



**SOMERVILLE**  
COLLEGE  
UNIVERSITY OF OXFORD

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## Equality Report

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Academic Year 2024-25

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## Contents

1. Introduction .....	3
2. Review of the academic year (2024-2025).....	4
3. Report definitions and terminology.....	4
4. Recruitment data .....	5
4.1 Applicant age.....	5
4.2 Applicant disability .....	6
4.3 Applicant race/ ethnicity.....	7
4.4 Applicant sex .....	7
5. Appointments.....	8
5.1 Age.....	8
5.2 Sex .....	8
6. Employee data.....	9
6.1 Age.....	9
6.2 Disability .....	10
6.3 Race/ethnicity .....	10
6.3.2 Black and minority ethnic groups – by group 2025 .....	11
6.4 Sex .....	11
7. Student Data .....	13
7.1 Student applicant data .....	13
7.1 Disability.....	13
7.2 Ethnicity.....	13
7.3 Sex .....	14
8 Student populations.....	14
8.1 Disability profile of on course students for academic year 2024/25 .....	14
8.2 Ethnicity profile of on course students for academic year 2024/25.....	15
8.3 Sex - on course students for academic year 2024/25 .....	15

## 1. Introduction

The report meets the requirement under the Public Sector Equality Duty to publish information on how Somerville 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 as defined below.

**Age** - A person belonging to a particular age (e.g., 32-year-olds) or range of ages (e.g., 18 to 30-year-olds).

**Disability** - A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

**Gender reassignment** - Where a person undergoes, or proposes to undergo, a process for the purpose of reassigning their sex.

**Marriage and civil partnership** – A legally recognised partnership between a same sex or an opposite sex couple. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).

**Pregnancy and maternity** - The condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

**Race** - A race is a group of people defined by their colour, nationality (including citizenship) race/ethnicity or national origins. A racial group can be made up of more than one distinct racial group, such as Black British.

**Religion or belief** - Any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect life choices or the way you live to be included in the definition.

**Sex** - A man or a woman.

**Sexual orientation** - Whether a person's sexual attraction is towards their own sex, the opposite sex or both sexes. Sexual orientation includes how you choose to express your sexual orientation, such as through your appearance or the places you visit.

[www.equalityhumanrights.com/equality/equality-act-2010/protected-characteristics](http://www.equalityhumanrights.com/equality/equality-act-2010/protected-characteristics)

<https://www.gov.uk/government/publications/marriage-and-civil-partnership-in-england-and-wales>

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

Applicant data is collected anonymously at the point of application. Employee data is then collected upon joining the college and held in the Human Resources (HR) database. Data is reviewed and analysed anonymously but our processes allow applicant, appointment and employee data to be separated so that relevant monitoring and assessment can take place.

Where smaller data sets risk individuals being identified, this information is not published but full anonymised data is available for internal use if necessary. Data for undergraduate and postgraduate students is provided by the University's student systems.

Reporting periods are from 1 August to 31 July each year for recruitment and applicant data, which mirrors the college's financial year. Employee data is based on a snapshot of employed staff in mid-October each year which ensures that any recent employees, particularly academics whose contracts tend to start in October, have been updated on HR systems in time for inclusion in the data.

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

## **2. Review of the academic year (2024-2025)**

During the year we subscribed to an online training platform, iHasco, to complement our in-person training and what is available from the University. The modules include sessions on mental health awareness, disability awareness, menopause awareness, bullying and harassment, with a separate module on sexual harassment. Resources permitting, we have the option of purchasing further modules to expand on equality and diversity training.

### **2.1 Actions for the coming year**

With the arrival of the new Principal, we are in the process of reviewing our equality, diversity and inclusion strategy and our priorities for next year to ensure that we are meeting the needs of all members of the college community.

## **3. Report definitions and terminology**

**Recruitment** – the period from a vacancy being identified and advertised, through to shortlisting candidates who meet the selection criteria and interviewing for and offering the role.

**Appointment** – covers the process once a candidate has accepted a role and includes all pre-employment checks (such as right to work checks, medical declarations) and the appointee being provided with an employment contract and added on to college systems.

**Staff** – individuals who have an employment contract or association with the College where they receive benefits (such as meals) as part of their association with us. This includes part-time, full-time, permanent and fixed-term staff. It also includes casual workers who are engaged for their services on a flexible basis. It does not include those who work for college on a self-employed basis, such as contractors and

consultants or Out-Tutors who teach for the college ad-hoc and are staff or students at other Colleges/Departments and will be included in statistics for their main organisation.

**Stipendiary Academics** – includes Tutorial Fellows, Stipendiary Lecturers, Stipendiary Research Fellows and Retaining Fee Lecturers.

**Non-stipendiary Academics** – includes Junior Research and other post-doctoral Fellows, Research and Senior Research Fellows, Professorial Fellows and those who teach for us via arrangements with their departments such as Departmental Lecturers.

