

# Diversity data report 2021

***Diversity data report 2021***

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# Introduction

The Royal Society is a Fellowship of many of the world's most eminent scientists and is the oldest scientific academy in continuous existence.

As the UK's national academy of science, technology, engineering and mathematics ('STEM'), the Society is committed to increasing diversity in science by embedding diversity and inclusion into its activities and organisational culture, and by encouraging the participation of excellent scientists from under-represented groups.

As part of its ongoing efforts to promote diversity within the sciences, the Royal Society actively monitors diversity data across its programmes.

This report covers the Society's activities across the calendar year 2021, including election to the Fellowship, early career research fellowships, publishing, committee participation, schools engagement partnership grants and Royal Society staff. As many of our regular programmed events have continued to be disrupted by the COVID-19 pandemic, data on public events and scientific meetings have been excluded from this report.

Where available, relevant external data has been included alongside Royal Society data to provide comparative context.

In 2020, the Society published a report using Higher Education Statistics Agency ('HESA') data to provide additional comparator data in respect to disability and ethnicity of STEM staff and students in higher education and of the pool of prospective applicants for the Society's early career fellowship programmes.

This data has been used to provide wider context for the Society's own data.

The next report, covering diversity across the Society's 2022 activities, will be published in 2023.

## Data collection

This report draws on a variety of sources, including online surveys and data collected during application and registration processes. Relevant data sources and methodologies are detailed in each section.

In March 2022, all members of the 2021 Fellowship, Committees, working groups and Editorial Boards, authors and reviewers of journals were invited to complete an anonymous diversity survey. A total of 43,741 people were contacted, of whom 4,243 completed the survey (10%). This represents a decrease from 19% in 2020.

The categories used to group age data vary across sections of this report due to differences in how data is collected. Questions relating to respondents' gender include the categories 'female', 'male' and 'other gender'. Respondents also have the option to select 'prefer not to say' if they wish to not answer the question. The relatively small number of 'other gender' responses often limits our ability to analyse this data robustly, but this data will be reported wherever there are sufficient responses to do so.

## Data analysis

### Trend analysis

Trend analysis has been included wherever robust historical data is available and there are a sufficient number of respondents to avoid any risk of individuals being identifiable.

### Year-on-year comparison

Where relevant, the report draws on historical data for comparative purposes, highlighting any significant patterns or shifts over time.

### Statistical significance

As with all sample-based research, small variations can occasionally occur between datasets as a result of methodological limitations. To aid interpretation of results, significance testing has been applied to detect any such instances and we have only highlighted shifts in data that are 'statistically significant'. That is, variations which fall outside sampling tolerances which we can therefore be confident reflect real shifts in underlying data.

Please note that, due to rounding, percentages do not always add up to 100%.

## Declarations

This report is based on data that is explicitly and voluntarily declared by respondents. While respondents are encouraged to answer all of the questions on the diversity form, a 'prefer not to say' option is available and some respondents choose not to provide this information. The findings presented in this report exclude individuals who have chosen 'prefer not to say' or not answered a question at all.

We have not included any data where the number of responses is too small to be meaningfully representative, or where there is the risk that an individual might be identifiable from their answers.

Regarding ethnicity, the Society's diversity monitoring form includes 20 options, including 'prefer not to say'. Due to the small number of responses against some categories, the data has been aggregated into broad categories to allow analysis. However, the Society recognises that this is not an ideal approach and will look at alternative methodologies to understand the profile and experiences of under-represented groups.

The Society collects data on a range of ethnicity categories, which are aligned to the ethnicity categories used on the 2021 UK Census. As the results for specific ethnic minority groups are often too small to report individually, we have followed the approach adopted by the UK Census and used the following aggregate categories: Asian or Asian British, Black, Black British, Caribbean or African, Mixed or multiple ethnic groups, White, Other ethnic group.

The following table provides an overview of each section of the report, including details of data sources and benchmarking material (where relevant). It also highlights any omissions or limitations within the dataset and provides guidance on interpretation.

## Populations

This report presents most of the available data owned by the Society that bear upon the population diversity of our own work. A full portrait of how well the Society is doing in its ambition to promote diversity with the sciences would require the inclusion of current data regarding the composition of the various populations involved – those from which the Society’s Fellows are drawn for instance (the country’s most outstanding research scientists), or those populations with whom the Society works on specific projects (for instance the student composition of UK schools).

As far as possible, the presentation of the data is accompanied by relevant population data. For instance, the Society commissioned research from the Careers Research Advisory Centre regarding the ethnicity of the sub-population whose career histories would make them eligible for the award of a Royal Society early career research grant. This is discussed on page 35.

Comparable tailored data on the relevant populations is not available in all of the domains addressed in this report. There are a number of complexities involved. For instance, 2021 census data is not yet available, but the 2011 census gave the following high level summary of the ethnic composition of the population in that year<sup>1</sup>.

- Asian: 7.5%
- Black: 3.3%
- Mixed: 2.2%
- White: 86.0%
- Other: 1.0%

This is useful to an extent as a broad guide, but masks great variation in subpopulations. The UK is becoming more ethnically diverse, and these high-level figures are deceptive particularly in relation to younger age groups.

The All-Party Parliamentary Group on diversity and inclusion in science looked at equity in the STEM workforce (2021) and noted some of the difficulties in presenting a comprehensive picture of the workforce and its subpopulations, including some inconsistency of treatment and classification in different data sets.

The Society intends to add further material to this and other sections of the report as additional information becomes available.

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1. Population of England and Wales – GOV.UK Ethnicity facts and figures. <https://www.ethnicity-facts-figures.service.gov.uk/uk-population-by-ethnicity/national-and-regional-populations/population-of-england-and-wales/latest#>

## The Fellowship

<b>Data included in this report</b>	Age, gender, ethnicity and disability data for Fellows and Foreign Members in 2021.  Age and gender trends over the last six years.
<b>Source</b>	Age and gender data is recorded when new Fellows are elected.  Ethnicity and disability data is collected through the annual diversity survey.
<b>Limitations</b>	Fellows and Foreign Members are elected for life. The age data contained in this report indicates Fellows and Foreign Members' current age and not their age when they were elected.  The data excludes 'prefer not to say' responses.  There is no robust benchmark that could be used to compare the diversity of the Fellows and Foreign Members who are not professors.

## Committees, panels and working groups

<b>Data included in this report</b>	Age, gender, ethnicity and disability data for members of Royal Society committees (including panels and working groups), grants committees and Editorial Boards.
<b>Source</b>	Annual diversity survey.
<b>Benchmark</b>	None.
<b>Limitations</b>	The data excludes 'prefer not to say' responses.  The results only reflect those members who responded to the annual diversity survey. The data is therefore a self-selecting sample and not representative of all committee, panel, working group and Editorial Board members.

## Research Fellowship Grants

<b>Data included in this report</b>	<p>Amalgamated gender, ethnicity and disability data for applicants and awards to the following schemes:</p> <ul style="list-style-type: none"><li>• Dorothy Hodgkin Fellowship</li><li>• Industry Fellowships</li><li>• Sir Henry Dale Fellowship</li><li>• Newton International Fellowship</li><li>• University Research Fellowship</li><li>• Royal Society Wolfson Fellowship</li></ul>
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<b>Source</b>	Collected via the Society's grant application system, Flexi-Grant®, when an individual applies for a Research Fellowship.
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<b>Benchmark</b>	Comparative analysis on the diversity of postdoctoral researchers eligible to apply for the Society's early career fellowships, carried out by the Careers Research and Advisory Centre on behalf of the Society in 2019.
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<b>Limitations</b>	<p>The data excludes 'prefer not to say' responses.</p> <p>Diversity data for grants schemes has been amalgamated in order to avoid individuals being identifiable.</p>
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## Publishing

<b>Data included in this report</b>	Age, gender, ethnicity and disability data for authors and reviewers of the Society's eleven journals. Please note that all Publishing data is based on submissions received in 2021, including those still awaiting a decision (e.g. a paper could be submitted in November 2021 but not decided on until January 2022). Therefore the proportion and number of decisions could be lower than the number of submissions.
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<b>Source</b>	Annual diversity survey.
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<b>Benchmark</b>	Some comparative analysis has been undertaken, using the Royal Society of Chemistry Diversity Data report 2020 and Elsevier's The Researcher Journey Through a Gender Lens report 2020 as reference points.
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<b>Limitations</b>	<p>The data excludes ‘prefer not to say’ responses.</p> <p>Not all authors and reviewers responded to the survey so the data collected represents a self-selecting sample and is not necessarily representative of all authors and reviewers.</p> <p>In 2021 there were 39,690 authors and 9,875 reviewers, making a total of 49,565. However, an individual may be both an author and a reviewer so the number of distinct individuals may be lower than this.</p>
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## Schools engagement

<b>Data included in this report</b>	Region, Level (All through, Middle school, Primary, Secondary, 6th form college), POLAR 4 score.
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<b>Source</b>	School Engagement team.
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<b>Benchmark</b>	None.
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<b>Limitations</b>	The data presented covers Partnership Grants projects that had their funding approved during 2021 (total = 40). It does not include those currently being assessed for a grant or those that have been offered funding but were unable to accept.
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## Staff

<b>Data included in this report</b>	Age, gender, ethnicity and disability data for Royal Society staff.
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<b>Source</b>	<p>Age and gender information is collected via the Society’s staff HR portal, ADP.</p> <p>Ethnicity and disability data were collected in March 2022, via a ‘snapshot’ diversity survey.</p>
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<b>Benchmark</b>	None.
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<b>Limitations</b>	<p>The data excludes ‘prefer not to say’ responses.</p> <p>The ethnicity and disability data reflect only those staff who responded to the survey. This data is therefore not representative of all Royal Society staff.</p>
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## Gender pay gap

**Data included in this report** The differences between the mean and median earnings of women and men across all roles at the Royal Society.

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**Source** Society payroll data.

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**Benchmark** UK national average mean and median gender pay gap.

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**Limitations** The data reflects the pay gap as at 5 April 2021.

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# The Fellowship

The Royal Society is a self-governing Fellowship of distinguished scientists drawn from all areas of science, technology, engineering, mathematics and medicine.

In 2021, there were 1,517 Fellows and 188 Foreign Members, including 85 Nobel Laureates. Fellows and Foreign Members are elected for life through a peer review process on the basis of excellence in science. 52 new Fellows were elected from 687 candidates proposed by the existing Fellowship, and 10 Foreign Members were elected from 78 candidates.

The Society's Fellowship also includes non-UK Commonwealth nationals and Irish citizens as Fellows, and both groups are eligible for election as Fellows. References in this report relate primarily to the UK context.

Data on the age and gender of Fellows and Foreign Members is recorded when individuals are elected to the Fellowship. Analysis is based on the current age of Fellows and Foreign Members, rather than on their age when they were elected.

The Society does not routinely collect ethnicity and disability data when individuals are first elected to the Fellowship. In March 2022, an invitation to complete a diversity monitoring survey was sent to all Fellows and Foreign Members, which included questions relating to ethnicity and disability. Of the 1,711 Fellows and Foreign Members, 689 (40%) completed the survey.

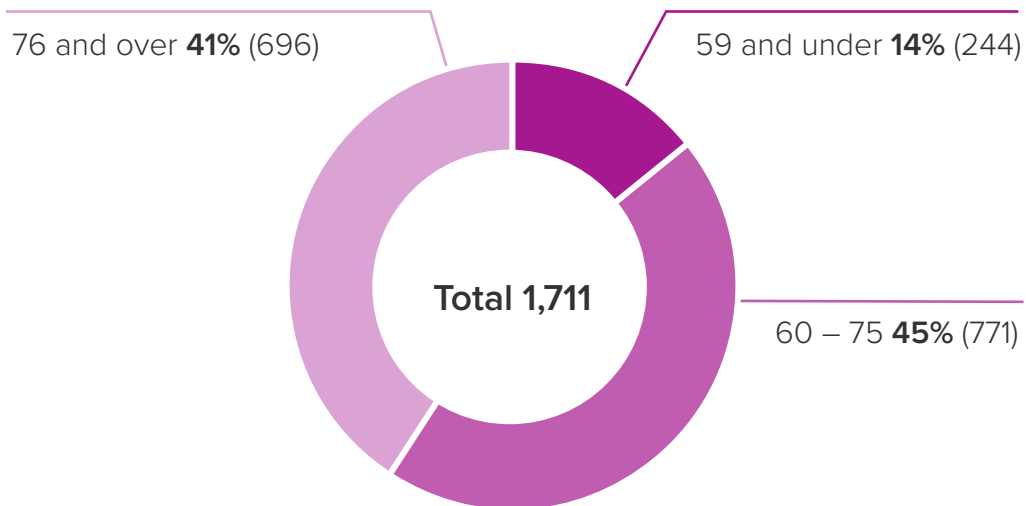
The charts provide the percentage of Fellows and Foreign Members in each category. The number of individual respondents is given alongside in brackets. Respondents who have opted not to disclose their demographic data (typically fewer than 1% of all responses) have been excluded from these calculations.

For context, we have also referenced data on professors in STEM in the UK. This profiling is based on analysis of data from the Higher Education Statistics Agency ('HESA'), carried out by Jisc on behalf of the Royal Society in 2020. Whilst not an ideal comparator, it provides an indicator of the diversity of a group from which a significant proportion of the Fellowship is elected.

Where available, equivalent data from 2019 and 2020 is included for comparison. However, as only a portion of the eligible participants respond to the survey (typically 40 – 50%), the sample for any given year isn't representative of the group as a whole. Therefore caution should be exercised when comparing annual datasets.

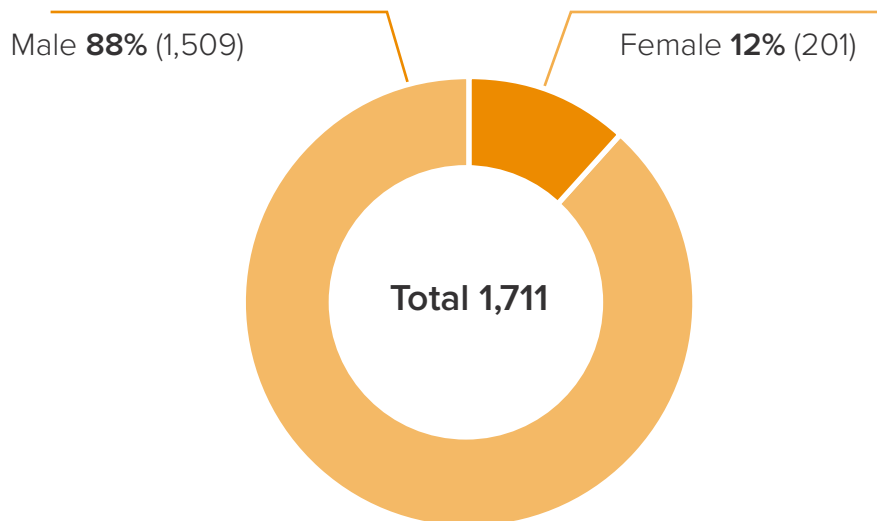
Work is currently under way on a package of reforms to the election process. These will include the creation of search committees, shadowing the work of the sectional committees that make recommendations to the Royal Society Council on the election of Fellows. The search committees will be charged with securing more nominations from eligible candidates from currently under-represented groups of all kinds. A consultation document was issued to the Fellowship in November 2022 setting out potential changes to the Society's Statutes and Standing Orders with a view to meeting the objective set out in the Society Strategic Plan 2022 – 2027, to secure a more diverse, representative and engaged Fellowship. More detail will be published as these proposals are taken forward.

## Fellows and Foreign Members – age



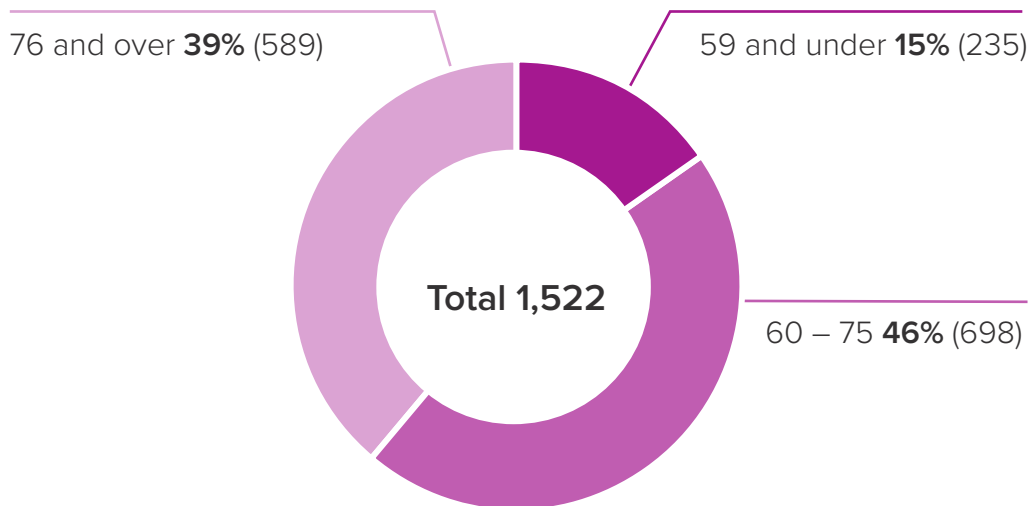
The age profile of Fellows and Foreign Members has remained relatively consistent over the last few years. In 2021, 14% of Fellows and Foreign Members were aged 59 and under (244 individuals), compared to 15% (252) in 2020 and 14% (244) in 2019. In 2021, 45% were aged between 60 and 75 (771), compared to 45% (775) in 2020 and 46% (755) in 2019. In 2021, the remaining 41% were aged 76 and over (696), compared to 40% in both 2020 and 2019 (673 and 667 respectively).

## Fellows and Foreign Members – gender



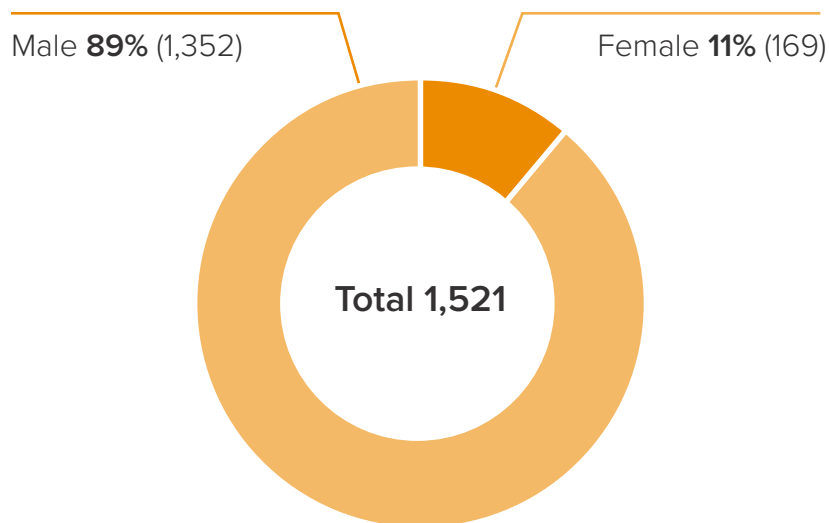
The Fellowship and Foreign Membership continue to be predominantly male – in 2021, 12% of Fellows and Foreign Members were female (201 individuals). The equivalent figure was 11% in 2020 (181) and 10% in 2019 (170). The organisation will continue to be predominantly male for many years as the impact of more recent elections, when more women have been elected, will take time to see in the overall figures.

## Fellows – age



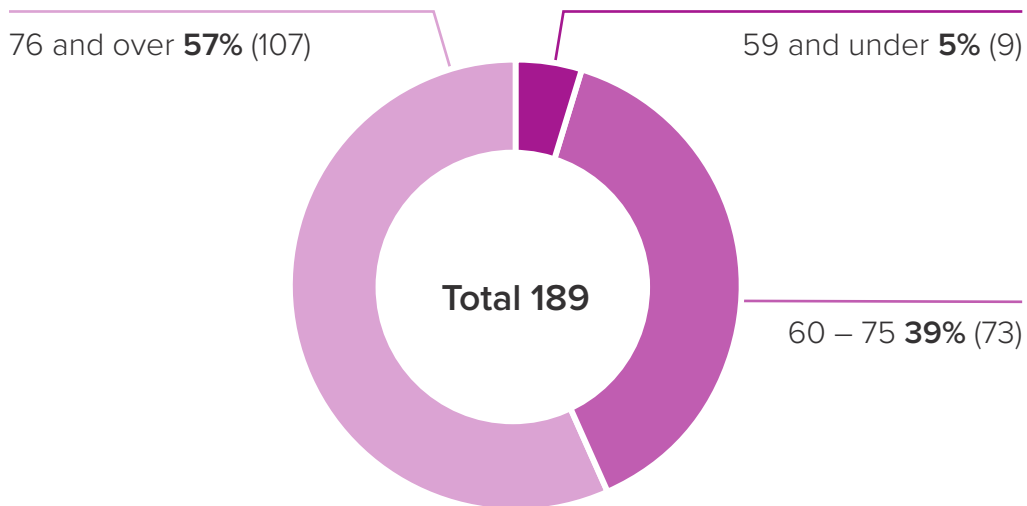
In 2021, 15% of Fellows were aged 59 and under (235 individuals), in line with the 2020 figure of 16% (246). In 2021, 46% (698) were aged 60 – 75 and the remaining 39% (589) were aged over 76. In 2020 and 2019, 46% were aged 60 to 75 (698 and 700 respectively), and 38% were aged 76 and over (571 and 571).

## Fellows – gender



In 2021, 11% (169 individuals) of Fellows were female and 89% (1,352) were male. In both 2019 and 2020, the proportion of female Fellows was 10%. The number of female Fellows has risen from 146 in 2019 to 169 in 2021.

