

ALL SOULS COLLEGE

EQUALITY REPORT FOR 2024 (to January 2024)

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, non-binary, 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 women¹ and BAME², and a range of backgrounds while retaining the College's strong commitment to election solely on merit.

All Souls College has been running an annual Open Evening for Women since 2008. In 2023 it took place on Friday, 3 March and in 2024 it took place on Wednesday, 28 February. The College has been organising open evenings to encourage applications from Black, Asian and minority ethnic groups since 2019. The BAME Open Evening 2023 took place on Wednesday, 24 May and the 2024 BAME Open Evening will take place in on Wednesday, 8 May.

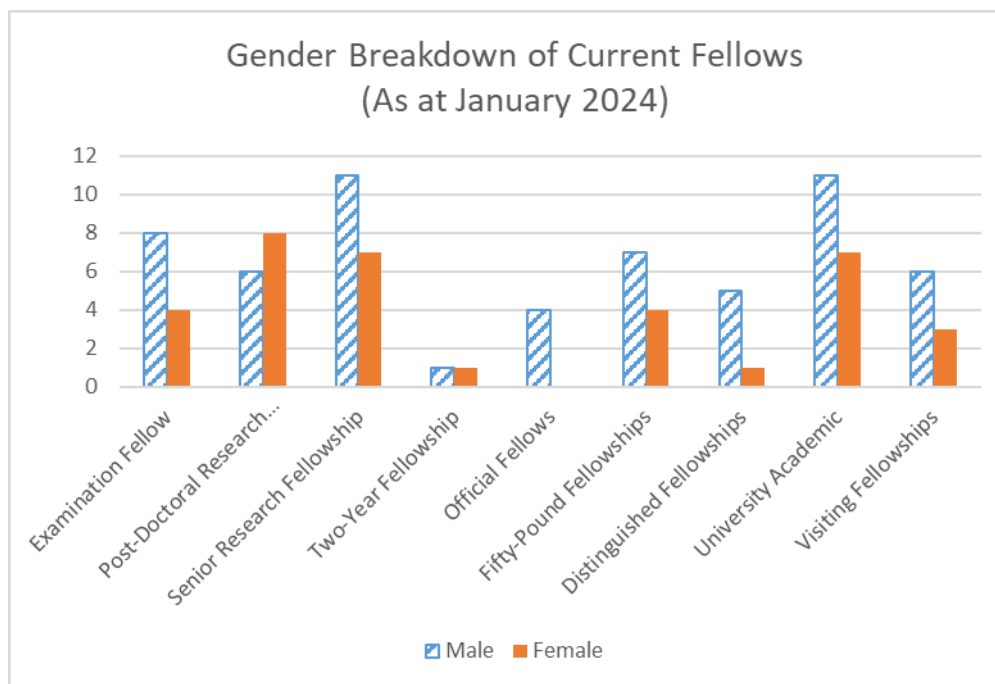
Regarding the Post-Doctoral Fellowship elections, all those involved with the Fellowship competition are acutely conscious of the need to avoid any implicit or accidental bias, and they critically review the processes and progression statistics for each stage of the competition.

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%.

A report is prepared after each Post-Doctoral Fellowship competition and is reviewed by the College at the Academic Purposes Committee.

Overall, the proportion of female Governing Body Fellows has increased from 33.8% of the Fellowship in January 2018 to 37.6% in January 2024 (Table 1); down from 38.5% in January 2023. The 0.9% decrease from 2023 to 2024 is due to eight male and seven female Fellows being admitted in 2023 and to the departure of three male and five female Fellows. As gender balance can be affected by both arrivals and departures 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.

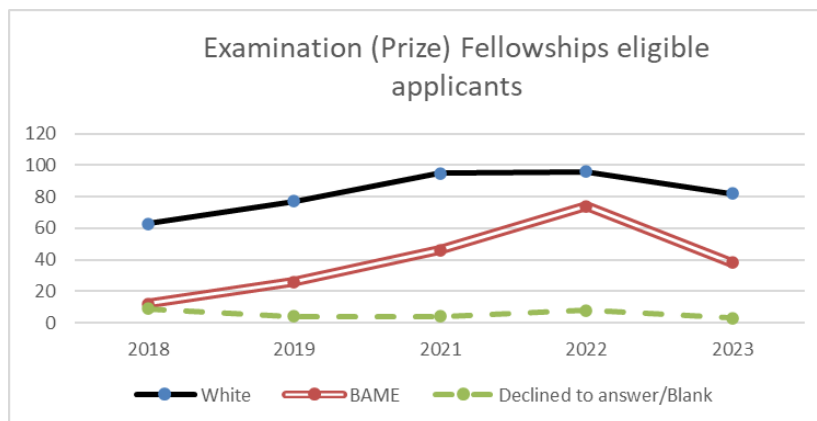


The proportion of eligible female applicants for the Examination Fellowship has increased from 29.8% in 2018 to 48% in 2023 (Table 2). Despite the non-linear nature of the trend, there is a consistent upward trajectory in the percentage of eligible female applicants throughout this period. Between 2018 and 2023, 11 EFs have been elected of whom seven were male and four were female. In 2023 the success rate of the female applicants was 1.7% against a success rate of 1.6% for the male applicants.

