Equality Report

Academic Year 2013-14

Somerville College, Oxford

Contents

Introduction

1. This is Somerville College's equality report for the academic year 2013-14.

2. 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.

3. 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.

4. The characteristics protected under the Act and covered by the Duty are: age; disability; gender reassignment; pregnancy and maternity; ethnicity; religion and belief; sex 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.)

5. This report considers age, disability, ethnicity, gender, religion and belief, and pregnancy and maternity for academic and support staff.

6. Data related to undergraduate and postgraduate students are disability, ethnicity and gender.

7. Data has not been collected on gender reassignment and sexual orientation because it has been considered the size of the overall College as a constituency would be too small for these data to be published with regard to data protection. The College will start to collect these data over the next academic year and will publish these data only if no individuals can be identified from these data.

8. 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.

9. The report considers how well the objectives from the Equality Action Plan for the academic year 2013-14 were met.

10. The Equality Action Plan for the academic year 2014-15 is included in this report.

11. This report is available to view online at www.some.ox.ac.uk/equality-diversity.

Overview of equal opportunities data

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

Academic and support staff

Recruitment and selection

The period of data collection for recruitment and selection is 1 August 2013 to 31 July 2014.

The College conducted a total of 23 recruitment processes for College-only appointments.

A further three recruitment processes were carried out for joint appointments between Somerville College and the University of Oxford (the University being the majority employer).

In total 283 applications were received and 192 equal opportunity monitoring forms were returned (in hard copy or by email), a response rate of 67% (61% in 2012-13).

Note: this year two vacancies were advertised for senior posts to head the India Centre for Sustainable Development, working both in India and the UK.   No appointments were made. Where the data for a protected characteristic has been skewed significantly because of these vacancies, a further set of data are shown where data for applicants to the India Centre has been removed.

Appointments

The period of data collection for candidates appointed relates to vacancies advertised from 1 August 2013 to 31 July 2014.

A total of 31 appointments were made (18 Academic and 13 Support).

The return rate of equal opportunity monitoring forms from appointed candidates was 93.4%

Academic appointments made via nomination[1]

A total of 45 nominations were made to Governing Body in the year 1 October 2013 to 30 September 2014. Equal opportunity data has been reviewed this year so that the College may assess whether or not there is evidence that the nomination process introduces conscious or unconscious bias into the selection process.

A total of 43 equal opportunity forms were returned from those appointed, a response rate of 95.5%.

Data for the protected characteristics of age, ethnicity and gender has been reviewed and there was no evidence of bias in these data.

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[1] The nomination process is one in which a Tutorial Fellow nominates to Governing Body a suitably qualified and experienced individual to carry out between one and six hours teaching a week and for up to one academic year.

Staff employed

The data for academic and support staff employed was taken from a snapshot of the human resources database on 28 October 2014.

There were 263 staff in post of which 139 held academic appointments and 124 held support staff posts.

Students

Undergraduate students

There were 446 undergraduate applications made in October 2012 for standard entry in 2013.

As at December 2013 the undergraduate student population was 402 on course with no withdrawals[2].

Postgraduate students

The postgraduate student population was 131 as at Dec 2013.

There were 80 postgraduate students undertaking research and 51 postgraduate students on taught courses.

There were no postgraduate student withdrawals.

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[2] The data below reflects that which was recorded on OSS at the time of the December 2013 Student Statistics snapshot. The academic year has been matched to the HESA reporting year, commencing August. Note therefore that withdrawals for 2013/14 do not reflect a complete year.

Academic and support staff: key data by protected characteristic

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.

Age

The response rate of applicants who declared their age at the recruitment stage was 89.1%.

The age profile of all applicants within the respective age groups remained consistent with last year.

The age profiles of applicants to academic and support staff posts respectively followed different patterns but the age group profiles of applicants for these two groups of staff were proportionate to the age profiles of candidates appointed to these posts.

The data snapshot shows that 62% of current academics are under 40 years of age compared to 38.7% of support staff, and 15.6% of academics are aged '50 years and above' compared to 38.7% of Support staff.

Disability

The number of applicants who provided a response about disability at the recruitment stage was 99.5%.

Of applicants who provided a response, 5.2% declared a disability (4.3% in 2012-13) and 1.6% of all applicants declined to specify.

Of candidates who were appointed 7.1% declared a disability and 7.1% did not specify or withheld this information.

The data snapshot shows that 7.6% of all academic and support staff have declared a disability (academic 4.3%, support 11.3%).

Ethnicity

The response rate of applicants who declared their ethnicity at the recruitment stage was 91.2%.

Of applicants who declared their ethnicity 50.7% identified as Black and Ethnic Minority (BME), 48.0% identified as White, and 1.3% declined to specify.

Of candidates appointed 12.5% identified as BME, 87.5% identified as White, and 25% did not specify or withheld this information.

The data snapshot shows that the College holds ethnicity information for 62.7% of its academic and support staff. In total 85% identify as White, 12.7% identify as BME, and 1.8% have declined to specify/withheld this information.

Gender

The response rate of applicants who declared their gender at the recruitment stage was 99.5%: the gender ratio was 55.0% female and 45%.0% male.

Applicant gender by academic and support staff:

- academic vacancies: 38.1% of applicants were female and 61.9% were male
- support staff vacancies: 68.2% of applicants were female and 31.8% were male.

Note: with data from the India Centre removed, the gender profile for applicants to academic posts was 50% female and 50% male.

Of those appointed, 93.7% declared their gender at the appointment stage: 60% were female and 40% were male.

Appointment gender by academic and support staff:

- academic appointments: 50% were female and 50% were male.
- support staff appointments: 71.4% were female and 28.6% were male.

As at 28 October 2014 the data snapshot shows that in total 49% of academics and support staff are female and 51% are male (data snapshot October 2013, female 49.4% and male 50.6%).

- Academics in post: 36% are female and 64% are male (2013: 37.8% female and 62.2% male)
- Support staff employed: 63% are female and 37% are male (2013: 61% female and 39% male)

Governing Body Membership

The gender profile Governing Body as at October 2014 is 36% female and 66% male.

The gender profile of Governing Body was last reported in January 2012 at which time the membership was 45% female and 55% male.

Nationality

The response rate of applicants who declared their nationality was 95.8%.

These data for nationality was skewed by data from the India Centre therefore two sets of data are shown below.

Chart 1. Nationality of all applicants with and without India Centre data
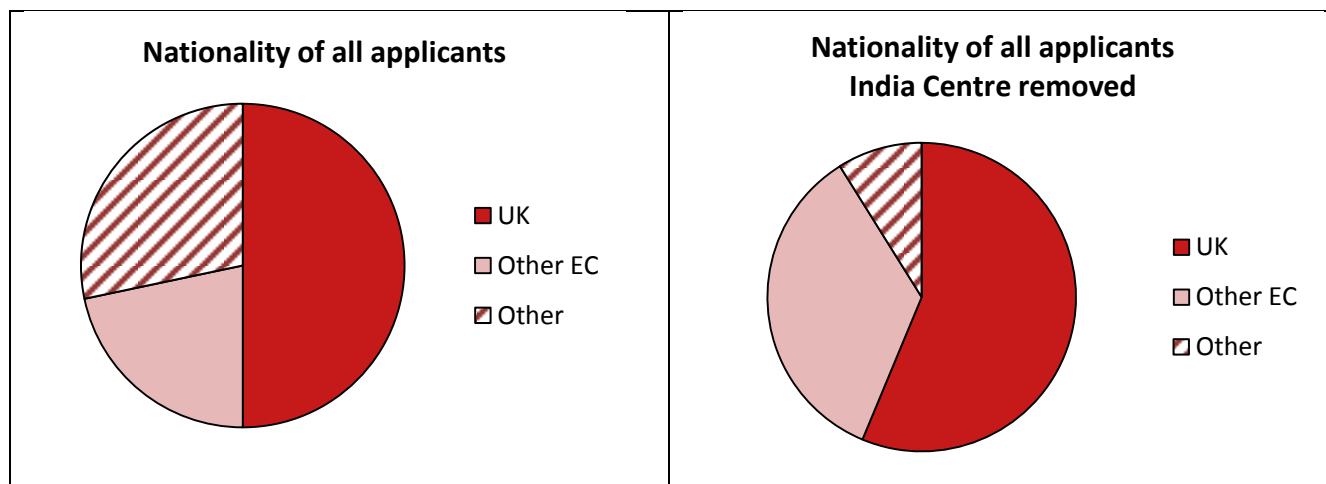
The proportion of applications from countries outside of the UK and EC for academic posts drops from 52.4% with the India Centre data included, to 27.5% with India Centre data removed.

Table 1. Nationality of applicants to academic posts

Applicants to academic posts	UK	Other EC	Other
With India Centre	26.8%	20.7%	52.4%
India Centre data removed	39.2%	33.3%	27.5%

In total (academic and support staff appointments) of those appointed 74.0% were UK nationals, 25.9% were from other countries within the EC, and 7.4% did not specify or withheld this information.

Religion, belief, and lack of belief

The response rate of applicants who declared their religion, belief, or lack of belief was 90.1% and 8.9% of applicants declined to specify.

Of those appointed 62.5% declared a religion or belief, 12.5% declared they had no religion, and 25% either did not specify or withheld this information.

In total 45.2% of employees have declared a religion or belief, 11.8% declared they have no religion, and 43% either have not specified or have withheld this information.

Review of the Equality Action Plan for the academic year 2013-14

The focus of the Equality Action plan for 2013-14 was on introducing mechanisms to improve student and employee voice, updating our harassment policies and procedures, and continuing to review our academic strategy in the light of equality and diversity. This report includes an appraisal of how well these objectives were met.

2013-14 Objectives

Continue to review and develop the College's academic strategy in the context of Equality and Diversity.

The College's academic strategy has been reviewed this year and approved by the Governing Body. The College will focus on supporting research and teaching excellence through developing its research and teaching funds supporting the academic and student community.

Encourage applications from females to academic posts.

