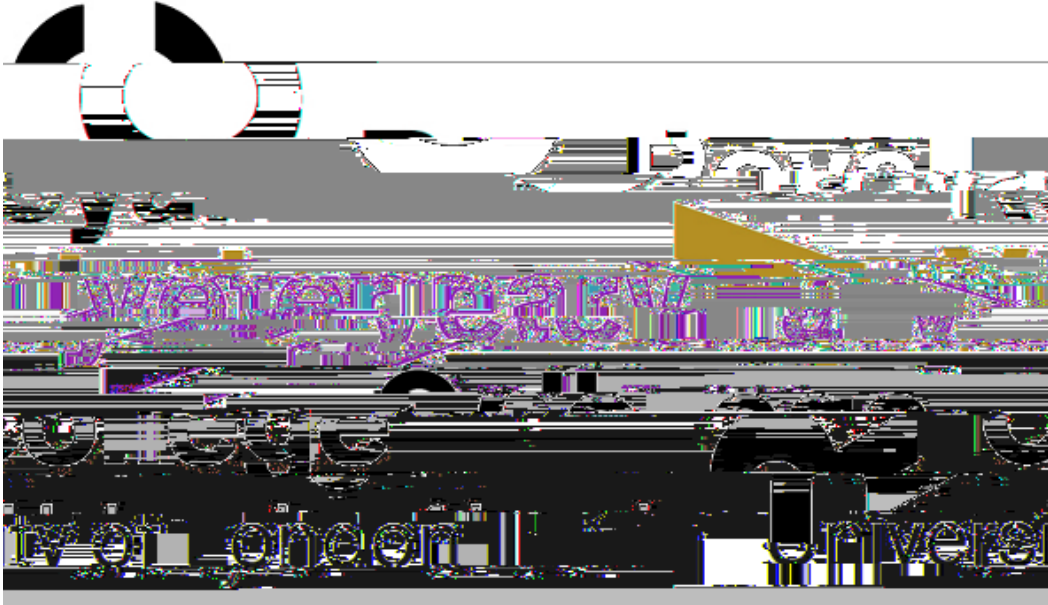


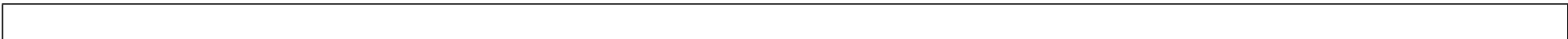
Equal Opportunities Monitoring Report 2017



Introduction and Background

The Royal Veterinary College (the College) is committed to the promotion of equal opportunity for all staff and students. Our commitment is that staff and students are to be treated equally regardless of age, disability, ethnic origin, gender, gender reassignment, marriage or civil partnership status, pregnancy or maternity, religion or belief or sexual orientation.

- A working group will be formed to explore opportunities for part-time and flexible working at senior level positions across the College;
- The College Executive Committee (CEC) have received a briefing session on Unconscious Bias, which focused on increasing their understanding of how unconscious bias can impact leadership and managerial decision making. A further session will be extended to Departmental Managers;
- LGBT and BAME staff network groups will be established. EDC will receive feedback from these groups which will subsequently inform the equality and diversity agenda;
- Refresher recruitment and selection training sessions with a focus on unconscious bias will be developed for existing recruiting



- An increase in the number of disabled applicants for Non-Academic posts from 3.1% in 2015 to 5.1% in 2017
- Proportion of offers made to disabled applicants for Non-Academic positions is significantly lower compared to non-disabled applicants.

Recruitment by Ethnicity

- BAME applications have increased by 3.4% during 2016 from 13.7% in 2016 to 17.1% in 2017
- An increase in overall BAME offers from 3.2% in 2015 to 6.95% in 2016 and 9.6% in 2017
- BAME applications for Non-Academic positions accounted for 17.1%, an increase from the 13.5% in 2016 but lower than the 19.6% in 2015
- Proportion of BAME applicants shortlisted for Non-Academic roles was lower compared to 'white' applicants
- A lower proportion of job offers made to BAME applicants for Non-Academic positions at Hawkshead whilst a higher proportion of BAME offers were made at Camden
- Higher proportion of BAME offers were made for Research positions when compared to 'white' applicants.

Recruitment by Gender

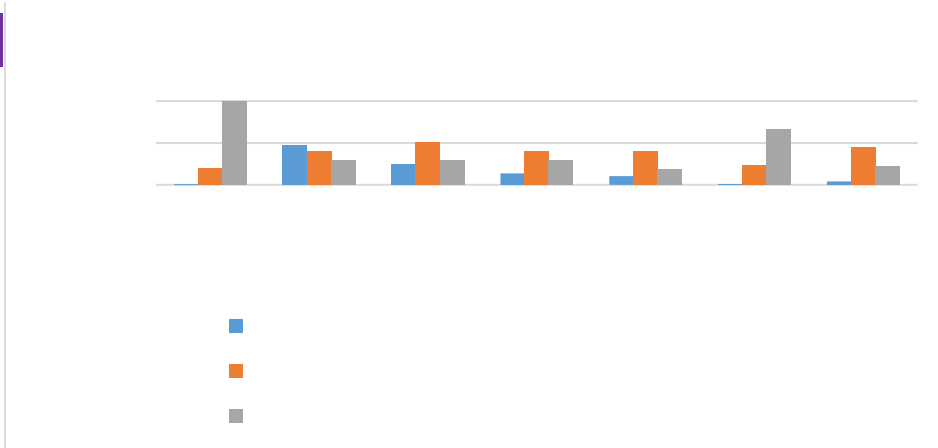
- A higher proportion of female applicants were shortlisted in 2017 when compared to previous years; in 2017 proportionately 56.4% female applicants shortlisted compared to 50% male applicants shortlisted, (2016 female applicants shortlisted: 42.5% and 30.1% male applicants shortlisted);
- During 2017 a slight increase in the female offer rate at 27% and 25% in 2016 compared to male offer rate for 2017 at 28% and male 16.3% in 2016
- An increase in male applications from 23.3% in 2016 to 42.6% in 2017. This is an encouraging move to further diversify our male staff population which is 33.5% for 2017
- During 2017, there has been an increase in offers for Academic positions made to female applicants, compared to previous years

