BALLIOL COLLEGE
UNIVERSITY OF OXFORD

Equality and Diversity Report 2022-23[1]

1. Introduction

This is Balliol College's Equality and Diversity Report for the academic year 2022–23. The report helps to fulfil the College's reporting requirements under the Public Sector Equality Duty (PSED). To fulfil their PSED, bodies exercising public functions must have due regard for the need to:

(1) eliminate unlawful discrimination, harassment, and victimization;
(2) advance equality of opportunity between those who do and do not share a protected characteristic; and
(3) foster good relations between those who do and do not share a protected characteristic.

The characteristics protected under the Act and covered by the Duty are: age, disability, gender reassignment, pregnancy and maternity, ethnicity, religion and belief, sex (gender) and sexual orientation.

2. Progress on Equality Objectives in the academic year 2022-23

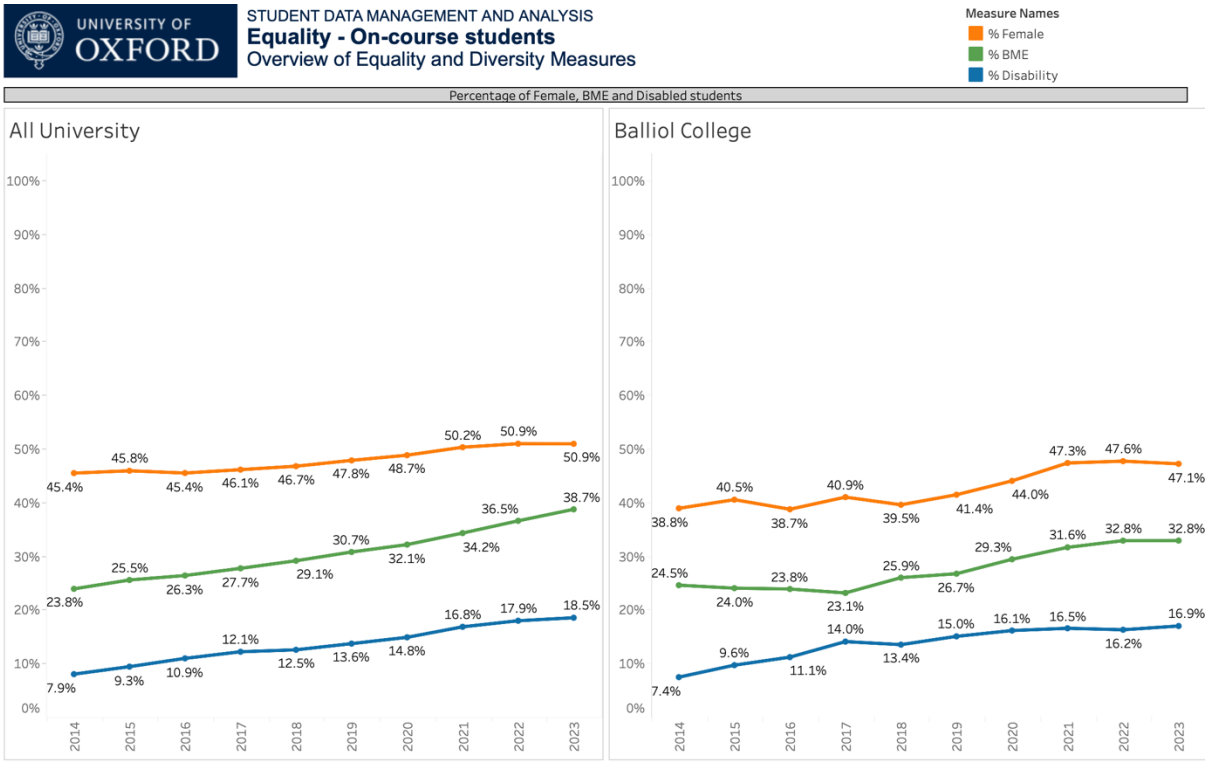
The Equality Report for 2017–18 listed a new set of four Equality Objectives (**EO**), for four years with effect from April 2018. After review in 2023, a fifth objective was adopted by CM:

(1) to reduce the gap between male and female students in successful admissions to Balliol;
(2) to increase the number of students from ethnic groups which are currently under-represented in the University;
(3) to improve the College's collection of academic and non-academic staff recruitment data;
(4) to improve the College's support for students, staff, and visitors with disabilities;
(5) to improve the College's support and monitoring of academic progress for students who come from backgrounds traditionally under-represented at university.

Before discussing progress on the individual objectives, I thought it might be useful to consider the following data from Tableau, which shows that on gender, ethnicity,

[1] This report was only possible with the help of many, among them (in no particular order) the Master, Nathalie Perret, Fiona Chippendale, Jennifer Smith, Ellie Richardson, Nicky Trott, Katie Watson, Sarah Twinn, Vicky Holt, Keeley Mortimer, Naomi Tiley, Sudhir Hazareesingh, Dan Butt, Simon Skinner, Tim Soutphommasane, and Greg Butler.

and disability, Balliol lags behind the University average and has done so for some while. The table counts all students (UG and PG), and we need to dig down into its data in order to see where we have and have not made progress, but it is a salutary place to begin.



Since 2018-19, progress on **EO1** and **EO2** with regard to our undergraduates has been benchmarked against data in the University's Annual Admissions Statistical Report, though this always lags behind this report's date by one year, and gathers data over a three-year period. Below is the relevant data on gender and ethnicity from the 2023 report (covering undergraduate students admitted to Balliol in 2020, 2021, and 2022), and it shows that progress has stalled on UG gender and on PG ethnicity, but is proceeding well on PG gender and on UG ethnicity. I have again included this year, nay increased *ad nauseam*, snapshot data from Tableau.

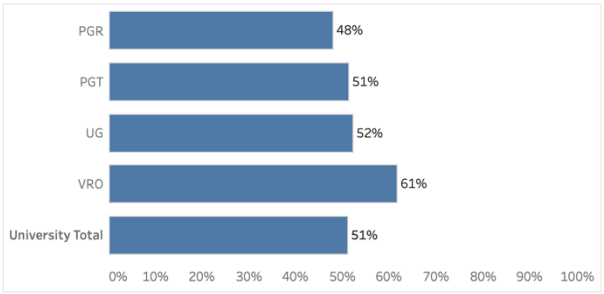
• **EO1 (a) UG**: the proportion of female undergraduates over this period has decreased to 46.4%, down from 49.4% in 2021, 49% in 2020, 45% in 2019, and 38.7% in 2018. This figure remains noticeably under the University average of 52.4% (54.6% in 2022, 53.3% in 2020, and 51.9% in 2019) over the same period.

Table 5.3: UK applications to Oxford, offers made and students admitted by gender and college, three-year total 2020–2022.

	FEMALE			MALE			FEMALE PROPORTION OF TOTAL UK STUDENTS ADMITTED
	APPLICATIONS	OFFERS	ADMITTED	APPLICATIONS	OFFERS	ADMITTED	
Balliol College	773	129	123	985	149	142	46.4%

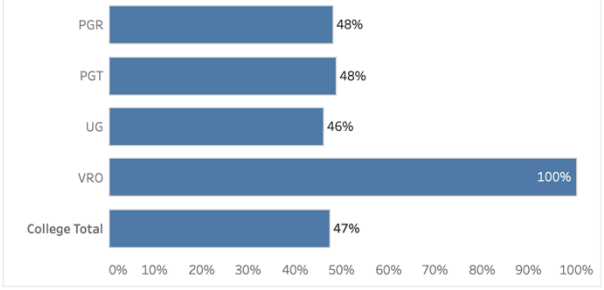
Our UG population was 46% F / 54% M versus the University average 52% / 48% (from 48% / 52% in 2022, and 47% / 53% in 2021, when the University was 53% / 47% and 53% / 47%).

All University (2023)



Sex	PGR	PGT	UG	VRO	Grand Total
Female	3,495	3,387	6,484	342	13,708
Male	3,811	3,225	5,986	215	13,237
Other		2			2
Total	7,306	6,614	12,470	557	26,947
Female	47.8%	51.2%	52.0%	61.4%	50.9%
Male	52.2%	48.8%	48.0%	38.6%	49.1%
Other		0.0%			0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

College (2023)



Sex	PGR	PGT	UG	VRO	Grand Total
Female	131	64	182	2	379
Male	142	68	215		425
Total	273	132	397	2	804
Female	48.0%	48.5%	45.8%	100.0%	47.1%
Male	52.0%	51.5%	54.2%		52.9%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

The divisional breakdown (below) shows issues in Medical Sciences (43.3% v. University 62.5%), MPLS (36.2% v. 33.4%), and Humanities (55.9% v. 63.9%).

