



Equality Report

Academic Year 2015-16

Somerville College, Oxford

Contents

Contents.....	2
1. Introduction.....	3
2. Review of this academic year (2015-16).....	4
3. Action Plan for 2017.....	4
4. Equal opportunities data by protected characteristic.....	5
5. Recruitment data.....	6
6. Appointments.....	9
7. Employee Data.....	12
7.1 Age.....	12
7.2 Disability.....	12
7.3 Ethnicity.....	12
7.4 Gender.....	13
Governing Body Membership.....	13
8. Student Data.....	14

1. Introduction

This is Somerville College's equality report for the academic year 2015-16.

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

The report has been prepared by the Human Resources Department and the Senior Tutor, 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.)

This report considers age, disability, ethnicity, gender, and religion and belief for academic and support staff. Although not a protected characteristic, the report also considers nationality as this is relevant within the context of an Oxford College.

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

Where the data analysis is meaningful (i.e. where the numbers are statistically significant) the results will be used to identify areas for further improvement and to define future equality objectives.

2. Review of this academic year (2015-16)

The Action Plan for 2015-16 focussed on improving the ratio of females holding academic appointments with the College, and improving our awareness and understanding of equality and diversity issues and our ability to respond to issues raised.

Continue working to increase number of females holding academic posts.

Analysis of the gender of those appointed to academic posts was started for the 2014-15 academic year in line with the equality action plan. In 2014-15 44% of those appointed to academic posts were female. This percentage has increased to **54%** this year, 2015-16,

Unconscious Bias training

In line with our action plan for 2015-16, the College held mandatory **Unconscious Bias**¹ training for its Support staff to raise their awareness of equality and diversity issues.

The workshops were designed to enable staff to experience how what they do naturally as human beings can sometimes go against the concepts of Equality, Diversity, Fairness and Respect. By the end of the sessions staff were more conscious of their own biases and how they may be affecting behaviour and relationships at work. Staff are now aware of the importance of behaving fairly irrespective of what they may think of someone or groups of people.

Managers attended a one-day workshop '**Understanding and Managing Unconscious Bias**'. The morning part of this programme was the same as the workshop delivered to all other support staff and ensured that everyone received a consistent message. The afternoon session was specifically for managers and was designed to ensure they are able to lead by good example, identify inappropriate behaviour when it occurs and have the confidence to take prompt action to stop it.

Commitment to equality and diversity is an important value for Somerville and the Principal and the Senior Managers demonstrated their commitment to this by joining the managers on the one day course.

3. Action Plan for 2017

Continue working to increase number of females holding academic posts.

Improve equal opportunity disclosure rates for academic and support staff employed.

¹ **What is unconscious bias?**

Psychologists tell us that our unconscious biases are simply our natural people preferences. Biologically we are hard-wired to prefer people who look like us, sound like us and share our interests. Social psychologists call this phenomenon 'social categorisation' whereby we routinely and rapidly sort people into groups. This preference bypasses our normal, rational and logical thinking. We use these processes very effectively (we call it intuition) but the categories we use to sort people are not logical, modern or perhaps even legal. Put simply, our neurology takes us to the very brink of bias and poor decision making.

4. Equal opportunities data by protected characteristic

The following sections of the report present key equal opportunities data by protected characteristic.

Recruitment data

The period of data collection for recruitment and selection process relates to vacancies advertised between the period 1 August 2015 to 31 July 2016. The College conducted a total of 35 recruitment processes for College-only appointments, two of which were for academic posts and 33 for support staff posts.

A further two recruitment processes were carried out by the University of Oxford for joint appointments between the University of Oxford and Somerville College, and one for a joint appointment between Somerville and other colleges. No equal opportunity monitoring data is available for these recruitment processes of the purposes of this report.

In total 303 applications were received and 220 equal opportunity monitoring forms were returned, a response rate of 73%. This is a slight improvement in the response rate of 67% from 2014-15.

Appointments

For the period from 1 November 2015 to 30 October 2016, a total of 92 people were appointed through a formal selection or nomination process (56 academics and 36 support staff).

Employee data

The data for academic and support staff employed was taken from a snapshot from the human resources database on **13 October 2016**. On that date there were 248 employed staff in post of which 133 held academic appointments (stipendiary and non-stipendiary) and 115 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

