

Equality and Diversity at Hughes Hall: interim summary data for staff and senior members

As part of our commitment to improving equality, diversity and inclusion at Hughes Hall this document provides baseline data for our Senior Members (which includes our fellowship) and staff. We are aware that our [student community](#) is more diverse than our staff and/or Senior Members.

For the first time, we are able to make comparisons between different groups within the College, and between Hughes Hall and the wider University. This will help us identify where we need to improve and to provide a baseline from which to measure change.

Gender and ethnicity have been identified as the two key priority areas for the College so have been considered here. Other areas remain important and will continue to be considered in future initiatives.

Methodology

We have collected data anonymously for Senior Members and Staff in 2020 using a Qualtrics survey, supplemented by paper forms where requested. Student data was accessed via the University's CamSIS database.

Ethnicity

College staff mostly identify as White: 61% identified White British; 22% as White (other); and 12% across all BAME (Black, Asian and Minority Ethnic). The comparable categories of staff in the wider University are Assistant Staff (7.6% BAME) and Academic-related Staff (8.8%).

Note that it is not possible to provide further details of specific ethnicities of staff at Hughes Hall because individuals could be identifiable.

Almost 80% of Hughes Hall Senior Members identified as White. There are very few Black Senior Members, and small numbers across all other ethnicities (total 16% BAME). This is an issue for the wider University as well as Hughes Hall; the University's proportion of BAME Academic staff (12.3%) is also low; below the Russell Group average.

The student community is more ethnically diverse. The impact this disparity has on our student community is acknowledged and is something we intend to address. The biggest contrast between the ethnicity data for Senior Members and students is that many more students identified as being Chinese or other Asian/Asian British than Senior Members.

Ethnicity: Senior Members

	2019-20
Black/Black mixed	0-5
	≤ 4%
Chinese	0-5
	≤ 4%
Other Asian/Asian British	6
	4.8%
White - British	66
	52.4%
White - Other	34
	27.0%
All other ethnicities	7
	5.6%
Information refused	6
	4.8%
Total responses	126

Students by completion year*

	Total 2015-19
Black/Black mixed	63
	3.8%
Chinese	324
	19.3%
Other Asian/Asian British	257
	15.3%
White	825
	49.1%
All other ethnicities	215
	12.8%
Information refused	144
	4.2%
Total responses	1828

Gender

Gender balance is an issue which is important for both the University and Hughes Hall. There is a strong contrast between the gender balance of staff (70% women; 30% men) with that of Senior Members: one third women and two thirds men. Indeed, the proportion of female staff is higher than that of University Assistant Staff (63%) and Academic-related Staff (57%).

We aspire to have a better gender balance among our Senior Members than exists for academic staff in the University, but it is currently very similar:

- 43% of all Academic staff at Russell Group universities are women
- 30% of all Academic staff (excluding Researchers) at the University are women
- 31% of Hughes Hall Governing Body Fellows (excluding Research Fellows) are women
- 44% of Hughes Research Fellows are women, similar to the 46% of researchers across the University who are women. And 50% of our Research Associates are women
- However, less than a quarter of our Associates, and only a third of our By-Fellows are women.

Next steps

Initial consideration of this baseline data indicates the following areas should form priorities for the coming year:

- Actions to increase the number of BAME - and particularly Black - Senior Members and staff
- Actions to improve the gender balance among Senior Members, paying careful attention to differences in categories of Senior Membership and subject areas