



SOMERVILLE
COLLEGE
UNIVERSITY OF OXFORD

Equality Report

Academic Year 2021-22

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1. Introduction

This is Somerville College's equality report for the academic year 2021-22.

The data relates to the academic community (stipendiary and non-stipendiary), support staff, and undergraduate and postgraduate students.

The report has been prepared by the Human Resources Department and the Academic Office, and has been approved by Governing Body.

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.)

Applicant data is collected anonymously at the point of application. Employee data is then collected upon joining the College and held in the HR system. While data is reviewed and analysed anonymously, our processes allow applicant, appointment and employee data to be separated so that relevant monitoring and assessment can take place.

This report covers sex, age, ethnicity and disability. As a smaller organisation, we believe there is a high risk of individuals being identified if some of the analysed data is published. Nevertheless, full anonymised data is available for internal use if necessary.

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

2. Review of the academic year (2021-22)

The Equality and Diversity Working Group has continued to review our priorities and policies and its membership has expanded to include a wider range of student representatives which is enabling us to take a whole-community approach to E&D issues.

Recruitment continues to be challenging, particularly for roles in operational areas such as the Nursery, Catering, Housekeeping and the Lodge. A significant number of posts have required re-advertising, open-ended recruitment or the use of agencies or casual staff.

2.1 Action plan for the coming year

The proposed upgrade of the HR system is due to take place across the summer of 2023 and it is planned to include recruitment and onboarding modules which will greatly reduce the manual work currently required to collect and monitor equality data. The new modules should also allow applicants and incoming employees to self-report and update their information enabling more accurate and current data to be maintained.

Further training, such as mental health awareness is planned and options are being considered for other equality-related training and workshops to be made available to all staff.

3. Equal opportunities data

3.1 Recruitment data

Data relates to vacancies advertised between 1 August 2021 to 31 July 2022 inclusive. During that period 48 College-led recruitment exercises were conducted, a significant increase from last year's 26. These include re-advertisements. 9 recruitment processes were for academic posts and 39 for support staff posts. Of those support staff recruitment exercises, 6 resulted in re-advertisement because of a lack of applicants or candidates withdrawing at a late stage

It should be noted that where Somerville does not lead the recruitment process equal opportunities data is not collected as monitoring is carried out by the University.

427 applications were received and 287 equal opportunity monitoring forms were returned - a response rate of **67.2%** - an encouragingly higher response rate than last year (41.4%). A higher proportion of recruitment exercises in this period were for permanent or fixed-term posts and applicants for these tend to produce a higher return rate for monitoring forms than those for casual roles.

3.2 Appointments

Between 1 August 2021 and 31 July 2022 **56** people were appointed through a selection or nomination process (23 academics and 33 support staff). This is an increase from last year's 36 appointments. 86 casual workers were engaged across the period.

3.3 Employee data

Data for academic and support staff employed was taken from a snapshot from the human resources database on **16 October 2022**. On that date there were **303** employed staff in post (excluding casual workers) of which 176 held academic appointments (stipendiary and non-stipendiary) and 127 held support staff posts.

3.4 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.

