



Equal Opportunities Monitoring Report

2014

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Our target audience

This document is aimed at:

- Students (present & future, undergraduate & postgraduate)
- Staff (present & future)
- Visitors
- Clients
- Relevant external stakeholders

Alternative versions and further information

This report is published as a Word document and as a PDF file on the College website at www.rvc.ac.uk.

The standard copy is in minimum 11 point Palatino Linotype font. Large print (18 point), Braille, electronic & audio recording versions can be provided. We have aimed to make the layout and structure accessible for all but welcome comments if the report does not meet your requirements. We will also explain the content verbally and/or in a simplified version as required.

To request an alternative version, or if you have any other queries about the document format, please contact:

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Comments on content will be referred on to other staff as necessary.

Equal Opportunities Monitoring Report - 2014

Introduction and Background

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

This report provides a summary of the work carried out by the Equality Strategy Group, including the progress that has been made against the actions contained within the College's Single Equality Scheme (SES). The report also provides equality monitoring statistics for current staff and students (as at 1 August 2014) as well as equality monitoring statistics for the recruitment of staff (during the period 1 August 2013 to 31 July 2014) and students (during the period 1 August 2012 to 31 July 2013).

The report will be published on the College internet and intranet.

Remit of monitoring

The report will provide monitoring information on staff and student matters within the College covering age, disability, ethnicity and gender.

This report will monitor:

- Staff and student applications
- Interview statistics (for staff only)
- Offers and Appointments
- Current staff and student profile

The following report has been produced using data collected and held on College systems. The ethnicity categories currently being used are in line with current best practice. Please note however that minority ethnic data has been presented in terms of white, minority ethnic/other and not known – this is to maintain confidentiality.

Single Equality Scheme – Update

Equality Strategy Group

The College's Equality Strategy Group (ESG) has continued to make progress with implementing the Single Equality Scheme, working with colleagues from across the College to ensure equality of opportunity is embedded throughout the organisation.

Following the appointment of Dr Jill Maddison, Director of Continuing Professional Development as the permanent chair of the ESG in 2013, the main area of responsibility for 2014 was to work towards producing a new Single Equality Scheme and Action Plan to take us to 2018. This has involved various group discussions and the release of a College wide survey.

The current Single Equality Scheme and Action Plan (2010-2014) is sub-divided into four main areas: Awareness and Communication, Facilities and Buildings, Staff/Students/Visitors and Miscellaneous. This update will provide a summary of activity against each of these areas.

Awareness and Communication

A key element of the SES was the need for the ESG to publicize the work the College has undertaken in regards to the equality initiatives and communicate/consult with the various stakeholders to keep people up to date. One particular initiative was to investigate the possibility of using e-technology to achieve this aim. The equality web-pages have been developed and were launched as part of the release of the new RVC website. This ensures the College's equality policies and procedures are contained within a single area, making it easier for staff and students to search for the information they require.

Work had started on creating a specific area on the student portal. This was suggested by a number of respondents to the Single Equality Scheme consultation exercise. However due to other priorities, this was put on hold. Awareness events were held as part of the 'Student Welfare Weeks'. It was envisaged that the format of this week would change, including changing the name to RVC 'Diversity' Week and working in conjunction with other local universities within the Bloomsbury area. This is an area that will need further investigation.

Facilities and Building

There has been a considerable amount of capital development and refurbishment of existing buildings on both the Hawkshead and Camden campuses. All new buildings are accessible and meet the necessary accessibility standards, with purpose built accessible bedrooms within the student village on the Hawkshead Campus. Part of this development has included an increase in the number of car park spaces specifically for blue badge holders.

The doors to the Camden Campus Lightwell opened on June 2010. The Lightwell is a great social learning space for both staff and students. To ensure the Lightwell is as accessible as possible, the inclusion of a lift which is designed for users with disabilities means the Lightwell can be used by anyone.

The Estates Department confirm that all new buildings meet all necessary accessibility standards and access to existing buildings is being continually improved on an ongoing basis.

A review has been undertaken of quiet/prayer room facilities and an additional room was made available at the Hawkshead Campus. This is a positive development and one which will be welcomed by staff and students.

Staff, Students and Visitors

It was evident from the consultation exercise as part of the development of the Single Equality Scheme that communication and awareness was a key theme. Students were particularly keen to ensure they were informed of the key equality initiatives within the College and this was reinforced again in a recent student support survey. A revamp of the Registry website with particular emphasis on student support services was introduced. Another key development was the inclusion of a diversity section within course inductions, ensuring students are introduced to the subject as early as possible into the academic year.

The ESG also investigated the possibility of joining the Stonewall Diversity Champions Programme. Although there was much support to sign up to the programme, it was deemed necessary to postpone membership due to financial restraints. At recent ESG meetings, the discussions centred around the need to resurrect this application. The ESG will also be involved in the production of the Colleges Equal Pay Audit, with the final report due to be finalised in summer 2015. This will show what progress the College has made since the last pay audit and it is hoped that no major issues will be identified, as was the case previously.

