



# Keble College

## Equality Report 2023-24

This report provides an overview of the College's activities to promote equality and diversity during 2023-24 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 2023-24 (1 October 2023-30 September 2024); 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 2023-24 in support of the College's equality and diversity objectives and Part D sets out the Action Plan for 2024-25. 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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1. 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.
  - a. To achieve a yearly increase in the proportion of female Statutory Professors, with 27% representation by 2029
  - b. To achieve a yearly increase in the proportion of female Associate Professors, with 35% representation by 2029
2. The College will actively support the University's objectives set out in the Access and Participation Plan
  - a. To increase the representation of undergraduates from socio-economically disadvantaged backgrounds at Oxford. We will increase the proportion of entrants from Index of Multiple Deprivation (IMD) Q1 and Q2 to 23.0% by 2028, and increase the proportion of entrants to Oxford with free school meal (FSM) eligibility to 10.7% by 2028.
  - b. To increase the proportion of undergraduates with FSM eligibility awarded good degrees to 94% by 2028/29.
  - c. To increase the proportion of disabled undergraduates awarded good degrees to 94% by 2028/29.

- d. To increase the proportion of Black undergraduates awarded good degrees to 94% by 2028/29.
3. The College will work to improve facilities for disabled students
    - a. To establish good access for wheelchair users to at least two more public spaces in College by 2029.

## C. Review of 2023-24

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The following actions were undertaken during academic year 2023-24 in support of the Colleges' equality and diversity objectives:

- Creation of a diversity forum, that included JCR and MCR equalities reps.
  - Trial a new EDI workshop during induction week.
  - Publication of EDI news and opportunities
  - Organisation of talks in college with individuals in the EDI space
  - Review and update of college policy, led by JCR equality rep, to reflect best practice in trans-inclusive language.
  - A dinner was held to mark the Hannukah festival
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## D. Action Plan for 2024-25

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In addition to ongoing activities, the College plans to do the following in 2024-25:

- Continue diversity forum, and look to expand to potentially include alumni and have a facilitated away day.
- Continue to publicise EDI news and opportunities, and organise talks in college with individuals in the EDI space
- In MT 2024, deliver EDI workshop again during induction week, after Keble was a successful pilot site for the workshop last year.
- Review of maternity, paternity, adoption and parental leave pay
- EDI fellow to pilot, alongside Oxford's Chief Diversity Officer, university-wide leadership and diversity training for all college JCR and MCR presidents
- To conduct a staff survey of equality and diversity characteristics (carried from 2020-21);
- To hold staff training on implicit bias (carried from 2020-21).

- Explore staff best practice for EDI, including making policies widely available, salary publishing.
- To consider and, where appropriate, act on the advice and recommendations of the Access Audit (continuing from 2020-21).
- Pilot women and non-binary only hour at the HBAC gym

## E. Data

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### 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).

### 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 2023-September 2024.**

	Non-academic	Academic
<b>Under 18</b>	0	0
<b>18-30</b>	57.1%	40%
<b>31-40</b>	20%	48.6%
<b>41-50</b>	17.1%	2.9%
<b>51-60</b>	0	0
<b>61 and over</b>	0	2.9%
<b>Prefer not to say</b>	5.8%	5.6%

#### Applicant disability

Among applicants for non-academic positions October 2023-September 2024, 17.1% declared a disability.

Among applicants for academic positions October 2023-September 2024, none declared a disability.

## Applicant ethnicity

All applicants by stated ethnicity October 2023-September 2024.

	Non-academic	Academic
White	62.9%	42.9%
BME	28.6%	31.4%
Other	5.7%	25.7%
Prefer not to say	2.8%	0

## Applicant gender

All applicants by stated gender October 2023-September 2024

	Non-academic	Academic
Male	31%	83%
Female	69%	17%
Prefer not to say	0	0

## Applicant religion and belief

All applicants by stated religion and belief October 2023-September 2024.

	Non-academic	Academic
Atheism	11.4%	2.9%
Buddhism	0	0
Christianity	34.3%	28.6%
Hinduism	2.9%	11.4%
Islam	2.9%	5.7%
Jainism	0	0
Judaism	0	0
Sikhism	2.9%	0
Spiritualism	2.9%	0
Any other religion	0	0
No religion	37.1%	45.7%
Prefer not to say	5.6%	5.7%

## 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 2021 cycle covers applicants submitting their applications in October 2021, for entry in 2022, or deferred entry in 2023.

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 2024 Snapshot report, Student Data Management and Analysis.