As part of this objective recruitment advertisements indicated that applications from females, who are currently under-represented in academic posts, would be particularly welcomed.   The percentage of applications from females to academic posts increased from 24.3% in 2012-13 to 38% overall in 2013-14. Of those candidates appointed to academic posts through the advertising and selection process (for College-only appointments), 50% were female and 50% were male. In 2012-13, 25.0% of candidates appointed were female and 75.0% were male. Although the overall number of applicants and candidates appointed are small, there does appear to have been some success to improve gender ratios at within the recruitment and selection processes for College-only posts.

Ensure that college committees and meetings give due regard to the impact on equality and diversity of any policies or decisions made.

It is now mandatory that the author of any paper submitted to Governing Body must declare the paper gives due consideration to equality and diversity. Further, agendas for all official College meetings now contain the following statement:

> 'Members of the Committee should ensure that they give due regard to the impact on equality and diversity of any suggestions put forward to Education Committee, and any matters raised at Education Committee. The Committee chair is to ensure that due regard is given to equality and diversity in the meeting, and to any matters taken forward to the Governing Body.'

Review and update the College's harassment policy and procedure in line with the University of Oxford and College practices, and ensure that all members of the College community are covered by the revised policy.

The harassment policy has been revised in line with that of the University of Oxford and adapted for the College setting.   The revised policy was incorporated into an updated employee handbook for Support staff which was issued to staff in Michaelmas Term 2014. The policy has also been posted onto the College website and onto the internal IT portal for Academic staff.

Provide information and training to College members on the legal requirements of equality and diversity and engage with the College community about the usefulness of its published equality information and where any improvements can be made.

Limited progress has been made this year with providing formal training to College members about equality and diversity. However we have continued to improve awareness of equality issues by publicising the University's termly Equality & Diversity newsletter. Articles of interest, equality news, and important dates have been drawn to the attention of staff at staff liaison meetings and have been published in the College's staff newsletter, The Grapevine. Web links to the University's Equality & Diversity website and newsletter have also been provided, and hard copies of the newsletter have been printed and made available for those staff with no internet access.

Set up an Equality Working Group (EWG) to include the Treasurer, Senior Tutor, and Human Resources Manager and encourage better upwards communication of student and employee 'voice'.

The principle behind the formation of an equality working group is to facilitate communication to and from all of the constituencies within the College. By reaching out to smaller groups who will meet once a term, we aim to improve awareness of equality and diversity issues and encourage people to come forward with their ideas about how we can promote equality, eliminate discrimination, and remove any potential barriers they tell us about that may exist in their area.

Chart 2. Constituencies served by the Equality Working Group
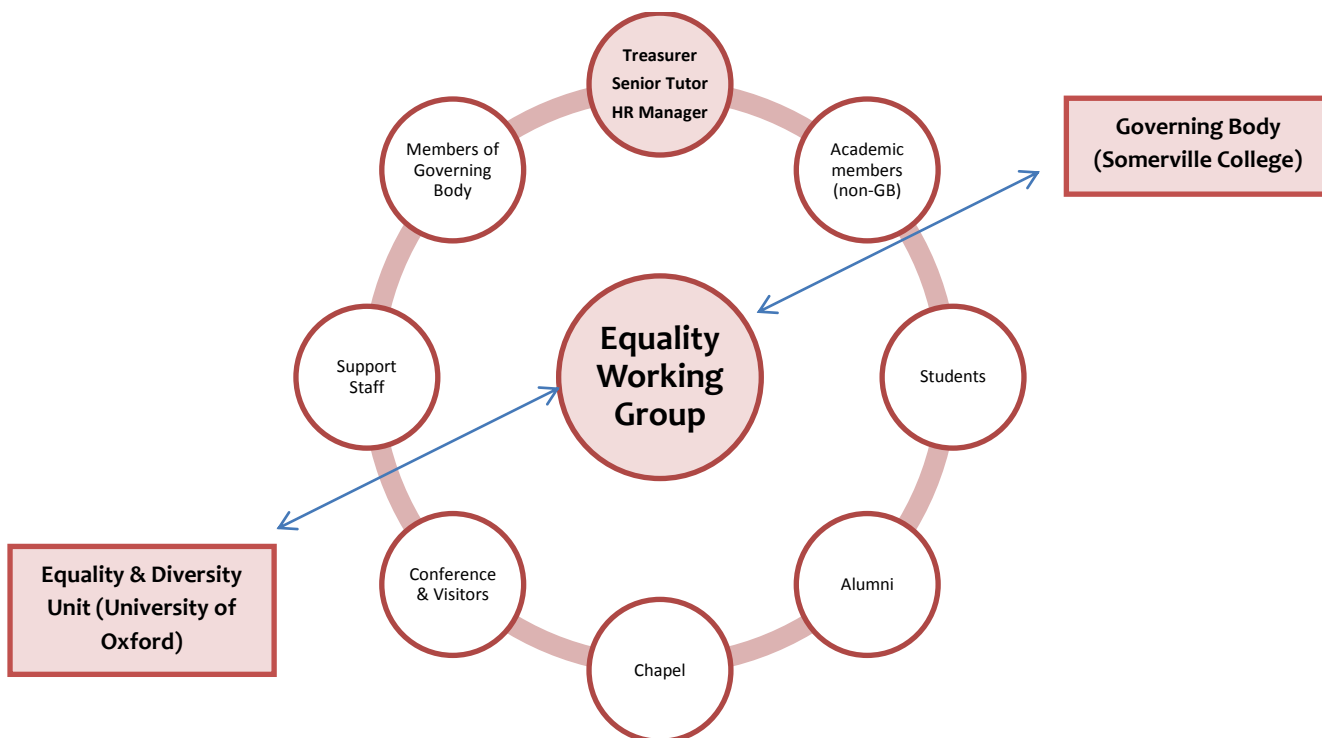
The core of the EWG comprises the Treasurer, Senior Tutor and Human Resources Manager. One member from this core group will meet with equality representatives from the other College constituencies.

Table 2. Equality Working Group members by constituency

Constituency	Equality Working Group Members
Governing Body	Fellow for Equality & Diversity Senior Tutor Treasurer
Stipendiary and non-stipendiary academic members (who are not members of Governing Body)	Academic Staff Equal Opportunity Representative Senior Tutor Human Resources Manager
Support staff	Support Staff Equal Opportunities Representative Treasurer Human Resources Manager
Undergraduate students	JCR Representatives Senior Tutor Academic Registrar Chapel Director
Graduate students	MCR Representatives Senior Tutor Tutorial & Graduate Officer Chapel Director
Alumni	Development Director Development Services Manager Treasurer Human Resources Manager
Conference & Visitors	Catering & Conference Manager Lodge Manager Treasurer Human Resources Manager

Engage with the student community through a range of media in order to seek their perceptions, awareness and experiences of equality and diversity in the context of being a member of Somerville College.

Limited progress has been achieved this year with this objective. It is envisaged that Equality Working Group will enable more progress to be made in this area in 2014-15.

Improve the quality of equality monitoring data.
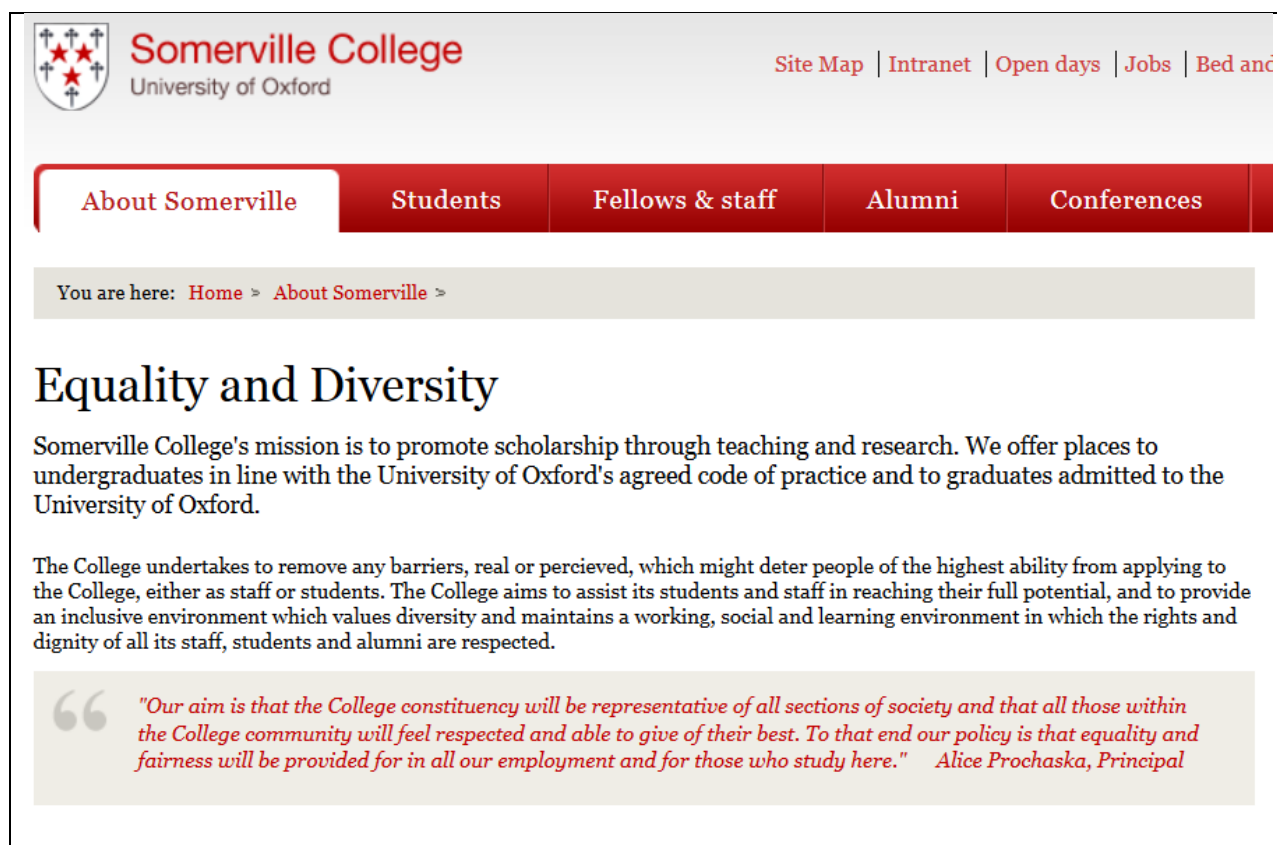
This year improvements in the collection of the equal opportunity data has enabled the protected characteristics for Academic and Support staff groups to be reviewed separately within recruitment, appointments, and the data snapshot of all those employed or with a College association.

