

Equality overview: 2012 – 2013

This is a brief summary of the University's Equality Report 2012-13, prepared by the EDU. The full report and supporting data are available at: www.admin.ox.ac.uk/eop/equalityreporting/annualreports

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The summary is in three sections:

- Section 1 introduces the University's responsibilities in relation to equality and diversity
- Section 2 provides an overview of the data
- Section 3 highlights a sample of activities in support of equality and diversity.

Section 1: Our responsibilities

The University uses an evidence-based approach to inform its activities to promote equality and to measure the impact of any changes. The Equality Report contributes to that evidence base and also meets the requirement under the Public Sector Equality Duty (PSED) to publish information on how the University is working to meet the three aims all public bodies have to achieve:

- 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 Equality Act and covered by the Public Duty are: age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex and sexual orientation. Marriage and civil partnership are also protected in respect of employment only.

Under the Duty, the University is required to set public equality objectives. The University's existing objectives, published in April 2012, are to:

- increase the proportion of women in senior roles;
- improve the recruitment and retention of Black and Minority Ethnic (BME) staff; and
- achieve the equality-related objectives set out in the University's agreement with the Office for Fair Access, namely to:
 - increase the percentage of UK undergraduate students at Oxford from schools and colleges which historically have had limited progression to Oxford;
 - increase the percentage of UK undergraduate students at Oxford from disadvantaged socio-economic backgrounds;
 - increase the percentage of UK undergraduate students at Oxford from neighbourhoods with low participation in higher education; and
 - meet or exceed the HEFCE benchmark on participation by disabled students.

Data from the Equality Report and other analyses are being used to inform the setting of targets and indicators for these objectives; and to consider whether additional objectives should be identified. They will also be used to identify and action areas for further improvement.

Available data were analysed in respect of key staff and student activities. In some areas, full analysis was not possible due to low rates of disclosure (for example on ethnicity and disability). The University is continuing its efforts to improve disclosure rates.

Section 2: Overview of the data

Staff data

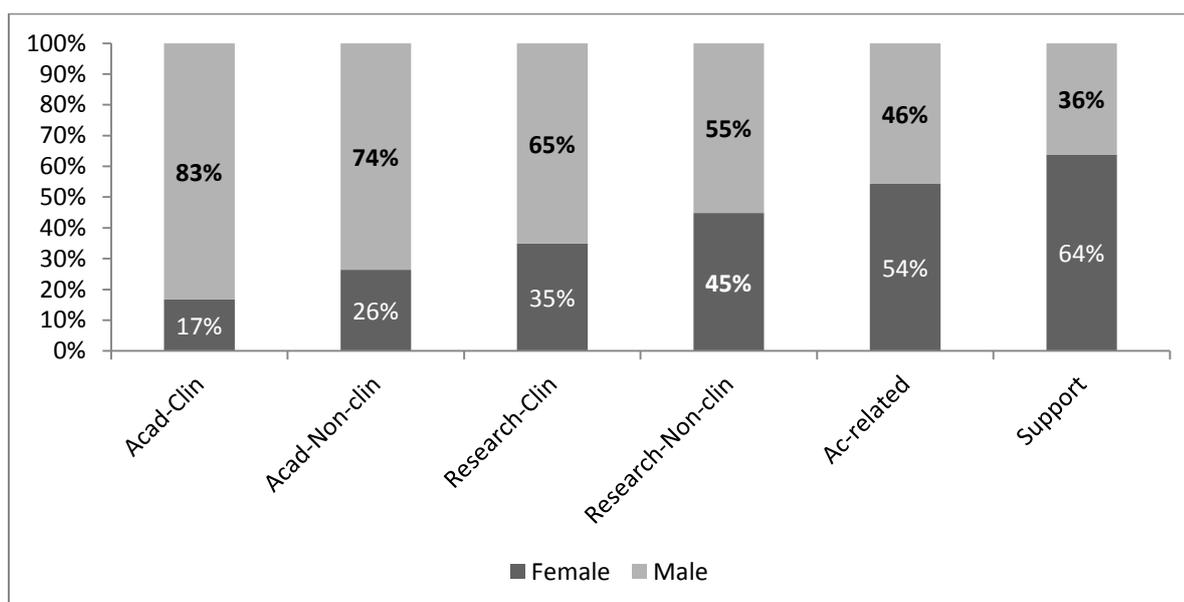
Applicants

- Nearly 48,000 people applied for jobs at the University between 1 August 2012 and 31 July 2013.
- Just over half of all applicants were female (although with sizeable variations by role).
- Black and minority ethnic (BME) applicants comprised 31% of applicants:
 - 13% of academic roles (51% unknown ethnicity)
 - 48% of research posts (4% unknown ethnicity)
 - 25% of academic-related roles (3% unknown ethnicity)
- The proportion of BME people applying for support roles was similar to their representation in the local population at 19%.
- From October 2012, applicants for employment have been invited to disclose sexual orientation and religion or belief on a voluntary basis. Only around 9% of applicants preferred not to provide this information; data were not available for a further 15%.

Staff in post

- 10,998 people were working for the university in July 2012, from over 100 different countries.
- 49% of full-time equivalent staff were female, 51% male – but with differences by role:
 - academic staff: 26% female
 - professorial staff: 20% female
 - research staff: 44% female
 - academic and research staff combined: 41% female, compared with a UK average of 44%
 - administrative and support staff: 59% female.

