

Keble College

Equality Report 2016-17



This report provides an overview of the College's activities to promote equality and diversity during 2016/17 and helps to fulfil its reporting requirements under the Public Sector Equality Duty.

A. Introduction

Duties

Under the Equality Act (2010), public bodies, of which the College is one, have both general and specific equality duties.

The general duties are to have due regard in decision-making to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.
2. 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 disproportionately low
3. 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.

The specific duties are:

1. To publish relevant, proportionate information showing compliance with the Equality Duty by 31st January 2012, and subsequently at intervals no greater than one year from the last publication.
2. To prepare and publish at least one specific and measurable objective that the College thinks it should achieve to meet any of the three aims of the equality duty by 6th April 2012 and at subsequent intervals of no greater than four years.

The protected characteristics are: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, and sex and sexual orientation. Marriage and civil partnership are also protected in respect of the first general duty, in employment only.

The report

This report is designed to meet first of the specific duties. It has been prepared for HR and Equality Committee and approved by Governing Body. It can be read alongside the College's **Equality and Diversity Policy**, available from the College's website. The information included relates to the academic community, non-academic staff, graduates and postgraduates. The report covers the

academic year 2016-17 (1 October 2016-30 September 2017); where data are presented, they refer to academic year unless otherwise stated.

The College collects data and information on some of the protected characteristics and also relies upon the University to provide data on undergraduates and postgraduates. Not all protected characteristics are addressed for all measures by these data. In some cases the numbers are too small to be either statistically significant or, more generally, meaningful.

The report is in six parts. Part B reports progress on the College's published objective under the Public Sector Equality Duty. Part C is a short review of actions undertaken academic year 2016-17 in support of the College's equality and diversity objectives and Part D sets out the Action Plan for 2017-18. Data on recruitment, employees, undergraduate applications and on course students is reported in Part E. The gender pay gap report (the first such report by the College) is found in Part F.

B. Public Sector Equality Duty published objective

Governing Body approved the following published objective in line with its Public Sector Equality Duty in June 2016.

The College will participate in relevant selection processes in a manner supportive of the University's stated equality objectives for increasing the proportion of women in senior roles.

These objectives are:

1. To aim for a yearly increase in the proportion of female Professors, with 30% representation by 2020;
2. To aim for a yearly increase in the proportion of female Statutory Professors, with 20% representation by 2020;
3. To aim for a yearly increase in the proportion of female Associate Professors, with 35% representation by 2020.

As of 1 October 2016, there were: two female Professors out of twelve (16.7%); one female Statutory Professor out of nine (11.1%); and four female Associate Professors out of twenty-one (19.0%). Eleven of the forty-nine members of Governing Body were female (22.4%)

In pursuit of this objective it has been agreed that individuals sitting on selection panels for College-only appointments are required to undertake training to address unconscious bias and individuals on selection panels for joint appointments are expected to undertake training to address unconscious bias.

C. Review of 2016-17

The following actions were undertaken during academic year 2016-17 in support of the College's equality and diversity objectives

- The College introduced a policy on flags and agreed to fly the 'Rainbow Flag' for three days during LGBT History Month from 2017 onwards.
- Work commenced on constructing a step-free access lift to the Dining Hall.

- The College website was extensively revised to provide information relevant to both potential applicants and current students with a disability.
- A new vehicle parking policy was introduced that recognised the potential needs of staff with impaired mobility and staff with significant responsibilities for caring for dependents.
- A fund was set up within the Student Support provision to meet the additional costs arising from government reforms to the Disabled Student Allowance.
- During undergraduate induction week in October 2016 compulsory workshops were held on sexual consent and race awareness. JCR representatives received training in order to conduct these workshops.
- The JCR appointed three BME representatives to its Committee.
- The College participated in the new Welfare and Equality & Diversity Forums of Conference of Colleges.
- There was an evaluation of Graduate admissions outcomes for entry in 2015 with specific reference to sex. The subsequent review of graduate size and shape modelled the estimated impact of increasing graduate numbers across the divisions on the College's gender balance.
- Keble's compliance with HEFCE's requirements on Prevent legislation was informed by the College's commitment to equality. Actions included a revised Policy Statement and Code of Practice on Freedom of Speech, basic training for all Fellows in the protection of rights and more advanced training for key College Officers which also stressed the importance of equality and diversity.
- A new College Policy and Procedure on Harassment was approved, taking particular account of sexual harassment.
- The Warden hosted a focus group for BME undergraduates as part of the consultation process for the University's application under the Race Equality Charter.
- The College introduced a category of 'prefer not to say' in addition to 'male' and 'female' in its Equality monitoring form for job applicants.
- The College introduced a policy on Transgender and Gender Identity for students.