For the first time equal opportunity data has been reviewed for the academic appointments made through the nomination process so that the College can assess whether there is evidence that this process introduces conscious or unconscious bias into the selection process. (The nomination process is where a Tutorial Fellow nominates a suitably qualified and experienced individual to carry out between one and six hours teaching a week to Governing Body for their approval.)

Incorporate a separate section into the College's website dedicated to Equality and Diversity and keep this up to date.

In line with recommendations from the Equality and Human Rights Commission, a page dedicated to equality and diversity has been set up on the College's website www.some.ox.ac.uk/equality-diversity.

All the documents related to the 'public duty' are published here together with other related documents. It is hoped that that this will improve access to the College's equality documents, both for members of the College and also those external to the College.

Other equality and diversity related work

In order to facilitate access for wheelchair users and others with physical disabilities, improvements have been made to the exterior and interior of 'House' building. This is where the main stairway to the Dining Hall and many of the administration offices are located.

Outside the building the surface has been levelled and new tarmac laid up to the door ramp. A new lift has been installed which can be operated by the user, replacing the previous lift which required a member of staff to operate the lift with a key. Access to the new lift has been made by removing doors and relocating the post room to an adjacent office. The external door has been fitted with an automated opening device which can be activated as and when required.

In addition access to the Vaughan building has been improved and disabled access has been installed on the external door to the Terrace (Café Bar).

Equality Action Plan for the academic year 2014-15

This year our Action Plan will be 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.

Improve the ratio of females to males holding stipendiary and non-stipendiary appointments

We aim to continue to improve the ratio of females to males holding academic appointments by encouraging applications from females to academic posts. We will also review our selection processes at each stage of the process to check for gender imbalance, taking remedial action as appropriate.

Improve awareness of equality and diversity throughout all constituencies of the College

By improving mechanisms for the flow of communication, the College aims to be able respond to issues and concerns about equality and diversity matters from all the constituent groups of the Equality Working Group.

The College aims to complement the support offered by the University of Oxford to its students and to engage with them in order to seek their perceptions, awareness and experiences of equality and diversity in the context of being a member of Somerville College.

Improve the understanding about the Equality Act

We aim to provide appropriate information and training to College members, and those with management responsibility for others in particular, about their role in removing barriers to joining the Somerville community and avoiding harassment or discrimination in any form.

Training and guidance will be provided on equality & diversity terms and the College policy on Accessibility of Written Materials will be updated and reissued.

Widen the scope of data gathering for equal opportunity monitoring purposes

Equal opportunity monitoring will be widened this year to include all the protected characteristics for academic and support staff.

Carry out a staff survey

A staff survey will be undertaken and will include the opportunity for academics and support staff to provide anonymous feedback to the College on equality and diversity matters. The response to this survey will provide data to help direct future equality work in College.

Accessibility of written materials

We aim to improve the accessibility of written materials produced by College members including printed documents, electronic mail, College publications, and the College website. The College guidance on Accessibility of Written Materials will be revised and re-issued.

Appendix 1: Detailed equal opportunities monitoring 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.

Academic and support staff

Age: applicants (2013-14)

From the EO forms received, the percentage who declared their age was **89.1%** (academic 87.1%, support 90.7%). This compares to 96.8% in 2012-13.

In terms of the number of applications received within each age group, there were differences between those applying for academic and support staff posts as shown in the table below.

Table 3. Academic and Support staff applicants by age group (Aug 2013 – July 2014)

Age group	Academic	Support	Total
Under 30	20.3%	50.5%	37.4%
30-39	51.4%	24.7%	36.3%
40-49	17.6%	16.5%	17.0%
50 and above	6.8%	8.2%	7.6%
60 and over	4.1%	0.0%	1.8%
Total data held	100.0%	100.0%	100.0%

For academic posts 51.4% of applications were received from those in the '30-39' age group, compared to 24.7% respectively for support staff. For support staff posts 50.5% of applications were received from those in the 'Under 30' age group compared to 20.3% respectively for academic staff.

Chart 3. Academic and Support staff applicants by age group (Aug 2013 – July 2014)

Academic and Support staff applicants	Under 30	30-39	40-49	50 and above	60 and over
Academic	20.3%	51.4%	17.6%	6.8%	4.1%
Support	50.5%	24.7%	16.5%	8.2%	0.0%
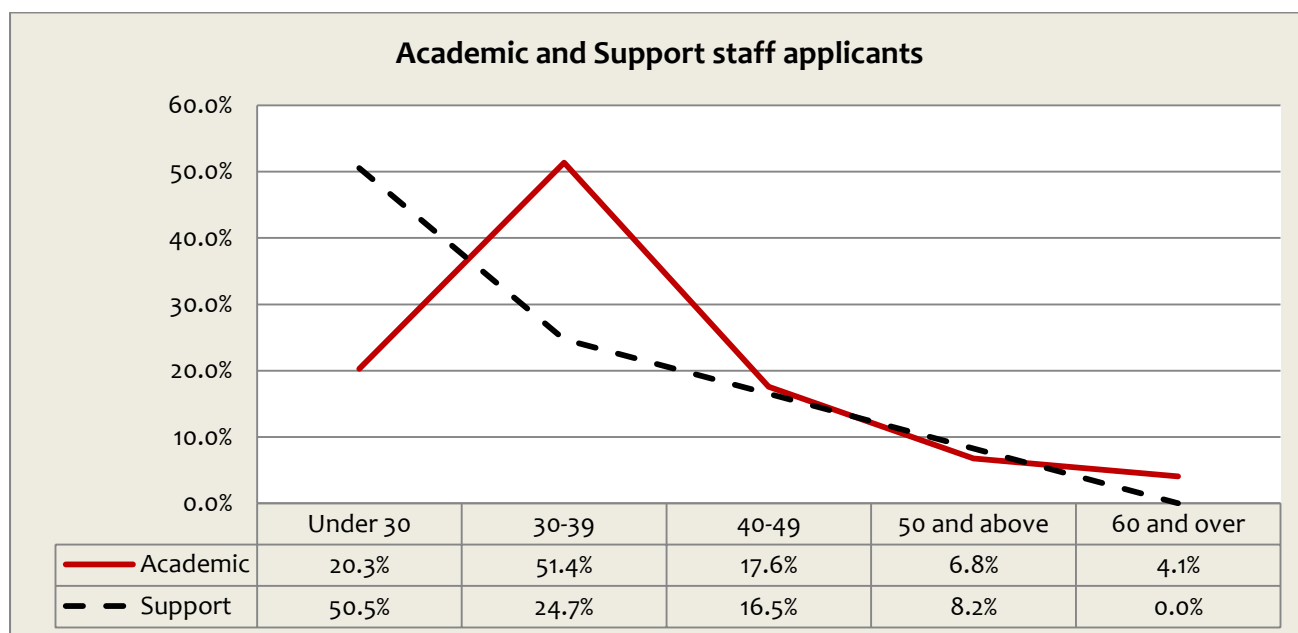
Although there has been a slight decrease in the number of applicants declaring their age (from 96.8% to 89.1%), the profile of all applicants within the respective age groups has remained consistent with 2012-13.

Chart 4. All applicants by age group (Aug 2013 – July 2014)

All applicants by age group

	Under 30	30-39	40-49	50 and above	60 and over
2013-14	37%	36%	17%	8%	2%
2012-13	42%	33%	12%	13%	0
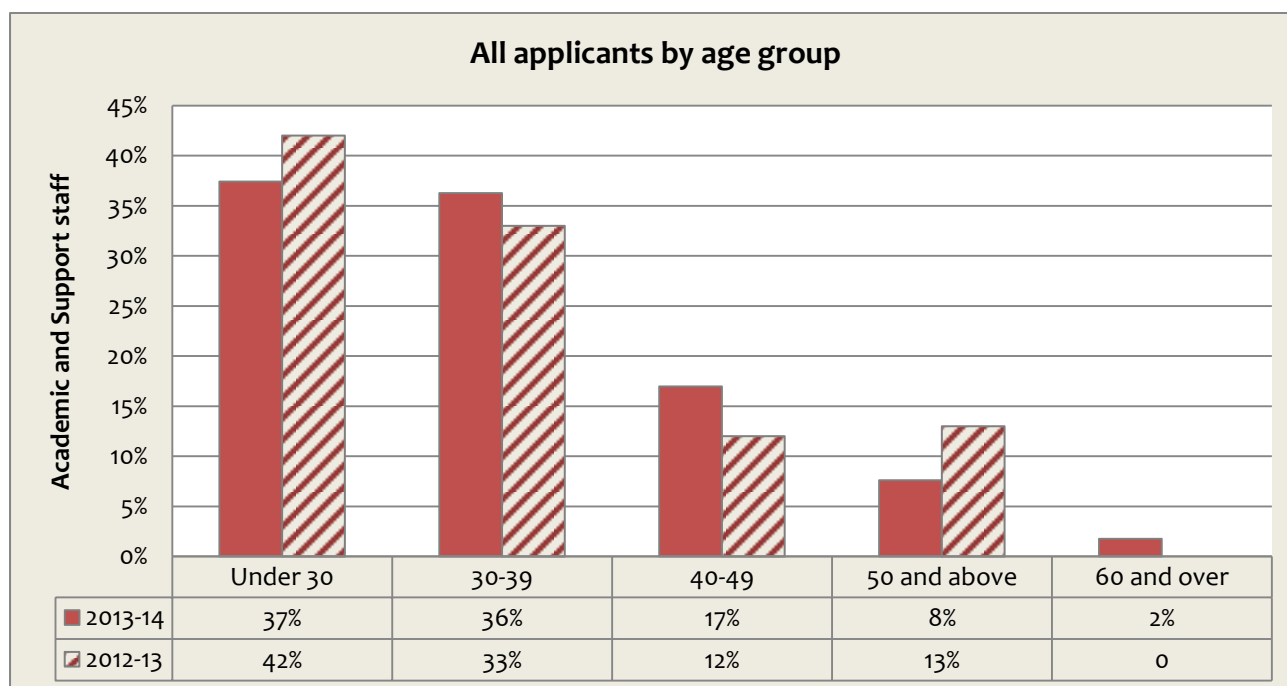
Age: appointments

77.7% of all those appointed in 2013-14 were aged under 40. 7.4% were aged 50 and above.