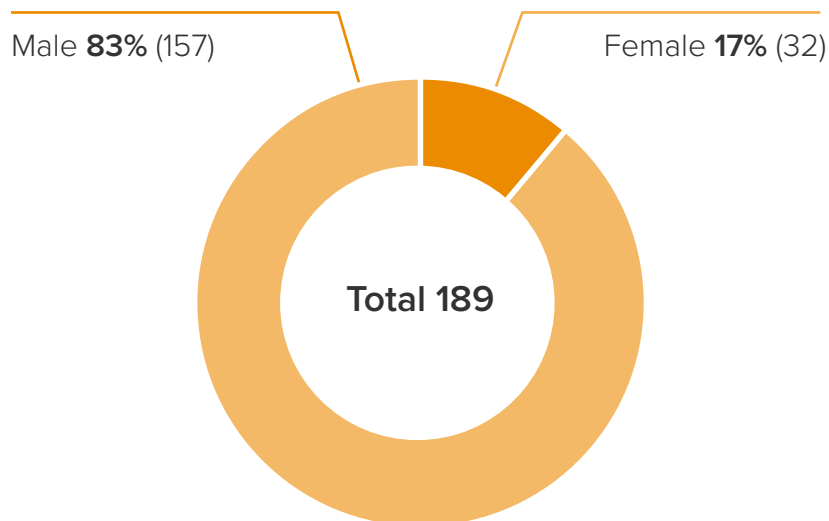
## Foreign Members – age



Foreign Members have a slightly different age profile than the Fellowship as a whole, with a higher proportion falling into older age bands. In 2021, 57% are aged 76 and over (107 individuals), and 5% are aged under 59 (9). The remaining 39% (73) are aged between 60 and 75.

In 2020, 55% of Foreign Members were aged 76 and over (102 individuals), 42% were aged 60 to 75 (77), and 3% were aged 59 and under (6). In 2019, 54% were aged 76 and over (96), 42% were aged 60 to 75 (75), and 4% were aged 59 and under (7).

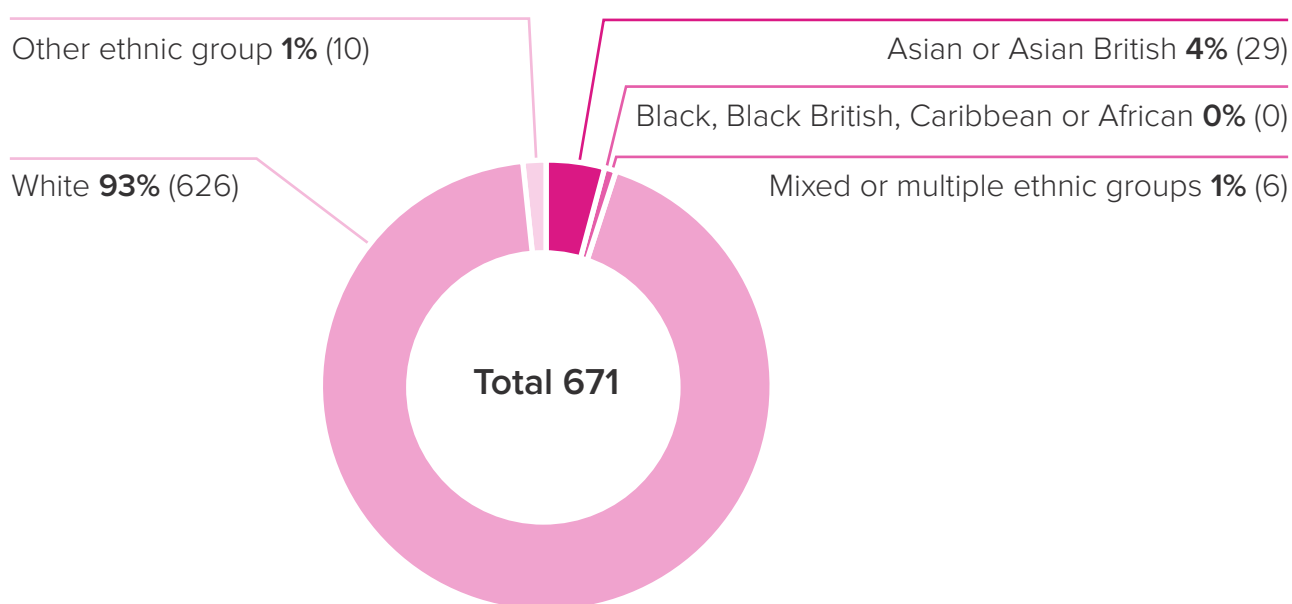
## Foreign Members – gender



While the Foreign Membership is predominantly male, the proportion of female Foreign Members is slightly higher than for the Fellowship as a whole at 17% (32 individuals). This compares with 16% in 2020 (29) and 13% in 2019 (24).

## Ethnicity and disability

### Fellows and Foreign Members – ethnicity of respondents



In 2021, 671 Fellows and Foreign Members provided details of their ethnicity. The majority of respondents were from White backgrounds (93%, 626 individuals). 4% of Fellows and Foreign Members were from an Asian or Asian British background (29), 1% were from Mixed or multiple ethnic background (6). There were no respondents from a Black, Black British, Caribbean or African background. The remaining 1% were from other ethnic backgrounds (10).

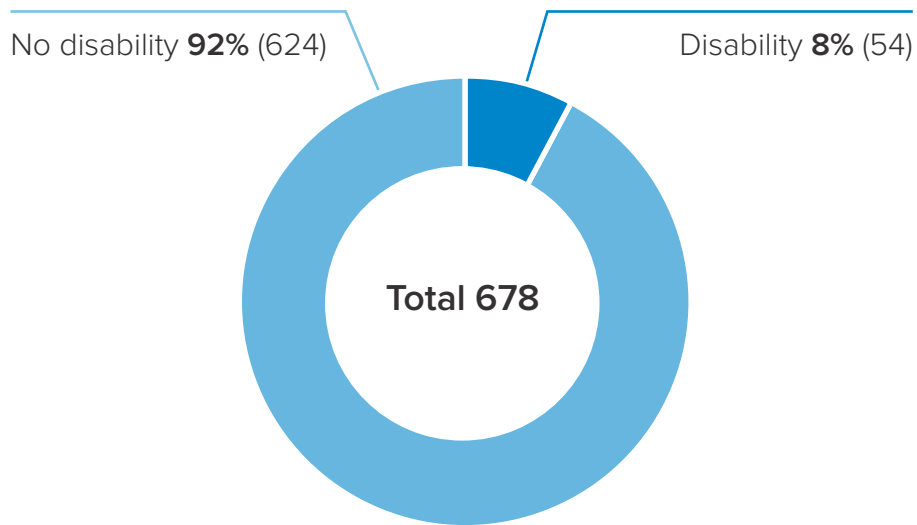
In 2021, 7% of Fellows and Foreign Members said that they were from a Black or minority ethnic background (45 individuals), compared to 5% in 2020 (44) and 2019 (42). In the UK in 2018/19, 11% of STEM professors were Black or minority ethnic<sup>2</sup>.

The majority of Fellows and Foreign Members were White British (73% (492 individuals), compared to 74% in 2020 (626) and 73% in 2019 (596). A further 20% (134) were White Other, compared to 21% in 2020 (181) and 22% (180) in 2019.

2. Ethnicity STEM data for students and academic staff in higher education 2007/08 to 2018/19, analysed by Jisc for the Royal Society. <https://royalsociety.org/topics-policy/publications/2021/trends-ethnic-minorities-stem/>



## Fellows and Foreign Members – disability of respondents

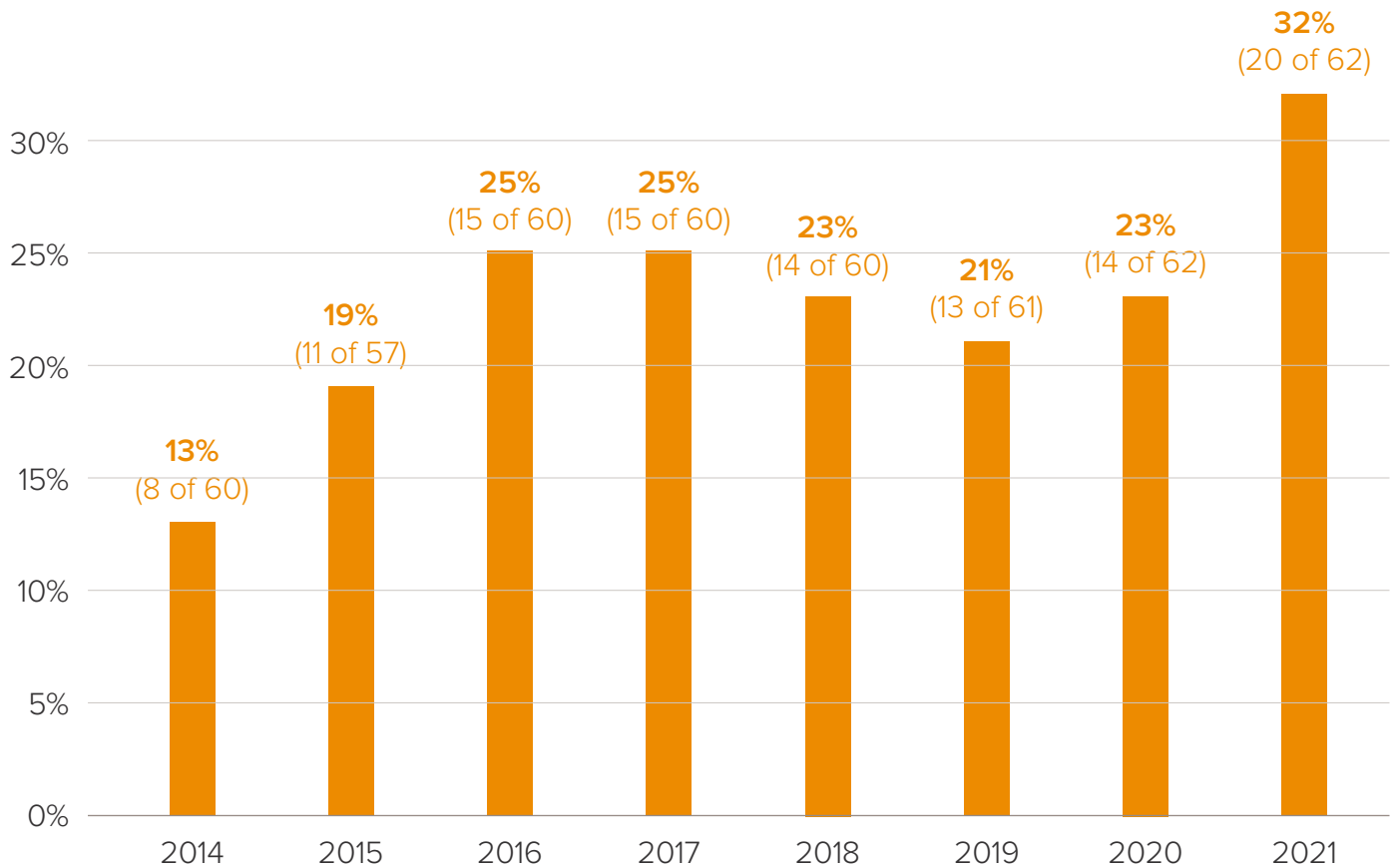


A total of 678 Fellows and Foreign Members provided a response to the question about whether they had a disability. Of these, 8% said that they had a disability (54 individuals) and 92% said they did not (624). In 2020, the proportion of Fellows and Foreign Members who said they had a disability was 9% (73) and in 2019 the figure was 10% (78).

## Trends over time

The chart below shows the proportion and number of new female Fellows and Foreign Members elected in each year from 2014 to 2021. 32% of new Fellows and Foreign Members elected in 2021 were female (20 individuals), up from 23% in 2020 (14 out of 62). By comparison, in the UK in 2018/19, 21% of professors in STEM were female (2,600).

Proportion of new female Fellows and Foreign Members elected 2014 – 2021



The table below shows the average age of new Fellows elected in each year from 2014 to 2021. The average age of new Fellows typically varies from year to year, hovering somewhere between the mid-fifties to early-sixties. A total of 52 new Fellows were elected in 2021, with an average age of 61.

#### Average age of new Fellows 2013 – 2021

	2013	2014	2015	2016	2017	2018	2019	2020	2021
Female	56	61	60	57	56	55	60	58	61
Male	57	55	57	57	56	58	58	58	61

The table below shows the proportion of new Fellows in each age category from 2014 to 2020.

#### Proportion of new Fellows aged over or under 60 2014 – 2021

	2014	2015	2016	2017	2018	2019	2020	2021
Under 60	68% (34)	51% (24)	56% (28)	68% (34)	70% (35)	52% (32)	60% (31)	40% (21)
Over 60	32% (16)	49% (23)	44% (22)	32% (16)	30% (15)	48% (29)	40% (21)	60% (31)
<b>Total</b>	<b>50</b>	<b>47</b>	<b>50</b>	<b>50</b>	<b>50</b>	<b>61</b>	<b>52</b>	<b>52</b>

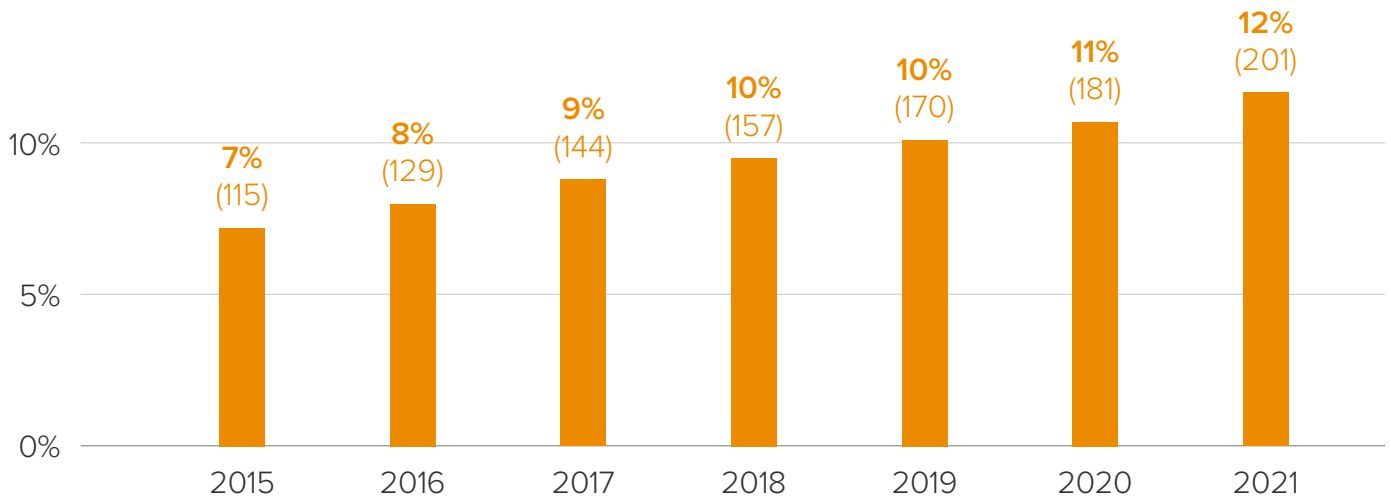
In 2021, 40% (21 individuals) of new Fellows elected were aged under 60, and 60% (31) were aged over 60. This represents a reversal of the 2020 figures when 60% (31) of new Fellows elected were aged under 60 and 40% (21) were aged over 60.

The Society has not historically collected data on ethnicity and disability when individuals are elected to the Fellowship. This means that it is not possible to show similar trend data for ethnicity or disability for new Fellows and Foreign Members.

## Trends over time – Fellows and Foreign Members

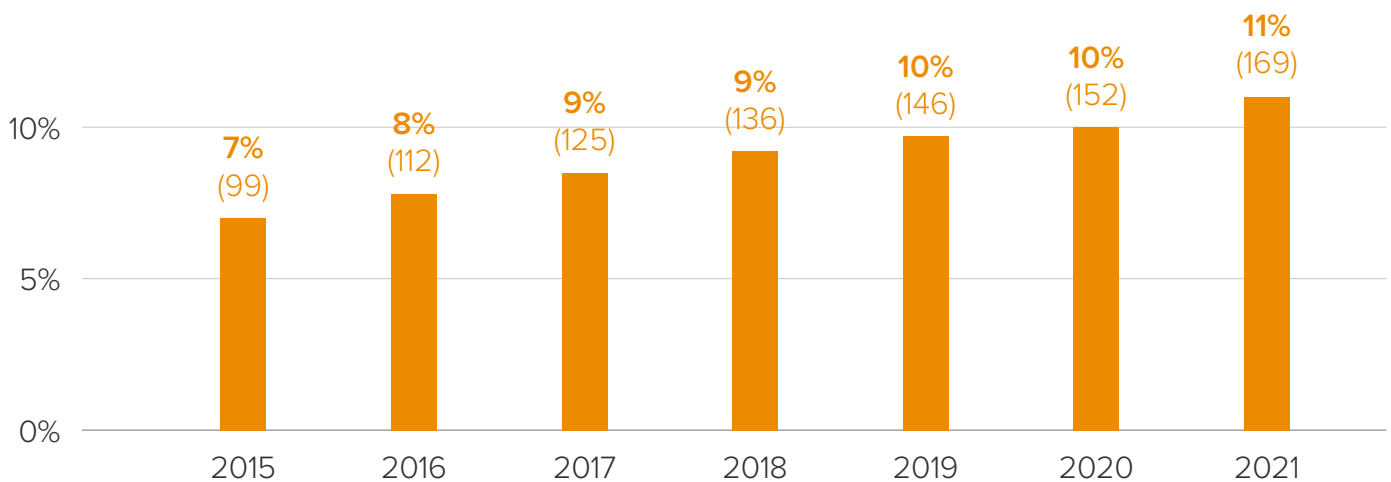
This section shows how the profile of Fellows and Foreign Members has shifted over time.

**Figure 1: Proportion of Fellows and Foreign Members who are female, 2015 – 2021**



The chart above shows that the proportion of Fellows and Foreign Members who are female has steadily increased from 7% in 2015 to 12% in 2021. During this time, the actual number of women Fellows and Foreign Members has increased by 75%. The change in proportion between 2015 and 2020 is statistically significant ( $p < 0.001$ ).

**Figure 2: Proportion of Fellows who are female, 2015 – 2021**



The increase in the proportion of Fellows who are female from 7% in 2015 to 11% in 2021 is also statistically significant ( $p < 0.005$ ). However, the greatest proportional increase over this period has been the number of Foreign Members who are female, from 10% in 2015 to 17% in 2021 ( $p < 0.1$ ).

# Committees, panels and working groups

There are currently 70 committees and panels active within the Royal Society, comprised of a total of 1,789 members. This includes the Royal Society's Council and 11 Sectional Committees, as well as a range of working groups. A full list of committees, panels and working groups can be found in the Definitions section.

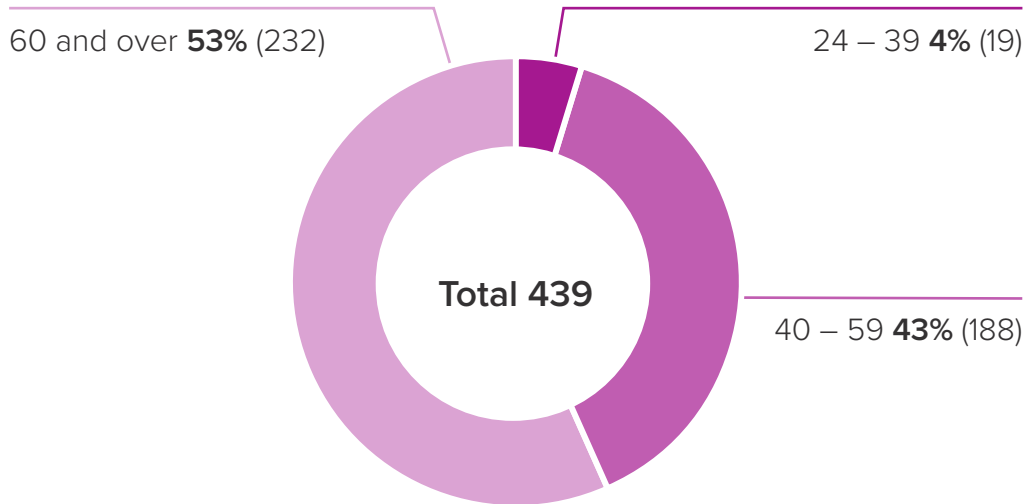
There are 700 committee positions filled by Fellows or Foreign Members, with 151 of these sitting on more than one committee, panel or working group. Currently, 115 Fellows or Foreign Members sit on a grants committee. The remainder are external members, who are invited by the Royal Society to be on committees, panels or working groups because of their expertise.

All members who had participated in committees, panels, working groups and sub-groups in 2021 were invited to complete a diversity monitoring survey, carried out online in March 2022. Of the 1,789 members, 439 completed the survey. The data below reflects the 25% of members who responded to the survey and should not be taken to be representative of all committees, panels and working groups.

In each chart below, the proportion of individuals in each category is given in percentages, with the number of individuals in that category in brackets. Respondents who selected 'prefer not to say' have been excluded from these figures.

In each section below, comparisons have been made between the proportions of committee members in different categories in 2020 and 2019. However, as response rates vary from year to year, caution should be exercised when making comparisons between years.