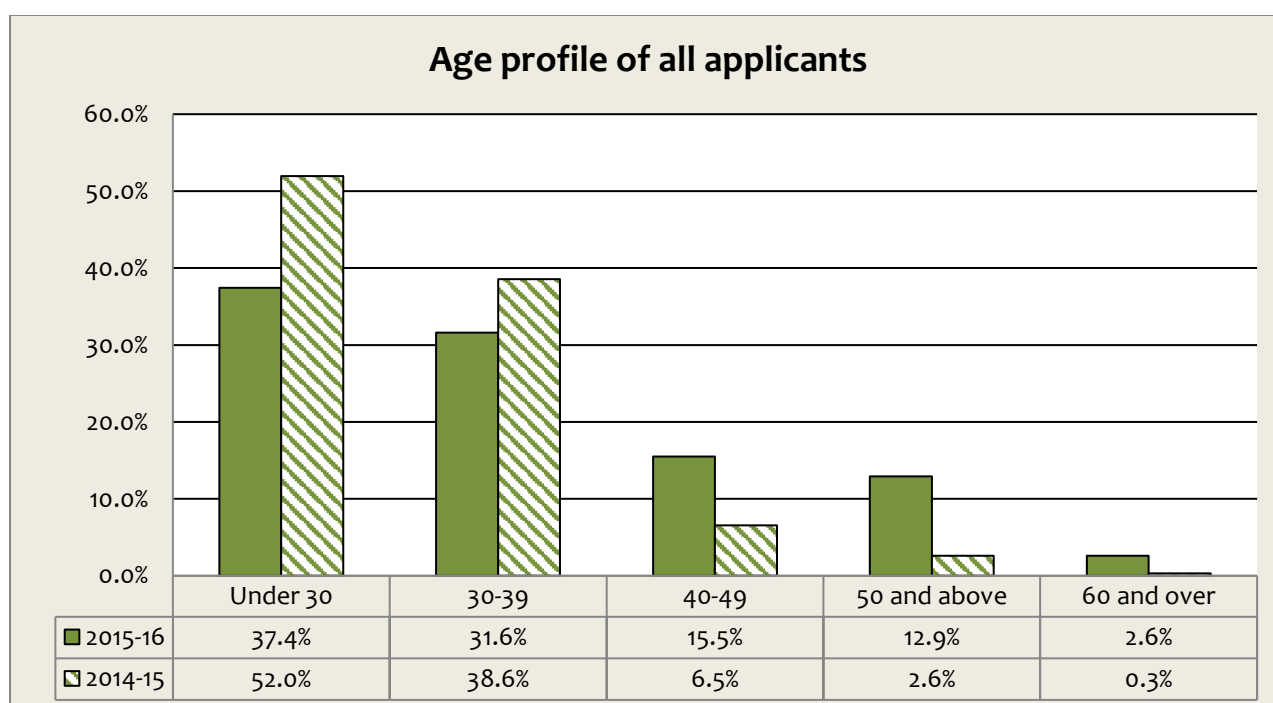
Please note, in all cases below the declaration or response rate refers to the number of applicants who completed the relevant section of the equal opportunities monitoring form. The analysis of these data below relates to the responses received, not the overall number of applicants. Therefore the actual percentages could, in reality, be greater or smaller than the figures show.

Response rates varied according to the protected characteristic type, with 100% responses (some of which preferred not to say) for ethnicity, gender, nationality and religion. However the response rate for age was 93.4% and for disability it was 97.6%.

5.1 Applicant Age

The response rate of all applicants who declared their age at the recruitment stage this year was **93.4%** (97.3% in 2014-15). Of those who declared their age, 69% were under the age of 40.

5.1.1 All applicants by age group (Aug 2015 – July 2016)



5.2 Applicant Disability

The number of applicants who provided a response about disability at the recruitment stage was **97.6%**.

Of applicants who provided a response, **8.2%** declared a disability (4.8 in 2014-15) and **2.4%** of all applicants preferred not to say.

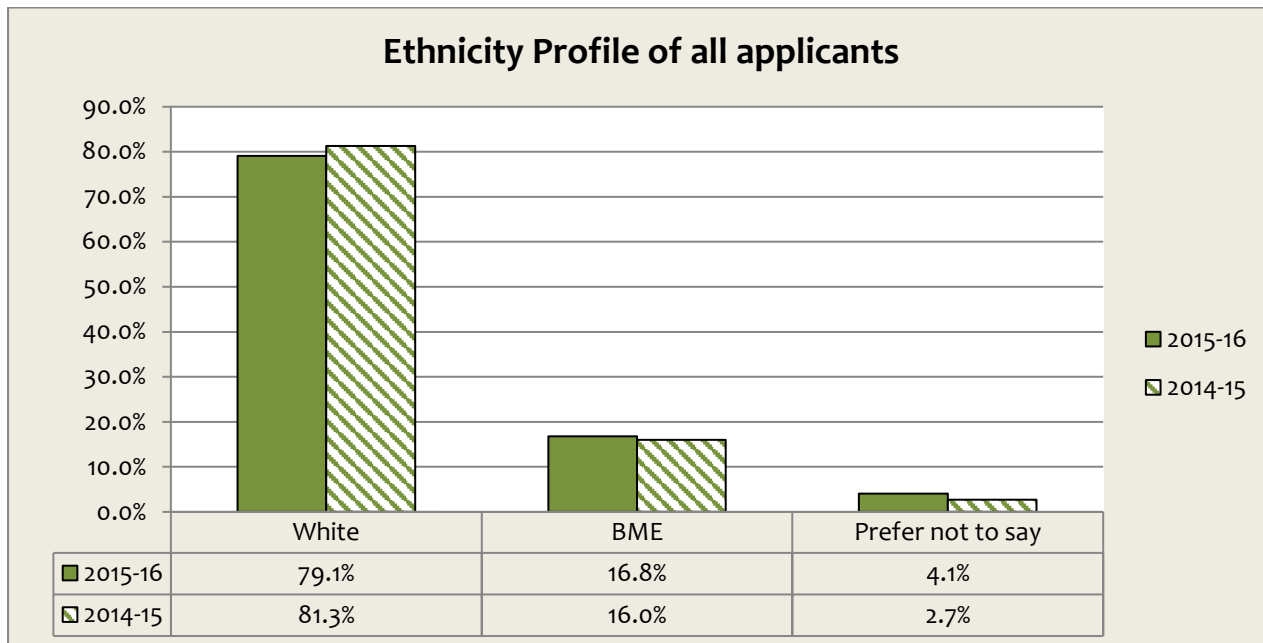
5.2.1 Disabilities declared by applicants (Aug 2015 – July 2016)

	Disability response rate	Disability declared
Academic	84.8	7.7%
Support	97.7	9.0%
Total	95%	8.2%

5.3 Applicant Ethnicity

The overall response rate for ethnicity was **100%** compared to 98.8% in 2014-15. In total **79.1%** of all applicants identified as being White, **16.8%** as Black and Ethnic Minority (BME). This year **4.1%** preferred not to say compared to 2.7% in 2014-15.