The age group profiles of applicants were proportionate to the age profiles of candidates appointed to these posts.

Table 4. Age profile of appointments made (Aug 2013 – July 2014)

Age group	Academic	Support	Total
Under 30	30.8%	64.3%	48.1%
30-39	46.1%	14.3%	29.6%
40-49	15.4%	14.3%	14.8%
50-59	7.7%	7.1%	7.4%
60 and over	0.0%	0.0%	0.0%
Total data held	**72.2%**	**100.0%**	**84.4%**
Not specified/withheld	1.7%%	0.0%	9.3%

Table 5. Age profile of academic and support staff appointed (Aug 2013 - July 2014)

Age of staff appointed

	Under 30	30-39	40-49	50 and above	60 and over
Academic	30.80%	46.10%	15.40%	7.70%	0.00%
Support	64.30%	14.30%	14.30%	7.10%	0.00%
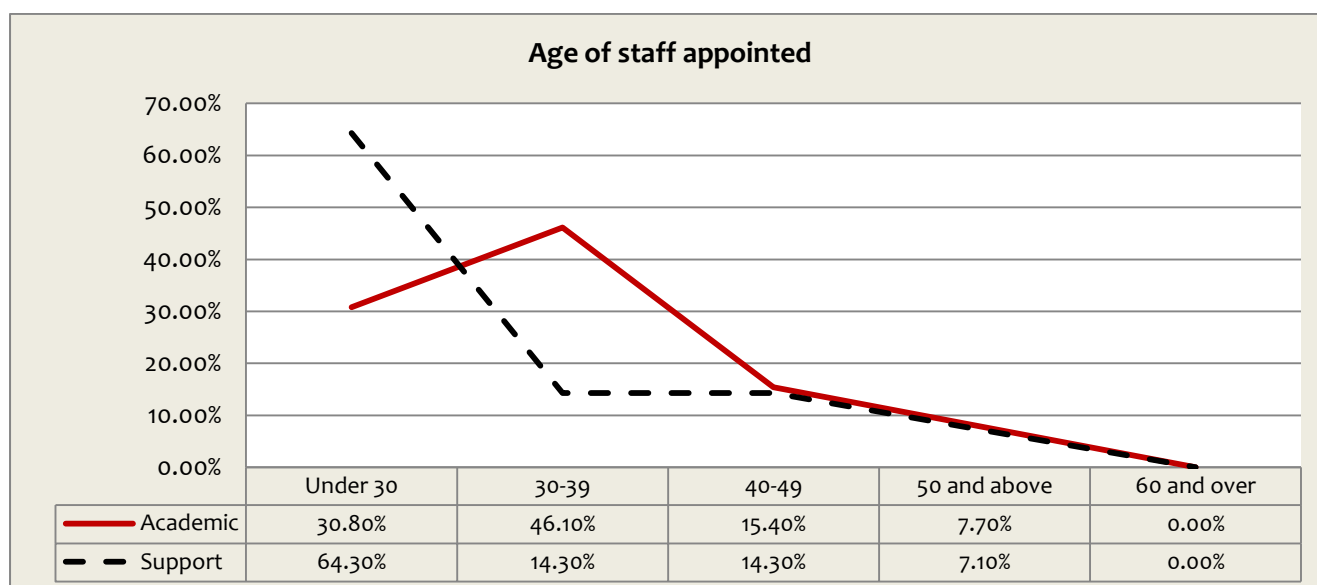
Age: nominated candidates

There were differences in the age profiles of female and male nominated candidates: 91.3% of male candidates were under 39 compared to 73.2% of female candidates.

Chart 5. Age profile of nominated candidates (Oct 2013 – Sept 2014)

Age of nominated candidates

	Under 30	30-39	40-49	50-59	60 and over
Female	26.6%	46.6%	20.0%	6.6%	0.0%
Males	47.8%	43.5%	4.3%	4.3%	0.0%
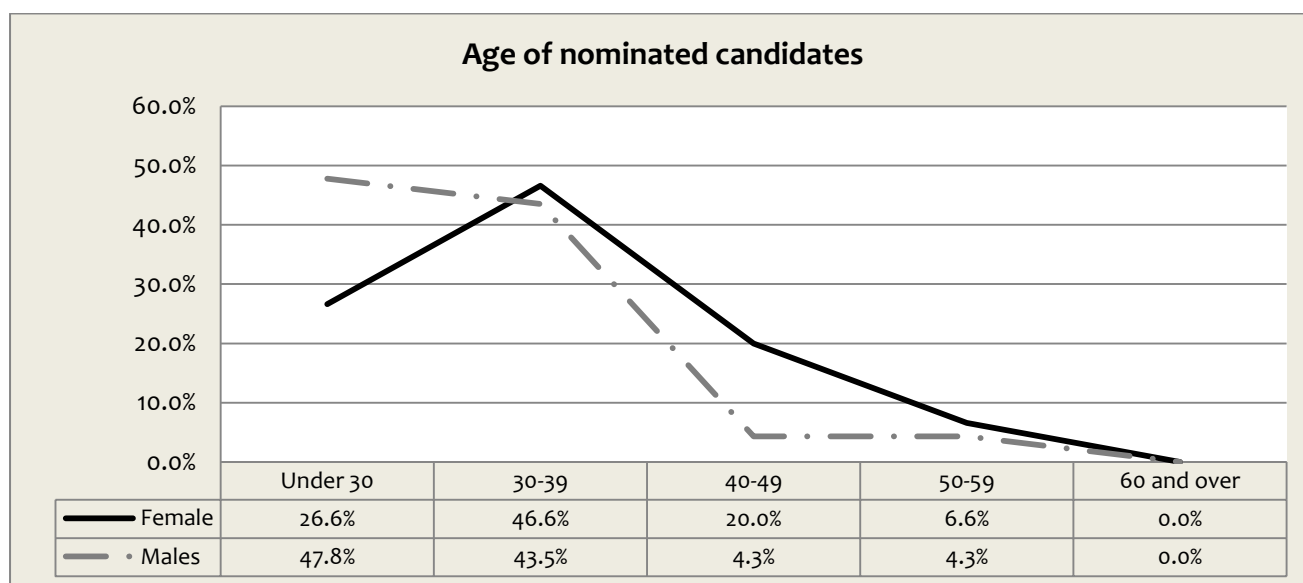
Table 6. Age profile of nominated candidates for academic appointments (Oct 2013 - Sept 2014)

Age	All Nominations	Female	Males
Under 30	39.5%	26.6%	47.8%
30-39	44.7%	46.6%	43.5%
40-49	10.5%	20.%	4.3%
50-59	5.3%	6.6%	4.3%
60 and over	0.0%	0.0%	0.0%
Response rate	**84.4%**	**39.5%**	**60.5%**
Not specified/withheld	11.1%	4.4%	6.7%

Age: employee snapshot

The age profile of academics is 62.6% are aged 39 and under and 37.3% are aged 40 and above. This compares to 38.7% of support staff aged 39 and under and 61.3% aged 40 and above.

This may be due in part to the nature of academic appointments (stipendiary and non-stipendiary) where many of the appointments are between one and five years. From the academic community 30% have more than than five years' service or association with the College whereas 53% of support staff have been in post for more than five years.

It is noted that 19% of academics have for more than 10 years' service or association and 19% of support staff have been in post for more than 10 years.

Chart 6. Age: employee snapshot Oct 2014

Snapshot October 2014: Employee Age

	Under 30	30-39	40-49	50-59	60 and above
Academic	21.7%	40.9%	21.7%	11.3%	4.3%
Support	20.2%	18.5%	22.6%	33.1%	5.6%
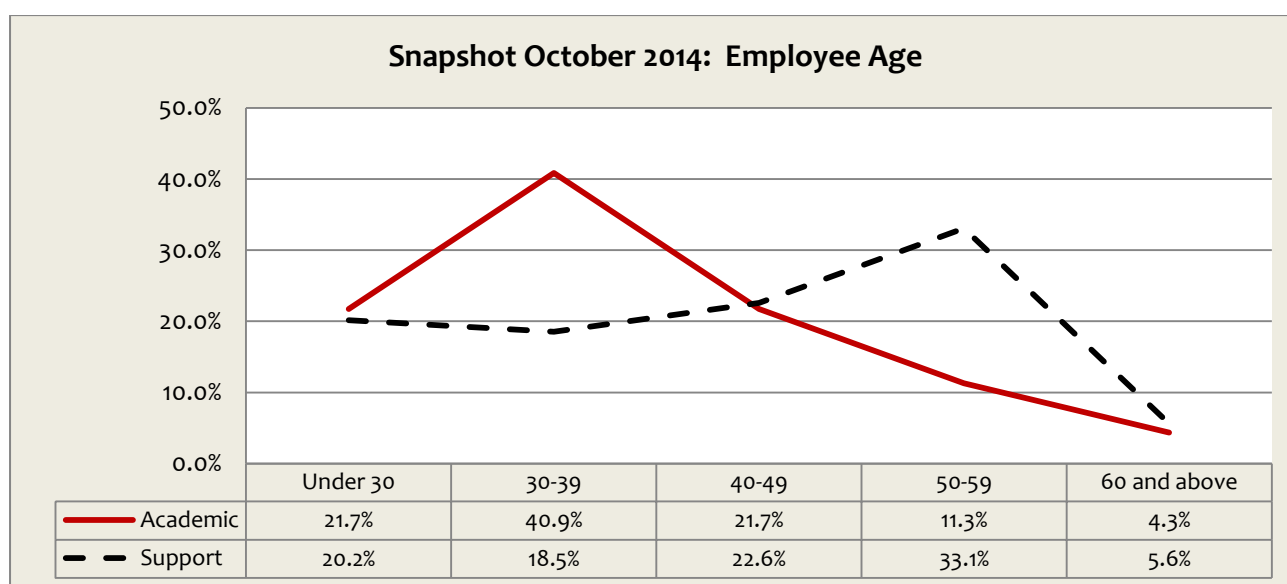
Disability

Disability: applicants

The overall response rate for disability was **99.5%** (Academic 98.8%, Support 100%). This compares to 99.6% in 2012-13.

