Equality Report

Academic Year 2016-17

Somerville College, Oxford

Contents

1. Introduction

This is Somerville College's equality report for the academic year 2016-17.

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 (2016-17)

The Action Plan for 2015-16 focussed on improving the ratio of females holding academic appointments with the College, and improving the equal opportunity disclosure rates for academic and support staff employed.

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 increased to **54%** in 2015-16 but has slightly decreased to **47%** in 2016-17.

Unconscious Bias training

Commitment to equality and diversity is an important value for Somerville.

The College held further 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.

The one-day workshop '**Understanding and Managing Unconscious Bias', was extended this year to Deputy/Assistant Managers and Supervisor**. This session is specifically designed to ensure all our managers and supervisors are able to lead by good example, identify inappropriate behaviour when it occurs and have the confidence to take prompt action to stop it.

3. Action Plan for 2017

Continue working to increase number of females holding academic posts.

Analyse the pay rates for male and females employed and publish a gender pay gap report.

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

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[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 2016 to 31 July 2017.   The College conducted a total of 35 recruitment processes for College-only appointments, four of which were for academic posts and 31 for support staff posts.

A further four recruitment processes were carried out by the University of Oxford for joint appointments between the University of Oxford and Somerville College. No equal opportunity monitoring data is available for these recruitment processes of the purposes of this report as this is carried out by the University.

In total 379 applications were received and 199 equal opportunity monitoring forms were returned, a response rate of **55.5%**. This is a significant reduction in the response rate of 73% from the 2015-16.

This may be attributed to the very low response rate for two of the academic posts in particular which was very poor: Associate Professorship in Linguistics 17% and Associate Professorship in Philosophy 23%. The HR team will review how this may be improved in future recruitment processes.

Appointments

For the period from 1 November 2016 to 30 October 2017, a total of **110** people were appointed through a formal selection or nomination process (73 academics and 37 support staff). There were a further 118 casual workers appointed but for whom equal opportunity data is not available.

Employee data

The data for academic and support staff employed was taken from a snapshot from the human resources database on **16 October 2017**.   On that date there were **284** employed staff in post (excluding casual workers) of which 161 held academic appointments (stipendiary and non-stipendiary) and 123 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.
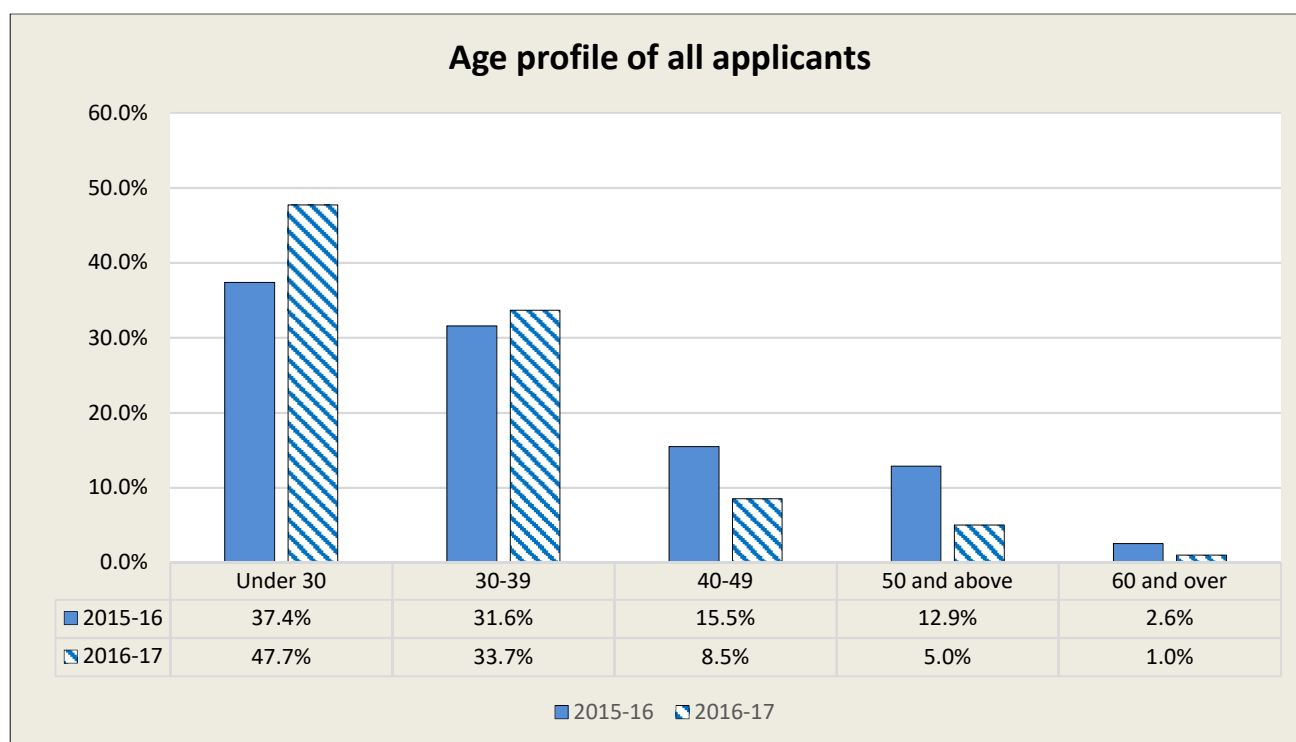
5. Recruitment data

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. This year the response rate from the four academic posts was much lower than in previous years and therefore the actual percentages will be greater or smaller than the figures in this report show. The response rate from applications for support staff posts was consistent with previous years. Response rates varied according to the protected characteristic type.