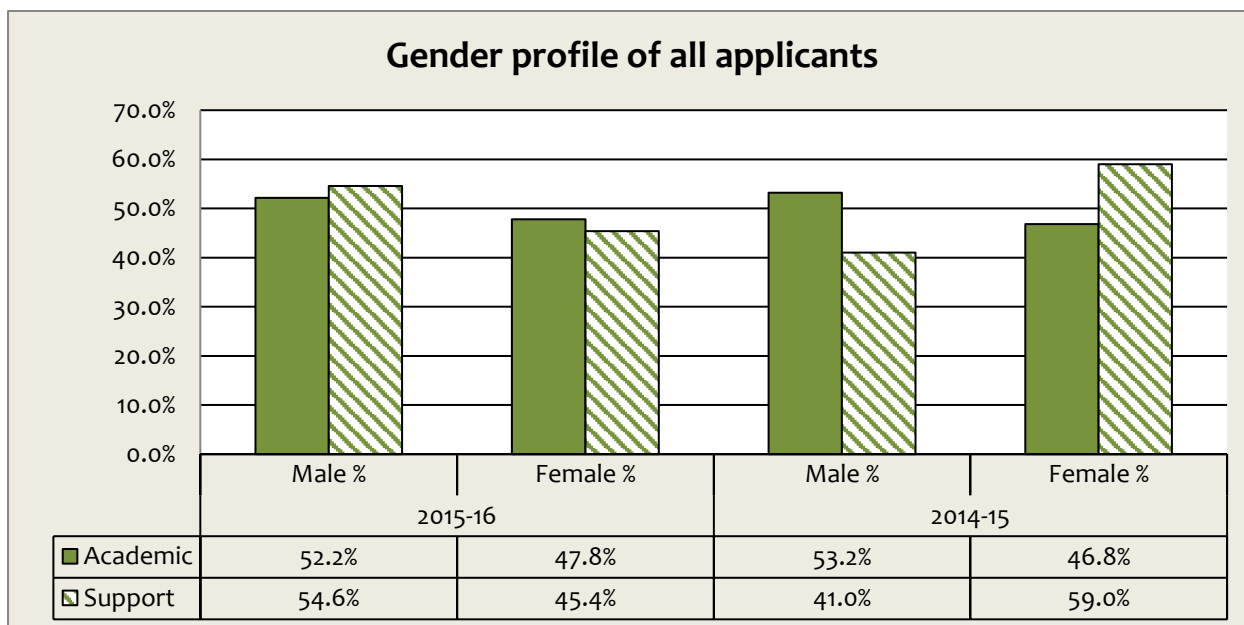
5.3.1 Ethnicity of all applicants by (Aug 2015 – July 2016)



5.4 Applicant Gender

Overall **100%** of applicants declared their gender. This compares to an overall response rate of 97.6% in 2014-15. Of the total number of applicants who responded, 46.0% were female and 54.0% were male.

5.4.1 All applicants by gender (Aug 2015 – July 2016)

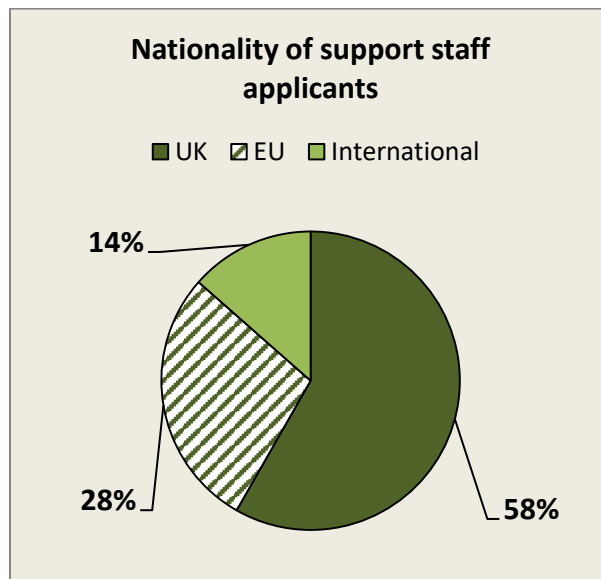
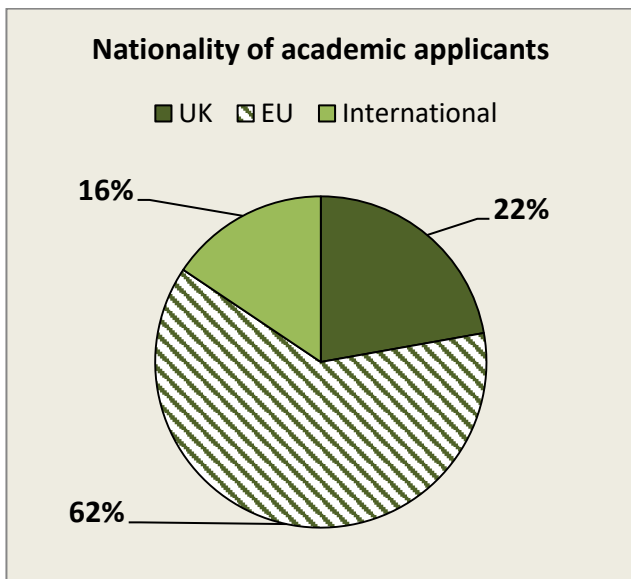


5.5 Applicant Nationality

100% of all applicants completed this section of the equal opportunities form regarding their nationality of whom 2.7% 'preferred not to say'.

Of the data held, 22% of applicants to **academic** posts were from the UK, 62% from the European Union, and 16% were international applicants. This compares with support staff applicants where 58% were from the UK, 28% from the EU, and 14% were international applicants.

5.5.1 Nationality declared by applicants (Aug 2015 – July 2016)



5.6 Applicant Religion and belief

The response rate of applicants who declared their religion, belief, or lack of belief was 100% of whom 14.9% preferred not to say.

