

# Diversity data report 2018

***Diversity data report 2018***

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# Contents

Introduction .....	4
The Fellowship .....	5
Committees, panels and working groups .....	13
Research Fellowship Grants .....	20
Scientific programmes in 2018 .....	25
Public engagement in 2018 .....	37
Publishing in 2018 .....	48
Schools engagement in 2018 .....	53
Gender pay gap .....	56
Definitions .....	58

# 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.

The Society is committed to increasing diversity in science, technology, engineering and mathematics ('STEM') by seeking out participation from underrepresented groups, in order to build and develop a world in which studying and working in science are open to all.

As part of the ongoing diversity programme agreed by the Council of the Royal Society, diversity data is gathered and analysed in relation to the Society's activities.

This data report covers diversity in relation to the Society's activities in the calendar year 2018 unless otherwise specified, including election to the Fellowship, grant offers and attendees at Society meetings and events.

The next data report, covering diversity across the Society's activities in 2019, will be published in May 2020. Following the introduction of a new HR system, the Society hopes to be able to report staff diversity data in that report.

## Data collection

Data are collected via a variety of methods, including printed surveys at events, online surveys and as part of registration or application to a programme. The method of collection for each activity is set out in the relevant section.

In 2018, the Society piloted three new diversity questions on the diversity monitoring form used at its public events (with the exception of the Croonian Prize Lecture and the Wilkins-Berner-Medawar Prize Lecture). These three new questions are gender identity, religion and sexual orientation. Data relating to these questions is included in the 'Public engagement' and 'Scientific programmes' sections of this report, as those sections include public events.

## Declarations

The contents of this report are based on data that are explicitly and voluntarily declared by respondents. 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. Where applicable, individuals who have chosen 'prefer not to say' or not answered a question at all are excluded from this report.

In the instances where a data set is too small to be meaningfully representative, or there is the risk that an individual might be identifiable, it has been excluded from the report.

# 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 2018, there were 1,484 Fellows and 170 Foreign Members, including around 70 Nobel Laureates. Each year up to 52 Fellows and up to 10 Foreign Members are elected from a group of almost 800 candidates who are proposed by the existing Fellowship. They are elected for life through a peer review process on the basis of excellence in science.

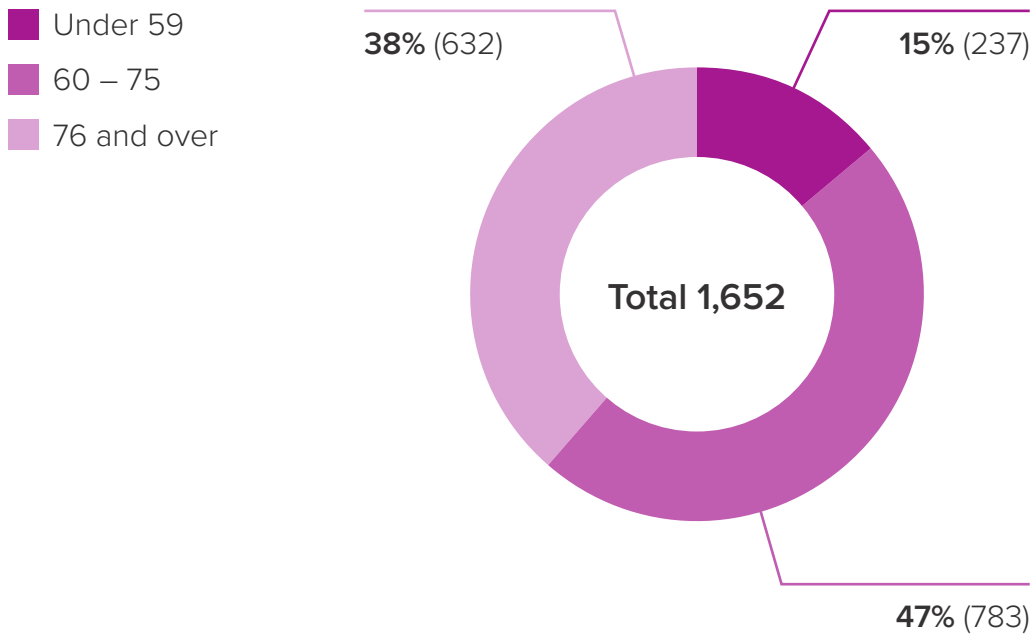
Data on the age and gender of Fellows and Foreign Members is recorded when individuals are elected to the Fellowship. The Fellowship data below includes both Fellows and Foreign members, and is based on information provided

by Fellows and Foreign Members at the time of their election. In relation to age, the data below indicates the current age of Fellows and Foreign Members. Because Fellows and Foreign Members are elected for life, this data is not indicative of their age when they were elected.

