

The Oxford Union Society

Trinity Term 2022 Persons of Trust Equality Analysis

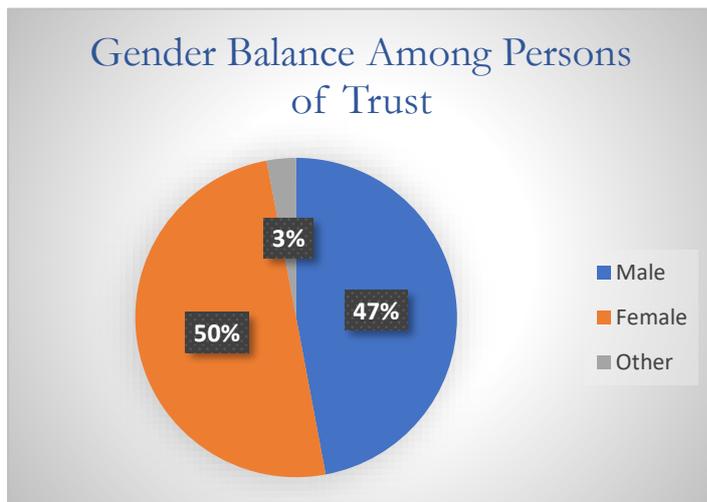
Introduction

- In total 34 responses were received. This survey was distributed to anyone defined as a ‘person of trust’ in the rules, including all appointed and elected members of Union committee as well as members of Library Committee and Debate Selection Committee among others.
- Our estimated total number of people who could have filled this form out is around 100. We should therefore be cautious of drawing sweeping conclusions from this data given the small sample size that we have.
- This survey was opened on the morning of Monday 9th May 2022, and closed on the evening of Monday 16th May 2022. Persons of trust were therefore on average reminded twice in this interval, given Union meetings usually take place on Mondays.
- Results will be compared with the Union Hilary 2022 Equality Monitoring Form. This received 595 responses over 36 hours.
- It is worth noting as a limitation of this survey that it was originally designed just to cover elected and appointed members of committee who were involved in sending invitations or seeking sponsorship for the Society. Therefore questions on being a home or international student or being undergraduate or postgraduate do not fully cover the circumstances of those in persons of trust – like Senior Members of Library Committee who may have been involved for a number of years beyond study.

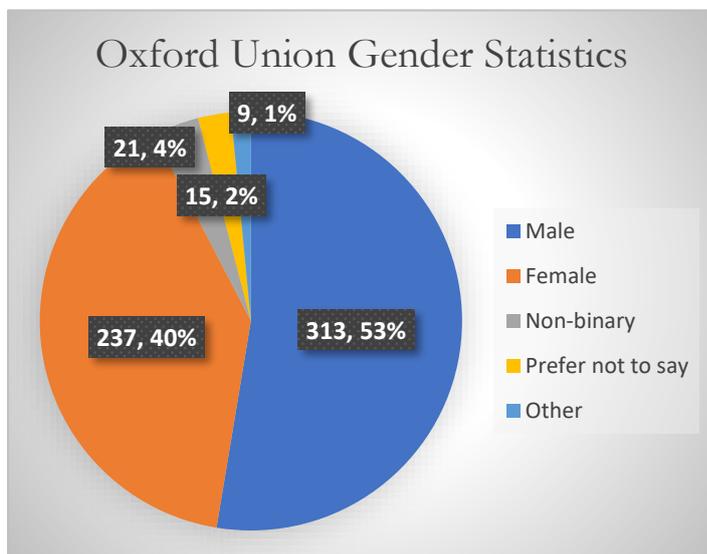
General Findings

- In terms of gender, ethnicity, sexual orientation, and religious diversity, ‘persons of trust’ when compared to the wider Union membership are more diverse.
- ‘Persons of trust’ are more likely to come from the UK.
- Less than 3 in 10 ‘persons of trust’ identify as coming from a working class background, and 50% were educated at private school – proportionally more members were state-school educated by far than ‘persons of trust’.
- There are far more ‘persons of trust’ who have Access membership or who have a long-term condition or illness than compared to the wider Union membership
- The majority of white respondents were state school educated, though the majority of male respondents went to private school
- The majority of working class respondents and those eligible for Access membership were from non-selective state school

