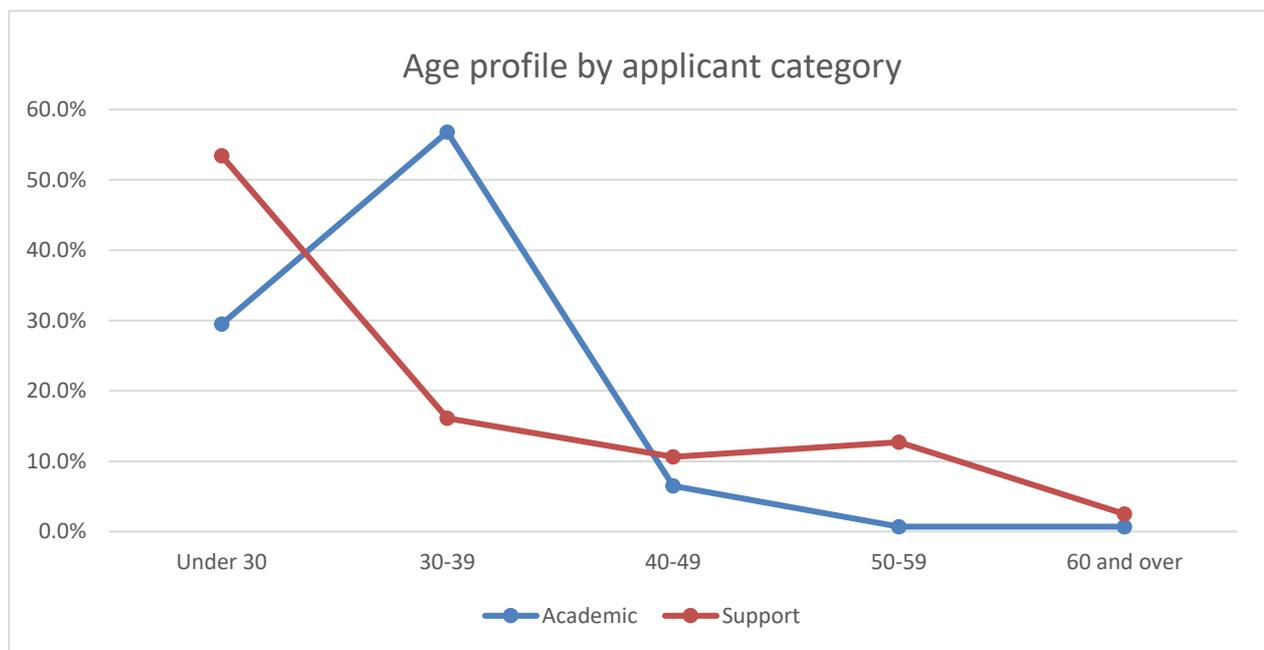
4.2   Applicant disability

99.5% of those who returned monitoring forms completed the section on disability.

9.9% of all respondents preferred not to say whether they had a disability. **12.6%** of all respondents declared a disability (10.1% in 22-23) and **29.3%** were mental-health related conditions (22.2% in 22-23) with **35.6%** of conditions declared falling under the specific learning disability category, such as dyslexia, dyspraxia, ADHD (16.6% in 22-23).

Declarations of disability under the mental health category continue to increase so our recruitment advertisements and practices may benefit from continuing to offer flexibility and adjustments at each stage of the process as well as in the design of the jobs themselves. There is also a significant increase in declarations that come under the specific learning disability which suggests that adapting and improving our processes to cater for these conditions as well as providing training and information to managers on managing individuals with these conditions would be beneficial.

4.3   Applicant ethnicity

99.2% of respondents completed the ethnicity questions. Of those, **55.4%** identified as being white (52.7% in 2022-23), **39.2%** from minority ethnic groups (**41.5%** in 2022-23) and **5.4%** preferred not to say. **39.1%** of respondents applying for academic roles were from minority ethnic groups, compared to 47.3% in 2022-23.

