Equal Opportunities Monitoring Report 2019

Introduction and Background

The Royal Veterinary College (the College) is committed to the promotion of equal opportunity and inclusion 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.

This report provides a summary of the work carried out by the Equality and Diversity Committee (EDC) and the progress made against the Athena SWAN Action Plan (2017-2021) and the Equality Objectives and Action Plan (2015-2019). As part of our obligations under the Equality Act 2010 and public sector equality duty, we are committed to publishing annual equality monitoring information, in order to demonstrate transparency and having due regard to;

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act,
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it,
- Foster good relations between people from different groups.

The report also provides equality monitoring statistics for current staff as well as equality monitoring statistics for the recruitment of staff (during the period 1 August 2018 to 31 July 2019). The data in this report only includes applicants who are eligible to work in the UK or who applied for a job for which the College could apply for a certificate for sponsorship.

How the recruitment data is presented

The data in the report including appendices (1 - 4a) shows the breakdown of the number of applications received, shortlisted candidates, and offers made to candidates by reference to age, disability, gender and ethnicity.

Remit of Monitoring

The report provides monitoring information on staff within the College covering age, disability, ethnicity and gender. This report will include:

- Staff recruitment data
- Current staff profile
- Reporting on formal disciplinary and grievance
- Data on Flexible Working Requests

Executive Summary

This report follows a slightly different format from previous reports, however it still includes either data or reference to historical reports to allow comparisons with previous years. The report also takes into account intersectionality in order to identify how overlapping protected characteristics impact individuals and the College. The key highlights in which we can draw comparisons from previous years are as follows:

- The overall age profile shows that it is those aged 40 and below that represent the highest number of staff at 30.5% this trend has remained constant over the last three years;

- Academic staff within the 41-50 age category have the highest profile at 35.4% which is comparable to previous years;

- Academic staff within the 50 and above age category represent 23.3% of our staff which is above the sector average of 19%, (HESA 2018/19);

- Professional services staff in the 30 and under age category represent 30% vs the HEI sector average of 19.8% (HESA data 2018/19). This demonstrates we have a fairly young professional services workforce compared to the HEI sector average.

- Staff recruitment by ethnicity shows that a significantly lower proportion of BAME applicants were shortlisted compared to ‘white’ applicants, which follows a similar pattern when compared to the previous years;

- There has been a gradual increase in our BAME (Black, Asian and Minority Ethnic) profile which has risen from 11.2% in 2017 to 12.4% in 2019;

- During 2018/19 a slight decrease in the number of disabled applicants at 4.8% compared to 5.5% in 2017/18 and 5% in 2016/17;

- The overall gender spilt for 2018/19 is 69.4% female compared to 30.6% males which has remained comparable over the last three years;

- Overall male and female offer rates were comparable in 2017/18, however 2018/19 data highlights a decrease in the proportion of offers made to females (13.9%) when compared to offers made to males (20%). This data requires further investigation.

Key Activities in 2019

The College continues to work towards progressing the actions identified in the Athena SWAN Action Plan, Equality Objectives and Action Plan, and the recommendations set out in the Gender Pay Gap Report 2018. The Equality and Diversity Committee (EDC) oversees the delivery of these action plans which set out initiatives and actions aimed at developing and retaining a diverse workforce. In addition, the action plans include a series of approaches to recruit, support and develop under-represented staff into senior grades within the College. Below are some of the key equality and diversity activities achieved since the last report:

- Departments continue to work and report progress made against their equality and diversity action plans via the EDC and their local equality and diversity champions. These action plans include specific and measurable actions on recruitment, development and promotion of under-represented groups such as BAME and females;

- A 'Code of Practice' was developed on inclusive practice for the REF 2021 submission;

- A series of Equality Analysis (Equality Impact Assessments) training sessions were delivered to all staff members who are involved in the REF 2021 decision making process;

- 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

category. This is in line with the highest proportion of offers which are made to those in the 31 – 40 age category (see appendix 1).

It is interesting to note that the overall age profile by gender in figure 1 shows the female age category peaks at 31-40 when compared to the male profile which peaks at 51 -60 age category. It is interesting to note that there is a significant decrease in the number of women represented in the older age groups. It will be important to look into the reasons for this.

Things to look out for

- When looking at the total population of the College we want to ensure that it is representative of all age categories.
- When looking at the age profile by gender we want to understand why there are differences and ensure there are no equality impact issues.
- We want to see if we are recruiting and retaining a diverse age range across all staff categories. (Appendix 1 and 1a shows recruitment data by staff category).
- When we look at the age profile by grade we want to see that we have a healthy distribution of ages across the grades in order to support succession planning. We also look at age by staff category for the same reason.

