

## ALL SOULS COLLEGE

### EQUALITY REPORT FOR 2023

(to January 2023)

#### 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.

The Report:

- (i) incorporates the gender statistics (Tables 1) on current Fellowship and of recent elections (Table 2) and equality monitoring (Table 3) of recent elections; these tables are updated regularly 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 women<sup>1</sup> and BAME<sup>2</sup>, and a range of backgrounds while retaining the College's strong commitment to election solely on merit.*

The All Souls Open Evening for Women ran on 11 March 2022 and the next one will take place on 3 March 2023. The open evening to encourage applications from Black, Asian and minority ethnic groups took place on Friday, 27 May 2022. The 2023 BAME open evening will take place in Trinity Term.

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.

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

<sup>2</sup> 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 38.5% in January 2023 (Table 1); down from 41.3% in January 2022. The 2.8% decrease from 2022 to 2023 is due to six male and one female Fellow being admitted in 2022 and to the departure of four male and five female Fellows (nine in total). 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 is variable.

With regard to the Examination Fellowship, the percentage of female applicants has increased from 25.9% in 2006 to 41.7% in 2022 (Table 2). The proportion of female applicants varies across time with peaks in 2008 (43.1%) and 2014 (42.7%). Between 2006 and 2022, 31 EFs have been elected of whom 20 were male and 11 were female. In 2022 the success rate of the female applicants was 0.9% against a success rate of 0.7% for the male applicants.

Regarding the Post-Doctoral Research Fellowship, the percentage of female applicants has decreased from 50% in 2006-07 to 41.3% in 2022-23 (Table 2) which is however, considerably higher than in 2020-21 (28.5%). Of the female applicants in 2022-23, 25.7% applied in History of Art, or Music, or Science, 17% applied in History post 1800, 26.7% applied in Social Anthropology, 3.9% applied in mathematics and 26.7% in Life or Environmental Science. The number of female applicants varies across time with peaks in 2006-07 (50%) and 2018-19 (45.7%). Between 2006 and 2023, 41 PDRFs have been elected of whom 22 were male and 19 were female. In 2023 the success rate of the female applicants was 2.1% against a success rate of 0.8% for the male applicants.

In the Visiting Fellowship competition for the academic year 2023-24, the percentage of female applicants has increased from 24.7% in 2006 to 39% in 2022. Of the female applicants 15.4% were successful against 18% of the male applicants. (Table 2)

The College's Fellowship competitions continue to attract a substantial number of BAME applicants with 44.6% of Examination Fellowship candidates, 45.5% of Post-Doctoral Research Fellowship candidates and 45% of Visiting Fellowship applicants being from BAME in the 2022/23 competitions. (Table 3)

The College has been hosting the TORCH Global South Visiting Professor annually in Michaelmas Term.

### ***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.*

For data protection reasons, we would usually publish such data every four years, when objectives are being reviewed. The College's General Purposes Committee has critically reviewed each year the gender and ethnicity data on Fellowship and staff appointment applications. The available disability data has so far not been included in the reports, this is for consideration by the GPC. 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 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.*

GPC decided that a comprehensive review of the Senior Research Fellowship is due to take place once administrative capacity is in place.

### ***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.

### ***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 installation of a new ramp to the Ante Room of the College Library and of handrails in bathrooms (project in progress).

R. K. D.  
Domestic Bursar  
2.iii.2023

Table 1

### Gender Breakdown of Current Fellows

(As at January 2023)

Fellowship Category	Male		Female		Total
	No	%	No	%	
Examination Fellow <sup>1</sup>	8	66.7%	4	33.3%	12
Post-Doctoral Research Fellowships	5	55.6%	4	44.4%	9
Senior Research Fellowship	11	55.0%	9	45.0%	20
Extraordinary Research Fellowship	0	0.0%	0	0.0%	0
Two-Year Fellowship	2	100.0%	0	0.0%	2
Official Fellows <sup>2</sup>	3	75.0%	1	25.0%	4
Fifty-Pound Fellowships	6	60.0%	4	40.0%	10
Distinguished Fellowships	4	80.0%	1	20.0%	5
University Academic	9	56.3%	7	43.8%	16
<b>Total</b>	<b>48</b>	<b>61.5%</b>	<b>30</b>	<b>38.5%</b>	<b>78</b>
Visiting Fellowships	4	50.0%	4	50.0%	8

<sup>1</sup> Also known as Prize Fellowships

<sup>2</sup> Bursars, Fellow Librarian and Chaplain.