## Disability

### Disability profile of undergraduate application for entry in 2023

	Keble		University of Oxford	
	Number	Success Rate	Number	Success rate
<b>No known disability</b>	1040	9.7%	19,995	13.5%
<b>Declared disability</b>	149	11.4%	3,216	16.1%

Disabilities declared at time of application only. Undergraduates may also declare disabilities after enrolment. Figures in earlier reports may be for UK students only. The figures in this table are for all students.

## Ethnicity

### Ethnicity profile of undergraduate application for entry in 2023 (UK domiciled applicants only)

	Keble		University of Oxford	
	Number	Success Rate	Number	Success rate
<b>White</b>	513	11.5%	9,035	19.7%
<b>BME</b>	331	11.8%	4,995	14.5%
<b>Unknown</b>	24	8.3%	606	9.1%

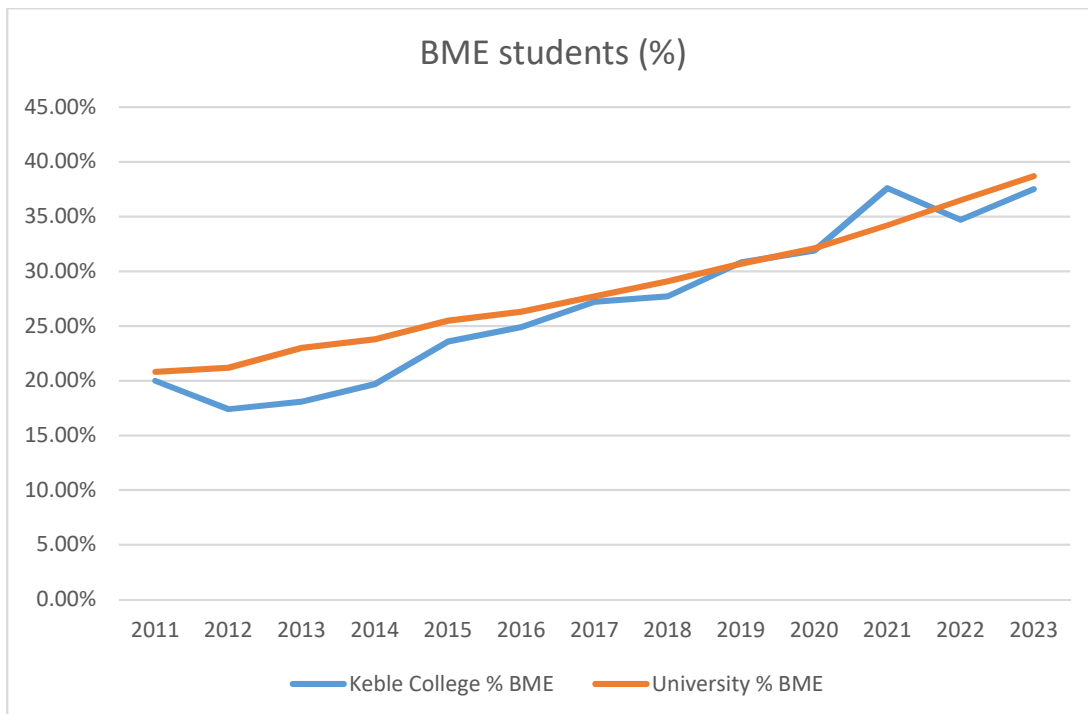
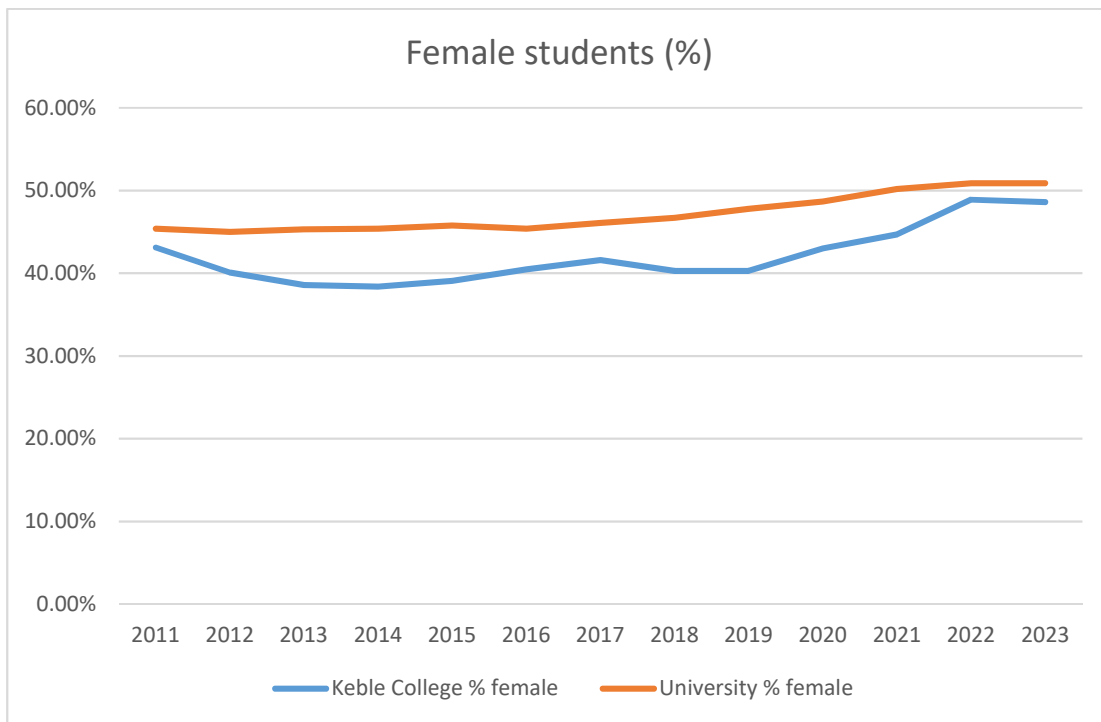
Ethnicity declared at time of application only. UCAS does not ask EU and non-EU non-UK domiciled (i.e. Overseas) applicants for their ethnicity.

