

EQUALITY REPORT 2020/21



St Anne's College

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FOREWORD BY THE PRINCIPAL

This annual report is intended to share the latest data we have available and update you on our work to strengthen equality and diversity at St Anne's College.

In 2020/21 we continued our work to progress the Governing Body's 2018 ambition to be "a diverse and inclusive community contributing to the University's vision to lead the world in education and research, and securing the College's legacy and future." We still celebrate those pioneering women whose legacy we enjoy, including remembering with pride individuals such as Merze Tate, the first African-American woman to study at Oxford and Michael Dillon, the first trans man to undergo surgery and hormone therapy.

Part way through the 2019/20 academic year, all of us at St Anne's, like the rest of the world, found our lives hugely disrupted by the Covid-19 pandemic and the restrictions imposed to tackle the spread of the virus. Although everyone was affected, we recognised from the outset that some groups and individuals would face more serious threats to their health and wellbeing than others. From the outset we prioritised protecting those whose health was most at risk due to age or underlying medical conditions. We also committed to providing a safe and supportive environment for all students who were unable to travel home or who did not have a safe home to return to.

I am proud that we have continued to stand by these commitments, as well as acting to ensure provision of education and services has continued in ways that are accessible to all members of the community, whilst supporting staff most affected by illness, isolation or caring responsibilities. As the pandemic evolves and our lives become more normalised we continue to work to find flexible ways to do all we can to support those most affected, and repair as far as possible the unequal damage done to the education, social and cultural development of our students, as well as the professional opportunities of our academics and staff. We are hugely grateful to the many alumnae and donors who have helped us, as an educational charity, to mitigate some of the impact, including financial, of this period of history on the College.

As I commented last year, the completeness and accuracy of our diversity data is an issue where we still have more work to do. Much internal and external scrutiny already takes place in relation to the very important issue of undergraduate admissions, but we also know that the makeup of our graduate students, staff and fellows is key to being a world class College where everyone is learning from the diversity of people and ideas around us. As well as data, this report contains a summary of activity taking place to increase our diversity and strengthen the inclusive nature of our community where difference is respected, promoted and celebrated

In the summer of 2020 the Black Lives Matter movement shone a bright light on issues of systemic racism, including matters of concern within the University of Oxford. St Anne's responded to support Black members of our community and decided to focus our energies by identifying and implementing a range of practical initiatives agreed by Governing Body. These have brought benefits to other members of our diverse community too, with activity also focussing on neurodiversity and LGBTQ+. We look forward to reporting on the progress of these initiatives further in next year's report.

Helen King
Principal

INTRODUCTION – ST ANNE’S COLLEGE

Since its founding, St Anne’s College has always been about widening access to an Oxford Education. It uniquely allowed women from the UK and many other countries to study at Oxford, whilst living more flexibly and affordably at home or in lodgings across the city

In 2018 the Governing Body of St Anne’s reaffirmed the College’s purpose to be a diverse and inclusive community contributing to the University’s commitment to lead the world in education and research, whilst securing the College’s legacy and future. St Anne’s wants to be the home of choice for the brightest and most ambitious students including those from underrepresented groups and believes that difference should be respected, promoted and celebrated as the diversity of people is a rich source of learning for us all.

St Anne’s College is pleased to publish this annual summary of equality monitoring. We recognise that, in order to deliver quality teaching and support the infrastructure associated with this, staff need to be representative of the diverse communities to whom we provide a service.

The College has an Equal Opportunities Committee consisting of College Officers, Fellows and Students and meet at twice a term. Monitoring the data enables the College to examine trends, identify key issues and explore future action as well as monitoring progress against Action plans.

The scope of data contained within this report relates to the academic community (stipendiary and non-stipendiary), support staff, and graduate and postgraduate students.

The report has been prepared by the Human Resources Manager with input from the Academic Office, and has been approved by the Governing Body.

The report meets the requirement under the Public Sector Equality Duty to publish information on how the College is working 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 characteristics protected under the Act and covered by the Duty are: age; disability; gender reassignment; pregnancy and maternity; ethnicity; religion and belief; sex (gender) and sexual orientation. (For marriage and civil partnerships, public bodies are required to demonstrate due regard to the need to eliminate unlawful discrimination in employment.)

This report considers age, disability, ethnicity, gender, religion and belief, and pregnancy and maternity for academic and support staff. Data for undergraduate and postgraduate students relates to disability, ethnicity and gender.

EQUAL OPPORTUNITIES POLICY - Statement of Policy

St Anne's College welcomes diversity amongst its students, staff and visitors, recognising the particular contributions to the achievement of the College's aims that can be made by individuals from a wide range of backgrounds and experiences.

In relation to staff, the policy and practice of the College require that all staff are afforded equal opportunities within employment and that entry into employment with the College and the progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job is the primary consideration. In accordance with statutory provisions, we provide equal opportunities and are committed to the principle of equality regardless of race, age, disability, sex, sexual orientation, gender reassignment, marriage and civil partnership, religion and belief or pregnancy and maternity.