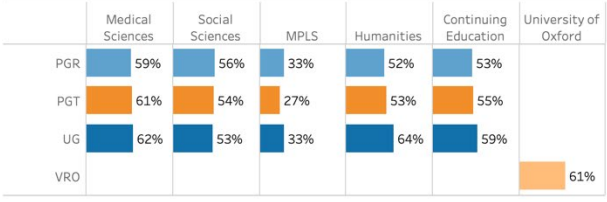
All University (2023)

	Medical Sciences			Social Sciences			MPLS			Humanities			Continuing Education			Universi..	Grand
Sex	PGR	PGT	UG	PGR	PGT	UG	PGR	PGT	UG	PGR	PGT	UG	PGR	PGT	UG	VRO	Total
Female	1,134	369	1,129	836	1,908	1,081	864	207	1,310	584	471	2,560	77	432	404	342	13,708
Male	788	235	678	659	1,657	975	1,751	567	2,611	545	410	1,445	68	356	277	215	13,237
Other					1									1			2
Total	1,922	604	1,807	1,495	3,566	2,056	2,615	774	3,921	1,129	881	4,005	145	789	681	557	26,947
Female	59.0%	61.1%	62.5%	55.9%	53.5%	52.6%	33.0%	26.7%	33.4%	51.7%	53.5%	63.9%	53.1%	54.8%	59.3%	61.4%	50.9%
Male	41.0%	38.9%	37.5%	44.1%	46.5%	47.4%	67.0%	73.3%	66.6%	48.3%	46.5%	36.1%	46.9%	45.1%	40.7%	38.6%	49.1%
Other					0.0%									0.1%			0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

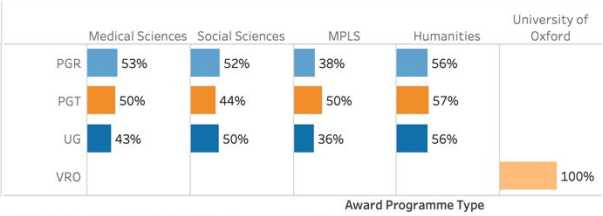
Balliol College (2023)

	Medical Sciences			Social Sciences			MPLS			Humanities			University of Oxford	Grand Total
Sex	PGR	PGT	UG	PGR	PGT	UG	PGR	PGT	UG	PGR	PGT	UG	VRO	
Female	32	2	13	34	36	34	36	5	59	29	21	76	2	379
Male	28	2	17	32	45	34	59	5	104	23	16	60		425
Total	60	4	30	66	81	68	95	10	163	52	37	136	2	804
Female	53.3%	50.0%	43.3%	51.5%	44.4%	50.0%	37.9%	50.0%	36.2%	55.8%	56.8%	55.9%	100.0%	47.1%
Male	46.7%	50.0%	56.7%	48.5%	55.6%	50.0%	62.1%	50.0%	63.8%	44.2%	43.2%	44.1%		52.9%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Percentage of female students (All University, 2023)



Percentage of female students (Balliol College, 2023)



The bar charts show the % of female students by Division and programme type in the University (left chart) and individual college (right chart). The tables show more detail. The upper table shows the figures for the whole university, the lower table shows the information for an individual college.
Data is from the 01/12/2023 Student Statistics snapshot. Report prepared by: sdma@admin.ox.ac.uk

Award Programme Type
PGR
PGT
UG
VRO

• **EO1 (b) PG**: at graduate admissions (arrival MT 2022), for the first time in recent history we admitted more female students than male (51% F / 49% M), from 49 / 51 in 2021–22 (in 2020–21, the figure was 48% / 52%, in 2019–20 it was 45% / 55%, in 2018–19 it was 47% / 53%).

The last two Tableau tables above, however, show that our total PG population is still slightly weighted in favour of male students, with only 48% F in both PGR and PGT (in 2022 it was 43% PGR / 55% PGT, in 2021 42% PGR / 55% PGT), as opposed to the University's 48% PGR and 51% PGT (in 2022 it was 46% PGR / 52% PGT, in 2021 45% PGR / 51% PGT). Divisional disparities remain noticeable, with this time only Humanities clearly exceeding the University average on both measures (55.8% PGR / 56.8% PGT v. 51.7% PGR / 53.5% PGT).

We have, therefore, been unsuccessful so far with regard to this objective at UG level, but more successful at PG level (where we exercise much less control over the admissions process). This requires urgent discussion at CM and TB; in the previous report I suggested *inter al*. 'priming' admissions tutors before the December admissions round, but other measures are clearly required.

• **EO2 (a) UG**: the proportion of undergraduates from diverse ethnic backgrounds has either increased or maintained recent increases:

(a) *UK-domiciled BME students*, with an increase to 26.3% (from 23.1% in 2021, 22.8% in 2020, 22.2% in 2019, and 20.2% in 2018);
(b) *UK-domiciled Black students*, maintaining 3.5% from 2021 (from 3.6% in 2020, 2.9% in 2019 and 1.7% in 2018);
(c) *UK-domiciled Mixed-heritage students*, with a small increase to 10.8% (from 10.2% in 2021, 9.2% in 2020, 8.4% in 2019 and 8.0% in 2018); and
(d) *UK-domiciled Asian students*, with an increase to 10.0% (from 8.2% in 2021, from 8.4% in 2020, 9.6% in 2019 and 8.8% in 2018)

These figures track or exceed the University averages for the first three groups: (a) 25.3% (23.4% in 2021, 21.4% in 2020, 19.4% in 2019); (b) 3.5% (3.4% in 2021, 3.2% in 2020, 2.6% in 2019); (c) 8.6% (8.4% in 2021, 7.9% in 2020, 7.1% in 2019). For (d) we are below the University figure of 11.5% (10.1% in 2021, 9.2% in 2020, and 8.7% in 2019), but we have reversed the downward trend I noted in last year's report.

The complete figures for the period are:

Table 6.10: UK-domiciled BME students: applications to Oxford, offers made and students admitted by college, three-year total 2020–2022

	BME STUDENTS			WHITE STUDENTS			BME PROPORTION OF TOTAL UK STUDENTS ADMITTED[11]
	APPLICATIONS	OFFERS	ADMITTED	APPLICATIONS	OFFERS	ADMITTED	
Balliol College	525	70	68	1,136	199	191	26.3%

Table 6.11: UK-domiciled Asian students: applications to Oxford, offers made and students admitted by college, three-year total 2020–2022

	APPLICATIONS	OFFERS	ADMITTED	PROPORTION OF TOTAL UK STUDENTS ADMITTED[11]
Balliol College	280	28	26	10.0%

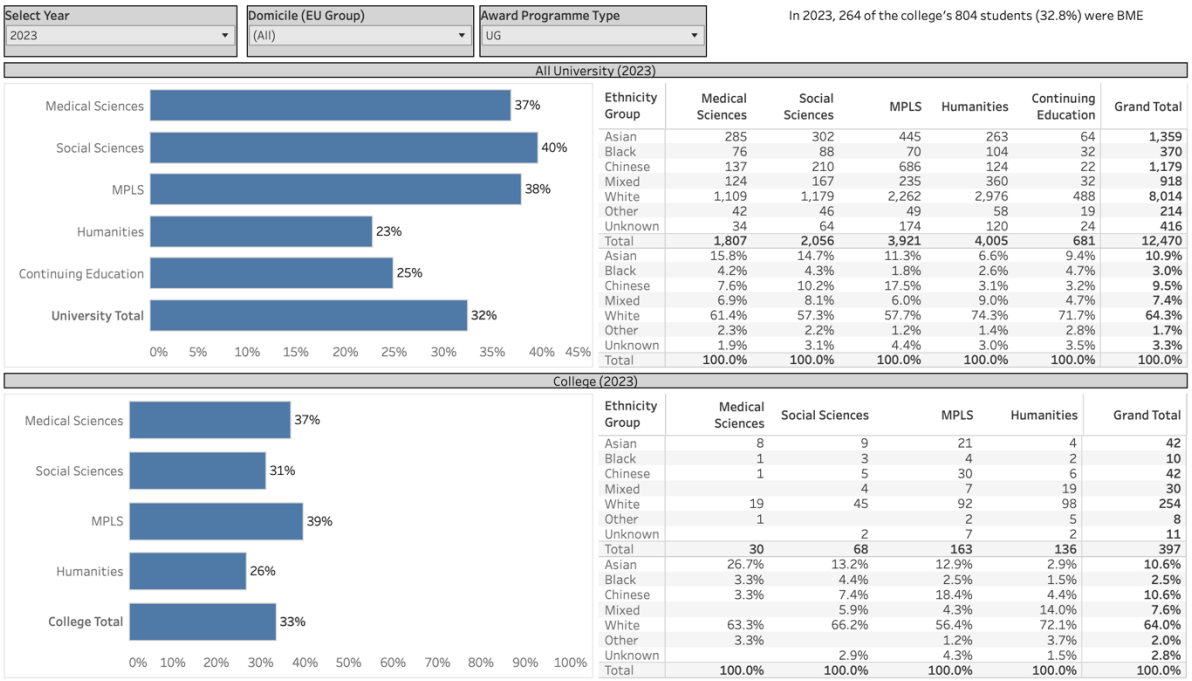
Table 6.12: UK-domiciled Black students: applications to Oxford, offers made and students admitted by college, three-year total 2020–2022

	APPLICATIONS	OFFERS	ADMITTED	PROPORTION OF TOTAL UK STUDENTS ADMITTED[11]
Balliol College	48	9	9	3.5%

Table 6.13: UK-domiciled Mixed Heritage students: applications to Oxford, offers made and students admitted by college, three-year total 2020–2022

	APPLICATIONS	OFFERS	ADMITTED	PROPORTION OF TOTAL UK STUDENTS ADMITTED[11]
Balliol College	157	28	28	10.8%

The Tableau snapshot for 2023 (below) shows that Balliol (33%) is just above the University average (32%) on ethnicity.



