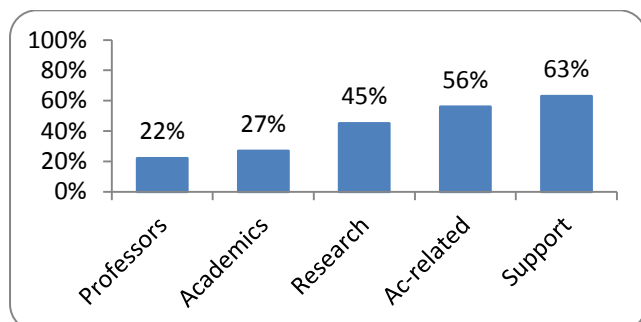


# Equality Report, 2014-15

## Gender: key data

### Staff

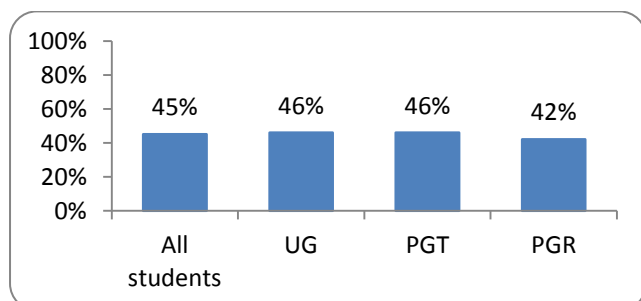
% women (Jan '15):



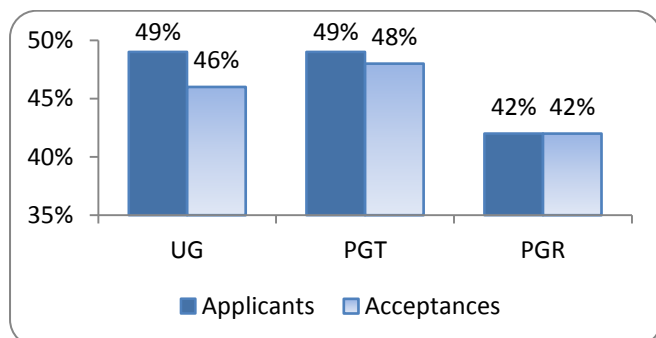
38% of the total membership of Council and its five main committees were female, including at least 30% of each committee.

### Students

% women (Dec '14):



% women applicants (2014 entry):



In 2014, 27% of women and 35% of men were awarded a first class undergraduate degree.

## Gender: key activity

The University agreed challenging targets for the proportions of female professors and academic staff and to ensure better balance in committee membership and recruitment panels.

Oxford was one of ten global universities invited to join the UN's HeForShe gender equality campaign, pledging to:

- Achieve at least one third representation of women in leadership roles by 2020
- Engage the whole university community in addressing sexual violence
- Accelerate progress towards gender equality across the HE sector

The Vice-Chancellor's Diversity Fund granted over £869,000 to fifteen projects to advance diversity among academic and research staff, including £400,000 for the Returning Carers' Fund and £32,000 for a project to diversify portraiture around the University. The third round of successful bids included £50,000 for a series of high profile public engagement events, installations and projects to link with the *TORCH Headline Series 2017: Diversity*.

All departments in MPLS and MSD achieved Athena SWAN awards, nine at Bronze and eighteen at Silver, in recognition of their efforts to promote gender equality.

The national Athena SWAN charter was extended to the Humanities and Social Sciences, professional and support staff, and to trans staff and students, and the University committed to applying for an institutional Silver award in 2017.

The University hosted the 2015 meeting of the gender equality group of the International Alliance of Research Universities (IARU).

A working group was established to promote practical measures for tackling undergraduate attainment gaps, chaired by the new Pro-Vice-Chancellor and Advocate for Diversity, Dr Rebecca Surender.