In relation to students the College aims to provide education of excellent quality at undergraduate and postgraduate level for students, whatever their background. In pursuit of this aim, the College is committed to using its reasonable endeavours to ensure that all of its activities are governed by principles of equality of opportunity, and that all students are helped to achieve their full academic potential. This statement applies to recruitment and admissions, to the curriculum, teaching and assessment, to welfare and support services, and to staff development and training.

The policy will be implemented in accordance with the appropriate statutory requirements and full account will be taken of all available guidance and in particular any relevant Codes of Practice.



PUBLIC SECTOR EQUALITY DUTY

The College is subject to the public sector equality duty, which is intended to promote equality for all. The College will publish sufficient information to demonstrate its compliance with the public sector equality duty in line with the timescales set out in legislation.

Legal Context

The Equality Act 2010 introduced the concept of the Public Sector Equality Duty which came into force in April 2011. Its aim was to encourage public bodies to positively promote equality, not merely avoid discrimination.

Under the duty, the College must have due regard to the need to:

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

Having "due regard" means consciously considering the three aims above as part of its decision making processes and when it is reviewing or developing policies.

PREVENT Policy statement

The Counter-Terrorism and Security Act 2015 imposes a duty on the College to have 'due regard to the need to prevent people from being drawn into terrorism'. This is called the 'PREVENT' duty.

In recognising its legal obligations toward Her Majesty's Government's policy on PREVENT, St Anne's College, noting where the risk of individuals being drawn into terrorism is judged to be low, has adopted policies that are proportionate and risk-based and which remain subject to, and do not undermine, existing rights including under the Education (No 2) Act 1986, the Human Rights Act 1998, the Equality Act 2010 and data protection legislation.

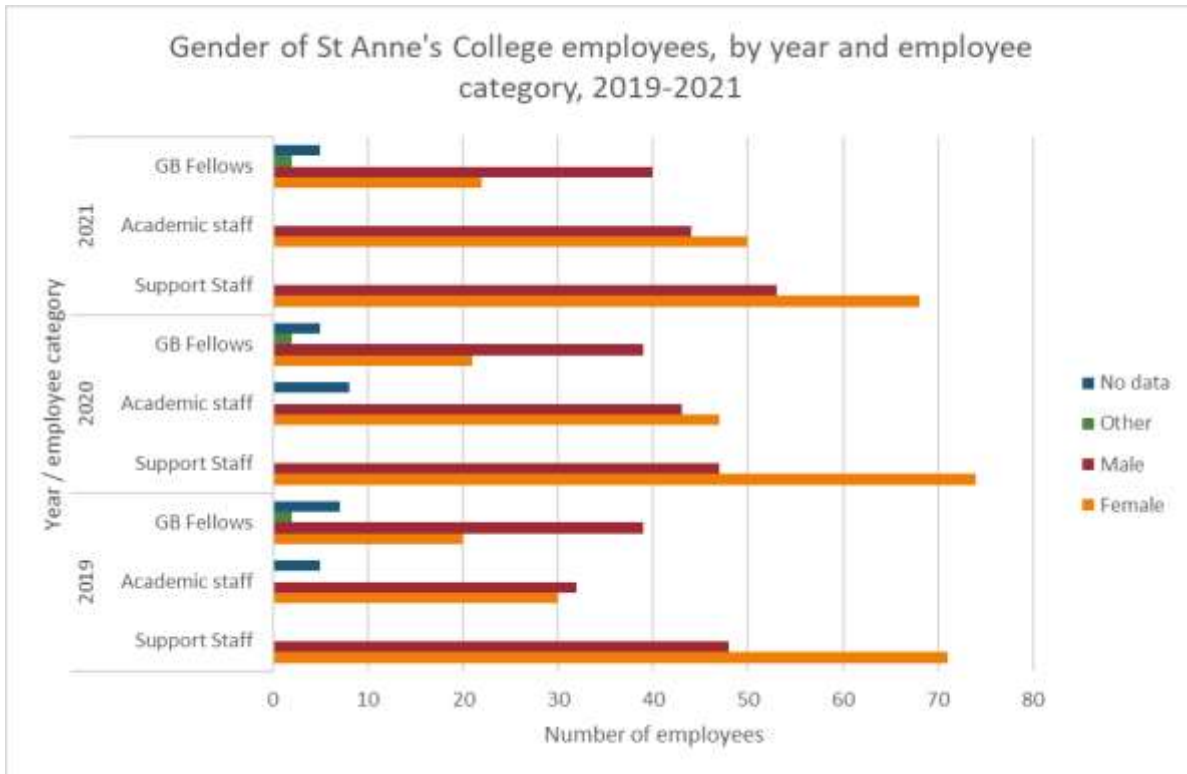
The Governing Body wishes to ensure that it is understood by all key Individuals, and by the College community as a whole, that principles of free expression, academic freedom, autonomy, confidentiality, privacy, data protection and equality of rights, according to law, provide the overarching context within which the PREVENT duty is considered. The PREVENT duty must be implemented in a manner that is proportionate and positively secures and protects those rights.

This PREVENT policy is implemented in accordance with the appropriate statutory requirements and full account is taken of all available guidance and in particular any other relevant College policies, codes of practice and statements. This policy will be reviewed annually by the Governing Body to satisfy itself that the duty itself, and the principles detailed in paragraph 2 above are implemented appropriately.

