

ALL SOULS COLLEGE

2011 Equality Report

Introduction

Since the preparation of the College's Equality Monitoring Report 2010, the Equality Act 2010 has come into force. This places a **general equality duty** on the College as a public authority; in the exercise of its functions it must have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act;
- advance equality of opportunity between people who share a protected characteristic and those who do not; and
- foster good relations between people who share a protected characteristic and those who do not.

Under the terms of the Act, having 'due regard for advancing equality' involves:

- removing or minimising disadvantages suffered by people due to their protected characteristics;
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people; and
- encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Whereas previous duties covered race, disability, and gender, the 2010 Act specifies eight protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The purpose of the general equality duty is to integrate consideration of equality and good relations into the day-to-day business of public authorities and therefore requires the College to consider how it can positively contribute to the advancement of equality and good relations and for equality consideration to be reflected in the design of its policies, both internal and external.

The College also has the following **specific duties** under the Act:

- to publish sufficient information to demonstrate its compliance with the general equality duty across its functions, including information on the effect that its policies and practices have had on people who share a relevant protected characteristic. Although as an employer of fewer than 150 employees, it is exempt from the requirement to publish data on the effect on its employees, it is required to publish:
 - documentation about its assessment of the impact of proposed new policies, procedures and decision making on equality; and
 - details of the engagement that they undertook with people whom they consider to have an interest in furthering the aims of the general equality duty.
- By 6 April 2012 to prepare and publish:

- objectives that it reasonably thinks it should achieve to meet one or more aims of the general equality duty; and

It must also:

- consider the information that it published before preparing its objectives;
- ensure the objectives are specific and measurable;
- set out how the progress will be measured; and
- publish information on equality objectives at least every four years.

Scope and Purpose

The following report is therefore intended to inform the governing body of its equality obligations and enable it to demonstrate its compliance with them by focusing on those functions which are most relevant to the fulfilment of its equality duties; reviewing available evidence from within the College and elsewhere; identifying potential areas for improved performance; and suggesting potential equality objectives for adoption by the College.

Relevant Functions

As the College is research focused, does not admit undergraduates, and comprises Fellows only, of which fewer than ten at any one time are enrolled as graduate students, the most relevant functions to be considered in relation to the College's duty to have due regard for advancing equality are:

- a) College elections to Fellowships and its selection of Visiting Fellows – i.e. those where the governing body takes the lead on their election or selection but not Fellowships linked to University Academic appointments;
- b) other staff recruitment to administrative or domestic staff appointments;
- c) College management of its facilities and premises to facilitate their access and use by those with protected characteristics, particularly disability or age-related disability;
- d) the College's employment of Fellows and staff and its policies and procedures to ensure equality of opportunity within the College for those with protected characteristics.

College Elections to Fellowships - Gender

The College first admitted women to Fellowships in 1981 and, while remaining strongly committed to the principle of election solely on merit, monitors the number of women in Fellowship, seeking to identify and, where possible, address potential obstacles to their election, particularly in those categories of Fellowship for which regular open competitions are held (Examination (annual), Visiting (annual), Post-Doctoral Research and Senior Research Fellowships (biennial)). Women currently comprise 22.5% (23% in November 2010) of the Fellowship but their distribution is unevenly distributed between the different categories of Fellowship with no women in some categories of Fellowship but five or 67% of the current Post-Doctoral Research Fellowships being held by women (see Table 1).

The University of Oxford's Fourth Annual Report against its Gender Equality Scheme¹ which reviews progress against the University's Scheme in 2010-11 provides useful background and context to these figures.

Examination Fellowship

In 2010, women comprised 46.7% of undergraduates and 42.9% of graduate students; given that these are the groups eligible to compete for the Examination Fellowship, women are relatively under-represented amongst the College's Examination Fellows (25%). However, although there has been a substantial increase in the overall proportion of women finalists gaining firsts since 1996-8, there remains a significant gender imbalance in the proportions gaining first class honours degrees in all the subjects or subject groupings in which papers are set for the Examination Fellowship (History, Law, Economics, Philosophy, Classics, English).²