Figure 1

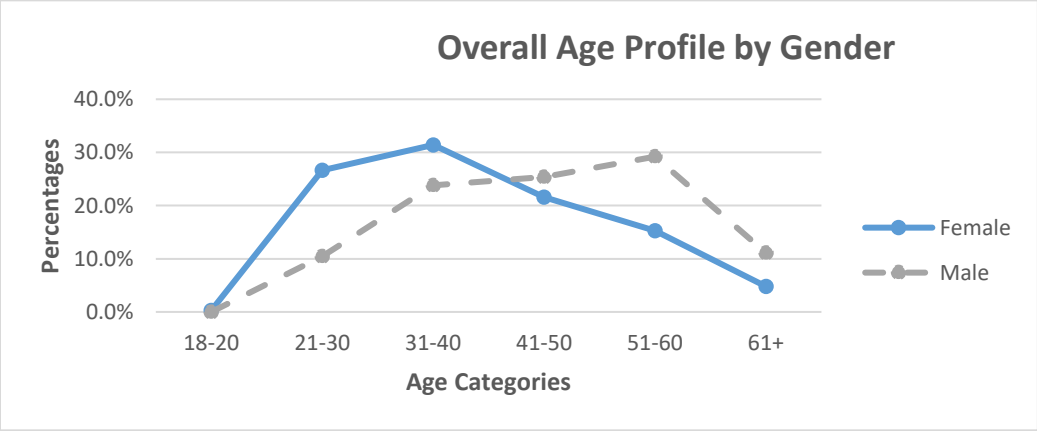


Figure 2

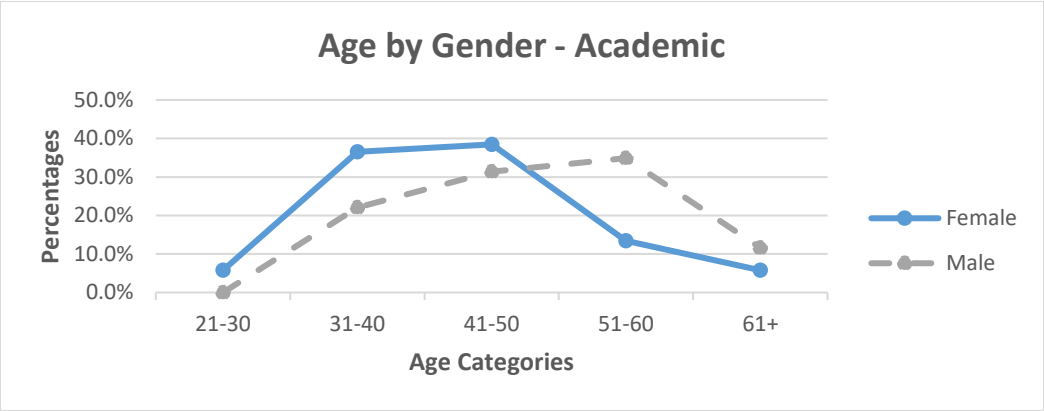
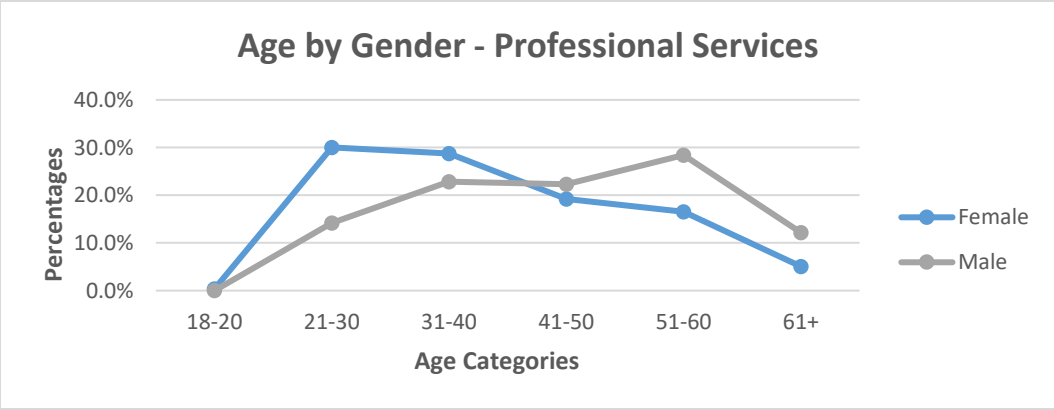


Figure 2 shows academic staff by reference to gender and age category. There is a notable decline in the female 51-60 age category when compared to the male age category which remains stable.

Figure 3



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

Figure 4

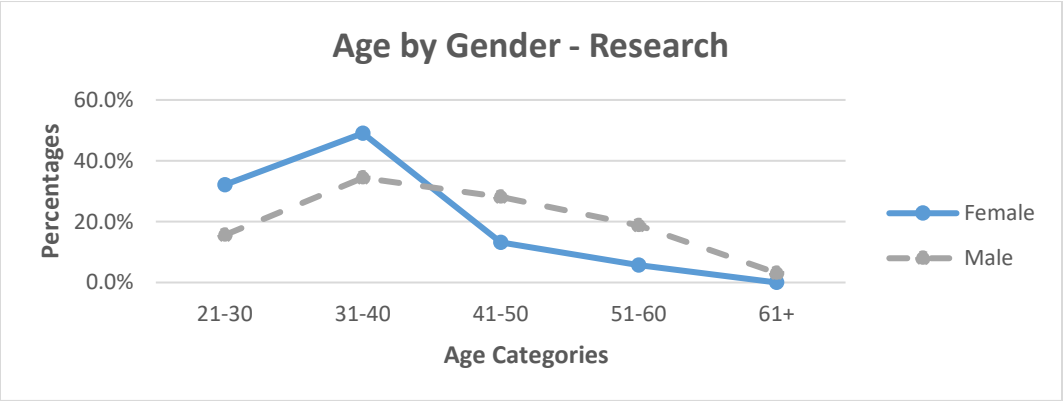


Figure 5

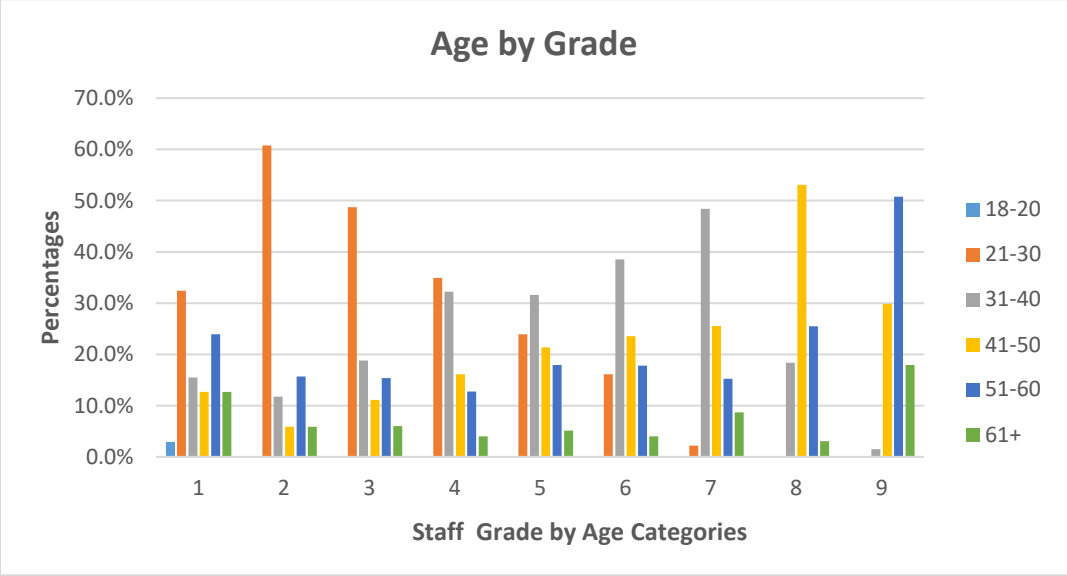
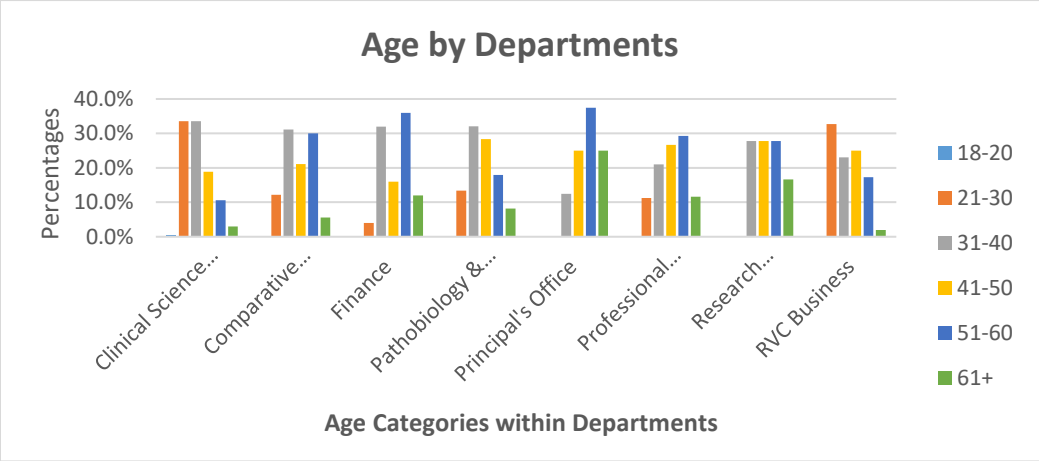


