University of Oxford

Equality Report, 2014/15

Section B: Staff equality data

This is **Section B** of the University of Oxford's Equality Report for 2014/15 and covers **staff equality data.** It is produced by the University's Equality and Diversity Unit (EDU).

Please refer to the EDU website for:

> **Section A: Overview of equality and diversity at Oxford, 2014/15**

> **Section C: Student equality data**

You can view the report online or download it at:

www.admin.ox.ac.uk/eop/policy/data/report

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DATA	SOURCE	NOTES	CONTACT DETAILS
University staff	CoreHR staff snapshot 31.1.15	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 97%. Academic recruitment is still paper-based but the response rate improved this year to nearly 80% (less for some items).	Equality and Diversity Unit Contact: Sara Smith sara.smith@admin.ox.ac.uk
UK higher education, 2013/14	Equality Challenge Unit (2015), Equality in higher education: statistical report 2015. 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/equality-in-higher-education-statistical-report-2015 A comprehensive set of data tables is available for download from this webpage.
Russell Group, 2013/14	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. Staffing figures exclude 'atypical' (e.g. zero hours) staff.	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 successfully renewed its Athena SWAN bronze award in 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

Introduction

1. This is **Section B** of the University of Oxford's equality report for the academic year 2014/15 covering selected **staff data**.

   The report has been prepared by the University's Equality and Diversity Unit (EDU) and the available data analysed by protected characteristic and in respect of key staff activities. In some areas, full analysis has not been possible due to low rates of disclosure.

2. **Section A** of the report highlights key data and summarises the University's main equality activities during the year, while **Section C** covers selected student data.

   The entire report is available to view online or download from the EDU website at: www.admin.ox.ac.uk/eop/policy/data/report.

3. Comparative national data have been provided where available, together with benchmarking data from Russell Group universities.

   In addition, the University carried out equality and diversity monitoring of its Council[1] in Michaelmas term 2015 for inclusion in the HEFCE annual monitoring statement, the results of which are reported here.

4. Of the 25 current members of Council (there was one vacancy), 32% were female, 4% were black or minority ethnic and 8% had a disability.

Table 1 Equality and Diversity monitoring of Council, November 2015

Council MT15	Female	Male	Undeclared	Vacancy	Total
Sex	8	16	1	1	26
	BME	**White**	**Undeclared**	**Vacancy**	**Total**
Ethnic group	1	22	2	1	26
	Disabled	**Not disabled**	**Undeclared**	**Vacancy**	**Total**
Disability	2	21	2	1	26

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[1] The University's governance structure comprises both Congregation and Council. Congregation, the ultimate legislative body of the University, is composed of virtually all academic staff and research and administrative staff above grade 8. Council is composed of members of Congregation elected by Congregation, ex officio members and lay members.

Gender

Oxford

➤ On 31 January 2015, there were 11,806.5 full-time equivalent staff working at the University, of whom 49% were female.

Governance

➤ In Michaelmas term 2015, 38% of the total membership of Council and its five major committees was female, 57% male (5% vacant). Women comprised over 30% of the membership of each of the five major committees of Council[2], meeting one of the University's gender equality targets.
➤ Women comprised 41% of divisional academic leadership (e.g. Head, Deputy or Associate Head) at the start of academic year 2015-16.
➤ Women comprised 18% of heads of academic departments (9 out of 50) in 2014/15. In addition there were five female heads or co-chairs of sub-departments in the Medical Sciences Division. The overall proportion increased to 24% at the start of the 2015-16 academic year, including seven female heads or co-chairs in MSD.

Staff group and division

➤ 22% of professorial staff were female: 12% of statutory and 25% of titular professors, an increase of two percentage points overall since July 2013.
➤ Women comprised 27% of academic staff and 45% of researchers, representing a small increase of one percentage point in the proportion of academics since the July 2013 census date. The combined total was 40%, again an increase of one percentage point.
➤ The proportions of women in clinical roles were lower: 16% of clinical academics, 38% of clinical researchers (33% combined). This represented an increase of two percentage points for clinical academics and one percentage point for researchers since July 2013.
➤ The proportion of female staff varied considerably by staff group and division. MPLS had the lowest percentage of female academic and research staff (14% and 26%); the highest was Humanities with 38% and 42% respectively. Medical Sciences, had the lowest number of academic staff but the highest number of researchers, 23% and 52% respectively, while Social Sciences had 32% and 47%.
➤ Women comprised 56% of staff in academic-related posts (grades 6 and above) and 63% of support staff, a combined total of 59% (the same as in previous years).

Part-time working

➤ 18% of female staff worked part-time compared with 6% of male, a slight drop of 1% in the percentage of female staff. The rates of part-time working varied greatly by staff group: 5% of female academics (3% of male) compared with 12% of research

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[2] Education Committee, General Purposes Committee, Personnel Committee, Planning and Resource Allocation Committee and Research Committee

(4% of male), 21% of academic-related (7% of male) and 28% of support staff (12% of male). In total, 12% of staff on permanent contracts worked part-time.

Recognition of Distinction

➢ Just under 9% of eligible staff applied for the award of professorial title in the 2015 Recognition of Distinction exercise, compared with 24% of staff in 2014. Nearly 10% of eligible male staff applied compared with 7% of eligible female staff. However, the difference was only significant in Medical Sciences. In contrast to the 2014 exercise, women had a slightly higher application rate in Humanities, following successful efforts to encourage eligible women to consider applying. Women's overall success rate was higher than men's at 81% compared with 64%, but this did not attain significance.

Recruitment

➢ Recruitment monitoring data for 2014/15 showed that women formed 50% of all applicants, men just over 47% (nearly 3% did not disclose), though the proportions varied in each staff group.
➢ There was a ten percentage point increase in the proportion of female applicants for academic posts compared with the previous year: 36% compared with 26% (3% of applicants did not disclose their sex). Women had a higher success rate than men and constituted 41% of appointments in this group.
➢ There was also a small increase in the proportion of female applicants for research posts, from 40% to 42%. They comprised 45% of those taking up their posts, though the gender of 6% of successful candidates was unknown.
➢ Women formed the majority of applicants and appointees for administrative and support roles and also had higher success rates than men in each category.
➢ In 2014/15, eighteen Statutory Professor posts were accepted, 12 by men and 6 by women (33%). In addition, three other senior posts were recruited to – Head of MPLS Division, Director of the Botanic Garden and Pro Vice-Chancellor (Academic Services and University Collections) – two male and one female.

UK

➢ In 2013/14, women comprised 54% of all higher education staff: 45% of academic and research staff[3] and 63% of professional and support staff.
➢ 22% of professorial staff were female, 18.5% in SET[4] subjects and 28% in non-SET subject areas.
➢ Among academic staff, 18% of men were in senior contract levels (HOI to 5B[5]) compared with just under 8% of women (a difference of 10.7 percentage points).

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[3] HESA use the term 'academic' to denote all staff with an academic as opposed to a non-academic contract: this includes all research staff too.
[4] SET = Science, Engineering and Technology
[5] Universities & Colleges Employers' Association senior contract levels from Head of Institution to 'function head'.

Russell Group

➢ In 2013/14, the overall proportion of female academic (and research) staff at Russell Group universities was 41%, the same as in previous years. As before, Oxford – which had the highest number of staff of any of the Russell Group – precisely matched the average at 41%.

➢ The lowest proportions of female academic staff were found at Imperial College (33%), Durham (34%), Warwick (36%) and Sheffield (38%). King's College London had the highest proportion at 48%

➢ The average proportion of female professorial staff was 21%. The lowest proportions were found at Imperial at 13%, Cambridge (15%), Exeter (17%) and Liverpool (18%). Oxford was above average at 22%. while LSE and Queen Mary University of London had the highest percentages with 25% and 27% respectively.

➢ Detailed comparison of the proportions of staff with teaching and research contracts (the nearest equivalent to Oxford's academic grade) shows that Oxford has a relatively low percentage of women in this group at 26%, compared with 30% in the Russell Group and 39% in the UK overall. (See Figure 7)

➢ However, among senior academic staff on the highest salary scale, Oxford more closely matches sector averages at 22%, compared with 23% in the Russell Group and 26% in the UK overall. Oxford has the third highest percentage of women earning in the top salary range (professorial range) at 60% compared with the average of 39%. (See Figure 8)

Committees of Council (2015/16)

Figure 1 Committees of Council: membership by sex 2015-16
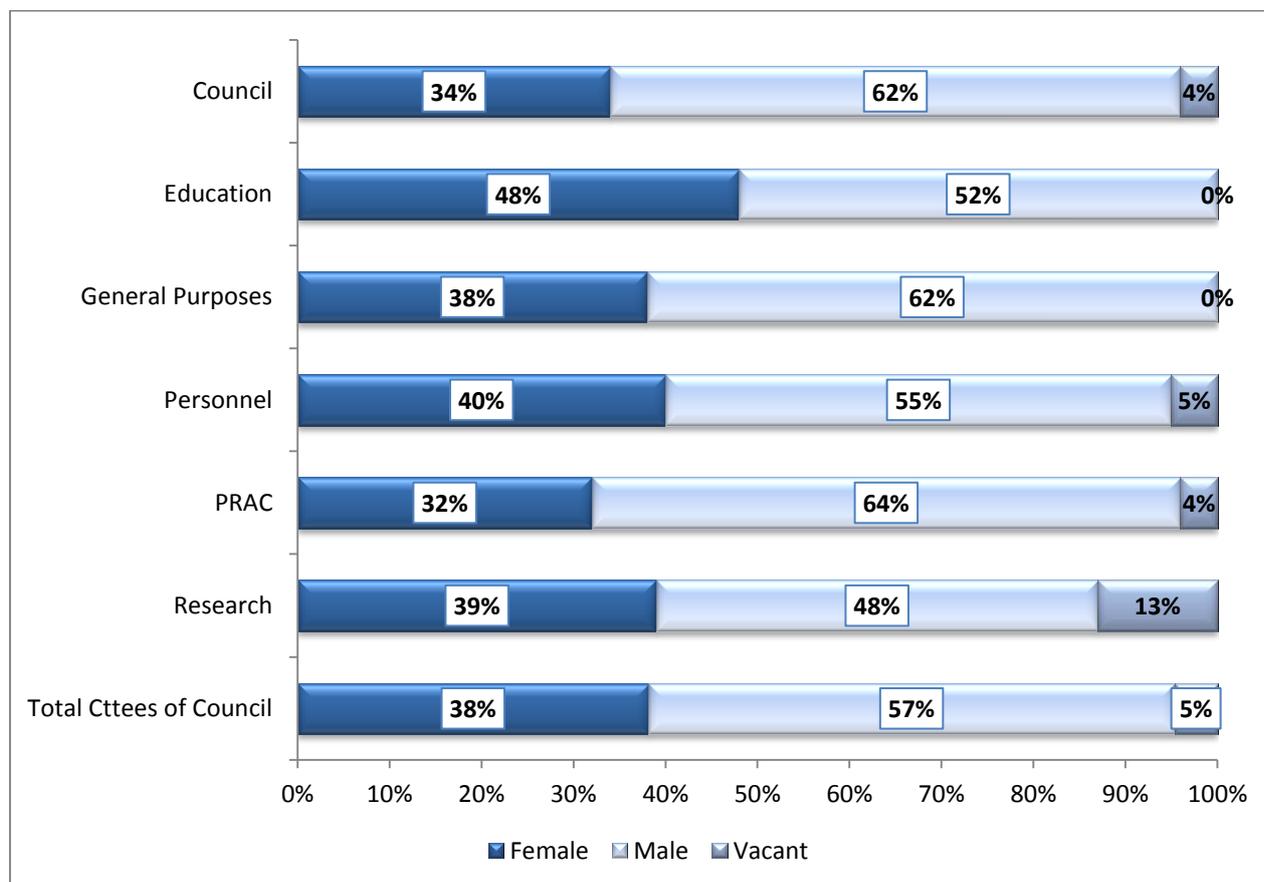
Source: Council Secretariat, November 2015. These data include all members, including student union representatives who serve for only one year.

The University agreed a suite of targets towards gender equality in Hilary term 2015, one of which was that women should comprise at least 30% of Council and its five major committees[6]. The proportion of women has increased this year from 34% to 38% overall, and each committee is now meeting its individual target. The University will continue its efforts to diversify committee membership at divisional level and in other decision-making in pursuit of its commitments under the UN's HeForShe campaign for gender equality (and in support of work on race equality)[7].

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[6] www.admin.ox.ac.uk/eop/policy/equalityobjectives
[7] www.admin.ox.ac.uk/eop/gender/heforshe

Figure 2 Divisional Academic Leadership by gender, 2015-16
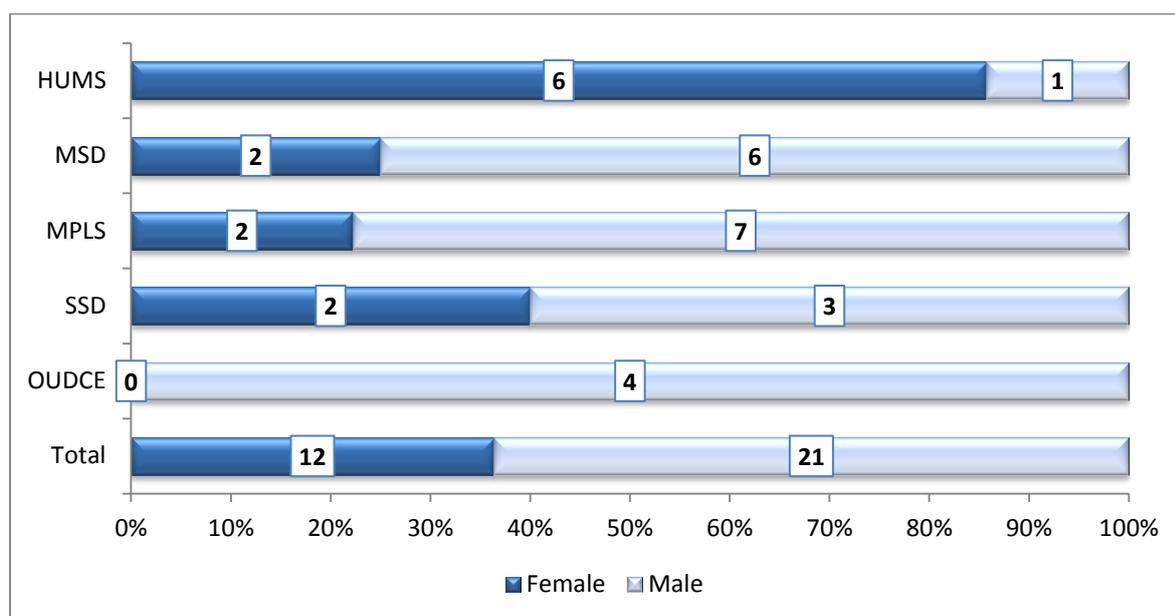
Source: Divisional Secretaries, August 2015

Among Heads, Associate and Deputy Heads of Division and Directors of various strategic and educational priority areas, 36% were female (including a large majority in the Humanities, which was also headed by a woman until 2014/15).

Figure 3 Heads of Department and equivalent by gender, 2014/15
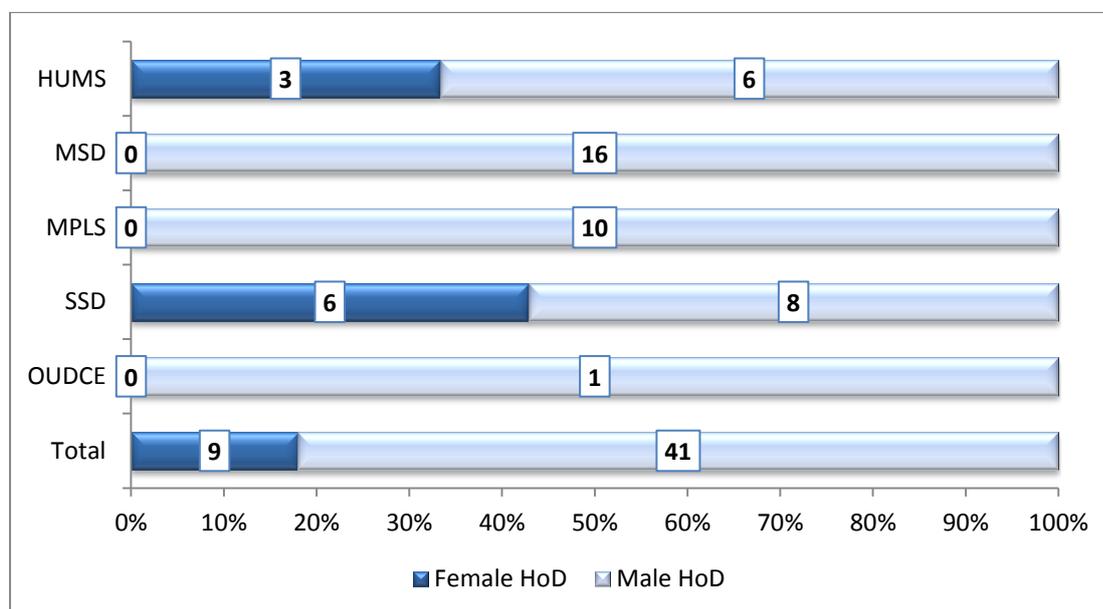
Source: Divisional Secretaries, April 2015

There were 9 female heads of department (or equivalent), comprising 18% of the total and 5 female heads or co-chairs of sub-departments in the Medical Sciences Division. In Michaelmas term 2015, there were 12 female heads of academic departments, comprising 24% of the total (including seven female heads or co-chairs in MSD).

Comparison with the Russell Group (2013/14)

Figure 4 Russell Group: academic and research staff by gender, 2013/14 (FPE)
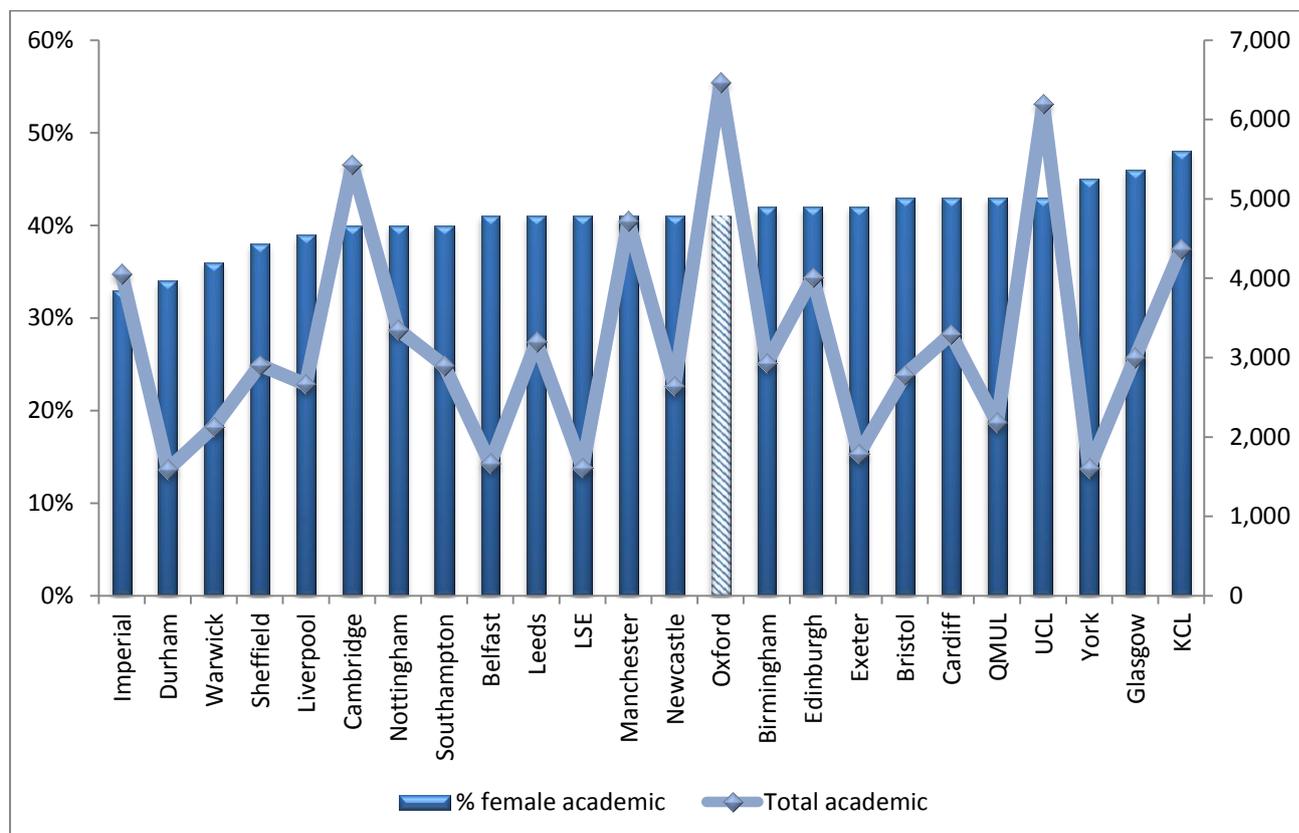
Source: HESA Staff Record, 2013/14 (Heidi). The patterned bar denotes Oxford. The left hand axis shows the percentage of female staff while that on the right shows the total number of academic staff.

Figure 4 shows the proportion of female academic and research staff at Russell Group universities, ranked from least to most[8]. The line graph shows the overall number of staff in this group. The average proportion of 'academic' staff was 41%, which Oxford matched. The lowest was 33% at Imperial and the highest 48% at King's College London. Oxford had the largest number of staff of any of the Russell Group institutions.

Figure 5 demonstrates the percentage of female professorial staff at each Russell Group institution, ranked from lowest to highest. The average was 21% though some institutions had a considerably lower proportion, e.g. Imperial at 13%, Cambridge (15%), Exeter (17%) and Liverpool (18%). Oxford was above average at 22%.

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[8] HESA use the term 'academic' to denote all staff with an academic as opposed to a non-academic contract: this includes all research staff too.

Figure 5 Russell Group: percentage of female professors, 2013/14 (FPE)
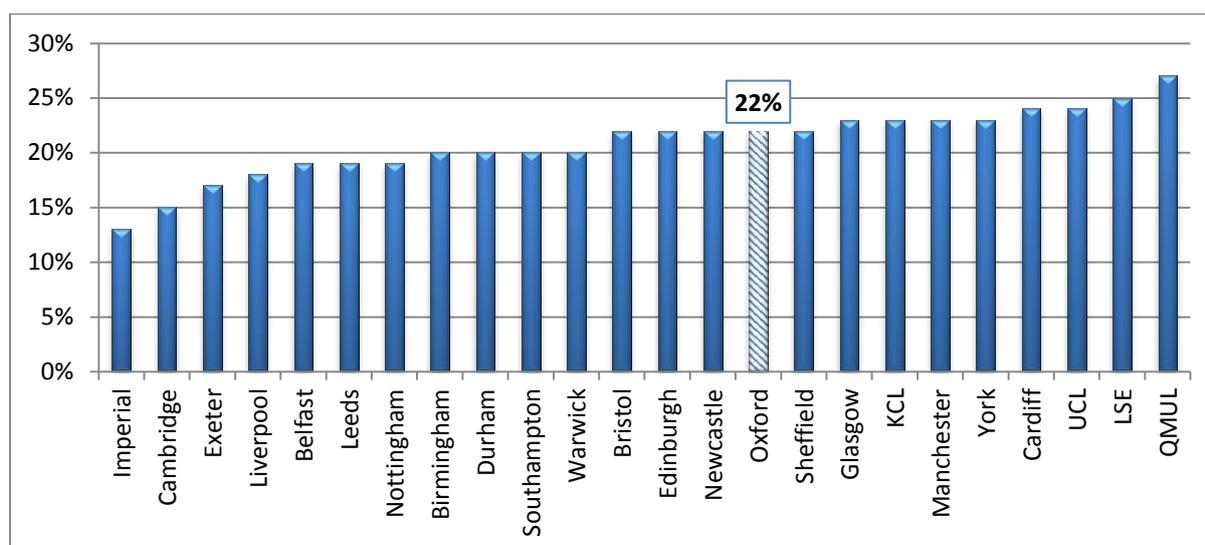
Source: HESA Staff Record, 2013/14 (Heidi). The patterned bar denotes Oxford.

Figure 6 Russell Group: non-academic staff by gender, 2013/14 (FPE)
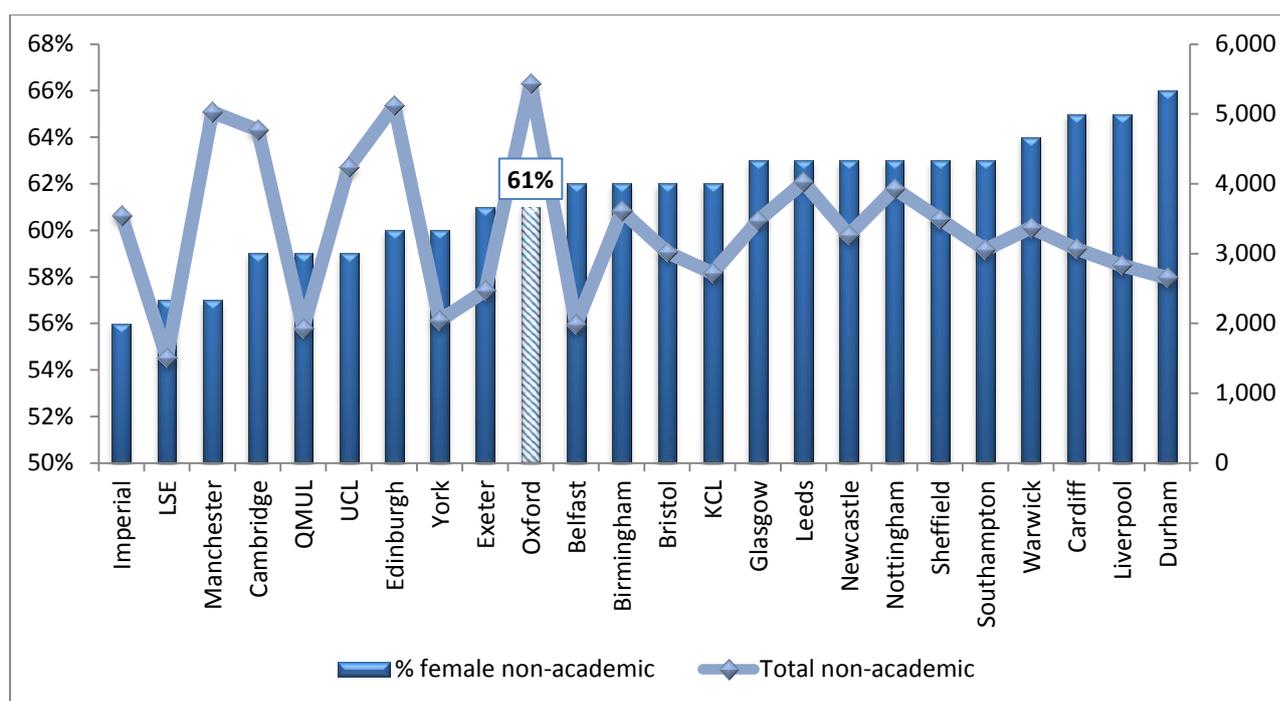
Source: HESA Staff Record, 2013/14 (Heidi). The patterned bar denotes Oxford. The left hand axis shows the percentage of female staff while that on the right shows the total number of non-academic staff.

