

Equality Report, 2013-14

Gender: key data

Staff

On 31 July 2013, women comprised:

- 26% of academic staff
- 45% of research staff
- 20% of professors
- 55% of academic-related staff
- 64% of support staff

Following the 2014 Recognition of Distinction exercise, the percentage of female professors rose to 21%.

Students

On 1 December 2014, women comprised:

- 45% of all students
- 47% of undergraduates
- 45% of postgraduate taught
- 42% of postgraduate research

By division, women comprised:

- 29% of students in MPLS
- 47% of students in Social Sciences
- 52% of students in Medical Sciences
- 54% of students in Humanities

In admissions for 2013 entry, women comprised:

- 49% of applicants for UG places and
- 48% of acceptances
- 47% of applicants for PG places and
- 44% of acceptances

In 2013, 26% of women and 34% of men were awarded a first class undergraduate degree. 92% of women achieved a 'good degree' (1st or 2.1) compared with 91% of men.

Gender: key activity

The Vice-Chancellor initiated a £1m Diversity Fund to fund projects in support of the University's equality objectives for staff, including a £400k Returning Carers' Fund.

The University consulted on and approved (in HT15) a suite of stretching targets for gender equality, setting out its aspirations for:

- The % of female associate, titular and statutory professors in post by 2020
- Minimum % of women on Council and its main committees
- Minimum % of women on selection committees, and
- Nominations for honorary degrees

The University renewed its institutional bronze Athena SWAN award while all departments in MPLS and MSD have now achieved individual awards, with 6 at Silver.

Philosophy took part in the national pilot for the Gender Equality Charter Mark which will be rolled out across the Humanities and Social Sciences from 2015/16.

Across the University, equal proportions of men and women applied for and were successful in the 2014 Recognition of Distinction (apart from Humanities where eligible women were less likely to apply than men).

The Equality and Diversity Unit (EDU) conducted the mandatory training of all Unit of Assessment coordinators for the Research Excellence Framework (REF) 2014 and undertook the three required Equality Impact Assessments of the selection process.

Following an extensive review, new processes were introduced for recruitment to

senior posts (statutory professors, RSIV, ALC6).

Equal pay and senior equal pay audits were conducted and published.

The University agreed to invest up to £1m in a new nursery on the Old Road Campus Site. The nursery will open in 2015/16 subject to planning permission.

The University signed the government's 'Women in Technology and Engineering Compact' to increase the proportion of women studying STEM subjects.

The Careers Service ran bespoke versions of the Springboard personal and professional development programme for female undergraduate and master's students.

Ethnicity: key data

Staff

On 31 July 2013, black and minority ethnic (BME) staff comprised:

- 10% of all University staff (16% unknown)
- 6% of academics (20% unknown)
- 16% of research staff (18% unknown)
- 8% of academic-related staff (13% unknown)
- 8% of support staff (14% unknown)

Students

On 1 December 2013, BME students comprised:

- 23% of all students (5% unknown)
- 39% of non-UK students (8% unknown)
- 17% of undergraduates (12% of UK students)
- 33% of postgraduate taught (19% of UK students)

- 27% of postgraduate research (13% of UK students)

By division, BME students comprised:

- 25% of students in MPLS
- 29% of students in Social Sciences
- 26% of students in Medical Sciences
- 13% of students in Humanities

In admissions for 2013 entry, BME applicants comprised:

- 18% of applicants for UG places and
- 14% of acceptances
- 45% of applicants for PG places and
- 33% of acceptances

In 2013, 24% of BME and 32% of white students were awarded a first class undergraduate degree. 93% of white and 92% of BME students achieved a 'good degree'.

Ethnicity: key activity

The EDU, jointly with the Oxford Learning Institute, ran a pilot peer mentoring scheme for BME staff which is now being extended across the University.

A new BME Staff Network was launched in 2014.

Personnel Services and the EDU scoped a pilot recruitment initiative to reduce the possibility of bias which is being launched with two UAS departments in 2015.

The University introduced a new Welcome Service to provide advice to international staff moving to Oxford. This includes guidance on housing, schools, childcare and assisting partners with their job search.

The University has committed to the new HE sector Race Equality Charter Mark and will make an application in 2015/16.