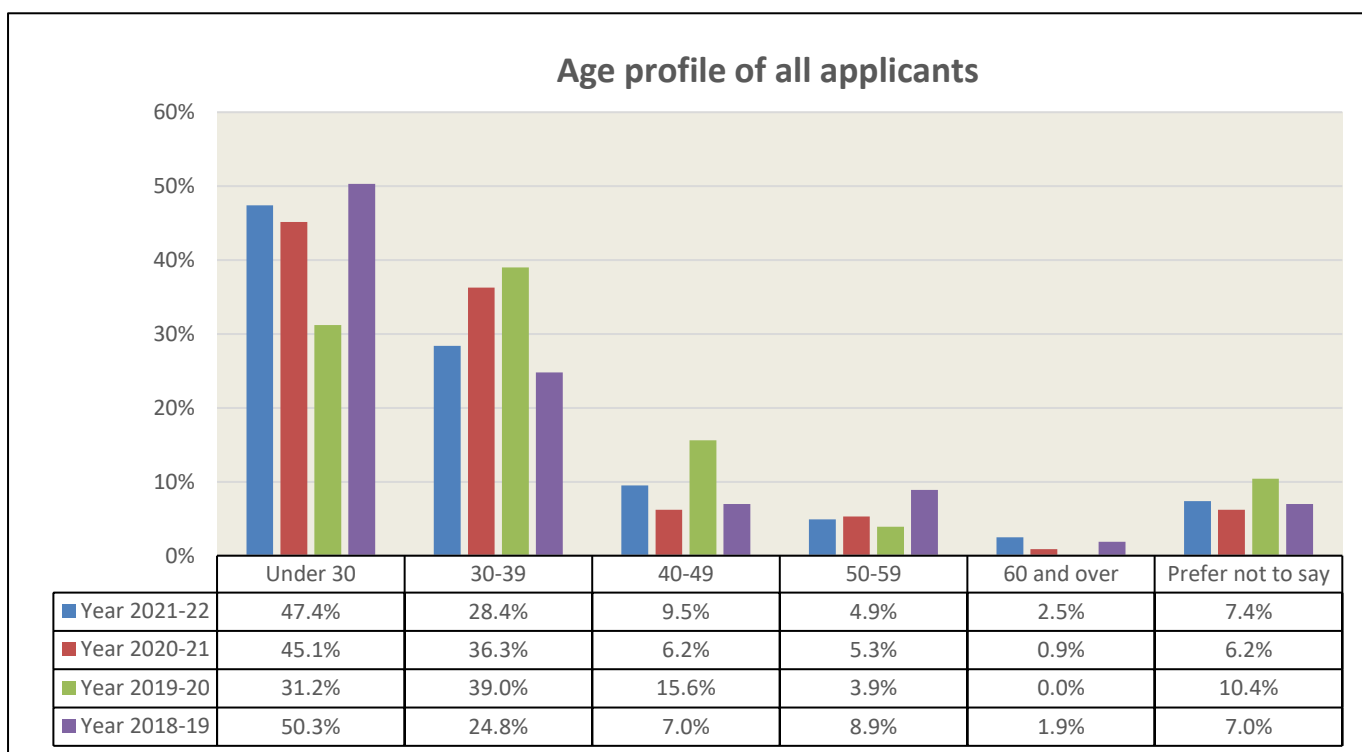
4. Recruitment data

4.1 Applicant age

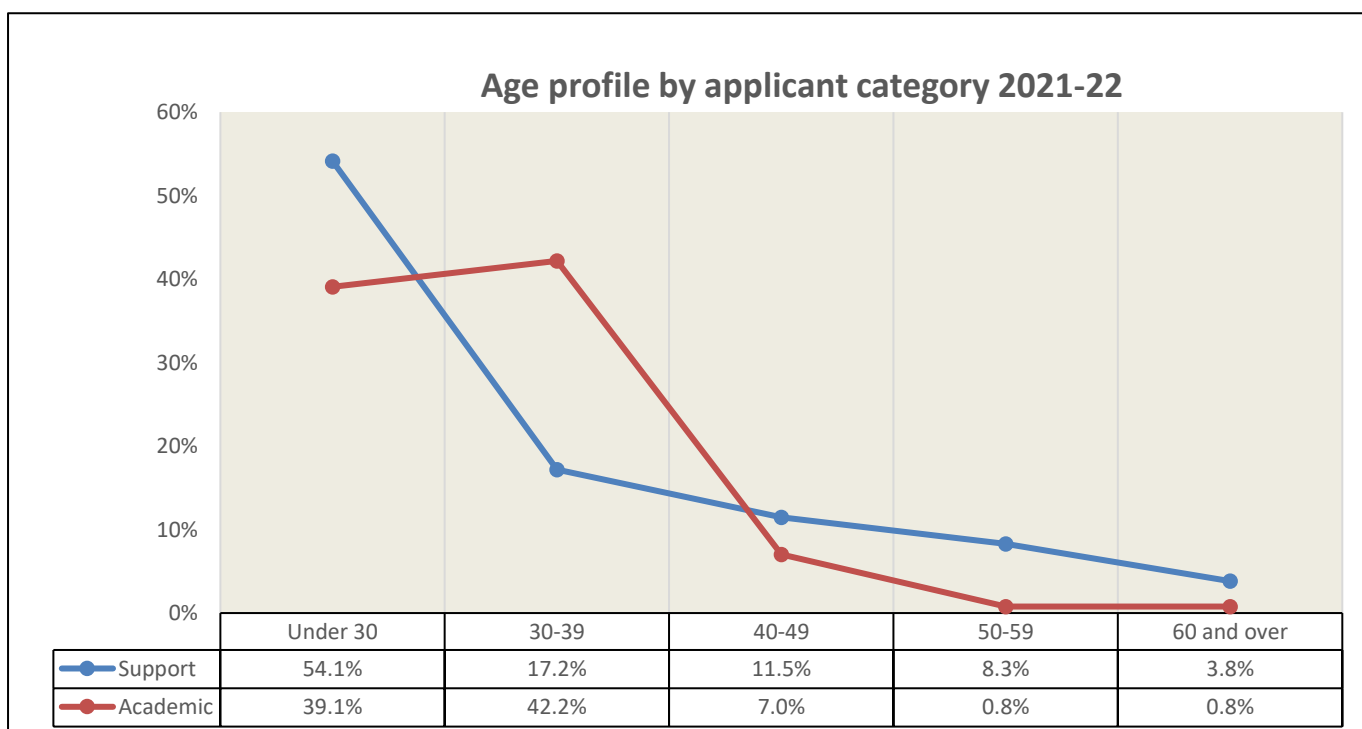
92.6% of respondents confirmed their age during the monitoring period. The largest group overall were the under 30s, with 47.4% of all respondents in this age group. When broken down by category, the largest age group for applicants for academic posts were the 30–39-year-olds with 42.4% of applicants in that range. The increase in the number of support staff applicants in the over

60 group was largely driven by applicants for casual roles, particularly in areas such as the Lodge, and Housekeeping.

4.1.1 All applicants by age group (2018 – 2022)



4.1.2 Age profile by applicant category (August 2021 – July 2022)



4.2 Applicant disability

96.9% of those who returned monitoring forms completed the section on disability.