The uptake of equality training has been extremely successful since the online training tool was launched in 2009/10. It is important, now that the e-training course has embedded itself, that the ESG look into the possibility of providing a refresher course/information for existing staff.

There has been limited progress on assessing the impact of new policies and procedures when they are devised, updated or changed. Equality Impact Assessments (EIAs) are a key part of developing new policies and procedures and will ensure that when they are written, a review on the possible impact on equality is taken into account before the policy or procedure is finalised.

The College is also keen to ensure staff diversity is reflected at all levels of the organisation as well defining greater clarity in staff promotion processes. Particular initiatives which will help with this are the introduction of a revised Academic Probation and Promotion procedure and achieving the Athena SWAN Charter Bronze Award. The Athena SWAN scheme looks at the career development and promotion prospects of women in higher education. An application will be submitted in the November 2014 round.

The College has also achieved the 'HR Excellence in Research' award, which recognises its achievements in recruiting and developing Research employees. A large element of achieving this award was the College's commitment to applying the principles of equality and diversity to the recruitment, development and promotion of researchers at the College.

As part of the Research Excellence Framework submission, an Equal Opportunities Code of Practice was developed where the College committed to ensuring that the maximum number of employees conducting high quality research could be considered for inclusion in the REF submission through the assessment of personal circumstances. Staff members were encouraged to complete personal circumstance forms using defined criteria which were assessed confidentially by the RVC REF Equality Panel – recommendations made by this panel on the number of papers to be reduced dependant on the circumstance fed into the final RVC submission.

Miscellaneous

Following a review of how Equality Impact Assessments (EIAs) were conducted and how the information was being used at the College, it was envisaged a new system would be deployed in to capture Equality Impact Assessment (EIA) information more efficiently and effectively. This is work in progress.

The College's Senior Management Group confirmed that the ESG would have a dedicated budget. This was a positive and welcome development and will help ensure the group can deliver against the Single Scheme Action Plan and instigate projects to help promote equality of opportunity.

Future Priorities for the Equality Strategy Group

The main priority for the ESG in 2014 was to work on producing a revised Single Equality Scheme and Action Plan. A key element of this was to ensure staff and students had input into this review – a survey was released with 173 respondents. The ESG will review the results which will help towards the creation of the updated Action Plan.

Other key areas will involve working with the Athena SWAN Self-Assessment Team to deliver on the Athena SWAN action plan and ensure gender equality is high on the College's strategic objectives, ensuring the need for the development and succession planning of women at the College is discussed and appropriately addressed.

Staff Recruitment

The recruitment process (through the online recruitment system) has been monitored from 1 August 2013 to 31 July 2014 for the purposes of this report. In this period 2,170 applications were received with 189 job offers made (an increase of 20.2% and 21.1% respectively of total applications and total offers made compared to the 2013 report). The data from pages 8 to 12 gives a breakdown of applications received, shortlisted candidates, and appointed candidates by age, disability, gender and ethnicity as well as the current staff equality profile.

Staff Recruitment – Overall

Category

	Applied	Shortlist	Offered
Academic	152	70	34
Non Academic	1572	461	125
Research	446	109	30
Total	2170	640	189

Table 1

Location

	Applied	Shortlist	Offered
Hawkshead	1386	404	135
Camden	784	236	54
Total	2170	640	189

Table 2

Table 1 shows that Academic applications (which includes Staff Clinician positions) accounted for 7% of applications (a drop from 11.4% in 2013). For the second year in a row, proportionally, an applicant was more likely to be shortlisted for an Academic position compared to a Non-Academic position (46.0% compared to 29.3% - in 2013 it was 41.7% and 29.8% respectively). Those who applied for an Academic position were more likely to be offered a position (22.3% compared to 7.9% - in 2013, this was 14.5% and 7.2% respectively). Applications to positions based at the Hawkshead Campus¹ accounted for 63.8% of total applications (down from 69% in 2013). Table 2 shows that an applicant was more likely to be offered a position at the Hawkshead Campus compared to the Camden Campus (9.7% and 6.8% respectively – the figures are broadly similar to 2013).

Staff Recruitment by Age

Academic

Hawkshead

	Applied	Shortlist	Offered
<18	0	0	0
18-30	19	9	4
31-40	60	36	19
41-50	6	4	0
51-60	1	0	0
61+	3	1	1
Unknown	6	3	1
Total	95	53	25

Table 3

Camden

	Applied	Shortlist	Offered
<18	0	0	0
18-30	33	9	3
31-40	15	5	4
41-50	6	1	1
51-60	1	0	0
61+	1	1	1
Unknown	1	2	0
Total	57	17	9

Table 4

¹ Hawkshead figures include applications received for 'other locations' through the online system which are not Camden

The majority of applications received for Academic positions were received from applicants under the age of 40 (83% - an increase of 9% when compared to 2013), who were more likely to be offered an Academic position than those aged 41 or over (88% compared to 12%). When compared to 2013, there was an increase in the applications received for Academic positions from applicants aged 61 or over (2.6% compared to less than 1%).

