



**Royal
Veterinary
College**
University of London

Equal Opportunities Monitoring Report

October 2013

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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.

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

Equal Opportunities Monitoring Report - October 2013

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 2013) as well as equality monitoring statistics for the recruitment of staff (during the period 1 August 2012 to 31 July 2013) and students (during the period 1 August 2011 to 31 July 2012).

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 decision of Ms Sian Griffith, Operations Director (Clinical Science and Services) to step down as the chair of ESG, work began in 2012 to appoint a replacement. Ms Elaine Acaster (Assistant Principal) took up the role on a temporary basis until August 2013 and the group wishes to record its thanks to Ms Acaster for the assured guidance and support whilst she was in the role of chair. However, it is with pleasure that we can now announce, through this update, the College has appointed a permanent chair of the ESG – Dr Jill Maddison, Director of Continuing Professional Development. The ESG's main area of responsibility for 2013/14 will be to ensure it produces a new Single Equality Scheme, to replace the current scheme which is due for renewal in 2014.

Update of Key Action Items

Due to a period of transition following the decision taken by the previous chair (Ms Griffith) to step down, and the time taken to appoint an appropriate replacement, unfortunately work on the action items contained within the Single Equality Scheme has been somewhat limited over the last 12 months.

However, some progress has been made against particular action points. The following will discuss the progress that has been made in 2012, and which builds on progress made since 2010. This includes:

- The increased awareness, and importance placed on, equality and diversity issues within the organisation. This includes the inclusion of equality within the College's draft Corporate Plan, specifically trying to address the need for development and succession planning for women at RVC. This highlights the importance the College's Senior Management Group (SMG) place in ensuring equality of opportunity is inherent throughout the organisation.
- A clear commitment from the College Principal and the SMG to investigate the possibility of introducing an on-site crèche, or childcare facilities.
- The review of Academic Probation and Promotion processes which include clear guidance on the criteria relating to academic promotion.
- The completed application form to achieve the Athena SWAN Charter bronze award which recently received SMG approval – the form will now be submitted to the Athena SWAN panel and it is envisaged the College will be notified of the outcome in early 2014. The Athena SWAN Charter is a scheme for the recognition of excellence in women's employment in Higher Education in Science, Engineering or Technology (SET), and is something the College is keen to achieve. It is hoped that by working on this application, it will help to further promote gender equality at the College.
- A proposal to include refresher courses for staff in relation to equality and diversity training. This will be submitted to the SMG shortly and it is hoped the ESG will receive authorisation to progress with this proposal.

- The production of an Equal Opportunities Code of Practice (CoP) relating to inclusion in the Research Excellence Framework (REF2014). This CoP ensures the College's commitment to taking into consideration equality and diversity issues when making strategic decisions on which academic members of staff to include for inclusion.
- The proposed submission of the College's re-accreditation of the HR 'Excellence in Research' award. 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.

Future Priorities for the Equality Strategy Group

The main priority for the ESG in 2013/14 will be to work on producing a revised Single Equality Scheme and Action Plan. This is because the current scheme will need to be renewed in 2014. A key element of this will be to review progress which has been made since the single scheme was introduced in 2010, what the key areas of work will be going forward and how to consult, engage and involve staff and students.

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.

Equal Opportunities Monitoring Report 2013 – Key Highlights

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. The data from pages 16 to 21 gives a breakdown of applications received and offers made to students by age, disability, gender and ethnicity as well as the current student equality profile.

Staff data has been obtained from Human Resources whereas student data has been obtained from Academic Registry and the Graduate School. The data has also been reviewed by the College statistician.

The following provides the key highlights of the data presented:

Staff Data

- Staff applications have reduced by just over 6% when compared to the same period in 2012.
- Compared to 2012, it was more likely that if you applied for a position at Hawkshead you were to be offered a position.
- Compared to 2012, there was a reduction in the number of applications received from disabled applicants (from 3.1% to 1.9%).
- Although there was an overall increase in the number of offers made to 'BME' applicants comparing 2011 and 2012, the data shows proportionally more job offers were made to 'white' applicants over offers made to 'BME' applicants (10% compared to 3%). For the 2014 report, this data will need to differentiate between those who have the right to work in the UK and those who do not – this may help explain the difference in the success rates.
- Female applicants were more likely to be offered an academic position at the College.
- The staff disability disclosure rate is 2.4%, with the majority of disabled employees in permanent, full time positions.
- The ethnic profile of staff at the College has remained relatively static since 2011.