4.3.1 All applicants by ethnicity (2018 - 2024)

Applicant ethnicity 2018-2024

	2023-24	2022-23	2021-22	2020-21	2019-20	2018-19
White	55.4%	52.7%	60.7%	57.5%	64.9%	73.2%
Minority ethnic groups	39.2%	41.5%	35.4%	39.8%	32.5%	20.4%
Prefer not to say	5.4%	5.8%	3.9%	2.7%	2.6%	6.4%
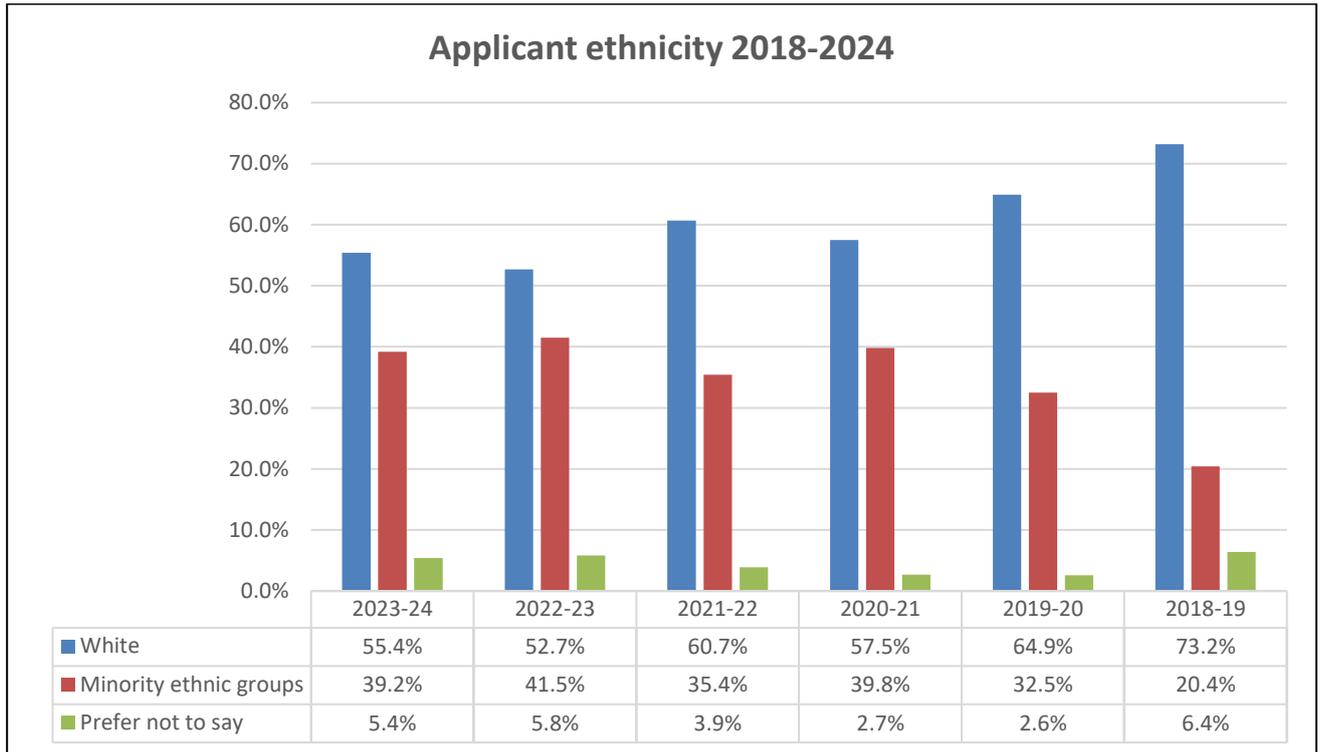
4.4 Applicant gender

Our online recruitment monitoring form asks candidates the following questions:

Please state your gender identity
Male
Female
Intersex
Non-binary
Prefer not to say
If you prefer to use your own gender identity please state:……………….

