

The Oxford Union Society

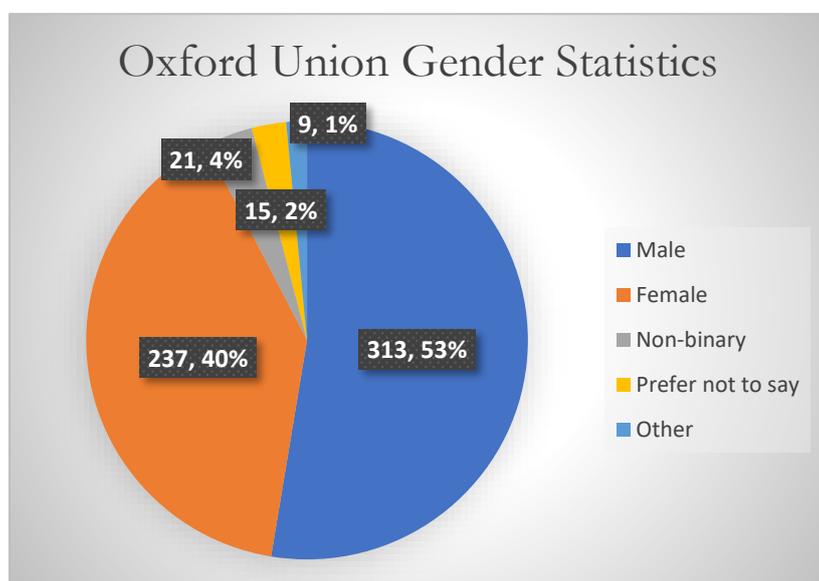
Hilary 2022 Equality Monitoring Form Analysis

Responses

- 595 responses were received between midday on Thursday 10th February until close of play Friday 11th February – a separate mailshot at a time of day when people are awake has led to a much higher response than previous consultations, highlighting the importance of survey design.
- We do not know how representative this sample is, as it went to anyone on the member mailing list, so our sample is not exclusively University of Oxford students for instance. It is likely, given we had nearly 600 responses, this sample is moderately representative – we should have moderate confidence in these results.

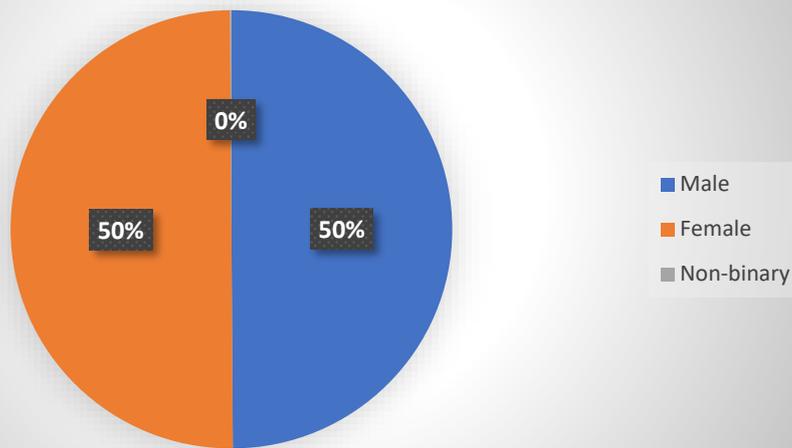
1. What is your gender?

53% of respondents were male, with 40% female, 4% non-binary, 2% prefer not to say, and 1% other (usually condemning the survey or providing non-serious responses)



In December 2021, for the first time 50% of students studying at the University were female. 0.1% of students identified as non-binary. We can therefore see that from the Union sample, we are more male-dominated than the University, but we have far more non-binary representation.

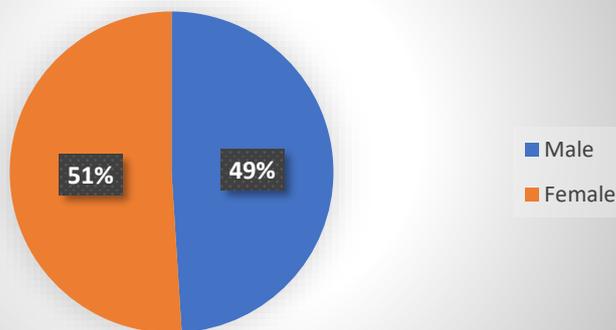
University of Oxford Gender Statistics



When we compare this to the Census of 2011, we find that females are slightly underrepresented both in the Union and in the University (women represented just under 51% of the UK population). However, for those aged 20-24 in both the 2011 and 2021 Census in England and Wales there were more men than women (50.4% were men in 2011, and 50.2% were men in 2021). The Union membership is still slightly male-dominated therefore.

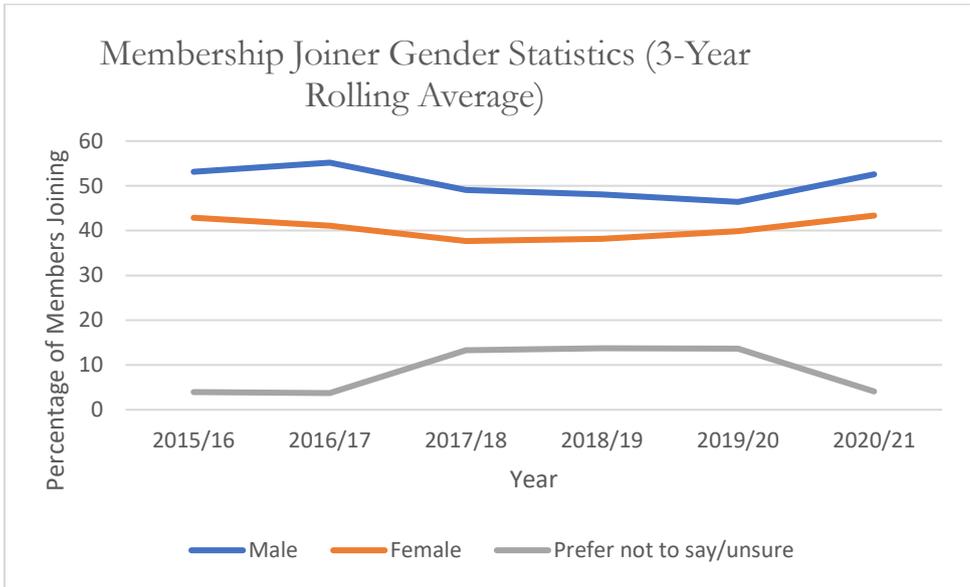
Across UK higher education, 0.2% of all students identified as non-binary in 2019/20. Government have not measured gender nationally in the censuses, so we have no accurate national benchmark to compare to.

2011 Census Data Sex

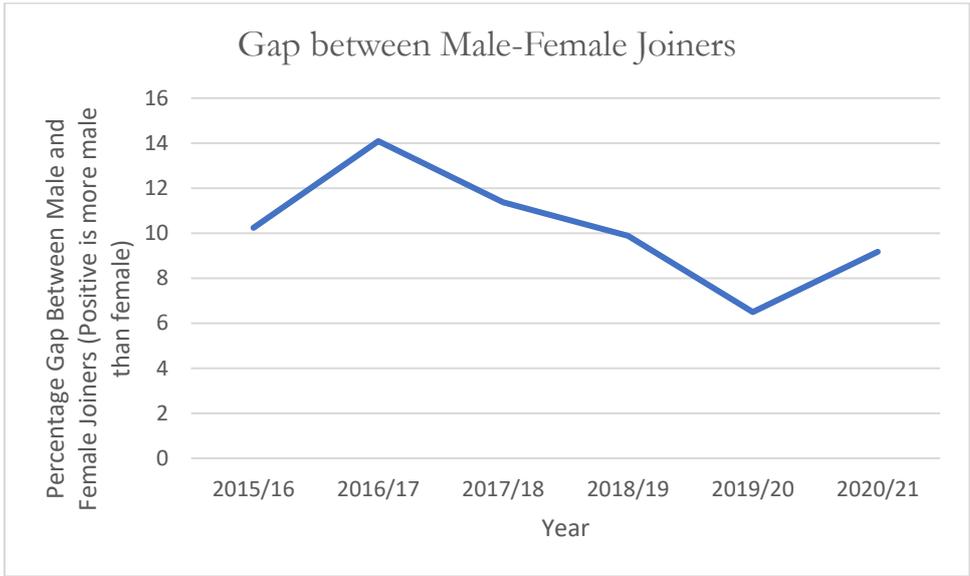


General Readout: The Union is more male dominated than the University and national statistics. However, we have a much higher number of people who have declared they are non-binary – this may be due to survey design in that responses were fully anonymous where University and national responses include your name, the design of the question in that the 0.1% figure for the University is only a reported statistic and no coverage of this question nationally, or the Union does have more non-binary members.

