Keble College
Equality Report 2018-19

This report provides an overview of the College's activities to promote equality and diversity during 2018/19 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 2018-19 (1 October 2018-30 September 2019); where data are presented, they refer to academic year unless otherwise stated.

The Colleges 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 2018-19 in support of the College's equality and diversity objectives and Part D sets out the Action Plan for 2019-20. 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 2020).

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 2018, there were: two female Statutory Professors out of ten (20%); three female Professors out of 22 (13.6%); five female Associate Professors out of 12 (41.6%). Twelve (23.5%) of the 51 members of Governing Body were female.

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).

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;

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

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

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

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

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 2018-19

The following actions were undertaken during academic year 2018-19 in support of the Colleges' equality and diversity objectives:

Appointment of first Equality and Diversity Fellow

Practical completion of the H B Allen Centre with multiple provision for disabled students

Portrait of Keble Hall installation

First dinner for BAME students and alumni

Eid breakfast at Keble

Target Oxbridge residential visit

Staff training on transgender issues

Further training for kitchen staff on catering for BAME dietary requirements

New Guide for Students with Disabilities

Oxford Women's Suffrage flag flown for Women's History Month

D. Action Plan for 2019-20

In addition to ongoing activities, the College plans to do the following in 2019-20:

- To continue to scope provision of step-free access to the College Chapel

- To ensure that the website meets accessibility standards in line with WCAG 2.1 AA and publish an accessibility statement
- To conduct a staff survey of equality and diversity characteristics
- To expedite a full Access Audit of the College
- To organise a programme of formal dinners and related events in recognition of the diversity of the College's community
- To hold staff training on implicit bias
- To conduct a review of the College's provision for, and procedures for addressing the needs of, students with disabilities

E. Data

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). It is hoped to conduct the next staff survey during 2020.

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 30%; for academic posts the proportion was 45%.

Applicant age

All applicants by age group October 2018-September 2019.

	Non-academic	Academic
Under 18	5.4%	0.0%
18-30	56.6%	76.5%
31-40	17.9%	23.5%
41-50	10.0%	0.0%
51-60	8.5%	0.0%
61 and over	1.6%	0.0%
Prefer not to say	0.0%	0.0%

Applicant disability

Among applicants for non-academic positions October 2018-Sepember 2019, 5.4% declared a disability.

Among applicants for academic positions October 2018-Sepember 2019, 29.4% declared a disability.

Applicant ethnicity

All applicants by stated ethnicity October 2018-September 2019.

	Non-academic	Academic
White	77.5%	76.4%
BME	15.5%	17.7%
Other	2.3%	0.0%
Prefer not to say	4.7%	5.9%

Applicant gender

All applicants by stated gender October 2018-September 2019.

	Non-academic	Academic
Male	45.0%	52.9%
Female	55.0%	47.1%
Prefer not to say	0.0%	0.0%

Applicant religion and belief

All applicants by stated religion and belief October 2018-September 2019.

	Non-academic	Academic
Atheism	5.4%	29.4%
Buddhism	0.8%	0.0%
Christianity	52.6%	17.7%
Hinduism	0.8%	5.9%
Islam	7.8%	0.0%
Jainism	0.0%	0.0%
Judaism	0.0%	0.0%
Sikhism	0.8%	0.0%
Spiritualism	1.6%	0.0%
Any other religion	0.8%	0.0%
No religion	14.7%	29.4%
Prefer not to say	14.7%	17.6%

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 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 2019 Snapshot report, Student Data Management and Analysis.

Disability
Disability profile of undergraduate application for entry in 2018.

	Keble		University of Oxford	
	Number	Success Rate	Number	Success rate
No disability	927	*12.9%*	20054	*15.2%*
Declared disability	76	*11.8%*	1461	*18.1%*

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 2018 (UK domiciled applicants only)

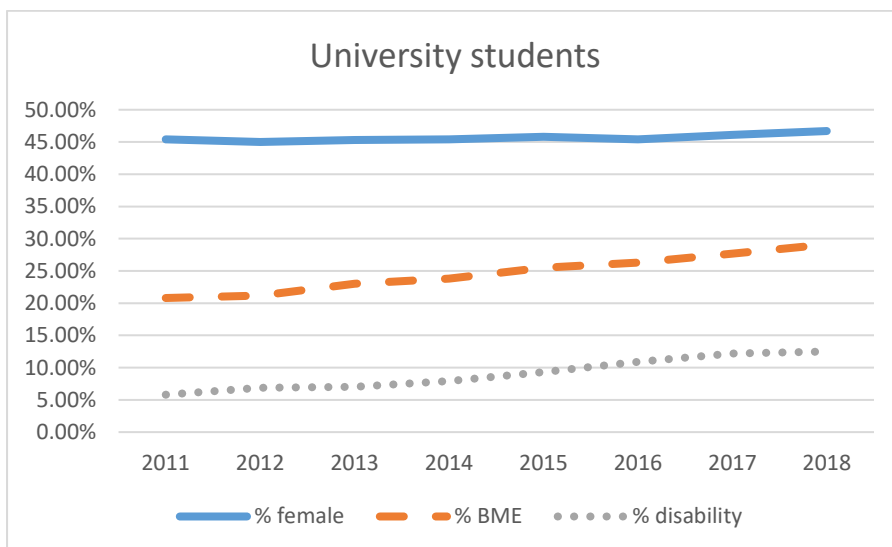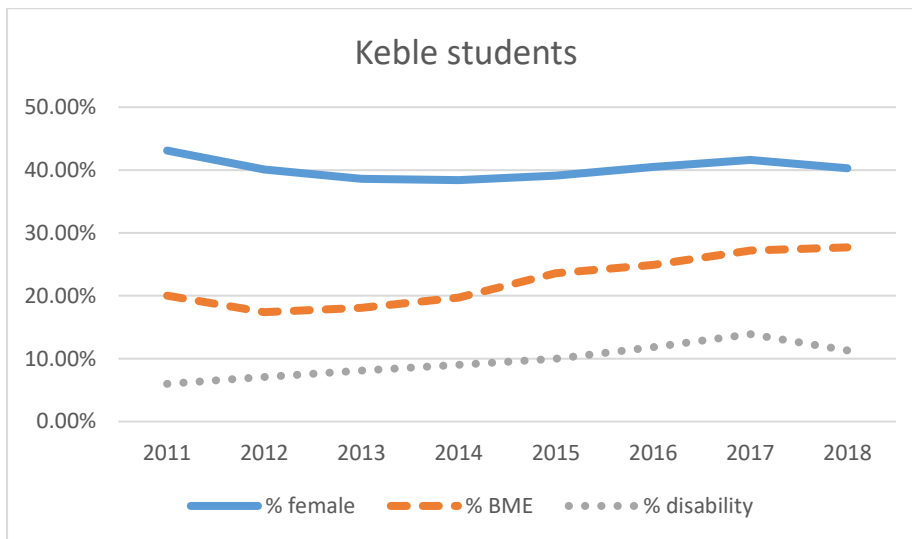|	Keble		University of Oxford	
	Number	Success Rate	Number	Success rate
White	511	*16.4%*	9047	*22.6%*
BME	186	*12.9%*	3098	*14.8%*
Unknown	43	*2.3%*	868	*7.8%*

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 2018.

	Keble		University of Oxford	
	Number	Success Rate	Number	Success rate
Female	450	*12.4%*	10683	*15.4%*
Male	553	*13.2%*	10832	*15.4%*

E.4 On course students

Keble students

Legend: — % female — — % BME · · · · % disability

University students

Legend: — % female — — % BME · · · · % disability

Data February 2019 Student snapshot