5.1 Applicant Age

The response rate of all applicants who declared their age at the recruitment stage this year was **100%** (93.4% in 2015-16). Of those who declared their age, 82% were under the age of 40.

5.1.1   All applicants by age group (Aug 2016 – July 2017)

Age profile of all applicants

	Under 30	30-39	40-49	50 and above	60 and over
2015-16	37.4%	31.6%	15.5%	12.9%	2.6%
2016-17	47.7%	33.7%	8.5%	5.0%	1.0%

5.2 Applicant Disability

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

Of applicants who provided a response, **7%** declared a disability (8.2% in 2015-16) and **0.5%** of all applicants preferred not to say.
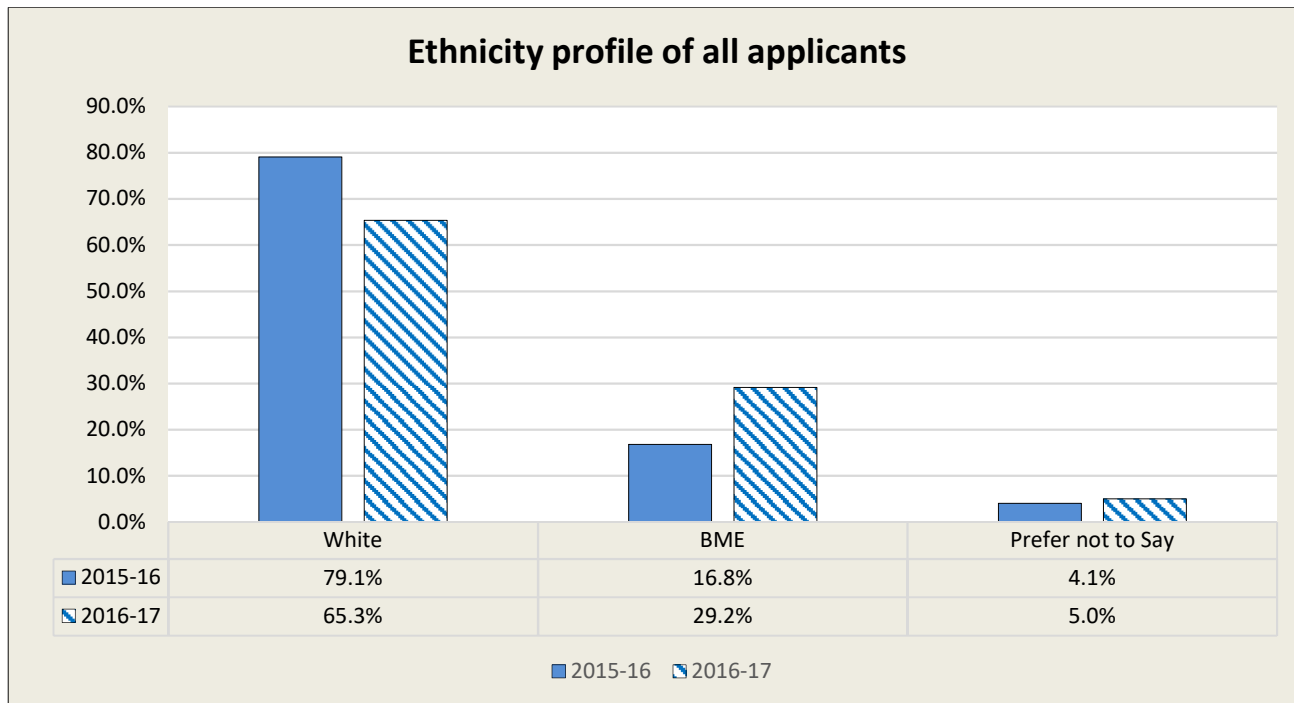
5.2.1 Disabilities declared by applicants (Aug 2016 – July 2017)

	Disability response rate	Disability declared
Academic	100.0%	3.4%
Support	99.0%	10.0%
Total	99.5%	7.0%

5.3 Applicant Ethnicity

The overall response rate for ethnicity was **99.5%** compared to 100% in 2015-16. In total **65.3%** of all applicants identified as being White, **29.2%** as Black and Ethnic Minority (BME), and **5%** preferred not to say.

5.3.1   Ethnicity of all applicants by (Aug 2016 – July 2017)

Ethnicity profile of all applicants

	White	BME	Prefer not to Say
2015-16	79.1%	16.8%	4.1%
2016-17	65.3%	29.2%	5.0%

5.4 Applicant Gender

Overall **97%** of applicants declared their gender with 3% preferring not to say. This compares to an overall response rate of 100% in 2015-16.   Of the total number of applicants who responded, 49.2% were female and 47.7% were male.