In the University overall, 24% of female finalists as opposed to 32% of male finalists are awarded firsts and as those who have been awarded firsts in relevant subject disciplines are specifically invited to compete in the fiercely competitive Fellowship Examinations alongside any others registered for a higher degree in Oxford, this might help explain why the College receives fewer applications from women than men. It is nevertheless disappointing that despite the College's continuing efforts to encourage women to apply for the Examination Fellowship through holding a well-advertised and well attended open evening for potential women applicants each March since 2008, the number and proportion of women applicants declined in absolute and relative terms in 2011 to 31.9% of applicants from a peak of 43.1% in 2008 when two women were elected. (See Table 3) Equally disappointing is the fact that the overall success rate of female applicants is lower than that of men. Against that background, the College has recognised the need to continue to take active steps to encourage applications for the Examination Fellowships from women and to review critically the conduct of the examination; it will hold another Open Evening for Women in March 2012 and consider whether and how it might maintain contact with women who attend this event and ensure the examination is unbiased

Post-Doctoral Research Fellowship

The College seeks to attract the most able candidates internationally for its five year Post-Doctoral Research Fellowships and Oxford's gender balance at graduate student level (42.9% of graduate students are women) is therefore not strictly relevant but it is notable that in the University as a whole there is significant imbalance in mathematics, physics, and the life sciences where 70.8% of those accepting places on graduate programmes are men and it seems likely that there is a significant gender imbalance globally in these disciplines.

Against that background, it is noteworthy that not only have women been particularly successful in recent Post-Doctoral Research Fellowships, winning seven of the ten Fellowships awarded since 2007 (see Table 3) but two of the three elections in maths and theoretical sciences in this period have gone to women. They have only accounted for some 41.4% of the applicants for these competitions, so their success rate has been significantly higher in what is the College's most competitive Fellowship election in terms of the overall

¹ See:

[http://www.admin.ox.ac.uk/media/global/wwwadminoxacuk/localsites/equalityanddiversity/documents/gender/GESG Annual Report 2010-11.pdf](http://www.admin.ox.ac.uk/media/global/wwwadminoxacuk/localsites/equalityanddiversity/documents/gender/GESG%20Annual%20Report%202010-11.pdf)

² See <https://weblearn.ox.ac.uk/portal/hierarchy/central/studentadmin/sdma/examgenderhis>).

numbers applying for each Fellowship. The relative success in competition for this category of Fellowship, particularly in recent years is encouraging. Although there can be no presumption that this pattern will continue in a competition which is assessed strictly on academic merit and where the small numbers of elections means that the overall percentages can vary significantly as a result of one or two elections, it would appear that the College's current policies and procedures are satisfactory in terms of attracting a reasonable gender balance from the relevant source pool of applicants and the overall conduct of its election processes.

Senior Research Fellowship

Women are, however, much less well represented in the source pool from which the College seeks to appoint its Senior Research Fellows, namely scholars of equivalent standing to that of an Oxford University professor. There are also differences between disciplines with 8/72 (10.9%) full-time equivalent professorships in humanities, 8/61.6 (12.9%) in social sciences, and 2/55.5 (3.6%) in mathematical, physical and life sciences in Oxford University as a whole held by women at 31 July 2010.³ These are the target disciplines for the College's prestigious Senior Research Fellowships and although the gender balance is somewhat better at Reader level at Oxford (50%, 18.2%, and 23% respectively of appointments at this level held by women), the overall numbers involved are lower. This gender imbalance in senior academic positions is certainly not unique to Oxford although the published data from many other Russell Group institutions is not readily comparable.

The evident gender imbalance amongst the College's current Senior Research Fellows therefore needs to be set against the background of relatively low representation in senior academic appointments in the disciplines from which the College seeks to make elections. It may help explain why a relatively low proportion of applicants for the College's Senior Research Fellowships in recent years have been from women (23.5% average in the current and previous two SRF rounds), a far lower proportion than for the Post-Doctoral Research Fellowships although there has been a substantial increase (to 32.2%) in the current competition. (See Table 3) Although the small numbers elected mean that figures need to be considered with considerable caution, the 2008 and 2010 competitions seem to suggest that when women do apply, their success rate is higher than that for men.

The College may wish to obtain better data or review its procedures after the completion of the current SRF election and consider whether further action should be taken to encourage and attract suitable women candidates to apply for SRF competitions.