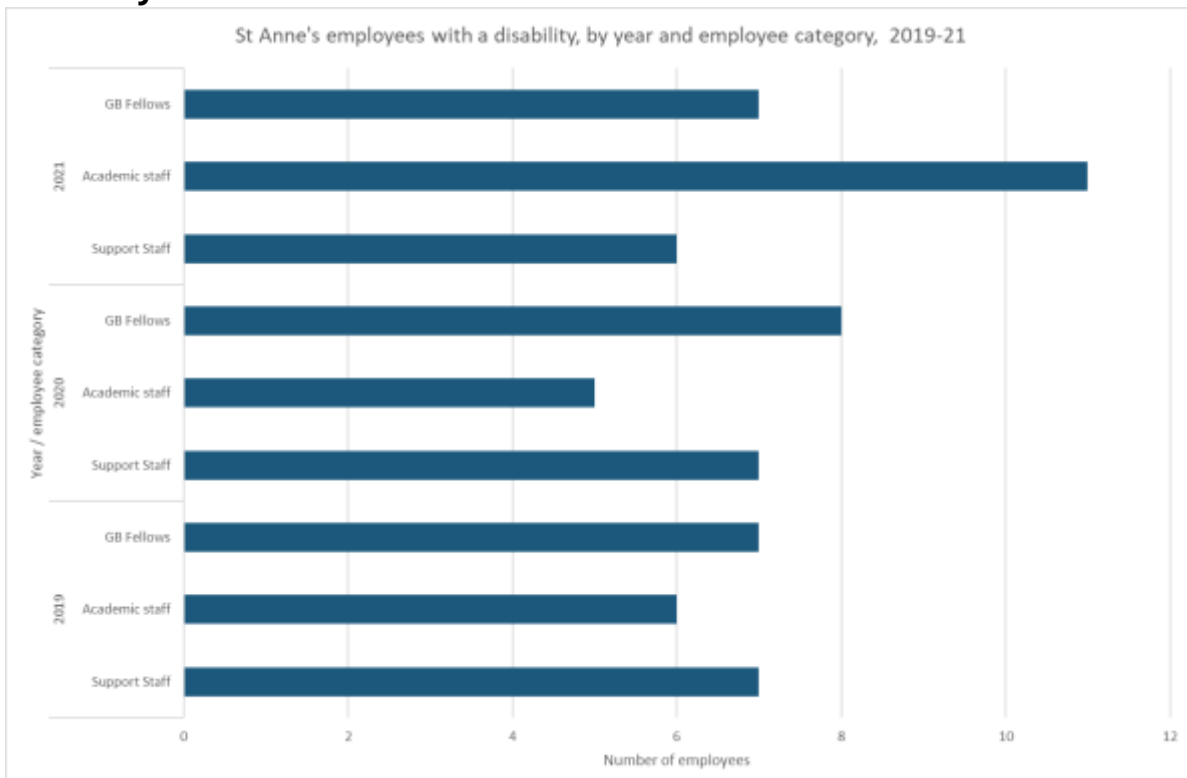
All STAFF DATA

Data based on Equality forms returned.