Using information provided by new joiners as to if they use the title 'Miss', 'Mrs', 'Ms', 'Mr', or we have no title recorded, we can track from academic year 2015/16 until 2020/21 changes in the gender composition of the Union's membership. It is clear the gap between male and female joiners is closing slightly, but at quite a slow rate. In the year 2020/21 on a 3-year rolling average, the statistics for men is 52.54% with women at 43.36%, a gap of 9.18% points. This is practically the same as it was in 2015/16.



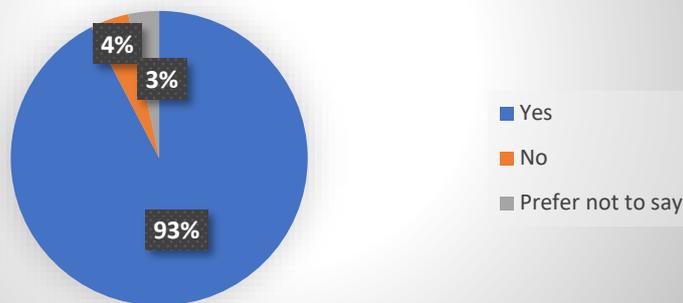
Using these same rolling average statistics and removing the prefer not to say/unsure category which hides change over time, the chart below shows the gap between male and female titled joiners. A positive score means more people joined with the title 'Mr' than 'Miss', 'Mrs' and 'Ms'. As is shown by the chart, 2020/21 is practically the same as 2015/16, with progress shown in the years 2017/18 to 2019/20.



2. Is the gender you identify with the same as your sex registered at birth?

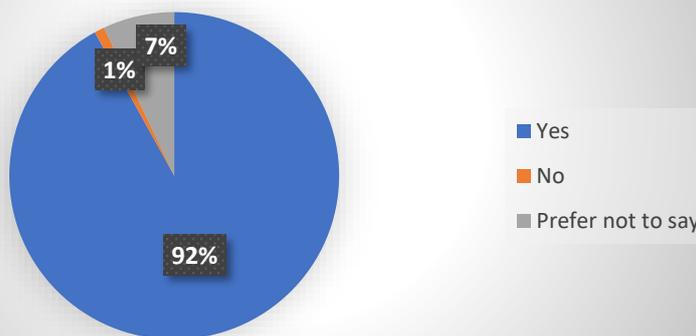
Around 93% of respondents identified with the same gender as sex registered at birth, while 4% didn't, and 3% preferred not to say

Oxford Union Members Identifying with the Same Gender as Sex Registered at Birth



In comparison to the University, more Union members did not identify with the same gender as sex registered at birth – the Union’s figure was around 4%, while the University’s was 1%.

University Members Identifying with the Same Gender as Sex Registered at Birth



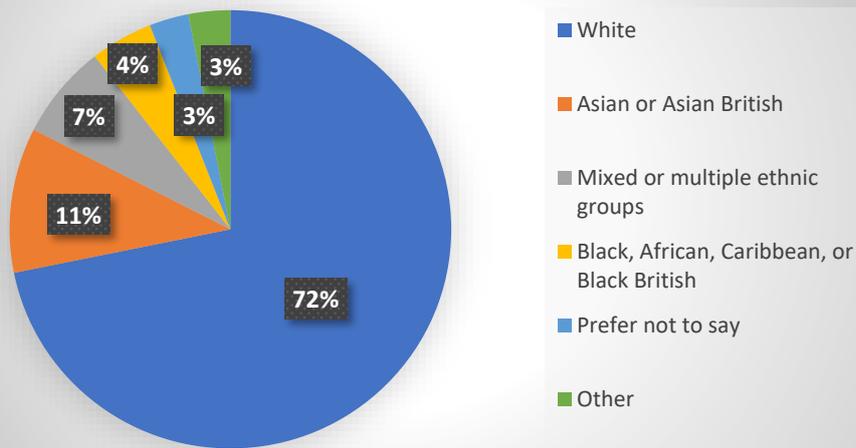
The figure from higher education is that 0.8% across all UK higher education institutions reported their gender identity did not match the sex they were assigned at birth, again a much lower statistic than the Union’s. These questions were added for the first time in the 2021 Census as the ONS found there were no data sources currently to produce these results, so there are no figures for England and Wales currently.

General Readout: Far more of those who filled out the survey said their gender identity did not match the sex they were assigned at birth than the Oxford dataset, and the figure referenced in Oxford’s Equality Report about UK higher education.

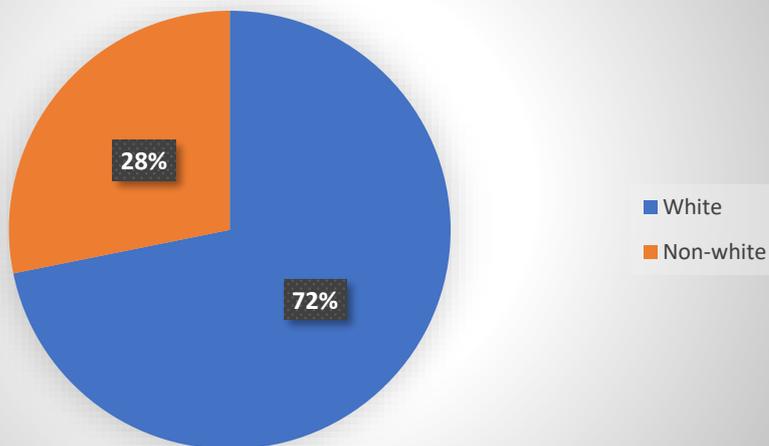
3. What is your ethnic group?

Six results were removed from this sample as they were complaints and did not provide ethnicity data. 72% of the remaining sample were white, 11% Asian or Asian British, 7% mixed or multiple ethnic groups, 4% Black, African, Caribbean, or Black British, 3% prefer not to say, and 3% other. This means 28% of Union members were non-white.

Union Member Ethnicity

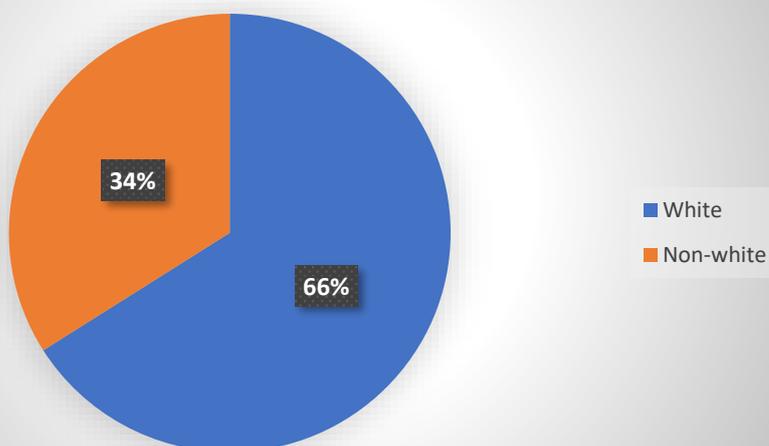


Union White vs Non-White Statistic

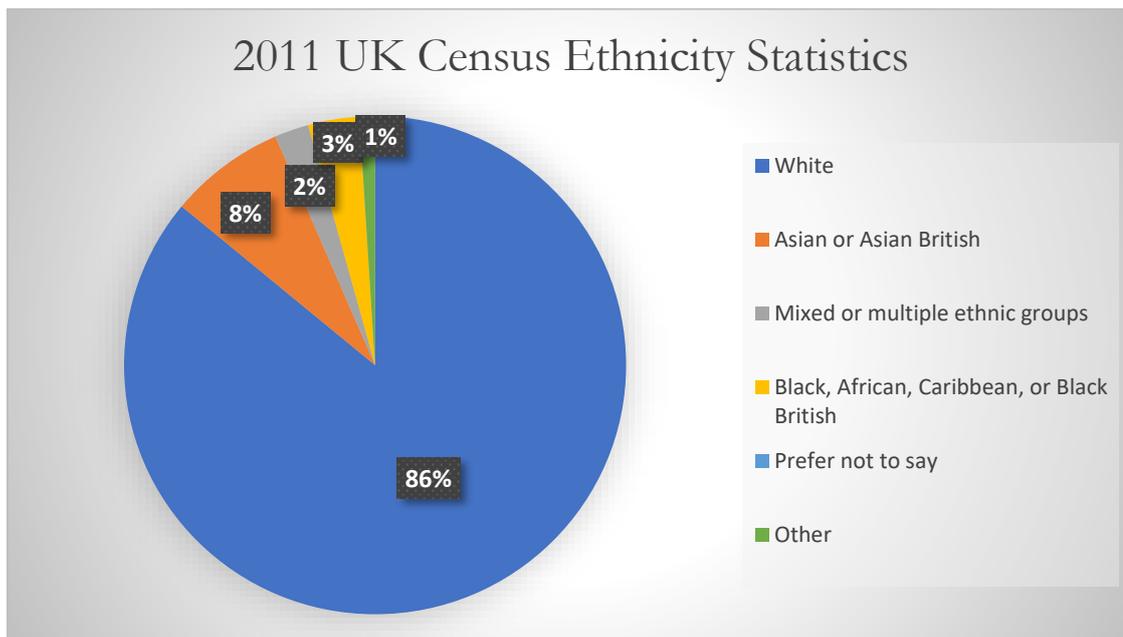


On 1st December 2021, 34% of students in the University were non-white, 6% points higher than the Union members who responded to the survey. Due to the Union survey using the UK Census ethnicity categories rather than the University's, it makes it hard to compare between specific groups. How to survey on ethnicity may be something we wish to reflect on for future, given this difference between the University and Census questionnaires.

