

EXETER COLLEGE

EQUITY, DIVERSITY & INCLUSION  
REPORT  
2023/2024

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# FOREWORD BY THE RECTOR



On behalf of the Governing Body of Exeter College, I am delighted to share with you our Equity, Diversity and Inclusion Report for the 2023/24 academic year.

Having only recently started my Rectorship, one of the things that has already struck me is that Exeter is a welcoming and inclusive community whose members come from a wide variety of social, cultural, and national backgrounds. And, in what is the first Equity, Diversity and Inclusion report published during my time as Rector, I am delighted to say that, during the period covered by this report, there have been an encouraging range of activities undertaken by members of our community which have helped to sustain and/or further this welcoming and inclusive culture.

With regard to our student community, we continue to strive to admit a diverse undergraduate body, with the following table setting out recent figures for the period 2018-2024 overall:

Measure	2018	2019	2020	2021	2022	2023	2024
State School	58.3%	56.8%	59.5%	60.7%	61.0%	65.8%	57.3%
BME	13.6%	16.0%	29.5%	20.7%	29.3%	29.6%	28.2%
ACORN	7.2%	9.2%	19.8%	14.5%	11.8%	15.0%	11.4%
POLAR	4.9%	9.2%	14.3%	15.9%	23.7%	16.3%	13.9%

Thinking about our staff community, I am delighted to report that our median Gender Pay Gap has reduced from 5.7% to 2.1% in April 2024, and that our mean Gender Pay Gap has reduced from 14.2% to 8.2%. This puts us well below both the sector and national averages, and it is particularly encouraging given the conscious effort that the College has made to invest in paying all of our staff at a level which is at, or above, the Oxford Living Wage. In addition, we took the step to introduce an Oxford weighting allowance for many of our staff, to further recognise the high costs of living within the city; this forms another component within our generous benefits package.

Looking ahead, the College has recently published two new Equality Objectives (see details below), which will provide a focus for our activities during the 2024/25 academic year. I will look forward to providing an update, during next year’s report, about our progress towards meeting these objectives.

In the meantime, I would like to acknowledge and celebrate the many members of the Exeter community who continue to contribute so creatively and energetically to our ED&I activities. As noted by my predecessor, Prof Sir Rick Trainor, in last year’s report, the College is a very special place and this is primarily due to the diverse group of people who live, study and work here. I look forward to seeing where the next year will take us.

Floreat Exon!

Dr Andrew Roe CB  
Rector, Exeter College

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# INTRODUCTION

## The College

Exeter College is the fourth oldest college within the University of Oxford, and sits alongside 38 other independent, self-governing colleges within the wider collegiate University. We are an education provider, an employer, and a provider of conference and event services, all within one organisation. We therefore have a broad range of constituent members and users, and a correspondingly broad range of responsibilities in respect of equity, diversity and inclusion (hereafter 'ED&I').

Our approach to ED&I is outlined in more detail in our separate Equality & Diversity Policy, which can be [found on our website](#).

## Our commitment

As an education provider we have a responsibility to our students, a responsibility that is at the forefront of everything we do. We work hard to ensure that people of the highest ability can study here and that our students receive the highest quality education, regardless of their background. We strive to create a learning and social environment governed by equality of opportunity, where diversity is valued.

As an employer we are responsible for c. 185 staff, including a mix of academic staff (e.g. Fellows, stipendiary lecturers, etc) and professional and support staff. We recognise the benefits that a diverse workforce brings to the College, and we aim to recruit and retain staff of the highest calibre. We believe it is essential that everyone is valued and able to work to their full potential, regardless of their background.

As a provider of conference services, we offer a range of residential and non-residential facilities. It is important to us that every conference organiser and delegate is treated fairly, with consideration and respect.

## PURPOSE OF THIS REPORT

This report is Exeter College's ED&I report for the 2023/24 academic year (i.e. 1 October 2023 to 30 September 2024), and seeks to demonstrate how the College is meeting its commitments under the Equality Act. The report summarises key ED&I data for the College, as well as outlining some of its activities and achievements.

The report has been approved by the Governing Body of Exeter College. Whilst overall responsibility for equity, diversity and inclusion rests with the Governing Body, a number of major committees advise the Governing Body on the strategic development of ED&I policy and practice.

### Legal context

The Equality Act 2010 prohibits discrimination in employment or the provision of training and education in respect of a number of 'protected characteristics'<sup>1</sup>.

The Act also introduced the concept of the general equality duty, which covers all the protected characteristics identified in the Act (with the exception of marriage and civil partnership). The general duty has three main aims:

- To eliminate unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Equality Act 2010;
- To advance equality of opportunity between people who share a protected characteristic and those who do not by:
  - a. Removing or minimising disadvantages suffered by people due to their protected characteristics;
  - b. Taking steps to meet the needs of people from protected groups where these are different from the needs of other people; and
  - c. Encouraging people from protected groups to participate in public life or in other activities where their participation is proportionately low; and
- To foster good relations between people who share a protected characteristic and those who do not by:
  - a. Tackling prejudice; and
  - b. Promoting understanding between people from different groups.

In addition, the Act introduced a number of specific duties which require the College (as a public sector institution) to:

- Annually publish information to demonstrate our compliance with the general equality duty. (This should include information on employees and service users of the College who share a protected characteristic);
- Publish objectives setting out how we will meet the requirements of the Act, at least every four years; and
- Ensure the published information and objectives are made available to the public.

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<sup>1</sup> The characteristics protected under the Act are: age; disability; gender reassignment; pregnancy and maternity; race (including ethnic origin and nationality); religion or belief; sex; and sexual orientation. Marriage and civil partnership are also protected in respect of employment only.

## EQUALITY OBJECTIVES

Whilst we are part of the collegiate University of Oxford, and support its efforts to embed equity, diversity and inclusion across all its activities, Exeter College has its own local priorities and sets its own specific **equality objectives** accordingly.

Whilst not specifically falling within the period covered by this report, the College agreed two new Equality Objectives during 2024, as follows:

- to identify and implement a training programme for line managers to increase their awareness and confidence in supporting neurodivergent staff within their teams. The College aims to implement this by December 2025.
- to raise awareness and understanding of the menopause within the College and identify ways to engage with and support members of staff, including a menopause policy and training for line managers. The College aims to implement this by December 2025.

We will, therefore, be working towards fulfilling these objectives (and any others which may subsequently be agreed by the College) during the 2024/25 academic year, and we will look forward to detailing our progress in next year's report.

## REVIEW OF THE ACADEMIC YEAR 2023/24

Notwithstanding the agreement of new Equality Objectives, as outlined above, during the period covered by this report the College continued to undertake a range of activities to promote ED&I within its community.

In relation to our **staff cohort**, we were pleased to report that in April 2024 the College's mean gender pay gap had reduced from 14.2% to 8.2%, and that the median gender pay gap had reduced from 5.7% to 2.1%. Full details are provided in the Gender Pay Gap report published on the College website.

Part of the reason for this reduction is that we have continued to pay at, or above, the Living Wage Foundation rate for all permanent domestic and support staff. We also agreed to follow the University of Oxford in implementing an 'Oxford weighting allowance', which came into effect in August 2024. This recognises the high cost-of-living in the city, and forms part of our generous benefits package.

In relation to our **student cohort**, we continued to commit significant resources to access and outreach work (with two full-time postholders), thus enabling us to provide a comprehensive Outreach programme to attract potential, academically-able students, regardless of their background. We also welcomed another cohort of Exeter Plus students, providing a bridging programme to ease the transition to University for students from a wide range of socio-economic backgrounds.

More broadly, we celebrated a range of significant religious and/or national festivals through the course of the year, and our Catering team provide an increasingly diverse range of food options to cater to those with special dietary requirements. Academically, we provided reasonable adjustments to students with disabilities including the provision of alternative exam arrangements, and the provision of accessible accommodation.

We also had a significant welfare provision for our students, as well as engaging actively with the Welfare & Equality Forum (which shares and develops best practice in supporting student and staff welfare). Finally, we provided opportunities for parents to attend social events to integrate them into our academic community.