Figure 6



Actions/ Recommendations

Under the support and guidance of the Equality and Diversity Committee and the Diversity and Inclusion Manager the following actions or recommendations are advised:

- To investigate why there is such a sharp decline in our female workforce post 41+ age category;
- Departments to look at their age profile to identify if this is a healthy age distribution – obtain data on female staff for those 41 and above in relation to retention, progression, development and be aware of whether this will support succession and recruitment plans;
- Analyse qualitative data from exit interviews to ascertain if there are any specific retention issues such as potential for development and progression within the College;
- To build on development and leadership opportunities for women and to investigate if female retention is an issue;
- Develop and incorporate the necessary actions into all departmental equality and diversity action plans, in order to support and retain an appropriate diverse age workforce.

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. The College continues to work on the principles set out in the government's 'Disability Confident Employer' scheme which provides guidance to employers to advance disability equality within the workplace for both current and future staff.

An increasing number of staff have contacted the Diversity and Inclusion Manager to discuss potential access requirements. The Diversity and Inclusion Manager has where appropriate encouraged staff to have an initial assessment through 'Access to Work'. The scheme conducts an access requirement assessment and provides part funding to employers to put in place reasonable adjustments for current and potential employees.

Things to look out for

- How do we compare to the HEI sector average on the overall disclosure rate.
- We want to see if the disabled staff profile is fairly spread within different staff categories, figure 7.
- Are the overall recruitment figures comparable for disabled and non-disabled applicants, in relation to the proportion of applicants shortlisted and proportion of offers made figure 8 (Appendix 2 and 2a refers to recruitment data based on staff categories).
- Are disabled staff fairly spread staff across all grades, figure 9.

Figure 7

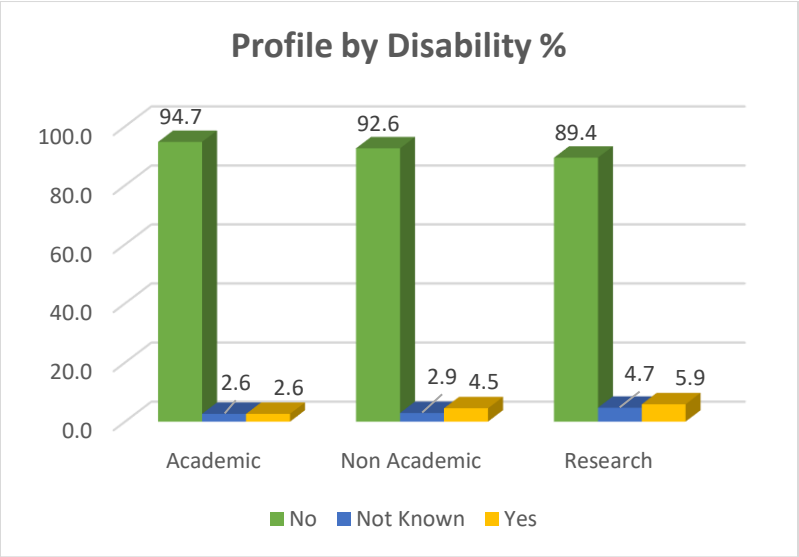
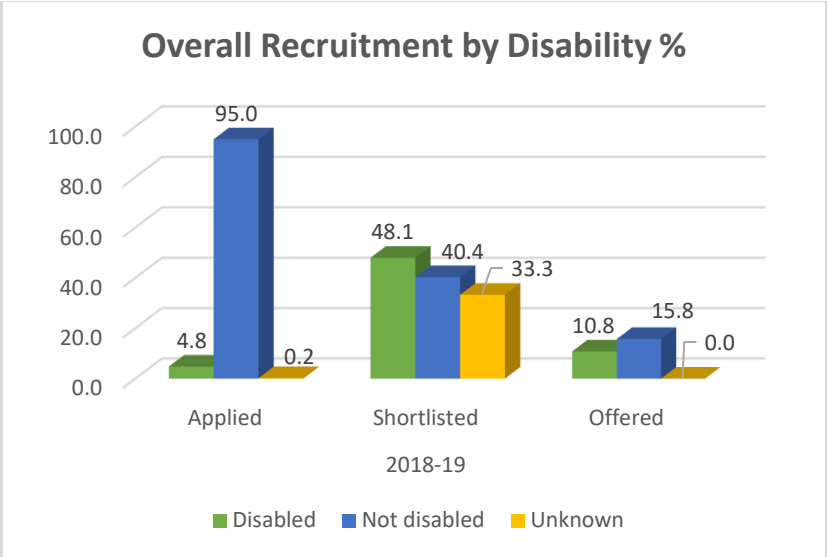
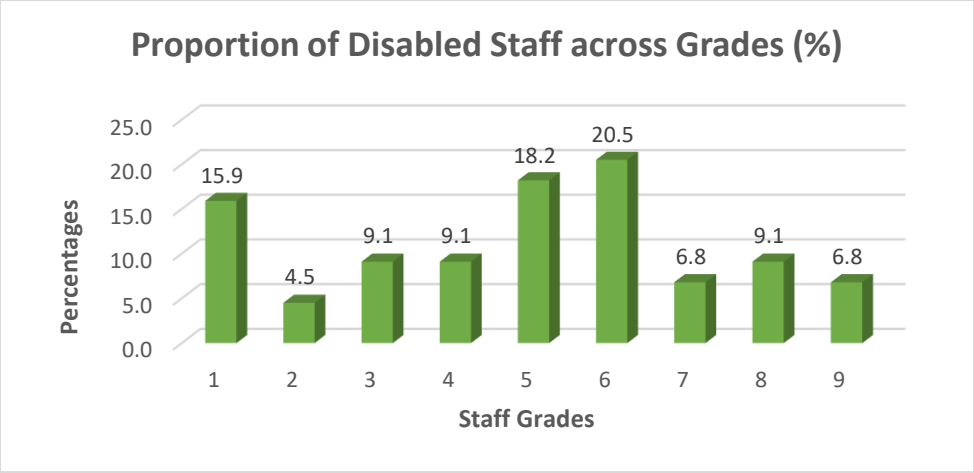


Figure 8



The overall disclosure rate for disabled staff has increased slowly over the last three years from 3.4% in 2017 to 4.3% in 2019, slightly below the HEI average disclosure rate of 5%. Lower number of disabled applicants from 5.5% in 2018 to 4.8% in 2019.