Student Data

- There was an increase in the number of disabled applicants, with disabled applicants more likely to be offered a place across all undergraduate courses
- Although the figures identify a higher offer rate in undergraduate courses for 'white' applicants, there is minimal statistical differences overall in the offer rates between 'white' and 'BME' applicants.
- Male applicants were more likely to be offered a place on an undergraduate course.

The Teaching Quality Committee has recognised the constraints of a data-only approach to evaluating equality and other data. This academic year it will be looking at base data with a view to a more qualitative follow up on any issues that appear anomalous in relation to student recruitment, progression and success.

Staff Recruitment

The recruitment process (through the online recruitment system) has been monitored from 1 August 2012 to 31 July 2013 for the purposes of this report. In this period 1,805 applications were received with 156 job offers made (a reduction of 6.4% of total applications compared to the 2012 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	206	86	30
Non Academic	1241	370	90
Research	358	103	36
Total	1805	559	156

Table 1

Location

	Applied	Shortlist	Offered
Hawkshead	1248	409	120
Camden	557	150	36
Total	1805	559	156

Table 2

Table 1 shows that Academic applications (which includes Staff Clinician positions) accounted for 11.4% of applications. Proportionally, an applicant was more likely to be shortlisted for an Academic position compared to a Non-Academic position (41.7% compared to 29.8% - in 2012 it was equal). Those who applied for an Academic position were more likely to be offered a position (14.5% compared to 7.2%). Applications to positions based at the Hawkshead Campus¹ accounted for 69% of total applications – this is an increase of 6% when compared to 2012. Table 2 shows that an applicant was more likely to be offered a position at the Hawkshead Campus compared to the Camden Campus (9.6% and 6.4% respectively – the figures are similar to 2012).

Staff Recruitment by Age

Academic

Hawkshead

	Applied	Shortlist	Offered
<18	0	0	0
18-30	29	11	2
31-40	101	50	21
41-50	27	5	2
51-60	12	2	0
61+	1	0	0
Unknown	6	1	0
Total	176	69	25

Table 3

Camden

	Applied	Shortlist	Offered
<18	0	0	0
18-30	10	4	1
31-40	13	7	3
41-50	4	4	1
51-60	0	0	0
61+	1	0	0
Unknown	2	2	0
Total	30	17	5

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 (74% - an increase of 5% when compared to 2012), who were more likely to be offered an Academic position than those aged 41 or over (90% compared to 10%). Less than 1% of applications received for Academic positions were from applicants aged 61 or over, this is a decrease when compared to 2012.

Non Academic

Hawkshead

	Applied	Shortlist	Offered
<18	5	0	0
18-30	363	114	26
31-40	163	45	12
41-50	132	46	12
51-60	98	38	8
61+	7	4	2
Unknown	14	3	2
Total	782	250	62

Table 5

Camden

	Applied	Shortlist	Offered
<18	2	1	0
18-30	170	36	8
31-40	121	36	11
41-50	86	25	2
51-60	52	17	5
61+	5	0	0
Unknown	23	5	2
Total	459	120	28

Table 6

The figures above show that 66.3% of Non-Academic applications received were from applicants aged under 40, with 7% being offered a position. This compares to 8% of applicants aged 41 or over who were offered a position. The figures also show that applicants for Non-Academic positions were almost as likely to be offered a position at either campus (7% at Hawkshead compared to 6% at Camden).

Research

Hawkshead

	Applied	Shortlist	Offered
<18	1	0	0
18-30	131	32	11
31-40	109	43	15
41-50	31	11	6
51-60	10	3	1
61+	1	0	0
Unknown	7	1	0
Total	290	90	33

Table 7

Camden

	Applied	Shortlist	Offered
<18	0	0	0
18-30	36	6	2
31-40	21	4	1
41-50	8	1	0
51-60	1	1	0
61+	0	0	0
Unknown	2	1	0
Total	68	13	3

Table 8

The figures in tables 7 and 8 show that applicants aged 41 or over were more likely to be offered a position when you combine the data for both campuses.