D. Action Plan for 2017-18

To improve the routine collection of data on employees and recruitment by protected characteristics.

To complete the step-free access lift to the Dining Hall.

To scope provision of step-free access for the College Chapel

To improve the provision of, and communication about, catering for special dietary requirements.

To plan celebrations for the 150th anniversary of Keble's foundation in 1870 to include reference to equality and diversity, for example through portraiture

E. Data

E.1 Employee data

The College has set out in the Action Plan above its intention to improve the routine collection of employee data by protected characteristics. The most recent survey of college employees was in April 2014 and these data are presented here. Please note that the declaration or response rate refers to the number of employees who completed the relevant section(s) of the employee equal opportunities monitoring form. The data therefore refer to the number of responses received and not the total number of employees; it cannot be assumed that the response population is a representative sample of the total population of employees. The figures are given as percentages because, in some cases, the number of responses may be so small that they might lead to the identification of particular individuals. For the same reason, it is not appropriate to publish data on certain protected characteristics, as the risk of individuals being identified might be too high.

Age

No data available.

Disability

From the data available, 0% of academic and 9% of support staff declared a disability.

Gender

From the data available, 87% of academic staff and 45% of support staff gave their gender as male; 13% of academic staff and 55% gave their gender as female.

Ethnicity

From the data available, 95% of academic staff and 88% of support staff identify as White, 0% of academic staff and 8% of support staff identify as BME. Five per cent of academic staff and 2% of support staff 'preferred not to say'.

E.2 Recruitment data

Please note that the declaration or response rate refers to the number of applicants who completed the relevant section(s) of the equal opportunities monitoring form. The data therefore refer to the number of responses received and not the total number of applicants; it cannot be assumed that the response population is a representative sample of the total population of applicants. The figures are given as percentages because, in some cases, the number of responses may be so small that they might lead to the identification of particular individuals. For the same reason, it is not appropriate to publish data on certain protected characteristics, as the risk of individuals being identified might be too high.

The proportion of all applicants who returned equal opportunity forms for non-academic posts was 65.5%; for academic posts the proportion was 63.9%.

Applicant age

All applicants by age group October 2016–September 2017.

	Non-academic	Academic
Under 18	11.0%	0.0%
18-30	64.3%	35.1%
31-40	9.4%	47.4%
41-50	7.4%	7.9%
51-60	5.1%	5.1%
61 and over	0.4%	0.6%
Prefer not to say	2.4%	4.0%

Applicant disability

Among applicants for non-academic positions October 2016–September 2017, 6.8% declared a disability.

Among applicants for academic positions October 2016–September 2017, 9.4% declared a disability.

Applicant ethnicity

All applicants by stated ethnicity October 2016–September 2017.

	Non-academic	Academic
White	81.3%	79.6%
BME	15.2%	14.5%
Other	0.8%	1.6%
Prefer not to say	2.7%	4.3%

Applicant gender

All applicants by stated gender October 2016–September 2017.

	Non-academic	Academic
Male	41.8%	56.4%
Female	57.4%	42.3%
Prefer not to say	0.8%	1.1%

Applicant religion and belief

All applicants by stated religion and belief October 2016–September 2017.

	Non-academic	Academic
Atheism	1.2%	9.0%
Buddhism	1.2%	1.1%
Christianity	40.6%	39.0%
Hinduism	0.0%	1.7%
Islam	3.5%	2.8%

Jainism	0.0%	0.0%
Judaism	0.8%	1.7%
Sikhism	0.4%	0.0%
Spiritualism	0.4%	0.0%
Any other religion	2.0%	3.4%
No religion	43.4%	28.8%
Prefer not to say	7.0%	11.9%

E.3 Applicants for Undergraduate Admissions

The year displayed is the UCAS Cycle. This relates to the standard year of entry for applicants in that cycle, e.g. the 2016 cycle covers applicants submitting their applications in October 2015, for entry in 2016, or deferred entry in 2017.