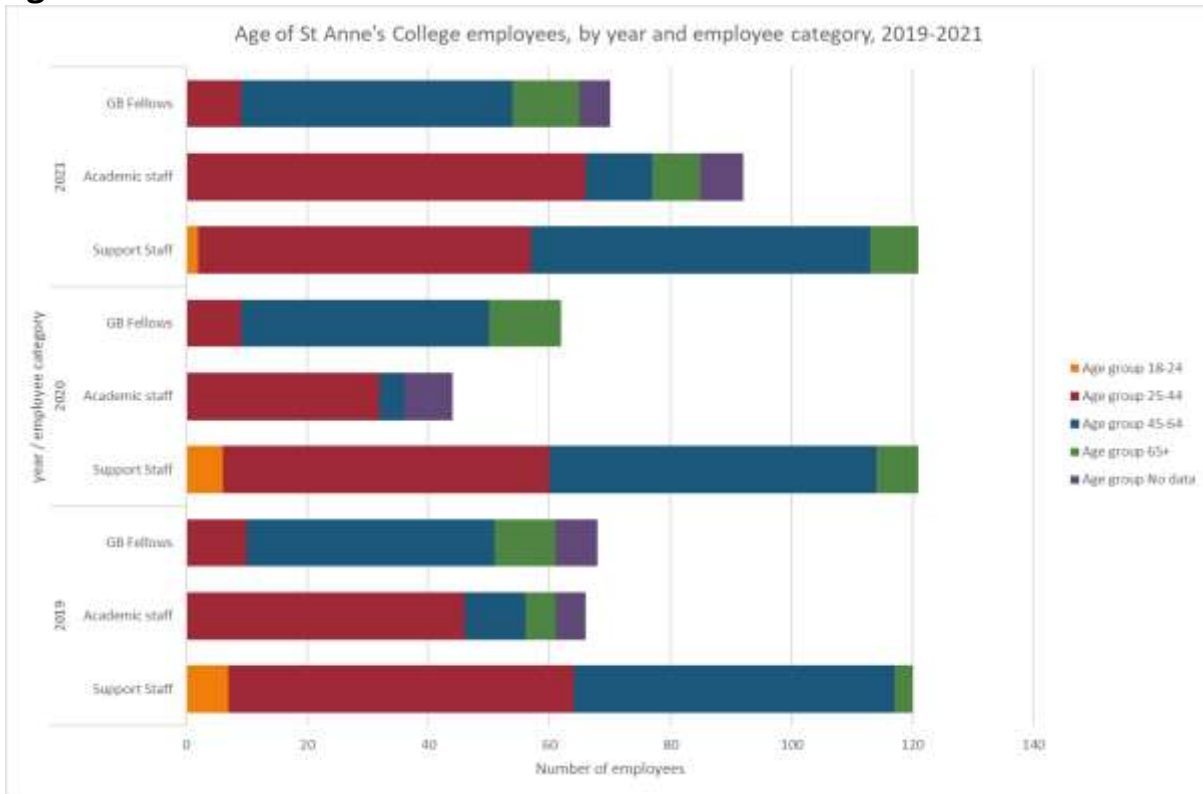
Gender



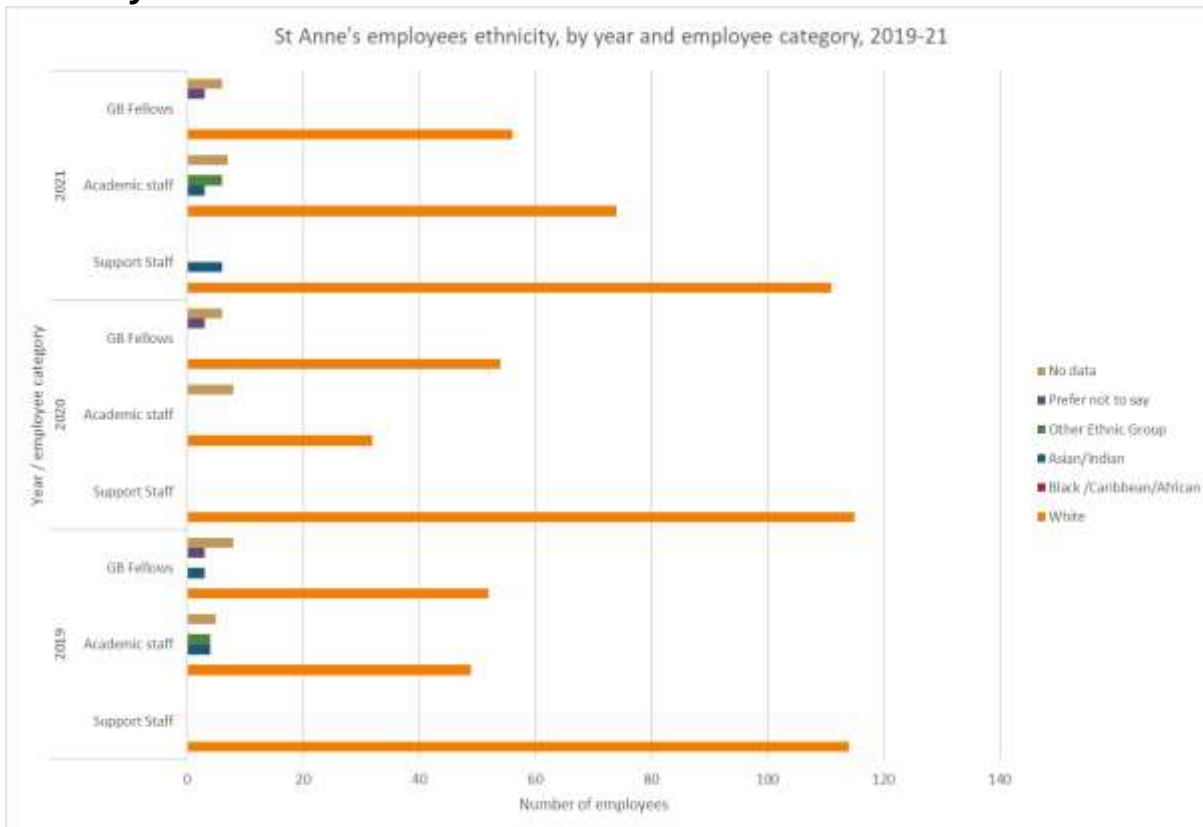
Disability



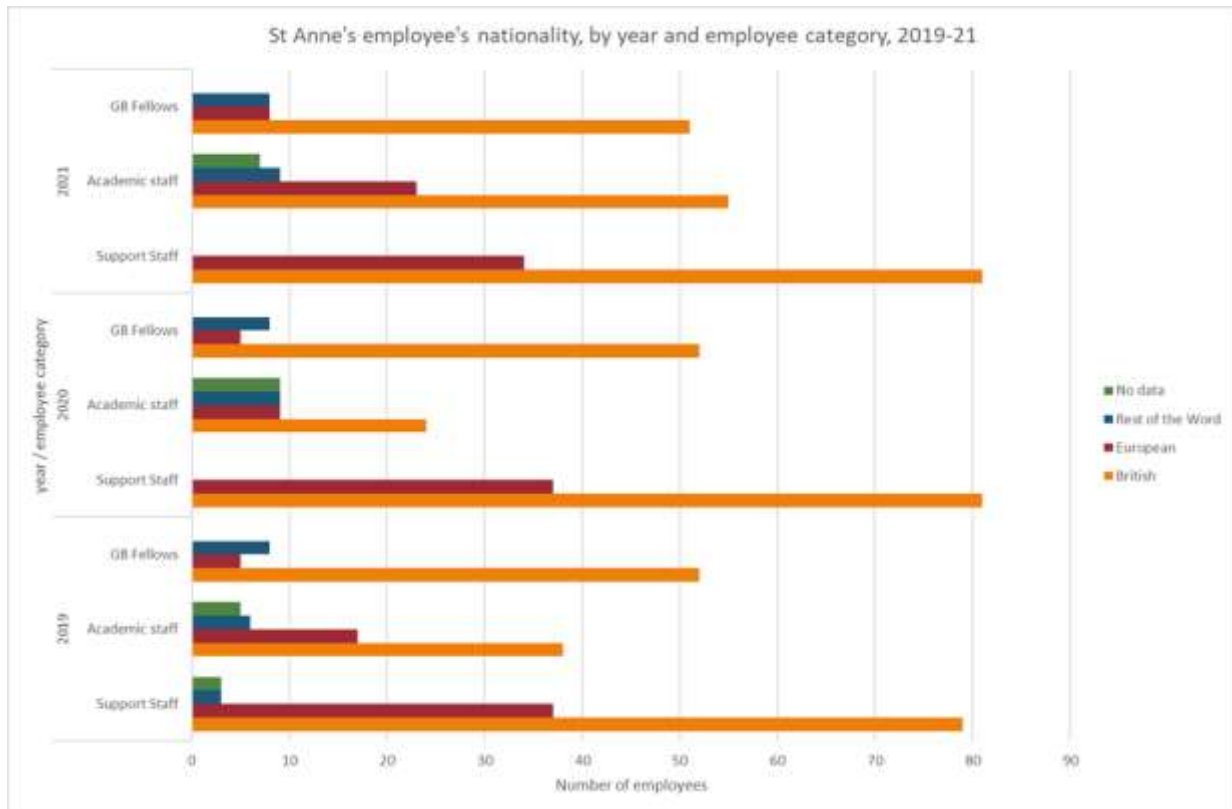
Age



Ethnicity



Nationality



STUDENT DATA BY PROGRAMME TYPE - December 2020

Gender – St Anne’s v’s Oxford University

All University 2020	PGR	PGT	UG	VRO	Total
Female	2940	3086	6392	169	12587
Male	3886	3132	6118	97	13233
Total	6826	6218	12510	266	25820
Female	43.10%	49.60%	51.10%	63.50%	48.70%
Male	59.90%	50.40%	48.90%	36.50%	51.30%
Total	100.00%	100.00%	100.00%	100.00%	100.00%

St Anne's College 2019	PGR	PGT	UG	VRO	Total
Female	74	86	259	11	430
Male	129	78	193		400
Total	203	164	452	11	830
Female	36.50%	52.40%	57.30%	100%	51.80%
Male	63.50%	47.60%	42.70%	0%	48.20%
Total	100.00%	100.00%	100.00%	100.00%	100.00%

In 2020:-

- 430 of St Anne’s 830 students were female which as 51.80%, this is a similar figure to the 2019 data
- The University were 48.70% overall, an increase on 2019.

Disability - St Anne's v's Oxford University

All University 2020	PGR	PGT	UG	VRO	Total
No known Disability	5930	5457	10371	239	21997
SpLD	209	205	567	6	987
Other	687	556	1572	21	2836
Total	6826	6218	12510	266	25820
No known Disability	86.90%	87.80%	82.90%	89.80%	85.20%
SpLD	3.10%	3.30%	4.50%	2.30%	3.80%
Other	10.10%	8.90%	12.60%	7.90%	11.00%
Total	100.00%	100.00%	100.00%	100.00%	100.00%

