

Keble College

Equality Report 2017-18

This report provides an overview of the College's activities to promote equality and diversity during 2017/18 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 2017-18 (1 October 2017-30 September 2018); 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 2017-18 in support of the College's equality and diversity objectives and Part D sets out the Action Plan for 2018-19. Data on recruitment, employees, undergraduate applications and on course students is reported in Part E. The gender pay gap report will be found in Part F when it is published (no later than 4 April 2019).

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.

On 1 October 2017, 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%).

On 1 October 2018, there were: three female Professors out of fifteen (20.0%); two female Statutory Professor out of nine (22.2%); and five female Associate Professors out of eighteen (27.8%). Thirteen of the forty-eight members of Governing Body were female (27.1%)

In pursuit of this objective, new guidelines on recruitment and selection for joint appointments have been adopted by the University (Humanities Division has also adopted its own revised guidelines).

C. Review of 2017-18

The following actions were undertaken during academic year 2017-18 in support of the Colleges' equality and diversity objectives:

- Completion of lift access to the Hall
- Ongoing planning of accommodation and facilities in the H B Allen Centre including provision for students and other users with disabilities e.g. 'allergy-free' accommodation

- Gender-neutral toilets were designated in ARCO and Sloane Robinson
- Publication of Gender pay gap data for the first time
- A survey of college staff to collect equality and diversity data was undertaken
- The College adopted the University's revised Transgender policy and guidance after it was agreed by Council in February 2018
- Publication of the first Access and Admissions report by the collegiate University, including data by college and some protected characteristics
- Flying of Suffrage flag on 14th December.
- Creation of a fund to assist with costs associated with transgender students by the Junior Common Room

D. Action Plan for 2018-19

In addition to ongoing activities, the College plans to do the following in 2018-19:

- To appoint an Equality and Diversity Lead
- To hold a dinner for BAME students and alumni
- To continue to scope provision of step-free access to the College Chapel
- To scope provision of a multi-faith prayer room
- To extend staff training on transgender issues
- To extend training for kitchen staff on catering for BAME dietary requirements

E. Data

E.1 Employee Data

A survey of college employees was undertaken in September 2018, with a reminder in January 2019. The employees reported below were in employment in September 2018. Among non-academic staff, 80 monitoring forms were returned from 114 staff (response rate 70%). Among academic staff, 54 forms were returned from 96 staff (response rate 56%).

Age

	Non-academic	Academic
Under 18	0%	0%
18-30	14%	9%
31-40	26%	18%
41-50	20%	28%
51-60	28%	24%
61 and over	7%	7%
Prefer not to say	2%	11%

Disability

From the data available, 5.6% of academic and 11.3% of support staff declared a disability.

Gender

From the data available, 70.4% of academic staff and 45% of support staff gave their gender as male; 20.4% of academic staff and 51% gave their gender as female.

Ethnicity

From the data available, 85% of academic staff and 75% of support staff identify as White, 7.6% of academic staff and 19% of support staff identify as BME; 7.4 per cent of academic staff and 6.0% 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 47%; for academic posts the proportion was 63%.

Applicant age

All applicants by age group October 2017–September 2018.

	Non-academic	Academic
Under 18	2.3%	0%
18–30	45.4%	48.0%
31–40	22.3%	39.4%
41–50	15.4%	8.9%
51–60	9.3%	2.9%
61 and over	3.1%	0%
Prefer not to say	2.3%	2.9%

Applicant disability

Among applicants for non-academic positions October 2017–September 2018, 6.9% declared a disability.

Among applicants for academic positions October 2017–September 2018, 10.9% declared a disability.

Applicant ethnicity

All applicants by stated ethnicity October 2017–September 2018.

	Non-academic	Academic
White	80.8%	82.3%
BME	18.4%	12.5%
Other	0%	1.1%
Prefer not to say	0.8%	4.0%

Applicant gender

All applicants by stated gender October 2017–September 2018.

	Non-academic	Academic
Male	40%	55.4%
Female	58.5%	44.6%
Prefer not to say	1.5%	0%

Applicant religion and belief

All applicants by stated religion and belief October 2017–September 2018.

	Non-academic	Academic
Atheism	4.6%	14.3%
Buddhism	0.8%	0.6%
Christianity	49.2%	25.7%
Hinduism	0.8%	2.3%
Islam	2.3%	2.3%
Jainism	0%	0%
Judaism	0.8%	3.4%
Sikhism	0%	0%
Spiritualism	0.8%	0%
Any other religion	0%	2.3%
No religion	30.0%	36.6%
Prefer not to say	10.8%	12.6%

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 2017 cycle covers applicants submitting their applications in October 2016, for entry in 2017, or deferred entry in 2018.

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.