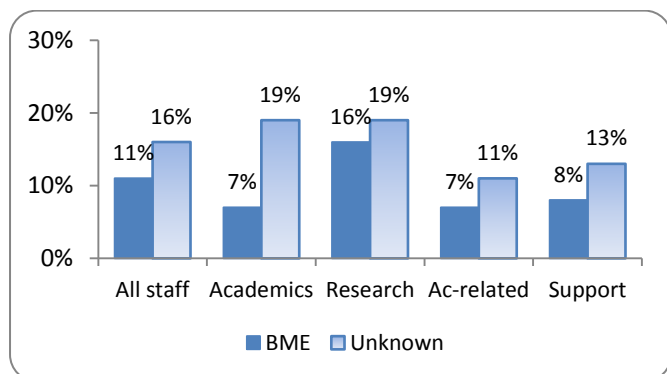
The Careers Service ran Springboard programmes for undergraduates and master's students and OUSU piloted a divisional mentoring scheme.

New policies were introduced to support transgender students, ensuring that their electronic record matches their gender presentation.

## Ethnicity: key data

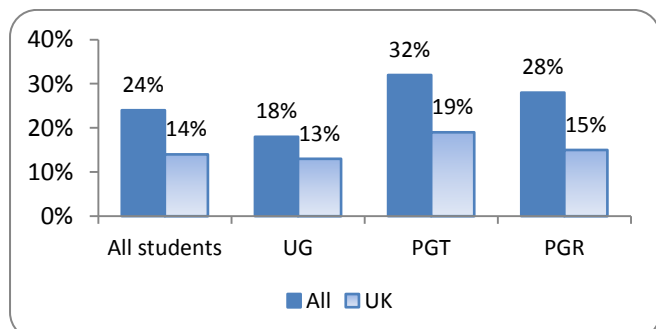
### Staff

% black and minority ethnic (BME) staff (Jan '15):

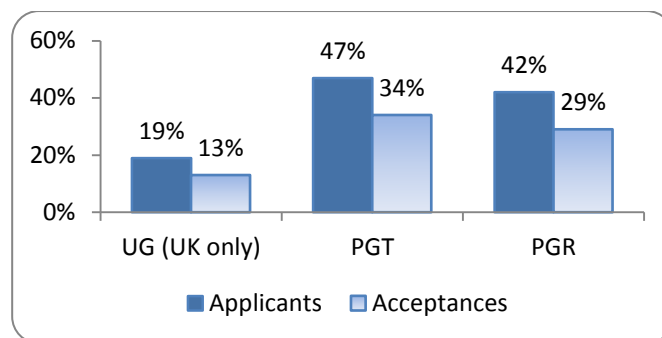


### Students

% BME students (Dec '14):



% BME applicants (2014 entry):



In 2014, 29% of BME and 32% of white students were awarded a first class undergraduate degree.

## Ethnicity: key activity

The University started to prepare for a 2017 application to the new Race Equality Charter for higher education by:

- Establishing a monthly Race Equality Working Group
- Designing the first all-staff experience survey
- Facilitating focus groups with BME students
- Supporting faculties and departments in a wide-ranging process of curriculum review

The University Assessor, Dr Patricia Daley, carried out an audit of University practice in relation to race and ethnicity.

A pilot recruitment project was trialled in UAS to reduce the potential impact of implicit bias during shortlisting. The trial is being extended in 2016.

The EDU and OLI scoped a peer mentoring scheme for all BME staff and a leadership pathway mentoring programme for BME staff in grade 6 and above for introduction in 2016.

The successful University apprenticeships programme was expanded with a view to recruiting more BME apprentices from the local community.