Figure 9



Actions/Recommendations

Under the guidance and direction of the EDC and the Diversity and Inclusion Manager the following actions and recommendations are advised:

- In line with our commitment stated in the Equality Objectives and Action Plan (2020-2024) a project group will be set up to progress the actions in order to increase staff disability disclosure. This information will support the College's plan to provide an accessible environment;
- Departments with the support of their Equality and Diversity Champions will need to analyse their staff disability profile and recruitment data in order to identify any under-representation, that may require action in order to provide an inclusive environment;
- Provide greater awareness across the College on the support and guidance available for disabled staff, so that they are confident to discuss any issues regarding their access requirements;
- Provide managers with a range of support including guidance notes, briefing sessions to equip them to deal with any access needs;
- Any relevant action emerging from the report will be included in the departmental equality and diversity action plan.

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. It also supports our diversity of thinking by having a mixed source of skills, knowledge and experience. To achieve this we need to ensure that there are processes and practices in place to address the under-representation of our Black Asian and Ethnic Minority (BAME) workforce.

BAME staff representation is proportionally lower across senior grades. The BAME profile within grades has remained broadly similar to previous years. Figure 10 shows that within grades 1, 2, 6, 7 and 8 BAME representation proportionally is either comparable or higher in comparison to 'white' staff. Our BAME profile by gender in figures 11 and 12 shows that we employ a higher proportion of BAME men compared to BAME women.

Things to look out for

- We want to see if we have an ethnically diverse profile of staff by gender and ethnicity across all staff categories, (figures 14-16).
- Figure 17 shows our overall recruitment data by ethnicity, does this differ across job categories (Appendix 3 and 3a shows recruitment information for each job category).
- When looking at the ethnic profile within grades (figure10) is this representative fairly across all grades.
- Departments may want to examine the ethnic profile further within their areas (figure 13).

