

Equality, Diversity and Inclusion Report

Annual Report 2011 - 2012

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Executive Summary

Oxford Brookes University is committed to increasing equality, diversity and inclusion through the creation and nurturing of a culture where each individual's contribution is valued and everyone is treated fairly and respectfully. This is a key building block in developing a place that will be a great one in which to learn, research and work. Additionally, it will assist the University in the creation and nurturing of a culture that attracts and retains talented people who want to learn and work with us.

As a local, national and international institution the University aims to be a beacon of good practice and to influence those we have contact with to share our values. We are proud of our strong history and continuing record of achievement in the field of equality, diversity and inclusion.

The University is consciously aware of the legal duties that are required of it by the Equality Act 2010 to demonstrate how it is advancing equality across a much wider range of individual characteristics. It is also aware of its 'general duty', effective from April 2012 that requires all public bodies:

- To eliminate unlawful discrimination, harassment and victimisation;

- To advance equality of opportunity between people who do and who do not share a protected characteristic;
- To foster good relations between people who do and those who do not share a protected characteristic.

A major strand of activity during the year has been the revision and updating of the University's Equality, Diversity and Inclusion policy and the setting up a sub-group to the University's Executive Board on Equality, Diversity and Inclusion chaired by Janet Beer the University's Vice Chancellor.

The University's Staff Survey carried out during the year identified the University's approach to Equality Diversity and Inclusion as an area of strength. Most respondents said that they are satisfied with their level of awareness of equality and diversity issues and how to behave, they are aware of the University's Equal Opportunity and Diversity statement and said they believe the University is committed to equality of opportunity for its entire staff. Whilst the feedback received is encouraging the University is not complacent and acknowledges that there is still work to do.

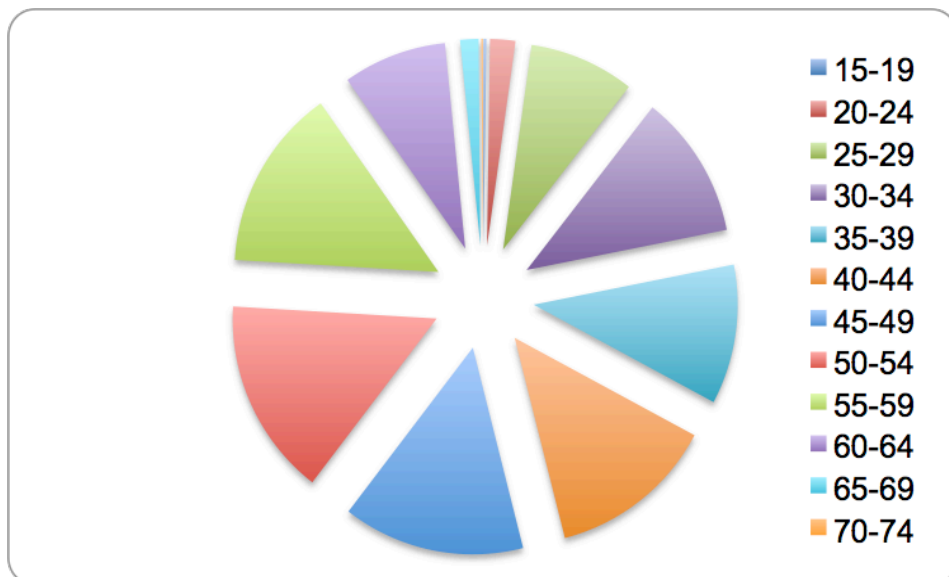
The collection and publication of information relating to the University's performance in the areas of equality, diversity and inclusion will enable the University to monitor outcomes for all groups, measure progress towards delivering on its agreed strategic equality objectives in addition to identifying areas for future action.

The data contained within this report has as its reference point 1st September 2012 for staff. The data relating to students is based on all students attending Oxford Brookes University regardless of domicile or study mode. Undergraduate students include all FE/Foundation, Undergraduate First Degree, Undergraduate Foundation Degree and Undergraduate Other Degree. Postgraduate students include all Postgraduate Taught and Post graduate research. Unless specifically broken down by year and study level all data is based on total student numbers as at 01/12/2011 (UG and PG combined).

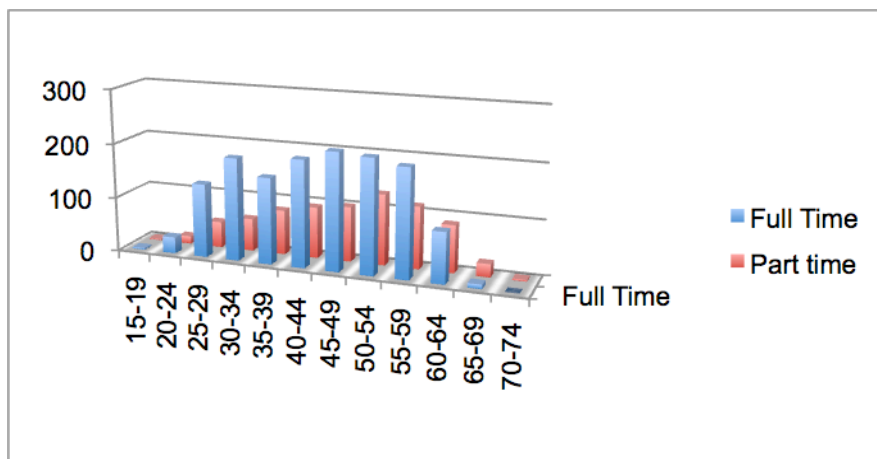
Age

Staff

The age profile of staff within the University is:

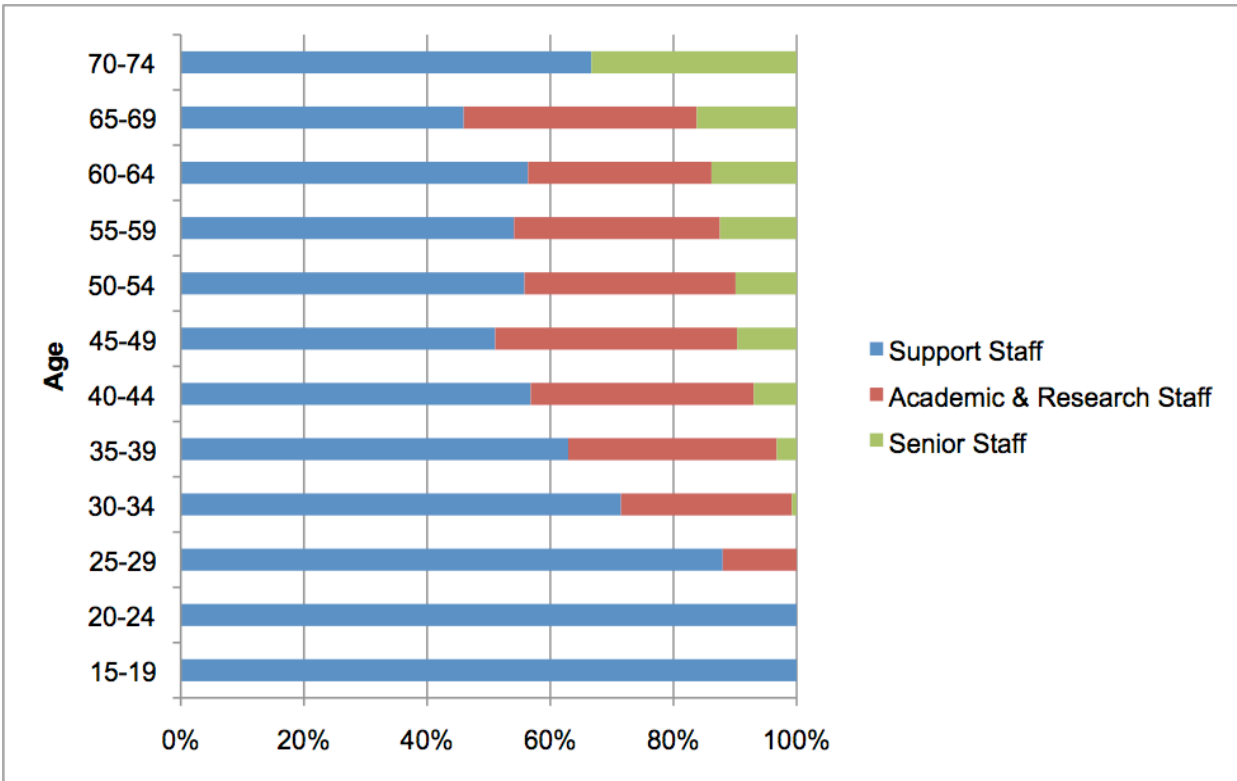


The University's Centre for Diversity, Policy Research and Practice has continued to conduct research into the implications of the removal of the default retirement age on the Higher Education Sector. In addition, it has delivered a number of workshops to enhance understanding across the sector of this important area.