# DIVERSITY OF GOVERNANCE AND DECISION-MAKING

## Governing Body

As a charity, Exeter College is accountable to its trustees. Collectively, these trustees form the Governing Body of the College, which is the supreme decision-making body of the College.

As at 31 July 2024, women represented 41% of those Fellows who are part of the Governing Body (23 out of 56 Fellows), which compares with 37% in the previous year.

If we look specifically at the Tutorial Fellow sub-cohort, women comprised 47% of this cohort in July 2024.

## Committees

The gender balance of the College's committees varies from committee to committee, but overall women comprised 32% of the committee memberships on 31 July 2024.

This compares with 27% in July 2023.

## Senior management

Of the 14 senior managers (those who are heads of department appointed at grade 7 or above) in post at 31 July 2024, 43% were female.

This compares with 50% in 2022/23, 38% in 2021/22, and 44% in 2020/21. It is slightly lower than the percentage of female senior managers reported within the Higher Education sector as a whole (45%)<sup>2</sup>.

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<sup>2</sup> HESA 2023-24, <https://www.hesa.ac.uk>

## EMPLOYMENT – KEY DATA

This section provides key data relating to the recruitment of academic and professional & support staff within Exeter College during the 2023-24 academic year, and (where appropriate) also provides relevant statistics and commentary concerning the demographics of the College's current workforce.

The data comes from two sources: (i) standard HR information held in staff records, and (ii) the responses to recruitment monitoring forms completed by job applicants. To encourage completion of recruitment monitoring forms, each question contains a 'prefer not to say' option, meaning that individuals can choose whether they wish to provide information about a particular protected characteristic.

### Current staff

The College does not hold up-to-date information about the demographics of its staff groups in relation to the majority of the protected characteristics, although it may seek to collect this data in the future.

As a small and close-knit community, the College recognises that it may, in any case, not be appropriate to publish data on certain protected characteristics, as the risk of individuals being identified might be too high.

### Recruitment Monitoring

Exeter College received a total of 286 Recruitment Monitoring forms from vacancies which were advertised during the 2023/24 academic year.

Detailed information about the demographics of candidates is provided below.

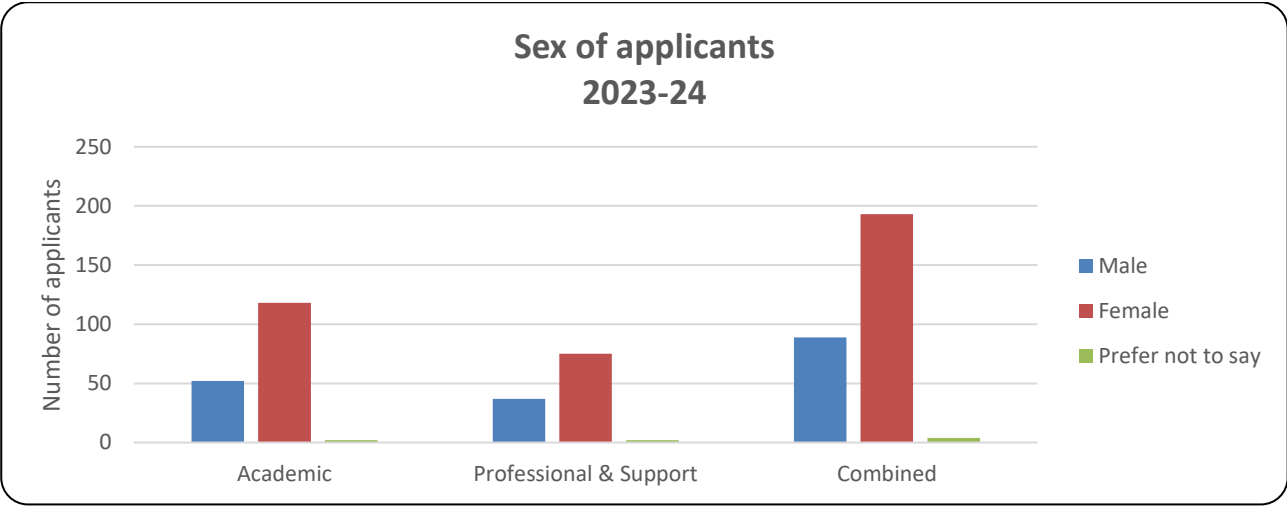
As in previous years, it is important to note the following:

- a. whilst it is now standard practice to request that direct applicants return a Recruitment Monitoring form, in practice not all candidates do so;
- b. of those candidates who do return completed forms, not all answer every question;
- c. the presentation and analysis of data below therefore relates **only** to the responses received, **not** the total number of applicants. The actual percentages could, in reality, be greater or smaller than the figures shown;
- d. for a number of our academic appointments we are not the primary employer (e.g. joint-appointments with the University). We therefore do not coordinate the recruitment process, and do not have access to the monitoring information that is collected by the University for these vacancies;
- e. not all those shortlisted for interview or appointed to role will have completed a monitoring form. It is, therefore, not always possible to draw meaningful comparisons between overall applicant data and overall appointee data; and
- f. the types of academic posts (fixed/permanent; part/full-time), and their subject areas, differ greatly year from year. It is therefore difficult to make generalised comparisons, because of the variations across years or structural differences between candidate pools for different types of roles which are beyond the immediate control of the College (though we do try at all times to encourage the most diverse possible applicant pool).

Sex

Overall, the College received 67% of applications from females [n=193], and 31% of applications from males [n=89].

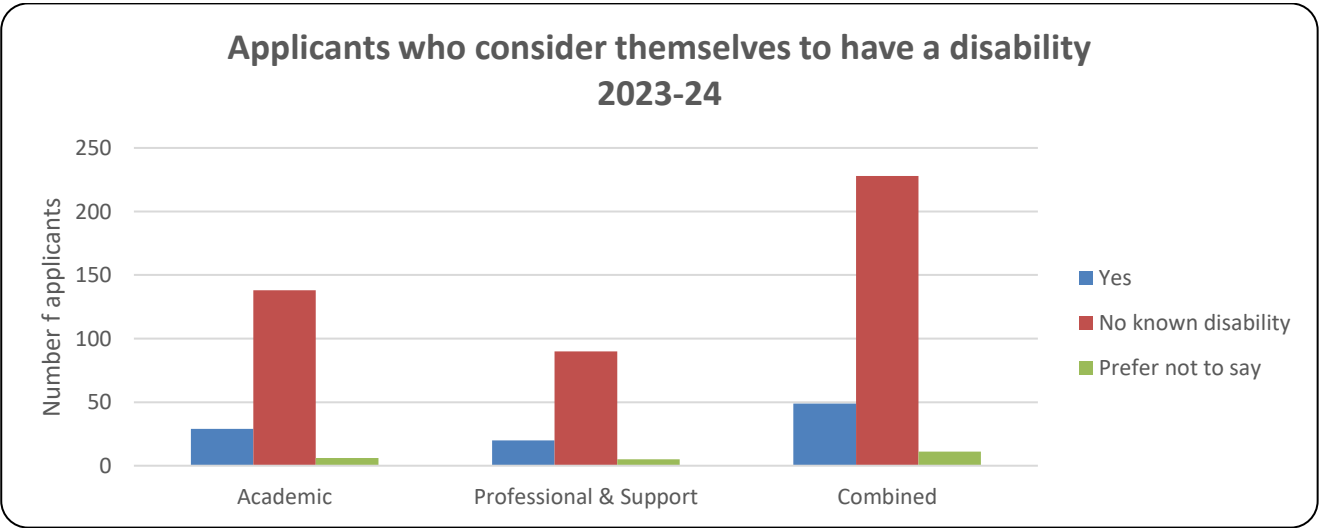
Of those candidates who were shortlisted for interview, 62% were female [n=23], and of the 6 posts for which we have appointee data, 83% of appointees were female [n=5].



Disability<sup>3</sup>

Overall, 17% of applicants identified themselves as having a disability [n=49].

Of those candidates who were shortlisted, 10.5% considered themselves to have a disability [n=4], but no appointees considered themselves to have a disability.