Staff Recruitment by Disability

Academic

Hawkshead

	Applied	Shortlist	Offered
Disabled	1	0	0
Not disabled	166	69	25
Unknown	9	0	0
Total	176	69	25

Table 9

Camden

	Applied	Shortlist	Offered
Disabled	2	1	1
Not disabled	28	16	4
Unknown	0	0	0
Total	30	17	5

Table 10

Non Academic

Hawkshead

	Applied	Shortlist	Offered
Disabled	31	10	0
Not Disabled	707	232	60
Unknown	44	8	2
Total	782	250	62

Table 11

Camden

	Applied	Shortlist	Offered
Disabled	16	3	0
Not disabled	418	112	25
Unknown	25	5	3
Total	459	120	28

Table 12

Research

Hawkshead

	Applied	Shortlist	Offered
Disabled	14	4	2
Not Disabled	263	73	24
Unknown	10	0	0
Total	287	77	26

Table 13

Camden

	Applied	Shortlist	Offered
Disabled	0	0	0
Not disabled	67	13	3
Unknown	1	0	0
Total	68	13	3

Table 14

The figures above show that for Academic positions, disabled applicants accounted for just over 1% of total applications, compared to 3.7% for Non Academic applications and 3.9% for Research applications. These figures show a slight increase when compared against the 2012 report. Overall applicants with a disability accounted for 3.5% of total applications (an increase of 0.4%) – however, the proportion of offers made fell from 3.1% to 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	140	64	24
BME	29	4	1
Unknown	7	1	0
Total	176	69	25

Table 15

Camden

	Applied	Shortlist	Offered
White	23	13	5
BME	7	4	0
Unknown	0	0	0
Total	30	17	5

Table 16

Non Academic

Hawkshead

	Applied	Shortlist	Offered
White	633	223	56
BME	135	24	4
Unknown	14	3	2
Total	782	250	62

Table 17

Camden

	Applied	Shortlist	Offered
White	313	89	22
BME	131	24	4
Unknown	15	7	2
Total	459	120	28

Table 18

Research

Hawkshead

	Applied	Shortlist	Offered
White	187	68	27
BME	95	18	4
Unknown	8	4	2
Total	290	90	33

Table 19

Camden

	Applied	Shortlist	Offered
White	41	9	3
BME	24	4	0
Unknown	3	0	0
Total	68	13	3

Table 20

Applications from BME applicants accounted for 23.3% of the total received (which is an increase by 2% when compared against the 2012 report). Of these, 3% were offered a position compared to 10.3% of applicants who had classified themselves 'white'. Although, it is encouraging to see that the number of offers made to BME applicants increased when compared to the 2011 report (by 0.1%), the figures reveal proportionally a higher offer rate for 'white' applicants in the Non Academic category. Of the 156 offers made, 'white' applicants accounted for 87.8% (although this has reduced by 2% when compared against the 2012 report). It is worth noting that 35% of 'white' applicants were shortlisted compared to 19% of 'BME' applicants.

For the 2014 report, further data will need to be collected to differentiate from those who applied (and were appointed) who had the right to work in the UK and those who applied (and were appointed) did not have the right to work in the UK, split by ethnicity. This may help to explain the differences in the overall success rates.

Staff Recruitment by Gender

Academic

Hawkshead

	Applied	Shortlist	Offered
Male	71	24	7
Female	103	45	18
Unknown	2	0	0
Total	176	69	25

Table 21

Camden

	Applied	Shortlist	Offered
Male	11	7	1
Female	19	10	4
Unknown	0	0	0
Total	30	17	5

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 (45% of female applicants were shortlisted compared to 37.8% of male applicants and 18% of female applicants were offered a position compared to 9% of male applicants respectively). This is in contrast to the 2012 report which highlighted that males were more likely to be shortlisted and offered a position. The figures for Non Academic positions show that 8.5% of female applicants were offered a position compared to 5% of male applicants (these figures are similar to those presented in the 2012 report).

Non Academic

Hawkshead

	Applied	Shortlist	Offered
Male	269	65	15
Female	504	184	46
Unknown	9	1	1
Total	782	250	62

Table 23

Camden

	Applied	Shortlist	Offered
Male	168	45	6
Female	289	75	22
Unknown	2	0	0
Total	459	120	28

Table 24

Research

Hawkshead

	Applied	Shortlist	Offered
Male	139	43	14
Female	147	45	18
Unknown	4	2	1
Total	290	90	33

Table 25

Camden

	Applied	Shortlist	Offered
Male	36	7	1
Female	32	6	2
Unknown	0	0	0
Total	68	13	3

Table 26

The figures show that overall 70% of successful applicants were female (an increase from 2012 of 6% – this is a higher proportion of successful applicants being female than the College staff profile when broken down by gender). Overall, female applications accounted for 61% of applications, the majority of which were in Non Academic positions. The total number of applications is a slight decrease when compared to the 2012 report, from 64%.