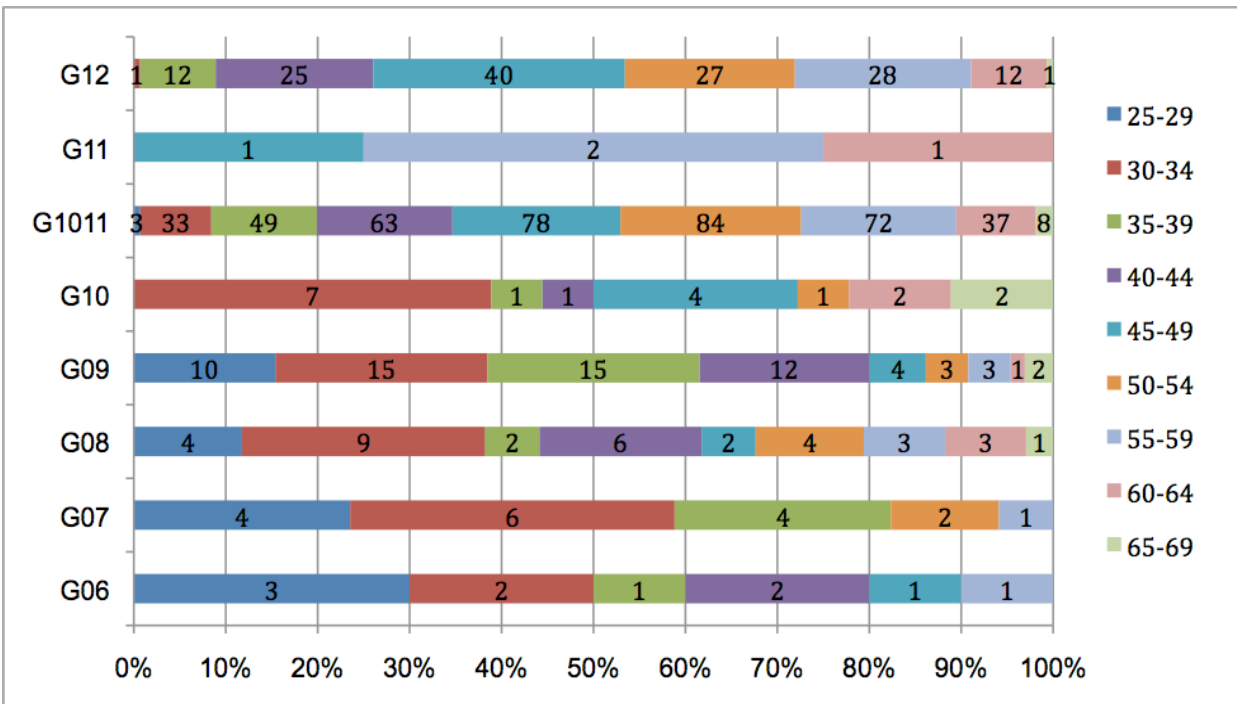
The graph above shows the age profile of the University's employees split by full and part time status. Just under 10% of employees are now aged over 60 years of age. This is a reduction on the number of employees aged over 60 in 2011 when 11.5% of employees were in that age bracket.

The age profile for all employee groups within the University is shown in the table below

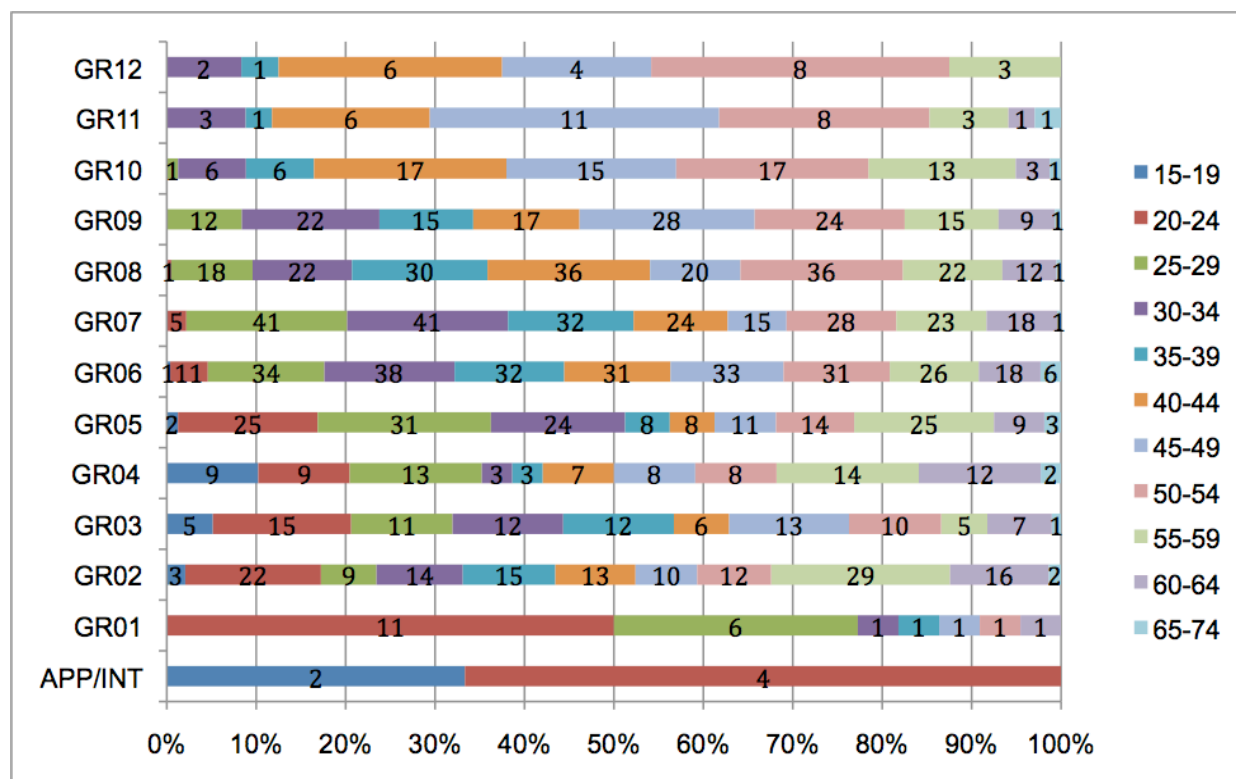


As would be expected employees in senior grades within the University are more heavily concentrated in older age groups. Also, Academic and Research careers typically start from age 25-29 which reflects the time taken to obtain the necessary postgraduate and, PhD qualifications. Employees within the University’s Support staff sub-group are spread across the age profiles and are the only staff groups found in the under 25 age groups.

The age profile within the University’s academic and research staff sub group is shown in the table below



The age profile within the University's support staff sub-group is shown in the table below



The age profile over the past 4 years has been:

Age range	2009	%	2010	%	2011	%	2012	%
15 – 19			3	0.13%	9	0.4%	5	0.23%
20 - 29	129	5.78%	178	7.82%	210	9.4%	227	10.34%
30 – 39	457	20.49%	490	21.53%	483	21.62%	488	22.24%
40 – 49	610	27.35%	611	26.85%	620	27.75%	606	27.62%
50 – 59	636	28.62%	646	28.38%	654	29.27%	653	29.76%
60 – 69	382	17.13%	337	14.81%	255	11.41%	212	9.66%
70 - 79	16	0.72%	11	0.48%	3	0.13%	3	0.14%

The University has continued to attract applications from a wide age range in part due to the economic climate. The range of working patterns and, the variety of roles available are a key factor in attracting people to the University. Some 35% of people employed by the University working less than full time.

The University has continued to provide access for all staff to an online Retirement Planning programme with 169 people making use of the facility during the year.

Further action has been taken in the area of recruitment through the reinvigoration of the University's Apprenticeship scheme in conjunction with Oxford and Cherwell Valley College and now has 5 people on the programme. In addition the University has re-launched its internship programme recruiting 18 people.

Students

The age profile for all students attending the University in each of the past 3 years regardless of domicile or study mode is shown in the table below:

Year and Study Level	Age Group							
	U21	%	21-24	%	25-29	%	30+	%
UG 2009/10	8329	59.4%	2228	15.9%	1066	7.6%	2398	17.1%
PG 2009/10	14	0.4%	981	24.3%	914	22.6%	2128	52.7%
Total	8343	46.2%	3209	17.8%	1980	11%	4526	25%
UG 2010/11	8520	60.8%	2234	15.9%	1021	7.3%	2228	16%
PG 2010/11	27	0.6%	1027	23%	921	20.4%	2508	56%
Total	8547	46.2%	3261	17.6%	1942	10.5%	4736	25.7%
UG 2011/12	8705	62.2%	2148	15.5%	915	6.5%	2214	15.8%
PG 2011/12	25	0.6%	1099	24.8%	906	20.4%	2394	54.2%
Total	8730	47.5%	3247	17.6%	1821	9.9%	4608	25%

The University continues to attract a wide age range of students particularly at undergraduate level.

