

University of Oxford: Equality Report 2012/13

Staff and student equality data

This report is produced by the University of Oxford's Equality and Diversity Unit. This section includes:

Section B: Staff equality data

Section C: Student equality data

Please refer to the EDU website for:

Section A: Overview of equality and diversity at Oxford, 2012/13

You can view the report online or download it at:

www.admin.ox.ac.uk/eop/equalityreporting/annualreports

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Publication date: 31 January 2014

Glossary

Athena SWAN	Charter recognising institutions' efforts to advance women's careers in STEMM (<i>q.v.</i>) employment in academia
BME	Black and minority ethnic. In this report we use 'BME' to denote all non-white ethnicities, excluding minority white ethnic groups such as Gypsy or traveller and non-British whites.
CoreHR	The University's HR system
DAS	The University's Disability Advisory Service
DLHE	Destinations of Leavers from Higher Education – national survey of recent graduates
DSA	Disabled Students' Allowance – government grant for UK students
ECU	Equality Challenge Unit – provides equality advice to the HE sector
EDU	The University's Equality and Diversity Unit
EJRA	Employer-Justified Retirement Age for academic and academic-related staff (currently 67)
EO	Equal opportunities monitoring
EPSRC	Engineering and Physical Sciences Research Council
EU	European Union
GAF	The University's Graduate Admissions and Funding Office
HE	Higher Education
HEFCE	Higher Education Funding Council for England
HEIDI	Higher Education Information Database for Institutions (run by HESA)
HESA	Higher Education Statistics Agency
Hilary	Spring academic term, running from January to March
HR	Human Resources
HUMS	Humanities division, University of Oxford
LGBT	Lesbian, Gay, Bisexual and Transgender
LGBTQ	Lesbian, Gay, Bisexual, Transgender and Queer (Oxford student society)
Michaelmas	Winter academic term, running from October to December
MPLS	Mathematics, Physical and Life Sciences division, University of Oxford
MSD	Medical Sciences Division, University of Oxford

NSS	National Student Survey of undergraduate finalists
OLI	Oxford Learning Institute – provides professional and educational development courses for university and college staff and researchers
OUAC	Oxford University Assessment Centre – provides assessments of students' disability-related study needs to inform an application for DSA
OxFEST	Oxford Females in Engineering, Science and Technology (Oxford student society)
PGT	Postgraduate taught (degree or student)
PGR	Postgraduate research (degree or student)
REF	Research Excellence Framework 2014
RG	Russell Group of 24 large, selective, research-intensive universities
SDMA	The University's Student Data Management and Analysis section
SET	Science, Engineering and Technology. HESA uses this term as an equivalent to STEMM.
SpLD	Specific Learning Difficulties
SSD	Social Sciences division, University of Oxford
STEMM	Science, Technology, Engineering, Mathematics and Medicine
Student Barometer	Annual survey of Oxford students (excluding finalists who complete the NSS)
Trinity	Summer academic term, running from April to June

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Introduction

1. This is the University of Oxford's equality report for the academic year 2012/13. The report is structured as follows:

Section A: overview of key equality data, activity and achievements;

Section B: selected staff data;

Section C: selected student data.

2. The report has been prepared by the Equality and Diversity Unit (EDU). The EDU works in partnership with university bodies to ensure that the University's goal of the pursuit of excellence goes hand in hand with ensuring equality of opportunity and freedom from discrimination. Responsibility for equality and diversity rests with the Personnel Committee (for employment matters) and the Education Committee (for student matters). An Equality and Diversity Panel advises these committees on the strategic development of equality policy and practice. The University's divisions and departments are responsible for implementing policy in support of the University's equality objectives. The EDU also provides information and advice on an informal basis to the colleges.
3. The University uses an evidence-based approach to inform its activities to promote equality and to measure the impact of any changes. This 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:
 - 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 not¹; and
 - Foster good relations between people who share a protected characteristic and those who do not.
4. In this report, the available data have been analysed in respect of key staff and student activities. In some areas, full analysis has not been possible due to low rates of disclosure (for example on ethnicity and disability). Work will continue in 2013/14 (and beyond) to improve disclosure rates.
5. The entire report is available to view online or download from the EDU website at: www.admin.ox.ac.uk/eop/equalityreporting/annualreports. Section A of the report highlights key data and summarises the University's main equality activities during the year. The results of the analysis will be used to:
 - Identify and action areas for further improvement;

¹ The characteristics protected under the Act are age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex and sexual orientation. Marriage and civil partnership is also protected in respect of employment only.

- Inform the setting of further targets and indicators for the existing equality objectives; and
- Consider what additional objectives should be identified, in particular around ethnicity.

Section B
Staff equality data

DATA	SOURCE	NOTES	CONTACT DETAILS
University staff	CoreHR staff snapshot 31.7.12	Additional staffing figures are available on the Personnel Services website at www.admin.ox.ac.uk/personnel/figures	Workforce Information Team, Personnel Services Contact: Sarah Rowles sarah.rowles@admin.ox.ac.uk
Recruitment	CoreHR	Online non-academic recruitment equal opportunities monitoring response rates are very high at 98%. Academic recruitment is still paper-based and only around half of applicants submit a monitoring form.	Equality and Diversity Unit Contact: Caroline Kennedy caroline.kennedy@admin.ox.ac.uk
UK higher education, 2010/11	Equality Challenge Unit (2012), Equality in higher education: statistical report 2012. Part 1: staff	HESA uses the term 'academic' to denote all staff with an academic function, including researchers and junior academics, rather than only those within the academic grade group as at Oxford.	www.ecu.ac.uk/publications/files/equality-in-he-stats-report-2012-staff.pdf The 2011/12 report has now been published at www.ecu.ac.uk/publications/files/equality-in-he-statistical-report-2013-staff.pdf
Russell Group, 2011/12	HESA data, accessed via the online Higher Education Information Database for Institutions (Heidi)	All HESA data is subject to HESA's coding and data protection policies. Staff are reported as full-person equivalents and all numbers are rounded to the nearest 5. Staff categories cannot be mapped directly to Oxford's grade scale.	Equality and Diversity Unit Contact: Sara Smith sara.smith@admin.ox.ac.uk Contact heidi@admin.ox.ac.uk in order to obtain a Heidi account
Athena SWAN	Athena SWAN institutional submission, November 2013	The University applied to renew its Bronze Athena SWAN charter in November 2013. The outcome is not expected until April or May 2014.	Equality and Diversity Unit Contact: Adrienne Hopkins adrienne.hopkins@admin.ox.ac.uk EDU Athena SWAN website: www.admin.ox.ac.uk/eop/gender/athenaswan/applications

Gender

Oxford

- On 31 July 2012, women comprised 49% of all University staff.
- From 2011 to 2012, the percentage of female academic staff rose slightly from 25% to 26%.
- Over the same period, the percentage of female professorial staff rose from 18% to 20%.
- The percentage of female research staff remained at 44%.
- The overall proportion of female academic and research staff (what HESA terms 'academic professionals') rose from 37% to 38%.
- The percentage of female administrative and support staff remained at 59%.
- The proportion of women on major university decision-making bodies rose to one third.
- The proportion of female heads of department rose to 14% (7 out of 50).
- The proportion of female director level and equivalent administrators rose to 33% and of senior administrators (Grade 10) to 53%.
- Overall, women apply in lower proportions than men for academic and research posts, though they tend to be more successful in being appointed.

	% of applicants	% of appointees
Academic	24%	29%
Research	43%	46%
Support	63%	70%
Professional	56%	60%

- Over the last three years², women comprised 18% of applicants for statutory professorships and 15% of successful appointments. However, the difference between male and female success rates (1%) was not statistically significant.

UK

- In 2010/11, women comprised 54% of all higher education staff: 44% of academic and research staff and 62% of administrative and support.
- 20% of all professors were female, compared with 47% of non-professorial academic staff.
- 28% of academic senior managers were female.

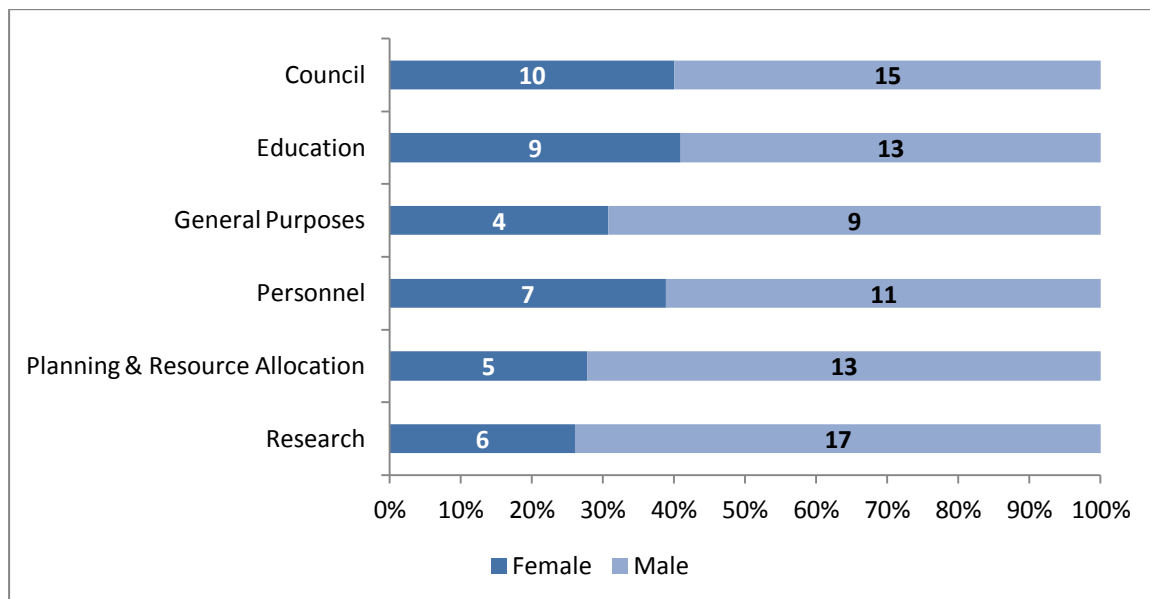
Russell Group

- In 2011/12, the proportion of female academic staff at Oxford was equivalent to the average for the Russell Group at 41% (this figure includes all staff with an academic as opposed to a non-academic role).
- The average proportion of female professors in the Russell Group in the same year was 19% (Oxford stood at 18% at that time but has since increased).

² October 2010 to September 2013

Governance

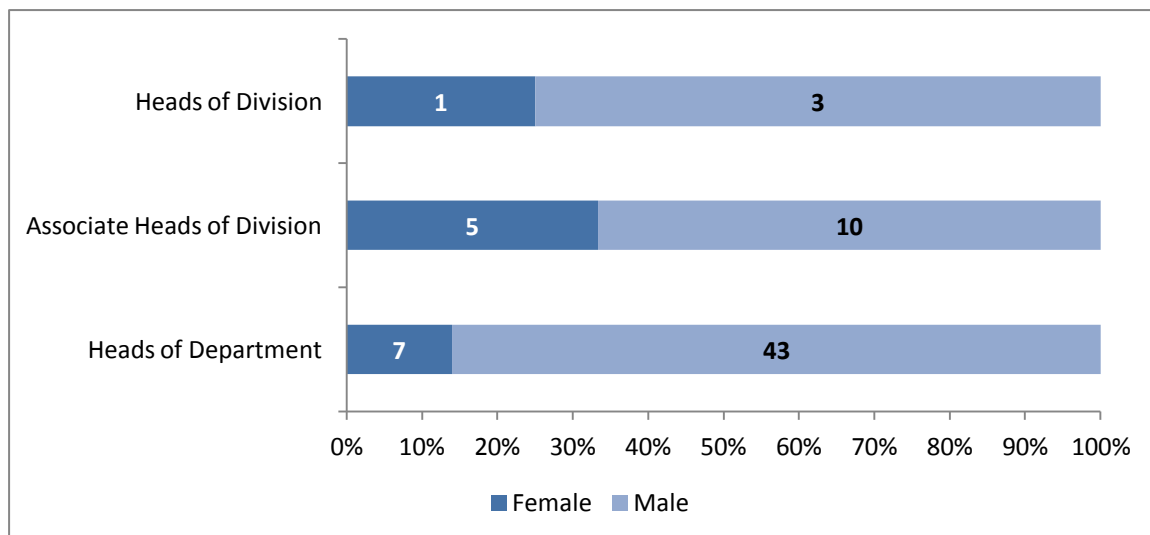
Figure 1 Representation of women on major committees, 2012/13



Source: University of Oxford Athena SWAN institutional submission, November 2013

The overall proportion of women has increased from one quarter to one third since 2010.

Figure 2 Representation of women in Divisional and Departmental leadership



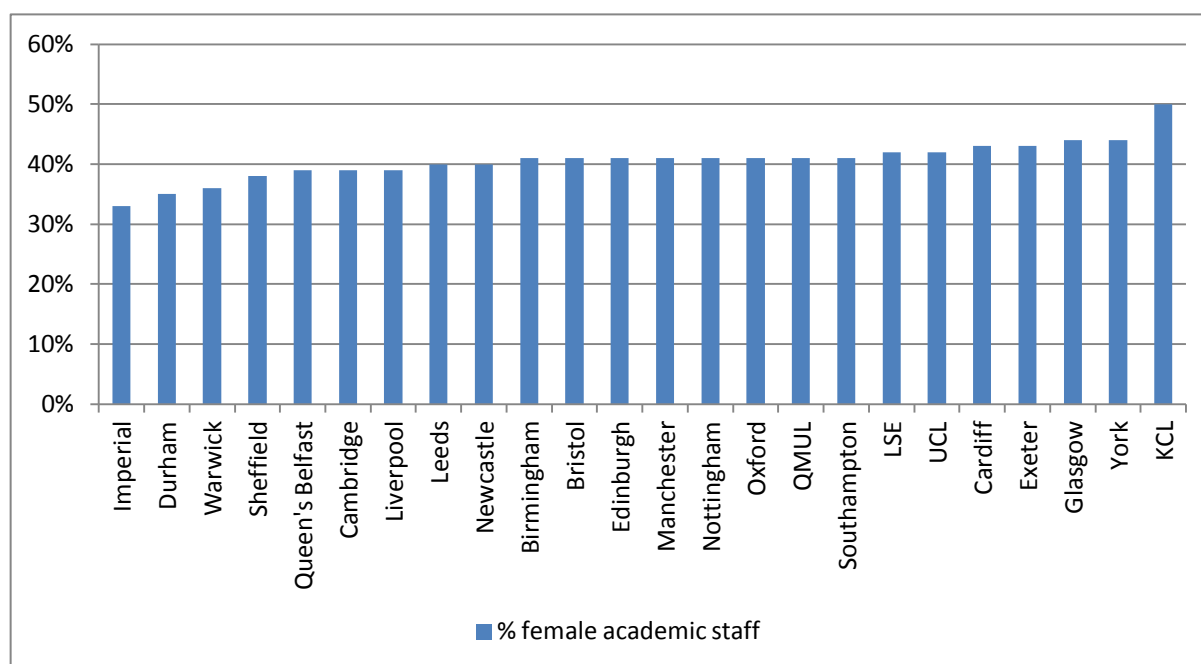
Source: University of Oxford Athena SWAN institutional submission, November 2013

One quarter of Heads of Division and one third of Associate Heads are female, but only 14% of Heads of Department. There are no longer any female Heads of Department in STEMM³ departments.

³ Science, Technology, Engineering, Mathematics and Medicine

Comparison with the Russell Group

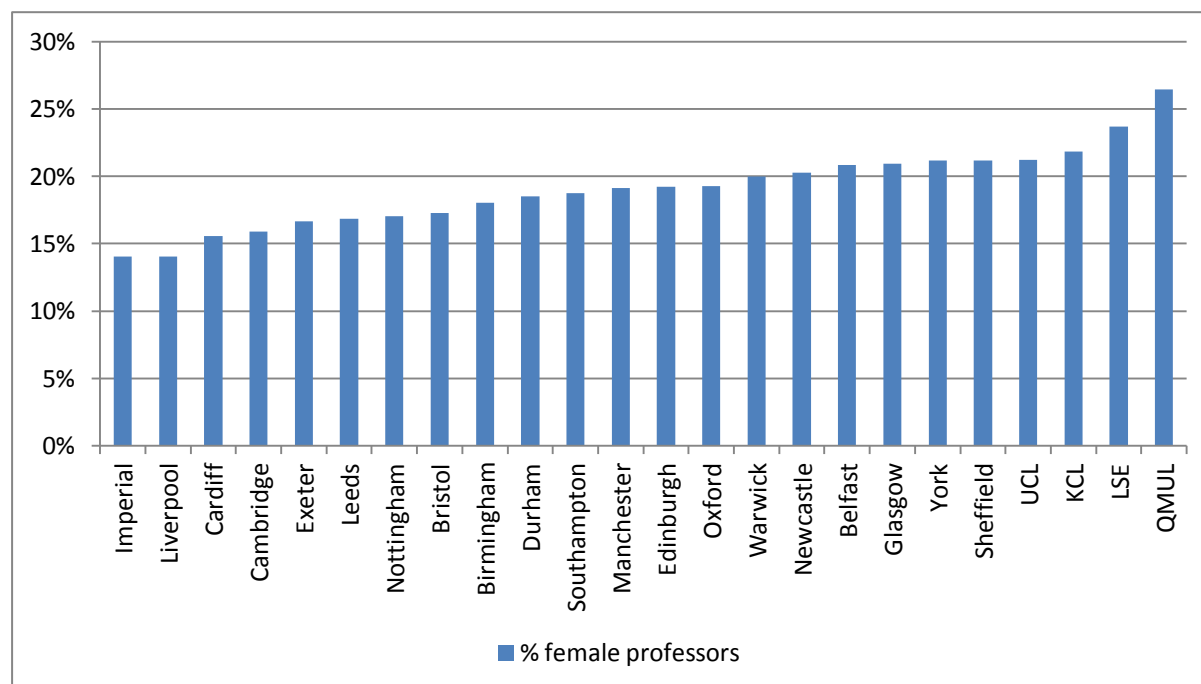
Figure 3 Female academic staff: Russell Group institutions, 2011/12



Source: HESA Staff Record 2011/12 (Heidi)

N.B. 'Academic' staff is a broad HESA category encompassing everyone with an academic, as opposed to a non-academic, function. Numbers relate to full-person equivalents.

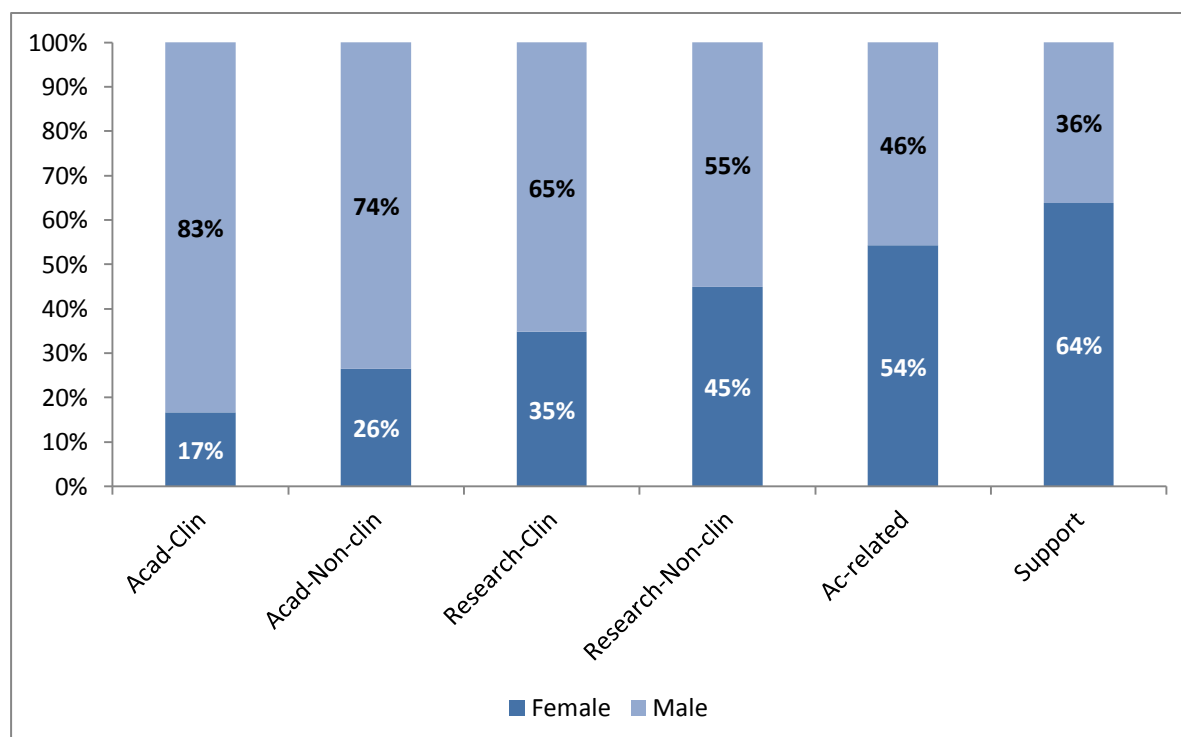
Figure 4 Female professors: Russell Group institutions, 2011/12



Source: HESA Staff Record 2011/12 (Heidi)

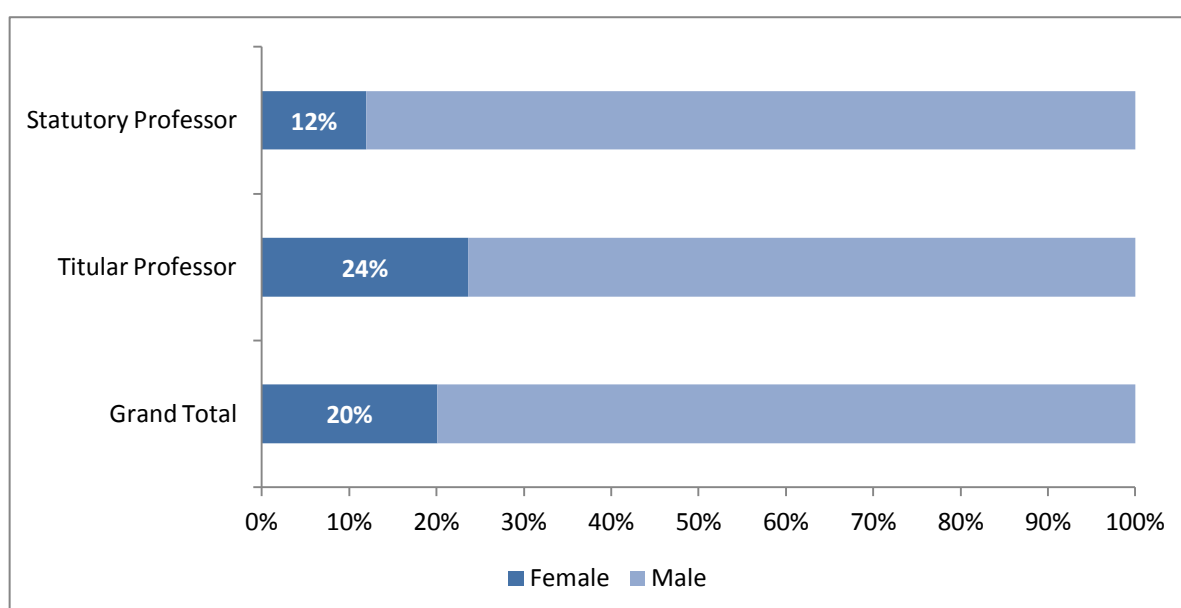
Staff in post

Figure 5 Gender profile by staff group, including clinical and non-clinical, 2012 (fte)



Source: CoreHR, staff snapshot 31.7.12

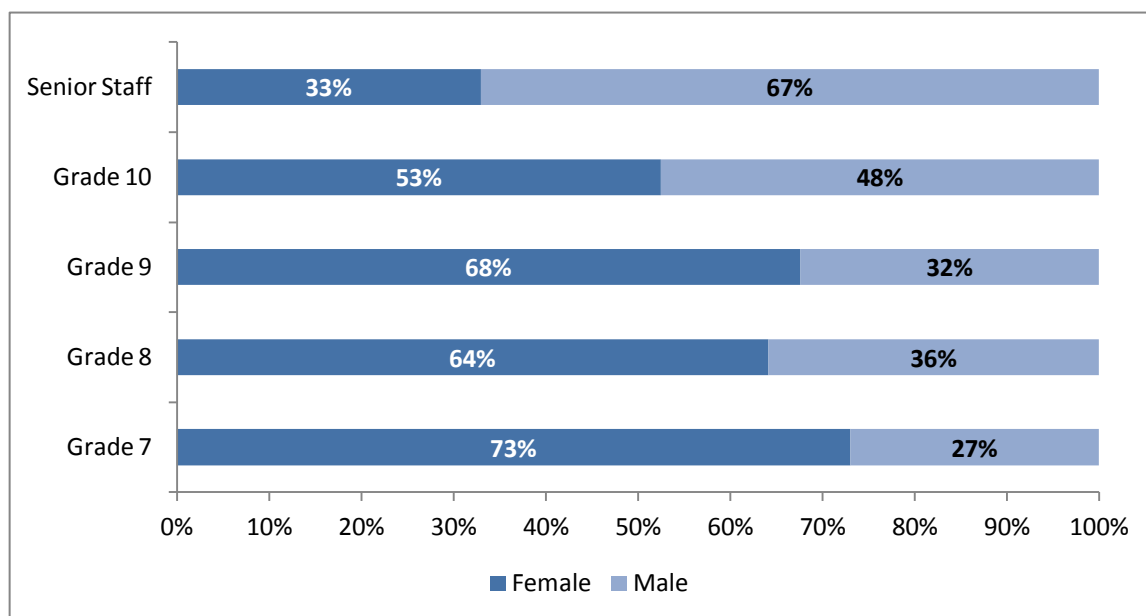
Figure 6 Gender profile of professorial staff, 2012 (fte)



Source: CoreHR, staff snapshot 31.7.12

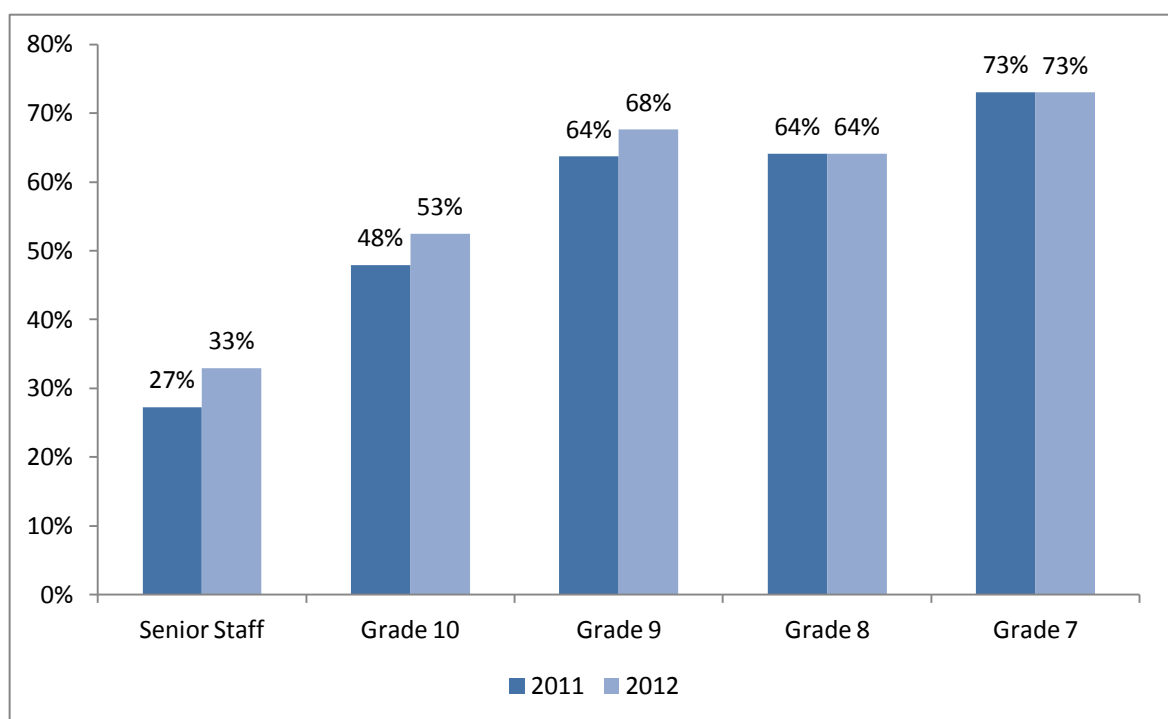
The proportion of female professorial staff increased from 18% to 20% between 2011 and 2012.

Figure 7 Gender profile of senior administrative staff, 2012 (headcount)



Source: CoreHR, staff snapshot 31.7.12

Figure 8 Senior administrative staff: proportion of women 2011-12

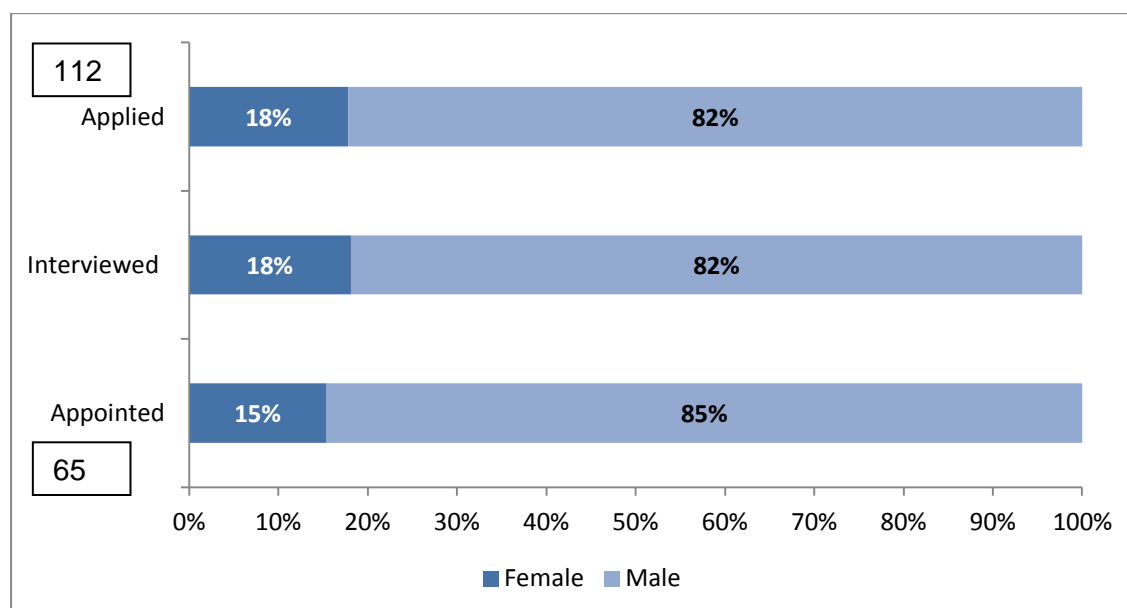


Source: CoreHR, staff snapshots 31 July 2011 / 2012

The proportion of female administrators increased at the higher grade levels between 2011 and 2012, reaching one third of the most senior, director-level, staff.

