

**ALL SOULS COLLEGE****EQUALITY REPORT FOR 2019  
(to March 2020)**Introduction

Following consideration by the GPC and the SGM, this report will be published on the College website. The Report:

- (i) incorporates the gender statistics on current Fellowship and equality monitoring of recent elections in the tables that are updated annually on the College website (Tables 1 to 4 attached);
- (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; and
- (iv) identifies for GPC and College consideration draft objective(s) for the period 2020-24.

Progress against Objectives agreed in 2016***Objective 1:***

*To continue to promote and publicise the College's commitment to achieving a more diverse Fellowship with the aim of increasing the number of high quality applicants from under-represented groups, particularly women.*

Amongst other measures, the College has adopted the University's wording on its commitment to diversity in its promotional literature for all its advertised Fellowship competitions (Senior Research Fellowships, Post-Doctoral Research Fellowships, Fellowships by Examination and Visiting Fellowships). In addition to holding its now well-established open evenings to encourage applications from female candidates for the Fellowships by Examination, in summer 2019 it also held a separate open evening to encourage applications from black and minority ethnic groups.

All those involved in the organisation, conduct, and review of each Fellowship competition are acutely conscious of the need to avoid any implicit or accidental bias and, particularly in respect of gender data, they critically review the processes and progression statistics for each stage of the competition, in an effort to ensure this. They also make conscious efforts to ensure that the questions set in the Fellowship examination papers are accessible to candidates from a wide range of backgrounds. Despite the very real logistical pressures that this can pose, the College has so far successfully accommodated the increasing number of requests (22/107 in 2019) for special examination arrangements from candidates declaring one or more forms of disability.

The proportion of female Fellows has increased from 29.5% of the Fellowship at 1 January 2016 to 40.2% at 1 January 2020<sup>1</sup>. This increase has been substantially assisted by the increase in the proportion of Senior Research Fellowships and University Academic Fellowships held by women (both now more than 47%). The election of the College's first female Distinguished Fellow and further female £50 Fellows have also contributed to this increase. But 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. 7 of the 15 Post-Doctoral Research Fellows elected during the reference period have been women and 3 of the 8 Examination Fellows elected have been women but only 35.7% of this category of Fellows are currently women. It is clear from Table 3 that the underlying cause of this is that, despite the ongoing efforts to attract more women applicants, far fewer apply; only 35.1% of candidates in the last four years were women. The success rate (2.4%) of those completing the examinations during that period was slightly higher than that of male candidates (2.24%).

This is not necessarily the case for BME candidates. The College's Fellowship competitions attract a substantial number of BME applicants (from 9.3% of Senior Research Fellowship applicants in 2017 to 29.5% of Post-Doctoral Research Fellowship candidates in 2018). But although there is no significant difference overall in the success rates between different ethnicities in the Fellowships by Examination in the period since the College started tracking them through to election, the BME candidates in SRF and PDRF competitions have had a significantly lower overall success rate than their white counterparts. Encouragingly, they have fared better in the three main competitions completed since the 2016 report but the low numbers involved mean that these recent results should be treated with considerable caution.

BME candidates have continued to have a significant lower success rate in the Visiting Fellowship competition but the College hosted visiting scholars as part of the Africa Oxford Programme in 2018 (1) and 2019(2). It has also offered a Fellowship under the University's TORCH Global South Scheme for summer 2020 and earmarked another Visiting Fellowship for the summer of 2021.

### ***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. It has also collected and reviewed data, where supplied, on the educational background (independent or maintained) of candidates for Fellowships by Examination, both in relation to the most recent competitions and the cumulative data on this and ethnicity. This cumulative Fellowship data

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<sup>1</sup> 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).

on the ethnic background of candidates for the College's main competitions is now incorporated in Table 4.