**Race & Ethnicity** – The Equality Act 2010 refers to ‘Race’ as defined above. Most data collection processes, including Somerville’s, refer to ‘race/ethnicity’. We follow the Government’s convention of reporting on ‘race/ethnicity’. In 2021 the Commission on Race and Ethnic Disparities recommended reporting on individual ethnic groups, discouraging the use of ‘Black and Asian Minority Ethnic’ (BAME) to refer to minority groups as a whole. As we do not report in such detail because the small numbers can potentially identify individuals, our terminology has been updated in line with University’s preferred terminology of ‘black and minority ethnic groups’ to describe groups other than ‘white or white British’. We do not currently collect data on ‘white or white British’ broken down into ‘gypsy or Irish traveller’, ‘Irish’ or ‘Roma’.

## 4. Recruitment data

Data relates to vacancies advertised between 1 August 2024 to 31 July 2025 inclusive. During that period **20** college-led recruitment exercises were conducted for 35 posts. Three recruitment processes were for academic posts and 17 for support staff posts.

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.

**582** applications were received and **378** equal opportunity monitoring forms were returned - a response rate of **64.9%**, slightly lower than last year’s 75.6%. For the academic roles, the response rate was 94.1%. The support staff roles had a lower return rate at 45.1% but, as in previous years, return rates tend to be lower for casual, fixed-term and operational roles.

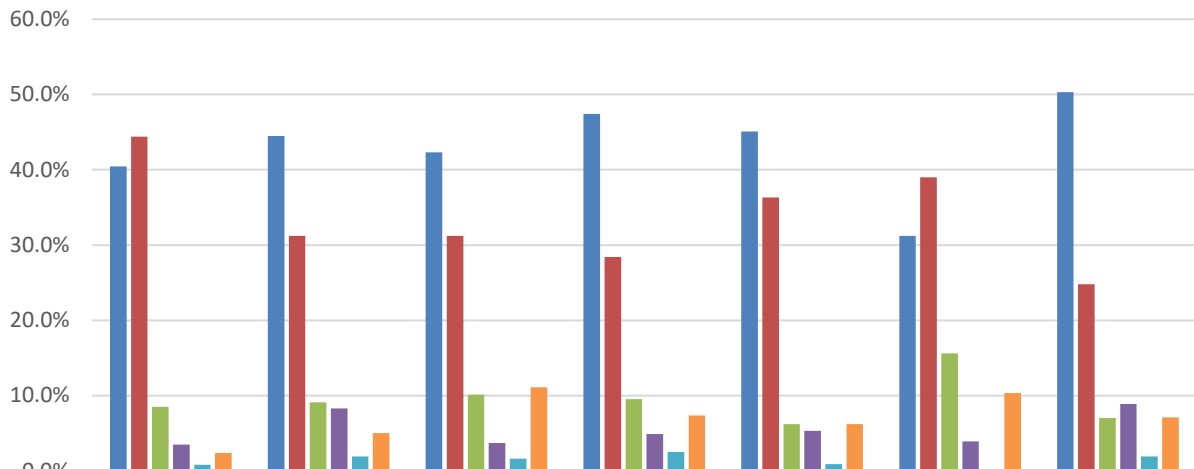
On average there were 79 applications for every academic vacancy and 20 applications for each support staff vacancy.

### 4.1 Applicant age

**99.5%** of applicants responded to the question about age, with 2.4% of those selecting ‘prefer not to say’. When broken down by category, the largest age group for applicants for academic posts were the 30–39-year-olds with 60.7% of respondents in that range, compared to last year’s 56.8%. For Support Staff, 58.9% of respondents were in the under 30 category, largely driven by the number of applicants for casual roles.

