Equal Opportunities Monitoring Report 2019

- A revised Equality Objective and Action Plan (2020 -2024) has been developed and consulted with all staff and students;

- We continue to address potential barriers to the progression and recruitment of under-represented groups across the College by addressing unconscious bias in the recruitment and selection, promotion and appraisal processes and incorporating training on this topic into all management development programmes;

- Following last year's successful launch of the Aurora Women's Leadership Programme, the RVC is sponsoring a further eight women to attend the programme in the academic year 2019/20;

- Initial work has commenced with the BAME project, which is exploring why a lower proportion of BAME applications are short-listed compared to 'white' applicants. Further analysis will be carried out during 2020, this will include sample testing of historic job applicants to confirm shortlisting decisions and whether the requirements for a visa to work in the UK has an impact on shortlisting decisions;

- Dignity at Work Ambassadors have been identified from across the College. All of the ambassadors have attended a training workshop to develop their skills as ambassadors so that they can provide appropriate guidance and support;

- A briefing session on 'Flexible Working' was delivered by an external consultant to the CEC, this led to the CEC endorsing a set of 'Flexible Working Principles'. All jobs advertised at the College are now considered for flexible working and recruiting managers are required to acknowledge this as part of the approval process.

Age

Why is Age Diversity Important

For the College to be successful it needs to support age diversity in the workplace. A diverse age range will provide a rich source of skills, knowledge and experience, thus creating an environment in which staff can mentor each other both upwards and downwards to meet the needs of our stakeholders as well as supporting fluid succession planning. The College's overall age diversity has remained fairly stable with the majority of the staff profile being within the 31-40 age

Figure 2

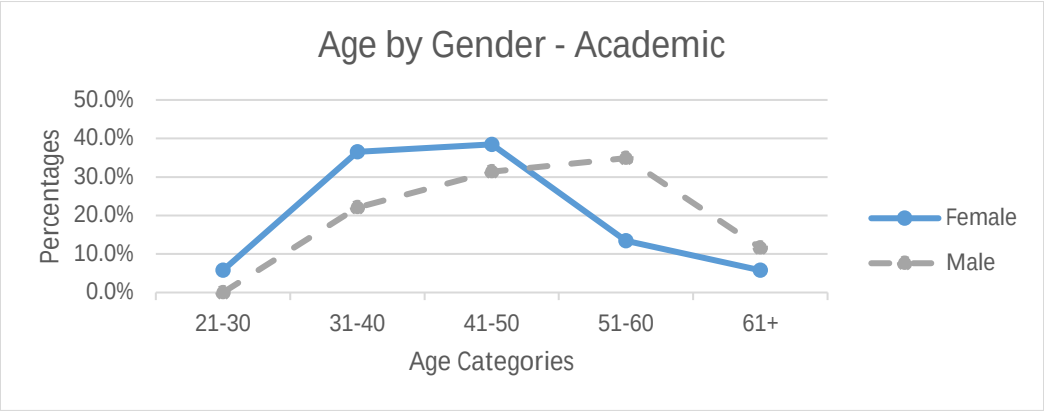
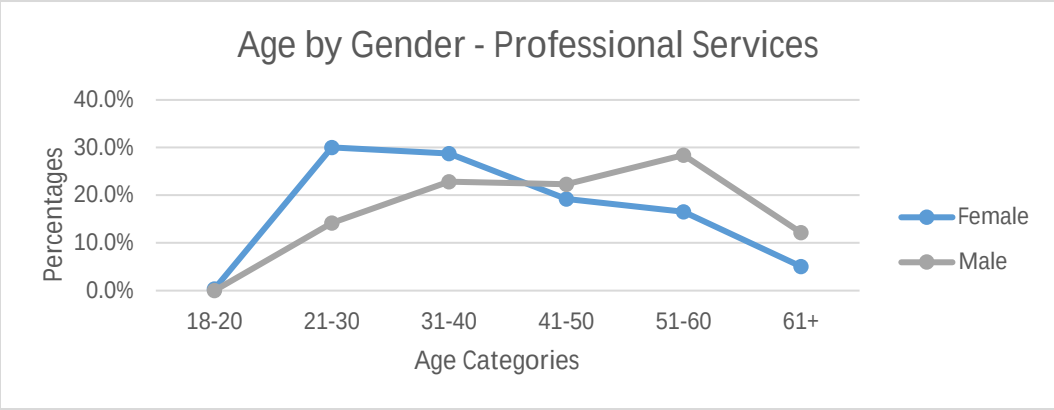


Figure 2 shows academic staff by reference to gender and age category. There is a notable decline in the female 51-60 age category when compared to the male age category which remains stable.

Figure 3



The data in figure 3 shows a decline in our female 41+ age categories for professional services staff.

Disability

Importance of Promoting and Embedding Disability Equality

Ensuring we meet the needs of our disabled staff and applicants, so that we can attract, develop and retain diverse talent.