Non Academic

Hawkshead

	Applied	Shortlist	Offered
<18	2	0	0
18-30	456	138	49
31-40	204	54	16
41-50	155	46	11
51-60	92	26	5
61+	4	0	0
Unknown	51	11	3
Total	964	275	84

Table 5

Camden

	Applied	Shortlist	Offered
<18	0	0	0
18-30	297	99	24
31-40	127	29	6
41-50	86	28	6
51-60	53	17	2
61+	5	0	0
Unknown	40	13	3
Total	608	186	41

Table 6

The figures above show that 68.9% of Non-Academic applications received were from applicants aged under 40, with 8.7% being offered a position. This compares to 4.3% of applicants aged 41 or over who were offered a position. The figures also show that applicants for Non-Academic positions were more likely to be offered a position at the Hawkshead Campus compared to the Camden Campus (8.7% at Hawkshead compared to 6.7% at Camden).

Research

Hawkshead

	Applied	Shortlist	Offered
<18	0	0	0
18-30	186	35	12
31-40	108	30	10
41-50	21	8	3
51-60	1	0	0
61+	2	0	0
Unknown	9	3	1
Total	327	76	26

Table 7

Camden

	Applied	Shortlist	Offered
<18	0	0	0
18-30	63	16	1
31-40	40	13	3
41-50	8	3	0
51-60	2	1	0
61+	2	0	0
Unknown	4	0	0
Total	119	33	4

Table 8

The figures in tables 7 and 8 show that applicants aged 40 or under were more likely to be offered a position when you combine the data for both campuses – this is a reverse when compared to 2013.

Staff Recruitment by Disability

Academic

Hawkshead

	Applied	Shortlist	Offered
Disabled	2	0	0
Not disabled	88	51	23
Unknown	5	2	2
Total	95	53	25

Table 9

Camden

	Applied	Shortlist	Offered
Disabled	0	0	0
Not disabled	55	17	9
Unknown	2	0	0
Total	57	17	9

Table 10

Non Academic

Hawkshead

	Applied	Shortlist	Offered
Disabled	27	13	2
Not Disabled	887	251	79
Unknown	50	11	3
Total	964	275	84

Table 11

Camden

	Applied	Shortlist	Offered
Disabled	27	11	0
Not disabled	552	166	36
Unknown	29	9	5
Total	608	186	41

Table 12

Research

Hawkshead

	Applied	Shortlist	Offered
Disabled	12	6	2
Not Disabled	298	66	22
Unknown	17	4	2
Total	327	76	26

Table 13

Camden

	Applied	Shortlist	Offered
Disabled	1	1	0
Not disabled	112	32	4
Unknown	6	0	0
Total	119	33	4

Table 14

The figures above show that for Academic positions, disabled applicants accounted for just over 1% of total applications, compared to 4.0% for Non Academic applications and 2.9% for Research applications. These figures show a slight increase when compared against the 2013 report for Academic and Non Academic applications, however are a decrease for Research applications. Overall applicants with a disability accounted for 3.1% of total applications (a decrease of 0.4% when compared to 2013) – however, it is encouraging to note that the proportion of offers made to disabled applicants increased to 2.1% from 1.9%.

It is disappointing to see that this is below the proportion of current employees who have identified a disability (2.4%).

Staff Recruitment by Ethnicity

Academic

Hawkshead

	Applied	Shortlist	Offered
White	183	48	23
BAME	9	4	1
Unknown	3	1	1
Total	95	53	25

Table 15

Camden

	Applied	Shortlist	Offered
White	53	17	9
BAME	4	0	0
Unknown	0	0	0
Total	57	17	9

Table 16

Non Academic

Hawkshead

	Applied	Shortlist	Offered
White	726	237	74
BAME	208	30	6
Unknown	30	8	4
Total	964	275	84

Table 17

Camden

	Applied	Shortlist	Offered
White	452	142	32
BAME	141	39	7
Unknown	15	5	2
Total	608	186	41

Table 18

Research

Hawkshead

	Applied	Shortlist	Offered
White	200	56	20
BAME	120	19	5
Unknown	7	1	1
Total	327	76	26

Table 19

Camden

	Applied	Shortlist	Offered
White	55	16	3
BAME	62	16	1
Unknown	2	1	0
Total	119	33	4

Table 20

Applications from BAME applicants accounted for 25.0% of the total received (which is an increase by just under 2% when compared against the 2013 report). Of these, 3.6% were offered a position compared to 9.9% of applicants who had classified themselves 'white'. Although, it is encouraging to see that the number of offers made to BAME applicants increased when compared to the 2013 report (by 0.5%), the figures reveal proportionally a higher offer rate for 'white' applicants in the Non Academic category. Of the 189 offers made, 'white' applicants accounted for 85.1% (although this has reduced by almost 2% when compared against the 2013 report). It is worth noting that 31.7% of 'white' applicants were shortlisted (a reduction of nearly 5% when looking at 2013) compared to 19.8% of 'BAME' applicants (an increase of 0.8% when looking at 2013).

