

# Keble College

## Equality Report 2020-21



This report provides an overview of the College's activities to promote equality and diversity during 2020-21 and helps to fulfil its reporting requirements under the Public Sector Equality Duty.

## A. Introduction

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### 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 31<sup>st</sup> 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 6<sup>th</sup> 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 2020–21 (1 October 2020–30 September 2021); 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 2020–21 in support of the College’s equality and diversity objectives and Part D sets out the Action Plan for 2021–22. Data on recruitment, employees, undergraduate applications and on course students is reported in Part E.

## B. Public Sector Equality Duty published objective

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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 (25% October 2021)

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 (20% October 2021)

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 (33% in October 2021)

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. (12% in October 2021)

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 (17% in October 2021)

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 2020-21

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The following actions were undertaken during academic year 2020-21 in support of the Colleges' equality and diversity objectives:

- There was a review the College's performance on anti-racism and racial equality through a Task Force chaired by the Warden, which made recommendations to Governing Body
- The 2021-22 Visiting Fellowships programme was successfully targeted at researchers and others who could contribute to debates on inequality, racial injustice and the impact of colonialism
- Guidelines on the appointment of college lecturers were revised to specifically take account of diversity
- The JCR held celebrations for Diwali and Purim

Several proposed actions from last year's plan could not be undertaken because of the continuing restrictions associated with the Covid-19 pandemic. Others have been negatively affected by the consequences of the pandemic for the College's finances.

### D. Action Plan for 2021-22

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In addition to ongoing activities, the College plans to do the following in 2021-22:

- 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
- Organise a reverse mentoring plan
- Give consideration to a female-only accommodation corridor (prompted by the University's recent draft Race Equality Plan)
- Consider rewarding those who support and champion equality and diversity initiatives
- Create a diversity forum for junior members (which may involve a facilitated Away-Day;
- Explore an access programme for potential students from Midlands-based Pakistani/Bangladeshi background.

## E. Data

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### E.1 Employee data

The College has a 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).

### 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 2020–September 2021.

	Non-academic	Academic
Under 18	0	0
18–30	36%	40.3%
31–40	36%	43.1%
41–50	14.6%	12.5%
51–60	9.1%	1.4%
61 and over	1.8%	0
Prefer not to say	2.4%	2.8%

#### Applicant disability

Among applicants for non-academic positions October 2020–September 2021, 9.8% declared a disability.

Among applicants for academic positions October 2020–September 2021, 6.9% declared a disability.

## Applicant ethnicity

All applicants by stated ethnicity October 2020–September 2021.

	Non-academic	Academic
White	83.5%	59.7%
BME	13.4%	30.6%
Other	1.2%	2.8%
Prefer not to say	1.8%	6.9%

## Applicant gender

All applicants by stated gender October 2020–September 2021.

	Non-academic	Academic
Male	38.4%	55.6%
Female	61.6%	44.4%
Prefer not to say	0	0

## Applicant religion and belief

All applicants by stated religion and belief October 2020–September 2021.

	Non-academic	Academic
Atheism	9.8%	9.7%
Buddhism	1.2%	0
Christianity	39.6%	22.2%
Hinduism	0.6%	5.6%
Islam	1.2%	8.3%
Jainism	0	0
Judaism	0.6%	1.4%
Sikhism	0	0
Spiritualism	3.0%	0
Any other religion	1.2%	1.4%
No religion	32.3%	34.7%
Prefer not to say	10.4%	16.7%

## 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 2020 cycle covers applicants submitting their applications in October 2019, for entry in 2020, or deferred entry in 2021.

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: December 2020 Snapshot report, Student Data Management and Analysis.

## Disability

Disability profile of undergraduate application for entry in 2020.