Staff Profile

- Gradual increase in the total staff profile of 16.75% from 800 in 2013 and 934 staff in 2017
- There has been an overall increase in the disability staff disclosure rate over the last three years, 3.4% in 2017 compared to 2.4% in 2016 and 2015
- During 2017, data shows a higher proportion of disabled staff in fixed term positions at 6.9% compared to permanent positions at 2.8%, in line with previous years trends
- Overall representation of BAME staff during 2017 was at 11.2%, an increase on previous years, which has been 9.4% in 2016 and 10.4% in 2015
- Proportionately a lower representation of BAME staff in part time positions compared to white staff
- A higher proportion of BAME staff are represented in grades 5-8 compared to white staff, however a noticeable decline within grade 9



Category	2016-17		
	% of total applicants	% of applicants shortlisted	% of shortlisted applicants who received an offer
Academic	7.5	53.6	43.8
Non Academic	82.9	42.0	24.9
Research	9.7	41.9	31.1



ACADEMIC Recruitment by Age			
2016-17			
Hawkshead Age range	Applied	Shortlisted	Offered
<18	0	0	0
18-30	27	19	10
31-40	75	44	18
41-50	17	7	4
51-60	11	4	3
61+	1	0	0
Unknown	6	3	1
Grand Total	137	77	36

Table 3a Number of applicants for academic positions at Hawkshead in each age group

ACADEMIC Recruitment by Age			
Camden 2016/17			
Age range	Applied	Shortlisted	Offered
<18	0	0	0
18-30	1	0	0
31-40	16	9	3
41-50	7	1	0
51-60	3	1	0
61+	0	0	0
Unknown	2	0	0
Grand Total	29	12	3

Table 3b Number of applicants for academic positions at Camden in each age group

In 2017, the majority of applications received for Academic positions across the College (87%) were from those aged 40 or under, a slight increase of 4% from 2016 (83%). Applications received for Academic posts for 2015 and 2014 were 75% of the total applicants. Data from table 3a and 3b shows the highest proportion of applicants shortlisted for an Academic post across the College were from the 31-40 age group.

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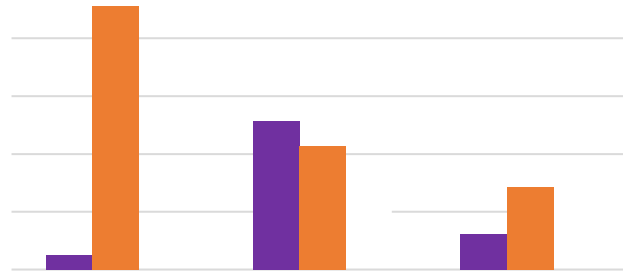
NON-ACADEMIC Recruitment by age Hawkshead 2016-17			
Age range	Applied	Shortlisted	Offered
<18	3	1	1

NON-ACADEMIC Recruitment by age Camden 2016-17			
Age range	Applied	Shortlisted	Offered
<18	2	0	0



RESEARCH Recruitment by Age





ACADEMIC Recruitment by Disability			
Hawkshead 2016/17			
Disability	Applied	Shortlisted	Offered
Disabled	3	2	0
Not disabled	131	74	36
Unknown	3	1	0
Grand Total	137	77	36

Table 10a Number of applicants for academic positions disability group at Hawkshead

ACADEMIC Recruitment by Disability		
Hawkshead 2016/17		
Disability	% of total applicants	% of

Table 10b Number of applicants for academic positions per disability group per at Camden

NON ACADEMIC Recruitment by Disability Hawkshead 2016-17			
Disability	Applied	Shortlisted	Offered
Disabled	49	27	3
Not disabled	1127	511	136
Unknown	52	20	3
Grand Total	1228	558	142

Table 12a Number of applicants for non-academic positions per disability group at Hawkshead

NON ACADEMIC Recruitment by Disability Camden 2016-17			
Disability	Applied	Shortlisted	Offered
Disabled	46	23	2
Not disabled	542	181	45
Unknown	27	12	4
Grand Total	615	216	51

Table 12b Number of applicants for non-academic positions per disability group at Camden



Table 13a Percentage of applicants for non-academic positions group at per disability group at Hawkshead

