

Somerville College

Equal Opportunities Monitoring

Report as at 18 March 2013



Introduction

An equal opportunities monitoring exercise was carried out in Michaelmas Term 2012. This extended the collection of data, for the first time, both to stipendiary and non-stipendiary academics (but not to external tutors). It also included casual support staff. The overall response rate to the monitoring exercise was 46%.

In accordance with the College's Single Equality Scheme 2012-15, the protected characteristics included within this survey were widened to include age, disability, marriage and civil partnership, race, religion and belief, and sex (gender). The survey did not include gender reassignment, pregnancy and maternity, or sexual orientation. The proportion of responses as a percentage of the total population is indicated within each section. Some data used for the purposes of this report, i.e. gender and age, have been obtained from payroll records and therefore the proportion for these two characteristics is higher than that of the other characteristics.

Equal Opportunities monitoring is carried out during every recruitment process. During 2012 a total of 346 applications were received by the College. There was a small variation in the response rate for each protected characteristic as detailed below.

This report includes data held by the Human Resources Department as at 18 March 2013.

1. Age

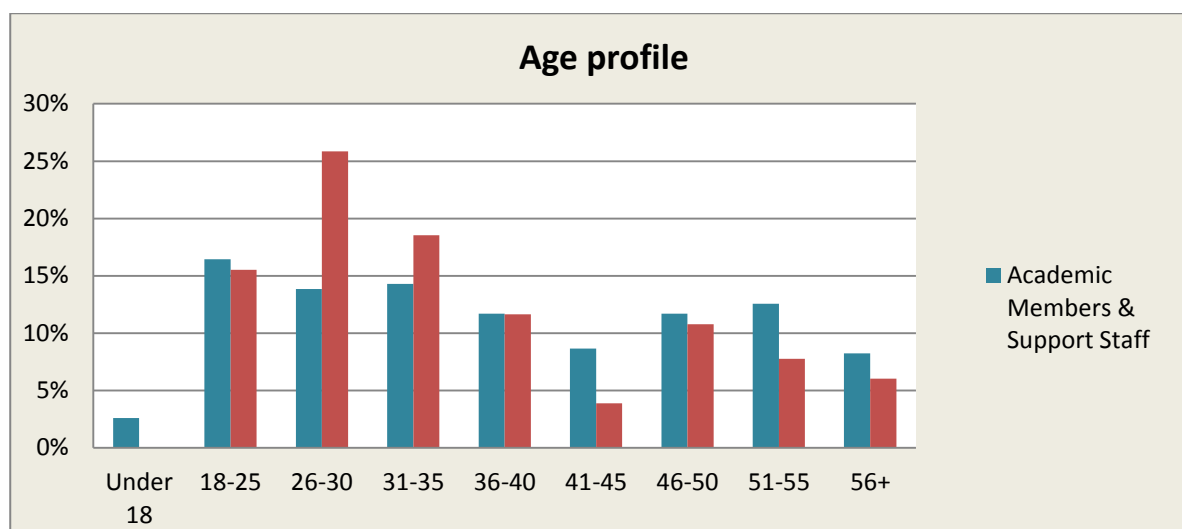
1.1 College Employment and Association

The data held shows that the College's academic and support staff fall within wide range of age groups.

1.2 Recruitment

97% of applicants provided equal opportunity monitoring about their age.

Chart 1. Age profile of Academic Members, and Support Staff as at March 2013, and Applicants for the calendar year 2012



Proportion of population in sample = 90% of Academic Members and Support Staff combined, and 97% of applicants
Source: Somerville College Human Resources Department