Recruitment to employment

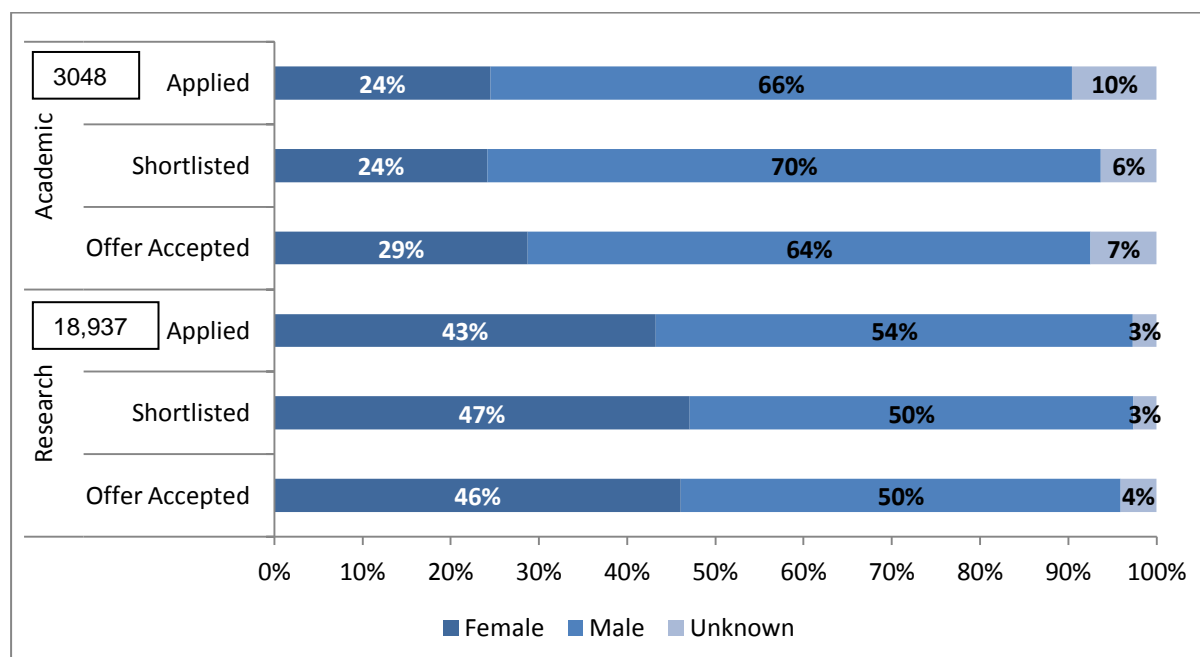
Figure 9 Recruitment to statutory professorships October 2010 to September 2013: by gender



Source: CoreHR, Senior Appointments team

Statutory professorships formally accepted (though not necessarily commenced) from October 2010 to September 2013. 5% of female and 6% of male applicants were successful; this difference did not attain statistical significance⁴.

Figure 10 Recruitment monitoring: gender (academic and research posts), 2012/13



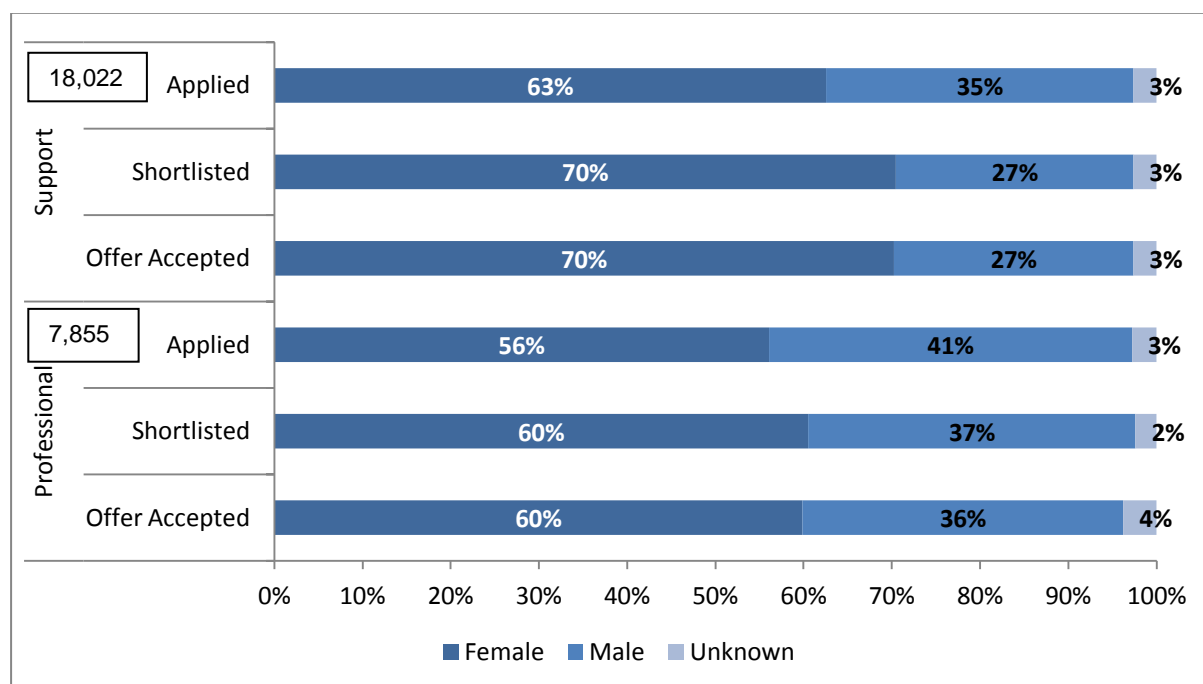
Source: CoreHR, EDU

⁴ Pearson's Chi-squared test; 95% significance level.

All vacancies advertised between 1 August 2012 and 31 July 2013, which had been closed by the time of the data extract in September 2013.

Academic recruitment figures show the highest proportion of applicants of unknown sex (10%), due to the paper-based recruitment system. Among applicants for research posts, the proportion is only 3%: applicants are more likely to provide equal opportunities monitoring data in an online environment.

Figure 11 Recruitment monitoring: gender (support and professional posts), 2012/13



Source: CoreHR, EDU

Ethnicity

Oxford

- On 31 July 2012, there were over 1000 black and minority ethnic (BME⁵) staff working at the University
- The overall percentage of BME staff remained at 10%, while the ethnicity of 13% is unknown.
- 6% of academic staff have identified as BME and 16% of research staff (13% combined).
- Clinical research has the highest percentage of BME staff at 23%.
- 8% of UK academic and research staff (combined) are BME, compared with 19% of non-UK.
- Following recent increases, the proportions of BME staff in the professional administrative and support staff groups now stand at 7% and 8% respectively.
- The introduction of e-recruitment for non-academic staff has led to a significant improvement in disclosure rates – only 5% of applicants for posts in Grades 6 to 10 do not disclose.
- Poor disclosure rates (49%) among academic applicants may improve when electronic recruitment is introduced.
- Non-academic recruitment data indicate that success rates for BME applicants are lower than for white.
- Low disclosure among current staff will be addressed from 2014/15 following further development of the University's new HR system.

UK

- In 2010/11, 10% of all staff in higher education were BME (5% unknown).
- 7% of UK national and 30% of non-UK national staff were BME.
- 7% of UK academic and research staff (combined) were BME, compared with 28% of non-UK.
- 7% of UK national professional and support staff were BME, compared with 36% of non-UK.

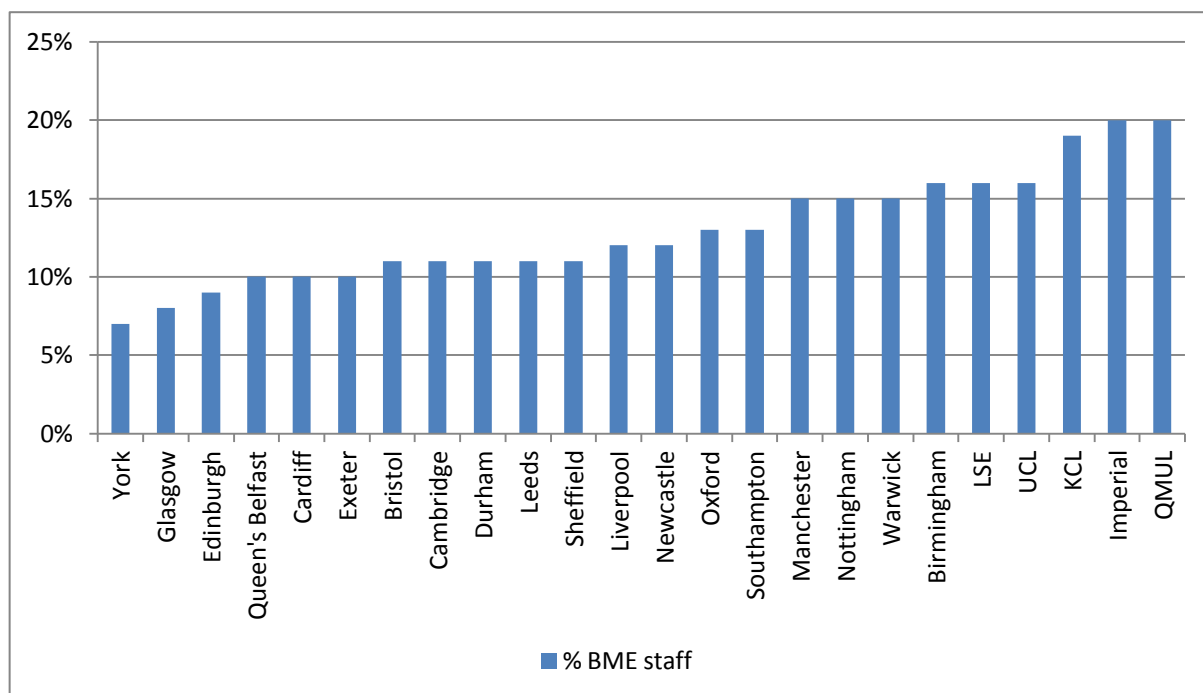
Russell Group

- In 2011/12, the proportion of BME staff at Russell Group institutions was 12%. The average was skewed upwards by the five London institutions, which averaged 22% of staff. The remainder of the Russell Group averaged 10%, the same as Oxford.
- The proportion of BME academic and research staff at Russell Group institutions averaged 13%, also matching Oxford.

⁵ Black and minority ethnic. In this report we use 'BME' to denote all non-white ethnicities; it does not therefore include minority white ethnic groups such as Gypsy or traveller and non-British whites.

Comparison with the Russell Group

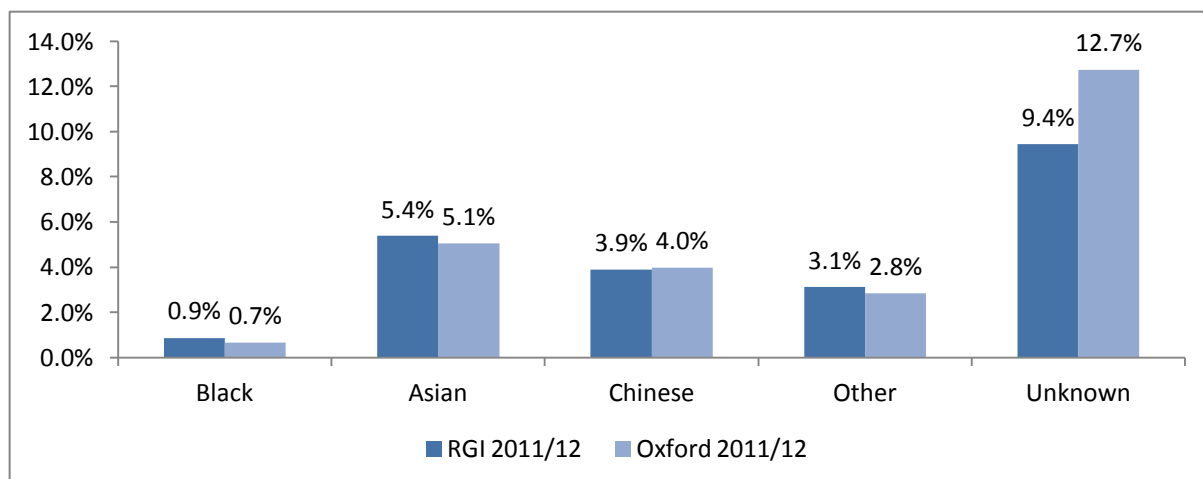
Figure 12 BME academic staff: Russell Group institutions, 2011/12



Source: HESA Staff Record 2011/12 (Heidi)

In most cases these figures only provide a partial view of the ethnicity of academic and research staff, due to the rate of non-disclosure which varied from 0% (Manchester, Birmingham) to 27% (Leeds). Oxford had a 12% rate of unknown ethnicity).

Figure 13 Percentage of academic staff from each ethnic group: comparison between Oxford and the Russell Group

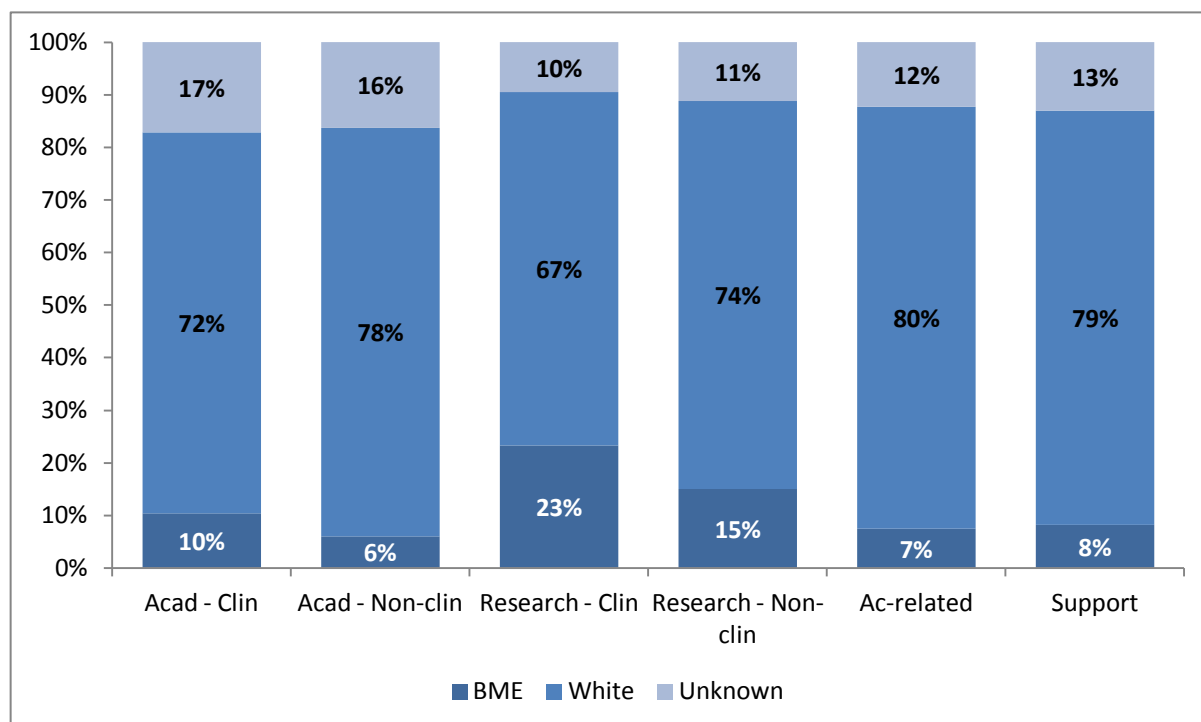


Source: HESA Staff Record 2011/12 (Heidi)

Comparison between Oxford and the Russell Group as a whole (2011/12 figures) shows that the proportions of academic and research staff from each ethnic group are very similar, though Oxford has a higher rate of unknown ethnicity than average.

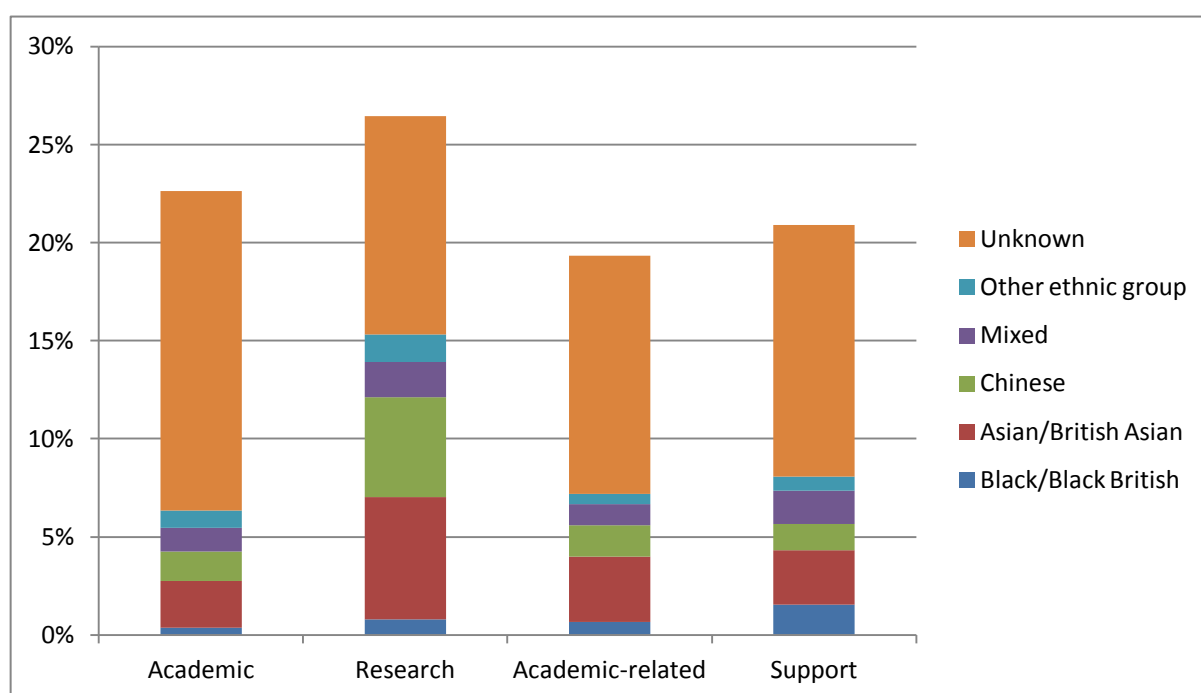
Staff in post

Figure 14 Ethnicity profile by staff group, including clinical and non-clinical, 2012 (fte)



Source: CoreHR, staff snapshot 31.7.12

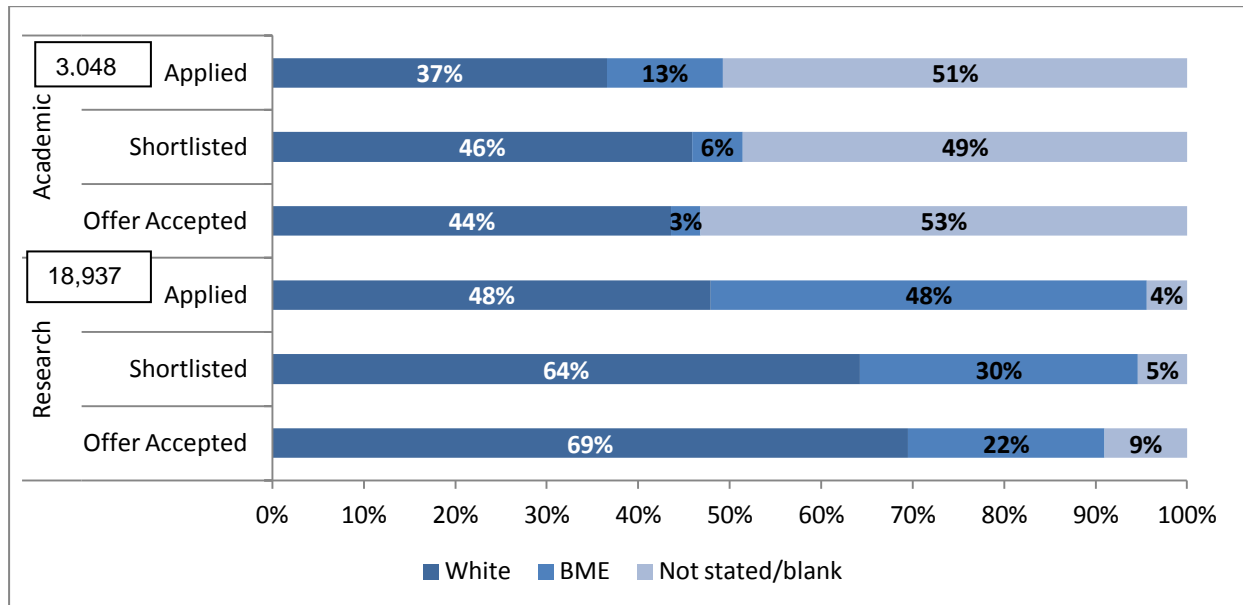
Figure 15 Staff profile by non-white ethnicity group, 2012 (headcount)



Source: CoreHR, staff snapshot 31.7.12. This chart is best viewed online.

Recruitment to employment

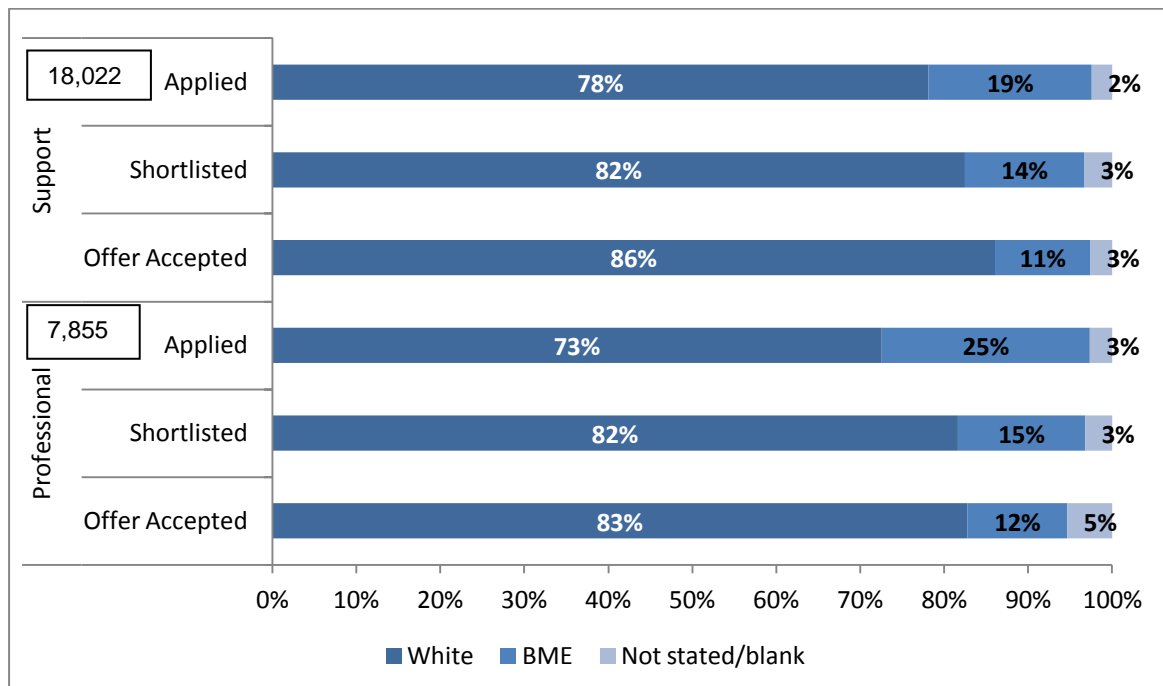
Figure 16 Recruitment monitoring: ethnicity (academic and research), 2012/13



Source: CoreHR, EDU

There are difficulties with the data quality for academic staff, where only 49% of applicants have disclosed their ethnicity. As academic recruitment is conducted via a paper-based process, it is common for applicants not to return a recruitment monitoring form.

Figure 17 Recruitment monitoring: ethnicity (support and professional), 2012/13



Source: CoreHR, EDU

Disability

Oxford

- 4% of university staff have disclosed a disability⁶ (12% unknown).
- 3% of both academic staff and research staff have disclosed a disability (16% and 10% respectively unknown).
- 5% of academic-related and 6.5% of support staff have disclosed a disability (13% unknown).
- Overall, 3% of applicants for research, support and professional roles disclosed a disability. 2% of successful applicants had declared a disability.
- Monitoring data was only available for half the applicants for academic posts, of whom 2% disclosed a disability.

UK

- In 2010/11, 3% of higher education staff had disclosed a disability (8% unknown).
- Among those who declared their status, fewer than 3% of academic professionals disclosed a disability.
- Nearly 4% of administrative and support staff disclosed a disability.

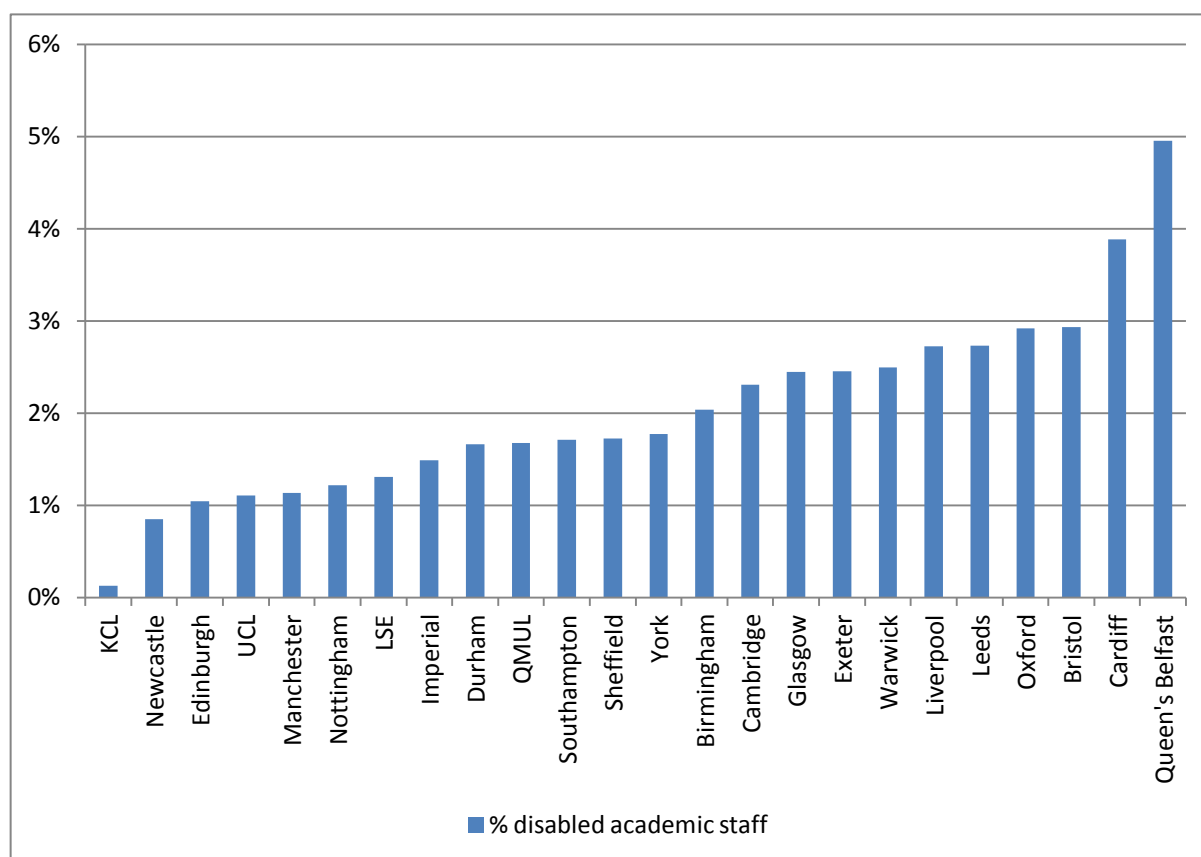
Russell Group

- In 2011/12, 2% of academic professionals in the Russell Group disclosed a disability (5% unknown).

⁶ Disability is defined in the Equality Act 2010 as a 'physical or mental impairment which has a substantial and long-term adverse effect on the ability to carry out normal day to day activities'. 'A substantial adverse effect' of an impairment is one which is more than minor or trivial, and the effect is 'long-term' if it has lasted 12 months, is likely to last at least 12 months, or is likely to last for the rest of the person's life. If an impairment has had a substantial adverse effect on a person's ability to carry out normal day to day activities but that effect ceases, it is treated as continuing if it is 'likely' to recur. Conditions with fluctuating effects can still qualify as 'long-term' impairments if they are likely to recur. A condition will be seen as likely to recur if this 'could well happen' rather than the higher threshold of 'more probably than not'.

Comparison with the Russell Group

Figure 18 Disabled academic staff: Russell Group institutions, 2011/12



Source: HESA Staff Record 2011/12 (Heidi)

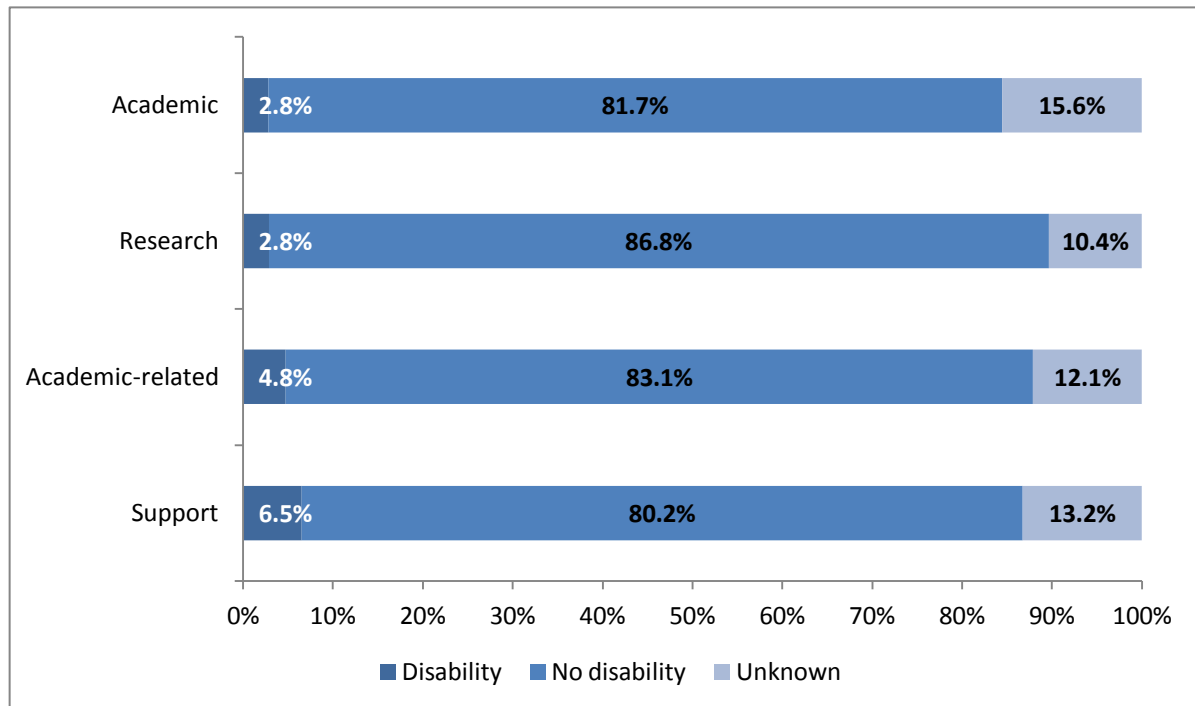
'Academic' includes all academic professionals, i.e. both academics and researchers.