1. What is your gender?

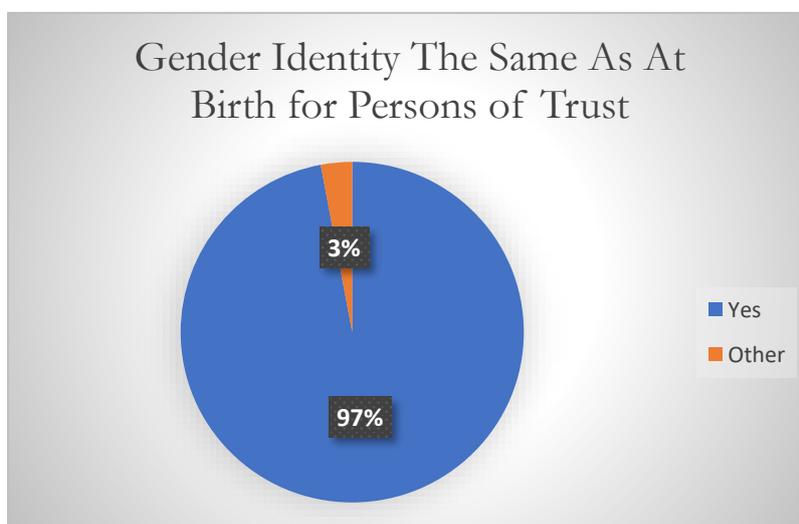


50% of those who responded identified as female, and 47% as male. 3% provided another response.



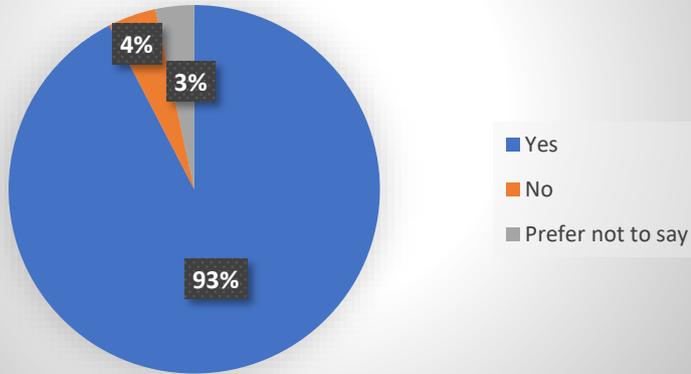
This compares with the Union membership figures from the Hilary 2022 Equality Monitoring Form, where 53% of members identified as being male and 40% identified as being female. At least of those who responded who are defined as 'persons of trust', there is a higher percentage of female-identifying members.

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



97% of respondents identified with the gender which correlated to their sex registered at birth

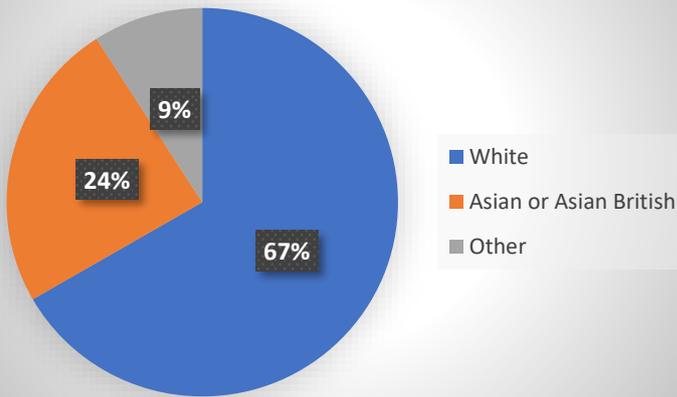
Oxford Union Members Identifying with the Same Gender as Sex Registered at Birth



This compares with 93% of those who filled out the Hilary 2022 Equality Monitoring Form identifying with the same gender as their sex registered at birth.

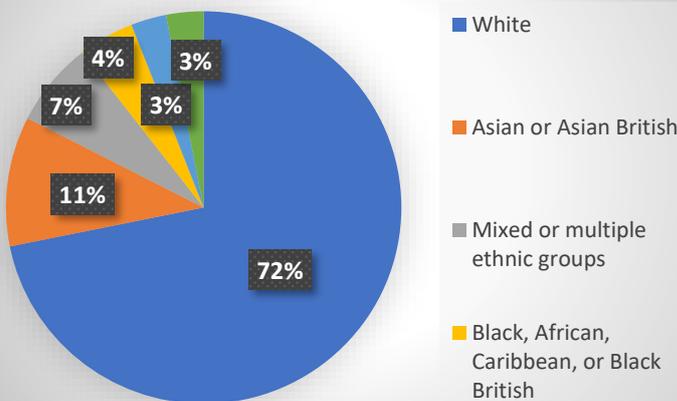
3. What is your ethnic group?