Source of data: February 2018 Snapshot report, Student Data Management and Analysis.

Disability

Disability profile of undergraduate application for entry in 2017.

	Keble		University of Oxford	
	Number	Success Rate	Number	Success rate
No disability	867	12.8%	18,645	16.4%
Declared disability	55	23.6%	1293	16.9%

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 2017 (UK domiciled applicants only)

	Keble		University of Oxford	
	Number	Success Rate	Number	Success rate
White	468	17.5%	8908	22.9%
BME	170	11.2%	2899	15.4%
Unknown	34	8.8%	776	7.3%

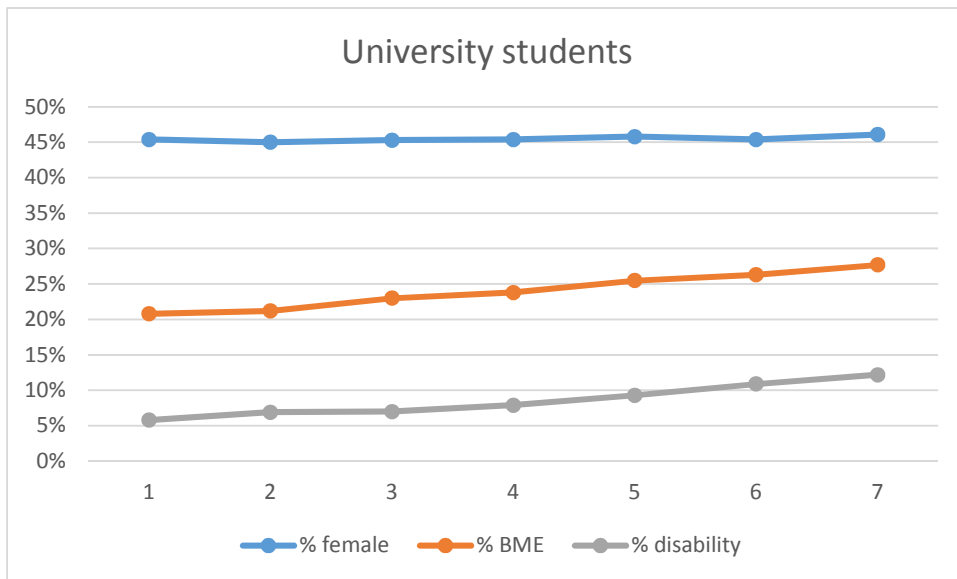
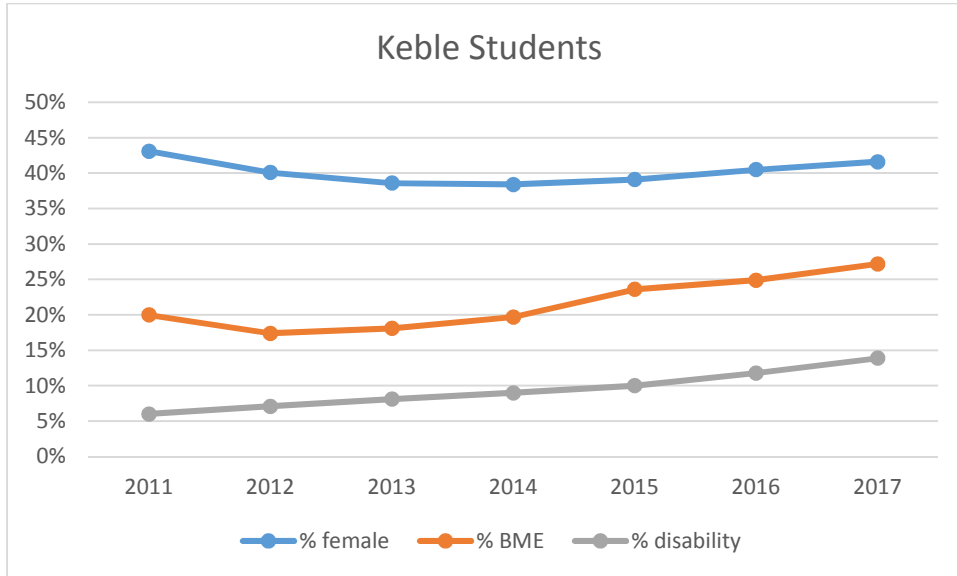
Ethnicity declared at time of application only. UCAS does not ask EU and non-EU non-UK domiciled (i.e. Overseas) applicants for their ethnicity.

Sex

Sex profile of undergraduate application for entry in 2017.

	Keble		University of Oxford	
	Number	Success Rate	Number	Success rate
Female	393	13.5%	9928	16.3%
Male	529	13.4%	10,010	16.5%

E.4 On course students



Data February 2018 Student snapshot