Is your gender identity the same as was registered at birth?
Yes
No
Prefer not to say

This means we can now collect and report data in more detail and monitor and adapt our recruitment and appointment processes as needed.

For this and future reports, recruitment data will be presented in categories of 'Male', 'Female' and 'Self-described' to capture those who identify as intersex, non-binary, trans, or other identities. As the numbers are relatively small, reporting in more detailed breakdowns would risk candidates being identifiable.

100% of those who completed equality monitoring questionnaires responded to this section, with **2.9%** selecting 'prefer not to say'. Of those who declared their gender, **49.6%** were female and **46.4%** were male and **1.1%** were in self-described categories.

4. Appointments

Between 1 August 2022 and 31 July 2023 **95** people were appointed through a selection or nomination process (66 academics and 29 support staff). This is an increase from last year's 75 appointments. Of the academics employed, **21.2%** were appointed via a recruitment process and **78.8%** via nomination processes (including renewals of fixed-term contracts). **156** casual workers were engaged across the period, compared to 113 in the previous year. The increase is mostly due to the changing expectations in relation to roles which were previously volunteer-run, such as Open Day helpers.

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 2023 to 31 July 2024 with previous year comparison

Age group	2023-24			2022-23		
	% 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	40.9%	41.4%	41.1%	36.8%	32.4%	39.1%
30-39	43.9%	17.2%	35.8%	34.2%	35.1%	43.5%
40-49	10.6%	10.3%	10.5%	21.1%	10.8%	8.7%
50-59	3.0%	27.6%	10.5%	5.3%	18.9%	8.7%
60 and over	1.5%	3.4%	2.1%	2.6%	2.7%	0.0%

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

5.2 Sex

As with recruitment, for those staff who are appointed and have been through a recruitment process we now collect data on gender identity as well as sex. It is planned to collect this level of detail from all nominated and existing staff in future.

In total, of those support and academic staff appointed who provided data about their sex, **57.4%** were women and **42.6%** were men, compared to 46.7% and 53.3% respectively in the previous year.

5.2.1   Sex of employees appointed 1 August 2023 to 31 July 2024 with previous year comparison

Sex	2023-24		2022-23	
	Academic	**Support**	**Academic**	**Support**
Women	54.5%	64.3%	52.6%	40.5%
Men	45.5%	35.7%	47.4%	59.5%

5.   Employee data

Data for academic and support staff employed was taken from a snapshot from the human resources database on **16 October 2024**. On that date there were **308** employed staff in post (excluding 135 casual workers) of which 172 held academic appointments (stipendiary and non-stipendiary) and 136 held support staff posts. This compares to last year's figures of 292 employees, 163 of which held academic posts and 129 support staff posts.

The data below only reflects information held on the snapshot date of 16 October 2024. 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