Staff Profile

The following is based on data known as of 1 August 2013. Where possible, comparisons will be made with the 2012 report. As can be seen in chart 1, headcount has increased by nearly 5% since 1 August 2012 and 8% when compared to 1 August 2011. Staff headcount as at 1 August 2013 was 800.

Headcount by Year

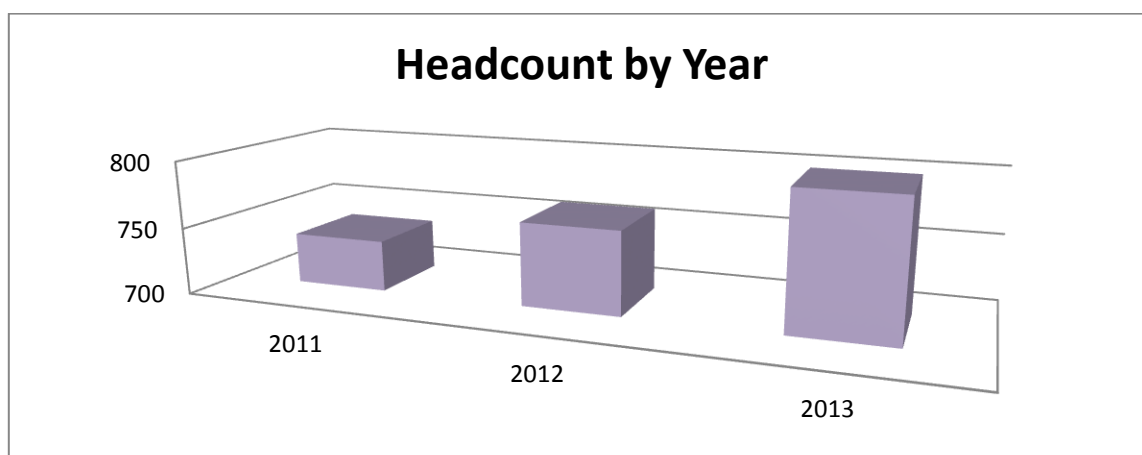


Chart 1

Staff Profile

Category	Grade	Basis	Status	Location					
Academic	192	Grades 1 to 5	387	Full Time	623	Permanent	662	Hawkshead	576
Non Academic	530	Grades 6 to 9	413	Part Time	177	Fixed Term	138	Camden	222
Research	78							Other	2

Table 27

Table 27 highlights that 24% of employees at the College are in the Academic category (this includes employees with the job title Staff Clinician). This is an increase of almost 3% when compared to the 2012 report. A large percentage of employees are full time and permanent (77% and 82% respectively – these figures are virtually identical when compared against the 2012 report). The majority of employees are based at the Hawkshead campus.

Staff Profile by Age

Table 28 (overleaf) highlights that a small percentage (1.5%) of employees categorised as Academic are under the age of 30 compared to 22% of employees categorised as Non-Academic and 35% of those categorised as Research. Apart from within the Research category, the figures have decreased when compared against the 2012 report.

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 (90% and 75% respectively), potentially highlighting that fixed term opportunities are more attractive to younger employees who possibly have more opportunity for job mobility in order to gain experience – the figures are virtually static when compared to the 2012 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 (28% 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	3	115	27	112	33	104	41		108	37	130	15
31-40	80	148	36	106	158	200	64	1	203	61	216	48
41-50	62	115	7	69	115	132	51	1	169	15	129	55
51-60	38	122	8	82	86	114	53		151	17	130	38
61+	9	30		18	21	26	13		31	8	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	2	14	3	14	5	14	5		14	5	15	4
No	180	498	74	358	394	538	212	2	623	129	587	165
Unknown	10	18	1	15	14	24	5		25	4	21	8

Table 29

Staff Profile by Gender

The figures in table 30 show that there is almost a 2:1 ratio split between male and female staff within the Academic category. 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 an increase of 1% when compared to the 2012 report) whereas male employees are mainly paid salaries within Grades 6 to 9 (69% - this is an increase of 2% when compared to the 2012 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 static for three years running (females account for just under 65% of current staff).