The age profile of students in each of the University's Faculties in 2011/12 was:

Faculty	Year and Study Level	Age Group							
		U21	%	21-24	%	25-29	%	30+	%
Business	UG 2011/12	2102	78.2%	382	14.2%	98	3.4%	105	3.9%
	PG 2011/12	5	0.5%	269	27.7%	223	23%	473	48.8%
	Total	2107	57.6%	651	17.8%	321	8.8%	578	15.8%
HLS	UG 2011/12	1795	46.8%	554	14.4%	417	10.9%	1073	27.9%
	PG 2011/12	17	1.4%	123	10.1%	184	14.9%	904	73.6%
	Total	1812	35.7%	677	13.4%	601	11.9%	1977	39%
HSS	UG 2011/12	2617	63.4%	506	12.3%	202	4.9%	805	19.4%
	PG 2011/12	0	0	308	23.1%	250	18.8%	773	58.1%
	Total	2617	48%	814	14.8%	452	8.3%	1578	28.9%
TDE	UG 2011/12	2580	75%	519	14.9%	169	4.8%	186	5.3%
	PG 2011/12	3	0.4%	400	44.4%	252	28%	245	27.2%
	Total	2583	59.3%	919	21.1%	421	9.7%	431	9.9%

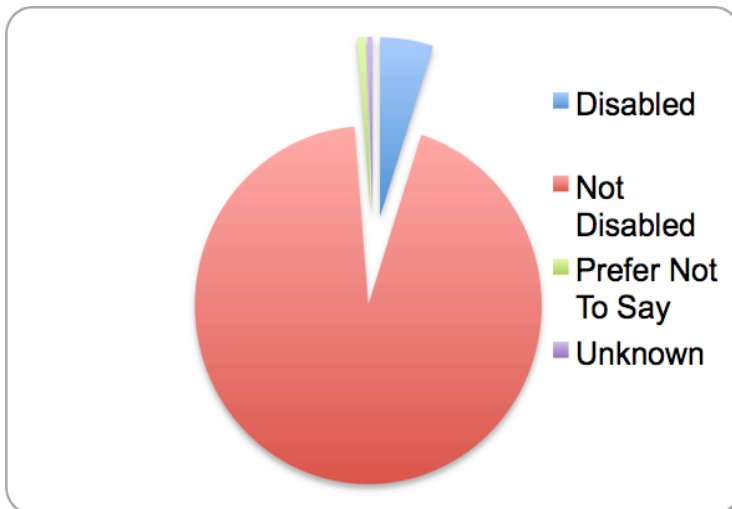
Disability

The definition of disability used within this report is that within the Equality Act and so includes people with a long-term health condition.

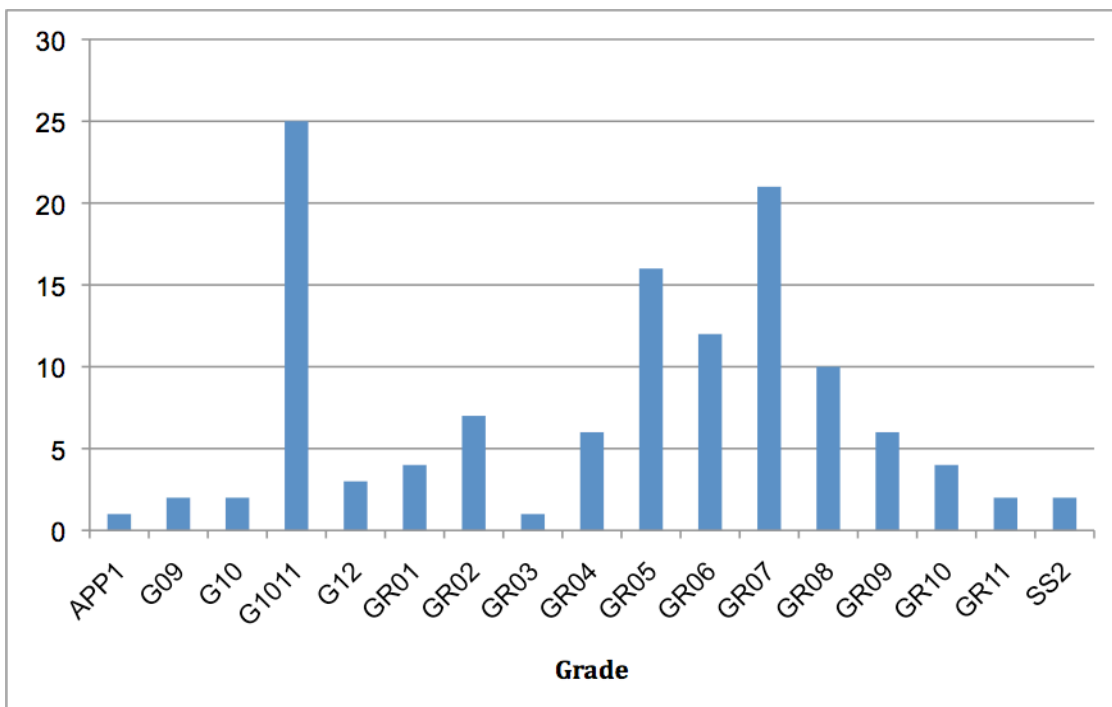
The proportion of staff who have declared themselves as having a disability in line with other UK higher education institutions at just under 5% (5.93% part time and 4.46% full time). This is a reduction in the percentage of colleagues who declared that they had a disability in 2010/11.

This is a result of increase in the number of people joining the University who have not provided information.

The University took the opportunity during the year to combine its support services for staff and students with disabilities. Following the restructure 26 colleagues have been supported through provision of advice to individuals and their line managers, screening and provision of equipment. It also increased the number of people in its Dyslexia Team. There were 3 new members of staff with an FTE of 0.5 administration, 0.8 dyslexia advice and screening and 0.5 of dyslexia tutoring for international and non-DSA students.



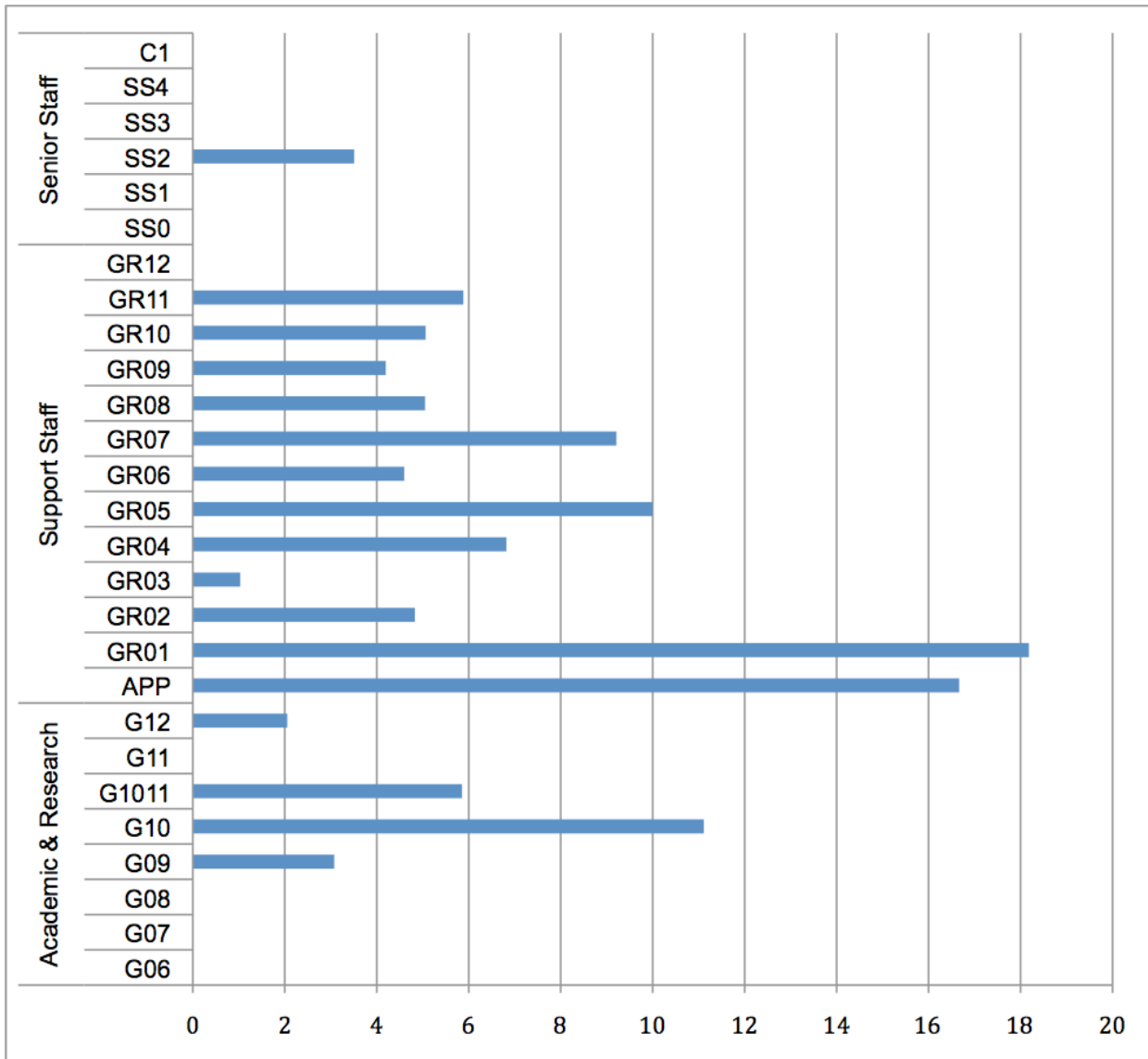
The table below show the percentage of employees in each grade that declared that they have a disability



Those employees who have made it known to the University that they have a disability are predominantly employed in support staff grades.

Academic & Research Staff	Support Staff	Senior Staff
4%	6%	1%

The percentage of employees who have declared a disability in each of grades within the three employee sub groups in place within the University is shown in the graph below.



During the year the University renewed its commitment to Disabled Go. The website provides a resource for current and prospective staff, students and visitors.