In the tables below, 'Success Rate' is calculated as Acceptances/Applications. For calculating the Success Rate, Acceptances include those at any college, be it Keble (the College of Application) or another, importing college. The College of Application (Keble) includes applicants that chose Keble or open Applicants that were assigned to Keble in the initial allocation at the start of the admissions cycle.

Age

Age profile of undergraduate application for entry in 2016.

	Keble		University of Oxford	
	Number	Success Rate	Number	Success rate
Under 21	914	15.9%	18358	17.3%
21 and over	20	5.0%	3185	9.8%

Age on entry to the course, i.e. on 1 October 2016.

Disability

Disability profile of undergraduate application for entry in 2016.

	Keble		University of Oxford	
	Number	Success Rate	Number	Success rate
No disability	888	16.1%	18024	17.0%
SpLD	22	4.5%	439	17.8%
Other disability	23	8.7%	674	20.2%

Disabilities declared at time of application only. Undergraduates may also declare disabilities after enrolment. (SpLD = Specific Learning Difficulty)

Ethnicity

Ethnicity profile of undergraduate application for entry in 2016 (UK domiciled applicants only)

	Keble		University of Oxford	
	Number	Success Rate	Number	Success rate
White	501	19.6%	8900	24.5%
BME	143	4.3%	2479	16.1%
Unknown/Refused	47	17.5%	744	5.5%

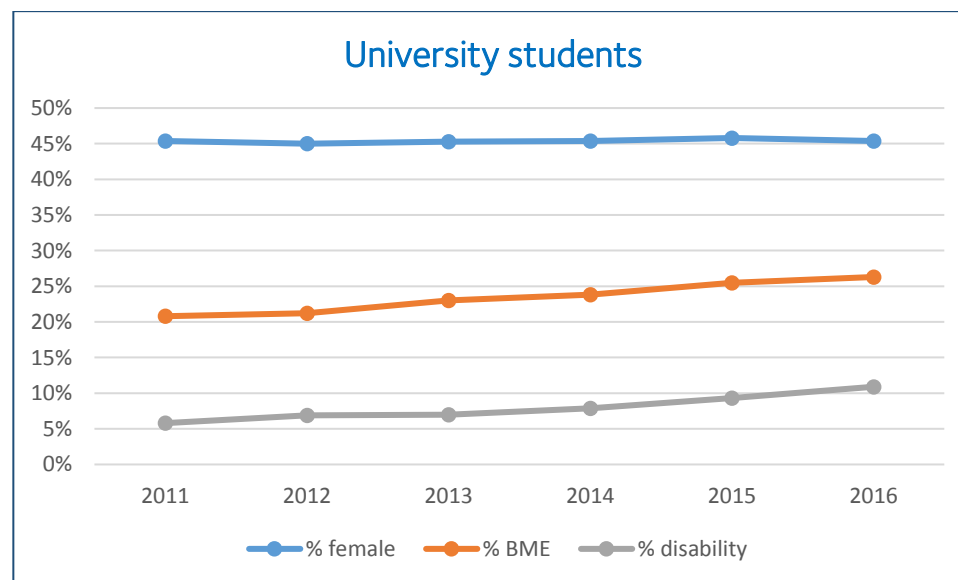
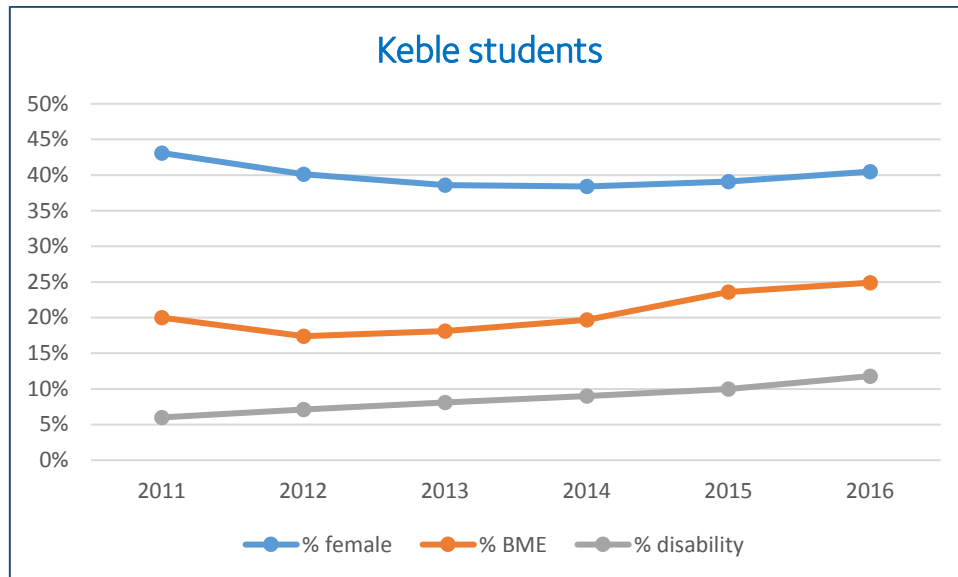
Ethnicity declared at time of application only. UCAS does not ask EU and non-EU non-UK domiciled (i.e. Overseas) applicants for their ethnicity.