5.4.1   All applicants by gender (Aug 2016 – July 2017)

Gender profile of all applicants

	Male 2016-17	Female 2016-17	Male 2015-16	Female 2015-16
Academic	47.2%	49.4%	53.2%	47.8%
Support	48.2%	49.1%	41.0%	45.4%
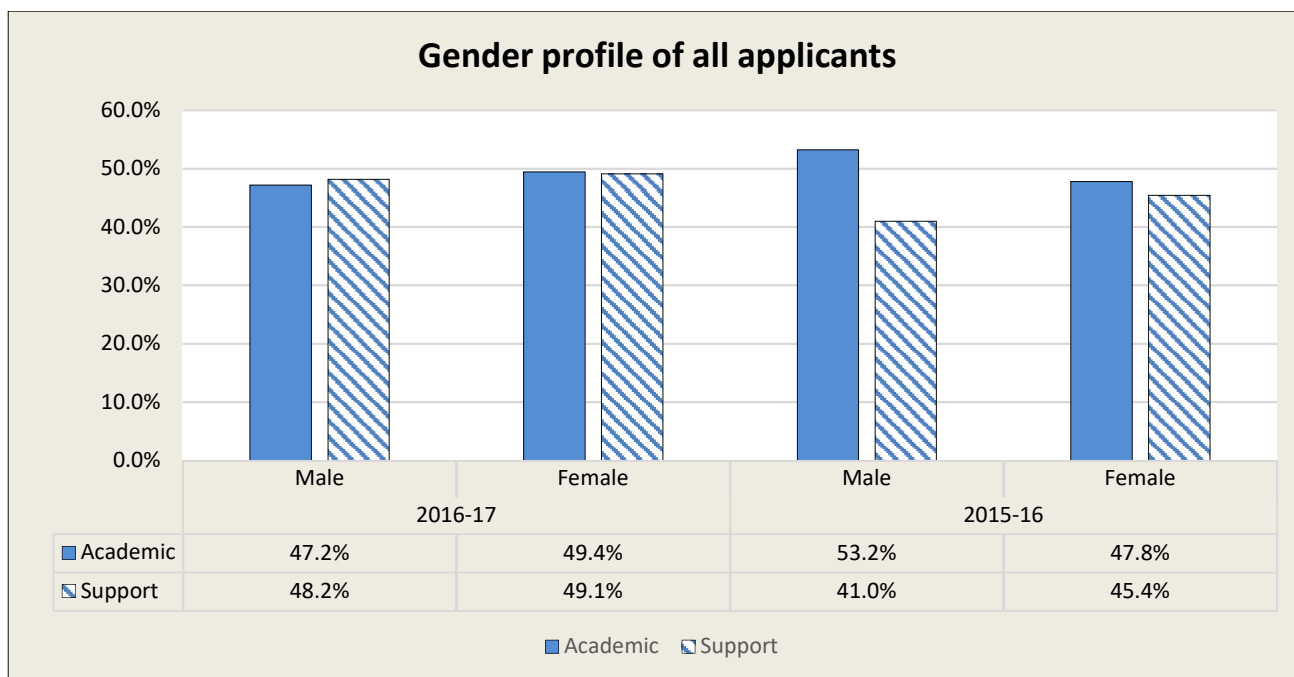
It may be worth noting that one of the academic posts recruited to was an Associate Professorship in Philosophy with a specialism in feminist philosophy and all applicants were female (although the total number of applicants was small).

5.5 Applicant Nationality

100% of all applicants completed this section of the equal opportunities form regarding their nationality of whom 4% 'preferred not to say'.

Of the data held, **32**% of applicants to **academic** posts were from the UK, **19**% from the European Union, and **43**% were international applicants. The recruitment for the two junior research fellowships that took place this year (Fulford and Mary Ewart) meant that overall a higher proportion applications were received from international applicants. Compared to last year, 2015-16, of the data held, **22**% of applicants to **academic** posts were from the UK, **62**% from the European Union, and **16**% were international applicants.

Applicants for support staff posts were **62**% from the UK, **20**% from the EU, and **15**% international applicants. This is consistent with last year (2015-16) where **58**% were from the UK, 28% from the EU, and 14% were international applicants.

