Mansfield College Recruitment Monitoring Statistics

The College monitors staff recruitment using Equal Opportunities Monitoring forms, which are made available with application materials for each post, and returned anonymously and on a voluntary basis. Forms for academic posts are collected and recorded by the College Office.

The following charts show the age, gender, ethnicity and disability profile* of:
- 24 applicants for 3 academic posts (inc. Visiting Fellowship) in 2013
- 78 applicants for 5 academic posts (inc. Visiting Fellowship) in 2014
- 85 applicants for 3 academic posts in 2015
- 31 applicants for 5 academic posts (inc. Visiting Fellowship) in 2016

The recruitment monitoring is disseminated with application materials for each post, but not all applicants completed the form. Of those that did, not all applicants answered every question. In some cases, the number of returns was so small that they could not be considered to provide meaningful statistical evidence.

*For 2015, it has only been possible to provide a gender profile. This is because two of the three posts were recruited through departments, and the reports sent from these departments do not contain age, ethnicity or disability profiles. For the one post that was recruited through the College, we do have an age, ethnicity and disability profile; however this is based on a return from only one applicant and so has not been included here.

1. **Age profile of applicants**
   for College academic vacancies between 2013 – 2016

![Age profile charts for 2013, 2014, and 2016]
2. Gender profile of applicants for College academic vacancies between 2013 - 2016

- **2013**
  - Male: 63%
  - Female: 37%

- **2014**
  - Male: 54%
  - Female: 46%

- **2015**
  - Male: 81%
  - Female: 19%

- **2016**
  - Male: 57%
  - Female: 43%
3. **Ethnicity profile of applicants**
for College academic vacancies between 2013-2016

### 2013

- **White British**: 17%
- **Other white background**: 71%
- **Pakistani**: 4%
- **Other Asian background**: 4%
- **Chinese**: 4%

### 2014

- **White British**: 40%
- **White Irish**: 34%
- **Other white background**: 8%
- **Indian**: 2%
- **Other Asian background**: 1%
- **Black African**: 1%
- **Other ethnic group**: 1%
- **Other mixed background**: 4%
4. Disability profile of applicants for College academic vacancies between 2013-2016

2013

- None: 96%
- Dyslexia: 4%

2014

- None: 93%
- Deaf/hard of hearing: 1%
- Unseen e.g. diabetes: 3%
- Dyslexia: 1%
- Mobility impairment: 1%
- Other: 1%
2016

None

100%
Current employees

The following chart shows the gender profile of the current academic employees, as at 12 December 2016. The data does not include Visiting Fellows.

The University has gathered monitoring and statistical data available here, including data on members of College staff who hold a joint appointment with the University: 
http://www.admin.ox.ac.uk/eop/policy/data/.