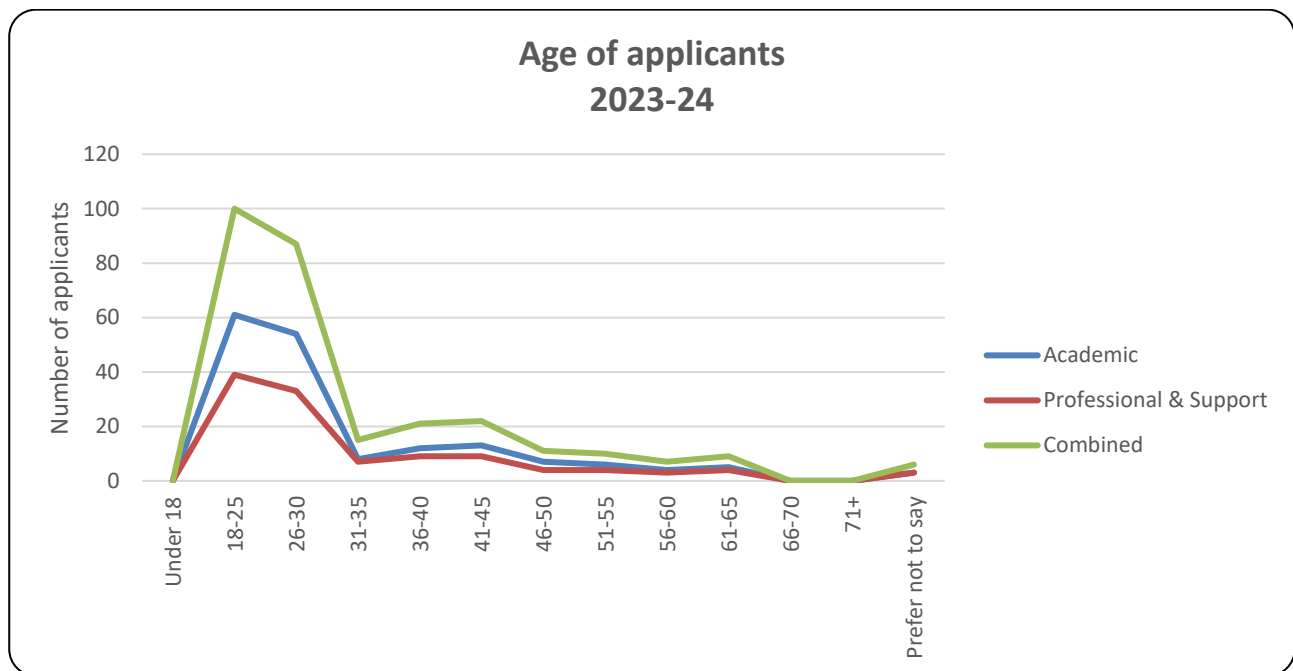
<sup>3</sup> Disability is defined in the Equality Act 2010 as a ‘physical or mental impairment which has a substantial and long-term adverse effect on the ability to carry out normal day to day activities’. ‘A substantial adverse effect’ of an impairment is one which is more than minor or trivial, and the effect is ‘long-term’ if it has lasted 12 months, is likely to last at least 12 months, or is likely to last for the rest of the person’s life. If an impairment has had a substantial adverse effect on a person’s ability to carry out normal day to day activities but that effect ceases, it is treated as continuing if it is ‘likely’ to recur. Conditions with fluctuating effects can still qualify as ‘long-term’ impairments if they are likely to recur. A condition will be seen as likely to recur if this ‘could well happen’ rather than the higher threshold of ‘more probably than not’.

## Age

For **academic vacancies**, the highest percentage (66%) of applications came from those in the age bracket 26-35 years of age [ $n=115$ ].<sup>4</sup>

For **professional & support vacancies**, the highest percentage (65%) of applications came from those aged 18-30 [ $n=187$ ].

We only have recruitment monitoring data available for one appointee to academic posts, and four appointees to professional & support posts, and so it is not possible to provide meaningful commentary about success rates relative to the overall numbers of applicants.



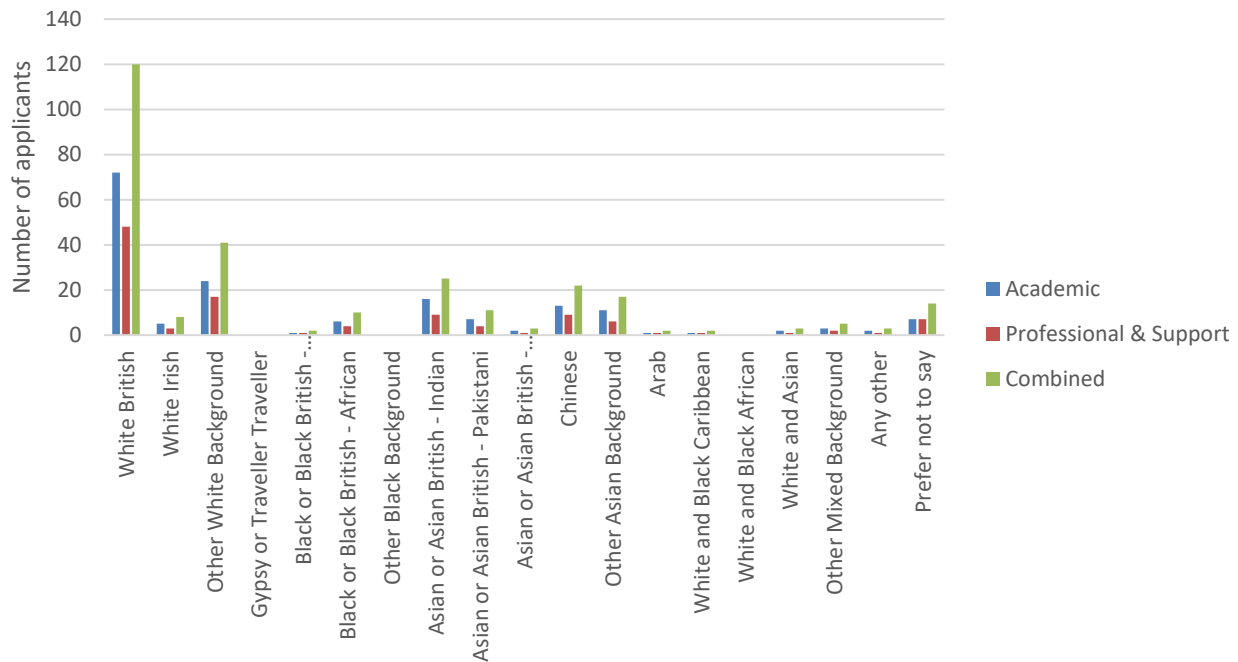
## Ethnicity

Overall, 59% of applicants were from a white ethnic background [ $n=169$ ], and 36% identified as being from an ethnic minority background [ $n=105$ ].

Of those candidates who were shortlisted for interview, 18% identified themselves as being from an ethnic minority background [ $n=7$ ], whilst 33% of appointed candidates identified as being from an ethnic minority background [ $n=2$ ].

<sup>4</sup> As in previous years, it is worth noting that we tend not to receive recruitment monitoring forms for Associate Professor vacancies because these are typically handled through a central recruitment portal administered by the University of Oxford. Instead, we normally only receive forms for stipendiary lecturerships and/or career-development Fellowships, which we recruit directly. Such roles are often more appealing to early-career academics, and we might therefore expect a younger applicant demographic.