The figures from Edinburgh and Cambridge should be treated with caution due to the apparent lack of disclosure at these institutions (the rate of unknown status was 99% and 81% respectively). Setting these aside, the average rate of non-disclosure was 5%. Only three universities had a higher rate of non-disclosure than Oxford at nearly 12%.

Nevertheless, the proportion of academic and research staff disclosing a disability at Oxford (3%) would appear to be higher than most of the rest of the Russell Group.

Staff in post

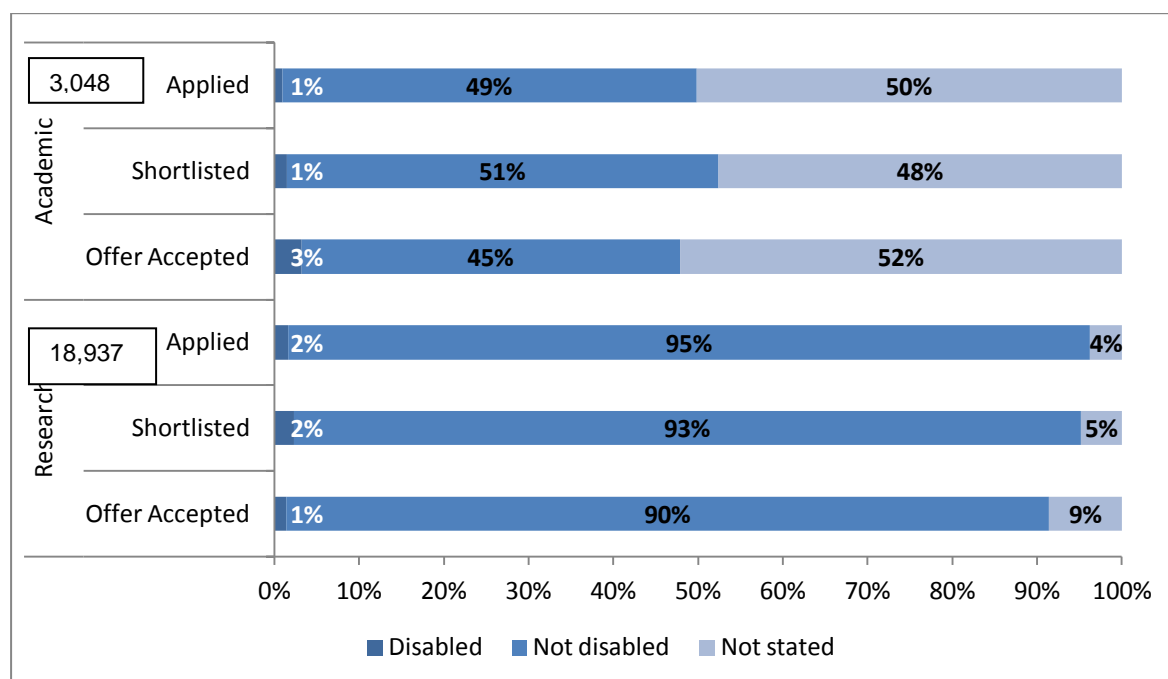
Figure 19 Disability profile by staff group, 2012 (fte)



Source: CoreHR, staff snapshot 31.7.12

Recruitment to employment

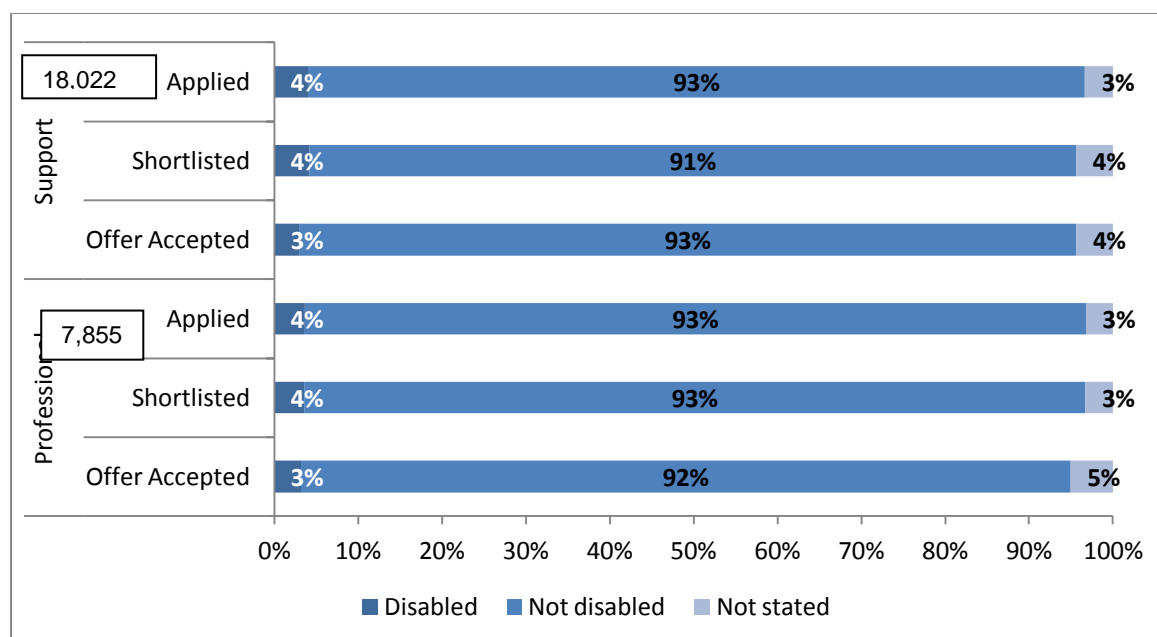
Figure 20 Recruitment monitoring: disability (academic and research), 2012/13



Source: CoreHR, EDU

Disclosure among academic applicants was low at 50% due to the reliance on paper monitoring forms. Levels of disclosure within e-recruitment were much higher, at 97% overall.

Figure 21 Recruitment monitoring: disability (support and professional), 2012/13



Source: CoreHR, EDU

Age

Oxford

- 22% of academic staff are under 40, compared with 69% of research staff.
- This equates to 54% of academic and research staff (combined), driven by the high proportion of research staff (over two-thirds of the whole, or 68%)
- 39% of academic-related and 48% of support staff are under 40 (43% combined).
- 40% of academic staff are aged 50 to 64; 5% are aged 65 or over.
- 23% of academic and research staff (combined) are over 50.

UK

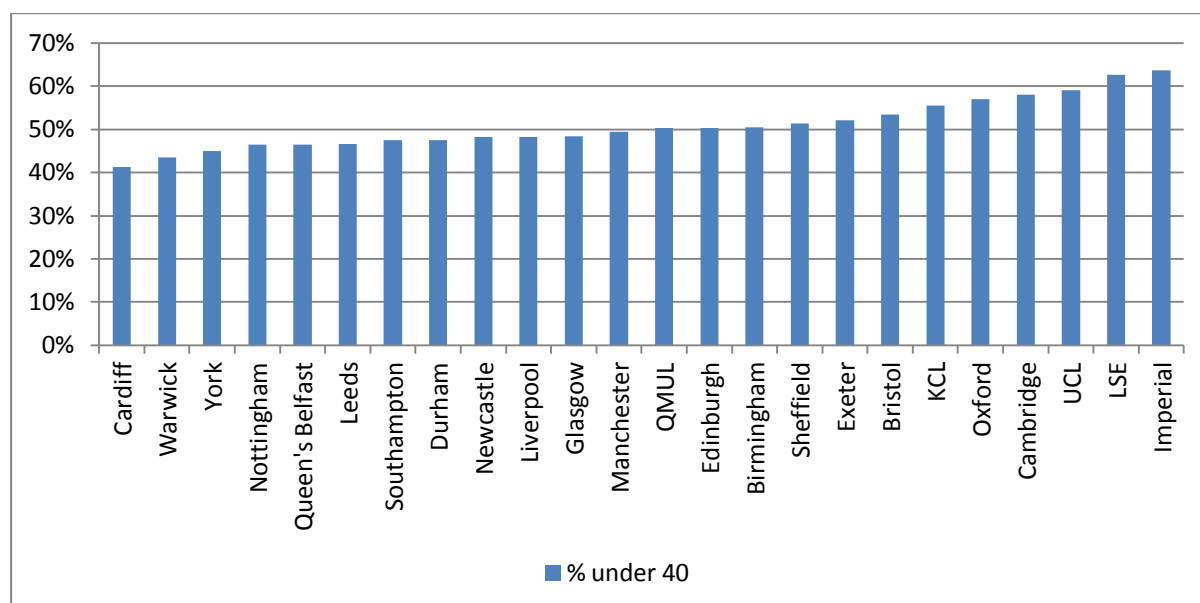
- In 2010/11, 42% of academic and research staff were aged under 40.
- 46.5% of professional and support staff were aged under 40.
- 28.5% of academic and research staff were aged 51 to 65; 2% were 66 or over.

Russell Group

- In 2011/12, 52% of academic and research staff in the Russell Group were under 40, very similar to Oxford (reflecting high proportions of research staff).
- 23% of academic professionals were over 50, identical to Oxford.
- Just over 6% were aged 61 and over, though the proportion was higher in ten institutions, reaching 9% at Warwick and Cardiff. LSE had the highest proportion of academic professionals aged over 66, at nearly 4% of the total staff group.

Comparison with the Russell Group

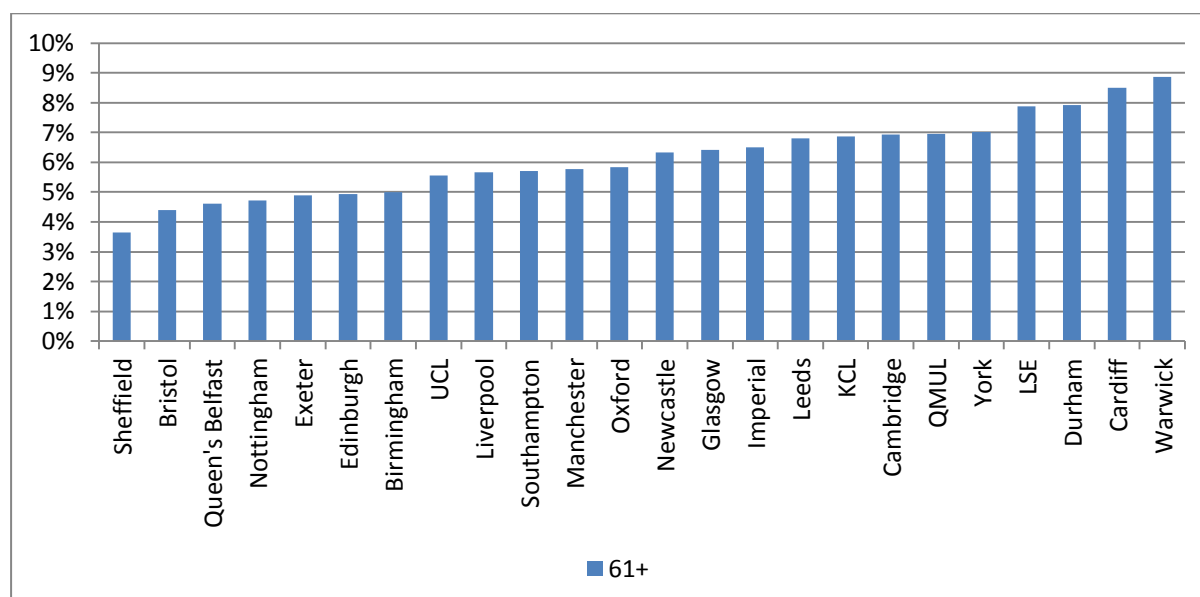
Figure 22 Academic staff aged under 40: Russell Group institutions, 2011/12



Source: HESA Staff Record 2011/12 (Heidi)

These figures include research as well as academic staff and reflect the research intensity of each institution. Oxford has a relatively high proportion of younger staff though these are concentrated within its very large research staff group.

Figure 23 Academic staff aged over 61: Russell Group institutions, 2011/12

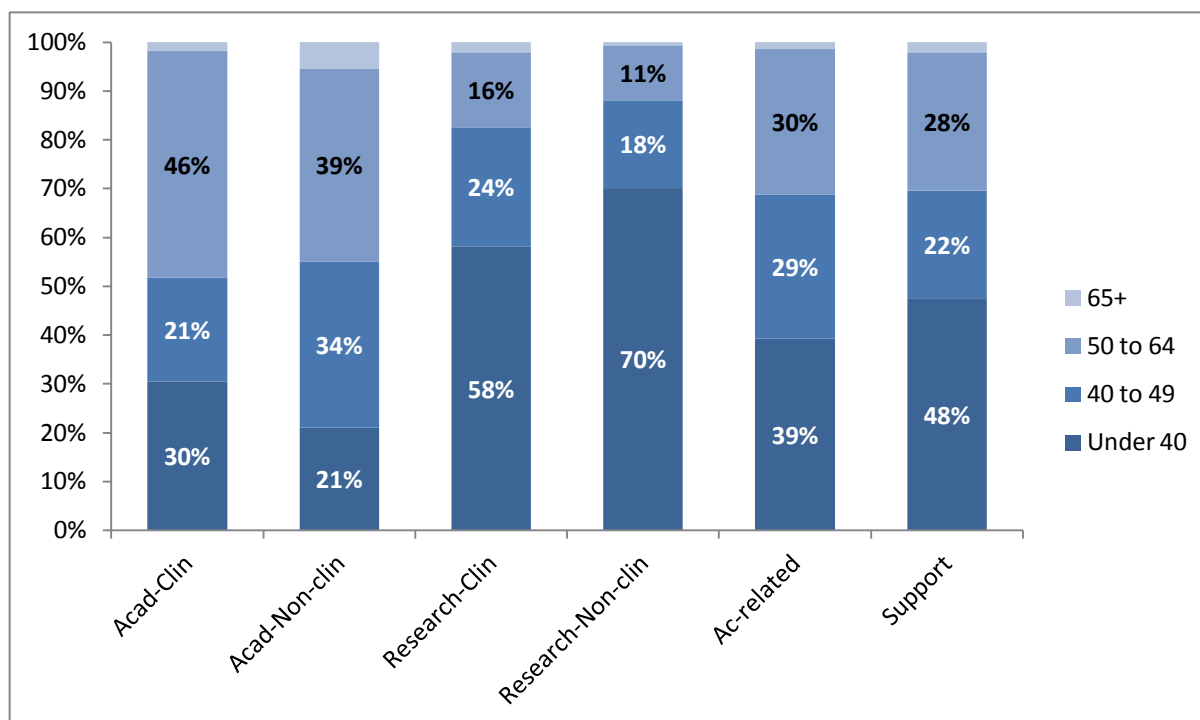


Source: HESA Staff Record 2011/12 (Heidi)

Oxford has an average proportion (6%) of academic and research staff (combined) aged over 61; however, our own staff-in-post data show that 16% of academics at Oxford (excl. research staff) are aged 60 or more.

Staff in post

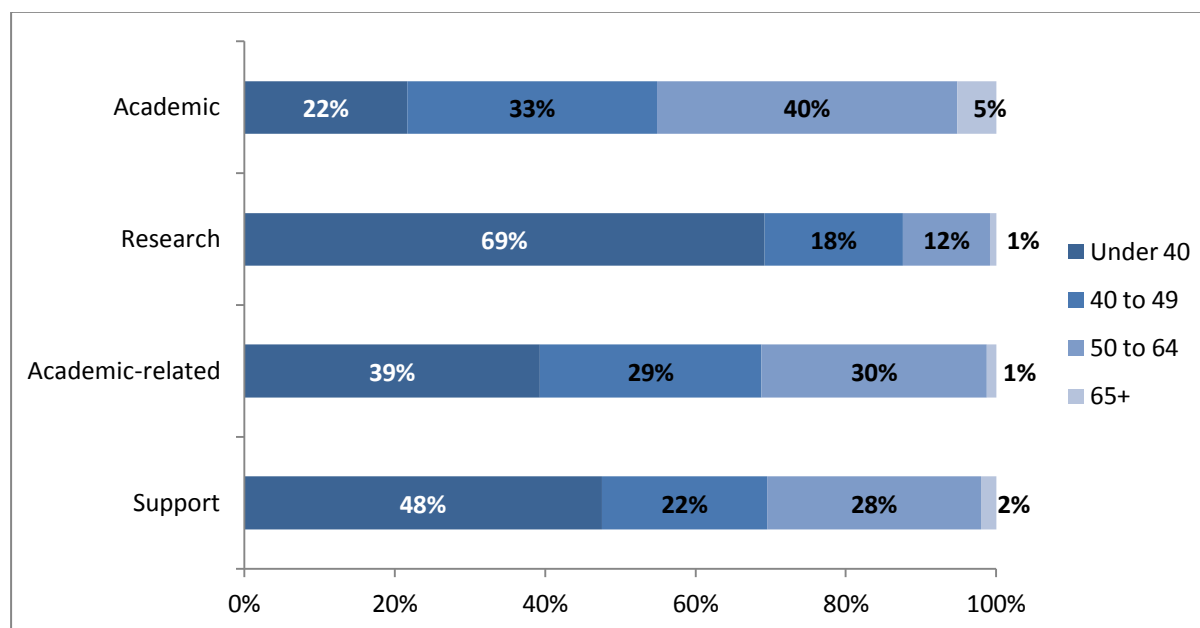
Figure 24 Age profile by staff group, including clinical and non-clinical, 2012 (fte)



Source: CoreHR, staff snapshot 31.7.12

The data show no appreciable change since 2011.

Figure 25 Age profile by staff group, 2012 (fte)



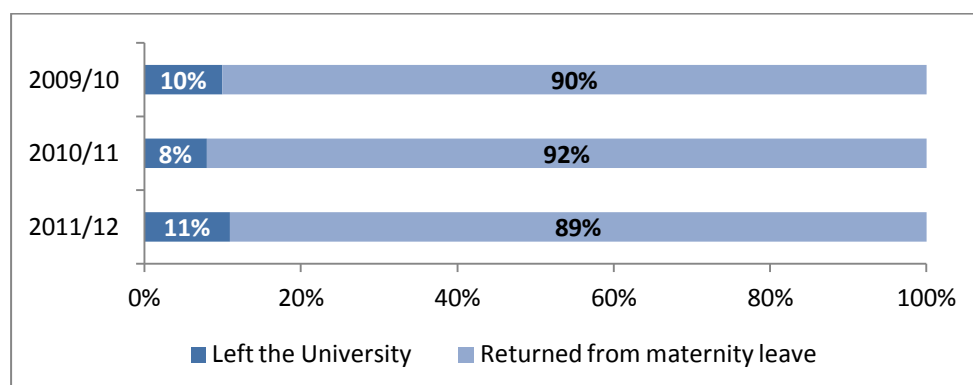
Source: CoreHR, staff snapshot 31.7.12

Pregnancy and maternity

Oxford

- In 2011/12, 200 members of University staff went on maternity leave, of whom 11% did not return.
- The average return rate over the last three years was 90%.
- Among academic and research staff, 102 women went on maternity leave in 2011/12, of whom 13% did not return.
- The average return rate for academic and research staff over the last three years was 88%.

Figure 26 Maternity return rates 2009/10 to 2011/12 (all staff)



Source: CoreHR

Figure 26 relates to all University staff and shows small fluctuations in return rates. The number of women taking maternity leave in the three years (counted as financial years 1 August to 31 July) totalled 682 and the average percentage who left employment with the University was 10%.

Figure 27 Maternity return rates 2009/10 to 2011/12 (academic and research staff)

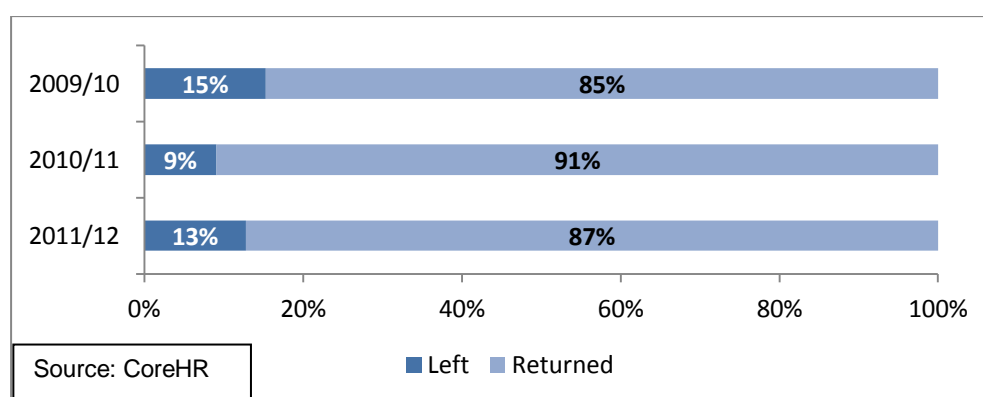


Figure 27 relates to the subset of women in staff grade groups Academic or Research, of whom 308 took leave with an average non-return rate of 12%.

The figures for 2009/10 and 2010/11 vary slightly from those presented in the 2013 Equality Report as a different reporting period was used. We have now decided to use financial year as this fits better with the public sector equality duty reporting cycle.

Sexual orientation

Oxford

- Monitoring of sexual orientation in e-recruitment began in August 2012.
- The data provided here cover the period 1 October 2012 to 31 July 2013. At least 77% of these applicants declared a sexual orientation⁷.
- The proportion of LGB and other non-heterosexual people who applied for support, professional and research posts was: 4.4%, 4.0%, and 5.1% respectively. This is higher than UK population estimates, though based on a reduced sample (77%).
- The proportion of successful applicants who identified as LGB and other was: 3.2%, 6.1%, and 3.2% (support, professional and research).
- Overall, 4.6% of applicants and 3.8% of appointees identified as non-heterosexual.

UK

- There are no definitive population statistics though the government estimated that 6% of the population was gay, lesbian or bisexual when drawing up civil partnership legislation in 2003.
- A question on sexual identity was added to the Office for National Statistics' Integrated Household Survey questionnaire in 2009 and has since produced stable, but lower population estimates.
- The 2012 IHS report estimates that 1.8% of the UK population is gay, lesbian, bisexual or other, though this may be subject to some under-reporting in the context of a face-to-face survey⁸.
- The reported percentages are higher among young people aged 16-24 (3.0%) and among people living in London (2.9%).
- There were also differences by gender: 1.5% of men stated that they were gay, compared with 0.7% of women.
- A recent six-month Gallup poll of over 200,000 people in all fifty states of the USA found that on average 3.5% of Americans identified as lesbian, gay, bisexual or transgender (the latter is of course not a sexual orientation)⁹.

There are as yet no published data on this protected characteristic for the Russell Group.

⁷ Due to technical issues applicants who had applied for jobs with the University in previous years were not requested to submit the new monitoring information.

⁸ Statistical bulletin: Integrated Household Survey April 2011 to March 2012: Experimental Statistics (ONS, 2012). Available to download from www.ons.gov.uk/ons/rel/integrated-household-survey/integrated-household-survey/april-2011-to-march-2012/stb-integrated-household-survey-april-2011-to-march-2012.html

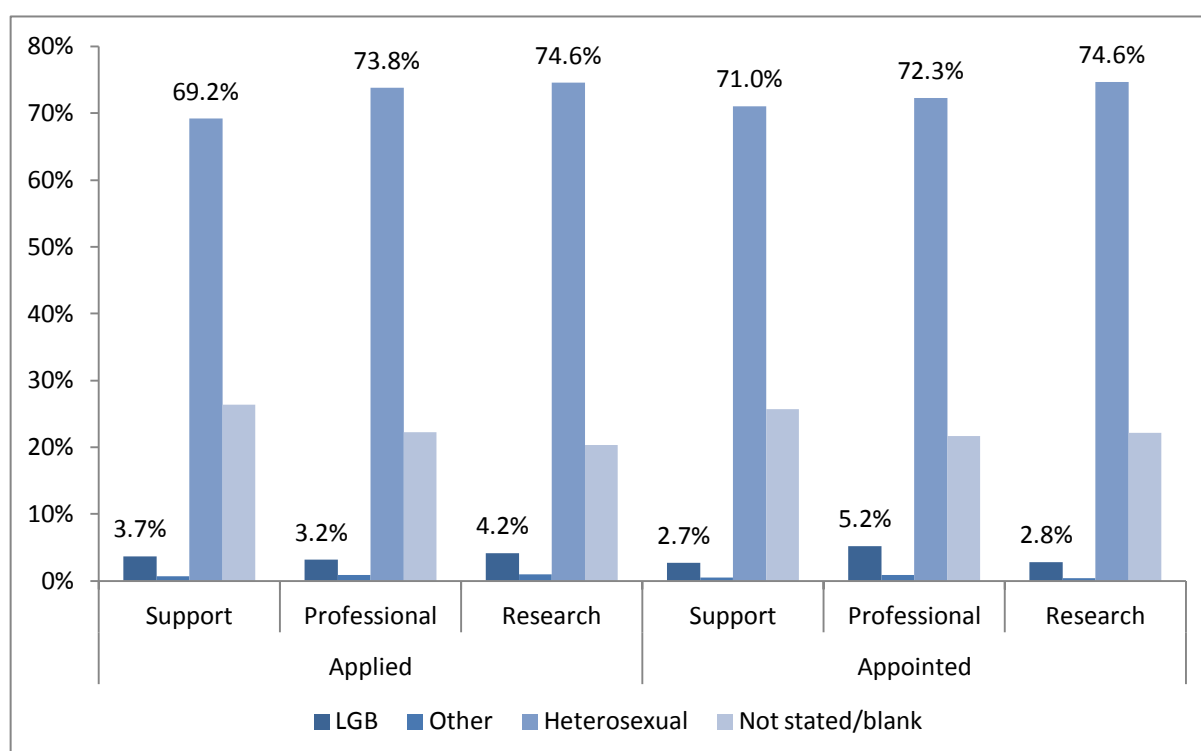
⁹ *Do Gay People Really Make Up 3.5% of the Population?* (The Atlantic Wire, 18.2.13). Available to download from www.theatlanticwire.com/national/2013/02/do-gay-people-really-make-35-population/62248.

Recruitment to employment

Although monitoring of sexual orientation and religion and belief was introduced into e-recruitment in August 2012, there are unresolved problems with data quality and calculations are based on vacancies advertised via e-recruitment between 1 October 2012 and 31 July 2013. The monitoring data for sexual orientation and religion and belief is partial or missing for 10% of applicants for research posts, 19% for support and 13% for professional and management roles.

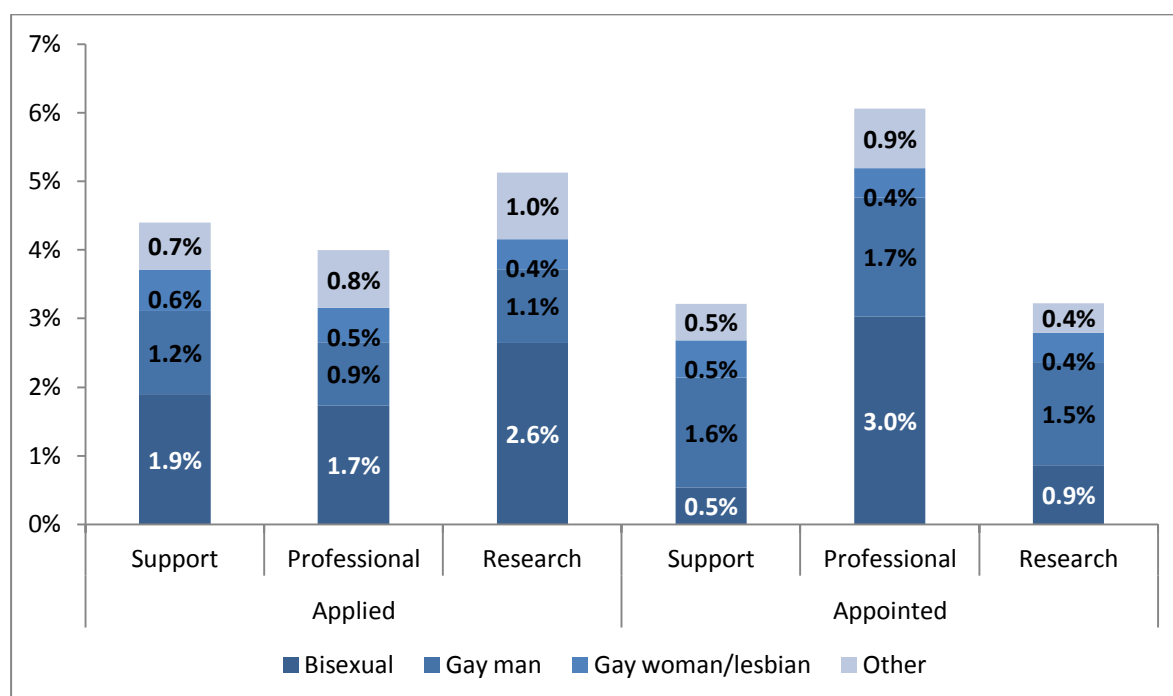
Academic staff are recruited via a paper-based exercise and were not asked the additional questions in 2012/13. A revised recruitment monitoring form was introduced in January 2014.

Figure 28 Sexual orientation: recruitment monitoring 2012/13 (support, professional and research posts)



Source: CoreHR, EDU

Figure 29 Sexual orientation: recruitment monitoring by strand, 2012/13



Source: CoreHR, EDU

Overall, 4.6% of applicants and 3.8% of appointees identified as non-heterosexual (based on the 77% of applicants for whom we have this information).

