

University of Oxford: Equality Report 2013/14

Section B: Staff equality data

This is **Section B** of the University of Oxford's Equality Report for 2013/14 and covers **staff equality data**. It is produced by the University's Equality and Diversity Unit (EDU).

Please refer to the EDU website for:

Section A: Overview of equality and diversity at Oxford, 2013/14

Section C: Student equality data

You can view the report online or download it at:

www.admin.ox.ac.uk/eop/equalityreporting/annualreports

Contact for queries or comments: Sara Smith, EDU

Email: sara.smith@admin.ox.ac.uk

Tel: 01865 (2)89829

Please contact the Equality and Diversity Unit if you wish to request a copy of the report in an alternative format:

Email: equality@admin.ox.ac.uk

Tel: 01865 (2)89825

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Glossary

Athena SWAN	Charter recognising institutions' efforts to advance women's careers in STEMM (<i>q.v.</i>) employment in academia
Associate Professor	The main academic grade at Oxford, roughly equivalent to associate professor in the USA
BME	Black and minority ethnic. In this report we use 'BME' to denote all ethnicities other than white, excluding minority white ethnic groups such as Gypsy or traveller and non-British whites.
CoreHR	The University's HR system
CROS	Careers in Research Online Survey
DAS	The University's Disability Advisory Service
DLHE	Destinations of Leavers from Higher Education – national survey of recent graduates
DSA	Disabled Students' Allowance – government grant for UK students
ECU	Equality Challenge Unit – provides equality advice to the HE sector
EDU	The University's Equality and Diversity Unit
EJRA	Employer-Justified Retirement Age for academic and academic-related staff (currently 67)
EO	Equal opportunities monitoring
EPSRC	Engineering and Physical Sciences Research Council
EU	European Union
GAF	The University's Graduate Admissions and Funding Office
HE	Higher Education
HEFCE	Higher Education Funding Council for England
HEIDI	Higher Education Information Database for Institutions (run by HESA)
HESA	Higher Education Statistics Agency
Hilary	Spring academic term, running from January to March

HR	Human Resources
HUMS	Humanities division, University of Oxford
LGBT	Lesbian, Gay, Bisexual and Transgender
LGBTQ	Lesbian, Gay, Bisexual, Transgender and Queer (Oxford student society)
Michaelmas	Winter academic term, running from October to December
MPLS	Mathematics, Physical and Life Sciences division, University of Oxford
MSD	Medical Sciences division, University of Oxford
NSS	National Student Survey of undergraduate finalists
OLI	Oxford Learning Institute – provides professional and educational development courses for university and college staff and researchers
OUAC	Oxford University Assessment Centre – provides assessments of students' disability-related study needs to inform an application for DSA
ODCE	Oxford University Department for Continuing Education
OxFEST	Oxford Females in Engineering, Science and Technology (Oxford student society)
PDR	Personal development review
PG	Postgraduate (degree or student)
PGT	Postgraduate taught (degree or student)
PGR	Postgraduate research (degree or student)
PIRLS	Principal Investigators and Research Leaders Survey
REF	Research Excellence Framework 2014
RG	Russell Group of 24 large, selective, research-intensive universities
RoD	Oxford Recognition of Distinction exercise 2014 (for award of professorial title)
SDMA	The University's Student Data Management and Analysis section
SET	Science, Engineering and Technology. HESA uses this term as an equivalent to STEMM and it therefore includes medicine and allied subjects.

SpLD	Specific Learning Difficulties
SSD	Social Sciences division, University of Oxford
Statutory Professor	The senior academic grade at Oxford, equivalent to full professor in the USA
STEMM	Science, Technology, Engineering, Mathematics and Medicine
Student Barometer	Annual survey of Oxford students (excluding finalists who complete the NSS)
Titular Professor	Associate Professor (or equivalent) who has been awarded the title of full professor as a mark of academic distinction. See also RoD (Recognition of Distinction exercise)
Trinity	Summer academic term, running from April to June
UAS	University Administration and Services
UCEA	Universities and Colleges Employers Association
UG	Undergraduate (degree or student)
UGAO	The University's Undergraduate Admissions and Outreach Office
UKVI	UK Visas and Immigration – formerly the UK Border Agency (UKBA)
VRO	Visiting, Recognised or Other students – full-time students spending up to a year studying in Oxford without being awarded a degree or other qualification. Visiting students are admitted through colleges and taught by colleges, while Recognised students are admitted through faculties and departments and have no college association.

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Please refer to the EDU website for the other sections of this report:

Section A: Overview of equality and diversity at Oxford, 2013/14
Section C: Student equality data

www.admin.ox.ac.uk/equalityreporting/annualreports

DATA	SOURCE	NOTES	CONTACT DETAILS
University staff	CoreHR staff snapshot 31.7.13	Additional staffing figures are available on the Personnel Services website at www.admin.ox.ac.uk/personnel/figures	Workforce Information Team, Personnel Services Contact: Sarah Rowles sarah.rowles@admin.ox.ac.uk
Recruitment	CoreHR	Online non-academic recruitment equal opportunities monitoring response rates are very high at 97%. Academic recruitment is still paper-based and only around half of applicants submit a monitoring form.	Equality and Diversity Unit Contact: Caroline Kennedy caroline.kennedy@admin.ox.ac.uk
UK higher education, 2012/13	Equality Challenge Unit (2014), Equality in higher education: statistical report 2014. Part 1: staff	HESA uses the term 'academic' to denote all staff with an academic function, including researchers and junior academics, rather than only those within the academic grade group as at Oxford.	www.ecu.ac.uk/publications/equality-higher-education-statistical-report-2014
Russell Group, 2012/13	HESA data, accessed via the online Higher Education Information Database for Institutions (Heidi)	All HESA data is subject to HESA's coding and data protection policies. Staff are reported as full-person equivalents and all numbers are rounded to the nearest 5. Staff categories cannot be mapped directly to Oxford's grade scale. Staffing figures exclude 'atypical' (e.g. zero hours) staff.	Equality and Diversity Unit Contact: Sara Smith sara.smith@admin.ox.ac.uk Contact heidi@admin.ox.ac.uk in order to obtain a Heidi account
Athena SWAN	Athena SWAN institutional submission, November 2013	The University successfully renewed its Athena SWAN bronze award in 2014	Equality and Diversity Unit Contact: Adrienne Hopkins adrienne.hopkins@admin.ox.ac.uk EDU Athena SWAN website: www.admin.ox.ac.uk/eop/gender/athenaswan/applications

Introduction

1. This is **Section B** of the University of Oxford's equality report for the academic year 2013/14 covering selected **staff data**.
2. The report has been prepared by the University's Equality and Diversity Unit (EDU) and the available data have been analysed in respect of key staff activities. In some areas, full analysis has not been possible due to low rates of disclosure (for example on ethnicity and disability). The University conducted a data monitoring exercise over the summer of 2014, writing to all staff for whom it did not hold ethnicity, nationality or disability data, inviting them to disclose that data in confidence. The exercise was only partially successful and work will continue in 2014/15 to improve the availability of equality monitoring data for staff. The entire report is available to view online or download from the EDU website at:
www.admin.ox.ac.uk/eop/equalityreporting/annualreports.
3. **Section A** of the report highlights key data and summarises the University's main equality activities during the year, while **Section C** covers selected student data.

Gender

Oxford

- On 31 July 2013, women comprised 49% of all University staff.
- In Michaelmas term 2014, 34% of the membership of Council and its five major committees was female, 66% male.
- Women comprised 26% of academic staff and 45% of researchers, making a combined total of 39%. This represents a small increase of one percentage point since the previous year.
- The proportions of women in clinical roles were lower: 14% of clinical academics (27% of non-clinical) and 37% of clinical research (46% of non-clinical).
- 20% of professorial staff were female: 11% of statutory and 24% of titular professors. A Recognition of Distinction exercise took place in 2014 which increased the total percentage of female professors to 21%.
- Among eligible University employees, application and success rates to the Recognition of Distinction exercise were very similar: 25% of men and 22% of women applied and 63% of men and 64% of women were successful. However, there was a statistically significant disparity in the application rates of men and women in Humanities.
- Women comprised 55% of staff in academic-related posts (grades 6 and above) and 64% of support staff, a combined total of 59% (the same as in the previous year).
- 19% of female staff worked part-time, compared with 6% of male staff. Only 3% of academic staff had a part-time contract, compared with 8% of research, 15% of academic-related and 23% of support staff. In each case, the proportions of women working part-time were two or three times greater than of men.
- Women had a higher success rate than men at recruitment to each category of staff. They comprised 26% of applicants for academic roles and 33% of appointments, an increase on the figures for the previous year (24% and 29%).
- Female applicants formed a slightly lower proportion of applicants for research posts than in 2012/13, though they still had a higher success rate than men (40% of applicants and 44% of appointees).
- Women also formed a majority of applicants and appointees for administrative and support roles though their share of applicants fell by two percentage points in each case.

UK

- In 2012/13, women comprised 54% of all higher education staff: 44.5% of academic and research staff and 63% of professional and support staff.
- Nearly 22% of professorial staff were female, compared with 44.5% of academic and research staff overall.
- 24% of academics in senior contract levels were female¹.

¹ UCEA contract levels HOI (Head of Institution) to UCEA level 5B are considered to be senior staff. The method of calculation has changed since the previous year so this figure is not directly comparable with the figure of 28% provided by the Equality Challenge Unit last year.

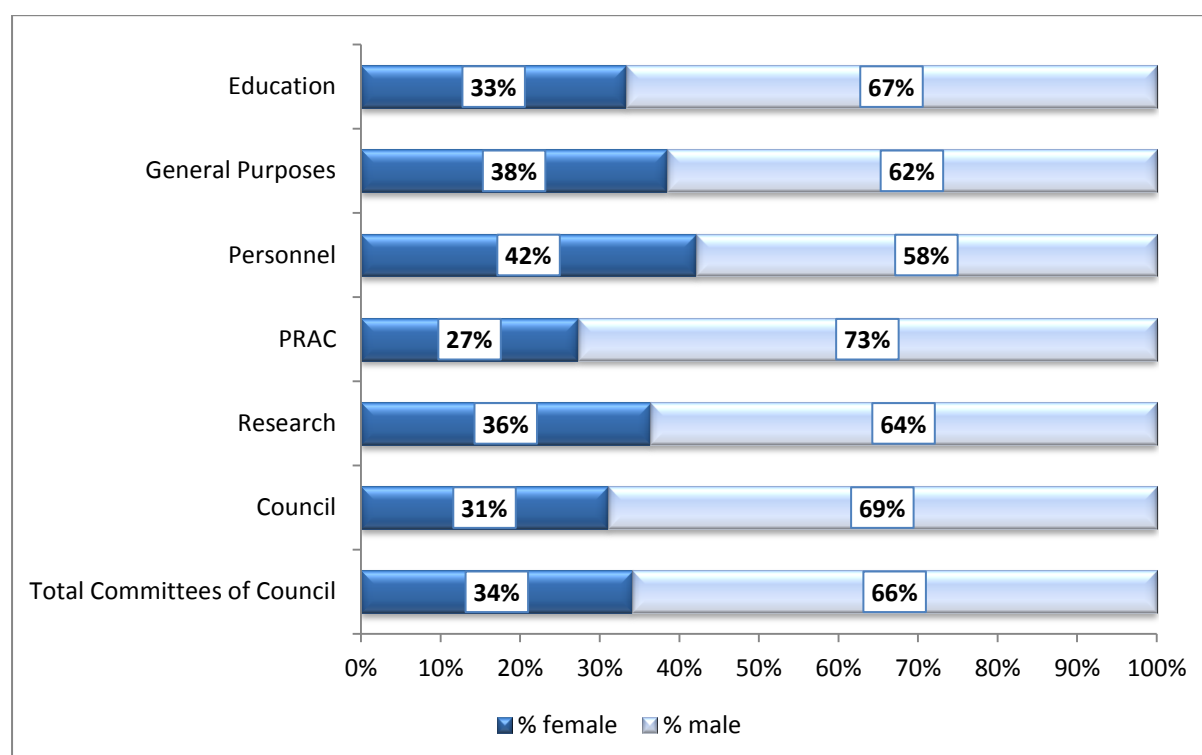
Russell Group

- In 2012/13, the overall proportion of female academic staff at Russell Group universities was 41%, the same as the previous year². Once again, Oxford matched the average at 41%.
- The lowest proportions of female academic staff were found at Imperial College and Durham (both 34%), Warwick (36%), Sheffield (38%) and Cambridge (39%).
- On average, 20% of professors were female though Oxford slightly exceeded this at 21%. Only 7% of female staff with an 'academic' contract were professors, compared with 20% of male. At Oxford the equivalent figures were 6% of women and 16% of men.
- The lowest proportions of female professors were found at Imperial (14%), Cambridge (15%), Liverpool and Exeter (both 17%) and Nottingham and Leeds (both 18%). The highest proportions were at UCL, York and LSE (all 23%), Cardiff and KCL (both 24%) and Queen Mary, University of London (26%).

² HESA divides staff into 'academic' and 'non-academic' so in this context 'academic' includes both academic and research staff.

Governance (2014/15)

Figure 1 Committees of Council: membership by sex, 2014/15



Source: Council Secretariat

Table 1 Committees of Council: membership by sex, 2014/15 (data)

Committee of Council	Membership 2014/15	Female	Male
Education	21	7	14
General Purposes	13	5	8
Personnel	19	8	11
PRAC	22	6	16
Research ³	22	8	14
Council	29	9	20
Total	126	43	83

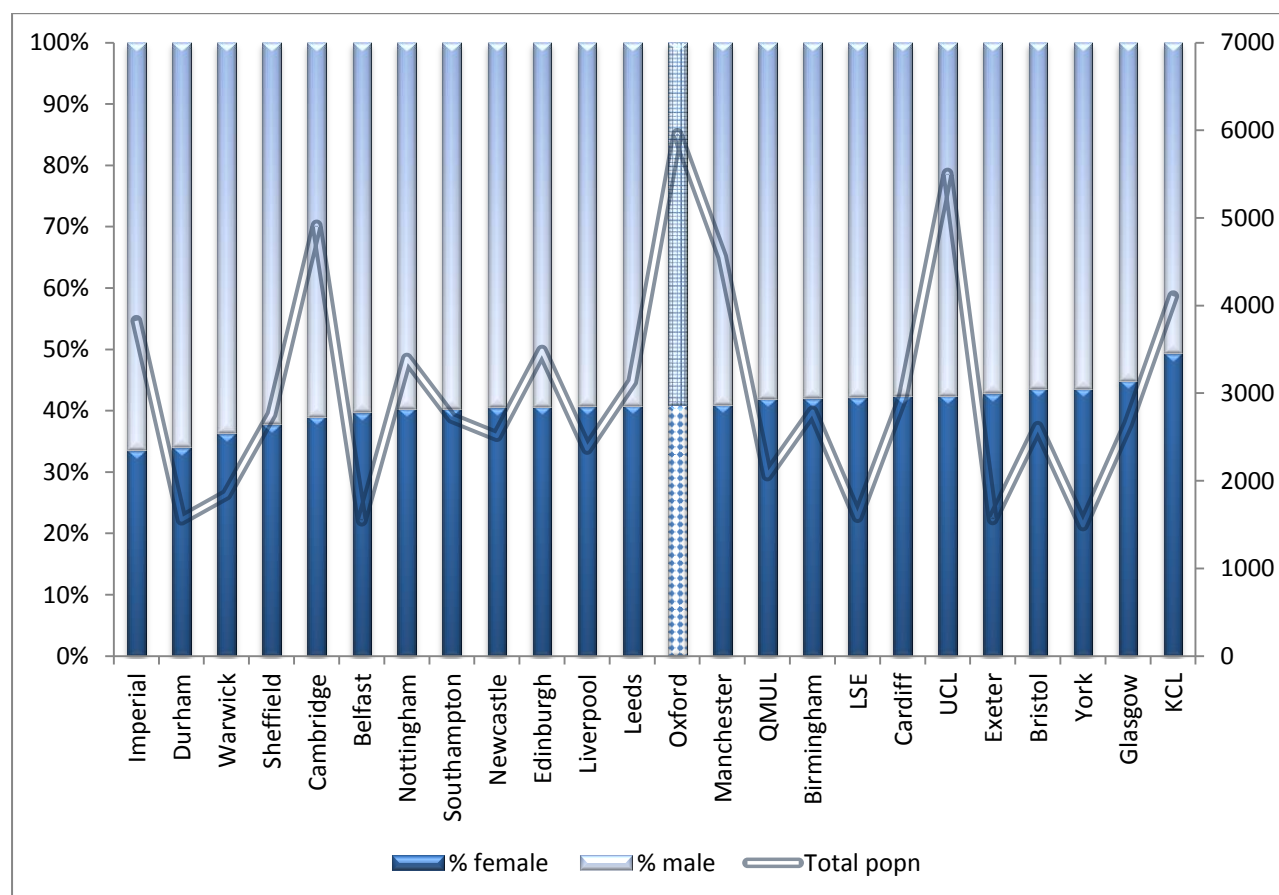
These figures include student representatives from OUSU.

Nearly half (48%) of all seats on major University committees are occupied on an *ex officio* basis but only 23% of these are held by women. One way of redressing the gender balance is to co-opt additional female members, and of the 11 individuals who have been co-opted to serve on these five committees, 6 are female.

³ These figures exclude two vacant seats on Research Committee.

Comparison with the Russell Group (2012/13)

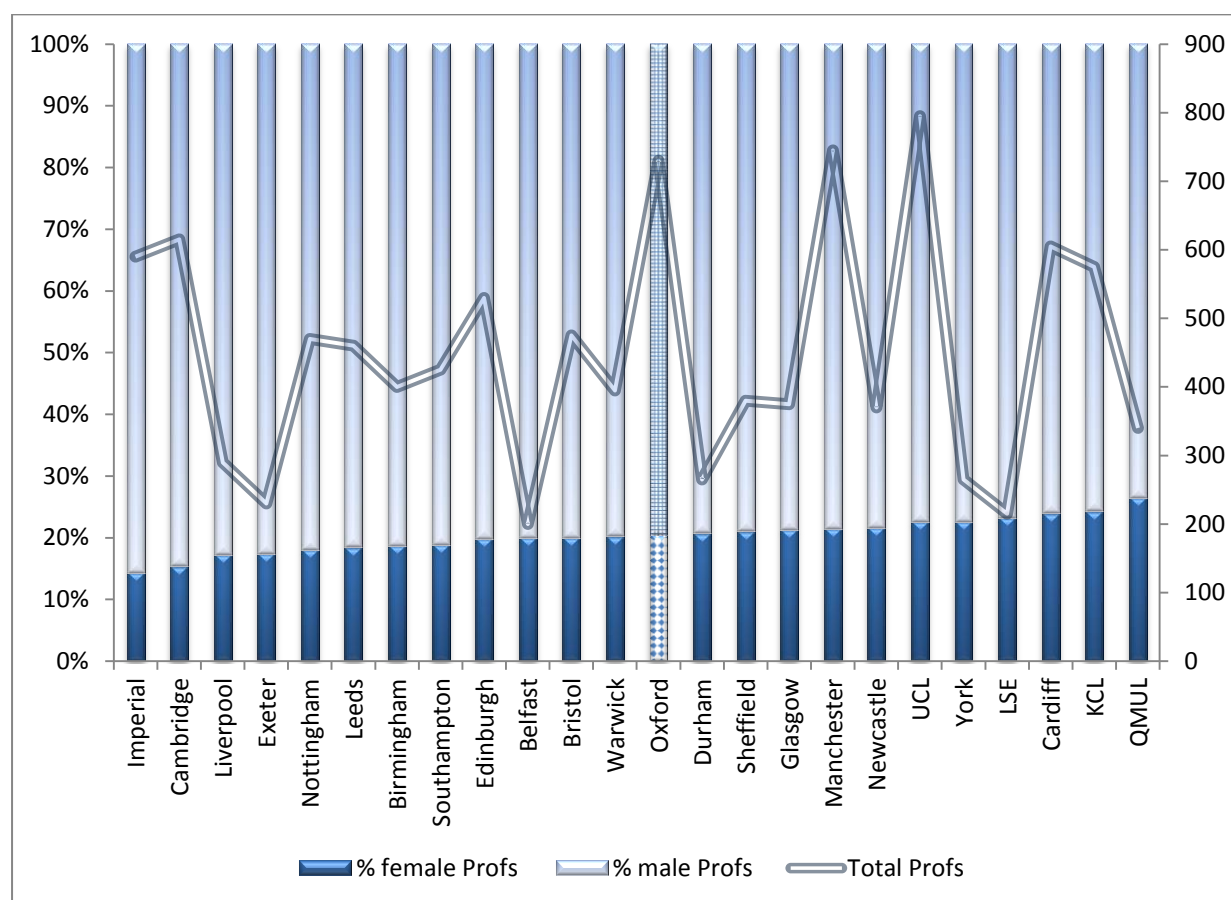
Figure 2 Russell Group: academic staff by sex, 2012/13



Source: HESA Staff Record 2012/13 (Heidi). The patterned column denotes the University of Oxford.