#### 4.1.1 All applicants by age group (2018 – 2025)

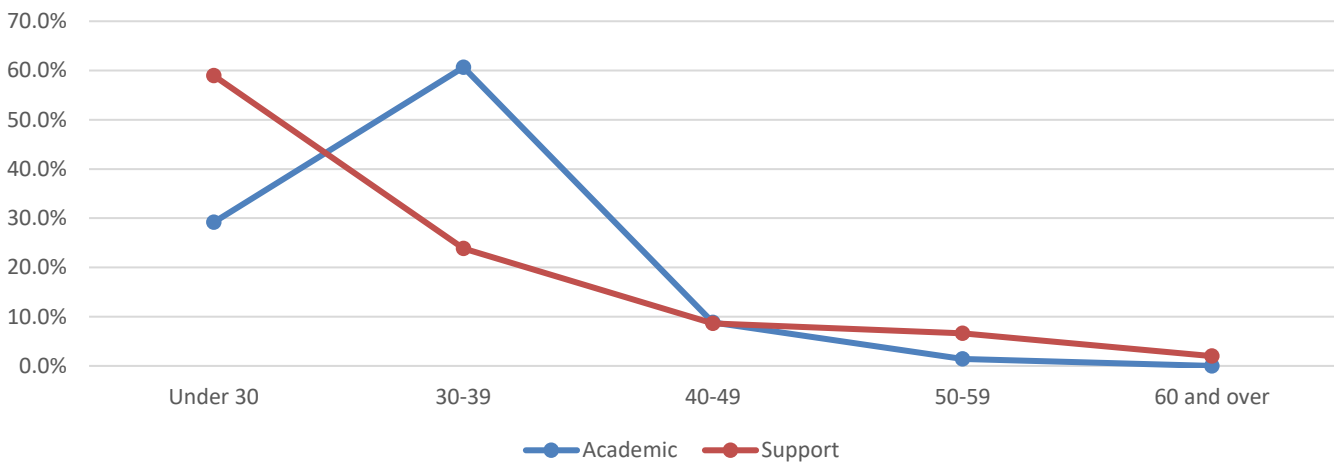
Age profile of all applicants 2018-2025



	Year 2024-25	Year 2023-24	Year 2022-23	Year 2021-22	Year 2020-21	Year 2019-20	Year 2018-19
Under 30	40.4%	44.5%	42.3%	47.4%	45.1%	31.2%	50.3%
30-39	44.4%	31.2%	31.2%	28.4%	36.3%	39.0%	24.8%
40-49	8.5%	9.1%	10.1%	9.5%	6.2%	15.6%	7.0%
50-59	3.5%	8.3%	3.7%	4.9%	5.3%	3.9%	8.9%
60 and over	0.8%	1.9%	1.6%	2.5%	0.9%	0.0%	1.9%
Prefer not to say	2.4%	5.0%	11.1%	7.3%	6.2%	10.3%	7.1%

#### 4.1.2 Age profile by applicant category (August 2024 – July 2025)

Age profile of applicants by category



#### 4.2 Applicant disability

**98.4%** of those who returned monitoring forms completed the section on disability.

**4.3%** of all respondents preferred not to say whether they had a disability. **12.6%** of all respondents declared a disability which is the same as last year. There was a significant decrease in those declaring mental health conditions at **19.2%** of those who declared a disability, compared to 29.3% last year.

Conditions falling under the specific learning disability category, such as dyslexia, dyspraxia and ADHD increased to **40.4%** compared to 35.6% last year.

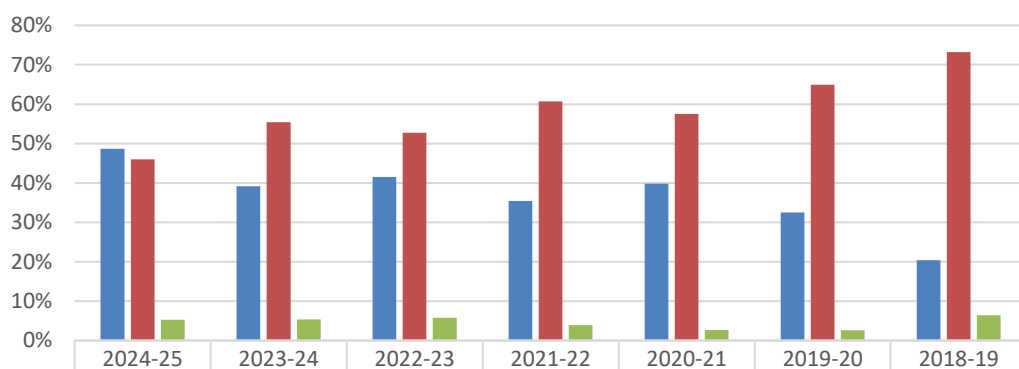
### 4.3 Applicant race/ ethnicity

98.9% of respondents completed the race/ethnicity questions. Of those, **46.0%** identified as being white (55.4% in 2023-24), **48.7%** from black and minority ethnic groups (39.2% in 2023-24) and **5.3%** preferred not to say.

For academic posts, of those who declared their race/ethnicity **52.7%** identified as being white and **47.3%** as being from black and minority ethnic groups. For support roles, **42.9%** identified as being white and **57.1%** from black and minority ethnic groups.

#### 4.3.1 All applicants by race/ethnicity (2018 - 2025)

**All applicants by race/ethnicity 2018 - 2025**



Black and minority ethnic groups	48.7%	39.2%	41.5%	35.4%	39.8%	32.5%	20.4%
White	46.0%	55.4%	52.7%	60.7%	57.5%	64.9%	73.2%
Prefer not to say	5.3%	5.4%	5.8%	3.9%	2.7%	2.6%	6.4%

### 4.4 Applicant sex

**99.7%** of those who completed equality monitoring questionnaires responded to this section. Of those, 3.2% preferred 'not to say'. **49.6%** of those who declared their sex were women, 50.4% were men. For academic staff the figures are **42.5%** women and **57.5%** were men. For support staff the figures are **59.5%** and **40.5%** respectively.

The online recruitment site also collects data on gender identity. For the 2024-25 monitoring year, 3.7% of applicants who completed this section stated that their gender identity did not correspond to what they were assigned at birth or preferred not to say.

## 5. Appointments

Between 1 August 2024 and 31 July 2025, **70** people were appointed through a selection or nomination process (44 academics and 26 support staff compared to 69 academics and 29 support staff last year). Of the academics employed, **27.3%** were appointed via a recruitment process and **72.7%** via nomination processes (including renewals of fixed-term contracts). **129** casual workers were engaged across the period, compared to 156 in the previous year.

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 2024 to 31 July 2025 with previous year comparison

Age group	2024-2025			2023-2024		
	% of academic staff in group	% of support staff in group	% of all staff in group	% of academic staff in group	% of support staff in group	% of all staff in group
Under 30	41.4%	41.6%	41.5%	40.9%	41.4%	41.1%
30-39	55.2%	25.0%	46.3%	43.9%	17.2%	35.8%
40-49	0.0%	16.7%	4.9%	10.6%	10.3%	10.5%
50-59	0.0%	16.7%	4.9%	3.0%	27.6%	10.5%
60 and over	3.4%	0%	2.4%	1.5%	3.4%	2.1%

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, **55.7%** were women and **44.3%** were men, compared to 57.4% and 42.6% respectively in the previous year.