2012/13	Bisexual	Gay man	Gay woman/lesbian	Other	Not stated
Applied to Oxford	2.2%	1.1%	0.5%	0.8%	23.1%
Appointed	1.2%	1.6%	0.5%	0.6%	23.3%

Comparative figures for the UK (though these do not reflect Oxford's international recruitment pool) drawn from the 2011/12 Integrated Household Survey (ONS):

2011/12	Bisexual	Gay man	Gay woman/lesbian	Other	Not stated
IHS survey ¹⁰	0.4%	1.5%	0.7%	0.3%	4.2%

¹⁰ See footnote 8 for reference

Religion and belief

Oxford

- Monitoring of religion and belief in e-recruitment commenced in August 2012.
- The data provided here cover the period 1 October 2012 to 31 July 2013. At least 77% of these applicants declared a religion or belief (including 'no religion')¹¹.
- We have information for 72% of applicants to support roles, 77% to professional and management and 81% to research posts.
- 31% of applicants declared that they had 'no religion', followed by 28% who declared a Christian faith. Less than 10% preferred not to state whether they had a religion or belief, while we have no data for 13% of applications.
- Applicants who stated that they had 'no religion' had the highest likelihood of being both shortlisted and appointed. We will conduct more detailed analysis by additional factors such as nationality and ethnicity once we have a larger dataset.
- Buddhist, Jewish, Muslim and Hindu applicants were over-represented among applicants for research posts, compared with national figures, reflecting the international nature of recruitment to Oxford. 29% of University staff (fte) are of non-UK nationality, including 48% of research staff and 32% of academics.

UK

- The 2011 Census included a voluntary question on religion for the first time and the results for England and Wales¹² showed that a quarter of the population had no religion, 59% were Christian, and just under 5% Muslim. The remaining main minority religions each accounted for between 0.4% and 1.5% of the population.

	No religion	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	Not stated
England & Wales, 2011	25.1%	0.4%	59.3%	1.5%	0.5%	4.8%	0.8%	0.4%	7.2%

There are as yet no published data on this protected characteristic for the Russell Group.

¹¹ See footnote 7

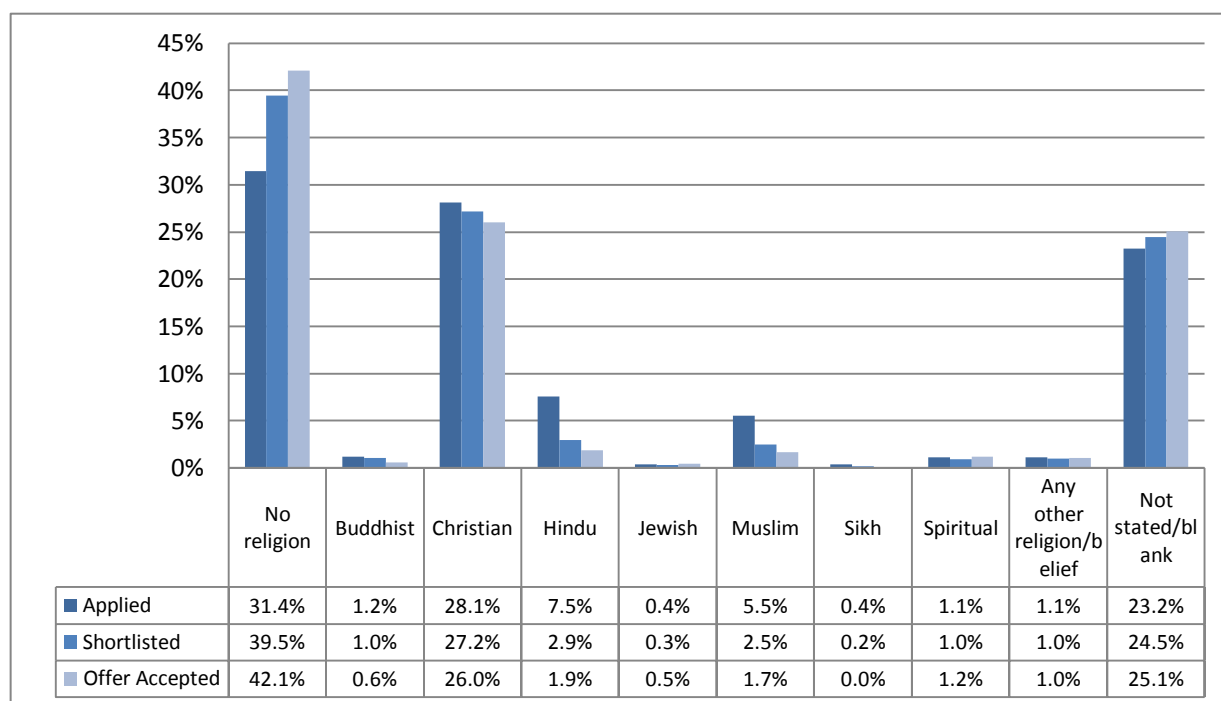
¹² Religion in England and Wales 2011, ONS (2012). Available to download from www.ons.gov.uk/ons/rel/census/2011-census/key-statistics-for-local-authorities-in-england-and-wales/rpt-religion.html

Recruitment to employment

Monitoring of sexual orientation and religion and belief was introduced into e-recruitment in August 2012: these calculations are based on vacancies advertised via e-recruitment between 1 October 2012 and 31 July 2013. The monitoring data for sexual orientation and religion and belief is partial or missing for 10% of applicants for research posts, 19% for support and 13% for professional and management roles.

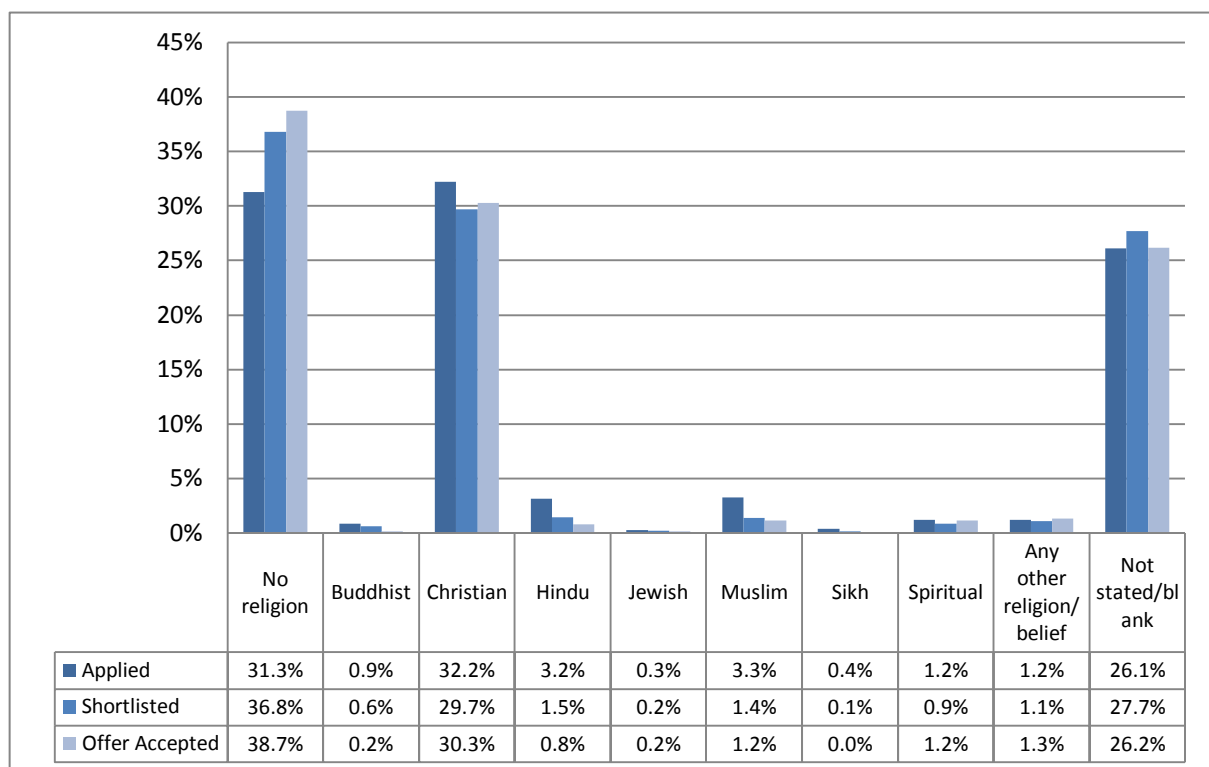
Academic staff are recruited via a paper-based exercise and were not asked the additional questions in 2012/13. A revised recruitment monitoring form was introduced in January 2014.

Figure 30 Religion and belief: recruitment data 2012/13 (support, professional and research posts)



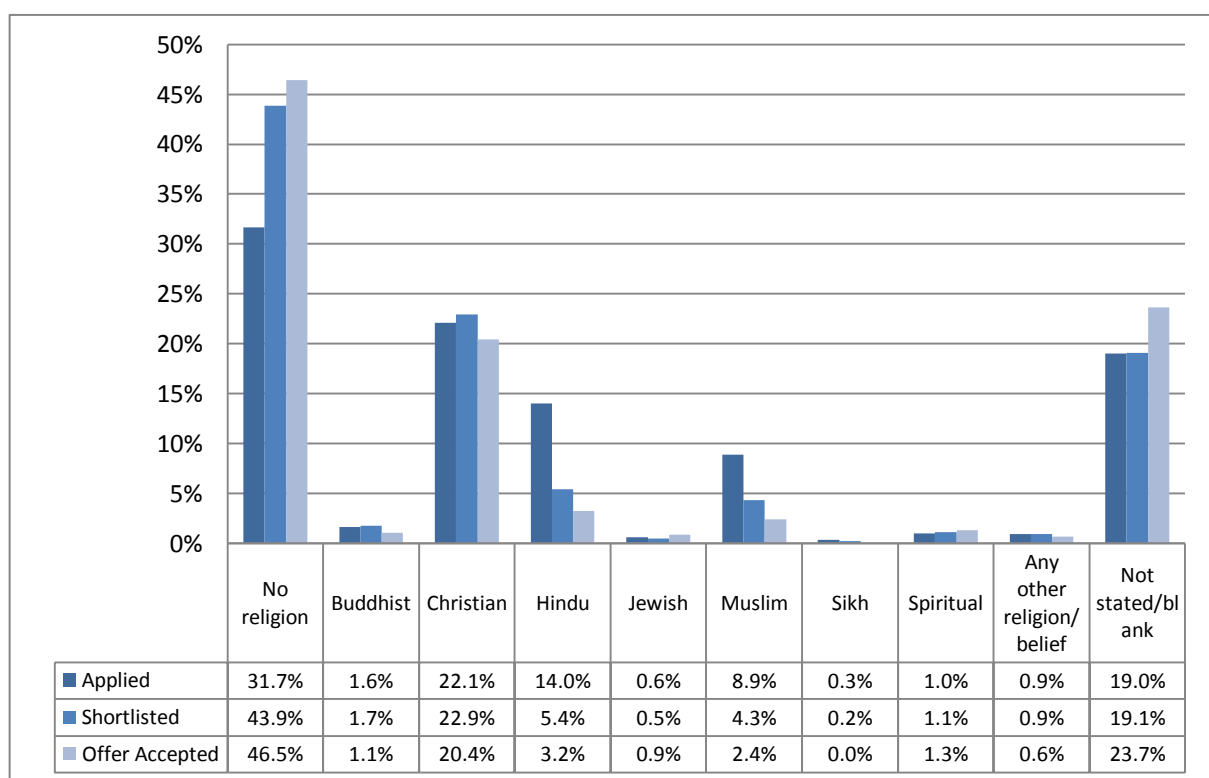
Source: CoreHR, EDU

Figure 31 Religion and belief: recruitment data 2012/13 (support and professional posts)



Source: CoreHR, EDU

Figure 32 Religion and belief: recruitment data 2012/13 (research posts)



Source: CoreHR, EDU

Section C
Student equality data

DATA	SOURCE	NOTES	CONTACT DETAILS
On-course students	Student snapshot 1.12.12	Annual data snapshot for HESA reporting purposes	Student Data Management and Analysis Contact: Richard Dunnaway richard.dunnaway@admin.ox.ac.uk
Undergraduate admissions	UCAS data submitted to the University	Applicants for entry in 2012 or deferred entry in 2013	Student Data Management and Analysis Contact: Bryony Collis bryony.collis@admin.ox.ac.uk
Postgraduate admissions	OSS admissions data	Applicants for entry in 2012	Graduate Admissions and Funding Contact: Mike Eeley mike.eeley@admin.ox.ac.uk
UK higher education, 2010/11	Equality Challenge Unit (2012), Equality in higher education: statistical report 2012. Part 2: students		www.ecu.ac.uk/publications/files/equality-in-he-stats-report-2012-students.pdf The 2011/12 report has now been published at www.ecu.ac.uk/publications/files/equality-in-he-statistical-report-2013-students.pdf
Russell Group, 2011/12	HESA data, accessed via the online Higher Education Information Database for Institutions (Heidi)	All HESA data is subject to HESA's coding and data protection policies. Students are reported as full-person equivalents and JACS codes cannot be mapped directly to Oxford's degree subjects. All numbers are rounded to the nearest 5.	Equality and Diversity Unit Contact: Sara Smith sara.smith@admin.ox.ac.uk Contact heidi@admin.ox.ac.uk in order to obtain a Heidi account
Athena SWAN	Athena SWAN institutional submission, November 2013	The University applied to renew its Bronze Athena SWAN charter in November 2013. The outcome is not expected until April or May 2014.	Equality and Diversity Unit Contact: Adrienne Hopkins adrienne.hopkins@admin.ox.ac.uk EDU Athena SWAN website: www.admin.ox.ac.uk/eop/gender/athenaswan/applications

Gender

Oxford

- On 1 December 2012, women comprised 45% of all students: 46% of UG, 45% of PGT and 42% of PGR¹³.
- Although student numbers increased for both sexes at UG and PGR, there was a small numerical and percentage decrease (by nearly 2%) in PGT women. This contrasted with an increase of over 5% in male PGT numbers. The proportion of women at PGT fell from 46% to 45% between 2011 and 2012.
- 40% of students in SET subjects (as defined by HESA) were female compared with 62% in non-SET subjects.¹⁴
- Women comprised 30% of students in MPLS, 47% in Social Sciences, 52% in Medical Sciences, 52% in Humanities and 51% in Continuing Education.
- In the UG admissions cycle for entry in 2012 (or deferred entry in 2013), women formed 49% of applicants and 46% of acceptances. Women had both a lower offer rate¹⁵ (F:19% to M:22%) and lower overall success rate¹⁶ (F:18% to M:20%) than men. This represented a decline from the previous cycle where both sexes had an offer rate of 24% and a success rate of 22%.
- MPLS was the only division where women were equally as successful as men, forming 33% of UG applications, offers and final acceptances.
- Women also had a lower success rate at PGT where they formed 49% of applications and 47% of acceptances. Their offer rate was 35% compared with 40% for men. However, they were slightly more likely to convert their offer to an acceptance (66% to 64%).
- At PGR, women comprised 43% of applications and 41% of acceptances. Their initial offer rate was slightly lower than men's at 36% to 38%, and they were also slightly less likely to convert their offer (54% to 56%).
- In 2012, there was an overall gender gap at undergraduate Finals of 6%: 26% of women obtained a First compared with 32% of men. The differences attained statistical significance in the Humanities and MPLS, but not in Social Sciences or Medical Sciences.

UK

- In 2010/11, women comprised 56% of all higher education students: 55% of first degree UG, 56% of PGT and 47% of PGR.
- Women comprised 51% of students in SET (science, engineering and technology¹⁷) and 56% in non-SET subjects.

¹³ UG: Undergraduate student; PGT: Postgraduate taught course student; PGR: Postgraduate research student

¹⁴ HESA data for 2011/12 (Heidi)

¹⁵ Rate of offers to applications.

¹⁶ Rate of acceptances to applications.

¹⁷ ECU, Equality in higher education: statistical report 2012. Part 2: students, p.38. Available to download from www.ecu.ac.uk/publications/equality-in-he-stats-2012.

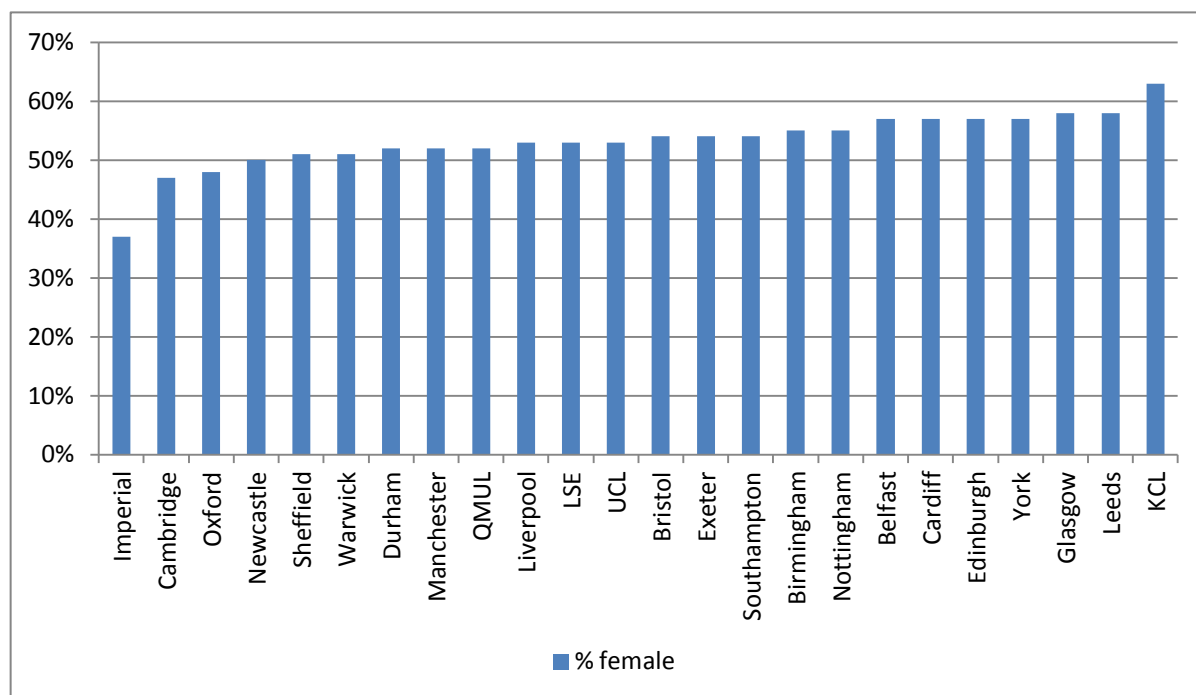
Russell Group

- In 2011/12, the average proportion of female HE students at Russell Group universities was 54%. At undergraduate level it was 53%.
- On average, women comprised 49% of students in SET subjects (at all levels); at Oxford the comparable figure was only 40%. However, much of this discrepancy appears to be explicable by Oxford's subject mix, particularly its focus on the physical sciences.
- On average, women comprised 58% of students in non-SET subjects compared with 62% at Oxford.
- In 2011/12, 19% of women and 21% of men obtained a first class degree at Russell Group universities. Six institutions had a gender gap greater than 4%: Southampton (5%), Bristol (6%), Oxford (7%), Warwick (8%), LSE (9%) and Imperial (11%)¹⁸.

¹⁸ A much higher proportion of female than male students at Imperial took unclassified degrees, presumably medicine: 22% compared with 12%. This may have had the effect of skewing the gender gap more in men's favour.

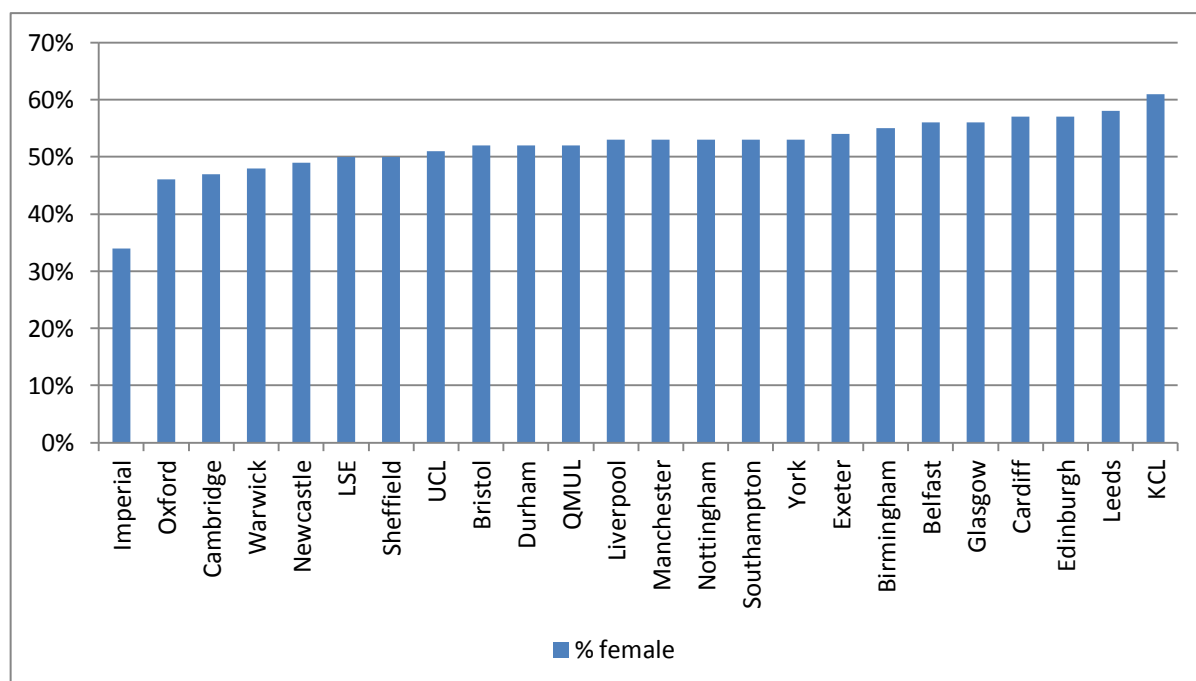
Comparison with the Russell Group: student numbers

Figure 33 Female higher education students: Russell Group institutions, 2011/12



Source: HESA Student Record 2011/12 (Heidi)

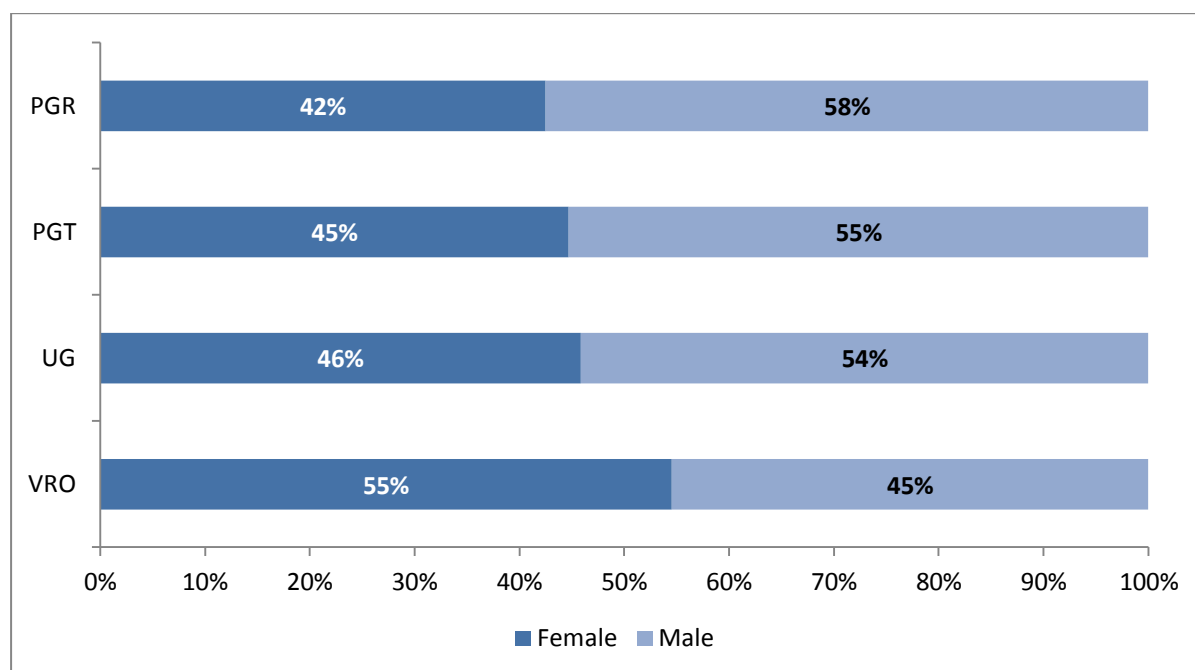
Figure 34 Female first degree undergraduates: Russell Group institutions, 2011/12



Source: HESA Student Record 2011/12 (Heidi)

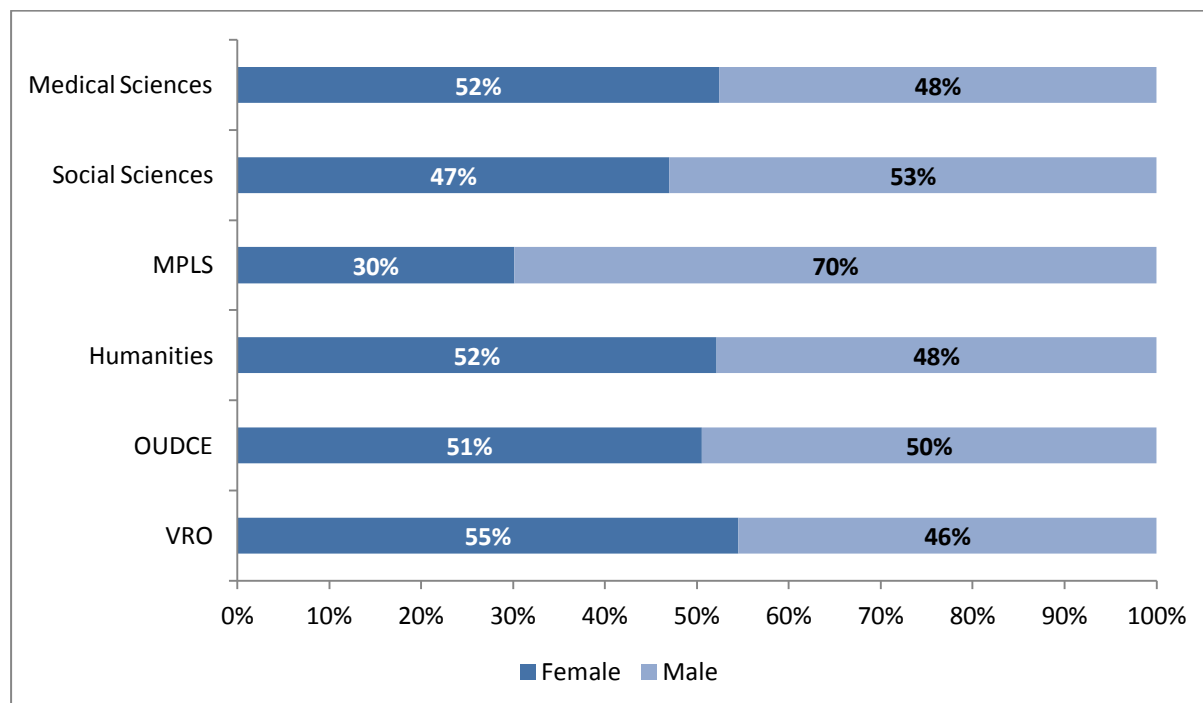
On-course students

Figure 35 Female students by level of study, 2012



Source: Student Statistics, 1.12.12 snapshot

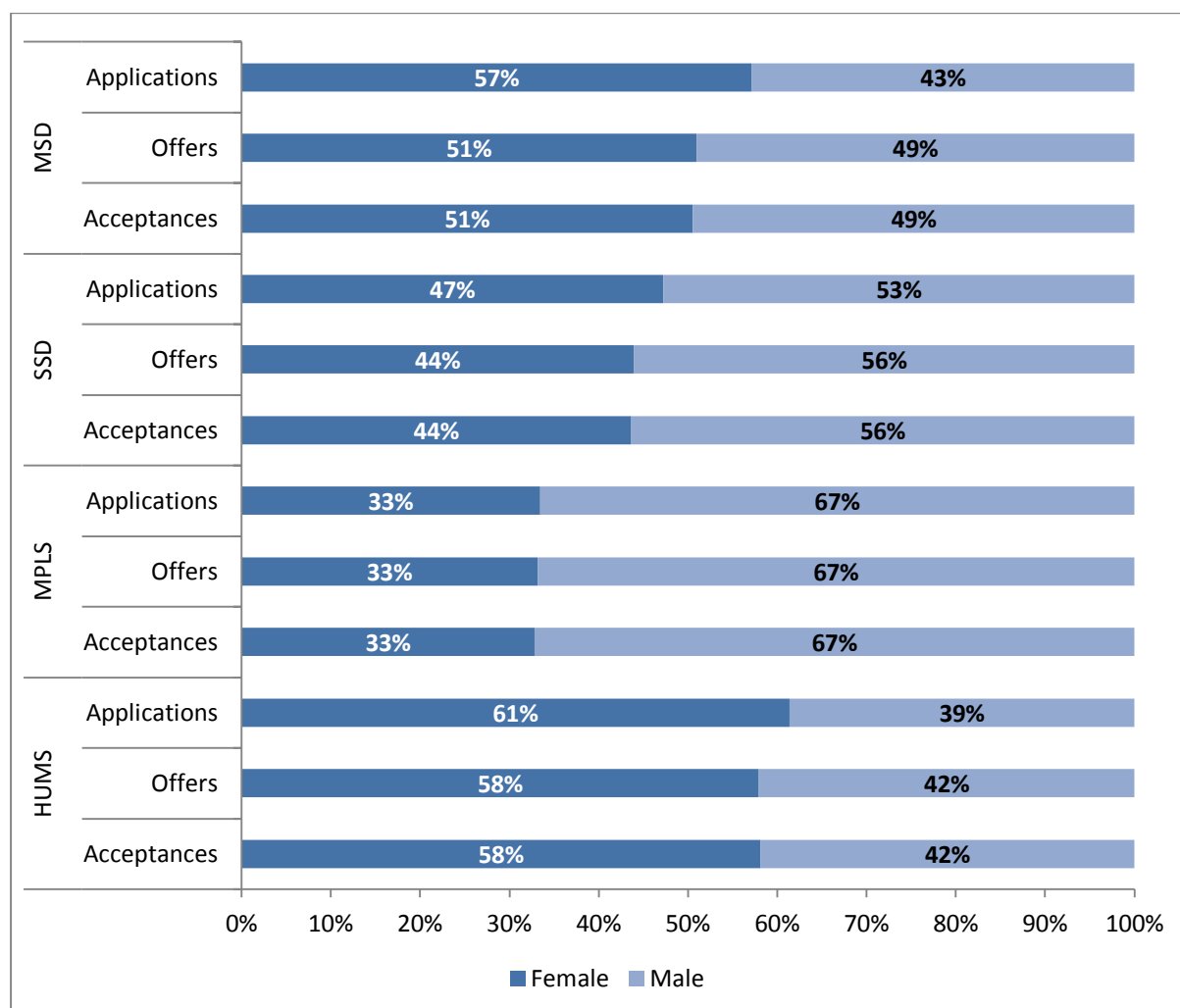
Figure 36 Female students by division, 2012