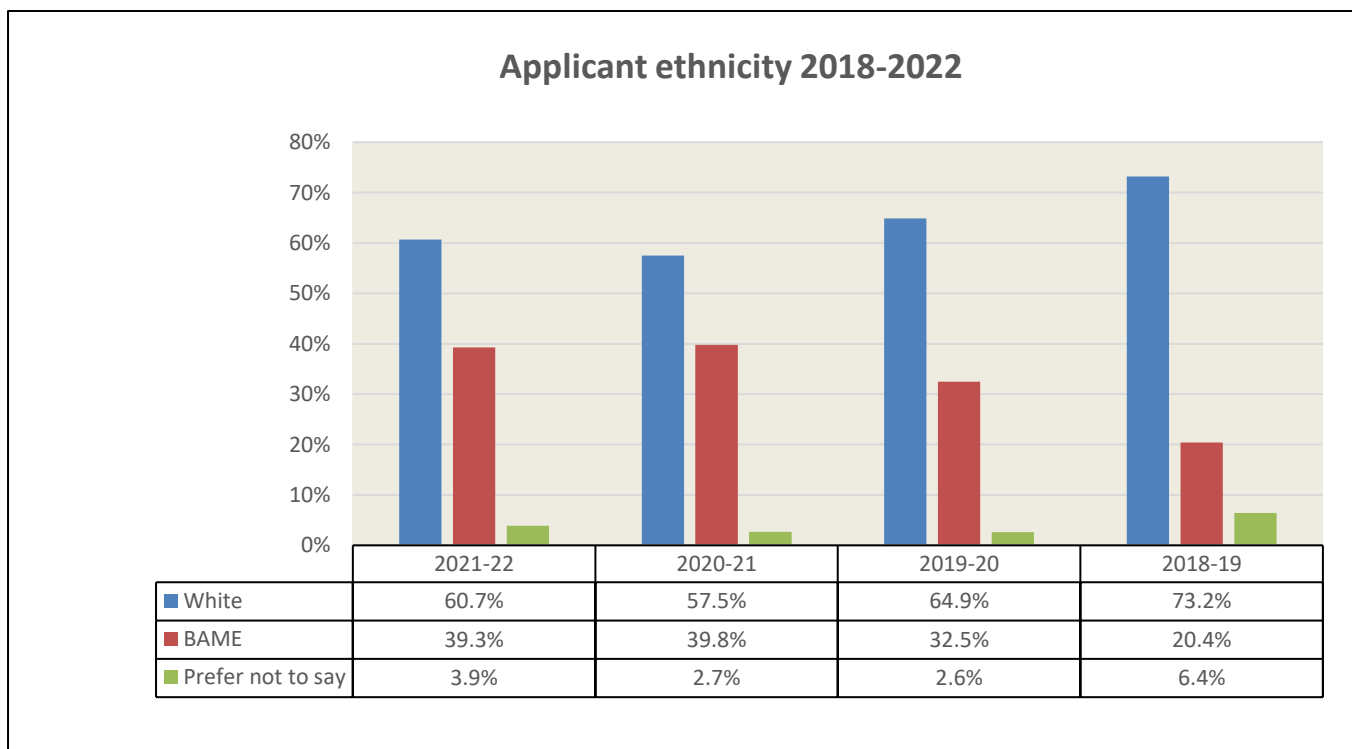
10.1% declared a disability (10.8% in 20-21) and **6.1%** of all respondents preferred not to say. Of the disabilities declared, **10%** were mental-health related conditions, a significant decrease from last year's 45.5%. There was, however, a marked increase in disabilities described as 'long-standing' with **25%** of those who declared a disability identifying themselves in this category, compared to 9.1% in 20-21.

The apparent decrease in mental health declarations may be due to individuals re-classifying themselves as having 'long-standing' illnesses or simply as a result of choosing not to declare a condition. It is unlikely to be due to a significant decrease in the actual number of individuals with mental-health related conditions as government and local data indicate that there are still significant numbers of individuals both in-work and seeking work who are experiencing mental health issues. The increase in those reporting long-standing illnesses could be partly due to conditions such as long-covid which, in some cases, will be classified as a disability.