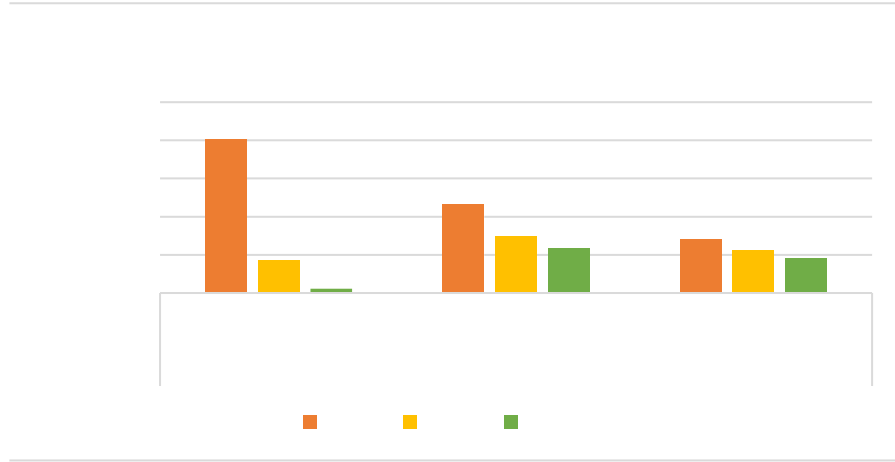


Table 13b Percentage of applicants for non-academic positions per disability group at Camden

During 2017, the number of disabled applicants for Non-Academic positions represented 5.1% of the total applicants for Non-Academic posts across the College -an increase from the previous two years (4.1% in 2016 and 3.1% in 2015). The data in table 12b and 13b shows a higher

Academic positions is considerably lower in comparison to non-disabled applicants but the difference was not statistically significant at either campus, probably due to the small number of disabled applicants.

RESEARCH Recruitment by Disability			
	2016-17		
Disability	Applied	Shortlisted	Offered
Disabled	6	2	1



ACADEMIC Recruitment by Ethnicity			
Camden 2016-17			
Ethnicity	Applied	Shortlisted	Offered
White	17	8	2
BAME	11	4	1
Unknown	1	0	0
Grand Total	29	12	3



ACADEMIC Recruitment by Ethnicity			
Camden 2016-17			
Ethnicity	% of applicant in each group	% of applicants Shortlisted	% of shortlisted applicants who received an offer
White	58.6	47.1	25

received

In 2017, BAME applicants for Academic positions accounted for 12.6% of applicants, an increase from 5% in 2016, 1.3% in 2015 and 8.3% in 2014. Figures from tables 18a and 18b demonstrate that Camden receives a higher proportion of BAME applications when compared to Hawkshead. The proportion of BAME applicants shortlisted across both campuses is lower compared to 'white' applicants and this difference is statistically significant ($p < 0.05$)

NON ACADEMIC Recruitment by Ethnicity			
Hawkshead	2016-17		
Ethnicity	Applied	Shortlisted	Offered
White	1019	494	132
BAME	188	59	8
Unknown	21	5	2
Grand Total	1228	558	142

Table 19a Number of applicants in each ethnic group for non-academic academic Positions per ethnic group at Hawkshead

NON ACADEMIC Recruitment by Ethnicity			
Camden	2016-17		
Ethnicity	Applied	Shortlisted	Offered
White	462	176	40
BAME	139	37	11
Unknown	14	3	0
Grand Total	615	216	51

Table 19b Number of applicants in each ethnic group for non-academic positions per ethnic group at Camden

NON ACADEMIC Recruitment by Ethnicity			
Hawkshead	2016-17		
Ethnicity	% of total applicants	% of applicants Shortlisted	% of shortlisted applicants who received an offer
White	83.0	48.5	26.7
BAME	15.3	31.4	13.6
Unknown	1.7	23.8	40

Table 20a Percentage of applicants for non-academic positions group at per ethnic group at Hawkshead

NON ACADEMIC Recruitment by Ethnicity			
Camden	2016-17		
Ethnicity	% of total applicants	% of applicants Shortlisted	% of shortlisted applicants who received an offer
White	75.1	38.1	22.7
BAME	22.6	26.6	29.7
Unknown	2.3	21.4	0.0

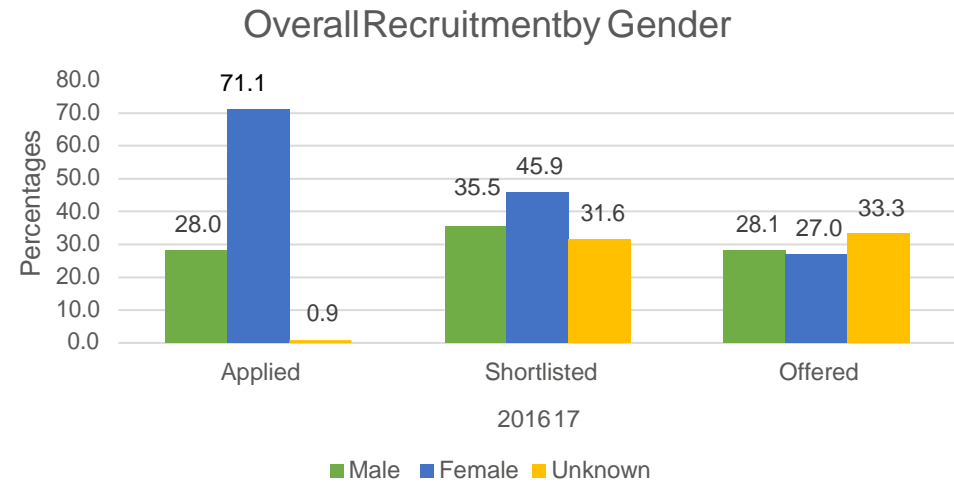
Table 20b Percentage of applicants for non-academic positions per ethnic Camden