Staff Recruitment by Gender

Academic

Hawkshead

	Applied	Shortlist	Offered
Male	43	20	9
Female	50	32	15
Unknown	2	1	1
Total	95	53	25

Table 21

Camden

	Applied	Shortlist	Offered
Male	18	3	1
Female	39	14	8
Unknown	0	0	0
Total	57	17	9

Table 22

Tables 21 and 22 highlight that female applicants were likely to be more successful in being shortlisted and offered an Academic position than their male counterparts (51.6% of female applicants were shortlisted compared to 37.7% of male applicants and 25.8% of female applicants were offered a position compared to 16.3% of male applicants respectively). This continues a recent trend, especially when compared to the 2013 report (it is interesting to note that the proportions of females being shortlisted and appointed has increased when compared to 2013). The figures for Non Academic positions show that 8.4% of female applicants were offered a position compared to 6.2% of male applicants (these figures are similar to those presented in the 2013 report).

Non Academic

Hawkshead

	Applied	Shortlist	Offered
Male	287	60	15
Female	668	211	67
Unknown	9	4	2
Total	964	275	84

Table 23

Camden

	Applied	Shortlist	Offered
Male	160	53	13
Female	445	132	27
Unknown	3	1	1
Total	608	186	41

Table 24

Research

Hawkshead

	Applied	Shortlist	Offered
Male	116	22	8
Female	207	54	18
Unknown	4	0	0
Total	327	76	26

Table 25

Camden

	Applied	Shortlist	Offered
Male	55	19	1
Female	62	14	3
Unknown	2	0	0
Total	119	33	4

Table 26

The figures show that overall 73% of successful applicants were female (an increase from 2013 of 3% – this highlights a continuing recent trend and is a higher proportion of successful applicants being female than the College staff profile when broken down by gender). Overall, female applications accounted for 67.7% of applications, the majority of which were in Non Academic positions. The total number of female applications is an increase when compared to the 2013 report, from 61%.

The figures also show that those aged 41 or over are more likely to be in a permanent position, compared to those aged 30 or under (89% and 75% respectively), highlighting that the College offers more fixed term opportunities to staff in this age demographic – this could mean that the College fails to retain talent particularly as people are increasingly looking for longer term stability – the figures are virtually static when compared to the 2013 report. As would be expected, the figures highlight that a larger percentage of employees aged 51 or over are part time, when compared to those aged under 30 (32% and 10% respectively).

	Academic	Non Academic	Research	Grades 1 to 5	Grades 6 to 9	Hawkshead	Camden	Other	Perm	Fixed Term	Full Time	Part Time
18-30	4	134	14	128	24	104	46	2	117	35	134	18
31-40	82	149	49	113	167	203	77	-	209	71	231	49
41-50	63	106	7	62	114	127	49	-	161	15	128	48
51-60	41	118	8	81	86	115	51	1	149	18	132	35
61+	11	28	-	18	21	29	10	-	30	9	18	21

Table 28

Staff Profile by Disability

The figures in table 29 show that proportionally, employees with a disability are typically in lower graded positions at the College – positions in Grades 1 to 5 or in the Non Academic category tend to be more administrative or support roles. The overall employee disclosure rate for disability is 2.4% (which is down from 2.7% compared to the previous report). The figures also show that employees with a disability are more likely to be in permanent or full time roles which is encouraging and is in support of the College’s commitment under the government led Disability ‘Two Ticks’ Scheme where employers seek to ensure employees who have, have had or acquire a disability in their employment to remain in employment.

	Academic	Non Academic	Research	Grades 1 to 5	Grades 6 to 9	Hawkshead	Camden	Other	Perm	Fixed Term	Full Time	Part Time
Yes	3	13	3	13	6	12	7	-	13	6	15	4
No	188	503	75	375	391	542	221	3	627	139	606	160
Unknown	10	19	-	14	15	24	5	-	26	3	22	7

Table 29

Staff Profile by Gender

The figures in table 30 show that although more female employees appear in the Grades 6 to 9 category, proportionally a large percentage of female employees are paid salaries within Grades 1 to 5 (58% - this is no change when compared to the 2013 report) whereas male employees are mainly paid salaries within Grades 6 to 9 (67% - this is a decrease of 2% when compared to the 2013 report). A higher proportion of fixed term employees are female compared to male. A large percentage of employees who are part time are female compared to male (87% compared to 13%). The overall female/male split has remained relatively static for four years running (females account for 64% of current staff).

Of the 104 staff within G6-7 Academic roles, 63% are female. This compares to only 37% in G8-9 Academic roles. When looking at Non Academic roles, of the 381 staff within G1-5 roles, nearly 77% are female – in contrast 56% of staff within G6-9 roles are female.