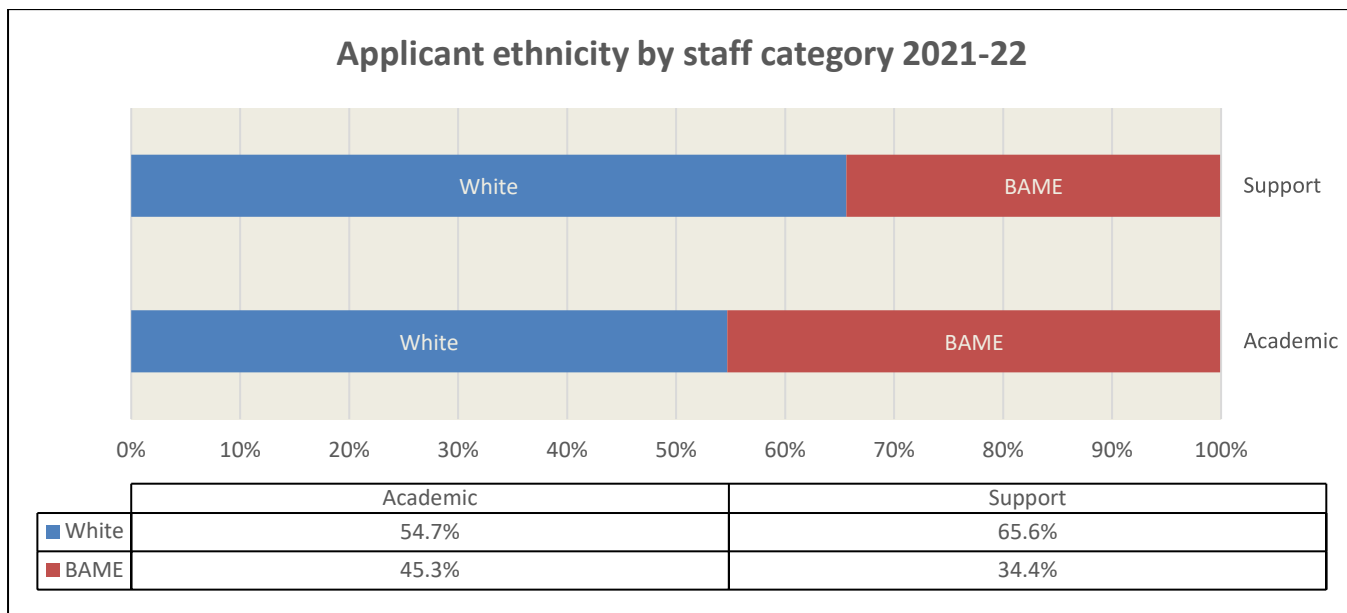
4.3 Applicant ethnicity

99.3% of respondents provided ethnicity data. In total, **60.7%** of applicants identified as being White (64.9% in 2020-21), **39.3%** as Black, Asian and Minority Ethnic (BAME), similar to last year's 39.8%, and **3.9%** preferred not to say. **49.3%** of those applying for academic roles identified as BAME, an increase from 39.8% in the previous year

4.3.1 All applicants by ethnicity (Aug 2020 – July 2021)



4.3.2 Applicant ethnicity by staff category 2021-22

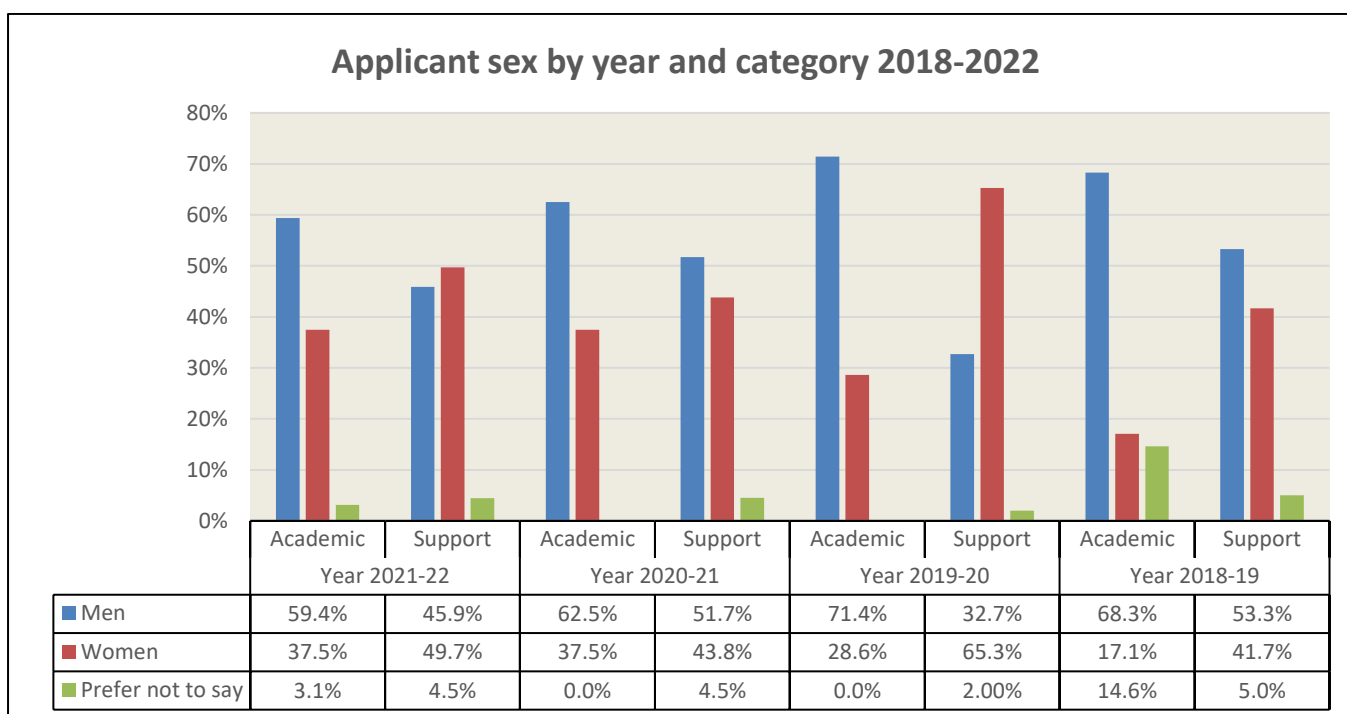


4.4 Applicant sex

As per the reporting requirements of the public sector equality duty, we currently collect information relating to legal sex and applicants are asked to select from ‘man’ or ‘woman’ or ‘prefer not to say’ We do not currently collect separate data relating to gender identity.

99% of respondents responded, with **4%** selecting ‘prefer not to say’. This compares to an overall response rate of 96.5% in 2020-21. Of those who declared their sex, **44%** were women and **52%** were men, compared to last year’s 42.5% women and 54% men.

4.4.1 All applicants by sex (Aug 2018 – July 2022)



5. Appointments

Please note, in all cases below the declaration or response rate refers to the number of people appointed who returned equal opportunities monitoring information and not the overall number of appointments.