University White vs Non-White Statistic



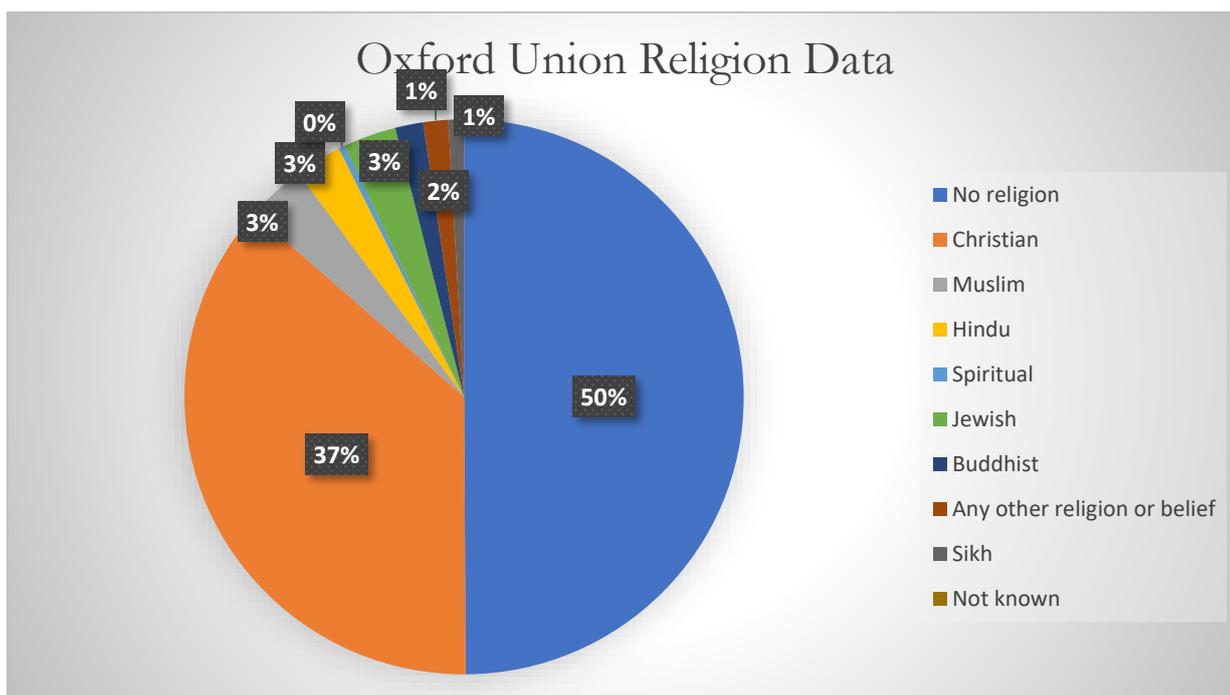
In the UK, 86% of the population at the time of the 2011 Census was White, 7.5% were members of Asian ethnic, 3.3% were Black, Mixed/Multiple ethnic groups made up 2.2% of the population, and Other ethnic groups 1.0%. There was no 'prefer not to say' category as the question was compulsory, with participants forced to choose a group



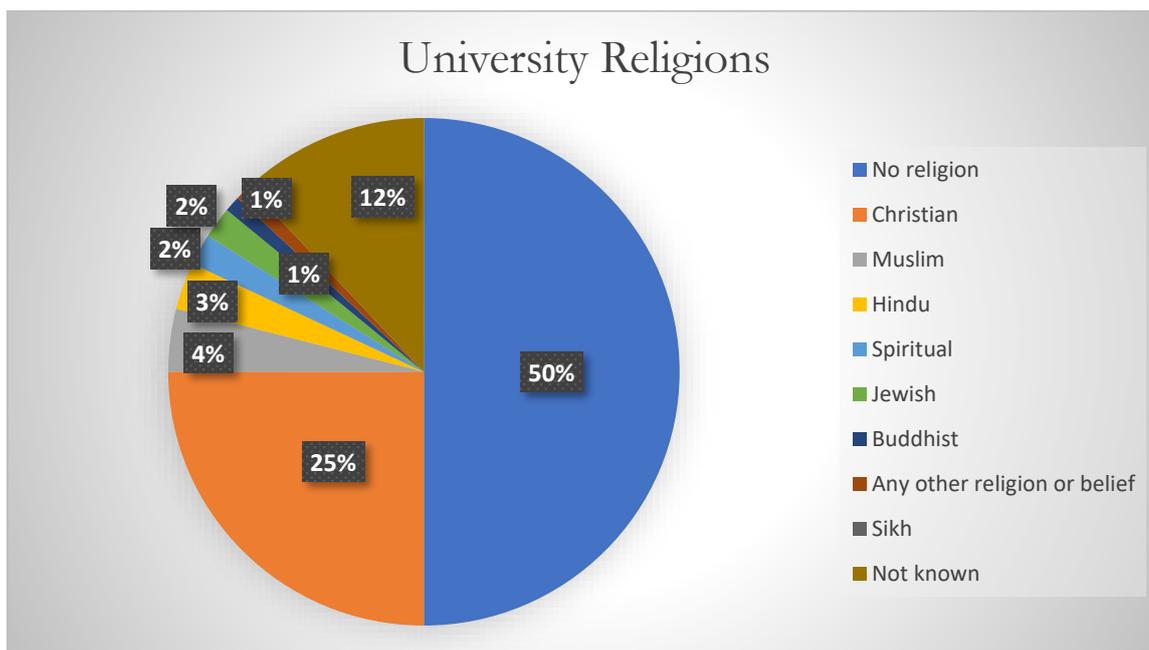
General Readout: Generally more Union members were White than the University figures, though the Union performs much better than the UK figures. This shows the Union is less diverse than the University on ethnicity.

4. What is your religion?

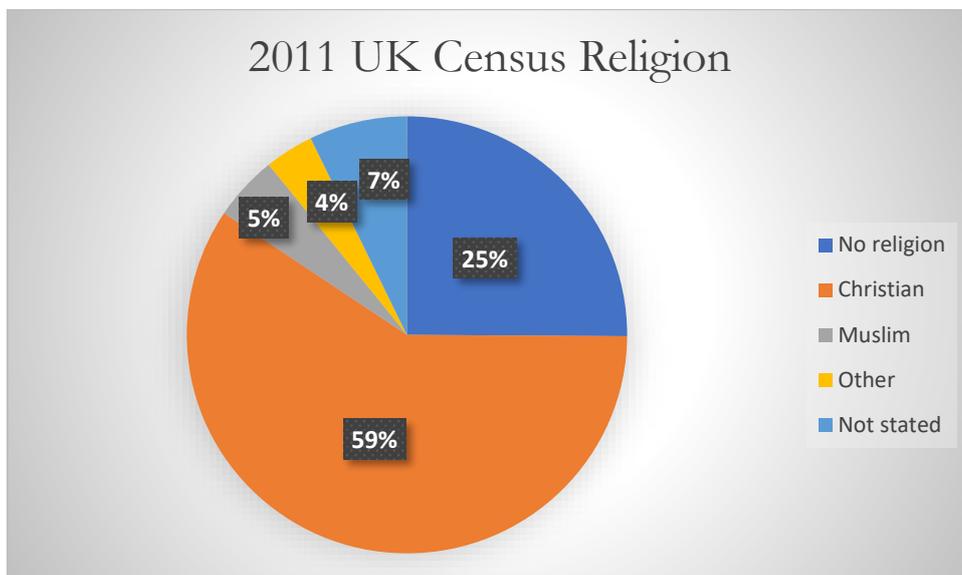
5 responses were complaints, so they have been removed from analysis. 50% were not religious, 37% Christian, 3% Muslim, 3% Hindu, 0% spiritual, 3% Jewish, 2% Buddhist, 1% any other religion or belief, and 1% Sikh. We had 0 not knowns.



50% were non-religious in the University, with 25% Christian, 4% Muslim, 3% Hindu, 2% Spiritual, 2% Jewish, 1% Buddhist, 1% Other, 0% Sikh, and 12% not known. The same proportion of Union members as University members were not religious, but the Union is more Christian and less representative of other religions.



In the 2011 UK Census, just over 59% were Christian, with just over 25% not religious. 4.8% of respondents were Muslim, 3.6% other religions, and 7.2% were not stated. The Union therefore is less Christian and more diverse than the UK statistics, but less diverse than the University figures.