Persons of Trust Ethnicity



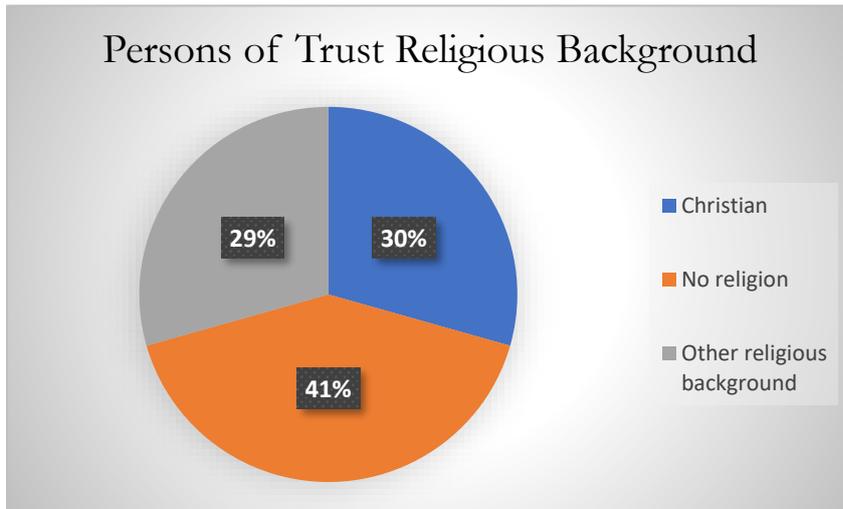
67% of persons of trust were white, with 24% Asian or Asian British. 9% were of other ethnicities.

Union Member Ethnicity

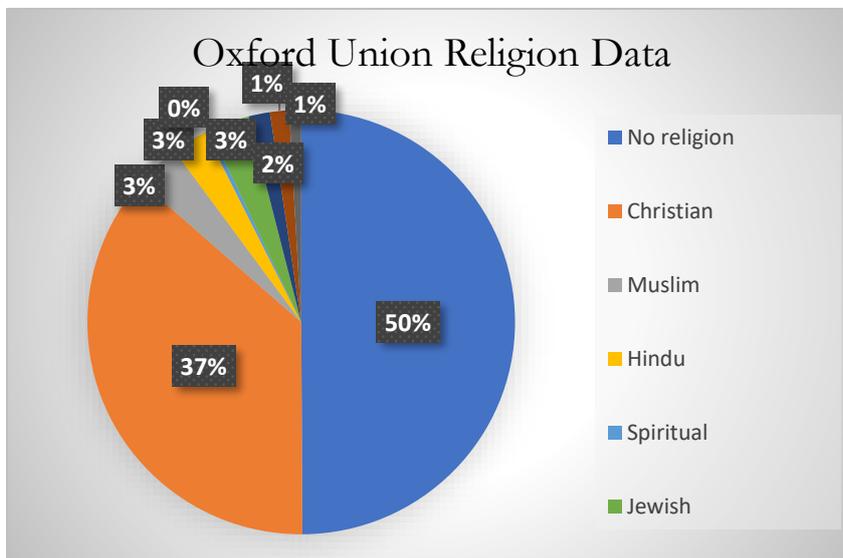


This compares to 72% of Union members who filled out the Equality Monitoring Form being White, and 11% being Asian or Asian British. 'Persons of trust' therefore seem to include a higher proportion of Asian or Asian British members, and a slightly lower percentage of white people.

