



# **University College Equality Report**

**Academic Year 2019/20**

## 1. Introduction

University College, Oxford (Univ) is required by law to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010;
- Advance equality of opportunity between people who share a protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

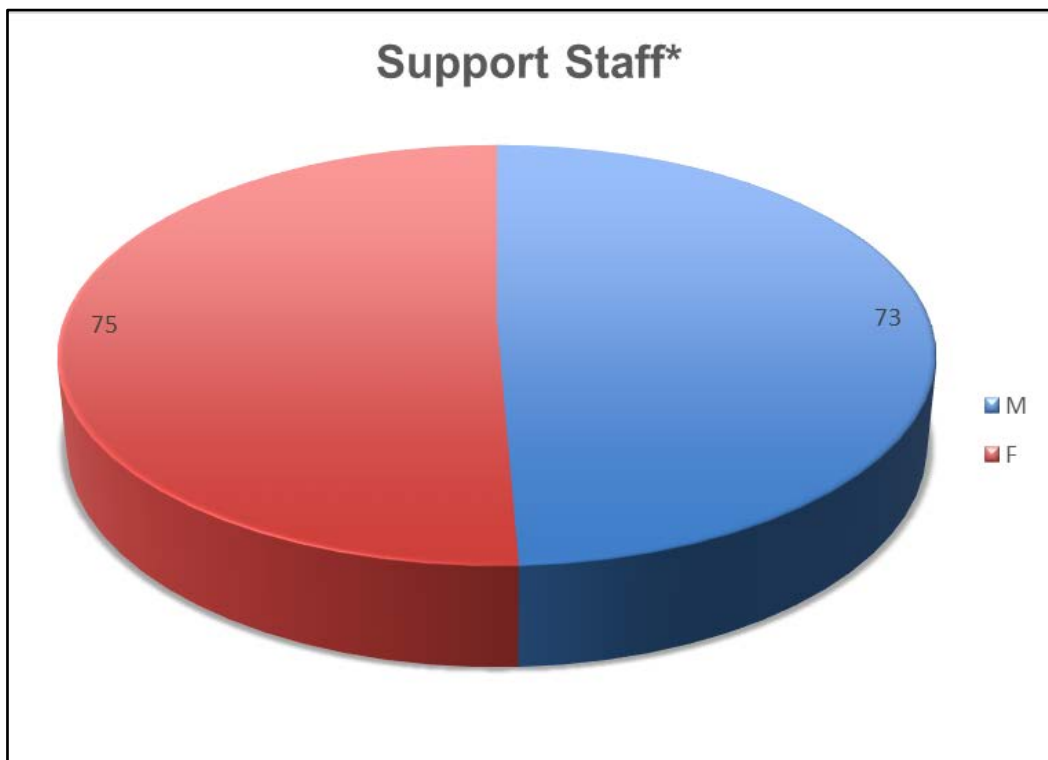
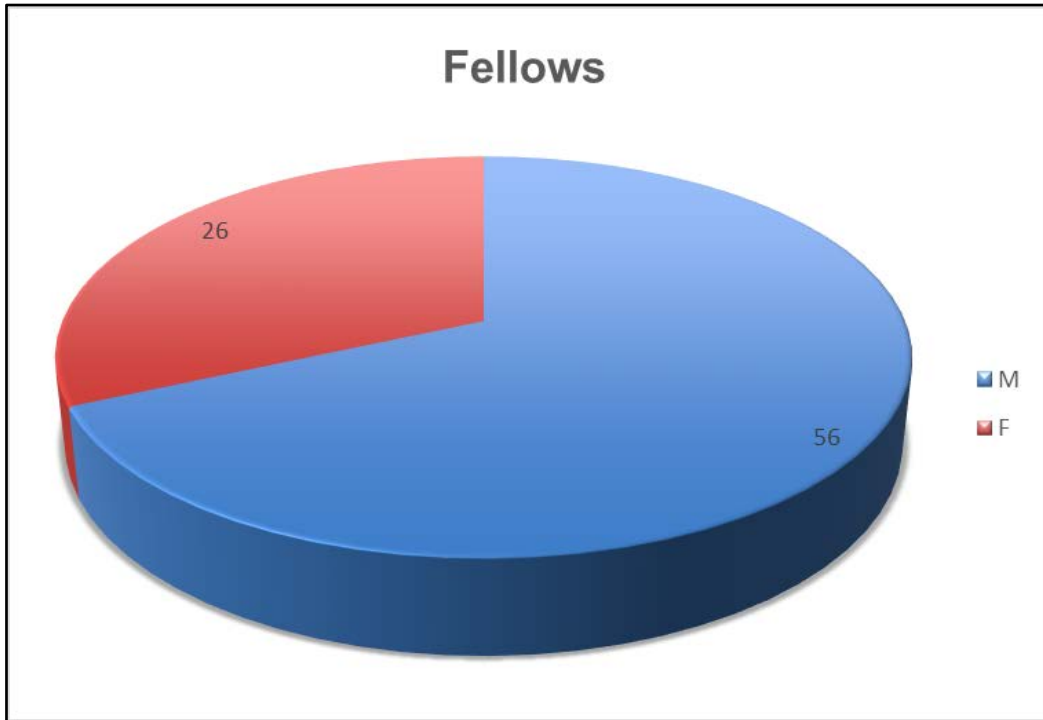
The following report meets the specific duty under the Equality Act to publish information on how Univ is working to promote equalities for groups of people who share a protected characteristic.