	Academic	Non Academic	Research	Grades 1 to 5	Grades 6 to 9	Hawkshead	Camden	Other	Perm	Fixed Term	Full Time	Part Time
Male	99	156	37	96	196	200	92	-	231	61	270	22
Female	102	379	41	306	216	378	141	3	435	87	373	149

Table 30

Staff Profile by Ethnicity

Less than 10% of employees in the Academic or Non Academic categories have identified themselves as from the BAME group, with just under 10% employees overall at the College who are from the BAME group (this is the same when compared to 2013). Just over 5% of BAME employees at the College are within Grades 6 to 9. The figures show that 6.2% of employees based at Hawkshead are from the BAME group compared to 19.3% of employees based in Camden (this broadly reflects the make-up of the local populations - the Camden figure has increased by 1.3%). A larger percentage of employees who classified themselves as 'BAME' are in fixed term positions (24.6%) compared to employees who have classified themselves as 'white' (17.2% - both figures have increased slightly when compared to 2013).

	Academic	Non Academic	Research	Grades 1 to 5	Grades 6 to 9	Hawkshead	Camden	Other	Perm	Fixed Term	Full Time	Part Time
BAME	18	50	13	39	42	36	45	-	61	20	70	11
White	177	472	64	356	357	527	183	3	590	123	558	155
Unknown	6	13	1	7	13	15	5	-	15	5	15	5

Table 31

Research Excellence Framework 2014

The tables below show that 113 out of 136 eligible members of staff were returned in the RVC REF2014 submission - this equates to a return rate of 83%.

Number of Staff Eligible and Returned by Age

	Eligible	Returned
31-40	42	35
41-50	51	41
51-60	34	28
61+	9	9

Table 32

Table 32 shows that apart from staff aged 61 or over, the return rate of eligible staff was at least 80% across all remaining age groups.

Number of Staff Eligible and Returned by Disability Status

	Eligible	Returned
Yes	2	2
No	129	106
Unknown	5	5

Table 33

Table 33 shows 100% of eligible staff who had identified they had a disability or where the information was unknown were returned compared to 82% of staff who did not have a disability.

Number of Staff Eligible and Returned by Gender

	Eligible	Returned
Male	81	66
Female	55	47

Table 34

Table 34 highlights that 85% of eligible female staff were returned compared to 81% of eligible male staff. Table 35 highlights similar figures (85% of eligible staff returned who had identified as 'BAME', compared to 82% of eligible staff returned who had identified as 'white').

Number of Staff Eligible and Returned by Ethnicity

	Eligible	Returned
BAME	28	24
White	106	87
Unknown	2	2

Table 35

Student Recruitment

Student recruitment data has been monitored for the period August 2012 to July 2013, for entry in September 2013. The number of undergraduate applications when compared to 2012 increased by 9%.

Undergraduate Student Recruitment by Age

The table below shows 33.6% of applicants were offered a place on an undergraduate course at the College, of which 94.2% were aged under 24 (this was the same as in the previous report). A large proportion of applicants applied for the BVetMed course (52.9%), with 39.9% of offers being made (an increase from 27% in 2012). For the third year in a row, this course also had the highest number of applicants over the age of 30, accounting for over 57% of those in this group who applied for any course. The overall success rate for applicants aged 30 or over was 20.6%, which was lower than the success rate of 17 to 20 year old applicants (36.8%) – these figures are relatively static to 2012.

	17 to 20	21 to 24	25 to 29	30+	Not Known	Grand Total
BioVet Science	280	16	7	5	-	308
Conditional Offer	205	6	4	1	-	216
Unconditional Offer	42	2	-	1	-	45
Rejected	33	8	3	3	-	47
BVetMed	985	198	91	36	1	1311
Conditional Offer	219	22	11	6	-	259
Unconditional Offer	33	27	10	3	-	73
Rejected	733	149	70	27	-	979
Gateway	153	16	3	6	-	178
Conditional Offer	53	1	-	-	-	54
Unconditional Offer	1	-	-	-	-	1
Rejected	99	15	3	6	-	123
Grad Accelerated Vet Med	4	166	28	12	-	210
Conditional Offer	-	29	3	1	-	33
Unconditional Offer	-	13	3	2	-	18
Rejected	4	124	22	9	-	159
Vet Nursing	369	52	12	4	-	437
Conditional Offer	78	3	1	-	-	82
Unconditional Offer	16	5	-	-	-	21
Rejected	275	44	11	4	-	334
Intercalated	20	10	-	-	-	30
Conditional Offer	12	5	-	-	-	17
Unconditional Offer	8	5	-	-	-	13
Rejected	-	-	-	-	-	-
Grand Total	1811	458	141	63	1	2474
Conditional Offer	567	65	19	7	-	661
Unconditional Offer	100	52	13	6	-	171
Rejected	1144	340	109	43	-	1642

Table 36

Postgraduate Student Recruitment by Age

Tables 37 and 37a highlights that nearly 75% of applicants to a postgraduate course were over the age of 25 – this was an increase by 3% compared to 2012. More applications received for a PhD place than any other postgraduate course at the College.