In 2017, Research positions attracted 14.8% of BAME applicants, which is a decrease from 20.5% in 2016 and 21.1% in 2015. Figures from tables 22a and 22b indicate that a lower proportion of BAME applicants are shortlisted compared to 'white' applicants. However a higher proportion of BAME offers were made in comparison to 'white' applicants. It should be noted that the data sample in the above tables is very small and the figures, therefore, cannot be analysed statistically.

Staff Recruitment Data by Gender

OVERALL Recruitment by Gender			
2016-17			
Gender	Applied	Shortlisted	Offered
Male	623	221	62
Female	1582	726	196
Unknown	19	6	2
Grand Total	2224	953	260

Table 23 Applicant numbers by gender



ACADEMIC Recruitment by Gender Camden 2016-17			
Gender	Applied	Shortlisted	Offered
Male	17	6	1
Female	12	6	2
Unknown	0	0	0
Grand Total	29	12	3

Table 24a Number of applicants in each gender group for academic positions at Hawkshead

Academic Recruitment by Gender Hawkshead 2016-17			
Applied	% of total applicants	% of applicants Shortlisted	% of shortlisted applicants who received an offer
Male	38.7	54.7	48.3
Female	59.8	57.3	46.8
Unknown	1.5	50.0	0.0

Table 24b Number of applicants in each gender group for academic positions at Camden

Camden 2016-17	
Gender	

female, 23.3% of applicants were male. During 2017, higher proportion of female applicants were shortlisted for Academic positions (56.4% compared to 50% of male applicants). This was an increase in the proportion of female applicants shortlisted in 2016, (46% female 57.1% male). During 2017, offers made for overall Academic positions demonstrates that proportionately, female applicants were more successful in receiving an offer of employment (female 45.3% and male 42.9%) though the difference was not statistically significant.

The data in tables 25a and 25b highlights that the College received a higher proportion of female applicants for Academic positions in Hawkshead when compared to Camden campus. A highertomic0.5(Ac)-6.3(ademic)-6.3()-5.4(pos)-6.3(i.9(e)-4)-15.9t

NON ACADEMIC Recruitment by Gender Camden 2016-17			
Gender	Applied	Shortlisted	Offered
Male	168	52	11
Female	444	163	40
Unknown	3	1	0
Grand Total	615	216	51

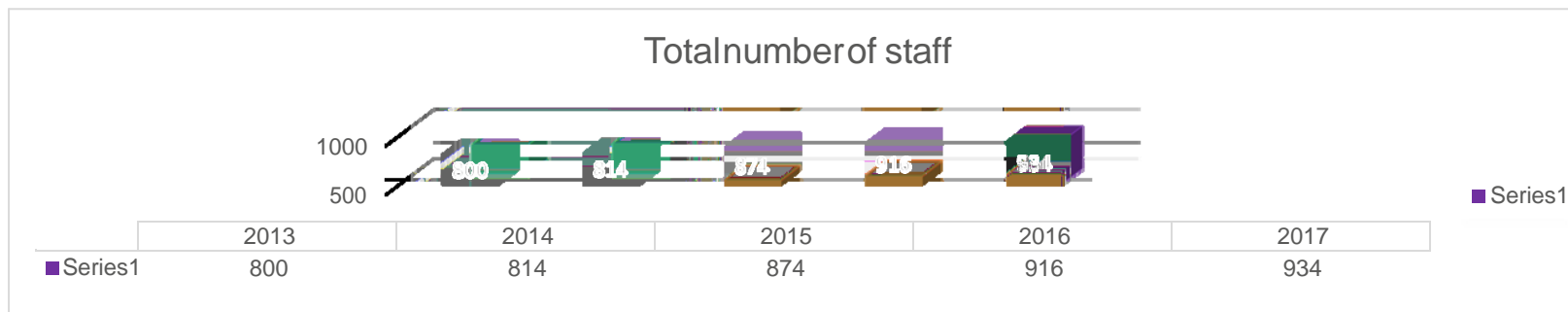
NON ACADEMIC Recruitment by Gender (%)