Students

The University has 2115 students who have declared themselves as having a disability. At 11.5% this means that the University has a higher disabled student population than comparable HEIs. This is largely due to the level of support provided by the University to those students who declare themselves as having dyslexia.

Status	Number of Students	% at Brookes	% all students in the UK
Disabled	2115	11.5%	7.6%
Not Disabled	15946	86.6%	92.4%
Unknown	346	1.9%	1.4%
Total	18407		

The University's Disability and Dyslexia Service has supported 492 students during the year.

Of those students who have declared a disability the profile is:

Disability	Number of Students	Percentage of Students
Autistic Spectrum Disorder	32	1.5%
Blind/ Partially Sighted	25	1.2%
Deaf/ Hearing Impairment	52	2.5%
Mental Health Difficulties	90	4.3%
Mobility Difficulties/ Wheelchair	33	1.6%
Multiple Disabilities	47	2.2%
Other Disability	124	5.9%
Personal Care Support	3	0.1%
Specific learning difficulty	1461	69.6%
Unseen Disability	233	11.1%

The age profile over the past 3 years of those students who have declared themselves as having a disability is shown in the table below.

Year and Study Level	Age Group- Disabled Students							
	U21	%	21-24	%	25-29	%	30+	%
UG 2009/10	1246	66.2%	253	13.4%	146	7.8%	237	12.6%
PG 2009/10	1	0.4%	66	27.3%	44	18.2%	131	54.1%
Total	1247	58.7%	319	15.1%	190	8.9%	368	17.3%
UG 2010/11	1294	67%	273	14.1%	129	6.7%	235	12.2%
PG 2010/11	3	1.1%	71	26.7%	56	21.1%	136	51.1%
Total	1297	59%	344	15.7%	185	8.4%	371	16.9%
UG 2011/12	1284	69.2%	223	12.1%	114	6.1%	234	12.6%
PG 2011/12	3	1.2%	72	27.6%	59	22.7%	126	48.5%
Total	1287	60.9%	295	13.9%	173	8.2%	360	17%

The University continues to recognise that some of its students have particular needs to enable them to participate fully in learning. During the year the University's Dyslexia and Disability

Service has provided a range of support to students particularly those who have declared themselves as having dyslexia.

The profile of students who have declared themselves as having a disability across the University's four Faculties is shown below.

Faculty	Year and Study Level	Disabled	% Disabled	Not Disabled	% Not Disabled	Unknown	% Unknown
Business	UG 2011/12	329	12.2%	2355	87.6%	3	0.2%
	PG 2011/12	34	3.5%	818	84.3%	118	12.2%
	Total	363	9.9%	3173	86.8%	121	3.3%
HLS	UG 2011/12	497	12.9%	3290	85.7%	52	1.4%
	PG 2011/12	62	5%	1149	93.5%	18	1.5%
	Total	559	11%	4439	87.6%	70	1.4%
HSS	UG 2011/12	509	12.3%	3569	86.4%	52	1.3%
	PG 2011/12	92	6.9%	1201	90.2%	38	2.9%
	Total	601	11%	4770	87.3%	90	1.7%
TDE	UG 2011/12	603	17.5%	2839	82.2%	12	0.3%
	PG 2011/12	74	8.2%	811	90.1%	15	1.7%
	Total	677	15.5%	3650	84%	27	0.5%

The number of students declaring themselves as having dyslexia during the course of their studies at the University is evidence of the continued success of the University's Disability and Dyslexia Service in supporting students through the process of assessment and subsequent targeted support.

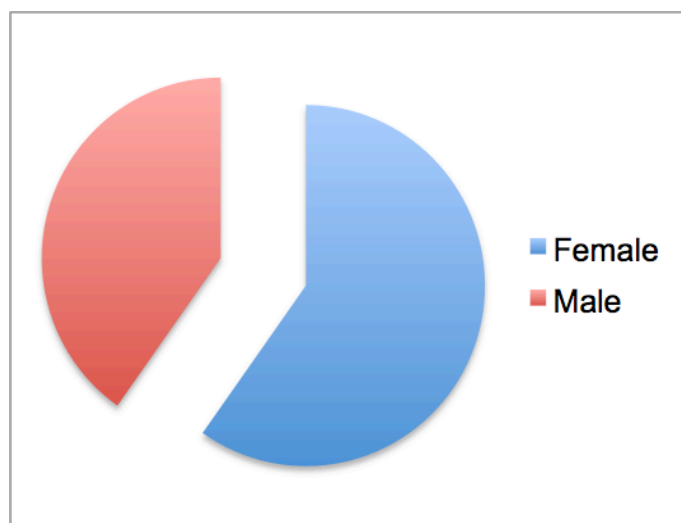
	2007-2008		2008 - 2009		2009 - 2010		2010-2011		2011 - 2012		2012 - 2013 **	
	No	+/-	No.	+/-	No.	+/-	No.	+/-	No.	+/-	No.	+/-
Dyslexic NEW disclosures non Partner	374		360	-14	524	+164			578	+54	337	-241
Total dyslexic students OBU					1070		1073	+3	1446	+373	1305	-141
Disabled NEW disclosures non Partner			117		187	+70	195	+8	302	+107	167	-135
Total disabled students OBU still studying	483		545	+62	597	+52	624	+27	755	+131	615	-140

In addition during the year the University's Disability and Dyslexia Service worked with the Students' Union to undertake a consultation with students with disabilities. The findings were that there should be focused communication aimed at those students who are new to the University, those who did not declare themselves as having a disability on their UCAS form and also to enhance the effectiveness of the University's website with reference to those students who have a disability. It was also highlighted that work should be undertaken to develop the University's academic staff in effectively supporting students with disabilities which has been addressed by the Disability and Dyslexia Service in conjunction with the University's Oxford Centre for Staff Learning and Development.

Gender

Staff

The University's gender profile is shown in the graph below and 60% of staff female; an increase on the figure in 2010/11 of 59.31%.

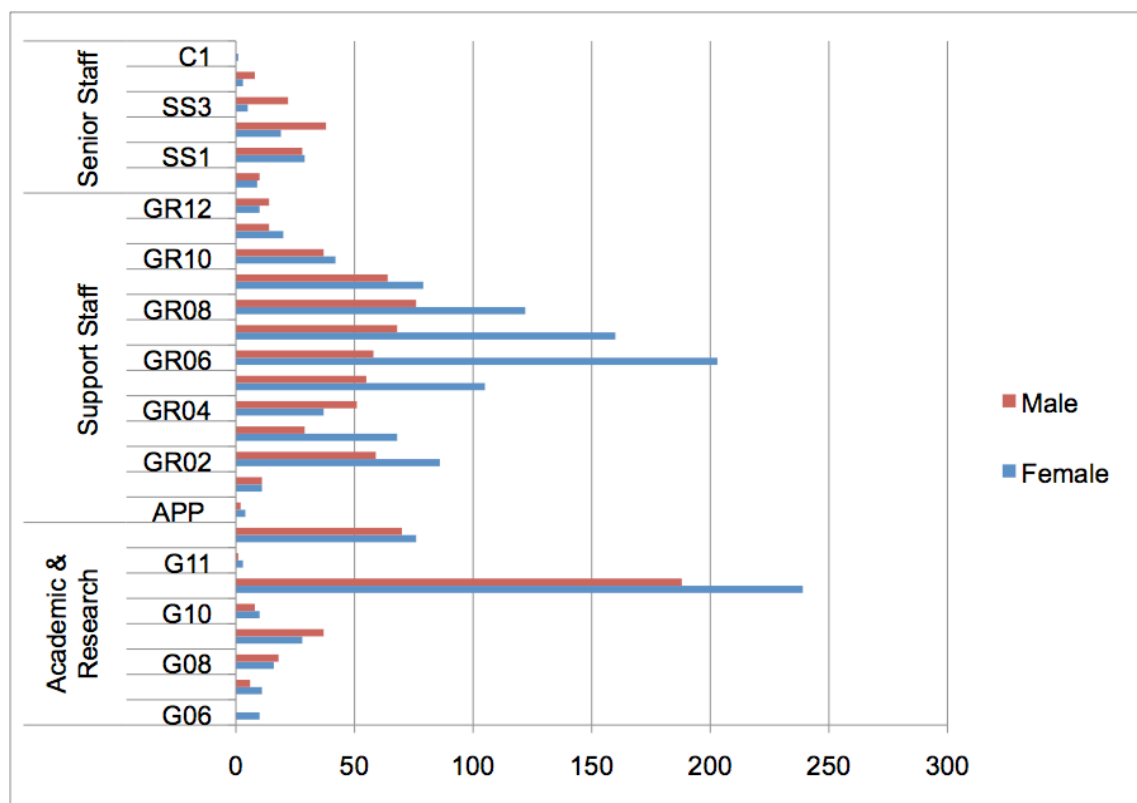


The ratio is different across the various staff groups within the University and those variations are shown in the table below.