In each illustration, the proportion of Fellows and Foreign Members in each category is given in percentages, with the number of individuals in each category in brackets. Fellows and Foreign Members who preferred not to provide their diversity data have been excluded from these figures.

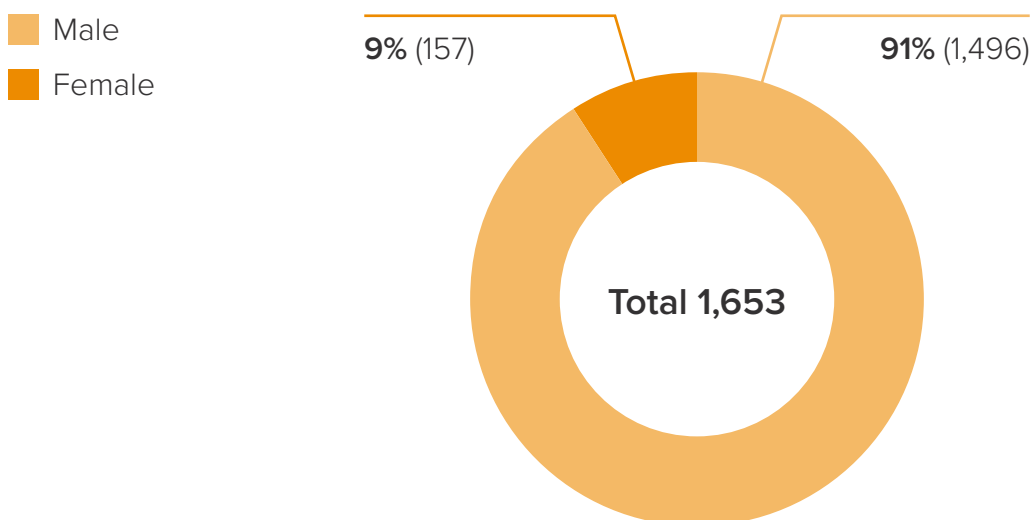
### Fellows and Foreign Members – age

In 2018, 15% of the Fellowship was aged under 59 (237 individuals), 47% of the Fellowship was aged between 60 and 75 (783 individuals) and 38% were aged 76 and over (632 individuals).



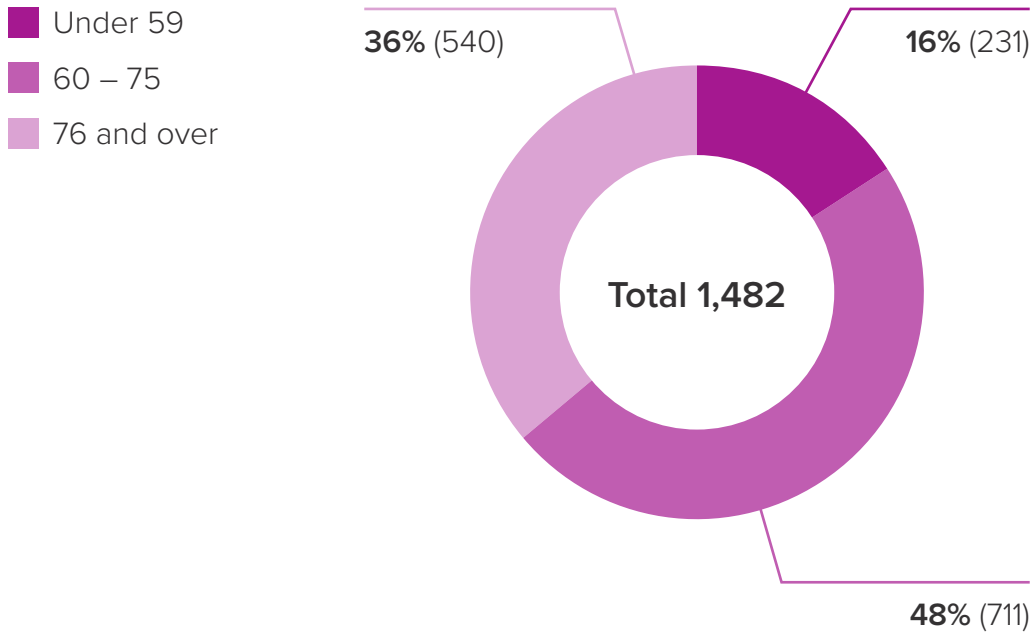
### Fellows and Foreign Members – gender