The VC's Diversity Fund made grants to projects to:

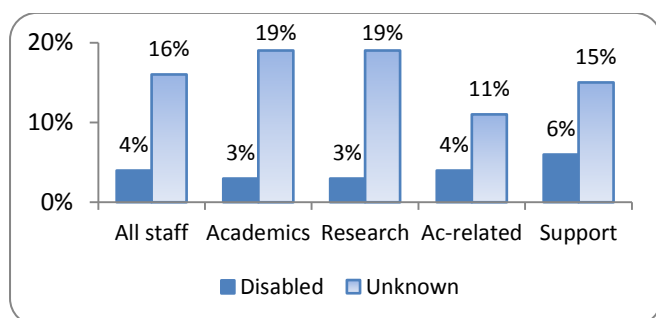
- Increase the confidence of Oxford staff sensitively to train others in implicit bias and race awareness
- Engage with the local BME community to identify any barriers to recruitment

The student Campaign for Racial Awareness and Equality introduced race awareness workshops for freshers.

## Disability: key data

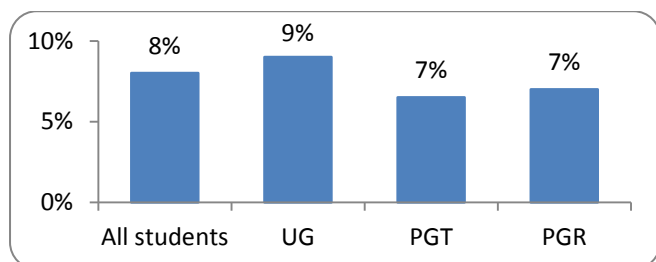
### Staff

% disabled staff (Jan '15):

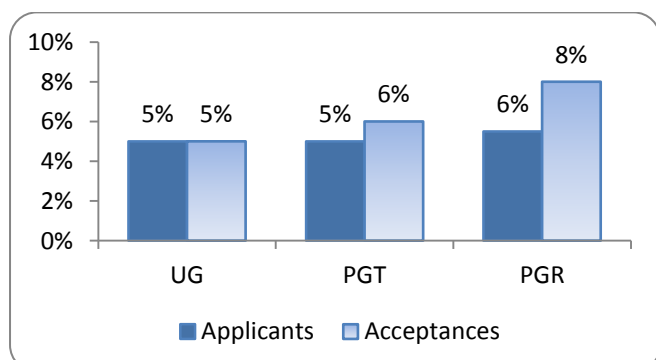


### Students

% disabled students (Dec '14):



% disabled applicants (2014 entry):



In 2014, 10% of students who took undergraduate finals identified as disabled. 25% of disabled students achieved a first class degree compared with 32% of students without a disclosed disability.

## Disability: key activity

A new Disabled Staff Network was set up as a confidential forum for staff, countering isolation and providing mutual support.

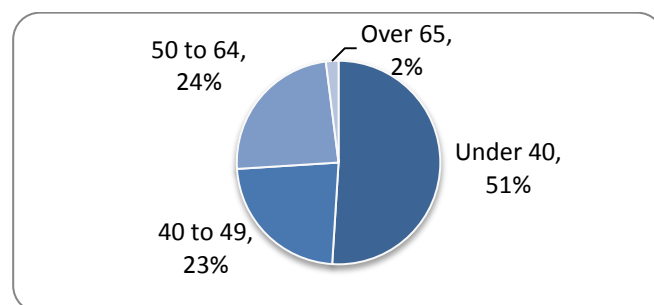
The first Annual Disability Lecture took place with quadriplegic yachtswoman Hilary Lister.

Improvements to the pre-employment health questionnaire produced a marked increase in early disclosure of disability, ensuring that support could be put in place.

The VC Fund granted £50,000 for a project – *Disability Narratives* – to identify, share and promote good practice in supporting staff living with disability.

## Age

University staff age profile (Jan '15):



A working party was set up to review the default Employer-Justified Retirement Age.

## Sexual orientation

We do not yet have data for current staff and students but 2014/15 recruitment monitoring indicated that over 5% of newly appointed staff were lesbian, gay, bisexual or other.