A joint student-staff Race Equality Summit was held in March 2014 to explore the experiences of BME students at Oxford. Summit outcomes include:

- Diversifying the curriculum in the Humanities and Social Sciences
- Developing existing peer mentoring schemes to target support for BME students
- Extending existing unconscious bias training, and
- Encouraging students to report incidents of racial abuse and raising awareness of support mechanisms

Undergraduate Admissions and Outreach, jointly with the student Afro-Caribbean Society, delivered the first annual Access Conference in London, targeting students from a BME background.

Disability: key data

Staff

On 31 July 2013, staff who had disclosed a disability comprised:

- 4% of all University staff (16% unknown)
- 3% of academic staff (20% unknown)
- 3% of research staff (17% unknown)
- 4% of academic-related staff (13% unknown)
- 6% of support staff (15% unknown)

Students

On 1 December 2013, disabled students comprised:

- 7% of all students
- 8% of undergraduates
- 6% of postgraduate taught
- 6% of postgraduate research

In admissions for 2013 entry, disabled applicants comprised:

- 5% of applicants for UG places and
- 5% of acceptances
- 5% of applicants for PG places and
- 6% of acceptances

In 2013, 9% of students who took undergraduate finals had disclosed a disability. 22% of disabled students achieved a first class degree compared with 31% of students without a disclosed disability.

Disability: key activity

The University established a formal Disability Advisory Group to provide specialist input on staff disability issues to the Equality and Diversity Panel.

The EDU has recently set up a Disabled Staff Network in WebLearn.

The Staff Disability Advisor provided support to individuals disclosing complex circumstances for the REF 2014 and the University is undertaking further work to identify the lessons learned.

In view of the deteriorating quality of disability and ethnicity data, the EDU undertook an equality monitoring survey in August 2014. This achieved only a 20% response rate and the EDU now plans to work individually with Heads of Department to encourage higher disclosure rates.

The University adopted a new Common Framework for Supporting Disabled Students in MT14. The Framework aims to

- Develop a more coordinated approach to the delivery of student support
- Improve the student experience, and
- Enable the University to better fulfil its responsibilities

Estates launched an online Access Guide providing comprehensive advice on the accessibility of University buildings.

The Disability Advisory Service is preparing for major changes to the Disabled Students' Allowance including providing support for inclusive practice and the development of IT solutions such as lecture capture.

Age

On 31 July 2013, the University staff age profile was as follows:

- Under 40: 49% of staff
- 40 to 49: 24%
- 50 to 64: 24%
- Over 65: 2%

Sexual orientation

The University does not yet have comprehensive data on sexual orientation for staff in post though this information has been collected at recruitment since 2012.

Student data will be available from MT15.

Religion and belief

As for sexual orientation, information on religion and belief is currently collected only at recruitment.

Student data will be available from MT15.

Pregnancy and maternity

In 2012/13, 250 members of University staff went on maternity leave, of whom only 9% did not return.

Students are now asked whether they have caring responsibilities for dependent adults or children during Registration. Data will not be available until MT15.

Harassment

The University introduced a revised and updated policy and procedure on harassment in December 2014. The revised policy now includes

- Emphasis on the shared responsibility of all members of the University to create an environment free from harassment
- A new procedure for student complaints of harassment by other students
- More examples of behaviours that may constitute harassment, including stalking
- New guidance on responding to reports of sexual assault or sexual violence

Printed versions of the flowcharts for the staff and student procedures are available on request.

Resources

EDU website: www.admin.ox.ac.uk/eop

Vice-Chancellor's Diversity Fund:
www.admin.ox.ac.uk/eop/thevice-chancellorsdiversityfund

Oxford Women's Network:
www.admin.ox.ac.uk/eop/gender/own

BME Staff Network:
www.admin.ox.ac.uk/eop/race/bmestaffnetwork

Race Equality Newsletter:
www.admin.ox.ac.uk/eop/race/ren

LGBT Staff Network:
www.admin.ox.ac.uk/eop/sexualorientation/informationforstaff

Disabled Staff Network: email
caroline.moughton@admin.ox.ac.uk

Access Guide: www.admin.ox.ac.uk/access

Welcome Service for international staff:
www.admin.ox.ac.uk/personnel/staffinfo/international

Harassment policy and procedure:
www.admin.ox.ac.uk/eop/harassmentadvice