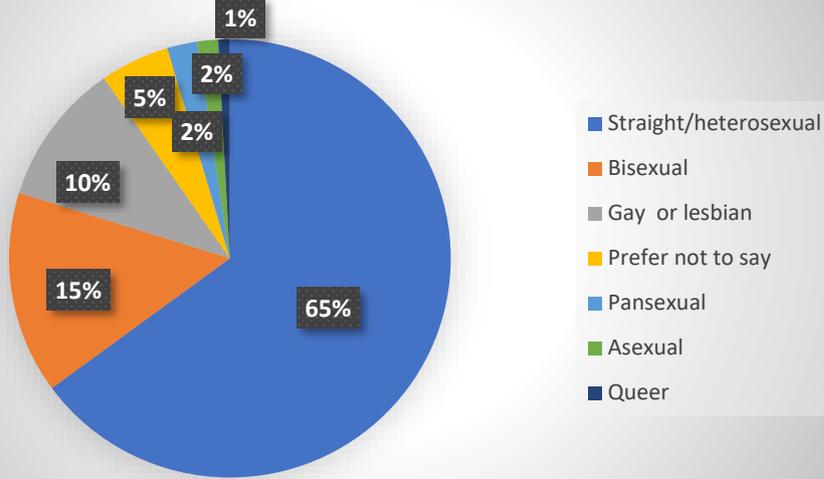


General Readout: The Oxford Union has as many no religion respondents as the University, however the University has more diversity in terms of non-Christian religions than the Union's membership sample. The Union is more diverse than the 2011 UK Census statistics.

5. Which of the following best describes your sexual orientation?

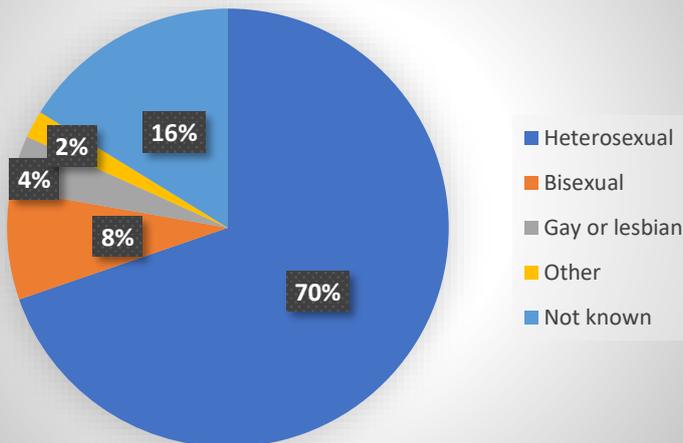
5 complaints were registered, so were removed from analysis. 65% were straight/heterosexual, 15% bisexual, 10% gay or lesbian, 5% preferred not to say, 2% were pansexual, 2% asexual, and 1% queer.

Oxford Union Sexual Orientation



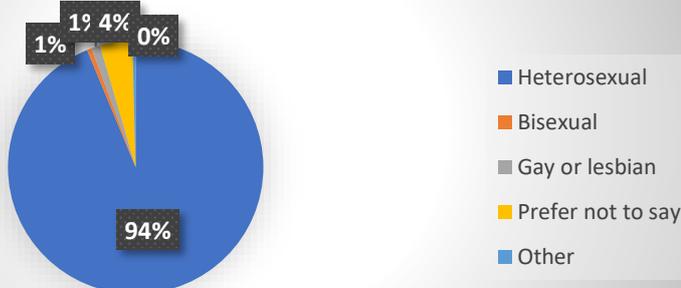
70% of students from the University were heterosexual, 8% were bisexual, 4% were gay or lesbian, 2% were other, with 16% not known. Of the data the University has, the Union seems more diverse in terms of sexual orientation, though it isn't clear if this is through survey approach or in reality.

University Sexual Orientation



In the 2011 UK Census, 94% were heterosexual, with 0.6% bisexual, 1.1% gay or lesbian, 4.1% preferring not to say, with 0.4% identifying with another sexual orientation.

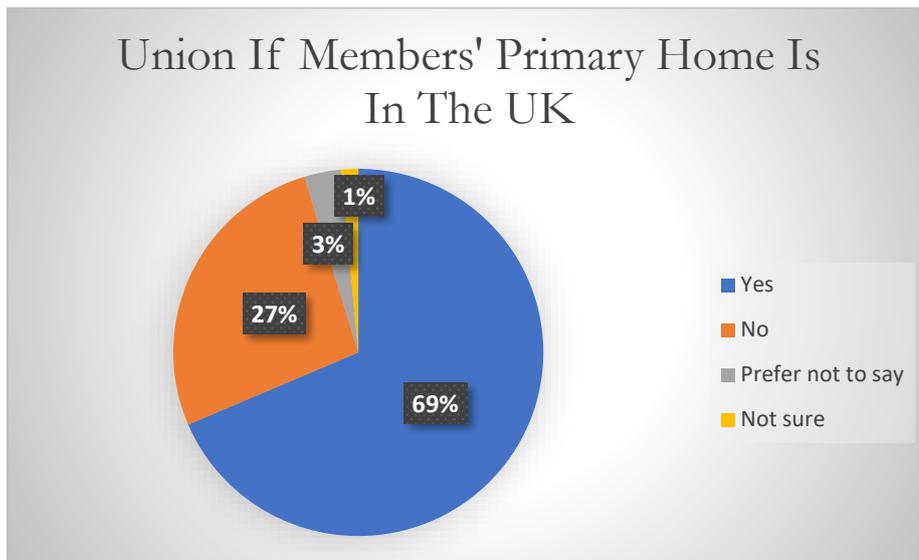
2011 UK Census Sexual Orientation



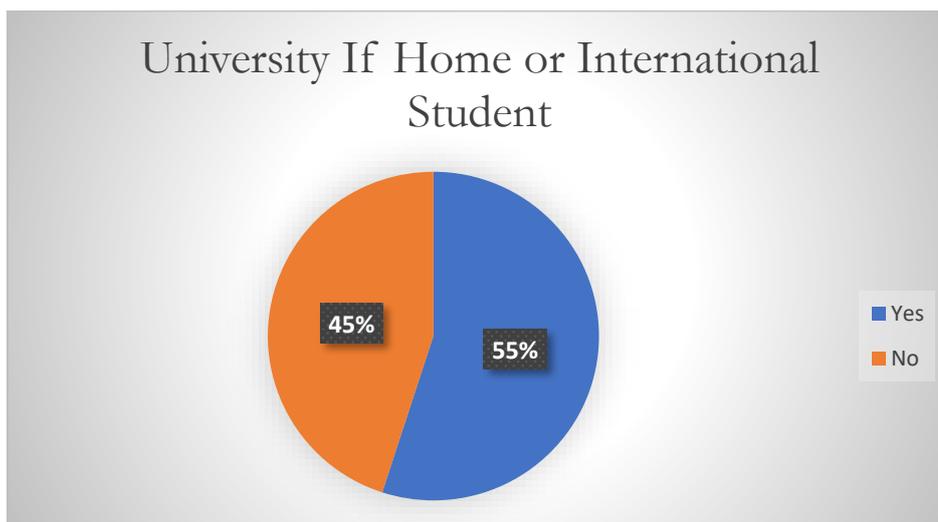
General Readout: The Union is less heterosexual than the University and the 2011 UK Census, with far more members comfortable expressing their sexual orientation.

6. Is your primary home in the UK?

69% of Union members' primary homes are in the UK, with 27% not – the rest preferred not to say or were not sure.



45% of students at the University of Oxford (undergraduates and graduates) are not from the UK, showing that Union members are disproportionately more likely to be from the UK than a student at the University.

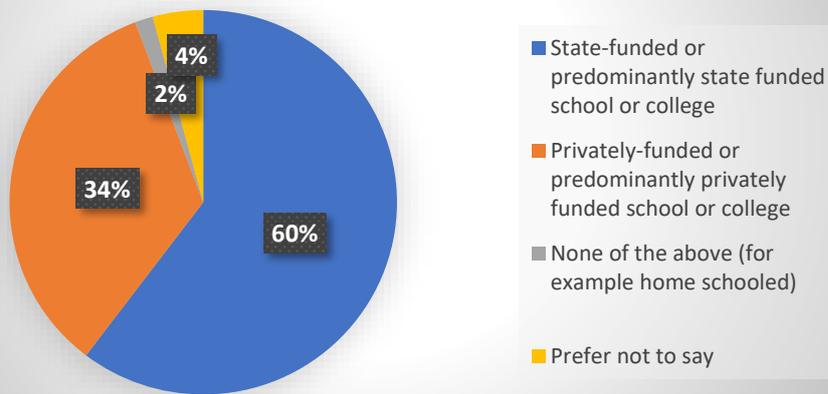


General Readout: The Union membership has more UK students as a proportion than the University does.