	Academic	Non Academic	Research	Grades 1 to 5	Grades 6 to 9	Hawkshead	Camden	Other	Perm	Fixed Term	Full Time	Part Time
Male	98	150	39	90	197	193	94		234	53	264	23
Female	54	380	39	297	216	383	128	2	428	85	359	154

Table 30

Staff Profile by Ethnicity

Less than 10% of employees in the Academic or Non Academic categories have identified themselves as from the BME group, with 10% employees overall at the College who are from the BME group (this is a decrease of 1% when compared to 2012). Just under 6% of BME employees at the College are within Grades 6 to 9. The figures show that 7.4% of employees based at Hawkshead are from the BME group compared to 18% of employees based in Camden (this broadly reflects the make-up of the local populations, though the Camden figure has decreased by 3%, this could be due the unknown figure increasing). A larger percentage of employees who classified themselves as 'BME' are in fixed term positions (22%) compared to employees who have classified themselves as 'white' (16%).

	Academic	Non Academic	Research	Grades 1 to 5	Grades 6 to 9	Hawkshead	Camden	Other	Perm	Fixed Term	Full Time	Part Time
BME	21	46	16	38	45	43	40		65	18	71	12
White	165	471	60	340	356	516	178	2	582	114	537	159
Unknown	6	13	2	9	12	17	4		15	6	15	6

Table 31

Student Recruitment

Student recruitment data has been monitored for the period August 2011 to July 2012, for entry in September 2012. The number of applications when compared to 2011 increased by 1.8%. Data for undergraduate student recruitment includes a breakdown by application status, however a detailed breakdown was not available for postgraduate applications (therefore postgraduate data only shows applications received).

Undergraduate Student Recruitment by Age

The table below shows 32.5% of applicants were offered a place on an undergraduate course at the College, of which 94.4% were aged under 24 (an increase by 2% when compared to the previous report). A large proportion of applicants applied for the BVetMed course (54.1%), with 27% of offers being made. For the second year in a row, this course also had the highest number of applicants over the age of 30, accounting for over 70% of those in this group who applied for any course. The overall success rate for applicants aged 30 or over was 21%, which was lower than the success rate of 17 to 20 year old applicants (38.5%).

	17 to 20	21 to 24	25 to 29	30+	Not Known	Grand Total
BioVet Science	232	17	5	3		257
Conditional Offer	175	7	1			183
Unconditional Offer	35	3	1			39
Rejected	21	7	3	2		33
Withdrawn	1			1		2
BVetMed	892	210	94	31		1227
Conditional Offer	252	8	13	4		277
Unconditional Offer	35	15	9	4		63
Rejected	582	168	64	22		836
Withdrawn	23	19	8	1		51
Gateway	148	19	5			174
Conditional Offer	45	2	1			48
Unconditional Offer	1					1
Rejected	97	17	4	2		120
Withdrawn	5					5
Grad Accelerated Vet Med	9	145	31	8		193
Conditional Offer		16	1	1		18
Unconditional Offer		12	3			15
Rejected	9	113	27	7		156
Withdrawn		4				4
Vet Nursing	361	39	14	1		415
Conditional Offer	82	1	1			84
Unconditional Offer	8	1				9
Rejected	226	32	12	1		271
Withdrawn	45	5	1			51
Grand Total	1642	430	149	43		2266
Conditional Offer	554	32	17	5		610
Unconditional Offer	79	31	13	4		127
Rejected	935	337	110	32		1416
Withdrawn	74	28	8	1		113

Table 32

Postgraduate Student Recruitment by Age

Table 33 highlights that 72% of applicants to a postgraduate course were over the age of 25, with more applications received for a PhD place than any other postgraduate course at the College.

	20 to 24	25 to 29	30+	Grand Total
Mres	1	8	8	17
MSc	58	62	50	170
PG Cert/Diploma		2	30	32
PhD	50	69	54	173
Grand Total	109	141	142	392

Table 33

Undergraduate Student Recruitment by Disability

Table 34 shows that disabled applicants accounted for 7.2% of total undergraduate applications, (an increase by 1.2% when compared to the previous report) with offers made to 47.2% of these applicants (a slight increase when compared to the previous report) – this compares to 31% of applicants who applied without declaring a disability who were subsequently offered a place. For the second consecutive report, disabled applicants were more likely to be offered a place across all of the undergraduate courses, for example, for the applications for the BVetMed course, 36% of disabled applicants were offered a place, compared to 27% of non disabled applicants and for the Gateway course 76% compared to 22% respectively.