5.1 Age

The age range of those appointed over the last year is shown in the table below.

5.1.1 Age of employees appointed 1 August 2021 to 31 July 2021 with previous year comparison

| | 2021-22 | | | 2020-21 | | |
|-------------|----------|---------|-------|----------|---------|-------|
| Age group | Academic | Support | Total | Academic | Support | Total |
| Under 30 | 39.1% | 30.3% | 33.9% | 40.0% | 45.5% | 41.7% |
| 30-39 | 43.5% | 21.2% | 30.4% | 48.0% | 18.2% | 38.9% |
| 40-49 | 8.7% | 30.3% | 21.4% | 12.0% | 18.2% | 13.9% |
| 50-59 | 8.7% | 12.1% | 10.7% | 0.0% | 18.2% | 5.6% |
| 60 and over | 0.0% | 6.1% | 3.6% | 0% | 0% | 0% |

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

5.2 Sex

In total, of those support and academic staff appointed who provided data about their sex, **55.4%** were women and **44.6%** were men, compared to 52.8% and 47.2% respectively in the previous year.

5.2.1 Sex of employees appointed 1 August 2021 to 31 July 2022 with previous year comparison

| Sex | 2021-22 | | 2020-21 | |
|-------|----------|---------|----------|---------|
| | Academic | Support | Academic | Support |
| Women | 39.1% | 66.7% | 40% | 63.60% |
| Men | 60.9% | 33.3% | 60% | 36.40% |

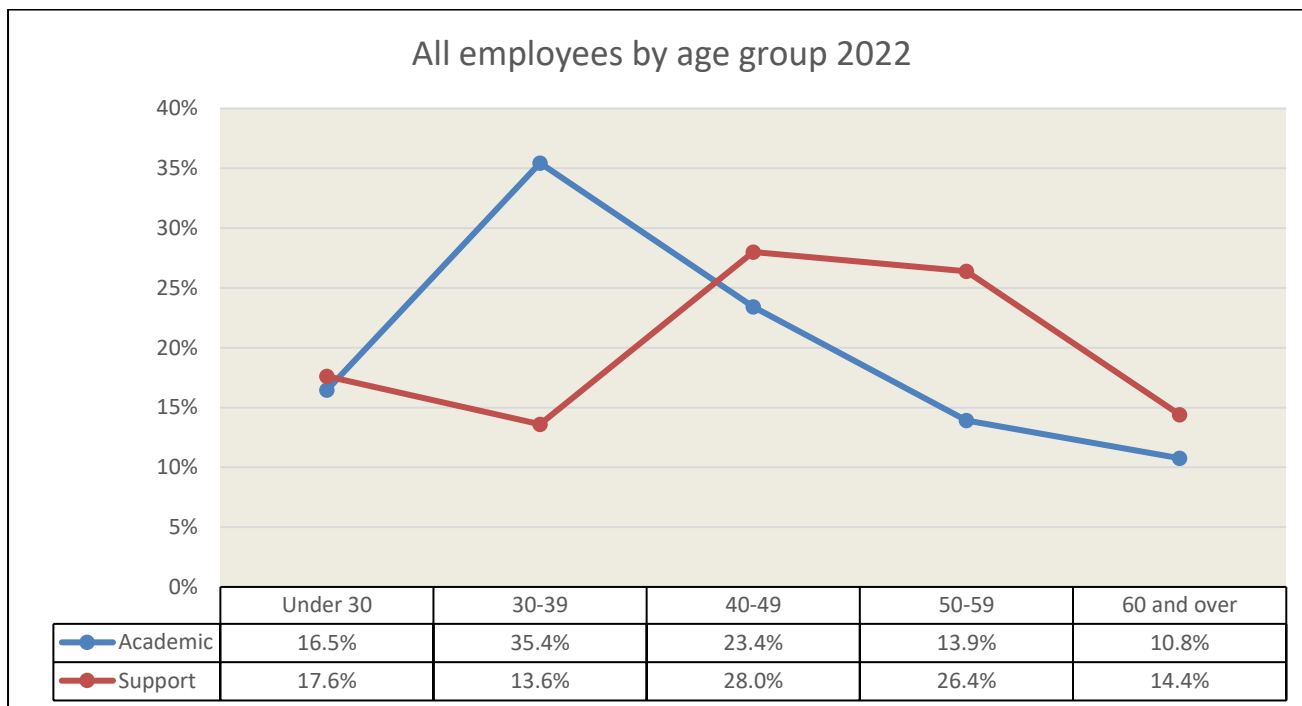
6. Employee data

The data below only reflects information held on the snapshot date of 16 October 2022. Equality data is not held on all employees as providing the information is voluntary.

6.1 Age

From the data available, the age profile of academic and support staff is very similar to the previous 2 years with no significant changes across age groups.

6.1.1 Age of academics and support staff as at 16 October 2022



6.2 Disability

8.8% of staff as at the snapshot date declared a disability, compared to **6.6%** last year, 7.3% in 2020 and 9.2% in 2019. Staff who may develop a disability since being appointed may not be captured in these figures. **25%** of those who have declared that they consider themselves to have a disability have not declared the nature of their condition. Of those who have **18.8%** have listed mental-health related conditions.

6.3 Ethnicity

Data on ethnicity is held for **58.1%** of staff. Of those, **77.7%** of academic and support staff identify as white (79.8% in 2021) and **20.7%** as BAME (19% in 2021).