St Anne's College 2020	PGR	PGT	UG	VRO	Total
No known Disability	178	143	385	8	714
SpLD	5	6	15		26
Other	20	15	52	3	90
Total	203	164	452	11	830
No known Disability	87.70%	87.20%	85.20%	72.70%	86.00%
SpLD	2.50%	3.70%	3.30%	0%	3.10%
Other	9.90%	9.10%	11.50%	27.30%	10.80%
Total	100.00%	100.00%	100.00%	100.00%	100.00%

In 2020:-

- 116 of St Anne's 830 students had a disability, which was 14% slightly higher than previous years. St Anne's continues to cater for as many disabilities as possible.
- The University are 14.80% overall

Ethnicity – St Anne’s v’s Oxford University (UK and International)

All University 2020	PGR	PGT	UG	VRO	Total
BME	2336	2482	3343	124	8285
White	4115	3469	8768	131	16483
Unknown	376	266	399	11	1052
Total	6827	6217	12510	266	25820
BME	65.60%	75.90%	69.10%	94.50%	32.10%
White	%	%	%	%	63.80%
Unknown	%	%	%	%	4.10%
Total	100.00%	100.00%	100.00%	100.00%	100.00%

St Anne's College 2020	PGR	PGT	UG	VRO	Total
BME	76	74	121	6	277
White	115	85	320	4	524
Unknown	12	5	11	1	29
Total	203	164	452	11	830
BME	%	%	%	%	33.40%
White	%	%	%	%	63.10%
Unknown	%	%	%	%	3.50%
Total	100.00%	100.00%	100.00%	100.00%	100.00%

In 2020:-

- 277 of St Anne’s 830 students were BME which is 33.40% and an increase year on year.
- The University were 32.10% overall, which is an increase from 2019 data.