Ethnicity Group	Medical Sciences	Social Sciences	MPLS	Humanities	Continuing Education	Grand Total
Asian	285	302	445	263	64	1,359
Black	76	88	70	104	32	370
Chinese	137	210	686	124	22	1,179
Mixed	124	167	235	360	32	918
White	1,109	1,179	2,262	2,976	488	8,014
Other	42	46	49	58	19	214
Unknown	34	64	174	120	24	416
Total	1,807	2,056	3,921	4,005	681	12,470
Asian	15.8%	14.7%	11.3%	6.6%	9.4%	10.9%
Black	4.2%	4.3%	1.8%	2.6%	4.7%	3.0%
Chinese	7.6%	10.2%	17.5%	3.1%	3.2%	9.5%
Mixed	6.9%	8.1%	6.0%	9.0%	4.7%	7.4%
White	61.4%	57.3%	57.7%	74.3%	71.7%	64.3%
Other	2.3%	2.2%	1.2%	1.4%	2.8%	1.7%
Unknown	1.9%	3.1%	4.4%	3.0%	3.5%	3.3%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Ethnicity Group	Medical Sciences	Social Sciences	MPLS	Humanities	Grand Total
Asian	8	9	21	4	42
Black	1	3	4	2	10
Chinese	1	5	30	6	42
Mixed		4	7	19	30
White	19	45	92	98	254
Other	1		2	5	8
Unknown		2	7	2	11
Total	30	68	163	136	397
Asian	26.7%	13.2%	12.9%	2.9%	10.6%
Black	3.3%	4.4%	2.5%	1.5%	2.5%
Chinese	3.3%	7.4%	18.4%	4.4%	10.6%
Mixed		5.9%	4.3%	14.0%	7.6%
White	63.3%	66.2%	56.4%	72.1%	64.0%
Other	3.3%		1.2%	3.7%	2.0%
Unknown		2.9%	4.3%	1.5%	2.8%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

In addition, though these are not protected characteristics under PSED legislation, we can also see where Balliol's UG admissions can be plotted according to socio-economic disadvantage (ACORN data), since our average for students from these backgrounds for 2020-22 (14.9%) is a slight increase on 2019-21 (14.7%) and 2018-20 (13.3%), but still lags behind the University's for the same period (16.3%, from 15.2% in 2019-21). Progress here reflects the continuing influence of Opportunity Oxford and related programs:

Table 3.6: Socio-economic disadvantage: UK applications to Oxford, offers made and students admitted from ACORN categories 4 and 5[6] by college, three-year total 2020–2022

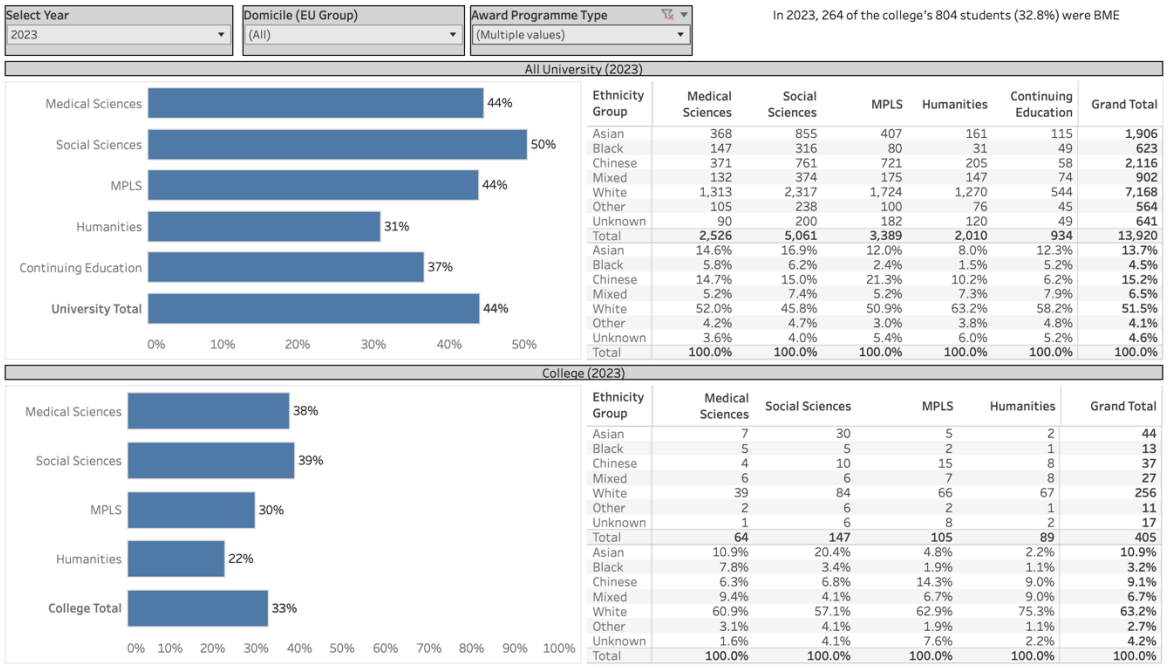
	ACORN 4 AND 5			OTHER			ACORN 4 & 5 PROPORTION OF TOTAL UK STUDENTS ADMITTED[7]
	APPLICATIONS	OFFERS	ADMITTED	APPLICATIONS	OFFERS	ADMITTED	
Balliol College	268	43	39	1,475	231	222	14.9%

Furthermore, 2020-22 saw a rise in students from backgrounds with traditionally low progression rates (POLAR data) to 17.2% (from 16.7% in 2019-21, and 17.3% in 2018-20)U. This puts us in the top third of colleges across the University.

Table 3.7: Areas of low progression to higher education: UK applications to Oxford, offers made and students admitted from POLAR quintiles 1 and 2 by college, three-year total 2020–2022

	POLAR 1 AND 2			OTHER			POLAR 1 AND 2 PROPORTION OF TOTAL UK STUDENTS ADMITTED[7]
	APPLICATIONS	OFFERS	ADMITTED	APPLICATIONS	OFFERS	ADMITTED	
Balliol College	244	50	45	1,493	224	216	17.2%

• **EO2 (b) PG:** I have only used Tableau for this objective, as the GAO's PG Admissions Report lacks college-focused granularity. Though Balliol does not exercise the same kind of control at graduate admissions, the figures nonetheless make for sobering reading. On this criterion, our PG population is significantly *behind* the University average for BME students in 2023 (33% versus 44%), and it has been so for a while (in 2022, 34% to 41%, in 2021 it was 34% to 39%, in 2020 it was 29% to 37%), across all divisional structures within college.



Ethnicity Group	Medical Sciences	Social Sciences	MPLS	Humanities	Continuing Education	Grand Total
Asian	368	855	407	161	115	1,906
Black	147	316	80	31	49	623
Chinese	371	761	721	205	58	2,116
Mixed	132	374	175	147	74	902
White	1,313	2,317	1,724	1,270	544	7,168
Other	105	238	100	76	45	564
Unknown	90	200	182	120	49	641
Total	2,526	5,061	3,389	2,010	934	13,920
Asian	14.6%	16.9%	12.0%	8.0%	12.3%	13.7%
Black	5.8%	6.2%	2.4%	1.5%	5.2%	4.5%
Chinese	14.7%	15.0%	21.3%	10.2%	6.2%	15.2%
Mixed	5.2%	7.4%	5.2%	7.3%	7.9%	6.5%
White	52.0%	45.8%	50.9%	63.2%	58.2%	51.5%
Other	4.2%	4.7%	3.0%	3.8%	4.8%	4.1%
Unknown	3.6%	4.0%	5.4%	6.0%	5.2%	4.6%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Ethnicity Group	Medical Sciences	Social Sciences	MPLS	Humanities	Grand Total
Asian	7	30	5	2	44
Black	5	5	2	1	13
Chinese	4	10	15	8	37
Mixed	6	6	7	8	27
White	39	84	66	67	256
Other	2	6	2	1	11
Unknown	1	6	8	2	17
Total	64	147	105	89	405
Asian	10.9%	20.4%	4.8%	2.2%	10.9%
Black	7.8%	3.4%	1.9%	1.1%	3.2%
Chinese	6.3%	6.8%	14.3%	9.0%	9.1%
Mixed	9.4%	4.1%	6.7%	9.0%	6.7%
White	60.9%	57.1%	62.9%	75.3%	63.2%
Other	3.1%	4.1%	1.9%	1.1%	2.7%
Unknown	1.6%	4.1%	7.6%	2.2%	4.2%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

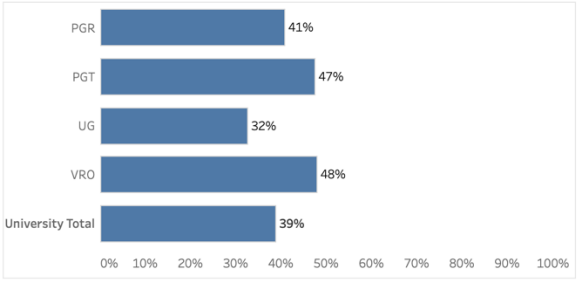
This lag pertains also across program types (below), this year in both PGR (30% versus 41%) and PGT (38% versus 47%), and over a long period always in PGR (in 2022 30% versus 38%, 2021 30% versus 37%, in 2020 27% to 34%).[2]

[2] PGT numbers fluctuate quite a bit, and in some years we are either close to (e.g., 2022: 43% to 44%) or exceed (e.g., 2021: 44% to 42%) the University average.

Select Year: 2023 | Domicile (EU Group): (All)

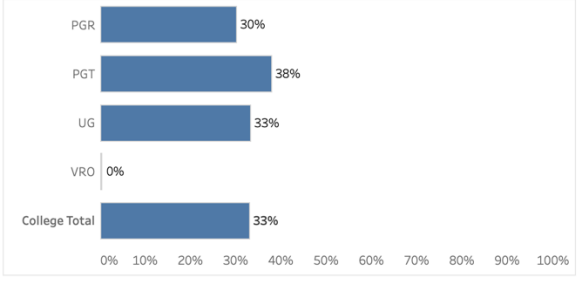
In 2023, 264 of the college's 804 students (32.8%) were BME

All University (2023)



Ethnicity Group	PGR	PGT	UG	VRO	Grand Total
Asian	835	1,071	1,359	56	3,321
Black	231	392	370	8	1,001
Chinese	1,201	915	1,179	149	3,444
Mixed	436	466	918	39	1,859
White	3,933	3,235	8,014	259	15,441
Other	274	290	214	15	793
Unknown	396	245	416	31	1,088
Total	7,306	6,614	12,470	557	26,947
Asian	11.4%	16.2%	10.9%	10.1%	12.3%
Black	3.2%	5.9%	3.0%	1.4%	3.7%
Chinese	16.4%	13.8%	9.5%	26.8%	12.8%
Mixed	6.0%	7.0%	7.4%	7.0%	6.9%
White	53.8%	48.9%	64.3%	46.5%	57.3%
Other	3.8%	4.4%	1.7%	2.7%	2.9%
Unknown	5.4%	3.7%	3.3%	5.6%	4.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

College (2023)



Ethnicity Group	PGR	PGT	UG	VRO	Grand Total
Asian	20	24	42		86
Black	9	4	10		23
Chinese	27	10	42		79
Mixed	20	7	30		57
White	178	78	254	2	512
Other	6	5	8		19
Unknown	13	4	11		28
Total	273	132	397	2	804
Asian	7.3%	18.2%	10.6%		10.7%
Black	3.3%	3.0%	2.5%		2.9%
Chinese	9.9%	7.6%	10.6%		9.8%
Mixed	7.3%	5.3%	7.6%		7.1%
White	65.2%	59.1%	64.0%	100.0%	63.7%
Other	2.2%	3.8%	2.0%		2.4%
Unknown	4.8%	3.0%	2.8%		3.5%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

The lag is particularly noticeable in the split between UK-based and International students (below); we are clearly failing to attract a diverse range of UK-based students: only 16% of our UK-based PGR, as opposed to 40% of our International PGR, identify as BME (University averages at 21% and 55% respectively). Less than 17% of our UK-based PGT identify as BME (University 31%), next to 45% of our International PGT (University 56%). This has been a feature, with some variation especially in PGT, for some while: in 2022, 18.3% of our UK-based PGR and 22.6% PGT identified as BME (University 19.2% and 28.0%), while 39.7% and 52% of our International PGR and PGT students did so (University 52.4% and 54.7%); in 2021, the UK-based figures were 17.4% PGR and 18.9% PGT (University 17.2% and 25%) and the International figures were 42% and 58% PGT (University 51% and 52.9%).