Visiting Fellowships

As the numbers elected are higher than in other competitions, Visiting Fellowship gender equality data are perhaps more reliable than for other competitions. These Fellowships are open to distinguished academics at other UK and overseas Universities (or exceptionally elsewhere) who wish to spend one to three terms in Oxford. Only in exceptional circumstances does the College provide a financial subvention but it does provide accommodation suitable for both accompanied and unaccompanied Visiting Fellows, including those bringing children. However, it is striking that like all the College's other competitions, it attracts a far higher proportion of male than female candidates (just 28.8% in the last six elections). (See Table 3) But, when they do apply, female candidates generally have a slightly better success rate (18.8%) than male candidates (16.6%) although not in the

³ See Table 3.

most recent round for Fellowships to be taken up in 2012/13. This attracted a considerably greater number of applicants than previous ones and the success rate was consequently significantly lower for men (8.7%) and women (7.9%). The lower application rate may reflect lower numbers of women amongst the catchment group for this competition and the choices that they make about leaving partners or moving school age children or partners.

Although the relative success rate of men and women to the VF is therefore not at present a concern, the College will seek to take active steps to encourage more female applicants to apply.

College Elections to Fellowships – Ethnicity

The College has only sought to obtain data on the ethnic backgrounds of applicants for Fellowships since 2009 and although a significant proportion (7 to 11%) decline to complete the equality monitoring questionnaire they are invited to complete after the submission of their applications, Table 4 shows that the response rate improved significantly once the Visiting Fellowship competition applications were submitted on-line. In the current and most recent competitions, candidates from black and ethnic minority backgrounds have accounted for 3.5% (Senior Research Fellowship competition) to 11.4% (Visiting Fellowship competition) of applications received. Data Protection obligations prevent the publication of data on the ethnic background of the Fellows elected in each competition but this is reviewed annually by the College's General Purposes Committee to inform assessments of performance against its equality objectives. However, the very low overall success rates in these competitions (1.1% for the 2011 election of Post-Doctoral Research Fellows), the small number of elections to each category of Fellowship in any one year and the relatively low proportion of applicants from ethnic minority backgrounds means that it will only be possible to draw reliable conclusions about relative success rates once relevant data covering several years is available. The College will therefore continue to collect and analyse the data on applicants' ethnic background and, in addition, actively seek to improve the application rate of candidates from black and ethnic minority backgrounds.

College Elections to Fellowship – other protected characteristics

In accordance with the changing legal requirements, the College no longer collects data on disability from Fellowship candidates, except in so far as it is necessary to make special arrangements for them to take the examinations or attend the viva. Special examination arrangements were made for three candidates in the 2011 competition. The Examiners' Report on the 2011 examinations also highlighted the need to ensure that the College accommodates the needs of those whose religious beliefs might prevent them taking the examinations on the dates set. Such arrangements have been made in previous years but the College probably needs to be clearer in communicating its readiness to accommodate any valid request.

Other staff recruitment to administrative or domestic staff appointments

The College has a relatively low turnover of staff and in 2011 recruited to three administrative appointments and re-engaged a previous trainee librarian on a fixed term appointment. One of these appointments was advertised nationally but the others were posted only on the College website but still attracted applications from the UK and overseas. However, these were not on-line applications and the submission rate of the associated equality monitoring questionnaires has been low (34-53%) so provide unreliable data from which to assess performance against equality criteria relating to ethnicity. All appointments have gone to women, including the College's best remunerated staff position as College

Accountant, and currently only one of the College's twelve administrative or academic related staff posts is occupied by a man. Equivalent posts in the University are also predominantly filled by women, although not to such an extent so, while continuing to ensure that appointments are made on merit and suitability for the post, the College needs to ensure that there is no gender stereotyping in its future recruitment and that male applicants are given equal consideration for administrative staff posts.

There were three permanent domestic staff appointments during the period and one female member of staff was promoted to head of department, thus improving the representation of women in managerial appointments in this employment group. The College seeks to reflect the ethnic diversity of the local community and will review its equality monitoring procedures for staff appointments to see whether it can obtain a better response rate.