A more detailed breakdown of student ethnicity can be found in <https://www.ox.ac.uk/about/facts-and-figures/admissions-statistics/undergraduate-students/current/ethnicity>

Gender pay gap reporting 2020/21

Requirement to publish gender pay gap figures under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

St Anne's College has calculated these figures using the ACAS (and Conference of Colleges) guidelines under the private, voluntary and public sector employer's category with a snapshot date of 5th April 2021. These figures are based on a total of 320 employees (160 male and 160 female).

We continue to encourage women to apply for roles when they arise and are working with the University Departments to ensure this occurs for joint academic appointments. The College has been making steps to address the gender imbalance on Governing Body and have seen a number of successes in this area in the past.

We have an equality driven agenda for the College which aims to improve all aspects of equality and diversity through our vision and strategy. St Anne's is one of the largest Oxford Colleges and we remain committed to diversity and inclusion.

1. Hourly rate

% difference in male and female pay on a mean and median basis	
Mean	3.86%
Median	8.49%

2. Bonus payments

No bonus payments were made in the period.

3. Quartiles

% of male and female in each pay quartile

Quartile	No. of Men	No. of Woman	No. in the band	% Male	% Female
Lower	39	41	80	49%	51%
Lower Middle	36	44	80	45%	55%
Upper Middle	43	37	80	54%	46%
Upper	42	38	80	53%	47%

The hourly rate Mean and Median figures have changed significantly this is due to a more even number of male and female representation in the data.

Due to the pandemic, there was no conference business in the preceding twelve months, therefore no bonus related payments were made to the lower paid staff. This is evident in the quartile representation.

The quartiles are very close with a slight increase in all quartiles of female representation.

I declare, these figures are a true reflection of the data for St Anne's College.

Helen King, Principal

The College's Response to Black Lives Matter (BLM)

Black Lives Matter (BLM) is a decentralized political and social movement protesting against incidents of police brutality and all racially motivated violence against black people. Following the George Floyd killing in America in July 2020 the movement returned to national headlines and gained further international attention during global protests.

As a result, the Principal and St Anne's black students met at the height of the Black Lives Matters demonstrations during lockdown, and they expressed a need for the College to have someone who they could be confident would understand their experiences and be available to them when/if issues of concern arose. They felt that such a person would need to be black and also senior enough in the College that they could have confidence any concerns would be appropriately progressed.

This meeting yielded a number of initiatives that the College have pledged to put in place in support of the movement. An initial proposal was passed through Governing Body and many of them have been implemented, not least a set of 'Diversity Champions' to champion the experiences of different groups of underrepresented members of the College and act as a visible point of contact. The role of a Diversity Champion will, no doubt, evolve over time, but includes;

- Providing an informal point of contact for students who want to raise issues or concerns with academic and administrative college staff
- Act as a bridge between the student body and Governing Body
- Keep in close contact with the relevant JCR and MCR representatives and members
- Consider arranging social / informal support events that can be attended by members of the relevant constituency

Three additional, more specific proposals were proposed to Governing Body;

- Election of new Honorary Fellows
- Agree new College Harassment Policy and Social Media guidelines
- Agree fundraising activity with the University English Department for a College fellowship in Black British Literature

The recommendations below were agreed at GB in June 2020, all were adopted and are being actioned as updated below.

- a) Trial widening the membership of the College's Equal Opportunities Committee to include not just the Equalities Representatives of the JCR and MCR, but also the student elected representatives of specific groups (e.g. JCR and MCR Women's', BAME, LGBT, and Disability Representatives).
Action complete and increased representation continuing with benefits to all parties and more joined up initiatives, including Equalities Week activities.
- b) Explore the willingness of members of the SCR and ACR to act as representatives or points of contact for groups with legally protected characteristics, and develop proposals for the role they could play within the College and any training or other support needed.
Three Diversity Champions now established; for Race, Neurodiversity and LGBTQ+.
- c) Within point b), identify a point of contact who will have the confidence of our black students to deal with any race related concerns they may wish to raise.

Completed. Race Diversity Champion is a member of the Senior Common Room and working closely with JCR and MCR.

- d) Work with the JCR and MCR to include appropriate Race Awareness Workshops for new students in Fresher's Week.

Race Awareness Workshop delivered by an external company in October 2021 for all Freshers and open to other members of the College. Positive feedback received. Work ongoing to develop students led sessions at their request.

- e) Require/expect all staff at St Anne's to undertake the University's online Implicit Bias and Race Awareness training modules. Identify further appropriate diversity awareness training or materials to assist all staff to be confident in supporting colleagues and students from diverse groups.

All staff informed of expectation and given access to University training modules. Further appropriate training being identified, including in collaboration with other Colleges.