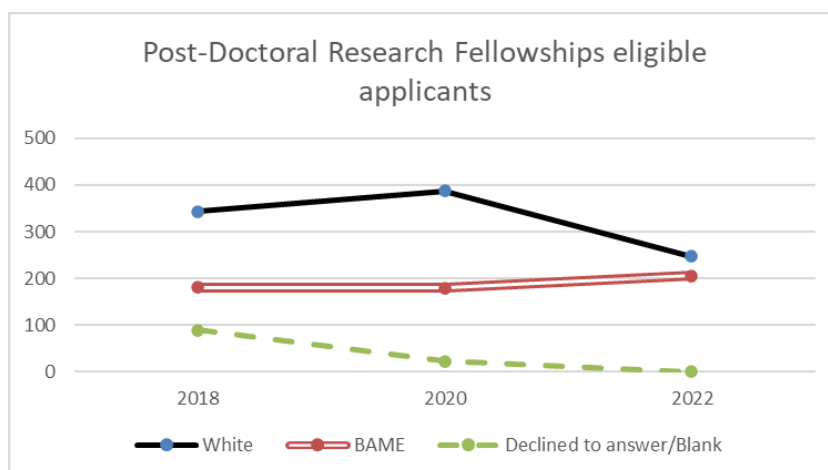
Regarding the bi-annual Post-Doctoral Research Fellowship, the percentage of eligible female applicants has been on a decreasing trend from 45.7% in 2018-19 to 41.9% in 2022-23 (Table 2) which is however, considerably higher than in 2020-21 (28.5%). Of the eligible female applicants in 2022-23, 28.2% applied in History of Art, or Music, or Science, 19.3% applied in History post 1800, 28.2% applied in Social Anthropology, 4.4% applied in mathematics and 19.9% in Life or Environmental Science. Between 2018 and 2023, 16 PDRFs have been elected of whom seven were male and nine were female. In 2023 the success rate of the female applicants was 2.2% against a success rate of 0.8% for the male applicants.

The percentage of eligible female applicants for the 2024-25 Visiting Fellowship year in the 2023 competition has seen a decline, dropping from 40.7% in 2018 to 36.7%. In 2023, 10.8% of eligible female applicants were successful against 11.6% of the eligible male applicants. (Table 2)

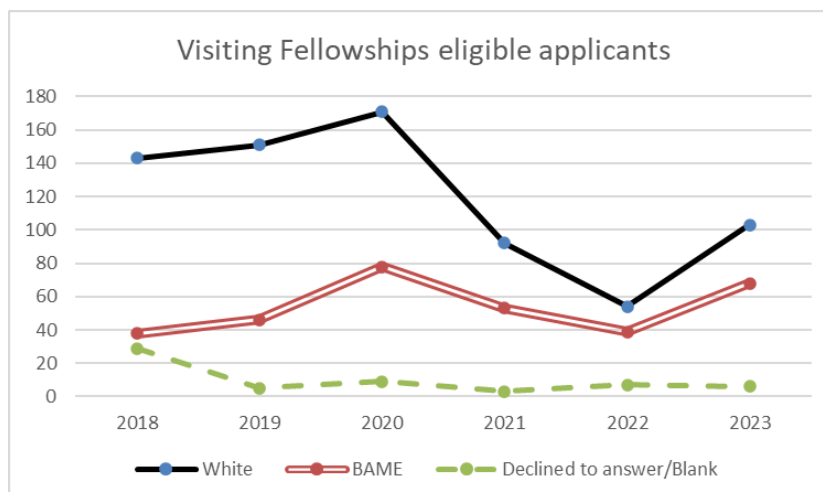
The College’s Examination (Prize) Fellowship competitions continue to attract BAME applicants in 2023 with 30.9% of eligible EF candidates down from 41.6% in 2022. Despite this dip in eligible candidates, the proportion of eligible BAME candidates has steadily increased over the five years leading to 2023.



For the bi-annual Post-Doctoral Research Fellowship 2022 competition (for October 2023 admittance) 45.5% of candidates were of BAME background; this was the highest proportion of applicants from BAME background for that category of Fellowship in the last five years.



At 38.4% of BAME applicants in the 2023 (for 2024-25) competition, despite the irregular nature of the trend, Visiting Fellowships have been attracting a gradually more diverse field of applicants over the five-year period. (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 1.93% of candidates declined to supply this information.

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, further measures have been taken to improve accessibility to several toilets and public rooms. The College has recently created the new role of Facilities Director and further improvement to accessibility will be a prime objective of this role when the role is filled.