4. What is your religion?

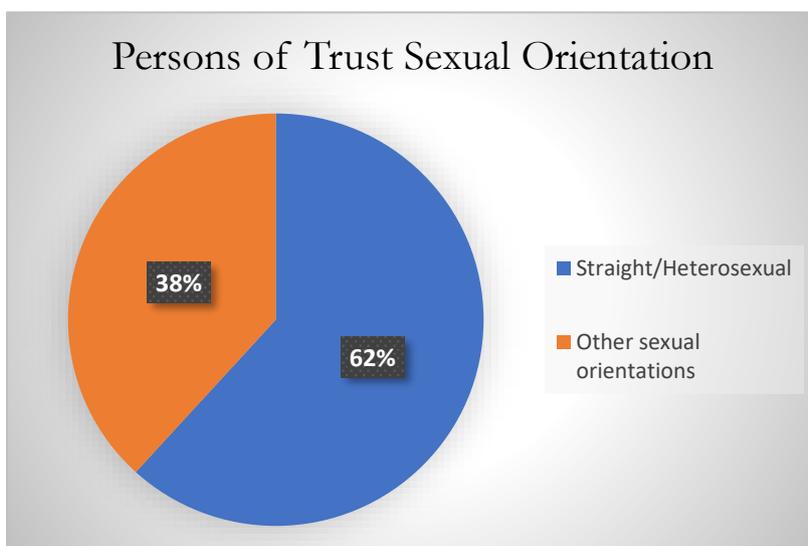


30% of persons of trust identified as being Christian. 41% had no religion, and other respondents had a number of religious backgrounds.

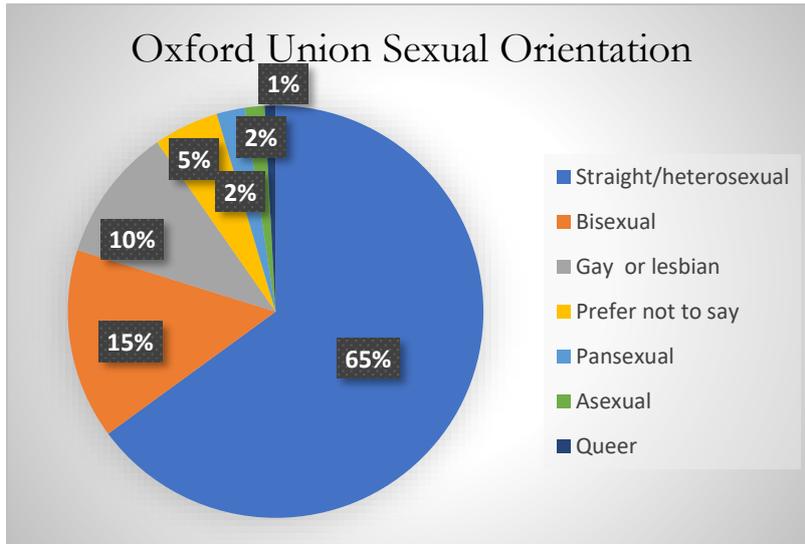


In terms of the wider membership, 37% were Christian and 50% identified as being from no religion. We can therefore see greater religious diversity of those who were 'persons of trust'.

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

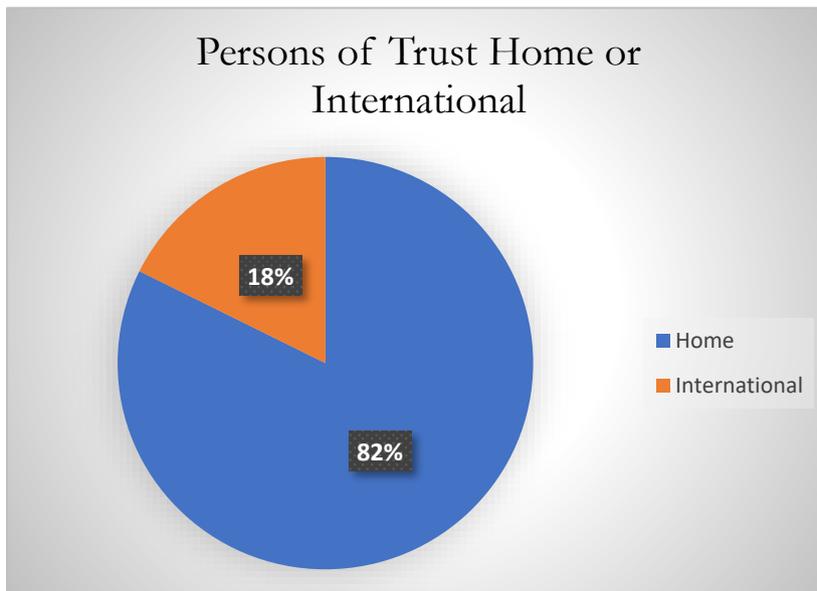


62% of persons of trust identified as being straight/heterosexual. 38% identified as having other sexual orientations.