5.5.1 Nationality declared by applicants (Aug 2016 – July 2017)
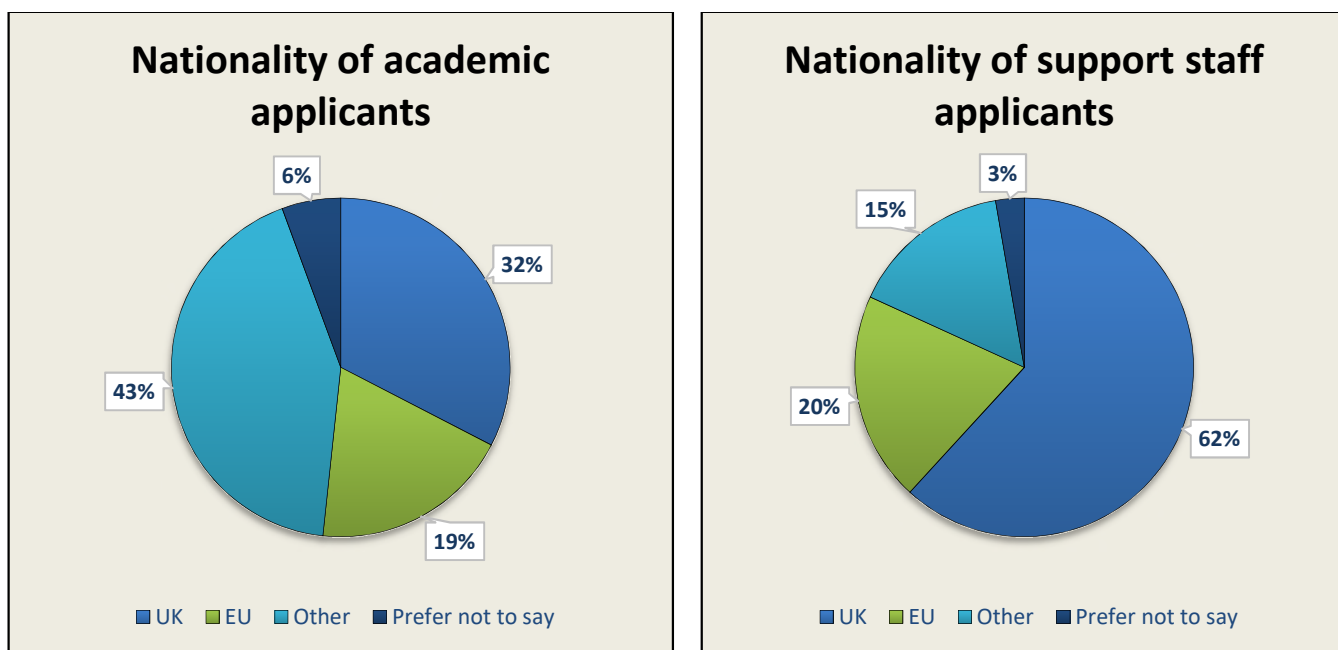
5.6 Applicant Religion and belief

The response rate of applicants who declared their religion, belief, or lack of belief was **99**% of whom **12.7**% preferred not to say.

5.6.1 Religion declared by applicants (Aug 2016 – July 2017)

Religion	Total
Prefer not to say	12.7%
Atheism	11.7%
Buddhism	2.5%
Christianity	35.0%
Hinduism	1.5%
Islam	3.0%

Religion	Total
Jainism	0.0%
Judaism	1.5%
Sikhism	0.0%
Spiritualism	0.5%
Any other religion	0.5%
No religion	31.0%

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 2016 to 31 October 2017

Age group	2016-17			2015-16		
	Academic	Support	Total	Academic	Support	Total
Under 30	28.2%	32.4%	29.6%	33.3%	29.4%	31.4%
30-39	52.1%	21.6%	41.7%	48.1%	29.4%	39.0%
40-49	14.1%	27.0%	18.5%	14.8%	11.8%	13.3%
50-59	2.8%	10.8%	5.6%	3.7%	19.6%	11.4%
60 and over	2.8%	8.1%	4.6%	0.0%	9.8%	4.8%

6.2 Disability (appointments)

Of those appointed who provided data about disability, **9.4**% declared a disability (6.4% in 2015-16) and 4.2% preferred not to say (**1.8**%% in 2015-16).

6.3 Ethnicity (appointments)

Of those appointed who provided data about their ethnicity, a total of **75.3%** identified their ethnicity as white, **23.7%** as BME, and **1.1%** preferred not to say.

6.3.1 Ethnicity declared by employees appointed 1 November 2016 to 30 October 2017

Ethnicity	2016-17			2015-16		
	White	BME	Prefer not to say	White	BME	Prefer not to say
Academic	79.0%	19.4%	1.6%	83.3%	13.9%	2.8%
Support	67.7%	32.3%	0.0%	78.3%	19.6%	2.2%
Total	75.3%	23.7%	1.1%	80.5%	17.1%	2.4%

6.4 Gender (appointments)

In total, of those appointed who provided data about their gender, **56%** were female and **44%** were male. There were differences between the two employee groups as shown below.