Figure 6 shows the proportion of female non-academic (i.e. professional and support) staff at Russell Group universities, ranked from least to most. The line graph shows the overall number of staff in this group. The average proportion of non-academic staff was 61%, again matched by Oxford.

Figure 7 Teaching and research staff by gender: comparison of Oxford, the Russell Group and the UK, 2013/14 (FPE)
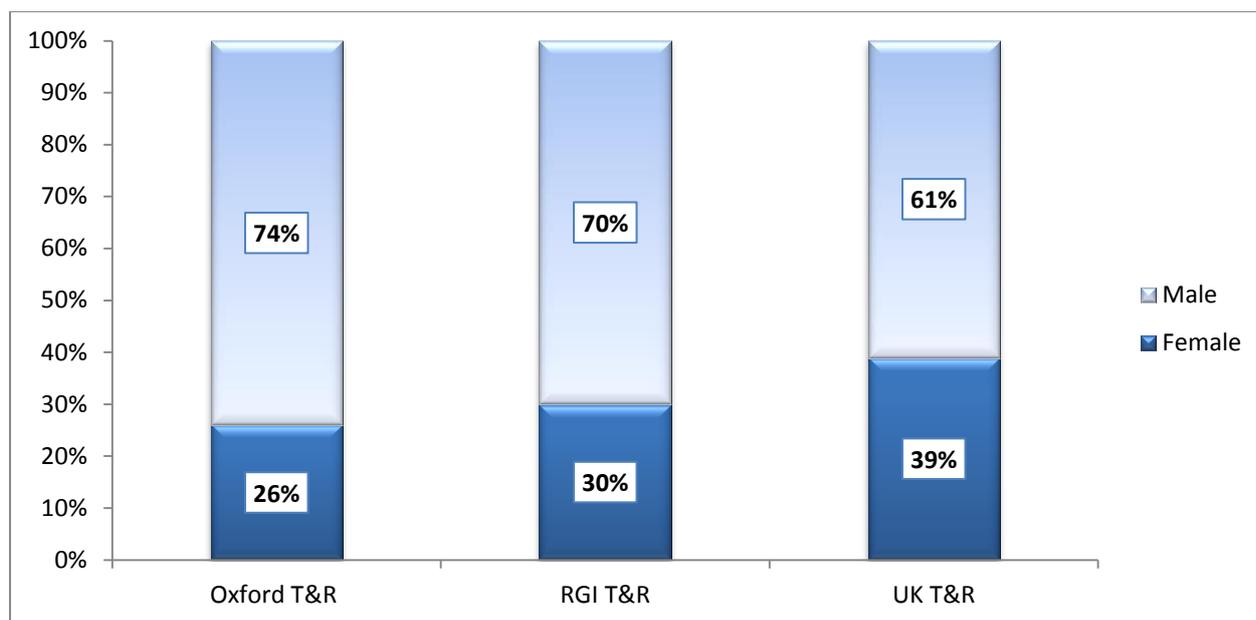
Source: HESA Staff Record 2013/14 (Heidi)

The chart in Figure 7 provides a comparison between the proportions of men and women with teaching and research contracts at Oxford, in the Russell Group as a whole and within the UK. This category was chosen because it provides a close match to Oxford's category of 'academic' staff whereas the wider HESA definition of 'academic' staff includes research staff as well. The data show that Oxford has a relatively low percentage of female university staff in this group at 26%.

Contributory factors include the fact that Oxford recruits a high proportion of its academics to the most senior grades (see Figure 8) and the preponderance of the physical sciences at Oxford, where women are in the minority. Thirty percent of all Oxford's academic staff belong to the Mathematical, Physical and Life Sciences division, higher than any other division, but MPLS accounts for only 16% of female academics compared with 35% of male.

Among senior academic staff on the highest salary scale, Oxford is closer to the sector averages: 22% of staff in this range are female compared with 23% in the Russell Group and 26% in the UK (Figure 8). Oxford has the highest number of staff of any Russell Group university and the third highest percentage of women earning in the top salary range (60% compared with the average of 39%) – only Imperial College and LSE have higher percentages (67% and 71% respectively), though with many fewer women numerically.

Figure 8 Teaching and research staff by salary range and gender: comparison of Oxford, the Russell Group and the UK, 2013/14 (FPE)
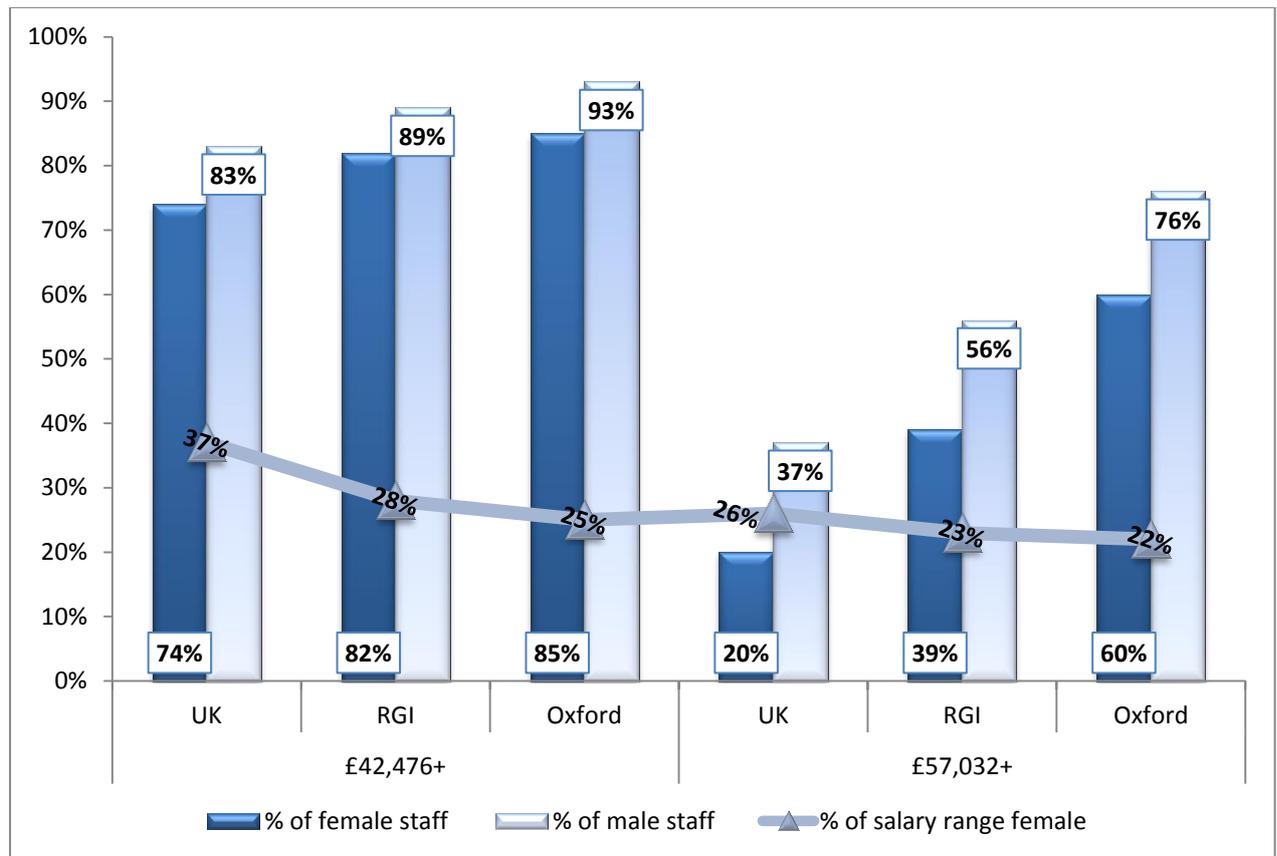
Source: HESA Staff Record 2013/14 (Heidi)

Staff in post (31 January 2015)

Figure 9 Staff profile by division and gender, 2015 (fte)
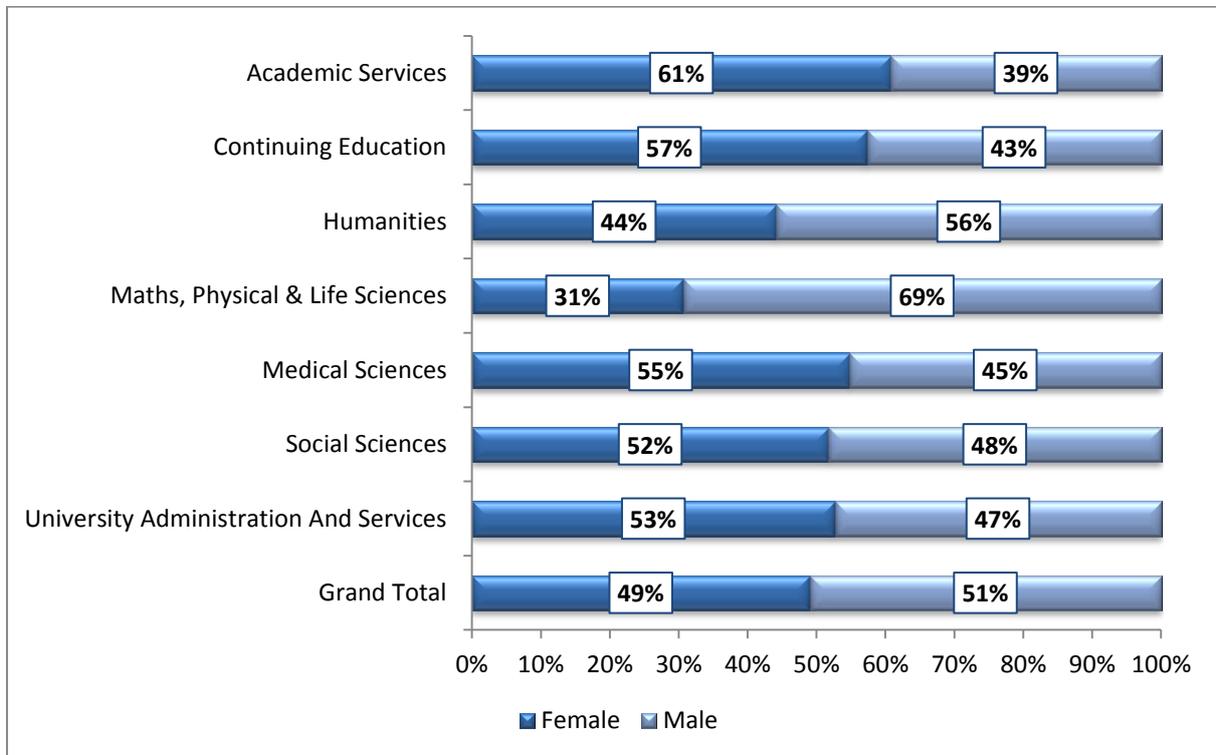
Source: CoreHR, staff snapshot 31 January 2015 (fte)

Figure 10 Staff profile by gender and staff group, 2015 (fte)
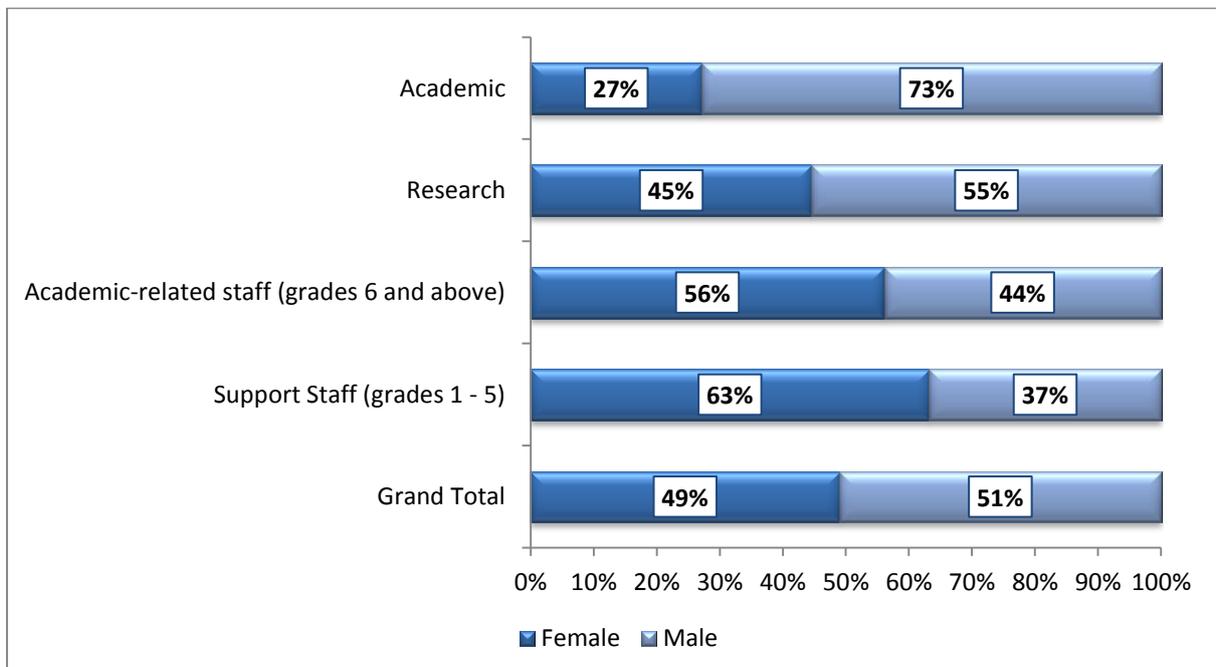
Source: CoreHR, staff snapshot 31 January 2015 (fte)

Figure 11 Clinical academic and research staff by gender, 2015 (fte)
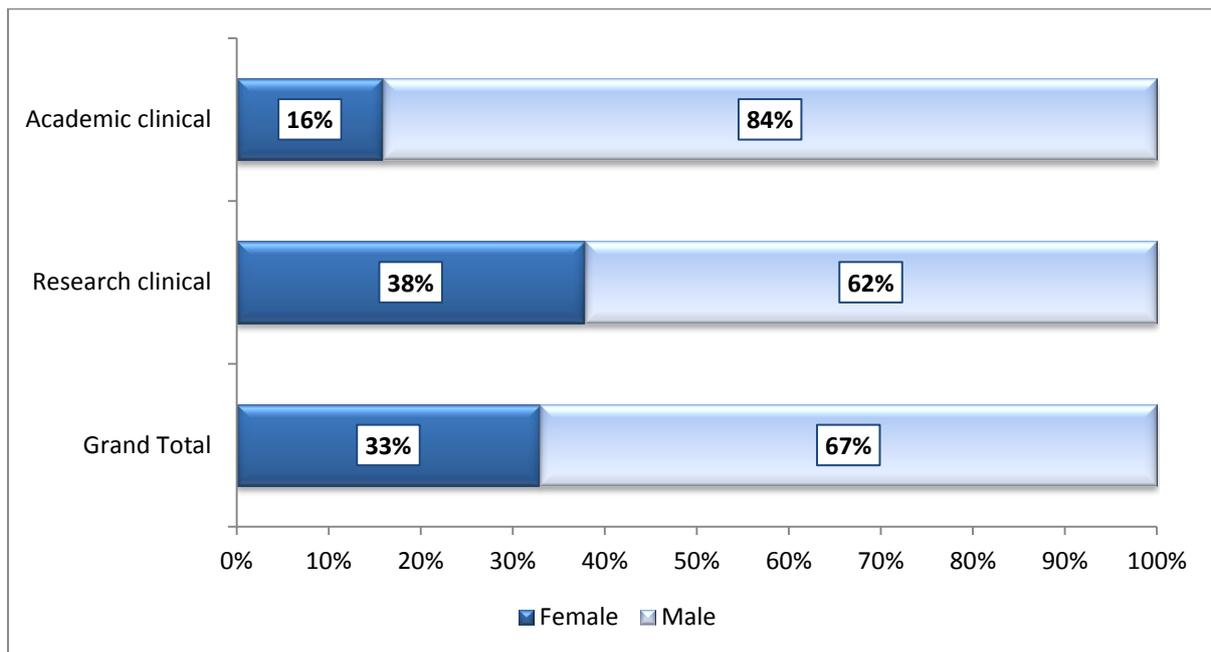
Source: CoreHR, staff snapshot 31 January 2015 (fte)

Figure 12 Gender profile of professorial staff, 2015 (fte)
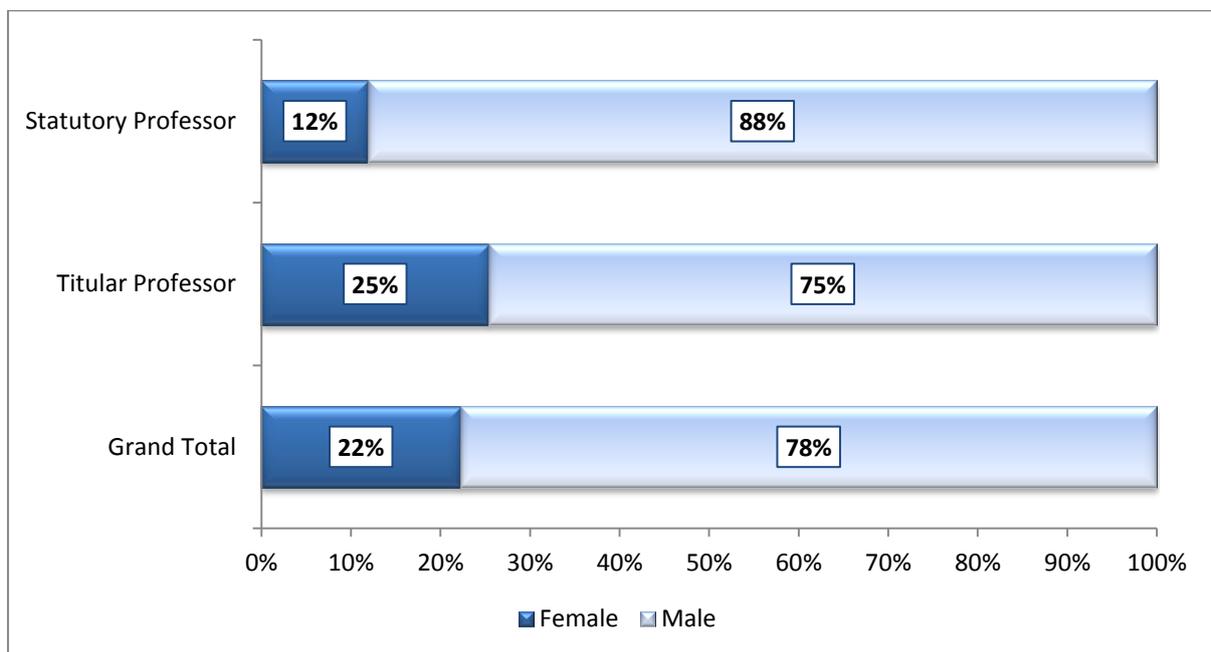
Source: CoreHR, staff snapshot 31 January 2015 (fte)

Figure 13 Staff profile by gender, division and staff group, 2015 (fte)
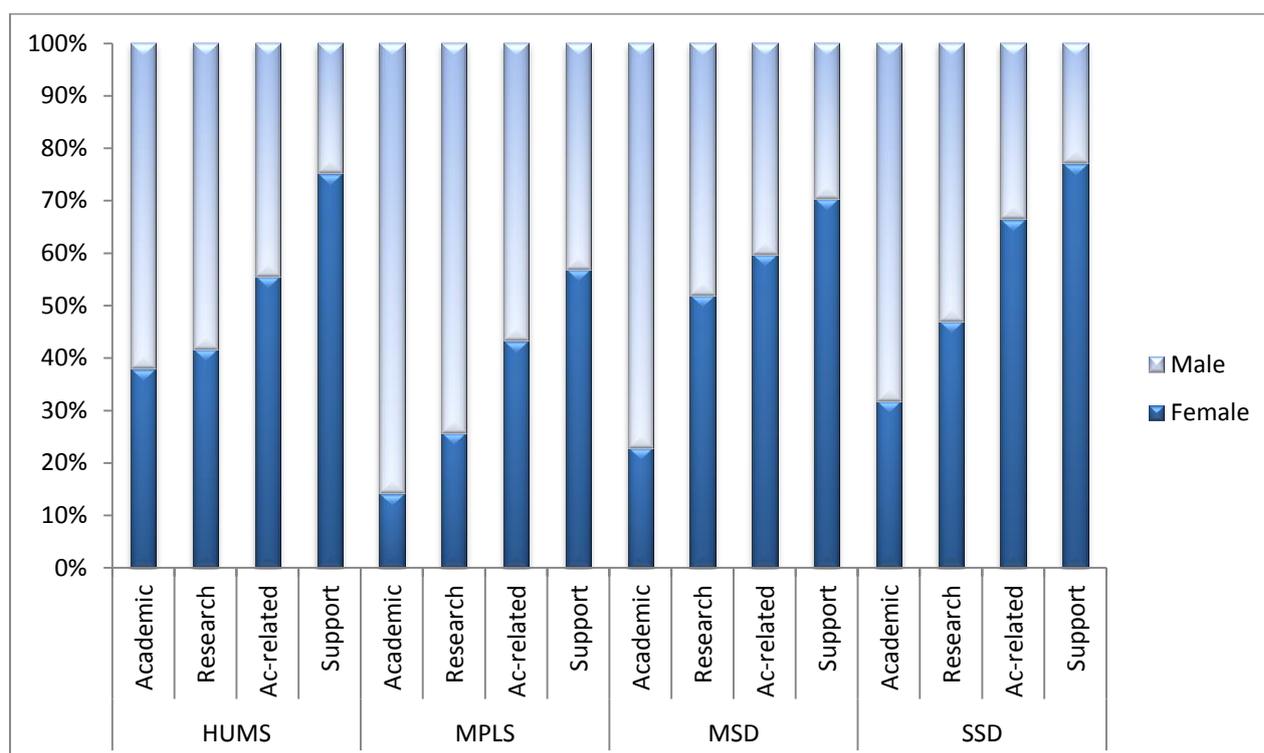
Division	Sex	Academic	Research	Ac-related	Support
HUMS	Female	186.7	73.1	52.4	57.9
	Male	304.3	102.4	41.8	19.0
MSD	Female	56.4	1438.2	535.0	497.9
	Male	189.8	1327.9	360.3	209.5
MPLS	Female	73.9	288.3	159.0	202.9
	Male	445.6	829.3	208.2	153.7
SSD	Female	143.1	192.8	198.0	196.1
	Male	306.1	217.4	99.7	58.0

Source: CoreHR, staff snapshot 31 January 2015 (fte)

Table 2 Proportion of staff working part-time by gender and staff group, 2015 (fte)

Staff group	% female P/T	% male P/T	% total P/T
Academic	5%	3%	4%
Research	12%	4%	7%
Academic-related staff (grades 6 and above)	21%	7%	15%
Support Staff (grades 1 - 5)	28%	12%	22%
Grand Total	18%	6%	12%

Source: CoreHR, staff snapshot 31 January 2015 (fte)

Recognition of Distinction, 2015

Figure 14 Recognition of Distinction, 2015: applications by division and gender
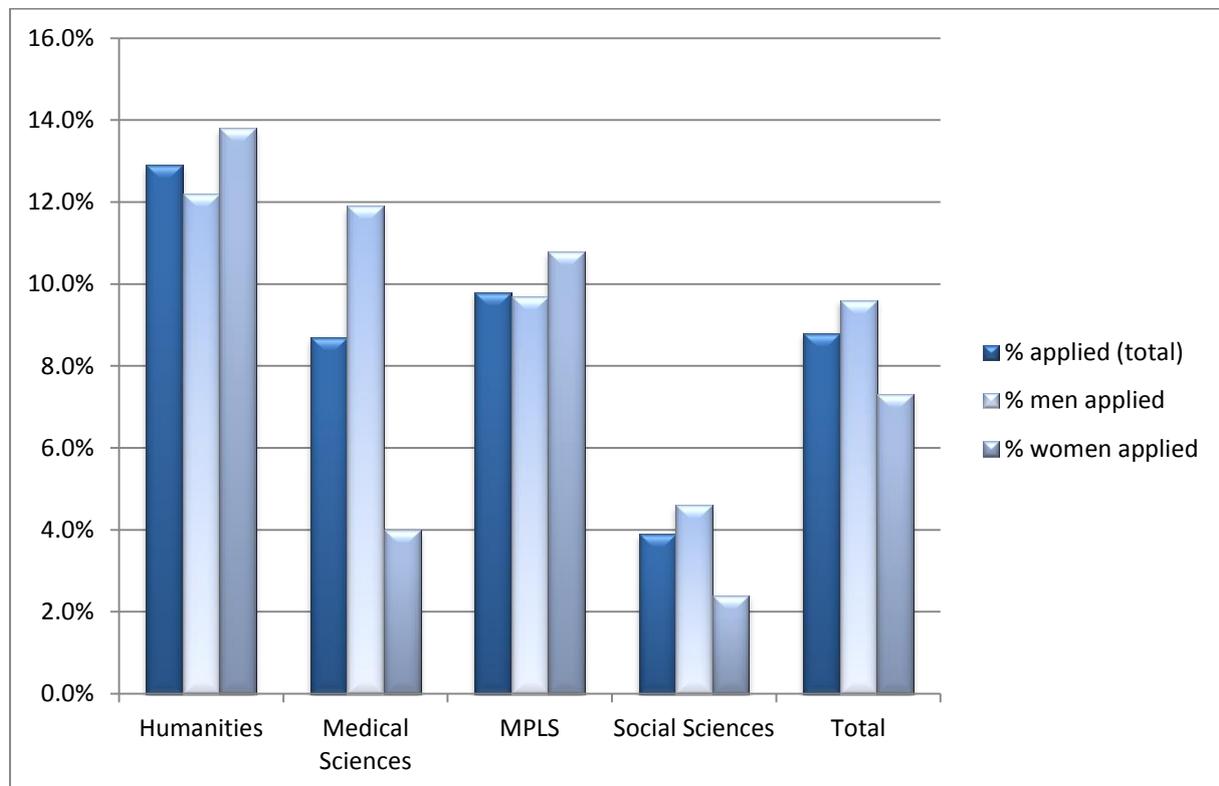
Source: Senior Appointments Panel, CoreHR staffing extract June 2015

Figure 14 compares the number of applications received from university employees in the associate professor, statutory reader and senior research (9, 10 and RSIV) grades with the total number of eligible university employees (who did not already hold title of professor). Overall 26/354 eligible women applied compared with 69/722 eligible men. The application rate was statistically significantly higher for men than for women in Medical Sciences.