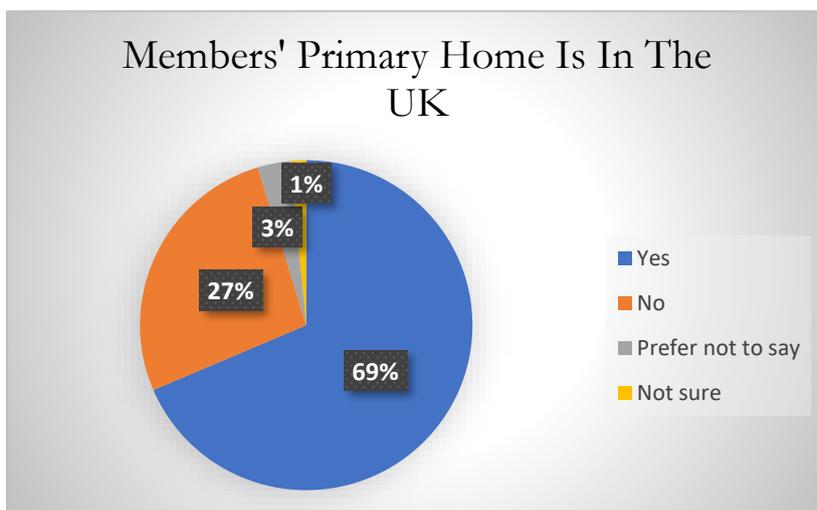


65% of Union members identified as being straight/heterosexual, showing slightly increased diversity of sexual orientation among 'persons of trust'.

6. Would you describe yourself primarily as a home or international student?

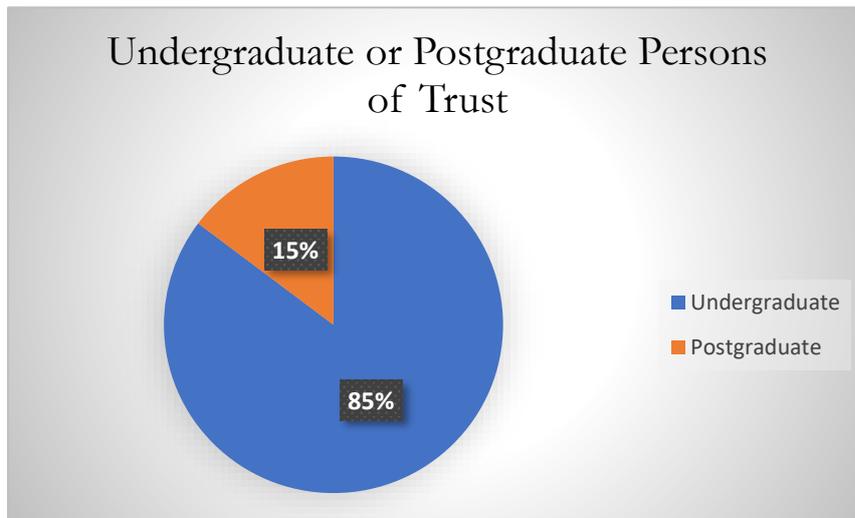


82% were home respondents, and 18% international.



69% of Union members identified as home students, showing there is a UK-bias to those in 'persons of trust'.

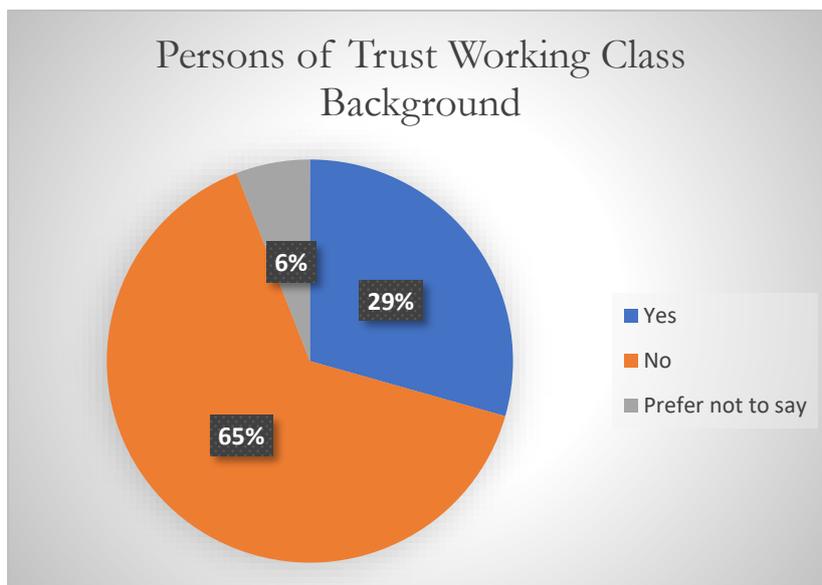
7. Are you an undergraduate or postgraduate student?



