

ALL SOULS COLLEGE

EQUALITY REPORT FOR 2021 (to January 2021)

Introduction

Due to the Covid-19 crisis in 2020, it was not possible to hold the Fellowships by Examination. Following consideration by the GPC and the SGM, this report will be published on the College website. The Report:

- (i) incorporates the gender statistics (Table 1) on current Fellowship and equality monitoring (Table 2) of recent elections; these tables are updated annually on the College website;
- (ii) reviews the College's performance against the Equality Objectives it agreed and published in March 2016 in accordance with the requirements of the Equality Act 2010;
- (iii) reviews more generally the College's progress in fulfilling its duties under the Equality Act and in accordance with its Equality Policy.

Progress against Objectives agreed in 2020

Objective 1:

To continue to promote and publicise the College's efforts towards achieving a more diverse Fellowship with the aim of increasing the number of high quality applicants from under-represented groups, particularly women and BME, and a range of backgrounds while retaining the College's strong commitment to election solely on merit.

Due to the pandemic restrictions the open evenings to encourage application from female candidates for the Fellowships by Examination in Summer 2020 could not be held. The same applies to the separate open evening to encourage applications from black and minority ethnic groups. However, it is being considered that these events may take place online later in 2021.

Due to the pandemic, no open evenings to encourage applications from female candidates or applications from black and minority ethnic groups, could be held either.

With regard to the Post-Doctoral Fellowship elections, all those involved with the Fellowship competition are acutely conscious of the need to avoid any implicit or accidental bias and, they critically review the processes and progression statistics for each stage of the competition.

Overall, the proportion of female Fellows has increased from 29.5% of the Fellowship at 1 January 2016 to 41.9% at 26 January 2021¹. The 1.7% increase from 2020 to 2021 is due to two of the five elected Post-Doctoral Fellows being female (see Table 1) and to the departure of more male than female Fellows (nine against six). As gender balance can be affected by both

¹ The University's target is for: 30% of professors to be female by 2020 (25% in 2018); 20% of statutory professors (19% in 2018); 35% of associate professors (29% in 2018).

arrivals and departure from Fellowship and, given the small numbers involved and the College's strong commitment to election solely on merit, the direction and rate of change is variable.

In the case of BME candidates, the College's Fellowship competitions continue to attract a substantial number of BME applicants (30.5% of Post-Doctoral Research Fellowship candidates in 2020/21 vs 29.5% in 2018). The BME candidates in the 2020/21 PDRF competition have had a higher overall success rate than their white counterparts: BME applicants had an overall success rate of 1.8% vs 0.5% for their white counterparts (three out of the five elected PDRF are of BME backgrounds).

In the Visiting Fellowship competition for the academic year 2020-21, BME candidates' success rate was also higher, with 5.1% BME candidates elected vs 4.7% of their white counterparts. In the summer 2021 the College will also host two visiting scholars as part of the Africa Oxford Programme.

Objective 2:

To review and where possible improve the collection and analysis of data on applicants for College Fellowships and staff posts in order to inform the ongoing critical review of our policies and procedures for Fellowship election and staff appointments in support of achieving a more diverse Fellowship and staff.

Although for data protection reasons, it is not possible to publish such data annually, the College's General Purposes Committee has critically reviewed each year the gender, ethnicity and disability data on Fellowship and staff appointment applications. This cumulative Fellowship data on the ethnic background of candidates for the College's main competitions is now incorporated in Table 2, which shows that this year fewer than 1% of candidates declined to supply this information. This compares favourably with previous years.

Objective 3

To hold biennial reviews of College Fellowships in relation to issues of diversity and accessibility, taking turns to consider the four main categories – Senior Research, Postdoctoral, Examination and Visiting Fellowships – and to continue to monitor success rates and procedures.

A more comprehensive review of the EF was undertaken in 2018/19. GPC is to decide when to undertake the next biennial review for the other categories of Fellowships.

Objective 4

To take appropriate steps, including the periodic review of all relevant policies, procedures and training arrangements, to improve the understanding of all members of the College community about equality principles and issues such as unconscious bias in all aspects of College life.