Figure 2 shows the proportions of male and female 'academic' staff at Russell Group institutions, arranged from the lowest to highest percentage of female staff. The average proportion of female academic staff was 41%. The line graph shows the total academic staff population in each university. Oxford has the highest number of staff, followed by UCL and Sheffield. 'Academic' staff denotes everyone with a broadly academic function, including research-only staff. Numbers relate to full person equivalents, calculated according to contract share.

Figure 3 Russell Group: professorial staff by sex, 2012/13

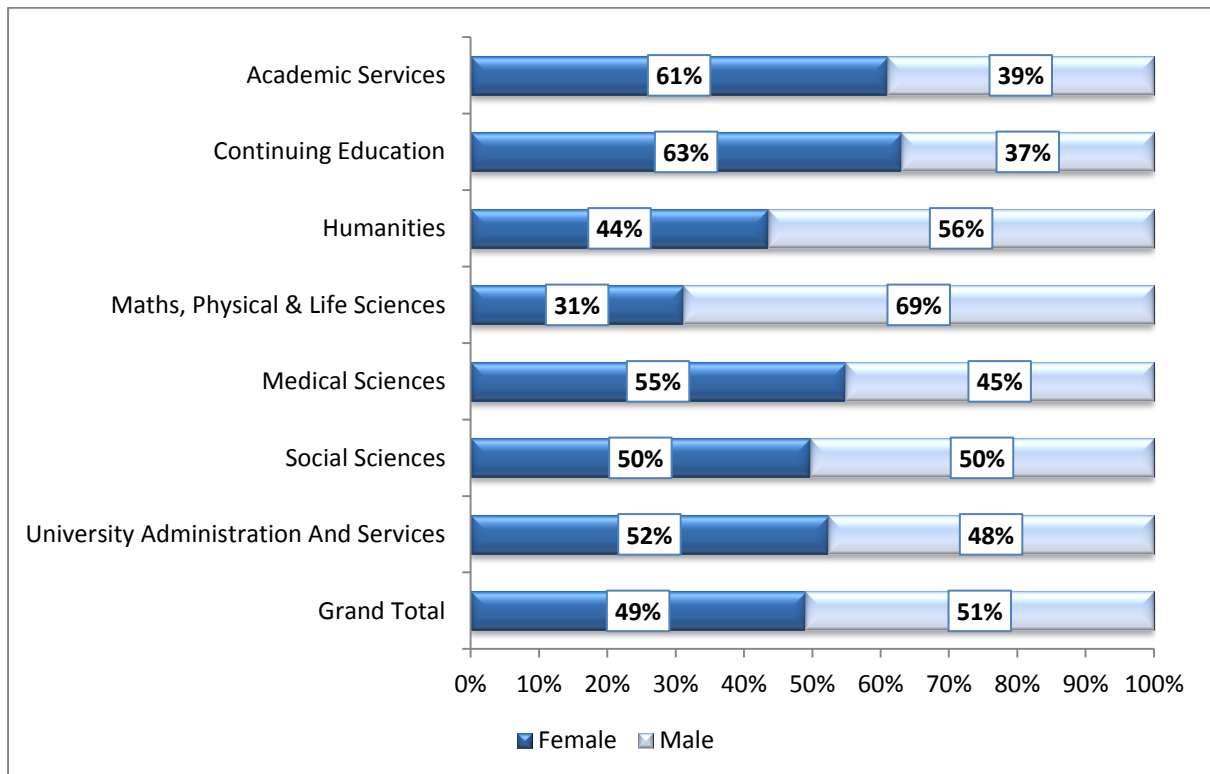


Source: HESA Staff Record, 2012/13 (Heidi). The patterned column denotes the University of Oxford.

Figure 3 shows the proportions of male and female professors at Russell Group universities, arranged from the lowest to the highest percentage. The line graph shows the total population of professors in each institution: UCL, Manchester, Oxford, Cambridge, Cardiff and Imperial have the highest numbers of professors. The average percentage of female professors was 20%, ranging from 14% at Imperial College to 26% at Queen Mary, University of London.

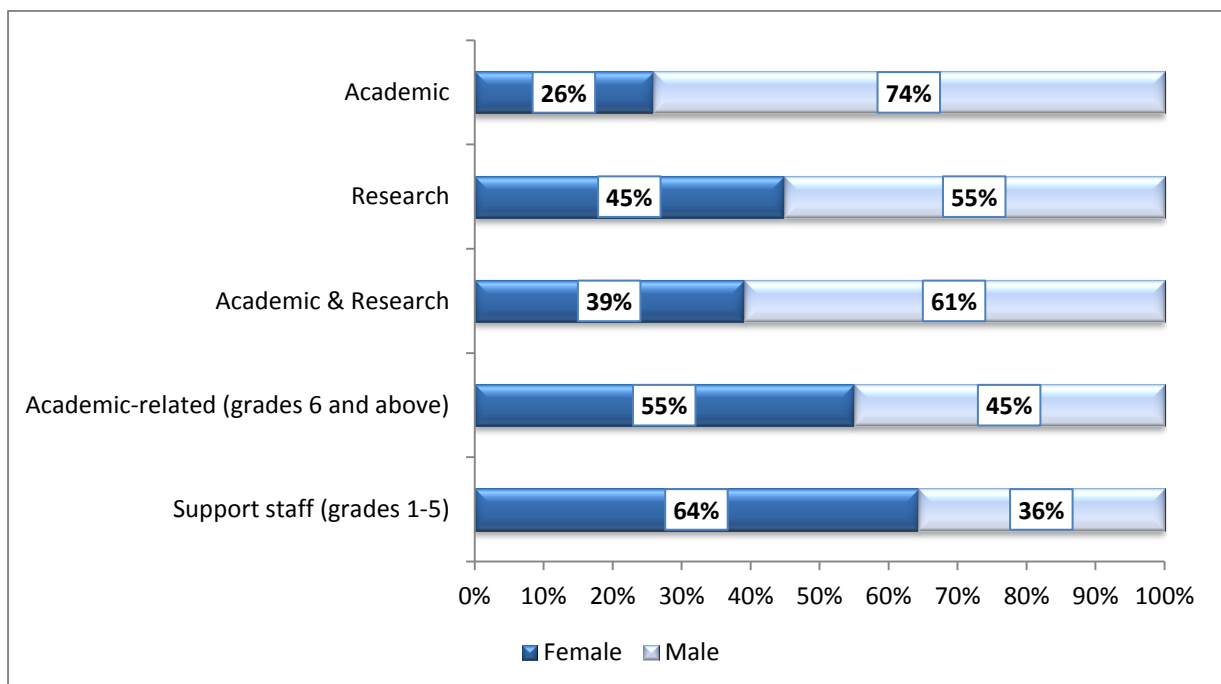
Staff in post (31 July 2013)

Figure 4 Staff profile by division and gender, 2013 (fte)



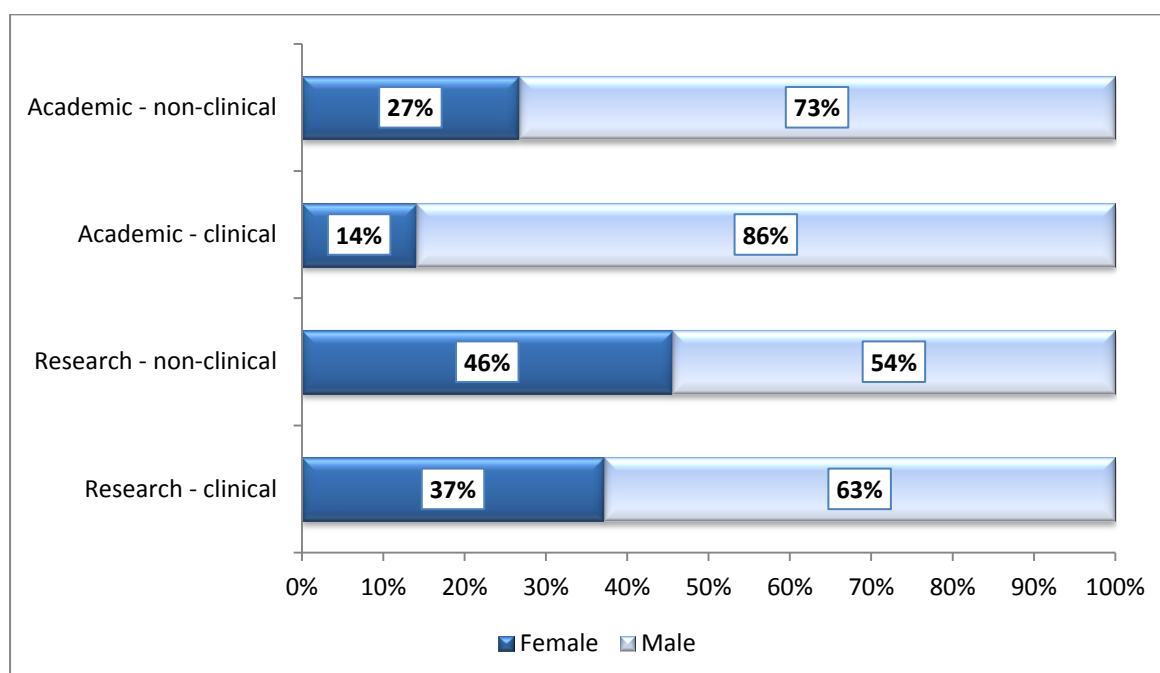
Source: CoreHR, staff snapshot 31.7.13 (fte)

Figure 5 Staff profile by gender and staff group, 2013 (fte)



Source: CoreHR, staff snapshot 31.7.13 (fte)

Figure 6 Academic and research staff by gender, including clinical and non-clinical, 2013 (fte)



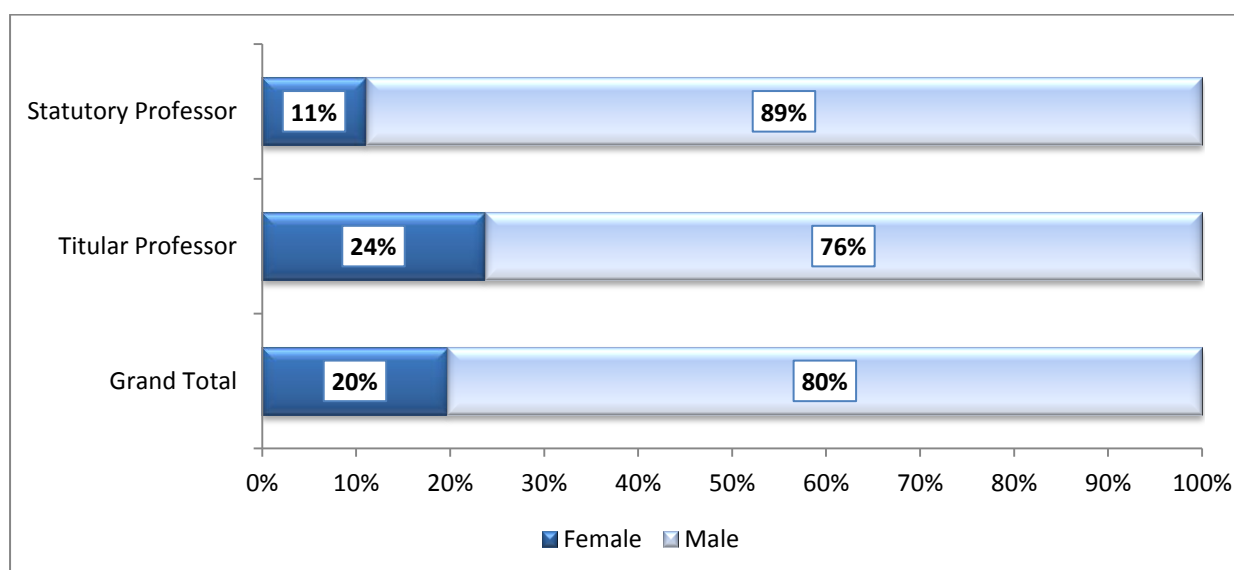
Source: CoreHR, staff snapshot 31.7.13 (fte)

Table 2 Proportion of staff working part-time by gender and staff group, 2013 (fte)

	% female P/T	% male P/T	% total P/T
Academic	4%	2%	3%
Research	13%	5%	8%
Academic-related (grades 6 and above)	21%	7%	15%
Support staff (grades 1 - 5)	28%	13%	23%
Grand Total	19%	6%	12%

Source: CoreHR, staff snapshot 31.7.13 (fte)

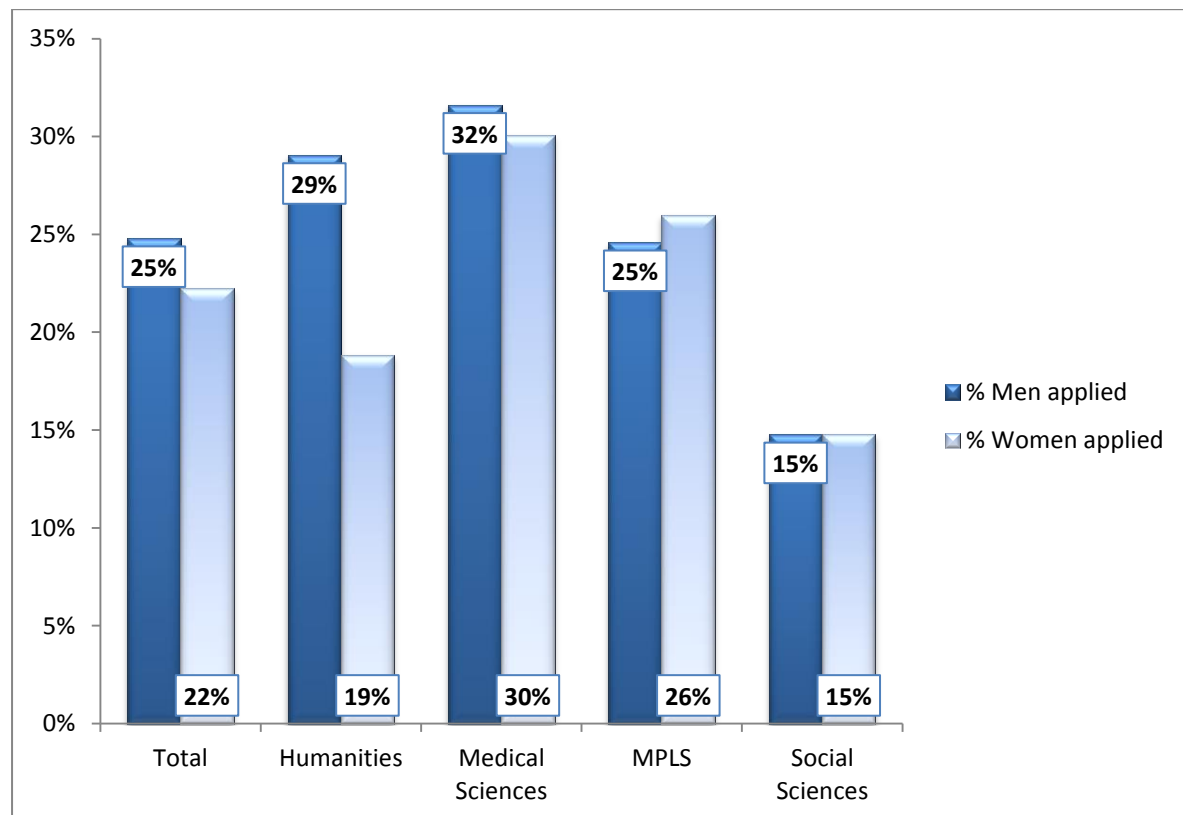
Figure 7 Gender profile of professorial staff, 2013 (fte)



Source: CoreHR, staff snapshot 31.7.13 (fte)

Recognition of Distinction, 2014

Figure 8 Recognition of Distinction, 2014: application rates by division and sex



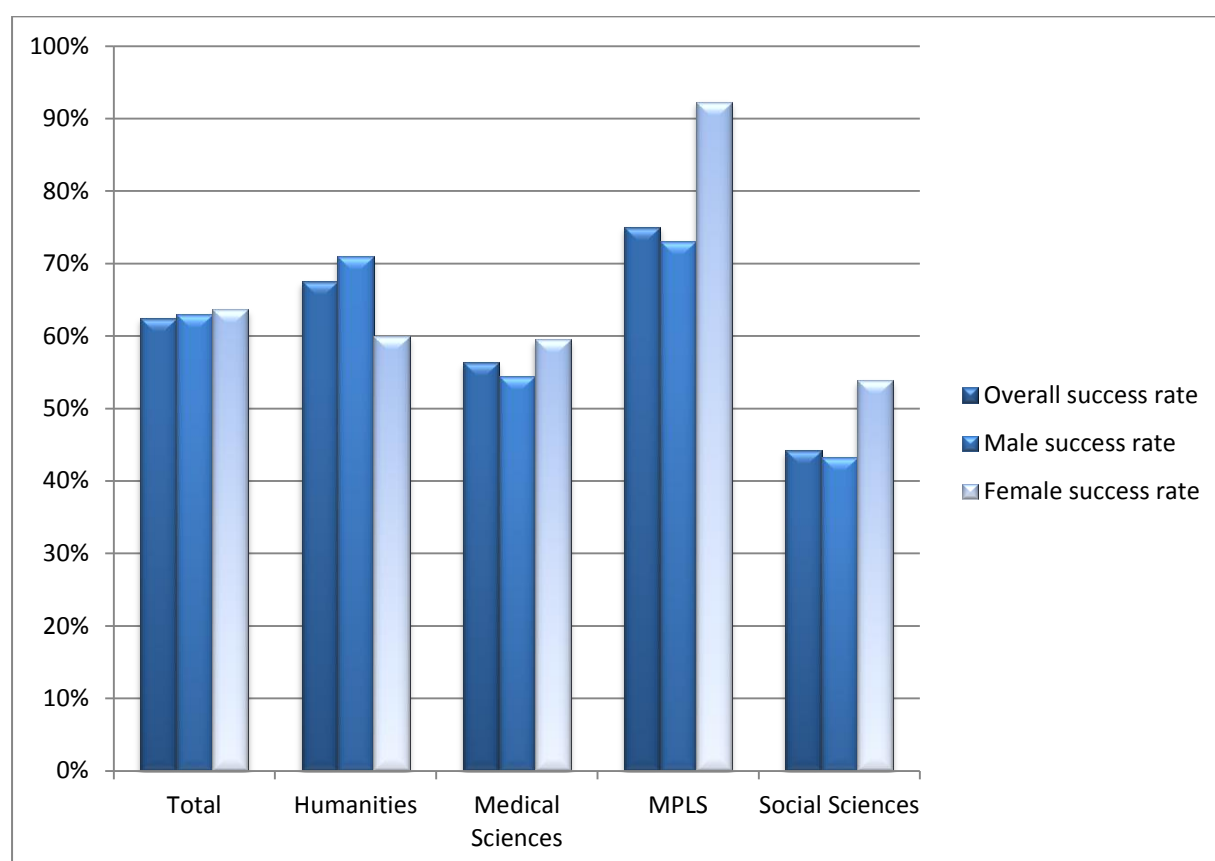
Source: Senior Appointments Panel

Figure 8 shows the proportion of applications received from eligible University employees (statutory readers, associate professors and senior researchers on grades 9, 10 and RSIV) not already holding the title of professor. Overall application rates by sex were similar in three of the four divisions; however, there was a large disparity (10%) in the Humanities division, which attained statistical significance⁴.

There were 270 applications from University employees plus an additional 23 applications from other individuals.

⁴ Pearson's Chi-squared test: 95% significance level.