In 2018, 9% of the Fellowship was female (157 individuals) and 91% was male (1,496 individuals).



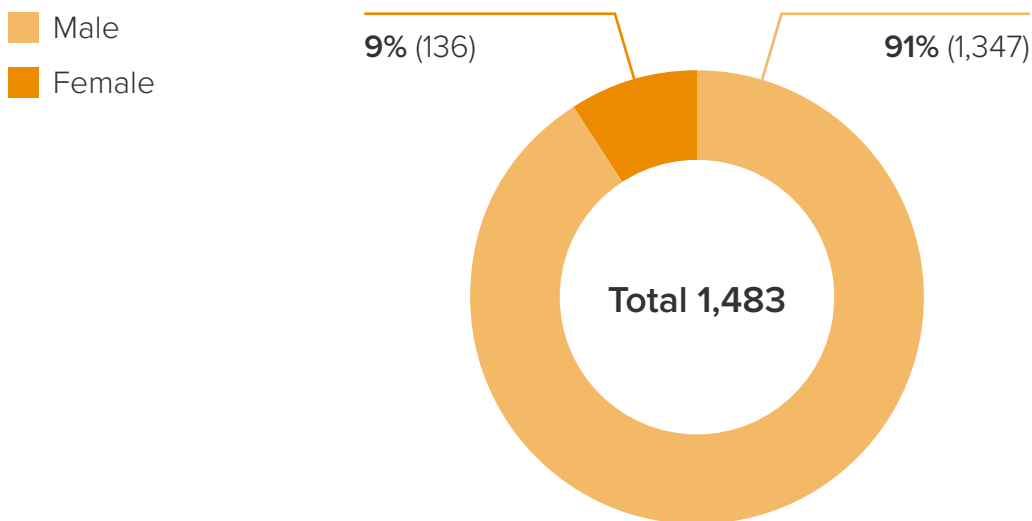
## Fellows – age

In 2018, 16% of Fellows were under 59 (231 individuals), 48% were aged 60 to 75 (711 individuals), and 36% (540 individuals) were aged 76 or over.