6.3.1 Ethnicity of academics and support staff as at 16 October 2022

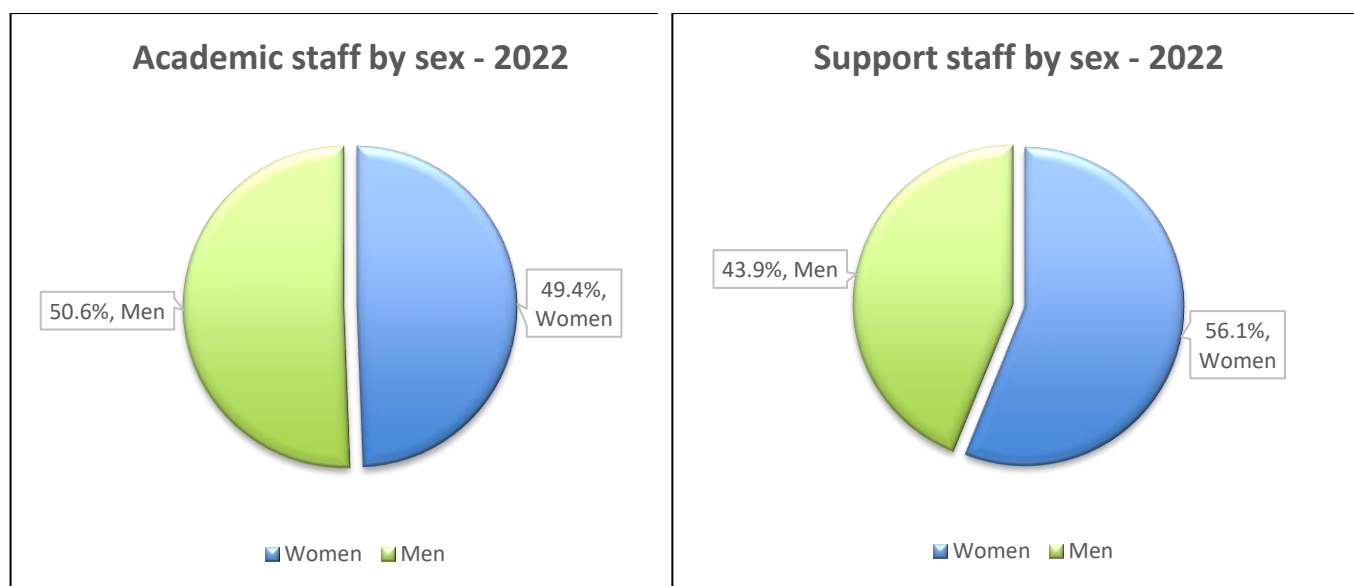
| | Academic | | Support Staff | | Total | |
|--------------------------|----------|-------|---------------|-------|-------|-------|
| | 2022 | 2021 | 2022 | 2021 | 2022 | 2021 |
| White | 77.1% | 82% | 78.6% | 77.0% | 77.7% | 79.8% |
| BAME | 21.1% | 16.9% | 20.0% | 21.6% | 20.7% | 19.0% |
| Prefer not to say | 1.8% | 1.1% | 1.4% | 1.4% | 1.7% | 1.2% |

6.4 Sex

As at 16 October 2022 the data snapshot shows that the total number of academic and support staff are **56.1%** women and **43.9%** men, compared to 54% women and 46% men last year.

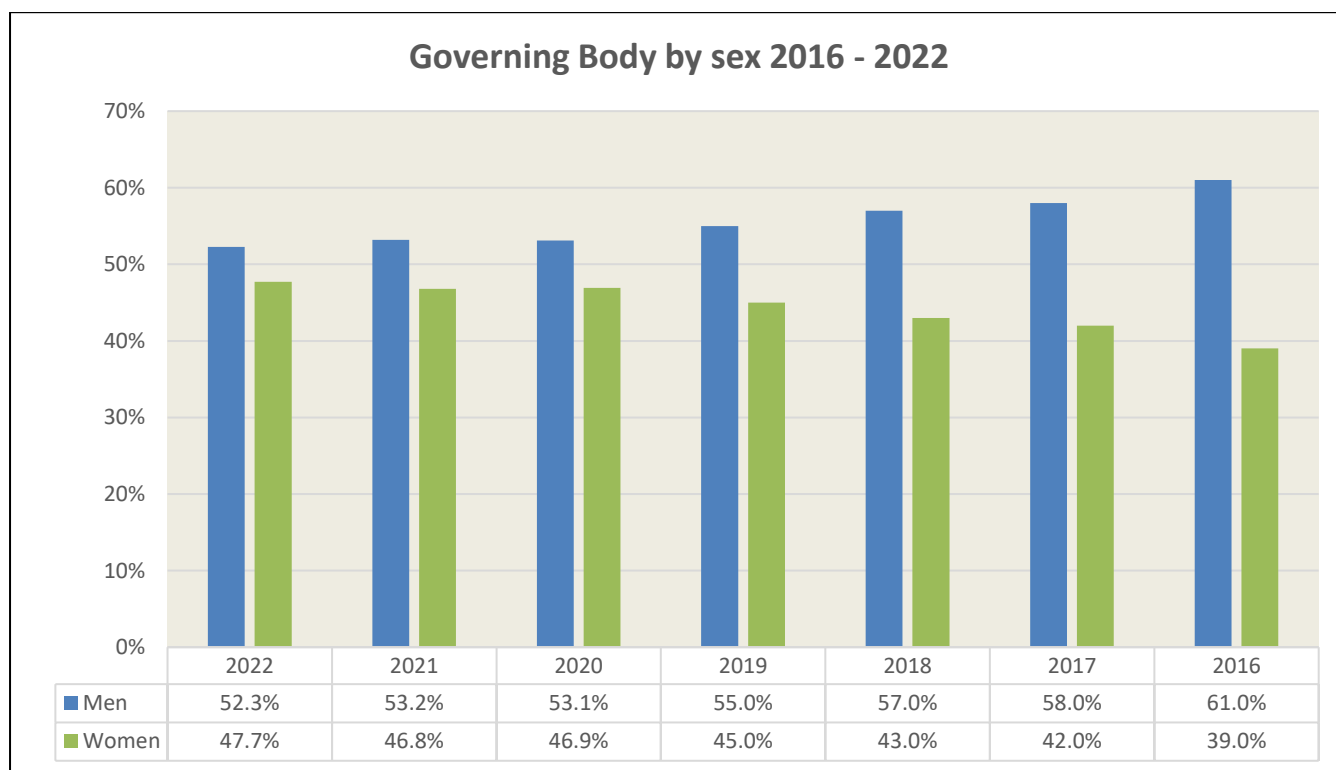
The proportion of women holding academic posts is **49.4%**, an increase from last year's 47.4%.