Figure 10

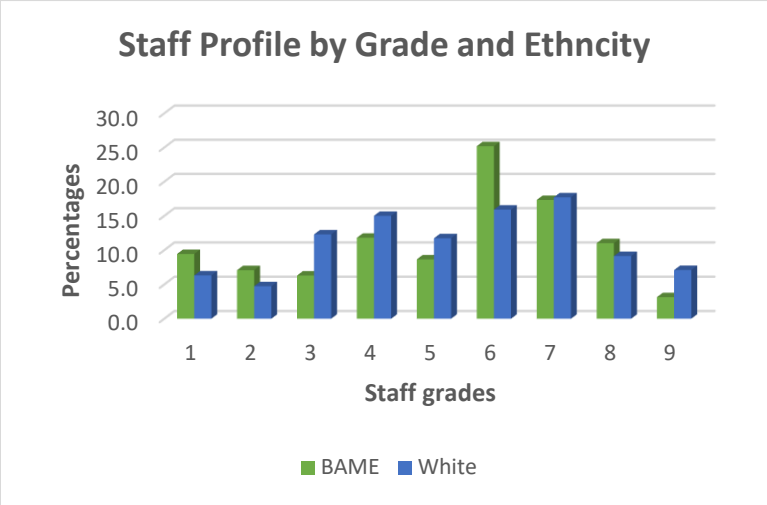


Figure 11

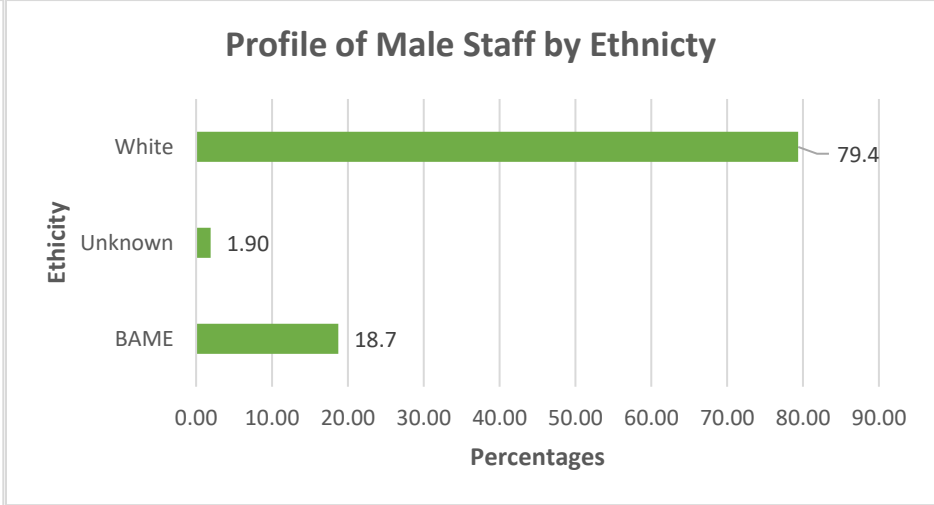


Figure 12

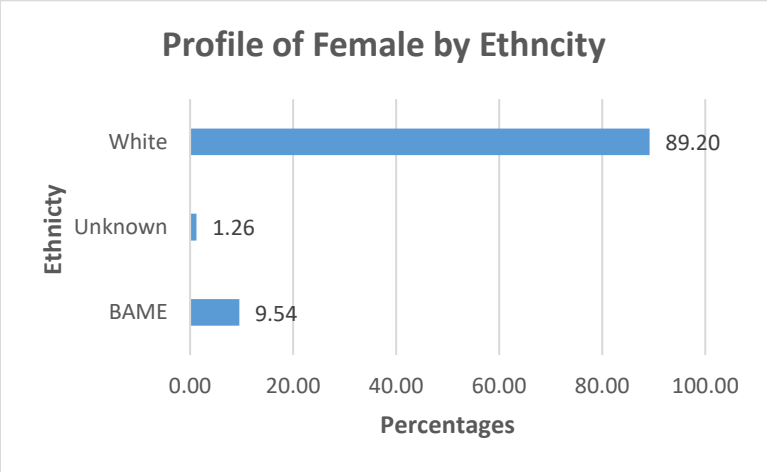


Figure 13

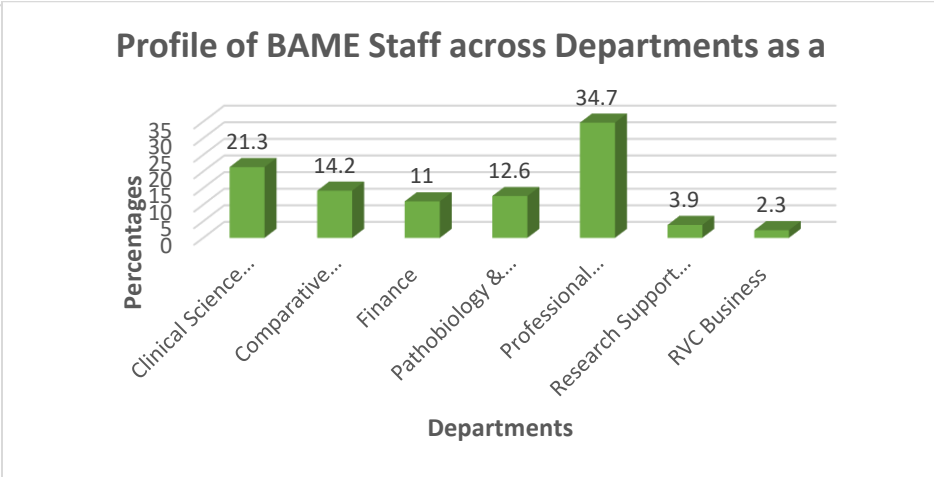


Figure 14

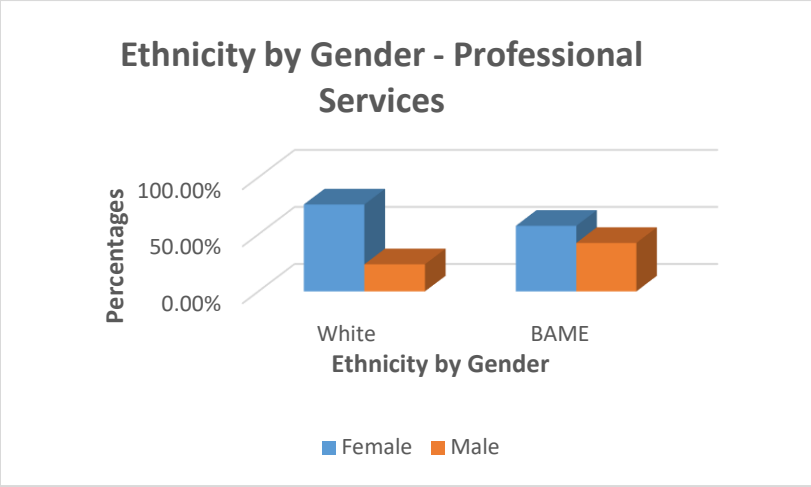


Figure 15

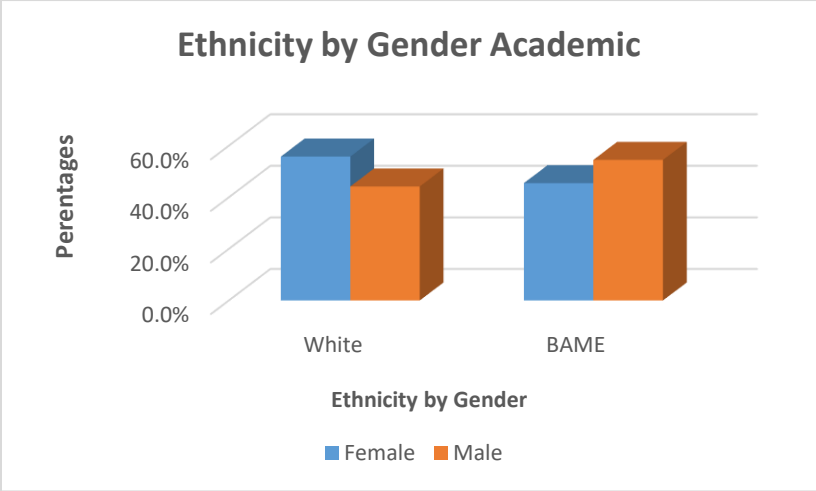


Figure 16

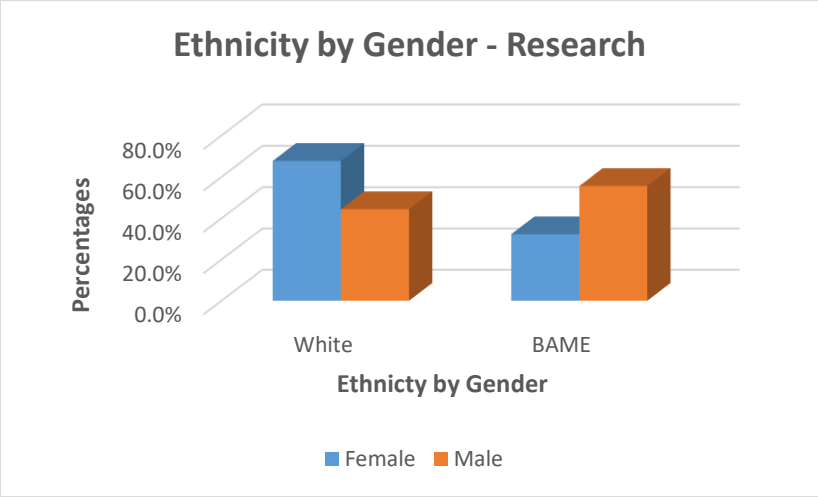
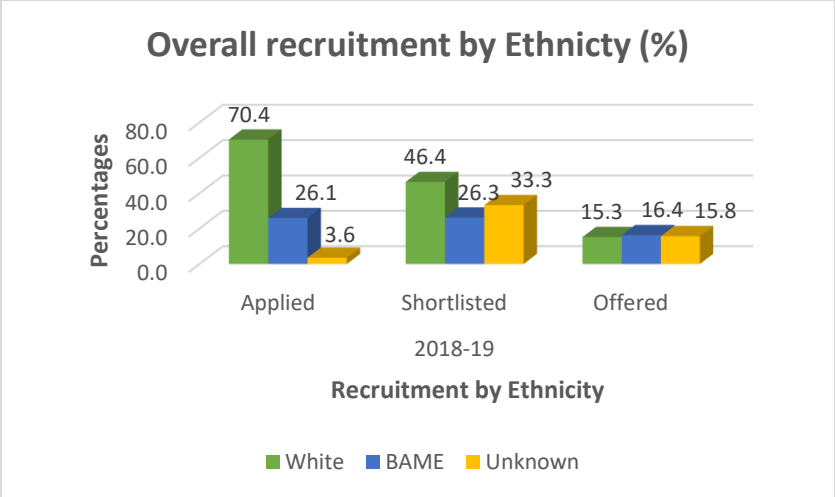


Figure 17



Figures 15 and 16 show that the College employs fewer BAME women when compared to BAME men in academic and research positions. Recruitment data by reference to ethnicity and gender in each of the job categories can be seen in appendix 3 and 3a which highlights that in each job category that a lower proportion of BAME applicants are shortlisted when compared to 'white' applicants shortlisted.

Actions/Recommendations

Under the guidance and support of the EDC and Diversity and Inclusion Manager:

- Departments to analyse staff profile by reference to ethnicity and gender in relation to job categories in order to identify particular areas of under-representation, which may require further exploration;
- To implement the requirements set out in the Equality Objective and Action Plan and the Athena SWAN Action Plan relating to positive action strategies to attract more BAME applicants in particular in senior roles;
- BAME recruitment project is underway; this is investigating why a lower proportion of BAME staff are shortlisted compared to 'white' staff. 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.