This year 5.2% of all applicants declared a disability (4.3% in 2012-13) and 1.6% declined to specify.

Table 7. Disabilities declared by applicants (Aug 2013 – July 2014)

	Disability response rate	Disability declared	Disability information withheld
Academic	98.8%	3.6%	0.0%
Support	100%	6.5%	2.8%
Total	99.5%	5.2%	1.6%

Disability: appointments

This year 5.2% of all applicants declared a disability (4.3% in 2012-13) and 1.6% declined to specify.

This response rate for disability from those appointed in 2013-14 was 87.5%.   Of those 7.1% declared a disability and 7.1% did not specify or withheld this information.

Table 8. Disability declared from appointments made (Aug 2013 – July 2014)

Disability	Response rate	Disability declared	Not specified/withheld
Academic	83.3%	6.7%	6.7%
Support	92.8%	7.7%	7.7%
Total	**87.5%**	**7.1%**	**7.1%**

Disability: employee snapshot

A total of 7.6% of all academic and support staff have declared a disability (academic 4.3%, support 11.3%).

Ethnicity

Ethnicity: applicants

The overall response rate for ethnicity was **91.2%,** compared to 93.9% in 2012-13. 1.7% of applicants declined to specify or withheld this data.

Where ethnicity was declared, 50.7% of all applicants identified as Black and Ethnic Minority (BME), 48.0% as White, and 1.3% declined to specify.

Chart 7. Ethnicity profile of all applicants (Aug 2013 – July 2014)

	BME	White	Data Withheld
2013-14	50.7%	48.0%	1.3%
2012-13	15.6%	81.7%	2.7%
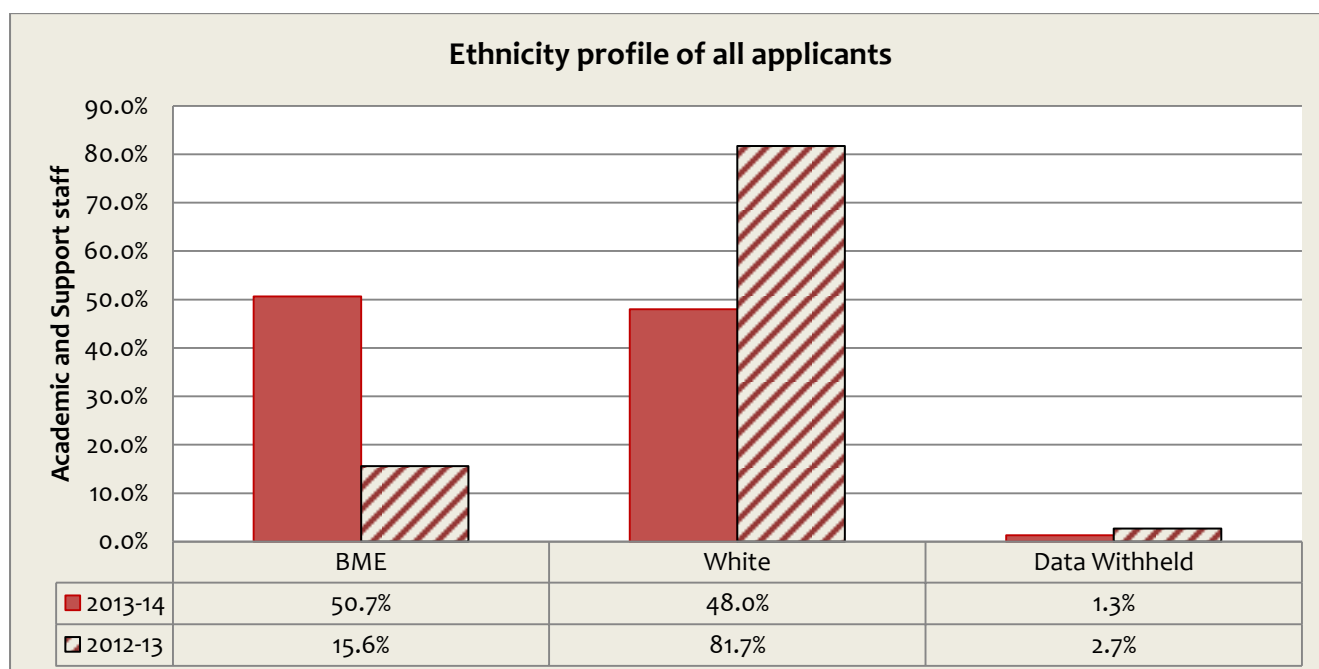
The ethnicity profile of all applicants as shown in Chart 8. is skewed by data from the India Centre. With data from the India Centre removed the total number of applications from BME applicants has fallen slightly this year from 15.6% to **10.9%**, and not increased to 50.7%.

Chart 8. Ethnicity profile of all applicants with India Centre set aside

	BME	White	Data Withheld
■ 2013-14	10.9%	87.0%	2.2%
▨ 2012-13	15.6%	81.7%	2.7%
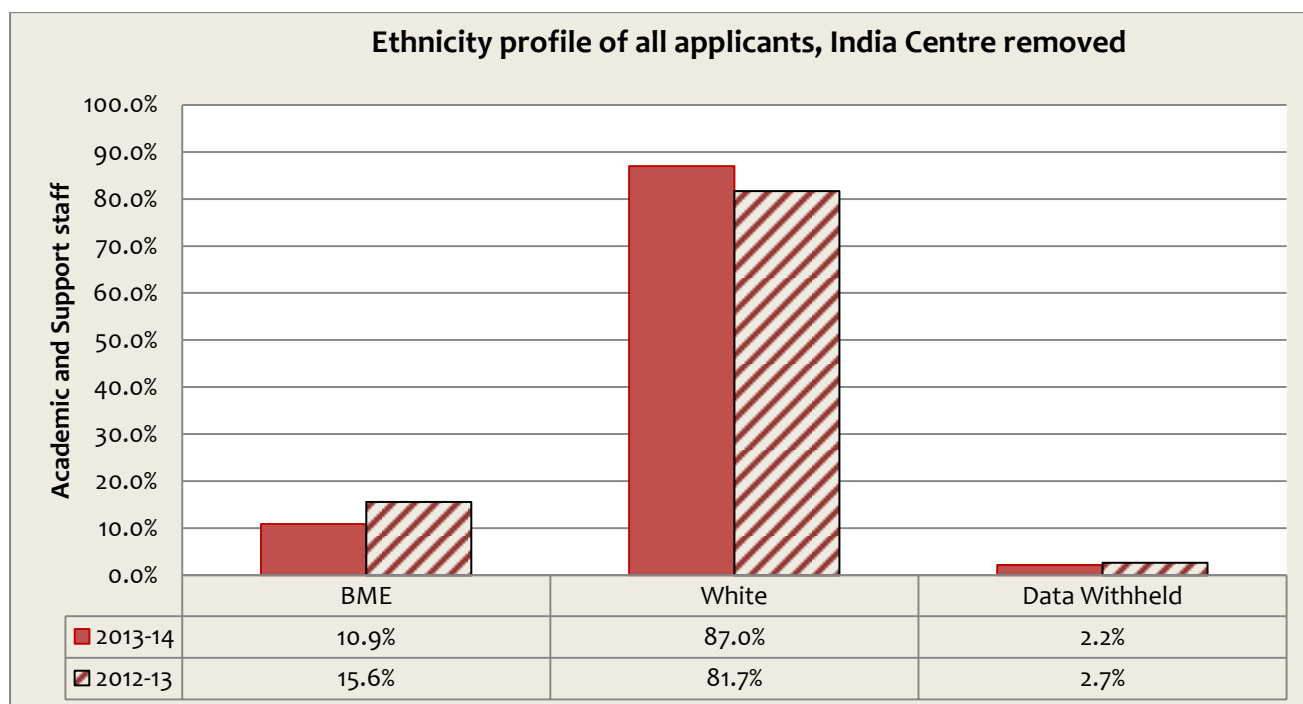
The ethnicity profile for applicants from 2012-13 and 2013-14 is shown below. With data from the India Centre removed the percentages within each group and for data withheld are consistent.

Table 9. Ethnicity profile of all applicants with and without India Centre data

All applicants	BME	White	Data Withheld
2013-14 All applicants	50.7%	48.0%	1.3%
2013-14 Less India Centre	**10.9%**	**87.0%**	**2.2%**
2012-13	15.6%	81.7%	2.7%

Ethnicity: appointments

Of candidate appointed 12.5% identified as BME, 87.5% as White and 25% did not specify or withheld this information. It is noted that the percentage who did not specify or withheld this information appears to be high but the actual numbers involved are small and therefore this is not considered to be statistically significant.

Table 10.   Ethnicity declared from appointments made (Aug 2013 – July 2014)

Ethnicity	Response rate	BME	White	Not specified/withheld
Academic	83.3%	13.3%	86.7%	6.7%
Support staff	64.3%	11.1%	88.8%	55.5%
Total (32)	**75.0%**	**12.5%**	**87.5%**	**25.0%**

Ethnicity: nominated candidates

The ethnicity response rate from nominated candidates was 75.6% which appears low compared to the response rate of 91.2% from applicants via the recruitment and selection process.

Of those who provided ethnicity data, 17.6% identified as BME, 79.4% as White, and 2.9% did not specify or withheld this information.

Ethnicity: employee snapshot

The College holds ethnicity information for 62.7% of its Academic and Support staff.