5.6.1 Religion declared by applicants (Aug 2015 – July 2016)

Religion	Total
Prefer not to say	14.9
Atheism	11.8%
Buddhism	1.8%
Christianity	46.15%
Hinduism	2.7%
Islam	1.8%

Religion	Total
Jainism	0.0%
Judaism	0.5%
Sikhism	0.0%
Spiritualism	0.5%
Any other religion	0.9%
No religion	19.0%

6. Appointments

Please note, in all cases below the declaration or response rate refers to the number of people appointed for whom equal opportunities data is held and not the overall number of appointments. Therefore the actual percentages could, in reality, be greater or smaller than the figures show.

6.1 Age (appointments)

From the data relating to age that is held, the age range of those appointed over the last year is shown in the table below.

6.1.1 Age of employees appointed 1 November 2015 to 30 October 2016

Age group	2015-16			2014-15		
	Academic	Support	Total	Academic	Support	Total
Under 30	33.3%	29.4%	31.4%	46.7%	65.4%	53.5%
30-39	48.1%	29.4%	39.0%	35.6%	23.1%	31.0%
40-49	14.8%	11.8%	13.3%	13.3%	7.7%	11.3%
50-59	3.7%	19.6%	11.4%	2.2%	0.0%	1.4%
60 and over	0.0%	9.8%	4.8%	2.2%	3.8%	2.8%

6.2 Disability (appointments)

Of those appointed who provided data about disability, **6.4%** declared a disability (5.5% in 2015-15) and **1.8%** preferred not to say (11.1% in 2014-15).

6.3 Ethnicity (appointments)

Of those appointed who provided data about their ethnicity, a total of **80.5%** identified their ethnicity as white, **17.1%** as BME, and **2.4%** preferred not to say.

6.3.1 Ethnicity declared by employees appointed 1 November 2015 to 30 October 2016

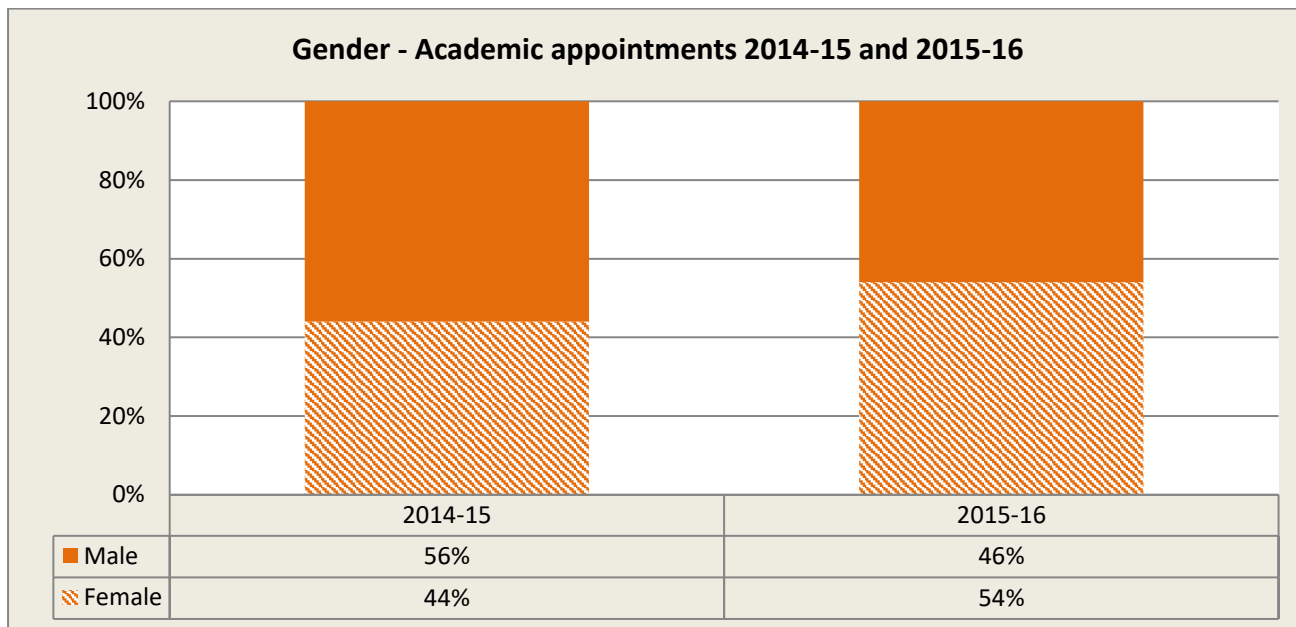
Ethnicity	2015-16			2014-15		
	White	BME	Prefer not to say	White	BME	Prefer not to say
Academic	83.3%	13.9%	2.8%	79.1%	16.3%	4.7%
Support	78.3%	19.6%	2.2%	64.7%	35.3%	0.0%
Total	80.5%	17.1%	2.4%	75.0%	21.7%	3.3%