6.4.1 Academics and support staff by sex as at 16 October 2022



The Governing Body profile as at October 2022 is **47.7%** women and **52.3%** men, compared to **46.8%** and **53.2%** respectively last year.

6.4.2 Governing Body members by sex 2016-2022



7 Student applicant data

The following tables show comparisons between Somerville and the University on admission, student population and on-course withdrawals for various protected characteristics. There is no significant evidence for Somerville doing less well in any measure than the University.

All data comes from that prepared centrally from the Student Data Management and Analysis, and Graduate Admissions, teams, is centrally published and available for comparison.¹ The data excludes applications made for Graduate Entry Medicine, which are not included in the undergraduate statistics produced by the central data teams.

The data relates to applications made in October 2020 for standard entry in 2021 (UCAS Cycle 2021). The definition of success rate for the University is defined by an applicant being accepted onto a course, regardless of which college accepts them. The figures apply only to applications assigned to Somerville and do not include applicants imported from other Colleges.

7.1 Disability

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

7.1.1 Disability profile of undergraduate application for standard entry in 2021

| | University of Oxford | | Somerville College | |
|----------------------------|----------------------|------------|--------------------|------------|
| | Applications | Offer Rate | Applications | Offer Rate |
| Declared disability | 1,930 | 18.2% | 50 | 18% |
| No known disability | 22,408 | 14.3% | 640 | 16.9% |
| Total | 24,338 | 14.6% | 690 | 17% |

¹ SDMA Report Catalogue can be found [here](#)

7.2 Ethnicity

Only UK applicants are asked for ethnicity: EU and Overseas applicants are excluded from this process. The ethnicities shown below reflect those declared at the time of application (hence including UK students only).

7.2.1 Ethnicity profile of undergraduate application for standard entry in 2021

| | University of Oxford | | Somerville College | |
|------------------|----------------------|------------|--------------------|------------|
| | Applications | Offer Rate | Applications | Offer Rate |
| BAME | 4,254 | 15.7% | 108 | 23.1% |
| White | 9,408 | 21.8% | 247 | 27.1% |
| Not Known | 739 | 8.4% | 17 | 5.9% |
| Total | 14,401 | 19.3% | 372 | 25% |

7.3 Sex

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

7.3.1 Sex - undergraduate application for standard entry in 2021

| | University of Oxford | | Somerville College | |
|--------------|----------------------|------------|--------------------|------------|
| | Applications | Offer Rate | Applications | Offer Rate |
| Women | 12,370 | 15.3% | 365 | 19.2% |
| Men | 11,968 | 14.5% | 325 | 14.5% |
| Total | 24,338 | 14.6% | 690 | 17% |

8 Student populations

The data below reflects what was recorded on the University's student information system in February 2023. The academic year has been matched to the HESA reporting year, commencing August.

8.1 Disability profile of on course students for academic year 2021/22

In 2021, 122 of Somerville's 680 students had a declared disability (18%)

| Disability Group | University of Oxford | | | | | | Somerville College | | | | |
|-------------------------------------|----------------------|--------------|--------------|------------|---------------|-------------------------|--------------------|------------|------------|------------|-------------------------|
| | UG | PGT | PGR | VRO | Total | % of student population | UG | PGT | PGR | Total | % of student population |
| No known disability | 10,098 | 5,535 | 6,009 | 378 | 22,020 | 83.2% | 348 | 87 | 123 | 558 | 82.1% |
| Other disability | 1,795 | 648 | 806 | 46 | 3,295 | 12.5% | 65 | 12 | 14 | 91 | 13.4% |
| SpLD (Specific Learning Disability) | 686 | 221 | 226 | 7 | 1,140 | 4.3% | 24 | 5 | 2 | 31 | 4.6% |
| Total | 12,579 | 6,404 | 7,041 | 431 | 26,455 | 100% | 437 | 104 | 139 | 680 | 100% |