	% of Staff in University	Female	% Female	Male	% Male
Professor	3.14%	23	33.33%	46	66.67%
Research	4.33%	46	48.42%	49	51.58%
Senior	3.83%	37	44.05%	47	55.95%
Support	60.3%	863	65.23%	460	34.77%
Academic	28.4%	343	55.06%	280	44.94%

Of the total number of female employees in the University 56% are in full time roles against 78.8% of male employees in full time roles. This compares to 46.8% and 67.1% across the HEI sector

The gender profile across the three employee sub-groups and grades within the University



As noted in previous Equality, Diversity and Inclusion reports the University has identified the progression of females into both Reader and Professorial roles as an area for improvement. The table below shows that over the past three years applications for Readership are broadly similar for males and females. However, it has been noted through analysis of data carried out to support the University’s Athena Swan application (2012), that fewer females in SET (Faculty of HLS and TDE) apply for Readerships than in other subject areas. Steps have been identified to address this issue as part of the University’s Athena Swan action plan.

Promotion to Readership 2010-12				
Year	Applications		Awarded	
	Male	Female	Male	Female
2010	8	8	3	7
2011	8	10	5	5
2012	8	7	4	3

The UCEA report that nationally within HE there are only 19.1% female professors. The number of applications and number of awards made to the four professorial levels within the University for the last three years is shown in the table below. This indicates that less females than males apply for Professorships and of those that apply although females are more successful at Level 1, but less likely be successful at higher levels. Actions to encourage more female Professorial applications have been identified within the University’s recent Athena SWAN bronze University Level Application and also as part of its strategic Equality, Diversity and Inclusion objectives.

Prof Level 1		2009-2012		Applications at
		MALE	FEMALE	
Level 1 Prof Level 4	No. Applications	26	17	
	No. Awarded	9	12	
	% Awarded	35%	71%	
Level 2 Prof Level 3	No. Applications	6	4	
	No. Awarded	5	3	
	% Awarded	83%	75%	No. Female Awards
Level 3 Prof Level 2	No. Applications	5	3	No. Male Awards
	No. Awarded	2	1	
	% Awarded	40%	33%	
Level 4 Prof Level 1	No. Applications	10	4	
	No. Awarded	1	0	
	% Awarded	25%	0%	

The gender profile of permanent and temporary roles within the University is set out in the table below.

	Female	%	Male	%
Permanent	1174	60.45%	768	39.55%
Temporary	138	54.76%	114	45.24%

During the past year the University organised and hosted an event that brought together senior women leaders from academia, Government, media, and law from across the public, private and voluntary sectors. Speakers included Beverley Alimo-Metcalfe, Professor of Leadership Studies, University of Bradford, Shami Chakrabarti, Director of Liberty and the University's Chancellor, Rt Hon Jaqui Smith, Britain's first woman Home Secretary, Sara Thornton, Chief Constable of Thames Valley Police and Vice President of the Association of Chief Police Officers and Professor Susan Vinnicombe, Director of the Centre for Women Leaders at Cranfield School of Management and author of the annual Female FTSE 100 Report

The University has also set up a project group to support its application for the Athena Swan award and is working towards submitting its application in November 2012.

Students

The gender balance of the University's UG and PG student population is consistent with the position in 2010/12 with 59.5% female.



The table below shows the gender profile of the University's student population over the past 3 years.

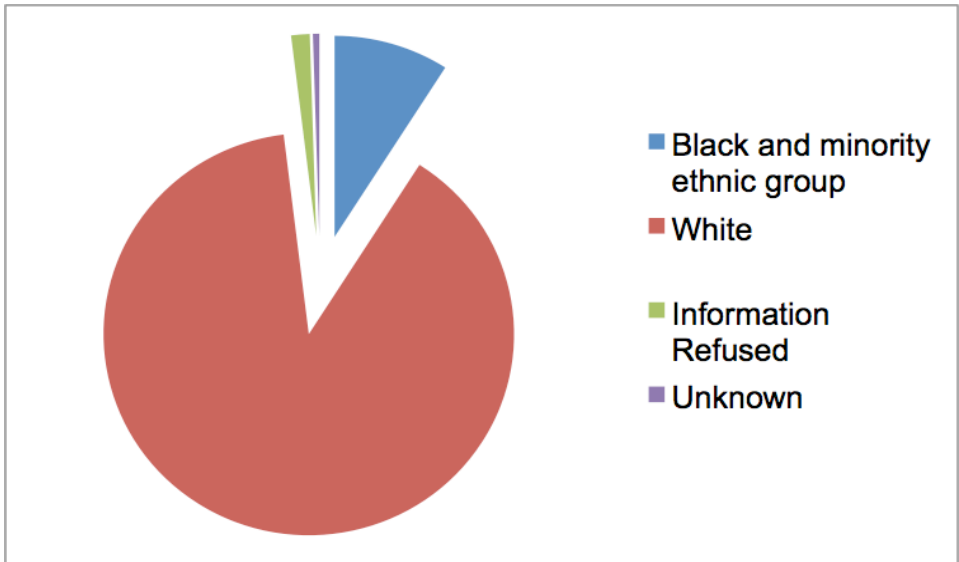
Year and Study Level	Gender			
	Male	% Male	Female	% Female
UG 2009/10	5967	42.6%	8054	57.4%
PG 2009/10	1532	37.9%	2508	62.1%
Total	7499	41.5%	10562	58.5%
UG 2010/11	6004	42.9%	8000	57.1%
PG 2010/11	1526	34%	2959	66%
Total	7530	40.7%	10959	59.3%
UG 2011/12	5942	42.5%	8040	57.5%
PG 2011/12	1531	34.6%	2894	65.4%
Total	7473	40.6%	10934	59.4%

Split across the University's 4 Faculties of Business, Health and Life Sciences, Humanities and Social Sciences and Technology, Design and Environment the gender profile of students is set out below. Departments such as Architecture, Real Estate and Construction, Planning, Mathematics and Mechanical Science and Computing and Communication Technologies continue to attract more male than female students

Faculty	Year and Study Level	Gender			
		Male	% Male	Female	% Female
Business	UG 2011/12	1380	51.4%	1307	48.6%
	PG 2011/12	425	43.8%	545	56.2%
	Total	1805	49.4%	1852	50.6%
HLS	UG 2011/12	935	24.4%	2904	75.6%
	PG 2011/12	253	20.6%	976	79.4%
	Total	1188	23.4%	3880	76.6%
HSS	UG 2011/12	1345	32.6%	2785	67.4%
	PG 2011/12	366	27.5%	965	72.5%
	Total	1711	31.3%	3750	68.7%
TDE	UG 2011/12	2360	68.3%	1094	31.7%
	PG 2011/12	491	54.5%	409	45.5%
	Total	2851	65.5%	1503	34.5%

Ethnicity

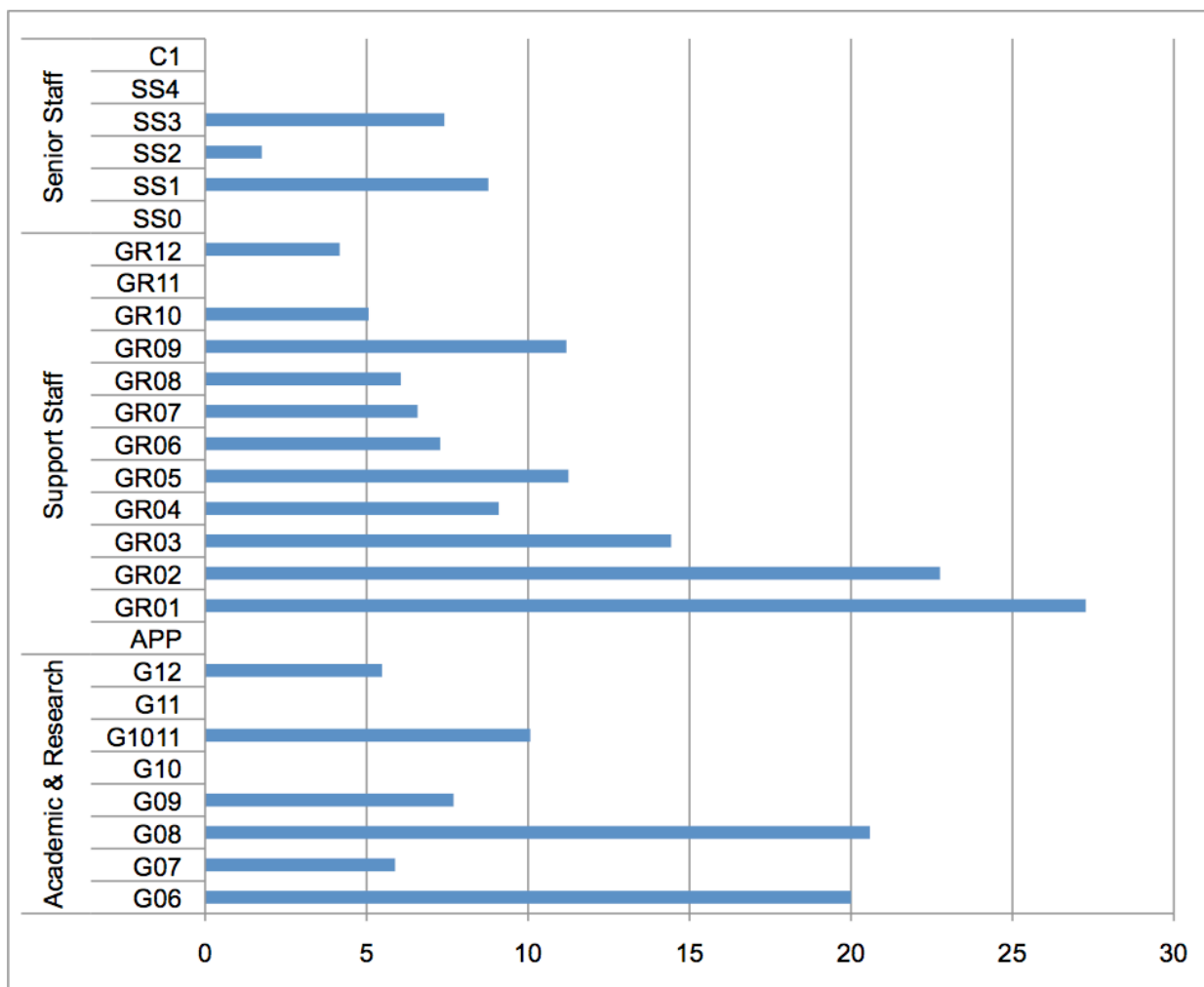
The University’s workforce continues to be diverse with 9% identifying themselves as belonging to a black and minority ethnic (BME) group. This is an increase on the previous year where 7.88% of colleagues identified themselves as belonging to such a group.