Sex

Sex profile of undergraduate application for entry in 2016.

	Keble		University of Oxford	
	Number	Success Rate	Number	Success rate
Female	438	16.0%	9543	16.3%
Male	496	15.3%	9594	17.8%

E.4 On course students



Data is from the December 2016 Student Snapshot. The figures include undergraduates and postgraduates.

E.5 Applicants for Undergraduate Admissions 2014 and 2015

The year displayed is the UCAS Cycle. This relates to the standard year of entry for applicants in that cycle, e.g. the 2012 cycle covers applicants submitting their applications in October 2011, for entry in 2012, or deferred entry in 2013.

In the tables below, 'Success Rate' is calculated as Acceptances/Applications. For calculating the Success Rate, Acceptances include those at any college, be it Keble (the College of Application) or another, importing college. The College of Application (Keble) includes applicants that chose Keble or open Applicants that were assigned to Keble in the initial allocation at the start of the admissions cycle.

Age

Age profile of undergraduate application for entry in 2015.

	Keble		University of Oxford	
	Number	Success Rate	Number	Success rate
Under 21	847	17.0%	17608	17.8%
21 and over	18	11.1%	764	10.9%

Age on entry to the course, i.e. on 1 October 2015.

Age profile of undergraduate application for entry in 2014.

	Keble		University of Oxford	
	Number	Success Rate	Number	Success rate
Under 21	820	18.5%	16689	18.6%
21 and over	20	10.0%	768	8.5%

Age on entry to the course, i.e. on 1 October 2014.

Disability

Disability profile of undergraduate application for entry in 2015.

	Keble		University of Oxford	
	Number	Success Rate	Number	Success rate
No disability	808	16.7%	17349	17.4%
SpLD	26	15.4%	445	19.8%
Other disability	31	22.6%	578	20.1%

Disability profile of undergraduate application for entry in 2014.

	Keble		University of Oxford	
	Number	Success Rate	Number	Success rate
No disability	768	19.5%	16457	18.1%
SpLD	22	18.2%	399	20.3%
Other disability	30	20.0%	511	16.2%

Disabilities declared at time of application only. Undergraduates may also declare disabilities after enrolment. (SpLD = Specific Learning Difficulty)

Ethnicity

Ethnicity profile of undergraduate application for entry in 2015 (UK domiciled applicants only)

	Keble		University of Oxford	
	Number	Success Rate	Number	Success rate
White	489	20.9%	8668	25.0%
BME	145	16.6%	2332	15.7%
Unknown/Refused	41	2.4%	728	8.7%

Ethnicity profile of undergraduate application for entry in 2014 (UK domiciled applicants only)

	Keble		University of Oxford	
	Number	Success Rate	Number	Success rate
White	486	23.0%	8631	25.6%
BME	147	12.2%	2130	16.2%
Unknown/Refused	23	0.0%	651	6.0%

Ethnicity declared at time of application only. UCAS does not ask EU and non-EU non-UK domiciled (i.e. Overseas) applicants for their ethnicity.

