

ALL SOULS COLLEGE

EQUALITY REPORT FOR 2022

(to January 2022)

Introduction

Equality, diversity and inclusion are essential to our College, and as a Higher Education Institution, we have specific equality responsibilities. Our goal is to promote equality and increase representation from under-represented groups, specifically women and Black, Asian and minority ethnic groups and provide them with an opportunity to thrive.

Our duty is to provide annual equality data and assess and publish precise and quantifiable equality goals every year.

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 (Tables 2 and 3) 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 2020 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 women¹ and BAME², and a range of backgrounds while retaining the College's strong commitment to election solely on merit.

The All Souls Open Day for Women ran on 5 March 2021 via Zoom. The open evening to encourage applications from Black, Asian and minority ethnic groups took place, also online, on Friday, 28 May 2021. In 2022 Open Evening for Women took place on Friday, 11 March in the Old Library and a BAME open evening is planned in College on 27 May.

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.

¹ The University's target for female professors by 2029 is: Statutory Professors 27%; Associate Professors 35%

² The University's target for BAME recruitment by 2029 is: Statutory Professors 9%; Associate Professors 11%; Senior Researchers 20%.

Overall, the proportion of female Governing Body Fellows has increased from 29.5% of the Fellowship in January 2016 to 40.3% in January 2022. In 2021/22, one of the five incoming Post-Doctoral Research Fellows and one of three Examination Fellows was female; and no female Senior Research Fellow was elected. 2021 saw the departure of more male than female Fellows (five against one). As gender balance can be affected by both 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 are variable.

It is to be noted that early data collection dates vary for both gender and ethnicity.

With regard to the Senior Research Fellowship, the percentage of female applicants has increased from 16% in 2007 to 28% in 2021-22. Of the female applicants, 28.81% applied in Law and 27.27% in Political Sciences. The number of female applicants varies across time with peaks in 2017-18 and 2019-20 (both 38%). Between 2007 and 2022, 26 SRFs have been elected of whom 16 were male and 10 were female. 2022 is the first year since 2007 when no female applicant was elected in the SRF competition. In 2021-22, in Law, 26% of applicants identified as BAME and 74% identified as white. In Political Science, 33% of applicants identified as BAME and 67% as white. No BAME candidate was elected to a Senior Research Fellowship in 2022.

With regard to the Prize Fellowship, the percentage of female applicants has increased from 25.90% in 2006 to 40.75% in 2021. The number of female applicants remains constantly lower than that of male applicants. It is to be noted that since 2018, we are measuring non-binary applicants and in 2021 we recorded 3.77% non-binary applicants. As for elections, between 2006 and 2021, 29 Prize Fellows have been elected of whom 19 were male and 10 were female. In 2021, one of the three elected Prize Fellows was female. We started collecting ethnicity data in 2011. In 2021, 32.83% of applicants identified as BAME, 62.64% identified as white and 4.53% declined to specify. No BAME candidate was elected to a Prize Fellowship in 2022.

In the Visiting Fellowship competition, the percentage of female applicants has slightly increased from 24.70% in 2006 (for 2007-08) to 33.11% in 2021-22. The number of female applicants remains constantly lower than that of male applicants. Between 2011 and 2021, 278 Visiting Fellows have been elected of whom 181 were male and 97 were female. We have relevant ethnicity data starting 2010. Since 2010 there has been a significant rise in BAME applications from 10.20% to 35.81% in 2021 (for 2022-23). In 2021 (for 2022-23), 35.81% of applicants identified as BAME, 62.16% identified as white and 2.03% declined to specify; of the 16 elected Visiting Fellows four had declared to be from BAME backgrounds.

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 the gender, ethnicity and disability data on Fellowship and staff appointment applications each year. This cumulative Fellowship data on the ethnic background of candidates for the College's main competitions

is now incorporated in Table 3, which shows that this year 2.3% of candidates declined to supply this information compared with less than 4.1% last year.

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.