#### 5.2.1 Sex of employees appointed 1 August 2024 to 31 July 2025 with previous year comparison

Sex	2024-2025		2023-2024	
	Academic	Support	Academic	Support
Women	52.3%	61.5%	54.5%	64.3%
Men	47.7%	38.5%	45.5%	35.7%

## 6. Employee data

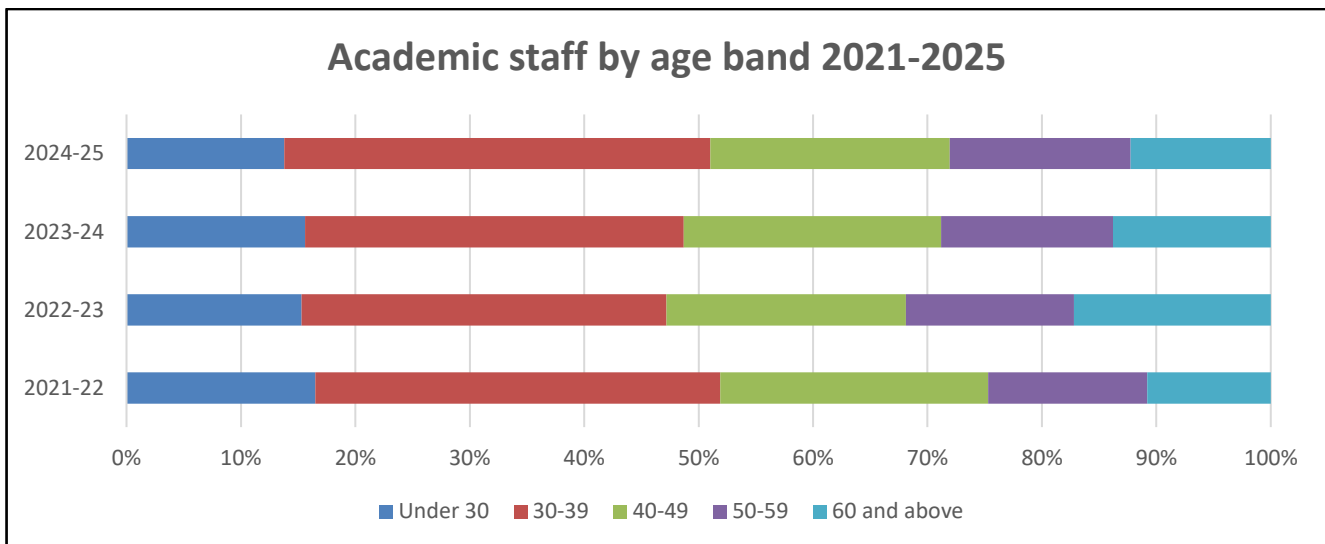
Data for academic and support staff employed is taken from a snapshot from the human resources database on **16 October 2025**. On that date there were **377** employed staff in post (excluding casual workers). **209** held academic appointments, of these 115 were stipendiary and 94 non-stipendiary. Of the stipendiary posts, 56 are permanent appointments and 59 are fixed-term. **168** held support staff posts, of which 152 are permanent appointments and 16 are fixed-term. In 2023-24 there were 308 employees, 172 of which held academic posts and 136 who held support staff posts.

The data below only reflects information held on the snapshot date of 16 October 2025. Equality data is not held on all employees as providing the information is voluntary.