College Officers	Male		Female		Total
	No	%	No	%	
	7	58.3%	5	41.7%	12

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		
<b>Examination (Prize) Fellowships - candidates completing examinations</b>																
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%
2022	(for Nov 2022)	151	55.7%	113	41.7%	7	2.6%	0		271	1	0.7%	1	0.9%	2	0.7%
<b>Total</b>		<b>998</b>	<b>61.2%</b>	<b>606</b>	<b>37.1%</b>	<b>11</b>	<b>0.7%</b>	<b>10</b>	<b>0.6%</b>	<b>1632</b>	<b>20</b>	<b>2.0%</b>	<b>11</b>	<b>1.8%</b>	<b>31</b>	<b>1.9%</b>
<b>Post-Doctoral Research Fellowships - eligible applications</b>																
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%
2022	(for Oct 2023)	262	57.8%	187	41.3%	4	0.9%	0	0.0%	453	2	0.8%	4	2.1%	6	1.3%
<b>Total</b>		<b>2334</b>	<b>59.1%</b>	<b>1554</b>	<b>39.3%</b>	<b>17</b>	<b>0.4%</b>	<b>46</b>	<b>1.2%</b>	<b>3951</b>	<b>22</b>	<b>0.9%</b>	<b>19</b>	<b>1.2%</b>	<b>41</b>	<b>1.0%</b>
<b>Senior Research Fellowships</b>																
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%
<b>Total</b>		<b>670</b>	<b>70.7%</b>	<b>262</b>	<b>27.7%</b>	<b>1</b>	<b>0.1%</b>	<b>14</b>	<b>1.5%</b>	<b>947</b>	<b>16</b>	<b>2.4%</b>	<b>10</b>	<b>3.8%</b>	<b>26</b>	<b>2.7%</b>
<b>Visiting Fellowships</b>																
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%
2022	(for 2023-24)	61	61.0%	39	39.0%	0	0.0%	0	0.0%	100	11	18.0%	6	15.4%	17	17.0%
<b>Total</b>		<b>1648</b>	<b>66.7%</b>	<b>779</b>	<b>31.6%</b>	<b>0</b>	<b>0.0%</b>	<b>42</b>	<b>1.7%</b>	<b>2469</b>	<b>194</b>	<b>11.8%</b>	<b>103</b>	<b>13.2%</b>	<b>280</b>	<b>11.3%</b>

Table 3

## ASC Equality Monitoring Statistics - Breakdown by Ethnic Background

		Applications						
		White <sup>1</sup>		BAME <sup>2</sup>		Declined to answer/Blank		Total
		No	%	No	%	No	%	
<b>Examination (Prize) Fellowships</b>								
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
2022	(for Nov 2023)	148	54.6%	121	44.6%	2	0.7%	271
<b>Total</b>		<b>952</b>	<b>66.2%</b>	<b>365</b>	<b>25.4%</b>	<b>121</b>	<b>8.4%</b>	<b>1438</b>
<b>Post-Doctoral Research Fellowships</b>								
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
2022	(for Oct 2023)	247	54.5%	206	45.5%	0	0.0%	453
<b>Total</b>		<b>2346</b>	<b>67.5%</b>	<b>830</b>	<b>23.9%</b>	<b>298</b>	<b>8.6%</b>	<b>3474</b>
<b>Senior Research Fellowships</b>								
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
<b>Total</b>		<b>655</b>	<b>75.6%</b>	<b>121</b>	<b>14.0%</b>	<b>90</b>	<b>10.4%</b>	<b>866</b>
<b>Visiting Fellowships<sup>3</sup></b>								
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
2022	(for 2023-24)	54	54.0%	45	45.0%	1	1.0%	100
<b>Total</b>		<b>1505</b>	<b>74.9%</b>	<b>446</b>	<b>22.2%</b>	<b>307</b>	<b>15.3%</b>	<b>2010</b>

## 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, 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

**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.

# STAFF EQUALITY MONITORING 2022

Staff Year of appointment: 2022
<b>Ethnic Origin</b>
British
Irish
Gypsy
Other white/mixed
<b>White Total</b>
Caribbean
African
Black British
Other Black/mixed
<b>Black or Black British Total</b>
Indian
Pakistani
Bangladeshi
Chinese
Other Asian/mixed
<b>Asian or Asian British Total</b>
<b>Decline to specify</b>
<b>Grand Total</b>

All records submitted

Eligible				Total	%
	M	F	No form		
British	17	15		32	34%
Irish	1	1		2	2%
Gypsy				-	
Other white/mixed	7	6		13	14%
<b>White Total</b>	<b>25</b>	<b>22</b>	<b>-</b>	<b>47</b>	<b>50%</b>
Caribbean				-	
African		1		1	1%
Black British				-	
Other Black/mixed	1			1	1%
<b>Black or Black British Total</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>2</b>	<b>2%</b>
Indian	2	1		3	3%
Pakistani		1		1	1%
Bangladeshi				-	
Chinese		1		1	1%
Other Asian/mixed	5	1		6	6%
<b>Asian or Asian British Total</b>	<b>7</b>	<b>4</b>	<b>-</b>	<b>11</b>	<b>12%</b>
<b>Decline to specify</b>	<b>6</b>	<b>8</b>	<b>20</b>	<b>34</b>	<b>36%</b>
<b>Grand Total</b>	<b>39</b>	<b>35</b>	<b>20</b>	<b>94</b>	<b>100%</b>

Invited to interview

Short List				Total	%
	M	F	No form		
	6	2		8	20%
				-	
	4	2		6	15%
	10	4	-	14	34%
				-	
				-	
				-	
				-	
	1			1	2%
	1	-	-	1	2%
	1	6	19	26	63%
	12	10	19	41	66%

Appointed

Successful				Total	%	Overall success rate			Overall
	M	F	No form			M	F	No form	
	1			1	7%	5.88%			3%
				-					
	2	1		3	20%	28.57%	16.67%		23%
	3	1	-	4		12.00%	4.55%		9%
				-					
				-					
				-					
				-					
				-					
				-					
		3	8	11	73%			38%	32%
	3	4	8	15	100%	8%	11%	40%	16%