The University’s staff ethnic profile across its main staff is shown in the table below.

	Black and minority ethnic group	%	Information refused	%	Not known	%	White	%
Professor	6	8.70%	2	2.90%			61	88.41%
Research	15	15.79%	3	3.16%	1	1.05%	76	80.00%
Senior	2	2.38%	2	2.38%			80	95.24%
Support	119	8.99%	15	1.13%	4	0.30%	1185	89.57%
Academic	57	9.15%	10	1.61%	6	0.96%	550	88.28%

The percentage of employees who have identified themselves as belonging to the BME group within each of the three employee sub-groups and grades within the University is shown in the graph below



The break down against each of the University's Faculties and Directorates is set out in the table below. It shows that the most significant increase amongst those employees who identify themselves as belonging to a Black and minority ethnic group in absolute number terms has been in the Faculty of Business and also the University's Estates and Facilities Directorate. That has been the consequence of the recruitment of a number of Post Doc Research posts and filling vacancies resulting from the Faculty Restructuring programme in the Faculty. The Estates and Facilities Directorate has a high proportion of roles that are low skilled and at the lower end of the University's job evaluation scale and it is those roles that continue to attract the higher proportion of applicants who identify themselves as Black and minority ethnic. Consequently, whilst the University has made efforts in this area it is acknowledged that there is a requirement and opportunity for further work to be done

	Black and minority ethnic	%	Information refused	%	Not known	%	White	%
AL							6	100.00%
ASA	8	6.40%	1	0.80%			116	92.80%
BH	26	11.02%			1	0.42%	209	88.56%
DC	17	11.41%	1	0.67%			131	87.92%
EFM	45	12.03%	5	1.34%	2	0.54%	322	86.10%
FI	5	6.94%	1	1.39%			66	91.67%
HLS	24	6.88%	8	2.29%	4	1.14%	313	89.68%
HR	2	2.99%					65	97.01%
HSS	20	6.23%	10	3.12%	3	0.93%	288	89.72%
LR	4	3.31%	1	0.83%			116	95.87%
OBIS	8	9.30%	3	3.49%			75	87.21%
SM					1	4.35%	22	95.65%
SU	2	11.76%			1	5.88%	14	82.35%
TDE	40	13.47%	2	0.67%	2	0.68%	253	85.19%

Students

The proportion of BME students is at its highest in over five years at 13.4%. In addition the University has seen an increase in retention amongst students identifying themselves as belonging to a BME group of 6.4%

Year and Study Level	Ethnicity		
	BMEG	Non BMEG	Unknown
UG 2009/10	1456 (12.7)	9663 (84.5)	310 (2.7)
PG 2009/10	321 (13.3)	1965 (81.6)	122 (5.1)
Total	1777 (12.8)	11628 (84.0)	432 (3.1)
UG 2010/11	1459 (12.8)	9665 (84.5)	311 (2.7)
PG 2010/11	364 (12.8)	2324 (81.9)	148 (5.2)
Total	1823 (12.8)	11989 (84.0)	459 (3.2)
UG 2011/12	1506 (13.1)	9671 (84.3)	290 (2.5)
PG 2011/12	357 (12.9)	2276 (82.2)	135 (4.9)
Total	1863 (13.1)	11947 (83.9)	425 (3.0)

The profile across each of the University's Faculties is shown in the table below.

Faculty	Year and Study Level	Ethnicity			
		BMEG	% BMEG	Non BMEG	% Non BMEG
Business	UG 2011/12	334	18.1%	1507	81.9%
	PG 2011/12	93	22.7%	316	77.3%
	Total	427	19.0%	1823	81.0%
HLS	UG 2011/12	452	13.4%	2928	86.6%
	PG 2011/12	98	14.8%	565	85.2%
	Total	550	13.6%	3493	86.4%
HSS	UG 2011/12	392	10.9%	3186	89.1%
	PG 2011/12	103	9.2%	1019	90.8%
	Total	495	10.5%	4205	89.5%
TDE	UG 2011/12	392	13.3%	2542	86.7%
	PG 2011/12	63	14.4%	376	85.6%
	Total	455	13.5%	2918	86.5%

Religion and Belief

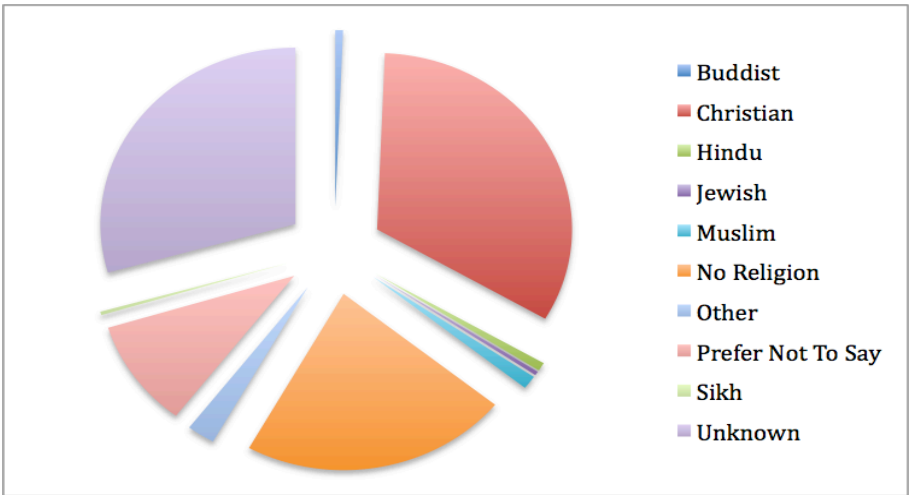
The University continues to be a wonderfully diverse community and its staff and students represent a wide variety of faith and cultures. As an integral part of its activity in this area the University supports a Chaplaincy service that has during the year again hosted a range of activities and events.

A multi-faith quiet room continues to be provided and Muslim prayer rooms have been established on all of the University's campuses.

Staff

The University has continued to enhance the level of information it has on the religion and belief profile of its staff. Consequently the percentage of people for which it does not have information in terms of this particular protected characteristic has fallen from just under 35% in 2011 to under 30% in 2012. However, the number of people who have responded as 'prefer not to say' has risen from 8.99% to 9.85% over the two years.

The religion and belief profile of the University's staff is shown in the graph below

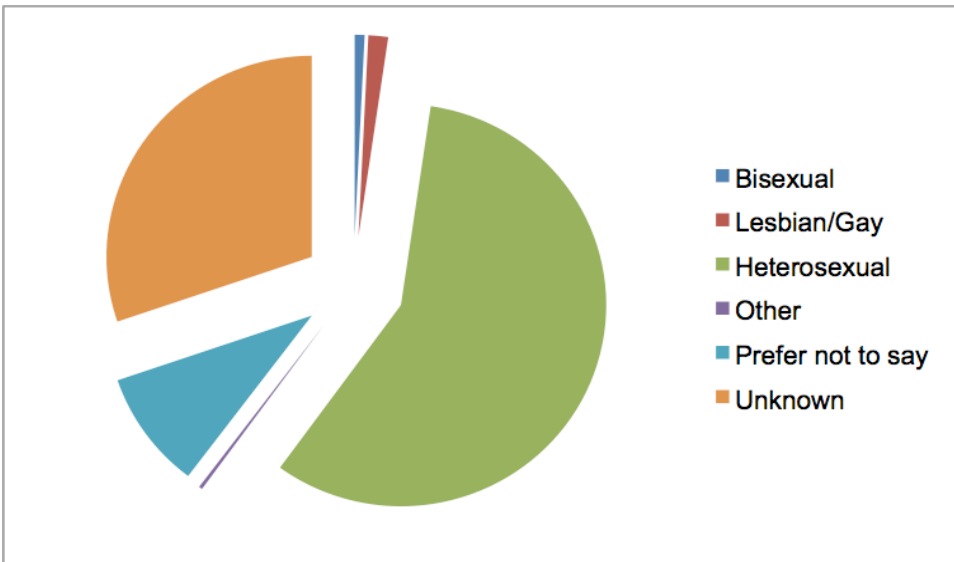


Students

The University has not systematically collected data from its students on religion and belief and so this has been included as one of the University’s strategic Equality, Diversity and Inclusion objectives. A range of student faith groups are supported including the Islamic Society and the Christian Union

Sexual Orientation

The University continues to collect data on an anonymous basis using best practice criteria including a *prefer not to say* option with currently 2.2% of the University employees declaring themselves as LGB and 9.5% preferring not to say.