- f) Identify appropriately qualified black and other ethnic minority individuals for GB to consider for election or appointment to positions within our gift, including supernumerary, honorary, advisory and appropriate research fellowships. All are requested to forward nominations for consideration.

College representatives on joint appointment selection panels continue to emphasise the importance the College places on diversity with a number of positive outcomes in the last year. Two black Honorary Fellows have been elected recently; Bernardine Evaristo in 2020 and Tom Ilube in 2021 and are actively engaged with the College. Plumer Visiting Fellow, Prof Jenny Douglas' term at St Anne's has been delayed until 2022 owing to pandemic restrictions.

- g) Identify further potential adjustments to our governance that will provide more opportunities for diverse input to the College's decision making.

All College Committees now include a representative of the administrative/domestic staff and an early career researcher or other non-Governing Body academic, in line with historic provisions for undergraduate and graduate student representatives, so all sections of the College community are now represented.

- h) Review and promote the College's Harassment Policy and Social Media guidelines.

Completed. Now agreed by Governing Body and available on the College website.

- i) Support relevant Departmental initiatives that will further diversify research and teaching in the University, including exploring opportunities to fund new College associated posts.

We are working closely with the English Faculty and Humanities Division to secure funding for a College Fellowship in Black British Literature. A new Junior Research Fellowship in African and Comparative Literature has been established and filled as part of the College's OCCT.

- j) Additional Recommendation: identify steps that can be taken to address disparity in offer rates for BAME undergraduate applicants to St Anne's.

This is being overseen by the College's Outreach Working Group. More information about the extensive outreach and access work being done by the College can be found at <https://www.st-annes.ox.ac.uk/study-here/undergraduate/working-with-schools/>

Equality Activities in College 2020/21 and ongoing initiatives

Equal Opportunities Committee

This committee continues to run twice a term consisting of College Officers, Fellows, Equality Fellow and staff with key related roles within the College. The JCR and MCR committees have a number of constituted Equality Reps. such roles are to represent and support the experiences of a diverse student body. This includes:

- BAME Officers
- Women's Officers
- LGBT+ Officers
- Welfare Officers
- Disability Officers

They give input to the agenda and contribute to the varied events that help to promote equality within the Student community. They work with the Equality Fellow and Diversity Champions to ensure there is collaboration and opportunity for students to be involved.

Some recent examples of the ways that the St Anne's community maintains a high profile for race equality, supports and advocates diversity, and works towards even greater ethnic diversity amongst its staff and students include:

Ethnicity and Race:

The College continues to work with Tom Ilube, Booker Prize winning author Bernardine Evaristo and others to host events to enable interactive discussions about race issues.

Race Bias workshops launched by students working with the Race Diversity Champion for JCR, MCR and SCR on an annual basis.

Student mentoring schemes.

Working with the Humanities Division and English Faculty, to create a new Professor of Black British Literature.

Due to the pandemic many in person events have been cancelled or adapted to fit with restrictions so Food and community related events have been affected significantly with students being creative with enabling individual remote celebrations of Iftar for Ramadan.

A celebratory dinner for Black, Asian and Minority Ethnic students had to be postponed but is planned for the next academic year.

Gender:

Centenary of Women's degrees events, students worked with Alumnae to create a speaker series and materials to showcase different experiences; women in academia then, now, and where their degrees have taken them in their careers.

https://issuu.com/stanneshistoryproject/docs/st_anne_s_history_project

Establishment of a gender affirmation funding.

Publicising women in STEM and the women in STEM who inspire them events as part of Equalities week.

Celebration of International Women's day events.

The College nursery continues to support working parents, including academics and staff members at St Anne's.

Religion:

St Anne's is one of the few Colleges at Oxford that does not have a chapel or chaplain. We aim to be a community within which members of all faiths and none can feel comfortable and included. The students have their own Christian Union and collaboration with all student run faith based societies including the Islamic Society, Jewish Society, and Sikh Society are promoted in the JCR and MCR Handbooks shared with all new students before they arrive in Oxford.

College kitchens cater for all faith based dietary requirements.

We continue to support the offering of a scholarship to support a student with financial hardship of Muslim faith.

Disability:

Libby Clegg, (two time Para-Olympian) event.

Welsh Paralympian, Livvy Breen event.

Sign language courses for beginner and intermediate levels.

We continue to work with students who need special exam arrangement as well as catering for as many disabilities as possible that require specific accommodation needs.

The College's Equality Fellow and a St Anne's Lecturer run the Neurodiversity at Oxford initiative, supported by University Diversity funds. They have run events in the College bringing neurodiverse members of the community together in a supportive environment, including regular Neurodiversity teas.

Continuous review of the Access audit to ensure College facilities are accessible to all.

LGBTQIA+:

Jointly with the University, St Anne's has established a flagship series of lectures named after the College's first alumnus Michael Dillon, a trans pioneer. The Series was launched with a discussion on 'LGBT+ Rights in a Time of Pandemic' with a distinguished panel of guests. The series commenced in collaboration with the charity, Frontline Aids, and are hosted by St Anne's. These events will feature high profile LGBTQ+ individuals and continue to be well received and attended.