In total 85% identify as White, 12.7% identify as BME, and 1.8% have declined to specify or withheld this information.

Chart 9. Employee snapshot: ethnicity as at October 2014

Employee snapshot (Oct 2014): Ethnicity

	BME	White	Prefer not to say
Academic	15.6%	83.1%	1.3%
Support	10.2%	87.5%	2.3%
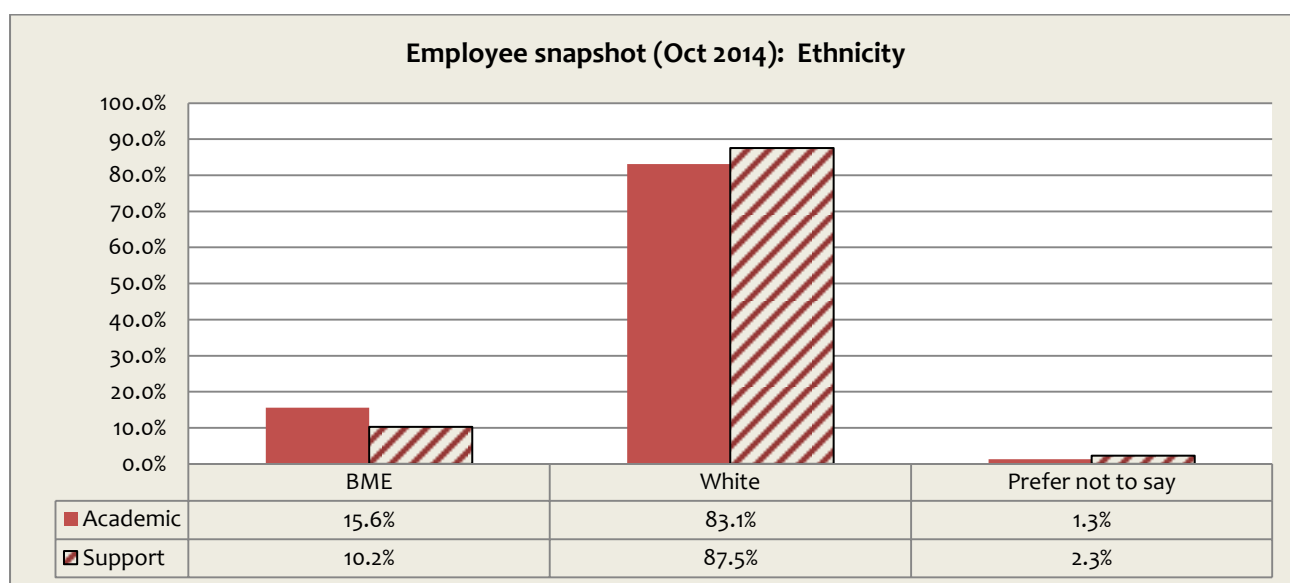
Gender

Gender: applicants

Overall **99.5%** of applicants declared their gender. This compares to an overall response rate of 99.6% in 2012-13.

Of the <u>total</u> number of applicants who responded, 55.0% were female and 45.0% were male. For Academic vacancies, 38.1% of applicants were female and 61.9% were male. For Support staff vacancies, 68.2% of applicants were female and 31.8% were male.

With the India Centre recruitment set aside, the gender ratio of academic applicants is 50% female and 50% male.

Chart 10. **Gender: applicants to academic posts (2013-14)**
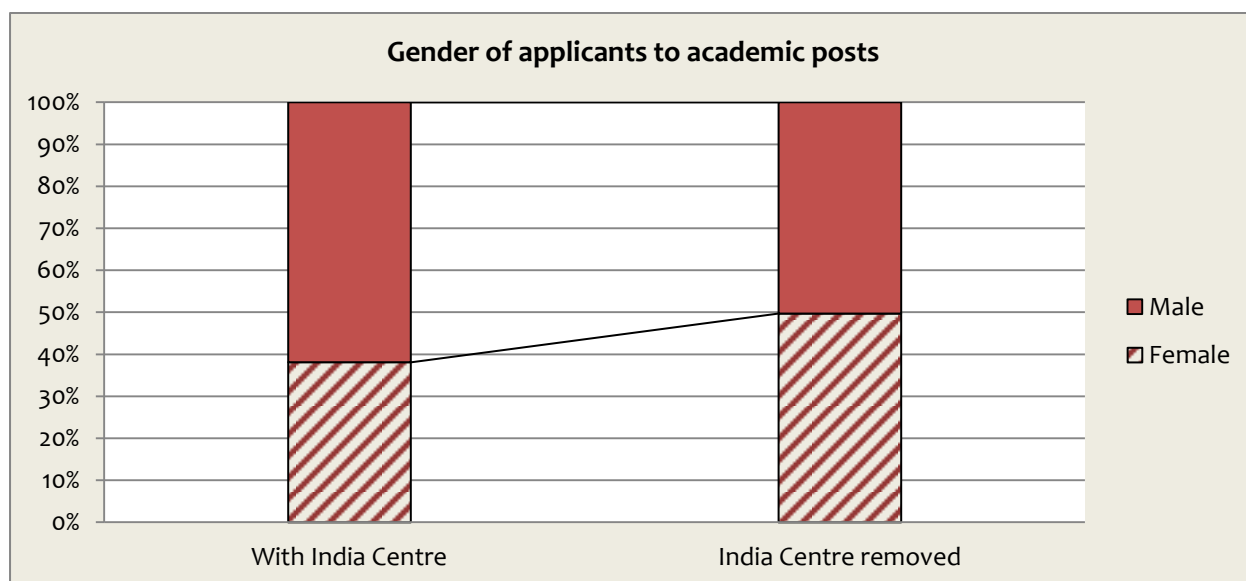
Gender: appointments

In total 60% of those appointed through the recruitment and selection process were female and 40% were male. There was an equal ratio of female to male candidates appointed to academic posts.

Chart 11. Gender: appointments made (Aug 2013 – July 2014)

	Academic	Support
■ Male	50.0%	28.60%
⚹ Female	50.0%	71.40%
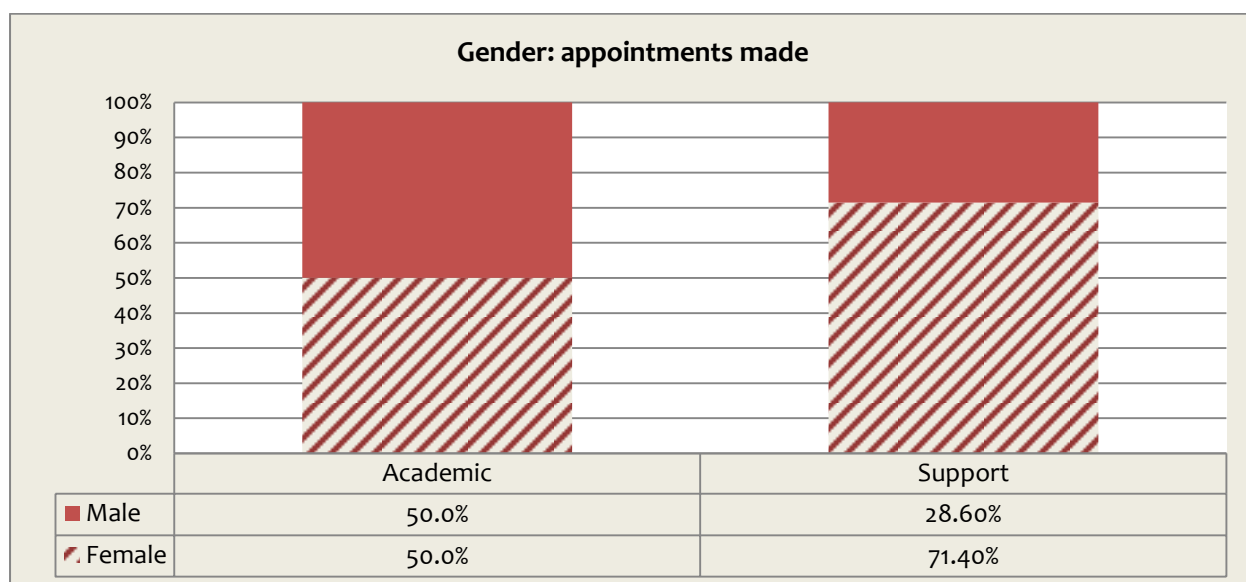
Gender: employee snapshot

In total 49% of the College's employees are female and 51% are male. This is consistent with the data snapshot taken in October 2013 where 49.4% all the College's employees were female and 50.6% were male.

In October 2014 females account for 36% of Academics and 63% of Support staff (37.8% Academic and 61% Support staff in October 2013).

Males account for 64% of Academics and 37% of Support staff (62.2% Academic and 39% Support staff in 2013).