## Ethnic origin of applicants 2023-24

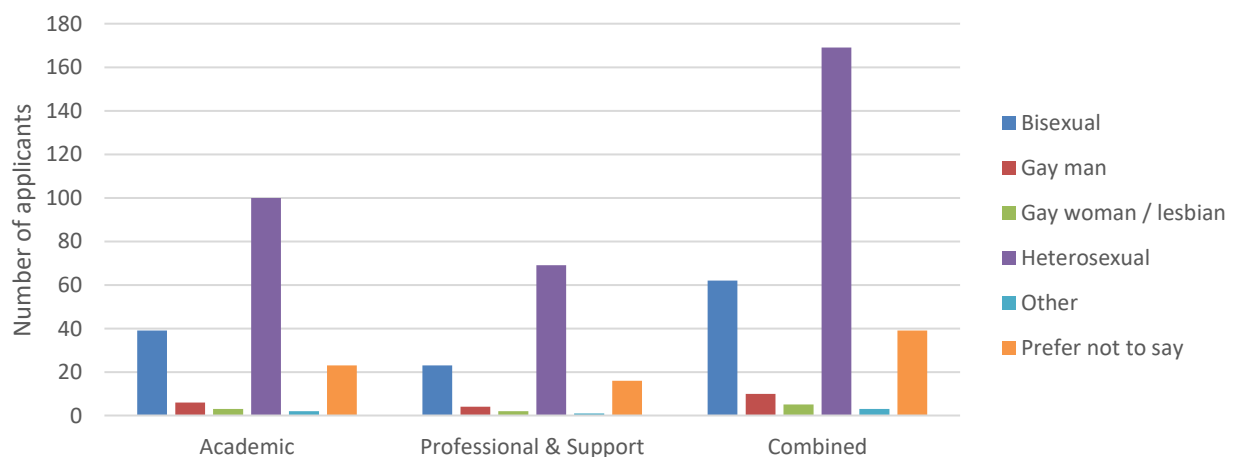


## Sexual Orientation

This year, 28% of candidates identified themselves as being gay, lesbian, bisexual or other non-heterosexual orientation (LGBTQ+) [ $n=80$ ].

Of those candidates who were shortlisted, 16% identified themselves as being gay, lesbian, bisexual or other non-heterosexual orientation [ $n=6$ ]; however, at the appointment stage no appointees identified themselves as being gay, lesbian, bisexual or other non-heterosexual orientation.

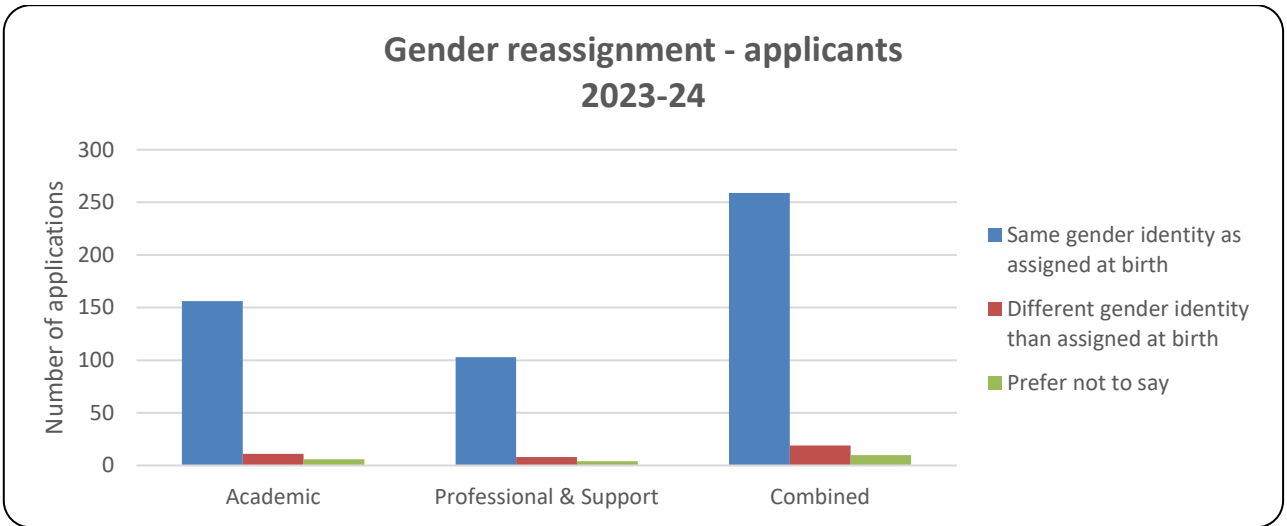
## Sexual orientation of applicants 2023-24



Gender reassignment

Overall, just under 7% of applicants identified themselves as having a different gender identity to the one assigned when they were born [n=19].

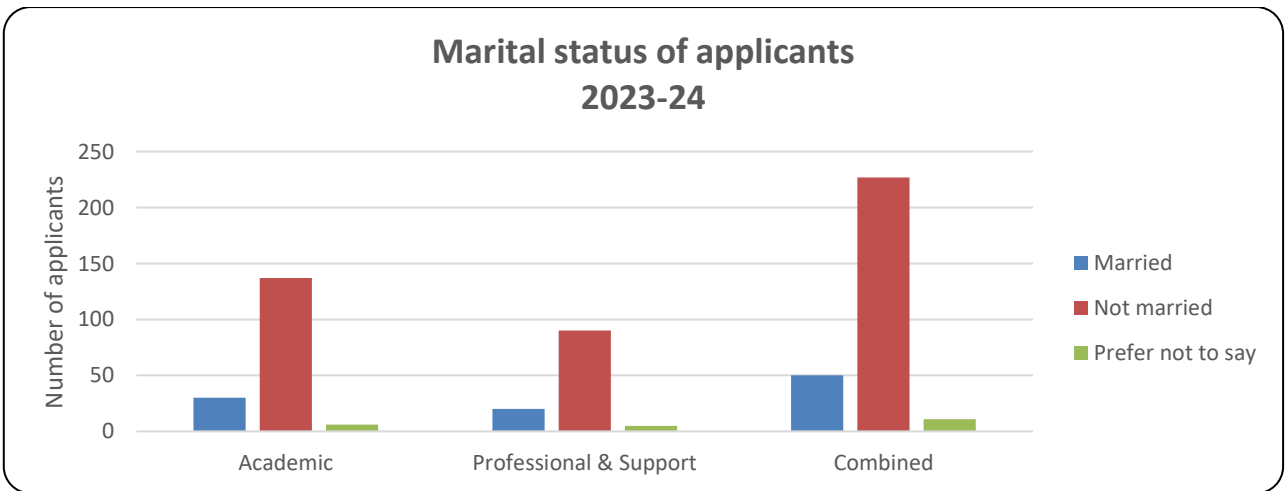
Of those candidates who were shortlisted for interview, 2.5% of candidates identified themselves as having a different gender identity to that assigned when they were born [n = 1], whilst at the appointment stage no candidates identified themselves in this way.



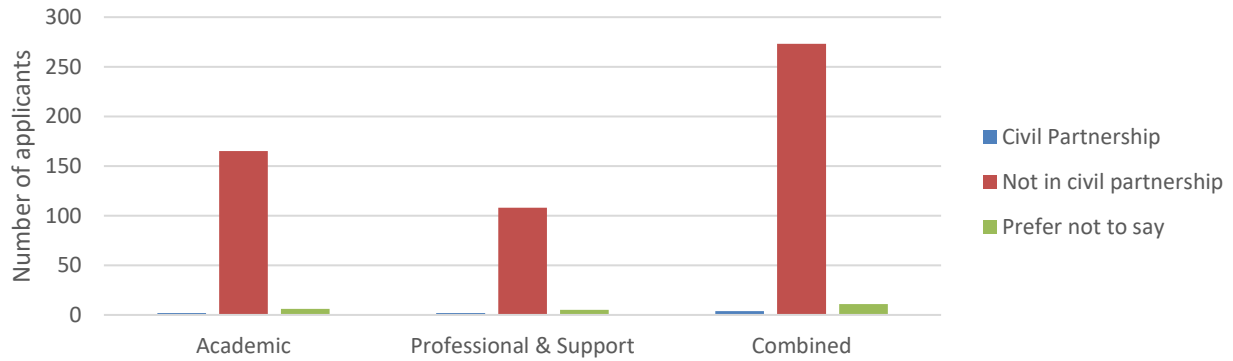
Marriage and Civil Partnership

A majority of applicants (79%) were unmarried [n=227]. Of those candidates who were shortlisted, 74% were unmarried [n=28], and 67% of appointed candidates were unmarried [n=4].

With regard to civil partnership, 1.4% of applicants stated that they were in a civil partnership [n=4]. Of those candidates who were shortlisted, 5% stated that they were in a civil partnership [n=2], and none of the appointed candidates stated that they were in a civil partnership.