Figure 9

Actions/Recommendations

Under the guidance and direction of the EDC and the Diversity and Inclusion Manager the following actions and

Ethnicity

Advancing and supporting Ethnic Diversity

The College is working towards an ethnically diverse workforce to reflect the community it serves. An ethnically diverse workforce supports our ability to effectively work with diverse staff/student groups and stakeholders

Figure 14

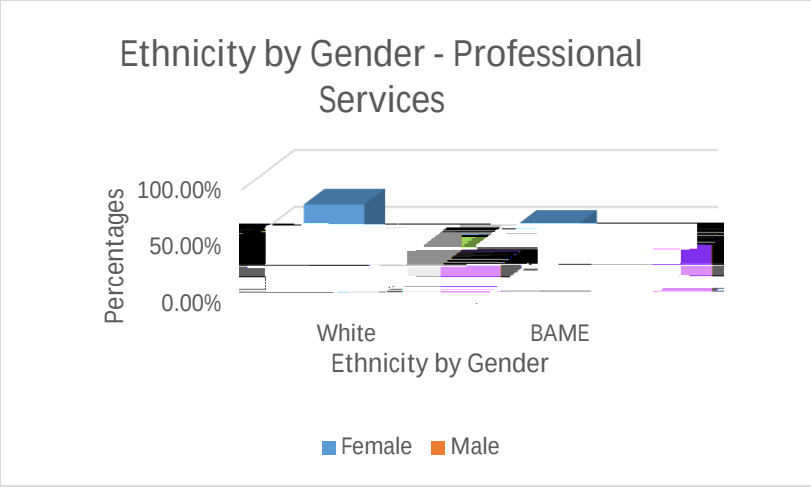


Figure 15

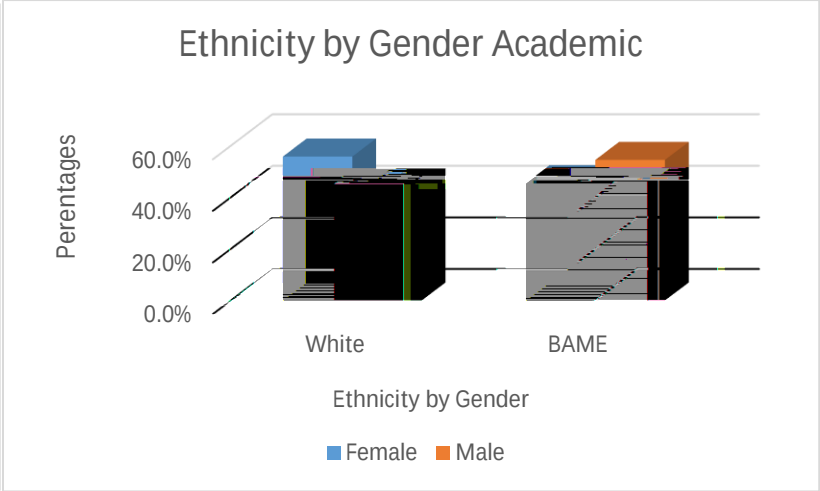


Figure 16

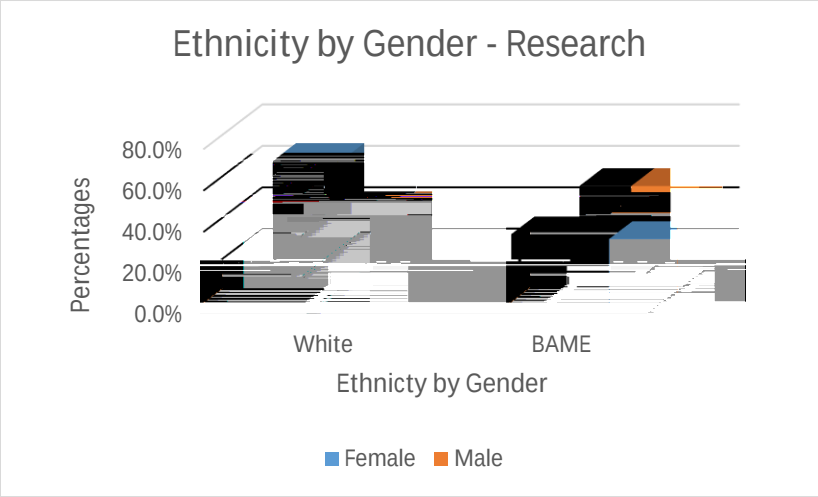
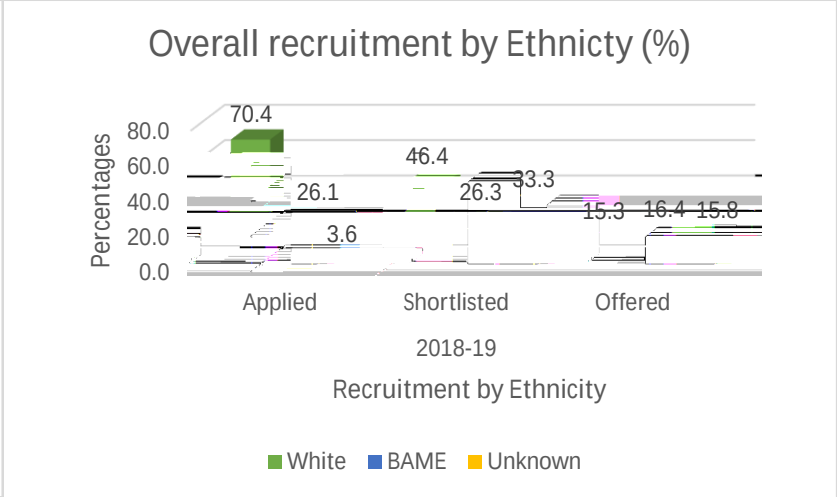