S.E.
Domestic Bursar
22.ii.2024

APPENDICES

Table 1

Gender Breakdown of Current Fellows

(As at January 2024)

Fellowship Category	Male		Female		Total
	No	%	No	%	
Examination Fellow ¹	8	66.7%	4	33.3%	12
Post-Doctoral Research Fellowships	6	42.9%	8	57.1%	14
Senior Research Fellowship	11	61.1%	7	38.9%	18
Extraordinary Research Fellowship	0	0.0%	0	0.0%	0
Two-Year Fellowship	1	50.0%	1	50.0%	2
Official Fellows ²	4	100.0%	0	0.0%	4
Fifty-Pound Fellowships	7	63.6%	4	36.4%	11
Distinguished Fellowships	5	83.3%	1	16.7%	6
University Academic	11	61.1%	7	38.9%	18
Total	53	62.4%	32	37.6%	85
Visiting Fellowships	6	66.7%	3	33.3%	9

¹ Also known as Prize Fellowships² Bursars, Fellow Librarian and Chaplain.

College Officers	Male		Female		Total
	No	%	No	%	
	8	66.7%	4	33.3%	12

Table 2

ASC Equality Monitoring Statistics - Breakdown by Gender

		Eligible Candidates									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																
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%
2020	No Examination															
2021	(for Nov 2021)	76	52.4%	63	43.4%	6	4.1%	0		145	2	2.6%	1	1.6%	3	2.1%
2022	(for Nov 2022)	101	56.7%	71	39.9%	6	3.4%	0		178	1	1.0%	1	1.4%	2	1.1%
2023	(for Nov 2023)	63	51.2%	59	48.0%	1	0.8%	0		123	1	1.6%	1	1.7%	2	1.6%
Total		358	56.2%	258	40.5%	7	1.1%	7	1.1%	637	7	2.0%	4	1.6%	11	1.7%
Post-Doctoral Research Fellowships* - eligible applications																
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)	247	57.2%	181	41.9%	4	0.9%	0	0.0%	432	2	0.8%	4	2.2%	6	1.4%
Total		949	58.0%	629	38.5%	14	0.9%	43	2.6%	1635	7	0.7%	9	1.4%	16	1.0%
Senior Research Fellowships*																
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		219	61.7%	121	34.1%	1	0.3%	14	3.9%	355	5	2.3%	2	1.7%	7	2.0%
Visiting Fellowships																
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%
2023	(for 2024-25)	112	63.3%	65	36.7%	0	0.0%	0	0.0%	177	13	11.6%	7	10.8%	20	11.3%
Total		676	61.8%	376	34.4%	0	0.0%	42	3.8%	1094	57	8.4%	35	9.3%	55	5.0%

* Bi-annual competitions.

Table 3

ASC Equality Monitoring Statistics - Breakdown by Ethnic Background

		Eligible candidates						
		White ¹		BAME ²		Declined to answer/Blank		Total
		No	%	No	%	No	%	
Examination (Prize) Fellowships								
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)	95	65.5%	46	31.7%	4	2.8%	145
2022	(for Nov 2022)	96	53.9%	74	41.6%	8	4.5%	178
2023	(for Nov 2023)	82	66.7%	38	30.9%	3	2.4%	123
Total		413	64.8%	196	30.8%	28	4.4%	637
Post-Doctoral Research Fellowships*								
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
Total		977	59.0%	567	34.2%	112	6.8%	1656
Senior Research Fellowships*								
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		265	74.6%	67	18.9%	23	6.5%	355
Visiting Fellowships								
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%	39	39.0%	7	7.0%	100
2023	(for 2024-25)	103	58.2%	68	38.4%	6	3.4%	177
Total		714	65.2%	322	29.4%	59	5.4%	1095

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.

* Bi-annual competitions

Staff Year of appointment: 2023	
Ethnic Origin	
British	
Irish	
Gypsy	
Other white/mixed	
White Total	
Caribbean	
African	
Black British	
Other Black/mixed	
Black or Black British Total	
Indian	
Pakistani	
Bangladeshi	
Chinese	
Other Asian/mixed	
Asian or Asian British Total	
Decline to specify	
Grand Total	

All records submitted

Eligible			Total	%
M	F	No form		
35	24		59	36%
1	1		2	1%
			-	
14	13		27	16%
50	38	-	88	53%
			-	
1			1	1%
			-	
	1		1	1%
1	1	-	2	1%
3	2		5	3%
	2		2	1%
			-	
1	3		4	2%
1	1		2	1%
5	8	-	13	8%
5	10	47	62	38%
61	57	47	165	100%

Appointed

Overall success rate

Successful			Total	%	Overall		
M	F	No form			M	F	No form
4	1		5	25%	11.43%	4.17%	8%
	1		1	5%		100.00%	50%
			-				
	2		2	10%		15.38%	7%
4	4	-	8		8.00%	10.53%	9%
			-				
			-				
			-				
-	-	-	-				
			-				
	2	10	12	60%		20%	19%
4	6	10	20	100%	7%	11%	12%