The overall success rate was 69%: 64% for men and 81% for women, though the difference did not attain statistical significance. Overall 21/26 female and 45/70 male applicants received award of title[9].

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[9] These data relate to all applicants, whether or not they were university employees, so are slightly higher than those presented above.

Recruitment to employment (2014/15)

Figure 15 Recruitment by gender, 2014/15
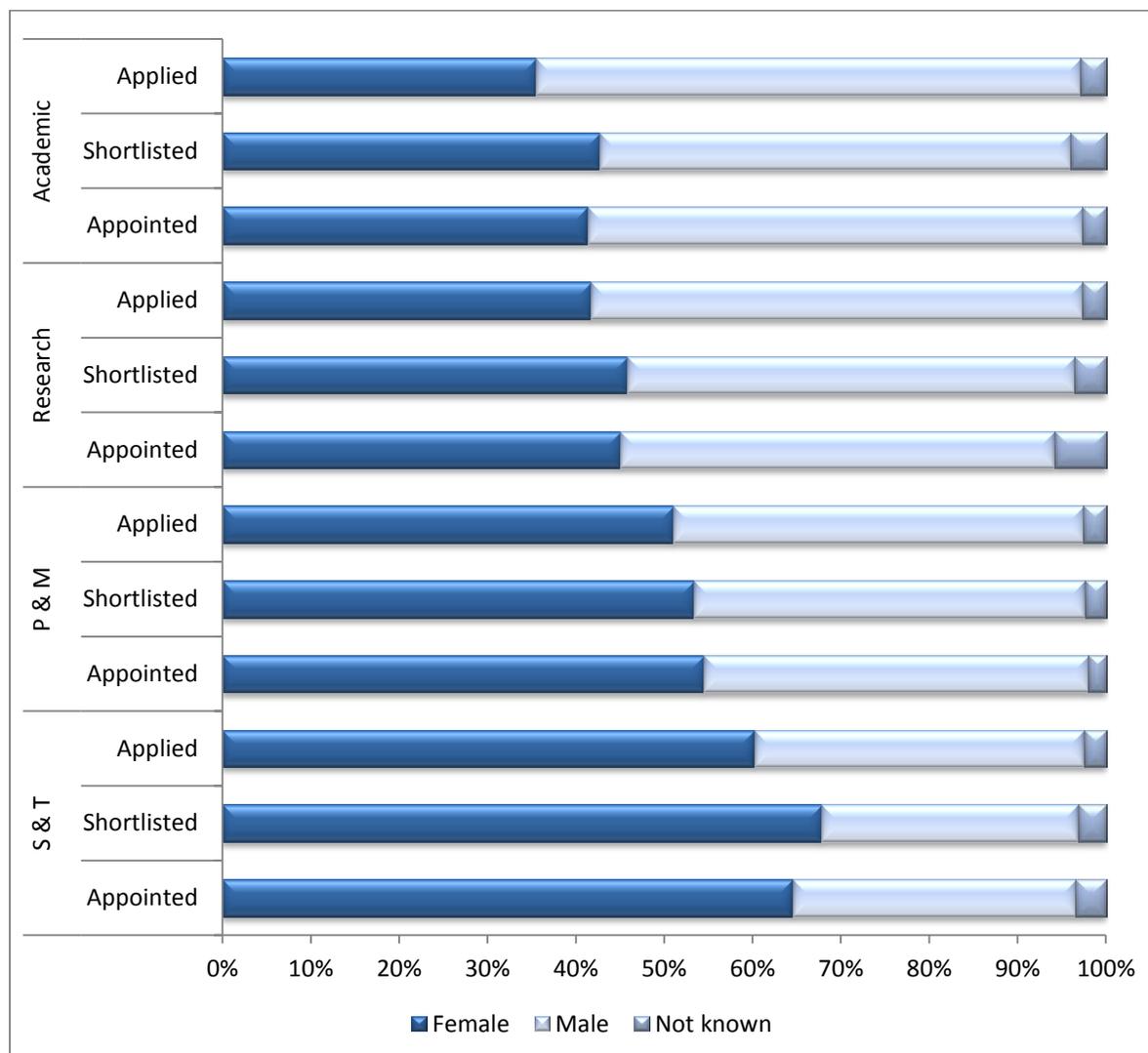
Source: CoreHR, HR Information team (November 2015). All vacancies opened between 1.8.14 and 31.7.15 and filled by November 2015.

Staff group	Applicant status	Total	Female	Male	Not known
Academic	Applied	1735	36%	62%	3%
	Shortlisted	227	43%	53%	4%
	Appointed	75	41%	56%	3%
Research	Applied	23,362	42%	56%	3%
	Shortlisted	2335	46%	51%	4%
	Appointed	881	45%	49%	6%
Professional & Management	Applied	8331	51%	46%	3%
	Shortlisted	1058	53%	44%	2%
	Appointed	402	54%	44%	2%
Support & Technical	Applied	16,903	60%	37%	2%
	Shortlisted	2024	68%	29%	3%
	Appointed	702	65%	32%	3%

Ethnicity

Oxford

➢ On 31 January 2015, over 1260 (fte) staff working at the University had identified as black or minority ethnic (BME[10]). The rate of non-disclosure remained high at 16%.

➢ Overall, 11% of staff identified as BME, 74% as white and 16% were unknown. The proportion of identified BME staff had increased by one percentage point since July 2013.

➢ Among staff who have identified as BME, 38% were Asian, 28% Chinese, 16% mixed, 8% black and 8% from another ethnic group.

➢ By comparison, in the 2011 Census, 9% of the Oxfordshire population was BME, and 22% of Oxford City residents. Among BME residents of Oxfordshire, 44% were Asian, 9% Chinese, 22% mixed, 19% black and 6% from another ethnic group.

➢ The Equality and Diversity Unit conducted a targeted monitoring survey during November 2015 where over 2500 members of staff for whom we lacked ethnicity or disability data were invited to provide these details for addition to their staff record. There was a 37% response rate and over 14% of respondents identified as black or minority ethnic. These data will be included in the January 2016 snapshot figures.

Staff group

➢ 6% of professorial staff have identified as BME, though the ethnicity of 17% is currently unknown.

➢ 7% of academic staff identified as BME, an increase of one percentage point, but the ethnicity of 19% was unknown. 16% of research staff were BME (19% unknown).

➢ The proportion of BME staff was much higher among clinical staff: 12% of clinical academics identified as BME compared with 7% of non-clinical, while 19% of clinical researchers were BME compared with 16% of non-clinical. However, non-disclosure rates were high in all these groups so these figures cannot be taken as definitive.

➢ 7% of academic-related and 8% of support staff identified as BME (11% and 13% unknown respectively), a small decrease in the former (by 1%) and no change in the latter.

Nationality

➢ Among academic and research staff (combined figure), 9% of UK nationals were BME (13% unknown) compared with 18% of non-UK nationals (25% unknown).

➢ Among UK academic-related and support staff (combined figures), 5% were BME compared with 17% of non-UK nationals (25% unknown). Annual fluctuations in these figures may probably be discounted due to the changes in the percentage of non-disclosure. The University is taking steps to increase disclosure of ethnicity and disability in particular.

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[10] Black and minority ethnic. In this report we use 'BME' to denote all ethnicities other than white; it does not therefore include minority white ethnic groups such as Gypsy or traveller and non-British whites. We recognise the difficulties associated with aggregating multiple ethnic groups and identities into a single category.

Age

➤ The age profile of BME staff was younger than that of white staff: among those who have identified as BME, 65% were aged under 40 compared with 48% of white staff (and 55% of those who have yet to disclose). A correspondingly lower percentage of BME staff were aged over 50: 15% compared with 27% of white staff (and 23% of those of unknown ethnicity).

Recruitment

➤ Recruitment monitoring data for 2014/15 were available for 78% of applicants to academic posts, an eighteen percentage point improvement on the previous year. 25% of applicants identified as BME, an increase of seven percentage points. Ethnicity was unknown for 22%. There was a small increase in the proportion of successful BME applicants compared with the preceding year, despite a lower success rate (2% to 4%).

➤ The disclosure rate for recruitment to research, administrative and support posts was much higher at 96%, so these data may be considered more reliable.

➤ Nearly half (49%) of applicants to research posts identified as BME, but their success rate was lower than average (2% to 4%) and they comprised 23% of successful candidates. This represented an increase of two percentage points compared with 2013/14.

➤ Over one quarter (26%) of applicants to professional and management roles were BME, compared with 10% of appointees, a two percentage point increase in appointments since the previous year (success rate of 2% compared with 5% overall).

➤ Just over one fifth (21%) of applicants to support and technical roles identified as BME, compared with 12% of appointees, a small increase since the preceding year (success rate of 2% compared with 4% overall). There was a smaller difference in the shortlisting rate for BME and white candidates than in the other staff groups.

➤ Comparison of success rates by citizenship group shows that black and minority ethnic applicants from the UK and EU had much higher success rates than those from overseas, both in research and administrative recruitment, though there was still a disparity[11]. We are currently reviewing differential success rates in recruitment through a pilot project in the University's Administration and Services[12].

UK

➤ In 2013/14, 8% of UK national and 29% of non-UK national staff in higher education (of known ethnicity) were BME. The overall non-disclosure rates for each group were 5% and 8% respectively.

➤ 8% of UK academic (and research) staff were BME, compared with 27% of non-UK. These figures were identical to those of the previous year.

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[11] The University receives a large number of applications from overseas for roles which would be unlikely to attract sufficient points for the individual to obtain a sponsored Tier 2 visa under the points-based immigration system.
[12] See Section A of this report, paragraph 46.

- 8% of UK professional and support staff were BME compared with 32% of non-UK, almost identical to the year before.
- Among UK academic (and research) staff, 16% of white staff were in senior contract levels (HOI-5B) compared with 13% of BME staff (a difference of 2.9 percentage points).
- Among non-UK academic (and research) staff, 11% of white staff were in senior contract levels (HOI-5B[13]) compared with 5% of BME staff, a difference of 6.1 percentage points.

Russell Group

- In 2013/14, the overall proportion of BME academic (and research) staff at Russell Group institutions was 13% (11% unknown), the same as in the previous two years. Oxford matched the average of 13%, though with a higher than average rate of non-disclosure (18% by this measure).
- The percentage of identified BME academic (and research) staff varied widely from 8% at Cardiff to 20% at Imperial College.
- A comparison by detailed ethnic group indicated that Oxford's staff profile was very similar to that of the Russell Group overall, despite the high percentage of missing data.
- On average, 9% of UK and 49% of non-EU academic (and research) staff identified as BME.
- Among professional and support staff, an average of 9% were BME (8% unknown), though the majority of institutions (14 out of 25) reported lower percentages than this. The proportions ranged widely from 1% at Belfast to 31% at Queen Mary, University of London.
- The rates of non-disclosure varied from 1% (Birmingham, Liverpool, Manchester) to 22% at Leeds.

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[13] See footnote 5

Comparison with the Russell Group (2013/14)

Figure 16 Russell Group: proportion of BME academic staff, 2013/14 (FPE)
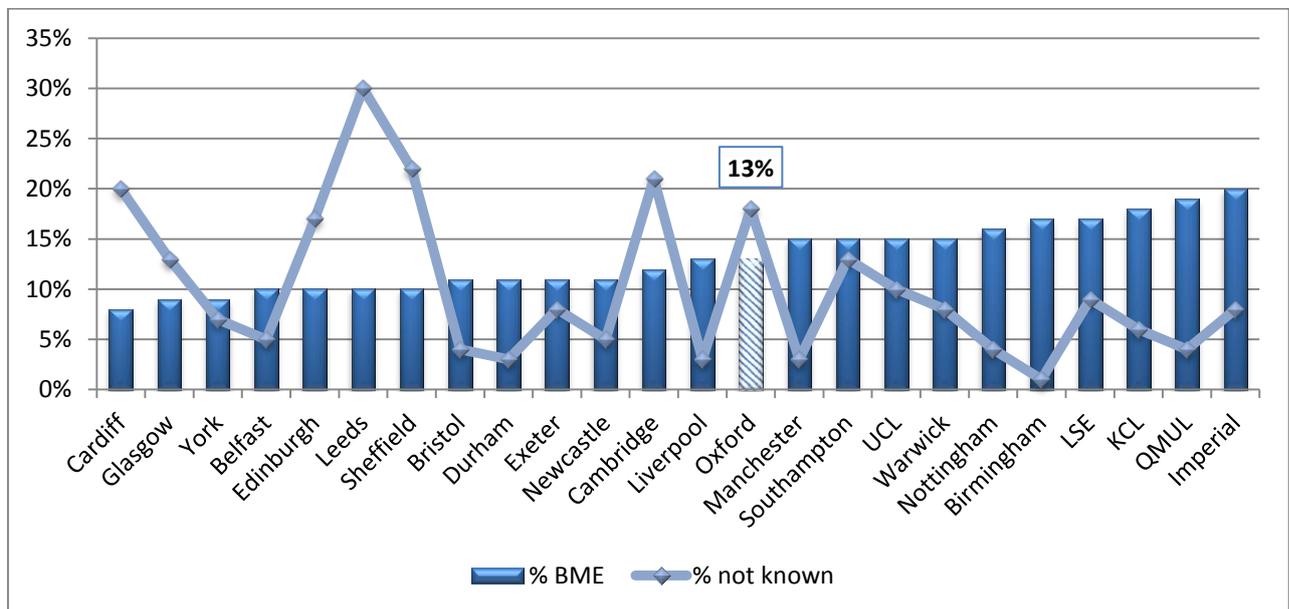
Source: HESA Staff Record, 2013/14 (Heidi). The patterned column denotes the University of Oxford. The line graph indicates the percentage of staff with unknown ethnicity.

Figure 16 shows the percentage of black and minority ethnic 'academic' (including research) staff at Russell Group institutions, arranged by ascending percentage of BME staff. The average percentage was 13%, with 11% not known. This compares very closely with the previous year where the percentages were 13% and 10% respectively. As noted in previous years, the proportion of BME staff varied widely between institutions, from 8% at Cardiff to 20% at Imperial College, with Oxford at 13%. There were even wider variations in the proportions of staff whose ethnicity was unknown: from just 1% at Birmingham to 30% at Leeds (Oxford was at 18%, up from the previous year's figure of 16%).

Figure 17 Russell Group and Oxford: comparison of academic staff by basic ethnic group, 2013/14 (FPE)

Source: HESA Staff Record, 2013/14 (Heidi)

Institutions	White	Black - Caribbean	Black - African	Other Black background	Asian - Indian	Asian - Pakistani	Asian - Bangladeshi	Chinese	Other Asian background	Other incl Mixed	Not known
RGI	75.5%	0.2%	0.6%	0.1%	2.7%	0.6%	0.2%	3.8%	2.0%	3.2%	11.1%
Oxford	69.3%	0.1%	0.6%	0.1%	2.9%	0.4%	0.2%	4.0%	2.0%	2.9%	17.6%

Figure 17 and Table 3 provide a detailed comparison of the percentages of BME academic and research staff at Russell Group universities overall and at Oxford. The data show that Oxford has a very similar profile to that of the Russell Group overall, despite the larger percentage of missing data (18% compared to 11%). The University is taking steps to address this lack of data in preparation for its application to the Race Equality Charter for Higher Education in 2017.

Figure 18 Russell Group: UK and non-EU academics by minority ethnic status, 2013/14 (FPE)
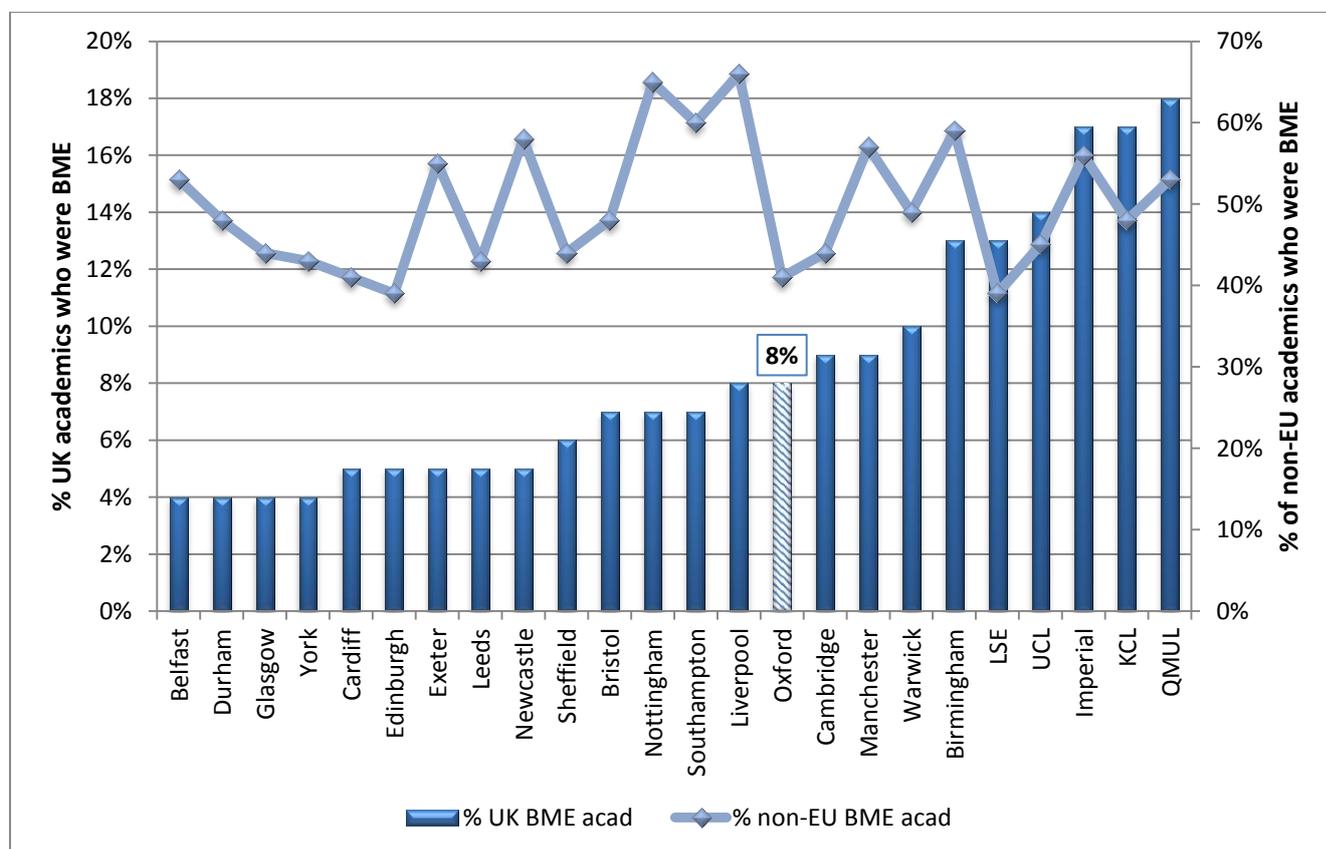
Source: HESA Staff Record, 2013/14 (Heidi). The column chart indicates the percentage of UK academic and research staff who were BME (the patterned column denotes the University of Oxford). The line graph indicates the percentage of non-EU academic and research staff who were BME.

Figure 18 contrasts the percentages of BME academic and research staff in Russell Group universities. The columns show the percentage of UK staff who declared that they were BME while the line graph above shows the proportion of non-EU staff who declared similarly. Those with unknown ethnicity have been excluded. The averages for each were 9% of UK academics and 49% of non-EU. At Oxford, 8% of UK academic and research staff had

identified as BME but only 41% of non-EU staff, below average. However, declaration of ethnicity is particularly low in this group so it is difficult to draw conclusions.

Source: HESA Staff Record, 2013/14 (Heidi). The patterned column denotes the University of Oxford. The line graph indicates the percentage of staff with unknown ethnicity.

Figure 19 shows the percentage of BME professional and support staff at Russell Group universities, by ascending percentage of BME staff. The average percentage was 9%, with 8% not known, almost identical to the previous year. However, the majority of institutions (14 out of 25) had a lower percentage than this, with Oxford at 7%. The line graph shows the percentage of staff whose ethnicity was unknown: this ranged from 1% to 22% but tended to be lowest at the London universities which also had a much higher proportion of BME staff.

Staff in post (31 January 2015)

Figure 20 All staff: by ethnicity, 2015 (fte)
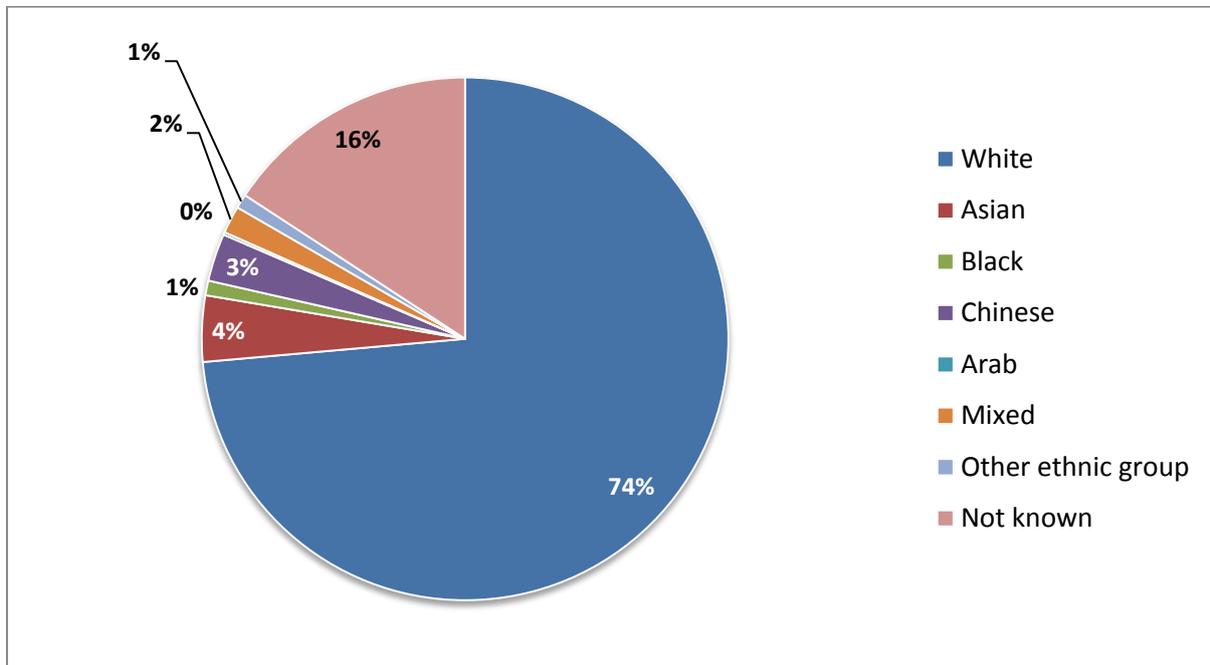
Source: CoreHR, staff snapshot 31 January 2015

Figure 21 Ethnicity profile by division, 2015 (fte)
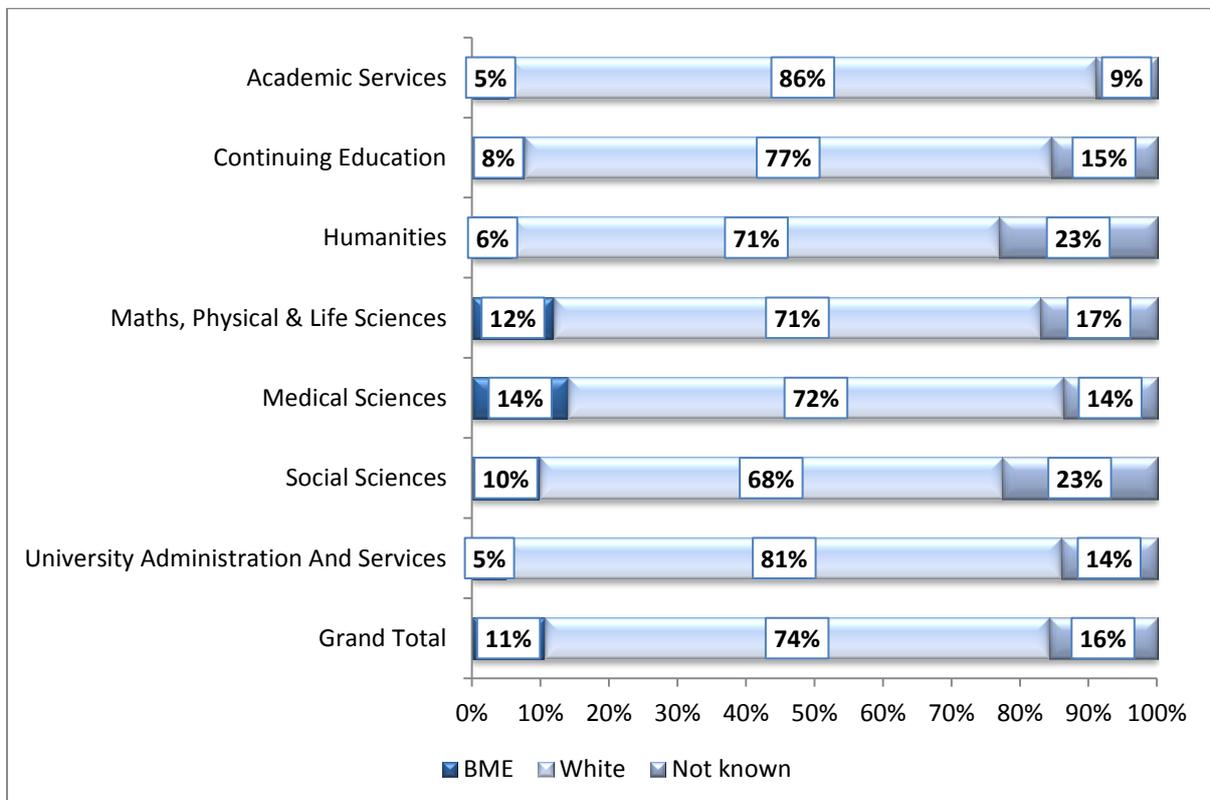
Source: CoreHR, staff snapshot 31 January 2015

Figure 20 provides a broad overview of the ethnic profile of all staff at the University of Oxford. Figure 21 indicates the breakdown at divisional level. All black and minority ethnic staff have been aggregated into a single BME group for these purposes. The University Administration and Services has the lowest percentage of BME staff at 5%. The overall figure for comparison is 11%, an increase of one percentage point since last year's report. The percentage of staff whose ethnicity is unknown has remained at 16%.