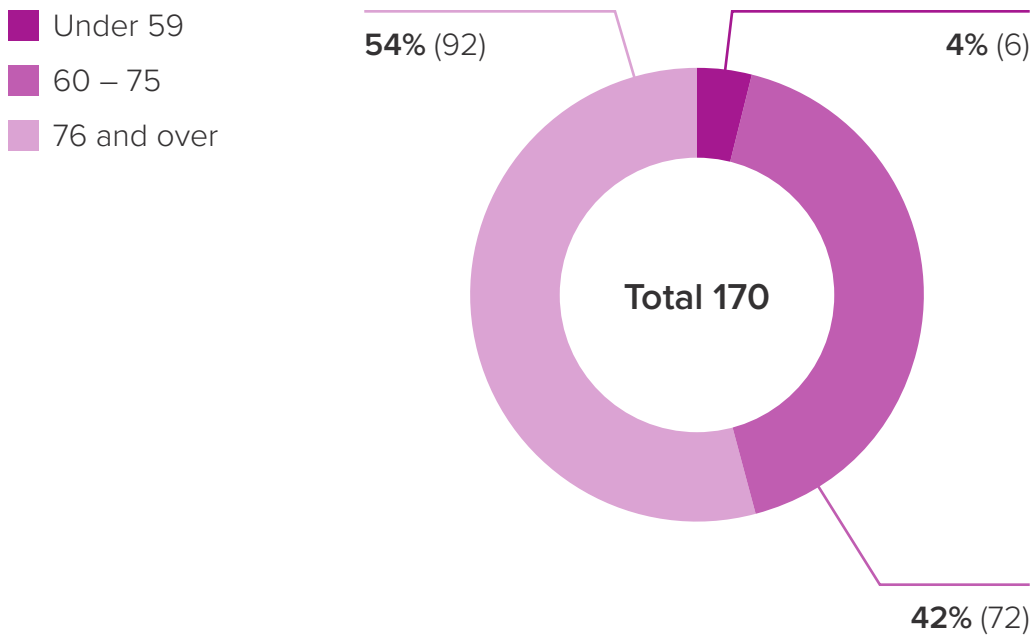
## Fellows – gender

In 2018, 9% of Fellows were female (136 individuals) and 91% were male (1,347).



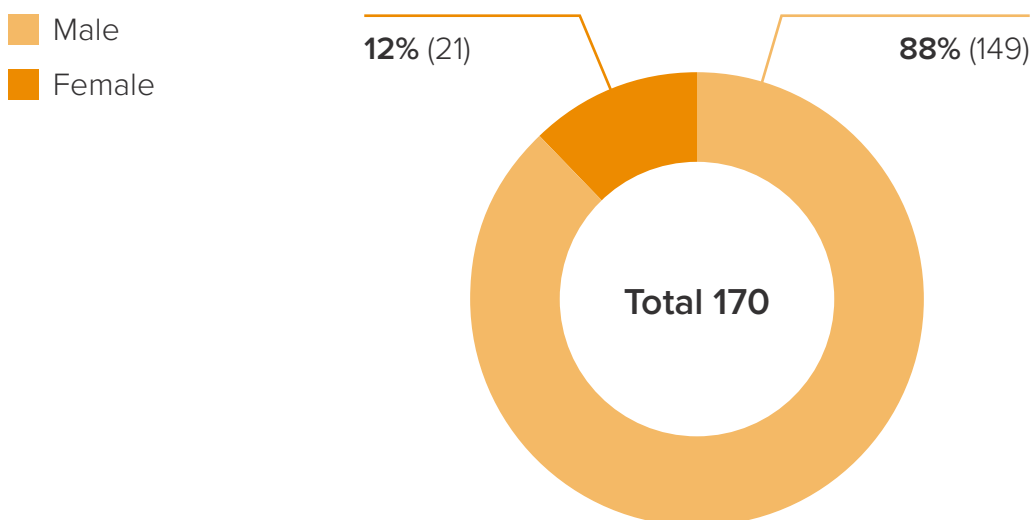
## Foreign Members – age

In 2018, 4% of Foreign Members were aged under 59 (6 individuals) 42% were aged 60 to 75 (72 individuals), and 54% were aged 76 or over (92 individuals).



## Foreign Members – gender

In 2018, 12% of Foreign Members were female (21 individuals) and 88% were male (149 individuals).





### Ethnicity and disability

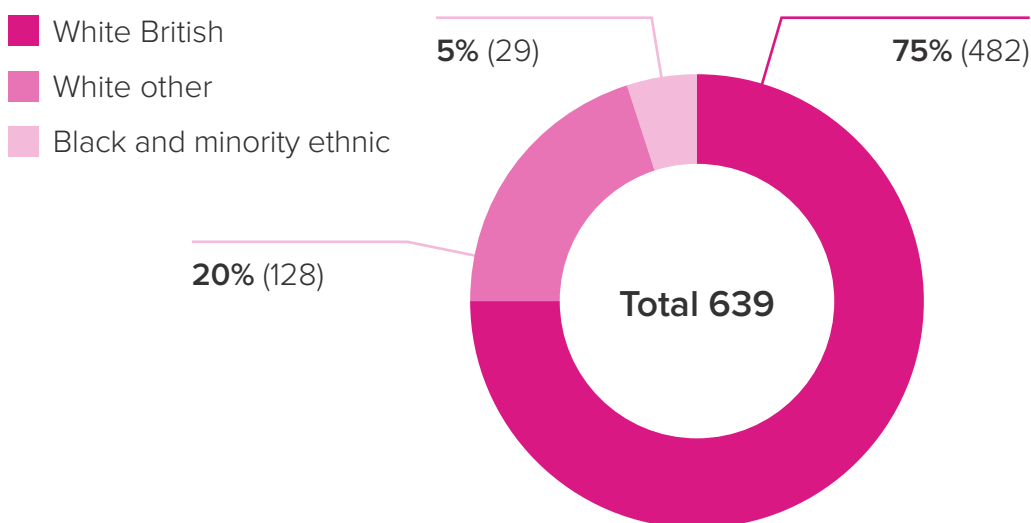
The Society has not historically collected data on ethnicity and disability when individuals are first elected to the Fellowship.