Celebrating LGBTQ+ month annually in February with varies events, and the flying of the Progress flag from Hartland House.

PRIDE month events (June).

General:

Supporting an Equality Fellow; being active members of the Conference of College's Equality and Diversity forum; supporting Equalities Week activities.

There is a clear focus on welfare support with a strong team consisting of the Dean of Welfare, College Dean, Senior Tutor, Disability Co-ordinator, College Nurse, Assistant Deans, Peer Supporters, Harassment Advisors as well as access to the wider University Counselling support team.

Continuing to gather and maintain data on diversity in staff groups in the College to ensure we know exactly where we are with respect to diversity now, so that we can measure any progress towards greater diversity in the future.

St Anne's Library



As a resource at the heart of St Anne's, the Library supports the equality and diversity aims of the College through the services it provides to members of St Anne's, and through the promotion of its collections.

The Library offers a range of assistive equipment to support users with disabilities, including coloured acetate sheets for reading through, book rests, handheld magnifiers, a laptop stand for use on top of a desk, and two mechanical fully height-adjustable desks. The Library liaises with the College Disability Officer to ensure that additional arrangements are put in place (for example, fetching books) for any student who needs them.

During the early months of the pandemic, the Library introduced a scanning service, click and collect service, and postal loans for students studying remotely. These services have helped students who find it more difficult to use the Library due to disability or for mental health reasons, and have since become a permanent part of the Library service.



The Library holds an extensive collection of approximately 100,000 volumes covering a broad range of subjects. Over the last 18 months a substantial number of titles have been added covering gender, diversity, and disability in response to a greater focus on these topics within the teaching curriculum.

Displays, exhibitions and blogs are regularly created to highlight new acquisitions, specific aspects of the collection, and to showcase material in the College Archives. Over the course of 2020-21 the Library displayed material from the collections supporting and advocating for equality and diversity in conjunction with the following events:

- Black History Month (October 2020, October 2021)
- LGBT+ History Month (February 2021)
- Women in Translation Month (August 2021)
- Trans Awareness Week (November 2021)
- UK Disability History Month (November – December 2021)



Library staff curated a special exhibition on the life of alumnus Michael Dillon to accompany the inaugural Michael Dillon lecture featuring artist Maggie Hambling in November 2021. The exhibition contained documents from the College Archives as well as items kindly loaned from the personal collection of Liz Hodgkinson, author of the biography on Dillon, *Michael née Laura* (1989) and the revised edition *From a Girl to a Man* (2015).

In addition the Library celebrated the College's role in supporting education for women with physical and online exhibitions in October 2020 to mark the centenary of degrees for women at Oxford. The major research project and online resource, *Education and Activism: Women at Oxford University, 1878-1920* was also launched in October 2020. This is a collaborative project between the Archives of the former women's colleges in Oxford, the History Faculty and the Bodleian Libraries. It commemorates the centenary of degrees for women and contributes to research on women, education and political activism.



Outreach and Access

St Anne's College has always been committed to ensuring the brightest and most ambitious students from all backgrounds can access an Oxford education. We believe that difference should be respected, promoted and celebrated; as diversity of people, their ideas and accomplishments are a rich source of learning for all.

In the academic year 2020/21 we have carried out the majority of our outreach work online, which has allowed greater flexibility in the number of events in which we can participate. Across the year, we have been involved in the delivery of approximately 123 different outreach events and activities with UK school-aged students. We have engaged with an estimated 3,400 young people from more than 131 state secondary and primary schools in our link regions (Hillingdon and Southwark in London, and the North East of England) and across the UK. We were unfortunately unable to offer any in-person activities, including residential visits, until June/July 2021, however we were able to offer online alternatives to all of our typical outreach activities. We were also able to expand on our online provision, including the introduction of the St Anne's Super-Curricular Club, which was open to young people aged 15-19 in our link regions and featured St Anne's postgraduates from a range of backgrounds, who delivered short academic taster sessions and introductions to new topics and areas of research, alongside accompanying resources and discussion questions.

Delivering solely online activities has made our outreach and access activities more accessible in some ways, but has also made it more challenging to track the characteristics of the young people with whom we are interacting. Across our activities in 2019/20, we estimate that around 40% are First Generation to Higher Education, and 20% have been eligible for Free School Meals. As may be expected for some of our outreach work in North East England, around 50% of the students that we have worked with have been White British, with the second largest ethnic group being Black or Black British/African (7.9%), followed by Asian or Asian British/Indian (7.28%). This data is limited to the students who chose to complete our online feedback forms, however gives an indication of our commitment to continuing to work with groups under-represented at the University of Oxford.

We have continued to work in partnership with Christ Church to run our sustained contact outreach programme, Aim for Oxford, which is delivered for students in the North East of England. Students are selected based on strong GCSE grades, alongside factors of social and education disadvantage. The programme supports young people in exploring subjects, gaining academic confidence and making applications to the University of Oxford, if they should wish. In 2020/21, we received over 200 applications for 50 places on the programme for our second cohort. From our 2019/20 students (our first cohort), 7 students were successful in receiving an offer from the University of Oxford. We have continued to support students not selected for the Aim for Oxford programme through online workshops and activities that are advertised to these young people directly.