Camden 2016-17



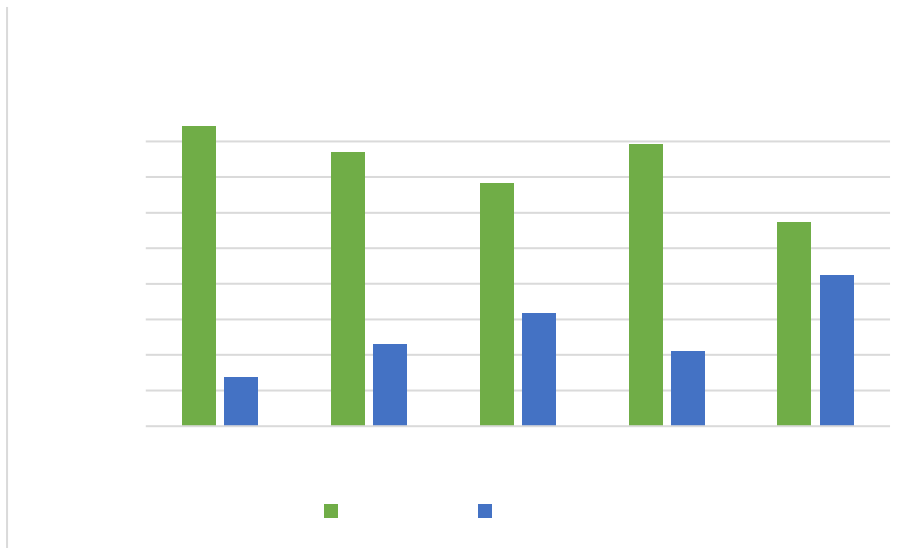
Gender	% of total	IAO
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Staff Profile Data

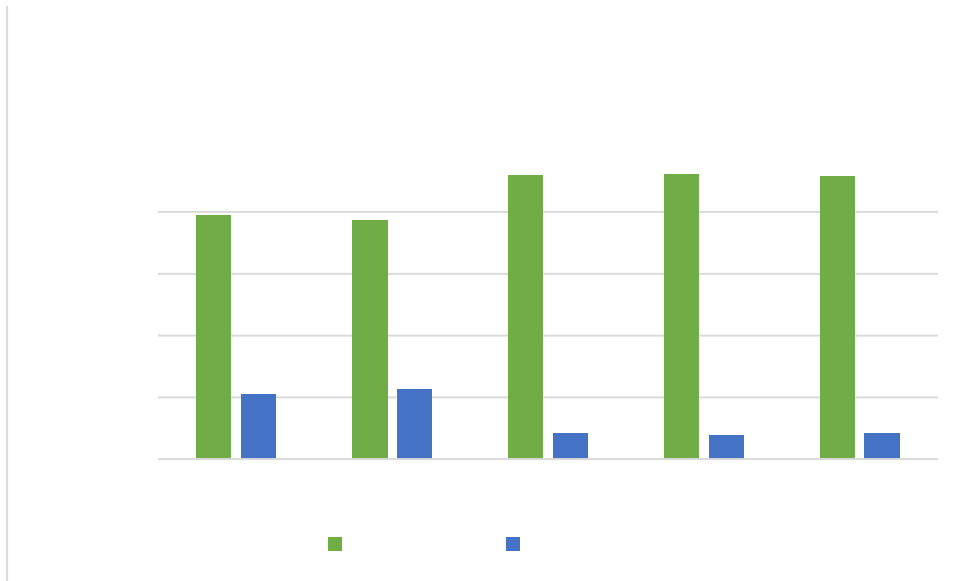


Age group (%)	Academic	Non Academic	Research
18-30	0.6	25.4	27.3
31-40	35.6	29.2	52.3
41-50	31.6	21.1	9.1
51-60	25.9	19.2	9.1
61+	6.3	5.1	2.3





Age group Full-time Age group



Age group	Permanent	Fixed Term
18-30	155	41
31-40	235	69
41-50	188	17
51-60	168	14
61+	43	4
Grand Total	789	145

staff which is in line with trends over the last three years. Data from figure 10 shows that a higher proportion of disabled staff are employed on fixed term contracts which is an increase from the previous three years (3.1% in 2016, 4% of 2015 and 4.1% in 2014).