Employee Age Bands as at 16 October 2024

	Under 30	30-39	40-49	50-59	60 and over
Academic	15.6%	33.1%	22.5%	15.0%	13.8%
Support	16.9%	18.4%	22.8%	27.9%	14.0%
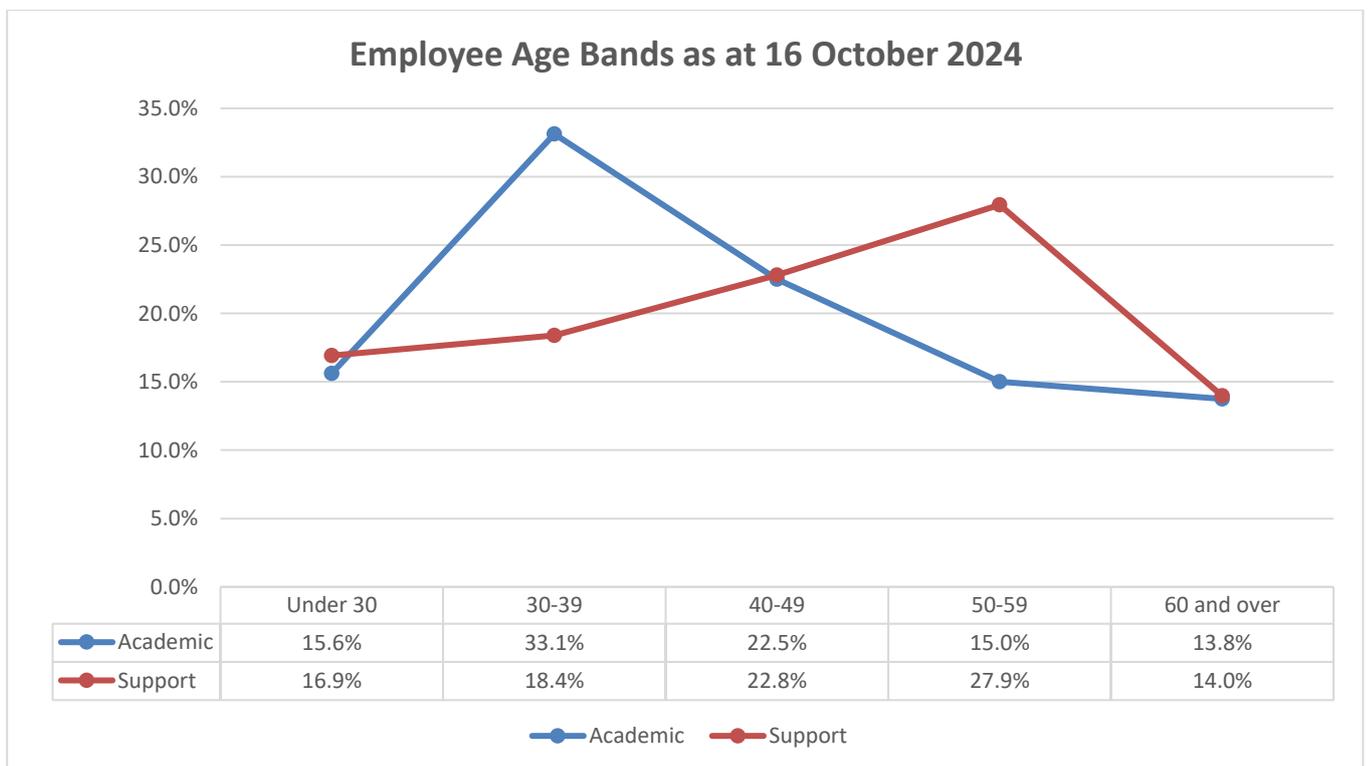
6.2   Disability

7.8% of staff as at the snapshot date declared a disability, compared to 8.8% last year. Staff who may develop a disability since being appointed may not be captured in these figures. **28.6%** 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, **30%** have listed mental-health related conditions.

5.3   Ethnicity

Data on ethnicity is held for **52.3%** of staff. Of those, **77.6%** of academic and support staff identify as white (78.6% in 2023) and **21.1%** as in an minority ethnic group (20.8% in 2023) **1.3%** prefer not to say. Of those in minority ethnic groups, the largest group is Asian or Asian British – Indian, with **29.4%** of those in the minority ethnic group identifying themselves in this category

6.3.1   Ethnicity of academics and support staff as at 16 October 2023

	% of academic staff in group		% of support staff in group		% of all staff in group	
	2024	**2023**	**2024**	**2023**	**2024**	**2023**
White	79.6%	80.2%	75.0%	77.0%	77.6%	78.6%
Minority ethnic groups	19.4%	19.8%	23.5%	21.8%	21.1%	20.8%
Prefer not to say	1.0%	0.0%	1.5%	1.1%	1.3%	0.6%

6.4   Sex

As at 16 October 2024 the data snapshot shows that the total number of academic and support staff **55.5%** are women and **44.5%** are men, compared to 55.1% women and 44.9% men last year.