Univ has a specific duty to prepare and publish equality objectives at least every four years.

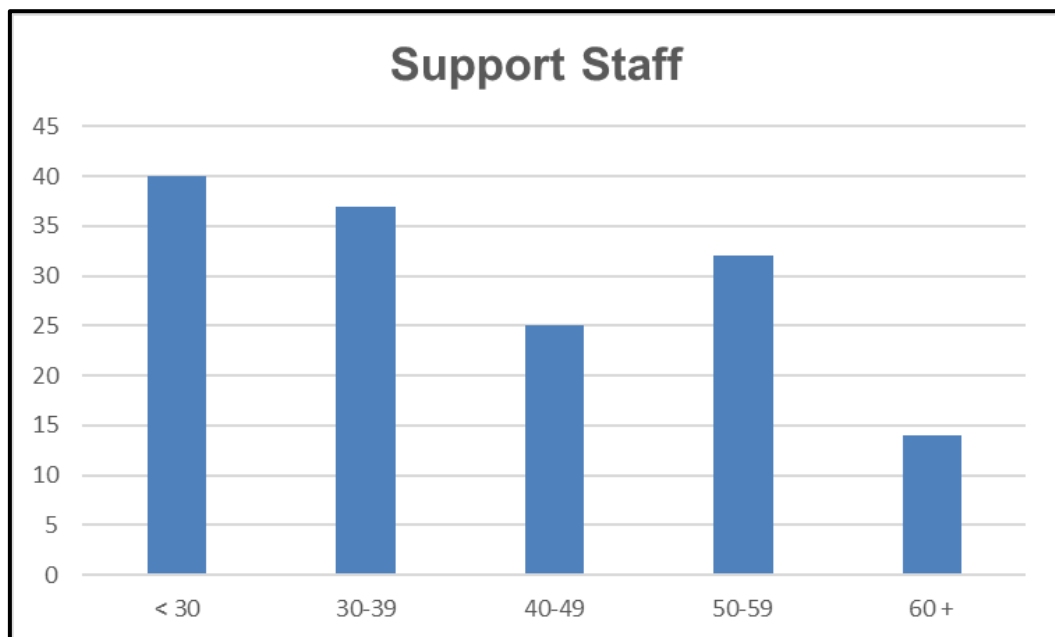
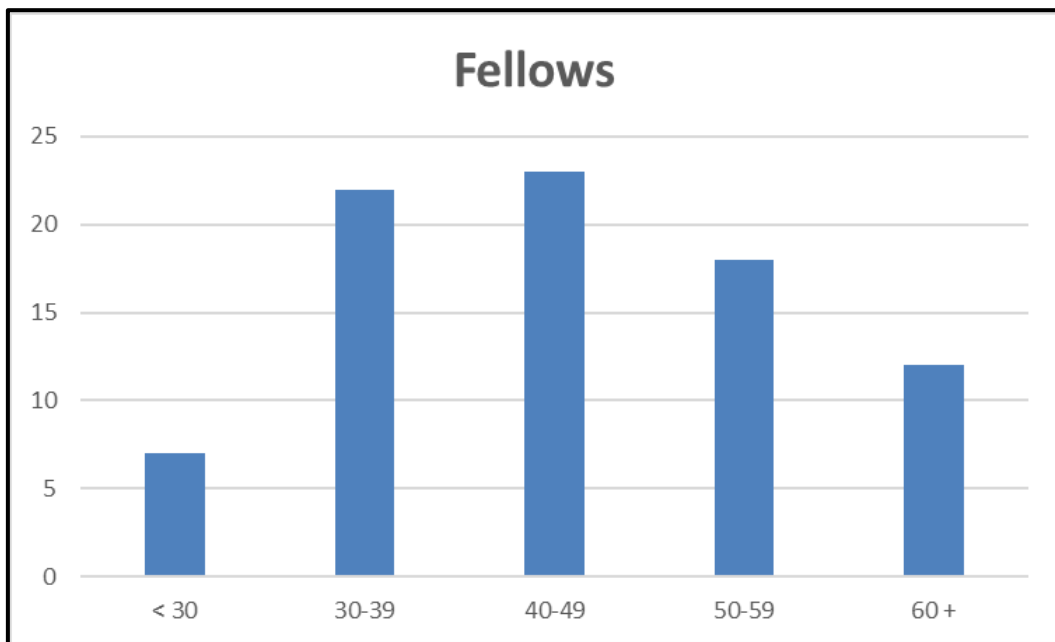
## 2. Equality Data - Univ Staff