In February 2019, 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 1,655 Fellows and Foreign Members,

649 (39%) completed the survey. The data below reflects the 39% of Fellows and Foreign Members who responded to the questions on ethnicity and disability. Given the low response rate, these data should not be interpreted as representative of the entire Fellowship and Foreign Membership. Fellows and Foreign Members who preferred not to answer have been excluded from these figures.

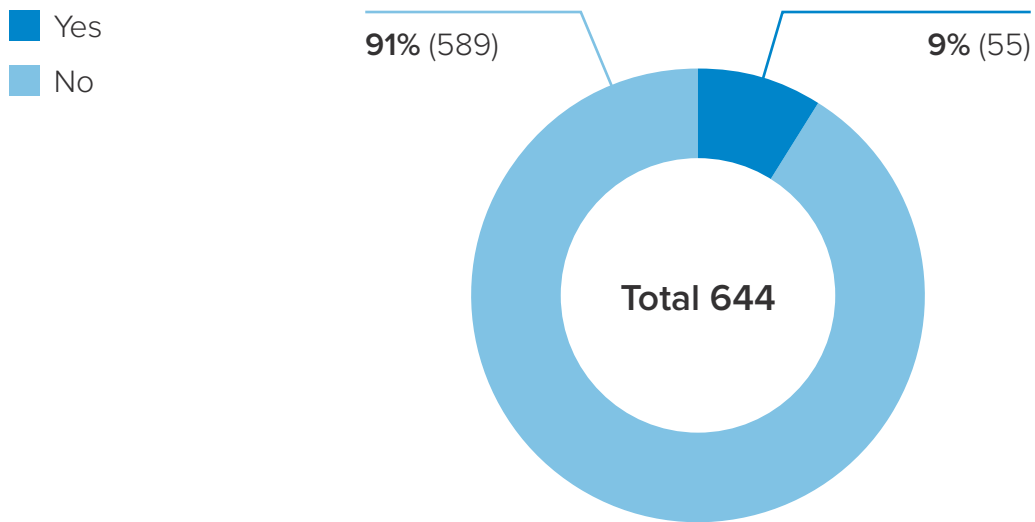
#### Fellows and Foreign Members – ethnicity of respondents

Regarding ethnicity, 75% of respondents stated their ethnicity was White British (482 individuals). 20% of respondents were 'White other' (128 individuals) and 5% Black and minority ethnic (29 individuals).



