Equal Opportunities Monitoring Report

2016

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Equal Opportunities Monitoring Report 2016

Introduction

The Royal Veterinary College (the College) is committed to the promotion of equal opportunity for all staff and students. This

Update of Equality Activities

Equality Strategy Group

The College's Equality Strategy Group (ESG) is now a formal reporting body to the Senior Management Group (SMG) with ultimate accountability to Council. It has looked to increase its membership in order to improve its representation of both staff and students. A request was made to all departments and groups within the College to nominate two members (one as a deputy) to sit on the ESG. Members of the ESG will become Equality & Diversity (E&D) Champions, who will then work within their areas to advance equality and diversity through the formation of local Equality and Diversity Action Plans.

Progress against the objectives will be monitored by the ESG and reported to the SMG on an annual basis through the annual 'Equal Opportunities Monitoring Report', with a review of the objectives at the two-year point to ensure they are still fit for purpose.

Staff

The bullet points below outline the current progress made towards the Equality and Diversity Objectives for 2015-2019:

Staff Recruitment – Overall

The staff recruitment process has been closely monitored (via the online recruitment system) from 1 August 2015 to 31 July 2016. For the purpose of this report, a bench-marking exercise has been carried out over a period of three years. During 2016 1,695 applications were received representing a 13.2% decrease compared to 1,948 applications received in 2015 and 10.2 % decrease compared to 2,170 applications received in 2014. This shows a steady decline in applications despite the fact that the number of jobs advertised has increased over the last three years (2016 = 182, 2015 = 172 and 2014 = 154). The data on pages 8-17 show the breakdown of applications received, shortlisted candidates, and appointed candidates by age, disability, gender and ethnicity.

Category

	Applied	Shortlist	Offered
Academic	120	59	22
Non Academic	1385	554	138
Research	190	57	27

Location

	Applied	Shortlist	Offered
Hawkshead	1136	495	146
Camden	559	175	41
Total	1695		

Staff Recruitment by Age

Academic

Hawkshead

Applied

Camden

Non Academic

Hawkshead

	Applied	Shortlist	Offered
<18	1		0
			67
	172		23
			4

Camden

	Applied	Shortlist	Offered
<18	2	0	0
	224	77	15
	92	32	6

Staff Recruitment by Ethnicity

Academic

Hawkshead

	Applied	Shortlist	Offered
White	61	38	18
BAME	3	1	0
Unknown	5	3	0
Total	69	42	18

Table 15

Camden

	Applied	Shortlist	Offered
White	48	15	4
BAME	3	2	0
Unknown	0	0	0
Total	51	17	4

Table 16

Non-Academic

Hawkshead

	Applied	Shortlist	Offered
White	853	381	98
BAME	87	25	6
Unknown	16	5	3
Total	956	411	107

Table 17

Camden

	Applied	Shortlist	Offered
White	305	116	26
BAME	100	21	2
Unknown	24	6	3
Total	429	143	31

Table 18

Research

Hawkshead

	Applied	Shortlist	Offered
White	88	35	17
BAME	19	7	4
Unknown	4	0	0
Total	111	42	21

Table 19

Camden

	Applied	Shortlist	Offered
White	55	11	5
BAME	20	1	1
Unknown	4	3	0
Total	79	15	6

Table 20

Applications from BAME (Black, Asian and minority ethnic) applicants accounted for 13.7% of the total received (which is a decrease of just over 5% from 2015 and further decrease of 6% from the 2014 report. However, despite the fact that the number of BAME applications has gone down, the number of BAME offers for 2016 represent 6.95% of total offers. This has increased from 3.2% in 2015 and 3.6% in 2014. It is encouraging to see that the percentage of offers has gone up, nevertheless the figures reveal that there was a higher offer rate for 'white' applicants compared to BAME applicants (5.6% of BAME applications translated to offers, 11.9% of white applications translated to offers).

In 2016, 25% of BAME applicants were shortlisted, an increase from 21.5% in 2015 and 19.8% in 2014, however this is still significantly lower than the 39.5% in 2015 and 31 % in 2014 of 'white' applicants that were shortlisted.

Overall, Research positions attracted the largest percentage of BAME applicants at 20.5%, which is a slight decrease from 21.1% in 2015 and a significant decrease from 2014 data at 41%. Non–Academics attracted the next highest BAME applicants at 13.5% followed by Academics at 5%.

Of all the offers made, 89.8% were made to white applicants, these figures have remained similar over the

The 2016 Academic recruitment data highlights that a higher proportion of male applicants (32.1%) were offered positions compared to female applicants (14.3%)

Staff Profile 2012/16

The above chart shows a gradual increase in the overall staff profile since 2012. Comparisons over the three -year trend show that there has been a 4.7% staff increase from 2015 to 2016, 7.4% increase from 2015 to 2014 and compared to 1 August 2012 there has been a 20.1% staff increase.

Staff Profile by Age 2016

	Academic	Non Academic	Research	Grades 1 to 5	Grades 6 to 9	Hawkshead	Camden	Other	Perm	Fixed Term	Full Time	Part Time
18-30	3	161	29	165	28	154	39	0	140	53	159	34
31-40	66	188	52	115	191	215	90	1	227	79	233	73
41-50	56	122										

The figures in table 27 show that it is the age group 31-40 which represents the highest number of employees, also that the under 30s age group represent the highest number of staff employed at grades 1-5. This trend has remained consistent over the last three year period. When looking at grades 6-9 the highest representation comes from the 31-40 age group.

When looking at the youngest and the oldest age categories, figures for the under 30 age group occupy more fixed term positions at 28.3% in 2016, an increase from 2015 and 2014 figures (23.2% and 23.6%), compared to those aged 61+ at 4.8% in 2016, 5.2% in 2015 and 6.1% in 2014, which demonstrates a decrease in fixed term appointments for this age group.

The under 30s age group represent 1.6% of Academic staff which is the same as 2015 but a decrease from 2014. However the under 30s age group represent 25.6% of all employees categorised as Non-Academic, an increase over the three year period (2015, 23.2% and 21.4% in 2014). The number of