The College takes equality and diversity factors into careful consideration as it plans and conducts each Fellowship election. It also undertakes a critical post-election review of its procedures and process after each election to identify scope for improvement, particularly in relation to diversity. In addition to the annual review of overall equality statistics and review of progress against the College's equality objectives, the College's Diversity Fellows prepare

an annual report providing more qualitative evaluation of the extent to which equality principles are reflected in day-to-day discourse and conduct within the College.

No review of policies or training arrangements could be made due to the pandemic situation.

Objective 5

To continue to improve the accessibility of College buildings and facilities to those with physical disabilities.

Since the last report, measures taken to improve accessibility include the following: Installation of improved lighting in the Ante-Chapel and under the step lip into the Nave, was completed in 2020; a second wheelchair was acquired and an evacuation chair for the Old Library Staircase IV was installed.

R. K. D.
Domestic Bursar
28.i.2021

Table 1

ASC Equality Monitoring Statistics - Breakdown by Gender

		Applications								Election or Appointment					Overall Success Rate	
		Male		Female		Other		Decline to specify		Total	Male		Female			Total
		No	%	No	%	No	%	No	%		Success Rate	Success Rate	Success Rate	Success Rate		
Examination (Prize) Fellowships - candidates completing examinations																
2006	(for Nov 2006)	43	74.1%	15	25.9%					58	2	4.7%	0	0.0%	2	3.4%
2007	(for Nov 2007)	51	71.8%	20	28.2%					71	1	2.0%	0	0.0%	1	1.4%
2008	(for Nov 2008)	37	56.9%	28	43.1%					65	0	0.0%	2	7.1%	2	3.1%
2009	(for Nov 2009)	41	63.1%	24	36.9%					65	0	0.0%	1	4.2%	1	1.5%
2010	(for Nov 2010)	65	63.1%	38	36.9%					103	2	3.1%	0	0.0%	2	1.9%
2011	(for Nov 2011)	49	68.1%	23	31.9%					72	2	4.1%	0	0.0%	2	2.8%
2012	(for Nov 2012)	59	67.8%	28	32.2%					87	1	1.7%	1	3.6%	2	2.3%
2013	(for Nov 2013)	49	66.2%	25	33.8%					74	1	2.0%	0	0.0%	1	1.4%
2014	(for Nov 2014)	43	57.3%	32	42.7%					75	1	2.3%	1	3.1%	2	2.7%
2015	(for Nov 2015)	40	59.7%	27	40.3%					67	2	5.0%	1	3.7%	3	4.5%
2016	(for Nov 2016)	51	62.2%	31	37.8%			1	1.2%	82	0	0.0%	2	6.5%	2	2.4%
2017	(for Nov 2017)	54	65.1%	29	34.9%					83	2	3.7%	0	0.0%	2	2.4%
2018	(for Nov 2018)	57	67.9%	25	29.8%	1		1	1.2%	84	1	1.8%	1	4.0%	2	2.4%
2019	(for Nov 2019)	61	57.0%	40	37.4%			6	5.6%	107	2	3.3%	0	0.0%	2	1.9%