48.8% of all academic posts are held by women and 51.2% by men. (50.3% and 49.7% respectively in 2021-22)

64.0% of support staff posts are held by women and 36.0% by men (compared to 61.2% and 38.8% respectively last year)

6.4.1   Academics and support staff by sex as at 16 October 2024

Academic Staff 2024 by sex

Men 51%
Women 49%
Women Men

Support Staff 2024 by sex

Men 36%
Women 64%
Women Men
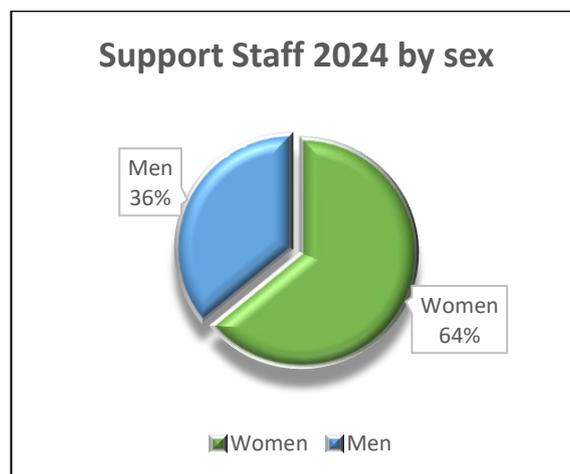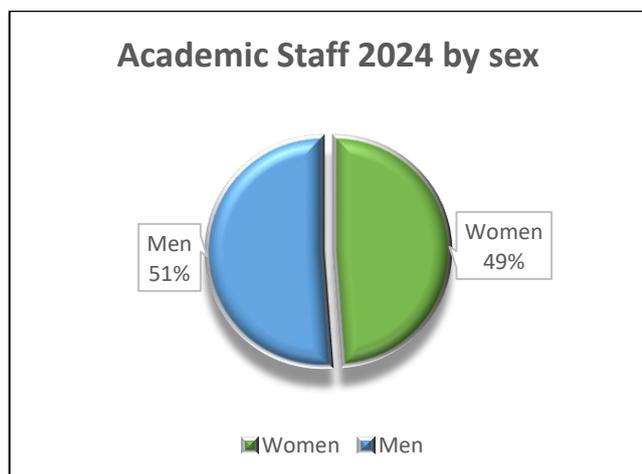
The Governing Body profile as at October 2024 was **52.3%** women and **47.7%** men compared to is **45.5%** women and **54.5%** men last year.