Figure 9 Recognition of Distinction, 2014: success rate by division and sex

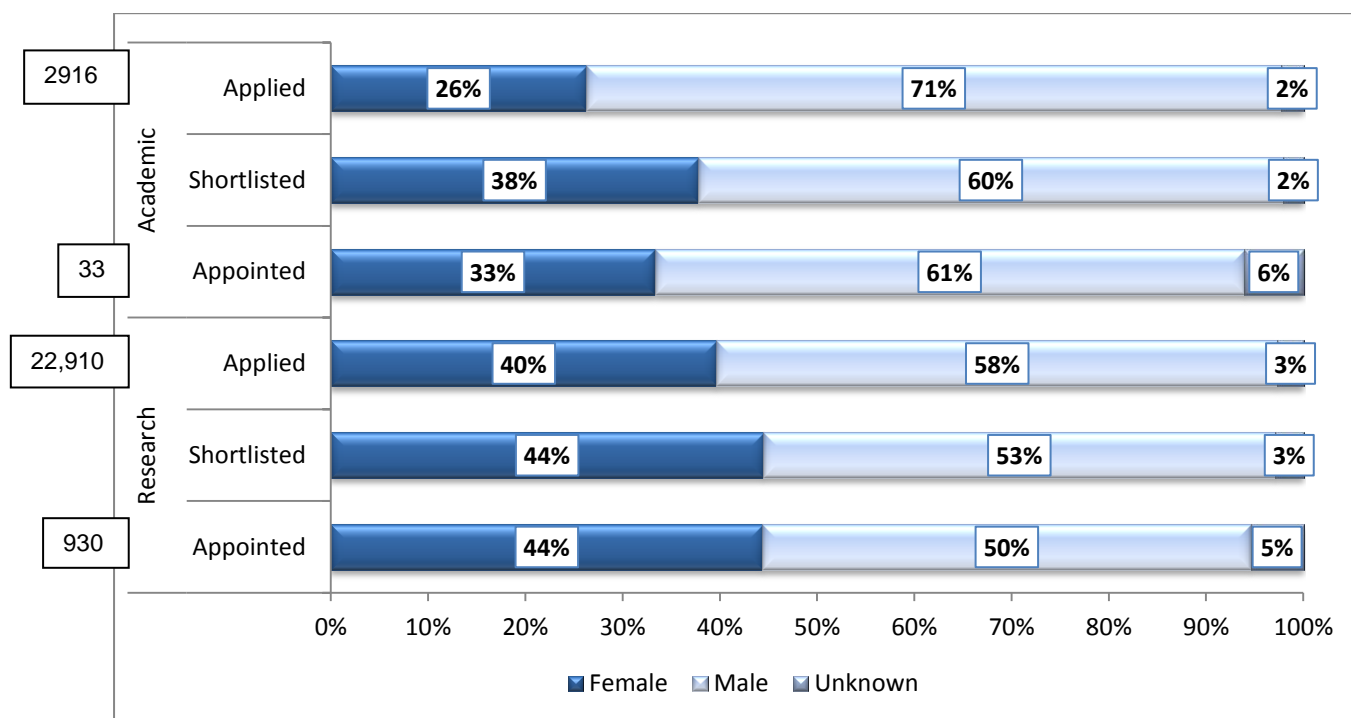


Source: Senior Appointments Panel

Figure 9 shows the success rates of all applicants, including 23 non-University employees. Overall success rates were almost identical at 63% for men and 64% for women though there were some variations by division. However, none of these differences attained statistical significance.

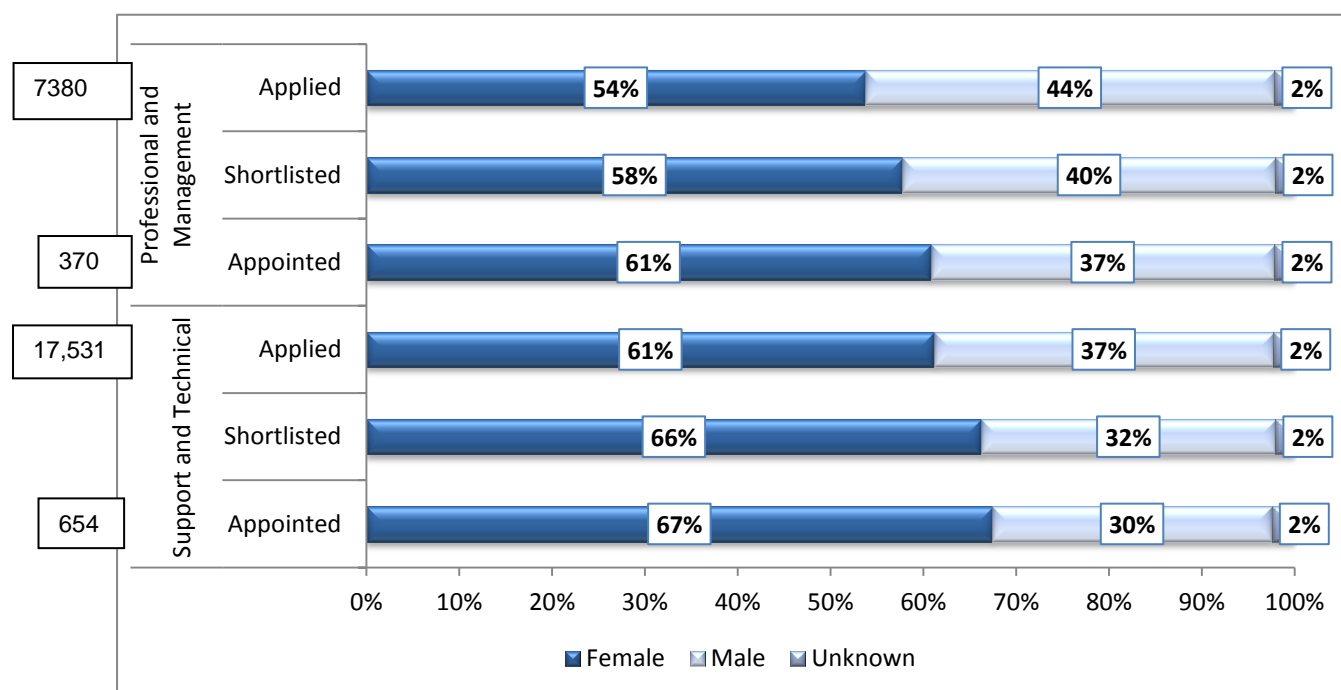
Recruitment to employment (2013/14)

Figure 10 Recruitment monitoring by gender (academic and research posts), 2013/14



Source: CoreHR, EDU

NB. All vacancies advertised and closed between 1 August 2013 and 31 July 2014, for which details had been entered into CoreHR by the end of September 2014.



Source: CoreHR, EDU

Ethnicity

Oxford

- On 31 July 2013, there were over 1,100 black and minority ethnic (BME⁵) staff working at the University who had identified as BME. However, the rate of non-disclosure was high and had increased since the previous year. Overall, 10% of staff identified as BME, 74% as white and 16% were of unknown ethnicity. The proportion of identified BME staff remained the same as the year before.
- 6% of academic staff identified as BME, but the ethnicity of 20% was unknown at the time the snapshot was taken. 16% of research staff were BME (18% unknown).
- The proportion of BME staff was higher among clinical than non-clinical staff: 9% of clinical academics and 22% of clinical researchers.
- 8% of academic-related (13% unknown) and 8% of support staff (14% unknown) identified as BME, compared with 7% and 8% respectively the previous year.
- Among academic and research staff (combined figures), 8% of UK nationals were BME (16% unknown) compared with 18% of non-UK nationals (21% unknown).
- Among UK academic-related and support staff (combined figures), 5% were BME (12% unknown) compared with 21% of non-UK nationals (21% unknown).
- 5% of professorial staff (19% unknown) were of black or minority ethnicity.
- Among staff who have identified as BME, 39% were Asian, 29% Chinese, 15% mixed, 8% black and 8% from another ethnic group.
- Overall, 34% of applicants to research, administrative and support posts were BME; 15% of successful candidates were BME.
- Monitoring data was available for 60% of academic applicants only. Overall, 18% of applicants were BME as were 18% of successful candidates. However, it is not possible to say that the success rates were equal with so much missing data.
- Further analysis by ethnicity and citizenship shows that among the 97% of applicants whose citizenship was known, BME applicants of UK/EU nationality had a lower than average success rate⁶ (2% compared with 5%) while BME applicants from overseas had an average success rate (2%). However, white applicants from overseas were much more likely to be appointed (5% success rate), despite forming less than a quarter of the applicant pool.

UK

- In 2012/13, 8% of UK national and 29% of non-UK national staff in higher education were BME (5% and 7% unknown respectively).
- 8% of UK academic and research staff were BME, compared with 27% of non-UK.
- 8% of UK professional and support staff were BME, compared with 33% of non-UK.

⁵ Black and minority ethnic. In this report we use 'BME' to denote all ethnicities other than white; it does not therefore include minority white ethnic groups such as Gypsy or traveller and non-British whites.

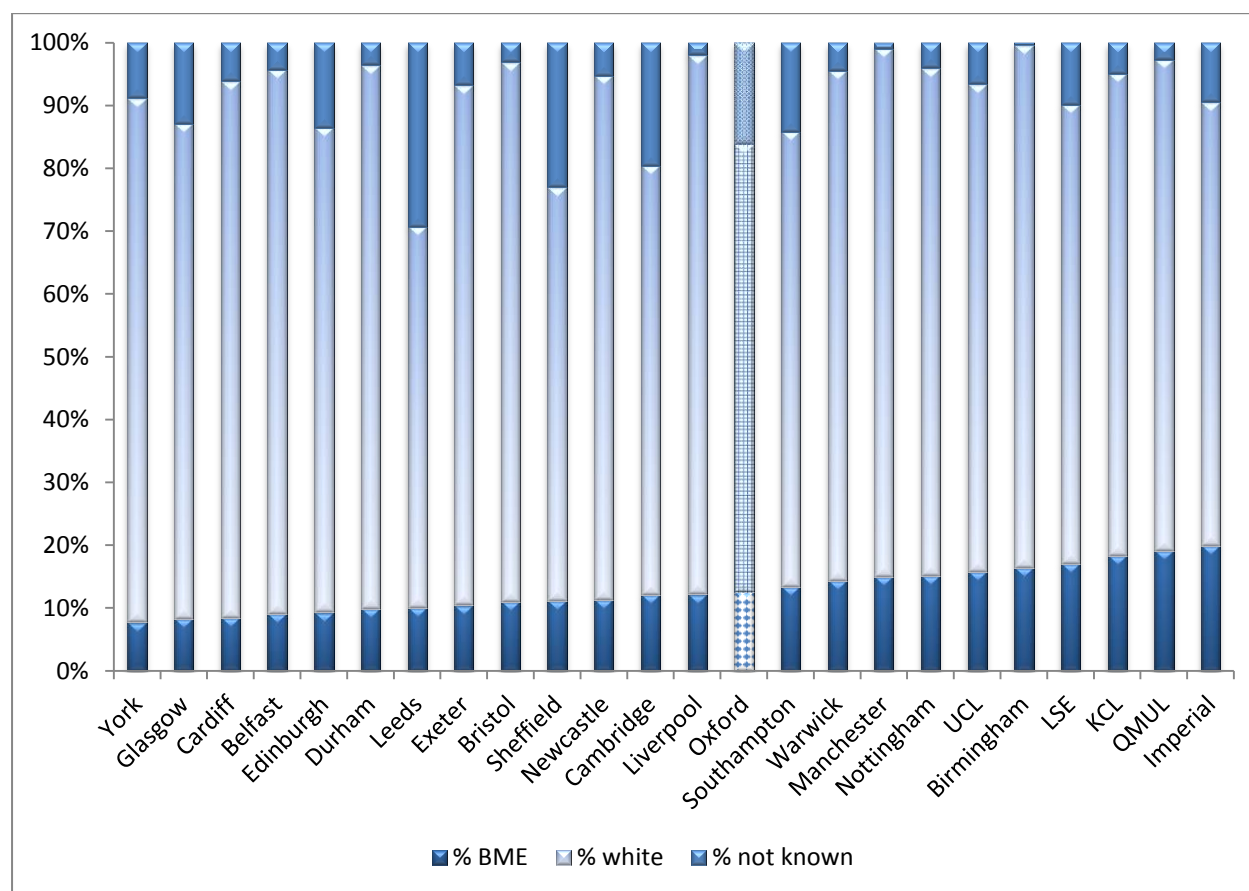
⁶ 'Success rate' refers to the percentage of appointments to applications.

Russell Group

- In 2012/13, the overall proportion of BME academic and research staff at Russell Group institutions was 13% (10% unknown), matching the proportion at Oxford (16% unknown). The percentage of identified BME staff varied widely from 8% at York, Glasgow and Cardiff to 20% at Imperial College.
- Universities with above-average proportions of BME academic staff included Warwick (14%), Manchester and Nottingham (15%), UCL and Birmingham (16%), LSE (17%), KCL (18%), Queen Mary, University of London (19%) and Imperial College (20%).
- The non-disclosure rate was 10% overall but ranged from below 3% (Birmingham, Manchester, Liverpool, Bristol) to over 20% (Cambridge, Sheffield, Leeds).
- The overall proportion of BME professional and support staff was lower at 9% (7% unknown), though again this varied widely from just 1% at Queen's Belfast, 3% at Exeter, Durham, Newcastle and Glasgow, up to 32% at Queen Mary, University of London. The institutions with above-average proportions of BME non-academic staff were Manchester (10%), Warwick (11%), Birmingham (15%), KCL (21%), UCL and Imperial (22%), LSE (24%) and QMUL (32%).
- The rates of non-disclosure varied from zero (Manchester) to 22% (Leeds).

Comparison with the Russell Group (2012/13)

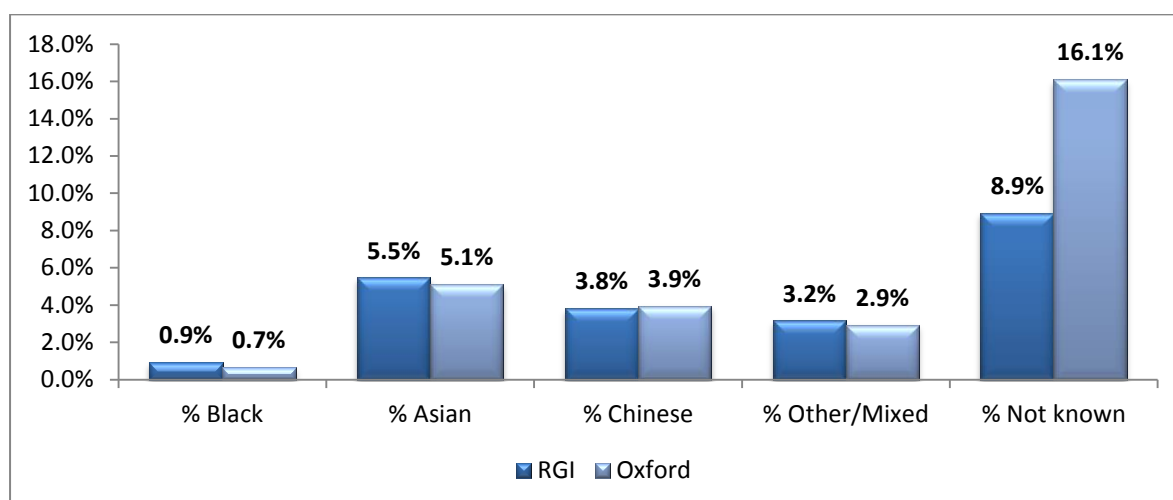
Figure 11 Russell Group: academic staff by ethnicity, 2012/13



Source: HESA Staff Record, 2012/13 (Heidi). The patterned column denotes the University of Oxford.

Figure 11 shows the broad ethnic composition of academic (and research) staff at Russell Group institutions, arranged by ascending percentage of BME staff. The average percentage was 13%, with 10% not known. However, the proportions varied widely from 8% at York, Glasgow and Cardiff to 20% at Imperial College (Oxford 13%). There were also large differences in the proportions of staff whose ethnicity was unknown: from 0% at Birmingham to 29% at Leeds (Oxford 16%).

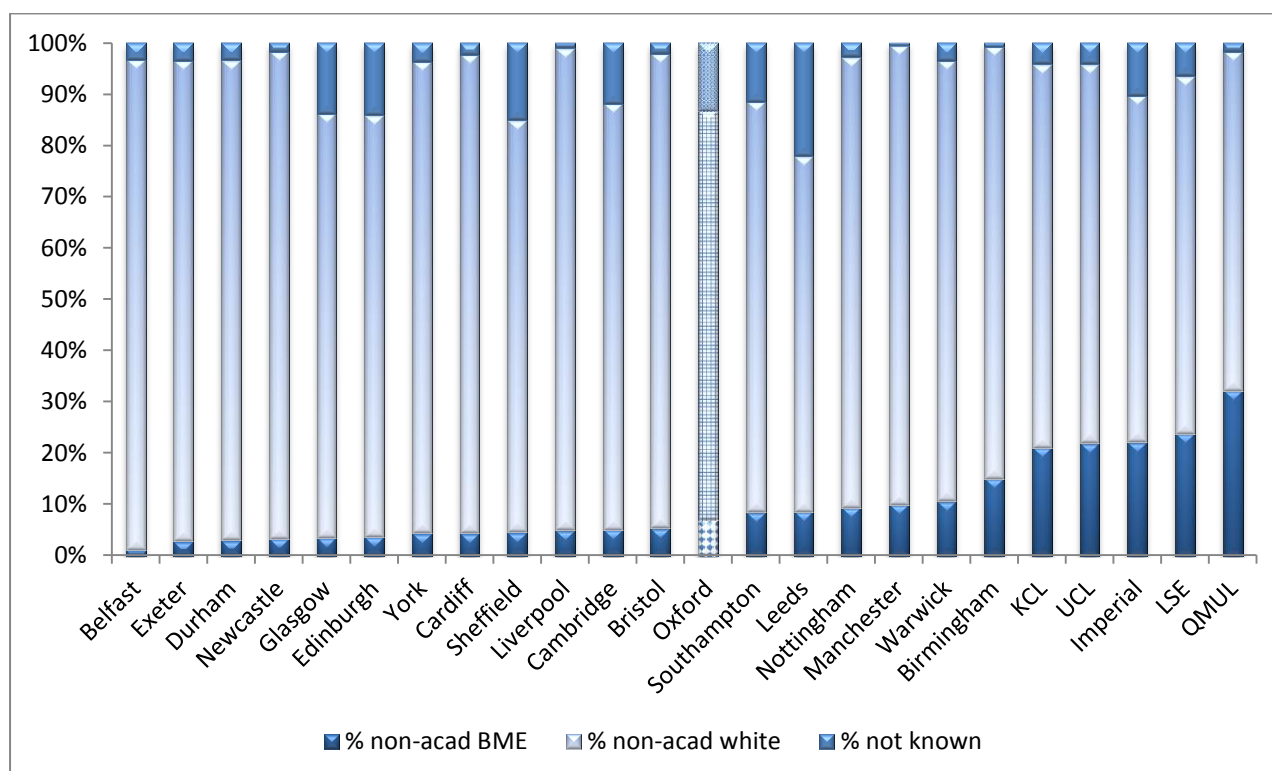
Figure 12 Russell Group and Oxford: comparison of academic staff by ethnic group, 2012/13



Source: HESA Staff Record, 2012/13 (Heidi)

Although Oxford has a much higher rate of unknown ethnicity than average, the proportions of each ethnic group match the Russell Group averages almost exactly.

Figure 13 Russell Group: non-academic staff by ethnicity, 2012/13



Source: HESA Staff Record, 2012/13 (Heidi). The patterned column denotes the University of Oxford.

Figure 13 shows the broad ethnic composition of non-academic staff at Russell Group institutions, arranged by ascending percentage of BME staff. The average percentage was 9% BME (7% unknown) though the majority of universities (14 out of 24) had a lower percentage than this. There were wide differences in the proportions of staff whose ethnicity was unknown.