Sex

Sex profile of undergraduate application for entry in 2015.

	Keble		University of Oxford	
	Number	Success Rate	Number	Success rate
Female	409	15.6%	9106	16.6%
Male	456	18.0%	9266	18.4%

Sex profile of undergraduate application for entry in 2014.

	Keble		University of Oxford	
	Number	Success Rate	Number	Success rate
Female	382	19.9%	8561	16.9%
Male	458	17.0%	8896	19.3%

F Gender Pay Gap

All Employees (344)

Mean Gender Pay Gap	18.5%
Median Gender Pay Gap	11.9%
Mean Bonus Gender Pay Gap	28.8%
Median Bonus Gender Pay Gap	47.1%
Proportion of males receiving bonus pay	18.4%
Proportion of females receiving bonus pay	23.4%

Distribution of male and female employees
in quartile pay bands:

Quartile	Female	Male
Lower	50%	50%
Lower middle	47%	53%
Upper middle	52%	48%
Upper	30%	70%

The data for all employees is of limited value, in that it combines two very different groups: academic and non-academic staff. The academic staff consisted of 53 permanent employees and 144 other members of the University who were employed to teach particular courses as required: of those 197, 72 were female and 125 male. The non-academic staff consisted of 90 permanent employees and 57 who were employed on a casual basis to meet fluctuating accommodation and catering needs: of those 147, 82 were female and 65 male. The mean pay gap between academic and non-academic staff (calculated as the academic mean minus the non-academic mean, expressed as a percentage of the academic mean) was 39%. The median pay gap was 44%. It is therefore more meaningful to analyse these two groups separately.

Academic staff (197)

Mean Gender Pay Gap	18.4%
Median Gender Pay Gap	12.2%
Mean Bonus Gender Pay Gap	0.0%
Median Bonus Gender Pay Gap	0.0%
Proportion of males receiving bonus pay	0.0%
Proportion of females receiving bonus pay	0.0%

Distribution of male and female employees
in quartile pay bands:

Quartile	Female	Male
Lower	43%	57%
Lower middle	37%	63%
Upper middle	54%	46%
Upper	12%	88%

Among academic staff, the mean gender pay gap was 18.4% and the median 12.2%. This is largely due to the fact that a clear majority of the full-time permanent academic staff on joint appointments (University and College) are men. As reported elsewhere in the Annual Equality Report, only 19% of Associate Professors are women. By comparison, among part-time employees and academics paid as out-of-college tutors there is more numerical balance between males and females. The College's published objective under the Public Sector Equality Duty is to support the University's stated objective in increasing the number of women in senior roles, including associate professorships. The College pays all joint appointments at the top of the College scale so none of the pay gap can be explained by differential pay for the same category of post.

Non-Academic Staff (147)

Within the non-academic staff group there was, broadly speaking, gender equality in pay. The mean pay gap was slightly negative (average female pay was 3.7% higher than average male pay) whilst the median was slightly positive (median male pay was 4.6% higher). The significant variance in bonus pay was largely an accident of timing. Only permanently employed non-academic staff are eligible for bonuses, but eligibility is only granted once the employee has been in post for at least 6 months prior to 31 July in any year. In the case of all but two of the 37 posts qualifying for bonuses that were occupied by male staff, the post-holder was eligible for a bonus: in the case of 15 of the 51 qualifying posts occupied by female staff, the eligibility conditions had not yet been met.

Mean Gender Pay Gap	-3.7%
Median Gender Pay Gap	4.6%
Mean Bonus Gender Pay Gap	28.8%
Median Bonus Gender Pay Gap	47.1%
Proportion of males receiving bonus pay	53.8%
Proportion of females receiving bonus pay	43.9%

Distribution of male and female employees
in quartile pay bands:

Quartile	Female	Male
Lower	59%	41%
Lower middle	57%	43%
Upper middle	42%	58%
Upper	65%	35%