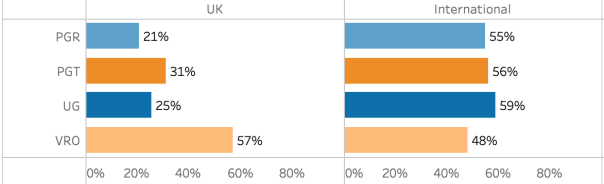
All University (2023)

	UK				International				
BME Group	PGR	PGT	UG	VRO	PGR	PGT	UG	VRO	Grand Total
BME	632	708	2,512	4	2,345	2,426	1,528	263	10,418
White	2,252	1,489	7,139	3	1,681	1,746	875	256	15,441
Unknown	143	86	216		253	159	200	31	1,088
Total	3,027	2,283	9,867	7	4,279	4,331	2,603	550	26,947
BME	20.9%	31.0%	25.5%	57.1%	54.8%	56.0%	58.7%	47.8%	38.7%
White	74.4%	65.2%	72.4%	42.9%	39.3%	40.3%	33.6%	46.5%	57.3%
Unknown	4.7%	3.8%	2.2%		5.9%	3.7%	7.7%	5.6%	4.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

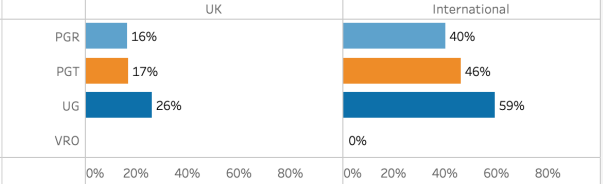
Balliol College (2023)

	UK			International				
BME Group	PGR	PGT	UG	PGR	PGT	UG	VRO	Grand Total
BME	19	6	80	63	44	52		264
White	88	27	223	90	51	31	2	512
Unknown	9	3	6	4	1	5		28
Total	116	36	309	157	96	88	2	804
BME	16.4%	16.7%	25.9%	40.1%	45.8%	59.1%		32.8%
White	75.9%	75.0%	72.2%	57.3%	53.1%	35.2%	100.0%	63.7%
Unknown	7.8%	8.3%	1.9%	2.5%	1.0%	5.7%		3.5%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Percentage of BME students (All University, 2023)



Percentage of BME students (Balliol College, 2023)



Award Programme Type: PGR, PGT, UG, VRO

The bar charts show the % of BME students by Region and programme type in the University (left chart) and individual college (right chart). The tables show more detail. The upper table shows the figures for the whole university, the lower table shows the information for an individual college.
The UK/International split is acheived using Student Domicile.
Data is from the 01/12/2023 Student Statistics snapshot. Report prepared by: sdma@admin.ox.ac.uk

We have been very successful in increasing the ethnic diversity of our UG body, and much less so with regard to our PG body. There is not much we can do about this, given the University's predominance in application and selection procedures, but it does affect our overall profile, and is worth noting in this context.

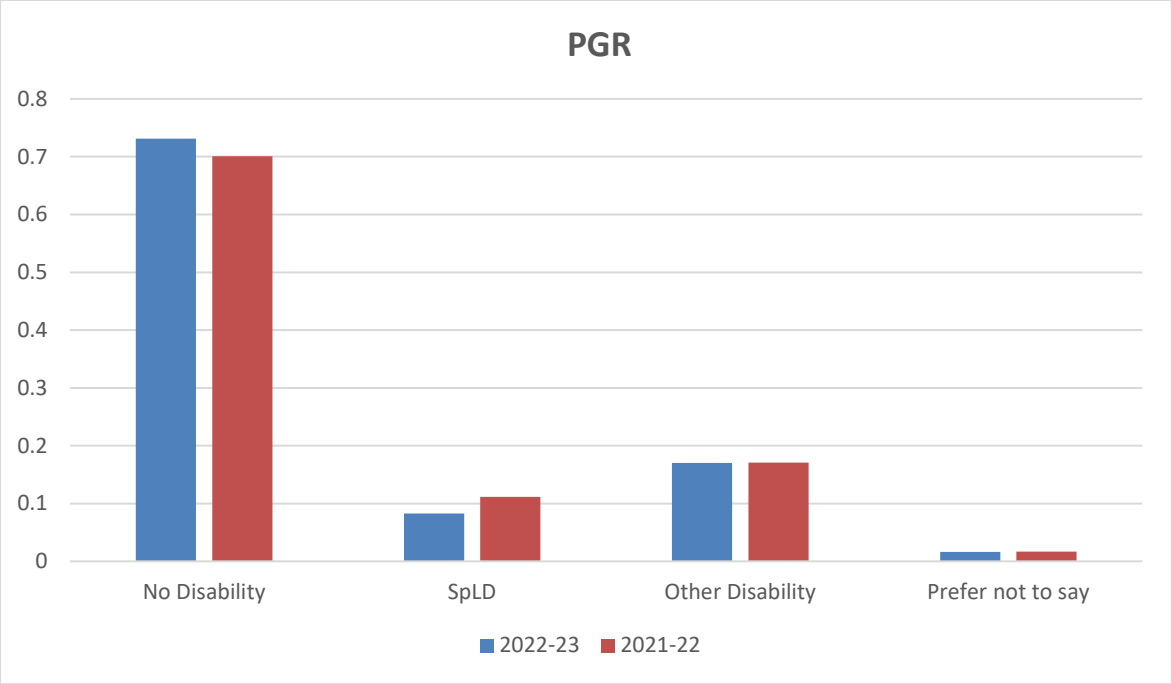
• **EO3**: broken down by gender, age, and ethnicity, the applications made to Balliol during the period 2022–23 are contained in Appendix 1, with the data for academic posts mapped next to the details for 2019–20, and 2021–22 (the gap remains in the data for 2020-21). They show that (i) female applicants for academic posts are increasing and now outnumber male applicants; (ii) the age profile of candidates for academic posts has evened itself out, after last year's dominance for the youngest age category; (iii) BME applicants for academic posts still slightly outnumber white applicants. The equal opportunities form used as part of our employment procedures is still hosted online; as it says in its admirable preamble, this document is a data-gathering exercise, and plays no role in the selection process.

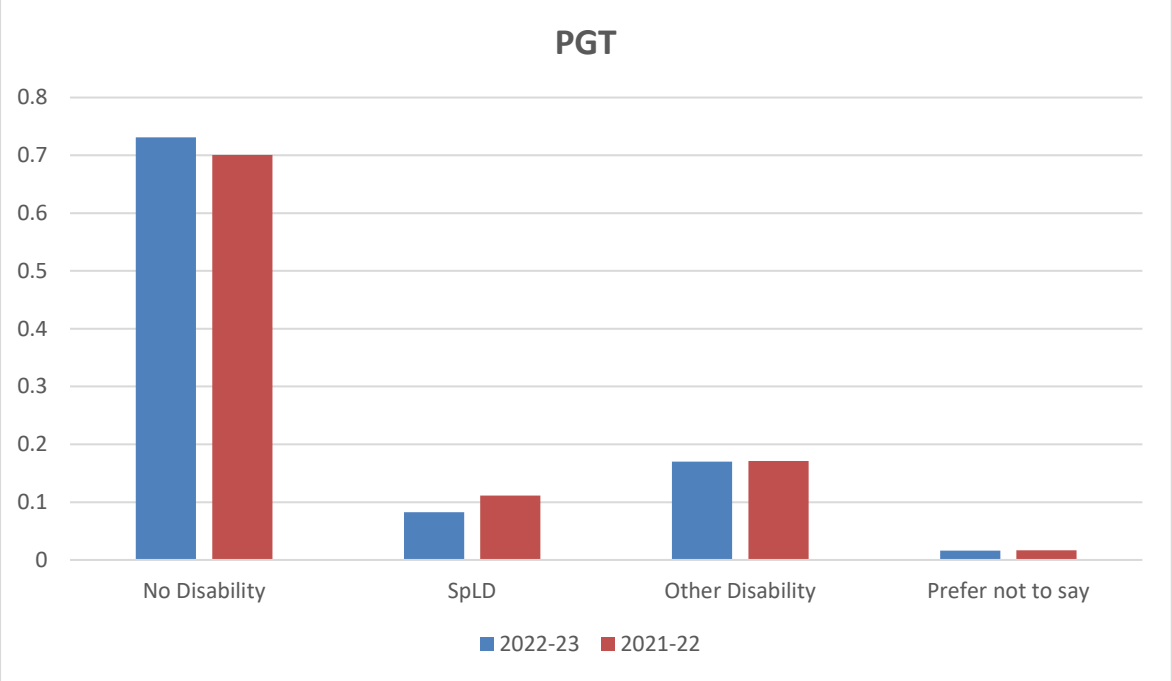
On the non-academic side, the records for 2022–23 show that our applicants continue to trend younger, to be overwhelmingly white, and single (up marginally to 54% from 49% in 2021–22); the proportion of female to male applicants has been reversed in favour of the former, more applicants register a disability (5.4% as opposed 1.4% in 2021–22), but equally more are happy to 'prefer not to say' (9% as opposed to 4% in 2021–22). In religious terms, most groups have stayed somewhat stable in their representations (e.g., Christians 38.7% v. 35 in 2021–22, not-religious 23.2% v. 22.5% in 2021–22, and atheists 11.9% v 12.6% in 2021–22), but Islam is considerably less well-represented (6.4% as opposed to 14% in 2021–22). Some of this is presumably explained by reference to the kinds of jobs advertised, though it would not account for the decline in that last figure.