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 4a) we want to ensure no gender has been disadvantaged by the process.
- We may want to look at if there is an equitable distribution of women amongst the grades.
- When looking at gender by department we need to establish whether there are any anomalies with regard to the gender balance. Any such anomaly will require further investigation.

Figure 18

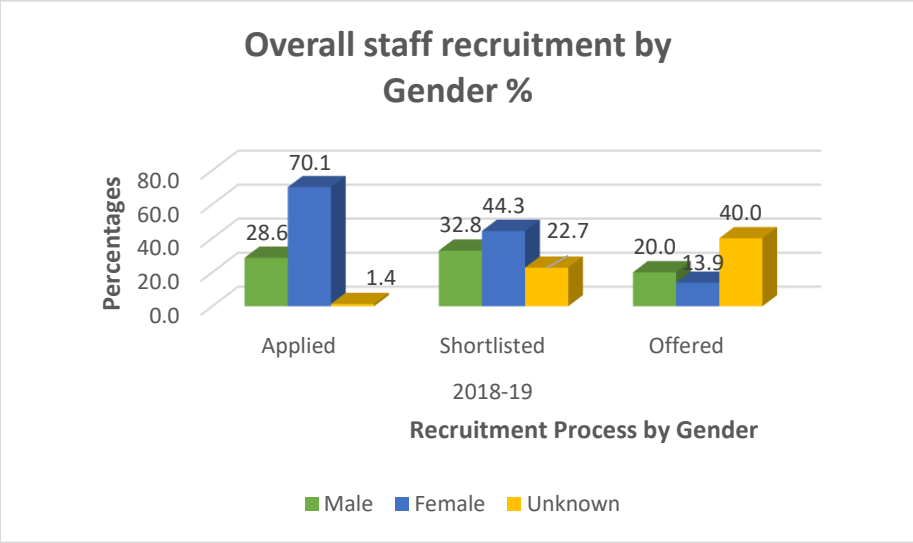


Figure 19

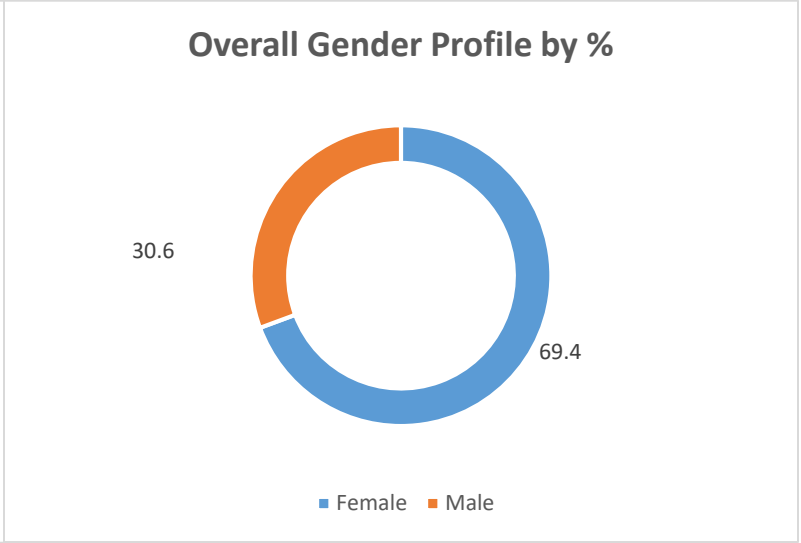


Figure 20

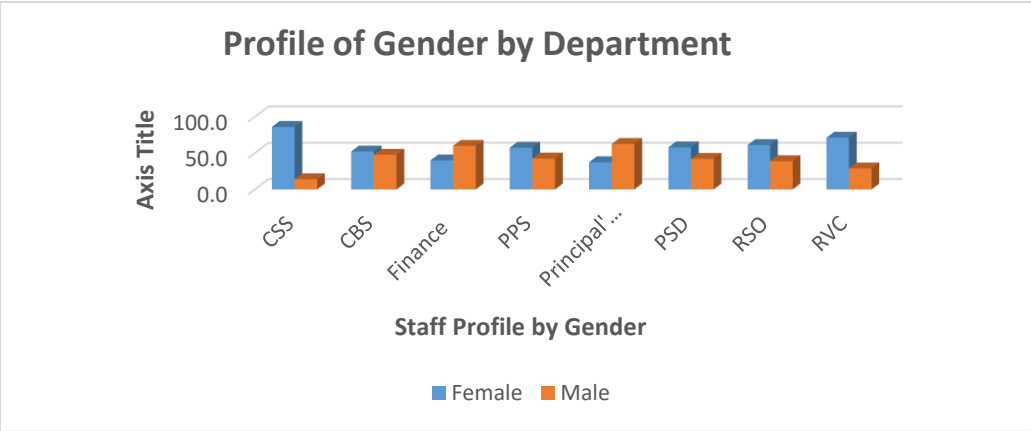


Figure 21

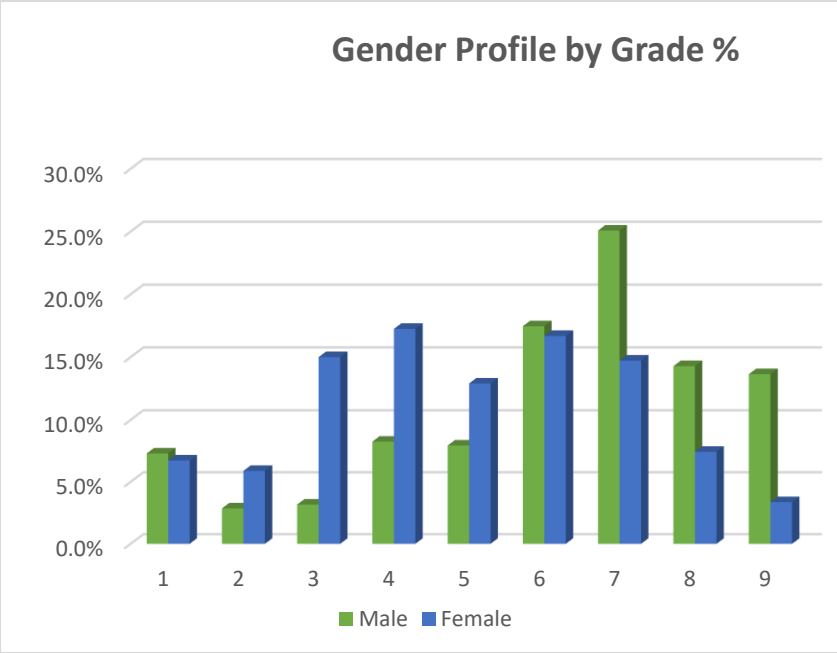
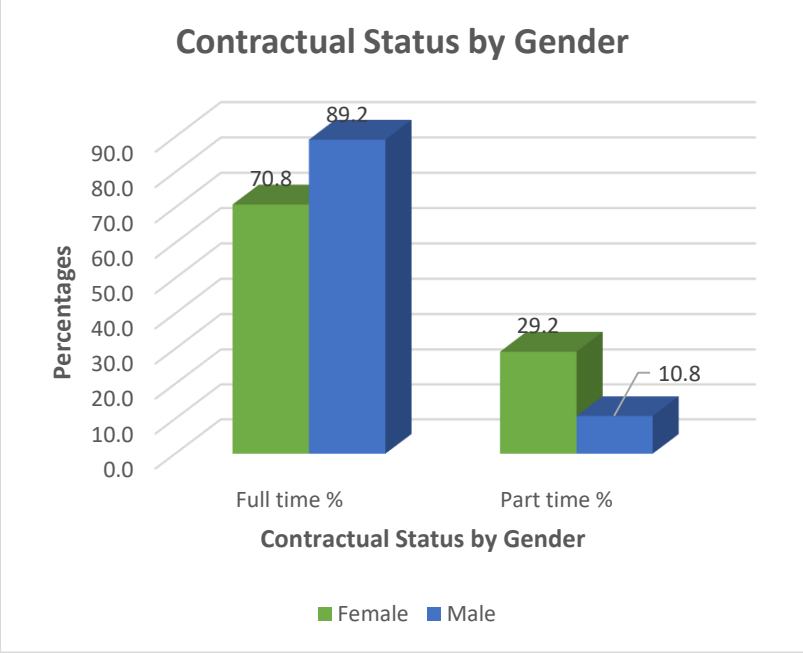