Staff in post (31 July 2013)

Figure 14 Ethnicity profile by division, 2013 (fte)

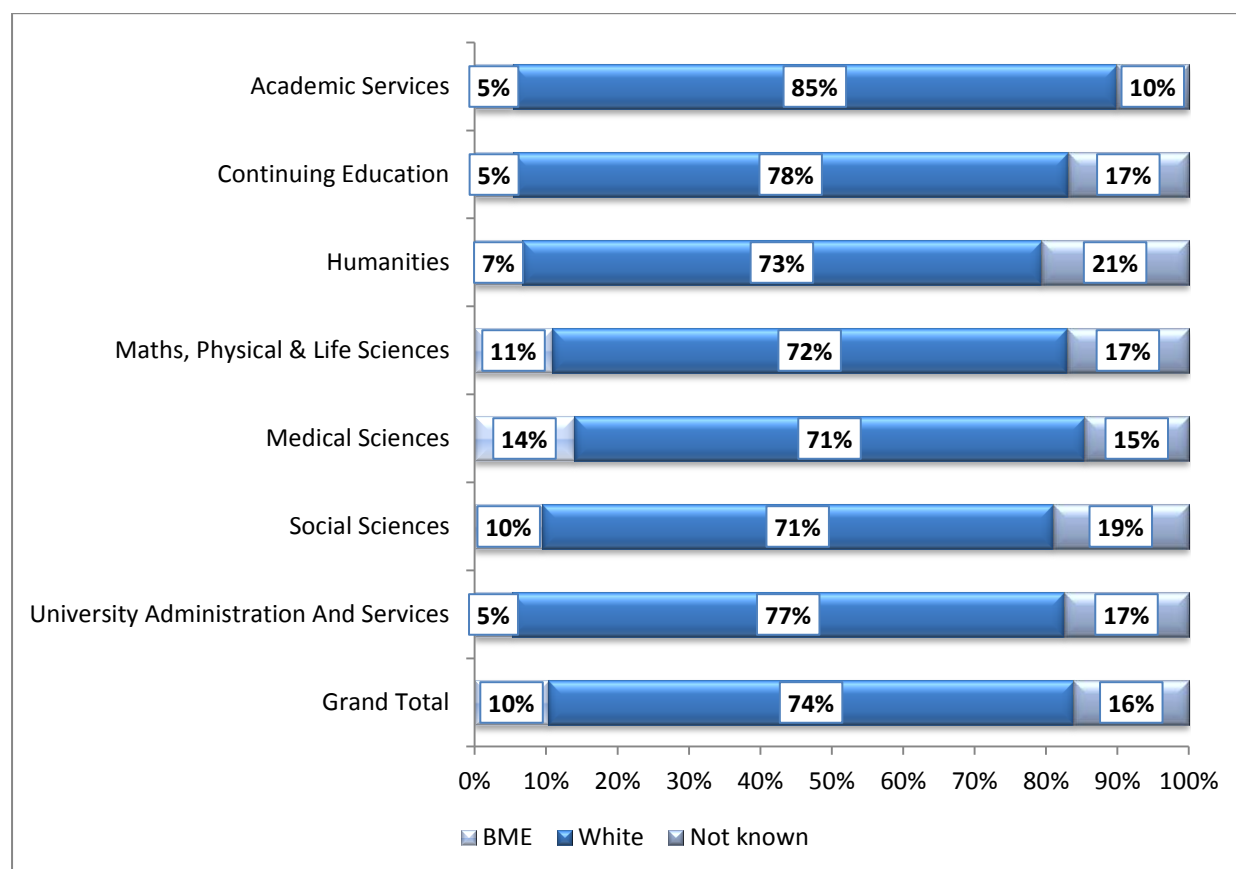
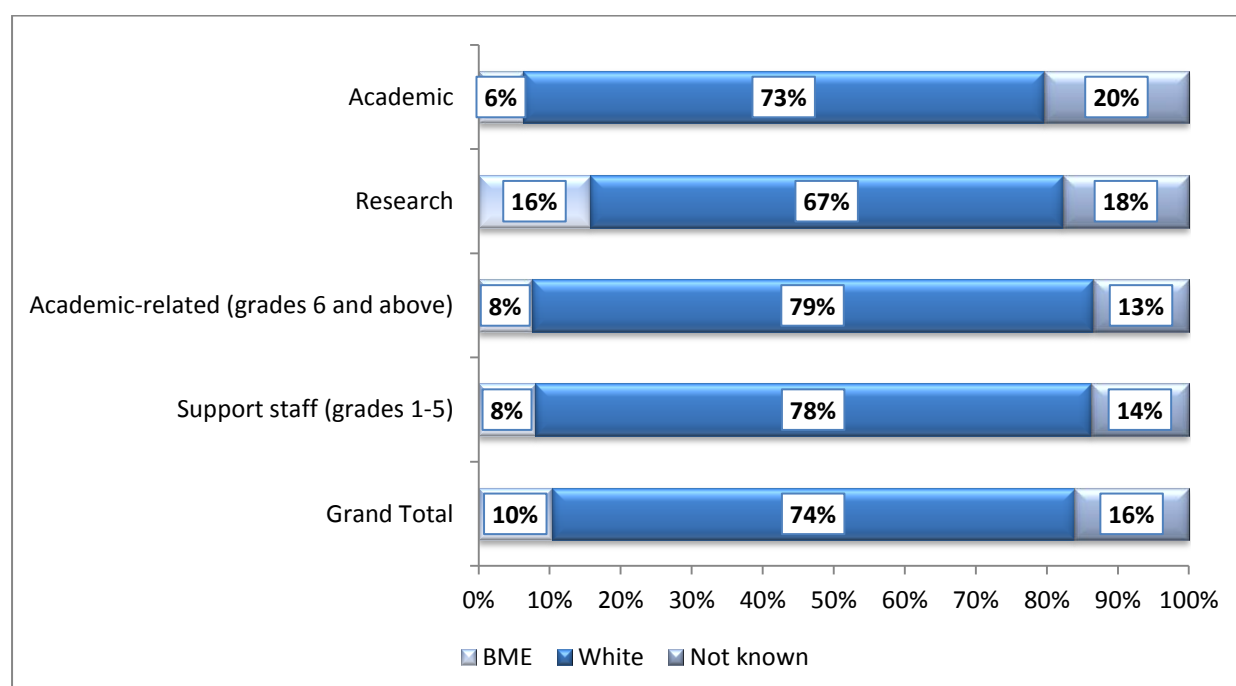
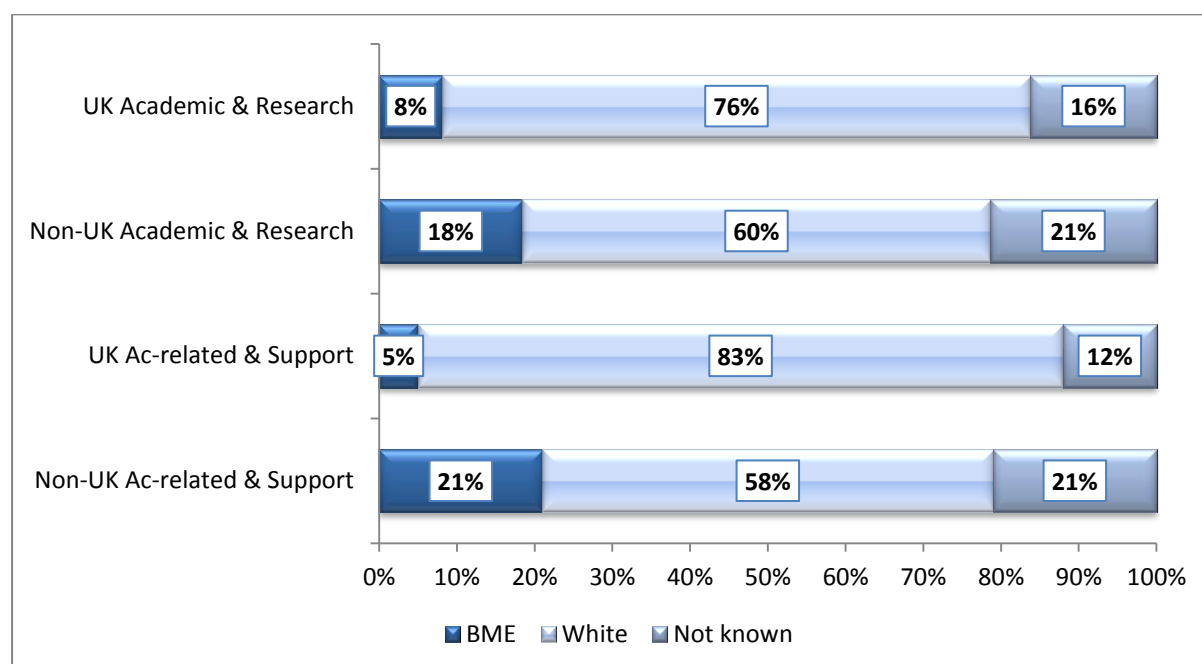


Figure 15 Ethnicity profile by staff group, 2013 (fte)



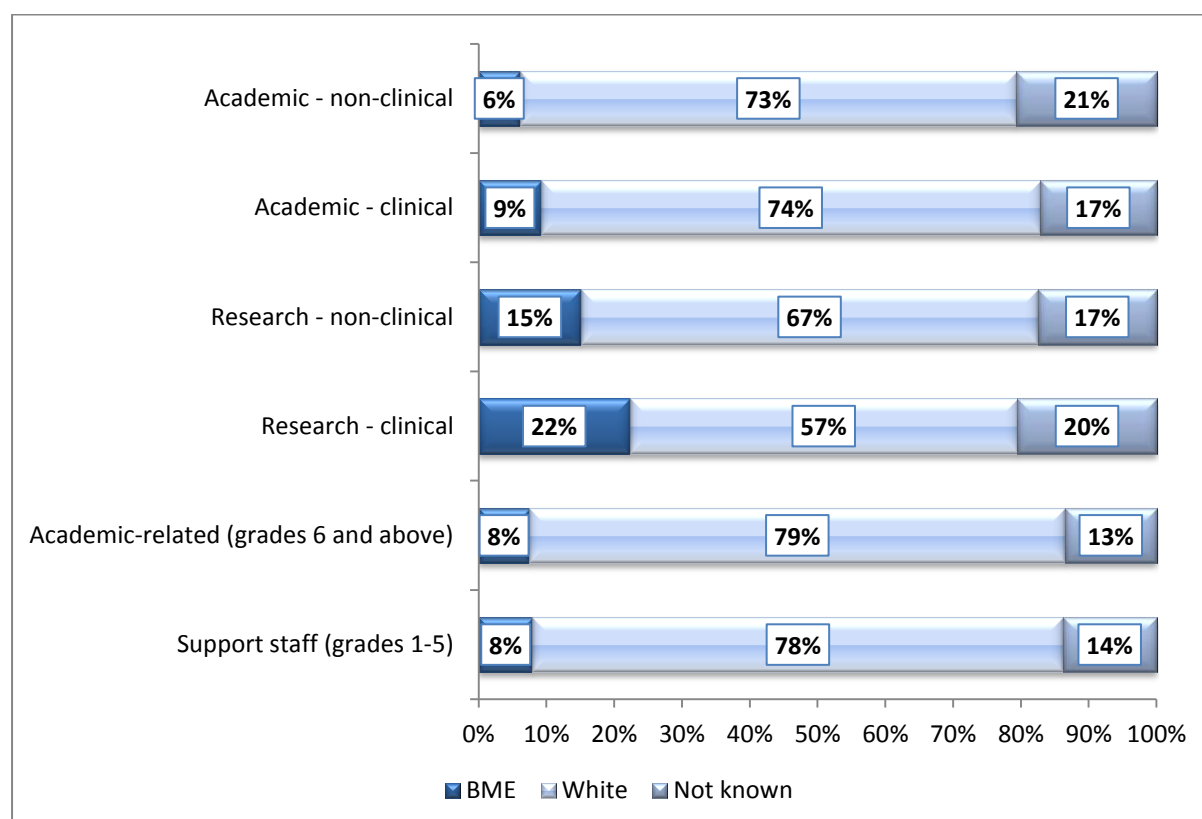
Source: CoreHR, staff snapshot 31.7.13

Figure 16 Comparison of UK and non-UK staff by ethnicity, 2013 (fte)



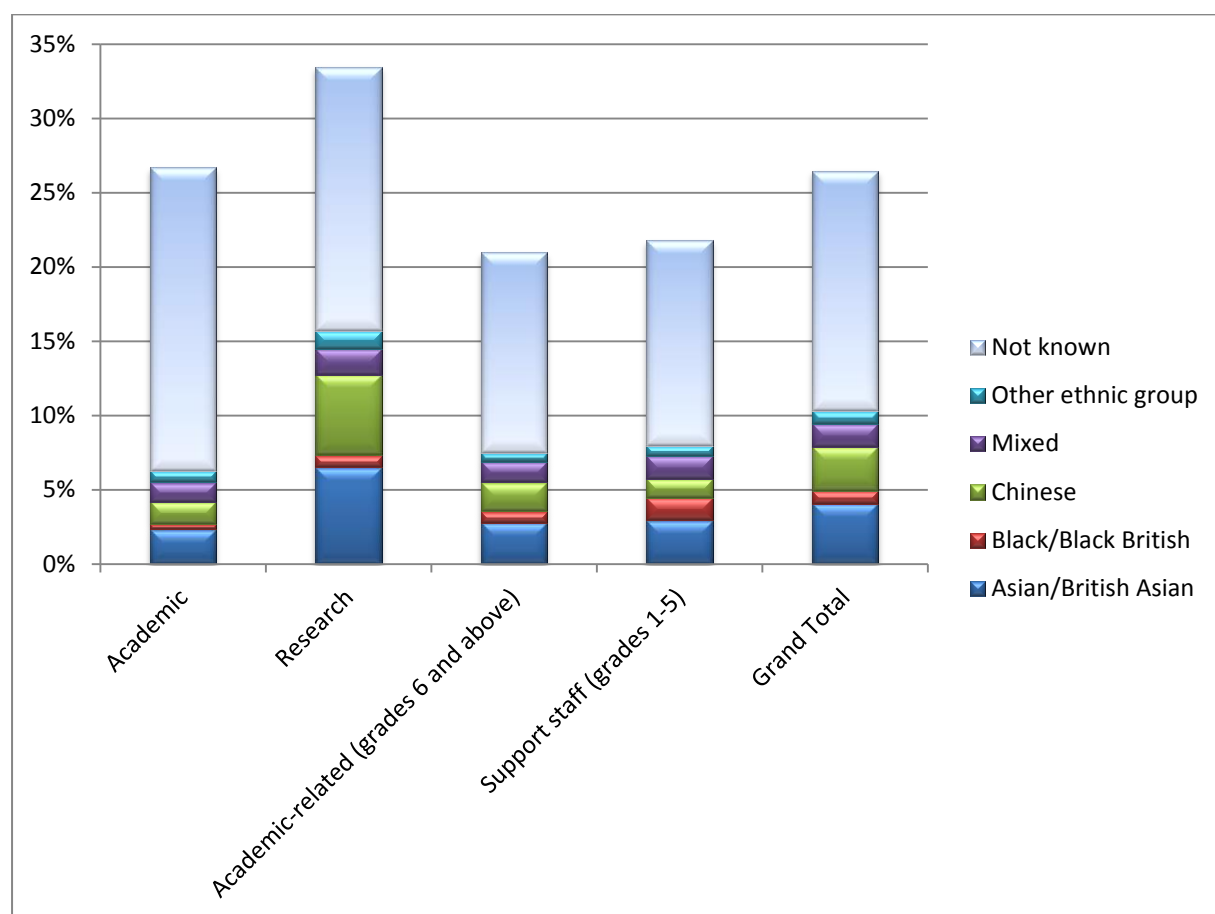
Source: CoreHR, staff snapshot 31.7.13

Figure 17 Ethnicity profile by staff group, including clinical and non-clinical, 2013 (fte)



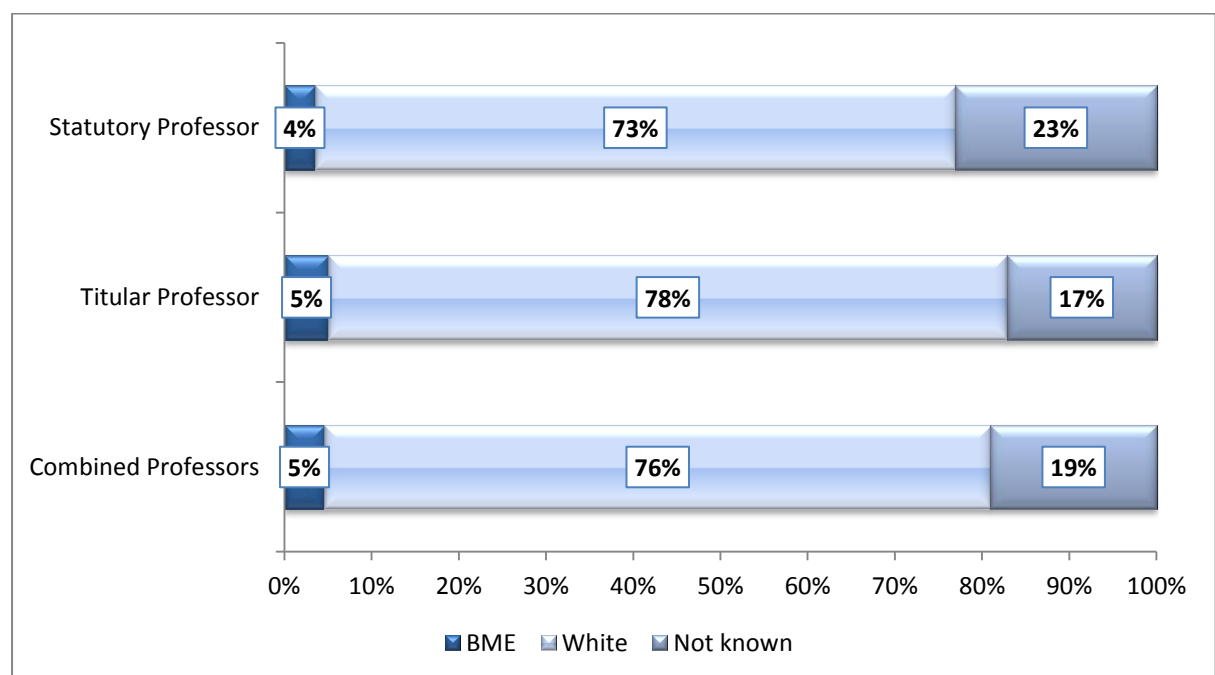
Source: CoreHR, staff snapshot 31.7.13

Figure 18 Staff profile by minority ethnicity, 2013 (fte)



Source: CoreHR, staff snapshot 31.7.13

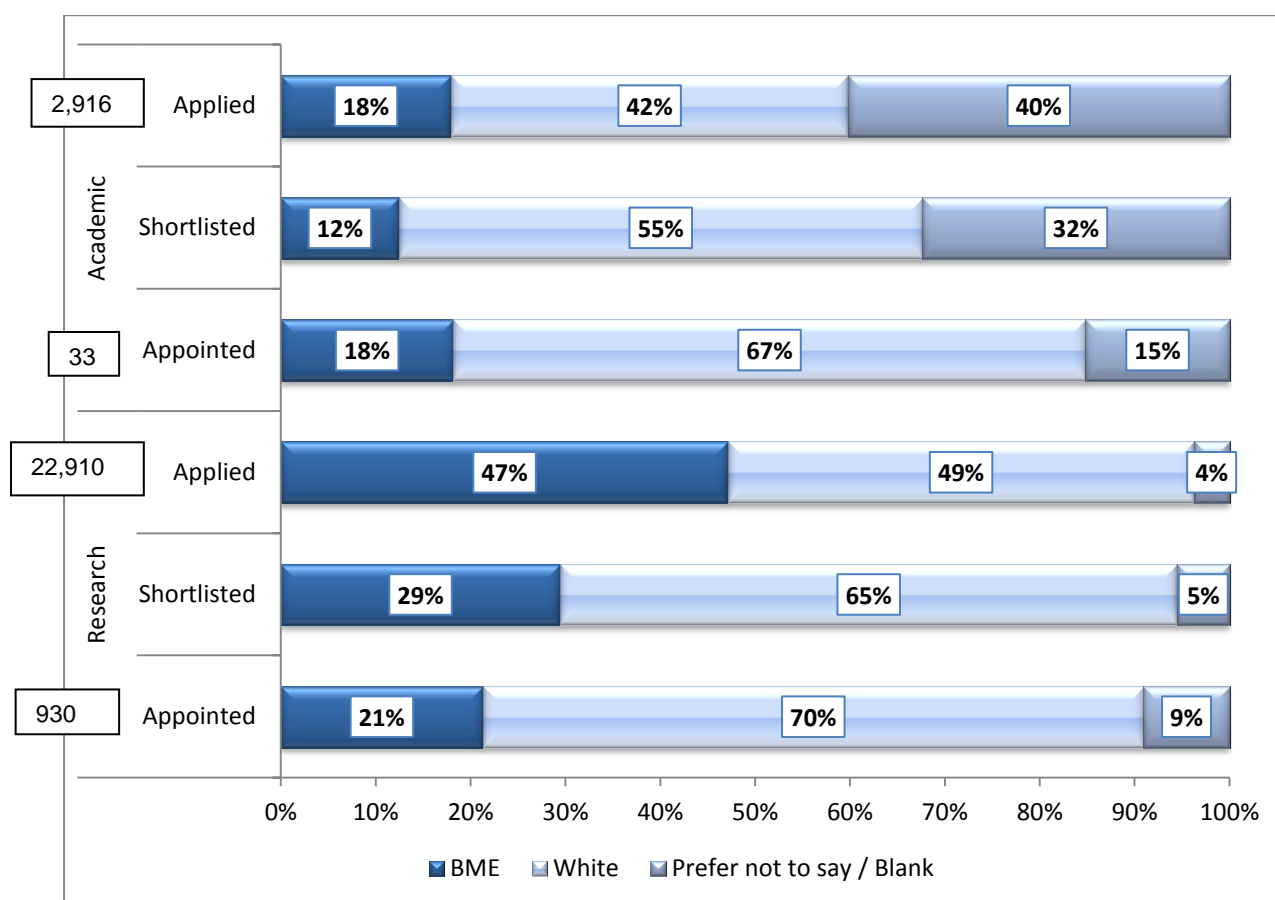
Figure 19 Ethnicity profile of professorial staff, 2013 (fte)



Source: CoreHR, staff snapshot 31.7.13

Recruitment to employment (2013/14)

Figure 20 Recruitment monitoring by ethnicity (academic and research), 2013/14

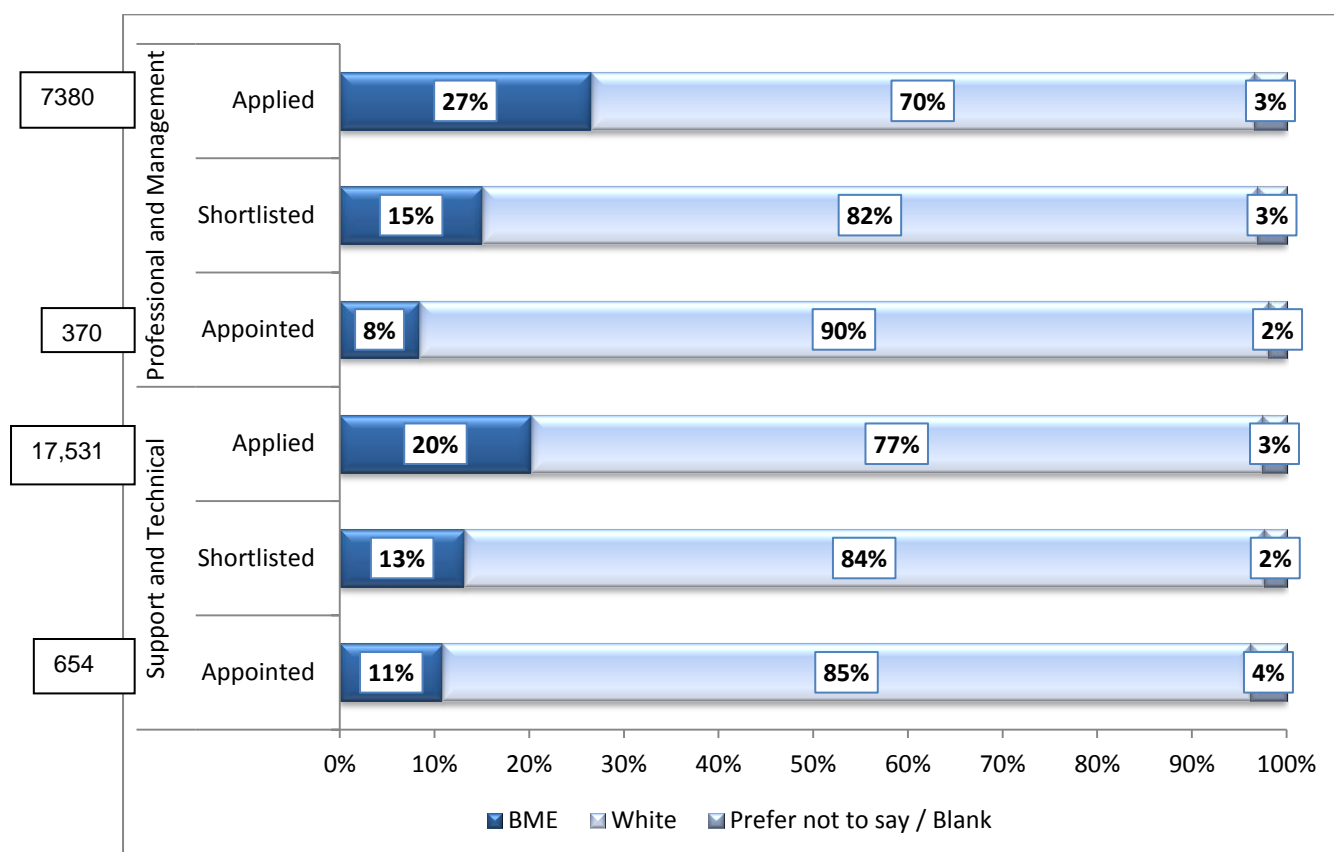


Source: CoreHR, EDU

NB. All vacancies advertised and closed between 1 August 2013 and 31 July 2014, for which details had been entered into CoreHR by the end of September 2014.

