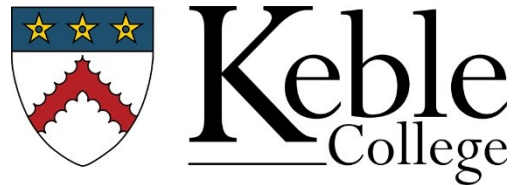


Keble College

Equality Report 2019-20



This report provides an overview of the College's activities to promote equality and diversity during 2019/20 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 2019–20 (1 October 2019–30 September 2020); 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 2019–20 in support of the College’s equality and diversity objectives and Part D sets out the Action Plan for 2020–21. 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 2021).

B. Public Sector Equality Duty published objective

In May 2020 the College’s Governing Body agreed a revised set of objectives:

1. Gender Equality

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.

1a. To aim for a yearly increase in the proportion of female Professors, with 30% representation by 2024; in October 2020 14% of Professors were female

1b. To aim for a yearly increase in the proportion of female Statutory Professors, with 20% representation by 2024; in October 2020 22% of statutory Professors were female

1c. To aim for a yearly increase in the proportion of female Associate Professors, with 40% representation by 2024; in October 2020 41% of associate professors were female

1d. To aim for an increase in the proportion of female Honorary Fellows to at least 25% by 2024; in October 2020 14% of Honorary Fellows were female.

1e. To aim for an increase in the proportion of female Research Associates to at least 50% by 2024; in October 2020 33% of Research Associates were female

1f. To aim to at least halve the unexplained difference between the College and University in the ratio of female: male students by 2024

2. Disability Equality

2a. To establish good access for wheelchair users to at least two more public spaces in College by 2024.

3. Good Relations

3a. To mark at least one major festival or event other than Christian a year until 2024.

4. Awareness and Training

4a. To provide training in at least one equality and diversity field to at least 80% of relevant staff each year until 2024.

C. Review of 2019-20

The following actions were undertaken during academic year 2019-20 in support of the Colleges' equality and diversity objectives:

- The website meets accessibility standards in line with WCAG 2.1 AA and we have published an accessibility statement.
- There has been a full Access Audit of the College.
- An access ramp to High Table has been installed.
- Chinese New Year was marked with decorations and a Hall dinner.
- Mental Health Awareness training delivered to all non-academic staff in January 2020.

Several proposed actions could not be undertaken because of the restrictions associated with the Covid-19 pandemic. These actions are included in the Action Plan below but may not be possible given continuing restrictions and resource constraints.

D. Action Plan for 2020-21

In addition to ongoing activities, the College plans to do the following in 2020-21:

- To ensure that the new arrangements, protocols, and procedures introduced to mitigate the risk associated with the Covid-19 pandemic pay due regard to our commitments in equality and diversity.
- To review the College's performance on anti-racism and racial equality through a Task Force chaired by the Warden, and to make recommendations to Governing Body on making better progress in this field.
- To continue to scope provision of step-free access to the College Chapel.
- To conduct a staff survey of equality and diversity characteristics.
- To hold staff training on implicit bias.
- To consider and, where appropriate, act on the advice and recommendations of the Access Audit

E. Data

E.1 Employee data

The College has set out its intention to improve the routine collection of employee data by protected characteristics. The most recent survey of college employees was in September 2018 (as reported in 2017/18). It had been hoped to conduct another staff survey during 2020 but this has been postponed until 2021-22 at earliest.

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.

Applicant age

All applicants by age group October 2019–September 2020.

| | Non-academic | Academic |
|-------------------|--------------|----------|
| Under 18 | 5.6% | 0.0% |
| 18-30 | 22.3% | 30% |
| 31-40 | 27.8% | 40% |
| 41-50 | 33.3% | 23.3.0% |
| 51-60 | 5.6% | 3.3% |
| 61 and over | 5.6% | 3.3% |
| Prefer not to say | 0.0% | 0.0% |

Applicant disability

Among applicants for non-academic positions October 2019–September 2020, 11.1% declared a disability.

Among applicants for academic positions October 2019–September 2020, 0% declared a disability.

Applicant ethnicity

All applicants by stated ethnicity October 2019–September 2020.

| | Non-academic | Academic |
|-------------------|--------------|----------|
| White | 88.9% | 96.7% |
| BME | 11.1% | 3.3% |
| Other | 0% | 0% |
| Prefer not to say | 0% | 0% |

Applicant gender

All applicants by stated gender October 2019–September 2020.

| | Non-academic | Academic |
|-------------------|--------------|----------|
| Male | 38.9% | 76.7% |
| Female | 61.1% | 20% |
| Prefer not to say | 0.0% | 3.3% |

Applicant religion and belief

All applicants by stated religion and belief October 2019–September 2020.

| | Non-academic | Academic |
|--------------------|--------------|----------|
| Atheism | 16.7% | 0% |
| Buddhism | 0% | 0% |
| Christianity | 27.8% | 80% |
| Hinduism | 5.6% | 0% |
| Islam | 5.6% | 0% |
| Jainism | 0% | 0% |
| Judaism | 0% | 0% |
| Sikhism | 0% | 0% |
| Spiritualism | 0% | 3.3% |
| Any other religion | 0% | 0% |
| No religion | 27.8% | 13.3% |
| Prefer not to say | 16.7% | 3.4% |

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 2018 cycle covers applicants submitting their applications in October 2017, for entry in 2018, or deferred entry in 2019.

