



Ref: FOI/20211128/2

22 December 2021

Reply to request for information under the Freedom of Information Act	
Your ref	Email of 28 th November
Request	<p>Dear University of Oxford,</p> <ol style="list-style-type: none">1. Please provide figures for how many of your employees are BAME, LGBTQ+, disabled and under 40. Please provide employee figures (and as a % of your workforce) for every year since 2005.2. Please provide salary scale distribution figures for each group e.g. what % of BAME employees are paid Grade 4 vs what % are paid Grade 7.3. Please provide figures for average length of employment for each group.

Dear Rabyah xxxx ,

I write in reply to your email requesting the information detailed above.

Your points 1. & 2.

Data relevant to your query is provided in the attached workbook. You should note, however, that:

- Comparable data is only available from 2006 when the current pay grade structure was adopted.
- Information relating to ethnicity, disability, and sexual orientation is provided voluntarily by staff members and, consequently, the data sets include a considerable proportion of unknowns.
- For sexual orientation specifically, data has only been collected since 2013.

Your point 3.

At present it is not possible to collate reliable length of service data covering all University employees. We can add, however, that an ongoing data migration process within the University's central HR function should mean that it will be possible to answer such queries sometime in the future, although, exactly when is difficult to say at this stage.

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Yours sincerely

Information Compliance Team