	Keble		University of Oxford	
	Number	Success Rate	Number	Success rate
No known disability	1071	15.5%	21556	15.6%
Declared disability	103	13.4%	1858	17.8%

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 2020 (UK domiciled applicants only)

	Keble		University of Oxford	
	Number	Success Rate	Number	Success rate
White	560	17.1%	9509	23.3%
BME	283	11.3%	4024	17.0%
Unknown	38	13.7%	569	9.1%

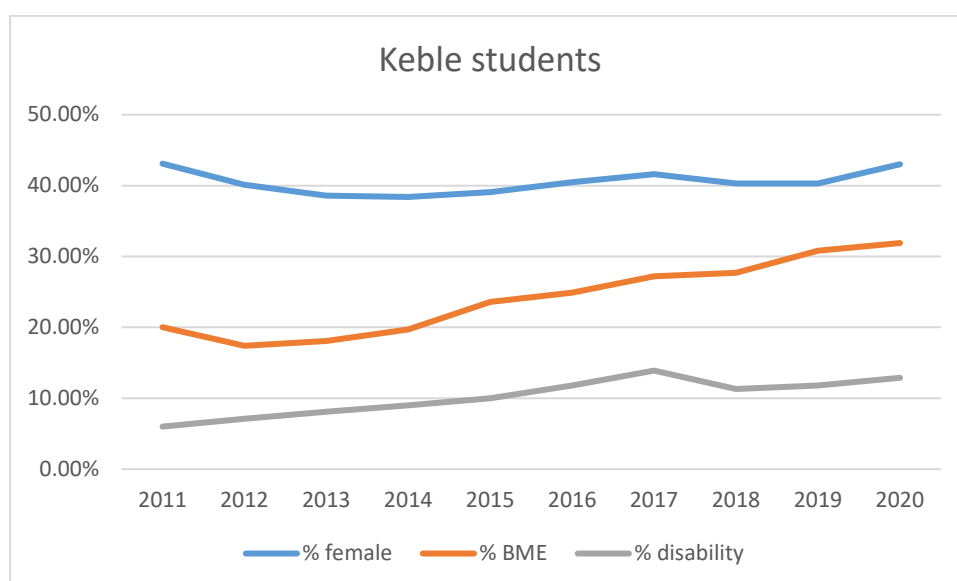
Ethnicity declared at time of application only. UCAS does not ask EU and non-EU non-UK domiciled (i.e. Overseas) applicants for their ethnicity.

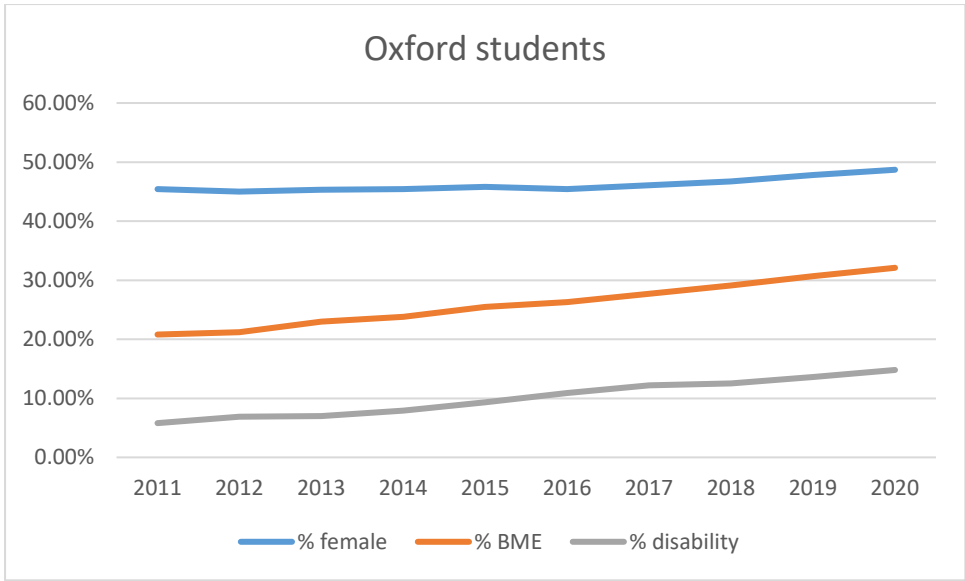
## Sex

Sex profile of undergraduate application for entry in 2020.

	Keble		University of Oxford	
	Number	Success Rate	Number	Success rate
Female	491	15.3%	11702	16.5%
Male	683	12.3%	11712	15.0%

## E.4 On course students





Data December 2020 Student snapshot