Source: Student Statistics, 1.12.12 snapshot

Undergraduate admissions

Figure 37 UG admissions for entry in 2012: by division and gender

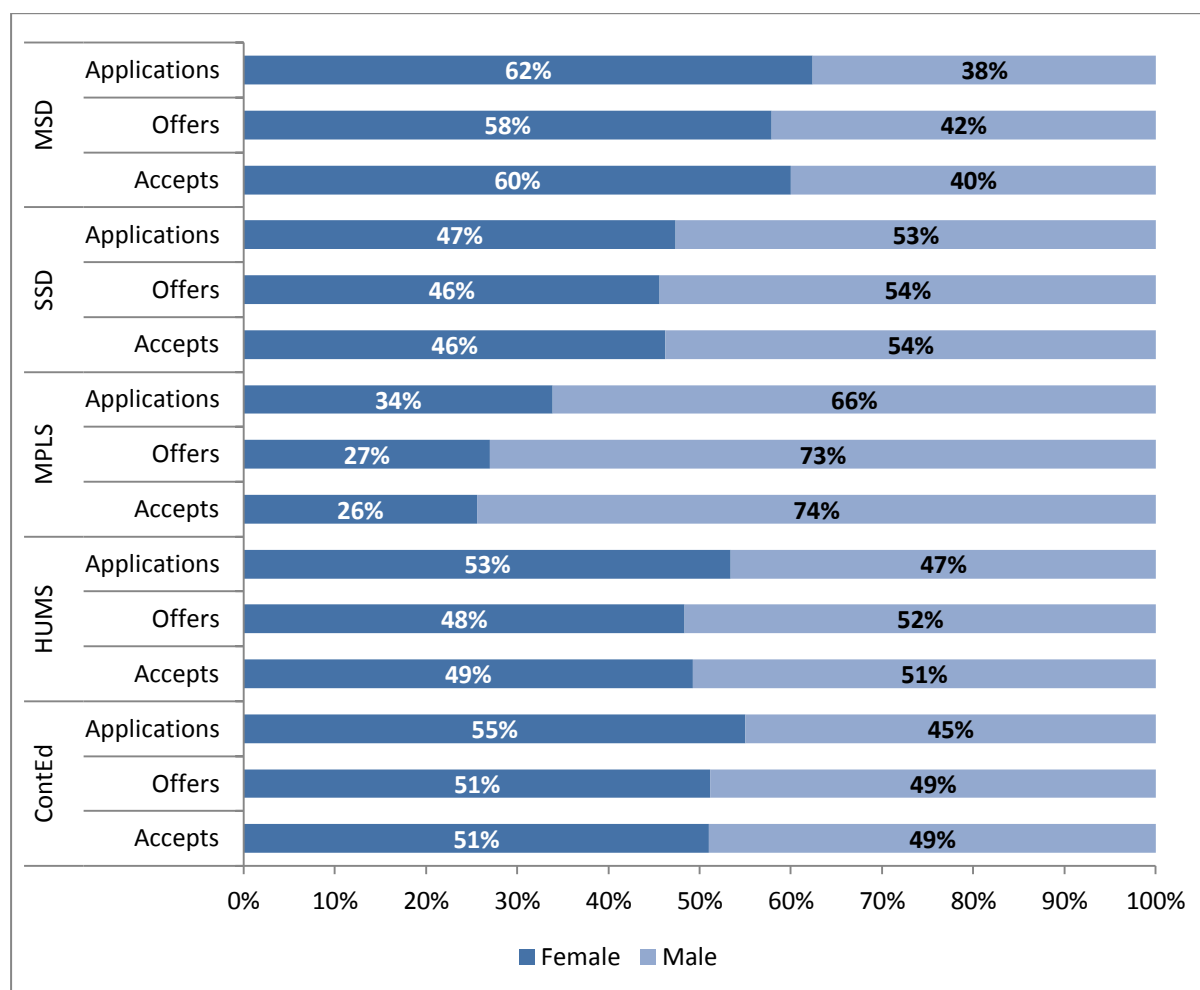


Source: SDMA

	Female	Male	Total
Applications	8,477	8,764	17,241
%	49%	51%	
Offers	1647	1901	3,548
%	46%	54%	
Acceptances	1501	1732	3,233
%	46%	54%	
Offer rate	19%	22%	
Acceptance rate	18%	20%	

Postgraduate admissions

Figure 38 PGT admissions for entry in 2012: by division and gender

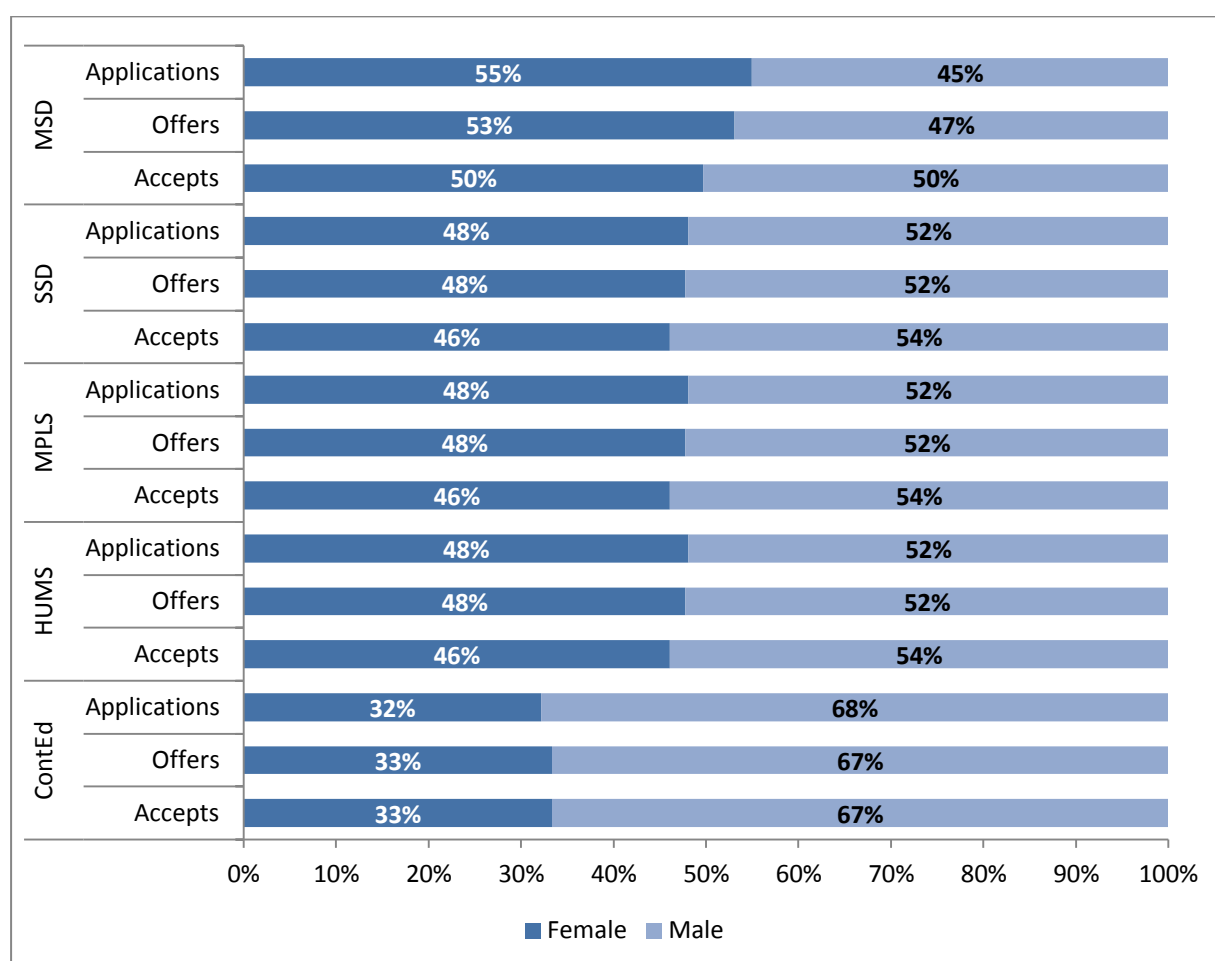


Source: GAF

		MSD	SSD	MPLS	Humanities	ContEd	Total
Female	Applications	493	3956	341	1256	505	6551
	Offers	114	1357	102	495	239	2307
	Accepts	81	899	56	285	202	1523
Male	Applications	297	4395	666	1095	413	6866
	Offers	83	1618	276	529	228	2734
	Accepts	54	1045	163	294	194	1750

	Female	Male	Female	Male
	Offer rate		Acceptance rate	
Medical Sciences	23%	28%	71%	65%
Social Sciences	34%	37%	66%	65%
MPLS	30%	41%	55%	59%
Humanities	39%	48%	58%	56%
Continuing Education	47%	55%	85%	85%

Figure 39 PGR admissions for entry in 2012: by division and gender



Source: GAF

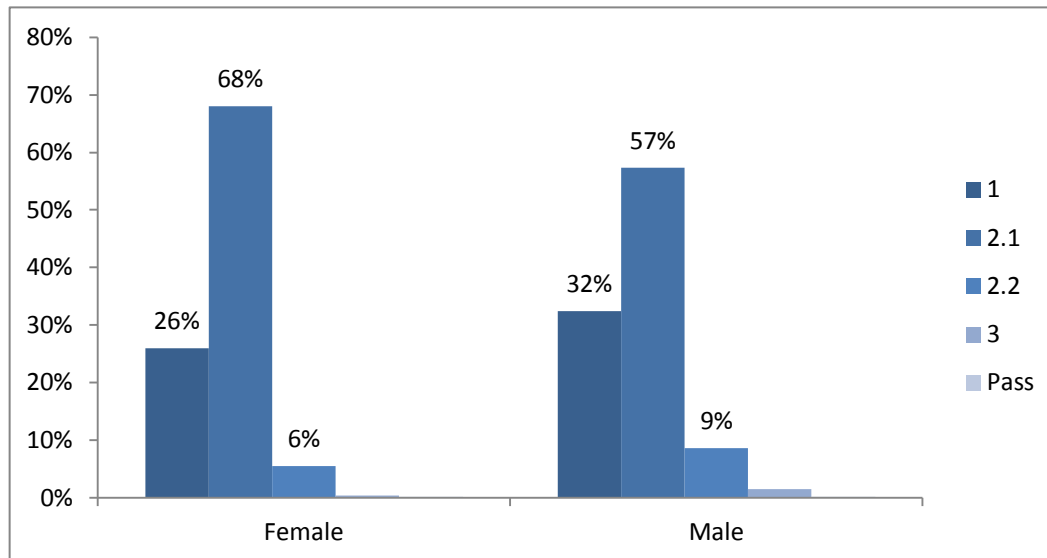
N.B. The numbers for Continuing Education are extremely small with only 28 applicants for doctoral study.

		MSD	SSD	MPLS	Humanities	ContEd	Total
Female	Applications	861	803	639	511	9	2823
	Offers	224	304	224	259	4	1015
	Accepts	158	145	122	118	4	547
Male	Applications	705	853	1,600	552	19	3729
	Offers	198	297	637	283	8	1423

	Female	Male	Female	Male
	Offer rate		Acceptance rate	
Medical Sciences	26%	28%	71%	81%
Social Sciences	38%	35%	48%	45%
MPLS	35%	40%	55%	57%
Humanities	51%	51%	46%	49%
Continuing Education	44%	42%	100%	100%

Undergraduate attainment

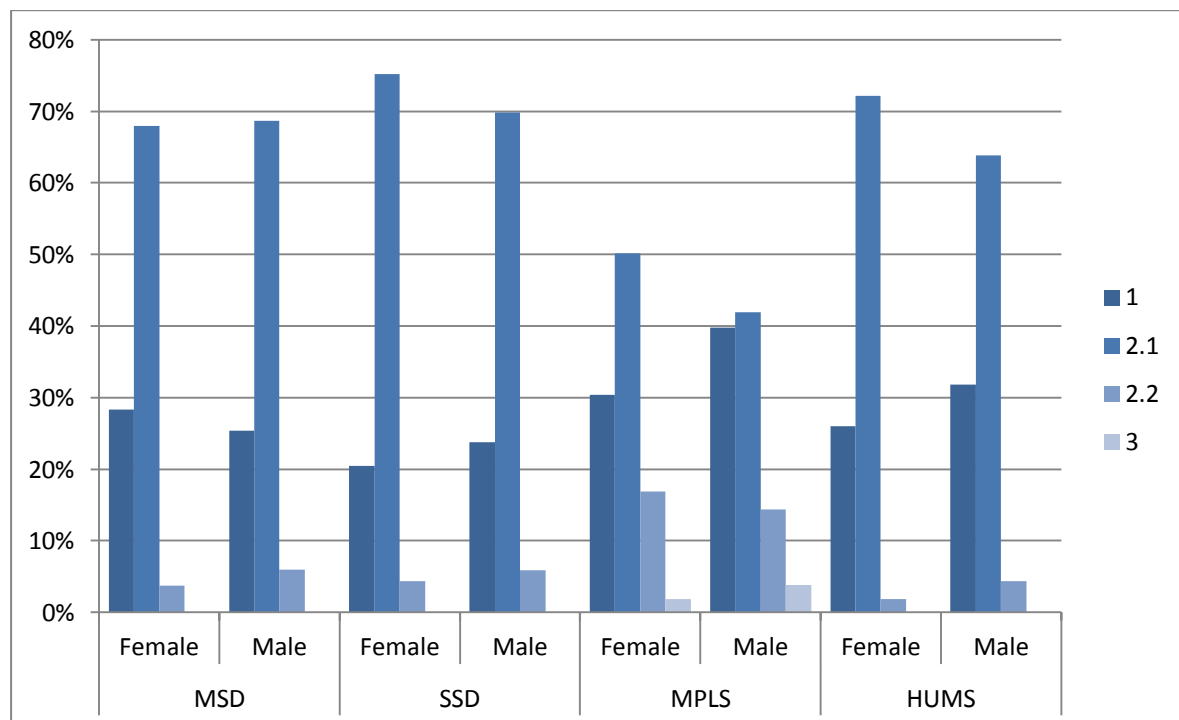
Figure 40 FHS results by gender, 2012



Source: SDMA

	1	2.1	2.2	3	Pass	Total
Female	363	951	77	5	2	1398
Male	556	983	148	25	3	1715
	919	1934	225	30	5	3113

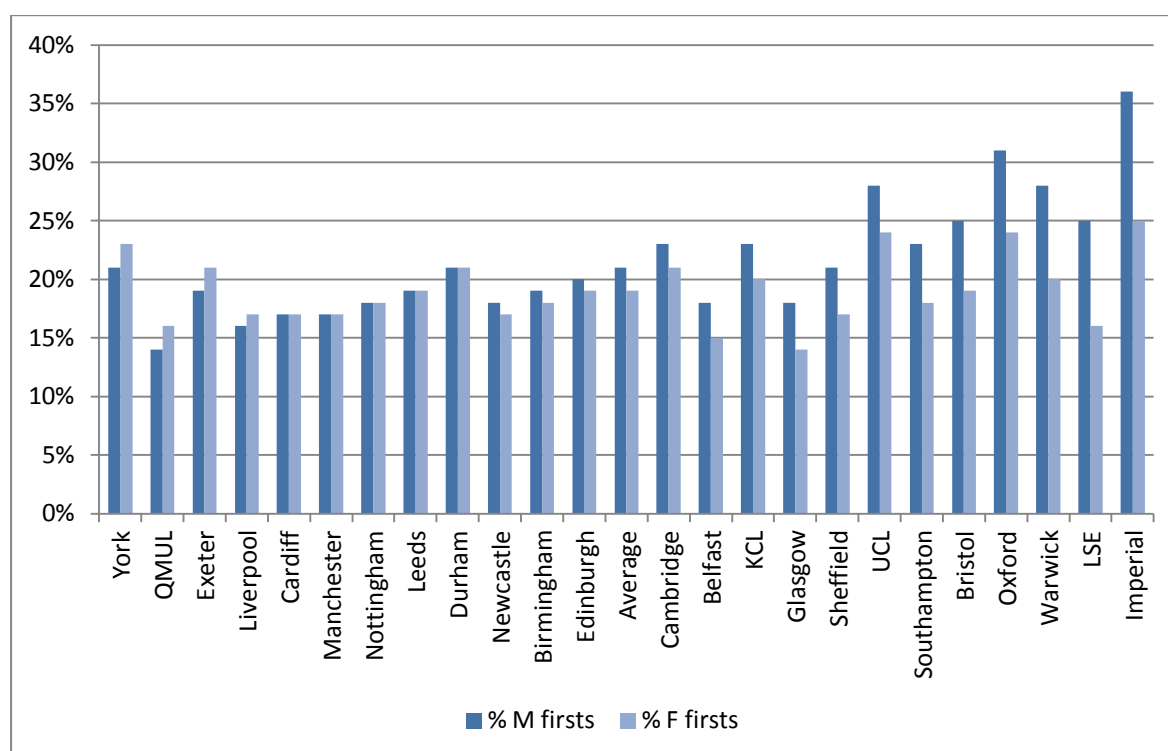
Figure 41 FHS results by gender and division, 2012



Source: SDMA

Comparison with the Russell Group: undergraduate attainment

Figure 42 First class degrees by gender: Russell Group institutions, 2011/12



Source: HESA Student Record 2011/12 (Heidi)

Figure 42 shows Russell Group institutions ranked by the size of the 'gender gap' at first degree (the excess of male over female firsts). The average percentage of first class degrees awarded by Russell Group universities was 20%. The average gender gap was only 2%, with 21% of men and 19% of women obtaining first class degrees in 2011/12.

The largest gender gap was found at Imperial College (11%). Part of the gap may be attributable to the much higher proportion of women than men taking unclassified medical degrees: 22% of women to 12% of men. However, even when all unclassified students were disregarded, there was still a gender gap of 9%

The next largest gender gaps were at LSE (9%), Warwick (8%) and Oxford (7%). More than half the members of the Russell Group had negligible (no greater than 1%) or negative gender gaps.

Ethnicity

Oxford

- On 1 December 2012, there were 4699 black and minority ethnic (BME) students out of a total of 22,178 (all nationalities and levels of study), equating to 21% (7% unknown ethnicity).
- Medical Sciences and Social Sciences had the highest proportions of BME students at 26% (all nationalities and levels of study), followed by MPLS with 23%. Humanities had the lowest proportion at 11%.
- Among all students: 15% of undergraduate, 30% of PGT and 27% of PGR were BME.
- Of UK-domiciled students, 1798 were BME, equating to 13% (3.5% unknown ethnicity).
- Among UK students: 12% of undergraduate, 17% of PGT and 13% of PGR were BME.
- Over a third (35%) of non-UK students were BME, though a further 13% have not disclosed their ethnicity.
- In the UG admissions cycle for entry in 2012 (or deferred entry in 2013), there were 1965 BME out of 11,832 UK-domiciled applicants (17%). Their acceptance rate was 15% compared with 23% overall.
- Of 19,969 applicants for PG study (all nationalities), 8752 were BME (44% with only 3% unknown). BME applicants' acceptance rate was 16% compared with 29% for white applicants.
- BME students formed nearly half (46%) of applications for PGT study, 34% of offers and 32% of acceptances. They were less likely to convert their offer of a place into a final acceptance than were white students (61% to 67%).
- At PGR level, BME students comprised 40% of applications, 30% of offers and 28% of acceptances. Again they had a lower conversion rate than white offer-holders (52% to 57%).
- 25% of BME and 31% of white students were awarded a first class degree in 2012.
- The difference between the proportions of white and BME undergraduate students obtaining a 'good degree' (a First or Upper Second) reduced from 12 percentage points to 5 between 2011 and 2012.

UK

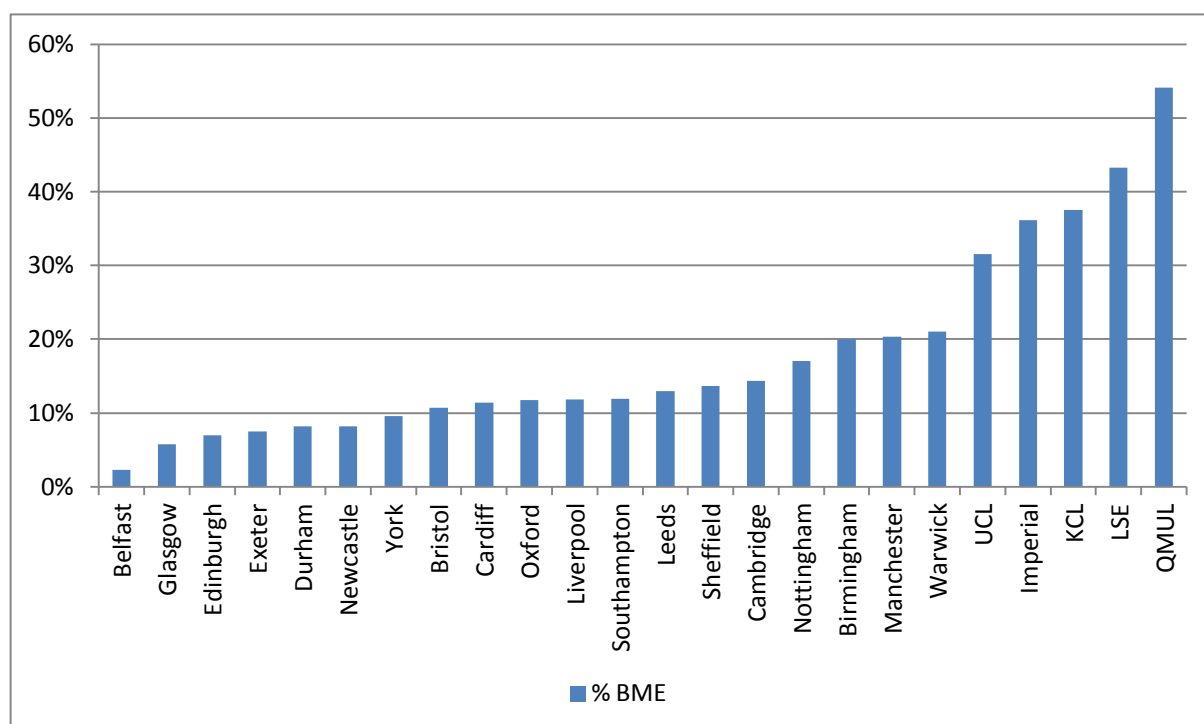
- In 2010/11, 18% of UK-domiciled students were BME, ranging from 21% in England to 2% in Northern Ireland. The non-disclosure rate was only 3%.
- 20% of first degree undergraduate, 18% of PGT and 15% of PGR students were BME.
- 20% of students in SET were BME, compared with 18% in non-SET subjects.
- 9% of black and minority ethnic UK-domiciled first degree undergraduate obtained a first class degree, compared with 17% of white.

Russell Group

- In 2011/12, the average percentage of BME UK-domiciled students at Russell Group universities was 16%. Over a quarter (26%) of students were domiciled outside the UK but universities are not requested to submit data on their ethnicity to HESA.
- At first degree undergraduate level the proportion of UK BME was also 16%, while 18% of students came from non-UK domiciles.
- London institutions had higher than average proportions of BME students, from 32% at UCL to 54% at Queen Mary, University of London.
- On average, 39% of UK-domiciled students at London Russell Group universities were BME. If these institutions are excluded, the average BME population over the rest of the Russell Group was 12%, as at Oxford.
- Overall the London institutions accounted for 33% of the entire Russell Group UK-domiciled BME student population.
- On average, 14% of BME and 21% of white students were awarded a first class degree. Part of this discrepancy is attributable to the higher proportion of minority ethnic students taking unclassified degrees, usually medicine. Across the Russell Group, 8% of white but 17% of BME students received an unclassified award.
- The ethnicity gap varied from 3% to 15%, though the size of the BME qualifier population also varied considerably from 55 (Belfast) to 1,415 (Queen Mary, University of London).
- When unclassified awards were excluded from the sample, the ethnicity gap in the proportion of 'good degrees' awarded reduced from 16% to 10% (overall: white 76%: BME 60%; excluding unclassified awards: white 83%: BME 72.5%).

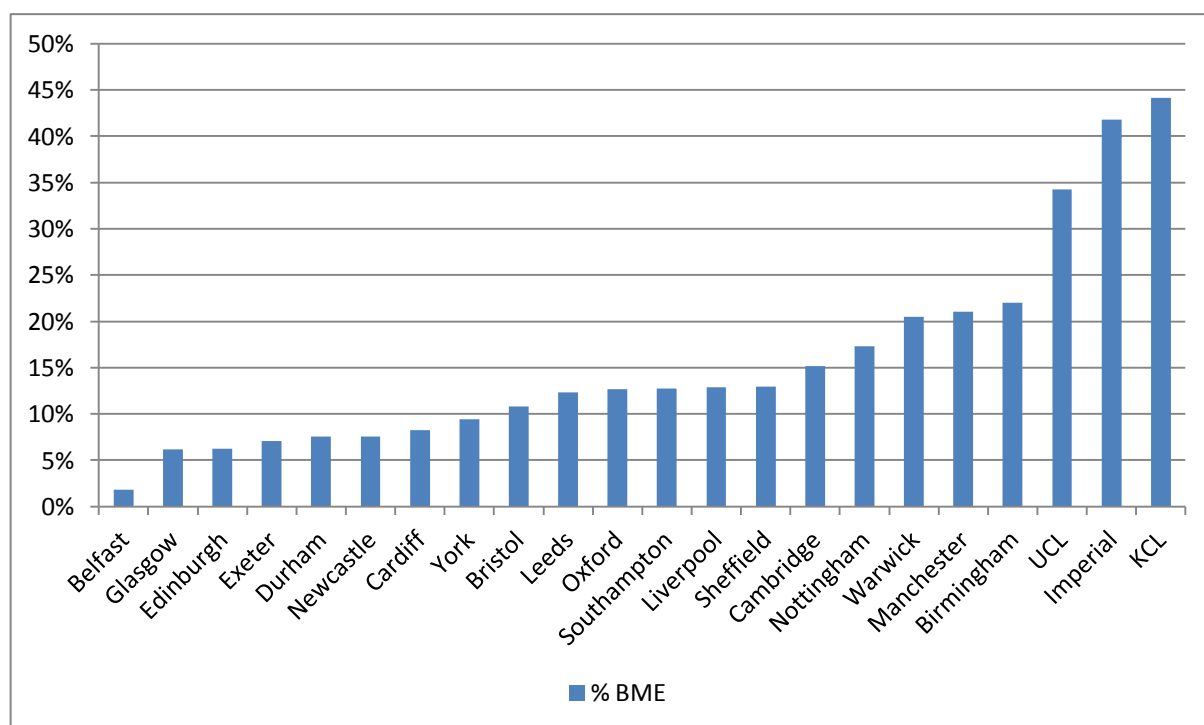
Comparison with the Russell Group: student numbers

Figure 43 UK BME higher education students: Russell Group institutions, 2011-12



Source: HESA Student Record 2011/12 (Heidi)

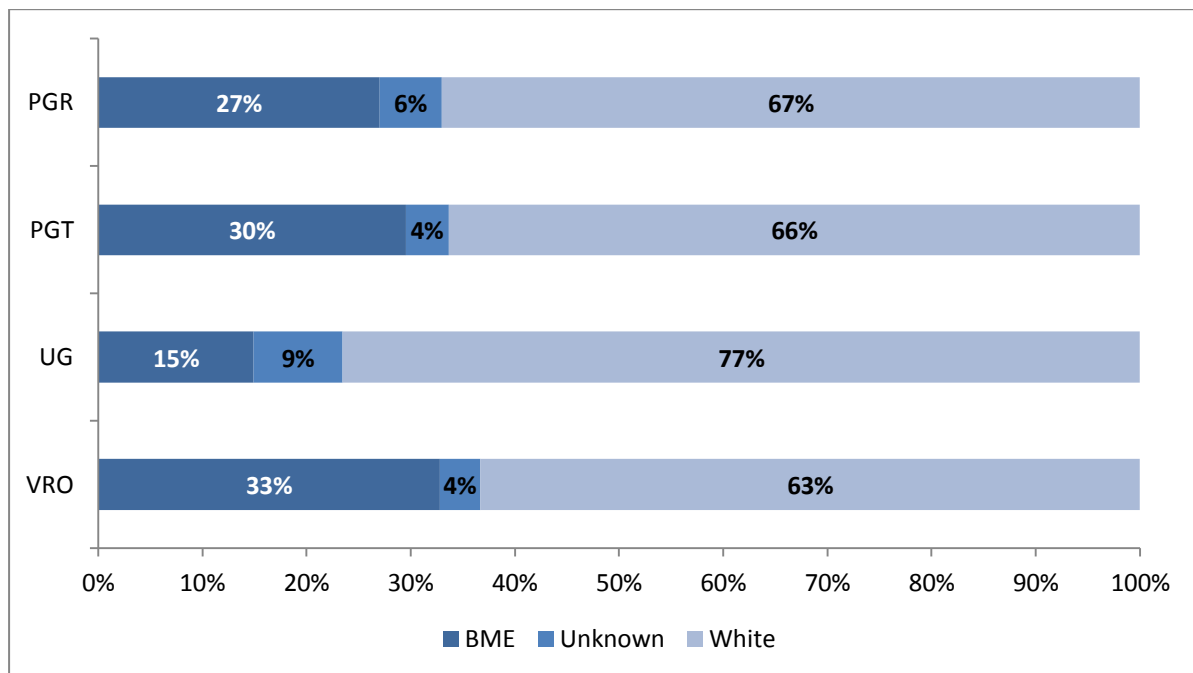
Figure 44 UK BME first degree undergraduates: Russell Group institutions, 2011-12



Source: HESA Student Record 2011/12 (Heidi)