Management of College facilities and premises to facilitate their access and use by those with protected characteristics, particularly disability or age-related disability

The College has taken the opportunity of the refurbishment of Staircase X during 2011/12 to provide ground floor accommodation suitable for a physically disabled Fellow or visiting lecturer. When installing a new projector and screen in the Old Library, it also installed an induction loop. The College's facilities and arrangements for those with mobility and other disabilities are well advertised on the College website.

Employment policies and procedures to ensure equality of opportunity within the College for those with protected characteristics

All administrative and domestic staff with staff management responsibilities took part in a Dignity at Work seminar in March 2011 in order to improve awareness and appreciation of their responsibilities in maintaining a suitable work environment. This was very well received by those who participated and it is intended that it will be repeated every three years to ensure that awareness remains current.

The College already has in place a range of policies and procedures intended to ensure equality of opportunity for its Fellows and staff. In December 2011 it adopted an Employer Justified Retirement Age for the Warden and Fellows, at least part of the reason for this being the wish to promote equality and diversity amongst the Fellowship. As demonstrated by the data, the more recent Fellowship elections have tended to promote greater diversity at least in terms of gender. At the same time, the College remains strongly committed to supporting the work of former Fellows who are still academically active, providing access to College facilities and funding support.

College Equality Objectives for 2012-16

The College is strongly committed to equality of opportunity within the College and in its recruitment to College Fellowships but also to the strict adherence to election or appointment on the basis of merit. Its equality objectives for the period 2012-16, developed following consultation with the Fellowship are therefore:

1. To continue to take active steps to encourage applications from female candidates for Examination Fellowships and review critically the advertisement and conduct of the Examination Fellowship competitions to ensure that there is no accidental discrimination against female candidates or any other group with protected characteristics.

2. Following the completion of the 2012 Senior Research Fellowship elections, to consider whether further action should be taken to encourage and attract suitable women candidates to apply for future SRF competitions
3. To continue to collect and update annually the currently published data on the ethnic background of applicants for College Fellowships and staff posts.
4. To review data on, and reflect on the process of, elections or appointments internally to assess critically the College's performance in promoting a diverse Fellowship and workforce which does not discriminate on any unjust basis including but not limited to protected characteristics.
5. To promote awareness and understanding of equality issues amongst College staff through the provision of appropriate training or refresher training by 2014 at the latest.
6. To take active steps wherever practicable to widen participation and encourage applications to all categories of Fellowship from candidates of under-represented and less advantaged groups, including but not limited to those with protected characteristics.

Performance against these objectives will be assessed by the College's relevant committees through critical reflection on our practices and examination of the available qualitative and quantitative data, both published and unpublished.

Table 1 -Gender Breakdown of Current Fellows
(as at 31 December 2011)

Fellowship Category	Male		Female		Total
	No	%	No	%	
Examination Fellow	9	75	3	25	12
Post-Doctoral Research Fellowships	3	37.5	5	62.5	8
Senior Research Fellowship	12	80	3	20	15
Extraordinary Research Fellowship	2	100	0	0	2
Two Year Fellowship	1	100	0	0	1
College Officers	2	66.7	1	33.3	3
Fifty-Pound Fellowships	10	83.3	2	16.7	12
Distinguished Fellowships	7	100	0	0	7
University Officer	—	—	—	—	—
University Academic	16	80	4	20	20
Total	62	77.5	18	22.5	80
Visiting Fellowships	13	65	7	35	20

Table 2 - Gender Breakdown of Fellowship Elections
(from the Academic Years 1981–31 December 2011)

Fellowship Category	Male		Female		Total
	No	%	No	%	
Examination Fellow ¹	40	76.9	12	23.1	52
Post-Doctoral Research Fellowships	20	62.5	12	37.5	32
Senior Research Fellowship	26	87	4	13	30
Extraordinary Research Fellowship	8	100	0	0	8
Two-Year Fellowship	21	87.5	3	12.5	24
College Officers	5	83	1	17	6
Fifty-Pound Fellowships	39	82.9	8	17	47
Distinguished Fellowships	16	100	0	0	16
University Officer	2	100	0	0	2
University Academic	42	87.5	6	12.5	46
Total	219	83.9	42	16.1	261
Visiting Fellowships	438	81	107	19	545