The following charts are based on responses provided on the Univ equal opportunities monitoring form.

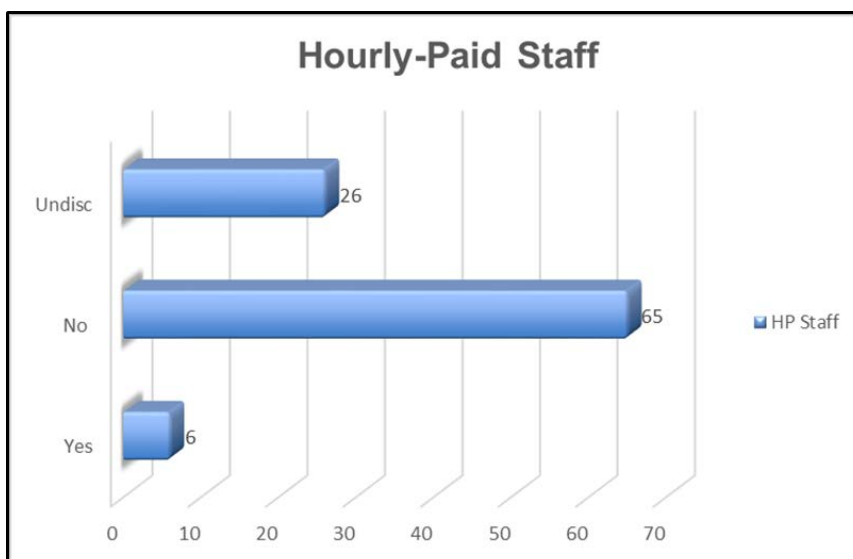
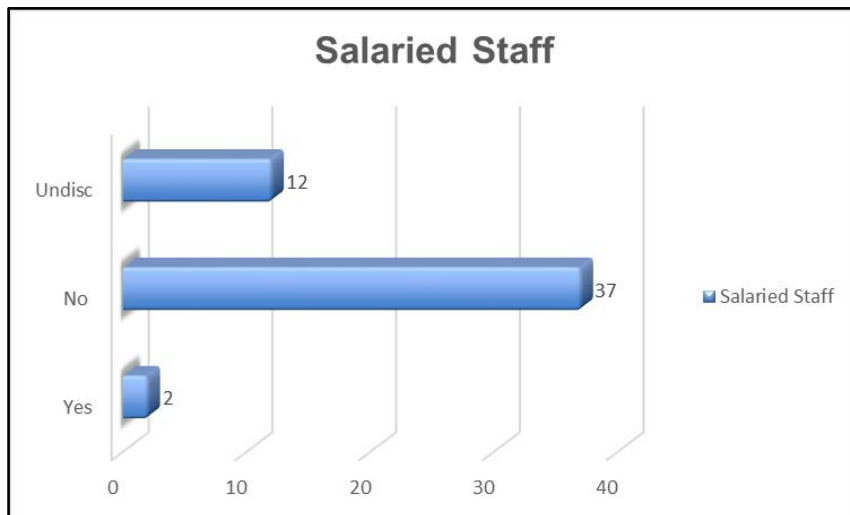
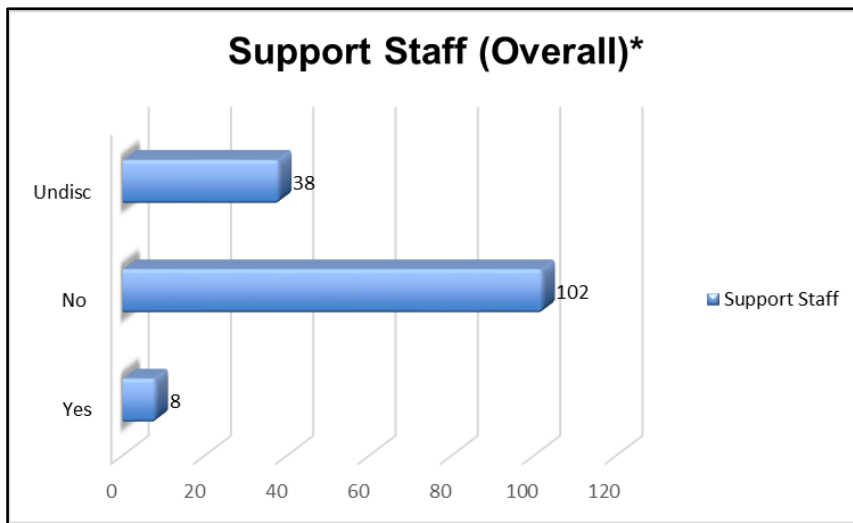
### 2.1 Sex