### Civil Partnership status of applicants 2023-24



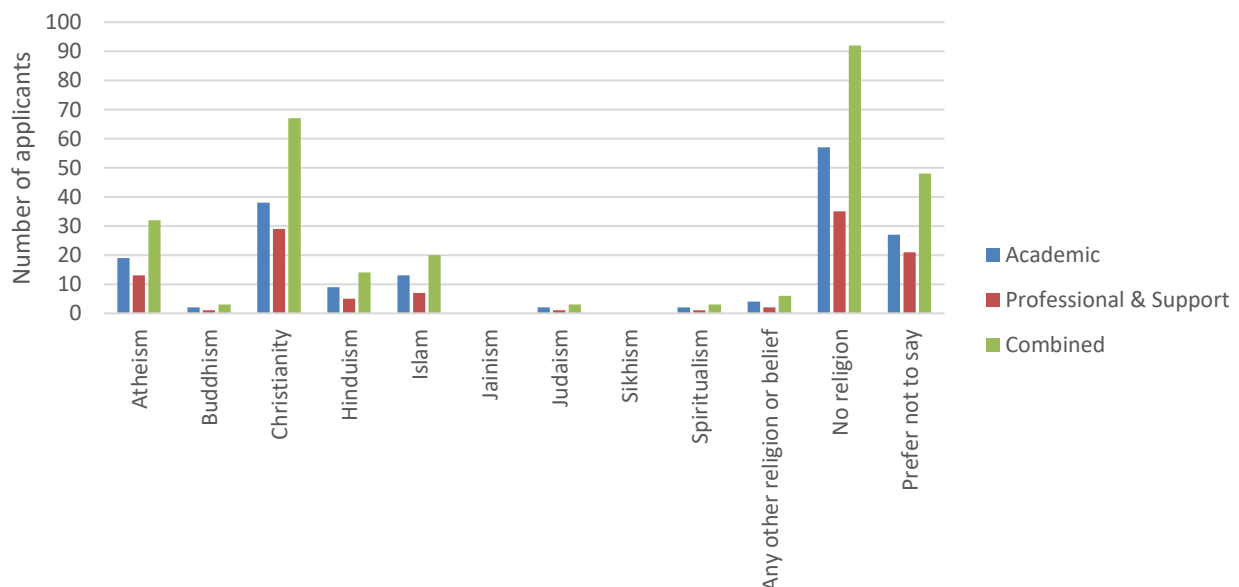
### Religion, Belief or Lack of Belief

The majority of candidates identified themselves as either having a Christian religious belief (23% overall) [ $n=67$ ], or as being an atheist/ having no religious belief (43% overall) [ $n=124$ ].

Of those who were shortlisted for interview, the majority identified themselves as having a Christian religious belief (31%) [ $n=12$ ], or as being an atheist or having no religious belief (39%) [ $n=15$ ].

At the appointment stage, c. 33% of candidates identified themselves as having a Christian religious belief [ $n=2$ ], with a further 33% identifying themselves as being an atheist or having no religious belief.

### Religion or belief of applicants 2023-24



## Summary of recruitment monitoring data

Comparison of the actual number of applicants who identified themselves as having a particular protected characteristic on completed recruitment monitoring forms in the 2023/24 academic year.

	Academic	Professional & support
<b>Sex</b>		
Male	52	37
Female	118	75
Prefer not to say	2	2
<b>Age</b>		
Under 18	0	0
18-25	61	39
26-30	54	33
31-35	8	7
36-40	12	9
41-45	13	9
46-50	7	4
51-55	6	4
56-60	4	3
61-65	5	4
66-70	0	0
71+	0	0
Prefer not to say	3	3
<b>Married</b>		
Yes	30	20
No	137	90
Prefer not to say	6	5
<b>Civil Partnership</b>		
Yes	2	2
No	165	108
Prefer not to say	6	5
<b>Disability</b>		
Yes	29	20
No known disability	138	90
Prefer not to say	6	5
<b>Race/ ethnicity</b>		
White British	72	48
White Irish	5	3
Other White Background	24	17



Gypsy or Traveller	0	0
Black or Black British - Caribbean	1	1
Black or Black British - African	6	4
Other Black Background	0	0
Asian or Asian British - Indian	16	9
Asian or Asian British - Pakistani	7	4
Asian or Asian British - Bangladeshi	2	1
Chinese	13	9
Other Asian Background	11	6
Arab	1	1
White and Black Caribbean	1	1
White and Black African	0	0
White and Asian	2	1
Other Mixed Background	3	2
Any other	2	1
Prefer not to say	7	7
<b>Gender Reassignment</b>		
Same gender identity as at birth	156	103
Different gender identity than at birth	11	8
Prefer not to say	6	4
<b>Sexual Orientation</b>		
Bisexual	39	23
Gay man	6	4
Gay woman / lesbian	3	2
Heterosexual	100	69
Other	2	1
Prefer not to say	23	16
<b>Religion or Belief</b>		
Atheism	19	13
Buddhism	2	1
Christianity	38	29
Hinduism	9	5
Islam	13	7
Jainism	0	0
Judaism	2	1
Sikhism	0	0
Spiritualism	2	1
Any other religion or belief	4	2
No religion	57	35
Prefer not to say	27	21

## STUDENTS

At a general level, information about undergraduate admissions to the University can be found [here](#).

For information about graduate admissions at the University of Oxford, please click [here](#).

Statistical information concerning student numbers within the University of Oxford can be found at:

<https://academic.admin.ox.ac.uk/student-statistics>

The University's annual statistical undergraduate admissions reports can be found here:

- [Undergraduate Admissions report published in May 2020](#)
- [Undergraduate Admissions report published in May 2021](#)
- [Undergraduate Admissions report published in May 2022](#)
- [Undergraduate Admissions report published in May 2023](#)
- [Undergraduate Admissions report published in June 2024](#)

## College Data

The College does not currently hold student data relating to many areas of equality, but two measures (Legal Sex and Nationality) are included here.

Table 1 here shows the sex of students of the College (C) enrolled from 2018 to 2024, sub-divided by different Award Programme Types, in comparison to figures for the whole University (U):

Source: <https://bits.uas.ox.ac.uk/#/views/Equality-On-coursestudents/Sex-ProgrammeTypeOverview?iid=2>

**Table 1:**

Year	Sex	PGR	PGT	UG	VRO	Total:
<b>2024</b>	Female	C: 93 (46.0%) U: 3,561 (48.5%)	C: 55 (62.5%) U: 3,275 (52.0%)	C: 204 (55.4%) U: 6,411 (51.8%)	C: 15 (55.6%) U: 352 (61.6%)	C: 367 (53.6%) U: 13,599 (51.1%)
	Male	C: 109 (54.0%) U: 37,84 (51.5%)	C: 33 (37.5%) U: 3,025 (48.0%)	C: 164 (44.6%) U: 5,960 (48.2%)	C: 12 (44.4%) U: 218 (38.2%)	C: 318 (46.4%) U: 12,987 (48.8%)
	Other	C: 0 U: 3	C: 0 U: <3 (0.0%)	C: 0 U: 5	C: 0 U: <3	C: 0 U: 11
	Total	C: 202 (100%) U: 7,348 (100%)	C: 88 (100%) U: 6,302 (100%)	C: 368 (100%) U: 12,376 (100%)	C: 27 (100%) U: 571 (100%)	C: 685 (100%) U: 26,597 (100%)
<b>2023</b>	Female	C: 97 (46.0%) U: 3,495 (47.8%)	C: 48 (49.0%) U: 3,387 (51.2%)	C: 196 (54.6%) U: 6,484 (52.0%)	C: 14 (51.9%) U: 342 (61.4%)	C: 355 (51.1%) U: 13,708 (50.9%)
	Male	C: 114 (54.0%) U: 3,811 (52.2%)	C: 50 (51.0%) U: 3,225 (48.8%)	C: 163 (45.4%) U: 5,986 (48%)	C: 13 (48.1%) U: 215 (38.6%)	C: 340 (48.9%) U: 13,237 (49.1%)
	Other	C: 0 U: 0	C: 0 U: <3	C: 0 U: 0	C: 0 U: 0	C: 0 U: 0
	Total	C: 211 (100%) U: 7,306 (100%)	C: 98 (100%) U: 6,614 (100%)	C: 359 (100%) U: 12,470 (100%)	C: 27 (100%) U: 557 (100%)	C: 695 (100%) U: 26,947 (100%)
<b>2022</b>	Female	C: 97 (46.6%) U: 3,288 (46.1%)	C: 48 (55.2%) U: 3,205 (51.8%)	C: 209 (56.3%) U: 6,696 (52.8%)	C: 13 (52.0%) U: 295 (60.2%)	C: 367 (53.1%) U: 13,484 (50.9%)
	Male	C: 111 (53.4%) U: 3,844 (53.9%)	C: 39 (44.8%) U: 2,987 (48.2%)	C: 162 (43.7%) U: 5,987 (47.2%)	C: 12 (48.0%) U: 195 (39.8%)	C: 324 (46.9%) U: 13,013 (49.1%)
	Other	C: 0 U: 0	C: 0 U: 0	C: 0 U: 0	C: 0 U: 0	C: 0 U: 0
	Total	C: 208 (100%) U: 7,132(100%)	C: 87 (100%) U: 6,192 (100%)	C: 371 (100%) U: 12,683 (100%)	C: 25 (100%) U: 490 (100%)	C: 691 (100%) U: 26,497 (100%)