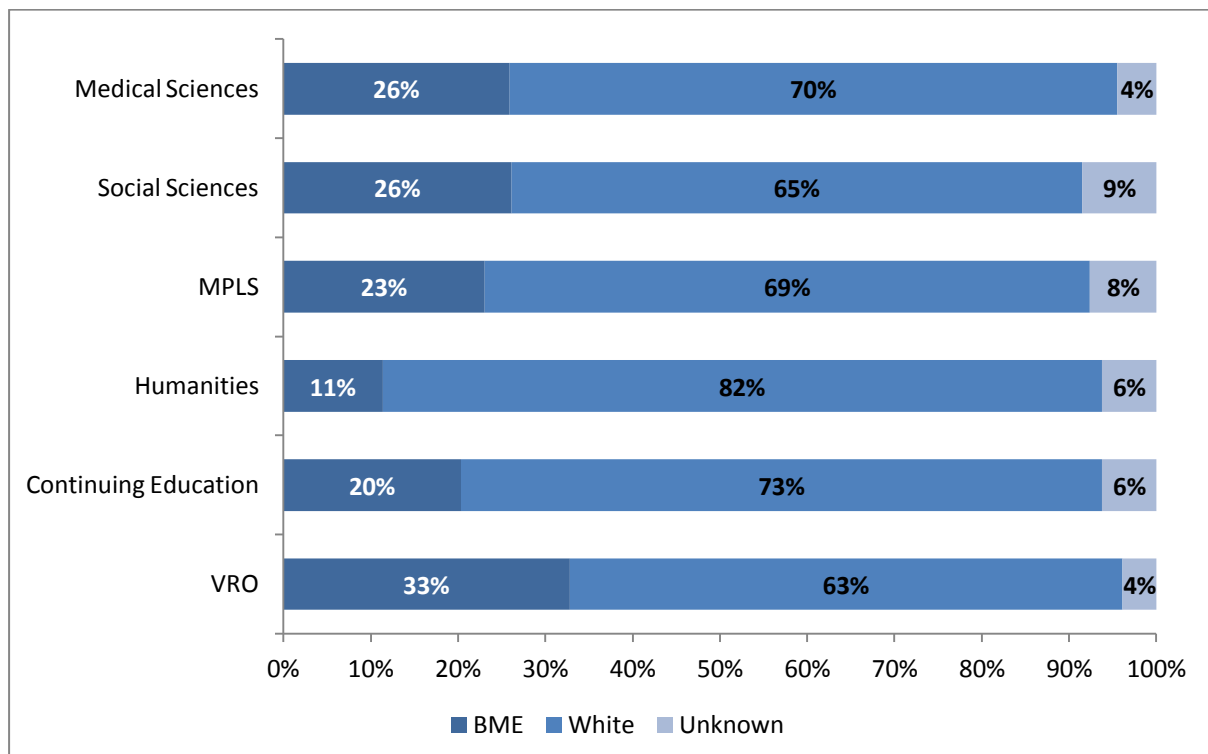
On-course students

Figure 45 BME students by level of study, 2012



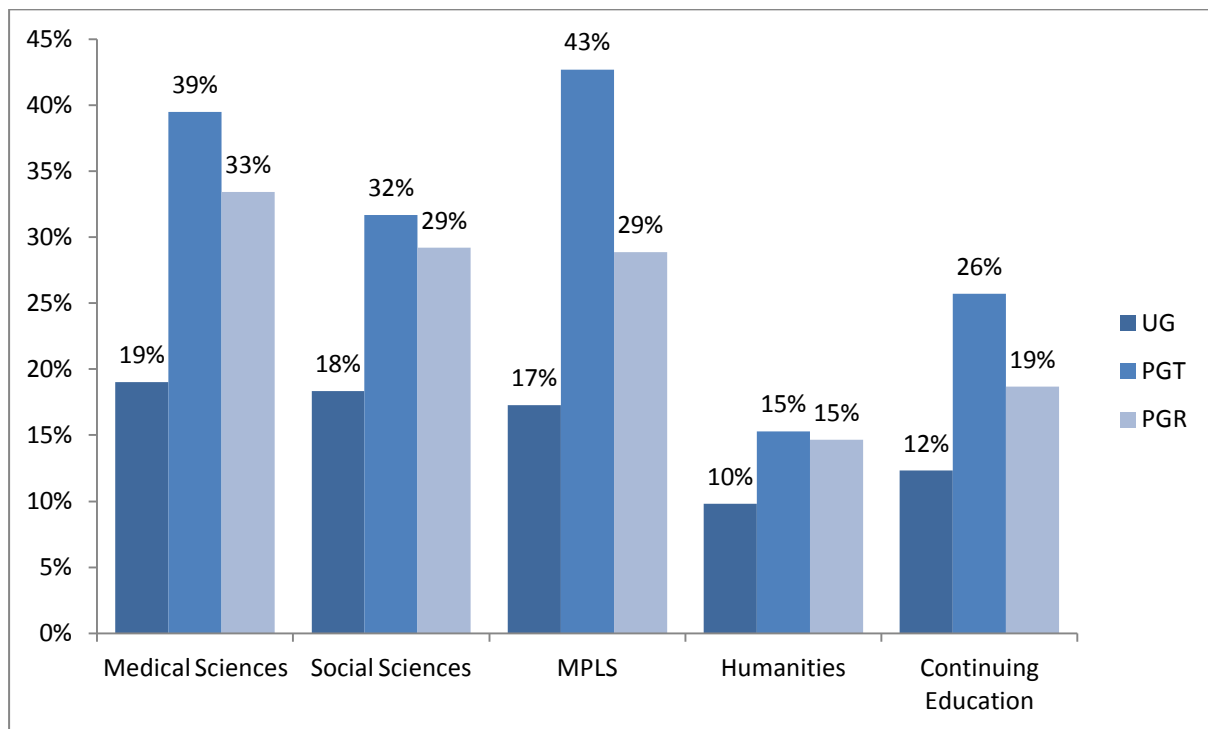
Source: Student Statistics, 1.12.12 snapshot

Figure 46 BME students by division, 2012



Source: Student Statistics, 1.12.12 snapshot

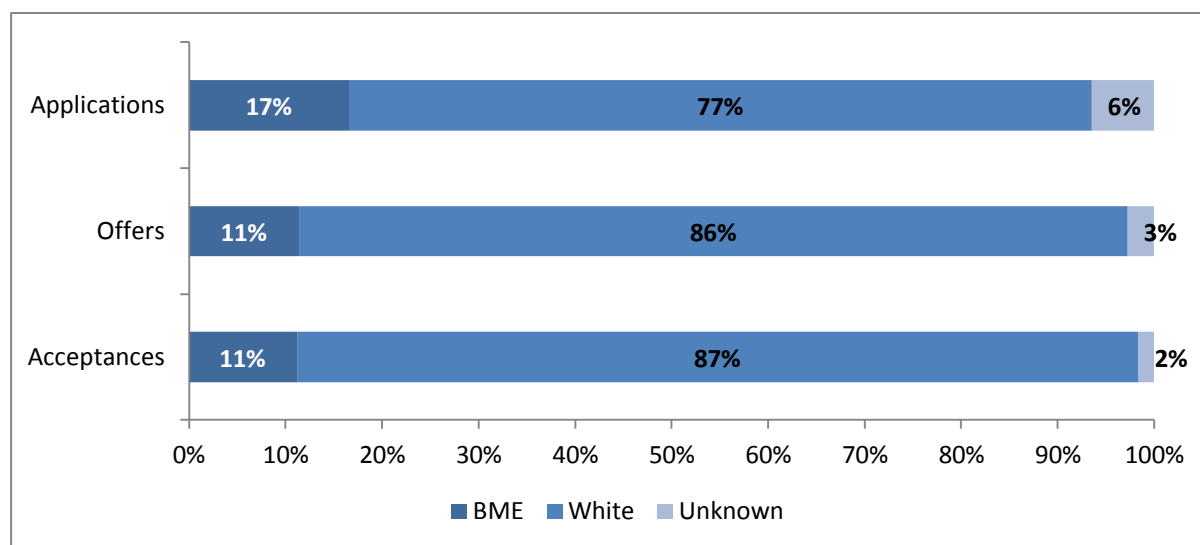
Figure 47 BME students by division and level of study, 2012



Source: Student Statistics, 1.12.12 snapshot

Undergraduate admissions

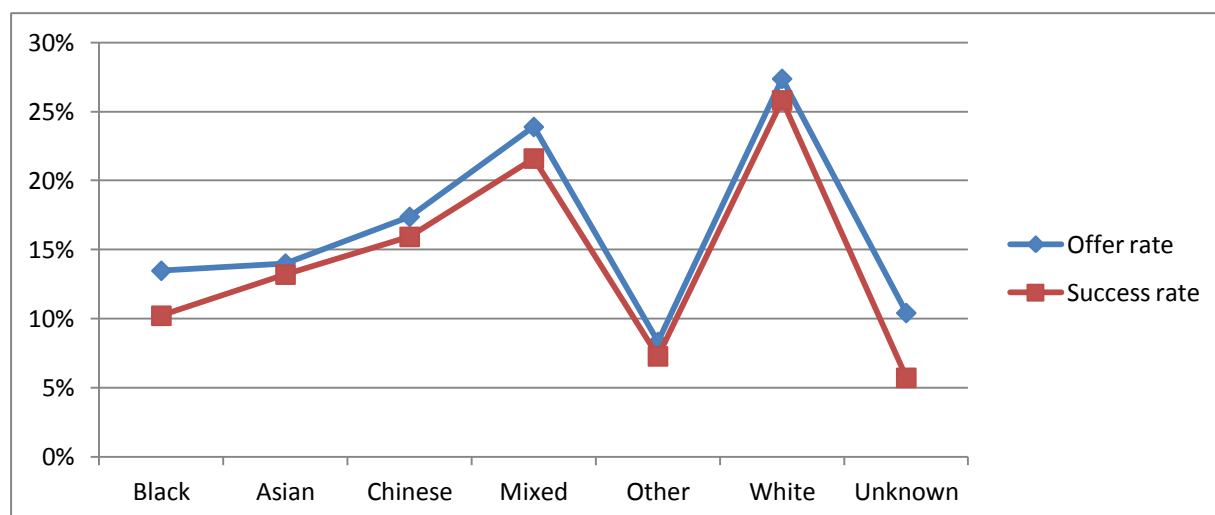
Figure 48 UG admissions for entry in 2012: by ethnicity



Source: SDMA

	Applications	Offers	Acceptances
Black	215	29	22
Asian	878	123	116
Chinese	207	36	33
Mixed	569	136	123
Other	96	8	7
White	9,100	2,492	2,350
Unknown	767	80	44

Figure 49 UG admissions for entry in 2012: offer and success rates by ethnicity strand

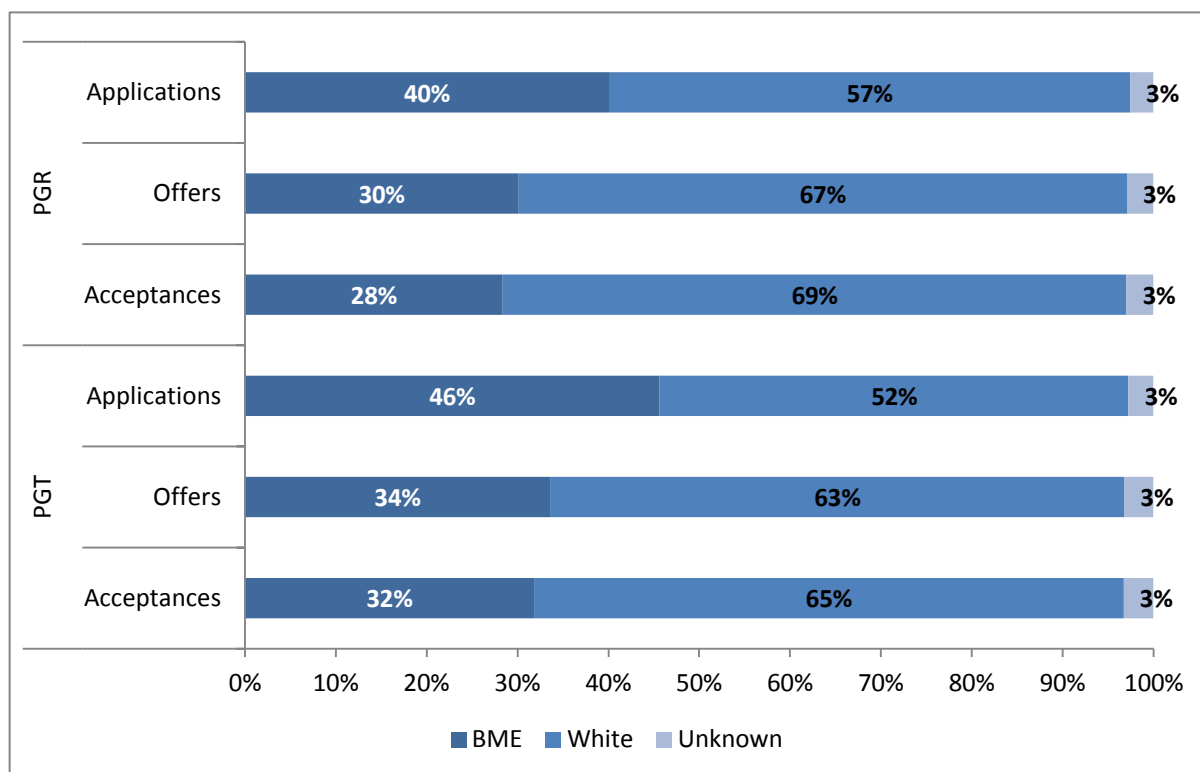


Source: SDMA

Figure 49 shows that offer and success rates varied by ethnicity strand, with Black, Mixed and Unknown ethnicity applicants less likely than white, Asian and Chinese to convert their offer into a firm place.

Postgraduate admissions

Figure 50 PG admissions for entry in 2012/13: by ethnicity and level of study

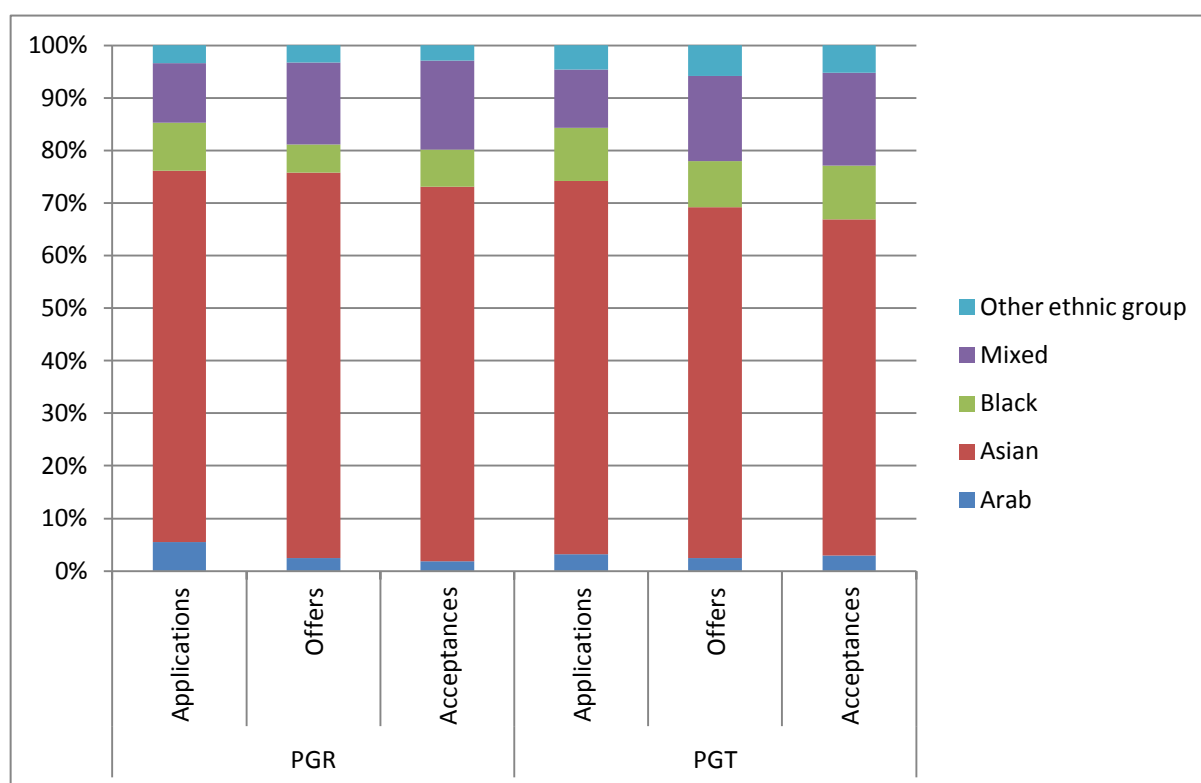


Source: GAF

		Arab	Asian	Black	Mixed	Other ethnic group	Info refused	Not known	White	Total
PGR	Applications	143	1,858	238	297	90	140	28	3,758	6,552
	Offers	18	538	40	114	24	67	4	1,633	2,438
	Acceptances	7	273	27	65	11	40	0	927	1,350
PGT	Applications	193	4,354	621	676	282	273	94	6,924	13,417
	Offers	42	1,130	148	275	99	145	16	3,186	5,041
	Acceptances	30	667	106	184	54	103	4	2,125	3,273

		BME	White	Unknown
PGR	Applications	40%	57%	3%
	Offers	30%	67%	3%
	Acceptances	28%	69%	3%
PGT	Applications	46%	52%	3%
	Offers	34%	63%	3%
	Acceptances	32%	65%	3%

Figure 51 PG admissions for entry in 2012/13: by ethnicity strand (BME)

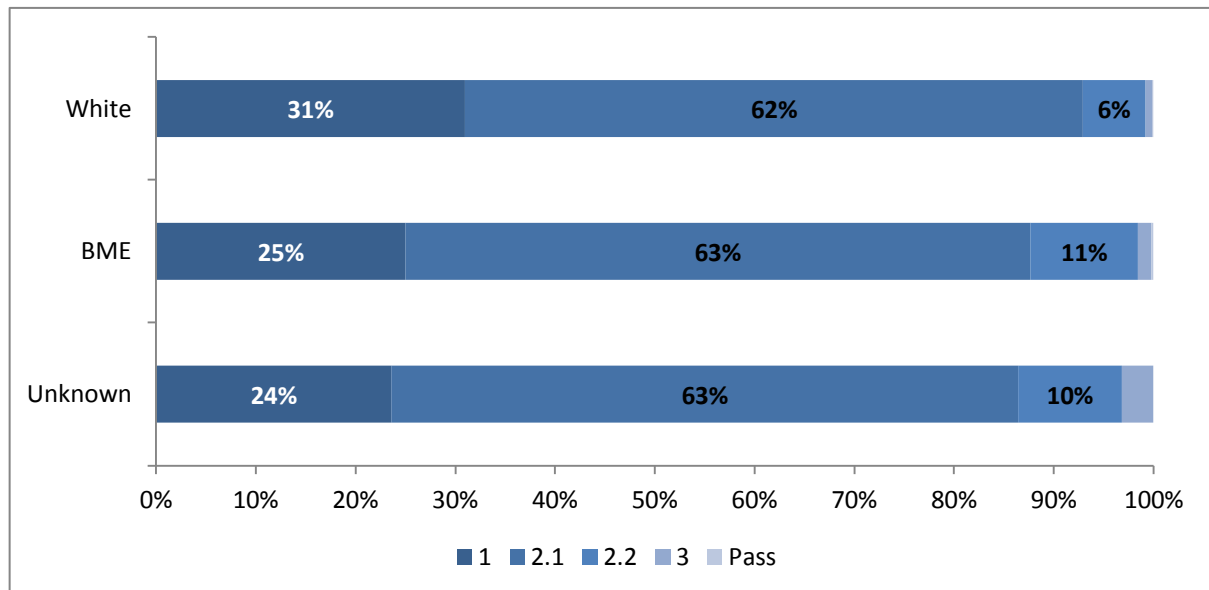


Source: GAF

Over 70% of BME applicants were of Asian ethnic origin, 11% mixed ethnicity, 10% black, 4% Arab and 4% other ethnic origin. Applicants of mixed ethnicity were most successful: although they accounted for only 11% of BME applicants, they comprised 17% of BME acceptances, a success rate of 26%. This compares with white applicants' success rate of 29% (acceptances to applications).

Undergraduate attainment

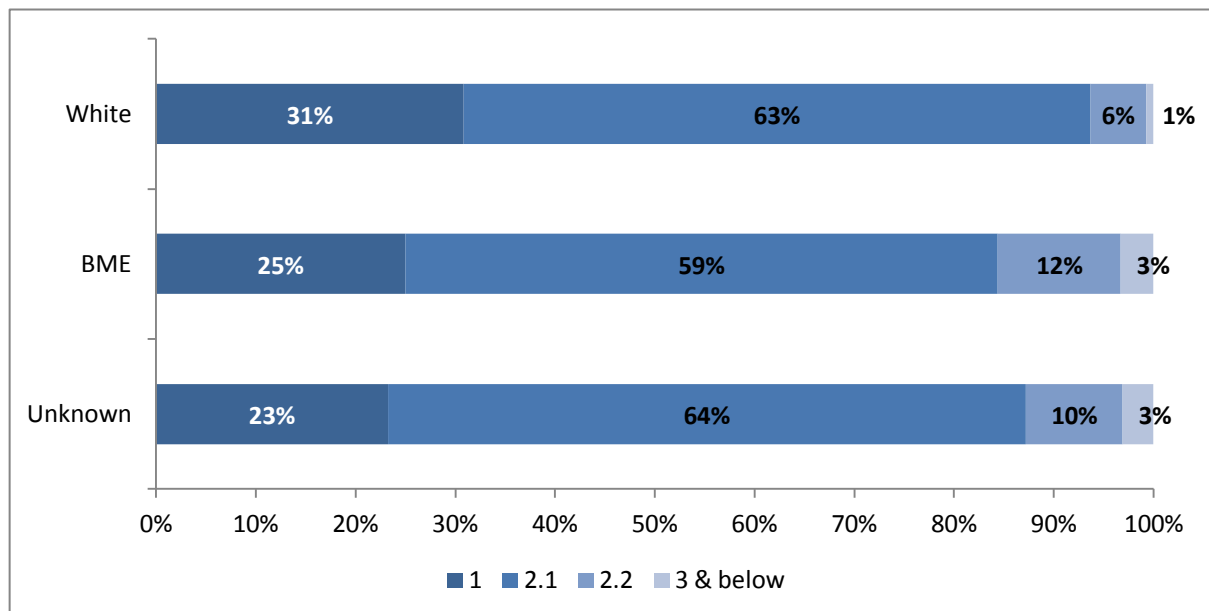
Figure 52 FHS results by ethnicity, 2012



Source: SDMA

In 2012 there was only a 5 percentage point difference in the proportion of 'good degrees' (First and Upper Second combined) obtained by white and BME students, a reduction from 12% in 2011.

Figure 53 FHS results by ethnicity, 2010-12

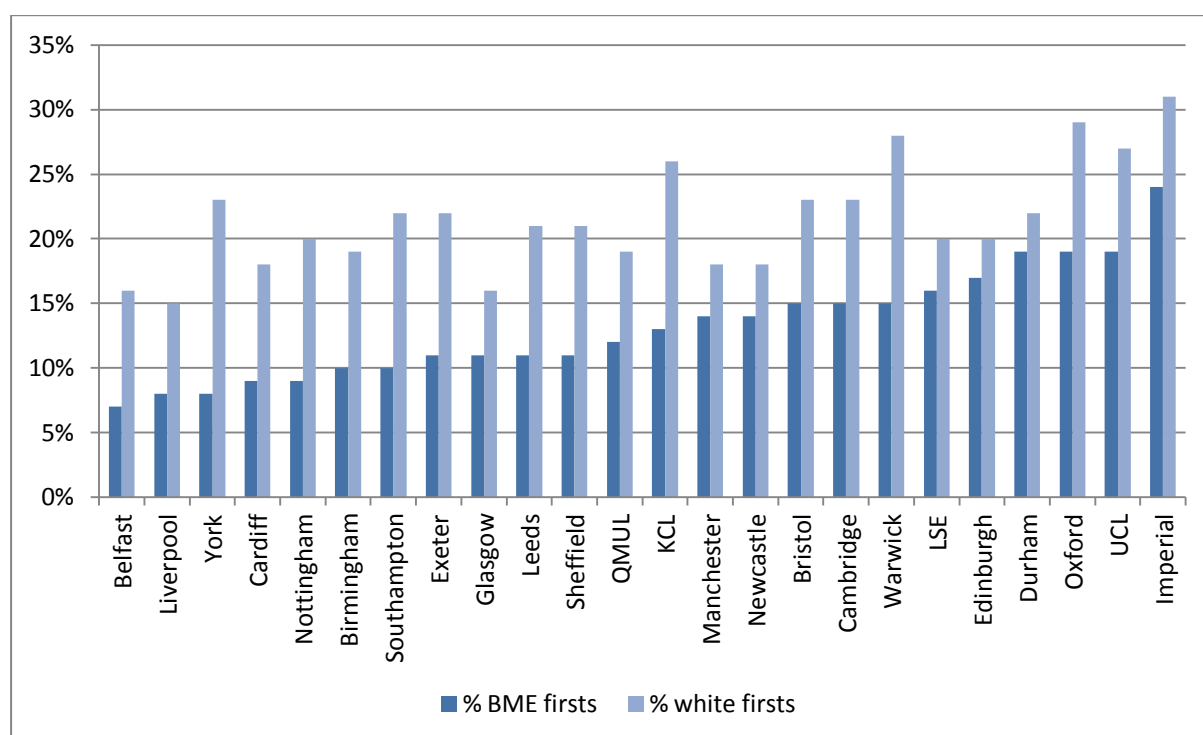


Source: SDMA

Figure 53 shows that the disparity in outcomes between white and BME students' undergraduate degree outcomes is stable over time. Previous analysis has suggested that part of this discrepancy may be attributable to the higher proportion of BME students in MPLS. In 2012, 32% of BME students were studying courses within MPLS compared with 28% of white. (In addition, 31% of those of unknown ethnicity, most of whom are also overseas students, are in MPLS). Between 2010 and 2012, 19% of students in MPLS obtained a 2.2 or lower degree outcome, compared with only 3% in Humanities. BME students comprised an even higher percentage of Social Sciences students (34%), but during the same three year period, 95% of students in SSD obtained a 2.1 or above.

Comparison with the Russell Group: undergraduate attainment

Figure 54 First class degrees by ethnicity: Russell Group institutions, 2011/12



Source: HESA Student Record 2011/12 (Heidi)

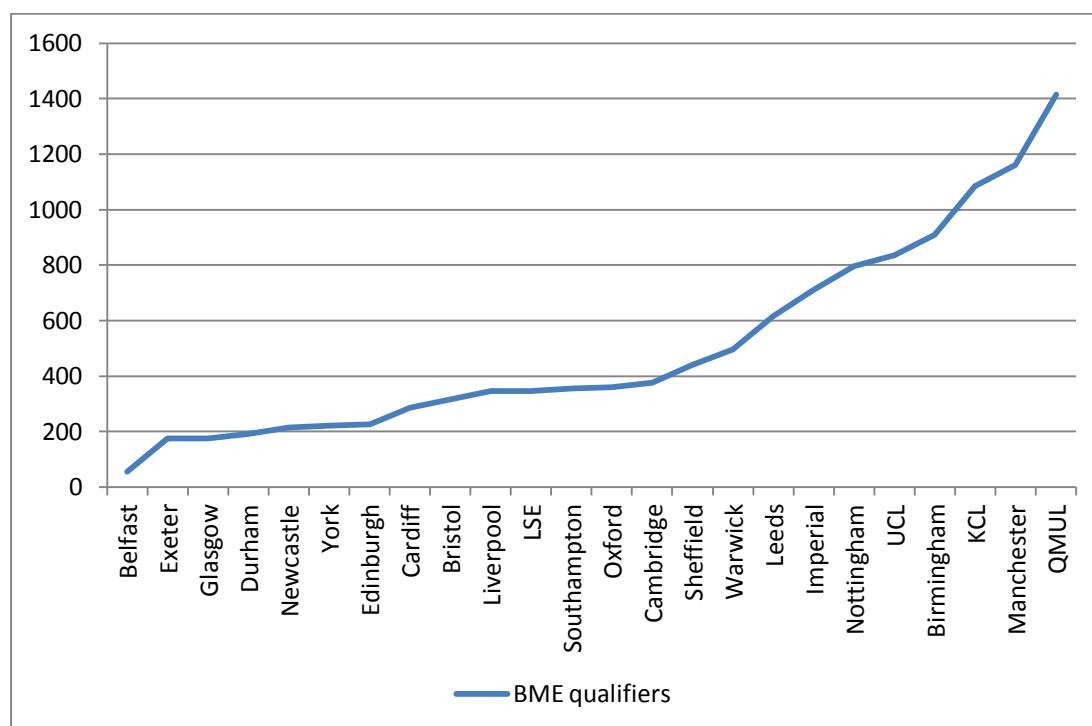
Figure 54 compares first class degree attainment by BME and white students, arranged by ascending proportion of first class degrees awarded to minority ethnic students. Overall, 14% of BME and 21% of white students were awarded a first class degree. Part of the discrepancy is attributable to the higher proportion of BME students taking unclassified degrees; this will almost always mean a medical degree. Across the Russell Group, 8% of white but 17% of BME students received an unclassified award.

The difference in the proportions of white and BME students obtaining an unclassified degree was only 6% at Oxford (and does not affect the BA in Medical Sciences, which is classified), but 10% or greater at nine other institutions. It was as high as 16% at Newcastle and 19% at Liverpool.

Excluding students with an unclassified award from the calculation has little effect on the ethnicity gap within the first class, only reducing it by 1% (23% of white and 16% of BME students obtained a First, excluding unclassified awards). The Oxford gap reduced by one percentage point, from 10% to 9%. However, it has a more significant impact on the relative proportions of white and BME students obtaining a 'good degree' (a First or Upper Second), reducing the ethnicity gap from 16% to 10%. Overall, 76% of white and 60% of BME qualifiers from Russell Group universities obtained a 'good degree' in 2011/12 but when unclassified awards are excluded, the proportions obtaining such a degree rise to 83% of white and 72% of BME. There were particularly pronounced effects at Newcastle, KCL, Leeds and Liverpool, where the ethnicity gap reduced by between eleven and nine percentage points. Oxford's gap reduced from 9% to 5%.

The BME qualifier base population size varied dramatically, which has an impact on the reliability of the ethnicity gaps in Figure 54. Universities on the left hand side of Figure 55 had smaller populations of BME first degree qualifiers, and their results should be viewed with caution (i.e. Belfast, Exeter, Glasgow, Durham, Newcastle, York, Edinburgh).

Figure 55 BME first degree qualifier population: Russell Group institutions, 2011/12



Source: HESA Student Record, 2011/12 (Heidi)

Disability

Oxford

- As at 1 December 2012, 1526 students were recorded as having disclosed a disability¹⁹ (7%).
- By the end of the academic year 2012/13²⁰, 8% of students had disclosed a disability: 10% of undergraduates, 5.5% of PGT and 6% of PGR. These percentages are very similar to national levels.
- Overall, 42% of disabled students disclosed a specific learning difficulty (SpLD); 14% long-standing illness; 13% a mental health condition; 6% sensory impairment; 5% physical impairment; 7% two or more conditions; 3% an autistic spectrum disorder and 9% other disability.
- A slightly higher than average proportion of disabled students disclosed mental health conditions, long-standing illness, sensory and physical impairments and autistic spectrum disorder.
- Only 42% of disabled students at Oxford disclosed a specific learning difficulty, compared with 48% nationally and 50% within the Russell Group. However, the overall percentage of students disclosing SpLD was 3%, on a par with the rest of the Russell Group.
- In the UG admissions cycle for 2012 entry (or deferred entry for 2013), 1090 out of 23,228 applicants disclosed a disability (5%). Two percent of applicants disclosed a SpLD, slightly lower than the proportion among on-course students of 3%.
- Disabled students formed 5% of applicants, 5% of offers and 5% of acceptances. Offer rates and conversion rates (of an offer into an accepted place) were virtually identical for each group.
- In the PG admissions cycle for 2012 entry, applicants who had disclosed a disability were disproportionately likely to accept a place at Oxford, apart from in Continuing Education, where the numbers of applicants are much lower than in the four divisions. There has been a marked increase in disability disclosure rates among PG applicants over the last three years.
- 4.5% of PGR applicants disclosed a disability and were equally as likely to receive an offer and to take up their place as non-disabled students. Just over 4% of PGT applicants disclosed a disability: they were more likely to receive an offer than non-disabled applicants (44% to 37%) and to convert that offer into a final acceptance (74% to 64%). This meant they had a substantially higher application to acceptance success rate compared with students who had not disclosed a disability: 33% to 24%.
- Of the 3108 undergraduates who took Finals in 2012, 7% had disclosed a disability. Disabled students were slightly less likely to obtain a First than students who had not disclosed a disability (26% to 30%) but there were no significant differences at divisional level.