The University again took the opportunity to support the Oxford Pride event during the year.

Students

The University has not systematically collected data on the sexual orientation of its students and so this has been included as one of the University’s strategic Equality, Diversity and Inclusion objectives.

Other Protected Characteristics

The Equality Act introduced protection for people from discrimination on the basis of nine 'protected characteristics'. This formally added three additional characteristics to the six diversity standards of Age, Disability, Gender, Race, Religion and Belief and Sexual Orientation that are mentioned previously in this report.

The purpose of defining and extending these characteristics was to remove or minimise disadvantages, meet needs and encourage participation in public life. These three additional protected characteristics, and the University's approach, are outlined below:

Gender Reassignment

The Equality Act provides protection for transsexual people – individuals who propose to, start or have completed a process to change their gender. The University recognises that there can be differences between physical sex and gender identity and will not discriminate against people on the grounds of transvestism, transexualism, intersex conditions or any process of gender reassignment.

The University will both respect confidentiality of trans students and staff, and provide a supportive environment for students and colleagues who wish their trans status to be known. These commitments are made within a wider context of seeking to ensure that our environment and written materials reflect the full diversity of our students and staff. One action to that end which the University has taken is to ensure that all accessible toilet facilities on all of the University's campuses are trans gender and so available to all.

Marriage and Civil partnership

Same sex partners who enter into civil partnership have the same rights as different sex partners who enter into marriage. People who are married or in a civil partnership, are protected from employment discrimination under the Equality Act. These provisions are in place across a range of the University's policies and procedures including for colleagues access to compassionate leave. Additionally the University has taken steps within its estate to provide access to accommodation for couples to co-habit regardless of gender.

Pregnancy and Maternity

Under the Equality Act 2010 organisations cannot discriminate on the grounds of pregnancy or maternity. The University has dedicated policies on maternity and paternity along with a range of related provisions designed to ensure that students and colleagues can remain in touch to achieve a balance that best meets their needs and circumstances.

The profile of colleagues taking maternity leave and returning to work in the past year across the University was:

	No. of people taking leave
On a career break following maternity leave	1
On maternity leave	42
On paternity/maternity support	12
	No of people not returning
From a career break following maternity leave	1
From maternity leave	5

During the past year the University has set up nursing facilities for parents on both its campus in Headington and at Wheatley. In addition the University's Nursery continues to provide a high standard of childcare as noted by the most recent OFSTED Inspection carried out in May 2011 that acknowledged the standard as 'Outstanding'.

The University also provides staff with the option of purchasing childcare vouchers through a pay sacrifice scheme.

Summary of progress

Equality Objective	Progress
To complete Equality impact Assessments for all PESE projects	The Programme for Enhancing the Student Experience is a key component of the University's 2020 Vision and EIA's have been completed and published for all projects
To increase usage of the University's online retirement planning tool	This is on-going with more employees having access to timely information and making use of that information than in 2010/11
To complete an Equal Pay Review to ensure the equality of the University's pay profile taking into account all protected characteristics	This is on-going and is due to be published in January 2013
To achieve re-accreditation of the Two-Tick Symbol	Achieved
To achieve the European Commission HR Excellence in research award	The University achieved the award in May 2012
To achieve Athena Swann accreditation	The University has set up a working group to progress its application for a Bronze Award and will be making its submission in November 2012
To develop a network for employees with caring responsibilities	The network has been established with 2 social events held during the year and an online community formed
To conduct REF Equality Impact Assessment to inform REF submission in November 2013	The University has drafted a Code of Practice and completed an Equality Impact Assessment

Wider Activities

Employee Volunteering

The University's Employee Volunteering scheme provides staff with access to two additional days holiday to undertake volunteering activities and has now been taken up by 21 people. Examples of activities undertaken during the year have included:

- Supporting the 'One Difference' charity - to construct a kitchen garden
- Involvement with the Blackbird Leys Information Technology Zone Community Interest Company to provide one-to-one tutorial support for drop-in users of the Community IT Centre, in the area of employability guidance and advice, particularly in the creation and editing of CVs on a computer
- Supporting Our Lady's Catholic Primary School, Oxford: assisting with classroom activities, in particular assisting with literacy and numerical learning

Carers

The University continues to provide access to support networks for those staff with caring responsibilities and ran in conjunction with the South Vale Carers Centre a coffee morning and an afternoon tea to provide staff with the opportunity to share experiences and obtain information in a relaxed environment. It has also set up an online network for those with caring responsibilities to facilitate access to information 24/7.

Training and Development

The University was re-credited with a Gold Award during the year demonstrating that the Investors in people framework continues to be an integral part of the University's people development strategy.

Equality, Diversity and Inclusion continue to be embedded into the core elements of the portfolio of programmes offered by the Oxford centre for Staff Learning and Development. During the year the University ran a trial of eLearning programmes covering the areas of equality and diversity to support its 'Welcome to Brookes' induction programme and its leadership programmes. Those programmes will be fully rolled out in the coming year so that they become an integral part of the University's training and development portfolio.

Staff Survey

During the review year the University conducted a Staff Survey. Of those who responded 86% said that they believed that the University is committed to equality of opportunity for its entire staff. This is down from a figure of 89% in the 2009 survey. Additionally, 91% of respondents said that they are aware of the University's Equal Opportunity and Diversity statement down from 95% in 2009. Whilst these results remain positive the University is not complacent and acknowledges that there is work to be done to return results to and beyond their 2009 level.

Of those who responded to the survey 4% said that they felt that they had been harassed or bullied in the past 12 months. This is a significant improvement on the response in the 2009 survey of 7% who said that they had been harassed or bullied, and lower than the HEI average that stands at 5%. The University is not complacent and acknowledges that further work needs to be done and so, has as one of its strategic Equality, Diversity and Inclusion objectives the review of its Harassment and Bullying policy to ensure that it is easy for individuals to complain and also that complaints are treated in good faith and acted upon within set time limits

National Student Survey (NSS)

The University takes a keen interest in the feedback it receives from its students and one particularly important mechanism is the National Student Survey. In the 2012 Survey the percentage of students with dyslexia at the University was 6% higher than the HEI average further indicating the successful impact of the University's Disability and Dyslexia Service.

Data Protection and Monitoring

The University acknowledges that this is an area where further work is required and so has made this a strand within its published strategic Equality, Diversity and Inclusion objectives. The collection of data from staff on religion and belief, sexual orientation and revised disability categories in line with HESA guidelines is in place. It has and continues to encourage all employees to update their online personal data although it recognises that the development of a robust profile will take time.

During the coming year the University plans to introduce a new HR and Payroll System and will make use of that opportunity to further enhance the robustness of the data on the protected characteristics as defined in the Equality Act 2010.

The University has and will continue to make use of Equality Impact Assessments (EIAs) although are no longer a legal requirement, to develop its understanding of the impact its policies and practices have on particular groups. To that end EIAs have been completed for each strand of the University's Strategy for Enhancing the Student Experience.

Appendices

Monitoring Statistics

Staff

Gender Profile

Gender	No of people in 2012	% in 2012	% in 2011	% in 2010	% in 2009
F	1335	59.52%	59.31%	60.24%	60.22%
M	908	40.48%	40.64%	39.76%	39.78%

Ethnicity Profile

Ethnicity	Number of people	% in 2012	% in 2011
Black and minority ethnic group	201	8.96%	7.88%
Information refused	32	1.43%	1.51%
Not known	5	0.22%	0.35%
White	1996	88.99%	89.86%
Other	9	0.40%	0.40%

Age group	Number of people	% in 2012	% in 2011
15-19	7	0.31%	0.4%
20-24	48	2.14%	1.99%
25-29	187	8.34%	7.13%
30-34	251	11.19%	10.58%
35-39	242	10.79%	10.98%
40-44	296	13.20%	12.58%
45-49	325	14.49%	15.23%
50-54	347	15.47%	15.23%
55-59	320	14.27%	14.26%
60-64	185	8.25%	9.61%
65-69	32	1.43%	1.82%
70-74	3	0.13%	0.18%

Disability status	Number of people	% in 2012	% in 2011
Disabled	111	4.95%	5.49%
Not disabled	2101	93.67%	93.36%
Prefer not to say	17	0.76%	0.71%
Unknown	14	0.62%	0.44%

Religion Description	Number of people	% in 2012	% in 2011
Buddhist	15	0.67%	0.62%
Christian	733	32.68%	30.12%
Hindu	17	0.76%	0.58%
Jewish	8	0.36%	0.4%
Muslim	27	1.20%	0.89%
No religion	505	22.51%	21.52%
Other	52	2.32%	1.64%
Prefer not to say	221	9.85%	8.99%
Sikh	7	0.31%	0.27%
Unknown	658	29.34%	34.99%

Sexual Orientation	Number of people	% in 2012	% in 2011
Bisexual	17	0.76%	0.58%
Gay man	17	0.76%	0.35%
Gay Woman/lesbian	17	0.76%	0.62%
Heterosexual/straight	1297	57.82%	53.45%
Other	6	0.27%	0.31%
Prefer not to say	213	9.50%	8.72%
Unknown	676	30.14%	35.96%

Recruitment Monitoring Statistics

The University has gone through a restructuring programme and the recruitment to the new Faculties is included in the monitoring statistics in this report.