We lack monitoring information on 40% of applicants to academic posts compared with only 3% of applicants to other roles. As academic recruitment is conducted via a paper-based process, it is common for applicants not to return a monitoring form. However, this does represent an improvement on 2012/13 where only 49% of academic applicants chose to disclose their ethnicity.

Figure 21 Recruitment monitoring by ethnicity (professional and support), 2013/14



Source: CoreHR, EDU

Recruitment to non-academic roles is conducted via an online platform (e-recruitment) which elicits very high levels of disclosure from applicants – only 3% have elected not to provide this information.

Disability

Oxford

- 4% of university staff have disclosed a disability⁷, while the status of 16% was unknown, an increase from 12% in the previous year. 3% of academic staff (20% unknown) and 3% of research staff (17% unknown) have disclosed a disability. The combined figure for both staff groups is 3% (18% unknown).
- 4% of academic-related (13% unknown) and 6% of support staff (15% unknown) have disclosed a disability.
- Overall, 3.5% of applicants for research, support and professional roles disclosed a disability; 2.6% of successful applicants had disclosed a disability.
- The proportion of disabled applicants, shortlisted and appointed among researchers was 2% throughout. Among applicants for professional and management roles, 3% of applicants disclosed a disability while 4% of those appointed had identified as disabled. Among applicants for support and technical posts the reverse was the case: 5% of applicants disclosed a disability but only 3% of those appointed.

UK

- In 2012/13, 4% of higher education staff had disclosed a disability: 3% of academic staff and 4.5% of professional and support staff.

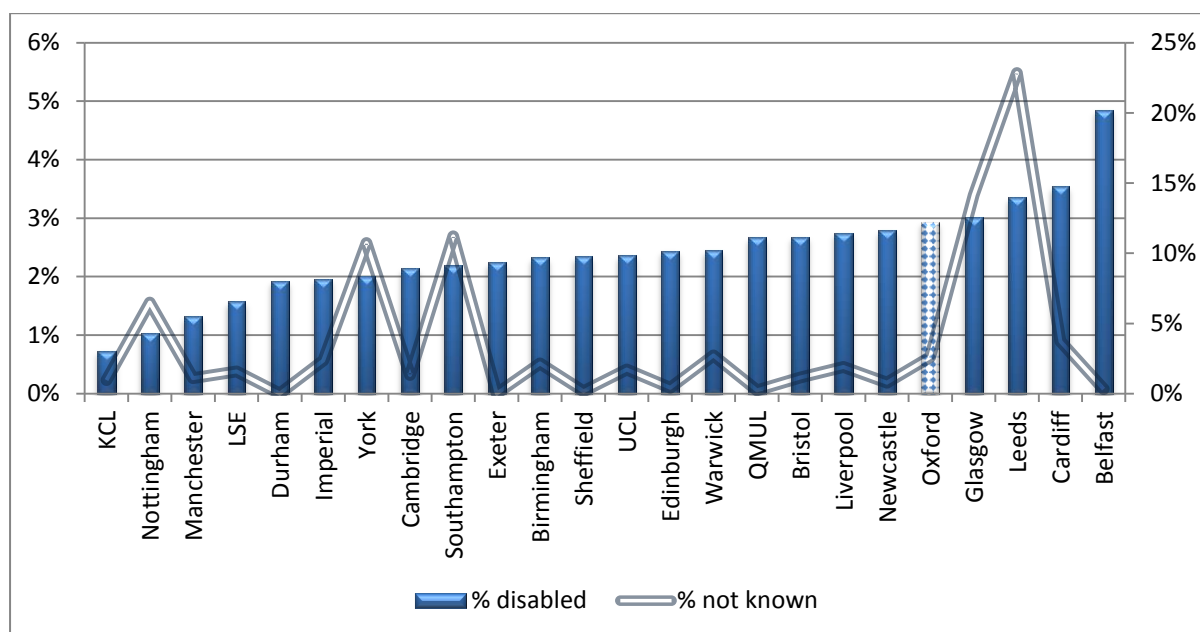
Russell Group

- In 2012/13, 2% of academic professionals in Russell Group universities had disclosed a disability (4% unknown). The proportions ranged from 1% at King's College London, Nottingham and Manchester to 4% at Cardiff and 5% at Queen's College Belfast. Non-disclosure rates varied from zero to 11% at York and Southampton, 14% at Glasgow and 23% at Leeds.
- 4% of non-academic staff had disclosed a disability (4% unknown), ranging from 1% at King's College London to 7% at Belfast and Cardiff.

⁷ Disability is defined in the Equality Act 2010 as a 'physical or mental impairment which has a substantial and long-term adverse effect on the ability to carry out normal day to day activities'. 'A substantial adverse effect' of an impairment is one which is more than minor or trivial, and the effect is 'long-term' if it has lasted 12 months, is likely to last at least 12 months, or is likely to last for the rest of the person's life. If an impairment has had a substantial adverse effect on a person's ability to carry out normal day to day activities but that effect ceases, it is treated as continuing if it is 'likely' to recur. Conditions with fluctuating effects can still qualify as 'long-term' impairments if they are likely to recur. A condition will be seen as likely to recur if this 'could well happen' rather than the higher threshold of 'more probably than not'.

Comparison with the Russell Group (2012/13)

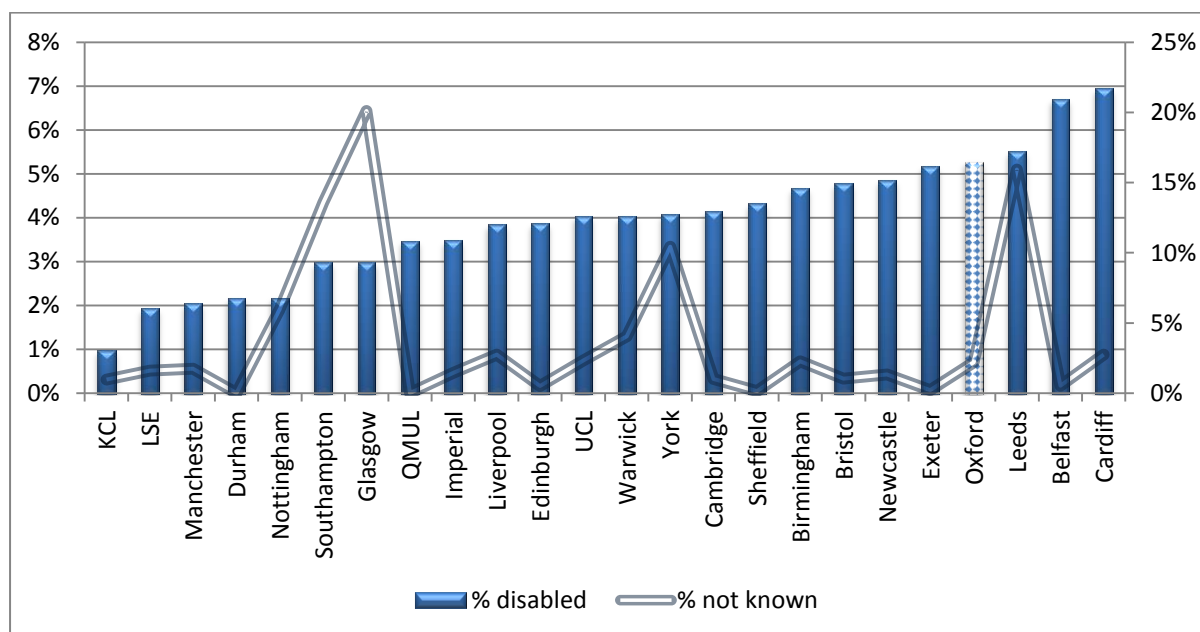
Figure 22 Russell Group: academic staff by disability, 2012/13



Source: HESA Staff Record, 2012/13 (Heidi). The patterned column denotes the University of Oxford.

Figure 22 shows the proportions of academic and research staff disclosing a disability at Russell Group institutions, arranged in ascending order. The line graph shows the rate of non-disclosure at each university. King's College London had the lowest rate of reported disability at 1% (1% unknown) while Queen's College Belfast had the highest at 5% (0% unknown). Oxford's reported rate was above average at 3%.

Figure 23 Russell Group: non-academic staff by disability, 2012/13



Source: HESA Staff Record, 2012/13 (Heidi). The patterned column denotes the University of Oxford.

Staff in post (31 July 2013)

Figure 24 Disability profile by division, 2013 (fte)

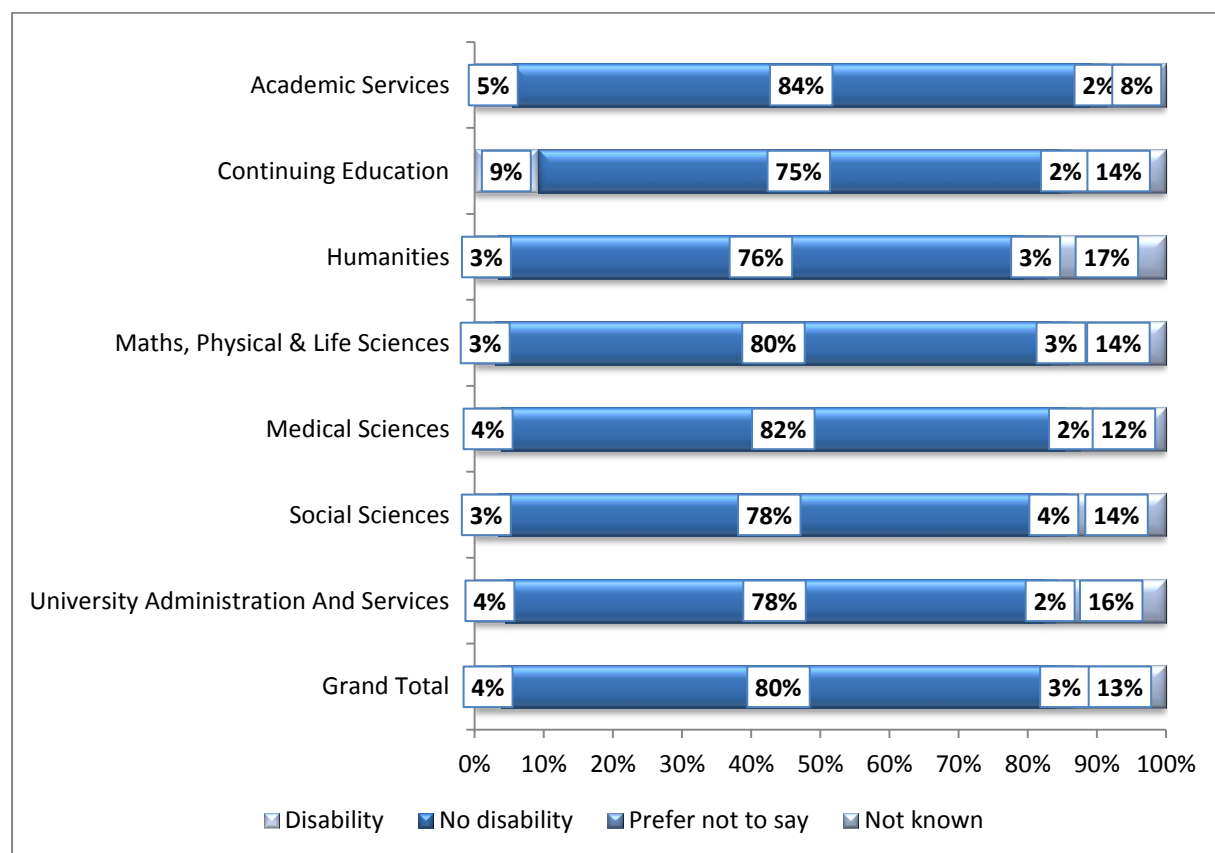
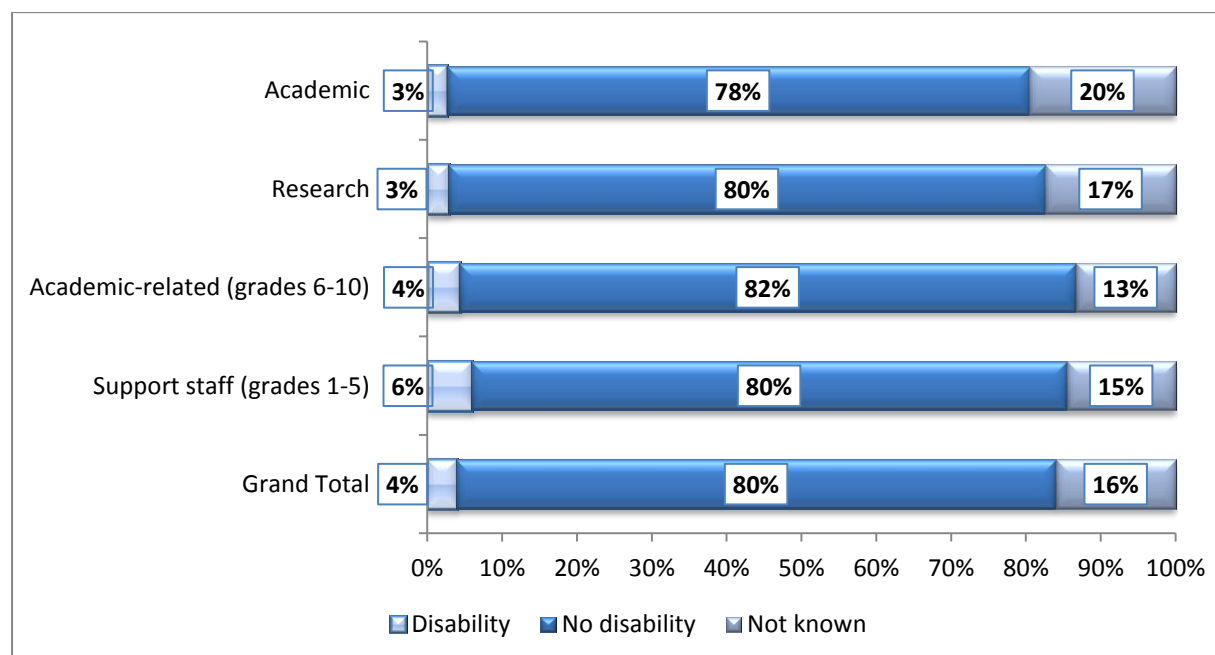


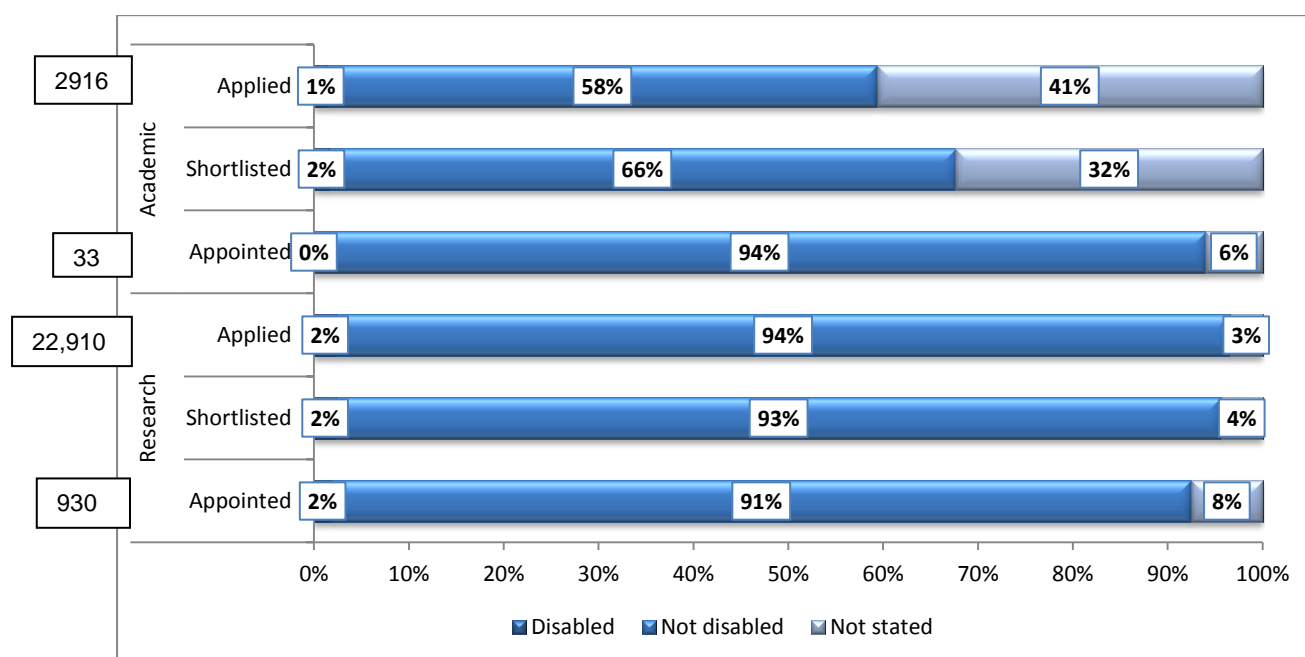
Figure 25 Disability profile by staff group, 2013 (fte)



Source: CoreHR, staff snapshot 31.7.13

Recruitment to employment (2013/14)

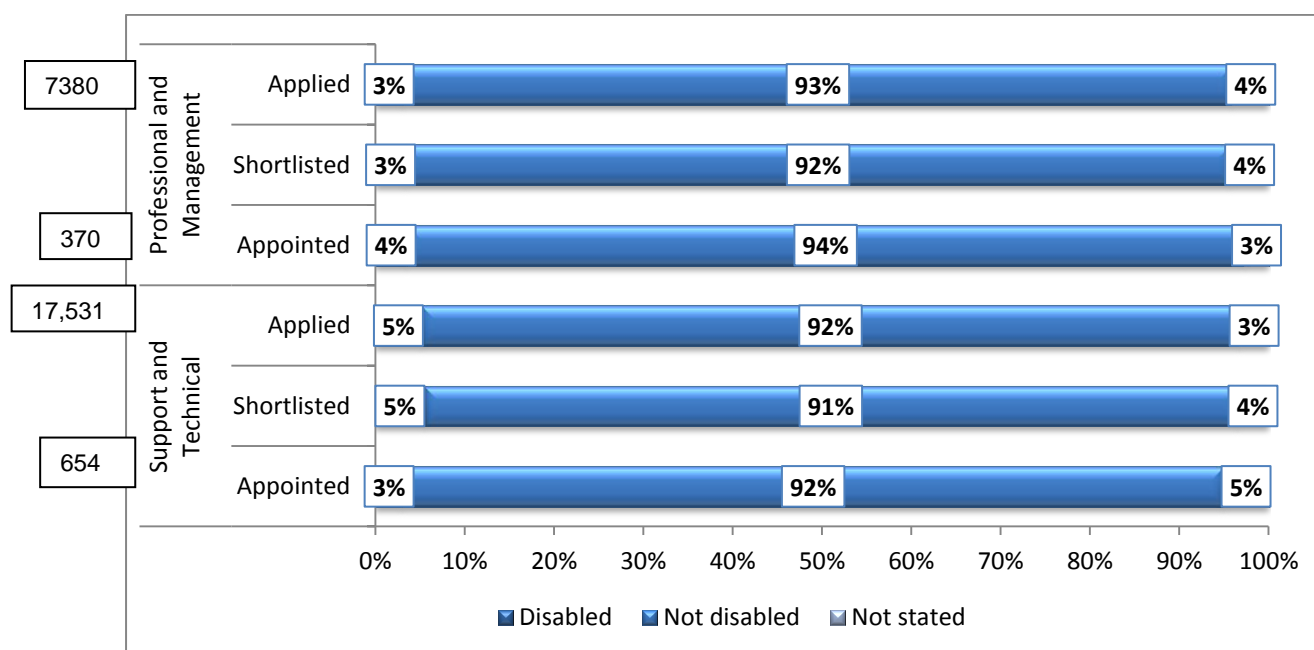
Figure 26 Recruitment monitoring by disability (academic and research), 2013/14



NB. All vacancies advertised and closed between 1 August 2013 and 31 July 2014, for which details had been entered into CoreHR by the end of September 2014.