Figure 22 Ethnicity profile by staff group, 2015 (fte)
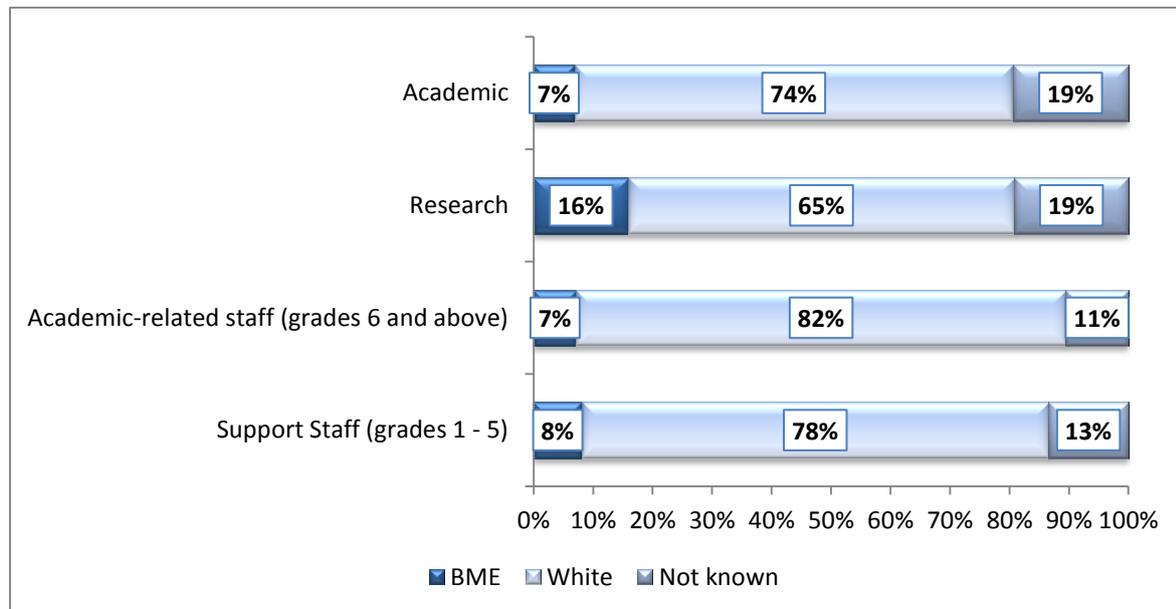
Source: CoreHR, staff snapshot 31 January 2015

Figure 23 Comparison of UK and non-UK staff by ethnicity, 2015 (fte)
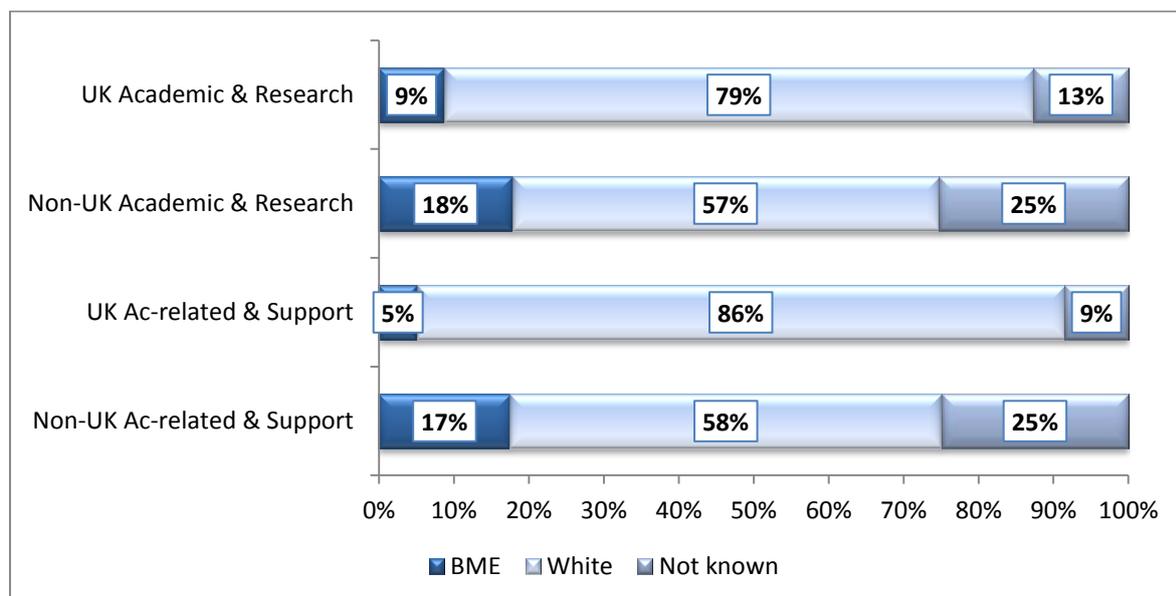
Source: CoreHR, staff snapshot 31 January 2015. Non-UK staff include staff with EU, Other and Unknown nationality.

Figure 22 provides a broad breakdown of ethnicity by staff group: 7% of academic staff are BME (19% unknown) compared with 6% in the last equality report. The percentage of research staff has remained the same at 16% while academic-related staff have fallen by one percentage point (from 8% to 7%). Support staff have remained the same at 8%. Figure 23 shows the proportions of BME, white and unknown staff by nationality (UK and non-UK): twice as many non-UK as UK academic and research staff are BME (18% to 9%), though we lack ethnicity information for a quarter of non-UK staff. Over three times as many non-UK as UK academic-related and support staff have identified as BME (17% to 5%), though once again we lack information on a quarter of non-UK staff. The percentage of staff whose ethnicity is unknown has risen among non-UK staff, although it has fallen slightly among UK staff in each group.

Figure 24 Clinical and non-clinical academic and research staff by ethnicity, 2015 (fte)
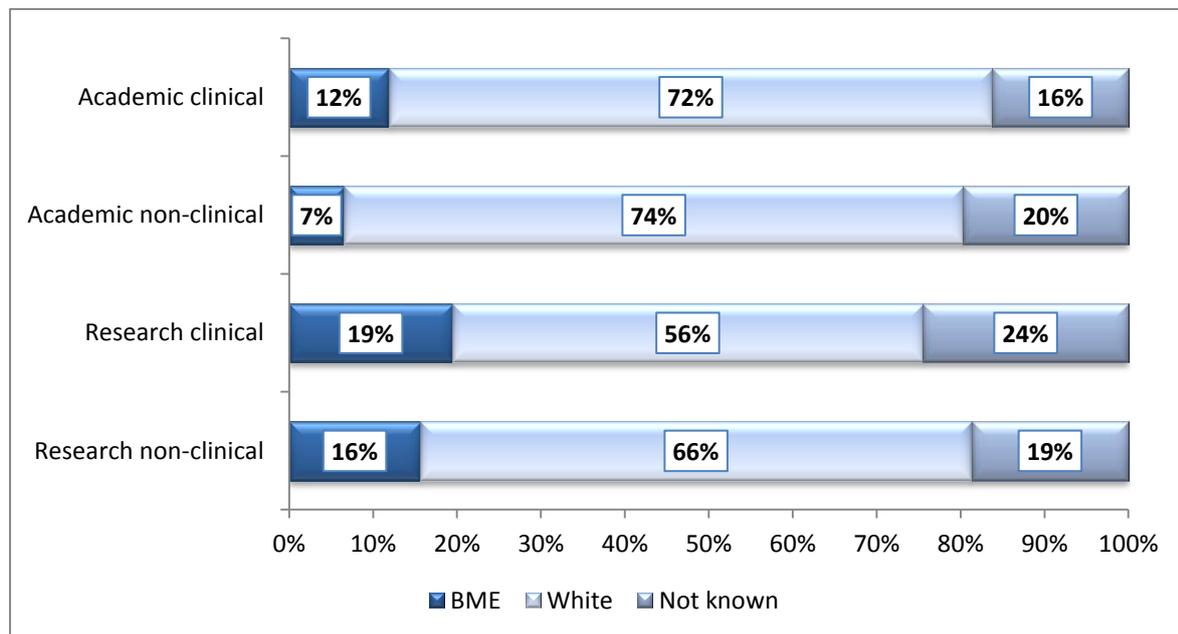
Source: CoreHR, staff snapshot 31 January 2015 (fte),

Figure 24 compares clinical and non-clinical academic and research staff by broad ethnic group, although the data are marred by a high rate of non-disclosure, particularly amongst clinical research staff, who are also the group with the highest rate of declared black and minority ethnicity.

Figure 25 Ethnicity profile by professorial status, 2015 (fte)
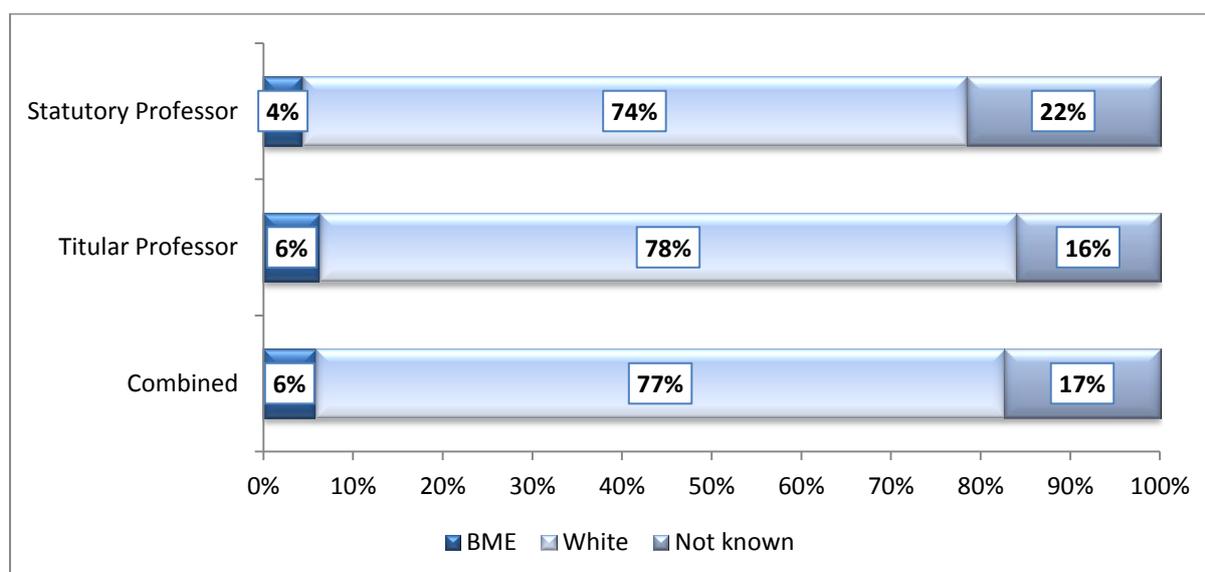
Source: CoreHR, staff snapshot 31 January 2015. 'Titular Professor' includes staff with the title of 'Titular Reader'.

Figure 25 indicates that 6% of professorial staff are BME, though the ethnicity of 17% is currently unknown. Figure 26 shows the breakdown by detailed ethnic group, though with such a high level of unknown ethnicity, these percentages can be indicative only.

Figure 26 Staff groups by minority ethnicity, 2015 (fte)
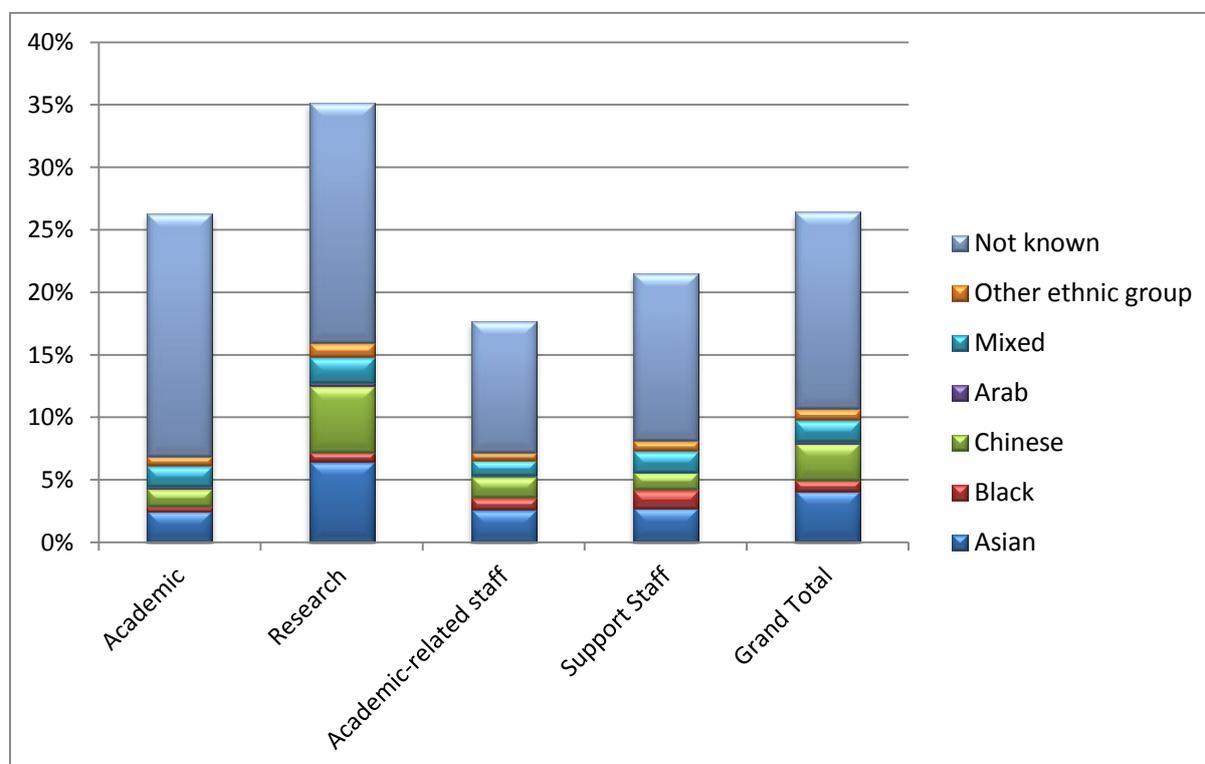
Source: CoreHR, staff snapshot 31 January 2015

Figure 27 Ethnicity profile by age group, 2015 (fte)
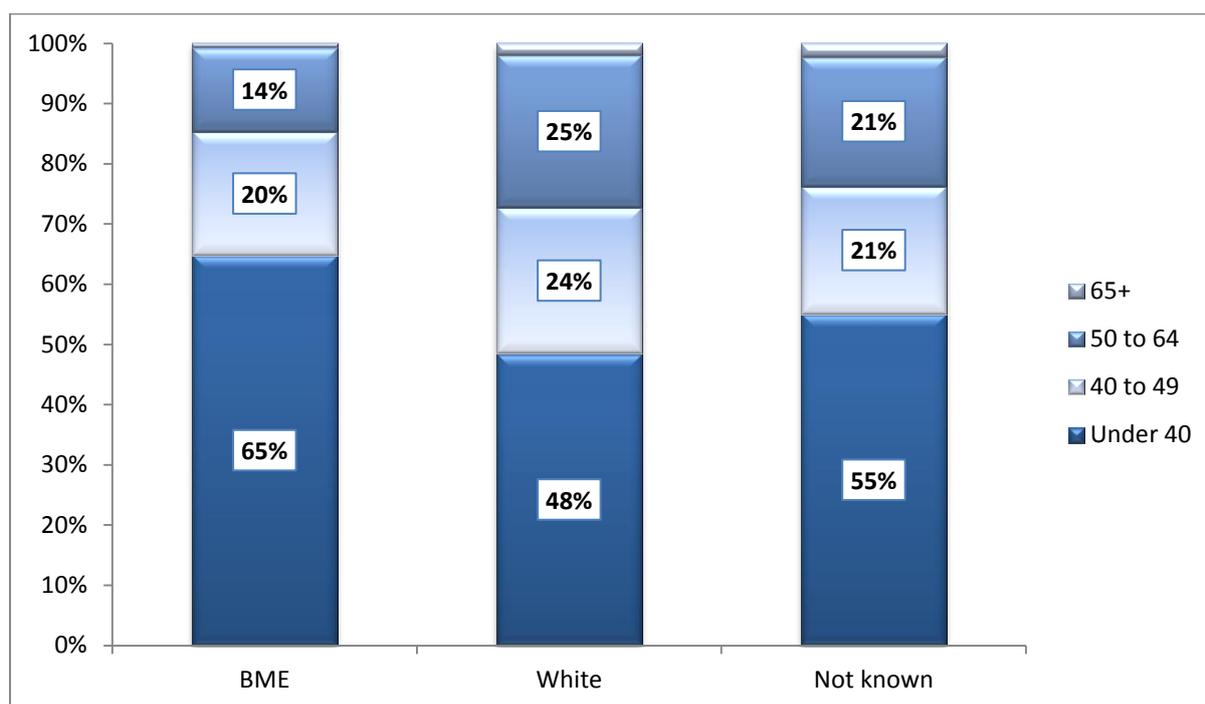
Source: CoreHR, staff snapshot 31 January 2015

Ethnicity	Under 40	40 to 49	50 to 64	65+
BME	65%	20%	14%	1%
White	48%	24%	25%	2%
Not known	55%	21%	21%	2%
Grand Total	51%	23%	24%	2%

Table 4 compares university staffing data with the Oxfordshire working age population (age 25 to 64) by ethnicity. The data for Oxfordshire are taken from the 2011 Census for England and Wales, which achieved a 94% response rate. The high rate of non-disclosure among University staff makes this an indicative comparison only.

Table 4 Comparison of University staff and Oxfordshire Census data

Ethnicity	OU 2015 (fte)	%	Census 25 to 64	% 25 to 64
White	8687.6	74%	315201	91%
Black	107.1	1%	6468	2%
Asian	482.7	4%	14693	4%
Chinese	348.2	3%	3025	1%
Mixed	200.1	2%	4147	1%
Other (incl Arab)	122.4	1%	2031	1%
Not known	1858.4	16%	Excl	Excl
Total	11806.5	100%	345565	100%

Source: CoreHR, staff snapshot 31 January 2015; LC2101EW – Ethnic group by sex by age, ONS (www.nomisweb.co.uk/census/2011/lc2101ew)

Recruitment to employment (2014/15)

Figure 28 Recruitment by ethnicity, 2014/15
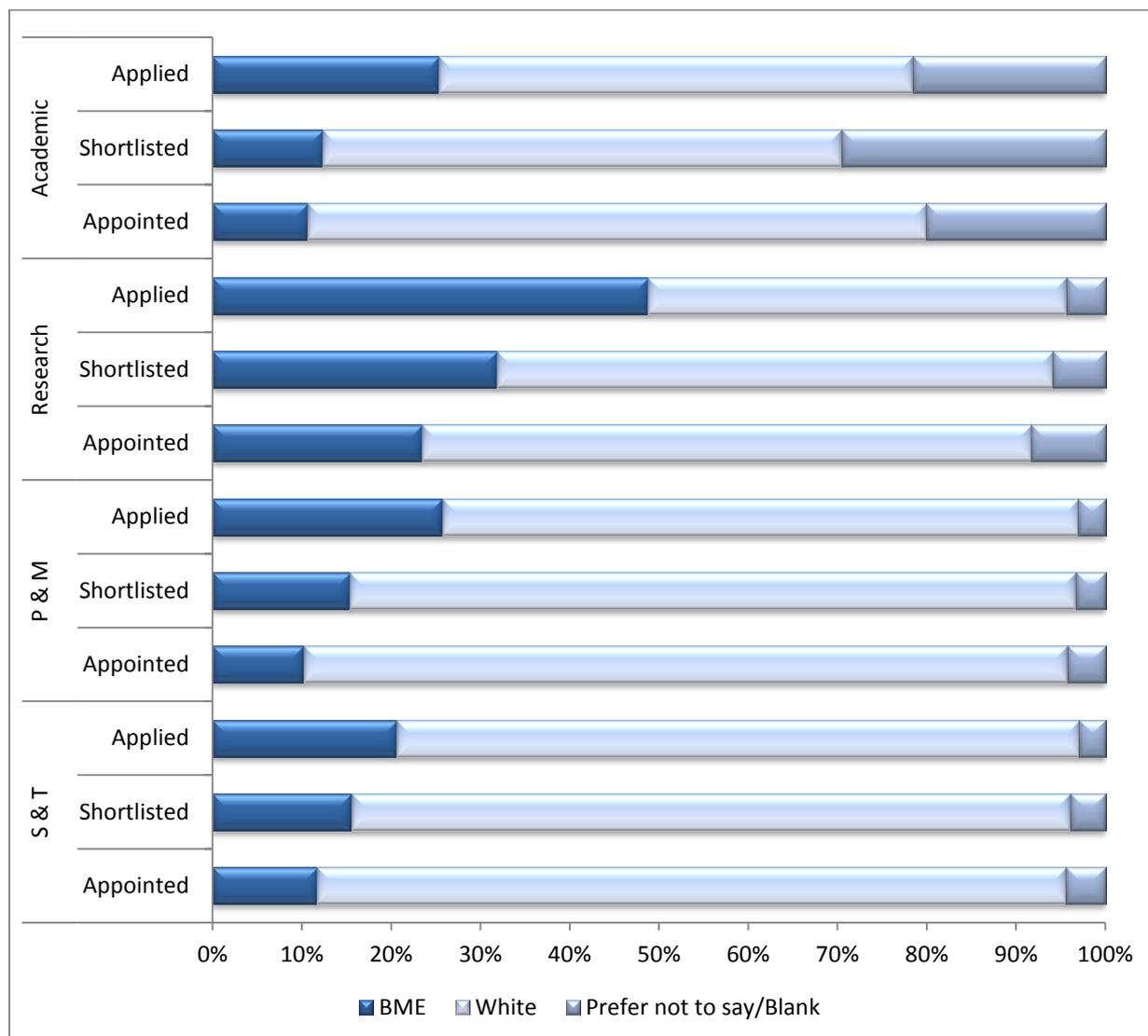
Source: CoreHR, HR Information team (November 2015). All vacancies opened between 1.8.14 and 31.7.15 and filled by November 2015.

Staff group	Applicant status	Total	BME	White	Prefer not to say/Blank
Academic	Applied	1735	25%	53%	22%
	Shortlisted	227	12%	58%	30%
	Appointed	75	11%	69%	20%
Research	Applied	23362	49%	47%	4%
	Shortlisted	2335	32%	62%	6%
	Appointed	881	23%	68%	8%
P & M	Applied	8331	26%	71%	3%
	Shortlisted	1058	15%	81%	3%
	Appointed	402	10%	86%	4%
S & T	Applied	16903	21%	76%	3%
	Shortlisted	2024	16%	81%	4%
	Appointed	702	12%	84%	4%

Figure 29 Recruitment by ethnicity: research posts by citizenship group, 2014/15
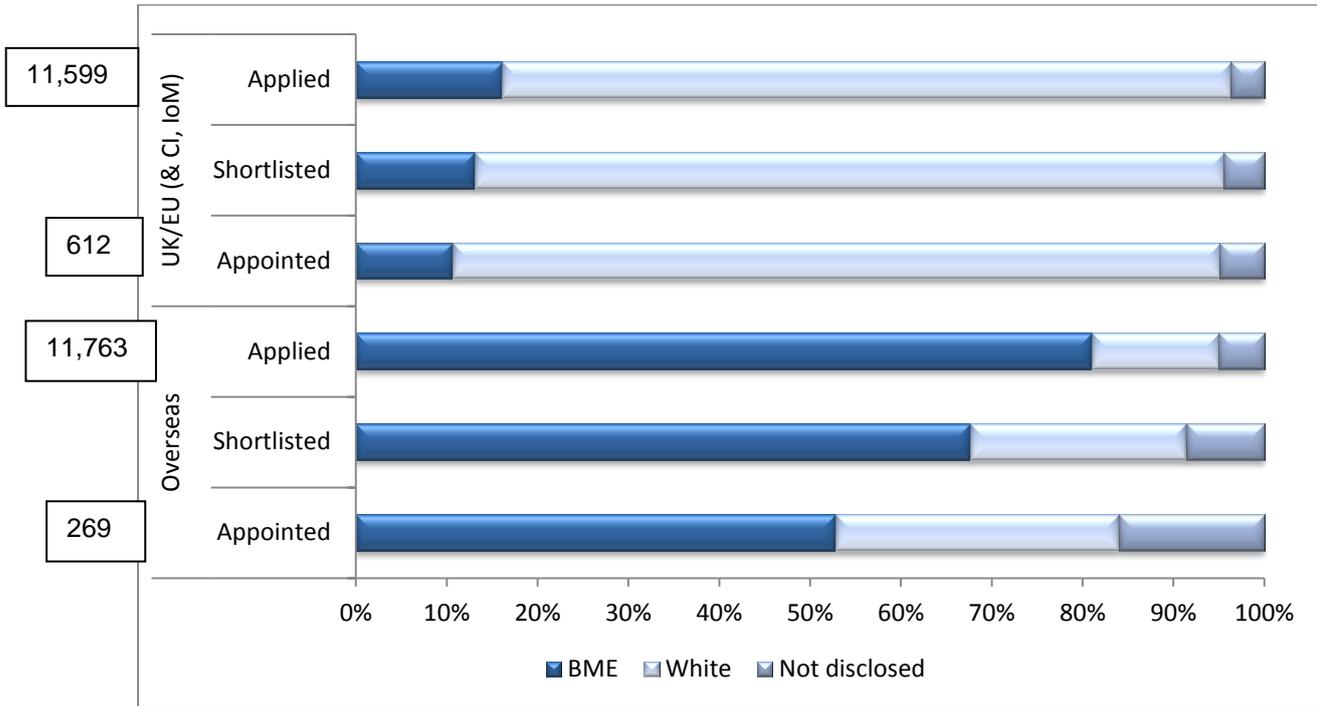
Source: CoreHR, HR Information team (November 2015). All vacancies opened between 1.8.14 and 31.7.15 and filled by November 2015: research posts.