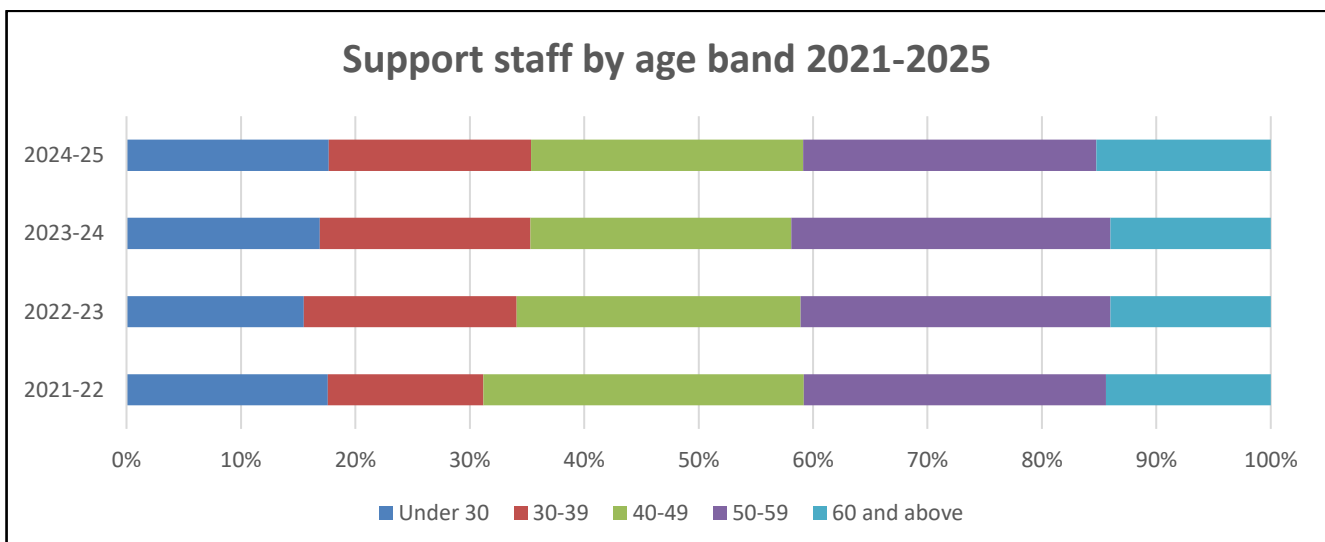
### 6.1 Age

From the data available, the age profile of academic and support staff is very similar to the previous 3 years with no significant changes across age groups.

#### 6.1.1 Academic staff by age band 2021-2025



#### 6.1.2 Support staff by age band 2021 –2025



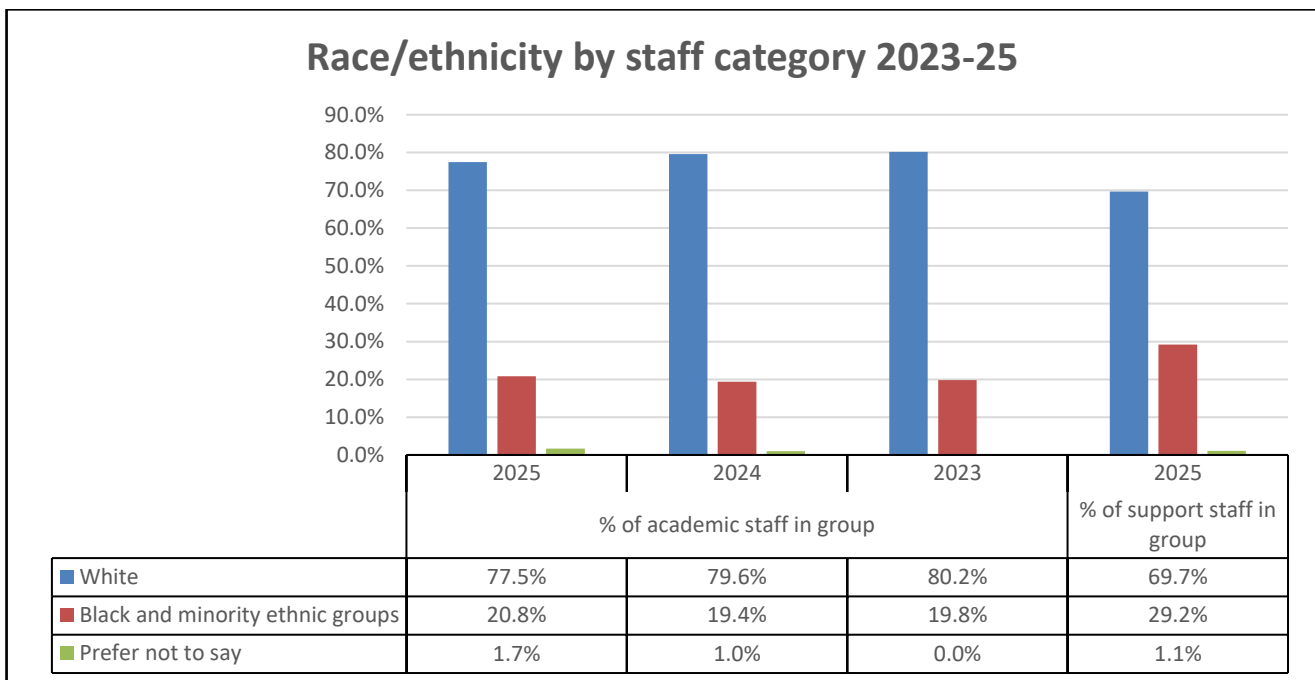
## 6.2 Disability

6.6% of staff as at the snapshot date declared a disability, compared to 7.8% last year. Staff who may develop a disability since being appointed may not always be captured in these figures. Of those who declared a disability 32.0% have a mental health condition, 20.0% a specific learning difficulty and 28.0% a long-term condition (which may also include mental health conditions)