We lack monitoring information on 41% of applicants to academic posts compared with only 3% of applicants to other roles. As academic recruitment is conducted via a paper-based process, it is common for applicants not to return a monitoring form.

Figure 27 Recruitment monitoring by disability (professional and support), 2013/14



Source: CoreHR, EDU

Age

Oxford

- 49% of all staff were aged under 40, 24% aged 40 to 49, 24% aged 50 to 64 and 2% were over 65.
- Among academic staff, 23% were under 40 while 6% were over 65. This represented a one percentage point increase in both categories compared with the previous year.
- 69% of researchers were under 40 while 13% were aged over 50.
- Nearly half (48%) of support staff were under 40, compared with 40% of academic-related staff.
- Just 2% of professorial staff were aged under 40, 25% were aged 40 to 49, 62% were 50 to 64 and 12% were over 65.
- Recruitment monitoring data for research, professional and support posts showed that all age groups were appointed roughly in line with their representation among applicants.
- Further analysis by age and sex showed that success rates were similar for both sexes in nearly every age group, though women in their thirties, forties and fifties had a slightly higher likelihood of being appointed than men of the same age.

UK

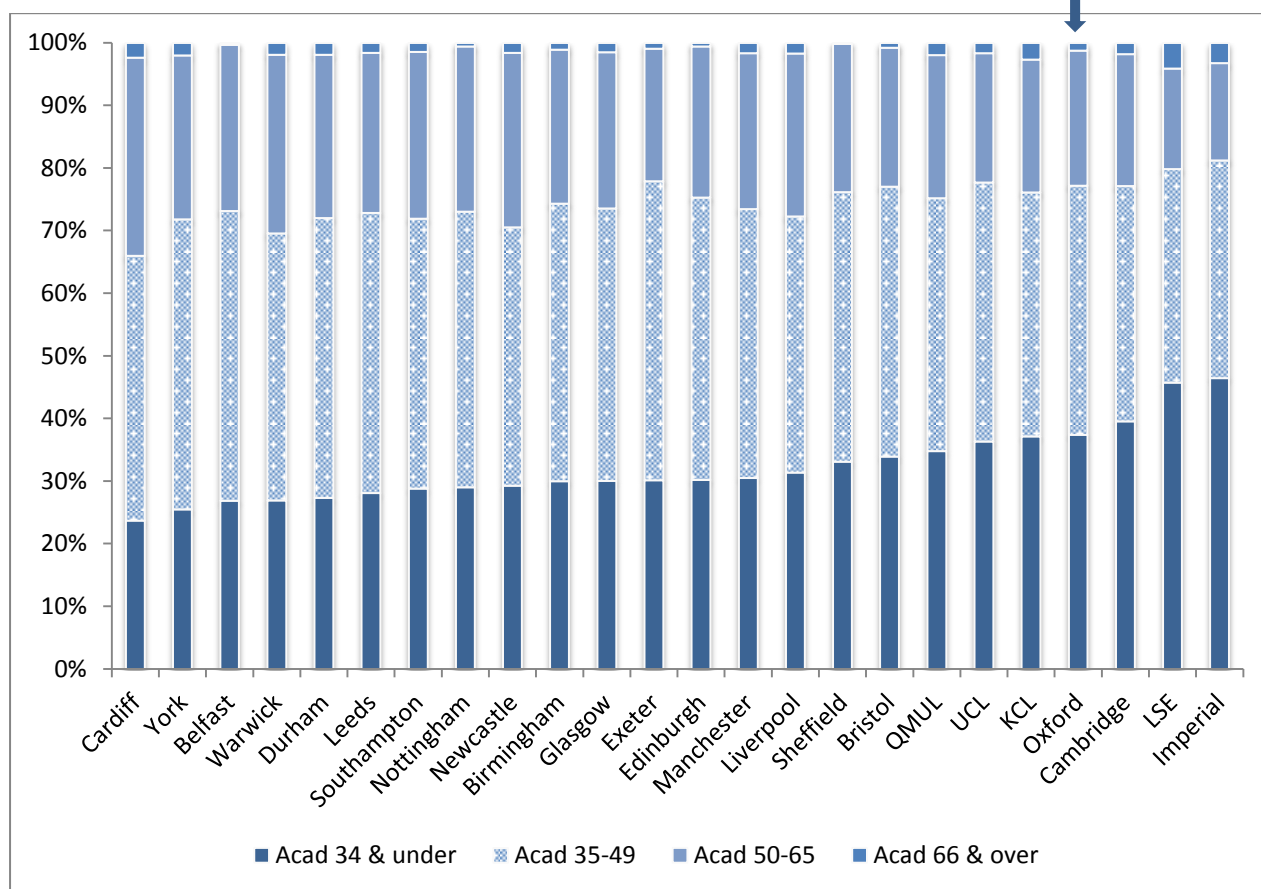
- In 2012/13, 28% of academic staff were aged 35 and under, 41% were 36 to 50, 29% were 51 to 65 and 2% were 66 and over.
- 34% of professional and support staff were 35 and under, 38% were aged 36 to 50, 27% were 51 to 65 and less than 1% were 66 and over.

Russell Group

- In 2012/13, 33% of academic staff were aged 34 and under, 42% were 35 to 49, 24% were 50 to 65 and 2% were 66 and over. By comparison, 37% of academic and research staff at Oxford were 34 and under, 40% were aged 35 to 49, 22% were 50 to 65 and 1% were 66 and over.
- On average, 31% of professional and support staff were 34 and under, 39% were 35 to 49, 29% were 50 to 65 and 1% were 66 and over. The proportions at Oxford matched the averages exactly.

Comparison with the Russell Group (2012/13)

Figure 28 Russell Group: academic staff by age group, 2012/13

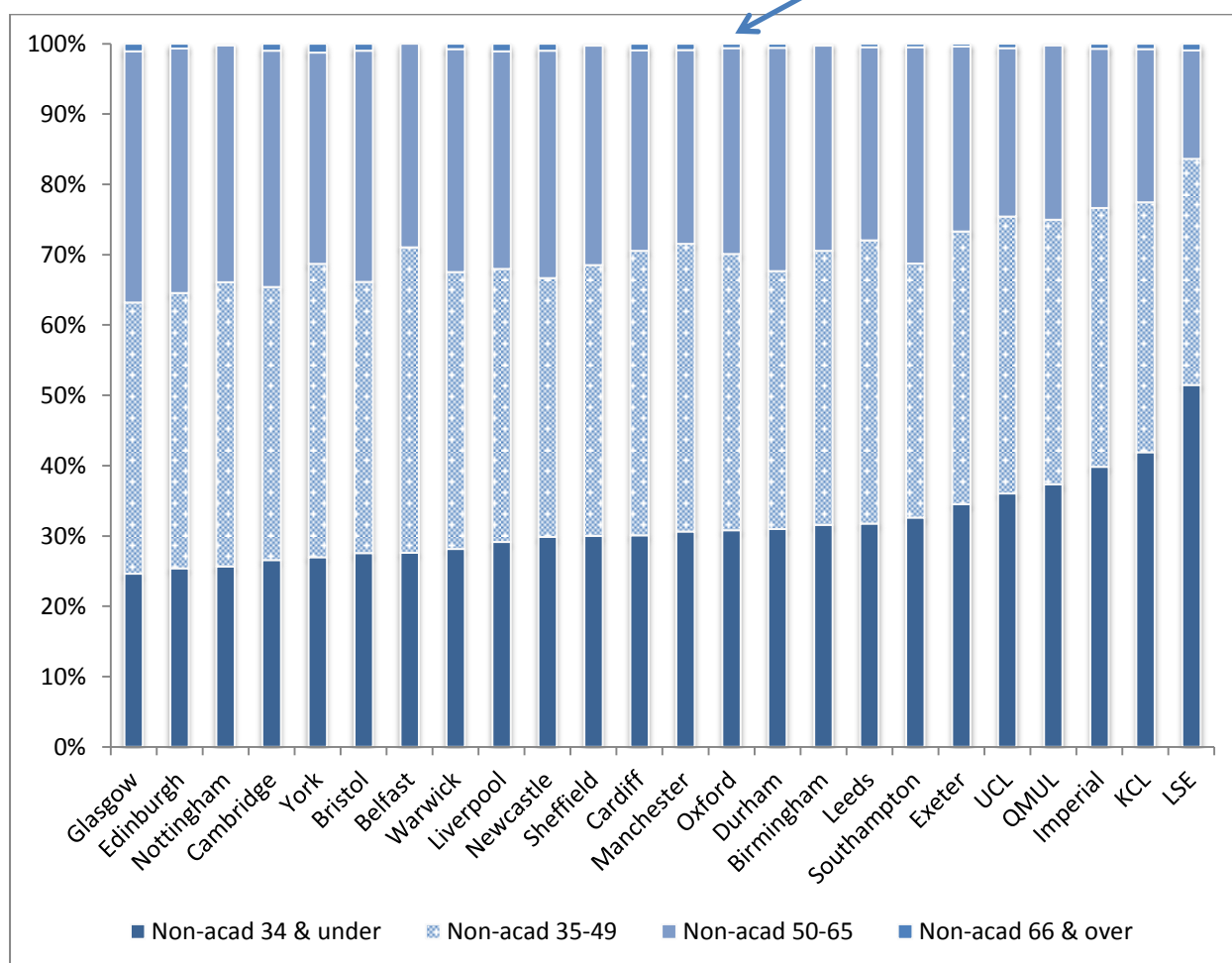


Source: HESA Staff Record 2012/13 (Heidi). The arrow denotes the University of Oxford.

Figure 28 shows the age profile of academic staff in Russell Group universities arranged by ascending percentage of staff aged 34 and under. Imperial College had the highest proportion of staff in the youngest age group (46%) with only 19% aged 50 and over. Oxford had a higher than average proportion of young staff (37%) reflecting the University's large researcher population.

The universities with the highest proportion of academic staff aged over 50 were Cardiff (34%), Warwick (30%) and Newcastle (29%). Those with the lowest proportions were Imperial College (19%), LSE (20%) and Exeter (22%). Oxford was close with 23%, along with Cambridge and Bristol.

Figure 29 Russell Group: non-academic staff by age group, 2012/13



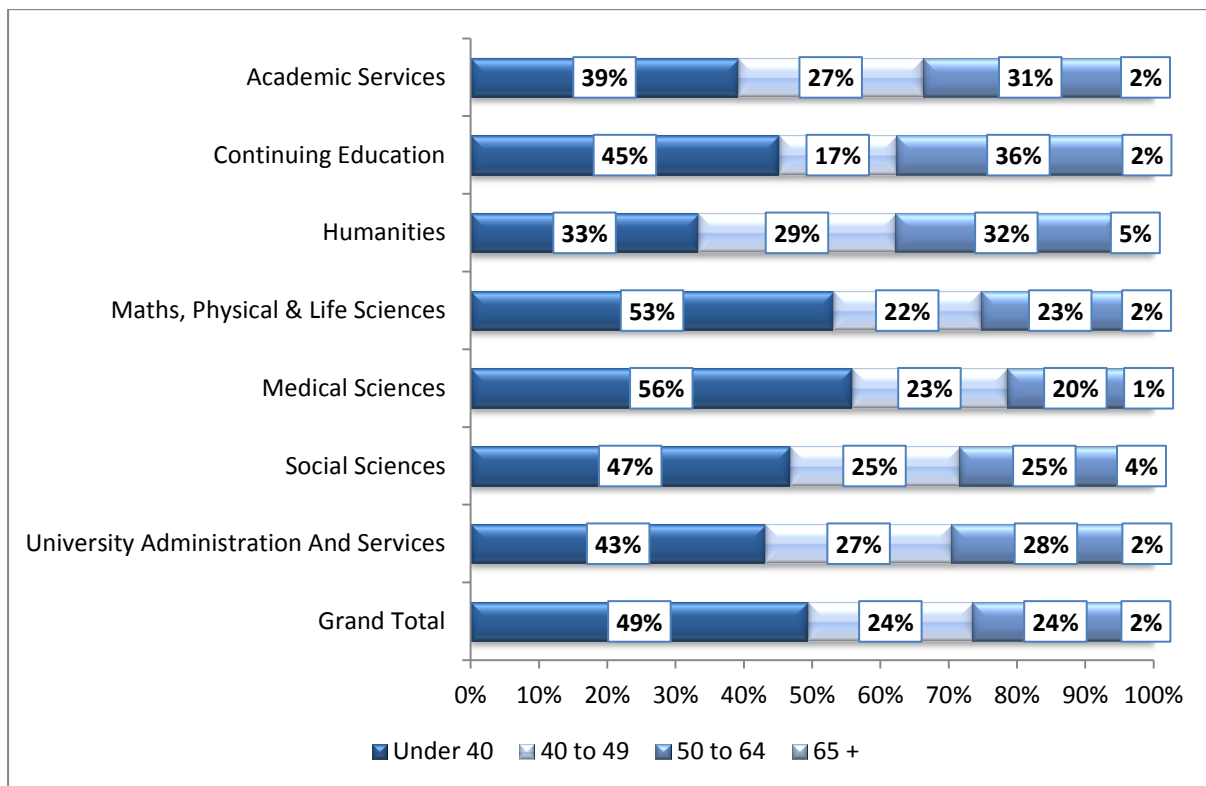
Source: HESA Staff Record 2012/13 (Heidi). The arrow denotes the University of Oxford.

Figure 29 shows the age profile of professional and support staff in Russell Group universities, arranged by ascending percentage of staff aged 34 and under. The average proportion of staff in this age group was 31%, but was significantly higher in several universities, in particular LSE, where 51% of staff were aged 34 or under, King's College London (42%) and Imperial College (40%).

30% of non-academic staff were aged 50 and over with the highest proportions at Glasgow (37%), Edinburgh and Cambridge (both 35%).

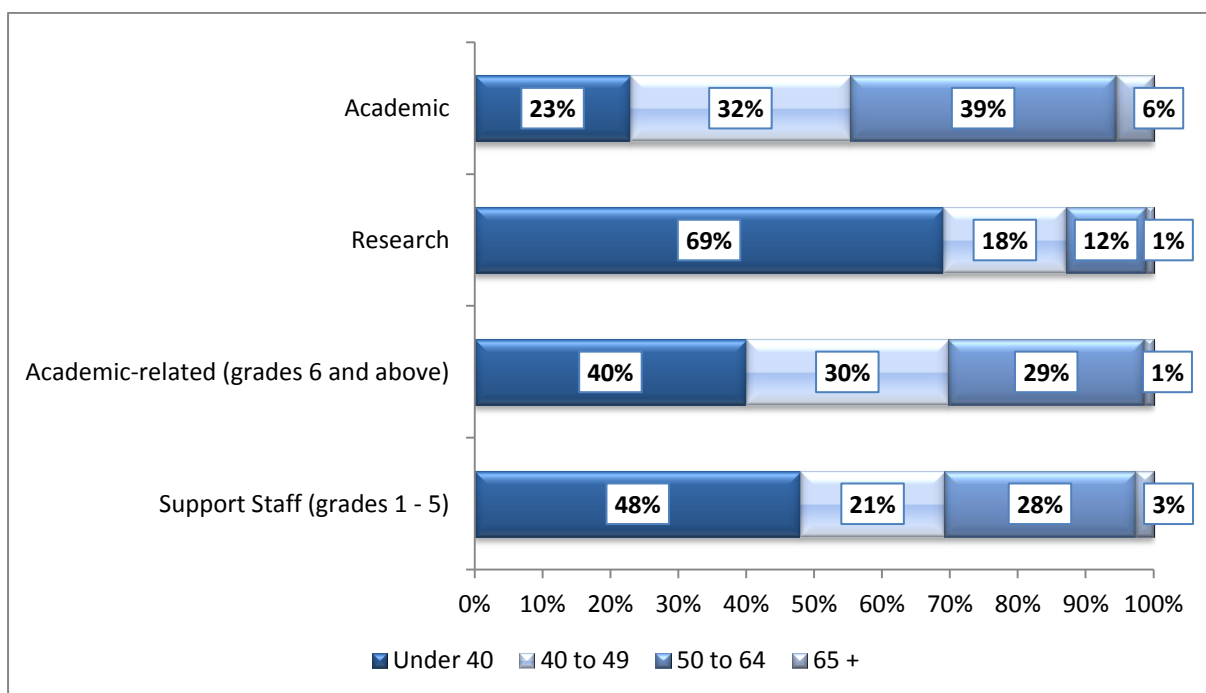
Staff in post (31 July 2013)

Figure 30 Age profile by division, 2013 (fte)



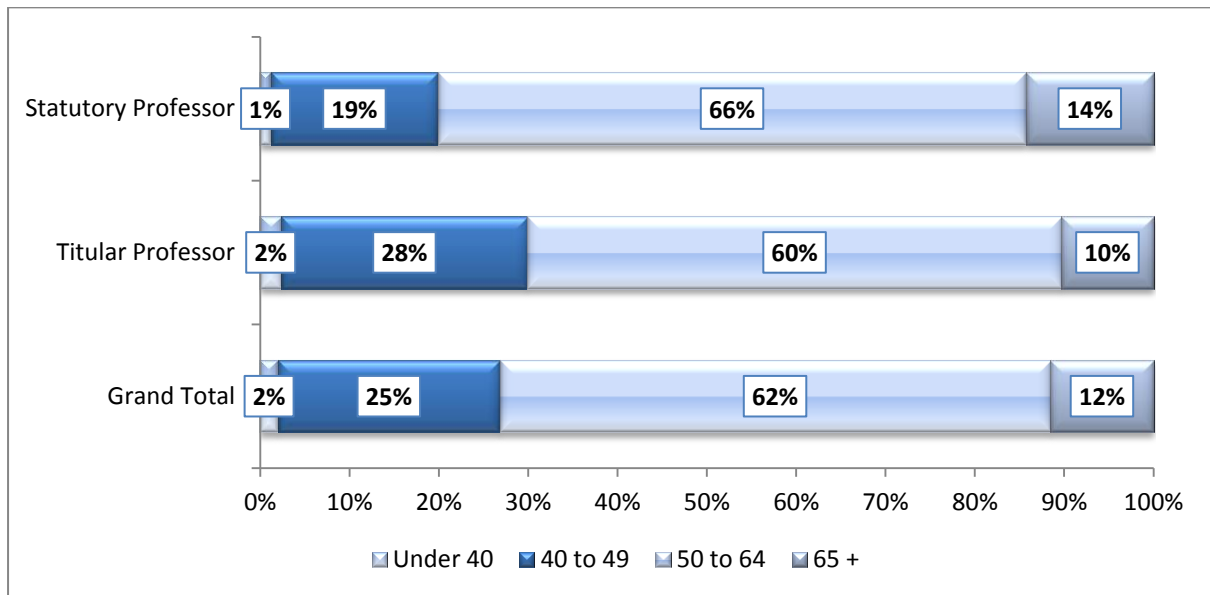
Source: CoreHR, staff snapshot 31.7.13

Figure 31 Age profile by staff group, 2013 (fte)