Figure 30 Recruitment by ethnicity: professional and support posts by citizenship group, 2014/15
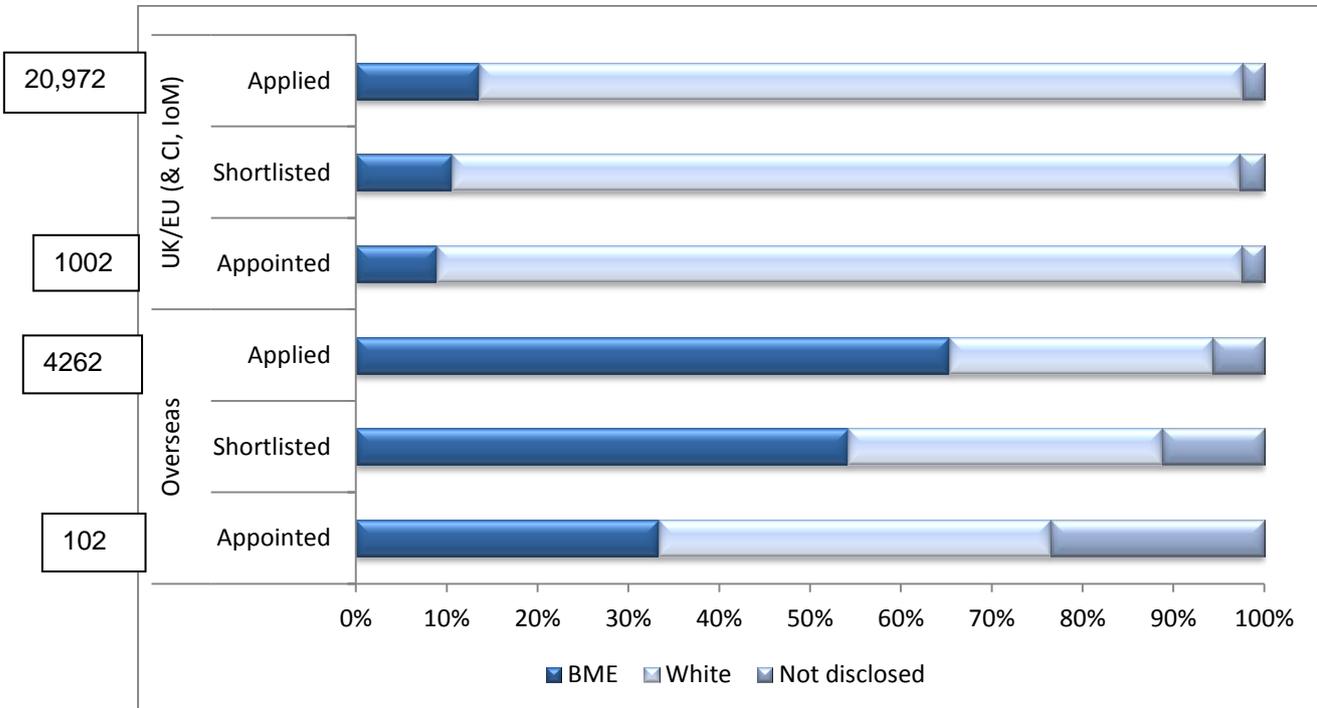
Source: CoreHR, HR Information team (November 2015). All vacancies opened between 1.8.14 and 31.7.15 and filled by November 2015: combined data for professional & management and support & technical posts.

Disability

Oxford

➢ As of 31 January 2015, 3.7% of University staff had disclosed a disability[14], while the status of 16.1% was unknown, the same as in the previous year. This equated to 438.9 (fte) individuals.

➢ University staff were most likely to disclose a 'long-standing illness or health condition' (often under the heading 'Other' disability). Around 19% of disabled staff disclosed a specific learning difficulty while around 8% disclosed a mental health condition.

➢ These figures are unlikely to represent the true extent of disability across the University as they usually reflect only disclosures made during the recruitment process. The results of a monitoring survey conducted in November 2015 of over 2,500 staff for whom the University lacked ethnicity or disability data indicated that the actual percentage might possibly be double the known figure: 9% of respondents (on a 37% response rate) indicated that they had a disability, impairment or health condition. These data will be included in the January 2016 snapshot figures.

➢ Staff will be able to amend their own staff record following the introduction of a new employee self-service system in 2017.

Staff group and division

➢ The highest percentages of disclosed disability were in Academic Services (5.6%), Continuing Education (8.3%) and UAS (4.4%).

➢ Disclosure rates among academic and research staff were lower than average, at 2.7% and 2.6% respectively.

➢ Conversely, disclosure was higher among academic-related and support staff at 4.2% and 5.8% respectively. However, a high proportion of individuals in all staff groups were listed in the staff record as having declined to specify. The University is taking steps to address these gaps in the staff record and to improve its understanding of staff needs.

Recruitment

➢ Recruitment monitoring data for 2014/15 showed that 1764 applicants disclosed a disability, 3.5% of the total. The overall rate of disclosure was 96%. Although the return rate is customarily lower among applicants for academic posts, where a paper-

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[14] 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'.

based monitoring system is in place, this was much higher than in previous years at 80%.

➢ 1.9% of academic applicants disclosed a disability (20% unknown) and they formed 1.3% of successful appointees (17% unknown).

➢ The data for research, administrative and support roles are more complete and are therefore described here in more detail. The percentages in each category closely resemble those reported last year.

➢ 2.4% of applicants for research posts declared a disability. There were no differences in the shortlisting rate between those who declared a disability and those who did not; however, disabled applicants had a slightly lower success rate (3.0% to 3.6%) and comprised 1.9% of appointees.

➢ 3.2% of applicants for professional and management roles declared a disability and their shortlisting and success rates were equal to (or slightly better than) those of applicants without a declared disability (3.5% of appointees).

➢ Applicants for support and technical posts had the highest rate of declared disability at 5.3%. Although there were no differences at shortlisting, disabled applicants had a lower success rate than those without a declared disability and comprised 3.6% of appointees.

UK

➢ In 2013/14, 4.2% of higher education staff had disclosed a disability: 3.7% of academic (and research) staff and 4.8% of professional and support staff. This represents a small increase in both categories since the previous year.

➢ A quarter of all disabled staff disclosed a long-standing illness or health condition (25.1%). 19.5% disclosed a type of disability, impairment or condition other than those listed and 17.8% disclosed a specific learning difficulty. 10.3% of all disabled staff disclosed a physical impairment or mobility issue.

➢ Disclosure rates among both academic and non-academic staff have doubled over the last ten years.

➢ In the 2011 Census[15], 18% of people in England reported that their day-to-day activities were limited either a little or a lot by a disability or long-term health condition. Further analysis by age group shows that 14% of people aged 25 to 64 (approximating working age) disclosed a disability or health condition, though disclosure rates doubled for those aged 35 to 49, and again for those aged over 50.

Census 2011: England	All ages	16-24	25-34	35-49	50-64
Limited a lot or a little	18%	5%	6%	12%	23%

Source: DC3205EWr – Long term health problem or disability by ethnic group by sex by age, ONS

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[15] www.nomisweb.co.uk

Russell Group

➤ In 2013/14, 2% of academic staff in Russell Group universities had disclosed a disability (4% unknown). The proportions ranged from 1% at LSE and Nottingham to 5% at Belfast.

➤ 4% of professional and support staff had disclosed a disability (4% unknown), though the percentages ranged from 2% to 7%.

➤ As at Oxford, staff were most likely to disclose a long-standing illness or health condition (29%), followed by 'other type of disability, impairment or condition' (18%). Around 16% of disabled staff disclosed a specific learning difficulty, while 11% disclosed a mental health condition. The incidence of physical impairment or mobility issues was nearly as high at 10%.

Comparison with the Russell Group (2013/14)

Figure 31 Russell Group: academic and research staff by disability status, 2013/14 (FPE)
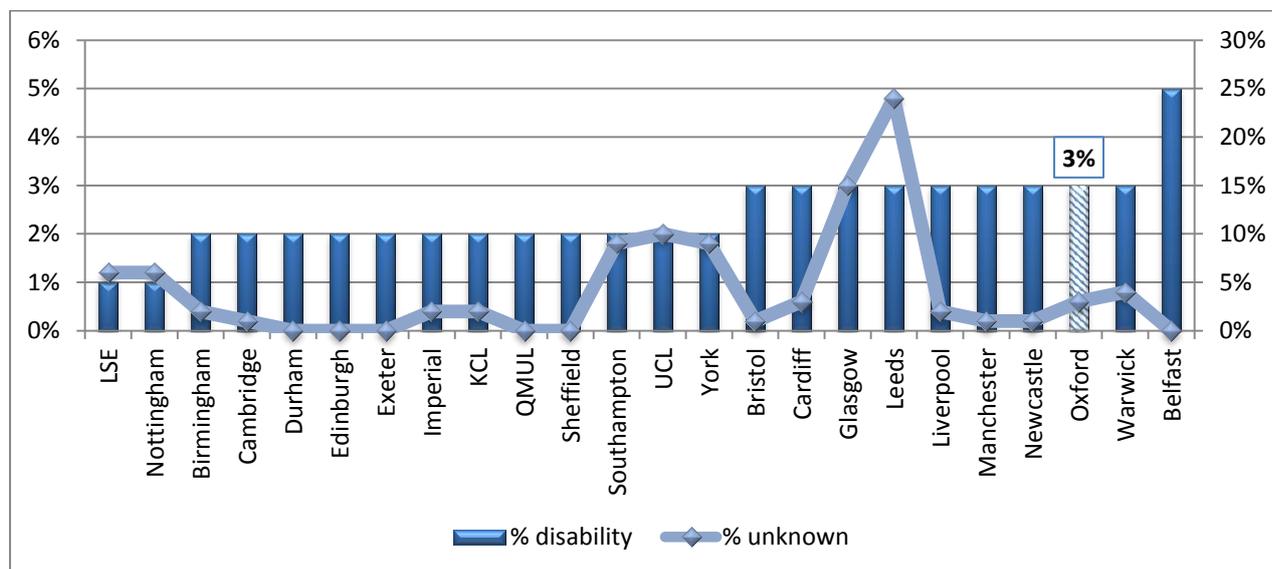
Source: HESA Staff Record 2013/14 (Heidi). The patterned bar denotes Oxford and the line graph indicates the percentage of non-disclosure in each institution.

Figure 31 shows the proportions of academic and research staff disclosing a disability at Russell Group institutions, arranged in ascending order. These data are based on small numbers and are subject to a rounding policy which leaves them as whole percentages only, so they are not very sensitive to fluctuations. The overall percentage of staff who disclosed a disability was around 2% (4% unknown). Oxford was above average at around 3% disclosed disability by this measure.

Figure 32 Russell Group: non-academic staff by disability status, 2013/14 (FPE)
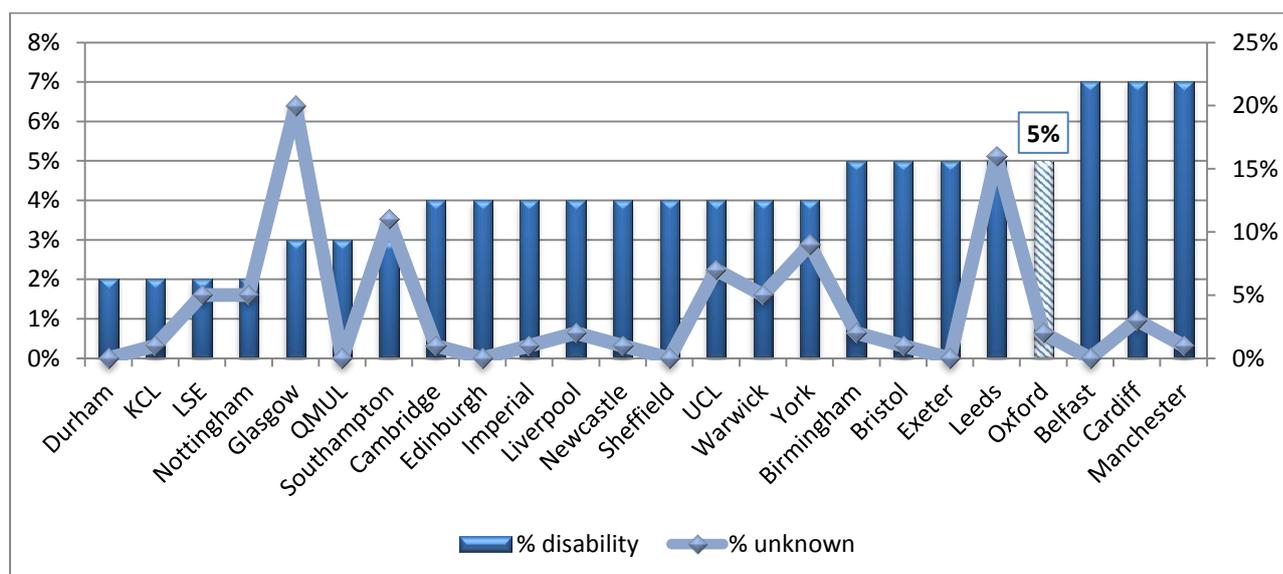
Source: HESA Staff Record 2013/14 (Heidi). The patterned bar denotes Oxford and the line graph indicates the percentage of non-disclosure in each institution.

Figure 32 shows the proportions of non-academic (professional and support) staff disclosing a disability at Russell Group institutions, arranged in ascending order. Around 4% of staff disclosed a disability (4% unknown) though the percentages ranged from 2% to 7%. Oxford was above average at around 5% disclosed disability by this measure.

Figure 33 Russell Group: staff profile by disability type, 2013/14 (FPE)
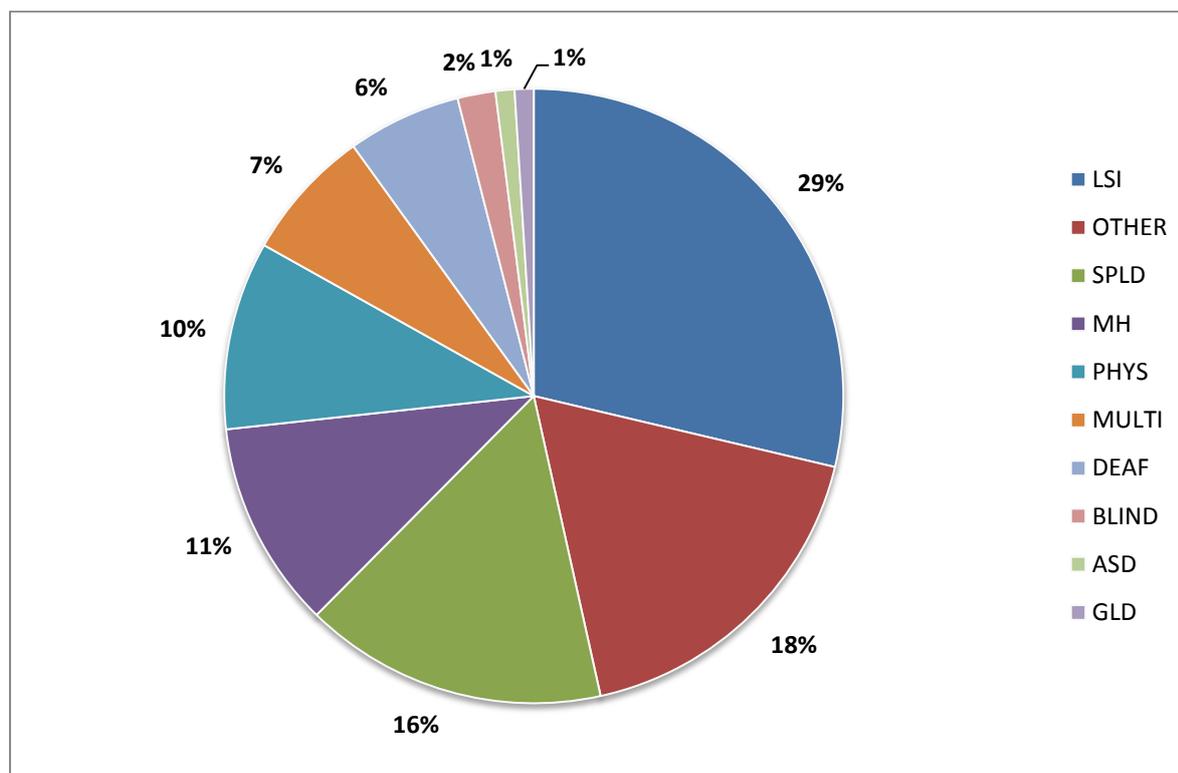
Source: HESA Staff Record 2013/14 (Heidi).

	Disability or impairment	% of Russell Group staff
LSI	Long-standing illness or health condition	29%
OTHER	Other type of disability, impairment or condition	18%
SPLD	Specific Learning Disability	16%
MH	Mental health condition	11%
PHYS	Physical impairment or mobility issues	10%
MULTI	Two or more disabilities, impairments or conditions	7%
DEAF	Deaf or severe hearing impairment	6%
BLIND	Blind or severe visual impairment	2%
ASD	Autism Spectrum Disorder / social or communication impairment	1%
GLD	General Learning Disability	1%

Source: HESA Staff Record 2013/14 (Heidi).

Staff in post (31 January 2015)

Figure 34 Staff profile by disability type, 2015 (fte)
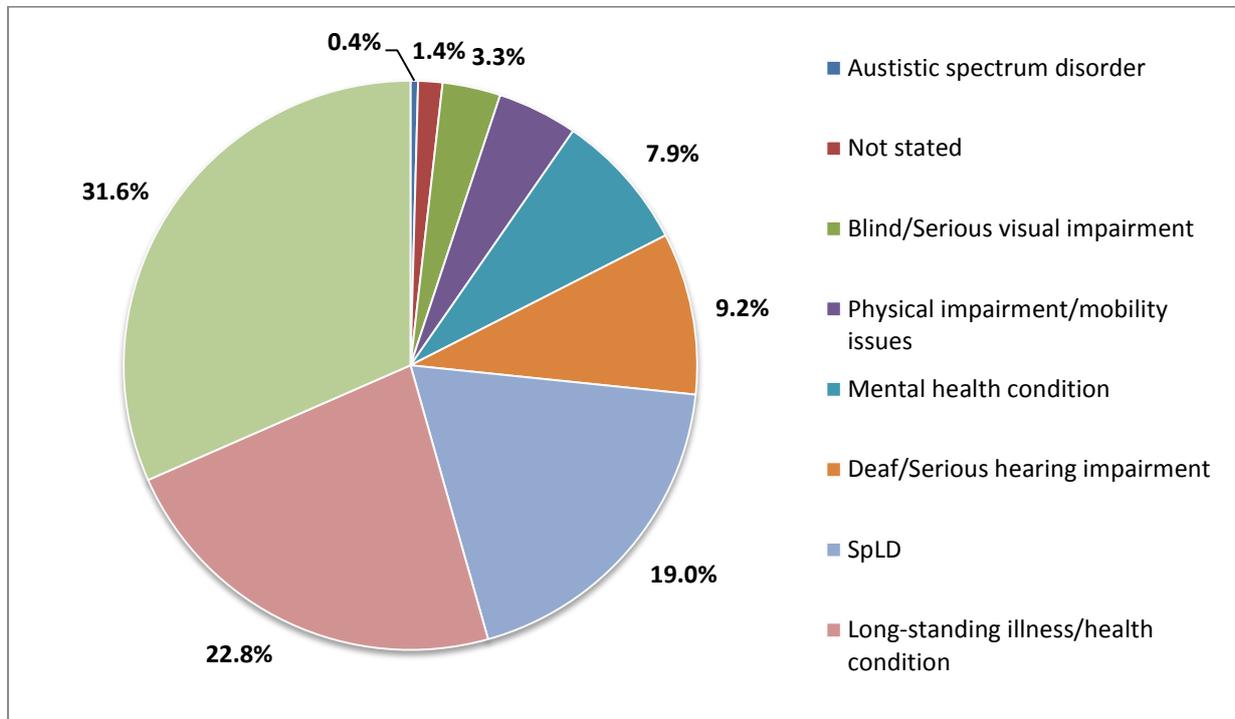
Source: CoreHR, staff snapshot 31 January 2015

The most commonly reported disability among staff was 'other' though analysis of the free text responses shows that the majority of these could in fact be allocated to one of the categories above: the largest group was 'long-standing illness/health condition', followed by 'physical impairment/mobility condition' (though this only had about a third as many responses).

The proportions of each disability type are consistent with those reported at the national level, where a quarter of all disabled staff disclosed a long-standing illness or health condition, 19.5% disclosed 'other' and 17.8% disclosed a specific learning difficulty. 10.3% disclosed a physical impairment or mobility issue.

Figure 35 Disability profile by division, 2015 (fte)
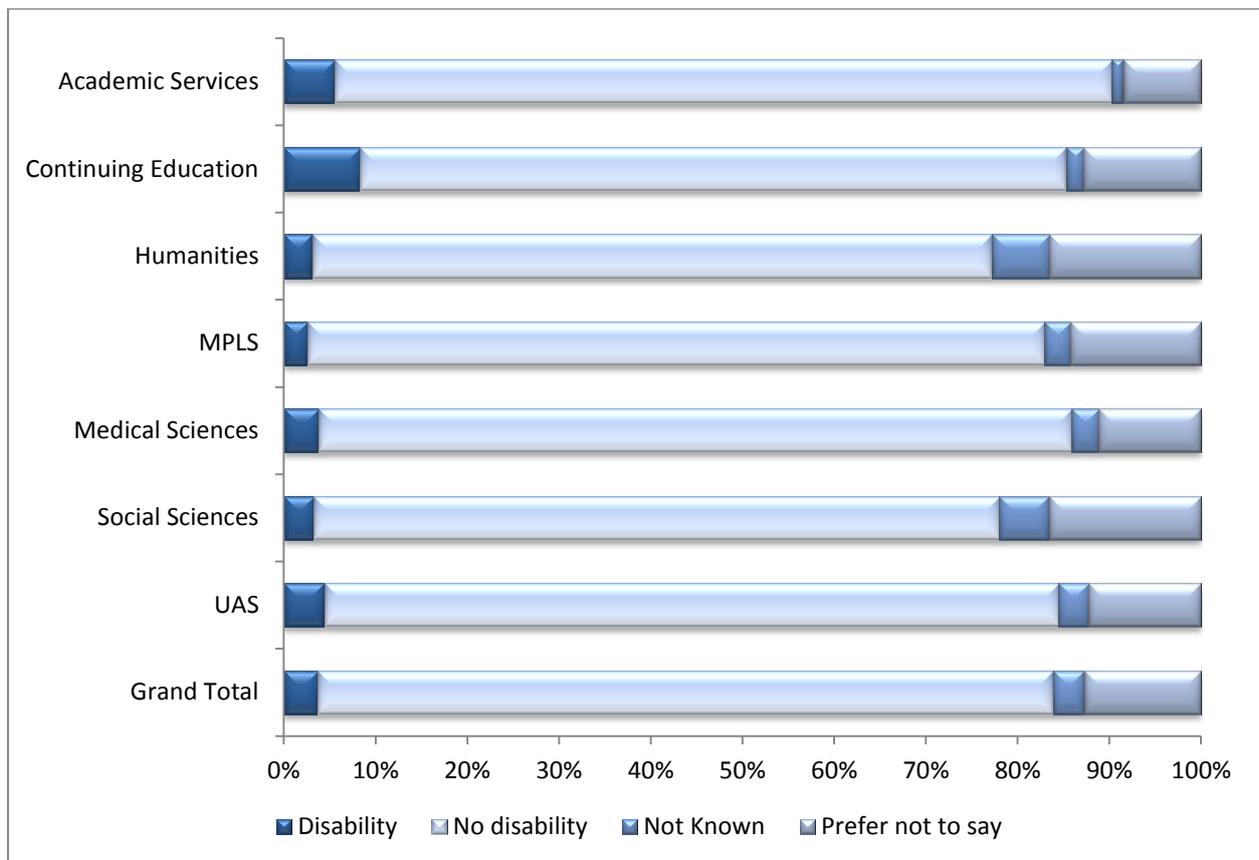
Division	Disability	No disability	Not Known	Prefer not to say
Academic Services	5.6%	84.7%	1.3%	8.5%
Continuing Education	8.3%	77.0%	1.9%	12.8%
Humanities	3.1%	74.1%	6.3%	16.5%
MPLS	2.6%	80.4%	2.8%	14.2%
Medical Sciences	3.8%	82.1%	3.0%	11.1%
Social Sciences	3.2%	74.8%	5.4%	16.6%
UAS	4.4%	80.1%	3.3%	12.3%
Grand Total	3.7%	80.1%	3.4%	12.7%