6.4.1 Gender declared by employees appointed from 1 November 2016 to 30 October 2017

Gender - appointments 2016-17

	Academic	Support	Total
■ Female	47%	76%	56%
□ Male	53%	24%	44%
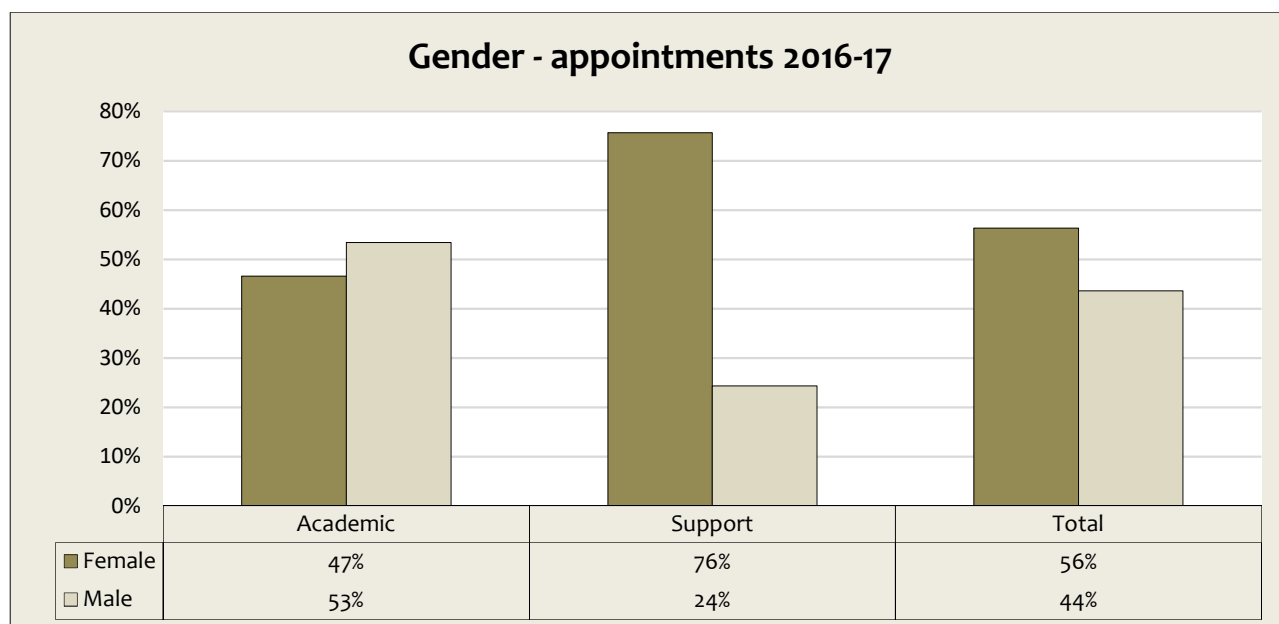
There has been slight decrease in the number of females appointed to academic posts this year at **47%**. This compares to 54% in 2015-16, and 44% in 2014-15.

6.5 Nationality (appointments)

In total, of those appointed who provided data about their nationality for equality monitoring purposes, **52%** were from the UK (56% in 2016-17), **29%** from the European Union (**34%** in 2015-16), and 18% from outside of the EU (10% in 2015-16).

In terms of academic appointments, **48%** were from the UK, **28%** from the EU, and **22%** from outside of the EU.

6.5.1 Nationality declared by employees appointed 1 November 2016 to 30 October 2017

	Academic	Support	Total
UK	48%	58%	52%
EU	28%	30%	29%
Non EU	22%	12%	18%
Prefer not to say	2%	0%	1%

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 2016 to 30 October 2017
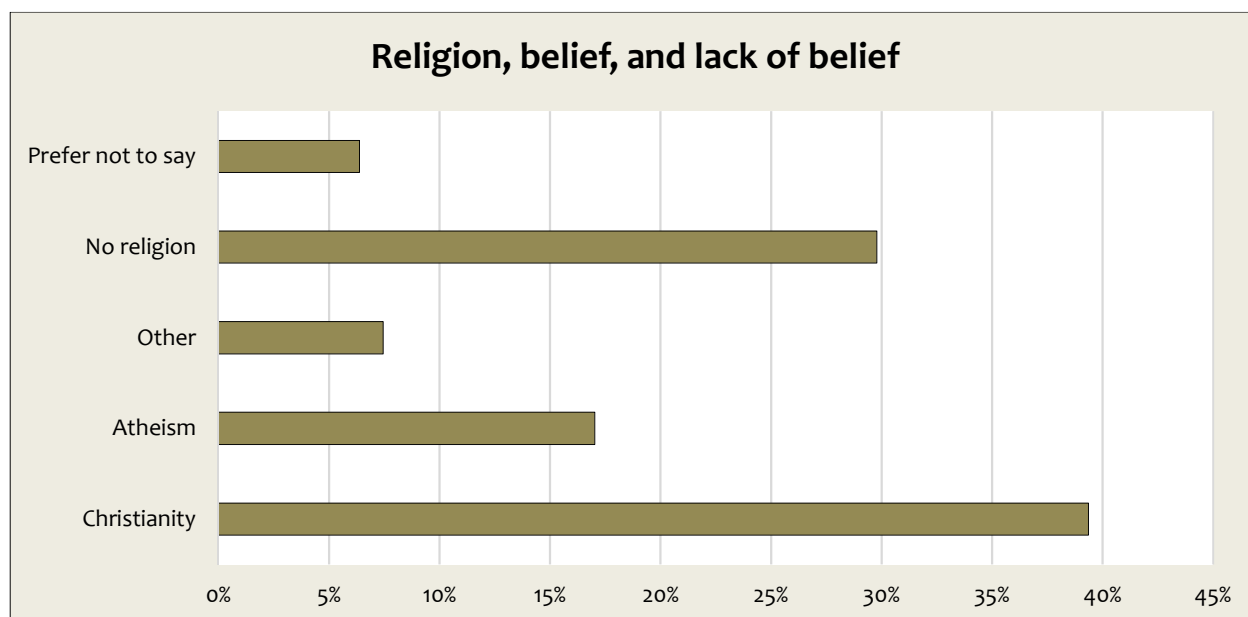
7. Employee Data

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 2016 employee snapshot.