Source: CoreHR, staff snapshot 31.7.13

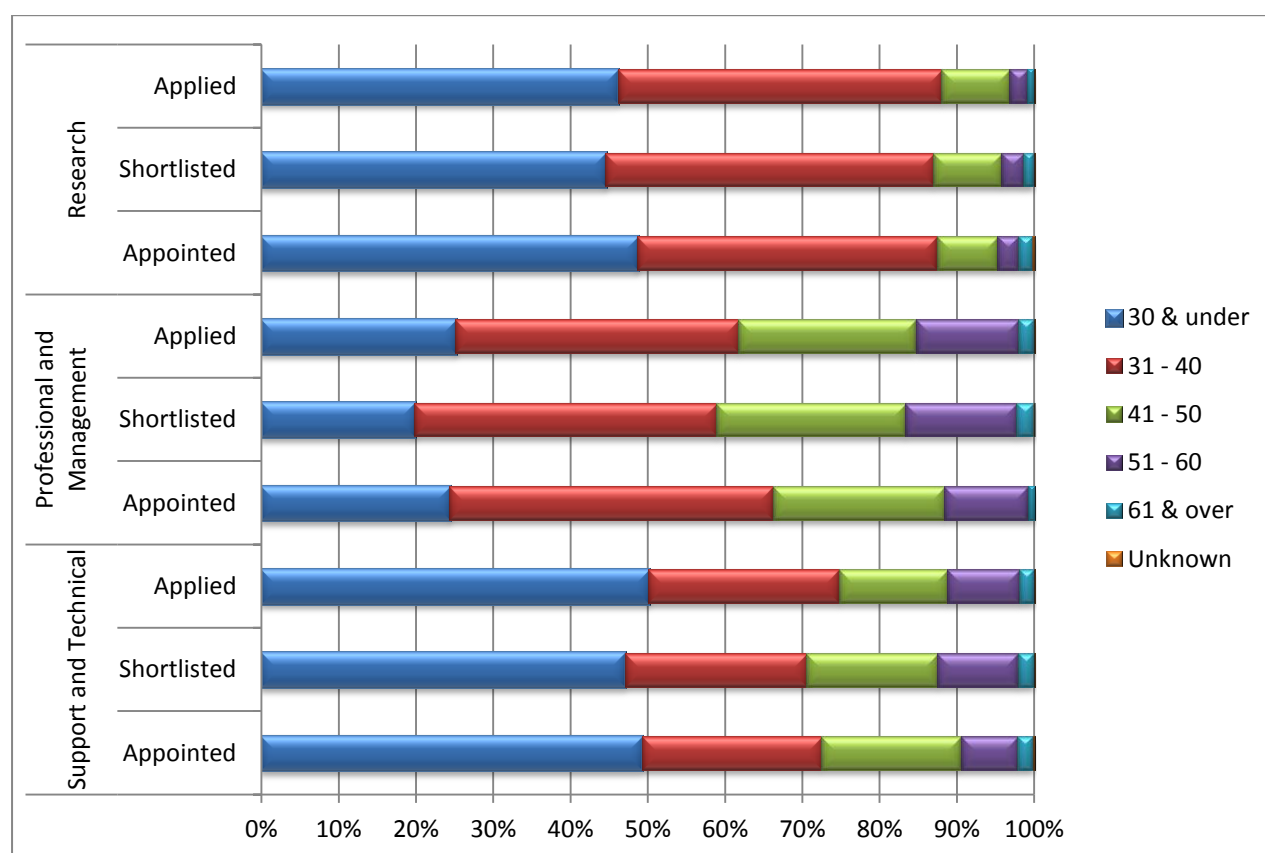
Figure 32 Age profile of professorial staff, 2013 (fte)



Source: CoreHR, staff snapshot 31.7.13

Recruitment to employment (2013/14)

Figure 33 Recruitment monitoring by age band (research, professional and support), 2013/14



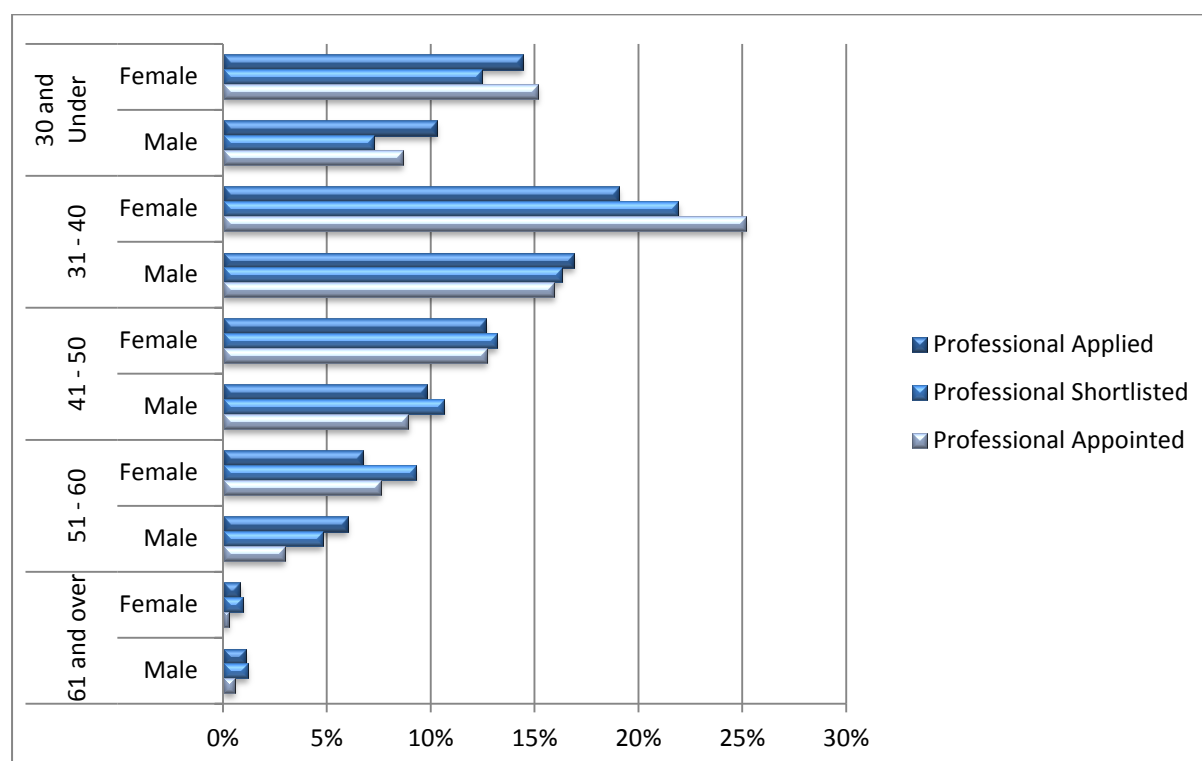
Source: CoreHR, EDU

NB. All vacancies advertised and closed between 1 August 2013 and 31 July 2014, for which details had been entered into CoreHR by the end of September 2014. This chart is best viewed online in colour.

		30 & under	31 - 40	41 - 50	51 - 60	61 & over	Unknown
Research	Applied	46%	42%	9%	2%	1%	0%
	Shortlisted	45%	42%	9%	3%	1%	0%
	Appointed	49%	39%	8%	3%	2%	0%
Professional and Management	Applied	25%	37%	23%	13%	2%	0%
	Shortlisted	20%	39%	25%	14%	2%	0%
	Appointed	24%	42%	22%	11%	1%	0%
Support and Technical	Applied	50%	25%	14%	9%	2%	0%
	Shortlisted	47%	23%	17%	10%	2%	0%
	Appointed	49%	23%	18%	7%	2%	0%

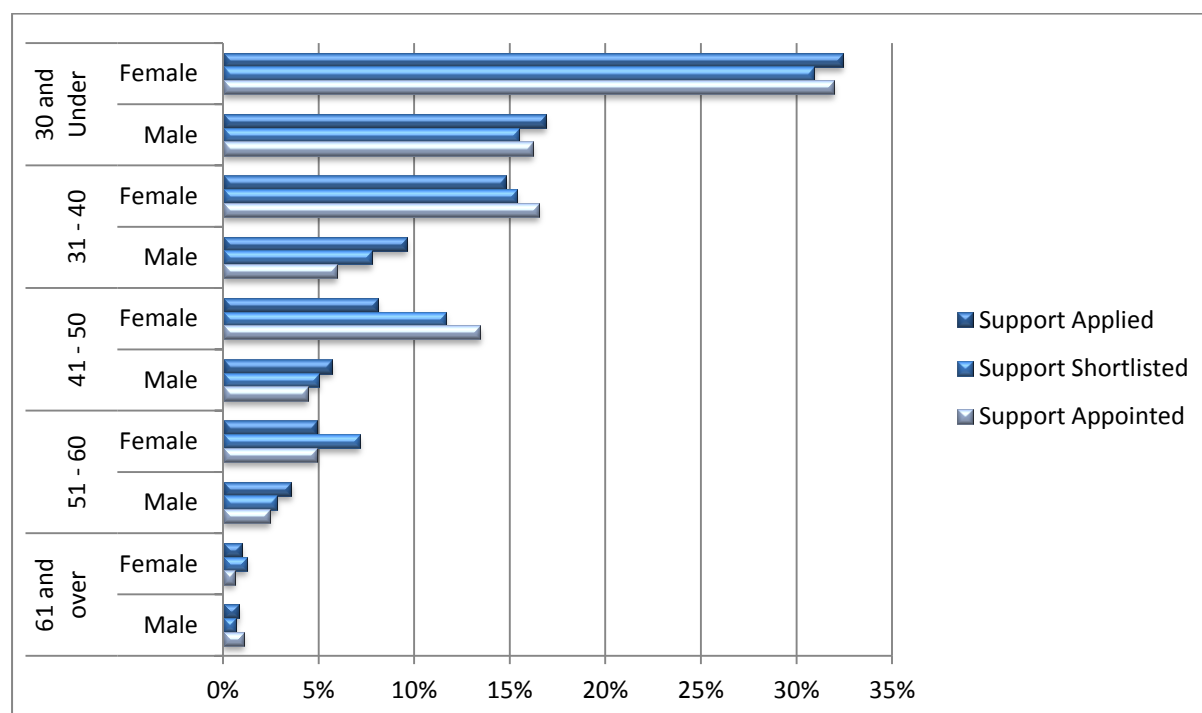
Accurate age data is not available for academic applicants as only around 60% have returned a paper monitoring form, and it is not obligatory to provide a date of birth.

Figure 34 Recruitment monitoring by age and gender: professional and management posts, 2013/14



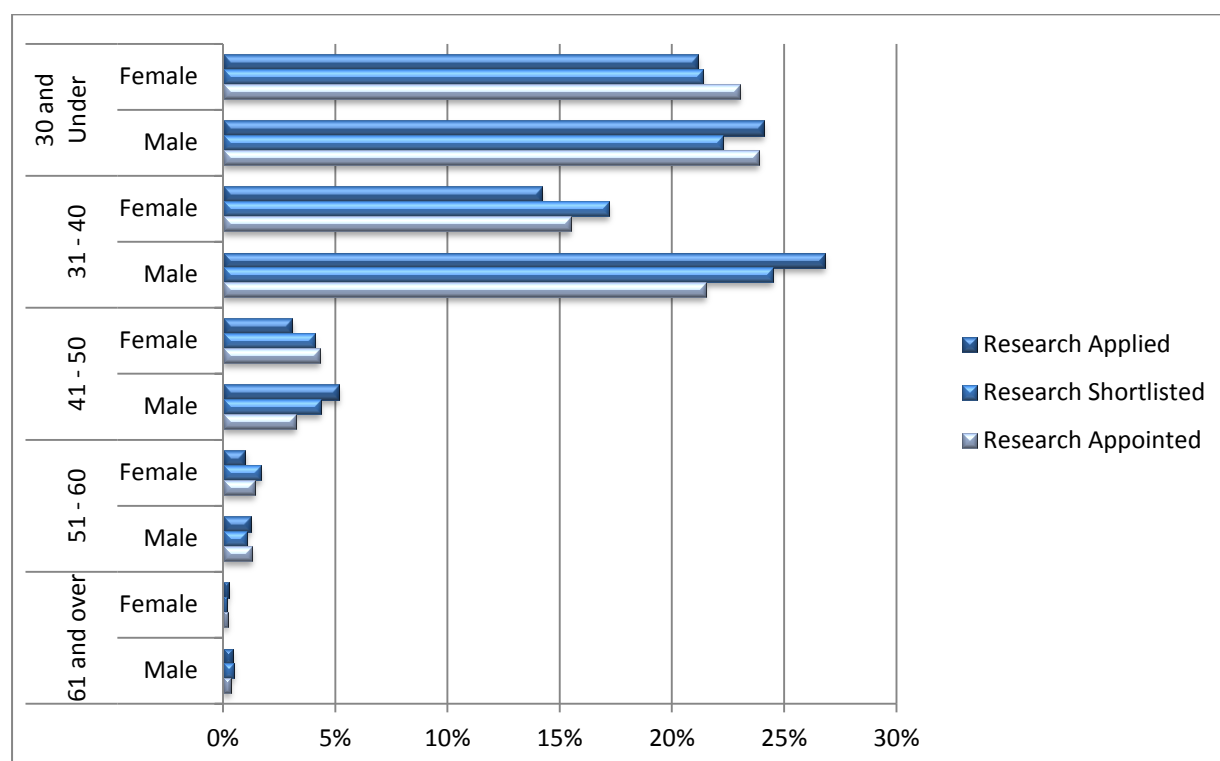
Source: CoreHR, EDU

Figure 35 Recruitment monitoring by age and gender: support and technical posts, 2013/14



Source: CoreHR, EDU

Figure 36 Recruitment monitoring by age and gender: research posts, 2013/14



Source: CoreHR, EDU

Figures 34 to 36 show the proportions of men and women in each age band who applied, were shortlisted and were appointed to professional, support and research posts. Accurate data is not available for academic applicants so they have been excluded.

The data show that success rates were similar for both sexes in nearly every age group, though women in their thirties, forties and fifties were somewhat more likely to be appointed than men of the same age⁸.

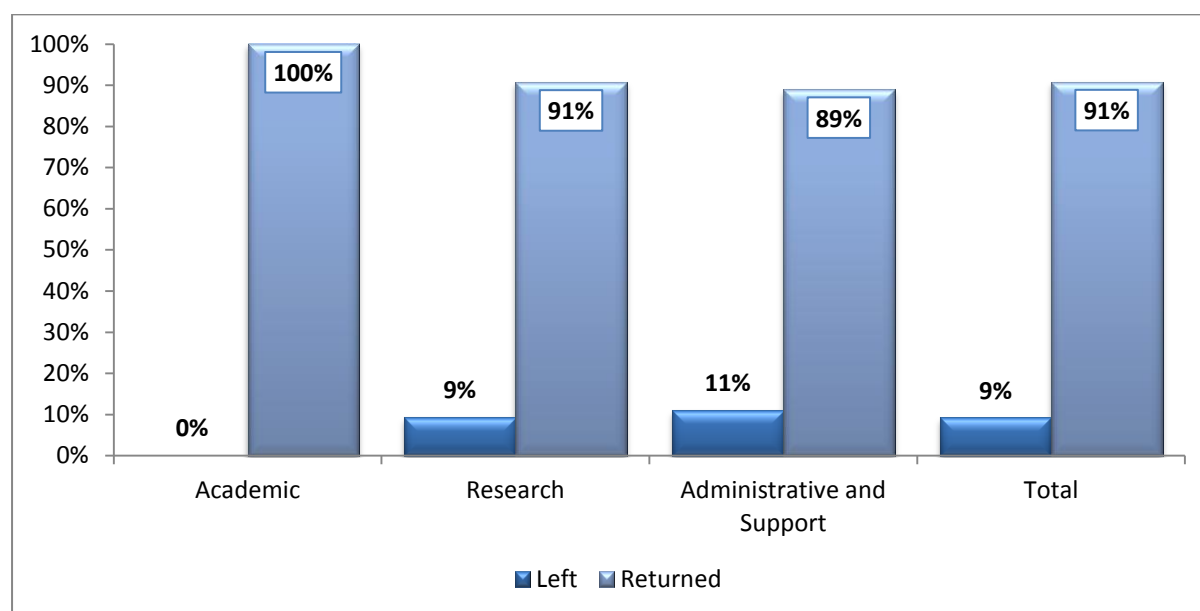
⁸ NB Success rates for men and women in their forties were equal for applicants to professional and management (academic-related) posts.

Pregnancy and maternity

Oxford

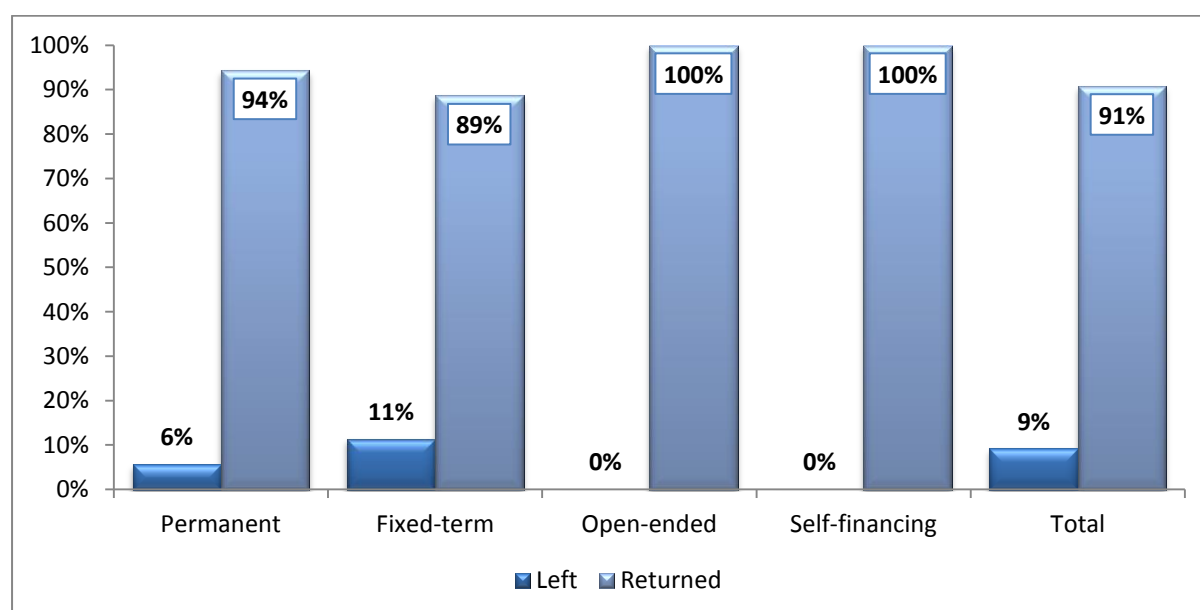
- In 2012/13, 250 members of University staff went on maternity leave, of whom 9% did not return. This represented a significant increase in numbers (from 200 the previous year) and a small increase in the return rate (from 89% to 91%).
- The average return rate over the preceding three years was 90%.
- Among academic and research staff, 123 women went on maternity leave in 2012/13, of whom 7% left the University, compared with 13% the previous year.
- All 26 members of academic staff who took maternity leave returned to work with the University.
- The majority of women who left the University – 78% – were on fixed-term contracts. Only 5 women on permanent contracts left following maternity leave, none of whom were members of academic staff.

Figure 37 Maternity return rates by staff group, 2012/13



Source: CoreHR

Figure 38 Maternity return rates by contract type, 2012/13



Source: CoreHR

Figures 37 and 38 show the maternity return rates for all staff who commenced maternity leave between 1 August 2012 and 31 July 2013 (inclusive). Nine percent of women who went on maternity leave did not return; of these a large majority – 78% – were on fixed-term contracts. Only five staff on permanent contracts left the University.

Sexual orientation

Oxford

- The University does not yet have data on sexual orientation for staff in post though we have asked applicants to disclose this information at recruitment since early in the academic year 2012/13.
- Levels of disclosure in e-recruitment (mainly research, academic-related and support posts) were very high at 84% (11% preferred not to say)⁹. However, disclosure among applicants for academic posts was much lower at 31%.
- Academic recruitment is still paper-based and the overall response rate is only around 60%. A revised monitoring form including new questions on sexual orientation and religion and belief was introduced in January 2014, limiting further the availability of data on this characteristic. Therefore these data have not been analysed further. The University plans to move academic recruitment onto the electronic platform within the next few years.
- The proportion of LGB and other non-heterosexual people who applied for support, professional and research posts was: 5.0%, 4.5% and 6.0% respectively.
- The proportion of successful applicants who identified as LGB and other was: 4.4%, 3.5% and 3.9% (support, professional and research, respectively). The apparent disparities in success rates did not approach statistical significance¹⁰.
- Overall, 5.4% of applicants and 4.0% of appointees in these three groups identified as non-heterosexual.