Source: CoreHR, staff snapshot 31 January 2015

Figure 36 Disability profile by staff group, 2015 (fte)
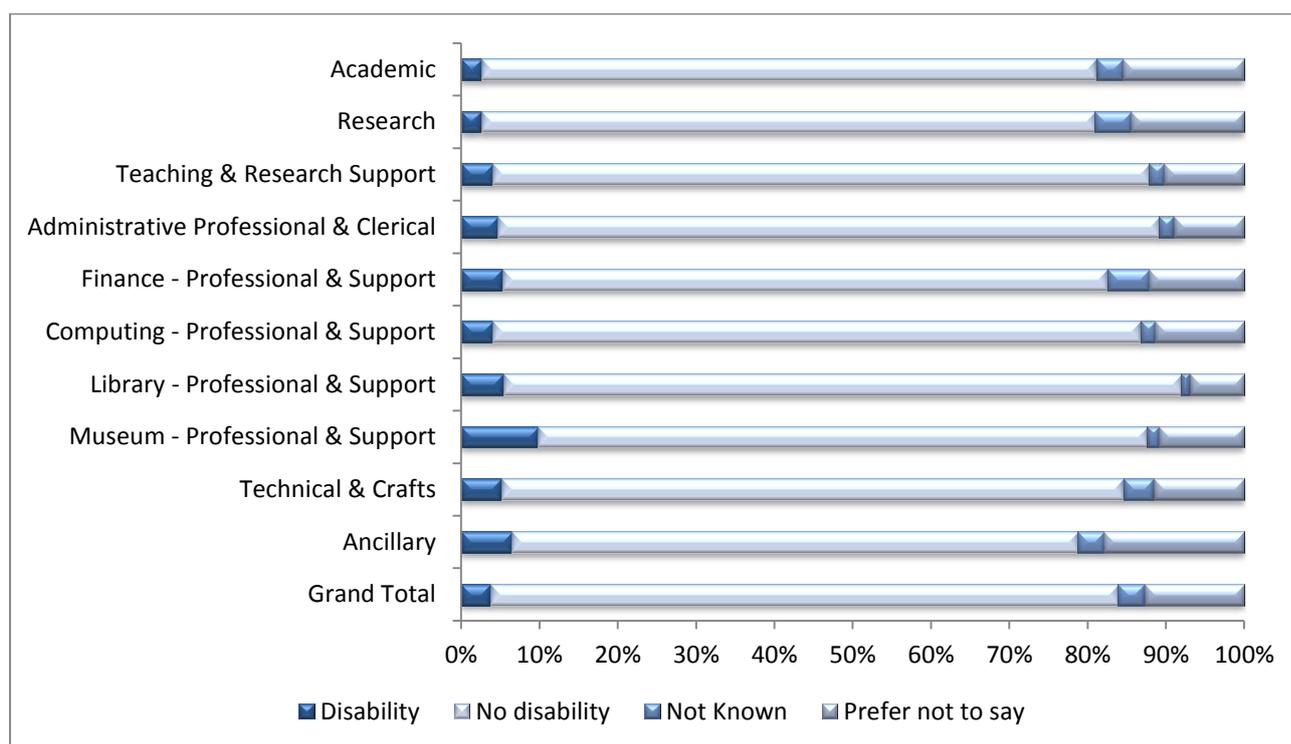
Staff Group	Disability	No disability	Not Known	Prefer not to say
Academic	2.7%	78.5%	3.4%	15.4%
Research	2.6%	78.4%	4.6%	14.5%
Teaching & Research Support	4.1%	83.7%	2.0%	10.2%
Administrative Professional & Clerical	4.7%	84.4%	1.9%	9.0%
Finance - Professional & Support	5.3%	77.3%	5.3%	12.1%
Computing - Professional & Support	4.0%	82.8%	1.9%	11.3%
Library - Professional & Support	5.4%	86.6%	1.1%	6.9%
Museum - Professional & Support	9.8%	77.8%	1.6%	10.8%
Technical & Crafts	5.1%	79.5%	3.9%	11.5%
Ancillary	6.5%	72.2%	3.4%	17.9%
Grand Total	3.7%	80.1%	3.4%	12.7%

Source: CoreHR, staff snapshot 31 January 2015

Staff group	Disability	No disability	Not Known	Prefer not to say
Academic	2.7%	78.4%	3.4%	15.5%
Research	2.6%	78.3%	4.6%	14.5%
Academic-related staff (grades 6 and above)	4.2%	84.4%	2.1%	9.3%
Support Staff (grades 1 - 5)	5.8%	79.5%	2.8%	11.9%
Grand Total	3.7%	80.1%	3.4%	12.7%

Source: CoreHR, staff snapshot 31 January 2015

Recruitment to employment (2014/15)

Figure 37 Recruitment by declared disability status, 2014/15
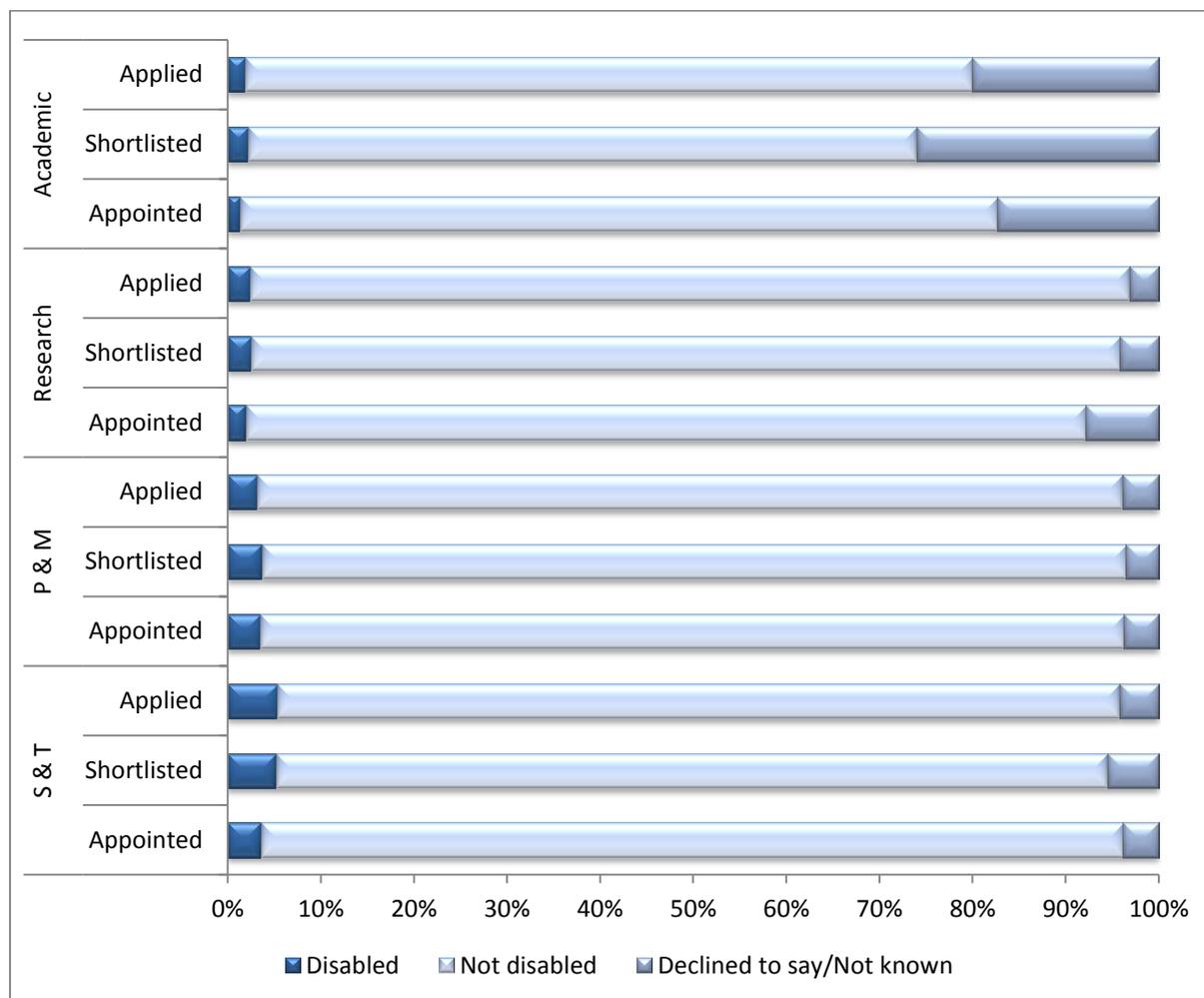
Source: CoreHR, HR Information team (November 2015). All vacancies opened between 1.8.14 and 31.7.15 and filled by November 2015.

Staff group	Applicant status	Total	Disabled	Not disabled	Declined to say / Not known
Academic	Applied	1735	1.9%	78.1%	20.0%
	Shortlisted	227	2.2%	71.8%	26.0%
	Appointed	75	1.3%	81.3%	17.3%
Research	Applied	23362	2.4%	94.5%	3.1%
	Shortlisted	2335	2.6%	93.3%	4.2%
	Appointed	881	1.9%	90.2%	7.8%
Professional & Management	Applied	8331	3.2%	93.0%	3.9%
	Shortlisted	1058	3.7%	92.8%	3.5%
	Appointed	402	3.5%	92.8%	3.7%
Support & Technical	Applied	16903	5.3%	90.5%	4.2%
	Shortlisted	2024	5.2%	89.3%	5.5%
	Appointed	702	3.6%	92.6%	3.8%

Age

Oxford

- ➢ 51% of all staff were aged under 40, a two percentage point increase since the July 2013 staff snapshot. 23% were aged 40 to 49, 24% aged 50 to 64 and 2% were over 65.

Staff group and division

- ➢ Among academic staff, 25% were aged under 40, again a two percentage point increase since July 2013. Only 4% were aged over 65, compared with 6% in July 2013.
- ➢ 70% of research staff were under 40, a slight increase of one percentage point. Only 13% were aged over 50.
- ➢ 40% of academic-related staff were under 40 compared with 49% of support staff.
- ➢ Two thirds of professorial staff were aged over 50 (67%) with 8% aged over 65. However, this represented a decrease of four percentage points in the over 65 group since July 2013.
- ➢ 4% of professors were under 40, an increase of two percentage points since July 2013. Fully 82% of statutory professors were aged over 50.

Gender

- ➢ 53% of female staff were under 40 compared with 50% of male. The difference was greatest among academic staff: 31% of female academics were under 40 compared with 22% of male, while 46% of male academics were aged over 50 compared with 35% of female.

Recruitment

- ➢ Recruitment data were incomplete for applicants for academic posts as nearly 18% did not return the paper monitoring form. Such data as are available indicate a higher success rate for younger applicants (under 40) than for older.
- ➢ The disclosure rate among online applicants is nearly 100%: only 33 applicants declined to provide their date of birth. Overall, each age group was appointed broadly in line with their representation within the applicant population.
- ➢ Applicants for research posts in each age group (30 & under, 31-40, 41-50, 51-60, 61 & over) had equal shortlisting rates and similar success rates: 4% for the youngest age group and 3% for most of the others.
- ➢ Among applicants for administrative roles the most successful age group were those aged 31 to 40, followed by 41 to 50. These two groups also formed the majority of applicants overall. Shortlisting and appointment rates were similar for each age group.
- ➢ The majority of applicants (51%) for support posts were aged 30 and under: this group was twice as large as the 31 to 40 age range. Shortlisting rates were similar and success rates identical for each age group, apart from those aged 61 and over who were less successful, but also comprised only 2% of applicants.

UK

➢ In 2013/14, the proportions of UK staff in each age group were as shown in Table 5.

Table 5 UK higher education staff by age group, 2013/14

Staff group	30 & under	31 - 40	41 - 50	51 - 60	61 & over
Academic & Research	13%	32%	28%	22%	5%
Professional & Support	20%	27%	26%	22%	4%

Russell Group

➢ In 2013/14, the proportions of Russell Group staff in each age group were as shown in Table 6. A higher proportion than average of Oxford academic and research staff were aged under 40 (58% to 52%), reflecting the research intensity of the institution. The age breakdown of professional and support staff was very similar to the average.

Table 6 Russell Group higher education staff by age group, 2013/14

Staff group		30 & under	30 - 40	41 - 50	51 - 60	61 & over
Academic & Research		**17%**	**35%**	**24%**	**16%**	**7%**
	Oxford	19%	39%	21%	15%	6%
Professional & Support		19%	27%	26%	22%	6%
	Oxford	18%	28%	27%	21%	7%

Source: HESA Staff Record, 2013/14 (Heidi)

Comparison with the Russell Group (2013/14)

Figure 38 Russell Group: academic and research staff by age group, 2013/14 (FPE)
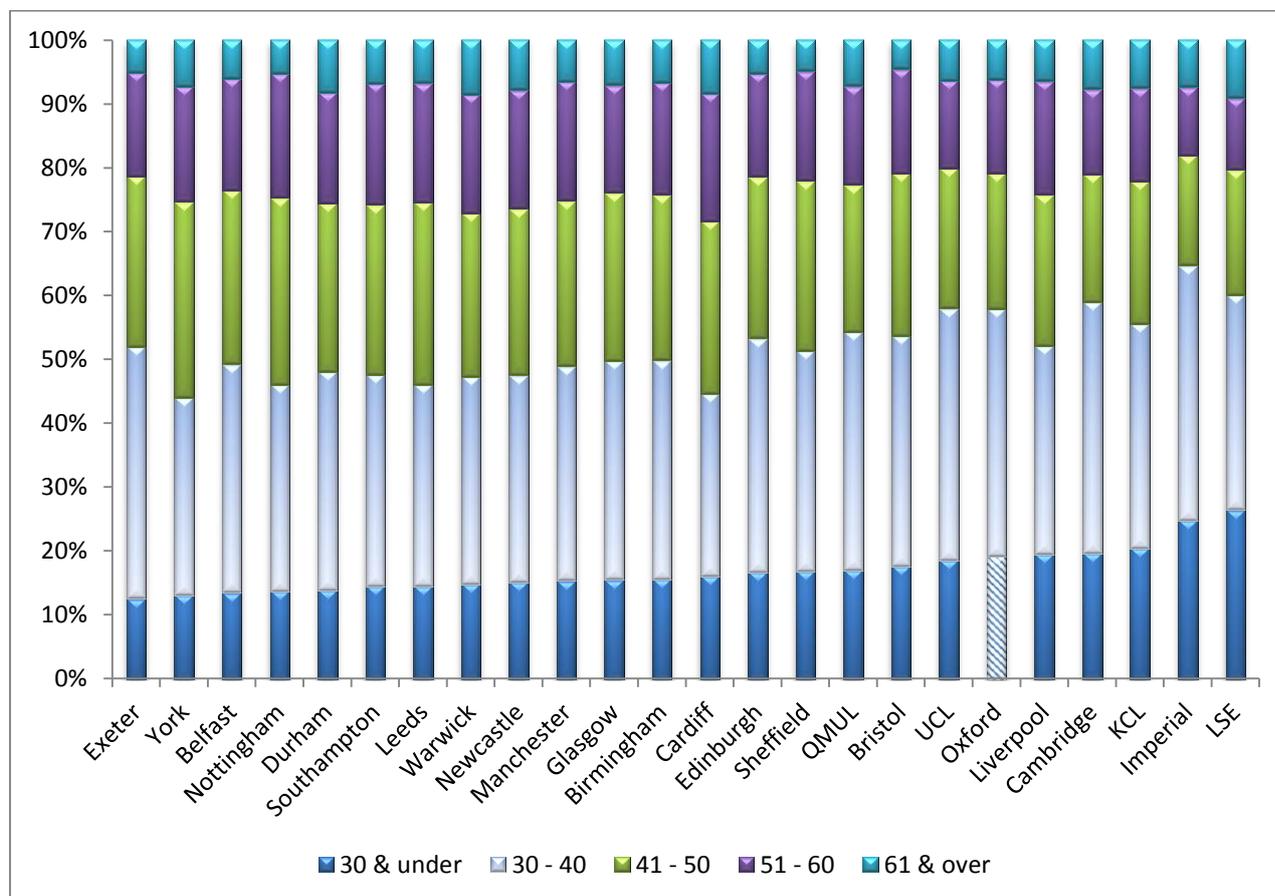
Source: HESA Staff Record 2013/14 (Heidi). The patterned bar denotes Oxford.

Figure 38 shows the distribution of Russell Group academic and research staff, ranked by the proportion of staff aged 30 and under (from least to most). Oxford has a high proportion of staff in this age group – 19% - reflecting its large number of research staff. Table 7 shows the age distribution of staff with a teaching and research contract, the nearest equivalent to Oxford's academic grade. Oxford has similar proportions in each age range to the Russell Group average, though 39% of academic staff are aged 51 or over compared with an average of 35%.

Table 7 Teaching and research staff by age group, 2013/14

Institution	30 & under	31 - 40	41 - 50	51 - 60	61 & over
Russell Group	3%	28%	35%	25%	10%
Oxford	3%	27%	32%	27%	12%

Source: HESA Staff Record 2013/14 (Heidi)

Figure 39 Russell Group: non-academic staff by age group, 2013/14 (FPE)
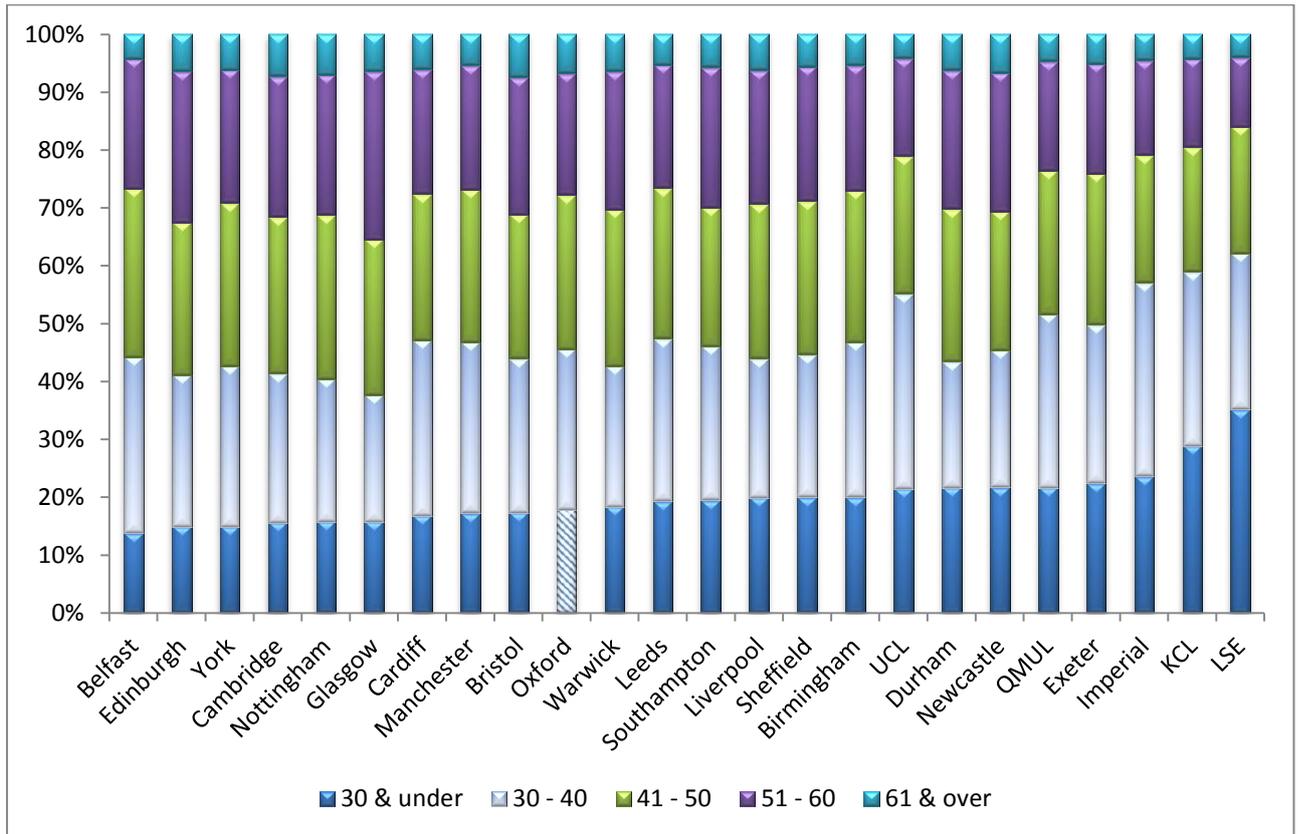
Source: HESA Staff Record 2013/14 (Heidi). The patterned bar denotes Oxford.

Staff in post (31 January 2015)

Figure 40 Age profile by division, 2015 (fte)

Division	Under 40	40 to 49	50 to 64	65+
Academic Services	39%	28%	31%	3%
Continuing Education	42%	26%	32%	1%
Humanities	37%	27%	31%	4%
Maths, Physical & Life Sciences	57%	20%	22%	1%
Medical Sciences	57%	23%	19%	1%
Social Sciences	50%	24%	24%	2%
University Administration And Services	43%	26%	30%	2%
Grand Total	51%	23%	24%	2%
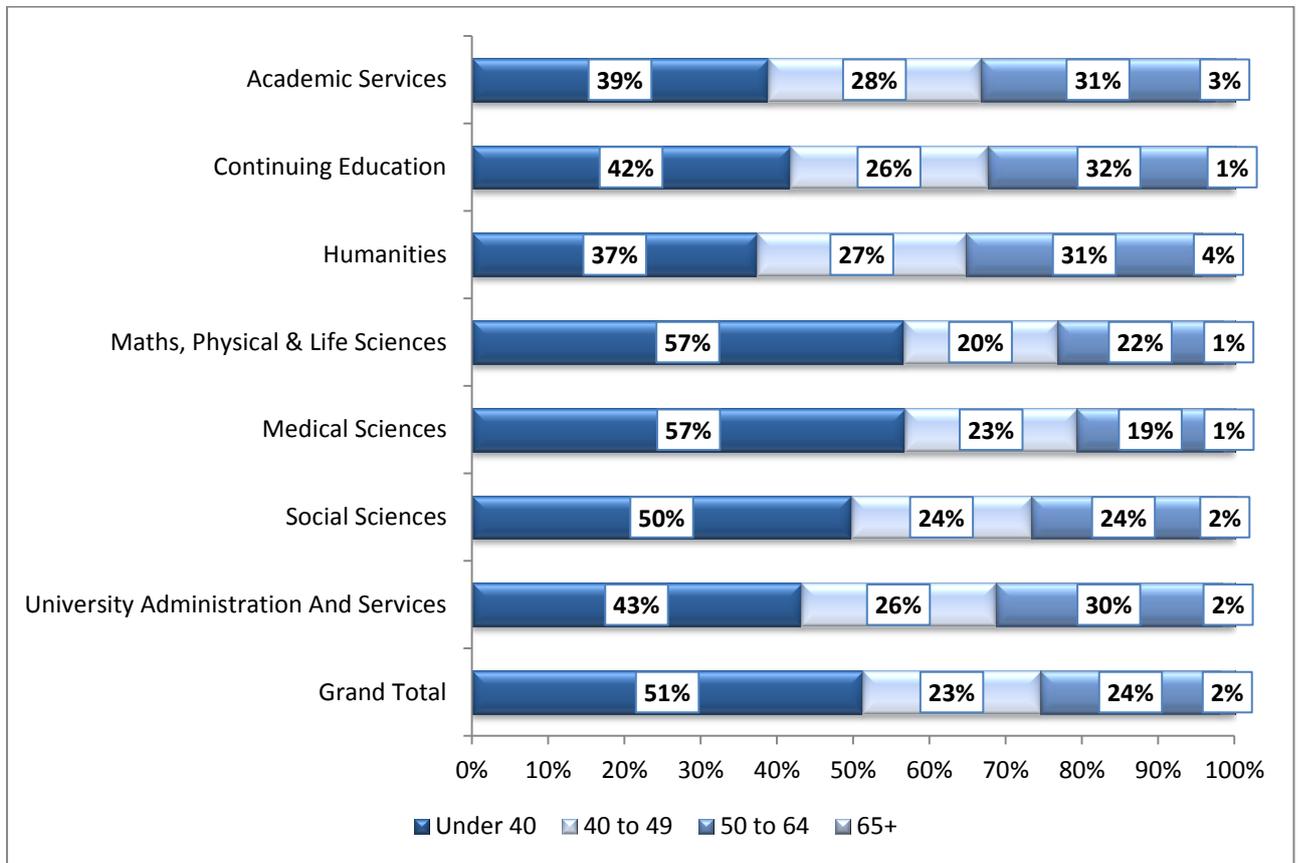
Source: CoreHR, staff snapshot 31 January 2015

Figure 41 Professorial age profile, 2015 (fte)

Role	Under 40	40 to 49	50 to 64	65+
Statutory Professor	1%	16%	72%	10%
Titular Reader	0%	28%	68%	4%
Titular Professor	5%	32%	55%	7%
Grand Total	4%	28%	59%	8%
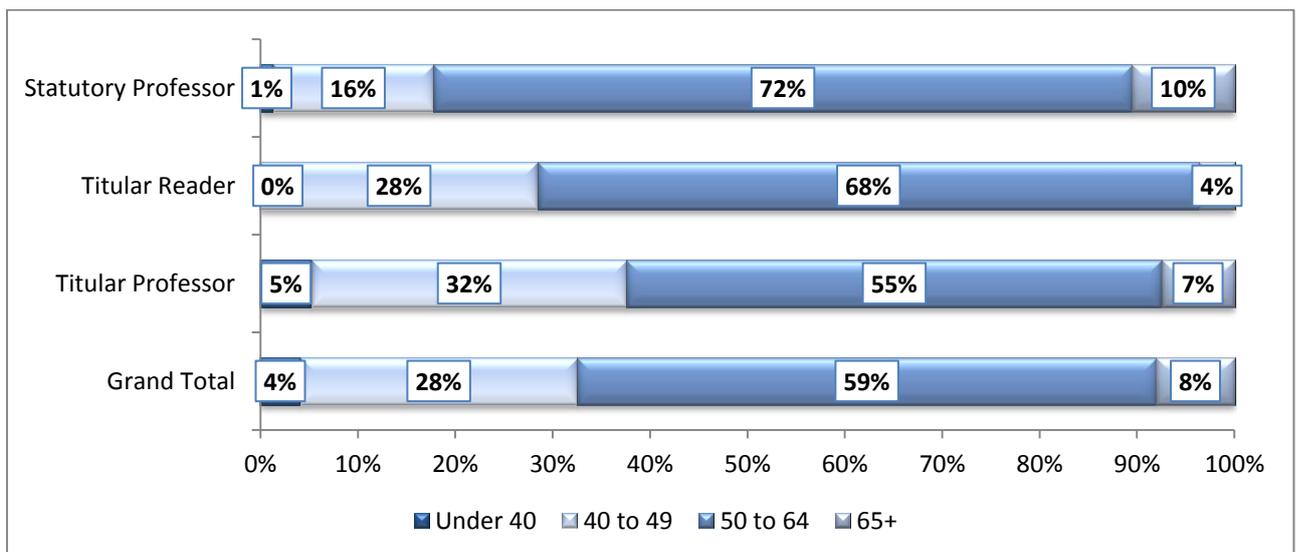
Source: CoreHR, staff snapshot 31 January 2015