Total		700	64.0%	385	35.2%					1093	17	2.4%	9	2.3%	26	2.4%
Post-Doctoral Research Fellowships - eligible applications																
2006	(for Oct 2007)	88	56.1%	69	43.9%					157	1	1.1%	2	2.9%	3	1.9%
2008	(for Oct 2009)	198	58.4%	141	41.6%					339	1	0.5%	2	1.4%	3	0.9%
2010	(for Oct 2011)	216	59.8%	145	40.2%					361	1	0.5%	3	2.1%	4	1.1%
2012	(for Oct 2013)	175	63.9%	99	36.1%					274	3	1.7%	1	1.0%	4	1.5%
2014	(for Oct 2015)	426	62.1%	260	37.9%					686	6	1.4%	0	0.0%	6	0.9%
2016	(for Oct 2017)	286	57.5%	205	41.2%	3	0.6%	3	0.6%	497	3	1.0%	2	1.0%	5	1.0%
2018	(for Oct 2019)	324	52.9%	280	45.7%	5	0.8%	4	0.7%	613	2	0.6%	3	1.1%	5	0.8%
2020	(for Oct 2021)	378	64.1%	168	28.5%	5	0.8%	39	6.6%	590	3	0.8%	2	1.2%	5	0.8%
Total		2091	71.4%	1367	46.7%	8	0.3%	7	0.2%	2927	20	1.0%	15	1.1%	35	1.2%
Senior Research Fellowships																
2007	(for Oct 2008)	68	84.0%	13	16.0%					81	1	1.5%	2	15.4%	3	3.7%
2009	(for Oct 2010)	75	78.1%	21	21.9%					96	3	4.0%	1	4.8%	4	4.2%
2011	(for Oct 2012)	78	67.8%	37	32.2%					115	2	2.6%	1	2.7%	3	2.6%
2013	(for Oct 2014)	121	79.1%	32	20.9%					153	3	2.5%	2	6.3%	5	3.3%
2015	(for Oct 2016)	109	74.1%	38	25.9%					147	2	1.8%	2	5.3%	4	2.7%
2017	(for Oct 2018)	66	61.7%	41	38.3%					107	2	3.0%	1	2.4%	3	2.8%
2019	(for Oct 2020)	87	55.8%	54	34.6%	1	0.6%	14	9.0%	156	1	1.1%	1	1.9%	2	1.3%
Total		604	70.6%	236	27.6%	1	0.1%	14	1.6%	855	14	2.3%	10	4.2%	24	2.8%
Visiting Fellowships																
2006	(for 2007-08)	61	75.3%	20	24.7%					81	16	26.2%	5	25.0%	21	25.9%
2007	(for 2008-09)	73	76.0%	23	24.0%					96	14	19.2%	6	26.1%	20	20.8%
2008	(for 2009-10)	71	68.3%	33	31.7%					104	12	16.9%	8	24.2%	20	19.2%
2009	(for 2010-11)	86	71.1%	35	28.9%					121	16	18.6%	7	20.0%	23	19.0%
2010	(for 2011-12)	70	71.4%	28	28.6%					98	13	18.6%	7	25.0%	20	20.4%
2011	(for 2012-13)	138	68.7%	63	31.3%					201	12	8.7%	5	7.9%	17	8.5%
2012	(for 2013-14)	88	77.9%	25	22.1%					113	10	11.4%	5	20.0%	15	13.3%
2013	(for 2014-15)	76	63.9%	43	36.1%					119	14	18.4%	7	16.3%	21	17.6%
2014	(for 2015-16)	88	73.9%	31	26.1%					119	16	18.2%	8	25.8%	24	20.2%
2015	(for 2016-17)	106	68.8%	48	31.2%					154	10	9.4%	6	12.5%	16	10.4%
2016	(for 2017-18)	97	71.3%	39	28.7%					136	10	10.3%	6	15.4%	16	11.8%
2017	(for 2018-19)	130	61.9%	80	38.1%					210	7	5.4%	5	6.3%	12	5.7%
2018	(for 2019-20)	124	59.3%	85	40.7%					209	7	5.6%	7	8.2%	14	6.7%
2019	(for 2020-21)	133	65.8%	52	25.7%			17	8.4%	202	9	6.8%	4	7.7%	13	6.4%
2020	(for 2021-22)	147	57.0%	86	33.3%			25	9.7%	258	8	5.4%	4	4.7%	12	4.7%
Total		1488	67.0%	691	31.1%					2221	174	11.7%	90	13.0%	264	11.9%