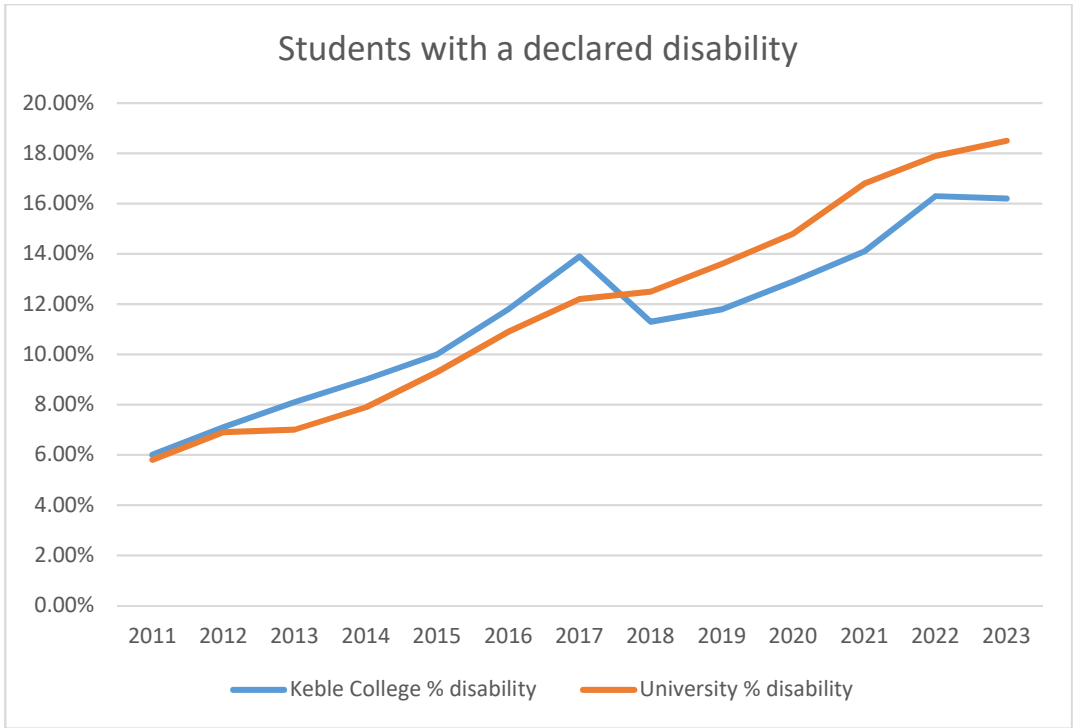
## Sex

### Sex profile of undergraduate application for entry in 2023

	Keble		University of Oxford	
	Number	Success Rate	Number	Success rate
<b>Female</b>	558	9.7%	11,680	13.7%
<b>Male</b>	631	10.1%	11,531	14.0%

## E.4 On course students





Data December 2023 Student snapshot