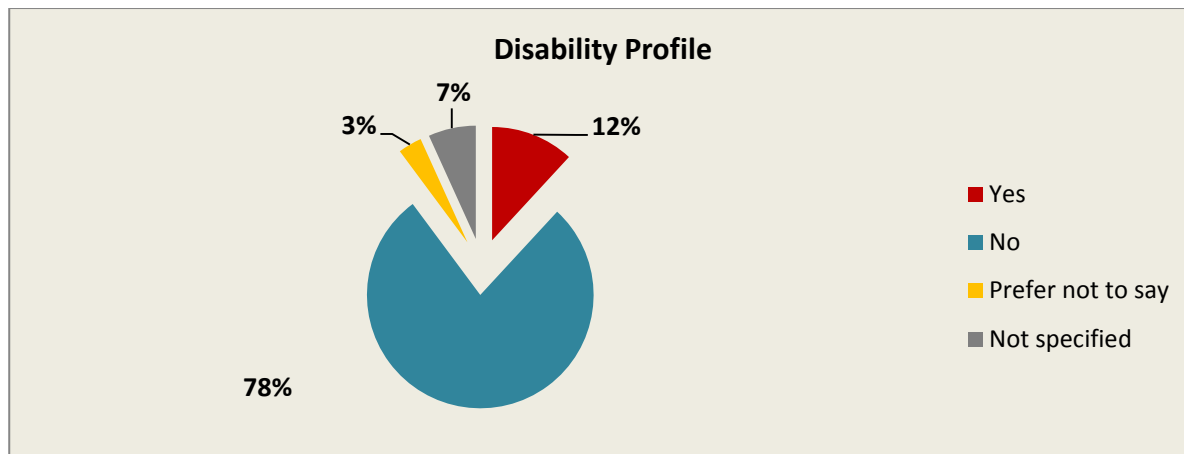
2. Disability

2.1 College Employment and Association

As at March 2013, 12% of the College's academic and support staff community have declared a disability. 7% of respondents did not specify a disability and 3% preferred not to say.

The Joseph Rowntree Foundation states that between 12% and 16% of the working population have a disability [<http://www.jrf.org.uk/publications/enduring-economic-exclusion-disabled-people-income-and-work>]

Chart 2. Disability profile as at March 2013



Proportion of population in sample = 46%. Source: Somerville College Human Resources Department

2.2 Recruitment

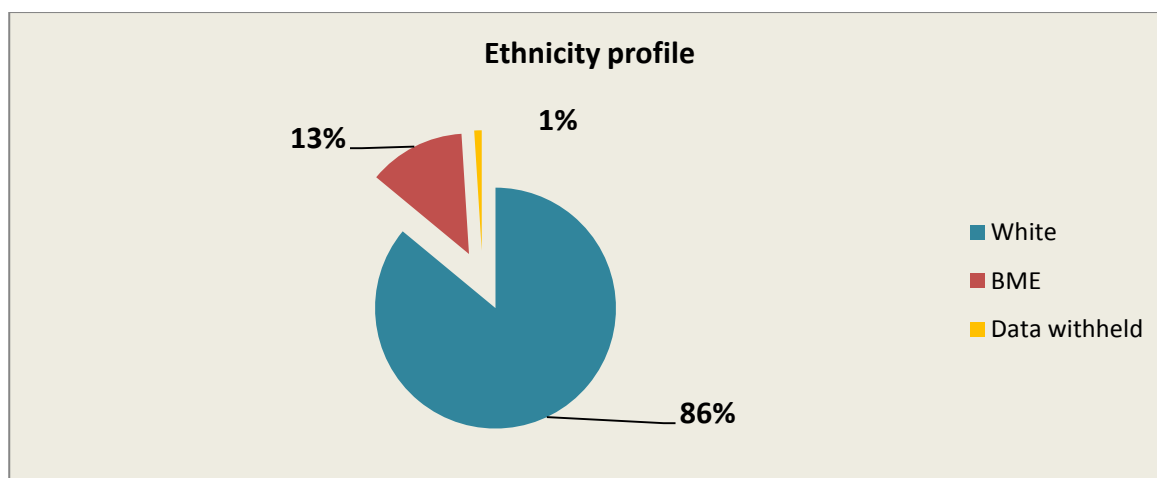
Equal opportunity monitoring carried out in recruitment saw a response rate of 99% for disability. Of those applicants who responded, 4% declared a disability.

3. Ethnicity

3.1 College Employment and Association

Of those who responded to the monitoring exercise, the ethnic profile of Academic Members and Support Staff is Black & Ethnic Minority (BME) 13%, White 86%, and 1% withheld their data.

Chart 3. Ethnicity profile as at March 2013



Proportion of population in sample = 46%. Source: Somerville College Human Resources Department

3.2 Recruitment

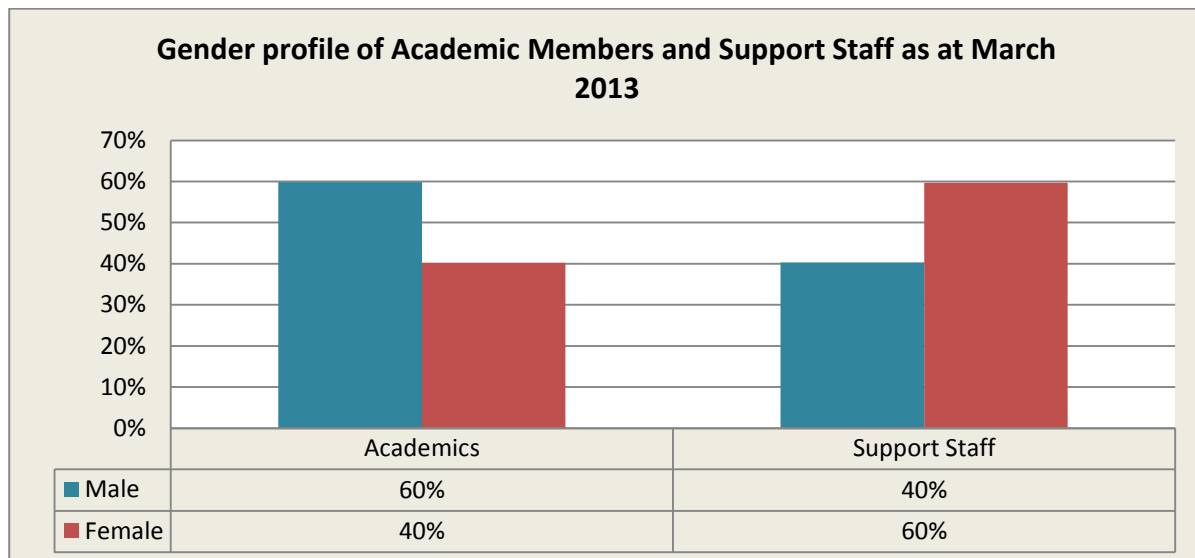
100% of applicants provided equal opportunities data about their ethnicity as follows:
White 83%, BME 14%, and Data withheld 3%.