Chart 12.   **Gender: Employee snapshot October 2014**

Employee snapshot: Gender

	Academic	Support
■ Not specified/withheld	2	0
■ Male	87	46
◢ Female	50	78
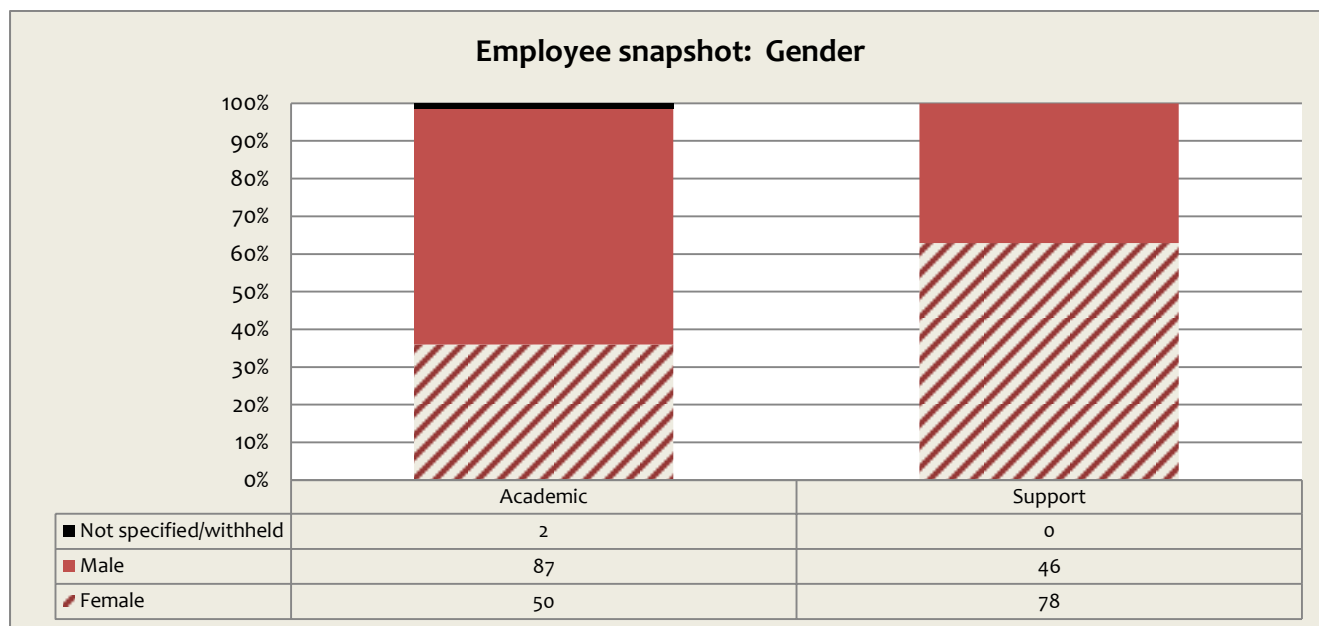
Gender: Governing Body

The gender profile Governing Body as at October 2014 is 36% female and 66% male.

The gender profile of Governing Body was last reported in January 2012 at which time the membership was 45% female and 55% male.

Chart 13.   **Gender: Governing Body October 2014**

Gender profile of Governing Body

	Male	Female
■ Gender	66%	36%
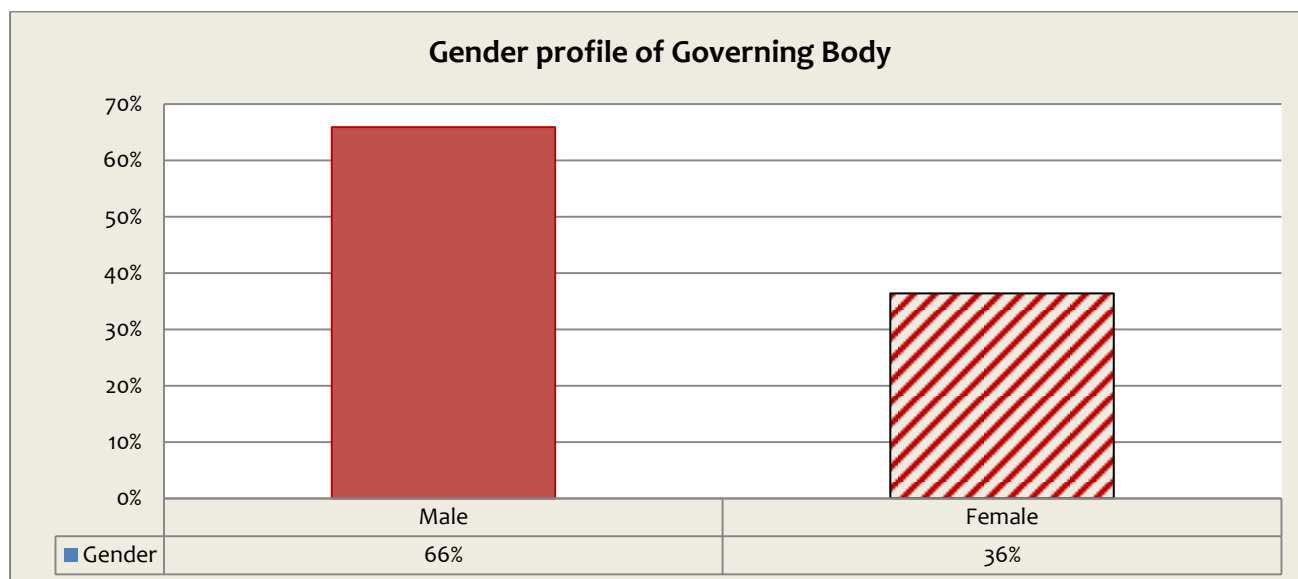
Nationality

Nationality: applicants

The overall response rate for nationality was **95.0%.** There is no comparative data available for nationality in 2012-13.

Nationality was declared for 94.4% of applicants for Academic posts. For Support staff posts, 95.3% of applicants declared their nationality.

Table 11. Nationality of Academic and Support staff applicants

	UK	Other EC	Other
Academic	26.8%	20.7%	52.4%
Support	68.6%	22.5%	8.8%
Total	**50.0%**	**21.7%**	**28.3%**

Nationality data for applicants was skewed by data from the India Centre and therefore two sets of data are shown below in Chart 14. and Table 13. Data is presented for all applicants (academic and support) and then a further set of data for all applicants with the India Centre data set aside.

Chart 14. Nationality group of all applicants with and without India Centre
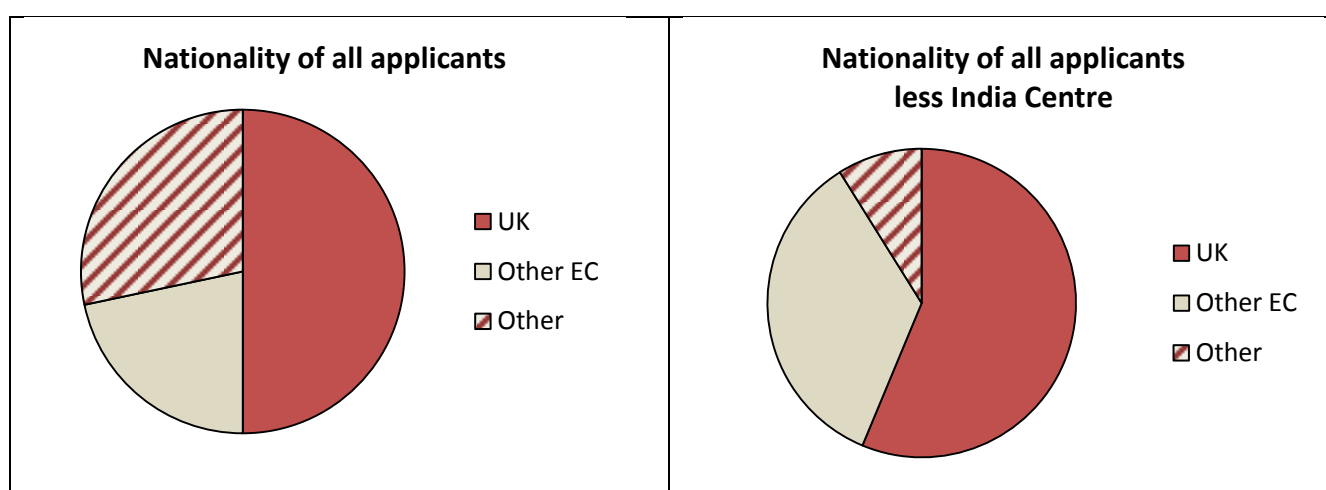
Looking at <u>academic posts only</u>, the proportion of applications from 'Other' nationalities is 52.5% including the India Centre data, and 27% with India Centre data set aside.

Table 12. Nationality by Academic and Support staff applicants

	UK	Other EC	Other
Academic	26.8%	20.7%	52.4%
Academic Less India Centre	**39.2%**	**33.3%**	**27.5%**

Nationality: appointments

The overall response rate from those appointed to declaring their nationality for equal opportunity monitoring purposes was 84.3%.

Of those, 73% were UK nationals, 25.9% were from other countries within the EC, and 7.4% did not specify or withheld this information.

Nationality: Employee snapshot

The College holds nationality data for 70% of its employees for equal opportunities monitoring purposes.

1% of employees have declined to specify or withheld their data.

Of those who have declared their nationality for equal opportunity monitoring purposes, UK nationals account for 68%, Other EC 24%, and Other 8%.

Religion, belief, and lack of belief

Religion, belief, and lack of belief: applicants

In total, of those who responded, **90.1%** of applicants declared their religion, belief, or lack of belief, and 8.9% declined to specify.   In 2012-13 the response rate was 48.2%. The response rate for Academic applicants was 89.4% and for Support staff posts it was 90.7%.