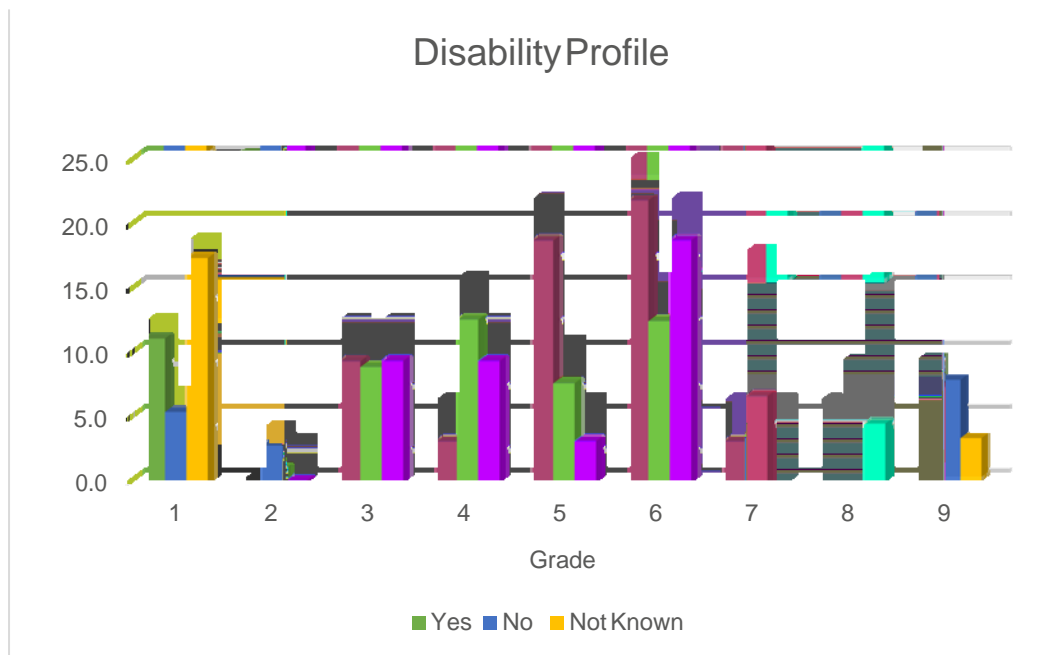
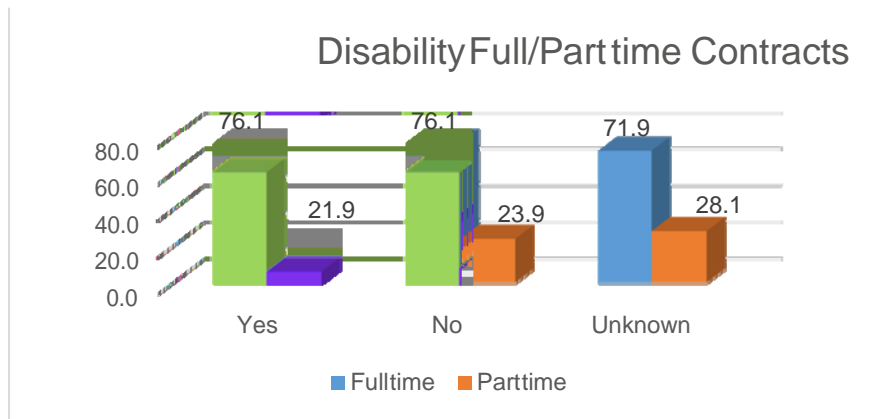


Figure 11 Percentage of disabled and non-disabled staff in each grade

Data from figure 11 shows that during 2017, the highest proportion of disabled staff are within grades 1, 5, 6 and 9. However, the numbers are very small and the data cannot be analysed statistically.



Disabled?	Full time	Part time
Yes	25	7
No	662	208
Unknown	23	9
Total	710	224

Figure 12 Percentage of disabled and non-disabled staff in full-time vs part-time contracts Table 40 Numbers of disabled and non-disabled staff in full-time vs part-time contracts

The figures in table 40 show that disabled staff account for 3.5% of all full time positions and 3.1% of all part time positions; this is an increase from 2016 (full time staff 2.2% and part-time staff 2.7%). The overall staff disclosure rate for disability has increased over the three year period at 3.4% in 2017, 2.4% in both 2016 and 2015. Research positions account for a higher proportion of disabled staff which is in line with trends from the previous year.

Staff Profile by Ethnicity

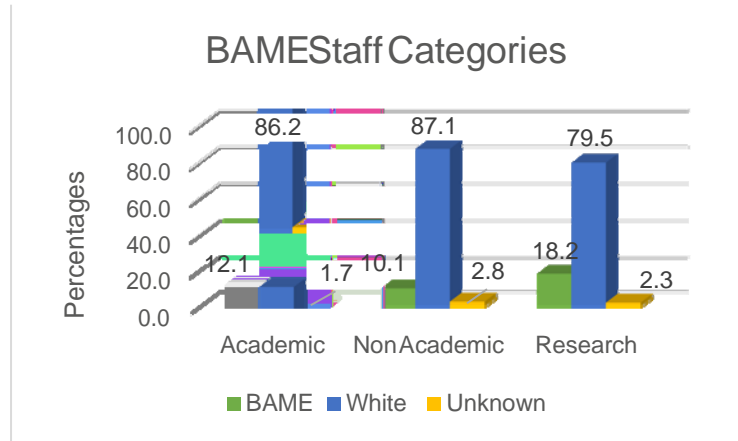


Figure 13 Percentage of BAME and white staff per staff category

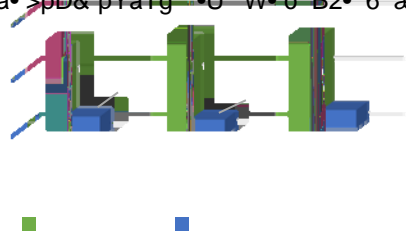
Category	Academic	Non Academic	Research
BAME	21	68	16
White	150	585	70
Unknown	3	19	2
Column Total	174	672	88

Table 41 Ethnicity of staff in staff categories

Staff that have identified themselves as from the BAME group account for 11.2% of our total workforce for 2017. This is a slight increase from previous years, was 9.8% in 2016, and 10.4% in 2015. Figure 13 shows that Academic and Non-Academic BAME groups have similar representation at 12.1% and 10.1% respectively, which has remained constant over the three year period. The Research category has the highest proportion of BAME staff at 18.2% - an increase since 2016 at 12.9%; figures were comparable for 2015 at 17.5%.