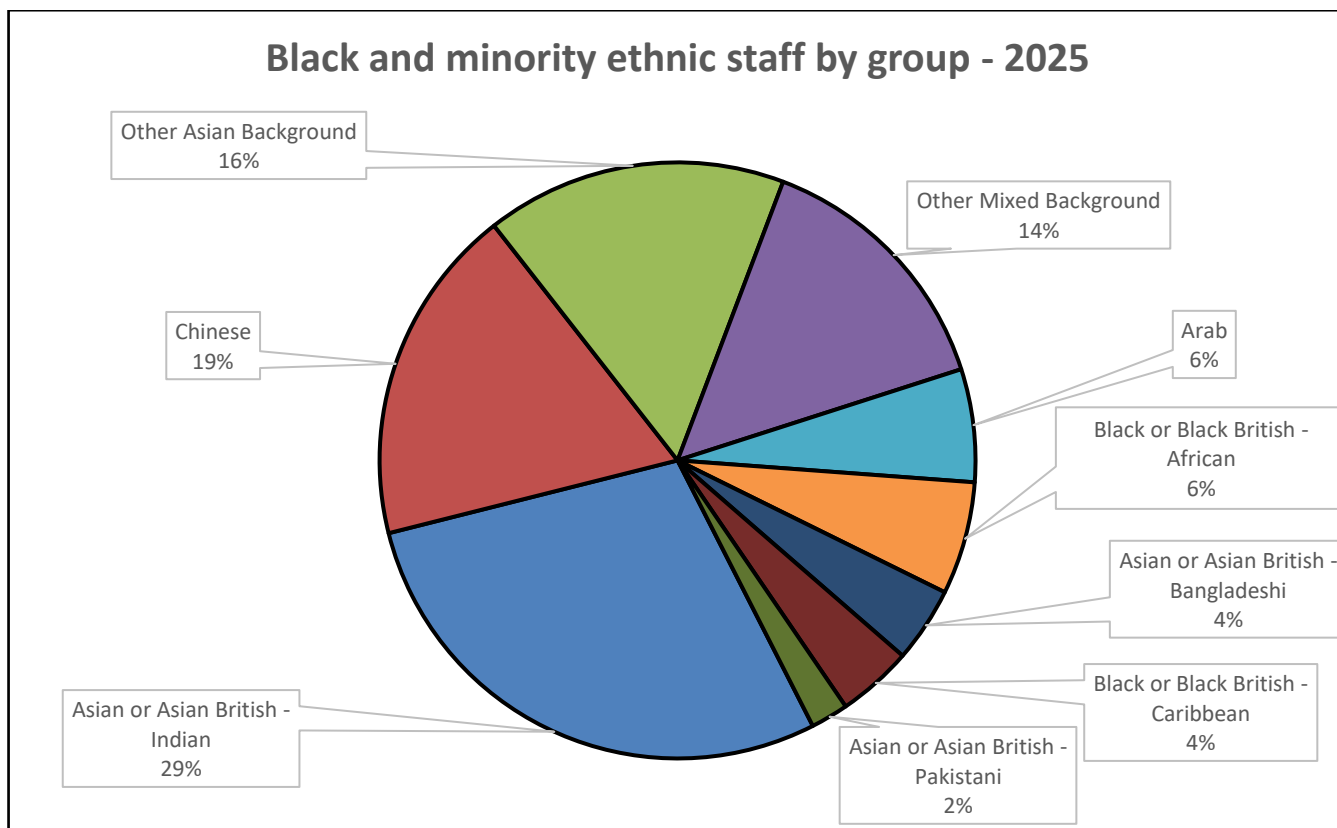
## 6.3 Race/ethnicity

Data on race/ethnicity is held for 55.4% of staff. Of those, 74.2% of academic and support staff identify as white (77.6% last year) and 24.4% as being in a black or ethnic minority group (21.1% last year) 1.4% prefer not to say.

### 6.3.1 Race/ethnicity of staff as at 16 October 2025



### 6.3.2 Black and minority ethnic groups – by group 2025



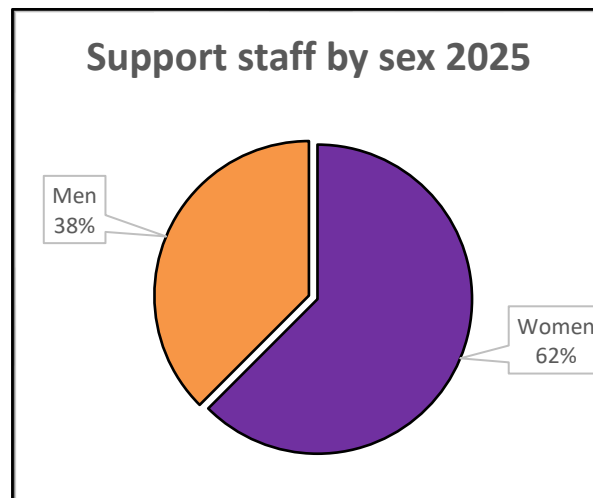
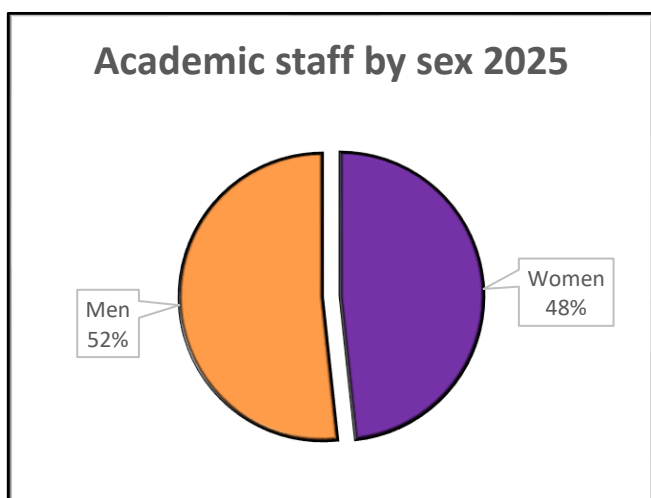
### 6.4 Sex

As at 16 October 2025 the data snapshot shows **54.6%** of staff are women and **44.4%** are men, compared to 55.5% women and 44.5% men last year.