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

8.2 Ethnicity profile of on course students for academic year 2021/22

| Ethnicity Group | University of Oxford | | | | | | Somerville College | | | | |
|-----------------|----------------------|--------------|--------------|------------|---------------|-------------------------|--------------------|------------|------------|------------|-------------------------|
| | UG | PGT | PGR | VRO | Total | % of student population | UG | PGT | PGR | Total | % of student population |
| BAME | 3,596 | 2,676 | 2,582 | 203 | 9,057 | 34.2% | 113 | 42 | 65 | 220 | 32.4% |
| White | 8,616 | 3,437 | 4,067 | 202 | 16,322 | 61.7% | 311 | 57 | 68 | 436 | 64.1% |
| Unknown | 367 | 291 | 392 | 26 | 1,076 | 4.1% | 13 | 5 | 6 | 24 | 3.5% |
| Total | 12,579 | 6,404 | 7,041 | 431 | 26,455 | 100% | 437 | 104 | 139 | 680 | 100% |

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

8.3 Sex - on course students for academic year 2021/22

| Sex | University of Oxford | | | | | | Somerville College | | | | |
|--------------|----------------------|--------------|--------------|------------|---------------|-------------------------|--------------------|------------|------------|------------|-------------------------|
| | UG | PGT | PGR | VRO | Total | % of student population | UG | PGT | PGR | Total | % of student population |
| Women | 6,614 | 3,265 | 3,148 | 262 | 13,289 | 50.2% | 256 | 60 | 72 | 388 | 57.1% |
| Men | 5,965 | 3,139 | 3,893 | 169 | 13,166 | 49.8% | 181 | 44 | 67 | 292 | 42.9% |
| Total | 12,579 | 6,404 | 7,041 | 431 | 26,455 | 100% | 437 | 104 | 139 | 680 | 100% |

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

9 On-course withdrawals

The data below reflects what was recorded on the University's student information system in February 2023. The academic year has been matched to the HESA reporting year, commencing August. Note therefore that withdrawals may not reflect a complete year.

Withdrawal data is shown for the 2021 entry year. The figures only relate to the number of students who withdrew in their entry year. Given the small college numbers, data has been amalgamated across the levels of study to help avoid any potential identification of individual students.

9.1 Disability profile of withdrawals in 2021 entry year

| 2021/22 Entrants | University of Oxford | | | | | | Somerville College | | | | | |
|---------------------|----------------------|--------------|--------------|---------------|------------------|---------------------------------|--------------------|-----------|-----------|------------|------------------|---------------------------------|
| | Number of entrants | | | | With- drawals | % of entrants withdrawing | Number of entrants | | | | With- drawals | % of entrants withdrawing |
| UG | PGR | PGT | Total | UG | | | PGR | PGT | Total | | | |
| No known disability | 3,169 | 1,382 | 3,937 | 8,488 | 60 | 0.7% | 107 | 23 | 65 | 195 | 0 | 0% |
| SpLD | 191 | 53 | 157 | 401 | 1 | 0% | 8 | 1 | 4 | 13 | 0 | 0% |
| Other disability | 566 | 194 | 496 | 1,256 | 13 | 1% | 16 | 2 | 9 | 27 | 0 | 0% |
| Total | 3,926 | 1,629 | 4,590 | 10,145 | 74 | 0.7% | 131 | 26 | 78 | 235 | 0 | 0% |

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

9.2 Ethnicity profile of withdrawals in 2021 entry year

| | University of Oxford | | | | | | Somerville College | | | | | |
|---------------------|----------------------|--------------|--------------|---------------|------------------|---------------------------------|--------------------|-----------|-----------|------------|------------------|---------------------------------|
| | Number of entrants | | | | With- drawals | % of entrants withdrawing | Number of entrants | | | | With- drawals | % of entrants withdrawing |
| 2021/22 entrants | UG | PGR | PGT | Total | | | UG | PGR | PGT | Total | | |
| BAME | 1,199 | 676 | 1,967 | 3,842 | 15 | 0.4% | 45 | 16 | 31 | 92 | 0 | 0% |
| White | 2,631 | 883 | 2,449 | 5,963 | 54 | 0.9% | 84 | 8 | 42 | 134 | 0 | 0% |
| Unknown | 96 | 70 | 174 | 340 | 5 | 1.5% | 2 | 2 | 5 | 9 | 0 | 0% |
| Total | 3,926 | 1,629 | 4,590 | 10,145 | 74 | 0.7% | 131 | 26 | 78 | 235 | 0 | 0% |

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

9.3 Sex – withdrawals in 2021 entry year

| | University of Oxford | | | | | | Somerville College | | | | | |
|---------------------|----------------------|--------------|--------------|---------------|------------------|---------------------------------|--------------------|-----------|-----------|------------|------------------|---------------------------------|
| | Number of entrants | | | | With- drawals | % of entrants withdrawing | Number of entrants | | | | With- drawals | % of entrants withdrawing |
| 2021/22 entrants | UG | PGR | PGT | Total | | | UG | PGR | PGT | Total | | |
| Women | 2,157 | 780 | 2,438 | 5,375 | 43 | 0.8% | 79 | 15 | 46 | 140 | 0 | 0% |
| Men | 1,769 | 849 | 2,152 | 4,770 | 31 | 0.6% | 52 | 11 | 32 | 95 | 0 | 0% |
| Total | 3,926 | 1,629 | 4,590 | 10,145 | 74 | 0.7% | 131 | 26 | 78 | 235 | 0 | 0% |