6.4 Gender (appointments)

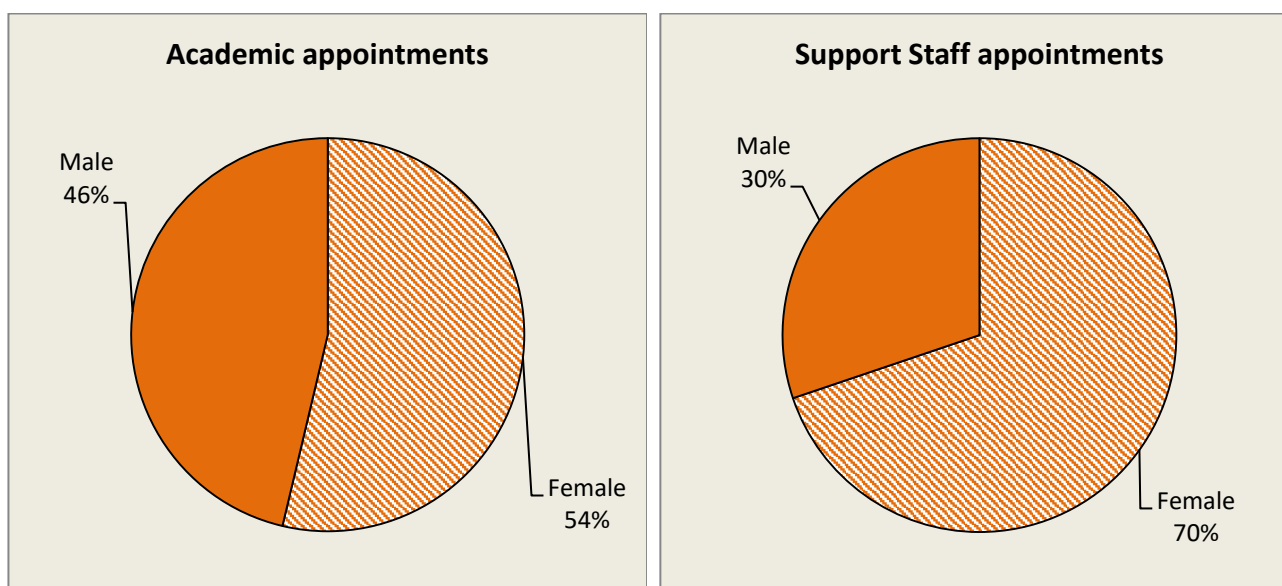
In total, of those appointed who provided data about their gender, **54%** were female and **46%** were male. There were differences between the two employee groups as shown in the charts below.

There has been a 10% increase in the number of females appointed to academic posts this year, from 44% in 2014-15 to **54%** in 2015-16.

6.4.1 Gender declared by academics appointed 2014-15 and 2015-16



6.4.2 Gender declared by employees appointed from 1 November 2015 to 30 October 2016



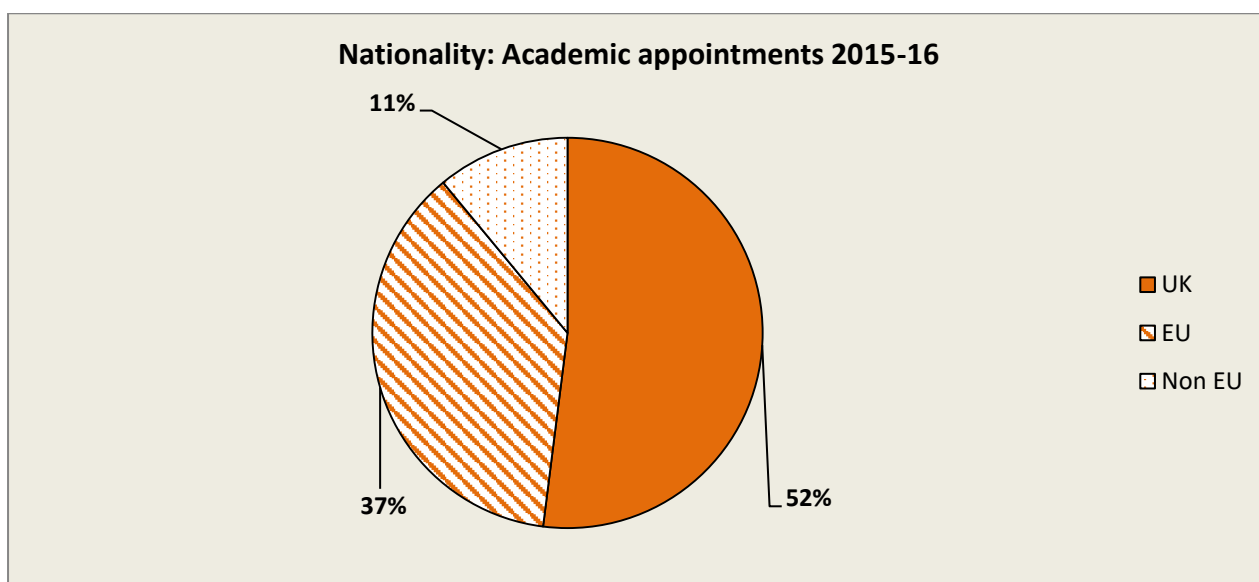
Female support staff appointments 54% in 2014-15.

6.5 Nationality (appointments)

In total, of those appointed who provided data about their nationality for equality monitoring purposes, **56%** were from the UK (54% in 2014-15), **34%** from the European Union (29% in 2014-15), and **10%** from outside of the EU (17% in 2014-15).

In terms of academic appointments, **52%** were from the UK, **37%** from the EU, and **11%** from outside of the EU.

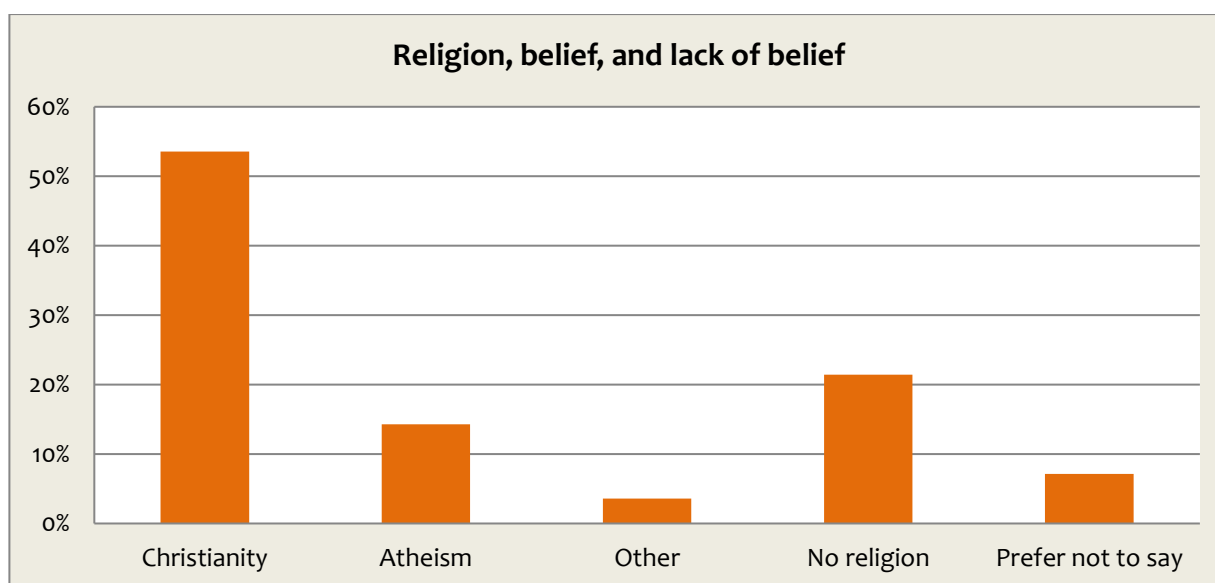
6.5.1 Nationality declared by employees appointed 1 November 2015 to 30 October 2016