## Fellows and Foreign Members – disability of respondents

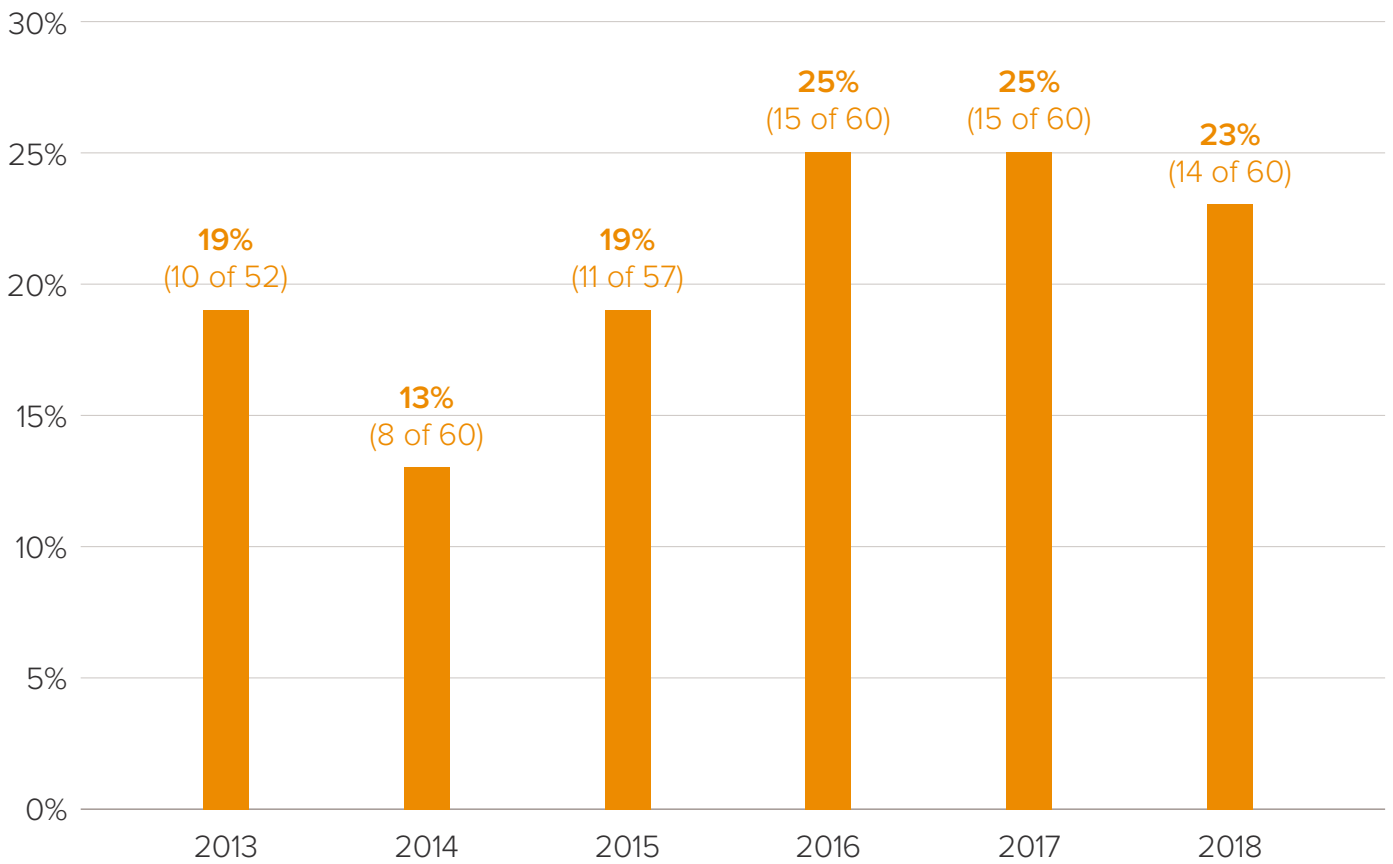
Regarding disability, 91% of respondents stated that they did not have a disability (589 individuals) and 9% of respondents stated that they did have a disability (55 individuals).



### Trends over time

The chart below shows the proportion and number of female Fellows and Foreign Members elected in each year from 2013 to 2018.

**Proportion of new Fellows and Foreign Members elected each year who were women**



The table below shows the average age of new Fellows elected in each year from 2013 to 2018.

#### Average age of new Fellows 2013 – 2018

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

The table below shows the proportion of new Fellows in each age category from 2013 to 2018.

#### Proportion of new Fellows aged over or under 60 in 2013 – 2018

	2013	2014	2015	2016	2017	2018
Under 60	66% (29)	68% (34)	51% (24)	56% (28)	68% (34)	70% (35)
Over 60	34% (15)	32% (16)	49% (23)	44% (22)	32% (16)	30% (15)
<b>Total</b>	<b>44</b>	<b>50</b>	<b>47</b>	<b>50</b>	<b>50</b>	<b>50</b>

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 the proportion of new Fellows and Foreign Members elected each year who are from different ethnic minorities or who have a disability.

# Committees, panels and working groups

There are 63 committees and panels, with a total of 1,459 members. A full list of committees, panels and working groups covered by this section can be found in the 'Definitions' section on page 58.