Figure 22



Action/Recommendations

Under the guidance and support of the EDC and Diversity and Inclusion Manager the following actions and recommendations are advised**:**

- Continue with meeting the commitments in the Athena SWAN Action Plan;
- Departments to look at the gender balance across job categories by grade;
- Departments to analyse recruitment data by reference to gender, proportion of those shortlisted and proportion of offers made, in particular across grades 7-9 which shows female staff are under-represented within these grades;
- Gender profile of full-time and part-time staff has remained stable over the years, departments may want to look at how these figures are reflected in their area;
- Any actions emerging from the above recommendations to be included in departmental equality and diversity action plans.

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)

Age Range	Staff
18-30	5
31-40	15
41-50	13
51-60	13
61+	2

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
Disciplinary	31-40	No	White and Black African	Male
Disciplinary	41-50	No	British English	Female

Appendix 1

The recruitment data is firstly presented by a table or raw numbers; this is followed by a table which presents the data as proportions. In the figures the first column shows the percentage of total applicants; the second column shows the percentage of applicants that were shortlisted; the third column shows the percentage of shortlisted applicants that were made offers.

ACADEMIC Recruitment by Age 2018-19			
Age range	*Applied*	*Shortlisted*	*Offered*
<18		*0*	*0*
18-30	*15*	*9*	*4*
31-40	*63*	*28*	*5*
41-50	*47*	*18*	*5*
51-60	*19*	*3*	*0*
61+	*3*	*0*	*0*
Unknown	*5*	*2*	*0*
Grand Total	*152*	*60*	*14*

ACADEMIC Recruitment by Age % 2018-19			
Age range	*Applied*	*Shortlisted*	*Offered*
<18	*0.0*	*0.0*	*0.0*
18-30	*9.9*	*60.0*	*44.4*
31-40	*41.4*	*44.4*	*17.9*
41-50	*30.9*	*38.3*	*27.8*
51-60	*12.5*	*15.8*	*0.0*
61+	*2.0*	*0.0*	*0.0*
Unknown	*3.3*	*40.0*	*0.0*
Grand Total	*100.0*	*39.5*	*23.3*

NON-ACADEMIC Recruitment by Age 2018-19			
Age range	*Applied*	*Shortlisted*	*Offered*
<18	*1*	*1*	
18-30	*587*	*252*	*32*
31-40	*257*	*118*	*16*
41-50	*201*	*79*	*7*
51-60	*111*	*42*	*5*
61+	*20*	*6*	*0*
Unknown	*67*	*17*	*3*
Grand Total	*1244*	*515*	*63*

NON-ACADEMIC Recruitment by Age % 2018-19			
Age range	*Applied*	*Shortlisted*	*Offered*
<18	*0.1*	*100.0*	*0.0*
18-30	*47.2*	*42.9*	*12.7*
31-40	*20.7*	*45.9*	*13.6*
41-50	*16.2*	*39.3*	*8.9*
51-60	*8.9*	*37.8*	*11.9*
61+	*1.6*	*30.0*	*0.0*
Unknown	*5.4*	*25.4*	*17.6*
Grand Total	*100.0*	*41.4*	*12.2*

Appendix 1a

RESEARCH Recruitment by Age 2018-19			
Age range	*Applied*	*Shortlisted*	*Offered*
<18			
18-30	*87*	*35*	*12*
31-40	*79*	*25*	*10*
41-50	*19*	*8*	*1*
51-60	*11*	*5*	*1*
61+	*3*	*2*	
Unknown	*9*	*3*	
Grand Total	*208*	*78*	*24*

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*
41-50	*9.1*	*42.1*	*12.5*
51-60	*5.3*	*45.5*	*20.0*
61+	*1.4*	*66.7*	*0.0*
Unknown	*4.3*	*33.3*	*0.0*
Grand Total	*100.0*	*37.5*	*30.8*

OVERALL Recruitment by Age 2018-19			
Age range	*Applied*	*Shortlisted*	*Offered*
<18	*1*	*1*	*0*
18-30	*689*	*296*	*48*
31-40	*399*	*171*	*31*
41-50	*267*	*105*	*13*
51-60	*141*	*50*	*6*
61+	*26*	*8*	*0*
Unknown	*81*	*22*	*3*
Grand Total	*1604*	*653*	*101*

OVERALL Recruitment by Age % 2018-19			
Age range	*Applied*	*Shortlisted*	*Offered*
<18	*0.1*	*100.0*	*0.0*
18-30	*43.0*	*43.0*	*16.2*
31-40	*24.9*	*42.9*	*18.1*
41-50	*16.6*	*39.3*	*12.4*
51-60	*8.8*	*35.5*	*12.0*
61+	*1.6*	*30.8*	*0.0*
Unknown	*5.0*	*27.2*	*13.6*
Grand Total	*100.0*	*40.7*	*15.5*

Appendix 2

ACADEMIC Recruitment by Disability 2018-19			
Disability	*Applied*	*Shortlisted*	*Offered*
Disabled	*5*	*2*	*0*
Not disabled	*147*	*58*	*14*
Unknown	*0*	*0*	*0*
Grand Total	*152*	*60*	*14*