6.6 Religion and belief (appointments)

The table below shows the responses of those appointed who provided data about their religion and belief.

6.6.1 Religion declared by employees appointed 1 November 2015 to 30 October 2016



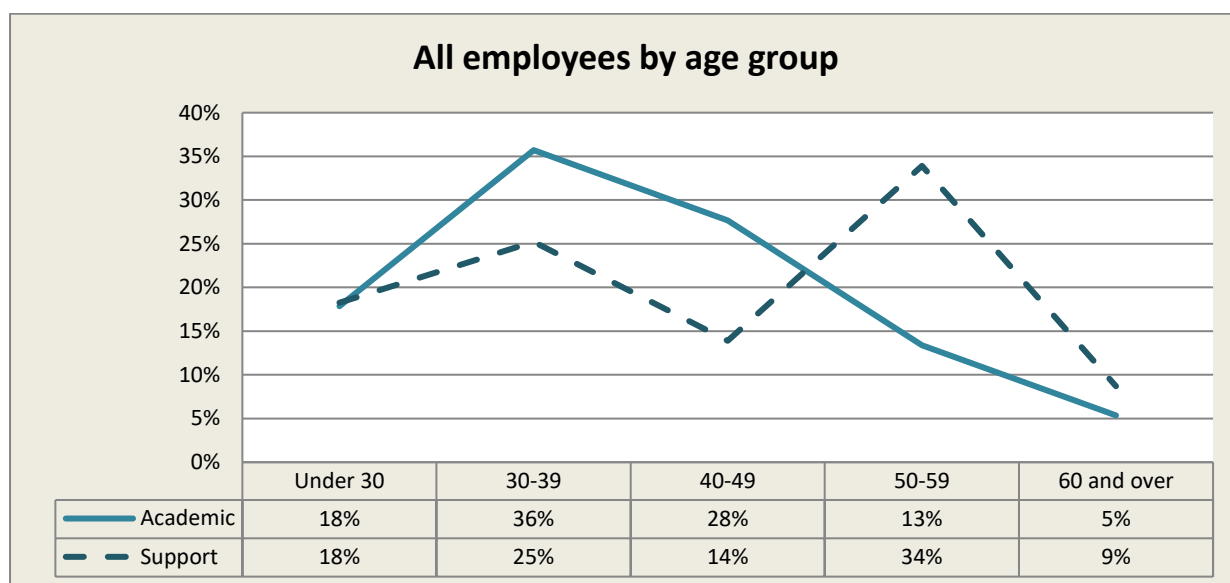
7. Employee Data

Please note, in all cases below the declaration or response rate refers to the number of employees who have completed the relevant section of the equal opportunities monitoring form. The analysis of these data below relates to the responses received, not the overall number of employees. Therefore the actual percentages could, in reality, be greater or smaller than the figures show.

7.1 Age

From the data available, the age profile of academics and support staff has remained consistent with the 2015 employee snapshot.

7.1.1 Age of academics and support staff as at 13 October 2016



7.2 Disability

From the data available, **12%** of all academic and support staff have declared a disability. This compares to 10% in 2015 and 7.6% in 2014.

7.3 Ethnicity

From the data held, in total 83.9% of academics and support staff identify as White, 14.4% as Black and Ethnic Minority, and 1.7% prefer not to say. Ethnicity data is held for 70.2% of academics and staff (61% of academics and 81% of support staff) and therefore the actual proportions between the ethnic groups may be higher or lower than these data suggests.

7.3.1 Ethnicity of academics and support staff as at 13 October 2016

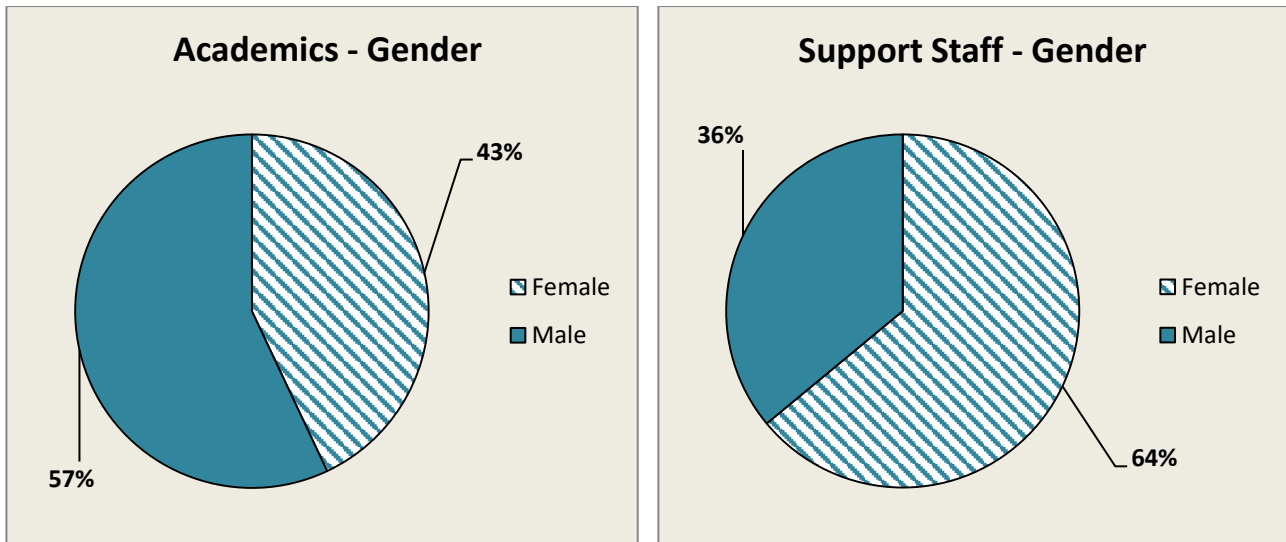
	Academic		Support Staff		Total	
	2015-16	2014-15	2015-16	2014-15	2015-16	2014-15
White	87.7%	84.5%	80.6%	80.6%	83.9%	82.4%
Black and Ethnic Minority	11.1%	13.1%	17.2%	17.3%	14.4%	15.4%
Prefer not to say	1.2%	2.4%	2.2%	2.0%	1.7%	2.2%