85% of persons of trust were undergraduates, with 15% being postgraduates.

Given members of the Union are members for life, no comparative is available from the Equality Monitoring Form.

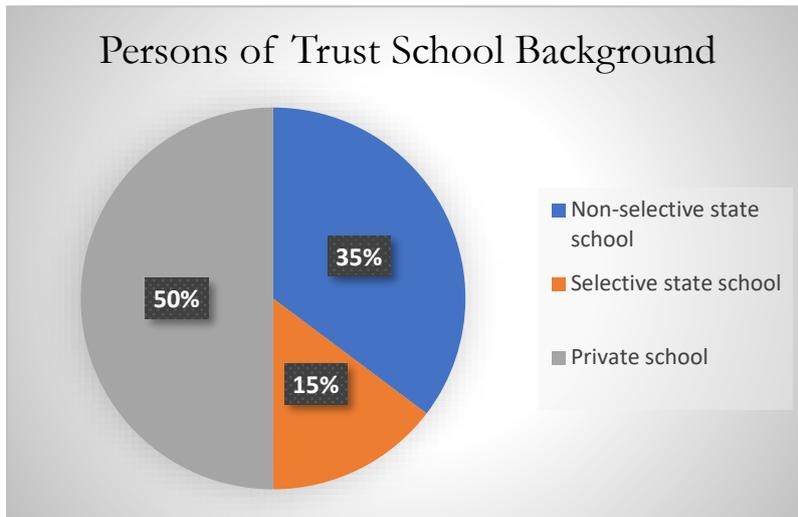
8. Do you identify as being from a working class background?



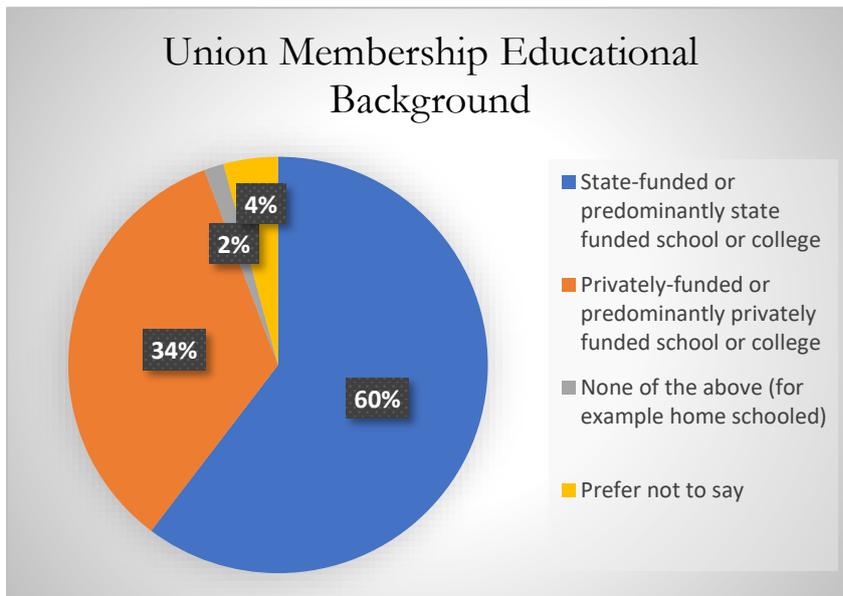
29% of persons of trust identified as coming from a working class background, with 65% not identifying as being working class. The rest preferred not to say.

This is a new question which is more important when correlations are explored. It is also in line with other organisations like KPMG who are reviewing how many of their employees are from working class backgrounds.