As a specific example of improvements in culture along EDI lines, it is worth including here the following from the Front of House Manager, about the Lodge: 'we have dramatically improved the representation of female staff in the Lodges at both sites, adding three full time and one casual female staff members to Broad Street Lodge, which was previously all male, and two full time female staff members to Holywell Manor Lodge. This gives nine full time male and six full time female porters, and the casual staff numbers are currently four male staff and one female staff. One of the reasons for this improvement was altering the job advertisements, rather than 'Lodge Porter' we now advertise for 'College Receptionist/Lodge Porter', which had a instant effect on increasing the number of female applicants. The Front of House department remains the same with four male and eight female full time staff, and the casual staff numbers are currently fourteen male staff and seventeen female staff.' There is an important lesson here, one that extends across the board: the terms of advertisement for our posts can make a significant difference to our EDI outcomes.

• **EO4**: As last year, we include data on those members of our student body registered with a disability (SpLD and 'other'), but we are beginning this report with the data before turning to a description of wider developments. First we have the college's own figures, broken down by program type, and they indicate a slight downturn in the numbers of our students declaring a disability to us, across the board. This may be the COVID-19 effects working their way through our student body, though it is too early to say (and certainly against the experience of the

University's DAS, Balliol's own Welfare team and the College Office) that we have reached a peak on this matter.





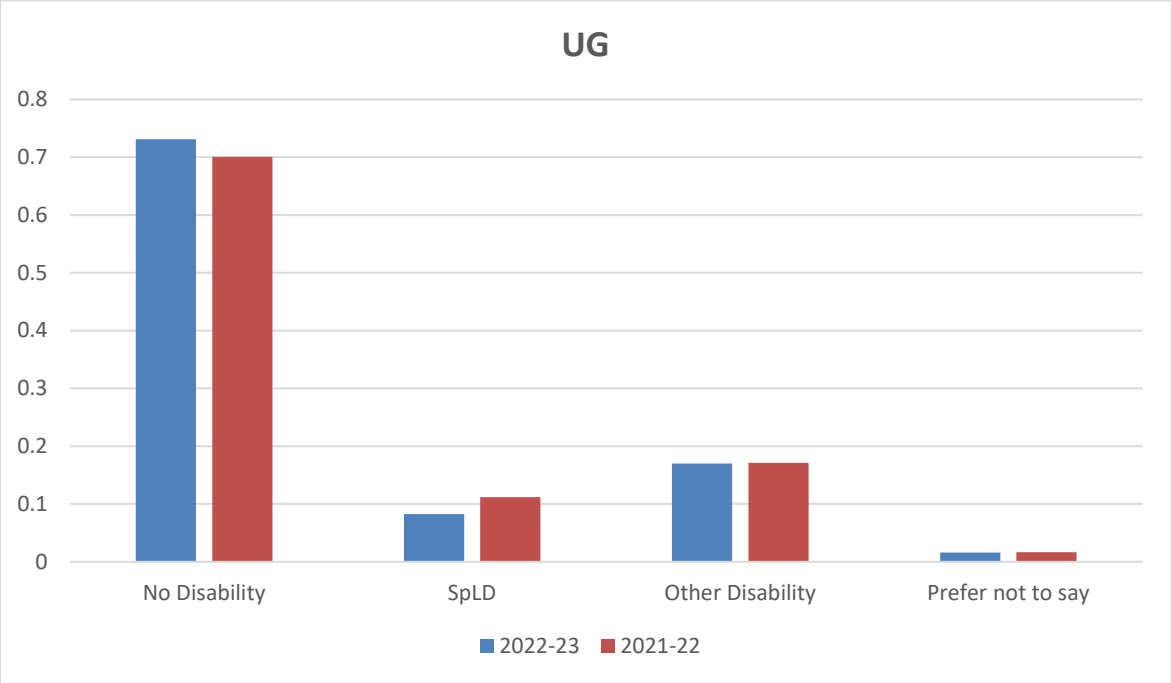


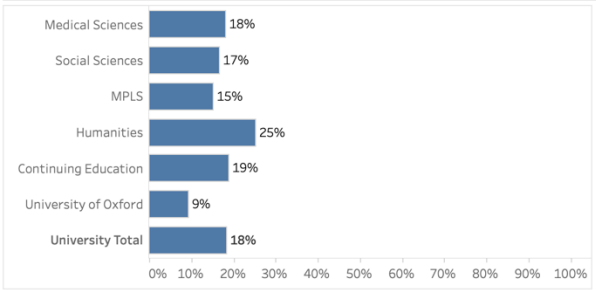
Tableau data (below) gives more granular information, as requested at least year's CM: we are roughly tracking the University average on declared disability (17% to 18%).

Select Year: 2023

Balliol College

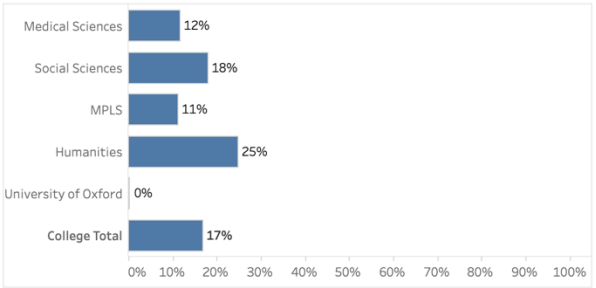
In 2023, 136 of the college's 804 students (16.9%) had a declared disability

All University (2023)



Disability Group	Medical Sciences	Social Sciences	MPLS	Humanit..	Continuing Educat..	University of Oxf..	Grand Total
No known disability	3,546	5,921	6,200	4,491	1,311	505	21,974
Other disability	585	839	751	1,134	216	44	3,569
SpLD	202	357	359	390	88	8	1,404
Total	**4,333**	**7,117**	**7,310**	**6,015**	**1,615**	**557**	**26,947**
No known disability	81.8%	83.2%	84.8%	74.7%	81.2%	90.7%	**81.5%**
Other disability	13.5%	11.8%	10.3%	18.9%	13.4%	7.9%	**13.2%**
SpLD	4.7%	5.0%	4.9%	6.5%	5.4%	1.4%	**5.2%**
Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

College (2023)



Disability Group	Medical Sciences	Social Sciences	MPLS	Humanities	University of Oxford	Grand Total
No known disability	83	176	238	169	2	668
Other disability	8	31	15	41		95
SpLD	3	8	15	15		41
Total	**94**	**215**	**268**	**225**	**2**	**804**
No known disability	88.3%	81.9%	88.8%	75.1%	100.0%	**83.1%**
Other disability	8.5%	14.4%	5.6%	18.2%		**11.8%**
SpLD	3.2%	3.7%	5.6%	6.7%		**5.1%**
Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

The bar charts above show the % of students with a declared disability by Division in the University (top chart) and individual college (lower chart).
Data is from the 01/12/2023 Student Statistics snapshot. Report prepared by: sdma@admin.ox.ac.uk

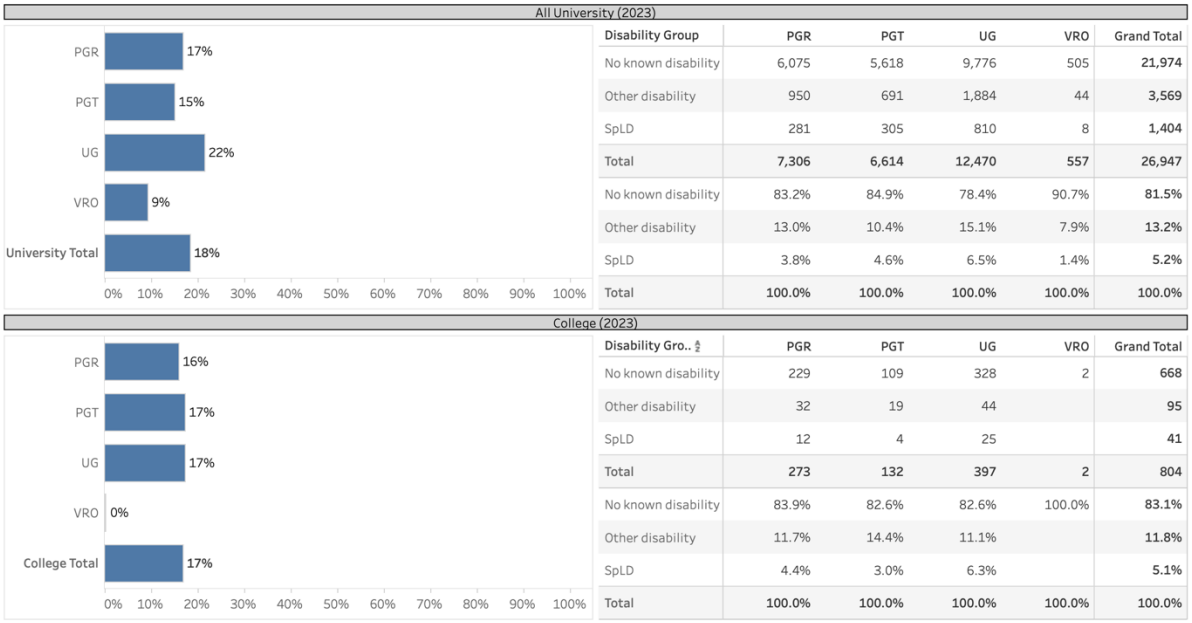
SpLD = Specific learning disability (includes dyslexia, dyspraxia, ADHD, ADD)
Other disability = any other disability, and students with multiple disabilities
No disability = Not known, refused, or Information Not Sought

Broken down by program type (below), you can see that we are slightly under the University average for our UG population (17% to 22%), in line with the recent past: in 2022 it was 17% to 21%, in 2021 16% to 20%, in 2020 16% to 17%.