7. Did you complete the last two years of your secondary education in:

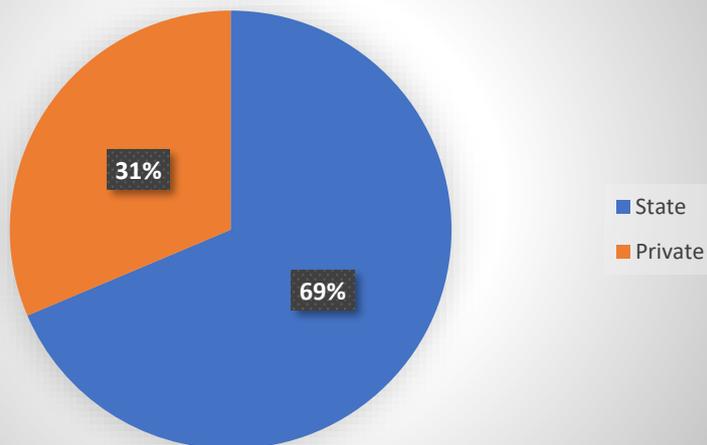
60% of Union members were educated in a state-funded or predominantly state funded school or college, with 34% in a privately-funded or predominantly privately funded school or college. 2% were none of the above (for instance having been home schooled), with 4% preferring not to say

Union Membership Educational Background



Statistics are not offered from the University about international students, but of UK-domiciled students 68.6% were from the state sector, with the rest from private schools. The University chose not to include data on students who could not be classified in this binary way.

University Educational Background

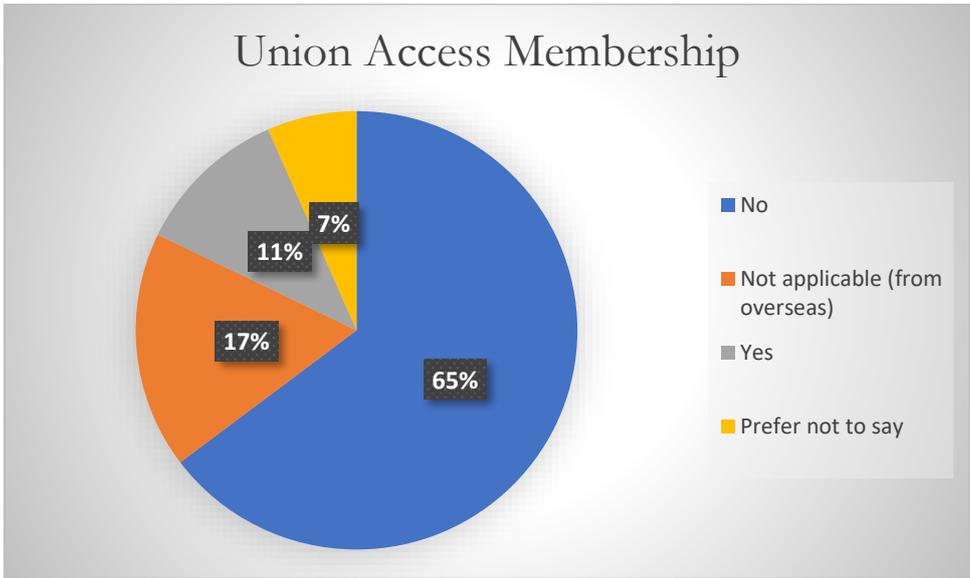


In the UK, generally 93% of UK children are state school educated.

General Readout: Union members are generally more likely to come from a private school background than those from the University, with the University far behind UK figures.

8. Do you qualify for Access Membership of the Union (are you eligible for a full UK Government Maintenance Loan)?

11% of Union respondents were Access members, with 65% not. The rest either were not eligible due to being overseas, or preferred not to say.

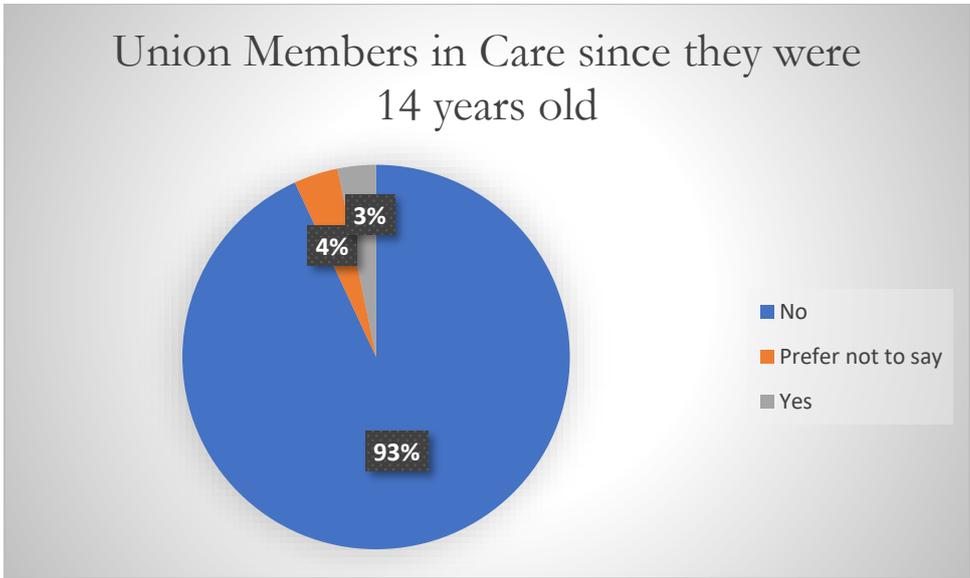


At present, around 1 in 4 UK students currently receive an annual, non-repayable bursary from the University of Oxford. At Magdalen College, 1 in 3 students receive some form of financial support, with 20% of UK undergraduates admitted to the University coming from a lower socioeconomic background.

General Readout: There are less access members than those who receive financial support, though data is limited and bursaries are not just provided for those on the maximum maintenance loan. Difficulty in obtaining an Access membership as some in receipt of bursaries take out less student finance loans may also be behind some of the statistics.

9. Have you been in care at some point since you were 14 years old?

93% of Union members were not in care since they were 14 years old. 3% were, with 4% preferring not to say



The University of Oxford do not release statistics on the number of students from care-leaver backgrounds currently studying at the University.

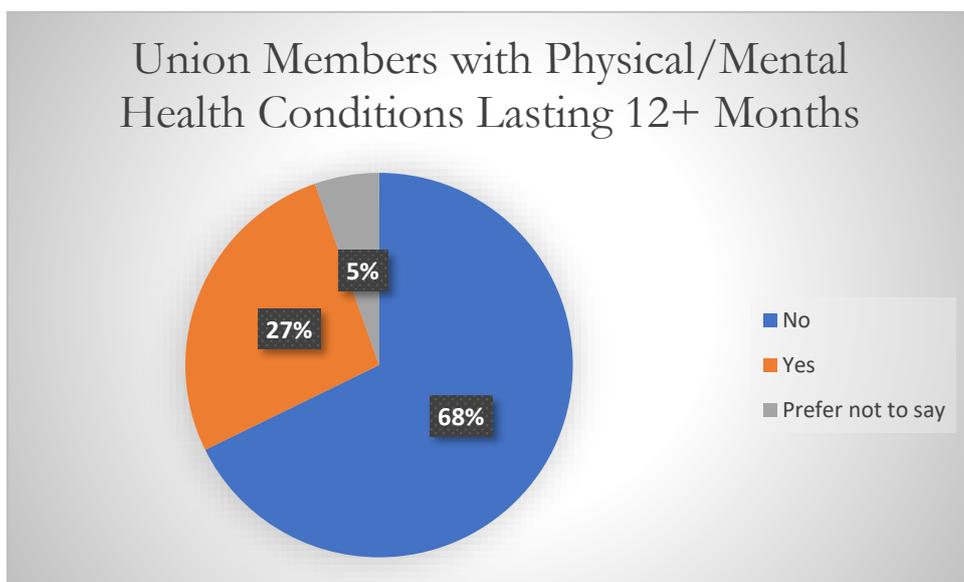
We do know that there were 43,000 care leavers in England in 2019/20. It is estimated around 25-30% of care leavers go to university each year. In September 2021, just over 500,000 students were accepted onto courses through UCAS. Taking an estimate that 27.5% of care leavers go to university each year.

Some have estimated 11,825 care leavers go onto university more generally each year, representing around 2.37% of the total number of undergraduates who go through UCAS. 65 per 10,000 children were looked after by local authorities in 2019 in the UK, with this survey giving an equivalent rate of 319.32 per 10,000 if our data is believed to be reliable and comparable.