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 2020 Snapshot report, Student Data Management and Analysis.

Disability

Disability profile of undergraduate application for entry in 2019.

| | Keble | | University of Oxford | |
|---------------------|--------|--------------|----------------------|--------------|
| | Number | Success Rate | Number | Success rate |
| No disability | 1030 | 11.0% | 21373 | 14.1% |
| Declared disability | 79 | 12.7% | 1647 | 16.1% |

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 2019 (UK domiciled applicants only)

| | Keble | | University of Oxford | |
|---------|--------|--------------|----------------------|--------------|
| | Number | Success Rate | Number | Success rate |
| White | 547 | 13.1% | 9571 | 20.6% |
| BME | 248 | 10.5% | 3599 | 15.5% |
| Unknown | 39 | 2.6% | 707 | 8.2% |

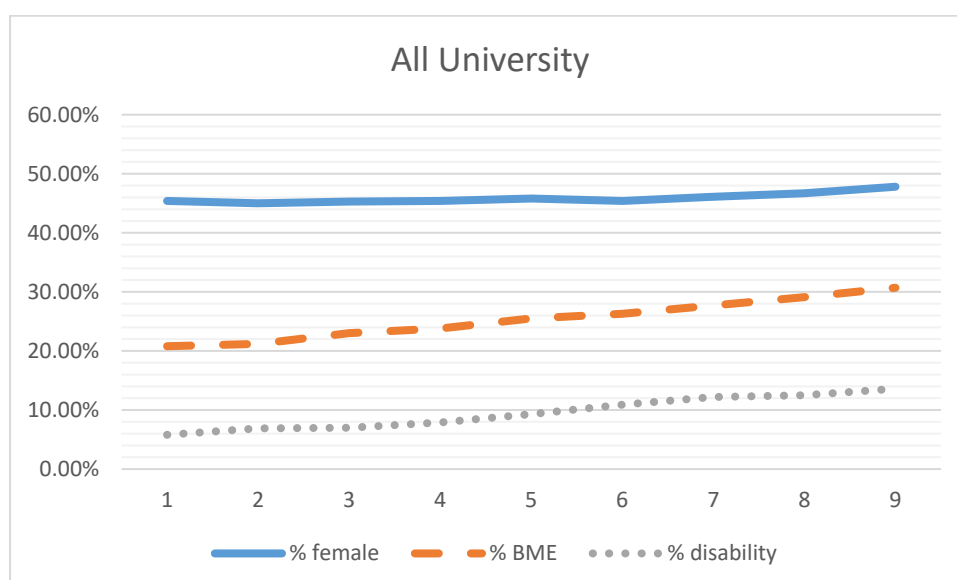
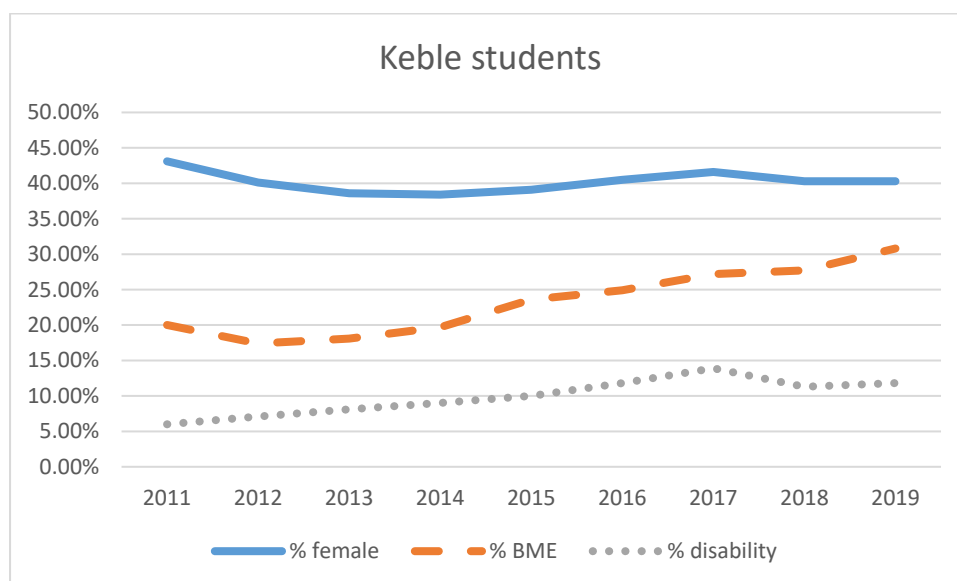
Ethnicity declared at time of application only. UCAS does not ask EU and non-EU non-UK domiciled (i.e. Overseas) applicants for their ethnicity.

Sex

Sex profile of undergraduate application for entry in 2019.

| | Keble | | University of Oxford | |
|--------|--------|--------------|----------------------|--------------|
| | Number | Success Rate | Number | Success rate |
| Female | 501 | 10.8% | 11734 | 14.7% |
| Male | 608 | 11.3% | 11286 | 13.8% |

E.4 On course students



Data February 2020 Student snapshot