9. Did you complete most of your secondary school education in Non-selective state schools, selective state schools, or private schools?



50% of persons of trust completed the majority of their secondary education in private school. 35% went to a non-selective state school for the majority of their education, and 15% to a selective state school.



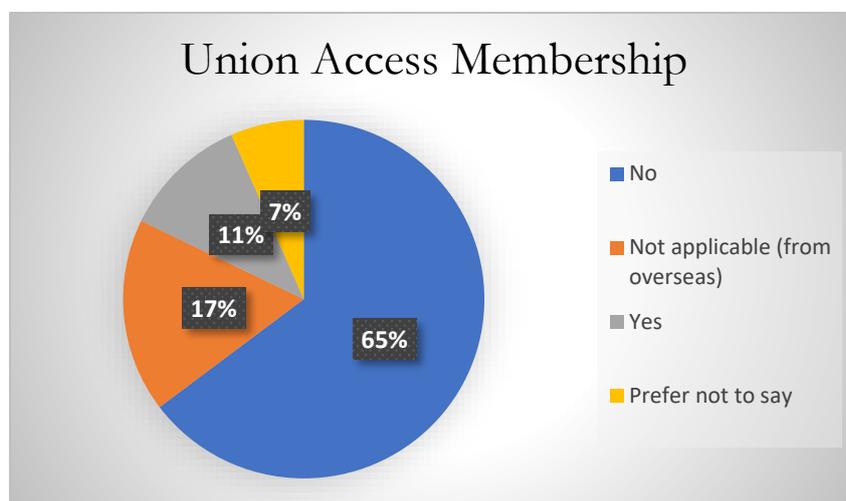
The previous survey question was a little different, only focusing on the final two years of secondary education and not disaggregating non-selective and selective state schools.

From the data available, 60% were state-educated with 34% private-educated. This shows that the education background of members is very different to 'persons of trust'.

10. Do you qualify for Access membership (are you eligible for a full UK Government Maintenance Loan)?



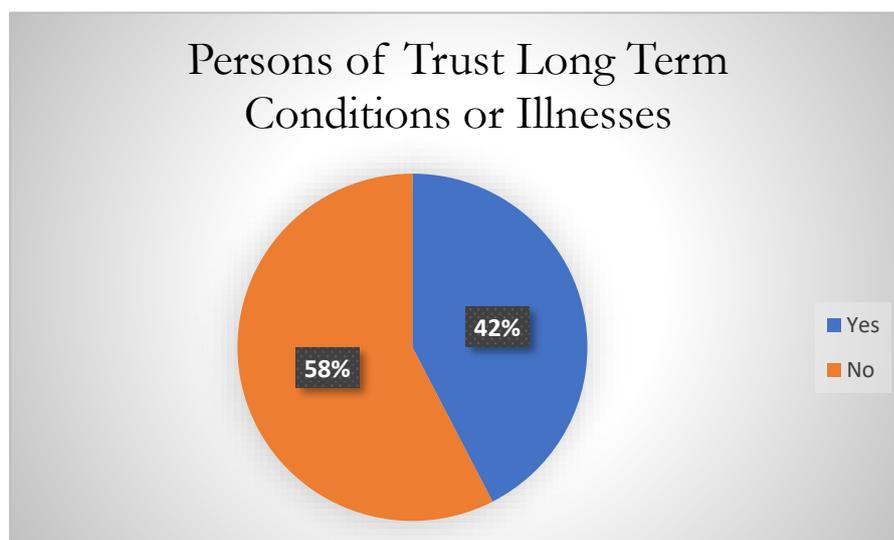
32% qualified for access membership, with 44% not qualifying and the rest providing other answers to the question for those who are 'persons of trust'.



For members, 11% had access membership with 65% not, and 17% not being eligible as they are from overseas. This means considerably more persons of trust had Access membership than the wider membership base.