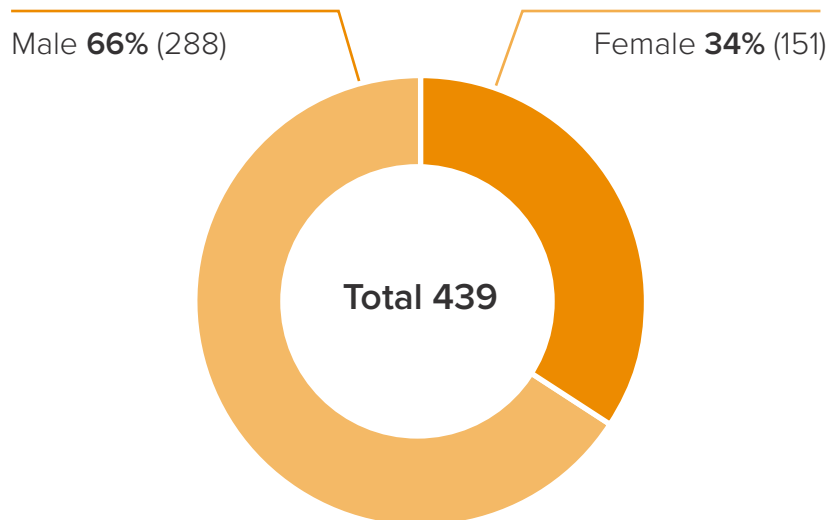
## Committees, panels and working groups – age of respondents



In 2021, 4% of committee, panel and working group members who responded to the survey were aged between 24 and 39 (19 individuals), 43% were aged between 40 and 59 (188) and 53% were aged 60 or over (232).

In 2020, 5% of committee, panel and working group members who responded to the survey were aged between 24 and 39 (41 individuals), 50% were aged between 40 and 59 (379) and 45% were aged 60 or over (338). In 2019, 8% of committee, panel and working group respondents were aged between 24 to 39 (54), 46% were aged between 40 and 59 (318) and 46% were aged 60 and over (332).

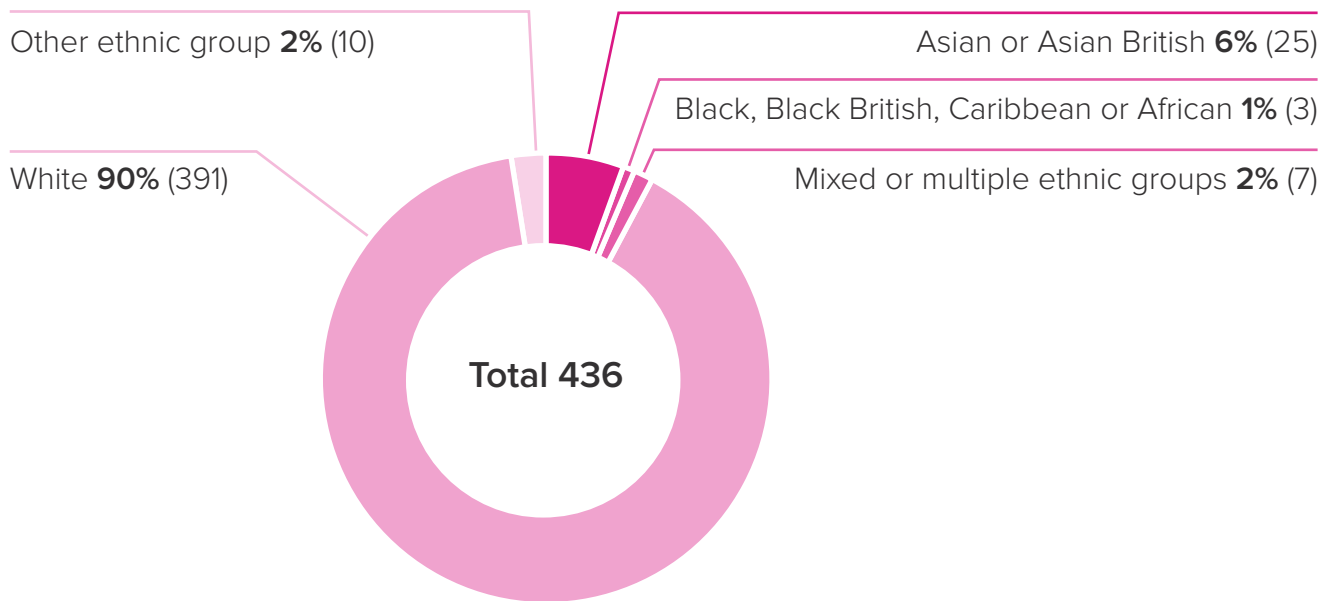
## Committees, panels and working groups – gender of respondents



In 2021, 34% of committee, panel and working group members who responded to the survey were female (151 individuals) and 66% were male (288).

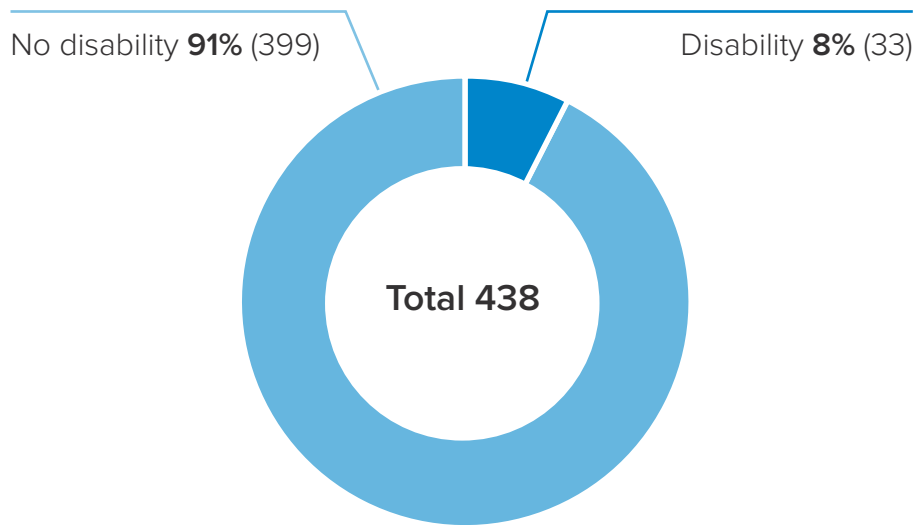
In 2020, 36% of committee, panel and working group members who responded to the survey were female (274 individuals) and 64% were male (494). In 2019, 33% of committee, panel and working group members who responded were female (233) and 67% were male (472).

## Committees, panels and working groups – ethnicity of respondents



In 2021, 10% of committee, panel and working group members who responded to the survey said that they were from a Black or minority ethnic background (45 individuals), compared to 7% in 2020 (57) and 6% in 2019 (40). 68% were White British (287), compared to 72% in 2020 (546) and 71% in 2019 (498). 22% were White other (94), compared to 21% in 2020 (161) and 23% (158) in 2019.

## Committees, panels and working groups – disability of respondents



In 2021, 8% of respondents said they had a disability (33 individuals). 91% said they did not have a disability. (399).

In 2020, 7% of respondents said they had a disability (50 individuals), compared to 6% in 2019 (41). In 2020, 93% of respondents said they did not have a disability (712) compared to 94% (665) in 2019.

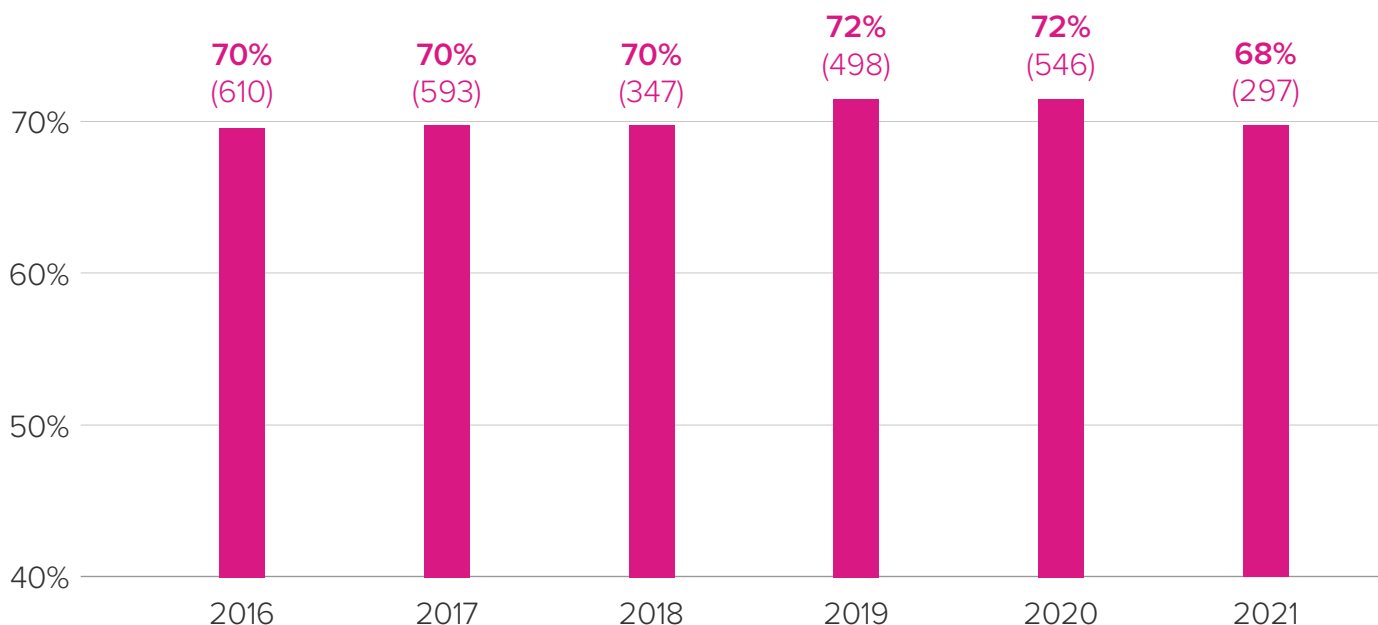


### Trends over time: Committees, panels and working groups

This section investigates changes in the profile of committee members over time.

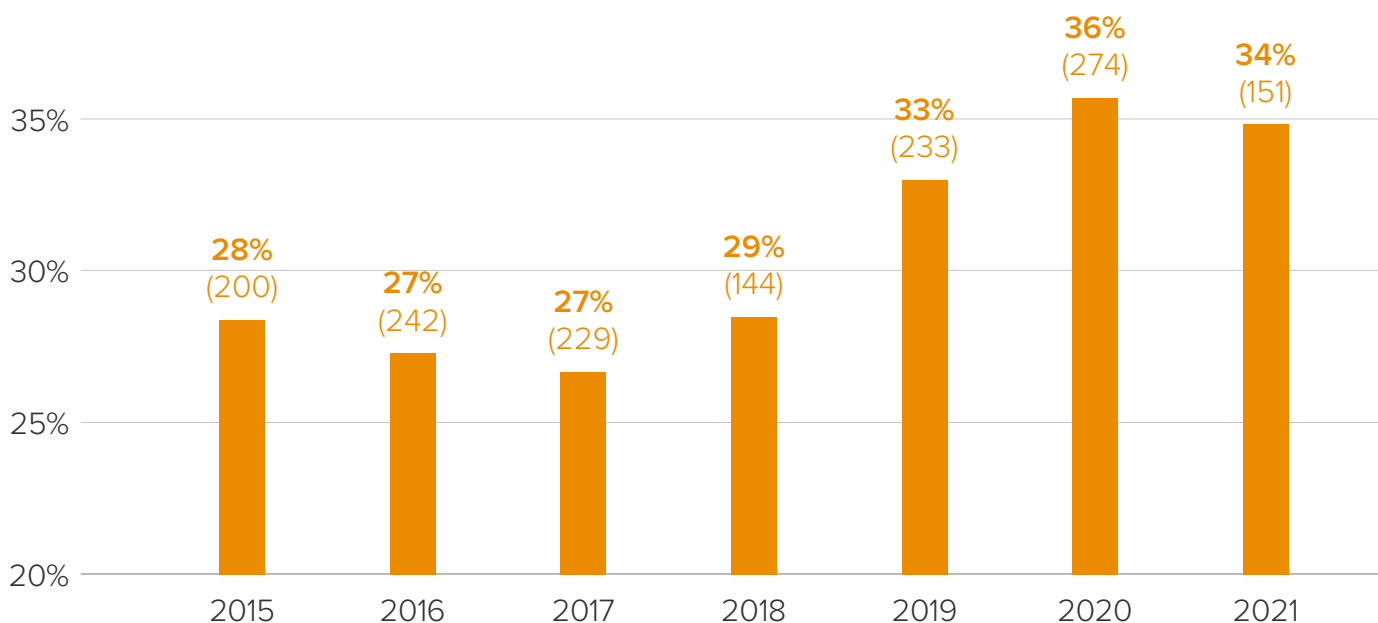
The data below reflects committee members who responded to the survey in each year and should not be taken to be representative of all committee, panel and working group members.

**Figure 3: Proportion of committee members who are White British 2016 – 2021**



The proportion of committee members who are White British has hovered around seven in ten for the last five years.

**Figure 4: Proportion of committee members who are female 2015 – 2021**

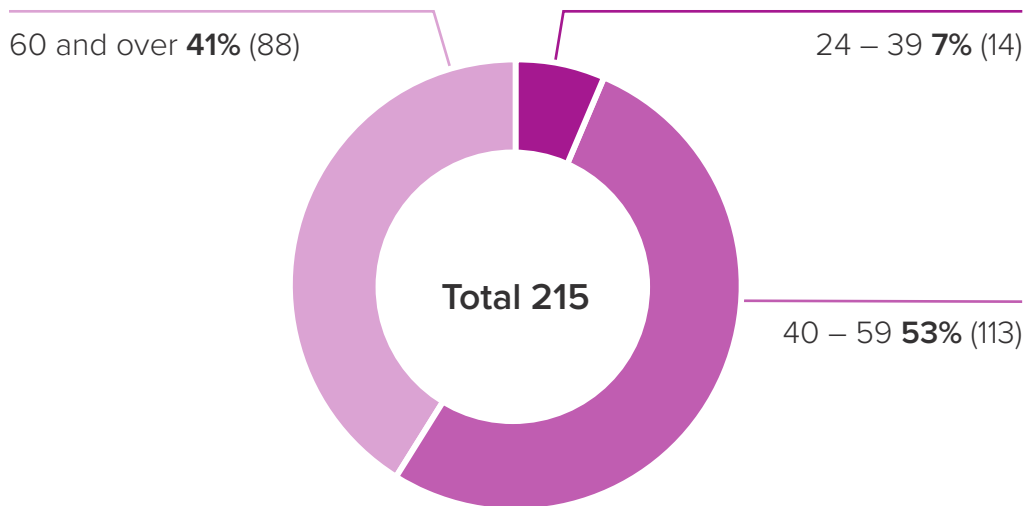


The proportion of female committee members increased significantly ( $p < 0.005$ ) from 28% in 2015 to 34% in 2021.

## Grants Committees

There are 25 committees that have responsibility for grant giving-related decisions (these committees are marked with an asterisk in the Definitions section). Those committees have a total of 743 members, of whom 215 responded to the survey (29%).

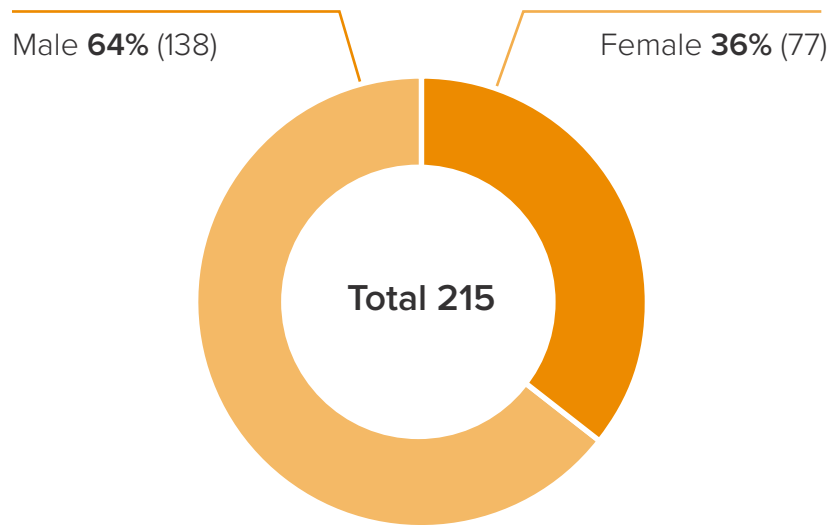
### Grants Committees – age of respondents



In 2021, 7% of grants committee members were aged 39 or under (14 individuals). 53% were aged between 40 and 59 (113). The remainder (41%, 88) were aged over 60.

In 2020, 7% of grants committees members who responded to the survey were aged between 24 and 39 (27 individuals), compared to 8% (44) in 2019. The proportion of grants committees members aged between 40 and 59 was 56% in 2020 (216), compared to 43% of respondents (232) in 2019. The proportion aged 60 and over was 37% (145), compared to 49% (264) in 2019.

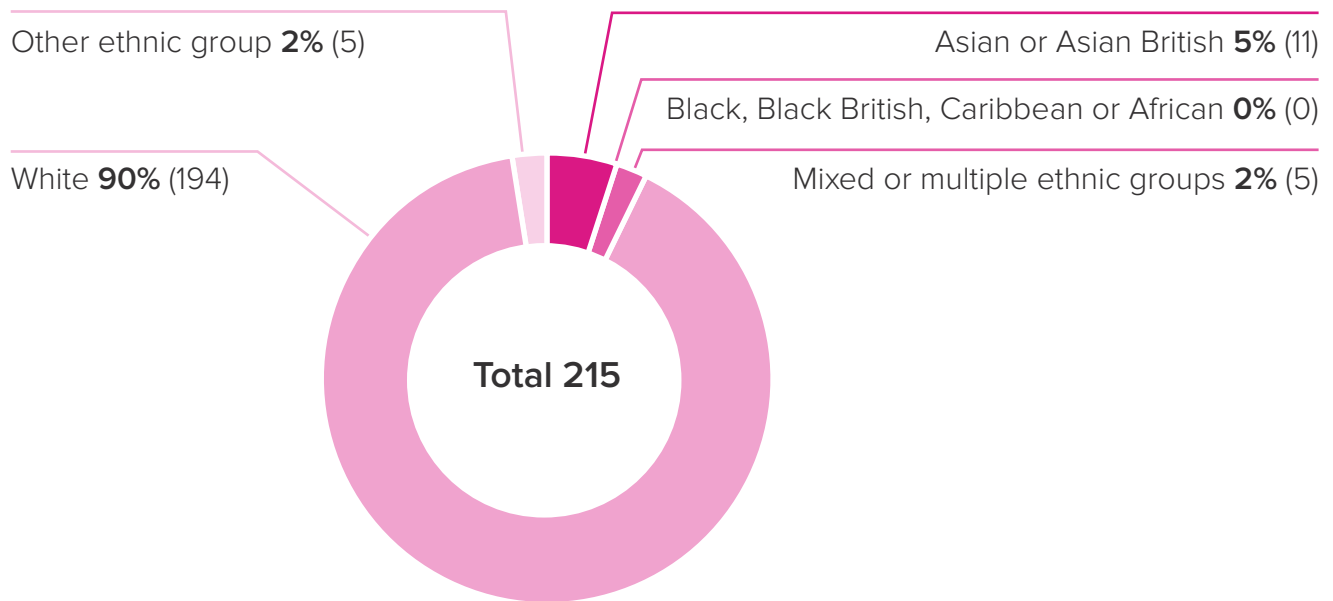
## Grants Committees – gender of respondents



36% of grants committees members who responded to the survey were female (77 individuals). The remainder (64%, 138) were male.

In 2020, 33% of grants committees members who responded to the survey were female (130 individuals) and 67% were male (264). This compares to 32% female members (176) and 68% male members (372) in 2019.

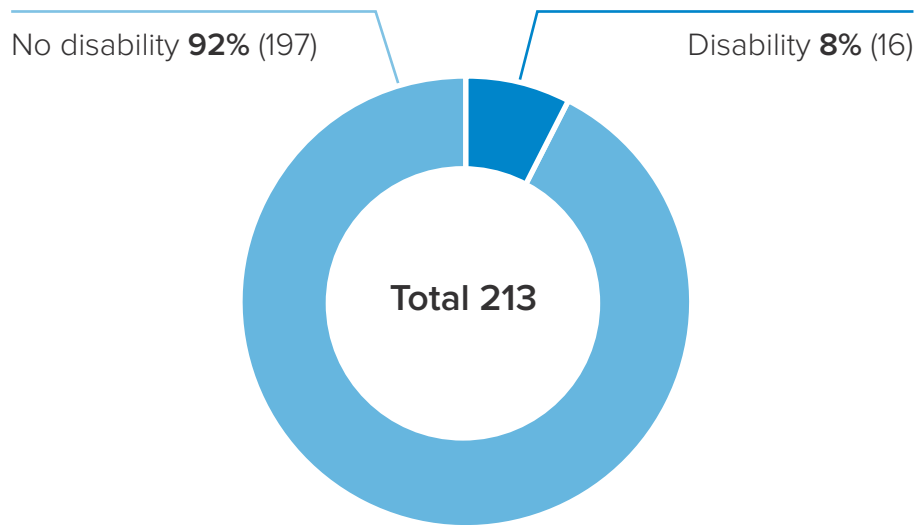
## Grants Committees – ethnicity of respondents



In 2021, 215 Fellows and Foreign Members provided details of their ethnicity. The majority of respondents were from White backgrounds (90%, 194 individuals). 5% of Fellows and Foreign Members were from an Asian or Asian British background (11), 2% were from Mixed or multiple ethnic background (5). There were no respondents from a Black, Black British, Caribbean or African background. The remaining 2% were from another ethnic background (5).

In 2021, 10% of grants committees members who responded to the survey said they were from a Black or minority ethnic background (21 individuals), compared to 6% in 2020 and 2019 (23 and 27 respectively). The majority of members were White British (60%, 271), compared to 69% (271) in 2020 and 68% (369) in 2019. 30% of members were White other, compared to 25% (100) in 2020 and 26% (145) in 2019.