All applications by Faculty/Directorate.

Faculty/Directorate	Total no of Applications	%	Not shortlisted	%	Shortlisted	%
AL	19	0.2%	11	57.89%	8	42.11%
ASA	722	8.1%	587	81.30%	135	18.70%
BH	1504	16.9%	1031	68.55%	473	31.45%
DC	384	4.3%	290	75.52%	94	24.48%
DT	661	7.4%	369	55.82%	292	44.18%
EFM	2070	23.2%	1305	63.04%	765	36.96%
FI	196	2.2%	169	86.22%	27	13.78%
HL	1280	14.4%	829	64.77%	451	35.23%
HR	161	1.8%	106	65.84%	55	34.16%
HS	1178	13.2%	535	45.42%	643	54.58%
LR	580	6.5%	405	69.83%	175	30.17%
OBIS	31	0.3%	18	58.06%	13	41.94%
SU	129	1.4%	100	77.52%	29	22.48%
Grand Total	8915	100.0%	5755	64.55%	3160	35.45%

The age profile of applications for employment received during 2011 – 2012 is set out in the table below

Age group	Total No of Applicants	%	Not shortlisted	%	Shortlisted	%
15-19	153	1.7%	128	83.66%	25	16.34%
20-24	1351	15.2%	938	69.43%	413	30.57%
25-29	1875	21.0%	1183	63.09%	692	36.91%
30-34	1524	17.1%	940	61.68%	584	38.32%
35-39	1085	12.2%	700	64.52%	385	35.48%
40-44	718	8.1%	474	66.02%	244	33.98%
45-49	704	7.9%	397	56.39%	307	43.61%
50-54	469	5.3%	294	62.69%	175	37.31%
55-59	394	4.4%	251	63.71%	143	36.29%
60-64	135	1.5%	86	63.70%	49	36.30%
65-69	14	0.2%	9	64.29%	5	35.71%
70-74	13	0.1%	3	23.08%	10	76.92%
75-79	1	0.0%	1	100.00%	0	0.00%
Data not recorded	479	5.4%	351	73.28%	128	26.72%
Grand Total	8915	100.0%	5755	64.55%	3160	35.45%

The profile of applications for employment with the University from individuals identifying themselves as Black and Minority ethnic during the year was:

Faculty/Directorate	Total No of Applicants	Total No of BME applicants	% of BME Applicants
AL	19	4	21.0%
ASA	722	169	23.4%
BH	1504	656	43.6%
DC	384	82	21.6%
DT	661	147	22.2%
EFM	2070	616	29.8%
FI	196	66	33.8%
HL	1280	236	18.4%
HR	161	47	29.2%
HS	1178	151	12.8%
LR	580	149	25.7%
OBIS	31	11	35.5%
SU	129	35	27.1%
Grand Total	8918	2369	26.6%

The table below show the offers of employment made broken down against each of the University's Faculties and Directorates

Faculty/Directorate	No Attending Interview	%	No offer made	%	Offer made	%
AL	8	0.4%	6	75.00%	2	25.00%
ASA	80	3.9%	53	66.25%	27	33.75%
BH	374	18.2%	213	56.95%	161	43.05%
DC	78	3.8%	61	78.21%	17	21.79%
DT	201	9.8%	108	53.73%	93	46.27%
EFM	602	29.2%	239	39.70%	363	60.30%
FI	20	1.0%	11	55.00%	9	45.00%
HL	270	13.1%	171	63.33%	99	36.67%
HR	35	1.7%	29	82.86%	6	17.14%
HS	223	10.8%	139	62.33%	84	37.67%
LR	136	6.6%	85	62.50%	51	37.50%
OBIS	11	0.5%	9	81.82%	2	18.18%
SU	21	1.0%	17	80.95%	4	19.05%
Grand Total	2059	100.0%	1141	55.42%	918	44.58%

The age profile of applicants offered employment with the University is:

Age group	No Attending Interview	%	No offer made	%	Offer made	%
15-19	15	0.7%	4	26.67%	11	73.33%
20-24	304	14.8%	132	43.42%	172	56.58%
25-29	407	19.8%	222	54.55%	185	45.45%
30-34	376	18.3%	206	54.79%	170	45.21%
35-39	247	12.0%	157	63.56%	90	36.44%
40-44	176	8.5%	113	64.20%	63	35.80%
45-49	227	11.0%	124	54.63%	103	45.37%
50-54	119	5.8%	79	66.39%	40	33.61%

55-59	87	4.2%	36	41.38%	51	58.62%
60-64	41	2.0%	31	75.61%	10	24.39%
65-69	5	0.2%	0	0.00%	5	100.00%
70-74	0	0.0%	0	0.00%	0	0.00%
75-79	0	0.0%	0	0.00%	0	0.00%
Data not recorded	55	2.7%	37	67.27%	18	32.73%
Grand Total	2059	100.0%	1141	55.42%	918	44.58%

Of those applications the profile of people shortlisted for interview was:

Faculty/Directorate	No of applicants shortlisted	No of BME applicants shortlisted	% of BME applicants shortlisted
AL	8	0	0.0%
ASA	135	18	10.7%
BH	473	170	25.9%
DC	94	13	15.8%
DT	292	53	36.0%
EFM	765	256	41.2%
FI	27	8	12.1%
HL	451	58	24.6%
HR	55	12	25.5%
HS	643	65	43.0%
LR	175	27	18.1%
OBIS	13	7	63.6%
SU	29	8	22.9%
Grand Total	3160	695	29.3%

The profile of people identifying themselves as Black and Minority ethnic

Faculty/Directorate	Total No of offers of employment	% of successful applications against total received	No of offers made to BME Applicants	% of successful BME Applicants against number received
AL	11	14.9%	0	0.0%
ASA	172	4.9%	4	2.4%
BH	185	12.4%	58	8.8%
DC	170	5.5%	1	1.2%
DT	90	9.3%	13	8.8%
EFM	363	9.1%	106	17.2%
FI	103	6.2%	1	1.5%
HL	40	5.0%	7	2.7%
HR	51	4.2%	1	2.1%
HS	10	3.7%	7	4.6%
LR	5	5.2%	2	1.3%
OBIS	0	6.6%	0	0.0%
SU	0	3.9%	1	2.9%
Grand Total	918	6.9%	201	8.8%

The University's Senior Management profile

Gender	Number of people
Female	4
Male	7

Ethnicity	Number of people
White	10
Other	1

Age group	Number of people
40-44	1
50-54	3
55-59	4
60-64	3

Religion Description	Number of people
Christian	4
No religion	5
Unknown	2

Students

Other monitoring statistics not included elsewhere in this report.

Disability

Disabled students by Year and Study Level:

Year and Study Level	Age Group- Disabled Students			
	U21	21-24	25-29	30+
UG 2009/10	1246	253	146	237
PG 2009/10	1	66	44	131
Total	1247	319	190	368
UG 2010/11	1294	273	129	235
PG 2010/11	3	71	56	136
Total	1297	344	185	371
UG 2011/12	1284	223	114	234
PG 2011/12	3	72	59	126
Total	1287	295	173	360

Disabled Students by Year and Gender:

Year and Study Level	Gender - Disabled Students	
	Male	Female
UG 2009/10	928	954
PG 2009/10	91	151
Total	1019	1105
UG 2010/11	953	978
PG 2010/11	101	165
Total	1054	1143
UG 2011/12	927	928
PG 2011/12	92	168
Total	1019	1096

Gender

All Students by Year and Gender:

Year and Study Level	Gender	
	Male	Female
UG 2009/10	5967	8054
PG 2009/10	1532	2508
Total	7499	10562
UG 2010/11	6004	8000
PG 2010/11	1526	2959
Total	7530	10959
UG 2011/12	5942	8040
PG 2011/12	1531	2894
Total	7473	10934

Equality, Diversity and Inclusion Group

As part of its revised policy on equality, diversity and inclusion the University set up a sub-group to its Executive Board. The members of the group for 2012/2013 are:

Chair	Professor Janet Beer
PVC/Dean	June Girvin
Director	Bill Sturman
Human Resources Business Partner	Andrew Willis
Head of Student Disability and Dyslexia Service	Pam Bairstow
Head of Student Services	Keith Cooper
Trade Union Representatives (UCU)	Bob Langridge (UCU) or Dr Alan Reeve (UCU)
Trade Union Representatives (Unison)	Jo Cox (Unison) or Harriet Irvine (Unison)
Director of the Centre for Diversity Policy Research and Practice	Dr Simonetta Manfredi
Oxford Brookes Student Union	

Abbreviations

A number of abbreviations have been used in this report the full explanation of these is:

Abbreviation	Full title
AL	Association of Learning Technology
ASA	Academic and Student Affairs
BH	Faculty of Business
DC	Corporate Affairs
EFM	Estates and Facilities Management
FI	Finance Directorate
HLS	Faculty of Health and Life Sciences
HSS	Faculty of Humanities of Social Sciences
HR	Directorate of Human Resources
LR	Learning Resources
OBIS	Oxford Brookes Information Services
SM	Senior Management Team
SU	Students Union
TDE	Faculty of Technology Design and Engineering

Contact Details

Comments or queries about this report are welcomed and should be sent to the postal or email address below, for the attention of the HR Business Partner (Equality and Diversity).

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