Table 3
ASC Equality Monitoring Statistics -Breakdown by Gender

Applications						Election or Appointment					
	M	% Applicns	F	% Applicns	Total Applications	M	Success rate (%)	F	Success rate (%)	Total	Overall Success rate (%)
Examination (Prize) Fellowships											
2006-07	43	74.1%	15	25.9%	58	2	4.7%	0	0.0%	2	3.4%
2007-08	51	71.8%	20	28.2%	71	1	2.0%	0	0.0%	1	1.4%
2008-09	37	56.9%	28	43.1%	65	0	0.0%	2	7.1%	2	3.1%
2009-10	41	63.1%	24	36.9%	65	0	0.0%	1	4.2%	1	1.5%
2010-11	65	63.1%	38	36.9%	103	2	3.1%	0	0.0%	2	1.9%
2011-12	49	68.1%	23	31.9%	72	2	4.1%	0	0.0%	2	2.8%
Total	286	65.9%	148	34.1%	434	7	2.4%	3	2.0%	10	2.3%
Post Doctoral Research Fellowships											
2006-07 (for Oct 2007)	88	56.1%	69	43.9%	157	1	1.1%	2	2.9%	3	1.9%
2008-09 (for Oct 2009)	198	58.4%	141	41.6%	339	1	0.5%	2	1.4%	3	0.9%
2010-11 (for Oct 2011)	216	59.8%	145	40.2%	361	1	0.5%	3	2.1%	4	1.1%
Total	502	58.6%	355	41.4%	857	3	0.6%	7	2.0%	10	1.2%
Senior Research Fellowship											
2007-08 (for Oct 2008)	68	84.0%	13	16.0%	81	1	1.5%	2	15.4%	3	3.7%
2009-10 (for Oct 2010)	59	81.9%	13	18.1%	72	3	5.1%	1	7.7%	4	5.6%
2011-12 (for Oct 2012)	78	67.8%	37	32.2%	115						
Total	205	76.5%	63	23.5%	268	4		3		7	
Visiting Fellowships											
2006-07 (for 2007-08)	61	75.3%	20	24.7%	81	16	26.2%	5	25%	21	25.9%
2007-08 (for 2008-09)	73	76.0%	23	24.0%	96	14	19.2%	6	26.1%	20	20.8%
2008-09 (for 2009-10)	71	68.3%	33	31.7%	104	12	16.9%	8	24.2%	20	19.2%
2009-10 (for 2010-11)	86	71.1%	35	28.9%	121	16	18.6%	7	20%	23	19%
2010-11 (for 2011-12)	70	71.4%	28	28.6%	98	13	18.6%	7	25%	20	20.4%
2011-12 (for 2012-13)	138	68.7%	63	31.3%	201	12	8.7%	5	7.9%	17	8.5%
Total	499	71.2%	202	28.8%	701	83	16.6%	38	18.8%	121	17.3%

Table 4
ASC Equality Monitoring Statistics -Breakdown by Ethnic Background

	Applications						
	White ¹ Applicns Nos.	%	BME ² Applicns. Nos.	%	Declined to answer or blank	%	Total
Examination Fellowships							
2009 applications for 2009-10	51	78.5%	9	13.8%	5	7.7%	65
2010 applications for 2010-11	72	69.9%	21	20.4%	10	9.7%	103
2011 applications for 2011-12	58	80.6%	9	12.5%	5	6.9%	72
Total	181	75.4%	39	16.3%	20	8.3%	240
Post Doctoral Research Fellowships							
2010 applications for 2011-12	281	77.8%	53	14.7%	27	7.5%	361
Senior Research Fellowship							
2009 applications for 2010-11	74	77.1%	12	12.5%	10	10.4%	96
2011 applications for 2012-13	100	87.0%	4	3.5%	11	9.6%	115
Total	174	82.5%	16	7.6%	21	9.9%	211
Visiting Fellowships³							
2009 applications for 2010-11	27	22.3	4	3.3%	90	74.4%	121
2010 applications for 2011-12	72	75	10	10.4%	16	14.6%	98
2011 applications for 2012-13	148	73.6	10	14.9%	23	11.45%	201
Total	247	58.8%	24	5.7%	129	30.7%	420

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.