<b>2021</b>	Female	C: 75 (40.3%) U: 3,148 (44.7%)	C: 49 (55.7%) U: 3,265 (51.0%)	C: 208 (55.5%) U: 6,614 (52.6%)	C: 14 (53.8%) U: 262 (60.8%)	C: 346 (51.3%) U: 13,289 (50.2%)
	Male	C: 111 (59.7%) U: 3,893 (55.3%)	C: 39 (44.3%) U: 3,139 (49.0%)	C: 167 (44.5%) U: 5,965 (47.7%)	C: 12 (46.2%) U: 169 (39.2%)	C: 329 (48.7%) U: 13,166 (49.8%)
	Other	C: 0 U: 0	C: 0 U: 0	C: 0 U: 0	C: 0 U: 0	C: 0 U: 0
	Total	C: 186 (100%) U: 7,041 (100%)	C: 88 (100%) U: 6,404 (100%)	C: 375 (100%) U: 12,579 (100%)	C: 26 (100%) U: 431 (100%)	C: 675 (100%) U: 26,455 (100%)
<b>2020</b>	Female	C: 69 (40.6%) U: 2,940 (43.1%)	C: 47 (49.0%) U: 3,086 (49.6%)	C: 203 (55.5%) U: 6,392 (51.1%)	C: 13 (52.0%) U: 169 (63.5%)	C: 332 (50.5%) U: 12,587 (48.7%)
	Male	C: 101 (59.4%) U: 3,886 (56.9%)	C: 49 (51.0%) U: 3,132 (50.4%)	C: 163 (44.5%) U: 6,118 (48.9%)	C: 12 (48.0%) U: 97 (36.5%)	C: 325 (49.5%) U: 13,233 (51.3%)
	Other	C: 0 U: 0	C: 0 U: 0	C: 0 U: 0	C: 0 U: 0	C: 0 U: 0
	Total	C: 170 (100%) U: 6,826 (100%)	C: 96 (100%) U: 6,218 (100%)	C: 366 (100%) U: 12,510 (100%)	C: 25 (100%) U: 266 (100%)	C: 657 (100%) U: 25,820 (100%)
<b>2019</b>	Female	C: 64 (41.0%) U: 2,686 (42.3%)	C: 31 (43.7%) U: 2,744 (48.5%)	C: 186 (53.8%) U: 5,957 (49.8%)	C: 10 (38.5%) U: 326 (59.3%)	C: 291 (48.6%) U: 11,713 (47.8%)
	Male	C: 92 (59.0%) U: 3,670 (57.7%)	C: 40 (56.3%) U: 2,910 (51.5%)	C: 160 (46.2%) U: 5,998 (50.2%)	C: 16 (61.5%) U: 224 (40.7%)	C: 308 (51.4%) U: 12,802 (52.2%)
	Other	C: 0 U: 0	C: 0 U: 0	C: 0 U: 0	C: 0 U: 0	C: 0 U: 0
	Total	C: 156 (100%) U: 6,356 (100%)	C: 71 (100%) U: 5,654 (100%)	C: 346 (100%) U: 11,955 (100%)	C: 26 (100%) U: 550 (100%)	C: 599 (100%) U: 24,515 (100%)
<b>2018</b>	Female	C: 67 (45.3%) U: 2,661 (41.9%)	C: 40 (47.1%) U: 2,549 (46.7%)	C: 177 (51.6%) U: 5,803 (48.6%)	C: 14 (53.8%) U: 334 (60.1%)	C: 298 (49.5%) U: 11,347 (46.7%)
	Male	C: 81 (54.7%) U: 3,695 (58.1%)	C: 45 (52.9%) U: 2,908 (53.3%)	C: 166 (48.4%) U: 6,127 (51.4%)	C: 12 (46.2%) U: 222 (39.9%)	C: 304 (50.5%) U: 12,952 (53.3%)
	Other	C: 0 U: 0	C: 0 U: 0	C: 0 U: 0	C: 0 U: 0	C: 0 U: 0
	Total	C: 148 (100%) U: 6,356 (100%)	C: 85 (100%) U: 5,457 (100%)	C: 343 (100%) U: 11,930 (100%)	C: 26 (100%) U: 556 (100%)	C: 602 (100%) U: 24,299 (100%)

Therefore, while there was slight increase (from 51.0% to 53.6%) in the percentage of the College's total student population which was female, considerable diversity of Legal Sex continues to prevail.

Table 3 (overleaf) shows the (primary) Nationality of students in 2022/2023 and 2023/2024, also sub-divided by Award Programme Type. That data for 2023/2024 is summarised by continent\* in Table 2 here:

\* Note that the figures for Russia and Turkey are included in those for Europe.

**Table 2:**

Nationality	PGR	PGT	UG	VS	Grand Totals
UK (Count)	74	23	273	0	370
UK (%)	20.00%	6.22%	73.78%	0.00%	48.30 %
Rest of Europe (Count)	45	16	28	<3	90
Rest of Europe (%)	50.00%	17.78%	31.11%	1.11%	11.75 %
Africa (Count)	7	4	<3	0	12
Africa (%)	58.33%	33.33%	8.33%	0.00%	1.57%
Asia (Count)	80	34	53	<3	169
Asia (%)	47.34%	20.12%	31.36%	1.18%	22.06 %
North America (Count)	26	17	8	23	74
North America (%)	35.14%	22.97%	10.81%	31.08%	9.66%
South America (Count)	3	4	<3	0	8
South America (%)	37.50%	50.00%	12.50%	0.00%	1.04%

Oceania (Count)	5	<3	<3	0	8
Oceania (%)	62.50%	25.00%	12.50%	0.00%	1.04%
<b>Grand Total</b>	<b>227</b>	<b>130</b>	<b>384</b>	<b>25</b>	<b>766</b>