## Grants Committees – disability of respondents



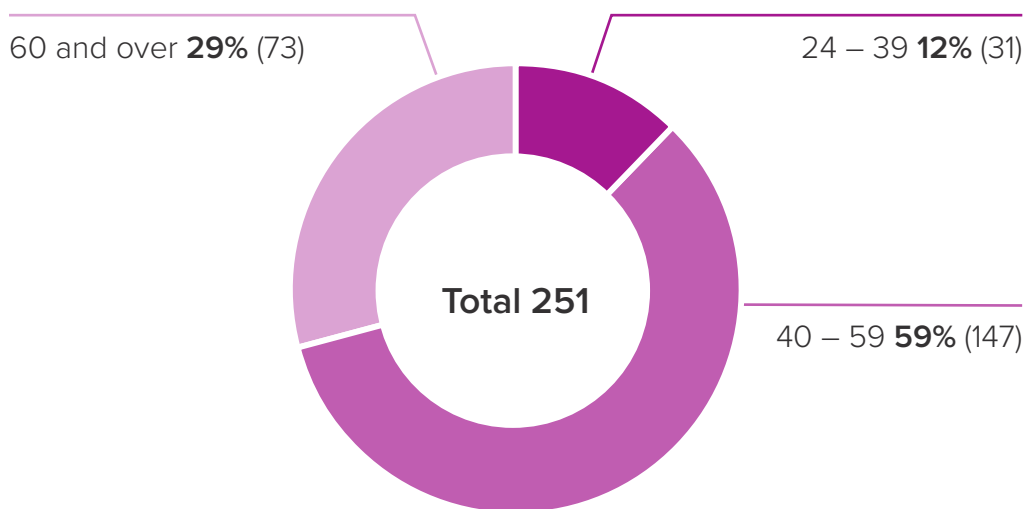
In 2021, 8% of grants committees members who responded to the survey said they had a disability (16 individuals) and 92% said that they did not have a disability.(197).

In 2020, 6% of grants committees members who responded to the survey said they had a disability (24 individuals). In 2019, 6% of respondents (31) said they had a disability. In 2020, 94% of grants Committee members who responded to the survey said they did not have a disability (368), the same percentage as in 2019 (514).

## Editorial Boards

Each of the Society's eleven journals has an Editorial Board, which offers advice to the Editors and Publishing Board on the scholarly content of the Society's journals. Each Editorial Board is chaired by a Fellow of the Royal Society and made up of distinguished scientists in relevant disciplines. The Editorial Boards have a total of 813 members, of whom 255 responded to the survey (31%).

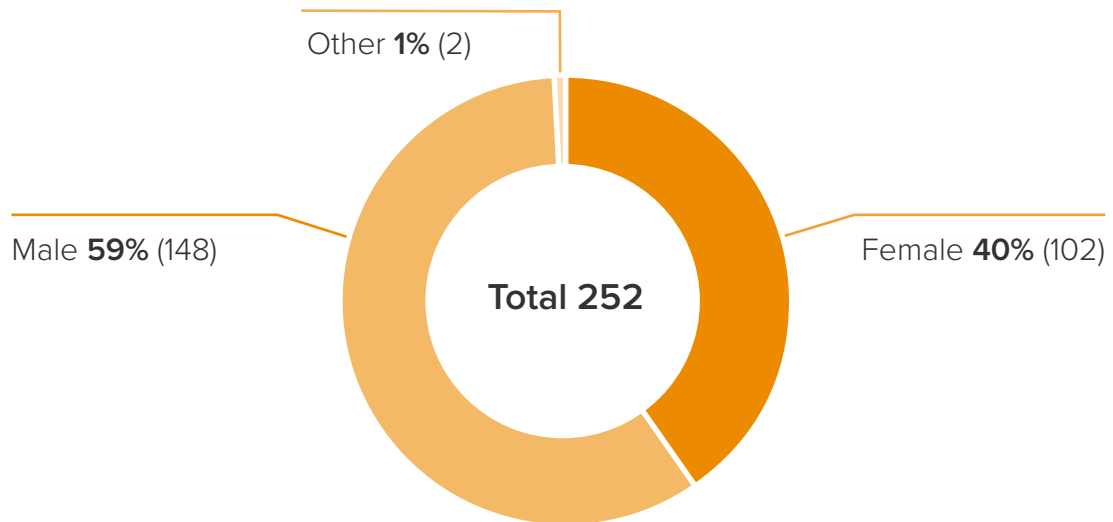
### Editorial Boards – age of respondents



In 2021, 12% of Editorial Board members who responded to the survey were aged between 24 and 39 (31 individuals). The majority were aged 40 to 59 (59%, 147) and the remainder (29%, 73) were aged 60 and over.

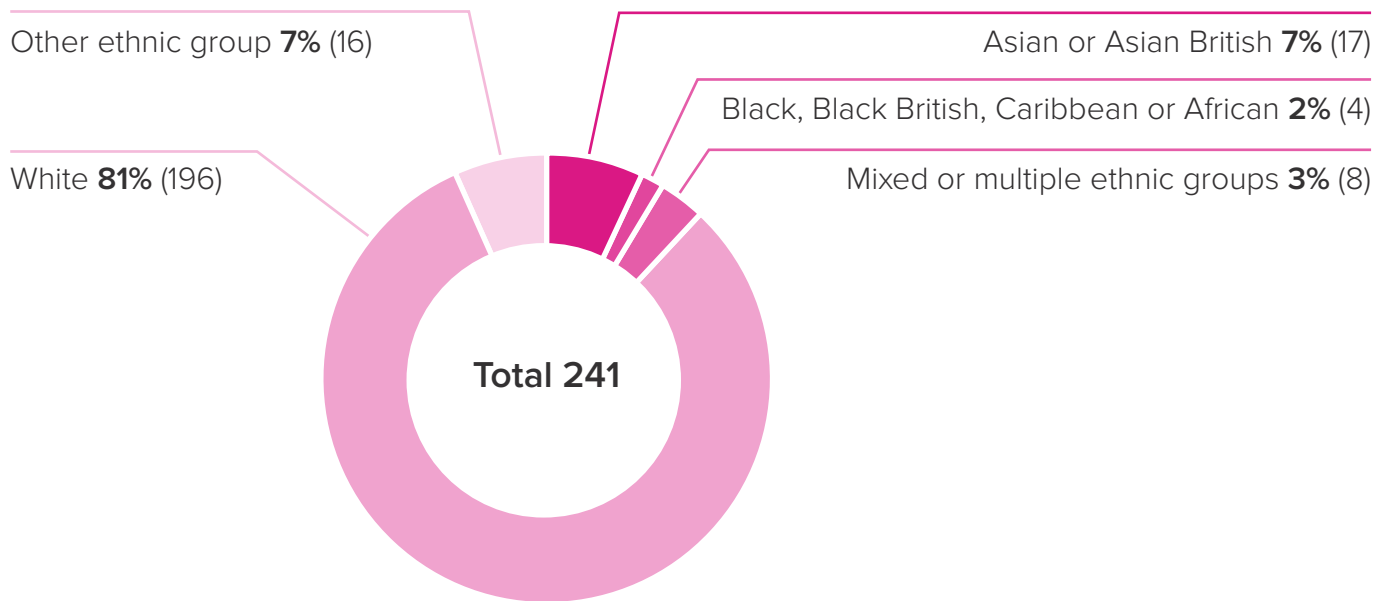
In 2020, 13% of Editorial Board members who responded to the survey were aged between 24 and 39 (46 individuals), compared to 11% (32) in 2019. The proportion of Editorial Board members aged 40 to 59 was 61% in 2020 (207), an increase from 55% (163) in 2019. The proportion aged 60 and over in 2020 was 26% (89), a statistically significant ( $p < 0.05$ ) decrease compared to 34% (103) in 2019.

## Editorial Boards – gender of respondents



In 2021 40% of Editorial Board members who responded to the survey were female (102 individuals), a higher percentage than in 2020 (36% – though lower in absolute terms – 126) and 33% (100) in 2019. The majority of members (59%, 148) were male, compared to 64% (220) and 67% (203) in 2020 and 2019 respectively. 1% of Editorial Board members gave their gender as ‘other’ (2).

## Editorial Boards – ethnicity of respondents



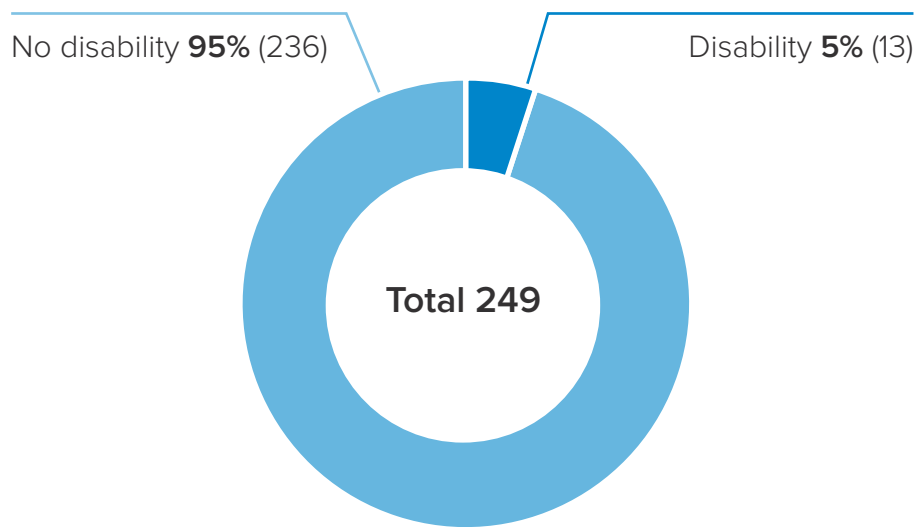
In 2021, 81% of Editorial Board members who responded to the survey were from a White background (196 individuals), compared to 88% (302) in 2020. 7% were from an Asian or Asian British background (17), 2% were from a Black, Black British, Caribbean or African background (4), 3% were from a Mixed or multiple ethnic background (8). The remaining 7% were from another ethnic background (16).

While these calculations exclude all those who chose not to provide a response, it should be noted that 6% of Editorial Board members who took part in the survey opted not to share this data (14 individuals).

In 2021, in 2021, 19% of Editorial Board members who responded to the survey were from a Black or minority ethnic background (45 individuals), compared to 12% (41) in 2020 and 15% (42) in 2019. 41% of members were White British (100) in 2021, compared to 43% (148) in 2020 and 41% (124) in 2019. 40% of members were White other (96), compared to 45% (154) in 2020 and 44% (133) in 2019.



## Editorial Boards – disability of respondents



In 2021, 5% of Editorial Board members who responded to the survey said they had a disability (13 individuals) and 95% said that they did not have a disability (236).

In 2020, 5% of Editorial Board members who responded to the survey said they had a disability (16 individuals), compared to 6% (17) in 2019. In 2020, 95% of Editorial Board members said they did not have a disability (331) compared to 94% (285) in 2019.

# Research Fellowship Grants

The Royal Society supports over 1,500 Research Fellows across a number of research fellowship schemes.

This section presents diversity data of applicants and award holders for the six largest research fellowship schemes offered by the Society:

- Dorothy Hodgkin Fellowship
- Industry Fellowship (including Short Industry Fellowship)
- Newton International Fellowship
- Sir Henry Dale Fellowship
- University Research Fellowship
- Royal Society Wolfson Fellowship

Further information about each scheme is included in the Definitions section.

The Royal Society supports several other research fellowship schemes. However, differences in eligibility criteria mean that it is not possible to meaningfully aggregate data for those schemes with the others included in this report, and the number of applicants and offers for some schemes is too small to report individually. As a result, data for these other schemes is not included in this report.

The number of applicants and offers for each scheme is shown in the table below. This data covers applicants and offers for 2021 only.

Diversity data for grants applicants is collected via the Society's grant application system, Flexi-Grant®, when an individual applies for a research fellowship. Data relating to the gender, ethnicity and disability of applicants and offers across all six schemes, and for the Society's three early career research fellowships (Dorothy Hodgkin Fellowship, University Research Fellowship and Sir Henry Dale Fellowship) is shown below. Whilst the Society's online data collection methods make completion of the questions on the diversity form mandatory, all questions contain an option of 'prefer not to say' and not all respondents choose to provide their diversity information. The proportion of applicants and offers is given in percentages, with the number of individuals in brackets. Diversity data for all six schemes has been amalgamated in order to avoid individuals being identifiable. Individuals who preferred not to provide their diversity data have been excluded from these figures.

In 2019, the Royal Society commissioned the Careers Research and Advisory Centre to analyse HESA data in order to determine the diversity profile of the pool of researchers in the UK who would be eligible to apply for the three early career fellowships schemes included in this report (Dorothy Hodgkin Fellowship, University Research Fellowship and Sir Henry Dale Fellowship) ('the eligible pool').

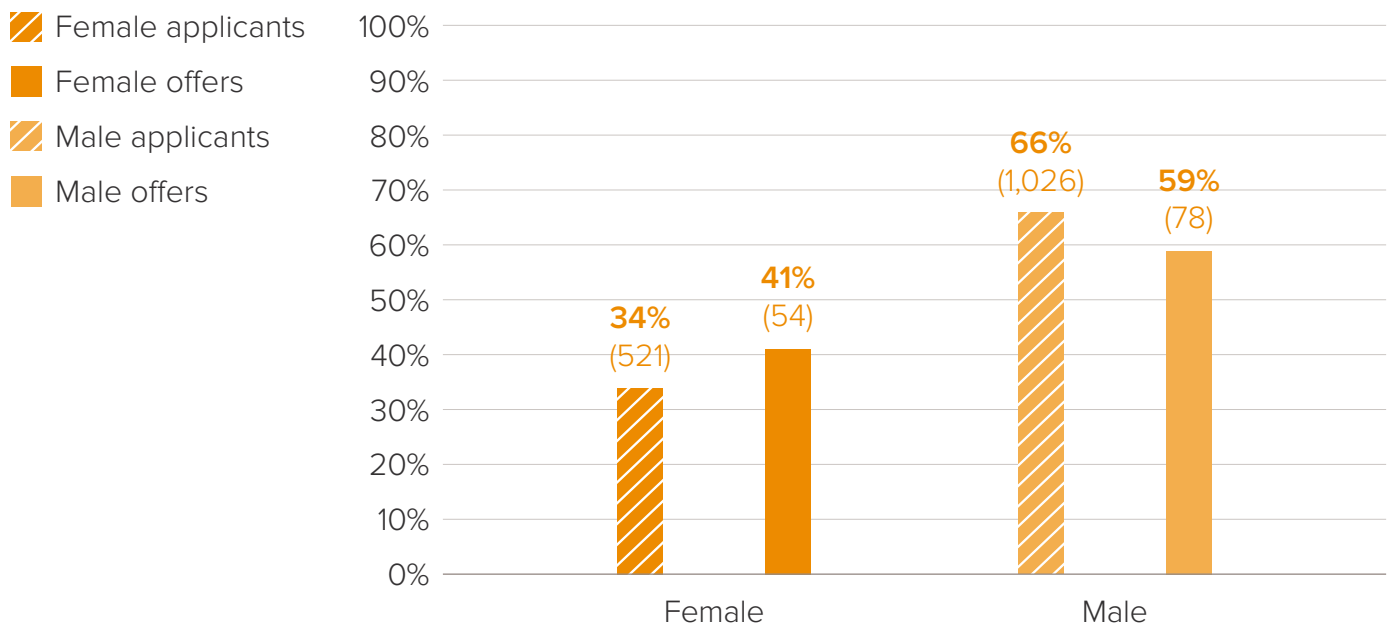
Throughout this section of the report, references to 'offers' indicate the number and proportion of offers made to applicants, rather than the number and proportion of applicants receiving offers.

Data on the gender, ethnicity and disability of the eligible pool, drawn from that analysis, has been included to show how the diversity of applicants and awardees for these Royal Society early career fellowships compares to that of the pool of researchers in the UK who meet the eligibility criteria.

It should be noted that the Newton International Fellowship attracts a higher proportion of applicants from Black and ethnic minority backgrounds than the other five schemes. Consequently, ethnicity data for the Newton International Fellowship is also presented separately below.

Scheme	Number of applicants	Number of offers
Dorothy Hodgkin Fellowship	101	5
Industry Fellowship (including Short Industry Fellowship)	76	21
Newton International Fellowship	579	27
Sir Henry Dale Fellowship	195	28
University Research Fellowship	565	37
Royal Society Wolfson Fellowship	31	14
<b>Total</b>	<b>1,547</b>	<b>132</b>

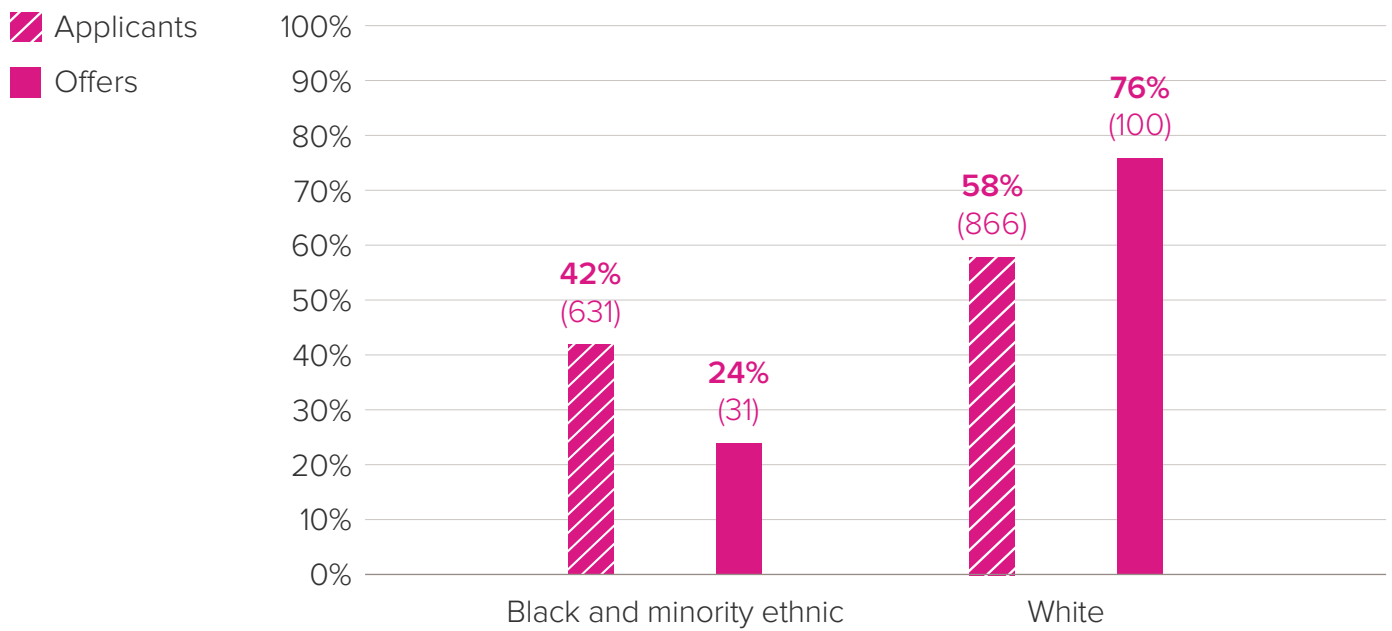
## Grant applicants and offers – gender



In 2021, 34% of all applicants (521 individuals) and 41% of successful applicants (54) were female.

In 2020, 31% of applicants were female (493 individuals). The proportion of offers was consistent with the proportion of applicants, with 31% of offers made to female applicants (45). In 2019 the proportion of female applicants and of offers received was 34% (539 and 60 respectively).

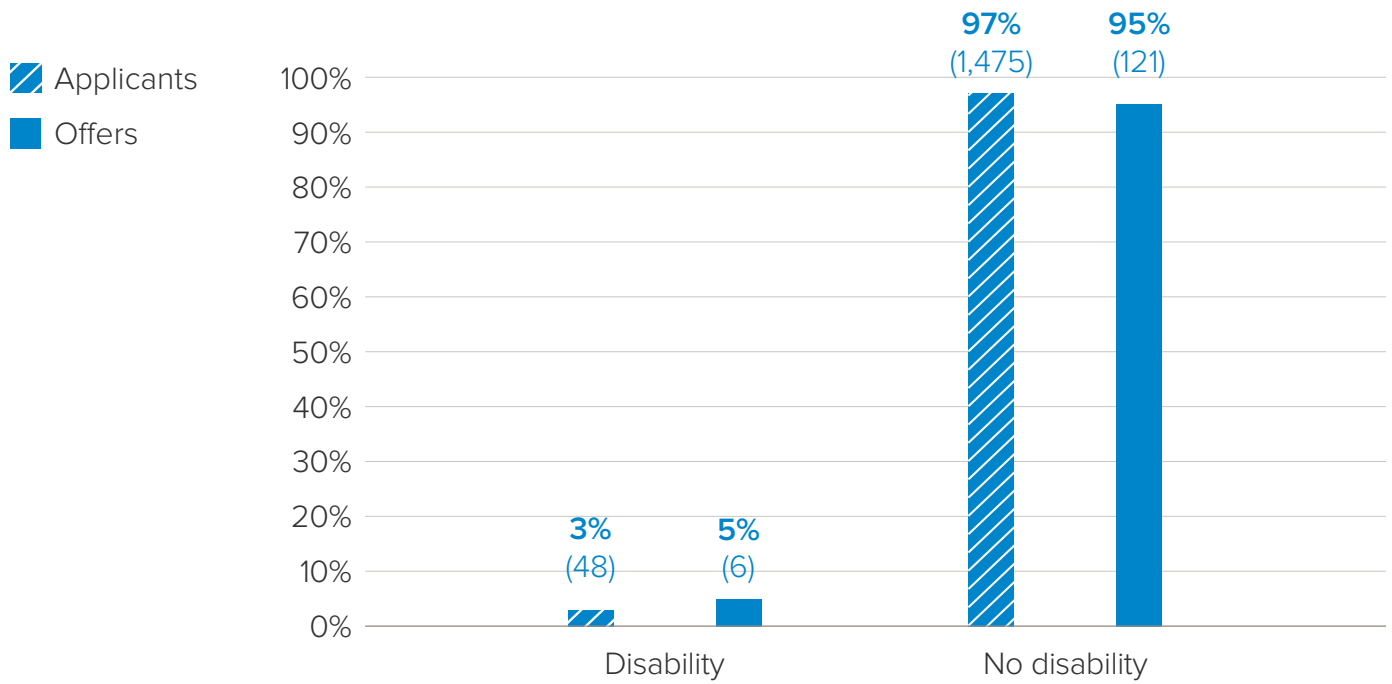
## Grant applicants and offers – ethnicity



The proportion of applicants from Black and minority ethnic backgrounds was 42% in 2021 (631 individuals), broadly in line with figures from previous years (2020: 44%, 662 and 2019: 42%, 643).