7.1.1 Age of academics and support staff as at 16 October 2017

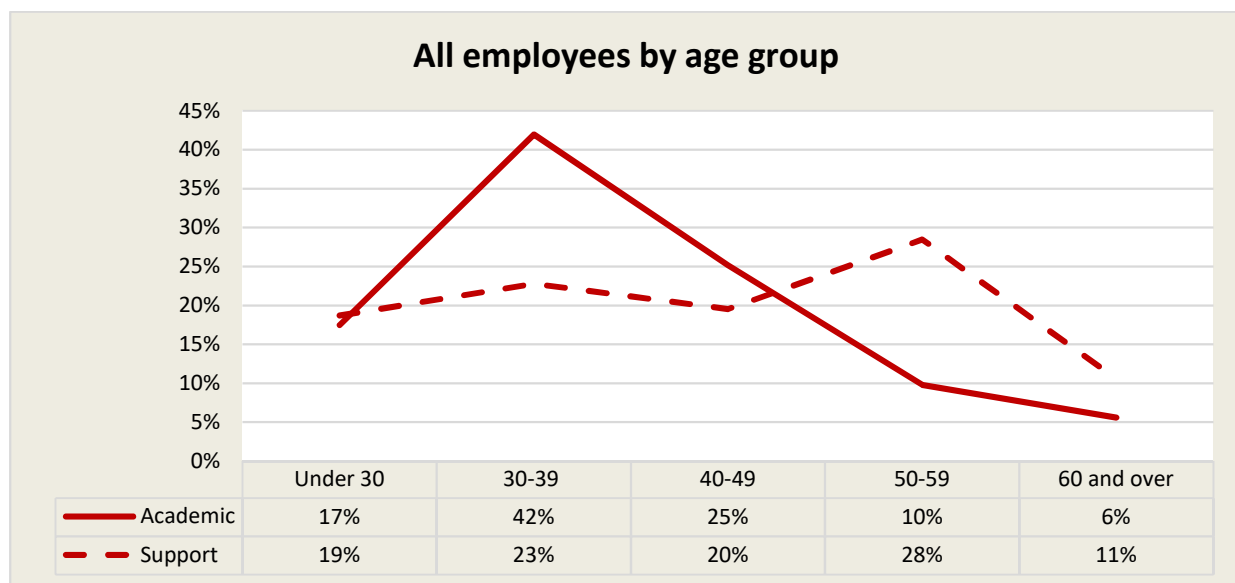**All employees by age group**

	Under 30	30-39	40-49	50-59	60 and over
Academic	17%	42%	25%	10%	6%
Support	19%	23%	20%	28%	11%

7.2 Disability

From the data available, **11%** of all academic and support staff have declared a disability. This compares to 12% in 2016 and 10% in 2015.

7.3 Ethnicity

From the data held, in total 78.9% of academics and support staff identify as White, 19.7% as Black and Ethnic Minority, and 1.4% prefer not to say. Ethnicity data is held for 75.0% of academics and staff (70.6% of academics and 81.3% 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 16 October 2017

	Academic		Support Staff		Total	
	2016-17	2015-16	**2016-17**	2015-16	**2016-17**	2015-16
White	**82.3%**	87.7%	**75.0%**	80.60%	**78.9%**	83.90%
Black and Ethnic Minority	**16.8%**	11.1%	**23.0%**	17.20%	**19.7%**	14.40%
Prefer not to say	**0.9%**	1.2%	**2.0%**	2.20%	**1.4%**	1.70%

7.4 Gender

As at 16 October 2017 the data snapshot shows that the total number of academic and support staff are **52**% female and **48**% male.

The proportion of females holding academic posts is **42**% which is consistent with 43% in 2015-16.

7.4.1 Gender of academics and support staff as at 16 October 2017
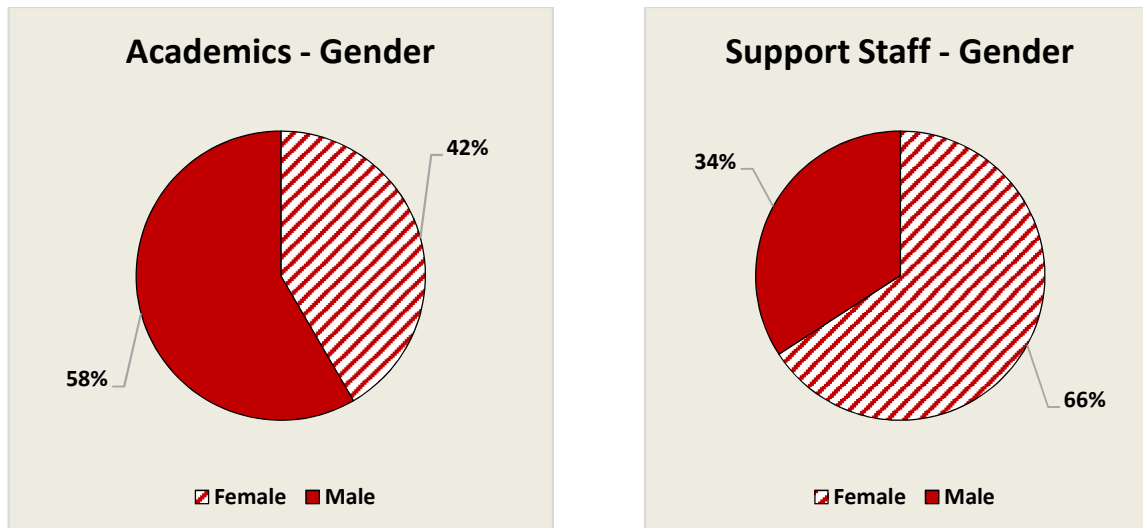
Governing Body Membership

The gender profile Governing Body as at October 2017 is **42**% female and **58**% male. Since 2014, the proportion of female members in Governing Body has increased by 6%.