	20 to 24	25 to 29	30+	Grand Total
ILHP	5	-	12	17
Conditional Offer	-	-	2	2
Unconditional Offer	3	-	9	12
Rejected	-	-	-	-
Unknown	2	-	1	3
MSc	47	52	31	130
Conditional Offer	15	20	16	51
Unconditional Offer	7	4	5	16
Rejected	20	9	3	32
Unknown	5	19	7	31
MSc/PG Cert Vet Educ.	-	2	53	55
Conditional Offer	-	1	14	15
Unconditional Offer	-	-	38	38
Rejected	-	1	1	2
Unknown	-	-	-	-
PG Risk Analysis	1	5	10	16
Conditional Offer	1	3	6	10
Unconditional Offer	-	1	2	3
Rejected	-	-	-	-
Unknown	-	1	2	3
Vet. Epid.	11	20	25	56
Conditional Offer	6	11	12	29
Unconditional Offer	3	2	2	7
Rejected	1	1	6	8
Unknown	1	6	5	12
Grand Total	64	79	131	274
Conditional Offer	22	35	50	107
Unconditional Offer	13	7	56	76
Rejected	21	11	10	42
Unknown	8	26	15	49

Table 37

	20 to 24	25 to 29	30+	Grand Total
Mres	-	2	4	6
PhD	66	102	66	234
Post Doc	-	-	4	4
Grand Total	66	104	74	244

Table 37 (a)

Undergraduate Student Recruitment by Disability

Table 38 shows that disabled applicants accounted for 6.9% of total undergraduate applications, with offers made to 46.8% of these applicants (both of these were a slight decrease when compared to the previous report) – this compares to 32.6% of applicants who applied without declaring a disability who were subsequently offered a place. For the third consecutive report, disabled applicants were more likely to be offered a place across all of the undergraduate courses apart from the Grad Accelerated Vet Med, for example, for the applications for the BVetMed course, 40.3% of disabled applicants were offered a place, compared to 24.5% of non-disabled applicants.

	No Known Disability	Disabled	Grand Total
BioVet Science	286	22	308
Conditional Offer	200	16	216
Unconditional Offer	41	4	45
Rejected	45	2	47
BVetMed	1249	62	1311
Conditional Offer	239	20	259
Unconditional Offer	68	5	73
Rejected	942	37	979
Gateway	160	18	178
Conditional Offer	44	10	54
Unconditional Offer	1		1
Rejected	115	8	123
Grad Accelerated Vet Med	192	18	210
Conditional Offer	29	4	33
Unconditional Offer	18	-	18
Rejected	145	14	159
Vet Nursing	393	44	437
Conditional Offer	70	12	82
Unconditional Offer	20	1	21
Rejected	303	31	334
Intercalated BSc	21	9	30
Conditional Offer	13	4	17
Unconditional Offer	8	5	13
Grand Total	2301	173	2474
Conditional Offer	595	66	661
Unconditional Offer	156	15	171
Rejected	1550	92	1642

Table 38

Postgraduate Student Recruitment by Disability

Tables 39 and 39a highlight disabled applicants accounted for 3.8% of all postgraduate applications (a decrease of 1.8% when compared to the previous report). The figures also highlight that 50% of disabled applicants to postgraduate courses applied for a place on a PhD course.

	No Known Disability	Disabled	Grand Total
ILHP	17	-	17
Conditional Offer	2	-	2
Unconditional Offer	12	-	12
Rejected	-	-	-
Unknown	3	-	3
MSc	126	4	130
Conditional Offer	50	1	51
Unconditional Offer	16	-	16
Rejected	30	2	32
Unknown	30	1	31
MSc/PG Cert Vet Educ.	53	2	55
Conditional Offer	14	1	15
Unconditional Offer	37	1	38
Rejected	2	-	2
Unknown	-	-	-
PG Risk Analysis	16	-	16
Conditional Offer	10	-	10
Unconditional Offer	3	-	3
Rejected	-	-	-
Unknown	3	-	3
Vet. Epid.	53	3	56
Conditional Offer	29	-	29
Unconditional Offer	5	2	7
Rejected	8	-	8
Unknown	11	1	12
Grand Total	265	9	274
Conditional Offer	105	2	107
Unconditional Offer	73	3	76
Rejected	40	2	42
Unknown	47	2	49

Table 39

	No Known Disability	Disabled	Grand Total
Mres	5	1	6
PhD	224	10	234
Post Doc	4	-	4
Grand Total	233	11	244

Table 39 (a)

Undergraduate Student Recruitment by Ethnicity

Table 40 shows that 35% of undergraduate applications received from BAME applicants were successful (an increase of 5% when compared to the previous report). The figures highlight, unlike the previous report, there was an equal chance for offer made to those who had classified themselves as 'white or BAME – this is even though when looking at course by course, applicants who classified themselves as white had proportionally more offers made to them (apart from the Grad Accelerated Vet Med course).