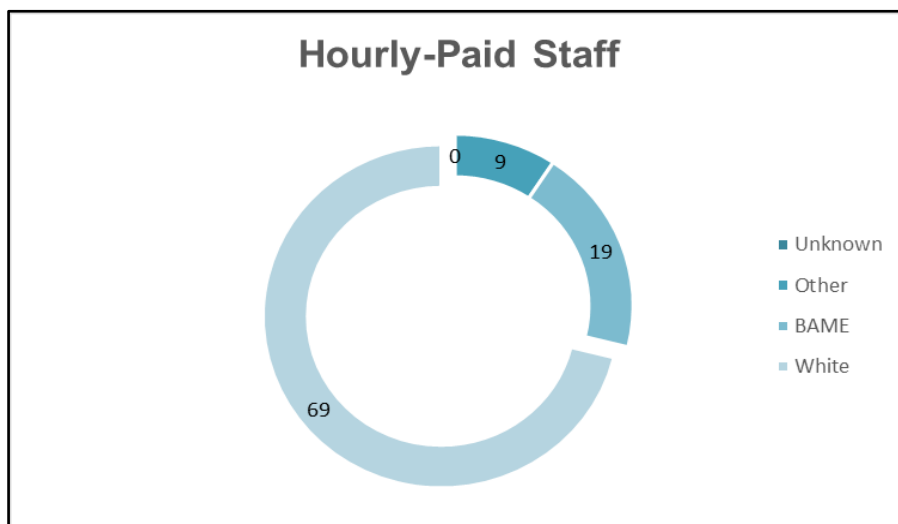
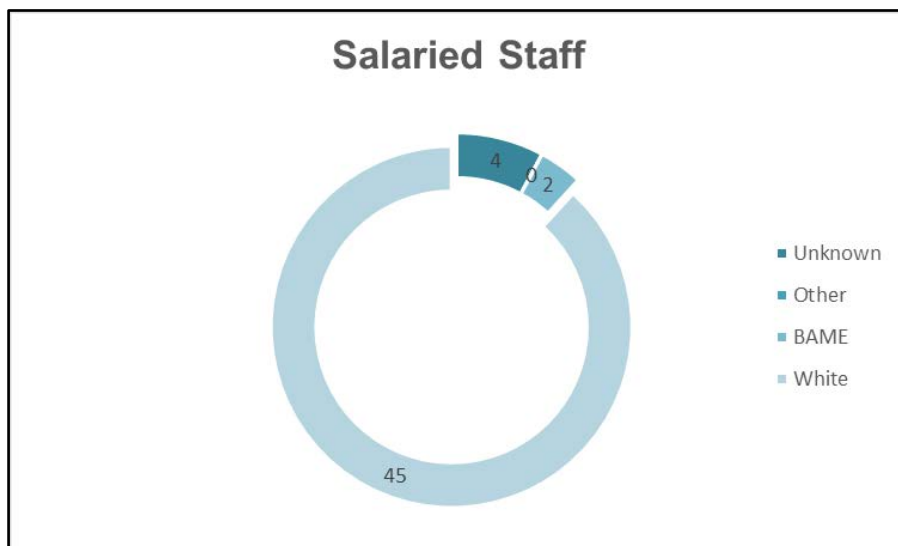
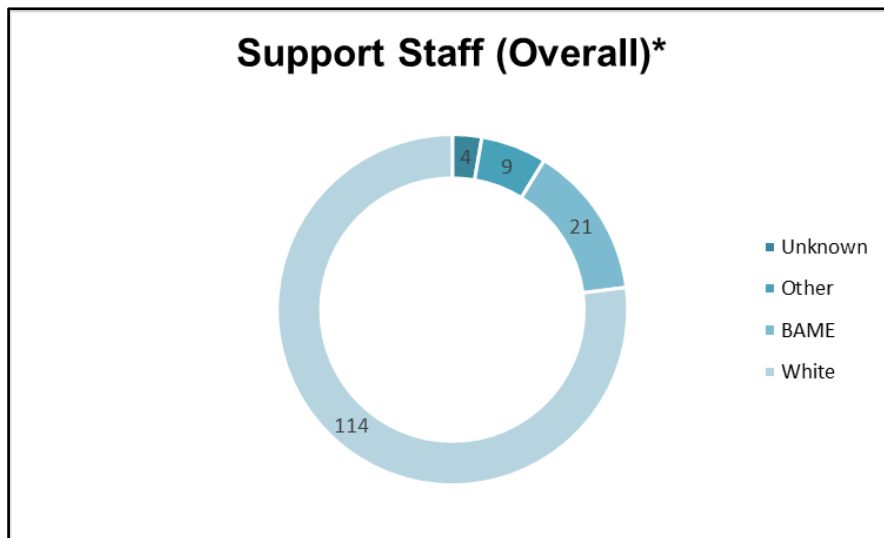
## 2.2 Age Distribution



## 2.3 Disability



## 2.4 Ethnicity



**\*Support Staff/Support Staff (Overall)**

<b>Total Staff</b>	<b>Domestic Bursary</b>	<b>Estates Bursary</b>	<b>Academic Office</b>	<b>Development Office</b>	<b>Master's Office</b>
Male	54	14	2	4	2
Female	52	8	5	3	4
Salaried	18	10	7	7	6
Hourly Paid	88	9	0	0	0