7.4 Gender

As at 13 October 2016 the data snapshot shows that the total number of academic and support staff are **53% female and 47% male**.

There has been a slight increase in the proportion of females holding academic posts from 39% in 2014-15 to **43%** in 2015-16.

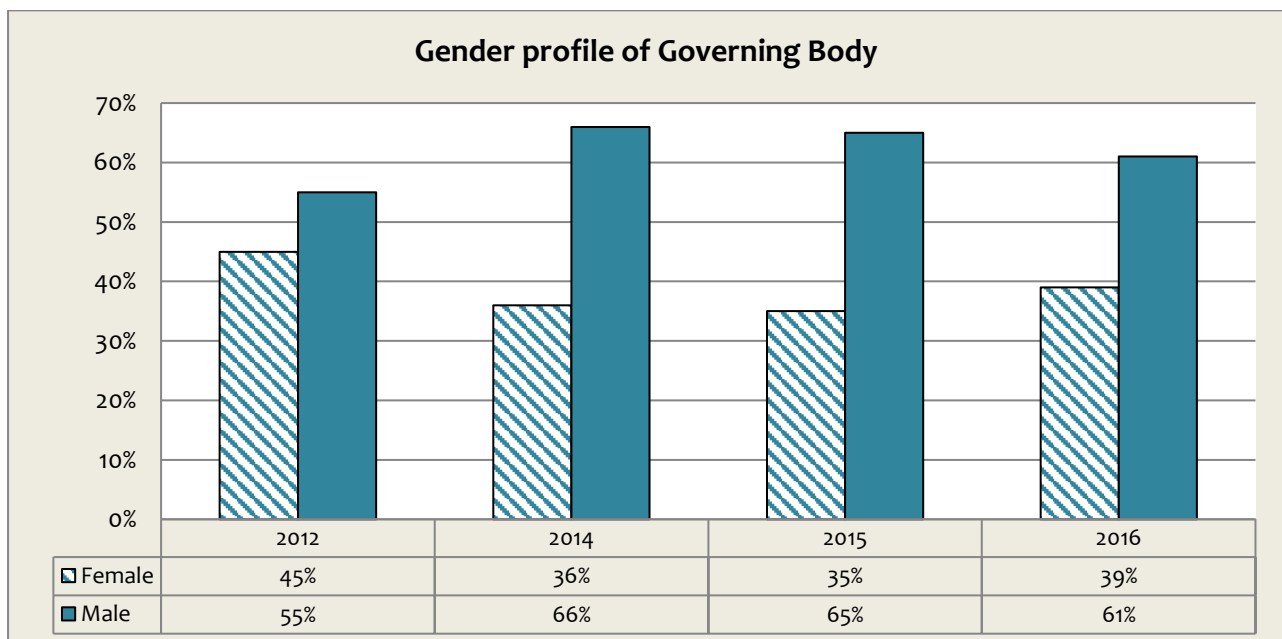
7.4.1 Gender of academics and support staff as at 13 October 2016



Governing Body Membership

The gender profile Governing Body as at October 2016 is **39% female and 61% male** which is a slight increase in the proportion of female members from October 2015 (35% female and 65% male).

7.4.1 Gender profile of Governing Body members as at 13 October 2016



Note - the gender profile for Governing Body members was not reported in the 2013 Equality Report.

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.

8.1 Applicants for Undergraduate Admissions

The data relate to applications made in October 2014 for standard entry in 2015. 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 Age

The age of applicants reflects the age on entry to the course.

Age profile of undergraduate application for standard entry in 2015

Age	University of Oxford		Somerville College	
	Number	Success Rate	Number	Success Rate
Under 21	17,608	17.8%	500	15.2%
21 and over	764	10.9%	17	11.8%

8.1.2 Disability

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

Disability profile of undergraduate application for standard entry in 2015

Disability	University of Oxford		Somerville College	
	Number	Success Rate	Number	Success Rate
No disability	17,349	17.4%	490	15.3%
SpLD	445	17.5%	16	18.8%
Other disability	578	20.1%	11	0.0%
Total	18,372	17.5%	517	15.1%

8.1.3 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 2015

Ethnicity	University of Oxford		Somerville College	
	Number	Success Rate	Number	Success Rate
BME	2,332	11.5%	61	15.7%
White	8,668	25.0%	226	22.1%
Unknown	728	8.7%	16	12.5%
Total	11,728	22.2%	303	19.5%

8.1.4 Gender

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

Gender profile of undergraduate application for standard entry in 2015

Gender	University of Oxford		Somerville College	
	Number	Success Rate	Number	Success Rate
Female	9,106	16.5%	266	15.8%
Male	9,266	18.4%	251	14.3%
Total	18,372	17.5%	517	15.1%

8.2 Student Populations and On-course Withdrawals

The data below reflects that which was recorded on OSS at the time of the December 2015 Student Statistics snapshot. The academic year has been matched to the HESA reporting year, commencing August. Note therefore that withdrawals for 2015/16 do not reflect a complete year.