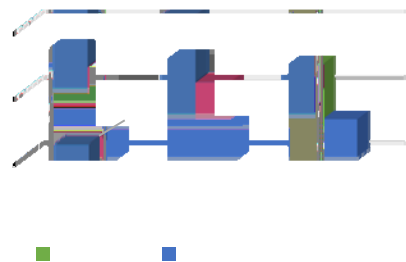
BAME Permanent/Fixed Term Contracts

Percentage



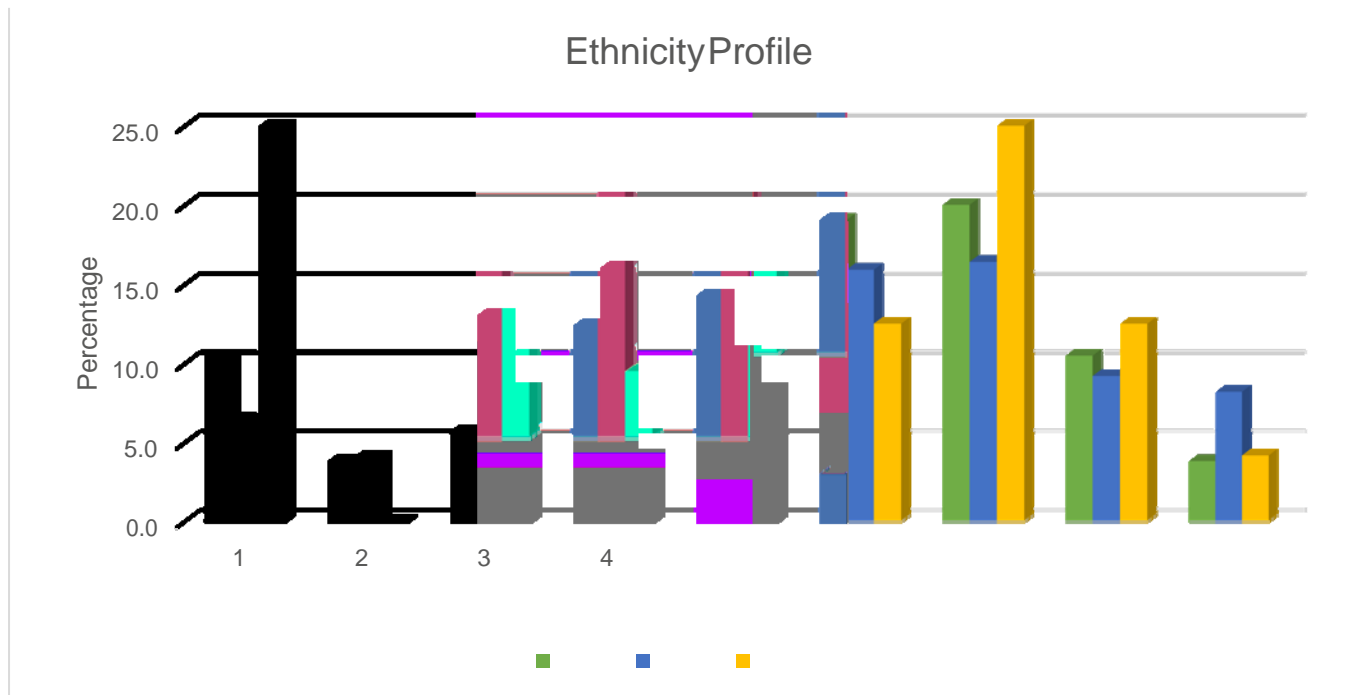
Status	Permanent	Fixed Term
BAME	84	21
White	685	120
Unknown	20	4
Grand Total	789	145

Percentage



	Full time	Part time
BAME	87	18
White	606	199
Unknown	17	7
Grand Total	710	224

The BAME staff profile based on figure 15 and table 43 shows that proportionately, there is higher representation of BAME staff within full-time positions compared to 'white' staff but the difference is not statistically significant.



Ethnicity	Grade								
	1	2	3	4	5	6	7	8	9
BAME	11	4	6	13	15	20	21	11	4
White	52	33	105	129	86	128	132	74	66
Unknown	6		2	1	2	3	6	3	1



a slightly higher male presence within Research positions. The Research category shows that proportionately there is a slightly higher male representation within Research positions.