	White	BAME	Refused/Unknown	Grand Total
BioVet Science	213	44	51	308
Conditional Offer	152	32	32	216
Unconditional Offer	37	6	2	45
Rejected	24	6	17	47
BVetMed	857	75	379	1311
Conditional Offer	184	10	65	259
Unconditional Offer	44	4	25	73
Rejected	629	61	289	979
Gateway	141	23	14	178
Conditional Offer	49	5	-	54
Unconditional Offer	1	-	-	1
Rejected	91	18	14	123
Grad Accelerated Vet Med	143	11	56	210
Conditional Offer	21	1	11	33
Unconditional Offer	6	3	9	18
Rejected	116	7	36	159
Vet Nursing	353	41	43	437
Conditional Offer	74	4	4	82
Unconditional Offer	15	4	2	21
Rejected	264	33	37	334
Intercalated BSc	23	-	7	30
Conditional Offer	13	-	4	17
Unconditional Offer	10	-	3	13
Rejected	-	-	-	-
Grand Total	1730	194	550	2474
Conditional Offer	493	52	116	661
Unconditional Offer	113	17	39	171
Rejected	1124	125	393	1642

Table 40

Postgraduate Student Recruitment by Ethnicity

The tables below highlight that nearly 2.7% of postgraduate applicants had classified themselves as BAME, compared to 25.4% of applicants who had classified themselves as white. For the second year running, a large percentage of applicants had not returned their ethnicity (71.8%) – this could be partly due to the College using the national UKPASS system where there is no requirement to complete equal opportunity data.

	White	BAME	Refused/Unknown	Grand Total
ILHP	11	-	6	17
Conditional Offer	1	-	1	2
Unconditional Offer	10	-	2	12
Rejected	-	-	-	-
Unknown	-	-	2	3
MSc	32	3	95	130
Conditional Offer	19	2	30	51
Unconditional Offer	11	1	4	16
Rejected	2	-	30	32
Unknown	-	-	31	31
MSc/PG Cert Vet. Educ.	39	6	10	55
Conditional Offer	11	-	4	15
Unconditional Offer	28	6	4	38
Rejected	-	-	2	2
Unknown	-	-	-	-
PG Risk Analysis	3	-	13	16
Conditional Offer	-	-	10	10
Unconditional Offer	3	-	-	3
Rejected	-	-	-	-
Unknown	-	-	3	3
Vet. Epid.	9	2	45	56
Conditional Offer	3	2	24	29
Unconditional Offer	5	-	2	7
Rejected	1	-	7	8
Unknown	-	-	12	12
Grand Total	94	11	169	274
Conditional Offer	34	4	69	107
Unconditional Offer	57	7	12	76
Rejected	3	-	39	42
Unknown	-	-	48	49

Table 41

	White	BAME	Refused/Unknown	Grand Total
Mres	2	3	1	6
PhD	32	-	202	234
Post Doc	4	-	-	4
Grand Total	38	3	203	244

Table 41 (a)

Overall, although, the figures for undergraduate courses reveal proportionally more offers were made to those who had classified themselves as 'white' for all undergraduate courses offered at the College, there is minimal statistical differences in the offer rates between 'white' and 'BME' applicants.

Undergraduate Student Recruitment by Gender

The table below shows that 81.6% of applications received for a place on an undergraduate course were from female applicants (a slight decrease of 0.6% when compared to the previous report) – of these 32.9% were successful in receiving an offer (a increase of over 2%). This compares to 36.6% of male applicants who received an offer (this was a decrease of nearly 4% when compared to the previous report). The female/male split for the BVetMed course was nearly 80/20 respectively (with only slightly more male applicants being offered a place compared to female applicants – 25.8% compared to 25.1% - this is the same as the previous report however the gap was smaller in this period). Male applicants were also more likely, proportionately, to be offered a place on all other undergraduate courses when each course was compared individually apart from the Grad Accelerated Vet Med and the Vet Nursing courses (this is similar when compared to the previous report).

	Female	Male	Grand Total
BioVet Science	233	75	308
Conditional Offer	160	56	216
Unconditional Offer	34	11	45
Rejected	39	8	47
BVetMed	1044	267	1311
Conditional Offer	205	54	259
Unconditional Offer	58	15	73
Rejected	781	198	979
Gateway	148	30	178
Conditional Offer	45	9	54
Unconditional Offer	-	1	1
Rejected	103	20	123
Grad Accelerated Vet Med	162	48	210
Conditional Offer	28	5	33
Unconditional Offer	15	3	18
Rejected	119	40	159
Vet Nursing	413	24	437
Conditional Offer	81	1	82
Unconditional Offer	19	2	21
Rejected	313	21	334
Intercalated BSc	21	9	30
Conditional Offer	12	5	17
Unconditional Offer	9	4	13
Rejected	-	-	-
Grand Total	2021	453	2474
Conditional Offer	531	130	661
Unconditional Offer	135	36	171
Rejected	1355	287	1642

Table 42

Postgraduate Student Recruitment by Gender

The table below highlights that nearly 59% of applications were received from females (this is almost identical to the previous report).