**Table 3:**

	2022/2023					2023/2024				
Nationality	PGR	PGT	UG	VS	Totals	PGR	PGT	UG	VS	Totals
Albania						<3				<3
Australia	3	3	3	3	3	5	<3			7
Austria	3	3	3	3	3	<3		2		4
Bangladesh	<3	<3	<3	<3	<3	<3		<3		<3
Belgium						<3				<3
Bolivia							<3			<3
Brazil	<3	<3	<3	<3	<3	<3		<3		<3
Bulgaria	<3	<3	<3	<3	<3	<3	<3			<3
Canada	5	5	5	5	5	7	2	2		11
Chile						<3				<3
China	30	30	30	30	30	34	13	24		71
Colombia	<3	<3	<3	<3	<3	<3	<3			<3
Cyprus (European Union)	<3	<3	<3	<3	<3					
Czech Republic	<3	<3	<3	<3	<3	<3		<3		<3
Denmark						<3		<3		<3
France	8	8	8	8	8	8	3	4	<3	16
Germany	10	10	10	10	10	11	8	<3		21
Ghana	<3	<3	<3	<3	<3	4				4
Greece	<3	<3	<3	<3	<3					
Hong Kong (SAR)	<3	<3	<3	<3	<3	<3	3	4		9
Hungary	<3	<3	<3	<3	<3	<3				<3
India	17	17	17	17	17	16	6	4		26
Indonesia	11	11	11	11	11	11		4		15
Iran	<3	<3	<3	<3	<3	<3	<3			<3
Ireland							<3	3		4
Israel						<3				<3
Italy	7	7	7	7	7	7		<3		9
Japan	<3	<3	<3	<3	<3	<3				<3
Jersey	<3	<3	<3	<3	<3	<3				<3
Jordan	<3	<3	<3	<3	<3	<3				<3
Korea, Republic of (South)	<3	<3	<3	<3	<3	<3	<3	5		8
Lebanon	<3	<3	<3	<3	<3	<3	<3			<3
Lithuania								<3		<3
Malaysia							<3	4		5
Mexico							<3			<3
Myanmar (Burma)	<3	<3	<3	<3	<3	<3				<3
Netherlands	<3	<3	<3	<3	<3	<3	<3	<3		4
New Zealand								<3		<3
Nigeria							3			3
Norway							<3			<3
Pakistan	<3	<3	<3	<3	<3				<3	<3

Palestinian Territories							<3			<3
Philippines	<3	<3	<3	<3	<3		<3		<3	<3
Poland	<3	<3	<3	<3	<3	<3		<3		4
Romania								<3		<3
Russia (Russian Federation)	<3	<3	<3	<3	<3	<3		<3		<3
Saudi Arabia	<3	<3	<3	<3	<3	<3				<3
Singapore	<3	<3	<3	<3	<3	3	4	7		14
Slovakia	<3				<3	<3				<3
Somalia			<3		<3					
South Africa	3	<3	<3		6	3		<3		4
Spain	3		<3		5	<3		<3		4
Sri Lanka	<3				<3	<3	<3			<3
Switzerland	4		<3		5	3				3
Taiwan	<3	<3	<3	<3	6	<3				<3
Thailand					0		<3			<3
Turkey			3	<3	4	<3	<3	3		5
Uganda	<3				<3					
Ukraine		<3			<3					
United Kingdom	72	29	287	<3	389	73	23	273		369
United States of America	15	23	5	19	62	19	14	6	23	62
Venezuela	<3				<3	<3				<3
Vietnam		<3			<3					
<b>Grand Total</b>	<b>227</b>	<b>130</b>	<b>384</b>	<b>25</b>	<b>766</b>	<b>240</b>	<b>100</b>	<b>365</b>	<b>26</b>	<b>731</b>

Table 4 shows the Nationality of students in the University during Census Year 2023.

**Table 4:**

	UG	PGT	PGR	VS	Totals	
<b>UK</b>	9,598	2,026	2,578	21	<b>14,223</b>	
<b>EU</b>	909	1,153	1,530	85	<b>3,677</b>	
<b>Non-EU</b>	1,963	3,435	3,198	451	<b>9,047</b>	
<b>Totals</b>	12,470	6,614	7,306	557	<b>26,947</b>	<b>Grand Total</b>

With respect to Nationality, then, diversity persists at Exeter, especially among postgraduates,

## Applicants and Offers Made

Although the College does not hold data relating to many equality objectives for current students, a number of measures are recorded for undergraduate applicants and subsequent offer-holders. These include:

- **ACORN** – A Classification of Residential Neighbourhoods
- **BAME** – Black, Asian and Minority Ethnic
- **POLAR** – Participation of Local Areas. POLAR4 classifies local areas across the UK according to participation rate in Higher Education
- Previous education at **State School** or **Independent School**

The tables below show the figures for the College, with a comparison for the University as a whole, for each of the above measures.

Note: a redaction policy has been applied to these data by the University. Where a selection results in less than 3 applicants, this value has been redacted and replaced with “<3”.

**Table 1:** ACORN classification for undergraduate applicants to Exeter College, in comparison with the University of Oxford as a whole

UCAS Cycle	ACORN status	College Applications	University Applications	College Offers	University Offers	College Accepts	University Accepts	College Offer Rate	University Offer Rate	College Acceptance Rate	University Acceptance Rate
2024	N	334	12039	81	2501	70	2214	24.3%	20.8%	21.0%	18.4%
	N/A	5	75	<3	21	<3	19		28.0%		25.3%
	O/S	255	8367	25	797	22	633	9.8%	9.5%	8.6%	7.6%
	Y	58	2561	13	455	9	360	22.4%	17.8%	15.5%	14.1%
2023	N	343	11953	77	2416	67	2166	22.4%	20.2%	19.5%	18.1%
	N/A	6	90	<3	34	<3	32		37.8%		35.6%
	O/S	281	8572	22	813	21	656	7.8%	9.5%	7.5%	7.7%
	Y	67	2596	14	458	11	365	20.9%	17.6%	16.4%	14.1%
2022	N	416	12000	71	2,321	67	2178	17.1%	19.3%	16.1%	18.2%
	N/A	<3	82	0	24	0	22	0.0%	29.3%	0.0%	26.8%
	O/S	282	9245	33	834	26	670	11.7%	9.0%	9.2%	7.2%
	Y	48	2492	11	466	9	401	22.9%	18.7%	18.8%	16.1%
2021	N	434	11904	73	2,267	71	2202	16.8%	19.0%	16.4%	18.5%
	N/A	4	122	<3	29	<3	29	25.0%	23.8%	25.0%	23.8%
	O/S	270	9937	24	774	20	607	8.9%	7.8%	7.4%	6.1%
	Y	52	2375	13	485	12	460	25.0%	20.4%	23.1%	19.4%
2020	N	380	11661	74	2,532	73	2451	19.5%	21.7%	19.2%	21.0%
	N/A	3	125	0	32	0	32	0.0%	25.6%	0.0%	25.6%
	O/S	296	9312	23	873	21	745	7.8%	9.4%	7.1%	8.0%
	Y	44	2316	20	495	18	467	45.5%	21.4%	40.9%	20.2%
2019	N	360	11666	82	2,618	69	2254	22.8%	22.4%	19.2%	19.3%
	N/A	5	118	0	23	0	23	0.0%	19.5%	0.0%	19.5%
	O/S	277	9145	25	836	21	696	9.0%	9.1%	7.6%	7.6%
	Y	33	2097	9	418	7	313	27.3%	19.9%	21.2%	14.9%
2018	N	352	11037	82	2,561	77	2261	23.3%	23.2%	21.9%	20.5%
	N/A	<3	104	0	20	0	20	0.0%	19.2%	0.0%	19.2%
	O/S	275	8503	25	881	22	740	9.1%	10.4%	8.0%	8.7%
	Y	44	1872	9	379	6	289	20.5%	20.2%	13.6%	15.4%

In 2024, therefore, the College's acceptance rate for ACORN applicants was higher than that of the University, for a second consecutive year.

**Table 2:** Ethnicity classification for undergraduate applicants to Exeter College, in comparison with the University of Oxford as a whole