In 2021, the proportion of offers made to applicants from Black and minority ethnic backgrounds was 24% (31 individuals). The proportion of offers made to applicants from Black and minority ethnic backgrounds in 2020 was 26% (36). In 2019, 22% of offers were made to applicants from Black and minority ethnic backgrounds (37).

## Grant applicants and offers – disability

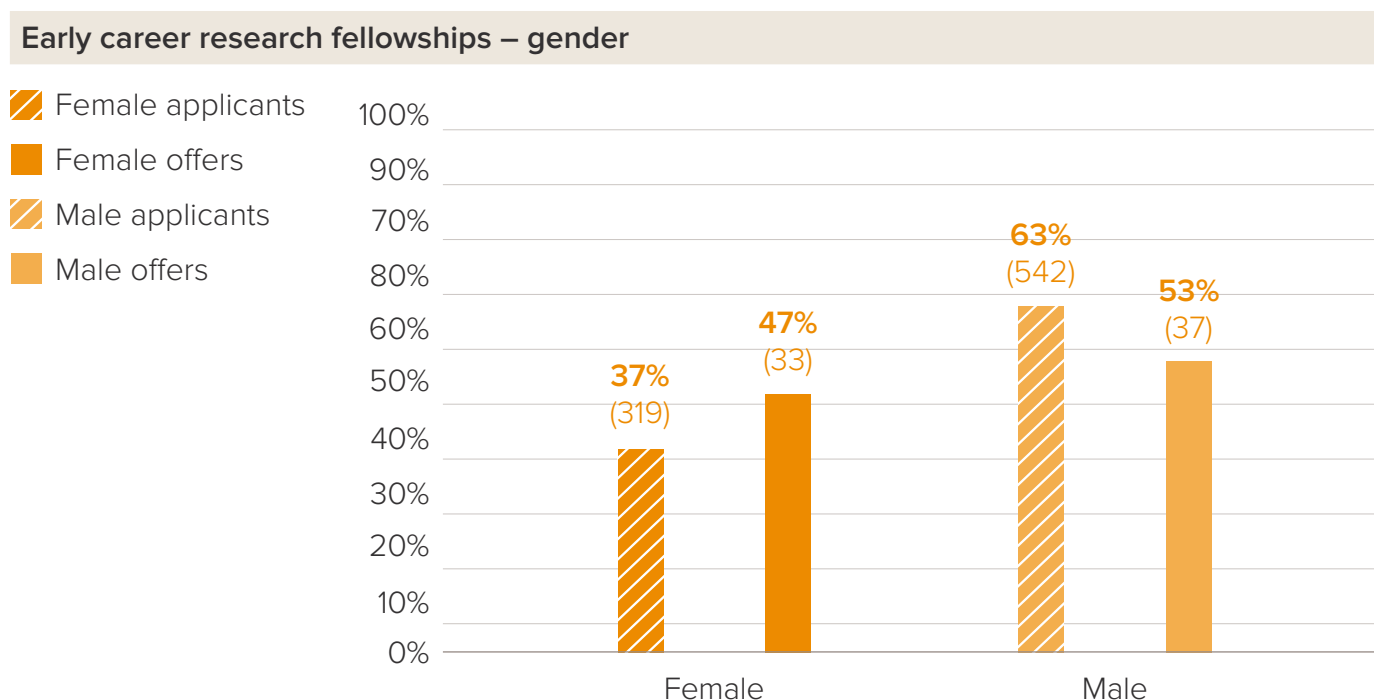


In 2021, 3% of applicants declared a disability (48 individuals). This is in line with data from previous years. 5% of offers were made to applicants who declared a disability (6).

In 2020, 3% of applicants and 3% of offers were made to people who declared a disability (43 and 4 individuals respectively). In 2019, 2% of applicants and 1% of offers were made to people who declared a disability (35 and 2 respectively).

## Early career research fellowship applicants and offers

The Royal Society's three early career research fellowships (Dorothy Hodgkin Fellowship, University Research Fellowship and Sir Henry Dale Fellowship) are awarded to scientists who have the potential to become leaders in their field to enable them to establish an independent research career in the UK.



The proportion of female applicants for early career fellowships was 37% in 2021 (319 individuals) and female applicants accounted for 47% (33) of offers made.

In 2020 the proportion of female applicants for early career fellowships was 33% (246 individuals). The proportion of offers made to female applicants in 2020 was higher than the proportion of female applicants (35%, 28). In 2019, the proportion of offers made to female applicants (39%, 33) was also higher than the proportion of female applicants (38%, 284).

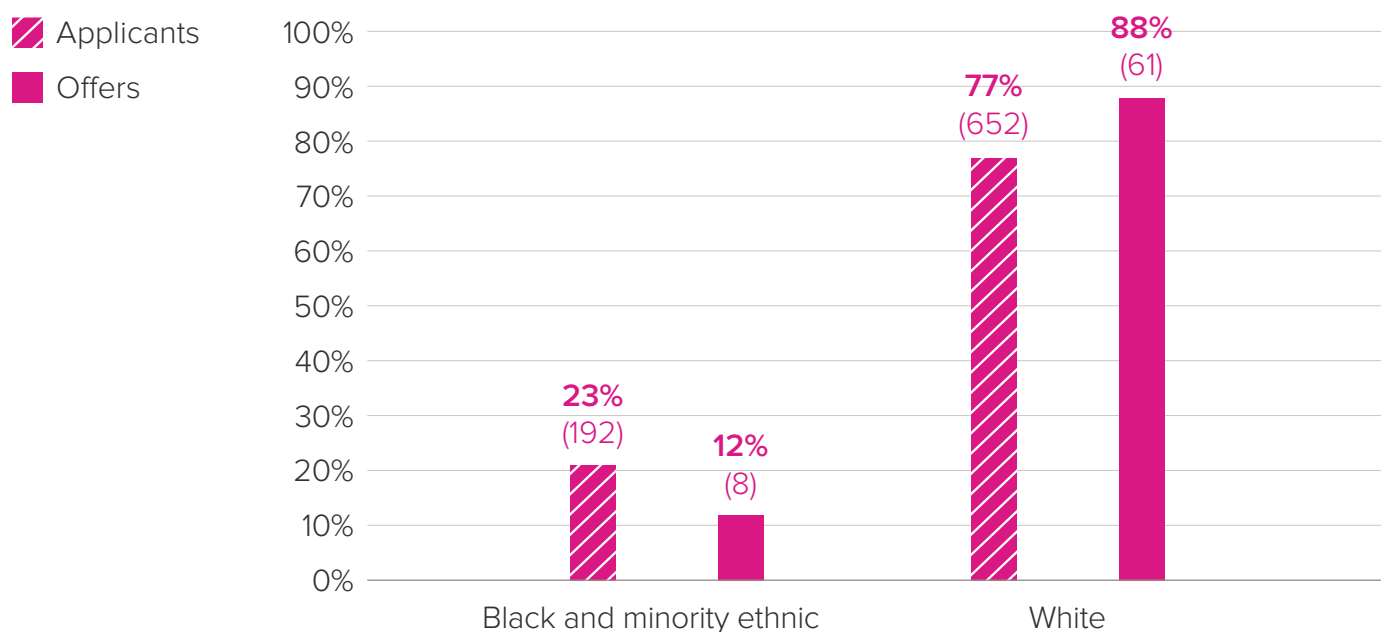
The proportion of male applicants for early career fellowships was 63% in 2021 (542 individuals). The proportion of offers made to male applicants was lower than the proportion of male applicants (53%, 37).

The proportion of male applicants for early career fellowships was 67% in 2020 (490 individuals). The proportion of offers made to male applicants in 2020 was lower than the proportion of male applicants (65%, 52). In 2019, the proportion of offers made to male applicants (61%, 52) was also lower than the proportion of male applicants (62%, 462)<sup>3</sup>.

The proportion of female applicants is lower than the proportion of female researchers in the pool of researchers who meet the eligibility criteria for the Society's early career fellowship schemes. Comparative analysis carried out by the Careers Research and Advisory Centre on behalf of the Society in 2021 showed that the proportion of female researchers in this eligible pool is 42% (5,640).<sup>3</sup>

3. Profile of postdoctoral researchers in UK eligible for RS early career fellowship programmes, (Careers Research and Advisory Centre, March 2021). <https://royalsociety.org/topics-policy/publications/2021/trends-ethnic-minorities-stem/>

## Early career research fellowships – ethnicity



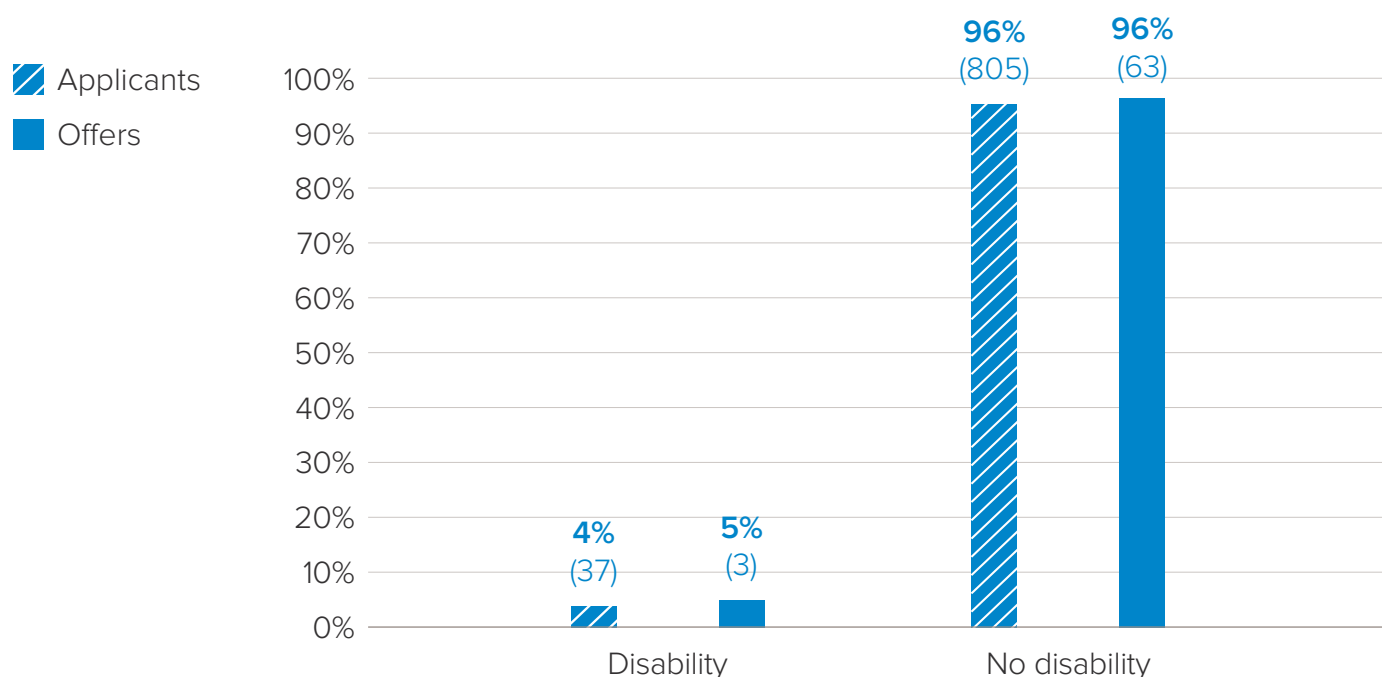
The proportion of applicants from Black and minority ethnic backgrounds to early career fellowship schemes was 23% in 2021 (192 individuals). This is in line with the proportion of applicants from Black and minority ethnic backgrounds in 2020, but higher in terms of the number of individual applicants (22%, 153) and 2019 (21%, 150). The proportion of offers made to individuals from Black and minority ethnic backgrounds in 2021 was considerably lower than the proportion of applicants (12%, 8). In 2020 19% of offers were to applicants from Black and minority ethnic backgrounds (15) and in 2019 the figure was 8% (7).

The proportion of applicants from, and offers made to, individuals from Black and minority ethnic backgrounds is lower than the proportion of Black and minority ethnic individuals in the pool of researchers who meet the eligibility criteria for the Society’s early career fellowship schemes. Comparative analysis carried out by the Careers Research and Advisory Centre on behalf of the Society showed that the proportion of Black and minority ethnic researchers of all nationalities in this eligible pool is 28% (3,820). The proportion of Black and minority ethnic researchers in the eligible pool who are UK nationals is 12% (620 individuals)<sup>4</sup>.

4. Profile of postdoctoral researchers in UK eligible for RS early career fellowship programmes, (Careers Research and Advisory Centre, March 2021). <https://royalsociety.org/topics-policy/publications/2021/trends-ethnic-minorities-stem/>



## Early career research fellowships – disability



The proportion of applicants for early career fellowships who declared a disability was 4% in 2021 (37 individuals), in line with the proportions in 2020 (5%, 36) and 2019 (3%, 24).

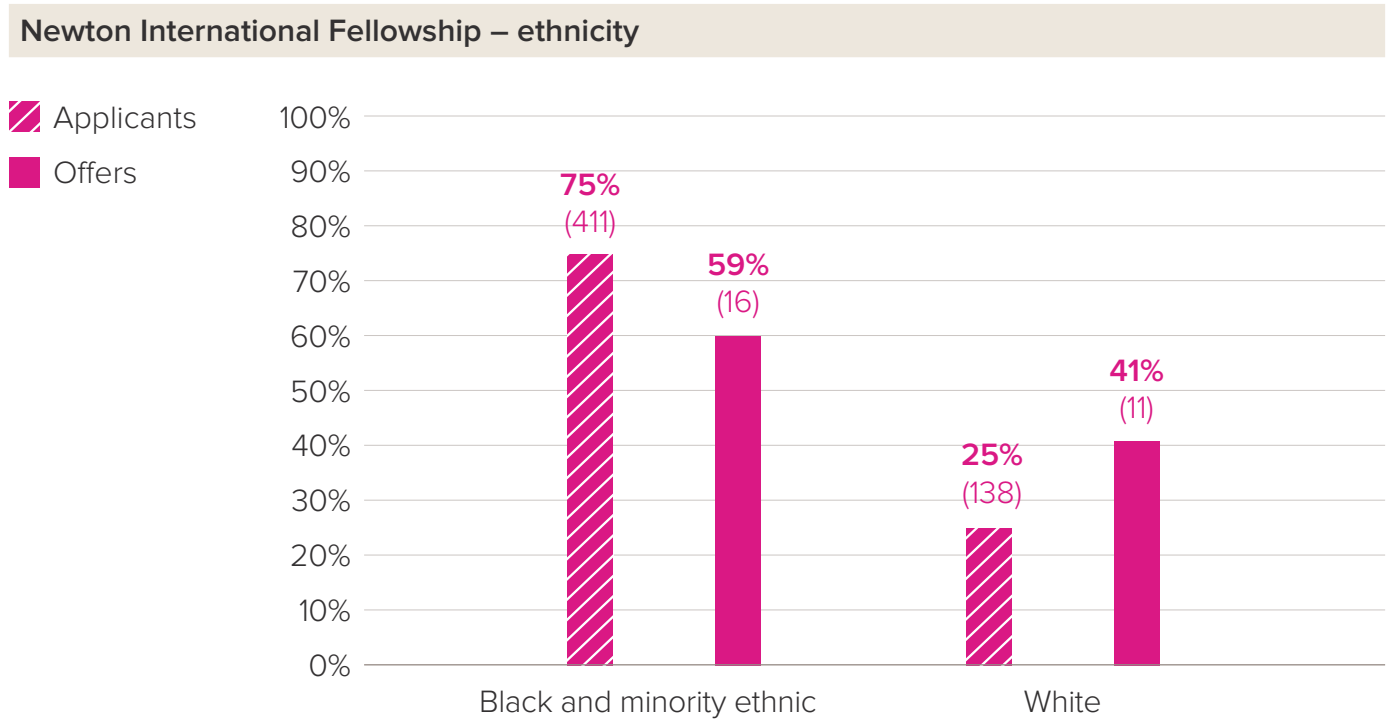
The proportion of offers made in 2021 to individuals who declared a disability was 5% (3 individuals), compared to 4% in 2020 (3) and 1% in 2019 (1).

The proportion of applicants from, and offers made to, individuals who declared a disability is slightly higher than the proportion of individuals with a known disability in the pool of researchers who meet the eligibility criteria for the Society's early career fellowship schemes. Comparative analysis carried out by the Careers Research and Advisory Centre on behalf of the Society showed that the proportion of researchers with a known disability in this eligible pool is 3.1% (410 individuals)<sup>5</sup>.

5. Profile of postdoctoral researchers in UK eligible for RS early career fellowship programmes, (Careers Research and Advisory Centre, March 2021). <https://royalsociety.org/topics-policy/publications/2021/trends-ethnic-minorities-stem/>

## Newton International Fellowship

The Newton International Fellowship is a two-year scheme for non-UK scientists who are at an early stage of their research career and wish to conduct research in the UK.



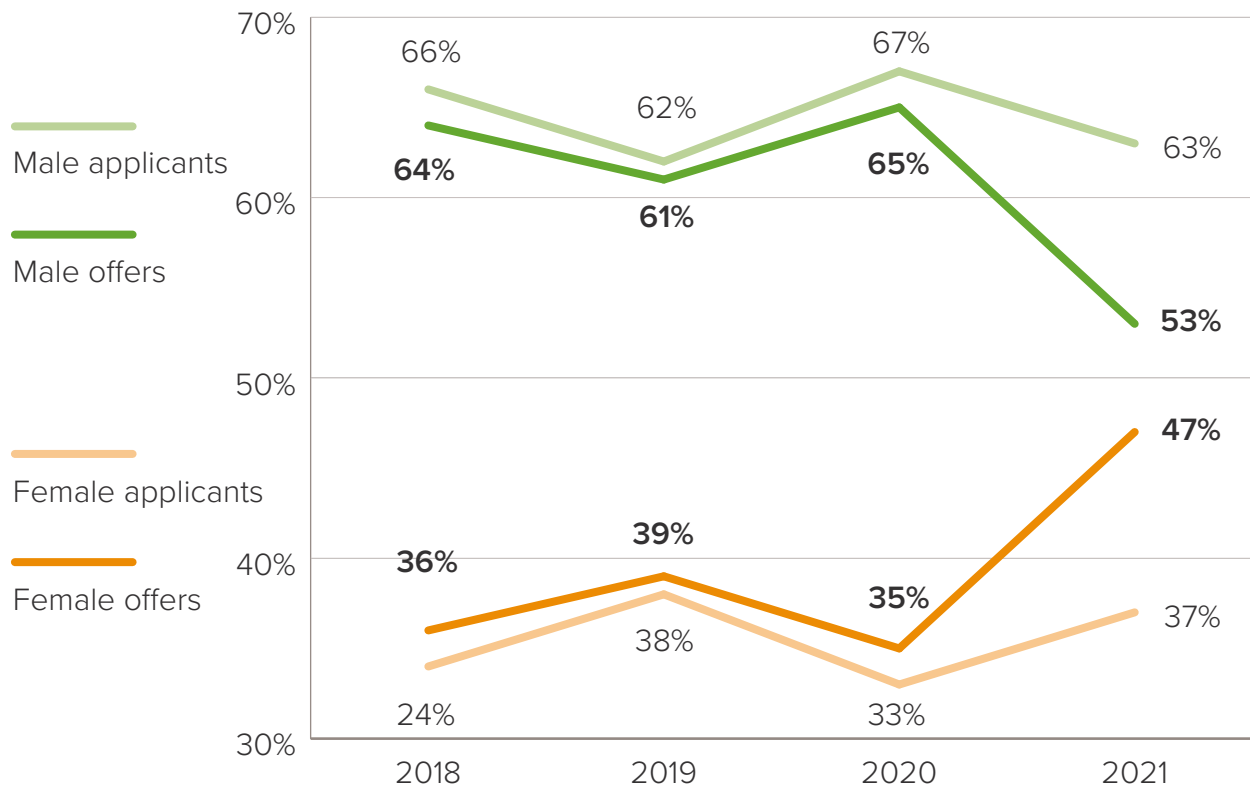
The proportion of applicants from Black and minority ethnic backgrounds for the Newton International Fellowship was 75% in 2021 (411 individuals), an increase in proportion compared to 2020 (69%, 490) and 2019 (71%, 474).

The proportion of offers made to individuals from Black and minority ethnic backgrounds in 2021 was 59% (16 individuals), lower than the proportion of applicants. The proportion of offers made to individuals from Black and minority ethnic backgrounds in 2020 (50%, 15) was also lower than the proportion of applicants and lower than the proportion of offers made to Black and minority ethnic individuals in 2019 (60%, 27).

## Trends over time

The charts below show the proportion and number of applicants and offers for the Society's early career fellowship schemes by gender, ethnicity and disability, from 2018 to 2021.