The LGBT Advisory Group took steps to increase the visibility of LGBT staff and students, including:

- A rainbow flag postcard campaign
- A successful application to the VC Fund for £6,250 for a Stonewall Role Models training programme

## Religion and belief

The EDU and Student Welfare and Support Services (SWSS) met all student faith groups to build more effective working relationships and provide reassurance on the University's response to the PREVENT duty.

There was a 363% increase in requests for examination dispensations, as Ramadan coincided with the main exam season.

## Pregnancy and maternity

In 2013/14 (most recent complete data), 254 members of University staff went on maternity leave, of whom 10% did not return.

The fifth University nursery is due to open at the Old Road Campus, Headington, in summer 2016.

## Harassment

The University introduced a revised Harassment Policy and new Student Procedure and:

- Provided training for over 300 voluntary Harassment Advisors
- Conducted extensive briefing sessions
- Introduced new guidance for responding to disclosures of sexual assault
- Supported colleges in aligning their own policies with the University's

The EDU, SWSS and OUSU have worked together to raise awareness and provide training, resources and support, including:

- Compulsory sexual consent workshops for freshers
- A First Response mobile phone app

- A web-based campaign 'Consent Is Everything'
- Pilot bystander workshops
- Good Lad workshops for sports teams and clubs
- Web resources, a support group and a Trauma Clinic at the Student Counselling Service

## Other activity

- Joint EDU-LSO briefings for committees and administrators on the Public Sector Equality Duty
- Two targeted monitoring surveys to improve staff equality data
- A new Virtual Staff Advisory Group to enhance engagement and consultation

## Resources

**EDU website:** [www.admin.ox.ac.uk/eop](http://www.admin.ox.ac.uk/eop)

**Equality objectives:**

[www.admin.ox.ac.uk/eop/policy/equalityobjectives](http://www.admin.ox.ac.uk/eop/policy/equalityobjectives)

**Equality analysis:**

[www.admin.ox.ac.uk/eop/policy/data/analysis](http://www.admin.ox.ac.uk/eop/policy/data/analysis)

**Oxford Women's Network:**

[www.admin.ox.ac.uk/eop/gender/own](http://www.admin.ox.ac.uk/eop/gender/own)

**BME Staff Network:**

[www.admin.ox.ac.uk/eop/race/whatsgoingon/bmestaffnetwork](http://www.admin.ox.ac.uk/eop/race/whatsgoingon/bmestaffnetwork)

**Race Equality Newsletter:**

[www.admin.ox.ac.uk/eop/race/ren](http://www.admin.ox.ac.uk/eop/race/ren)

**LGBT Staff Network:**

[www.admin.ox.ac.uk/eop/sexualorientation](http://www.admin.ox.ac.uk/eop/sexualorientation)

**Disabled Staff Network:** email

[caroline.moughton@admin.ox.ac.uk](mailto:caroline.moughton@admin.ox.ac.uk)

**Virtual Staff Advisory Group:**

<http://tinyurl.com/oxfordvsag>

**Access Guide:** [www.admin.ox.ac.uk/access](http://www.admin.ox.ac.uk/access)

**Harassment policy and procedure:**

[www.admin.ox.ac.uk/eop/harassmentadvice](http://www.admin.ox.ac.uk/eop/harassmentadvice)

**Vice-Chancellor's Diversity Fund:**

[www.admin.ox.ac.uk/eop/inpractice/vc-fund](http://www.admin.ox.ac.uk/eop/inpractice/vc-fund)

**Diversifying Portraiture project:**

[www.admin.ox.ac.uk/eop/inpractice/portraiture](http://www.admin.ox.ac.uk/eop/inpractice/portraiture)

**UN HeForShe:**

[www.admin.ox.ac.uk/eop/gender/heforshe](http://www.admin.ox.ac.uk/eop/gender/heforshe)

**Assessor's Project on race equality:**

[www.admin.ox.ac.uk/proctors/assessorsproject2015-16](http://www.admin.ox.ac.uk/proctors/assessorsproject2015-16)