4. Gender

4.1 College Employment and Association

Overall the College employs equal numbers of women and men. Within the academic community, 40% are female and 60% are male. This ratio is reversed in the Support staff community with 60% being female and 40% male. The membership¹ of Governing Body is currently 36% female and 64% male.

Chart 4. Gender profile of Academic Members and Support Staff as at March 2013



Proportion of population in sample = 100%. Source: Somerville College Human Resources Department

4.2 Recruitment

The response rate from applicants to providing information about their gender was 100%. Of these, 65% were female and 35% were male.

(Note: some academic appointments are administered by the relevant University department and the successful candidate is appointed to the academic staff of Somerville College. The equal opportunities data for these appointments is collected by the University and at this time is not available to the College. Therefore the proportion of female to male candidates compared to female to male academic employees above is neither an accurate nor useful comparison.)

5. Religion, belief, and lack of belief

5.1 College Employment and Association

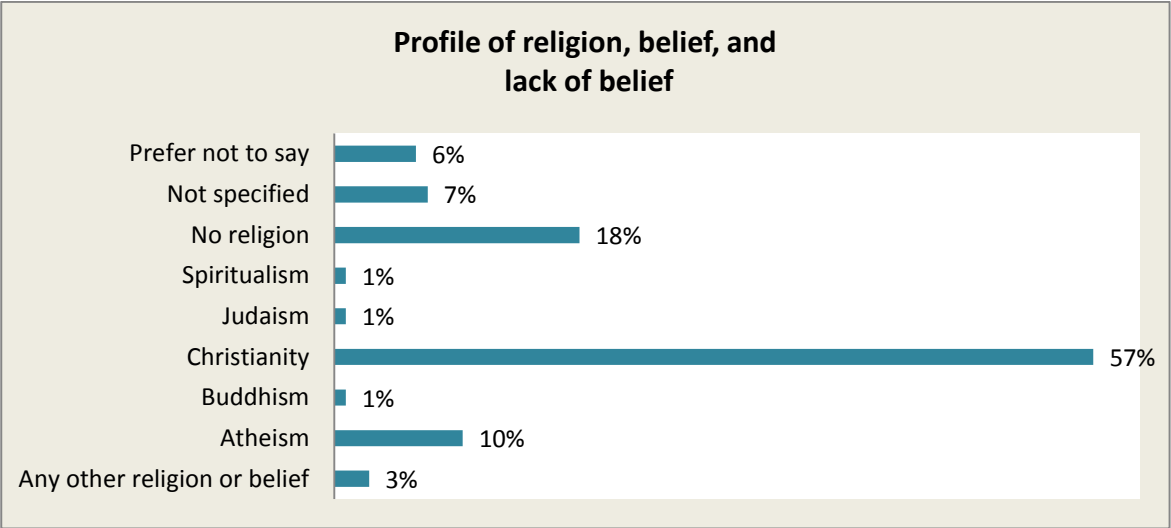
Data about religion, belief, and lack of belief was not collected prior to the equal opportunities monitoring exercise in Michaelmas Term 2012.

5.2 Recruitment

No data about religion, belief, and lack of belief is available about recruitment.

¹ Governing Body membership comprises Tutorial Fellows, Professorial Fellows, Administrative Fellows, Additional Fellows, and Titular Fellows.

Chart 5. Religion, belief, and lack of belief as at March 2013



Proportion of population in sample = 45%. Source: Somerville College Human Resources Department

Summary

The College will continue to improve mechanisms for gathering and using equality and diversity information, and to widen the equal opportunities data that is published for Academic members and Support staff in line with its stated objectives in its Single Equality Action Plan 2013.