The Equality and Diversity dimension of the Examination Fellowship process was reviewed at the GPC meeting of 23 October 2021. 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. This was carried out for the Prize Fellowship completion at the November 2021 GPC. The SRF election review is due to take place in Michaelmas Term 2022. 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.

Equality and diversity training has been provided for staff in Trinity Term 2022. Fellows generally undertake unconscious bias training as part of their departmental duties.

Objective 5

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

Since the last report, no new works were carried out but accessibility issues feature prominently in all discussion about the High Street property development.

R. K. D.
Domestic Bursar
25.v.2022

Table 1

Gender Breakdown of Current Fellows

(As at January 2022)

Fellowship Category	Male		Female		Total
	No	%	No	%	
Examination Fellow ¹	7	58.3%	5	41.7%	12
Post-Doctoral Research Fellowships	7	53.8%	6	46.2%	13
Senior Research Fellowship	9	50.0%	9	50.0%	18
Extraordinary Research Fellowship	0	0.0%	0	0.0%	0
Two-Year Fellowship	1	100.0%	0	0.0%	1
College Officers	4	80.0%	1	20.0%	5
Fifty-Pound Fellowships	5	62.5%	3	37.5%	8
Distinguished Fellowships	4	80.0%	1	20.0%	5
University Academic	10	55.6%	8	44.4%	18
Total	47	58.8%	33	41.3%	80
Visiting Fellowships	3	50.0%	3	50.0%	6

¹ Also known as Prize Fellowships

Table 2

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	61.4%	31	37.3%			1	1.2%	83	0	0.0%	2	6.5%	2	2.4%
2017	(for Nov 2017)	54	63.5%	29	34.1%			2		85	2	3.7%	0	0.0%	2	2.4%
2018	(for Nov 2018)	57	67.9%	25	29.8%	1	1.2%	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%
2021	(for Nov 2021)	147	55.5%	108	40.8%	10	3.8%	0		265	2	1.4%	1	0.9%	3	1.1%
Total		847	62.2%	493	36.2%	11	0.8%	10	0.7%	1361	19	2.2%	10	2.0%	29	2.1%
Post-Doctoral Research Fellowships - eligible applications																
2006	(for Oct 2007)	69	50.0%	69	50.0%					138	1	1.4%	2	2.9%	3	2.2%
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		2072	59.2%	1367	39.1%	13	0.4%	46	1.3%	3498	20	1.0%	15	1.1%	35	1.0%
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%
2021	(for Oct 2022)	66	71.7%	26	28.3%	0	0.0%	0	0.0%	92	2	3.0%	0	0.0%	2	2.2%
Total		670	70.7%	262	27.7%	1	0.1%	14	1.5%	947	16	2.4%	10	3.8%	26	2.7%
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%
2021	(for 2022-23)	99	66.9%	49	33.1%	0	0.0%	0	0.0%	148	9	9.1%	7	14.3%	16	10.8%
Total		1587	67.0%	740	31.2%	0	0.0%	42	1.8%	2369	183	11.5%	97	13.1%	280	11.8%

Table 3

ASC Equality Monitoring Statistics - Breakdown by Ethnic Background

		Applications						
		White ¹		BAME ²		Declined to answer/Blank		Total
		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
2021	(for Nov 2021)	166	62.6%	87	32.8%	12	4.5%	265
Total		804	68.9%	244	20.9%	119	10.2%	1167
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		2099	69.5%	624	20.7%	298	9.9%	3021
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
2021	(for Oct 2022)	62	67.4%	30	32.6%	0	0.0%	92
Total		655	75.6%	121	14.0%	90	10.4%	866
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
2021	(for 2022-23)	92	62.2%	53	35.8%	3	2.0%	148
Total		1451	72.2%	401	20.0%	306	15.2%	2010

Notes

1. White includes all those declaring themselves to be from white British and other white ethnic backgrounds.
2. BAME includes all those declaring themselves to be from Black, Asian or other ethnic minority groups, incl
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

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.