Table 2

ASC Equality Monitoring Statistics - Breakdown by Ethnic Background

			Applications						Total
			White ¹		BME ²		Declined to answer/Blank		
			No	%	No	%	No	%	
Examination (Prize) Fellowships									
2009	(for Nov 2009)		51	78.5%	9	13.8%	5	7.7%	65
2010	(for Nov 2010)		72	69.9%	21	20.4%	10	9.7%	103
2011	(for Nov 2011)		58	80.6%	9	12.5%	5	6.9%	72
2012	(for Nov 2012)		58	66.7%	9	10.3%	20	23.0%	87
2013	(for Nov 2013)		53	71.6%	7	9.5%	14	18.9%	74
2014	(for Nov 2014)		55	73.3%	9	12.0%	11	14.7%	75
2015	(for Nov 2015)		44	65.7%	12	17.9%	11	16.4%	67
2016	(for Nov 2016)		51	61.4%	23	27.7%	9	10.8%	83
2017	(for Nov 2017)		56	65.9%	20	23.5%	9	10.6%	85
2018	(for Nov 2018)		63	75.0%	12	14.3%	9	10.7%	84
2019	(for Nov 2019)		77	72.0%	26	24.3%	4	3.7%	107
Total			638	70.7%	157	17.4%	107	11.9%	902
Post-Doctoral Research Fellowships									
2010	(for Oct 2011)		281	77.8%	53	14.7%	27	7.5%	361
2012	(for Oct 2013)		210	76.6%	36	13.1%	28	10.2%	274
2014	(for Oct 2015)		521	75.9%	95	13.8%	70	10.2%	686
2016	(for Oct 2017)		357	71.8%	79	15.9%	61	12.3%	497
2018	(for Oct 2019)		343	56.0%	181	29.5%	89	14.5%	613
2020	(for Oct 2021)		387	65.6%	180	30.5%	23	3.9%	590
Total			802	76.6%	148	14.1%	97	9.3%	1047
Senior Research Fellowships									
2009	(for Oct 2010)		74	77.1%	12	12.5%	10	10.4%	96
2011	(for Oct 2012)		100	87.0%	4	3.5%	11	9.6%	115
2013	(for Oct 2014)		107	69.9%	21	13.7%	25	16.3%	153
2015	(for Oct 2016)		109	74.1%	17	11.6%	21	14.3%	147
2017	(for Oct 2018)		81	75.7%	10	9.3%	16	15.0%	107
2019	(for Oct 2020)		122	78.2%	27	17.3%	7	4.5%	156
Total			593	76.6%	91	11.8%	90	11.6%	774
Visiting Fellowships³									
2009	(for 2010-11)		27	22.3%	4	3.3%	90	74.4%	121
2010	(for 2011-12)		72	73.5%	10	10.2%	16	16.3%	98
2011	(for 2012-13)		148	73.6%	30	14.9%	23	11.4%	201
2012	(for 2013-14)		85	69.7%	21	17.2%	16	13.1%	122
2013	(for 2014-15)		106	65.8%	30	18.6%	25	15.5%	161
2014	(for 2015-16)		79	66.4%	14	11.8%	26	21.8%	119
2015	(for 2016-17)		121	71.6%	21	12.4%	27	16.0%	169
2016	(for 2017-18)		91	65.5%	29	20.9%	19	13.7%	139
2017	(for 2018-19)		165	78.6%	27	12.9%	18	8.6%	210
2018	(for 2019-20)		143	68.1%	38	18.1%	29	13.8%	210
2019	(for 2020-21)		151	74.8%	46	22.8%	5	2.5%	202
2020	(for 2021-22)		171	66.3%	78	30.2%	9	3.5%	258
Total			1359	77.6%	348	19.9%	303	17.3%	1752

Notes

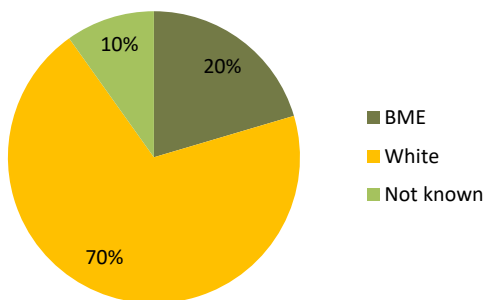
1. White includes all those declaring themselves to be from white British and other white ethnic backgrounds.
2. BME includes all those declaring themselves to be from black or other ethnic minority groups, including mixed.
3. There was a very low response rate to the 2009 equality monitoring exercise which was paper based; the White totals for this competition should therefore be regarded with considerable caution.
4. Data is not available on the ethnic background of Fellows elected before 2011, SRF elections only from 2013.

N.B. The percentages displayed are of the total number of eligible applicants (and, in the case of Examination Fellowship candidates, completing the examinations) and **NOT** a percentage of those answering the question, e.g. the percentages for White and BME for SRF 2013-14 is 84% and 16% for those answering the question.

