

Equality Data for Christ Church Staff as at 31 January 2019 (excl. Lecturers)

I. DISABILITY

Staff in post at 31 January 2012:	Disabled	Not disabled	Declined to specify	Unknown	Grand total
	23	261	6	9	299
Christ Church:	7.7%	87.3%	2.0%	3.0%	100%
Oxford University (2012):†	4.2%	83.4%	0.0%	12.3%	100%

†Source: University of Oxford Personnel Services/OPENdoor

Staff in post at 31 January 2013:	Disabled	Not disabled	Declined to specify	Unknown	Grand total
	22	294	10	2	328
Christ Church:	6.7%	89.6%	3.0%	0.6%	100%
Oxford University (2013):†	3.9%	80.1%	0.0%	16.0%	100%

†Source: University of Oxford Personnel Services/CORE Personnel

Staff in post at 31 January 2014:	Disabled	Not disabled	Declined to specify	Unknown	Grand total
	26	310	7	4	347
Christ Church:	7.5%	89.3%	2.0%	1.2%	100%
Oxford University (2014):†	3.8%	79.0%	0.0%	17.2%	100%

†Source: University of Oxford Personnel Services/CoreHR - analysis based on FTE

Staff in post at 31 January 2015:	Disabled	Not disabled	Declined to specify	Unknown	Grand total
	21	322	9	1	353
Christ Church:	5.9%	91.2%	2.5%	0.3%	100%
Oxford University (2015)†:	3.6%	80.0%	0.0%	16.4%	100%

† Source: CoreHR based on FTE @ 31 July 15

Staff in post at 31 January 2016:	Disabled	Not disabled	Declined to specify	Unknown	Grand total
	21	308	6	5	340
Christ Church:	6.2%	90.6%	1.8%	1.5%	100%
Oxford University (2016)†:	4.2%	86.9%	0.0%	8.9%	100%

† Source: CoreHR based on FTE @ 31 July 16

Staff in post at 31 January 2017:	Disabled	Not disabled	Declined to specify	Unknown	Grand total
	22	293	7	6	325
Christ Church:	6.8%	90.2%	2.2%	1.8%	101%
Oxford University (2017)†:	4.1%	85.6%	0.0%	10.3%	100%

† Source: University of Oxford CorePersonnel (based on FTE @ 31 July 17)

Staff in post at 31 January 2018:	Disabled	Not disabled	Declined to specify	Unknown	Grand total
	28	319	7	1	355
Christ Church:	7.9%	89.9%	2.0%	0.3%	100%

Staff in post at 31 January 2019:	Disabled	Not disabled	Declined to specify	Unknown	Grand total
	27	315	6	0	348
Christ Church:	7.8%	90.5%	1.7%	0.0%	100%

2. GENDER

Staff in post at 31 January 2012:	Female	Male	Declined to specify	Unknown	Grand total
	125	159	6	9	299
Christ Church:	41.8%	53.2%	2.0%	3.0%	100%

Staff in post at 31 January 2013:	Female	Male	Declined to specify	Unknown	Grand total
	140	176	10	2	328
Christ Church:	42.7%	53.7%	3.0%	0.6%	100%

Staff in post at 31 January 2014:	Female	Male	Declined to specify	Unknown	Grand total
	151	185	7	4	347
Christ Church:	43.5%	53.3%	2.0%	1.2%	100%

Staff in post at 31 January 2015:	Female	Male	Declined to specify	Unknown	Grand total
	158	185	9	1	353
Christ Church:	44.8%	52.4%	2.5%	0.3%	100%

Staff in post at 31 January 2016:	Female	Male	Declined to specify	Unknown	Grand total
	155	174	6	5	340
Christ Church:	45.6%	51.2%	1.8%	1.5%	100%

Staff in post at 31 January 2017:	Female	Male	Declined to specify	Unknown	Grand total
	153	159	7	6	325
Christ Church:	47.1%	48.9%	2.2%	1.8%	100%

Staff in post at 31 January 2018:	Female	Male	Declined to specify	Unknown	Grand total
	171	176	7	1	355
Christ Church:	48.2%	49.6%	2.0%	0.3%	100%

Staff in post at 31 January 2019:	Female	Male	Declined to specify	Unknown	Grand total
	179	163	6	0	348
Christ Church:	51.4%	46.8%	1.7%	0.0%	100%

3. RACE

3.1 Nationality

Staff in post at 31 January 2012:	UK	Other EU	Other	Declined to specify	Unknown	Grand total
	232	37	15	6	9	299
Christ Church:	77.6%	12.4%	5.0%	2.0%	3.0%	100%

Staff in post at 31 January 2013:	UK	Other EU	Other	Declined to specify	Unknown	Grand total
	249	47	20	10	2	328
Christ Church:	75.9%	14.3%	6.1%	3.0%	0.6%	100%

Staff in post at 31 January 2014:	UK	Other EU	Other	Declined to specify	Unknown	Grand total
	260	54	22	7	4	347
Christ Church:	74.9%	15.6%	6.3%	2.0%	1.2%	100%

Staff in post at 31 January 2015:	UK	Other EU	Other	Declined to specify	Unknown	Grand total
	266	54	23	9	1	353
Christ Church:	75.4%	15.3%	6.5%	2.5%	0.3%	100%

Staff in post at 31 January 2016:	UK	Other EU	Other	Declined to specify	Unknown	Grand total
	249	57	23	6	5	340
Christ Church:	73.2%	16.8%	6.8%	1.8%	1.5%	100%