8.2.1 Undergraduates

Disability profile of undergraduate withdrawals for 2015/16

Withdrawals	University of Oxford				Somerville College			
	No. on course	%	No. of withdrawals	% withdrawals	No. on course	%	No. of withdrawals	% withdrawals
No disability	10,388	89.5%	26	0.3%	341	88.6%	0	0.0%
SpLD	506	4.4%	4	0.8%	21	5.5%	0	0.0%
Other disability	709	6.1%	7	1.0%	23	6.0%	0	0.0%
Total	11,603		37	0.3%	385		0	0.0%

Data source: Annual Programme Statistics, Student Statistics Snapshot (December 2015)

Ethnicity profile of undergraduate withdrawals for 2015/16

Withdrawals	University of Oxford				Somerville College			
	No. on course	%	No. of withdrawals	% withdrawals	No. on course	%	No. of withdrawals	% withdrawals
BME	2,331	20.1%	11	0.5%	83	21.6%	0	0.0%
White	8,947	77.1%	23	0.3%	297	77.1%	0	0.0%
Unknown	325	2.8%	3	0.9%	5	0.3%	0	0.0%
Total	11,603		37	0.3%	385		0	0.0%

Data source: Annual Programme Statistics, Student Statistics Snapshot (December 2015)

Gender profile of undergraduate withdrawals for 2015/16

Gender	University of Oxford				Somerville College			
	No. on course	%	No. of withdrawals	% withdrawals	No. on course	%	No. of withdrawals	% withdrawals
Female	5,472	47.2%	16	0.3%	205	53.2%	0	0.0%
Male	6,131	52.8%	21	0.3%	180	46.8%	0	0.0%
Total	11,603		37	0.3%	385		0	0.0%

Data source: Annual Programme Statistics, Student Statistics Snapshot (December 2015)

8.2.2 Postgraduate Research

Disability profile of postgraduate research withdrawals for 2015/16

Withdrawals	University of Oxford				Somerville College			
	No. on course	%	No. of withdrawals	% withdrawals	No. on course	%	No. of withdrawals	% withdrawals
No disability	5,256	91.6%	15	0.3%	104	93.7%	0	0.0%
SpLD	152	2.6%	2	1.3%	2	0.2%	0	0.0%
Other disability	332	5.8%	4	1.2%	5	4.5%	0	0.0%
Total	5,740		21	0.4%	111		0	0.0%

Data source: Annual Programme Statistics, Student Statistics Snapshot (December 2015)

Ethnicity profile of postgraduate research withdrawals for 2015/16

Withdrawals	University of Oxford				Somerville College			
	No. on course	%	No. of withdrawals	% withdrawals	No. on course	%	No. of withdrawals	% withdrawals
BME	1,633	28.4%	7	0.4%	34	30.6%	0	0.0%
White	3,906	68.0%	14	0.4%	71	64.0%	0	0.0%
Unknown	201	3.5%	0	0.0%	36	5.4%	0	0.0%
Total	5740		21	0.4%	111		0	0.0%

Data source: Annual Programme Statistics, Student Statistics Snapshot (December 2015)

Gender profile of postgraduate research withdrawals for 2015/16

Gender	University of Oxford				Somerville College			
	No. on course	%	No. of withdrawals	% withdrawals	No. on course	%	No. of withdrawals	% withdrawals
Female	2,415	42.1%	12	0.5%	47	42.3%	0	0.0%
Male	3,325	57.9%	9	0.3%	64	51.7%	0	0.0%
Total	5,740		21	0.4%	111		0	0.0%

Data source: Annual Programme Statistics, Student Statistics Snapshot (December 2015)

8.2.3 Postgraduate Taught

Disability profile of postgraduate taught withdrawals for 2015/16

Withdrawals	University of Oxford				Somerville College			
	No. on course	%	No. of withdrawals	% withdrawals	No. on course	%	No. of withdrawals	% withdrawals
No disability	4,378	92.0%	16	0.4%	57	95.0%	0	0.0%
SpLD	125	2.6%	1	0.8%	2	3.3%	0	0.0%
Other disability	256	5.4%	2	0.8%	1	1.7%	0	0.0%
Total	4,759		19	0.4%	60		0	0.0%

Data source: Annual Programme Statistics, Student Statistics Snapshot (December 2015)

Ethnicity profile of postgraduate taught withdrawals for 2015/16

Withdrawals	University of Oxford				Somerville College			
	No. on course	%	No. of withdrawals	% withdrawals	No. on course	%	No. of withdrawals	% withdrawals
BME	1,633	34.3%	7	0.4%	32	53.3%	0	0.0%
White	2,905	61.0%	12	0.4%	26	43.3%	0	0.0%
Unknown	221	4.6%	0	0.0%	2	3.3%	0	0.0%
Total	4,759		19	0.4%	60		0	0.0%

Data source: Annual Programme Statistics, Student Statistics Snapshot (December 2015)

Gender profile of postgraduate taught withdrawals for 2015/16

Gender	University of Oxford				Somerville College			
	No. on course	%	No. of withdrawals	% withdrawals	No. on course	%	No. of withdrawals	% withdrawals
Female	2,175	45.7%	8	0.4%	31	51.7%	0	0.0%
Male	2,584	54.3%	11	0.4%	29	48.3%	0	0.0%
Total	4,759		19	0.4%	60		0	0.0%

Data source: Annual Programme Statistics, Student Statistics Snapshot (December 2015)