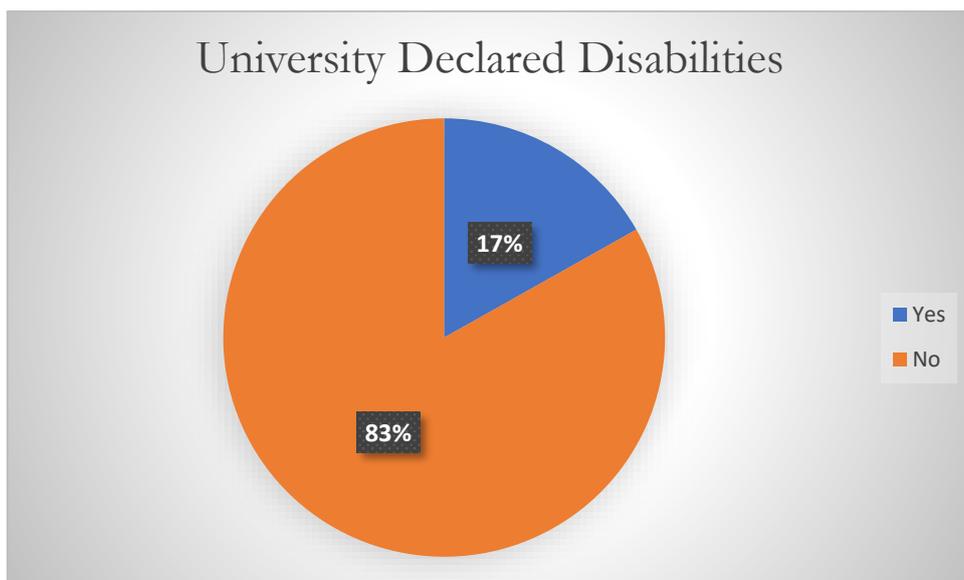
General Readout: Compared to the number of students in care more generally, the Union is doing very well in terms of the number of members who are care leavers. However, when we estimate the number of those who actually go onto university, the Union becomes average for UK statistics – given the Union has a number of international members, and if we use the University proportions of international to domestic students, we find the Union should have 4.3% of its members from a care-leaver background for it to be 100% certain it is representative of the country.

10. Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?

68% of Union members did not have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more, while 27% did and 5% preferred not to say.



In terms of the University figures, on average 16.8% across divisions across the University have a disability.

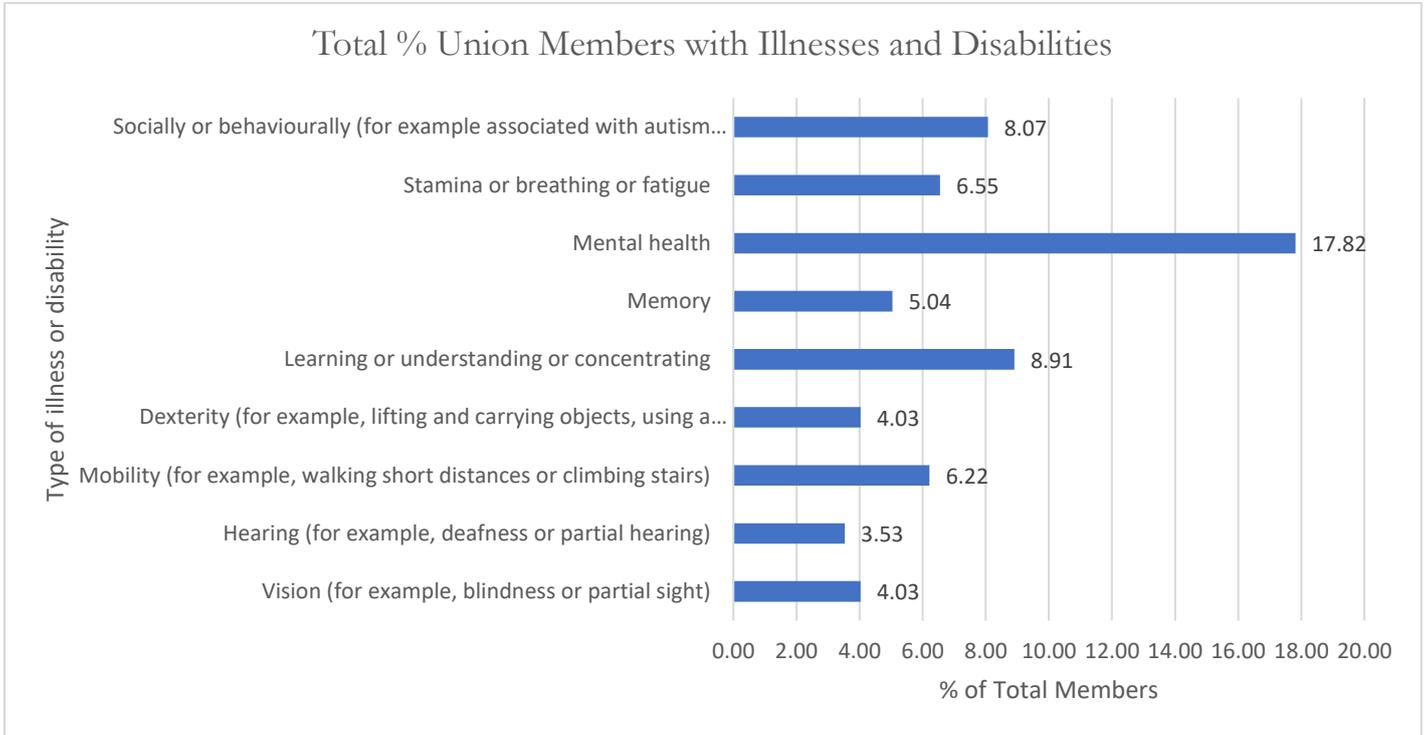


According to the ONS, 19% of the working population are disabled.

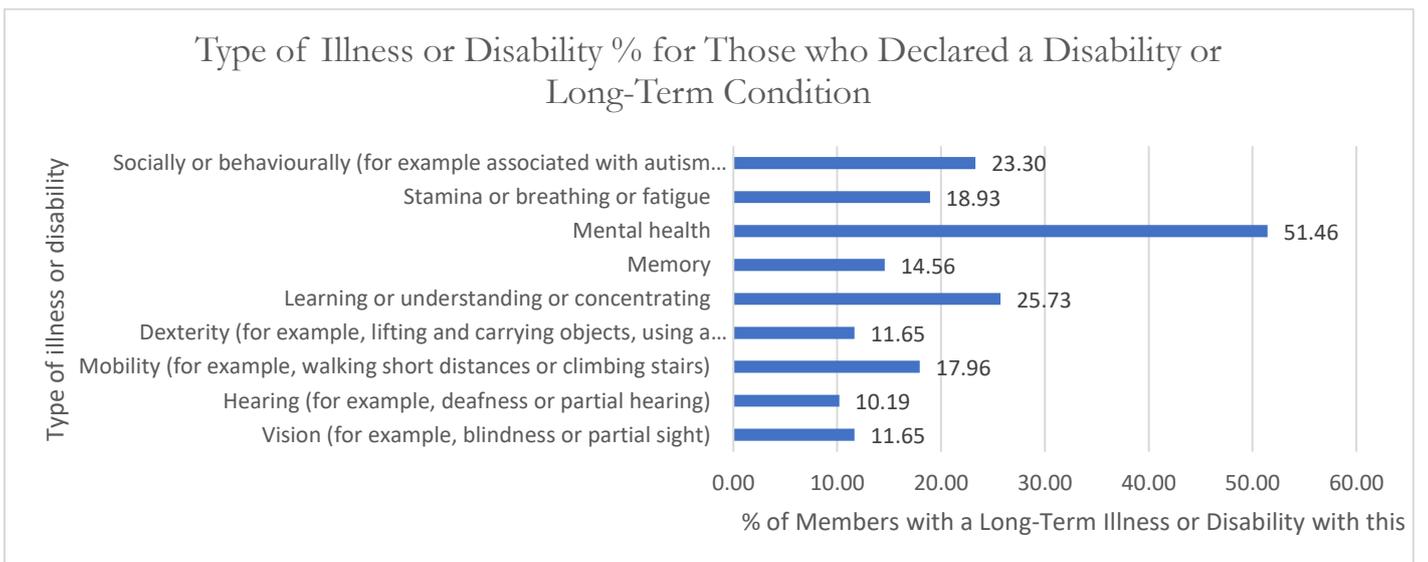
General Readout: The Union has more disabled members among its membership than the University and UK average.