¹⁹ Disability is defined in the Equality Act 2010 as a 'physical or mental impairment which has a substantial and long-term adverse effect on the ability to carry out normal day to day activities'. See footnote 6 in Section B for further detail.

²⁰ Data provided by the Disability Advisory Service.

UK

- In 2010/11, 8% of all students, 9% of undergraduates, 5% of PGT and 6% of PGR disclosed a disability.
- 48% of disabled students disclosed a specific learning difficulty, such as dyslexia, dyspraxia or Attention Deficit (Hyperactivity) Disorder. This equated to 4% of all students, at the lower end of national estimates of between 4 and 10%²¹
- The next most commonly reported disabilities were other impairment (13%); long-standing illness (12%); two or more impairments (9%); mental health condition (8%); sensory impairments (5%); physical impairment (3%) and autistic spectrum disorder at under 2%.

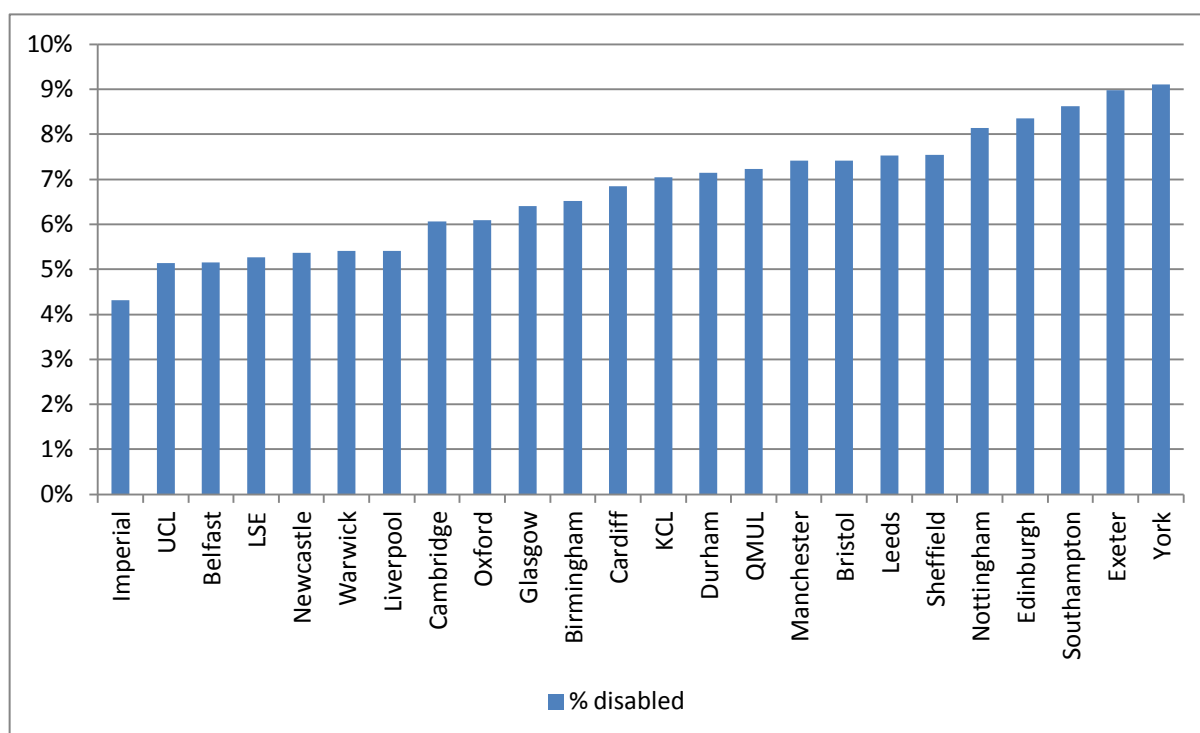
Russell Group

- In 2011/12, the average proportion of higher education students disclosing a disability within the Russell Group was 7% (at that time Oxford's total was 6%).
- 50% of all students who disclosed a disability had a specific learning difficulty, equating to 3% of the student population.
- The next most common disabilities were long-standing illness (13%), mental health condition (11%) and other disability (11%).
- Overall, 20% of non-disabled and 17% of disabled students were awarded a first class degree.

²¹ For details, please see the information on the British Dyslexia Association website at www.bdadyslexia.org.uk/about-dyslexia/schools-colleges-and-universities/what-are-specific-learning-difficulties.html.

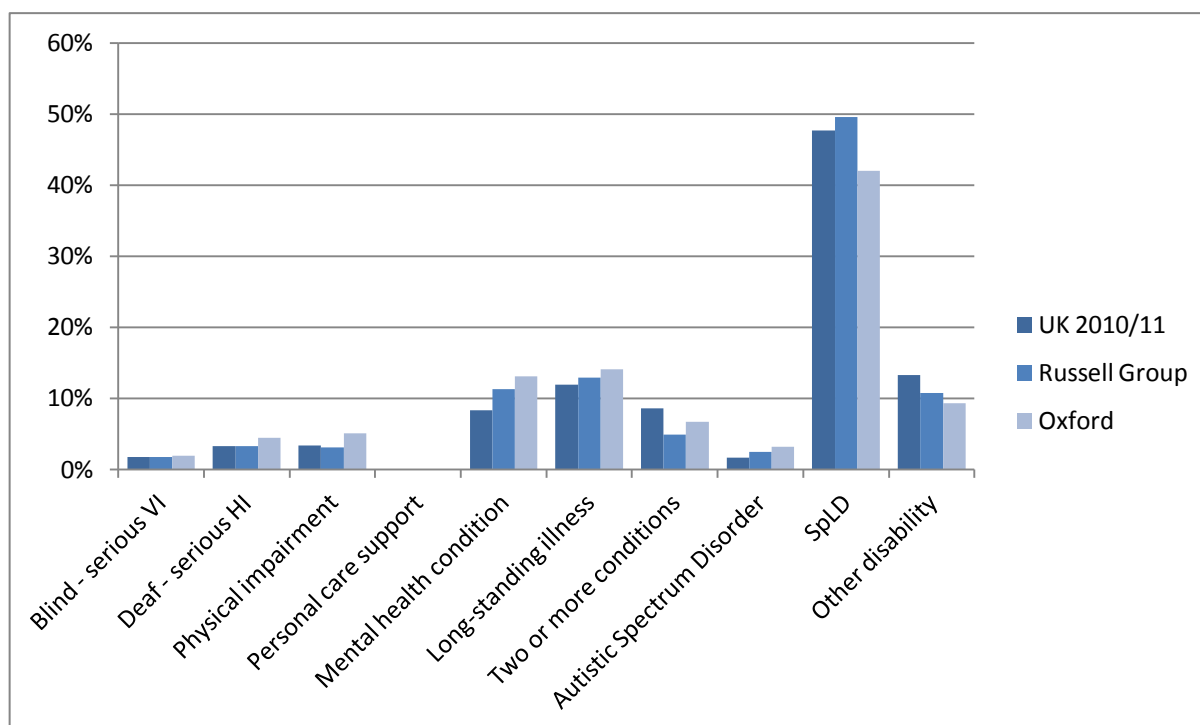
Comparison with the Russell Group

Figure 56 Disabled students: Russell Group institutions, 2011/12



Source: HESA Student Record 2011/12 (Heidi)

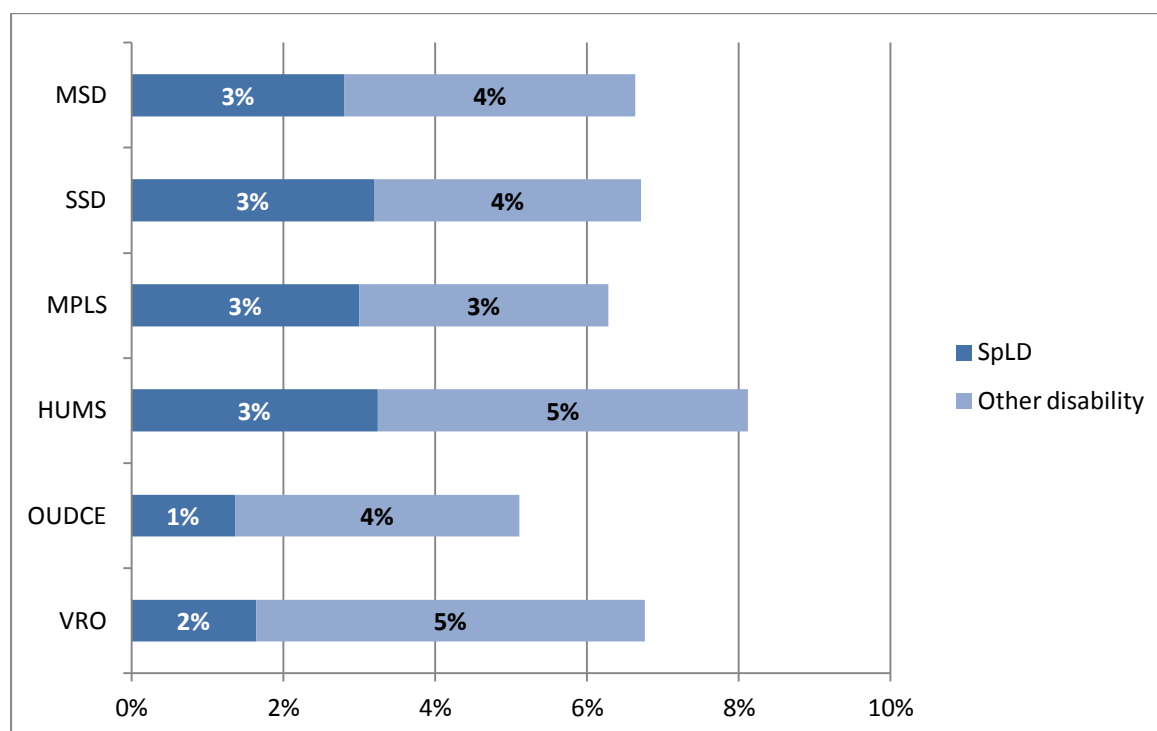
Figure 57 UK, Russell Group and Oxford: comparison by disability type, 2011/12



Source: HESA Student Record 2011/12 (Heidi)

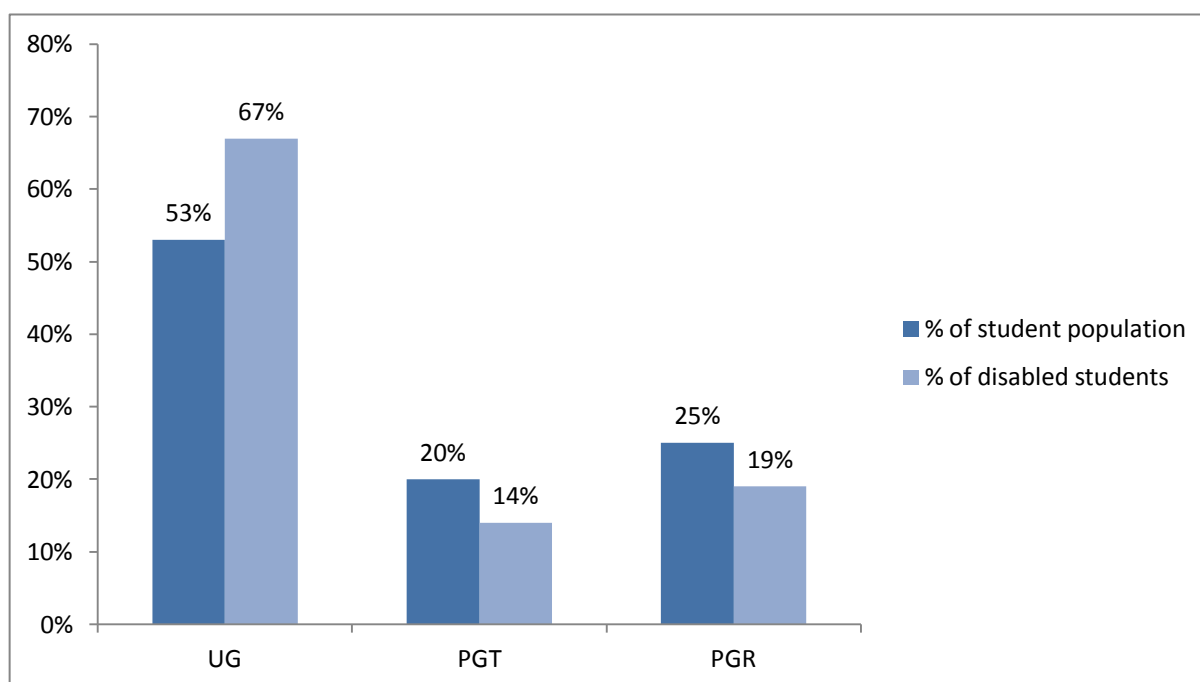
On-course students

Figure 58 Disabled students by division, 2012



Source: Student Statistics, 1.12.12 snapshot

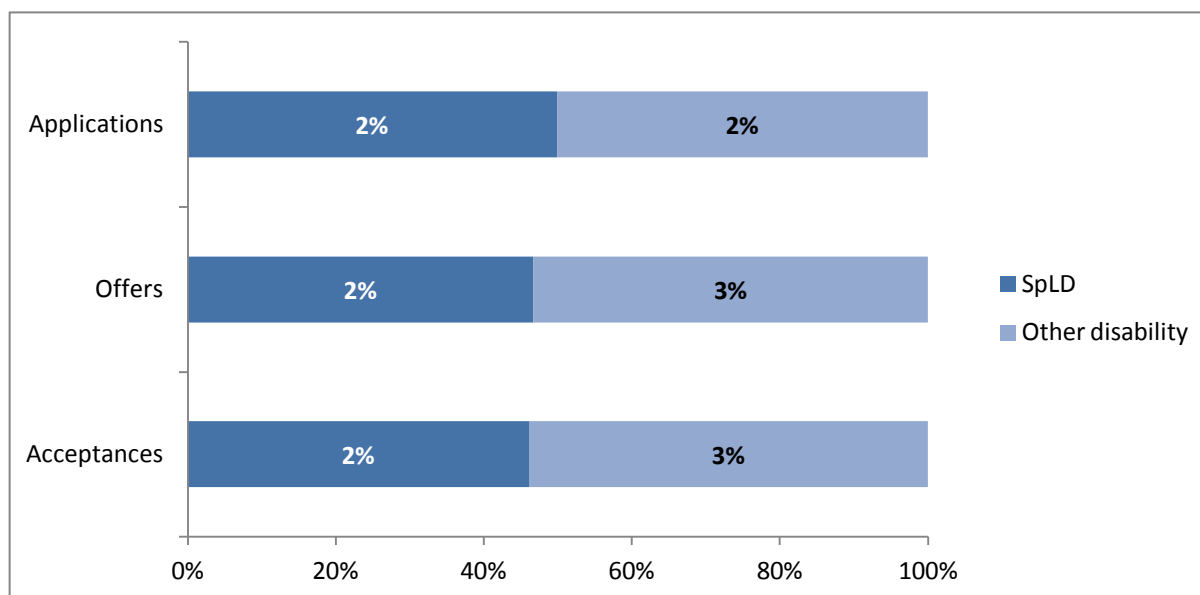
Figure 59 Disability disclosure rates by level of study, 2012/13



Source: Disability Advisory Service data, 2012/13

Undergraduate admissions

Figure 60 UG admissions for entry in 2012: by disability

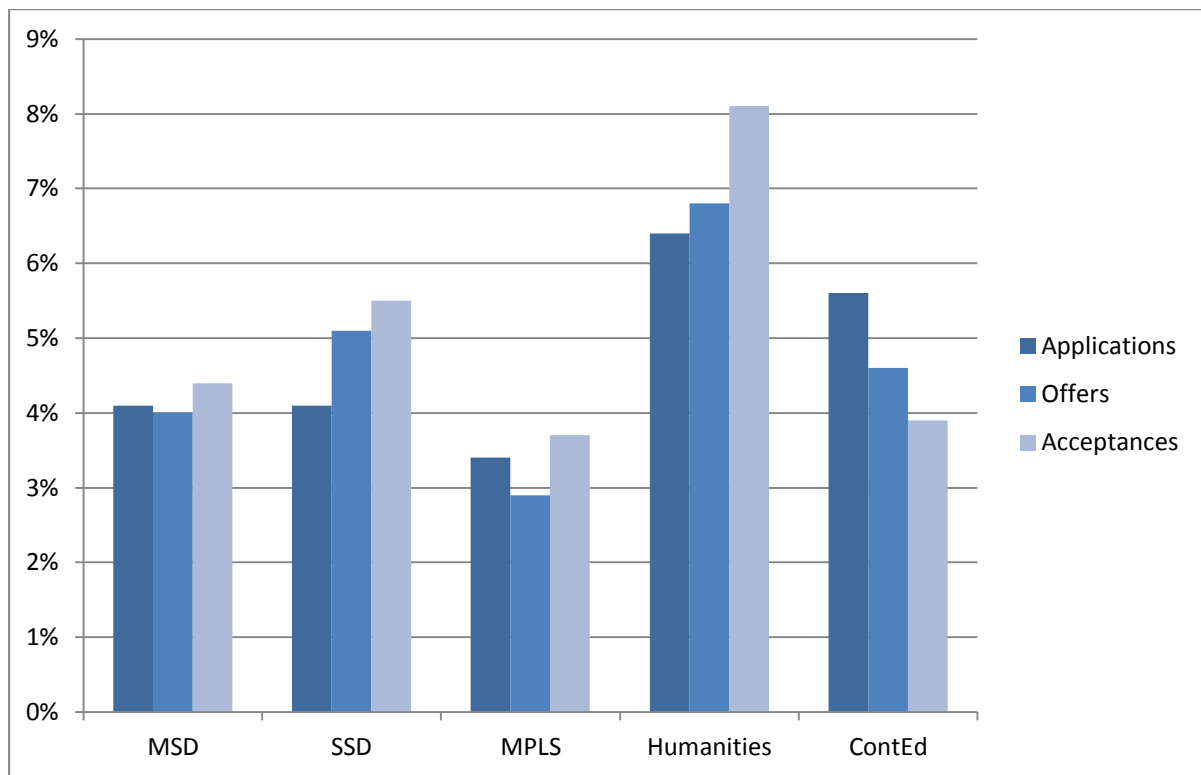


Source: SDMA

	Applications	Offers	Acceptances	Offer rate	Conversion rate
SpLD	401	79	54	20%	68%
Other disability	403	90	63	22%	70%
No disability	16,437	3,379	2,322	21%	69%

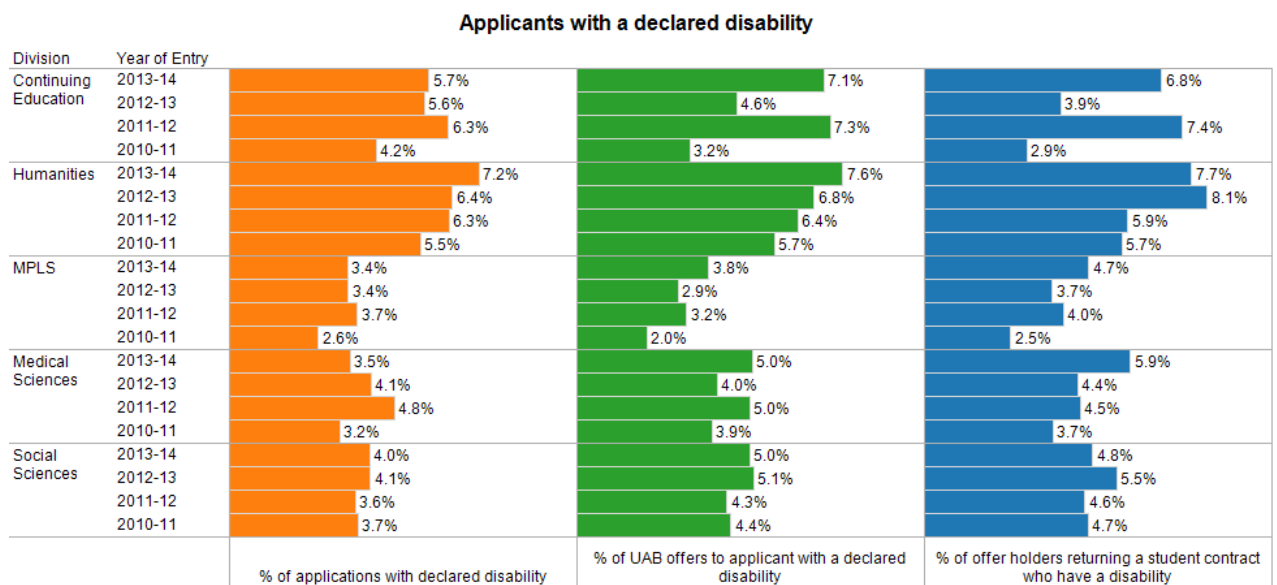
Postgraduate admissions

Figure 61 PG admissions for entry in 2012: by disability



Source: GAF

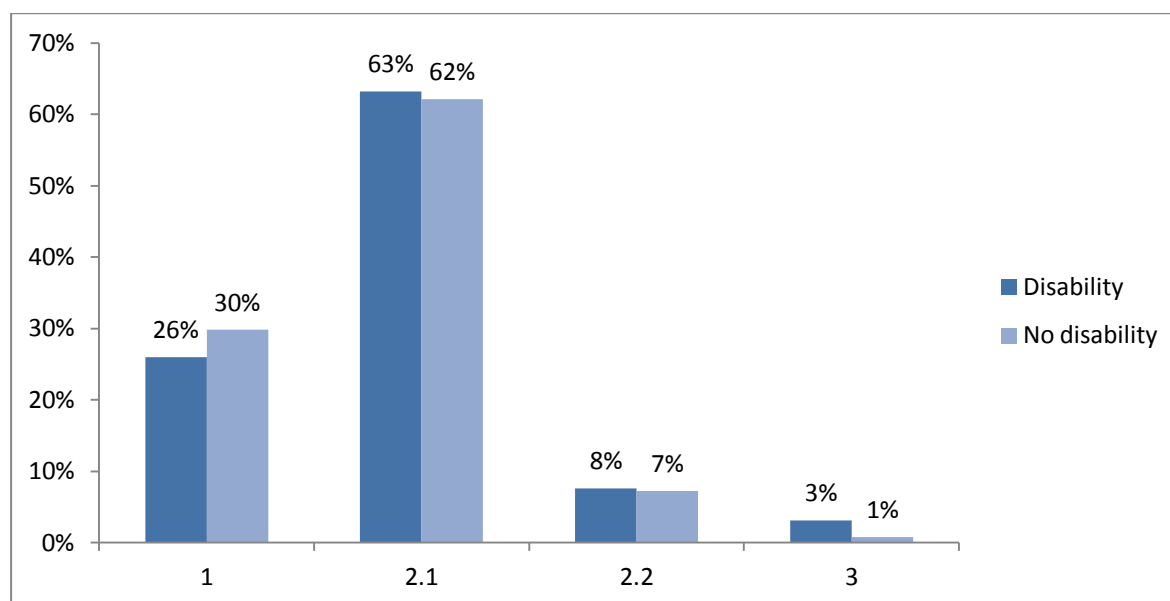
Figure 62 PG admissions 2010-13: percentage of disabled applicants by division



Source: GAF

Undergraduate attainment

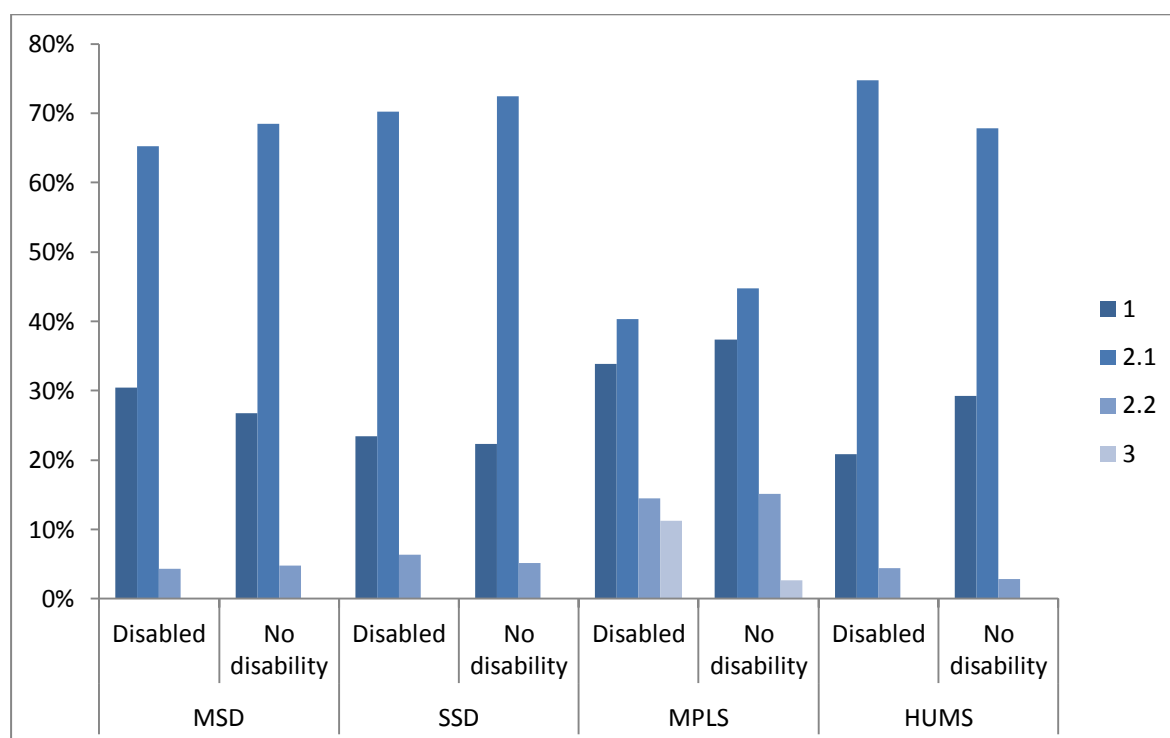
Figure 63 FHS results by disability, 2012



Source: SDMA

7% of students undertaking Finals in 2012 had disclosed a disability (223 out of 3108).

Figure 64 FHS results by disability and division, 2012

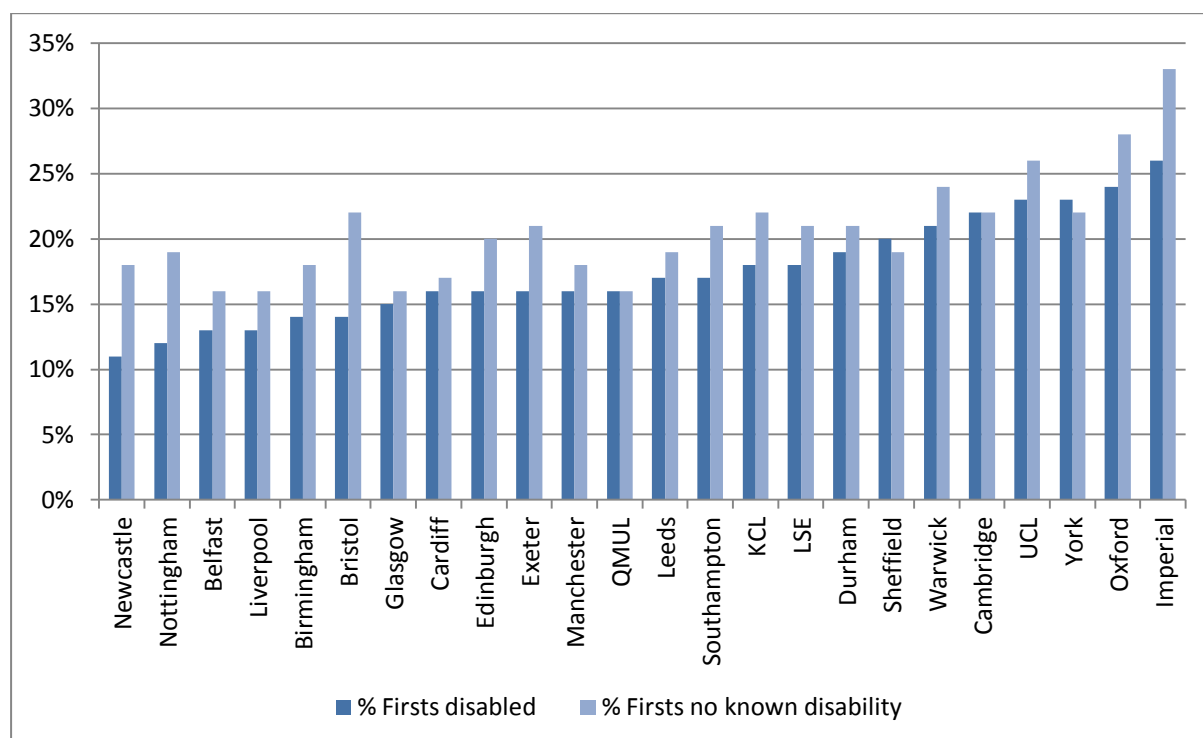


Source: SDMA

None of the differences at divisional level attained statistical significance.

Comparison with the Russell Group: undergraduate attainment

Figure 65 First class degrees by disability: Russell Group institutions, 2011/12



Source: HESA Student Record 2011/12 (Heidi)

Figure 65 compares first class degree attainment by disabled students and those with no known disability, arranged by ascending proportion of first class degrees awarded to disabled students. Overall, 20% of non-disabled and 17% of disabled students were awarded a first class degree.

The disability gap was greatest at Bristol, Imperial, Newcastle, Nottingham and Exeter, though small disabled student population sizes are likely to have exaggerated the apparent discrepancy, particularly at Imperial College. Although disabled students formed 8% of the overall qualifier population (with known disability status), Imperial had fewer than average with only 5%. At Oxford, 7% of the qualifying population was known to be disabled, and the disability gap was 4% (nil at Cambridge).

Age

Oxford

- At the date of the 2012 snapshot, 74% of on course undergraduate students were aged 20 or under and only 2% were over 25 (age at 31 August 2012²²).
- Over half (56%) of postgraduate taught students were aged over 25, which was very similar to the average for the Russell Group overall.
- Nearly three-quarters (73%) of postgraduate research students were aged under 30, compared with an average of 65% for the Russell Group.