48.3% of academic posts are held by women and 51.7% by men. (48.8% and 51.2% respectively last year)

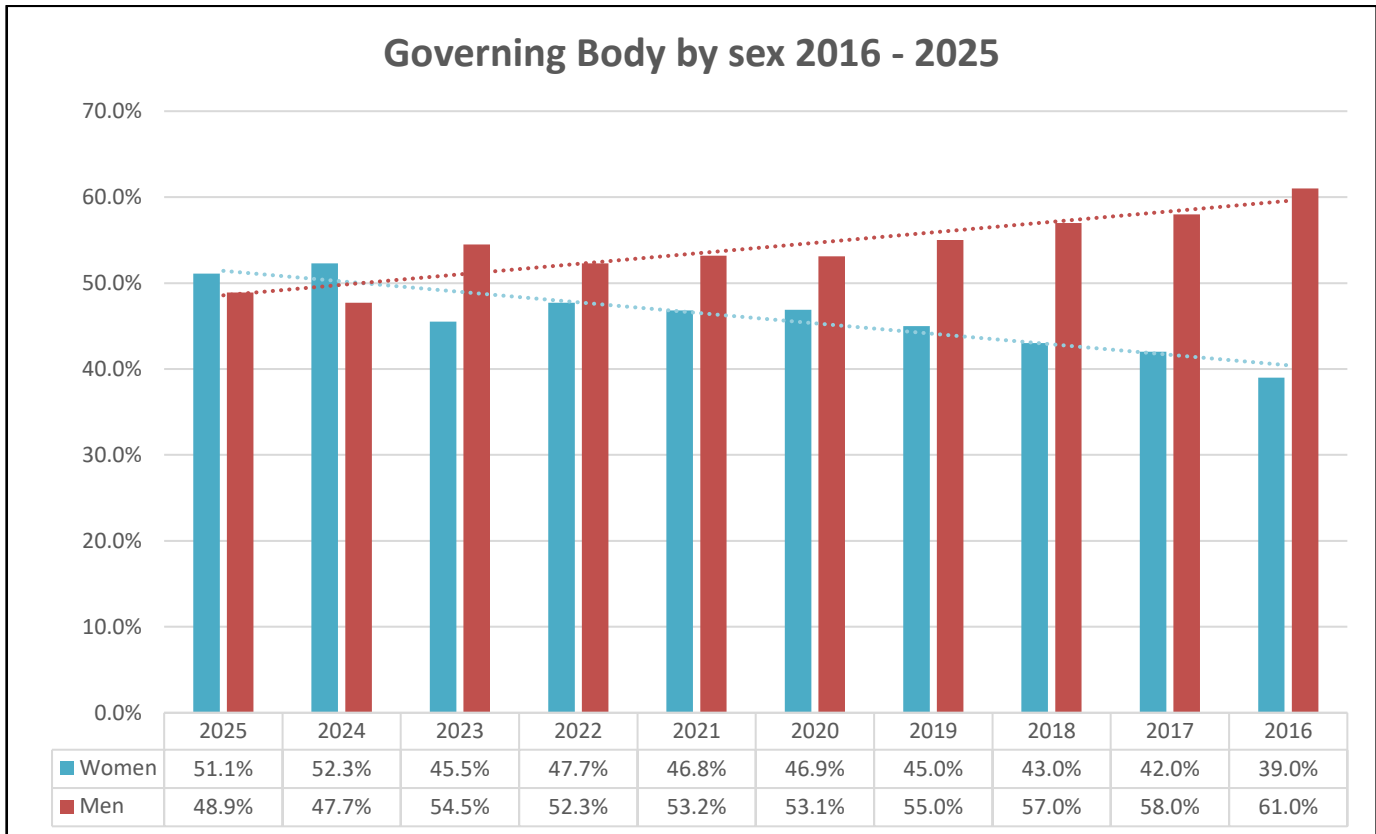
62.5% of support staff posts are held by women and 37.5% by men (64.0% and 36.0% respectively last year)

#### 6.4.1 Academics and support staff by sex as at 16 October 2025



The Governing Body profile as at October 2025 was **51.1%** women and **48.9%** men compared to is **52.3%** women and **47.7%** men last year.

#### 6.4.2 Governing Body members by sex 2016-2025



## 7. Student Data

### 7.1 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.<sup>1</sup> 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 2023 for standard entry in 2024 (UCAS Cycle 2024). 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. The data is from Student: College Reports/Equality – Undergraduate Admissions/Detailed Data.