UCAS Cycle	Ethnicity	College Applications	University Applications	College Offers	University Offers	College Accepts	University Accepts	College Offer Rate	University Offer Rate	College Acceptance Rate	University Acceptance Rate
2024	BME	122	5275	27	881	22	773	22.1%	16.7%	18.0%	14.7%
	None - EU/OS	255	8367	25	797	22	633	9.8%	9.5%	8.6%	7.6%
	Unknown	10	628	<3	69	<3	51		11.0%		8.1%
	White	265	8772	66	2027	56	1769	24.9%	23.1%	21.1%	20.2%
	BME	143	4995	28	846	23	722	19.6%	16.9%	16.1%	14.5%
	None - EU/OS	281	8575	22	816	21	659	7.8%	9.5%	7.5%	7.7%
	Unknown	18	606	<3	70	<3	55		11.6%		9.1%
	White	255	9035	64	1989	56	1783	25.1%	22.0%	22.0%	19.7%
2023	BME	127	4610	24	773	22	708	18.9%	16.8%	17.3%	15.4%
	None - EU/OS	282	9250	33	839	26	675	11.7%	9.1%	9.2%	7.3%
	Unknown	33	840	<3	81	<3	53	6.1%	9.6%	3.0%	6.3%
	White	305	9119	56	1,952	53	1835	18.4%	21.4%	17.4%	20.1%
2022	BME	119	4254	18	670	17	648	15.1%	15.7%	14.3%	15.2%
	None - EU/OS	270	9937	24	774	20	607	8.9%	7.8%	7.4%	6.1%
	Unknown	23	739	<3	62	<3	56	8.7%	8.4%	8.7%	7.6%
	White	348	9408	67	2,049	65	1987	19.3%	21.8%	18.7%	21.1%
2021	BME	88	4024	28	706	26	684	31.8%	17.5%	29.5%	17.0%
	None - EU/OS	296	9312	23	873	21	745	7.8%	9.4%	7.1%	8.0%
	Unknown	16	569	3	60	3	52	18.8%	10.5%	18.8%	9.1%
	White	323	9509	63	2,293	62	2214	19.5%	24.1%	19.2%	23.3%
2020	BME	69	3596	15	669	12	558	21.7%	18.6%	17.4%	15.5%
	None - EU/OS	277	9145	25	836	21	696	9.0%	9.1%	7.6%	7.6%
	Unknown	19	702	<3	84	<3	54	10.5%	12.0%	5.3%	7.7%
	White	310	9583	74	2,306	63	1978	23.9%	24.1%	20.3%	20.6%
2019	BME	80	3097	13	551	11	457	16.3%	17.8%	13.8%	14.8%
	None - EU/OS	275	8503	25	881	22	740	9.1%	10.4%	8.0%	8.7%
	Unknown	29	868	3	104	<3	68	10.3%	12.0%	6.9%	7.8%
	White	288	9048	75	2,305	70	2045	26.0%	25.5%	24.3%	22.6%

Thus in 2024, for the third consecutive year, the College's acceptance rate for 'BME' applicants was higher than that of the University as a whole.

**Table 3:** POLAR classification for undergraduate applicants to Exeter College, in comparison with the University of Oxford as a whole

UCAS Cycle	POLAR status	College Applications	University Applications	College Offers	University Offers	College Accepts	University Accepts	College Offer Rate	University Offer Rate	College Acceptance Rate	University Acceptance Rate
2024	N	343	12194	81	2515	68	2227	23.6%	20.6%	19.8%	18.3%
	N/A	6	123	<3	28	<3	23		22.8%		18.7%
	O/S	255	8367	25	797	22	633	9.8%	9.5%	8.6%	7.6%
	Y	48	2358	13	434	11	343	27.1%	18.4%	22.9%	14.5%
2023	N	353	12184	76	2446	66	2190	21.5%	20.1%	18.7%	18.0%
	N/A	6	110	<3	39	<3	36		35.5%		32.7%
	O/S	281	8572	22	813	21	656	7.8%	9.5%	7.5%	7.7%
	Y	57	2345	15	423	12	337	26.3%	18.0%	21.1%	14.4%
2022	N	413	12086	62	2,298	58	2145	15.0%	19.0%	14.0%	17.7%
	N/A	<3	112	0	32	0	30	0.0%	28.6%	0.0%	26.8%
	O/S	282	9245	33	834	26	670	11.7%	9.0%	9.2%	7.2%
	Y	51	2376	20	481	18	426	39.2%	20.2%	35.3%	17.9%
2021	N	424	11935	71	2,264	69	2200	16.7%	19.0%	16.3%	18.4%
	N/A	6	178	<3	41	<3	41	33.3%	23.0%	33.3%	23.0%
	O/S	270	9937	24	774	20	607	8.9%	7.8%	7.4%	6.1%
	Y	60	2288	14	476	13	450	23.3%	20.8%	21.7%	19.7%
2020	N	381	11796	80	2,544	78	2459	21.0%	21.6%	20.5%	20.8%
	N/A	3	183	0	37	0	37	0.0%	20.2%	0.0%	20.2%
	O/S	296	9312	23	873	21	745	7.8%	9.4%	7.1%	8.0%
	Y	43	2123	14	478	13	454	32.6%	22.5%	30.2%	21.4%
2019	N	336	11475	79	2,531	69	2186	23.5%	22.1%	20.5%	19.1%
	N/A	13	327	<3	57	0	49	15.4%	17.4%	0.0%	15.0%
	O/S	277	9145	25	836	21	696	9.0%	9.1%	7.6%	7.6%
	Y	49	2079	10	471	7	355	20.4%	22.7%	14.3%	17.1%
2018	N	357	10892	84	2,509	78	2197	23.5%	23.0%	21.8%	20.2%
	N/A	6	268	<3	47	<3	43	16.7%	17.5%	16.7%	16.0%
	O/S	275	8503	25	881	22	740	9.1%	10.4%	8.0%	8.7%
	Y	34	1853	6	404	4	330	17.6%	21.8%	11.8%	17.8%

In 2024, then, the College's acceptance rate for POLAR applicants remains above that of the University for a second consecutive.



**Table 4:** classification of previous schools for undergraduate applicants to Exeter College, in comparison with the University of Oxford as a whole

UCAS Cycle	School Type	College Applications	University Applications	College Offers	University Offers	College Accepts	University Accepts	College Offer Rate	University Offer Rate	College Acceptance Rate	University Acceptance Rate
2024	Independent	145	4382	38	995	35	903	26.2%	22.7%	24.1%	20.6%
	n/a	93	3611	8	310	6	232	8.6%	8.6%	6.5%	6.4%
	Other	153	4786	14	516	13	434	9.2%	10.8%	8.5%	9.1%
	State	261	10263	60	1953	47	1657	23%	19.0%	18.0%	16.1%
2023	Independent	159	4322	29	938	27	870	18.2%	21.7%	17.0%	20.1%
	n/a	105	3727	5	343	5	270	4.8%	9.2%	4.8%	7.2%
	Other	179	4974	20	505	18	417	11.2%	10.2%	10.1%	8.4%
	State	254	10188	60	1935	50	1662	23.6%	19.0%	19.7%	16.3%
2022	Independent	185	4328	33	869	30	837	17.8%	20.1%	16.2%	19.3%
	n/a	120	4221	14	390	10	302	11.7%	9.2%	8.3%	7.2%
	Other	162	5232	18	531	15	450	11.1%	10.1%	9.3%	8.6%
	State	280	10038	50	1,855	47	1682	17.9%	18.5%	16.8%	16.8%
2021	Independent	218	4782	33	882	33	865	15.1%	18.4%	15.1%	18.1%
	n/a	116	4752	7	404	6	304	6.0%	8.5%	5.2%	6.4%
	Other	143	5111	18	432	14	362	12.6%	8.5%	9.8%	7.1%
	State	283	9693	53	1,837	51	1767	18.7%	19.0%	18.0%	18.2%
2020	Independent	219	4808	34	986	34	967	15.5%	20.5%	15.5%	20.1%
	n/a	133	4406	12	421	10	347	9.0%	9.6%	7.5%	7.9%
	Other	152	4617	19	489	18	429	12.5%	10.6%	11.8%	9.3%
	State	219	9583	52	2,036	50	1952	23.7%	21.2%	22.8%	20.4%
2019	Independent	209	5132	37	1,120	32	1003	17.7%	21.8%	15.3%	19.5%
	n/a	119	4397	13	401	12	333	10.9%	9.1%	10.1%	7.6%
	Other	147	4425	14	460	11	388	9.5%	10.4%	7.5%	8.8%
	State	200	9072	52	1,914	42	1562	26.0%	21.1%	21.0%	17.2%
2018	Independent	195	5016	37	1,172	35	1068	19.0%	23.4%	17.9%	21.3%
	n/a	113	4114	11	403	9	332	9.7%	9.8%	8.0%	8.1%
	Other	136	4034	13	470	12	401	9.6%	11.7%	8.8%	9.9%
	State	228	8352	55	1,796	49	1509	24.1%	21.5%	21.5%	18.1%

In 2024, therefore, the College's acceptance rate for applicants from state schools was 1.39% above the University average.

Overall, then, the College's most recent acceptances of applicants were similar to the University average in key respects, sometimes higher, sometimes lower.