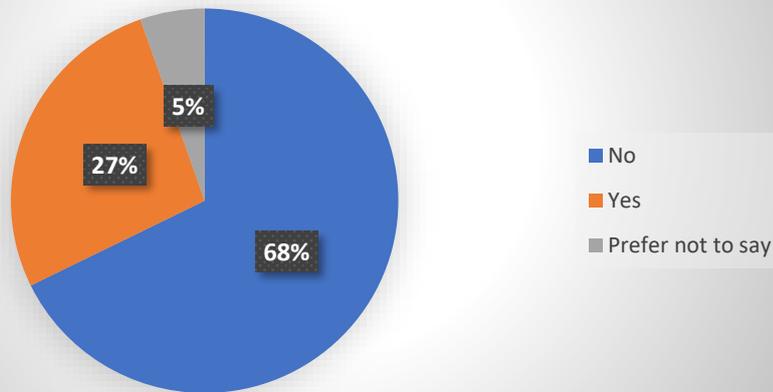
The care question cannot be reported due to reporting restrictions

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



42% of persons of trust had a physical or mental health condition or illness expected to or lasting 12 months or more.

Union Members with Physical/Mental Health Conditions Lasting 12+ Months

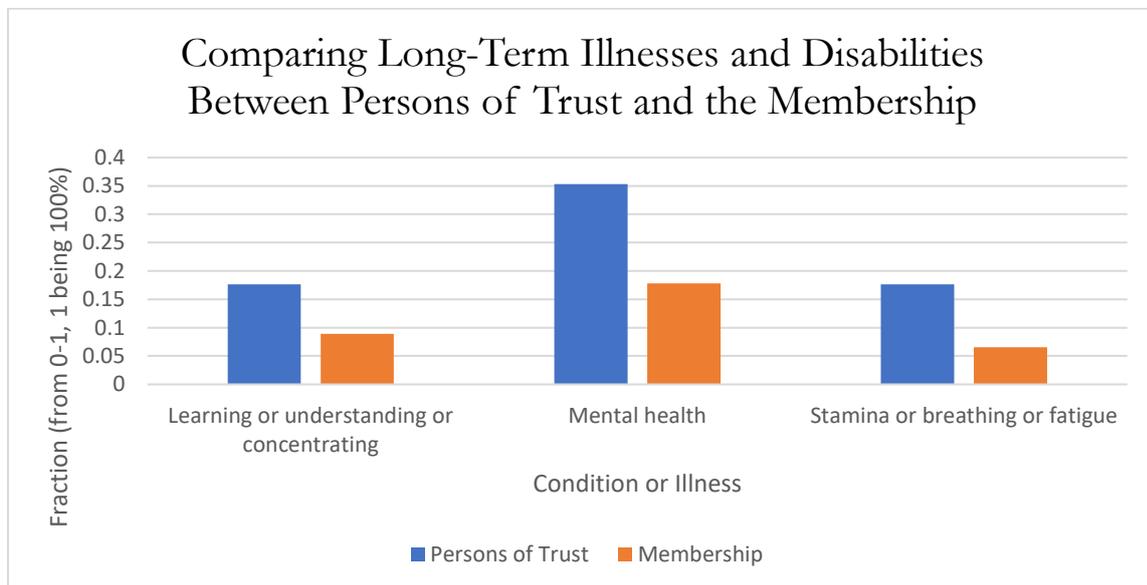


The member figure is 27%, showing much more 'persons of trust' had long-term physical or mental conditions or illnesses.

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

Of those with a sample size above 5, 6 (around 18%) had a learning or understanding or concentrating condition. 12 (35%) had a mental health condition or illness. 6 (around 18%) had stamina, breathing or fatigue conditions.

This compares to around 9% for Union members with a learning or understanding or concentrating condition. Nearly 18% of Union members had a mental health condition or illness. Around 7% of Union members had stamina, breathing, or fatigue conditions.



For all 3 where the sample size allows reporting, persons of trust are much more likely to have long-term conditions, illnesses, or disabilities than the wider membership.

Correlation Analysis

- Ethnicity and education** - Of the 22 white respondents (around 65% of those who filled out the persons of trust survey), 10 went to a private school. This means nearly 45% of white respondents went to private school.

- **Educational background and access membership** - Of the 11 eligible for Access membership, 8 went to a non-selective state school (around 73% of those eligible).
- **Gender and educational background** - Of the 16 respondents who identified as male, 9 of them (around 56%) went to private school.
- **Working class and educational background** - Of the 10 who identified as being working-class, 8 (80%) went to a non-selective state school
- **Working class and access membership** - Of the 10 who identified as being working-class, 8 had Access membership
- **Gender and ethnicity** - Of the 16 male-identifying persons of trust, 10 were white (around 63%).