#### 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 2024

	University of Oxford		Somerville College	
	Applications	Offer Rate	Applications	Offer Rate
<b>Declared disability</b>	3,353	19.6%	107	30.8%
<b>No known disability</b>	19,708	15.9%	587	17.0%
<b>Total</b>	23,061	16.4%	694	19.2%

#### 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 2024

	University of Oxford		Somerville College	
	Applications	Offer Rate	Applications	Offer Rate
<b>Minority ethnic groups</b>	5,289	16.7%	150	17.3%
<b>White</b>	8,773	23.1%	267	30.3%
<b>Not Known</b>	632	11.6%	10	20.0%
<b>Total</b>	14,675	20.4%	427	25.5%

<sup>1</sup> SDMA Report Catalogue can be found [here](#)

## 7.3 Sex

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

### 7.3.1 Sex - undergraduate application for standard entry in 2024

	University of Oxford		Somerville College	
	Applications	Offer Rate	Applications	Offer Rate
<b>Man</b>	11,287	15.5%	311	16.4%
<b>Woman</b>	11,283	17.1%	366	20.8%
<b>I prefer not to say</b>	278	24.8%	8	50.0%
<b>I use another term</b>	213	21.1%	9	22.2%
<b>Total</b>	23,061	16.4%	694	19.2%

## 8 Student populations

The data below reflects what was recorded on the University's student information system in February 2024. The academic year has been matched to the HESA reporting year, commencing August (the snapshot is from 12/1/2024). The data is from Student: College Reports/ Equality – On-course students.

### 8.1 Disability profile of on course students for academic year 2024/25

In 2024, 124 of Somerville's 671 students had a declared disability (18.5%).

All University (2024)						
	Disability Group	PGR	PGT	UG	VRO	Grand Total
	No known disability	6,060	5,384	9,783	511	21,738
	Other disability	997	674	1,841	52	3,564
	SpLD	291	244	752	8	1,295
	<b>Total</b>	<b>7,348</b>	<b>6,302</b>	<b>12,376</b>	<b>571</b>	<b>26,597</b>
	No known disability	82.5%	85.4%	79.0%	89.5%	81.7%
	Other disability	13.6%	10.7%	14.9%	9.1%	13.4%
	SpLD	4.0%	3.9%	6.1%	1.4%	4.9%
% 100%	<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
College (2024)						
	Disability Gro. 2	PGR	PGT	UG	VRO	Grand Total
	No known disability	119	87	340	1	547
	Other disability	22	14	55		91
	SpLD	5	2	26		33
	<b>Total</b>	<b>146</b>	<b>103</b>	<b>421</b>	<b>1</b>	<b>671</b>
	No known disability	81.5%	84.5%	80.8%	100.0%	81.5%
	Other disability	15.1%	13.6%	13.1%		13.6%
	SpLD	3.4%	1.9%	6.2%		4.9%
% 100%	<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

\*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 2024/25

All University (2024)									
BME Group	UK				International				Grand Total
	PGR	PGT	UG	VRO	PGR	PGT	UG	VRO	
BME	705	751	2,667	5	2,381	2,290	1,636	291	10,726
White	2,228	1,491	6,973	5	1,669	1,556	770	248	14,940
Unknown	131	91	166		234	123	164	22	931
<b>Total</b>	<b>3,064</b>	<b>2,333</b>	<b>9,806</b>	<b>10</b>	<b>4,284</b>	<b>3,969</b>	<b>2,570</b>	<b>561</b>	<b>26,597</b>
BME	23.0%	32.2%	27.2%	50.0%	55.6%	57.7%	63.7%	51.9%	40.3%
White	72.7%	63.9%	71.1%	50.0%	39.0%	39.2%	30.0%	44.2%	56.2%
Unknown	4.3%	3.9%	1.7%		5.5%	3.1%	6.4%	3.9%	3.5%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

Somerville College (2024)									
BME Group	UK			VRO	International			Grand Total	
	PGR	PGT	UG		PGR	PGT	UG		
BME	14	13	86		69	46	55		283
White	38	16	254		20	26	18	1	373
Unknown	1	2	1		4		7		15
<b>Total</b>	<b>53</b>	<b>31</b>	<b>341</b>	<b>1</b>	<b>93</b>	<b>72</b>	<b>80</b>	<b>1</b>	<b>671</b>
BME	26.4%	41.9%	25.2%		74.2%	63.9%	68.8%		42.2%
White	71.7%	51.6%	74.5%		21.5%	36.1%	22.5%	100.0%	55.6%
Unknown	1.9%	6.5%	0.3%		4.3%		8.8%		2.2%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

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

## 8.3 Sex - on course students for academic year 2024/25

In 2024, 380 of the college's 671 students (56.6%) were female.

All University (2024)						
Sex	PGR	PGT	UG	VRO	Grand Total	
Female	3,561	3,275	6,411	352	13,599	
Male	3,784	3,025	5,960	218	12,987	
Other	3	2	1	1	7	
Unknown			4		4	
<b>Total</b>	<b>7,348</b>	<b>6,302</b>	<b>12,376</b>	<b>571</b>	<b>26,597</b>	
Female	48.5%	52.0%	51.8%	61.6%	51.1%	
Male	51.5%	48.0%	48.2%	38.2%	48.8%	
Other	0.0%	0.0%	0.0%	0.2%	0.0%	
Unknown			0.0%		0.0%	
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	

College (2024)						
Sex	PGR	PGT	UG	VRO	Grand Total	
Female	70	57	252	1	380	
Male	76	46	169		291	
<b>Total</b>	<b>146</b>	<b>103</b>	<b>421</b>	<b>1</b>	<b>671</b>	
Female	47.9%	55.3%	59.9%	100.0%	56.6%	
Male	52.1%	44.7%	40.1%		43.4%	
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	

\*UG –

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