660 members are Fellows or Foreign Members of the Royal Society and 204 of those sit on more than one committee, panel or working group. The remainder are external members, who are invited by the Royal Society to be on committees, panels or working groups because of their expertise.

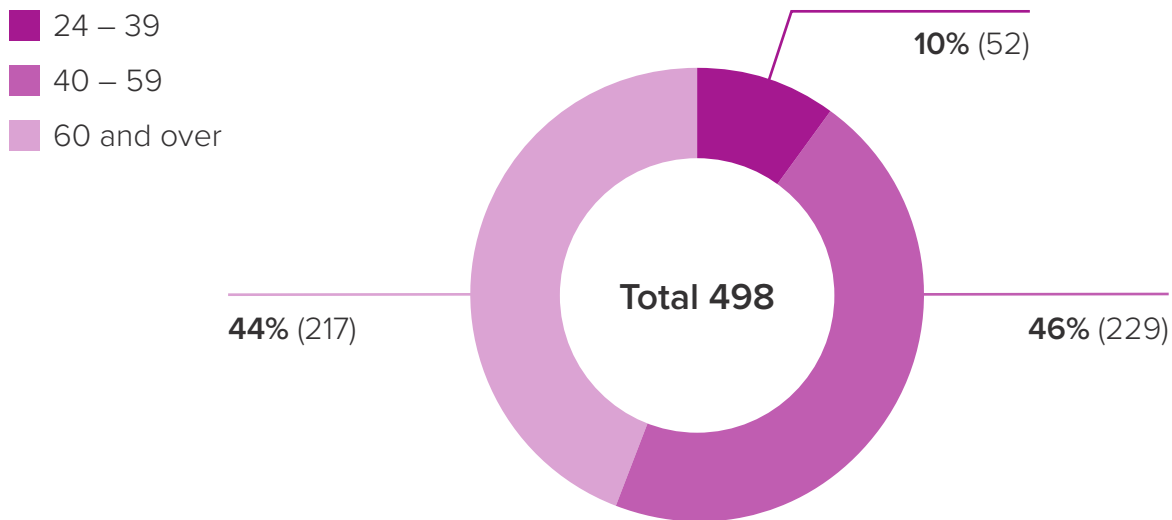
In February 2019, an invitation to complete an online diversity monitoring questionnaire was sent to all members who had participated in committees, panels, working groups and sub-

groups in 2018. Of the 1,459 members, 516 (35%) completed the survey. Given the low response rate, these data should not be taken to be representative of all committees, panels and working groups.

In each illustration 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.

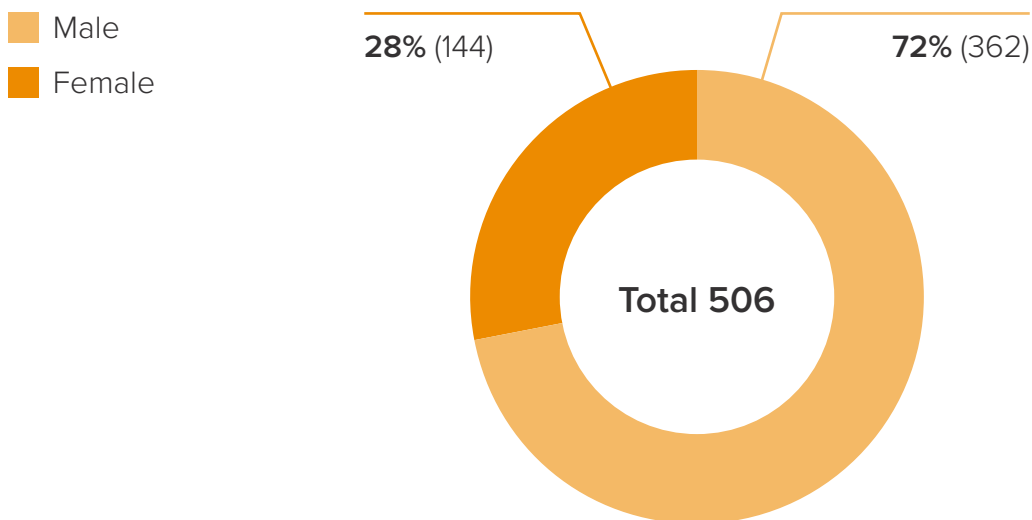
## Age of respondents

In 2018, 10% of respondents were aged between 24 and 39 (52 individuals), 46% were aged between 40 – 59 (229 individuals) and 44% were aged 60 and over (217 individuals).