Figure 42 Age profile by staff group, 2015 (fte)
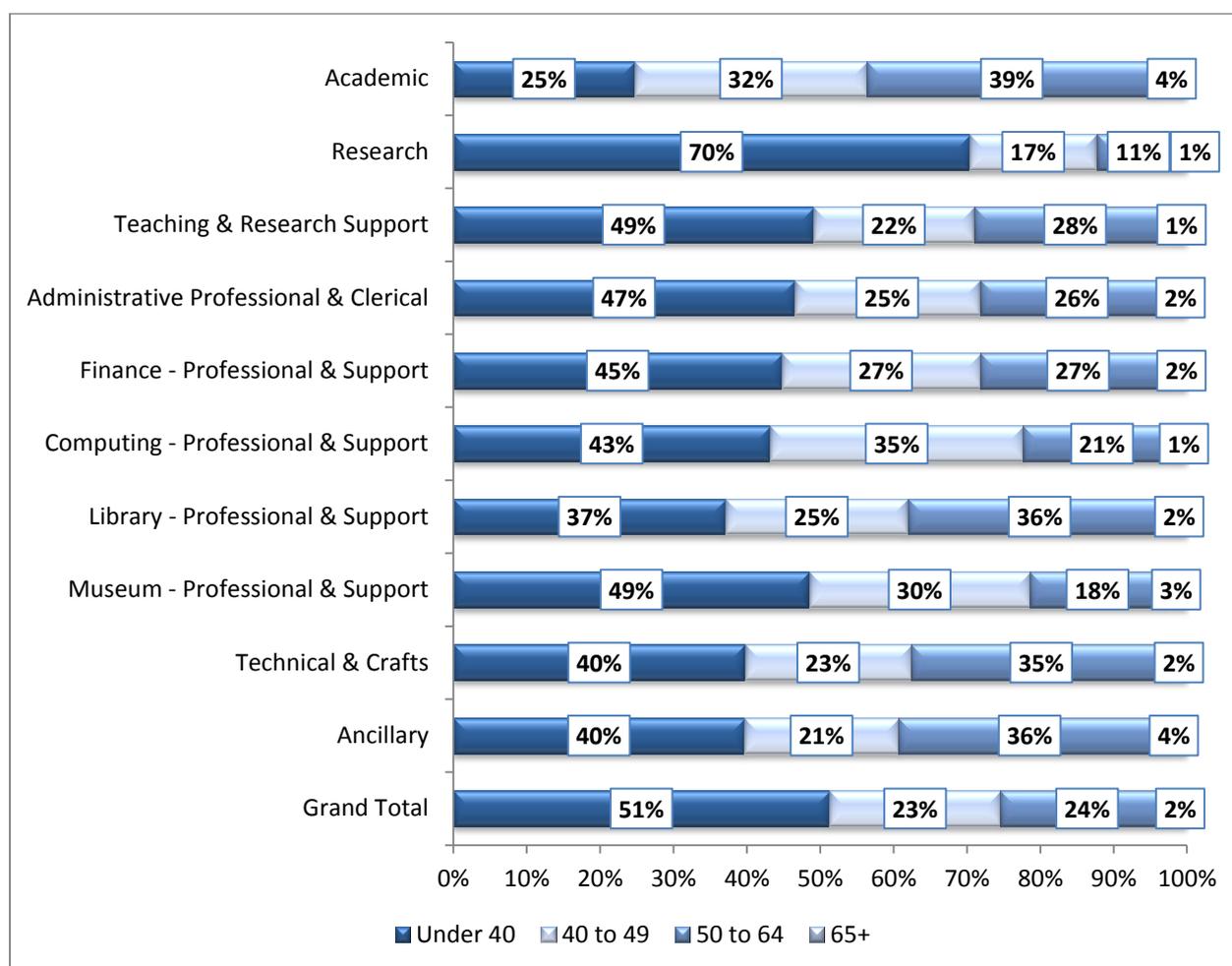
Source: CoreHR, staff snapshot 31 January 2015

Staff group	Under 40	40 to 49	50 to 64	65+
Academic	25%	32%	39%	4%
Research	70%	17%	12%	1%
Academic-related staff (grades 6 and above)	40%	30%	29%	1%
Support Staff (grades 1 - 5)	49%	21%	27%	2%
Grand Total	51%	23%	24%	2%

Figure 43 Age profile by staff group and gender, 2015 (fte)
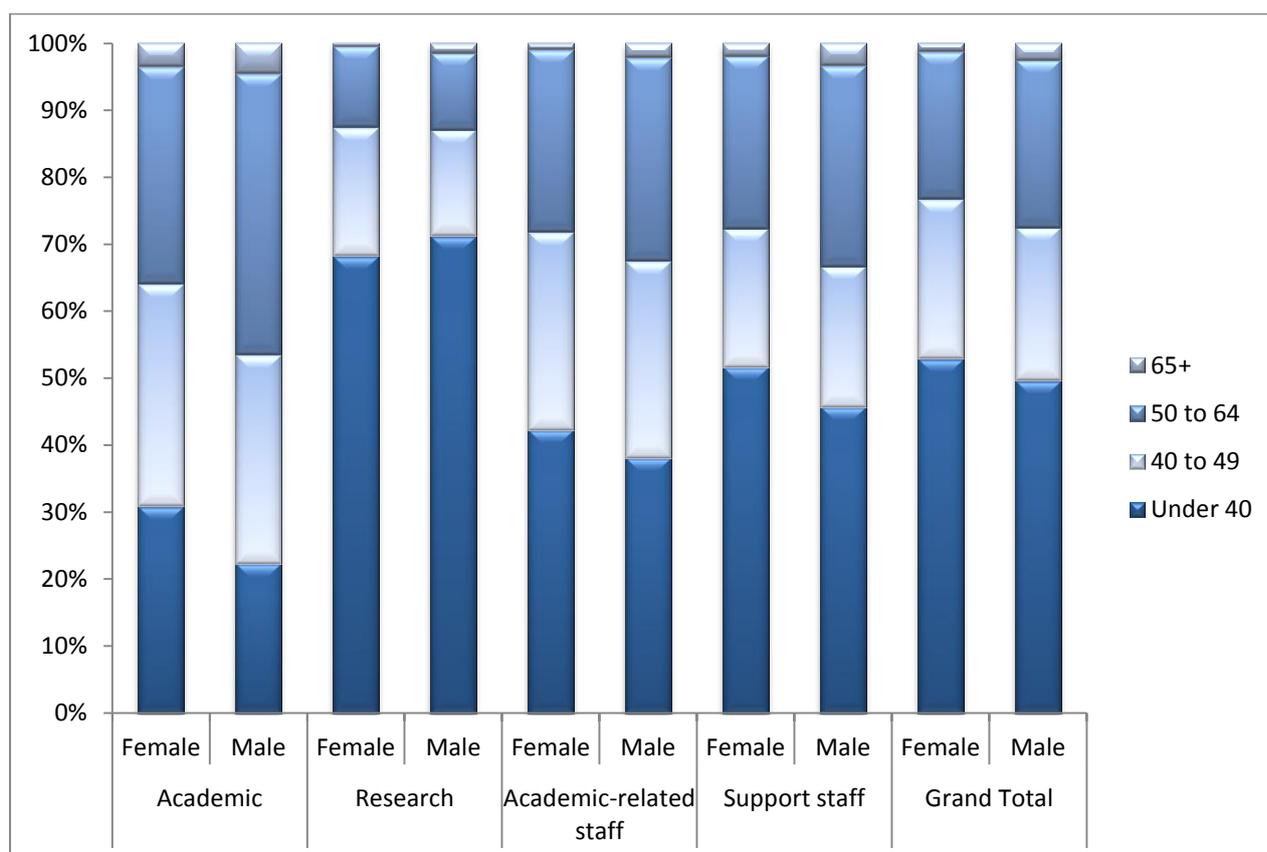
Source: CoreHR, staff snapshot 31 January 2015

Staff group	Sex	Under 40	40 to 49	50 to 64	65+
Academic	Female	31%	33%	32%	3%
	Male	22%	31%	42%	4%
Research	Female	68%	19%	12%	0%
	Male	71%	16%	12%	1%
Academic-related staff	Female	42%	30%	27%	1%
	Male	38%	29%	30%	2%
Support staff	Female	52%	21%	26%	2%
	Male	46%	21%	30%	3%
Grand Total	Female	53%	24%	22%	1%
	Male	50%	23%	25%	2%

Figure 43 shows the variation in age profile across staff groups by sex: overall, a slightly higher proportion of female than male staff were aged under 40 (53% to 50%), with small variations among the older age groups. However, the difference among academic staff is much higher: 31% of female academics were under 40 compared with 22% of male, while 46% of male academics were aged over 50 compared with 35% of female.

Recruitment to employment (2014/15)

Figure 44 Recruitment by age, 2014/15
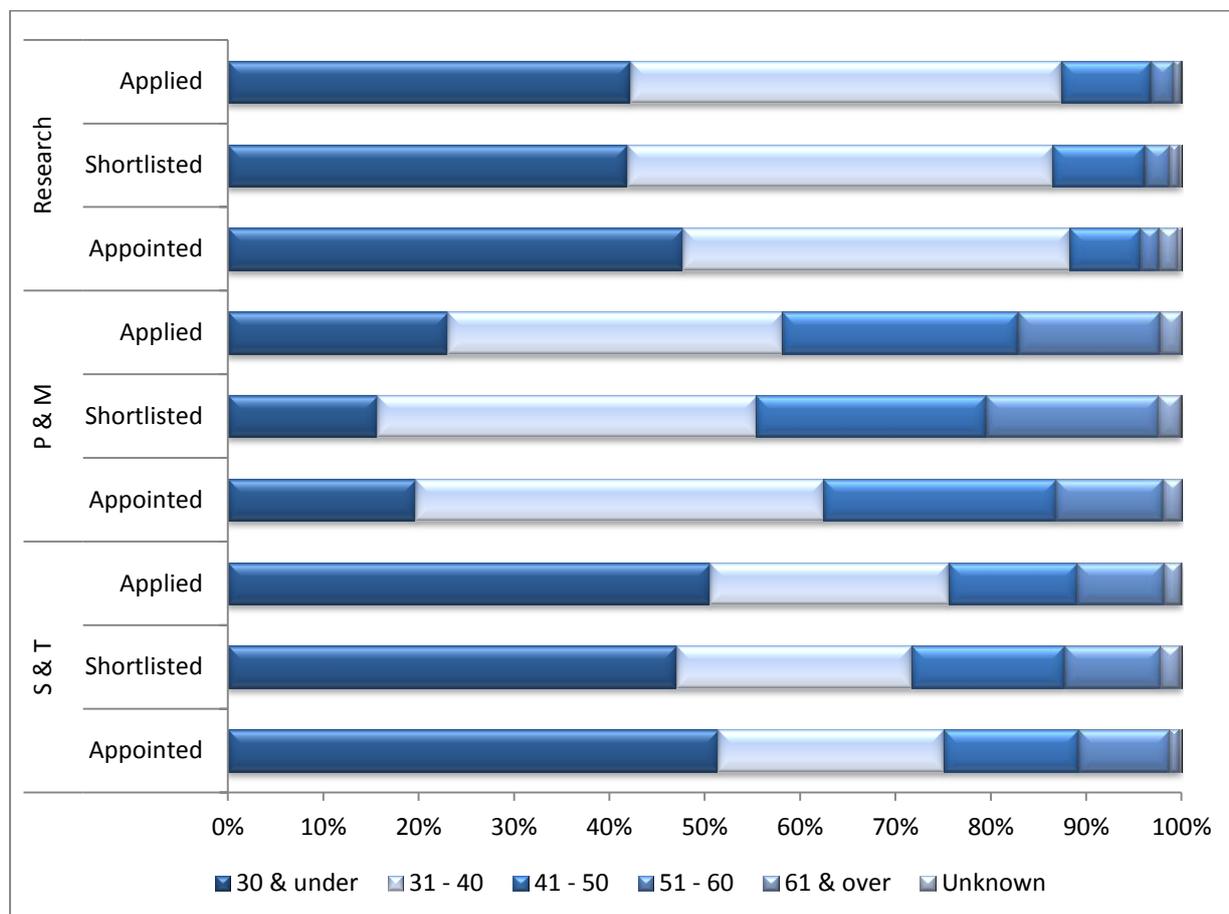
Source: CoreHR, HR Information team (November 2015). All vacancies opened between 1.8.14 and 31.7.15 and filled by November 2015.

Staff group	Applicant status	Total	30 & under	31 - 40	41 - 50	51 - 60	61 & over	Unknown
Research	Applied	23362	42%	45%	9%	2%	1%	0%
	Shortlisted	2335	42%	45%	10%	3%	1%	0%
	Appointed	881	48%	41%	7%	2%	2%	0%
Professional & Management	Applied	8331	23%	35%	25%	15%	2%	0%
	Shortlisted	1058	16%	40%	24%	18%	2%	0%
	Appointed	402	20%	43%	24%	11%	2%	0%
Support & Technical	Applied	16903	51%	25%	13%	9%	2%	0%
	Shortlisted	2024	47%	25%	16%	10%	2%	0%
	Appointed	702	51%	24%	14%	10%	1%	0%

Figure 44 shows recruitment by age group for research, administrative and support posts. Academic recruitment data are not shown here due to the higher proportion of non-return (around 20%). The available data indicate that applicants under age 40 had a higher success rate than those over 40.

Pregnancy and Maternity

Oxford

➢ These data relate to University employees[16] who commenced a period of maternity leave between 1 August 2013 and 31 July 2014[17].

➢ In 2013/14, 254 members of University staff went on maternity leave, of whom 10% (25) did not return. The average return rate was therefore 90%, equalling the average for the preceding four years.

Staff group and division

➢ Among academic staff, 18 women went on maternity leave in 2013/14, of whom all returned to work. In the previous year, 26 female academics took maternity leave, and all returned to work at the University.

➢ Among research staff, 112 women took maternity leave, of whom 98 returned to work at the University (88%).

➢ 124 administrative and support staff took maternity leave during this period, of whom 11 (9%) did not return.

➢ Nearly half (49%) of the women who took maternity leave were administrative and support staff and most of the remainder were researchers: 44% of the total.

➢ Just under half of all the women who took maternity leave (49%) were from the Medical Sciences division, where over half of research staff are female.

➢ 14% were from Social Sciences, 14% from the University Administration and Services, 11% from MPLS and 5% from Humanities.

Contract type

➢ The majority of women who left the University were on fixed-term contracts (19/25 = 76%). Only 6 women on permanent contracts did not return.

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[16] Non-employees (casual workers, agency workers, staff employed by subsidiaries and college-only staff etc) are not included in these figures.
[17] Data for 2014/15 are not yet available.

Figure 45 Maternity return rates by staff group, 2013/14
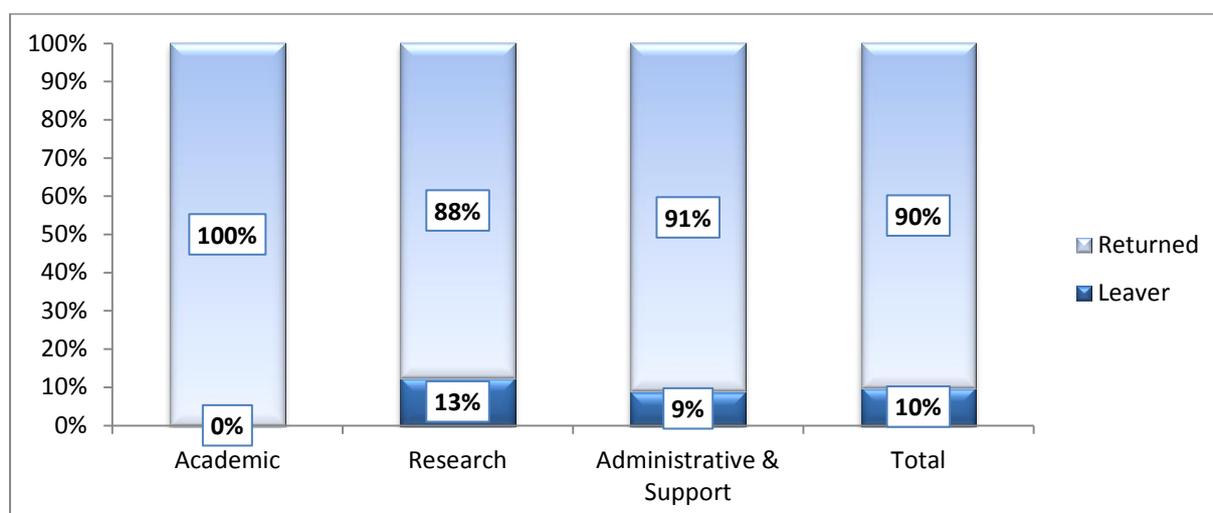
Source: Core Personnel and Core Pay (HR Information team, Dec 2015)

Staff group	Leaver	Returned	Grand Total
Academic	0	18	18
Research	14	98	112
Administrative & Support	11	113	124
Grand Total	**25**	**229**	**254**

Figure 46 Maternity return rates by contract type, 2013/14
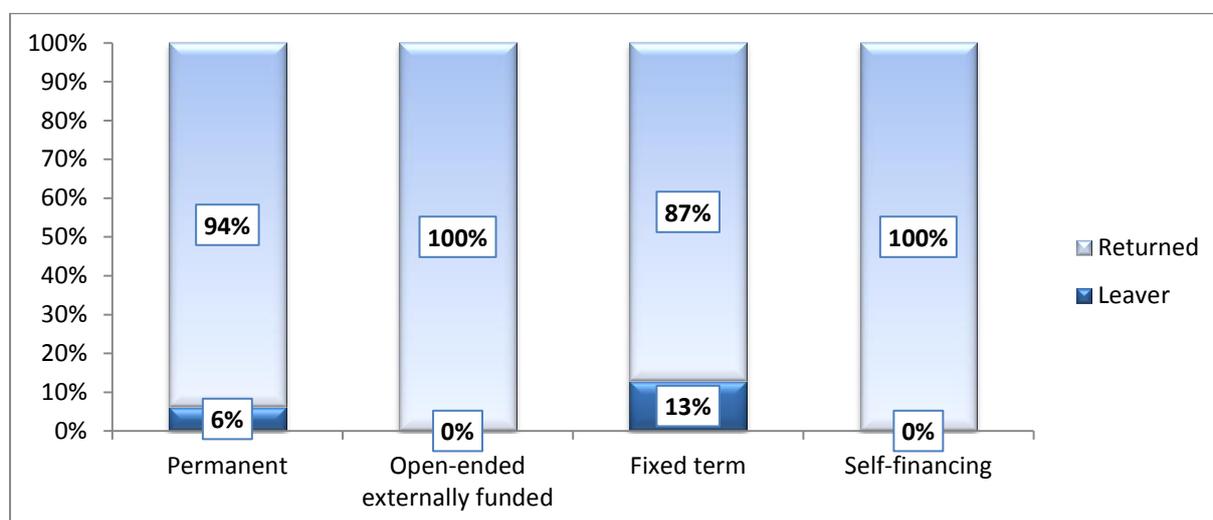
Source: Core Personnel and Core Pay (HR Information team, Dec 2015)

Contract type	Leaver	Returned	Grand Total
Permanent	6	91	97
Open-ended externally funded		8	8
Fixed term	19	129	148
Self-financing		1	1
Grand Total	**25**	**229**	**254**

Sexual Orientation

Oxford

- ➢ The University has data on sexual orientation for only a tiny percentage of staff in post having invited applicants to disclose during recruitment since early in the academic year 2012/13. This report therefore focuses on information available from recruitment monitoring records.

- ➢ Development work on the University's staff records system will permit employee self-service, and online updating of personal information, from 2017.

Recruitment

- ➢ The data cover the academic year 2014/15 and include all vacancies opened and closed between 1 August 2014 and 31 July 2015.[18]
- ➢ Levels of disclosure in e-recruitment (mainly research, academic-related and support posts) were high at 85%. However, disclosure by applicants for academic posts was lower at 62% (38% either chose not to disclose, or did not return their paper monitoring forms). This was twice the academic disclosure rate of the previous year.
- ➢ The University is developing a new online system for collecting information from applicants for academic posts to improve the availability of equal opportunities and other essential data.
- ➢ The proportions of lesbian, gay, bisexual or other sexual orientation (LGB & Other) people who applied for research, professional and support posts were: 6.2%, 5.0% and 5.7% respectively. These percentages were higher than those reported in the 2015 Report, in respect of a similar disclosure rate (84%).
- ➢ The proportions of successful applicants who identified as LGB and Other were: 4.2%, 4.7% and 7.3% (research, professional and support respectively). These percentages were also higher than those reported last year.
- ➢ Overall, 5.8% of applicants and 5.4% of appointees in these three groups identified as non-heterosexual, substantially higher than the estimated 1.9% of UK adults (16+) who identify as lesbian, gay, bisexual or other sexual identity.
- ➢ There was no evidence of any detriment for LGB & Other applicants for academic, professional & management or support & technical posts, though the incompleteness of the data makes it impossible to be certain.
- ➢ Declared LGB and Other applicants for research posts had a slightly lower – but statistically significant – success rate than heterosexual applicants (2.5% to 3.7%).[19]
- ➢ Among applicants for both professional & management and support & technical posts, LGB & Other candidates' success rates matched or slightly exceeded those of heterosexual or unknown applicants.

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[18] They include in addition a small number of vacancies that were opened in previous years and not filled until 2014/15.
[19] Pearson's Chi-squared test: 95% significance level.

UK

➢ HESA has started to collect data on sexual orientation but at present the response rate is too low to draw any firm conclusions. Over two-thirds (67%) of staff have not yet provided any information at all[20].

➢ The 2013 Integrated Household Survey[21] estimated that 1.9% of adults in the UK aged over 16 were gay, lesbian or bisexual or other (sample of 178,820).

➢ Men were twice as likely to describe themselves as gay (1.6%) as women were to identify as lesbian (0.8%). Women were slightly more likely than men to identify as bisexual (0.6% compared with 0.4%).

➢ The proportion of people identifying as LGB or other was higher among people in managerial and professional roles (2.2%) than in intermediate or routine and manual occupations (both 1.4%).

➢ There were wide differences by age group: among people aged 16 to 24, 2.9% identified as gay, lesbian, bisexual or other compared with only 1.5% of those aged 50 to 64.

➢ The proportion of people describing themselves as gay, lesbian, bisexual or other was highest in London at 3.5%.

Table 8 Sexual identity by gender in the UK, January to December 2013

	Men	Women	Total
Gender	2013	2013	2013
Heterosexual / Straight	92.3	93.1	92.7
Gay / Lesbian	1.6	0.8	1.2
Bisexual	0.4	0.6	0.5
Other	0.3	0.3	0.3
Don't know / Refusal	3.9	3.9	3.9
No response	1.6	1.4	1.5

Source: Integrated Household Survey – Office for National Statistics

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[20] ECU (2015) Equality in Higher Education: Statistical report 2015, Part 1: Staff
[21] See http://tinyurl.com/ONS-2013-LGB for more details.

Recruitment to employment (2014/15)

These data relate to research, professional and support vacancies advertised and closed between 1 August 2014 and 31 July 2015, for which details had been entered into CoreHR by the end of October 2015.

Figure 47 Recruitment by sexual orientation, 2014/15
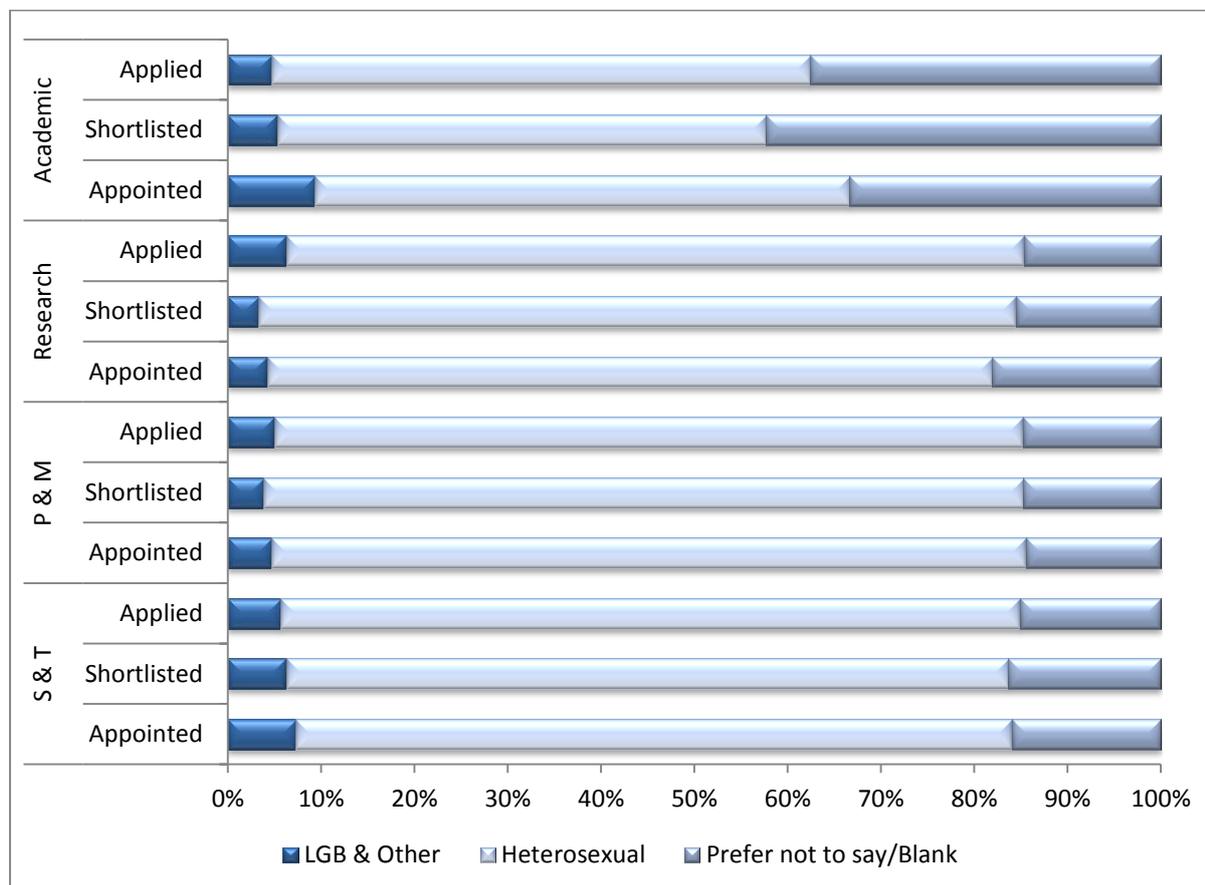
Source: CoreHR, HR Information team (November 2015). All vacancies opened between 1.8.14 and 31.7.15 and filled by November 2015.

