

Equality Report 2022-23



St Hilda's College
UNIVERSITY OF OXFORD

This report helps to fulfil the College's reporting requirements under the Public Sector Equality Duty.

A. Introduction

Duties

Under the Equality Act (2010), public bodies, of which the College is one, have both general and specific equality duties.

The general duties are to have due regard in decision-making to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not, by
 - a. Removing or minimising disadvantages suffered by people due to their protected characteristics;
 - b. Taking steps to meet the needs of people from protected groups where these are different from the needs of other people; and
 - c. Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low
3. Foster good relations between people who share a protected characteristic and those who do not, by
 - a. Tackling prejudice, and
 - b. Promoting understanding between people from different groups.

The specific duties are:

1. To publish relevant, proportionate information showing compliance with the Equality Duty at intervals no greater than one year from the last publication.
2. To prepare and publish at least one specific and measurable objective that the College thinks it should achieve to meet any of the three aims of the equality duty at intervals of no greater than four years.

The protected characteristics are: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, and sex and sexual orientation. Marriage and civil partnership are also protected in respect of the first general duty, in employment only.

The report

This report is designed to meet the first of the specific duties; the College is currently developing its new Strategic Plan, in which specific and measurable equality objectives will be integrated. The report has been prepared for and approved by Governing Body. It can be read alongside the College's Equal Opportunities Policy, available from the College's website. The scope of data contained in this report relates to academic and professional and support staff and undergraduate students. It covers the academic year 2022-23 (1 October 2022-30 September 2023).

The College collects data and information on some of the protected characteristics and also relies upon the University to provide data on on course students. Not all protected characteristics are addressed for all measures by these data. In some cases, insufficient data is available to be able to report on some protected characteristics.

The report is in four parts. Part B reports progress on the College's published objective under the Public Sector Equality Duty, giving a short review of actions undertaken in the academic year 2022-23; Part C sets out an agreed action for 2023-24. Data on employees, staff recruitment, undergraduate applications, and on course undergraduate students is reported in Part D.

B. Public Sector Equality Duty published objective

In August 2020 the College's Governing Body agreed a revised objective:

To continue to promote equality in respect of gender, accessibility (practical), and accessibility (widening participation), to provide a welcoming and supportive environment for both staff and students.

- *One example is to increase the financial support for widening participation programmes for students*

Review of actions in 2022-23

The following actions were undertaken during academic year 2022-23 in support of the College's equality and diversity objective:

- The College purchased 14-16 Norham Gardens, adding to the overall number of student bedrooms, and substantially increasing our number of graduate bedrooms. This in turn allowed us to house all undergraduates on site for the duration of their course;
- The College Chaplain and Director of the Sanctuary (the College's multi-faith space) continued to generate and oversee a programme of activities that underpin the spiritual dimension of the life of the College as a diverse community;
- The College increased accessibility on the main site by installing new hearing induction loops in the Lodge; the Events team also have a portable system. A portable US-style round-the-neck hearing loop system is additionally available. Portable vibrating fire alarms are provided for use in student rooms if needed;
- The College continued to collect statistical data on student admissions and examination results, as well as staff appointments;
- An increased percentage of undergraduate offers were made to students with a Widening Participation "flag" (now bands A and B within the Composite Measure), rising from 11.2% to 22.1%;
- The College continued participating in the Target Oxbridge programme and co-hosted an offer-holder day with Oxford African and Caribbean Society;
- The JCR continued to organise the annual Feminist Festival;
- The SCR continued to organise the annual Lady English Lecture which is an event dedicated to equality;
- The College continued to organise the Dr Joyce Mitchell Cook Memorial Lecture remembering our pioneering alumna who went on to become the first Black American woman to earn a doctorate in Philosophy in the US. The event raises funds for the Joyce Mitchell Cook Memorial Fund. St Hilda's has partnered with the University's Black Academic Futures programme to create a new, fully funded graduate award in Philosophy; The Joyce Mitchell Cook Black Academic Futures Graduate Studentship opened to applicants for entry in October 2023;
- The College organised and hosted the speaker event 'Imagining the Impossible: Four Writers on Feminist Futures', with four leading young women and non-binary writers.