	Female	Male	Grand Total
ILHP	8	9	17
Conditional Offer	1	1	2
Unconditional Offer	5	7	12
Rejected	-	-	-
Unknown	2	1	3
MSc	79	51	130
Conditional Offer	34	17	51
Unconditional Offer	14	2	16
Rejected	19	13	32
Unknown	12	19	31
MSc/PG Cert Vet. Educ.	32	23	55
Conditional Offer	9	6	15
Unconditional Offer	22	16	38
Rejected	1	1	2
Unknown	-	-	-
PG Risk Analysis	6	10	16
Conditional Offer	3	7	10
Unconditional Offer	1	2	3
Rejected	-	-	-
Unknown	2	1	3
Vet. Epid.	21	35	56
Conditional Offer	14	15	29
Unconditional Offer	5	2	7
Rejected	1	7	8
Unknown	1	11	12
Grand Total	146	128	274
Conditional Offer	61	46	107
Unconditional Offer	47	29	76
Rejected	21	21	42
Unknown	17	32	49

Table 43

	Female	Male	Grand Total
Mres	3	3	6
PhD	150	84	234
Post Doc	-	4	4
Grand Total	153	191	

Table 43 (a)

Student Profile

The following figures are based on data relating to students enrolled on an undergraduate or postgraduate taught/research course at the College at the end of the 2013/14 academic year (1 August 2013 to 31 July 2014). A total of 1,873 students were registered on a course* at the College in the period above (an increase by 1.6% when compared to the previous report). *Note, data was unavailable for PG Research courses at the time of writing this report.

Student Profile by Age

	UG Students	PG Students (Taught)
Under 20	469	-
21 to 24	813	26
25 to 29	261	61
30+	107	134
Unknown	-	2

Table 44

Table 44 details that 77.6% of undergraduate students were under the age of 25 compared to almost 11.6% of postgraduate taught students. In contrast, 6.4% of undergraduate students were over the age of 30 compared to 60% of postgraduate taught students.

Student Profile by Disability

	UG Students	PG Students (Taught)
Declared Disability	354	16
No Known Disability	1296	207

Table 45

The number of students with a disability accounted for 19.7% of current students (a slight decrease of 0.3%), with 95% of these students on an undergraduate course. In 2013, students who had declared a disability accounted for nearly 20% of total students.

Student Profile by Ethnicity

	UG Students	PG Students (Taught)
White	1384	179
BAME	181	18
Unknown/Refused	85	26

Table 46

Table 46 details that nearly 10.6% of students had classified their ethnicity as BAME – this is 2.6% higher than the number in 2013 (8%). The majority of BAME students are on an undergraduate course.

Student Profile by Gender

	UG Students	PG Students (Taught)
Male	359	84
Female	1291	139

Table 47

Female students accounted for 76.3% of total students, a slight decrease when compared to 2013 (the female/male split across undergraduate students and postgraduate students was relatively even (78% females on undergraduate courses and 62% females on postgraduate courses). These figures are broadly similar when compared against the 2013 report.

The following tables relate to the number of undergraduate and postgraduate (taught) students who were awarded a degree in 2013/2014.

Student Degree Awards by Age

	21 to 24	25 to 29	30+	Under 20
Total Awards	244	125	99	2

Table 48 (plus 2 unknown)

Table 48 details that of the 472 students who were awarded a degree, nearly 51.6% were aged 21 to 24 and 20.9% aged 30 or over.

Student Degree Awards by Disability

	Declared disability	No known disability
Total Awards	92	380

Table 49

The data above highlights that nearly 20% of students (this is the same as 2013) who were awarded a degree had identified they had a disability with table 46 (below) detailing that 17.3% of students awarded a degree were classified as BAME.

Student Degree Awards by Ethnicity

	BAME	White	Information refused
Total Awards	82	362	28

Table 50

Student Degree Awards by Gender

	Female	Male
Total Awards	367	105

Table 51

Table 51 shows that the majority of those who achieved a degree award were female (77.7%).

Other Equality Strands

At the current time, the College does not require current and future staff or students to provide details relating to the following protected characteristics:

- Gender Reassignment
- Marriage & Civil Partnership
- Religion & Belief
- Sexual Orientation

In addition, Academic Registry currently do not record information relating to Pregnancy and Maternity and as such, figures relating to the protected characteristics detailed above are not included.

Publication & dissemination of the Equal Opportunities Monitoring Report

This Annual Report has been approved for publication by the College's Senior Management Group (December 2014) and by College Council (March 2015).

Alternative formats will be made available upon request.