11. Do any of these conditions or illnesses affect you in any of the following areas?

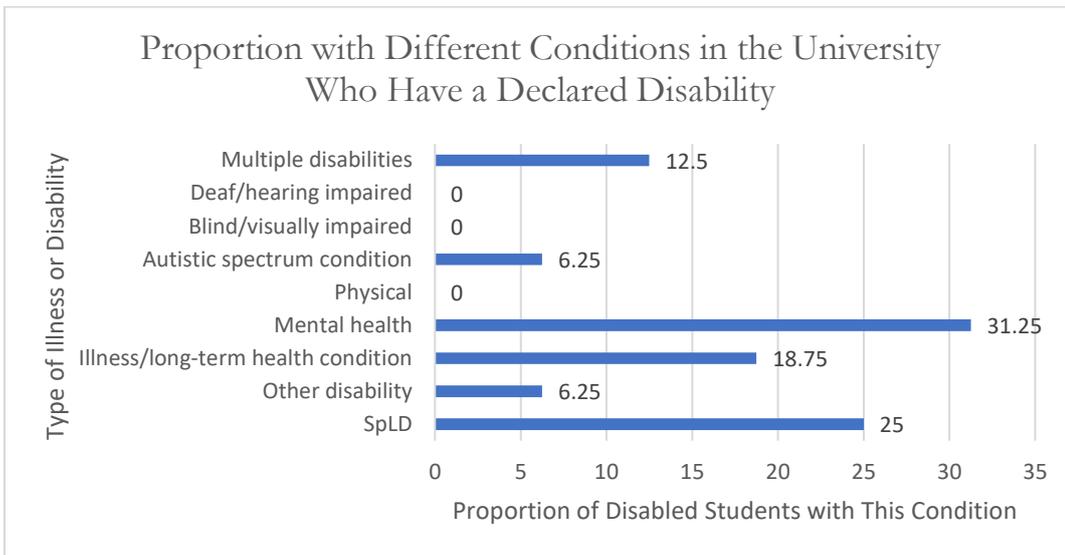
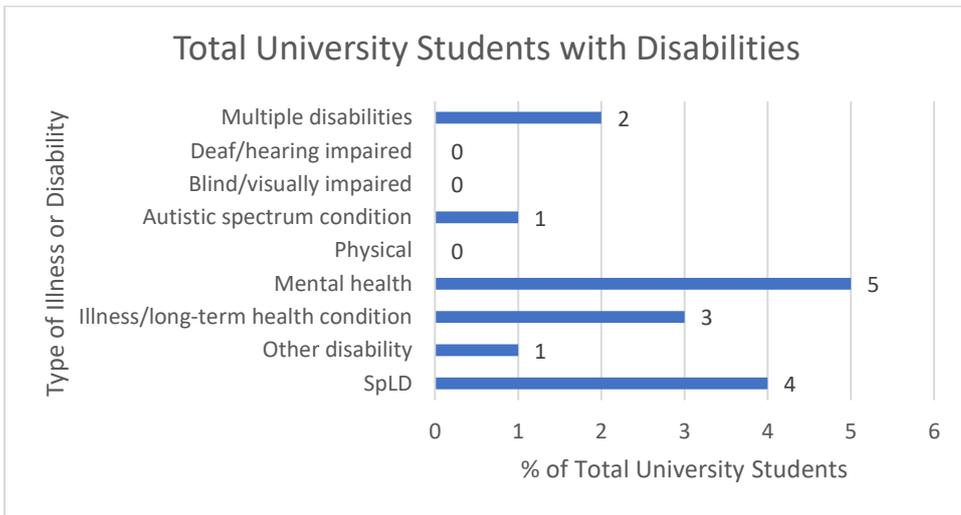
Just over 4% had something linked to vision (including blindness or partial sight), 3.5% with hearing (including deafness or partial hearing), over 6% with mobility (including walking short distances or climbing stairs), 4% with dexterity (including lifting and carrying objects, or using a keyboard), nearly 9% with learning or understanding or concentrating, 5% with memory, nearly 18% with mental health, 6.5% with stamina or breathing or fatigue, and 8% socially or behaviourally which can include Autism spectrum disorder or ADHD.



This chart below only focuses on the 206 people who declared they had a long-term condition or disability, breaking down the percentages of what portion of this group have what conditions or disabilities. 23% have a social or behavioural condition, nearly 19% stamina or breathing or fatigue, 51% with mental health, 14.5% with memory, learning or understanding or concentrating 25.7%, over 11.5% for dexterity, nearly 18% for mobility, 10% for hearing, and over 11.5% for vision.



In 2021, 4% of University students had SpLD, 1% other disability, 3% illness/long-term health condition, 5% mental health, 0% physical, 1% autism spectrum condition, 0% blind/visually impaired, 0% deaf/hearing impaired, 2% multiple disabilities, with 83% of students having no known disability. It is clear that the Union has more disabled members in every category compared with the University. More Union members have also declared a mental health condition than the University figures. There are no national statistics it seems to compare these figures to.



General Readout: More Union members have declared mental health conditions than the University figures, as well as in most other categories of disability or long-term condition.

12. Are you, or have you been, an elected or appointed member of a current Union committee?

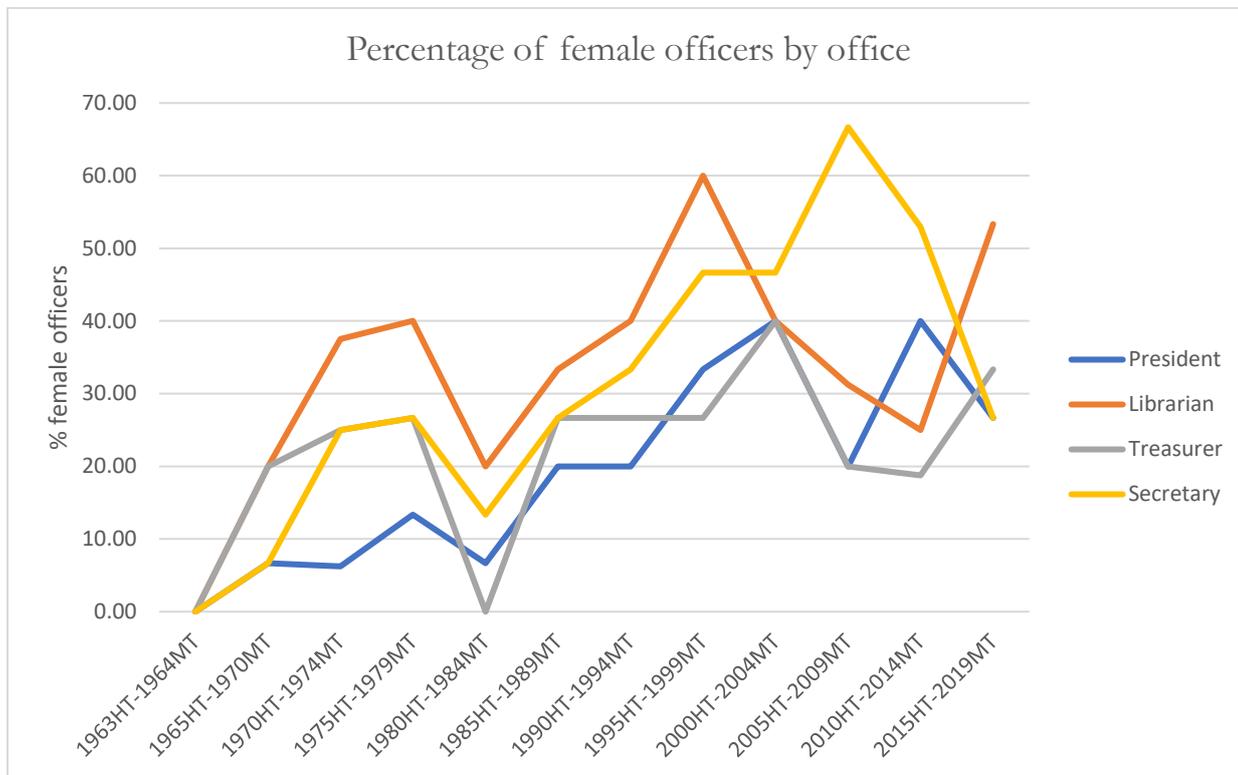
Around 92% of members have not been involved on committee in the present or past, while 5% have. 3% preferred not to say if they had been involved.