Oxford	20 and under	21 to 24	25 to 29	30 and over
UG (first degree)	74%	23%	1%	1%
PGT	1%	43%	23%	33%
PGR	0%	27%	46%	27%
All	40%	28%	17%	14%

Source: SDMA. Age at 31 August 2012. Includes students from all domiciles. Excludes VRO and Continuing Education.

- Mature applicants for undergraduate study in 2012 (aged over 21 at the point of entry to the course) formed 5% of applicants (830 out of 17,241), 2% of offer-holders and 2% of acceptances.
- Over half of mature applicants (51%) applied for courses in Social Sciences, while only 13% applied to the Medical Sciences division. The remainder of applications were fairly evenly split between MPLS (19%) and Humanities (17%).
- Half of all applicants for postgraduate study were aged between 22 and 25 at the point of entry to the course. However, while this age group was disproportionately successful in applications for PGR study, forming 52% of applications and 56% of acceptances, the contrary was true for PGT applicants. Candidates aged from 22 to 25 comprised 50% of applicants, 46% of offers and 44% of acceptances.
- Although older age groups formed a smaller proportion of total applications, they were more successful both in receiving an offer and in converting it to a place. This was particularly the case for PGT applicants aged 36 and over who formed only 8% of applications but 11% of offers and 15% of acceptances.

UK

- In 2011/12, just over half of UK first degree undergraduate students were aged 20 or under, around a quarter were aged 21 to 24, and the remainder were evenly split between the 25 to 29 and 30 and over age groups. These data relate to all students on course, rather than age at entry to their course.
- At PGT level, a third of students were aged 21 to 24 while 43% were over 30.
- At PGR, less than a quarter of students were aged under 25, while nearly half (46%) were over 30.

²² This date has been chosen for comparability with HESA reporting.

UK	20 and under	21 to 24	25 to 29	30 and over
UG (first degree)	54%	26%	13%	13%
PGT	1%	33%	24%	43%
PGR	0%	22%	32%	46%
All HE	36%	25%	12%	27%

Source: HESA Student Record, 2011/12 (Heidi). Age at 31 August 2011. All domiciles.

Russell Group

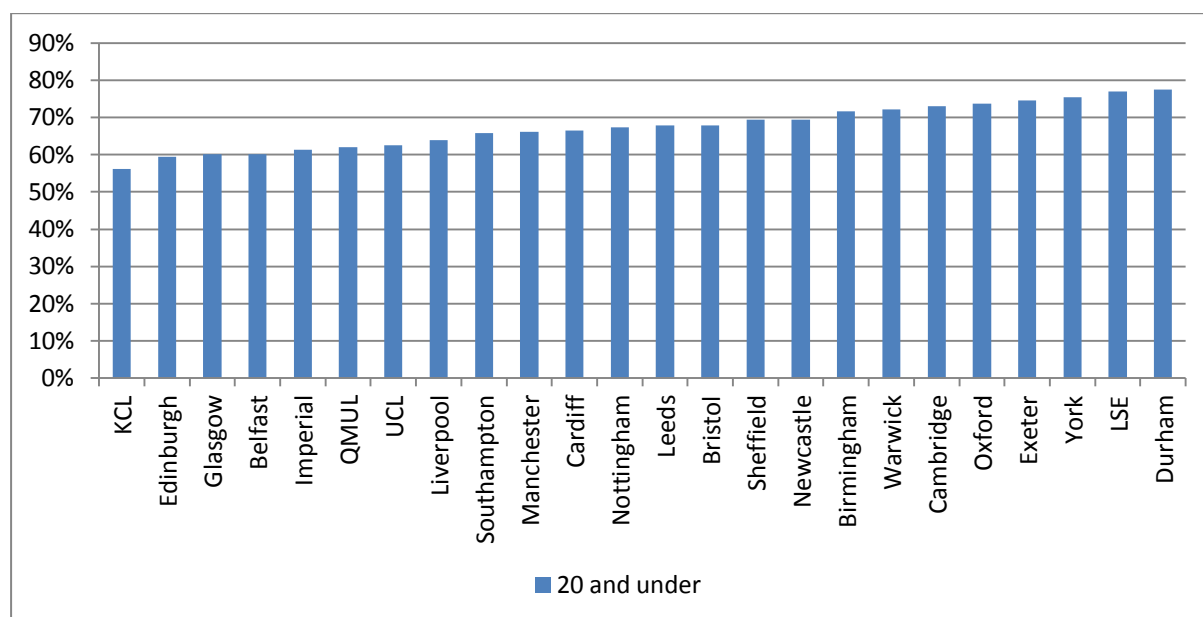
- In 2011/12, two thirds of on course Russell Group undergraduate students were aged 20 or under, while only 6% were over 25.
- Conversely, 46% of PGT students were under 25, compared with 34% nationally.
- At PGR, nearly 30% were under 25 compared with only 22% nationally.

Russell Group	20 and under	21 to 24	25 to 29	30 and over
UG (first degree)	67%	27%	3%	3%
PGT	1%	45%	22%	32%
PGR	0%	29%	36%	35%
All HE	42%	30%	11%	16%

Source: HESA Student Record, 2011/12 (Heidi). Age at 31 August 2011. All domiciles.

Comparison with the Russell Group

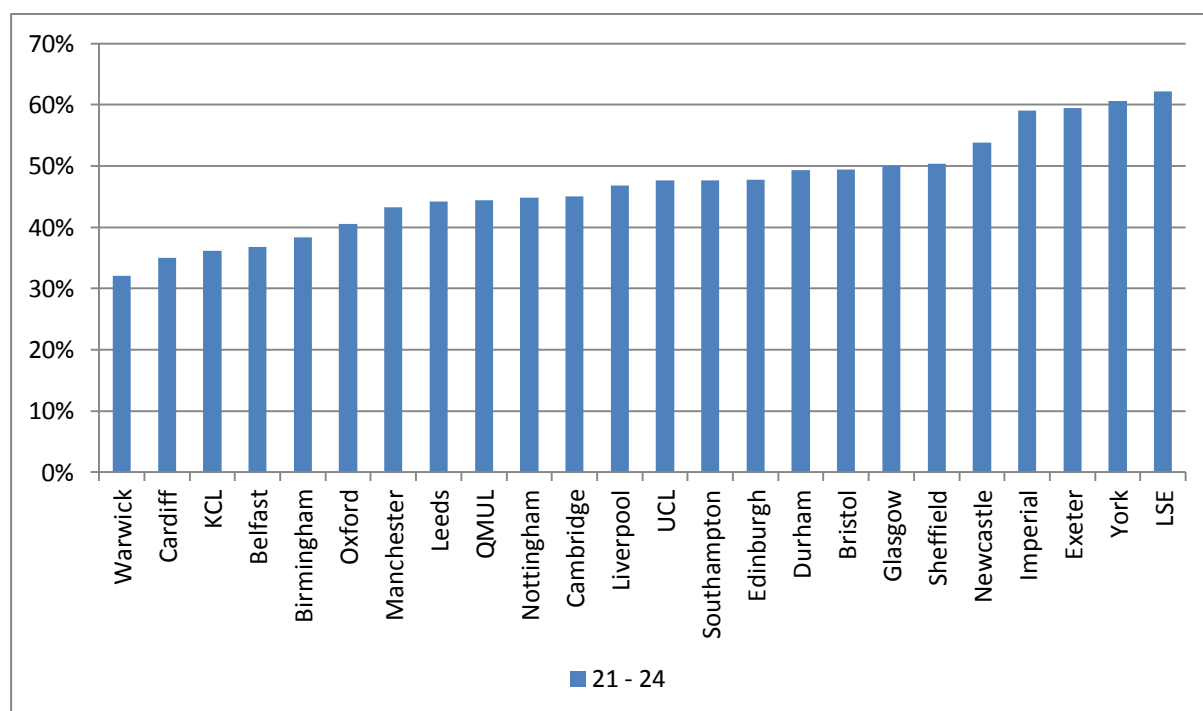
Figure 66 First degree students aged 20 and under: Russell Group institutions, 2011/12



Source: HESA Student Record 2011/12 (Heidi)

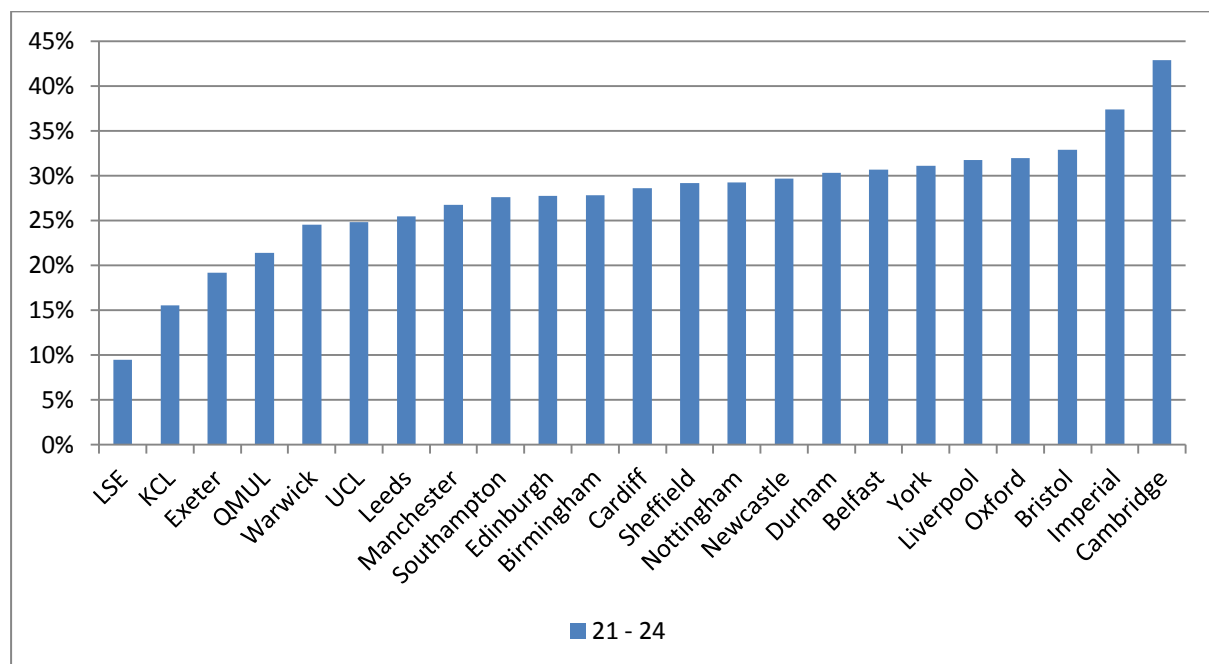
These figures show the proportions of students at each level of study at Russell Group universities who belonged to the specified age groups on 31 August 2011. Institutions at the right hand side of the graph have the youngest age profiles.

Figure 67 PGT students aged 21 to 24: Russell Group institutions, 2011/12



Source: HESA Student Record 2011/12 (Heidi)

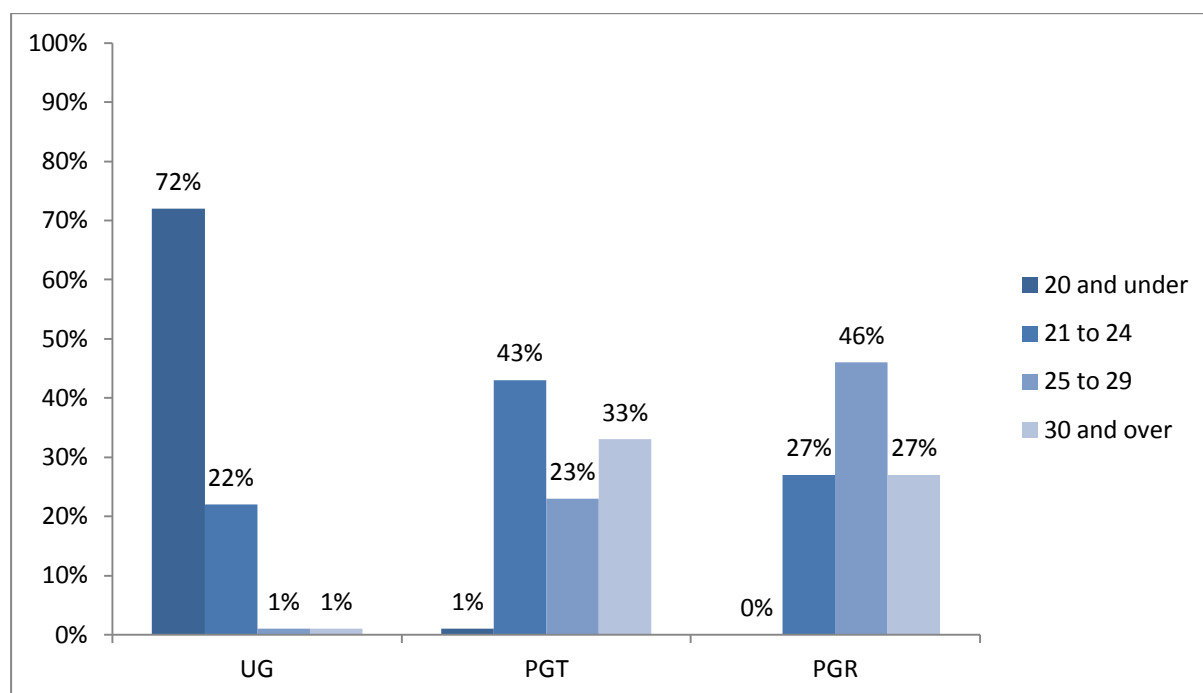
Figure 68 PGR students aged 21 to 24: Russell Group institutions, 2011/12



Source: HESA Student Record 2011/12 (Heidi)

On-course students

Figure 69 Enrolled students by level of study and age group, 2012

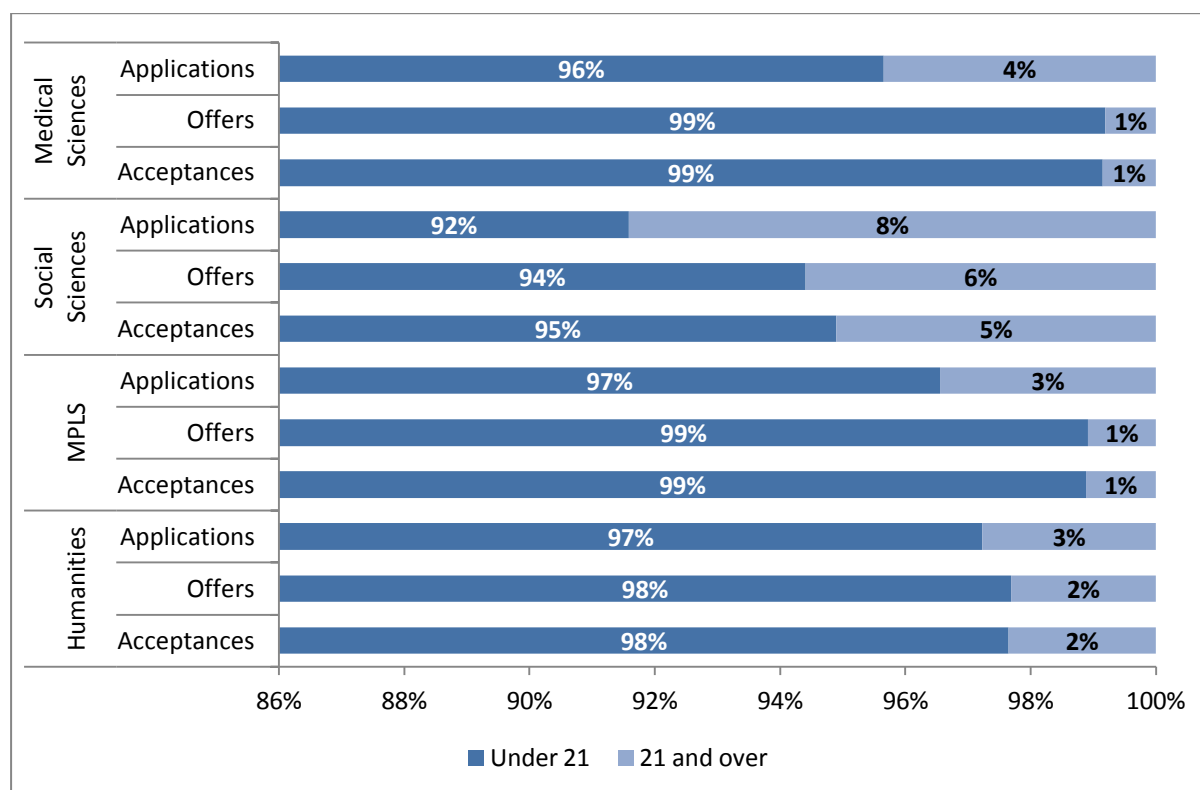


Source: SDMA

All domiciles	20 and under	21 to 24	25 to 29	30 and over
UG	8490	2608	141	164
PGT	26	1863	1017	1433
PGR	4	1485	2549	1480
Total (excludes VRO and ContEd)	8520	5956	3707	3077

Undergraduate admissions

Figure 70 UG admissions for entry in 2012: by age group



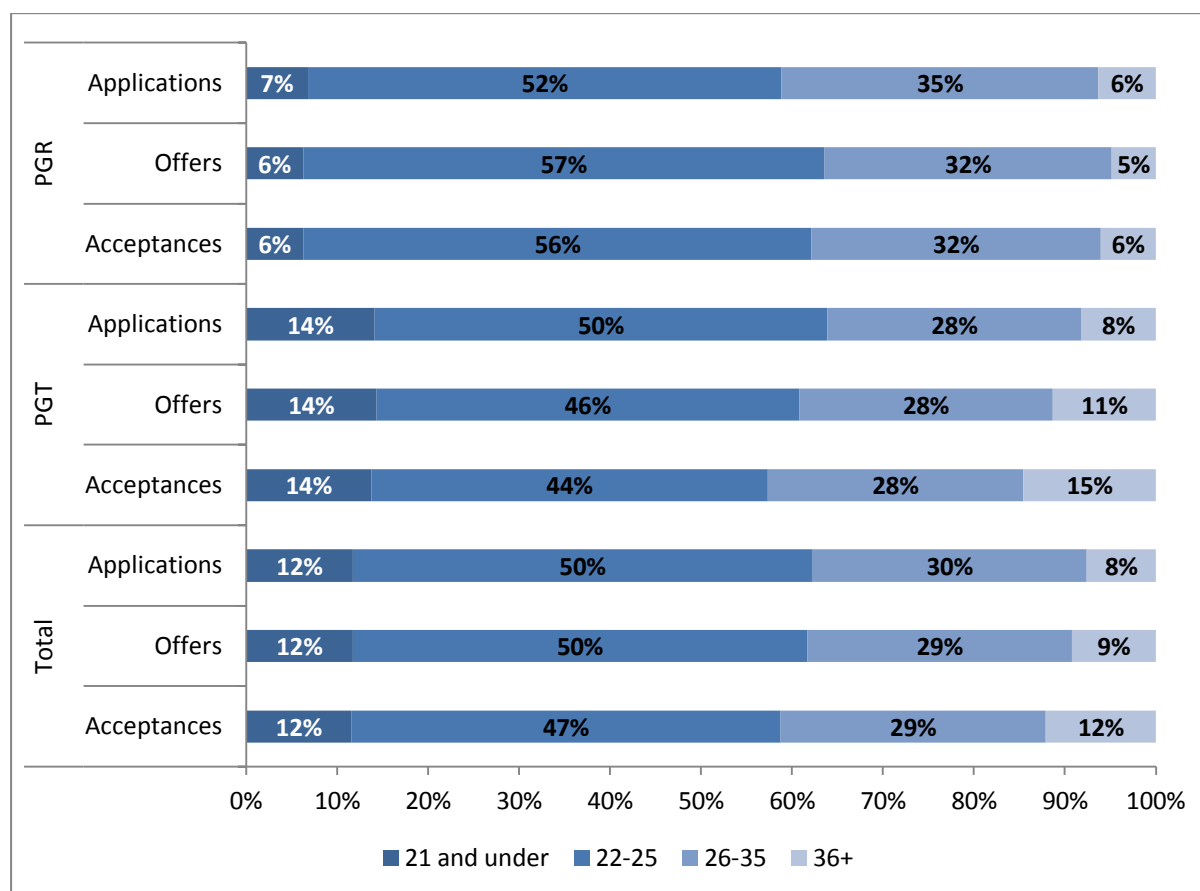
Source: SDMA

N.B. The x-axis runs from 86% to 100%.

		Under 21	21 and over	Total
Medical Sciences	Applications	2,332	106	2,438
	Offers	370	3	373
	Acceptances	351	3	354
Social Sciences	Applications	4,595	422	5,017
	Offers	726	43	769
	Acceptances	670	36	706
MPLS	Applications	4,460	159	4,619
	Offers	1,098	12	1,110
	Acceptances	973	11	984
Humanities	Applications	5,024	143	5,167
	Offers	1,266	30	1,296
	Acceptances	1161	28	1,189

Postgraduate admissions

Figure 71 PG admissions for entry in 2012: by age group



Source: GAF

		21 and under	22-25	26-35	36+	Total
PGR	Applications	446	3,409	2,283	414	6,552
	Offers	153	1,396	771	118	2,438
	Acceptances	85	754	429	82	1,350
PGT	Applications	1,894	6,675	3,750	1,098	13,417
	Offers	721	2,343	1,405	572	5,041
	Acceptances	450	1,426	919	478	3,273
Total	Applications	2,340	10,084	6,033	1,512	19,969
	Offers	874	3,739	2,176	690	7,479
	Acceptances	535	2,180	1,348	560	4,623

Student withdrawals by protected characteristic

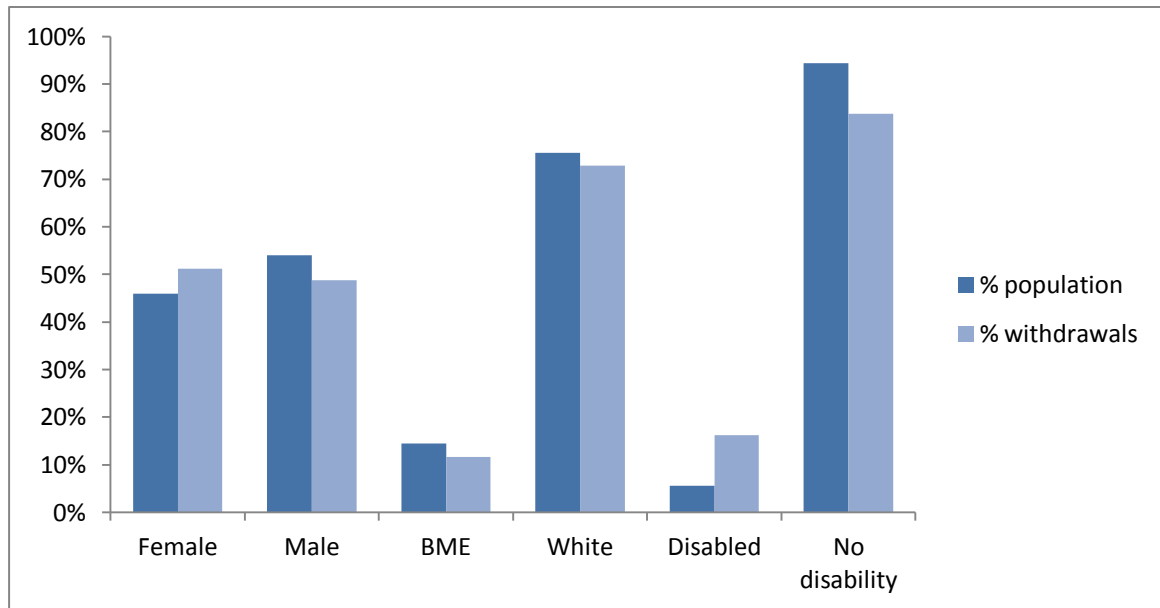
Oxford

- The University has very high levels of student retention so the numbers withdrawing from study are extremely low. Over the last two academic years for which we have data, only 433 students withdrew.
- In order to analyse withdrawals by protected characteristic, we have combined data for 2010/11 and 2011/12. Even so, the numbers are very small, with only 41 disabled and 111 black and minority ethnic students withdrawing over the two year period.
- Final data for 2012/13 will not become available until after the December 2013 student statistics snapshot.
- Between 2010 and 2012, only 1% of students withdrew from their course: 0.5% of undergraduates, 2.0% of postgraduate taught and 1.3% of postgraduate research.
- There were no statistically significant differences by sex in the likelihood of males or females withdrawing at any level of study.
- Disabled students were statistically significantly²³ more likely to withdraw from their course than those without a disability, particularly at undergraduate level (1.6% of the population compared with 0.5%).
- Postgraduate BME students were slightly more likely to withdraw than white though this did not quite attain statistical significance for all PG combined. Further analysis will be conducted on a larger dataset next year.

²³ Pearson's Chi-squared test; 95% significance level.

Undergraduate

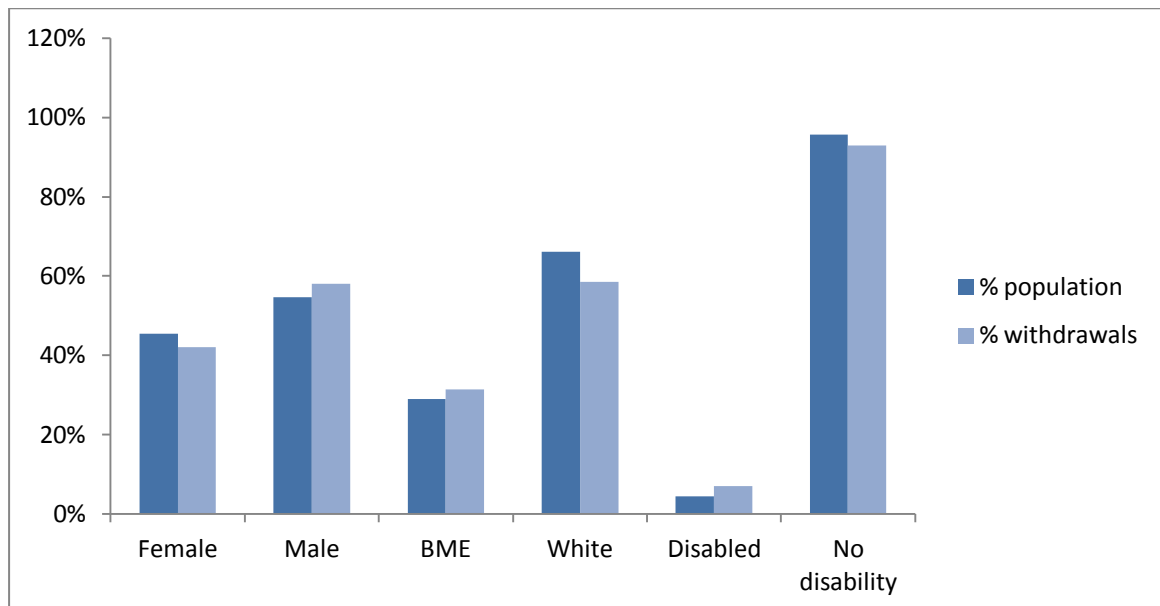
Figure 72 Undergraduate withdrawals 2010/11 – 2011/12: by demographic group



Source: SDMA

Postgraduate Taught

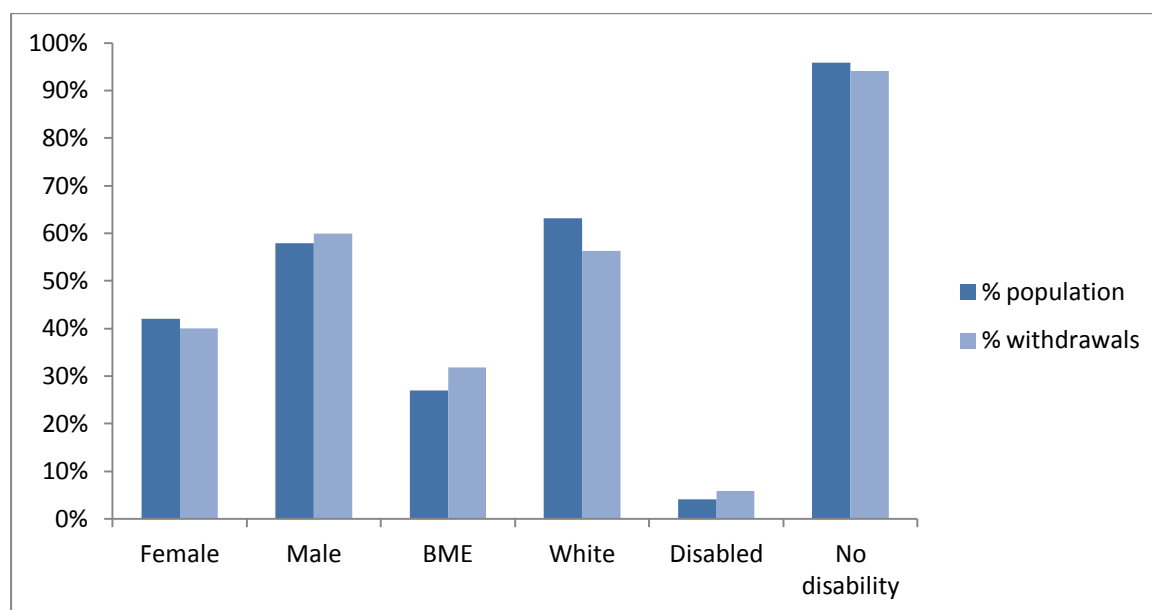
Figure 73 PGT withdrawals 2010/11 – 2011/12: by demographic group



Source: SDMA

Postgraduate Research

Figure 74 PGR withdrawals 2010/11 – 2011/1: by demographic group



Source: SDMA

2010-12	UG		PGT		PGR	
	Withdrew	% w/d	Withdrew	% w/d	Withdrew	% w/d
Female	66	0.6%	71	1.9%	54	1.2%
Male	63	0.5%	98	2.2%	81	1.3%
BME	15	0.4%	53	2.2%	43	1.5%
White	94	0.5%	99	1.8%	76	1.1%
Disabled	21	1.6%	12	3.3%	8	1.8%
No disability	108	0.5%	157	2.0%	127	1.2%
Total	129	0.5%	169	2.0%	135	1.3%

Source: SDMA

UG	% popn	% of w/d	PGT	% popn	% of w/d	PGR	% popn	% of w/d
Female	46.0%	51.2%		45.4%	42.0%		42.1%	40.0%
Male	54.0%	48.8%		54.6%	58.0%		57.9%	60.0%
BME	14.4%	11.6%		28.9%	31.4%		27.0%	31.9%
White	75.5%	72.9%		66.1%	58.6%		63.2%	56.3%
Disabled	5.6%	16.3%		4.4%	7.1%		4.1%	5.9%
No disability	94.4%	83.7%		95.6%	92.9%		95.9%	94.1%

Source: SDMA