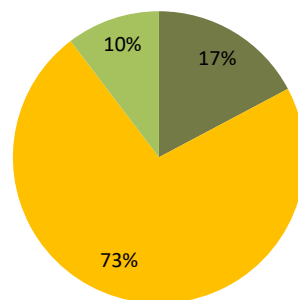
PDRF Historic Data Summary

	Eligible Applicants	%	Appointed	%	Success rate
<u>2010 for 2011</u>					
BME	53	14.7%	0	0.0%	0.0%
White	281	77.8%	4	100.0%	1.4%
Not known	27	7.5%	0	0.0%	0.0%
Total	361	100.0%	4	100.0%	1.1%
<u>2012 for 2013</u>					
BME	36	13.0%	0	0.0%	0.0%
White	212	76.8%	4	100.0%	1.9%
Not known	28	10.1%	0	0.0%	0.0%
Total	276	100.0%	4	100.0%	1.4%
<u>2014 for 2015</u>					
BME	95	13.8%	0	0.0%	0.0%
White	521	75.9%	6	100.0%	1.2%
Not known	70	10.2%	0	0.0%	0.0%
Total	686	100.0%	6	100.0%	0.9%
<u>2016 for 2017</u>					
BME	79	15.9%	2	40.0%	2.5%
White	357	71.8%	2	40.0%	0.6%
Not known	61	12.3%	1	20.0%	1.6%
Total	497	100.0%	5	100.0%	1.0%
<u>2018 for 2019</u>					
BME	181	29.5%	0	0.0%	0.0%
White	343	56.0%	3	60.0%	0.9%
Not known	89	14.5%	2	40.0%	2.2%
Total	613	100.0%	5	100.0%	0.8%
<u>2020 for 2021</u>					
BME	165	30.1%	3	60.0%	1.8%
White	365	66.5%	2	40.0%	0.5%
Not known	19	3.5%	0	0.0%	0.0%
Total	549	100.0%	5	100.0%	0.9%
<u>Cumulative Total 2010/11 to 2020/21</u>					
BME	609	20.4%	5	17.2%	0.8%
White	2079	69.7%	21	72.4%	1.0%
Not known	294	9.9%	3	10.3%	1.0%
Total	2982	100.0%	29	100.0%	1.0%

Eligible



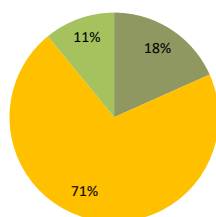
Appointed



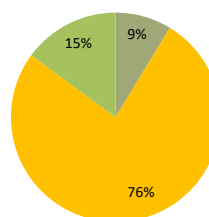
VF Historic Data Summary

	Eligible Applicants	%	Appointed	%	Success rate
<u>2011 for 2012/13</u>					
BME	30	14.9%	1	5.9%	3.3%
White	148	73.6%	14	82.4%	9.5%
Not known	23	11.4%	2	11.8%	8.7%
Total	201	100.0%	17	100.0%	8.5%
<u>2012 for 2013/14</u>					
BME	14	12.4%	1	6.7%	7.1%
White	85	75.2%	11	73.3%	12.9%
Not known	14	12.4%	3	20.0%	21.4%
Total	113	100.0%	15	100.0%	13.3%
<u>2013 for 2014/15</u>					
BME	30	18.6%	1	4.8%	3.3%
White	106	65.8%	15	71.4%	14.2%
Not known	25	15.5%	5	23.8%	20.0%
Total	161	100.0%	21	100.0%	13.0%
<u>2014 for 2015/16</u>					
BME	14	11.8%	3	13.0%	21.4%
White	79	66.4%	15	65.2%	19.0%
Not known	26	21.8%	5	21.7%	19.2%
Total	119	100.0%	23	100.0%	19.3%
<u>2015 for 2016/17</u>					
BME	21	12.4%	0	0.0%	0.0%
White	121	71.6%	15	93.8%	12.4%
Not known	27	16.0%	1	6.3%	3.7%
Total	169	100.0%	16	100.0%	9.5%
<u>2016 for 2017/18</u>					
BME	29	20.9%	0	0.0%	0.0%
White	91	65.5%	10	62.5%	11.0%
Not known	19	13.7%	6	37.5%	31.6%
Total	139	100.0%	16	100.0%	11.5%
<u>2017 for 2018/19</u>					
BME	27	12.9%	0	0.0%	0.0%
White	165	78.6%	12	100.0%	7.3%
Not known	18	8.6%	0	0.0%	0.0%
Total	210	100.0%	12	100.0%	5.7%
<u>2018 for 2019/20</u>					
BME	37	17.8%	2	14.3%	5.4%
White	143	68.8%	10	71.4%	7.0%
Not known	28	13.5%	2	14.3%	7.1%
Total	208	100.0%	14	100.0%	6.7%
<u>2019 for 2020/21</u>					
BME	46	22.8%	2	13.3%	4.3%
White	151	74.8%	13	86.7%	8.6%
Not known	5	2.5%	0	0.0%	0.0%
Total	202	100.0%	15	100.0%	7.4%
<u>2020 for 2021/22</u>					
BME	78	30.2%	4	33.3%	5.1%
White	171	66.3%	8	66.7%	4.7%
Not known	9	3.5%	0	0.0%	0.0%
Total	258	100.0%	12	100.0%	4.7%
<u>2011 for 2011/12 to 2020 for 2021/22</u>					
BME	326	18.3%	14.0	8.7%	4.3%
White	1260	70.8%	123.0	76.4%	9.8%
Not known	194	10.9%	24.0	14.9%	12.4%
Total	1780	100.0%	161.0	100.0%	9.0%