ACADEMIC Recruitment by Disability % 2018-19			
Disability	*Applied*	*Shortlisted*	*Offered*
Disabled	*3.3*	*40.0*	*0.0*
Not disabled	*96.7*	*39.5*	*24.1*
Unknown	*0.0*	*0.0*	*0.0*
Grand Total	*100.0*	*39.5*	*23.3*

NON ACADEMIC Recruitment by Disability 2018-19			
Disability	*Applied*	*Shortlisted*	*Offered*
Disabled	*64*	*28*	*2*
Not disabled	*1178*	*486*	*61*
Unknown	*2*	*1*	*0*
Grand Total	*1244*	*515*	*63*

NON ACADEMIC Recruitment by Disability % 2018-19			
Disability	*Applied*	*Shortlisted*	*Offered*
Disabled	*5.1*	*43.8*	*7.1*
Not disabled	*94.7*	*41.3*	*12.6*
Unknown	*0.2*	*50.0*	*0.0*
Grand Total	*100.0*	*41.4*	*12.2*

RESEARCH Recruitment by Disability 2018-19			
Disability	*Applied*	*Shortlisted*	*Offered*
Disabled	*8*	*7*	*2*
Not disabled	*199*	*71*	*22*
Unknown	*1*	*0*	*0*
Grand Total	*208*	*78*	*24*

RESEARCH Recruitment by Disability % 2018-19			
Disability	*Applied*	*Shortlisted*	*Offered*
Disabled	*3.8*	*87.5*	*28.6*
Not disabled	*95.7*	*35.7*	*31.0*
Unknown	*0.5*	*0.0*	*0.0*
Grand Total	*100.0*	*37.5*	*30.8*

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 3

ACADEMIC Recruitment by Ethnicity 2018-19			
Ethnicity	*Applied*	*Shortlisted*	*Offered*
White	*97*	*50*	*10*
BAME	*52*	*10*	*4*
Unknown	*3*	*0*	*0*
Grand Total	*152*	*60*	*14*

ACADEMIC Recruitment by Ethnicity % 2018-19			
Ethnicity	*Applied*	*Shortlisted*	*Offered*
White	*63.8*	*51.5*	*20.0*
BAME	*34.2*	*19.2*	*40.0*
Unknown	*2.0*	*0.0*	*0.0*
Grand Total	*100.0*	*39.5*	*23.3*

NON ACADEMIC Recruitment by Ethnicity 2018-19			
Ethnicity	*Applied*	*Shortlisted*	*Offered*
White	*944*	*420*	*51*
BAME	*261*	*81*	*10*
Unknown	*39*	*14*	*2*
Grand Total	*1244*	*515*	*63*

NON ACADEMIC Recruitment by Ethnicity % 2018-19			
Ethnicity	*Applied*	*Shortlisted*	*Offered*
White	*75.9*	*44.5*	*12.1*
BAME	*21.0*	*31.0*	*12.3*
Unknown	*3.1*	*35.9*	*14.3*
Grand Total	*100.0*	*41.4*	*12.2*

Appendix 3a

RESEARCH Recruitment by Ethnicity 2018-19			
Ethnicity	*Applied*	*Shortlisted*	*Offered*
White	*88*	*54*	*19*
BAME	*105*	*19*	*4*
Unknown	*15*	*5*	*1*
Grand Total	*208*	*78*	*24*

RESEARCH Recruitment by Ethnicity % 2018-19			
Ethnicity	*Applied*	*Shortlisted*	*Offered*
White	*42.3*	*61.4*	*35.2*
BAME	*50.5*	*18.1*	*21.1*
Unknown	*7.2*	*33.3*	*20.0*
Grand Total	*100.0*	*37.5*	*30.8*

OVERALL Recruitment by Ethnicity 2018-2019			
Ethnicity	*Applied*	*Shortlisted*	*Offered*
White	*1129*	*524*	*80*
BAME	*418*	*110*	*18*
Unknown	*57*	*19*	*3*
Grand Total	*1604*	*653*	*101*

OVERALL Recruitment by Ethnicity % 2018-19			
Ethnicity	*Applied*	*Shortlisted*	*Offered*
White	*70.4*	*46.4*	*15.3*
BAME	*26.1*	*26.3*	*16.4*
Unknown	*3.6*	*33.3*	*15.8*
Grand Total	*100.0*	*40.7*	*15.5*

Appendix 4

ACADEMIC Recruitment by Gender 2018-19			
Gender	*Applied*	*Shortlisted*	*Offered*
Male	*82*	*29*	*9*
Female	*69*	*31*	*5*
Unknown	*1*	*0*	*0*
Grand Total	*152*	*60*	*14*

ACADEMIC Recruitment by Gender % 2018-19			
Gender	*Applied*	*Shortlisted*	*Offered*
Male	*53.9*	*35.4*	*31.0*
Female	*45.4*	*44.9*	*16.1*
Unknown	*0.7*	*0.0*	*0.0*
Grand Total	*100.0*	*39.5*	*23.3*

NON ACADEMIC Recruitment by Gender 2018-19			
Gender	*Applied*	*Shortlisted*	*Offered*
Male	*271*	*94*	*14*
Female	*957*	*419*	*47*
Unknown	*16*	*2*	*2*
Grand Total	*1244*	*515*	*63*

NON ACADEMIC Recruitment by Gender % 2018-19			
Gender	*Applied*	*Shortlisted*	*Offered*
Male	*21.8*	*34.7*	*14.9*
Female	*76.9*	*43.8*	*11.2*
Unknown	*1.3*	*12.5*	*100.0*
Grand Total	*100.0*	*41.4*	*12.2*

RESEARCH Recruitment by Gender 2018-19			
Gender	*Applied*	*Shortlisted*	*Offered*
Male	*105*	*27*	*7*
Female	*98*	*48*	*17*
Unknown	*5*	*3*	
Grand Total	*208*	*78*	*24*

RESEARCH Recruitment by Gender % 2018-19			
Gender	*Applied*	*Shortlisted*	*Offered*
Male	*50.5*	*25.7*	*25.9*
Female	*47.1*	*49.0*	*35.4*
Unknown	*2.4*	*60.0*	*0.0*
Grand Total	*100.0*	*37.5*	*30.8*

Appendix 4a

OVERALL Recruitment by Gender 2018-19			
Gender	*Applied*	*Shortlisted*	*Offered*
Male	*458*	*150*	*30*
Female	*1124*	*498*	*69*
Unknown	*22*	*5*	*2*
Grand Total	*1604*	*653*	*101*

OVERALL Recruitment by Gender % 2018-19			
Gender	*Applied*	*Shortlisted*	*Offered*
Male	*28.6*	*32.8*	*20.0*
Female	*70.1*	*44.3*	*13.9*
Unknown	*1.4*	*22.7*	*40.0*
Grand Total	*100.0*	*40.7*	*15.5*