Staff in post at 31 January 2017:	UK	Other EU	Other	Declined to specify	Unknown	Grand total
	244	44	24	7	6	325
Christ Church:	75.1%	13.5%	7.4%	2.2%	1.8%	100%

Staff in post at 31 January 2018:	UK	Other EU	Other	Declined to specify	Unknown	Grand total
	257	57	33	7	1	355
Christ Church:	72.4%	16.1%	9.3%	2.0%	0.3%	100%

Staff in post at 31 January 2019:	UK	Other EU	Other	Declined to specify	Unknown	Grand total
	252	52	38	6	0	348
Christ Church:	72.4%	14.9%	10.9%	1.7%	0.0%	100%

3.2 Ethnic Origin

Staff in post at 31 January 2012:	White	Black or Black British	Chinese	Mixed	Asian or Asian British	Other	Declined to specify	Unknown	Grand total
	260	14	0	4	6	0	6	9	299
Christ Church:	87.0%	4.7%	0.0%	1.3%	2.0%	0.0%	2.0%	3.0%	100%

Staff in post at 31 January 2013:	White	Black or Black British	Chinese	Mixed	Asian or Asian British	Other	Declined to specify	Unknown	Grand total
	287	14	0	7	6	0	12	2	328
Christ Church:	87.5%	4.3%	0.0%	2.1%	1.8%	0.0%	3.7%	0.6%	100%

Staff in post at 31 January 2013:	White	BME	Unknown	Grand total
	287	27	14	328
Christ Church:	87.5%	8.2%	4.3%	100%
Oxf Uni (2013):†	73.6%	10.3%	16.1%	100%

† Based on full-time equivalent staff. Source: University of Oxford Personnel Services/CORE Personnel.

Staff in post at 31 January 2014:	White	Black or Black British	Chinese	Mixed	Asian or Asian British	Other	Declined to specify	Unknown	Grand total
	309	12	0	6	7	0	9	4	347
Christ Church:	89.0%	3.5%	0.0%	1.7%	2.0%	0.0%	2.6%	1.2%	100%

Staff in post at 31 January 2014:	White	BME	Unknown	Grand total
	309	25	13	347
Christ Church:	89.0%	7.2%	3.7%	100%
Oxf Uni (2014):†	72.3%	10.4%	17.3%	100%

†Based on full-time equivalent staff. Source: University of Oxford Personnel Services/CoreHR.

Staff in post at 31 January 2015:	White	Black or Black British	Chinese	Mixed	Asian or Asian British	Other	Declined to specify	Unknown	Grand total
	311	12	3	7	8	0	11	1	353
Christ Church:	88.1%	3.4%	0.8%	2.0%	2.3%	0.0%	3.1%	0.3%	100%

Staff in post at 31 January 2015:	White	BME	Unknown	Grand total
	311	30	12	353
Christ Church:	88.1%	8.5%	3.4%	100%
Oxf Uni (2015):†	73.0%	11.0%	16.0%	100%

†Based on full-time equivalent staff @ 31/7/15. Source: CoreHR.

Staff in post at 31 January 2016:	White	Black or Black British	Chinese	Mixed	Asian or Asian British	Other	Declined to specify	Unknown	Grand total
	297	12	1	5	12	0	8	5	340
Christ Church:	87.4%	3.5%	0.3%	1.5%	3.5%	0.0%	2.4%	1.5%	100%

Staff in post at 31 January 2016:	White	BME	Unknown	Grand total
	297	30	13	340
Christ Church:	87.4%	8.8%	3.8%	100%
Oxf Uni (2016):†	79.7%	12.5%	7.7%	100%

†Based on full-time equivalent staff @ 31/7/16. Source: CoreHR.

Staff in post at 31 January 2017:	White	Black or Black British	Chinese	Mixed	Asian or Asian British	Other	Declined to specify	Unknown	Grand total
	279	8	2	5	14	1	10	6	325
Christ Church:	85.8%	2.5%	0.6%	1.5%	4.3%	0.3%	3.1%	1.8%	100%

Staff in post at 31 January 2017:	White	BME	Unknown	Grand total
	279	30	16	325
Christ Church:	85.8%	9.2%	4.9%	100%
Oxf Uni (2017):†	77.7%	12.8%	9.5%	100%

†Based on FTE @ 31/7/17. Source: University of Oxford CorePersonnel.

Staff in post at 31 January 2018:	White	Black or Black British	Chinese	Mixed	Asian or Asian British	Other	Declined to specify	Unknown	Grand total
	305	7	3	7	22	0	10	1	355
Christ Church:	85.9%	2.0%	0.8%	2.0%	6.2%	0.0%	2.8%	0.3%	100%

Staff in post at 31 January 2018:	White	BME	Unknown	Grand total
	305	39	11	355
Christ Church:	85.9%	11.0%	3.1%	100%

Staff in post at 31 January 2019:	White	Black or Black British	Chinese	Mixed	Asian or Asian British	Other	Declined to specify	Unknown	Grand total
	300	8	3	7	21	0	9	0	348
Christ Church:	86.2%	2.3%	0.9%	2.0%	6.0%	0.0%	2.6%	0.0%	100%

Staff in post at 31 January 2019:	White	BME	Unknown	Grand total
	300	39	9	348
Christ Church:	86.2%	11.2%	2.6%	100%