	No Known Disability	Disabled	Grand Total
BioVet Science	234	23	257
Conditional Offer	170	13	183
Unconditional Offer	31	8	39
Rejected	31	2	33
Withdrawn	2		2
BVetMed	1169	58	1227
Conditional Offer	257	20	277
Unconditional Offer	62	1	63
Rejected	801	35	836
Withdrawn	49	2	51
Gateway	157	17	174
Conditional Offer	35	13	48
Unconditional Offer	1		1
Rejected	116	4	120
Withdrawn	5		5
Grad Accelerated Vet Med	171	22	193
Conditional Offer	14	4	18
Unconditional Offer	11	4	15
Rejected	142	14	156
Withdrawn	4		4

Vet Nursing	370	45	415
Conditional Offer	69	15	84
Unconditional Offer	9		9
Rejected	244	27	271
Withdrawn	48	3	51
Grand Total	2101	165	2266
Conditional Offer	545	65	610
Unconditional Offer	114	13	127
Rejected	1334	82	1416
Withdrawn	108	5	113

Table 34

Postgraduate Student Recruitment by Disability

Table 35 highlights disabled applicants accounted for 5.6% of all postgraduate applications (an increase of 0.5% when compared to the previous report). The figures also highlight that 63% of disabled applicants to postgraduate courses applied for a place on one of the College MSc courses. .

	Disabled	No Disability	Unknown	Grand Total
Mres/MVetMed		17		17
MSc	14	144	12	170
PG Cert/Diploma		32		32
PhD	8	151	14	173
Grand Total	22	344	26	392

Table 35

Undergraduate Student Recruitment by Ethnicity

Table 36 shows that nearly 30% of undergraduate applications received from BME applicants were successful (a decrease of 7.5%) – when compared to the previous report, the figures highlight a reverse where more offers were made to those who had classified themselves as ‘white (35%)’. In comparison to the previous report, apart from the Gateway course, ‘White’ applicants were more likely to be offered a place compared to those applicants who classified themselves as BME.

	White	BME	Refused/Unknown	Grand Total
BioVet Science	185	34	38	257
Conditional Offer	145	21	17	183
Unconditional Offer	31	8		31
Rejected	8	4	21	8
Withdrawn	1	1		1

BVetMed	868	95	179	1142
Conditional Offer	209	19	39	267
Unconditional Offer	44	2	8	55
Rejected	586	72	124	782
Withdrawn	29	1	8	38
Gateway	141	18	10	169
Conditional Offer	47	1		48
Unconditional Offer	1			1
Rejected	89	17	9	115
Withdrawn	4		1	5
Grad Accelerated Vet Med	140	10	43	193
Conditional Offer	16		2	18
Unconditional Offer	10	2	3	15
Rejected	112	7	37	156
Withdrawn	2	1	1	4
Vet Nursing	333	27	32	392
Conditional Offer	79	2	2	83
Unconditional Offer	9			9
Rejected	204	23	29	256
Withdrawn	41	2	1	44
Grand Total	1667	184	302	2153
Conditional Offer	496	43	60	599
Unconditional Offer	95	12	11	111
Rejected	999	123	220	1317
Withdrawn	77	3	10	92

Table 36

Postgraduate Student Recruitment by Ethnicity

The table below highlights that nearly 12% of postgraduate applicants had classified themselves as BME, compared to 42% of applicants who had classified themselves as white. A large percentage of applicants had not returned their ethnicity (45%) – this was partly due to the College using the national UKPASS system where there is no requirement to complete equal opportunity data.