Gender profile by staff group, including clinical and non-clinical staff, 2012¹



¹ All data in this summary relates to full time equivalent staff (FTE) numbers.

- Across all staff, 10% identified as BME, while 13% have not disclosed their ethnicity:
 - 13% of academic and research staff identified as BME (13% unknown)
 - 8% of professional and support staff identified as BME (13% unknown)
- 4% of staff disclosed a disability (the status of 12% is unknown):
 - 3% of academic and research staff (12% unknown)
 - 6% of other staff (13% unknown)
- 22% of academic staff (FTE) were aged under 40, compared with 69% of research staff.

Student data

Applicants

- Women comprised 49% of undergraduate applicants and 46% of those admitted².
- At postgraduate level, women comprised 47% of applicants, 44% of offers and 45% of admissions.
- BME students comprised 17% of undergraduate applicants, 11% of offers and 11% of those who took up a place at Oxford (6% unknown). Previous analysis has identified that BME students are disproportionately likely to apply for over-subscribed subjects such as Medicine, Maths and Economics and Management, reducing their overall success rate. Detailed statistical work is now underway at subject level to compare applicants' chances of admission by a range of factors.
- At postgraduate level, BME applicants (all domiciles) comprised 44% of applicants, 32% of offers and 31% of admissions (3% unknown).
- At undergraduate admissions, disabled applicants comprised 5% of applicants, 5% of offers and 5% of those who took up a place.
- 4% of postgraduate applicants disclosed a disability: they were equally or more likely than those who did not disclose any disability to receive an offer and to take up their place at Oxford.

On-course students

- There were 22,178 students on course at the 1.12.12 snapshot date (including Visiting, Recognised and Other).
- 45% of all students were female:
 - 46% of undergraduate, against 55% nationally
 - 45% of taught postgraduates, against 56% nationally
 - 42% of postgraduate researchers, against 47% nationally
- 21% of students identified as BME (the ethnicity of 7% students was unknown):
 - 15% of undergraduates, 30% of taught postgraduates and 27% of research students
 - Among UK students, 12% of undergraduates, 17% of taught postgraduates and 13% of research students
- 7% of students disclosed a disability (disclosure has almost doubled since 2010):
 - 5.9% of the UK undergraduate population was in receipt of a Disabled Students' Allowance, much higher than the HEFCE benchmark for Oxford (3.7%)
 - 42% of all disabled students disclosed a Specific Learning Difficulty, a lower proportion than last year (47%)

² For entry in 2012

- The student age profile was younger than the UK average, particularly at undergraduate level: 74% of students were aged 20 and under, compared with 54% nationally.

Section 3: Activities to promote equality during 2012-13

- The University's new **Strategic Plan: 2013-18** included high level commitments to embed equality and diversity across all the University's activities, including work towards an increasingly diverse staffing profile.
- The Vice-Chancellor instituted a **£1 million Diversity Fund**, to be focused in the first instance on addressing the under-representation of women in academic and research posts, while also supporting the progression of minority ethnic staff.
- The University piloted **unconscious bias training** for the senior leadership team and those involved in recruitment at the highest level; a new online training course on unconscious bias is being introduced for all staff engaged in recruitment and other institutional decision-making.
- Thirteen departments obtained an **Athena SWAN** award in 2012-13 and by April 2014 all STEM³ departments will either hold an award or have applied for one. The Faculty of Philosophy is participating in the pilot of the Gender Equality Mark, aimed at bringing the principles of Athena SWAN to the humanities and social sciences.
- The **Ad Feminam mentoring programme** for women academics and senior administrative staff ran for a second year with 47 mentoring pairs; the scheme is now being launched across the whole University and its remit extended to research and academic leadership. The **Academic Leadership Development Programme** works to support people from all under-represented groups to take on academic leadership roles.
- The EDU appointed a new **Equality Advisor for Race, Religion and Belief** in May 2013 who is taking forward work on a BME mentoring scheme, the Race, Religion and Belief Advisory Group, a new BME staff network, and a recruitment initiative to inform target-setting in relation to the recruitment and retention of BME professional and support staff.
- The Vice-Chancellor welcomed leading crime writer Val McDermid to the University to give the annual **LGBT History Month Lecture** in February 2013. This year Professor Sir Diarmaid MacCulloch attracted a capacity audience to the Natural History Museum for a lecture re-examining the history of sexuality in the Christian West.
- The University made a second application to **Stonewall's Workplace Equality Index** and moved up the ranking by 55 places – a bigger jump than any other member. We received detailed feedback from Stonewall and will be consulting on priorities for action.
- The University's new **Policy and Guidance on Transgender** was approved in 2013 and is being used to support staff and students who are considering transition.
- The University introduced a **Common Framework for Access** to encourage greater coordination and awareness of outreach activity across the collegiate University and spent over £5.6m on activity aimed at diversifying access to Oxford and widening participation in higher education more generally.
- The Careers Service ran its bespoke, free **Springboard for Undergraduate Women** programme for a total of 100 students; a new version for master's students has now been introduced to foster women's career progression and aid entry into academia and the professions.
- The University worked in partnership with the student-led Campaign for Racial Awareness and Equality (CRAE) to organise a **Race Equality Summit** between staff and students. The Summit, which was opened by the Vice-Chancellor, took place in March 2014.

³ Science, Technology, Engineering, Mathematics and Medicine, i.e. MPLS and MSD.