### Early career research fellowships, applicants and offers by gender, 2018 – 2021

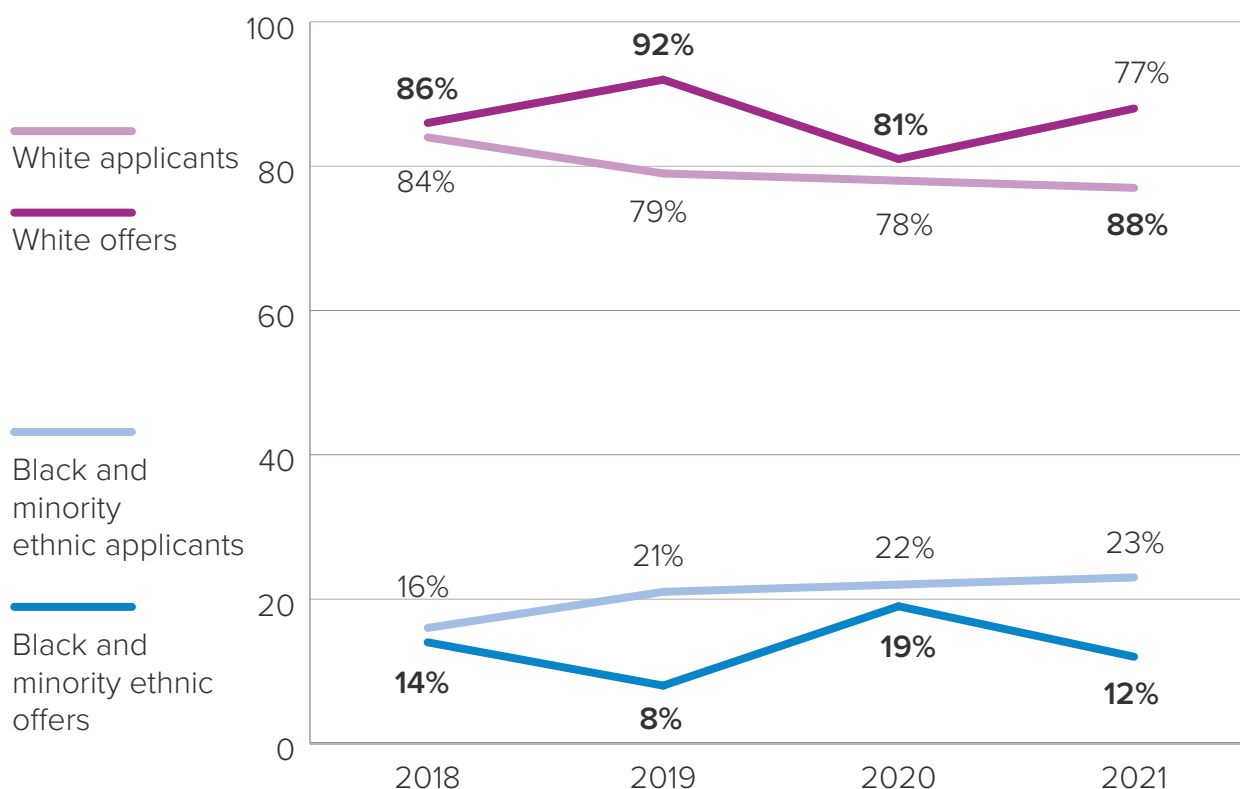


The proportion of offers made to female applicants tended to be slightly higher than the proportion of female applicants in each year from 2018 to 2020. However, in 2021 the gap between female applicants and offers grew to ten percentage points (from 37% to 47%).

Comparative analysis carried out by the Careers Research and Advisory Centre on behalf of the Society showed that the proportion of female individuals in the pool of researchers who meet the eligibility criteria for the Society's early career fellowship schemes is 42% (5,640)<sup>6</sup>.

6. The profile of postdoctoral researchers in the UK eligible for Royal Society early career fellowship programmes, (Careers Research and Advisory Centre, March 2021). <https://royalsociety.org/topics-policy/publications/2021/trends-ethnic-minorities-stem/>

## Early career research fellowships, applicants and offers by ethnicity, 2018 – 2021



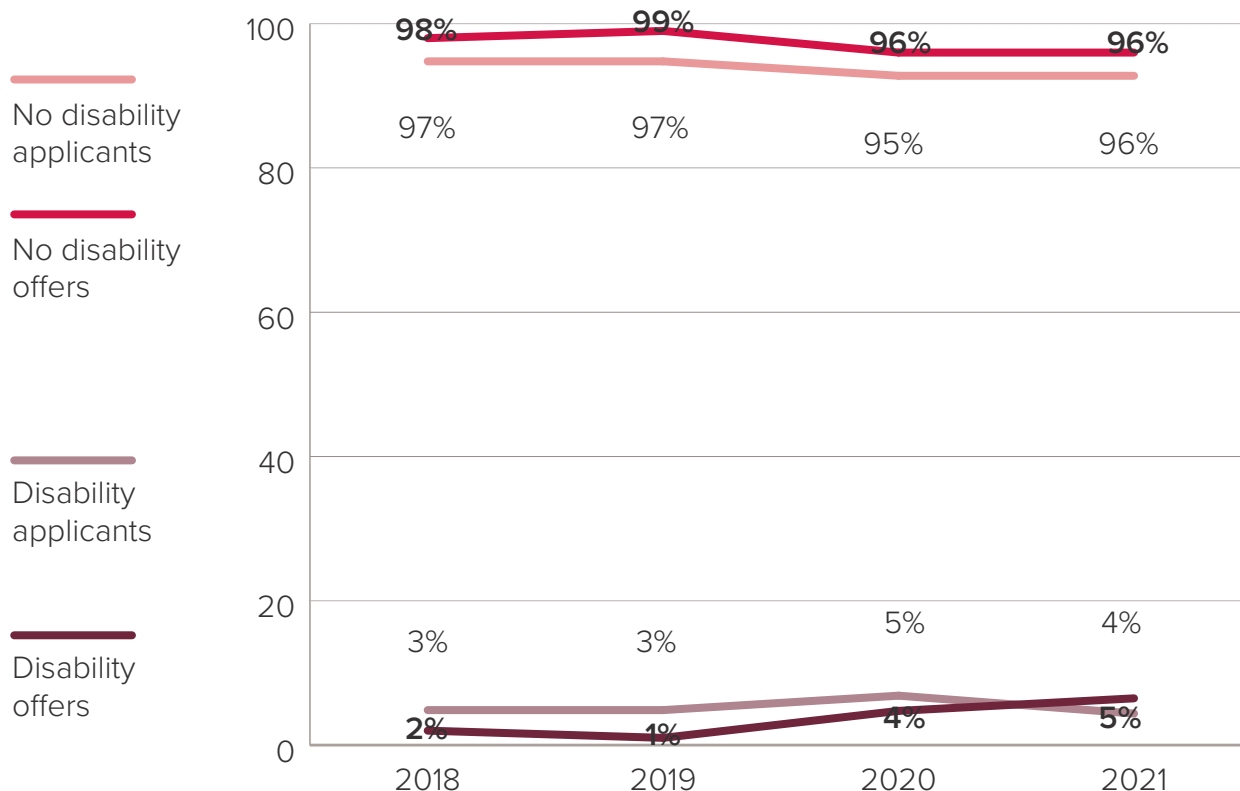
The proportion of applicants from Black and minority ethnic backgrounds increased from 16% (120 individuals) in 2018 to 23% (192) in 2021.

The proportion of offers made to applicants from Black and minority ethnic backgrounds has consistently been lower than the proportion of applicants in each year from 2018 to 2021. In 2018, the difference was two percentage points (16% applicants vs 14% offers). However, in 2021 this had grown to a 11 percentage point gap (23% applicants (192 individuals) vs 12% offers (8 individuals)).

Comparative analysis carried out by the Careers Research and Advisory Centre on behalf of the Society showed that the proportion of Black and minority ethnic researchers of all nationalities in this eligible pool is 28% (3,820). The proportion of Black and minority ethnic researchers in the eligible pool who are UK nationals is 12% (620 individuals)<sup>7</sup>.

7. The profile of postdoctoral researchers in the UK eligible for Royal Society early career fellowship programmes, (Careers Research and Advisory Centre, March 2021). <https://royalsociety.org/topics-policy/publications/2021/trends-ethnic-minorities-stem/>

## Early career research fellowships, applicants and offers by disability, 2018 – 2021



2021 marks the first year when the proportion of offers made to individuals who declared a disability has been higher than the proportion of applicants with a disability. However, due to the small number of applicants who declare a disability it is hard to draw robust conclusions from the available data.

Comparative analysis carried out by the Careers Research and Advisory Centre on behalf of the Society showed that the proportion of researchers with a known disability in the ‘eligible’ pool is 3.1% (410 individuals)<sup>8</sup>.

8. The profile of postdoctoral researchers in the UK eligible for Royal Society early career fellowship programmes, (Careers Research and Advisory Centre, March 2021). <https://royalsociety.org/topics-policy/publications/2021/trends-ethnic-minorities-stem/>

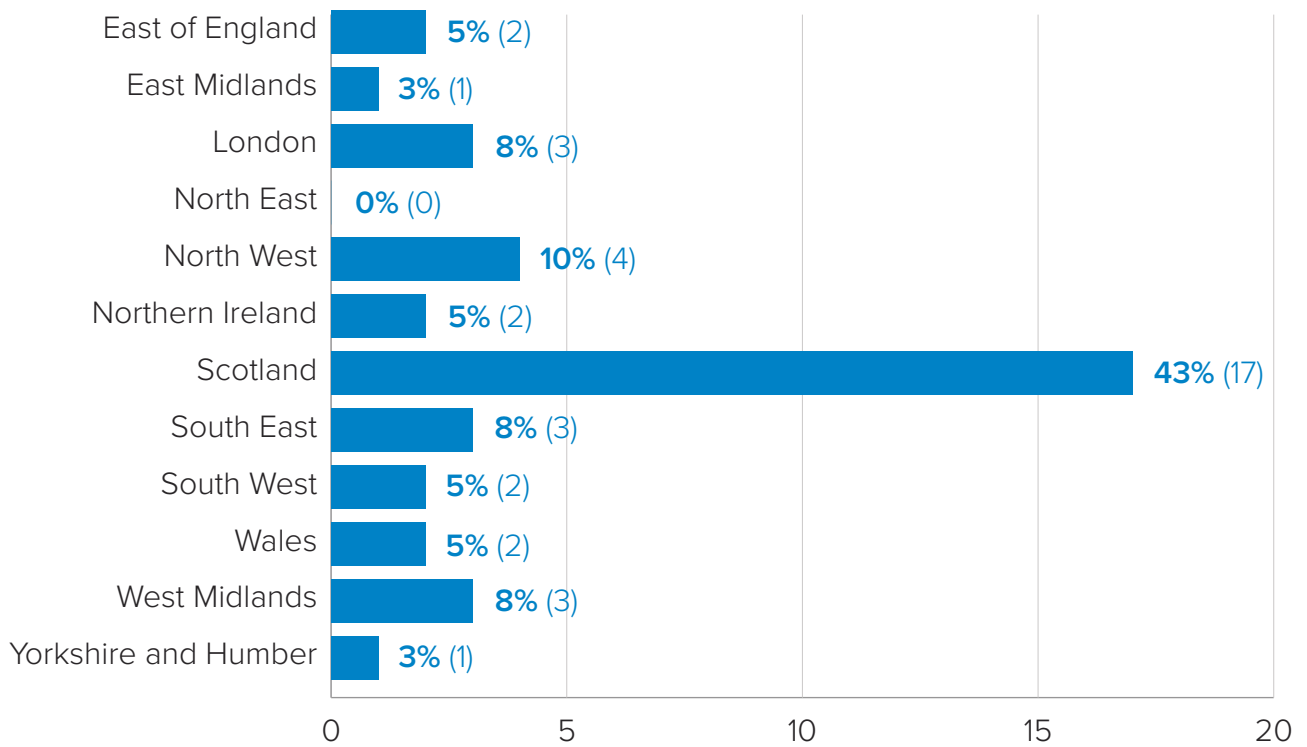
# Schools Engagement

The Royal Society promotes excellence in the teaching of science, mathematics and computing while also encouraging and supporting investigative work in the classroom. The Partnership Grants scheme funds schools up to £3,000 to run investigative STEM projects in partnership with STEM professionals from academia or industry.

The following figures include only Partnership Grants projects that have had their funding approved during 2021 (total = 40). This does not include those currently being assessed for a grant or those that have been offered funding but were unable to accept. More projects will likely be funded within the 2021 Partnership Grants funding round during the January 2022 submission (the grant year follows the financial year (April 21 – March 22) rather than the calendar year covered by this report.

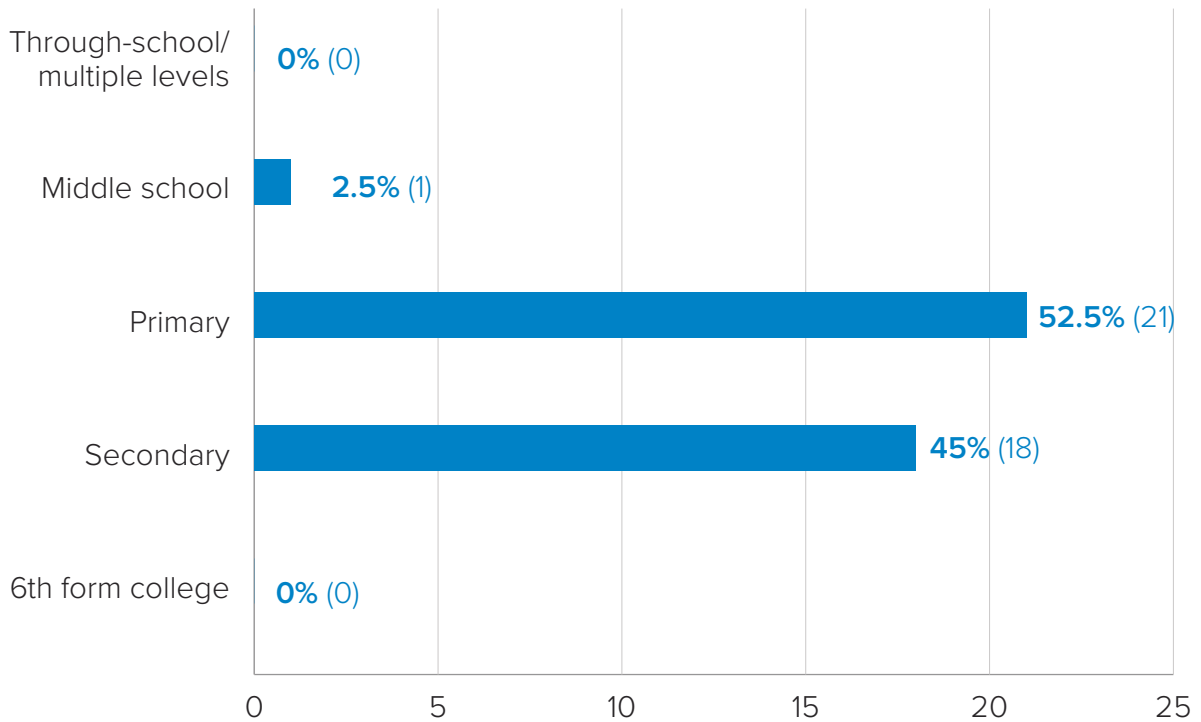
Partnership Grants applications were assessed on a semi-rolling basis, in a change to previous years, to support schools and colleges to access and benefit from the funding during another year heavily disrupted by the COVID-19 pandemic. The large number of projects in Scotland is reflective of the success of the new collaborative projects engaging multiple schools in one area of research.

## Schools engagement partnership grants – by region



40 schools in total were approved and offered a Partnership Grant in 2021, and another three were offered funding but were unable to take up the Grant. 3,862 students are predicted to be involved in the projects when they take place.

## Schools engagement partnership grants – by level

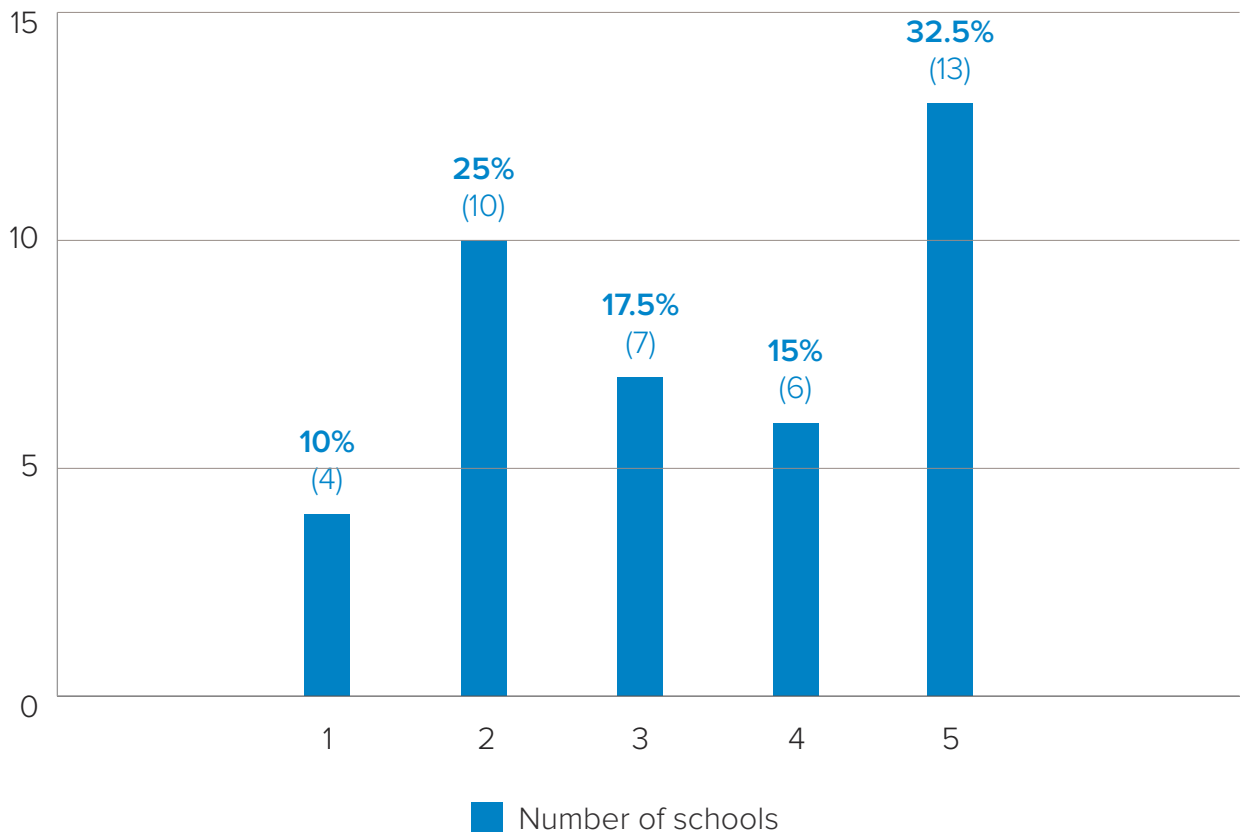


Primary schools accounted for 53% of all grants, with the bulk of the remainder (45%) going to secondary schools. The vast majority (98%) of schools involved in the scheme were non-fee paying, meaning the number of independent schools accessing the scheme was a quarter of the national average<sup>7</sup>.

<sup>7</sup> 10.01% according to statistics provided by the UK Government in the 2020/21 school census. 2,366 independent schools out of 23,620 schools at primary and secondary levels (not including pupil referral units, non-maintained specialists schools and state funded nurseries)



## Schools engagement partnership grants – by Polar 4 score



There was a small increase in the number of schools from the lowest POLAR 4 scored areas (Quintile 1 and 2) which typically have fewer students engaging with higher education. The data provided is self-reported in the grant applications, except for the POLAR 4 score which has been obtained from the Office for Students based on the self-reported postcode. The self-reported data has not been benchmarked against any other data sources.

# Publishing

The Society publishes ten high-quality, peer-reviewed science journals covering the full breadth of the biological, physical and cross-disciplinary sciences and one dedicated to the history of science. A full list of journals covered by this data is included in the Definitions section.

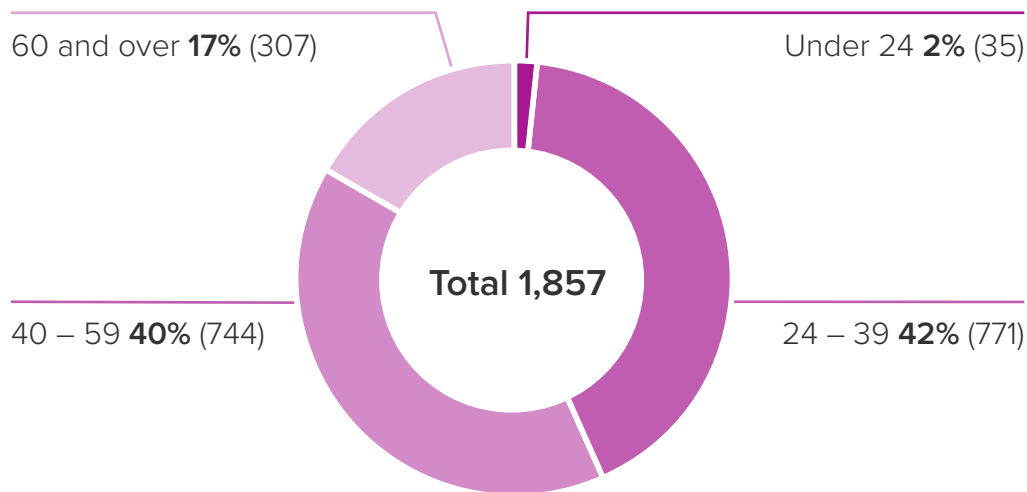
An online diversity monitoring questionnaire was sent to all authors and reviewers of the Society's journals to complete in March 2022. Of a total of 37,425 authors and reviewers who contributed to the Society's journals in 2021, 1,985 completed the survey (5%). It should be noted that all Publishing data is based on submissions received in 2021, including those still awaiting a decision (e.g. a paper could be submitted in November 2021 but not decided on until January 2022). Therefore the proportion and number of decisions could be lower than the number of submissions.