Chart 15.   Religion, belief and lack of belief: all applicants

Religion, belief, and lack of belief - all applicants

	Atheism	Buddhism	Christianity	Hinduism	Islam	Jainism	Judaism	Sikhism	Spiritualism	Any other religion	No religion	Prefer not to say
%	13%	1%	27%	17%	2%	0%	1%	1%	0%	1%	29%	9%
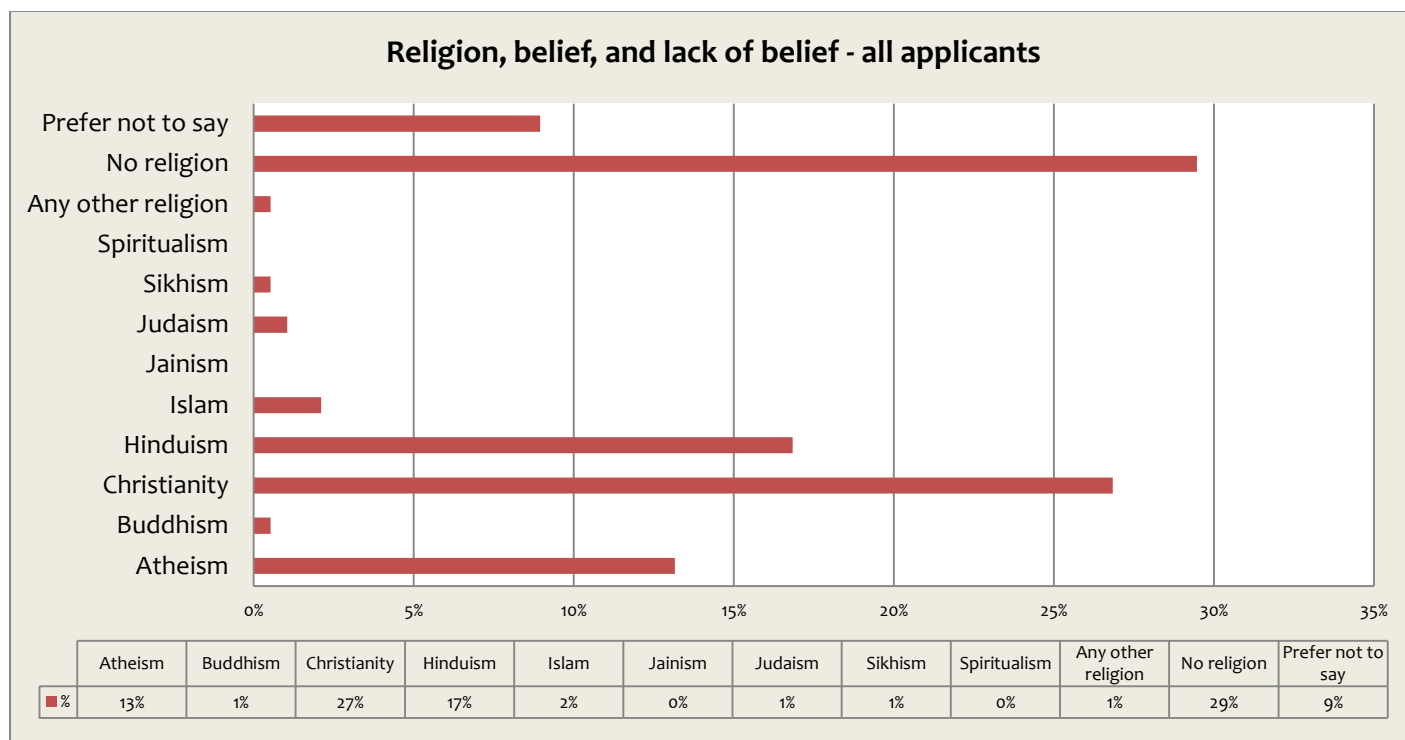
The data for religion, belief, and lack of belief was skewed by data from the India Centre. With the India Centre data set aside the profile for each individual group is as shown in Chart 16. below.

Chart 16.   Religion, belief and lack of belief: all applicants with India Centre set aside

Religion, belief, and lack of belief with India Centre removed

	Atheism	Buddhism	Christianity	Hinduism	Islam	Jainism	Judaism	Skihism	Spiritualism	Any other religion	No religion	Prefer not to say
%	16%	1%	32%	3%	3%	0%	1%	0%	0%	1%	35%	10%

Appointments: religion, belief, and lack of belief

In total 62.5% of those appointed declared a religion or belief, 12.5% declared they had no religion, and 25% either did not specify or withheld this information.

Employee snapshot: religion, belief, and lack of belief

In total 45.2% of employees have declared a religion or belief, 11.8% declared they have no religion, and 43% either have not specified or have withheld this information.

Appendix 2: Student Equal Opportunities 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.

Applicants for Undergraduate Admissions

Overview

The data relate to applications made in October 2012 for standard entry in 2013.   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.

Age

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

Table 13.   **Age profile of undergraduate application for standard entry in 2013**

Age	University of Oxford		Somerville College	
	Number	Success Rate	Number	Success Rate
Under 21	16,480	19.0%	428	18.9%
21 and over	736	10.2%	18	5.60%

Disability

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

Table 14.   **Disability profile of undergraduate application for standard entry in 2013**

Disability	University of Oxford		Somerville College	
	Number	Success Rate	Number	Success Rate
No disability	16,345	18.6%	433	18.5%
SpLD	429	20.0%	4	0.00%
Other disability	442	16.3%	9	22.2%
Total	17,216	18.6%	446	16.9%

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).

Table 15.   **Ethnicity profile of undergraduate application for standard entry in 2013**

Ethnicity	University of Oxford		Somerville College	
	Number	Success Rate	Number	Success Rate
BME	2,101	17.1%	61	11.5%
White	8,783	25.4%	198	27.3%
Unknown	672	7.6%	15	6.7%
Total	11,556	22.8%	274	22.6%

Gender

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

Table 16.   **Gender profile of undergraduate application for standard entry in 2013**

Gender	University of Oxford		Somerville College	
	Number	Success Rate	Number	Success Rate
Female	8,466	18.1%	235	21.3%
Male	8,750	19.0%	211	15.2%
Total	17,216	18.6%	446	18.4%

Student Populations and On-course Withdrawals

Overview

The data below reflects that which was recorded on OSS at the time of the December 2013 Student Statistics snapshot. The academic year has been matched to the HESA reporting year, commencing August. Note therefore that withdrawals for 2013/14 do not reflect a complete year.

Undergraduates

Table 17.   **Disability profile of undergraduate withdrawals for 2013/14**

Withdrawals	University of Oxford				Somerville College			
	No. on course	%	No. of withdrawals	% withdrawals	No. on course	%	No. of withdrawals	% withdrawals
No disability	10810	91.8%	20	0.18%	370	92.0%	0	0.00%
SpLD	469	4.0%	2	0.43%	14	3.5%	0	0.00%
Other disability	439	4.2%	4	0.80%	18	4.5%	0	0.00%
Total	11,772		26	0.22%	402		0	0.00%

Data source: Annual Programme Statistics, Student Statistics Snapshot (December 2013)

Table 18.   **Ethnicity profile of undergraduate withdrawals for 2013/14**

Withdrawals	University of Oxford				Somerville College			
	No. on course	%	No. of withdrawals	% withdrawals	No. on course	%	No. of withdrawals	% withdrawals
BME	1,965	16.7%	2	0.10%	70	17.4%	0	0%
White	9,131	77.6%	21	0.23%	307	76.4%	0	0%
Unknown	676	5.7%	3	0.44%	25	6.2%	0	0%
Total	11,772		26	0.22%	402		0	0%

Data source: Annual Programme Statistics, Student Statistics Snapshot (December 2013)

Table 19.   **Gender profile of undergraduate withdrawals for 2013/14**

Gender	University of Oxford				Somerville College			
	No. on course	%	No. of withdrawals	% withdrawals	No. on course	%	No. of withdrawals	% withdrawals
Female	5,481	46.5%	11	0.20%	208	51.7%	0	0.00%
Male	6,291	53.4%	15	0.23%	194	48.2%	0	0.00%
Total	11,772		26	0.22%	402		0	0.00%

Data source: Annual Programme Statistics, Student Statistics Snapshot (December 2013)

Postgraduate Research

Table 20.   **Disability profile of postgraduate research withdrawals for 2013/14**

Withdrawals	University of Oxford				Somerville College			
	No. on course	%	No. of withdrawals	% withdrawals	No. on course	%	No. of withdrawals	% withdrawals
No disability	5082	94.0%	29	0.57%	76	95.0%	0	0%
SpLD	122	2.2%	1	0.82%	1	1.2%	0	0%
Other disability	199	3.7%	1	0.50%	3	3.7%	0	0%
Total	5403		31	0.57%	80		0	0%

Data source: Annual Programme Statistics, Student Statistics Snapshot (December 2013)

Table 21.   **Ethnicity profile of postgraduate research withdrawals for 2013/14**

Withdrawals	University of Oxford				Somerville College			
	No. on course	%	No. of withdrawals	% withdrawals	No. on course	%	No. of withdrawals	% withdrawals
BME	1483	27.4%	13	0.88%	26	32.5%	0	0%
White	3700	68.5%	18	0.49%	50	62.5%	0	0%
Unknown	220	4.1%	0	0.00%	4	5.0%	0	0%
Total	5403		31	0.57%	80		0	0%

Data source: Annual Programme Statistics, Student Statistics Snapshot (December 2013)

Table 22.   **Gender profile of postgraduate research withdrawals for 2013/14**

Gender	University of Oxford				Somerville College			
	No. on course	%	No. of withdrawals	% withdrawals	No. on course	%	No. of withdrawals	% withdrawals
Female	2278	42.2%	15	0.66%	37	46.2%	0	0%
Male	3125	57.8%	16	0.51%	43	53.7%	0	0%
Total	5403		31	0.57%	80		0	0%

Data source: Annual Programme Statistics, Student Statistics Snapshot (December 2013)

Postgraduate Taught

Table 23.   **Disability profile of postgraduate taught withdrawals for 2013/14**

Withdrawals	University of Oxford				Somerville College			
	No. on course	%	No. of withdrawals	% withdrawals	No. on course	%	No. of withdrawals	% withdrawals
No disability	4200	94.4%	26	0.62%	49	96.1%	0	0%
SpLD	99	2.2%	2	2.00%	0	0%	0	0%
Other disability	148	3.3%	2	1.35%	2	3.9%	0	0%
Total	4447		28	0.62%	51		0	0%

Data source: Annual Programme Statistics, Student Statistics Snapshot (December 2013)

Table 24.   **Ethnicity profile of postgraduate taught withdrawals for 2013/14**

Withdrawals	University of Oxford				Somerville College			
	No. on course	%	No. of withdrawals	% withdrawals	No. on course	%	No. of withdrawals	% withdrawals
BME	1472	33.1%	12	0.81%	16	31.4%	0	0%
White	2794	62.8%	14	0.50%	33	64.7%	0	0%
Unknown	181	4.1%	2	1.1%	2	3.9%	0	0%
Total	4447		28	0.63%	51		0	0%

Data source: Annual Programme Statistics, Student Statistics Snapshot (December 2013)

Table 25.   **Gender profile of postgraduate taught withdrawals for 2013/14**

Gender	University of Oxford				Somerville College			
	No. on course	%	No. of withdrawals	% withdrawals	No. on course	%	No. of withdrawals	% withdrawals
Female	1989	44.7%	8	0.40%	30	58.8%	0	0%
Male	2458	55.3%	20	0.81%	21	41.2%	0	0%
Total	4447		28	0.63%	51		0	0%

Data source: Annual Programme Statistics, Student Statistics Snapshot (December 2013)