Select Year: 2023

Balliol College

In 2023, 136 of the college's 804 students (16.9%) had a declared disability



All University (2023)

Disability Group	PGR	PGT	UG	VRO	Grand Total
No known disability	6,075	5,618	9,776	505	21,974
Other disability	950	691	1,884	44	3,569
SpLD	281	305	810	8	1,404
Total	**7,306**	**6,614**	**12,470**	**557**	**26,947**
No known disability	83.2%	84.9%	78.4%	90.7%	**81.5%**
Other disability	13.0%	10.4%	15.1%	7.9%	**13.2%**
SpLD	3.8%	4.6%	6.5%	1.4%	**5.2%**
Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

College (2023)

Disability Gro..	PGR	PGT	UG	VRO	Grand Total
No known disability	229	109	328	2	668
Other disability	32	19	44		95
SpLD	12	4	25		41
Total	**273**	**132**	**397**	**2**	**804**
No known disability	83.9%	82.6%	82.6%	100.0%	**83.1%**
Other disability	11.7%	14.4%	11.1%		**11.8%**
SpLD	4.4%	3.0%	6.3%		**5.1%**
Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

The bar charts above show the % of BME of students with a declared disability by programme type in the University (top chart) and individual college (lower chart).
Data is from the 01/12/2023 Student Statistics snapshot. Report prepared by: sdma@admin.ox.ac.uk

SpLD = Specific learning disability (includes dyslexia, dyspraxia, ADHD, ADD)
Other disability = any other disability, and students with multiple disabilities
No disability = Not known, refused, or Information Not Sought

It might also be useful to reflect on the range of disabilities amongst our student population (below), and their distribution across the divisional structures within college. Mental health conditions and multiple disabilities are strongly represented in college, as are SpLD, though not noticeably out of line with University averages (in the tables above).

Select Year: 2023

PGR = Postgraduate Research
PGT = Postgraduate Taught
UG = Undergraduate

VRO = Visiting, Recognised, Other
MPLS = Maths, Physical & Life Sciences

Balliol College (2023): Programme Type

Disability Group	Disability	PGR	PGT	UG	VRO
No known disability	No known disability	226	109	321	2
	Prefer not to say	3		7	
Other disability	Blind or serious visual impairment	1	1	1	
	Deaf or serious hearing impairment			2	
	Longstanding illness or health condition	8	2	5	
	Mental health condition - depression	10	8	15	
	Multiple disabilities	10	6	8	
	Not listed disability or impairmt or medical condit	1	1	6	
	Physical impairment or mobility issues	1	1	5	
	Social/communication impairment	1		2	
SpLD	Specific learning difficulty - dyslexia	12	4	25	
Grand Total		**273**	**132**	**397**	**2**

Balliol College (2023): Division

Disability	Medical Sciences	Social Sciences	MPLS	Humani..	Universit y of Oxf..	Grand Total
No known disability	82	172	235	167	2	658
Prefer not to say	1	4	3	2		10
Blind or serious visual impairment	1	1		1		3
Deaf or serious hearing impairment			1	1		2
Longstanding illness or health condition	1	3	2	9		15
Mental health condition - depression	2	13	7	11		33
Multiple disabilities	3	9	1	11		24
Not listed disability or impairmt or me..		2	2	4		8
Physical impairment or mobility issues		3	1	3		7
Social/ communication impairment	1		1	1		3
Specific learning difficulty - dyslexia	3	8	15	15		41
Grand Total	**94**	**215**	**268**	**225**	**2**	**804**

Finally, to leave the datasets aside, our wider infrastructural developments included several plans put into effect this year and mentioned in last year's report –

specifically in the renovations to the access to the Music Room and LR 23, and the provision of facilities there for people with access difficulties, sensory issues and hearing impairment. Furthermore, the Buttery now has an accessible toilet, and the Old Archive Room was divided so as to give wheelchair access to that toilet.

• **E05**: our new equality objective, to "improve the support and monitoring of academic progress for students who come from backgrounds traditionally under-represented at university" is included here for the first time, after being adopted when last year's report was tabled at CM.

Under the lead of the Senior Tutor, the College Office has initiated a tracking system, based on admissions data gathered by the Outreach Officer. This spreadsheet contains PSED-relevant data for all students admitted for MT 2024, including sex/gender, ethnicity, and disability, together with input points for all collection marks, tutors' comments, suspension status, APC reference numbers, and so on. Resource permitting, this could be rolled out for existing years, and will be the standard way of tracking progress from now on. We should have some preliminary data for this year's group to report next year.

Colleagues should remember that characteristics protected under the Act and covered by our PSED are age, disability, gender reassignment, pregnancy and maternity, ethnicity, religion and belief, sex (gender) and sexual orientation. Some of these data points are not collected or not declared by our students, or they are insufficiently common to merit representation in the system.

3. Progress on wider PSED in the academic year 2022-23

Beyond the objectives listed in section two of this report, the college has also been undertaking action within the framework of our PSED more widely.

a. Equality and Diversity activities

The Equality and Diversity Committee, involving Fellows and students, and chaired by the Master, met once in HT to provide a forum for exchange between the three common rooms in college. Further meetings could not be arranged, as student representation – i.e. times which suited all the representatives – proved impossible to establish. The discrimination complaints channel (feedback@balliol.ox.ac.uk) continues to be monitored by the Master and the Master's PA, and the 'how to make a complaint' quick guide remains on Sharepoint (both with links from the online handbook).

b. *Balliol and Empire*

The *Balliol and Empire* project flourished in the period 2020–22 (and the website material requires updating and ongoing maintenance), but events continued in the period 2022–23. On November 24th 2022, Dr Sebastian Pender led a seminar on the life of Benjamin Jowett, our 19th century Master, and in particular his views on Empire and his involvement in training entrants for the Indian Civil Service. You can

read more here. Keen Fellow and Tutor in History, Simon Skinner, gave an introduction which put Jowett in the context of his Oxford and the politics of the time.[3] In the annual Omar Azfar Lecture, Professor Lawrie Balfour (University of Virginia, and Balliol Winant Visiting Professor in American Government) in May 2023 delivered a lecture entitled "'Modern Life Begins with Slavery': Toni Morrison and the Imagination of Freedom". It can be viewed here (YouTube).

One of the most successful products of the project has been the *Slavery in the Age of Revolution* and Teaching about Transatlantic Slavery initiative run by the Library, covered in a superb article in Floreat Domus of 2022 (pp. 5–9). This initiative continued in the period covered by this report with on-line seminars from Hannah Cusworth, a history education consultant and academic researcher, who talked about her work on the history of mahogany at three English Heritage properties and the material history of colonialism, and singer-songwriter and academic Angeline Morrison talking about her album, *The Sorrow Songs*.

The culmination of all this work took place over 14–18 August 2023 with a Teachers' Institute on Teaching about Transatlantic Slavery, which brought together 40 educators at Balliol for an extensive and variegated workshop. As a result of their work on Slavery in the Age of Revolution, Library staff have been consulted by, and met with, researchers planning to produce exhibitions touching on related themes, one a Senior Research with the Nuffield Department of Primary Health Care Sciences looking at medical racism, and another a Research Assistant for the project 'Finding Our Way: Afro-Caribbean Experience in Oxford'. Staff subsequently provided a session with the Historic Collections for 'Finding our Way: Afro-Caribbean Experience in Oxford', a collaborative and interdisciplinary project incorporating academics from Oxford and Oxford Brookes universities, art students from Ruskin College and the performing arts group Kuumba Nia.

Library staff also opened the Slavery in the Age of Revolution exhibition for 14 students from the University of Alabama's Study Abroad Programme, together with a discussion of the artefacts on display with the Early Career Librarian. On 22 May 2023 the Librarian and Early Career Librarian were invited to talk at a screening of the Slavery in the Age of Revolution exhibition film at the American Embassy, arranged by Oliver St Clair Franklin (alumnus and Honorary Fellow).

Another effect of *Balliol and Empire* was making the college consider what to do with the 2021 findings of Dr Pender about Balliol money derived from the economy of slavery between 1600 and 1919. A discussion was held at College Meeting (CP 22/26) and the broad principle of establishing a 'ring-fenced reparations fund' was accepted by the governing body. Thinking on this issue seems to be coalescing around setting up graduate scholarships for students from African or West Indian backgrounds.