Figure 17



Gender

Advancing Gender Equality

The College continues to work towards promoting and advancing gender equality. Through our Athena SWAN Charter Mark, we are advancing our gender equality. Our female profile (figure 19) is 69.4% which is above the sector average of 56% (HESA data 2018/19).

The Athena SWAN Action Plan has been a key driver in making structural and cultural changes in the advancement of this agenda. A number of actions have been delivered such as Aurora Women's Leadership Programme and endorsement of the Flexible Working Principles by the CEC. All jobs are now considered for flexible working and the College continues to promote awareness of flexible working through delivering training sessions throughout the year for managers and staff.

Things to look out for

- Figure 21 shows the gender profile across all staff grades, when reviewing recruitment data (see appendix 4 and

Figure 18

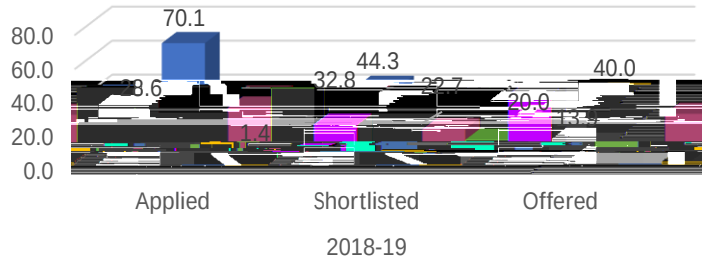


Figure 19

Figure 20

Figure 21

Figure 22

Action/Recommendations

Flexible Working

This is the second year (2018/19) of recording formal flexible working requests (table1). There has been an overall increase in the number of formal flexible working requests made, which has risen from 31 requests in 2017/18 to 48 requests made in 2018/19. Of those 48 requests 7 were informal requests. Ten of these requests were made by male staff an increase by 2 from last year and 38 were made by female staff. Work is being carried out within departments to increase the reporting of informal flexible working patterns.

Table 1: Reporting on Flexible Working

Gender	Disability	Ethnicity
Female (38)	Non-disabled (46)	BAME (5)
Male (10)	Disabled (2)	White (43)

Disciplinary and Grievances

Table 2: Reporting on Formal Disciplinary and Grievances

Table 2 presents information on the formal disciplinary and grievances conducted during the academic year 2018/19 by reference to age, disability, ethnicity and gender.

Formal Procedure	Age Range	Disability	Ethnicity	Gender
Grievance	61-70	No	British English	Male
Disciplinary	71-80	No	British Scottish	Male
Grievance	61-70	No	Other White Background	Female
Disciplinary	61-70	Yes	British English	Male
Disciplinary	31-40	No	British English	Female
Grievance	41-50	No	British English	Male

Appendix 1a

RESEARCH Recruitment by Age 2018-19			
Age range	*Applied*	*Shortlisted*	*Offered*
<18			
18-30	*87*	*35*	*12*
31-40	*79*	*25*	*10*
41			

RESEARCH Recruitment by Age % 2018-19			
Age range	*Applied*	*Shortlisted*	*Offered*
<18	*0.0*	*0.0*	*0.0*
18-30	*41.8*	*40.2*	*34.3*
31-40	*38.0*	*31.6*	*40.0*

Appendix 2a

OVERALL Recruitment by Disability 2018-19			
Disability	*Applied*	*Shortlisted*	*Offered*
Disabled	*77*	*37*	*4*
Not disabled	*1524*	*615*	*97*
Unknown	*3*	*1*	*0*
Grand Total	*1604*	*653*	*101*

OVERALL Recruitment by Disability % 2018-19			
Disability	*Applied*	*Shortlisted*	*Offered*
Disabled	*4.8*	*48.1*	*10.8*
Not disabled	*95.0*	*40.4*	*15.8*
Unknown	*0.2*	*33.3*	*0.0*
Grand Total	*100.0*	*40.7*	*15.5*

Appendix
3a

OVERALL Recruitment by Gender
2018-19

OVERALL Recruitment by Gender %
2018-19