The diversity data for authors and reviewers is presented below. Individuals who preferred not to provide their diversity data have been excluded from these data. Caution should be taken when interpreting these figures, as the low response rate means that the data should not be considered as representative of all authors and reviewers.

## Authors

There were 11,969 authors and co-authors in 2021, of whom 1857 completed the survey (16%, compared to 14% in 2020).

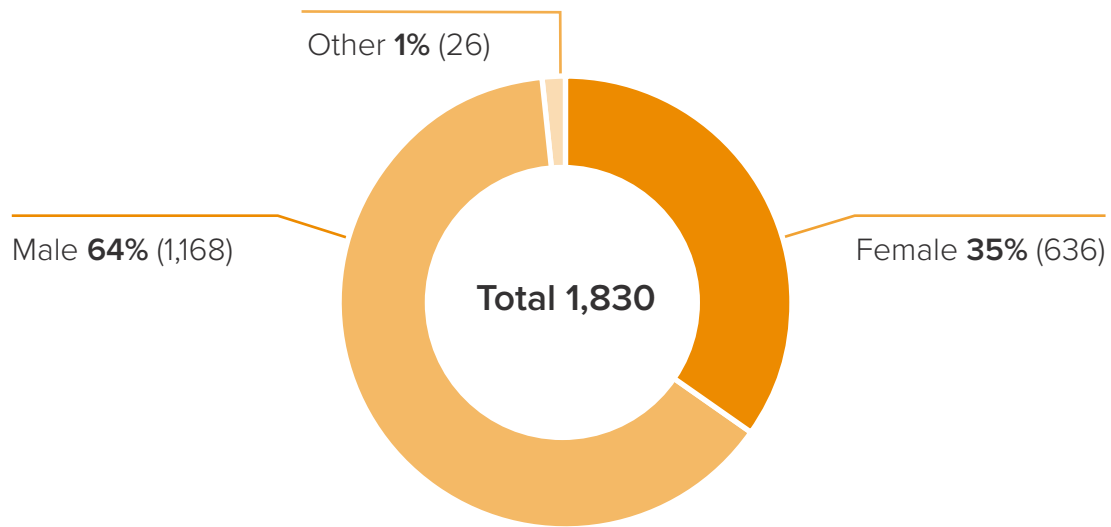
### Authors – age of respondents



In 2021 2% of authors were under the age of 24 (35 individuals) compared to 2% (83) in 2020 and 3% (66) in 2019. 42% of authors were aged 24-39 (771) and 40% were aged 40-59 (744). The remainder (17%, 307) were aged over 60.

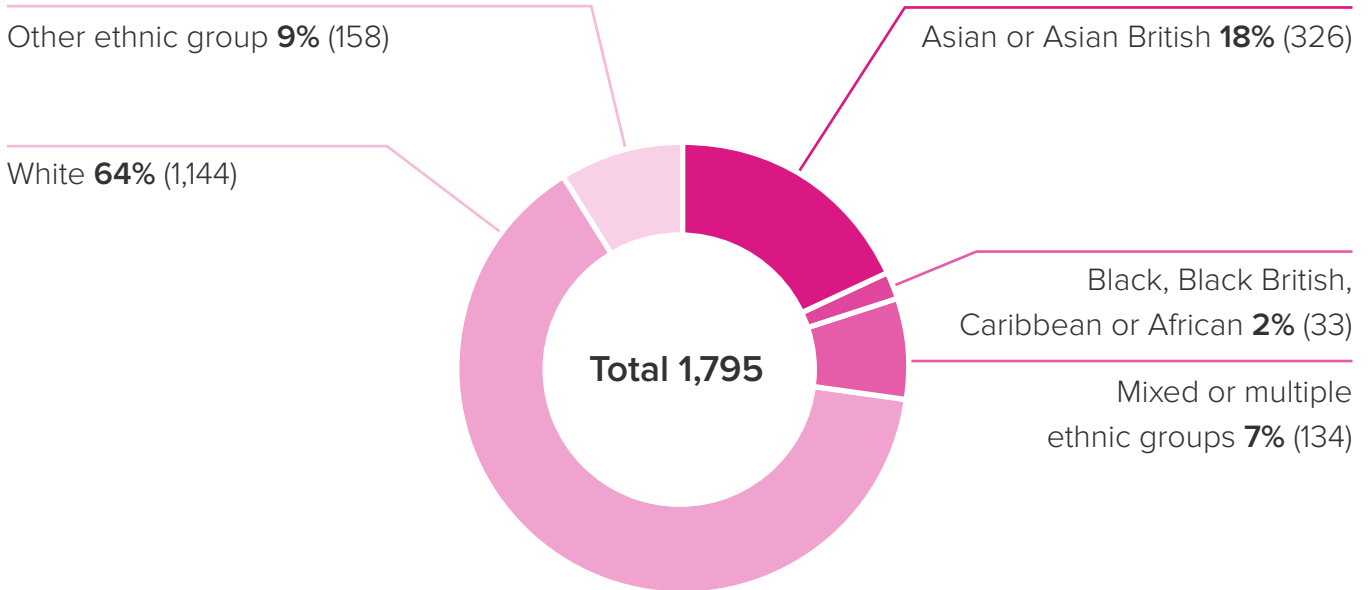
In 2020, 41% of authors were aged 24 to 39 (2,150 individuals), compared to 41% (1,805) in 2019. The proportion of authors aged 40 to 59 was 41% (2,108), compared to 39% (1,738) in 2019. Those aged 60 and over comprised 16% of authors in 2020 (841), compared to 17% (733) in 2019.

## Authors – gender of respondents



In 2021, 35% of authors who completed the diversity survey were female (636 individuals), roughly in line with the proportion in previous years (in 2020 the figure was 34% (1,826) and in 2019 it was 33% (1,509)). In 2021, 64% of authors were male (1168) and 1% gave their gender as other (26), compared to 1% in 2020 (31) and 2019 (24).

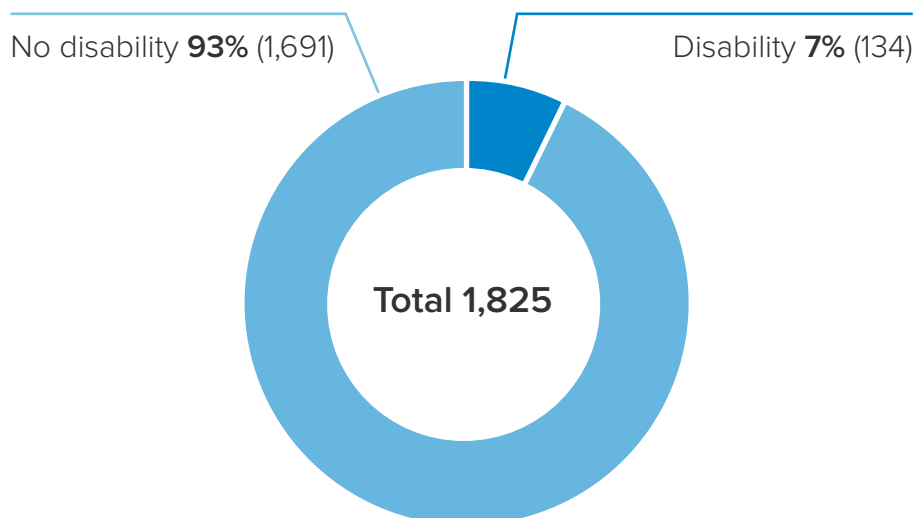
## Authors – ethnicity of respondents



In 2021, 64% of authors who responded to the survey were from a White background (1144 individuals). 18% were from an Asian or Asian British background (326), 2% were from a Black, Black British, Caribbean or African background (33), 7% were from a Mixed or multiple ethnic background (134). The remaining 9% were from another ethnic background (158).

In 2021, 36% of authors who completed the diversity survey were from Black or minority ethnic backgrounds (651 individuals), compared to 27% (1,377) in 2020 and 26% (1,156) in 2019. 43% of authors were White other (771), compared to 52% (2,683) in 2020 and 54% (2,362) in 2019. The proportion of authors whose ethnicity was White British was 21% (373), compared to 21% (1,103) in 2020 and 20% (884) in 2019.

## Authors – disability of respondents

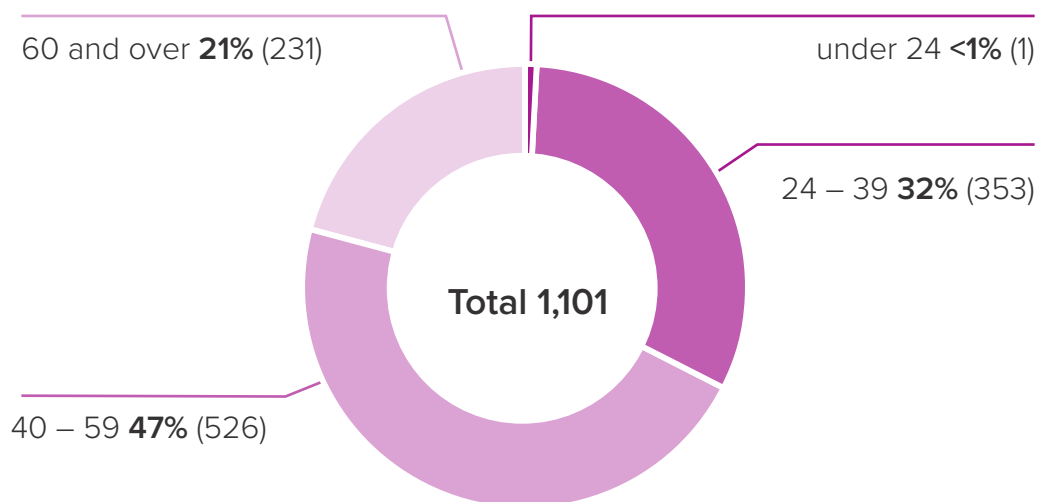


In 2021, 7% of authors said they had a disability (134 individuals), a similar proportion as in 2020 (6%, 293). The figure in 2019 was 5% (221). In 2021, 93% of authors said they did not have a disability (1691), compared to 94% in 2020 (4,963) and 95% (4,254) in 2019.

## Reviewers

There were 9,716 reviewers in 2021, of whom 1,120 completed the survey (12%).

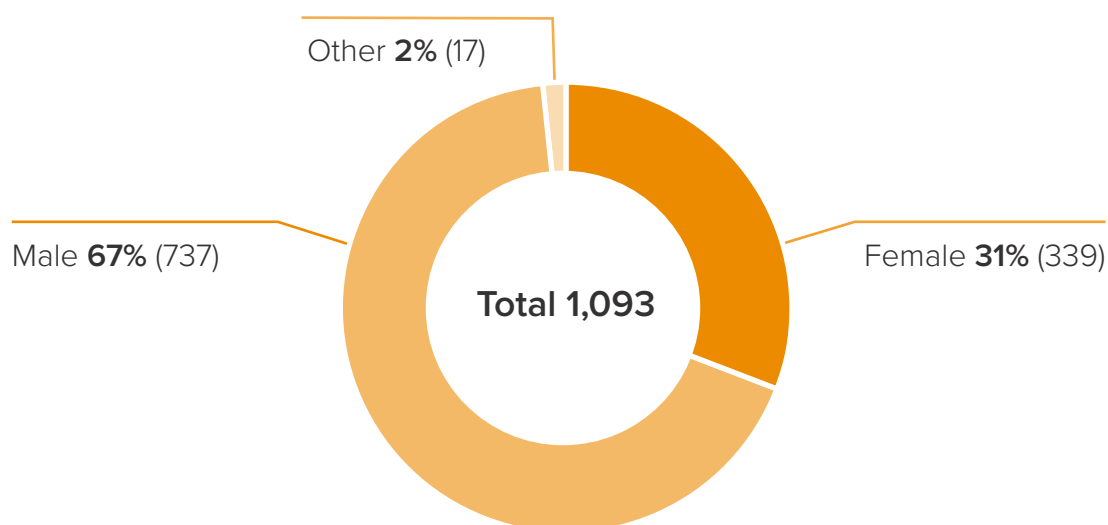
### Reviewers – age of respondents



In 2021, 32% of reviewers (353 individuals) were aged 24 to 39 and 47% were aged 40 to 59 (526). The remainder (21%, 231) were aged 60 and over.

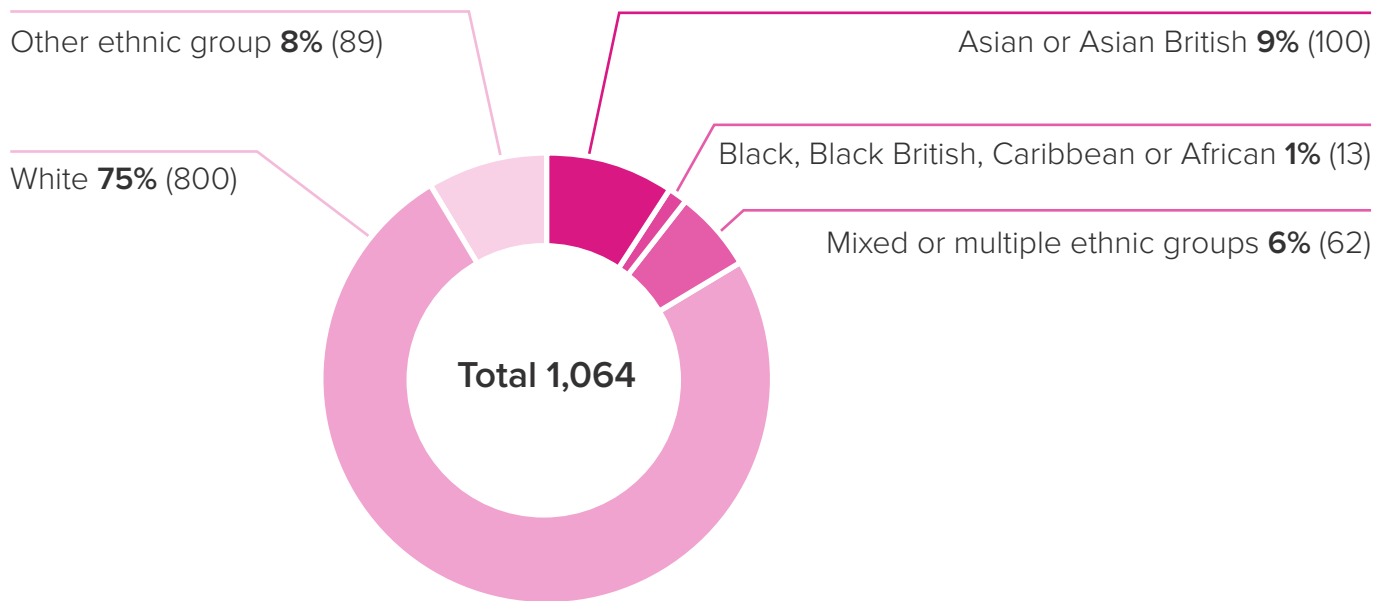
In 2020, 31% of reviewers who responded to the diversity survey were aged 24 to 39 (673 individuals), the same proportion as in 2019 (31%, 646). The proportion of reviewers aged 40 to 59 was 45% (986) in 2020, compared to 46% (943) in 2019. Individuals aged 60 and over comprised 24% of reviewers in 2020 (525), a slight increase in proportion from 2019, when 23% of reviewers were aged 60 and over (465).

### Reviewers – gender of respondents



In 2021, 31% of reviewers were female (339 individuals), slightly higher than the proportions in 2020 (29%, 640) and 2019 (27%, 574). 67% of reviewers were male (737) and 2% selected 'other' when answering the survey (17).

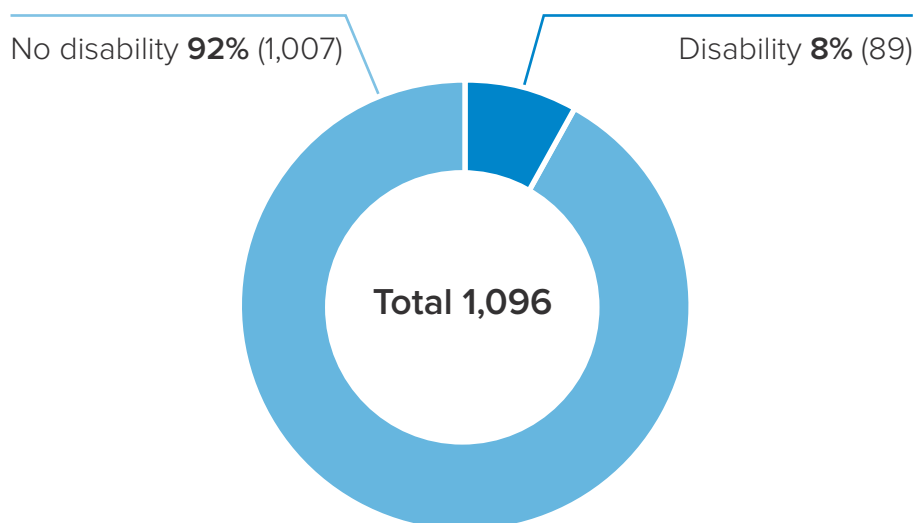
## Reviewers – ethnicity of respondents



75% of reviewers who responded to the survey were from White backgrounds (800 individuals). 9% were from an Asian or Asian British background (100), 1% were from a Black, Black British, Caribbean or African background (13), 6% were from a Mixed or multiple ethnic background (62). The remaining 8% were from another ethnic background (89).

In 2021, 25% of reviewers who responded to the diversity survey in 2021 were from Black or minority ethnic backgrounds (264 individuals), compared to 18% (382) in 2020 and 18% (358) in 2019. 52% of reviewers were White other (553), compared to 59% (1,283) in 2020 and 61% (1,246) in 2019. The proportion of reviewers whose ethnicity was White British was 23% (247) the same as in 2020 (505) and slightly higher than in 2019 (21%, 426).

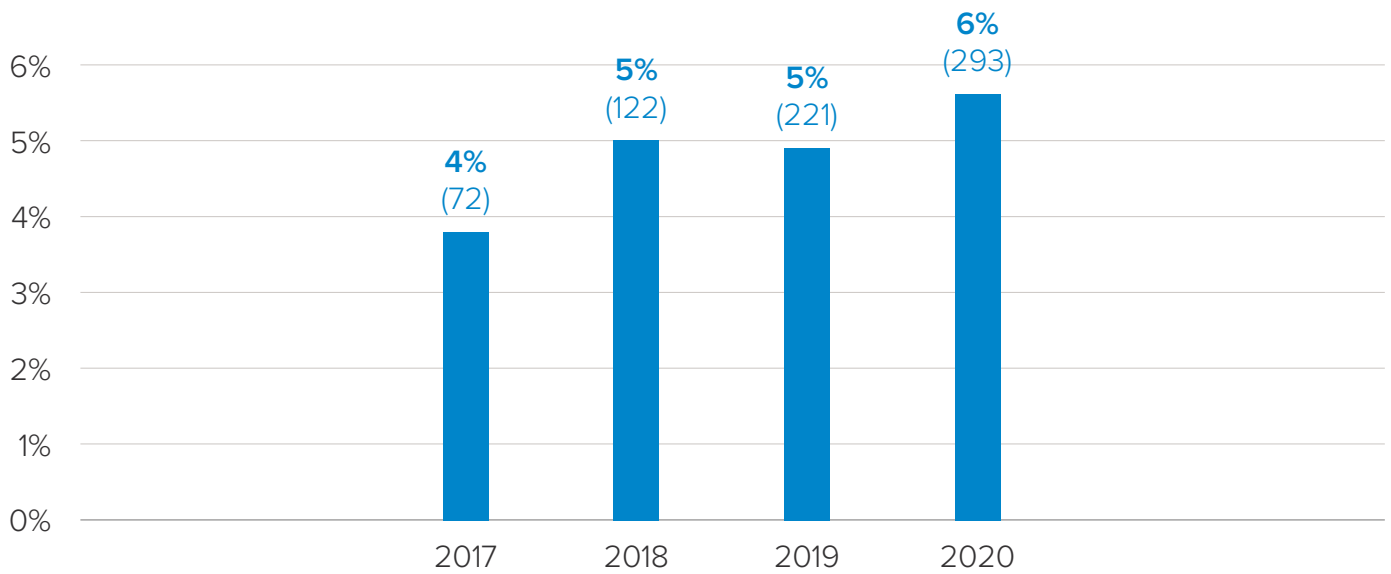
## Reviewers – disability of respondents



In 2021, 8% of reviewers said they had a disability (89 individuals), slightly higher proportionally than in 2020 when 5% (110) did so. The figure in 2019 was 5% (110). In 2021 92% (1007) of reviewers said they did not have a disability.

## Trends over time – Publishing

Figure 9: Proportion of authors declaring a disability, 2017 – 2020



The proportion of authors who declared a disability has increased between 2017 and 2021. The increase from 4% in 2017 to 7% in 2021 is statistically significant ( $p < 0.005$ ).