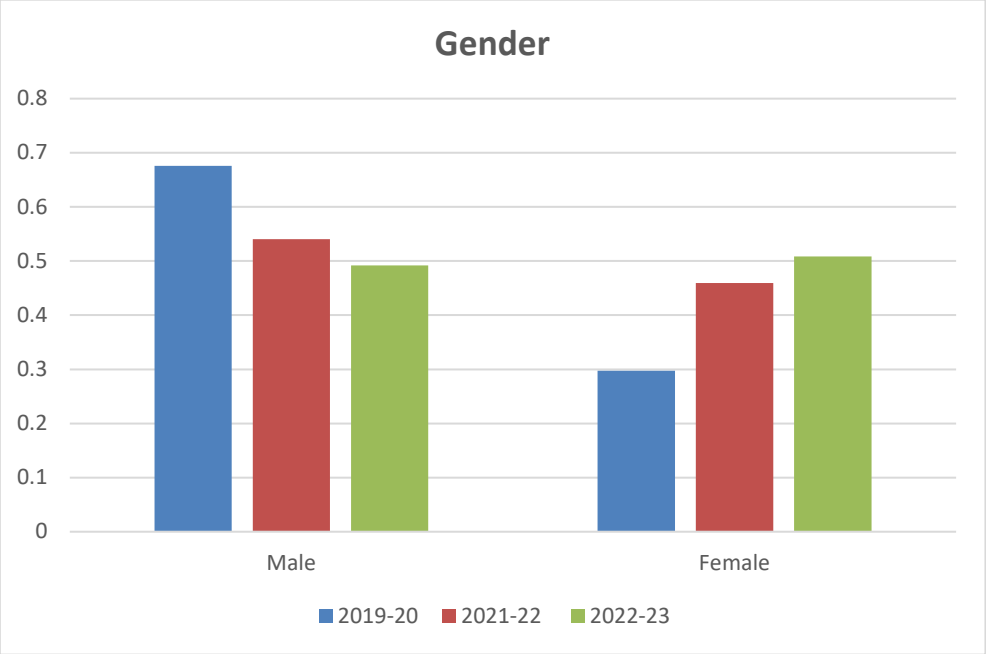
ADK (PSED Lead)
June 2024

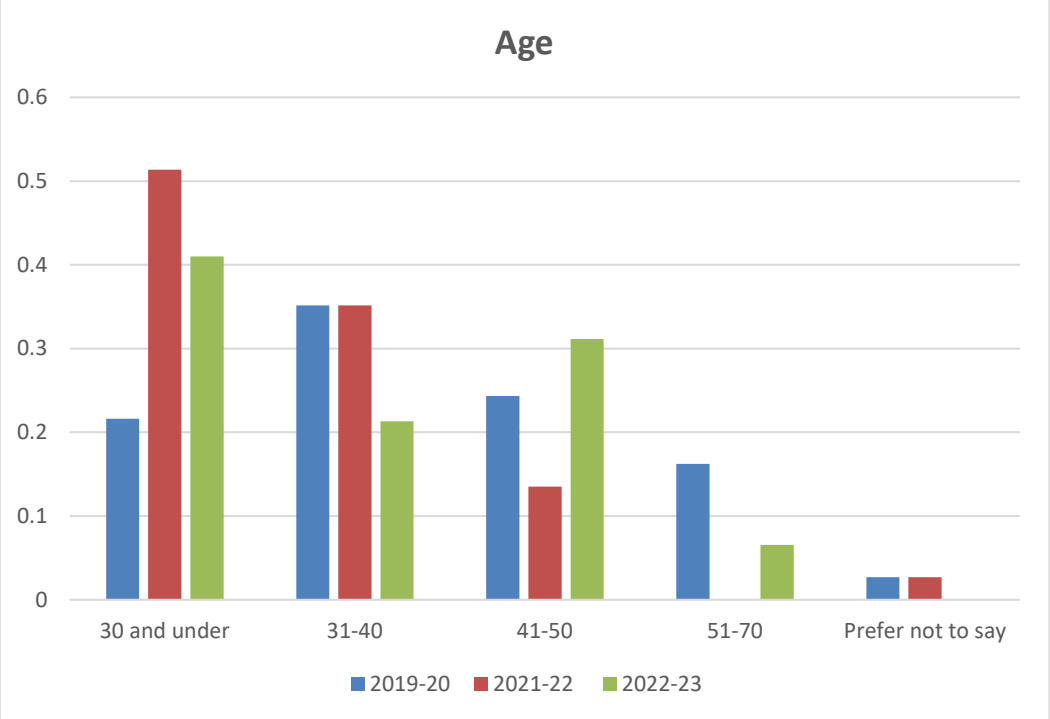
[3] This event was erroneously included in last year's report.

Appendix 1. Equality Monitoring Data 2022-23

A. Applications to Academic Posts

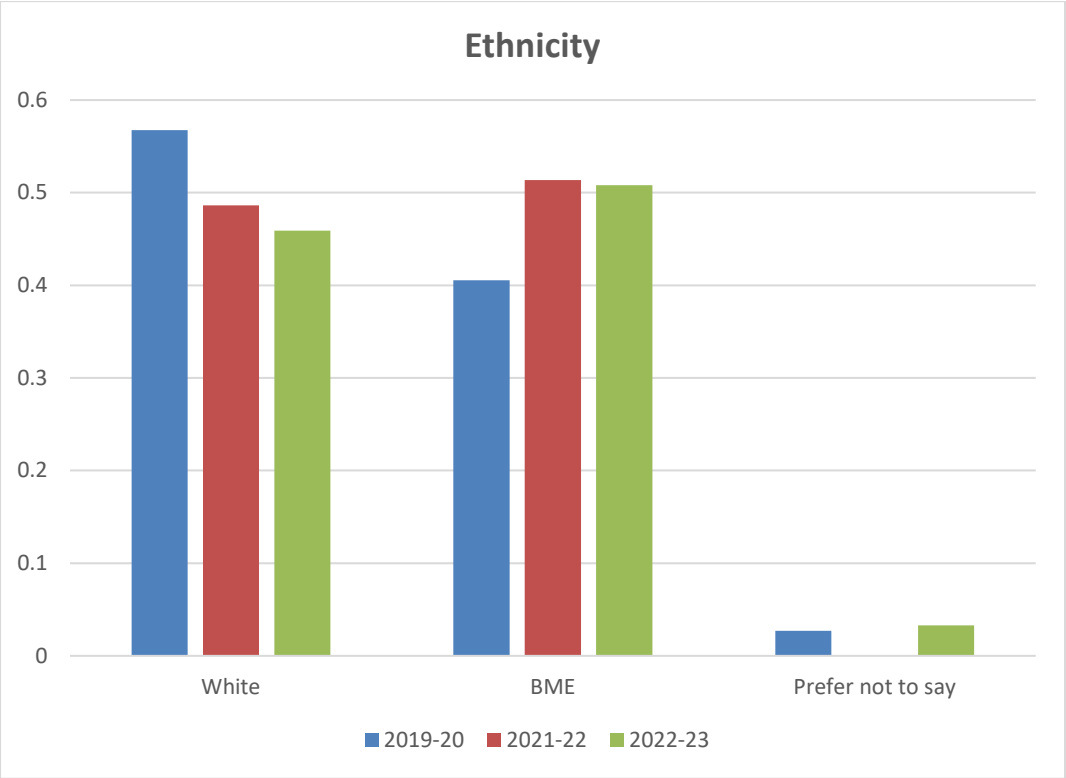
- N.B. In these tables, the vertical axis refers to the percentage of applications, where e.g. 0.7 = 70%.





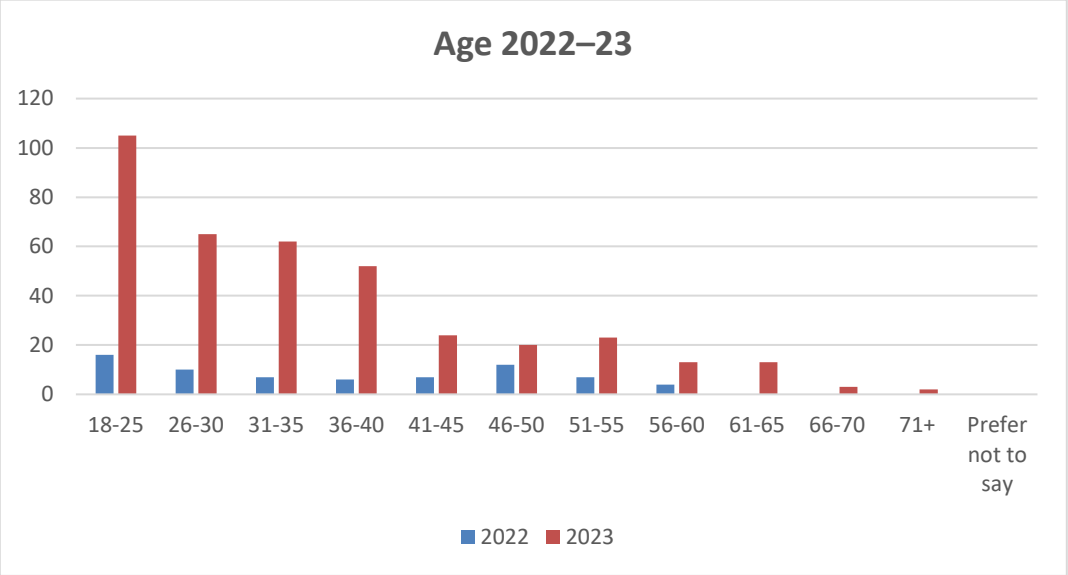
Disability			
	Yes	**No**	**Prefer not to say**
2019-20	2.7%	97.3%	0.0%