C. Action for 2023-24

In addition to ongoing activities, the College plans to do the following in 2023-24:

- To conduct a survey of College staff (academic and professional and support) to improve the collection of employee data by protected characteristics.

D. Data

D.1 Employee data

The College has set out its intention to improve the routine collection of employee data by protected characteristics. It has published on the website the Gender Pay Gap Report for 2023.

D.2 Staff recruitment data

Please note that the declaration or response rate refers to the number of applicants who completed the relevant section(s) of the equal opportunities monitoring form. The data therefore refer to the number of responses received and not the total number of applicants; it cannot be assumed that the response population is a representative sample of the total population of applicants. The figures are given as percentages because, in some cases, the number of responses may be so small that they might lead to the identification of particular individuals. For the same reason, it is not appropriate to publish data on certain protected characteristics, as the risk of individuals being identified might be too high. Insufficient data is available from professional and support staff recruitment processes to be able to report meaningfully for 2022-2023. Out of 54 applicants for academic posts, 19 completed the monitoring form.

Applicant age

All applicants by age group October 2022-September 2023.

	Academic
Under 18	0%
18-25	10.5%
26-30	10.5%
31-35	31.6%
36-40	26.3%
41-45 and over	15.8%
Prefer not to say	5.3%

Applicant disability

Among applicants for academic positions October 2022-September 2023, 7.4% declared a disability.

Applicant ethnicity

All applicants by stated ethnicity October 2022-September 2023.

	Academic
White	73.7%
Black or Black British	0%
Asian or Asian British	10.5%
Arab	0%
Mixed	0%
Other Ethic Group	10.5%
Prefer not to say	5.3%

Applicant gender

All applicants by stated gender October 2022-September 2023.

	Academic
Male	78.9%
Female	15.8%
Prefer not to say	5.3%

Applicant religion and belief

All applicants by stated religion and belief October 2022-September 2023.

	Academic
Atheism	31.6%
Buddhism	0%
Christianity	26.3%
Hinduism	0%
Islam	5.3%
Jainism	0%
Judaism	0%
Sikhism	0%
Spiritualism	0%
Any other religion	0%
No religion	26.3%
Prefer not to say	10.5%

D.3 Applicants for Undergraduate Admissions

The year displayed is the UCAS Cycle. This relates to the standard year of entry for applicants in that cycle, i.e. the 2022 cycle covers applicants submitting their applications in October 2021 for entry in 2022 (academic year 22-23), or deferred entry in 2023.

In the tables below, 'Success Rate' is calculated as Acceptances/Applications. For calculating the Success Rate, Acceptances include those at any college, be it St Hilda's (the College of Application) or another, importing college. The College of Application (St Hilda's) includes applicants that chose St Hilda's or open Applicants that were assigned to St Hilda's in the initial allocation at the start of the admissions cycle.

Source of data: December 2022 Snapshot report, Student Data Management and Analysis.

Disability

Disability profile of undergraduate application for entry in 2022.

	St Hilda's		University of Oxford	
	Number	Success Rate	Number	Success rate
No known disability	630	17.9%	21,610	15.0%
Declared disability	56	26.8%	2,209	18.2%

Disabilities declared at time of application only. Undergraduates may also declare disabilities after enrolment. Figures in earlier reports may be for UK students only. The figures in this table are for all students.

Ethnicity

Ethnicity profile of undergraduate application for entry in 2022

	St Hilda's		University of Oxford	
	Number	Success Rate	Number	Success rate
White	235	33.6%	9,119	21.4%
BME	114	18.4%	4,610	16.8%
Unknown	15	<i>unknown</i>	840	9.6%

Ethnicity declared at time of application only. UCAS does not ask EU and non-EU, non-UK-domiciled (i.e. Overseas) applicants for their ethnicity. The figures in this table are thus for UK-domiciled applicants only.

Sex

Sex profile of undergraduate application for entry in 2022.

	St Hilda's		University of Oxford	
	Number	Success Rate	Number	Success rate
Female	368	17.7%	11,940	15.7%
Male	318	19.8%	11,879	14.9%

UCAS response options limited to binary sex prior to the 2023 admissions round.

D.4 On course undergraduate students

