Royal Holloway University of London

Equality Monitoring Data 2007-2008

Annual statutory monitoring statistics

This report gives details of the 2007-2008 employment data. We analyse equality data of our staff to meet our legal obligations as set out in the Race Relations (Amendment) Act 2000 (RRAA) and the Race Relations Act 1976 (Statutory Duties) Order 2001, the Disability Equality Duty 2006 and the Gender Equality Duty 2007, and to assess the impact of our equal opportunities policy. There are Codes of Practice on each of the three areas of race, disability and gender and these set out the requirements for equality monitoring and make suggestions as to what is likely to be useful to monitor. To this end, we have been producing detailed annual equality monitoring reports since 2003/04.

In addition, looking ahead to the extending legislation, we include equality monitoring data on age. We do not collect data on sexual orientation or religion or belief and there is no benchmarking data collected or available from HESA. According to the Equality Challenge Unit (ECU), around 20 HEIs are thought to seek information on the sexual orientation of their staff and we will consider these two additional areas over time and look out for good practice in these areas.

As you will see from the report, much progress has been made with regard to the detail of our data collection. There is an issue of small data sets in some areas and this is something which is being reviewed. Progress has been made too, with regard to monitoring and managing actions arising from the data. A Senior Management Data Review Group has been convened to drive the equality agenda forward within the College, and to ensure that the reporting data is used in a wider context than Human Resources.

However, issues of equality & diversity affect us all so I would encourage you to read the report and if you have any questions to talk to College's Equal Opportunities Adviser.

Geoff Ward, Vice Principal (Planning & Resources)
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