Eligible



Appointed



■ BME
■ White
■ Not known

STAFF EQUALITY MONITORING 2019

Staff Year of appointment: 2020
Ethnic Origin
Asian or Asian British - Indian
Asian or Asian British - Other
Asian or Asian British - Pakistani
Black or Black British - African
Chinese
Mixed - Other
Mixed - White and Asian
Other ethnic group
Black or Ethnic Minority Total
White - British
White - Irish
White - Other
White Total
Decline to specify
Grand Total

All records submitted

139

Eligible		Total	%
M	F		
1	1	2	3%
	2	2	3%
1		1	1%
	1	1	1%
		-	
1	1	2	3%
		-	
	1	1	1%
3	6	9	11%
12	21	33	41%
	1	1	1%
7	13	20	25%
19	35	54	68%
6	11	17	21%
28	52	80	100%

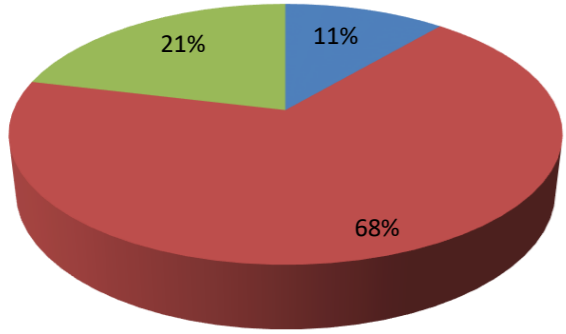
Invited to interview

Short List		Total	%
M	F		
	1	1	4%
	1	1	4%
1		1	4%
	1	1	4%
		-	
1		1	4%
		-	
		-	
2	3	4	0%
3	4	7	25%
		-	
3	4	7	25%
6	8	14	50%
3	7	10	36%
11	18	28	100%

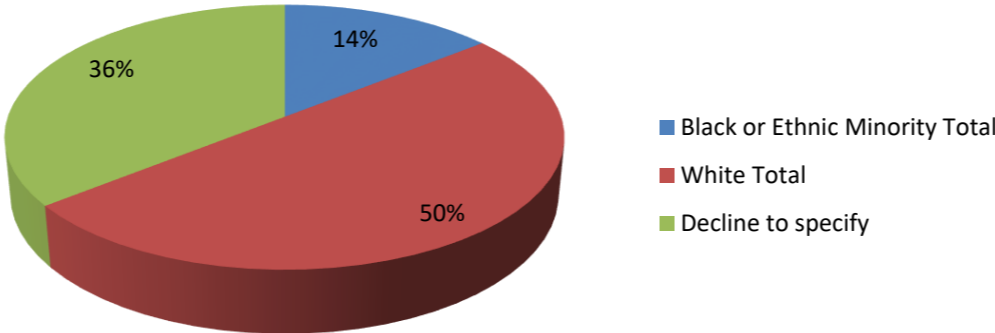
Appointed

Successful		Total	%	Overall success rate		Overall
M	F			M	F	
	1	1	13%		100.00%	50%
	1	1	13%		50.00%	50%
		-				
		-				
		-				
		-				
-	2	2	25%		33.33%	900%
1		1	13%	8%		3%
		-				
	2	2	25%		15%	10%
1	2	3	38%	5%	6%	6%
2	1	3	38%	33%	9%	18%
3	5	8	100%	11%	10%	10%

All Applicants



Invited to Interview



Appointed