	White	BME	Refused/Unknown	Grand Total
Mres/MVetMed	17	0	0	17
MSc	50	21	99	170
PG Cert/Diploma	17	5	10	32
PhD	82	21	70	173
Grand Total	166	47	179	392

Table 37

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 82.2% of applications received for a place on an undergraduate course were from female applicants (an increase of 2% when compared to the previous report) – of these 30.8% were successful in receiving an offer (a decrease of nearly 5%). This compares to 40% of male applicants who received an offer (this was almost identical to the previous report). The female/male split for the BVetMed course was nearly 80/20 respectively (with more male applicants being offered a place compared to female applicants – 33.1% compared to 26.3% - this is in contrast to the previous report). Male applicants were also more likely, proportionately, to be offered a place on all other undergraduate courses when each course was compared individually (this is in contrast to the previous report).

	Female	Male	Grand Total
BioVet Science	202	55	257
Conditional Offer	142	41	183
Unconditional Offer	31	8	39
Rejected	28	5	33
Withdrawn	1	1	2
BVetMed	980	247	1227
Conditional Offer	209	68	277
Unconditional Offer	49	14	63
Rejected	682	154	836
Withdrawn	40	11	51
Gateway	149	25	174
Conditional Offer	37	11	48
Unconditional Offer	1		1
Rejected	106	14	120
Withdrawn	5		5
Grad Accelerated Vet Med	140	53	193
Conditional Offer	11	7	18
Unconditional Offer	9	6	15
Rejected	136	40	156
Withdrawn	4		4
Vet Nursing	393	22	415
Conditional Offer	78	6	84
Unconditional Offer	8	1	9
Rejected	258	13	271
Withdrawn	49	2	51
Grand Total	1864	402	2266
Conditional Offer	477	133	610
Unconditional Offer	98	29	127
Rejected	1210	226	1416
Withdrawn	99	14	113

Table 38

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
Mres/MVetMed	9	8	17
MSc	92	78	170
PG Cert/Diploma	17	15	32
PhD	113	60	173
Grand Total	231	161	392

Table 39

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 2012/13 academic year (1 August 2012 to 31 July 2013). A total of 1,843 students were registered on a course* at the College in the period above (an increase by 6.4% 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	386	1
21 to 24	828	16
25 to 29	303	47
30+	104	123
Unknown	33	2

Table 40

Table 40 details that 73.3% of undergraduate students were under the age of 25 compared to almost 9% of postgraduate taught students. In contrast, 6.2% of undergraduate students were over the age of 30 compared to 65% of postgraduate taught students.

Student Profile by Disability

	UG Students	PG Students (Taught)
Declared Disability	354	18
No Known Disability	1300	171

Table 41

The number of students with a disability accounted for 20% of current students (an increase of just over 2%), with 95% of these students on an undergraduate course. In 2012, students who had declared a disability accounted for nearly 18% of total students.

Student Profile by Ethnicity

	UG Students	PG Students (Taught)
White	1410	147
BME	117	27
Unknown/Refused	127	15

Table 42

Table 42 details that nearly 8% of students had classified their ethnicity as BME – this is slightly lower than the number in 2012 (11%).

Student Profile by Gender

	UG Students	PG Students (Taught)
Male	351	65
Female	1303	124

Table 43

Female students accounted for 77% of total students, a slight decrease when compared to 2012 (the female/male split across undergraduate students and postgraduate students was relatively even (78% females on undergraduate courses and 65% females on postgraduate courses). These figures are broadly similar when compared against the 2012 report.

The following tables relate to the number of undergraduate and postgraduate (taught) students who were awarded a degree in 2012/2013.

Student Degree Awards by Age

	21 to 24	25 to 29	30+	Under 20
Total Awards	215	121	67	3

Table 44

Table 44 details that of the 406 students who were awarded a degree, nearly 53% were aged 21 to 24 and 16.5% aged 30 or over.

Student Degree Awards by Disability

	Declared disability	No known disability
Total Awards	80	326

Table 45

The data above highlights that nearly 20% of students (up from 16%) who were awarded a degree had identified they had a disability with table 46 (below) detailing that nearly 5% of applicants were classified as BME (down from 7.7%).

Student Degree Awards by Ethnicity

	BME	White	Information refused
Total Awards	20	373	13

Table 46

Student Degree Awards by Gender

	Female	Male
Total Awards	319	87

Table 47

Table 47 shows that the majority of those who achieved a degree award were female (78.5%).

Other Equality Strands

At the current time, the College does not request 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 will be submitted to the College Council in November 2013 via the Senior Management Group and the Equality Strategy Group, after which it will be advertised and published on the College's internet and intranet sites, by 31 December 2013.

Alternative formats will be made available upon request.