7.4.2 Gender profile of Governing Body members as at 16 October 2016

Gender profile of Governing Body

	2014	2015	2016	2017
Female	36%	35%	39%	42%
Male	66%	65%	61%	58%
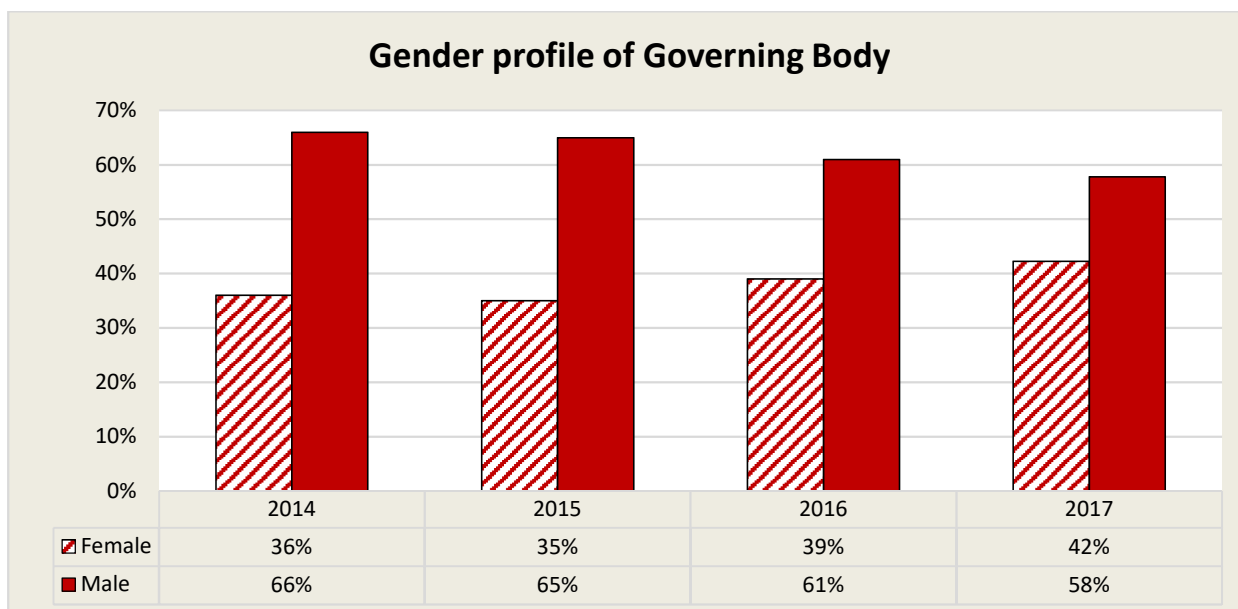
7.5 Nationality

7.5.1 Nationality of academics and support staff as at 16 October 2017

	Academic	Support	Total
UK	53.4%	68.6%	62.6%
EU	30.8%	19.8%	24.1%
Non-EU	15.8%	11.6%	13.2%

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 relates to applications made in October 2015 for standard entry in 2016.   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 2016

Age	University of Oxford		Somerville College	
	Number	Success Rate	Number	Success Rate
Under 21	18,358	17.3%	544	14.5%
21 and over	779	17.0%	12	8.3%

8.1.2 Disability

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

Disability profile of undergraduate application for standard entry in 2016

Disability	University of Oxford		Somerville College	
	Number	Success Rate	Number	Success Rate
No disability	18,024	17.0%	516	14.0%
SpLD	439	17.8%	15	40.0%
Other disability	674	18.7%	25	8.0%
Total	19,137	17.0%	556	14.4%

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	2,547	15.5%	74	23.0%
White	8,900	24.5%	236	18.6%
Unknown	744	5.5%	18	5.6%
Total	12,191	21.6%	328	18.9%

8.1.4 Gender

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

Gender profile of undergraduate application for standard entry in 2016

Gender	University of Oxford		Somerville College	
	Number	Success Rate	Number	Success Rate
Female	9,543	16.3%	304	14.1%
Male	9,594	17.8%	352	14.7%
Total	19,137	17.0%	556	14.4%

8.2 Student Populations and On-course Withdrawals

The data below reflects that which was recorded on OSS at the time of the December 2016 Student Statistics snapshot. The academic year has been matched to the HESA reporting year, commencing August. Note therefore that withdrawals for 2016/17 do not reflect a complete year.