UK

- HESA has started to collect data on sexual orientation but at present the response rate is too low to draw any firm conclusions. Nearly three-quarters (74%) of staff have not yet provided any information at all.
- The 2013 Integrated Household Survey¹¹ report estimated that 2.0% of the UK population is gay, lesbian, bisexual or other, a slight increase from 1.8% in 2012 (sample of 178,820 respondents aged over 16).
- Men were twice as likely to describe themselves as gay (1.6%) as women were to identify as lesbian (0.8%). Women were slightly more likely than men to identify as bisexual (0.6% compared with 0.4%).
- The proportion of people identifying as LGB or other was higher among people in managerial and professional roles (2.2%) than in intermediate or routine and manual occupations (both 1.4%).
- There were wide differences by age group: among people aged 16 to 24, 2.9% identified as gay, lesbian, bisexual or other compared with only 1.5% of those aged 50 to 64.

⁹ The remaining 5% of applicants had previously applied for jobs with the University and were not obliged to submit new monitoring information for the more recently included categories of sexual orientation and religion and belief.

¹⁰ Pearson's Chi-squared test; 95% significance level.

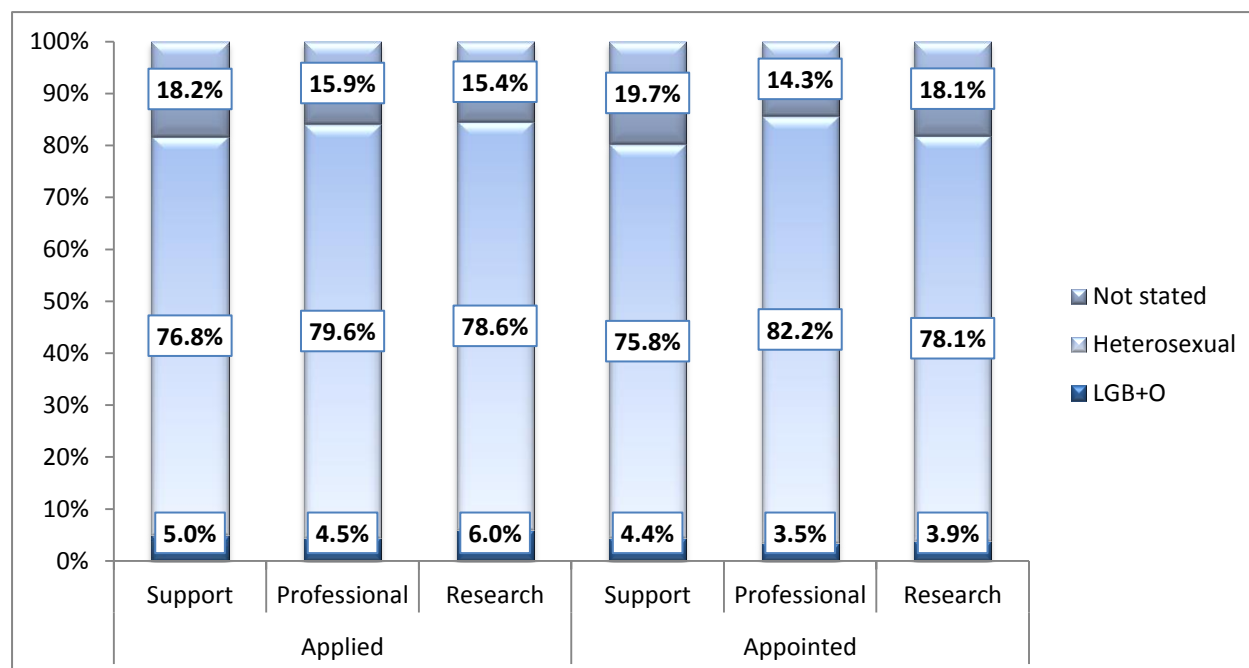
¹¹ See <http://tinyurl.com/ONS-2013-LGB> for more details.

- The proportion of people describing themselves as gay, lesbian, bisexual or other was highest in London at 3.6%.

Recruitment to employment (2013/14)

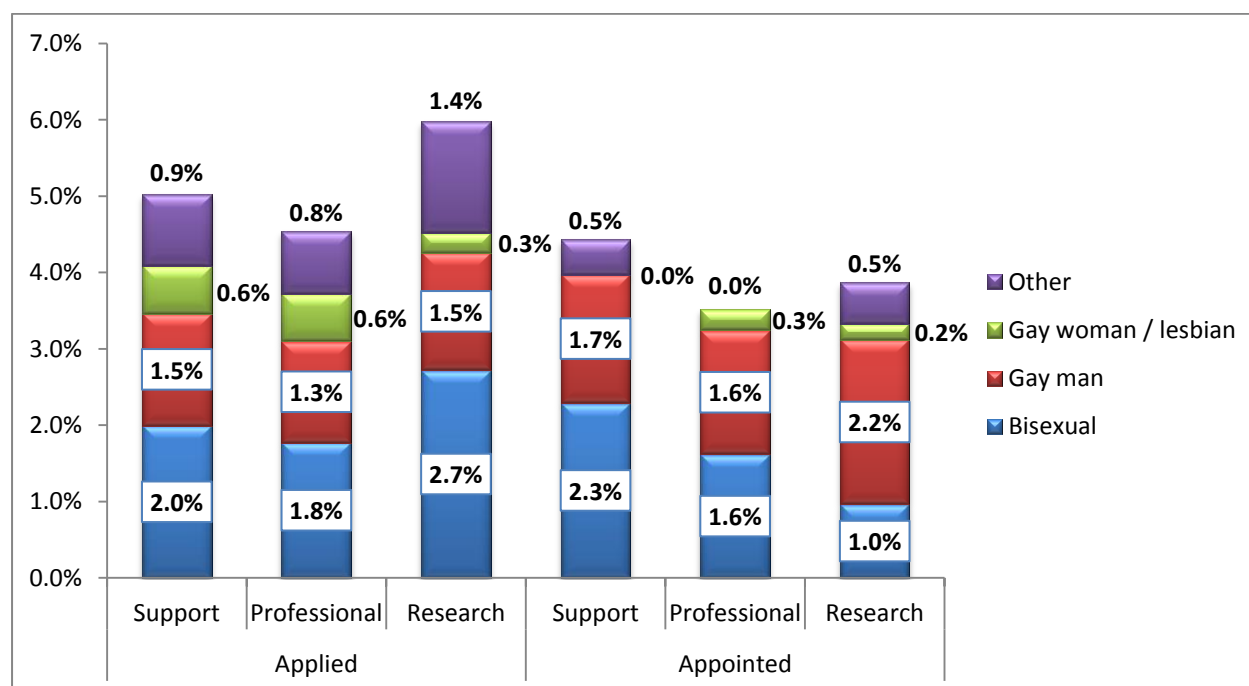
All vacancies advertised and closed between 1 August 2013 and 31 July 2014, for which details had been entered into CoreHR by the end of September 2014.

Figure 39 Recruitment monitoring by sexual orientation: support, professional and research posts, 2013/14



Source: CoreHR, EDU

Figure 40 Recruitment monitoring by sexual orientation strand, 2013/14



Source: CoreHR, EDU. This chart is best viewed online in colour.

Table 3 Sexual identity by gender, January to December 2013: UK

	Men 2013	Women 2013	Total 2013
Heterosexual / Straight	92.3	93.1	92.7
Gay / Lesbian	1.6	0.8	1.2
Bisexual	0.4	0.6	0.5
Other	0.3	0.3	0.3
Don't know / Refusal	3.9	3.9	3.9
No response	1.6	1.4	1.5

Source: Integrated Household Survey, 2013 – Office for National Statistics

Table 4 Sexual identity by age group, January to December 2013: UK

Age groups	16-24	25-34	35-49	50-64	65+	Total
Heterosexual / Straight	89.3	91.6	92.4	94.2	94.6	92.7
Gay / Lesbian	1.6	1.8	1.5	0.9	0.3	1.2
Bisexual	1.1	0.6	0.4	0.3	0.2	0.5
Other	0.2	0.2	0.2	0.3	0.3	0.3
Don't know / Refusal	4.4	4.1	3.9	3.2	4.1	3.9
No response	3.4	1.7	1.5	1.1	0.4	1.5

Source: Integrated Household Survey, 2013 – Office for National Statistics

Religion and belief

Oxford

- The University does not yet have data on religion and belief for staff in post though applicants have been asked to disclose this information at recruitment since early in the academic year 2012/13.
- Levels of disclosure in e-recruitment (mainly research, academic-related and support posts) were very high at 84% (10% preferred not to say)¹². However, disclosure among applicants for academic posts was much lower at 31%.
- Academic recruitment is still paper-based and the overall response rate is only around 60%. A revised monitoring form including new questions on sexual orientation and religion and belief was introduced in January 2014, limiting further the availability of data on this characteristic for the period in question. Therefore these data have not been analysed further. The University plans to move academic recruitment onto the electronic platform within the next few years.
- 34% of applicants for research, professional and support roles stated that they had 'no religion', followed by 30% who declared a Christian faith (10% preferred not to say).
- Members of minority faith groups – Buddhist, Hindu, Jewish, Muslim, Sikh, Spiritual and other religion or belief – accounted in total for 12.6% of applicants to professional and support posts and 28.1% of applicants to research roles. In the 2011 Census these groups collectively accounted for 8.4% of the England and Wales population.

UK

- HESA has started to collect data on religion and belief but at present the response rate is too low to draw any firm conclusions. Nearly three-quarters (73%) of staff have not yet provided any information at all.
- The 2011 Census included a voluntary question on religion for the first time and the results for England and Wales¹³ showed that a quarter of the population had no religion, 59% were Christian, and just under 5% Muslim. The remaining main minority religions each accounted for between 0.4% and 1.5% of the population.

	No religion	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	Not stated
England & Wales, 2011	25.1%	0.4%	59.3%	1.5%	0.5%	4.8%	0.8%	0.4%	7.2%

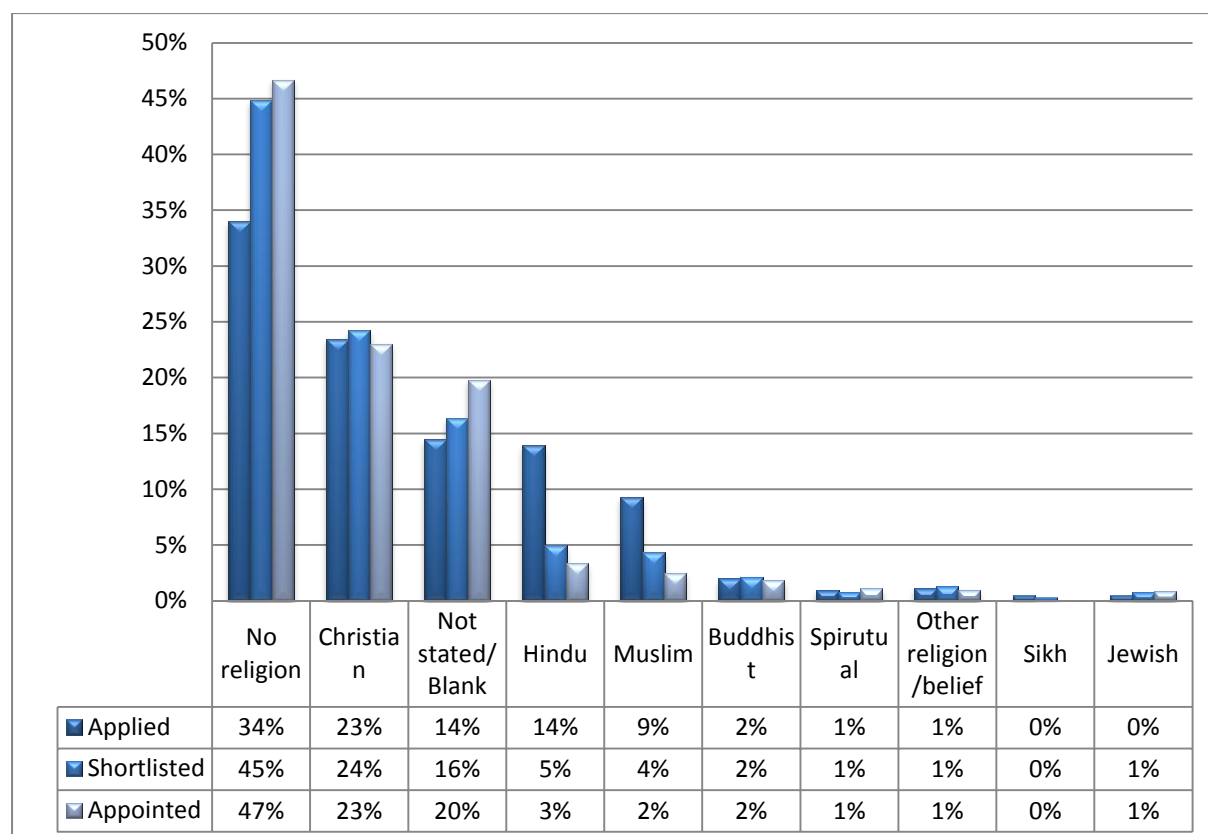
¹² The remaining 6% of applicants had previously applied for jobs with the University and were not obliged to submit new monitoring information for the more recently included categories of sexual orientation and religion and belief.

¹³ Religion in England and Wales 2011, ONS (2012). Available to download from www.ons.gov.uk/ons/rel/census/2011-census/key-statistics-for-local-authorities-in-england-and-wales/rpt-religion.html

Recruitment to employment (2013/14)

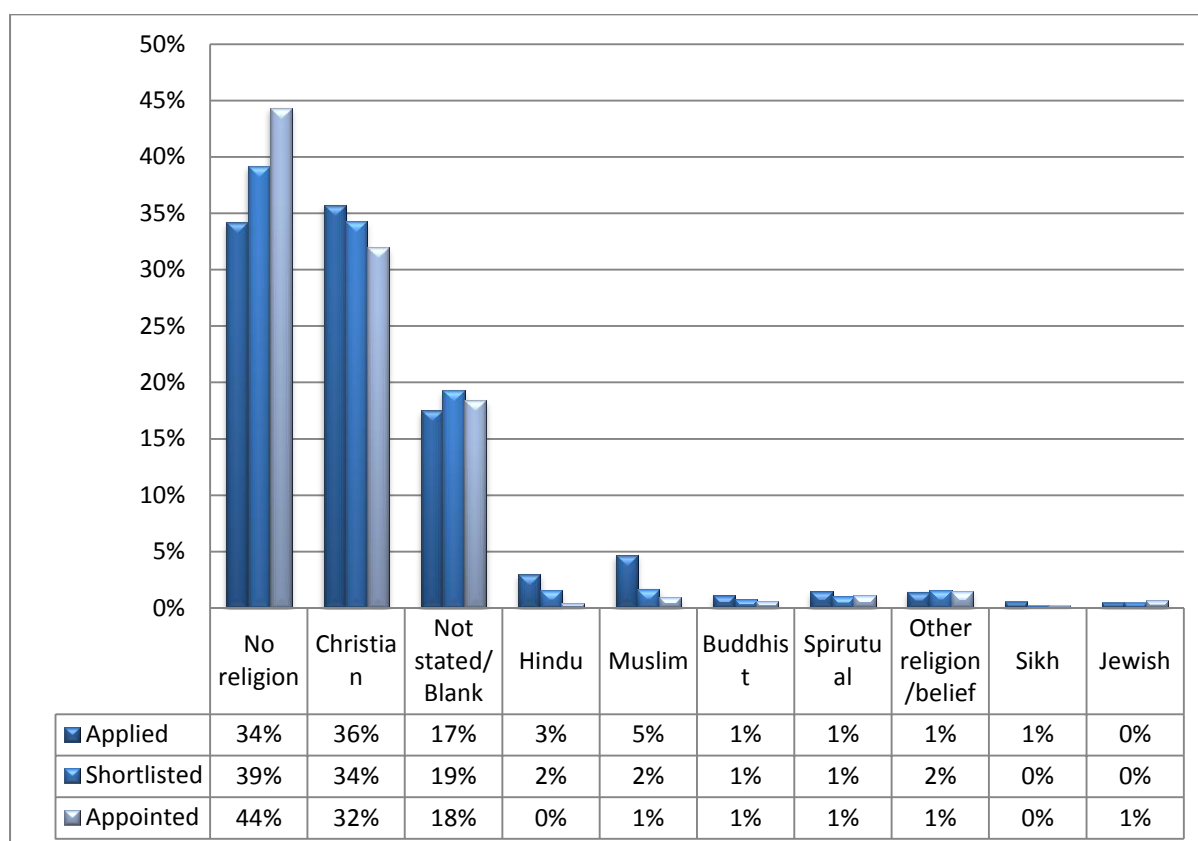
Research, professional and support vacancies advertised and closed between 1 August 2013 and 31 July 2014, for which details had been entered into CoreHR by the end of September 2014. Applications for academic posts have been excluded due to the low response rate (31%).

Figure 41 Recruitment monitoring by religion and belief: research posts, 2013/14



Source: CoreHR, EDU

Figure 42 Recruitment monitoring by religion and belief: professional and support posts, 2013/14

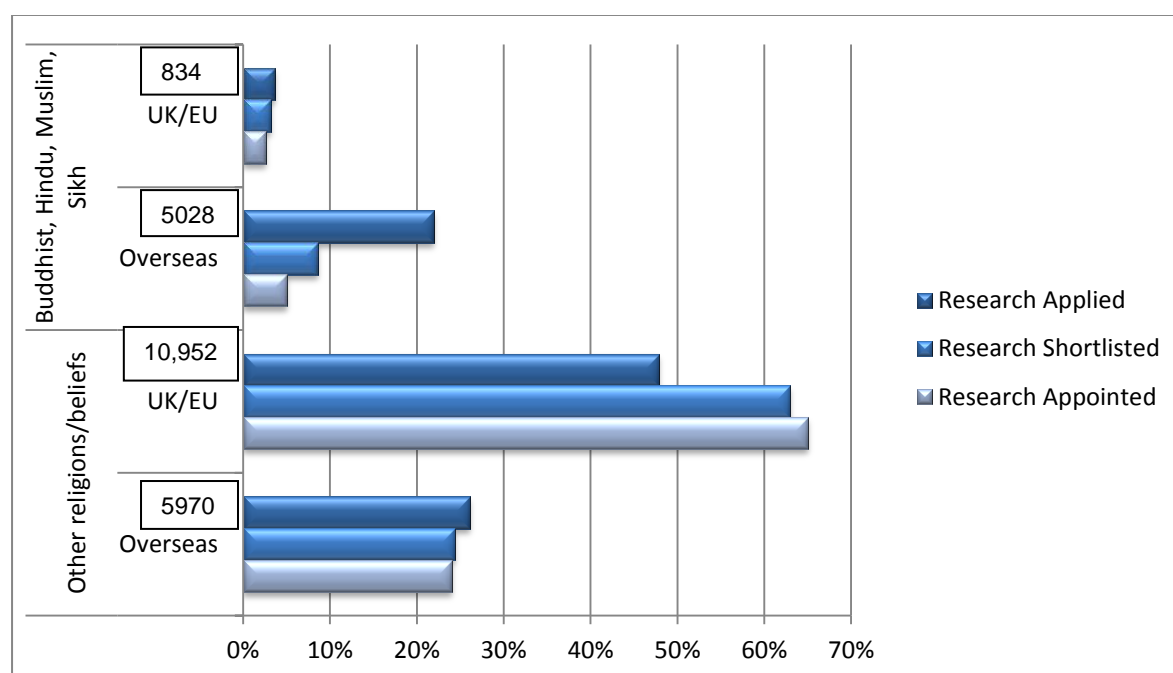


Source: CoreHR, EDU

Hindu, Muslim and Sikh applicants had lower success rates than Christian, Jewish, and spiritual applicants, and those with another belief or no religion, who were most successful. Buddhist applicants for research posts were more successful than those for professional and support roles. Additional analysis by ethnicity and citizenship has been undertaken to look at the relationship between nationality and faith group.

77% of Buddhist, Hindu, Muslim and Sikh applicants (combined figures) were of overseas nationality. Over 5000 overseas nationals from these faith groups applied for research posts at the University – 61% of the total applicant pool. Only 23% of applicants from these faith groups were of UK or EU nationality, nearly half of whom also applied for research posts (10% of the total pool).

Figure 43 Recruitment monitoring by religion and belief: research posts, 2013/14: showing outcomes for Buddhist, Hindu, Muslim and Sikh faith groups



Source: CoreHR, EDU

Figure 43 compares the proportions of Buddhist, Hindu, Muslim and Sikh applicants for research posts (combined) with those of other faiths (or none) for UK/EU and overseas applicants respectively.

Among UK/EU applicants from these minority faith groups, 8% were shortlisted and 3% were ultimately offered a post, compared with 13% and 6% of the remaining applicants. Among overseas applicants from these minority groups, 4% were shortlisted and 1% were successful, compared with 9% and 4% of the remainder. These differences in the proportions of appointments made all attained a high degree of statistical significance¹⁴.

The numbers of applicants and appointees to professional and support posts from these faith groups are too small for reliable comparisons to be made (they comprised 12% and 8% of applicants respectively).

¹⁴ Pearson's Chi-squared test; 95% significance level.