5.4.2   Governing Body members by sex 2016-2024

Governing body by sex since 2016

	2024	2023	2022	2021	2020	2019	2018	2017	2016
Women	52.3%	45.5%	47.7%	46.8%	46.9%	45.0%	43.0%	42.0%	39.0%
Men	47.7%	54.5%	52.3%	53.2%	53.1%	55.0%	57.0%	58.0%	61.0%
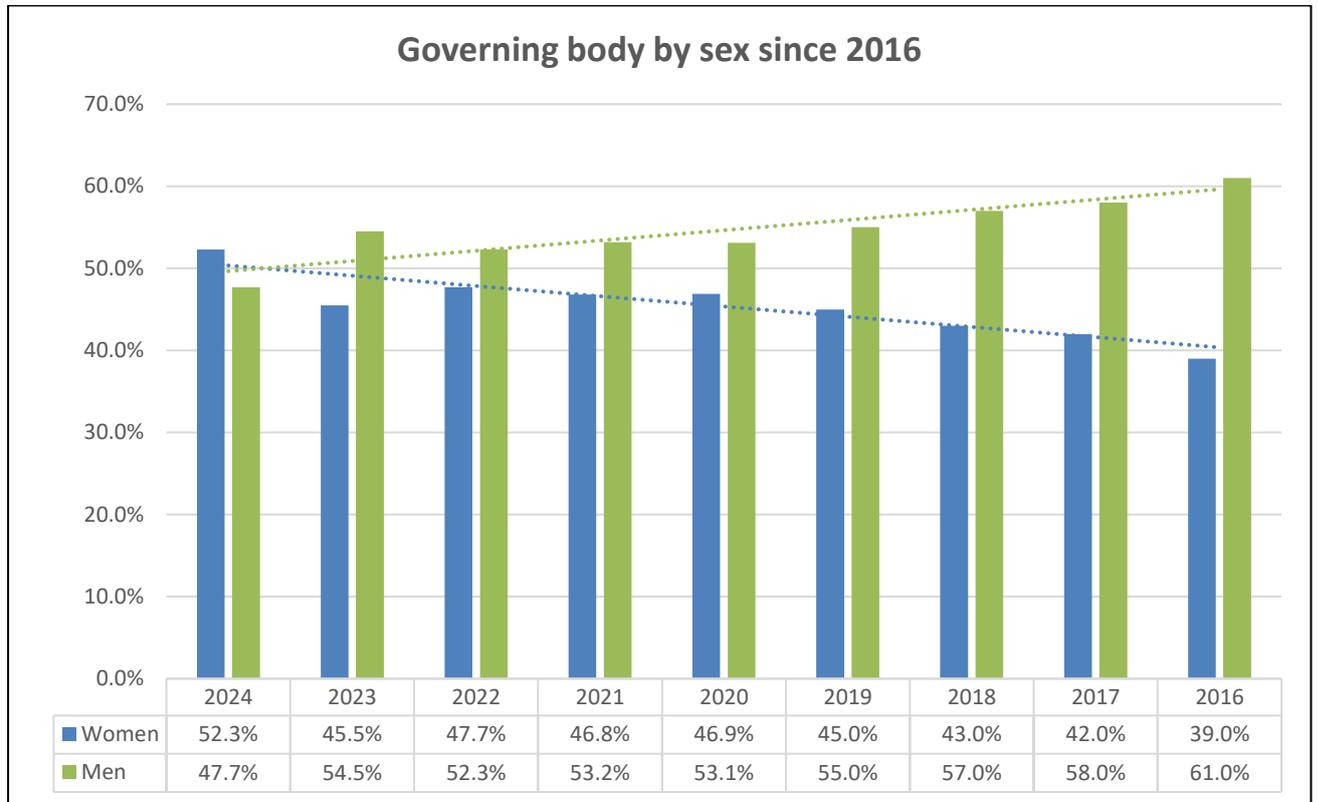
7. Student Data

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 2022 for standard entry in 2023 (UCAS Cycle 2023). 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 2023

	University of Oxford		Somerville College	
	Applications	Offer Rate	Applications	Offer Rate
Declared disability	3,216	19.2%	97	25.8%
No known disability	19,995	15.5%	611	18.2%
Total	23,211	16%	708	19.2%

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 2023

	University of Oxford		Somerville College	
	Applications	Offer Rate	Applications	Offer Rate
Minority ethnic groups	4,995	16.9%	135	17.0%
White	9,035	22%	278	29.1%
Not Known	606	11.6%	12	8.3%
Total	14,636	19.8%	425	24.7%

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[1] SDMA Report Catalogue can be found here

7.3   Sex

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

7.3.1   Sex - undergraduate application for standard entry in 2023

	University of Oxford		Somerville College	
	Applications	**Offer Rate**	**Applications**	**Offer Rate**
Man	11,531	16.0%	321	18.1%
Woman	11,680	16.1%	387	16.0%
Total	23,211	16%	708	16.4%

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 2023/24

In 2023, 141 of Somerville's 729 students had a declared disability (19.3%)

	University of Oxford						Somerville College				
Disability Group	**UG**	**PGT**	**PGR**	**VRO**	**Total**	**% of student population**	**UG**	**PGT**	**PGR**	**Total**	**% of student population**
No known disability	9,776	5,618	6,075	505	**21,974**	81.5%	348	112	128	**588**	80.7%
Other disability	1,884	691	950	44	**3,569**	13.2%	62	13	20	**95**	13.0%
SpLD (Specific Learning Disability)	810	305	281	8	**1,404**	5.2%	37	4	5	**46**	6.3%
Total	12,470	6,614	7,306	557	**26947**	100.0%	447	129	153	**729**	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 2023/24