8.2.1 Undergraduates

Disability profile of undergraduate withdrawals for 2016/17

Withdrawals	University of Oxford				Somerville College			
	No. on course	%	No. of withdrawals	% withdrawals	No. on course	%	No. of withdrawals	% withdrawals
No disability	10,287	87.7%	34	0.3%	345	86.3%	1	0.3%
SpLD	519	4.4%	4	0.8%	24	6.0%	0	0.0%
Other disability	922	7.9%	11	1.2%	31	7.7%	0	0.0%
Total	11,728		49	0.4%	400		1	0.3%

Data source: Annual Programme Statistics, Student Statistics Snapshot (December 2016)

Ethnicity profile of undergraduate withdrawals for 2016/17

Withdrawals	University of Oxford				Somerville College			
	No. on course	%	No. of withdrawals	% withdrawals	No. on course	%	No. of withdrawals	% withdrawals
BME	2,455	20.9%	12	0.5%	94	23.5%	0	0.0%
White	9,046	77.1%	35	0.4%	305	76.3%	1	0.3%
Unknown	175	1.5%	2	1.1%	1	0.3%	0	0.0%
Total	11,728		49	0.4%	400		0	0.0%

Data source: Annual Programme Statistics, Student Statistics Snapshot (December 2016)

Gender profile of undergraduate withdrawals for 2016/17

Gender	University of Oxford				Somerville College			
	No. on course	%	No. of withdrawals	% withdrawals	No. on course	%	No. of withdrawals	% withdrawals
Female	5,496	46.9%	29	0.5%	202	53.2%	0	0.0%
Male	6,232	53.1%	20	0.3%	198	46.8%	1	0.5%
Total	11,728		49	0.4%	400		1	0.3%

Data source: Annual Programme Statistics, Student Statistics Snapshot (December 2016)

8.2.2 Postgraduate Research

Disability profile of postgraduate research withdrawals for 2016/17

Withdrawals	University of Oxford				Somerville College			
	No. on course	%	No. of withdrawals	% withdrawals	No. on course	%	No. of withdrawals	% withdrawals
No disability	5,320	90.2%	24	0.5%	99	92.5%	0	0.0%
SpLD	173	2.9%	2	1.2%	2	1.9%	0	0.0%
Other disability	407	6.9%	2	0.5%	6	5.6%	0	0.0%
Total	5,900		28	0.5%	107		0	0.0%

Data source: Annual Programme Statistics, Student Statistics Snapshot (December 2016)

Ethnicity profile of postgraduate research withdrawals for 2016/17

Withdrawals	University of Oxford				Somerville College			
	No. on course	%	No. of withdrawals	% withdrawals	No. on course	%	No. of withdrawals	% withdrawals
BME	1,716	29.6%	9	0.5%	31	29.0%	0	0.0%
White	3,992	67.7%	17	0.4%	70	65.4%	0	0.0%
Unknown	192	3.3%	2	1.0%	6	5.6%	0	0.0%
Total	5900		28	0.5%	107		0	0.0%

Data source: Annual Programme Statistics, Student Statistics Snapshot (December 2016)

Gender profile of postgraduate research withdrawals for 2016/17

Gender	University of Oxford				Somerville College			
	No. on course	%	No. of withdrawals	% withdrawals	No. on course	%	No. of withdrawals	% withdrawals
Female	2,467	41.8%	16	0.6%	45	42.0%	0	0.0%
Male	3,433	58.2%	12	0.3%	62	58.0%	0	0.0%
Total	5,900		28	0.5%	107		0	0.0%

Data source: Annual Programme Statistics, Student Statistics Snapshot (December 2016)

8.2.3 Postgraduate Taught

Disability profile of postgraduate taught withdrawals for 2016/17

Withdrawals	University of Oxford				Somerville College			
	No. on course	%	No. of withdrawals	% withdrawals	No. on course	%	No. of withdrawals	% withdrawals
No disability	4,585	90.1%	33	0.7%	68	88.3%	0	0.0%
SpLD	148	2.9%	3	2.0%	1	1.3%	0	0.0%
Other disability	308	6.1%	1	0.3%	8	10.4%	0	0.0%
Total	5,041		37	0.7%	77		0	0.0%

Data source: Annual Programme Statistics, Student Statistics Snapshot (December 2016)

Ethnicity profile of postgraduate taught withdrawals for 2016/17

Withdrawals	University of Oxford				Somerville College			
	No. on course	%	No. of withdrawals	% withdrawals	No. on course	%	No. of withdrawals	% withdrawals
BME	1,728	34.3%	11	0.6%	35	45.5%	0	0.0%
White	3,318	62.2%	24	0.8%	40	52.0%	0	0.0%
Unknown	175	3.5%	2	1.1%	2	2.6%	0	0.0%
Total	5,041		37	0.7%	77		0	0.0%

Data source: Annual Programme Statistics, Student Statistics Snapshot (December 2016)

Gender profile of postgraduate taught withdrawals for 2016/17

Gender	University of Oxford				Somerville College			
	No. on course	%	No. of withdrawals	% withdrawals	No. on course	%	No. of withdrawals	% withdrawals
Female	2,268	45.0%	13	0.6%	41	53.2%	0	0.0%
Male	2,773	55.0%	24	0.9%	36	46.8%	0	0.0%
Total	5,041		37	0.7%	77		0	0.0%

Data source: Annual Programme Statistics, Student Statistics Snapshot (December 2016)