Staff group	Applicant status	LGB & Other	Heterosexual	Prefer not to say/Blank
Academic	Applied	4.7%	57.7%	37.6%
	Shortlisted	5.3%	52.4%	42.3%
	Accepted	9.3%	57.3%	33.3%
Research	Applied	6.2%	79.1%	14.7%
	Shortlisted	3.3%	81.2%	15.5%
	Accepted	4.2%	77.8%	18.0%
Professional & Management	Applied	5.0%	80.2%	14.8%
	Shortlisted	3.9%	81.4%	14.7%
	Accepted	4.7%	80.8%	14.4%
Support & Technical	Applied	5.7%	79.2%	15.1%
	Shortlisted	6.3%	77.4%	16.3%
	Accepted	7.3%	76.8%	16.0%

Religion and Belief

- The University has data on religion and belief for only a tiny percentage of staff in post having invited applicants to disclose during recruitment since early in the academic year 2012/13. This report therefore focuses on information available from recruitment monitoring records.
- Development work on the University's staff records system will permit employee self-service, and online updating of personal information, from 2017.

Recruitment

- The data cover the academic year 2014/15 and include all vacancies opened and closed between 1 August 2014 and 31 July 2015.[22]
- Levels of disclosure in e-recruitment (most research, administrative and support posts) were very high at 85%[23]. Disclosure among applicants for academic posts was much lower at 63%. These data have not been analysed further.
- The University is developing a new online system for collecting information from applicants for academic posts to improve the availability of equal opportunities and other essential data.
- A comparison between UK applicants for research, professional and support posts and the 2011 Census data for England and Wales showed that the percentages of applicants from minority faith groups closely resembled their representation at national level. However, the percentage of applicants with no religion was substantially higher (43% to 25%) while the proportion of Christians was much lower (30% to 59%) than in the general population.
- Members of minority faith groups – Buddhist, Hindu, Jewish, Muslim, Sikh, Spiritual and other religion or belief – accounted in total for 30% of applicants to research posts and 13% of applicants for professional and support roles, very similar to the figures from the previous year (28% and 13%). They comprised 9% of successful applicants for research posts and 7% for professional and support roles.
- Comparison of success rates by citizenship group shows that UK/EU applicants from minority faith groups had much higher success rates than those from overseas, both in research and administrative recruitment, though there was still a disparity[24]. We are currently reviewing differential success rates in recruitment through a pilot project in the University's Administration and Services[25].

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[22] They include in addition a small number of vacancies that were opened in previous years and not filled until 2014/15.

[23] Only 11% 'preferred not to say' but there was also a residue of blank records relating to individuals who had made applications to the University prior to Michaelmas 2012 and had not updated their personal information since.

[24] The University receives a large number of applications from overseas for roles which would be unlikely to attract sufficient points for the individual to obtain a sponsored Tier 2 visa under the points-based immigration system.

[25] See Section A of this report, paragraph 46.

UK

- ➢ HESA has started to collect data on religion and belief but at present the response rate is too low to draw any firm conclusions. Two thirds (67%) of staff have not yet provided any information.
- ➢ The 2011 Census included a voluntary question on religion for the first time and the results for England and Wales[26] 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.

Table 9 Religion and belief: Census 2011

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

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[26] 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 (2014/15)

These data relate to research, professional and support vacancies advertised and closed between 1 August 2014 and 31 July 2015, for which details had been entered into CoreHR by the end of October 2015.

A comparison of UK-nationality applicants for all posts (research, professional and support) with the 2011 Census data for England and Wales shows that:

➤ A much higher percentage of applicants to Oxford had no religion compared with the general population (43% to 25%);
➤ Conversely, applicants were much less likely to be Christian (30% to 59%);
➤ The percentages of Buddhists, Hindus, Jews, Muslims and Sikhs were almost identical to those in the general population.

These two populations are not perfectly matched as the Census included all those resident in England and Wales on the collection date, not just UK nationals.

Figure 48 Religion and belief: comparison of UK applicants to Oxford with Census data for England and Wales

	No religion	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other	Not disclosed
England & Wales, 2011	25.1%	59.3%	0.4%	1.5%	0.5%	4.8%	0.8%	0.4%	7.2%
Oxford applicants 2014-15 (UK)	43.3%	30.0%	0.7%	1.8%	0.4%	4.6%	0.8%	1.4%	15.0%
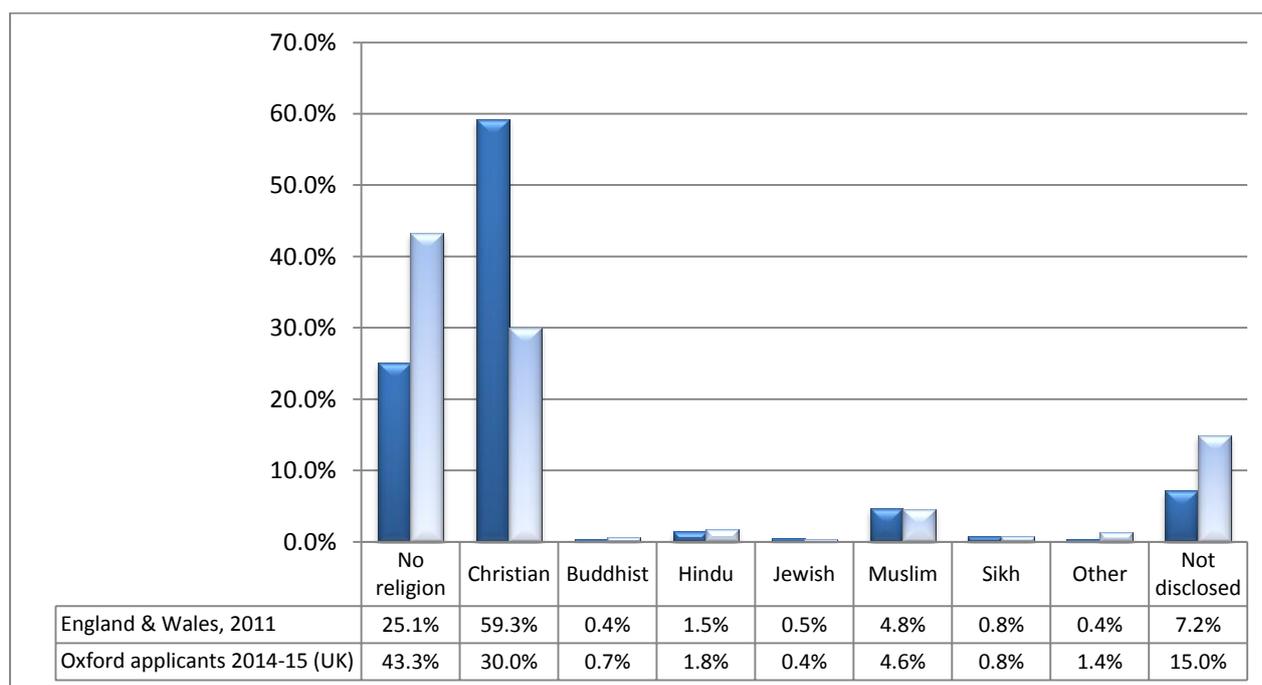
Source: Census 2011, CoreHR (HR Information team, November 2015). All vacancies opened between 1.8.14 and 31.7.15 and filled by November 2015: research, professional and support posts

Figure 49 Recruitment by religion and belief: research posts, 2014/15 (all applicants)
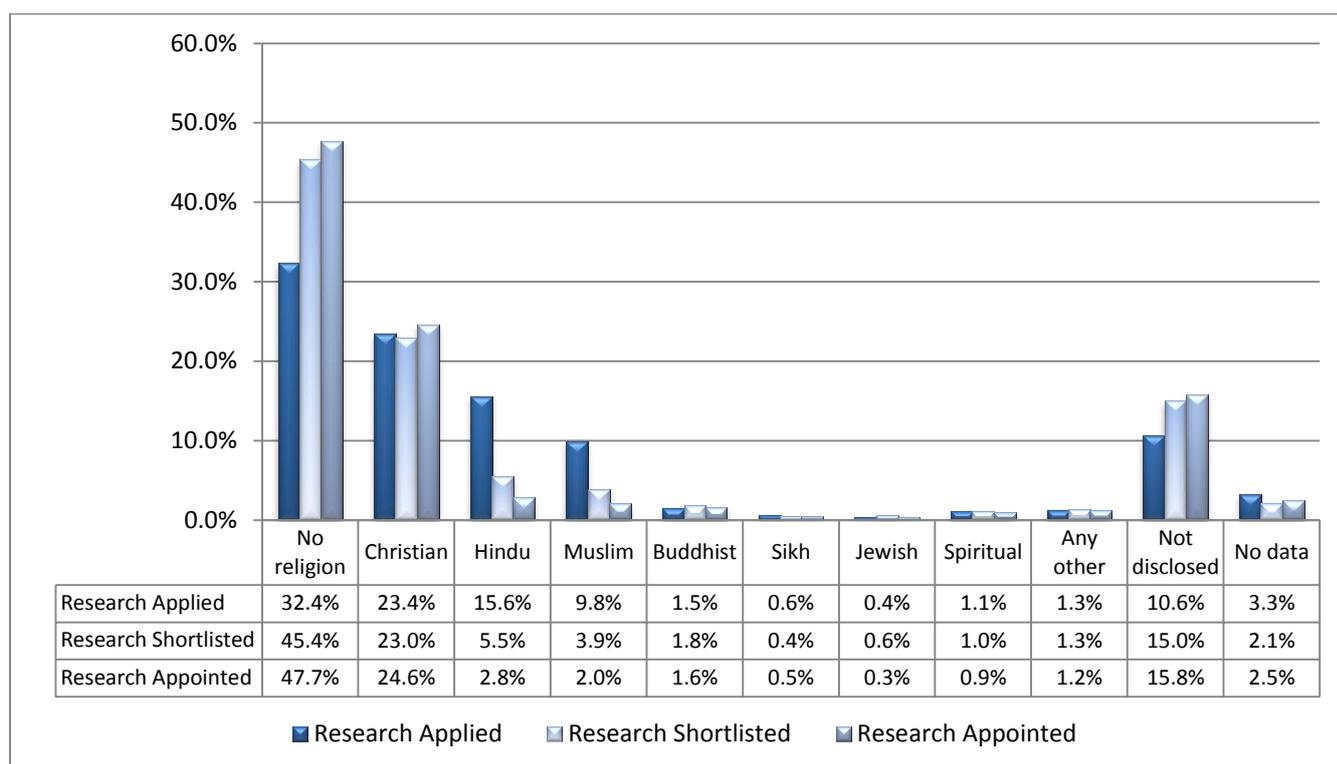
	No religion	Christian	Hindu	Muslim	Buddhist	Sikh	Jewish	Spiritual	Any other	Not disclosed	No data
Research Applied	32.4%	23.4%	15.6%	9.8%	1.5%	0.6%	0.4%	1.1%	1.3%	10.6%	3.3%
Research Shortlisted	45.4%	23.0%	5.5%	3.9%	1.8%	0.4%	0.6%	1.0%	1.3%	15.0%	2.1%
Research Appointed	47.7%	24.6%	2.8%	2.0%	1.6%	0.5%	0.3%	0.9%	1.2%	15.8%	2.5%

■ Research Applied   ■ Research Shortlisted   ■ Research Appointed

Source: CoreHR, HR Information team (November 2015). All vacancies opened between 1.8.14 and 31.7.15 and filled by November 2015.

Figure 50 Recruitment by religion and belief: professional and support posts, 2014/15 (all applicants)
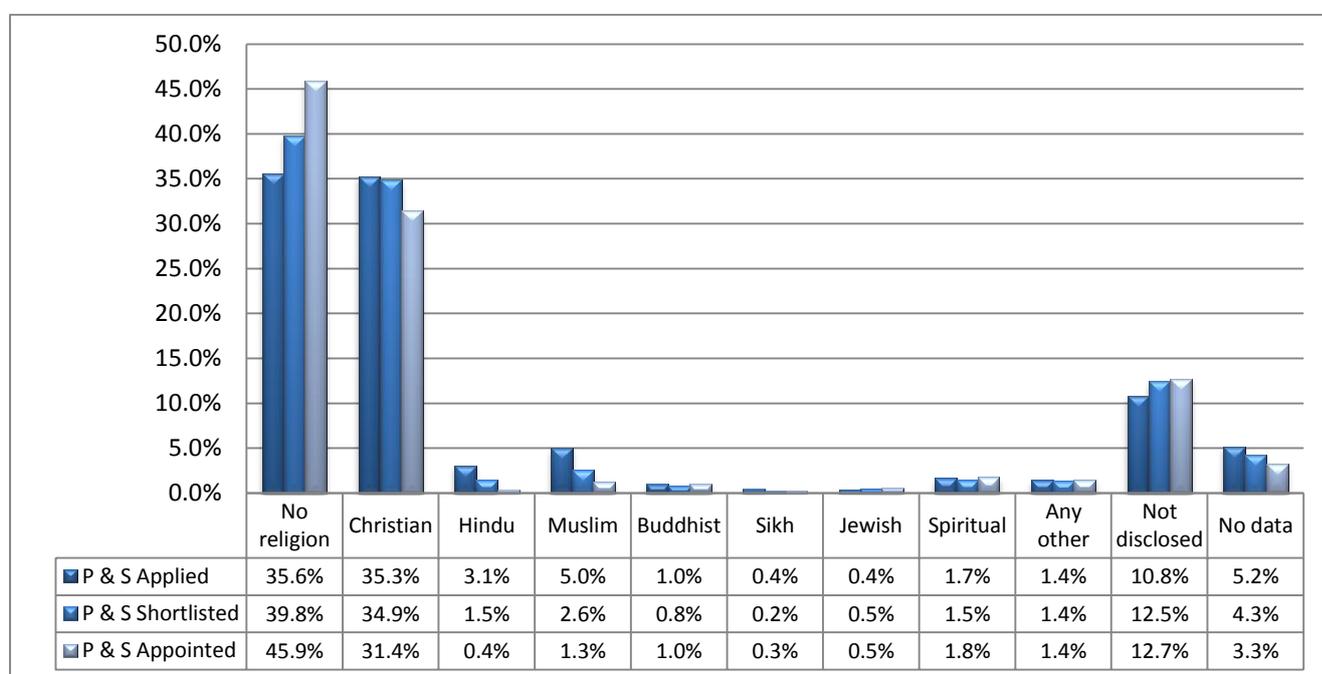
	No religion	Christian	Hindu	Muslim	Buddhist	Sikh	Jewish	Spiritual	Any other	Not disclosed	No data
P & S Applied	35.6%	35.3%	3.1%	5.0%	1.0%	0.4%	0.4%	1.7%	1.4%	10.8%	5.2%
P & S Shortlisted	39.8%	34.9%	1.5%	2.6%	0.8%	0.2%	0.5%	1.5%	1.4%	12.5%	4.3%
P & S Appointed	45.9%	31.4%	0.4%	1.3%	1.0%	0.3%	0.5%	1.8%	1.4%	12.7%	3.3%

Source: CoreHR, HR Information team (November 2015). All vacancies opened between 1.8.14 and 31.7.15 and filled by November 2015: combined data for professional & management and support & technical roles.

**Figure 51 Recruitment by religion and belief: research posts (showing outcomes by citizenship and faith group), 2014/15**
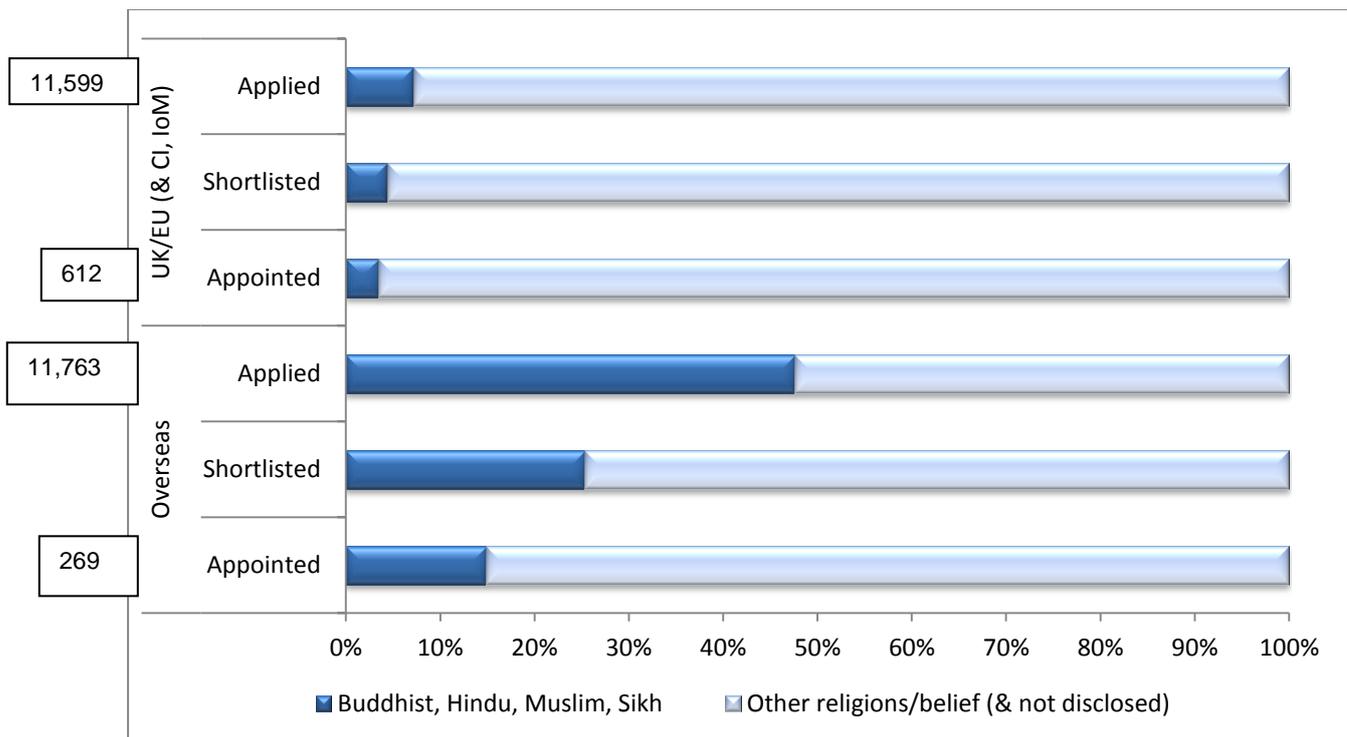

Source: CoreHR, HR Information team (November 2015). All vacancies opened between 1.8.14 and 31.7.15 and filled by November 2015.

Figure 52 Recruitment by religion and belief: administrative and support roles (showing outcomes by citizenship and faith group)
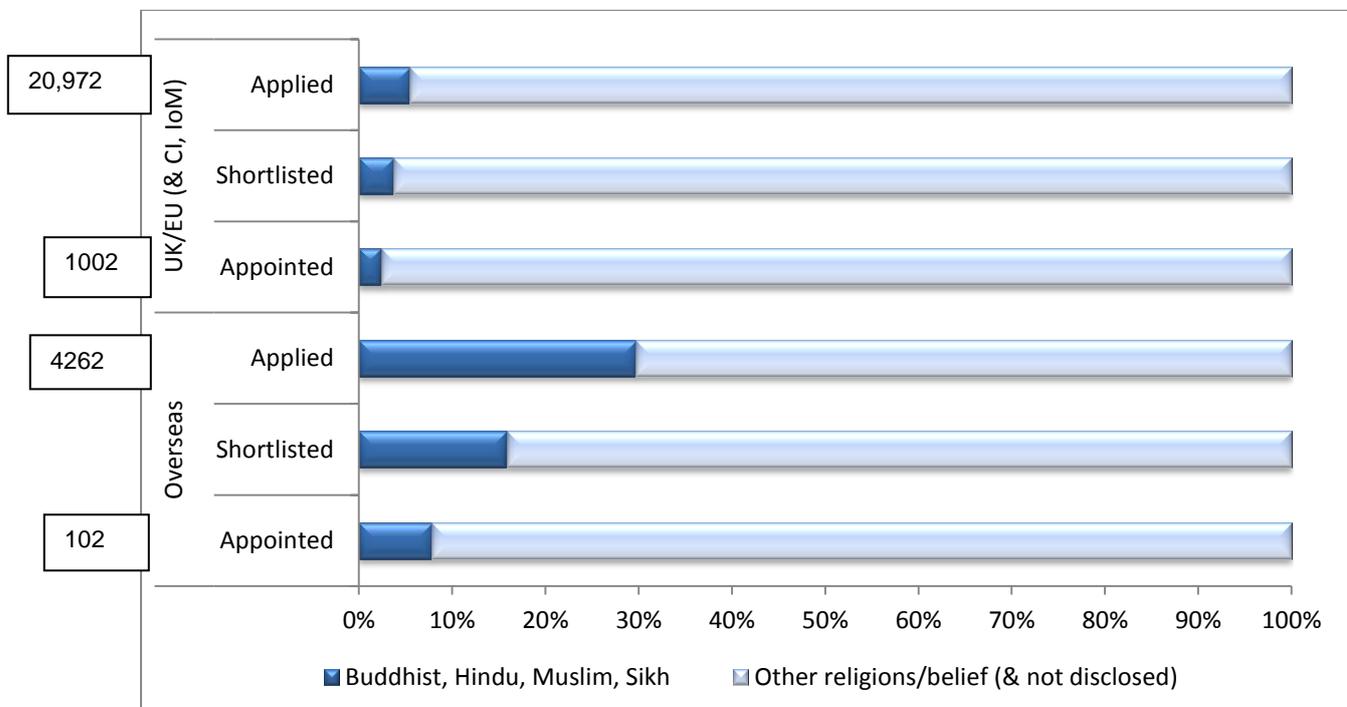

Source: CoreHR, HR Information team (November 2015). All vacancies opened between 1.8.14 and 31.7.15 and filled by November 2015: combined data for professional & management and support & technical roles.

Glossary

Athena SWAN	Charter originally created to recognise institutions' efforts to advance women's careers in STEMM (*q.v.*) employment in academia. The Charter was expanded in 2015 to encompass gender equality in academia more broadly. See www.ecu.ac.uk/equality-charters/athena-swan for more details.
Associate professor	The main academic grade at Oxford, roughly equivalent to associate professor in the USA
BBSRC	Biotechnology and Biological Sciences Research Council
BIS	Department for Business, Innovation and Skills
BME	Black and minority ethnic. In this report we use 'BME' to denote all ethnicities other than white, excluding minority white ethnic groups such as Gypsy or traveller and non-British whites. We recognise the difficulties associated with aggregating multiple ethnic groups and identities into a single category.
CoreHR	The University's HR system
CRAE	Campaign for Racial Awareness and Equality (student campaign affiliated to OUSU)
CROS	Careers in Research Online Survey
DAG	Disability Advisory Group (advises the EDU)
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
DSWSS	Director of Student Welfare and Support Services
ECU	Equality Challenge Unit – provides equality advice to the HE sector
EDP	Equality and Diversity Panel (advises the University's Education and Personnel Committees)
EDU	The University's Equality and Diversity Unit
EJRA	Employer-Justified Retirement Age for academic and academic-related staff (currently 67)
EPSRC	Engineering and Physical Sciences Research Council
EU	European Union
FPE	Full Person Equivalent (measure used by HESA)
FTE	Full-time equivalent
GAF	The University's Graduate Admissions and Funding Office

HE	Higher Education
HEFCE	Higher Education Funding Council for England
HEI	Higher Education institution
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
IARU	International Alliance of Research Universities
JCR	Junior Common Room (undergraduate students)
LERU	League of European Research Universities
LGBT	Lesbian, Gay, Bisexual and Transgender
LGBTQ	Lesbian, Gay, Bisexual, Transgender and Queer (Oxford student society)
Matriculation	Matriculation confers membership of the University on those students who are enrolled at the University of Oxford and following a degree-level course.
MBA	Master of Business Administration
MCR	Middle Common Room (postgraduate students)
Michaelmas	Winter academic term, running from October to December
MPLS	Mathematics, Physical and Life Sciences division, University of Oxford
MRC	Medical Research Council
MSD	Medical Sciences division, University of Oxford
NNCO	National Network for Collaborative Outreach (funded by BIS)
NSS	National Student Survey of undergraduate finalists
OLI	Oxford Learning Institute – provides professional and educational development courses for university and college staff and researchers
ONS	Office for National Statistics
OUAC	Oxford University Assessment Centre – provides assessments of students' disability-related study needs to inform an application for DSA
OUDCE	Oxford University Department for Continuing Education
OxFEST	Oxford Females in Engineering, Science and Technology (Oxford student society)
OUISoc	Oxford University Islamic Society (student society)

PDA	Professorial Distinction Award
PDR	Personal development review
PG	Postgraduate (degree or student)
PGT	Postgraduate taught (degree or student)
PGR	Postgraduate research (degree or student)
PIRLS	Principal Investigators and Research Leaders Survey
Protected characteristic	Term used in equality legislation to denote a group of people sharing a particular characteristic who are protected by anti-discrimination law.
PSS	HEFCE Postgraduate Support Scheme
REF	Research Excellence Framework 2014
REWG	Race Equality Working Group (advises the EDP)
RG	Russell Group of 24 large, selective, research-intensive universities
RoD	Oxford Recognition of Distinction exercise 2015 (for award of professorial title)
RRBAG	Race, Religion and Belief Advisory Group (advised the EDU, now disbanded)
RSWG	Research Staff Working Group
SDMA	The University's Student Data Management and Analysis section
SAT	Self-Assessment Team
SET	Science, Engineering and Technology. HESA uses this term as an equivalent to STEMM and it therefore includes medicine and allied subjects.
SpLD	Specific Learning Difficulties
SSD	Social Sciences division, University of Oxford
SSO	Single sign-on access to the University's online resources
Statutory professor	The senior academic grade at Oxford, equivalent to full professor in the USA
STEM	Science, Technology, Engineering and Mathematics (sometimes used interchangeably with STEMM, but at others used to denote the physical sciences only)
STEMM	Science, Technology, Engineering, Mathematics and Medicine
Student Barometer	Annual survey of Oxford students (excluding finalists who complete the NSS)
SWSS	Student Welfare and Support Services
Titular professor	Associate Professor (or equivalent) who has been awarded the title of full professor as a mark of academic distinction. See also RoD (Recognition of

	Distinction exercise)
Trinity	Summer academic term, running from April to June
UAO	The University's Undergraduate Admissions and Outreach Office
UAS	University Administration and Services
UCEA	Universities and Colleges Employers Association
UG	Undergraduate (degree or student)
UKVI	UK Visas and Immigration – formerly the UK Border Agency (UKBA)
UNIQ	University of Oxford summer school programme
VRO	Visiting, Recognised or Other students – full-time students spending up to a year studying in Oxford without being awarded a degree or other qualification. Visiting students are admitted through colleges and taught by colleges, while Recognised students are admitted through faculties and departments and have no college association.

Equality and Diversity Unit
29 January 2016