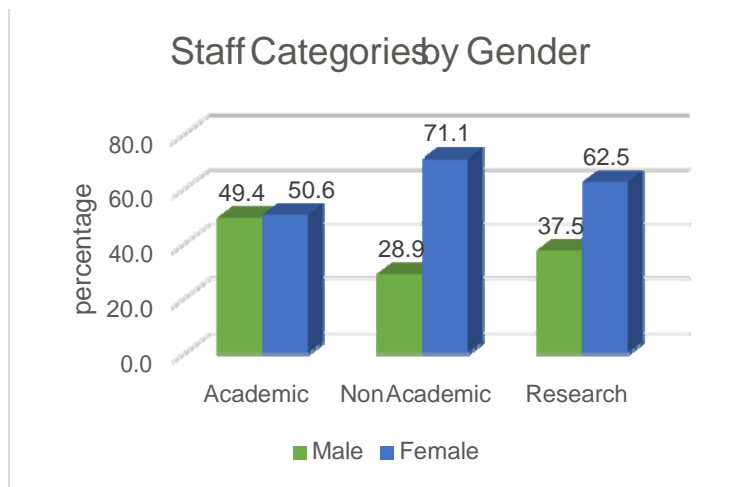


Figure 19 Gender profile per work category

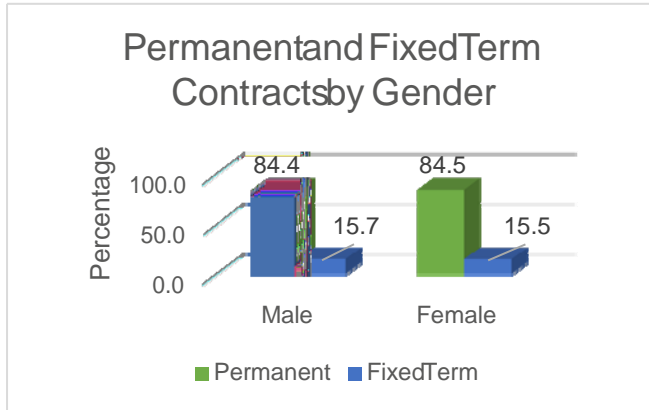
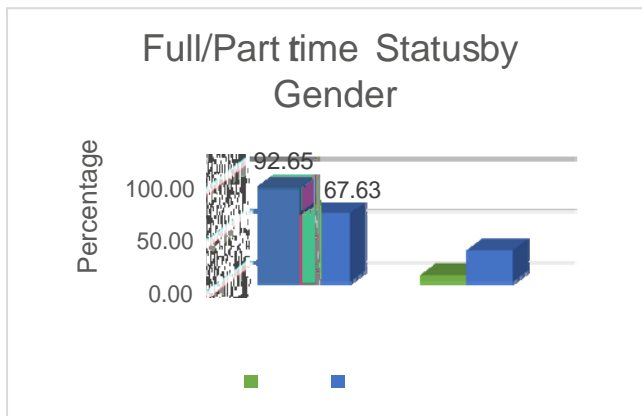


Figure 20 Gender profile for permanent and fixed term positions

Status	Male	Female
Permanent	264	525
Fixed term	49	96
Column Total	313	621

Table 46 Numbers of each gender in permanent and fixed term positions

According to figure 20 and table 46, when comparing proportion of male and female staff there is no difference in the proportion that are employed on permanent or fixed term contracts.



Basis	Full time	Part time	Total
Male	290	23	313
Female	420	201	621
Column Total	710	224	934

Figure 21 shows that, during 2017, a higher proportion of male staff were in full time positions compared to female staff. Part-time positions account for a higher proportion of female staff, showing similar trends to previous years (2016, 89.9% and 10.1% respectively in 2015)

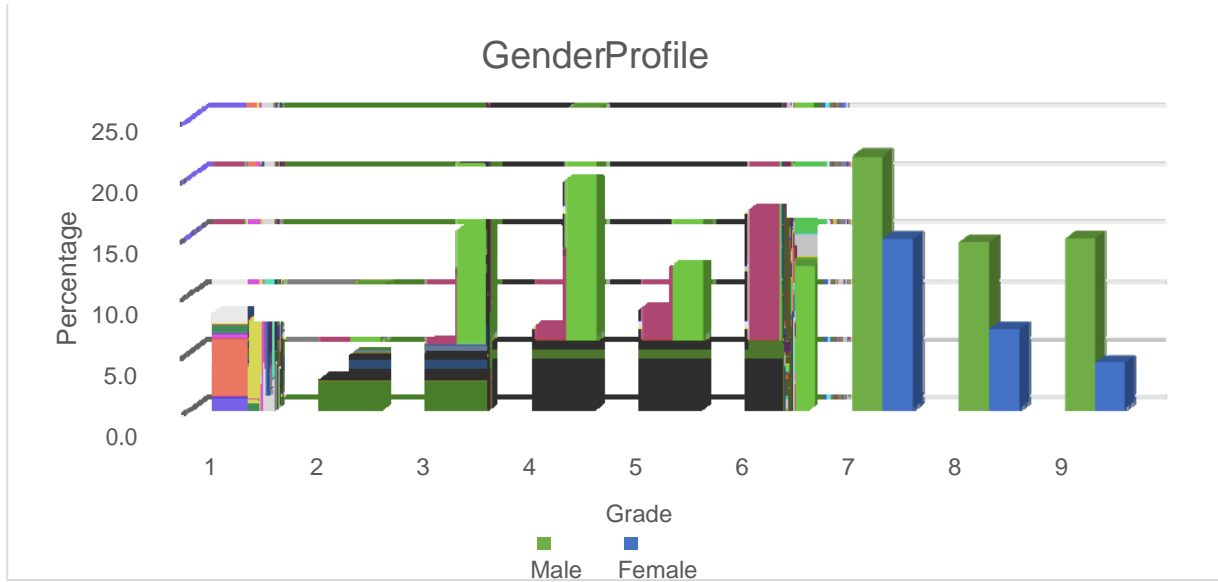


Figure 22 Distribution of gender across grades

Gender	Grade									
	1	2	3	4	5	6	7	8	9	
Male	26	8	18	22	27	53	68	45	46	
Female	43	29	95	121	76	98	91	43	25	
Grand Total	69	37	113	143	103	151	159	88	71	

Table 48 Numbers of each gender in each grade

The above data indicates that there is a higher proportion of female staff across the lower grades and a lower representation of female staff in senior positions.