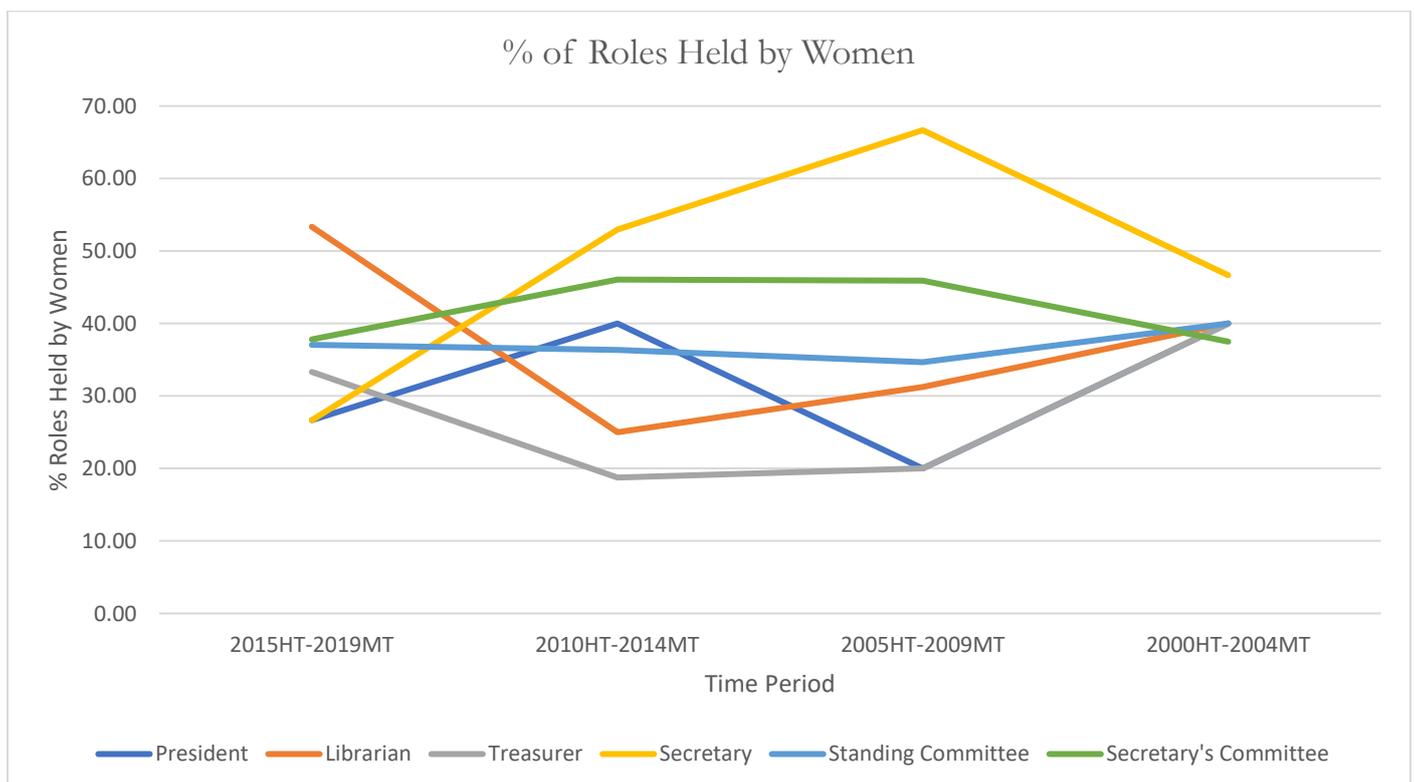
General Readout: The vast majority of members who completed this survey had not been on committee.

Historic Gender Data

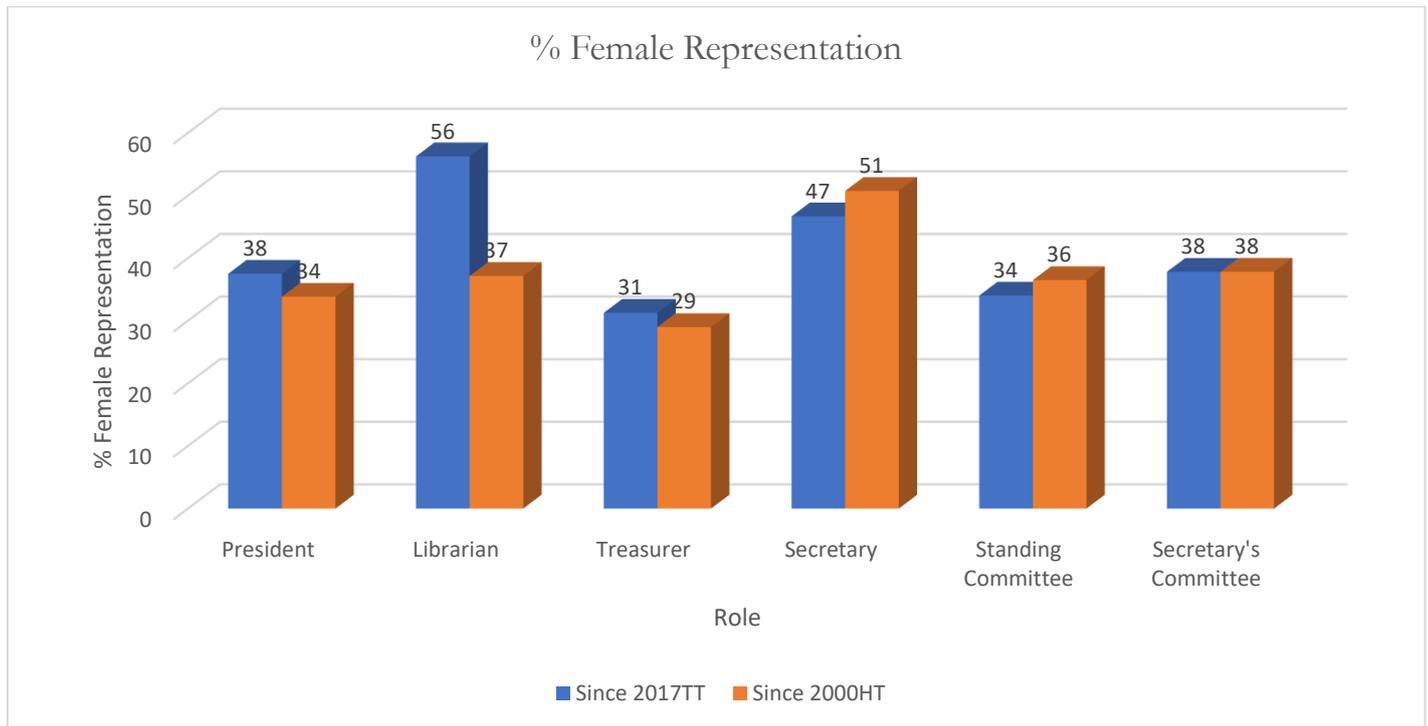
In terms of female representation among officers, trends can be tracked using this graph. President has generally been on an upward trend though there has been a dip recently. Librarian is exponentially rising at present, almost returning to 1990s highs. Treasurer has struggled at a low level but seems to be returning to 2000 levels. Secretary is nosediving downwards.



As can be observed, at present Secretary has the lowest level of female representation, matched by President with Treasurer just behind. Standing Committee is actually 4th lowest in this graph, with Secretary's Committee at an equal level and Librarian being well ahead.



This graph compares the percentage of women represented on committees and in positions, comparing since Hilary Term 2000 and since Trinity Term 2017. As can be seen, there are more female Presidents, Librarians and Treasurers from 2017TT than 2000HT. There has been a decline in Secretary's and Standing Committee, with Treasurer and Standing Committee being dire on a substantive level. Little change is visible in Secretary's Committee.



Correlation Analysis

Question 3 on ethnicity with Question 6 on primary home UK

In total, 68 non-white members have their primary home in the UK. In total, 28% of Union members from the sample are non-white (165 are non-white). This means 41% of non-white respondents were from the UK. So the majority of ethnic diversity is from international members.

Question 3 on ethnicity and Question 7 on education

In total, 70 non-white members were educated in a state-funded or predominantly state funded school or college for the last two years of their education. In total, 28% of Union members from the sample are non-white (165 are non-white). This means 42% of non-white respondents were educated in a state-funded or predominantly state funded school or college for the last two years of their education, so the majority of non-white students are likely to be from a higher socioeconomic background (using schooling background as a proxy measure for socioeconomic background – while keeping in mind they may have gone to a private school with a bursary or financial support)

Question 12 on committee membership and Question 3 on ethnicity

32 respondents to the survey said they are or had been involved on committee, 5% of those who responded. 9 non-white respondents were or are involved on committee, meaning around 28% of committee members in the sample were non-white.

Question 12 on committee membership and Question 10 on disability

32 respondents to the survey said they are or had been involved on committee, with 6 saying they had a disability. This means nearly 19% of respondents who had been involved on committee had disability or long-term condition.

Question 12 on committee membership and Question 5 on sexual orientation

32 respondents to the survey said they are or had been involved on committee, with 6 declaring they did not identify as straight/heterosexual. This means nearly 19% of respondents who had been involved on committee did not identify as straight/heterosexual.

Question 12 on committee membership and Question 1 on gender (to check sample accuracy)

11 of the 32 respondents to say they had been on committee were female, meaning just over 34% of respondents were female. This is below the average looking at historical gender figures.

Question 12 on committee membership and Question 7 on educational background

12 of the 32 respondents to say they had been on committee said they had been educated in a state-funded or predominantly state-funded school or college, meaning 38% of students were educated in state schools. This figures is far below even where the membership stands, which itself does not compare favourably to the University or national figures.

Question 12 on committee membership and Question 9 on care

Of the 32 respondents to say they had been on committee, none declared they had been in care since the age of 14.

Question 12 on committee membership and Question 4 on religion

14/32 were not religious (44%), and 12 were Christian (38%). This means only 6 of those who declared they had been a committee member did not identify as Christian or not religious, around 18 % of total responses.

Question 7 on educational background and Question 8 on Access membership

34% of total respondents were educated at a privately funded or predominantly privately funded school or college for the last two years of their education (around 202 respondents). Of the 202, 11 now have Access membership (5%). Around 357 members went to state school, with 54 being Access members (15%). More substantively and as a proportion of Access members came from state school backgrounds.