Figure 10: Proportion of reviewers who are aged 60 and over, 2018 – 2020

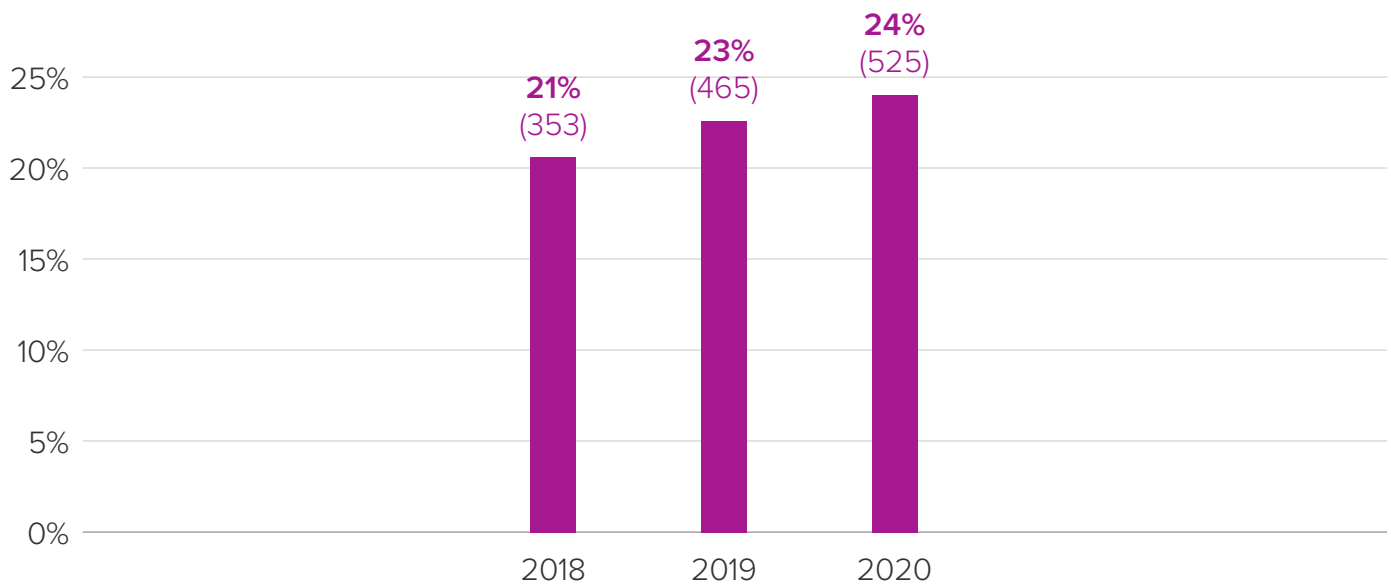


Figure 10 shows that the proportion of reviewers who were aged 60 or over increased from 21% in 2018 to 24% in 2020. This increase is statistically significant ( $p < 0.01$ ).

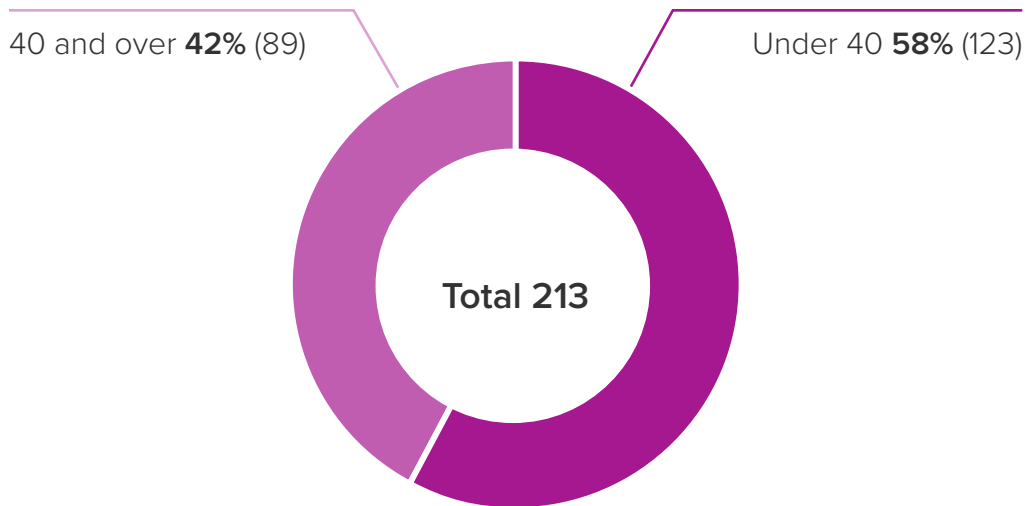


# Royal Society Staff

As of 1 February 2022, the Royal Society employed a total of 213 staff.

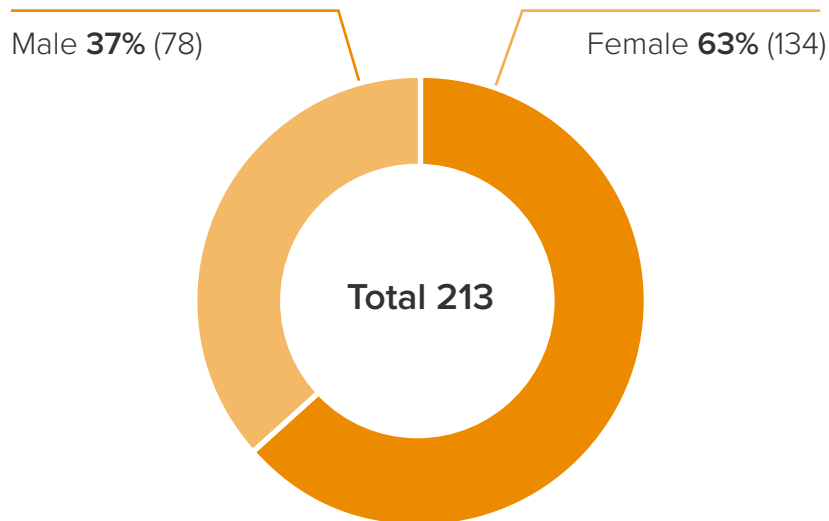
In February 2022, all staff were invited to take part in a short survey to better understand the demographic profile of the Royal Society's employees. 168 of the 213 staff members provided ethnicity and disability data, in addition to the age and gender data recorded in the staff HR portal – a response rate of 79%, compared to 83% in 2021.

## Royal Society staff – age of respondents



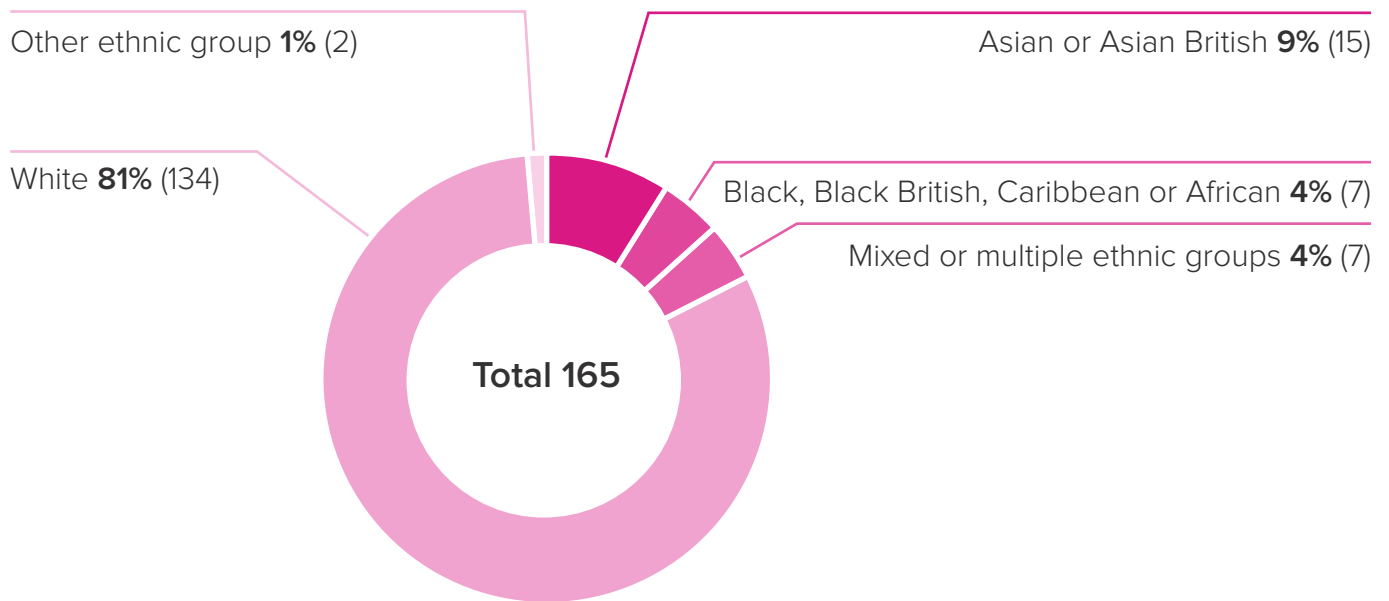
In 2021, 58% of staff were aged under 40 (123 individuals), compared to 63% (141) in 2020 and 67% (147) in 2019. 42% of staff were aged 40 and over (89), an increase from 37% in 2020 (84) and 33% (71) in 2019.

## Royal Society staff – gender of respondents



In 2021, 63% of staff were female (134), compared to 64% in 2020 (145) and 65% in 2019 (141). 37% were male (78), compared to 36% in 2020 (80) and 35% in 2019 (77).

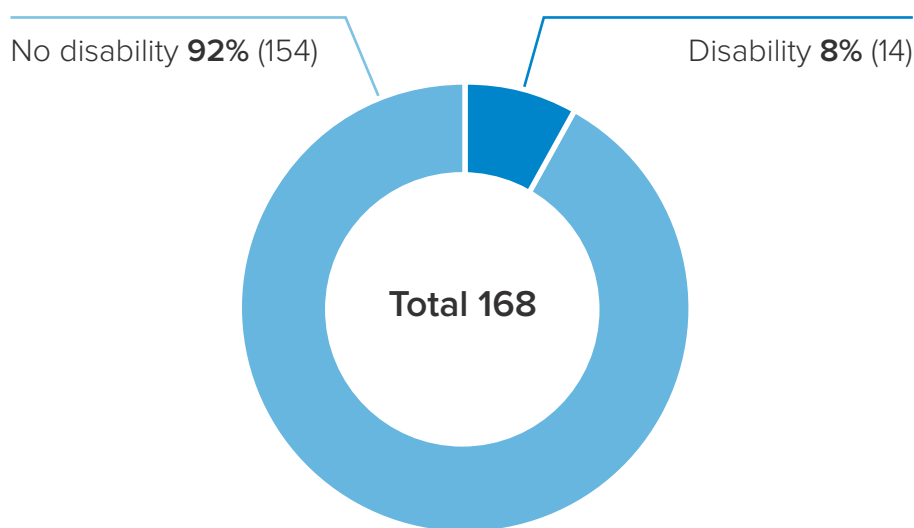
## Royal Society staff – ethnicity of respondents



As at February 2022, 81% of staff were from White backgrounds (134 individuals), 9% were from an Asian or Asian British background (15), 4% were from a Black, Black British, Caribbean or African background (7), and 4% were from a Mixed or multiple ethnic background (7). The remaining 1% were from another ethnic background (2).

In 2020, 23% of staff who responded to the survey said they were from Black or minority ethnic backgrounds (45 individuals) - an increase from 18% (31) in 2019. The majority of staff respondents in 2020 were White British (58%, 113), compared to 61% (102) in 2019. The proportion of staff from White other backgrounds was 19% (36) in 2020, compared to 21% (35) in 2019.

## Royal Society staff – disability of respondents



As at February 2022, 8% of staff members considered themselves to have a disability (14 individuals). This is a smaller proportion than was recorded in 2020 when 14% of staff said they had a disability (26) and 2019 (13%, 21). 92% of staff members said they did not have a disability (154).

# Gender pay gap

The Society voluntarily reports gender pay gap data in order to show how we compare to other organisations.

The 'snapshot' data below reflects the pay gap as of 5 April 2021.

The median gender pay gap is the percentage difference between the midpoints in the ranges of hourly pay for male employees and female employees. It is calculated by listing all the pay amounts in numerical order and taking the middle amount.

In 2021, the Society had a 15.3% median gender pay gap in favour of men, compared to the national average of 15.4%. The median gender pay gap has increased since 2020, when the Society had a 9.3% median gender pay gap in favour of men, compared to the national average of 11.2%.

The mean (or average) is calculated by adding the gross hourly earnings of employees in the relevant group and dividing that figure by the number of employees in that group. It should be noted that the mean is more susceptible to being skewed by outlying values – for example, a high proportion of one gender in the upper or lower quartiles of the pay structure.

In 2021, the Society had a mean gender pay gap of -2.5%, in favour of women. This compares to the national average of 14.9% in favour of men. This is in line with the mean gender pay gap the Society recorded in 2020 (-2.5%, in favour of women) and represents a decrease since 2019, when it was -4.6%.

## Gender pay gap mean and median<sup>8</sup>

### Gender gap reporting

On 5 April 2021, we employed 212 full-pay relevant employees (in 2020, the figure was 208):

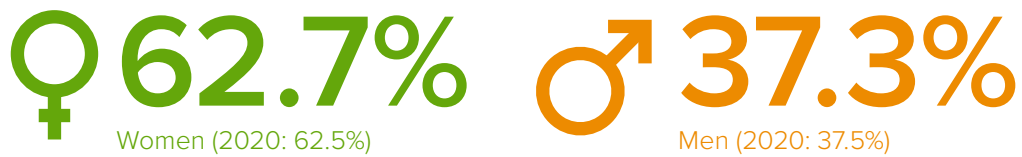
Results summary	2020			2021		
Mean	%	M (£)	F (£)	%	M (£)	F (£)
Mean gender pay gap in hourly pay	-2.54	25.41	26.06	-0.02	25.82	25.83
Median	%	M (£)	F (£)	%	M (£)	F (£)
Mean gender pay gap in hourly pay	9.32	22.97	20.83	15.33	23.96	20.29
Proportion of employees	Male	Female	Male	Female		
Upper Quartile	37%	63%	40%	60%		
Upper Middle Quartile	46%	54%	47%	53%		
Lower Middle Quartile	29%	71%	26%	74%		
Lower Quartile	38%	62%	36%	64%		
Number of employees	Male	Female	Male	Female		
	78	130	79	133		

<sup>8</sup> Gender pay gap in the UK: 2021, Office for National Statistics, 26 October 2021:  
Gender pay gap in the UK - Office for National Statistics (ons.gov.uk)

## Proportion of men and women in each quartile of the Society's pay structure – 2021

Gender pay gap referenced in quartiles is based on mean calculations.

On 5 April 2021, we employed 212 full-pay relevant employees (in 2020, the figure was 208)



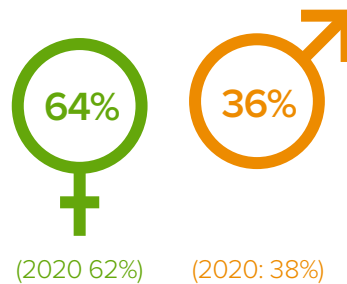
### Median

men earn **15.33%** more than women (2020: 9.32%)  
UK median men earn **15.4%** more than women (2020: 16.55%)



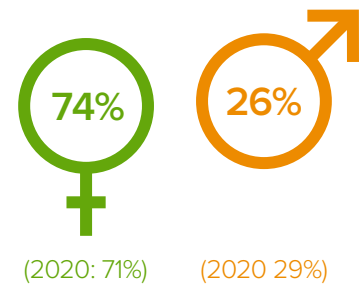
### Lower quartile:

Women paid **1% less** than men (2020: 1% less than men)



### Lower middle quartile:

Women paid **1% less** than men (2020: 1% less than men)



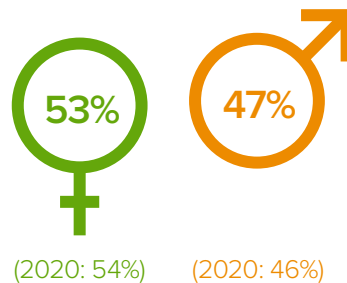
### Mean

women earn **0.02%** more than men (2020: 2.54%)  
UK average men earn **14.9%** more than women (2020: 16.62%)



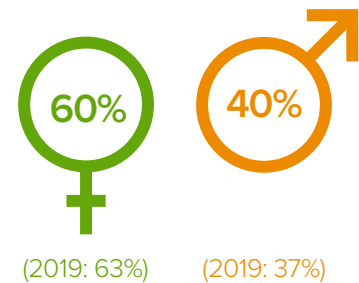
### Upper middle quartile:

Women paid **2% more** than men (2020: 2% more than men)



### Upper quartile:

Women paid **8% more** than men (2020: 8% more than men)



**Note:** gender pay gap percentages referenced in quartiles are based on mean calculations. The reported quartiles represent an equal number of employees in each quartile, from the highest paid to the lowest paid. The upper quartile represents the highest paid employees.

# Definitions

Members of the following committees, panels and working groups were surveyed for this report:

## Committees and panels

(Committees with grant-giving responsibilities are asterisked)

The Royal Society Council

Academies Partnership in Supporting Excellence in Cross-disciplinary Research Award Committee (APEX)\*

Advisory Committee on Mathematics Education (ACME)

Armourers & Brasiers' Company Prize Committee

Audit Committee

Awards Committee: Biological Sciences

Awards Committee: Physical Sciences

Awards Committee: Premier

Committee Advising Council on General and Honorary Candidates

Committee on General and Honorary Candidates

Diversity Committee

Dorothy Hodgkin Fellowships Selection Committee\*

Education Committee

Evaluation Panel

Grants Committee\*

Hooke Committee

Industry Fellowships Joint Panel\*

International Collaboration Awards Committee\*

International Exchanges Committee\*

Investment Committee

Library Committee

Milner Award Committee

Newton Advanced Fellowships Panel: Biological Sciences\*

Newton Advanced Fellowships Panel: Physical Sciences\*

Nominations Committee

Partnership Grants Allocating Panel

Paul Instrument Fund Committee\*

Planning and Resources Committee

Public Engagement Committee

Publishing Board

Remuneration Committee

Research Appointment Panel A(i)\*

Research Appointment Panel A(ii)\*

Research Appointment Panel A(iii)\*

Research Appointment Panel B(i)\*

Research Appointment Panel B(ii)\*

Research Grants Board 20K: Biological Sciences\*

Research Grants Board 20K: Physical Sciences\*

Research Professorships Panel

Rosalind Franklin Award Committee

Royal Society Leverhulme Trust Senior Research Fellowship Panel\*

Royal Society Wolfson Fellowships Committee\*

Science, Industry and Translation Committee

Science Policy Committee

Science Policy Expert Advisory Committee

Sectional Committee 0: Computer sciences

Sectional Committee 1: Mathematics

Sectional Committee 2: Astronomy and physics  
Sectional Committee 3: Chemistry  
Sectional Committee 4: Engineering  
Sectional Committee 5: Earth and environmental sciences  
Sectional Committee 6: Biochemistry and molecular cell biology  
Sectional Committee 7: Microbiology, immunology and developmental biology  
Sectional Committee 8: Anatomy, physiology and neurosciences  
Sectional Committee 9: Organismal biology, evolution and ecology  
Sectional Committee 10: Health and human sciences  
Summer Science Exhibition Committee

### **Science policy working groups**

Animate Materials Steering Group  
Broad and Balanced Contact Group  
Climate Change Working Party  
COP26 Steering Group  
Data Management and Use Working Group  
Digital Technologies and the Planet Working Group  
Dynamics of Data Science Working Group  
Emerging Technologies Working Party  
Energy Storage Steering Group  
Everyone's a Scientist Steering Group  
Genetic Technologies Contact Group  
Human Transformation Working Group  
Hydrogen Steering Group  
Living Landscapes Steering Group  
Mathematical Futures Programme Board (MFP)  
Net Zero Aviation Working Group  
Net Zero Panel Group  
Neural Interfaces Steering Group  
Online Information Working Group  
Planning Committee for the Third International Summit on Human Genome Editing  
Presidents of the G7 Academies  
Privacy Enhancing Technologies (PETs) Working Group  
Research System Community of Interest



## Research Fellowship schemes

### Dorothy Hodgkin Fellowship

The Dorothy Hodgkin Fellowship offers a recognised first step into an independent research career for outstanding scientists and engineers at an early stage of their research career who require a flexible working pattern due to personal circumstances, such as parenting, caring responsibilities or health issues.

### Industry Fellowship

The Industry Fellowship is for academic scientists who want to work on a collaborative project with industry, and for scientists in industry who want to work on a collaborative project with an academic organisation. It aims to enhance knowledge transfer in science and technology between those in industry and those in academia in the UK.

The Short Industry Fellowship enables scientists employed in industry or academia and/or their postdoctoral researcher to have shorter, more dynamic engagements between academia and industry, working on a mutually beneficial and collaborative project.

### Newton International Fellowship

The Newton International Fellowship provides the opportunity for outstanding early stage postdoctoral researchers from all over the world to work at UK research institutions for a period of two years. The scheme is jointly run by the British Academy, the Academy of Medical Sciences and the Royal Society.

### University Research Fellowship

The University Research Fellowship is for outstanding scientists who are in the early stages of their research career and have the potential to become leaders in their field. Research must be within the Society's remit of natural sciences. Those appointed are expected to be strong candidates for permanent posts in universities at the end of their research fellowships.

### Royal Society Wolfson Fellowship

The Royal Society Wolfson Fellowship (previously known as the Wolfson Research Merit Award) provides long-term flexible funding for senior career researchers recruited or retained to a UK university or research institution in fields identified as a strategic priority for the host department or organisation. The scheme covers all areas of the life and physical sciences, including engineering, but excluding clinical medicine. It is jointly funded by the Wolfson Foundation and the Royal Society through its BEIS grant.

## **Publishing**

The Editorial Boards, authors and reviewers of the following journals were asked to complete a diversity survey in March 2022:

*Biographical Memoirs of Fellows  
of the Royal Society*

*Biology Letters*

*Interface*

*Interface Focus*

*Notes and Records*

*Open Biology*

*Philosophical Transactions A*

*Philosophical Transactions B*

*Proceedings A*

*Proceedings B*

*Royal Society Open Science*



The Royal Society is a self-governing Fellowship of many of the world's most distinguished scientists drawn from all areas of science, engineering, and medicine. The Society's fundamental purpose, as it has been since its foundation in 1660, is to recognise, promote, and support excellence in science and to encourage the development and use of science for the benefit of humanity.

The Society's strategic priorities emphasise its commitment to the highest quality science, to curiosity-driven research, and to the development and use of science for the benefit of society.

These priorities are:

- Promoting excellence in science
- Supporting international collaboration
- Demonstrating the importance of science to everyone

#### **For further information**

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