A significant number of applicants declined to provide information about their ethnic background on the College-developed online application system where completion of the equality monitoring questionnaire was on a voluntary basis after the submission of the main application form. The 2019 move to an alternative application system, in which applicants are asked to complete the equality monitoring questionnaire before the submission of the main application, has resulted in a striking improvement in the response rate to the ethnicity question. Table 4 shows that fewer than 5% of candidates in each competition declined to supply this information in 2019. On the other hand, Table 3 shows that there has been a substantial increase in the number of applicants (to 9% in the recent SRF competition) declining to give information about their gender.

The College has previously been cautious about conducting surveys of current staff and Fellows for information on their ethnic background but there was a good response rate (Fellows - 95.1%, staff 82.2%) to an anonymous survey conducted in early 2019 to ascertain for the first time the ethnic background of the current College community. Of those who did respond, 93.6% of Fellows and 92.2% of staff declared themselves to be white; only 3.9% of Fellows, 7.8% of staff declared themselves to be of black or other minority ethnic background; and 2.6% of Fellows, 2% of staff declined to specify their ethnic background.

### ***Objective 3***

*To hold triennial reviews of the Fellowship Examination and to continue to monitor success rates and procedures closely.*

Each Chair of the Assistant Examiners for the Fellowships by Examination has conducted a detailed analysis of each competition after its conclusion, making recommendations for change for the College's consideration. As recommended in the 2016 Report, a more comprehensive review of the Fellowship by Examination was undertaken in 2018/19. In order to keep this category of Fellowship distinct from the Post-Doctoral Research Fellowship, the difficulty of fairly comparing candidates at different stages, and the practical difficulties of handling the large number of candidates, it was decided, *inter alia*, to reduce from ten to seven the number of terms since completing their first degree that a candidate would be eligible to sit the examinations with effect from 2020. As part of the review, the relevant data was checked to ensure that this change would not have a disproportionate impact on potential women candidates.

Other issues which were considered but on which no final decision has yet been reached, included the question of whether the Equality and Diversity Unit should be invited to review the viva process and whether there should be a review of the arrangement of portraits in the room in which the viva takes place (to include a female Fellow). The College has recently commissioned a second portrait of a female Fellow.

### ***Objective 4***

*To take appropriate steps, including the periodic review of all relevant policies, procedures and formal and informal training arrangements, to improve the understanding of all members of the*

*College community of how they can contribute to upholding equality principles in all aspects of the College's activity.*

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 Fellow prepares 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. These activities have continued to help raise general awareness and understanding of these issues amongst the Fellows and following the Brexit referendum, which generated concern and difficulty for some members of staff, they were all reminded of the College's strong commitment to the upholding of equality principles in all aspects of activity. An external provider held diversity training sessions for new staff in July 2017 and July 2019.

With the help of the University's Equality and Diversity Unit, a training session on implicit bias, attended by about thirty Fellows, was held in October 2017 before the marking of the examination papers. In October 2019, a Fellow who had received training in the use of the EDU's Implicit Bias training held a further training session. There have also been training sessions attended by some key personnel on coping with mental health issues in the workplace and Fellows and staff have also been encouraged to undertake the University-provided online training.

With the support and encouragement of the Kitchen Steward, the Head Chef has also made particular efforts to provide menus which reflect and celebrate the diversity of the College community and accommodate the variety of its members' background, in terms of nationality and religious and philosophical beliefs.

### ***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: the installation of handrails on the steps between the Chapel and Ante-chapel; purchase of new ramps to facilitate access over doorsteps; the installation of a push-button controlled door opening mechanism to facilitate wheelchair access to the Anson Room from the Codrington Library; the installation of a sound amplification system in the Old Library; and the expansion of the Hall sound system to include additional microphones. The installation of lighting in the Front, Kitchen and Fellows' Garden Quads (2018) has also helped the elderly and visually impaired, as well as others, to negotiate these areas at night.

S.A.B.  
Domestic Bursar  
2.iii.2020

Objectives for 2020 – 2024 as agreed by the Governing Body

**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.*

**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.*

**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.*

**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.*

**Objective 5**

*To continue to improve the accessibility of College buildings and facilities to those with specific needs or disabilities.*