2021-22	0.0%	94.6%	5.4%
2022-23	3.3%	90.2%	6.6%

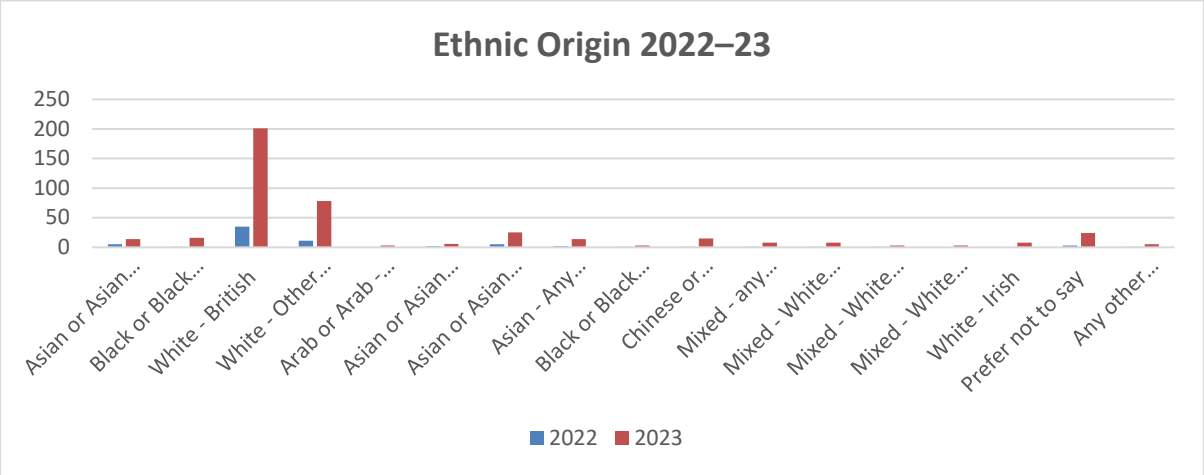


Appendix 1. Equality Monitoring Data 2022-23

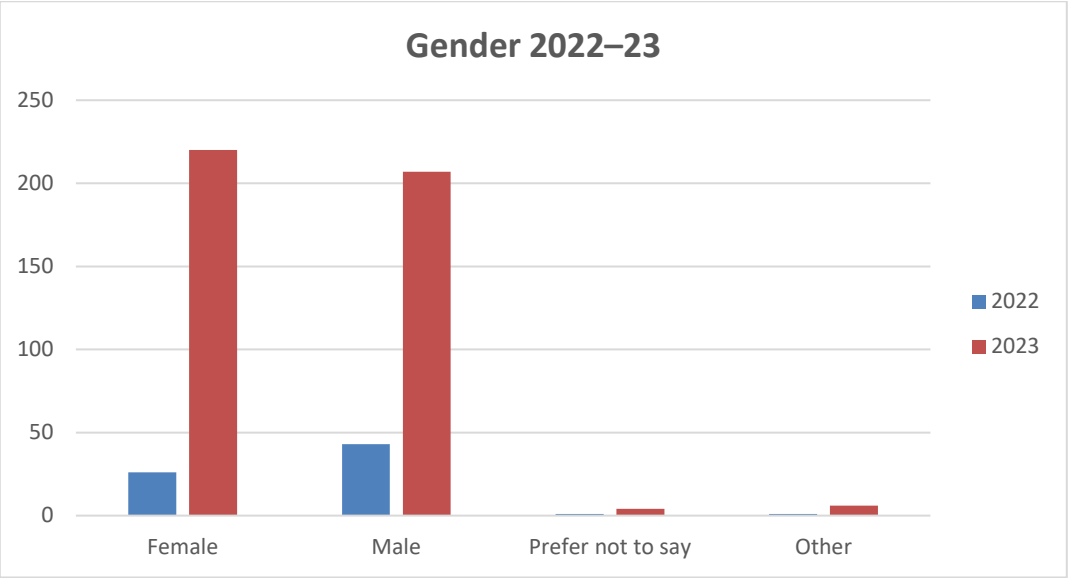
B. Applications to Non-Academic posts



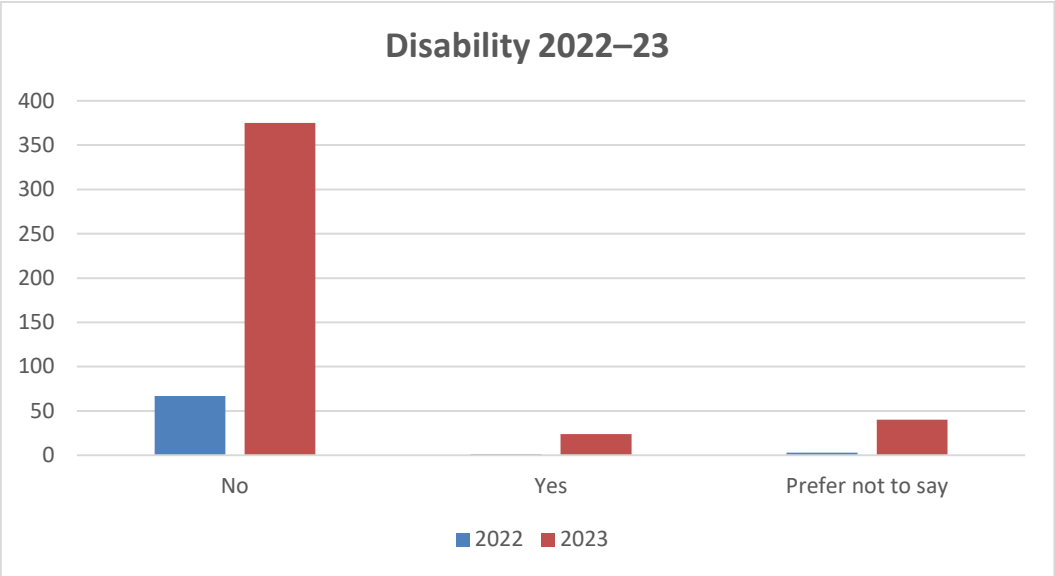
Age	2022	2023
18-25	16	105
26-30	10	65
31-35	7	62
36-40	6	52
41-45	7	24
46-50	12	20
51-55	7	23
56-60	4	13
61-65		13
66-70		3
71+		2
Prefer not to say		



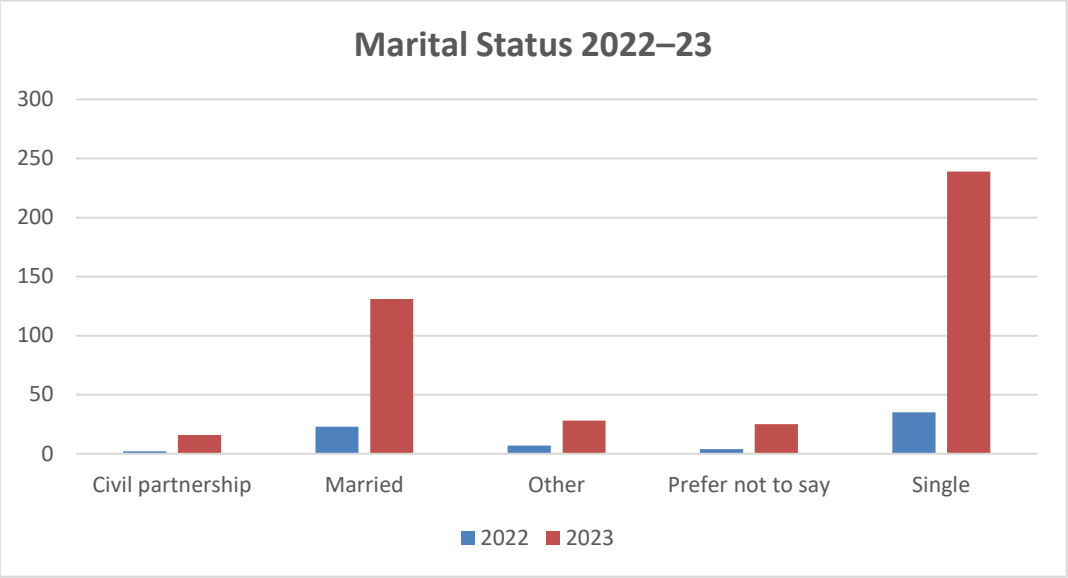
Ethnic Origin	2022	2023
Asian or Asian British - Pakistani	5	14
Black or Black British- African	1	16
White - British	35	201
White - Other background	11	78
Arab or Arab - British		3
Asian or Asian British - Bangladeshi	2	6
Asian or Asian British - Indian	5	25
Asian - Any other background	2	14
Black or Black British - Caribbean	1	3
Chinese or Chinese British	1	15
Mixed - any other mixed background	1	8
Mixed - White & Asian	1	8
Mixed - White & Black Caribbean	1	3
Mixed - White & Black African		3
White - Irish		8
Prefer not to say	3	24
Any other ethnic origin	1	5



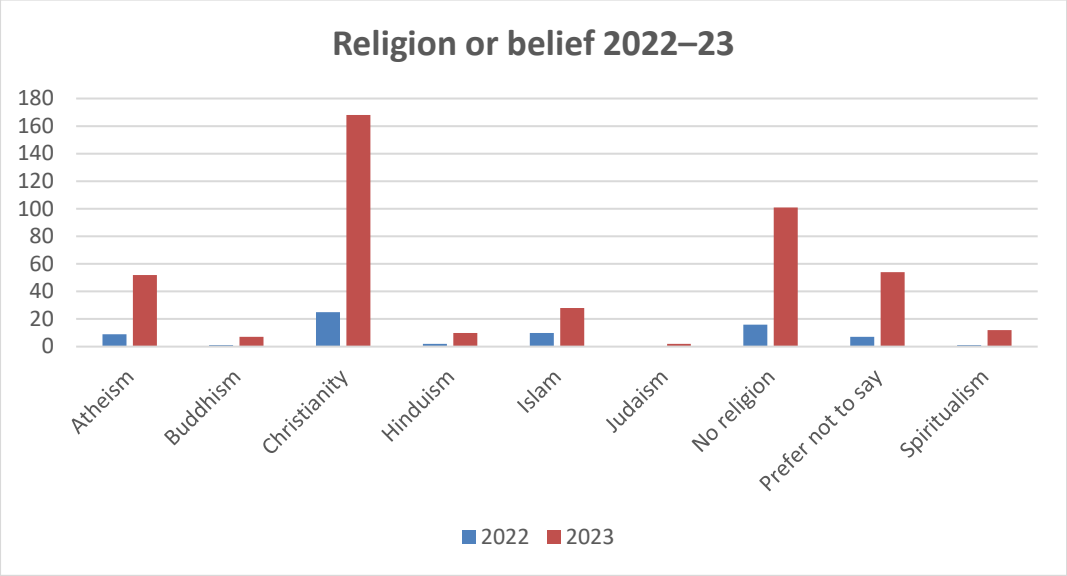
Gender	2022	2023
Female	26	220
Male	43	207
Prefer not to say	1	4
Other	1	6



Disability	2022	2023
No	67	375
Yes	1	24
Prefer not to say	3	40



Marital Status	2022	2023
Civil partnership	2	16
Married	23	131
Other	7	28
Prefer not to say	4	25
Single	35	239



Religion	2022	2023
Atheism	9	52
Buddhism	1	7
Christianity	25	168
Hinduism	2	10
Islam	10	28
Judaism		2
No religion	16	101
Prefer not to say	7	54
Spiritualism	1	12