Somerville College											
	UK						International students				
Ethnicity Group	**UG**	**PGT**	**PGR**	**VRO**	**Total**	**% of student population**	**UG**	**PGT**	**PGR**	**Total**	**% of student population**
Minority ethnic groups	84	12	10	n/a	**106**	23.7%	60	62	71	**193**	68.2%
White	269	22	43	n/a	**334**	74.9%	21	31	24	**76**	26.9%
Unknown	5		1	n/a	**6**	1.3%	8	2	4	**14**	4.9%

Total	358	34	54		**446**	100%	89	95	99	**283**	100%

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

	University											
	UK						**International students**					
Ethnicity Group	**UG**	**PGT**	**PGR**	**VRO**	**Total**	**% of student population**	**UG**	**PGT**	**PGR**	**VRO**	**Total**	**% of student population**
Minority ethnic groups	2,512	708	632	4	**3,856**	25.4%	1,528	2,426	2,345	263	**6,562**	55.8%
White	7,139	1,489	2,252	3	**10,883**	71.7%	875	1,746	1,681	256	**4,558**	38.7%
Unknown	216	86	143		**445**	2.9%	200	159	253	31	**643**	5.5%
Total	9,867	2,283	3,027	7	**15,184**	100%	2,603	4,331	4,279	550	**11,763**	100%

8.3 Sex - on course students for academic year 2023/24

In 2023, 416 of the college's 729 students (57.1%) were female

	University of Oxford						**Somerville College**				
Sex	**UG**	**PGT**	**PGR**	**VRO**	**Total**	**% of student population**	**UG**	**PGT**	**PGR**	**Total**	**% of student population**
Female	6,484	3,387	3,495	342	**13,708**	50.9%	263	70	83	**416**	57.1%
Male	5,986	3,225	3,811	215	**13,237**	49.1%	184	59	70	**313**	42.9%
Other		2			**2**	0.0%					
Total	12,470	6,614	7,306	557	**26,947**	100%	447	129	153	**729**	100%

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

There is no 'other' data available for Somerville.

9 On-course withdrawals

The data below reflects what was recorded on the University's student information system in January 2025. 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 2023 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 2023 entry year

| 2023/24 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	3,010	1429	4,128	8,567	45	0.4%	98	37	81	216	1	0.4%
SpLD	203	63	242	508	6	0.1%	10	1	4	15	0	0%
Other disability	559	227	550	1,336	14	0.1%	16	5	13	34	0	0%
Total	**3,772**	**1,719**	**4,920**	**10,411**	**65**	**0.6%**	**124**	**43**	**98**	**265**	**1**	**0.4%**

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

9.2 Ethnicity profile of withdrawals in 2023 entry year

| 2023/24 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
Minority ethnic groups	1,299	740	2,379	4,418	13	0.1%	40	25	56	121	0	0%
White	2,349	910	2,255	5,514	43	0.4%	82	18	41	141	1	0.4%
Unknown	124	69	286	479	9	0.1%	2	0	1	3	0	0%
Total	**3,772**	**1,719**	**4,920**	**10,411**	**65**	**0.6%**	**124**	**43**	**98**	**265**	**1**	**0.4%**

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

9.3 Sex – withdrawals in 2023 entry year

| 2023/24 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
Women	1,925	861	2,619	5,405	35	0.3%	69	19	54	142	1	0.4%
Men	1,847	858	2,299	5,004	30	0.3%	55	24	44	123	0	0%
Other			2	2	0	0%						
Total	**3,772**	**1,719**	**4,920**	**10,411**	**65**	**0.6%**	**124**	**43**	**98**	**265**		

There is no 'other' data available for Somerville.