Equality Report 2024/25

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; specific and measurable equality objectives are integrated in the College's Strategic Plan. 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 2024/25 (1 October 2024 to 30 September 2025).

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 2024/25; Part C sets out an agreed action for 2025/26. 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 2024/25

The following actions were undertaken during academic year 2024/25 in support of the College's equality and diversity objective:

- 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 continued to collect statistical data on student admissions and examination results, as well as staff appointments;
- The College maintained a strong percentage of undergraduate offers made to candidates from the most disadvantaged backgrounds (bands A and B within the Composite Measure), at 37.9% (a slight decrease from 2023: 40.6%) (this calculation includes those with a band. Those with no band (i.e. international candidates and those in the UK with no band) are not included);
- 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 run the annual Feminist Festival ('FemFest')
- JCR and MCR liberation officers continued to organise a range of inclusive events
- The SCR continued to organise the annual Lady English Lecture which is an event dedicated to equality (speaker in October 2024: Baroness Grey-Thompson);
- The College approved an interim policy to enable remote attendance at Governing Body meetings.

C. Action for 2025/26

In addition to ongoing activities, the College plans to do the following in 2025/26:
- To ensure effective integration of EDI concerns and consideration in the new governance structure through the composition and implementation of appropriate committee memberships and TORs, meeting agendas, and, where necessary for paper proposals, robust equality impact assessments.

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 2025.

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 2024/2025. Out of 47 applicants for academic posts, 32 completed the monitoring form.

Applicant age

All applicants by age group October 2024 to September 2025.

	Academic
Under 18	0.0%
18-25	6.3%
26-30	21.9%
31-35	21.9%
36-40	31.3%
41-45 and over	15.5%
Prefer not to say	3.1%

Applicant disability

Among applicants for academic positions October 2024 to September 2025, 15.6% declared a disability.

Applicant ethnicity

All applicants by stated ethnicity October 2024 to September 2025.

	Academic
White	50.0%
Black or Black British	0.0%
Asian or Asian British	21.9%
Arab	3.1%
Mixed	6.2%
Other Ethic Group	9.4%
Prefer not to say	9.4%

Applicant gender

All applicants by stated gender October 2024 to September 2025.

	Academic
Male	71.9%
Female	15.6%
Prefer not to say	12.5%

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 2024 cycle covers applicants submitting their applications in October 2023 for entry in 2024 (academic year 2024/25), or deferred entry in 2025.

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 2024 Snapshot report, Student Data Management and Analysis.

Disability

Disability profile of undergraduate applications for entry in 2024.

	St Hilda's		University of Oxford	
	Number	Success Rate	Number	Success rate
No known disability	560	22.7%	19,901	16.2%
Declared disability	103	16.5%	3,407	19.0%

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 applications for entry in 2024.

|	St Hilda's		University of Oxford	
	Number	Success Rate	Number	Success rate
White	208	33.7%	8,534	23.6%
BME	134	26.1%	5,016	17.2%
Unknown	18	27.8%	769	13.3%

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 applications for entry in 2024.

	St Hilda's		University of Oxford	
	Number	Success Rate	Number	Success rate
Female	357	21.3%	11,582	16.7%
Male	298	21.1%	11,253	16.3%
Prefer not to say	8		472	22.8%

D.4 On-course Undergraduate Students

St Hilda's College

University of Oxford
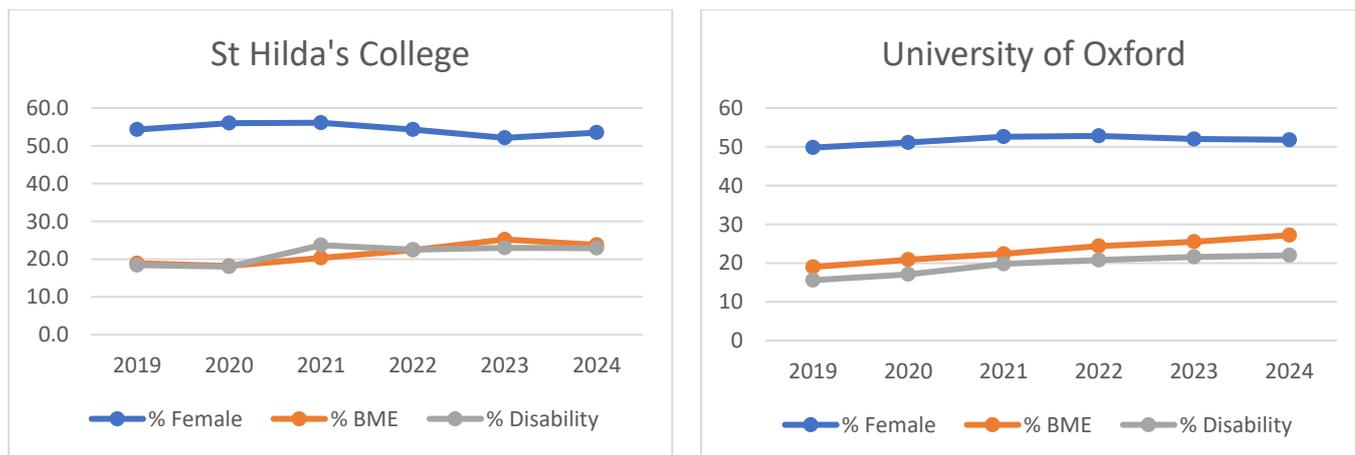
D.5 Applicants for Graduate Admissions

The year displayed relates to the standard year of entry for applicants in that cycle, i.e. the 2024 cycle covers applicants for entry in 2024 (academic year 2024/25), or deferred entry in 2025.

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 Applicants that were assigned to St Hilda's during the admissions cycle.

Source of data: December 2024 Snapshot report, Student Data Management and Analysis.

Disability

Disability profile of graduate applications for entry in 2024.

	St Hilda's		University of Oxford	
	Number	Success Rate	Number	Success rate
No known disability	257	77.0%	11,582	71.5%
Declared disability	48	68.8%	2,300	72.4%

Disabilities declared at time of application only. Graduate students may also declare disabilities after enrolment.

Ethnicity

Ethnicity profile of graduate applications for entry in 2024

	St Hilda's		University of Oxford	
	Number	Success Rate	Number	Success rate
White	163	74.8%	6,815	70.9%
BME	127	79.5%	6,393	71.9%
Unknown	15	53.3%	674	75.1%

Ethnicity declared at time of application only.

Sex

Sex profile of graduate applications for entry in 2024.

	St Hilda's		University of Oxford	
	Number	Success Rate	Number	Success rate
Female	172	*75.0%*	6,999	*73.3%*
Male	133	*76.7%*	6,863	*69.8%*
Not recorded			19	*100.0%*

D.6 On-course Graduate Students

St Hilda's College

University of Oxford