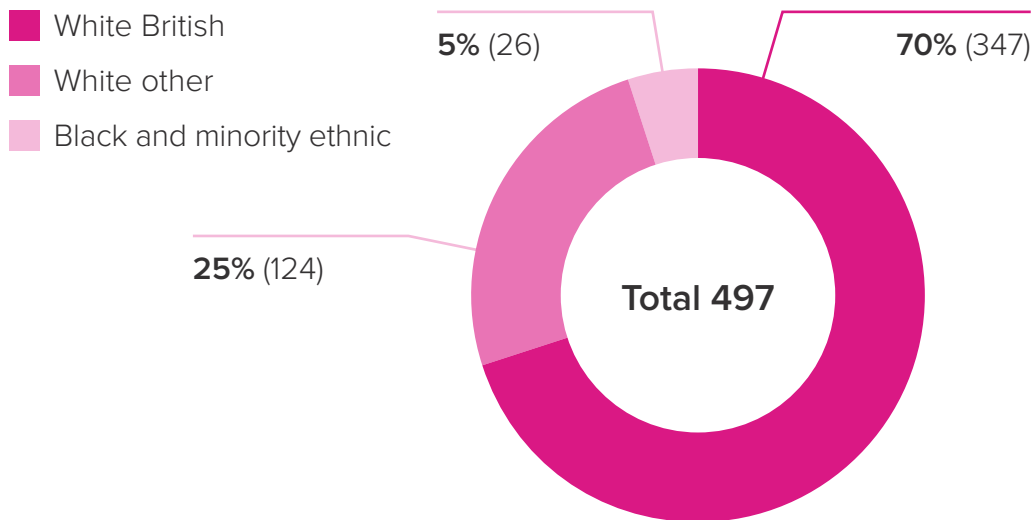
## Gender of respondents

In 2018, 72% of respondents (362 individuals) were male and 28% of respondents (144 individuals) were female.



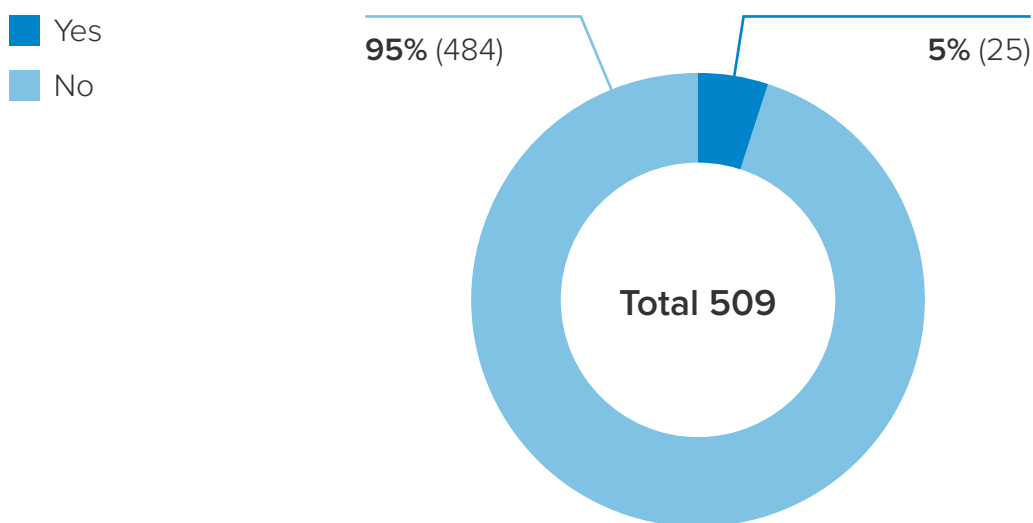
## Ethnicity of respondents

In 2018, 70% of respondents said that their ethnicity was 'White British' (347 individuals), 25% (124 individuals) said their ethnicity was 'White other' and 5% of respondents (26 individuals) said that they were from a Black and minority ethnic background.



## Disability of respondents

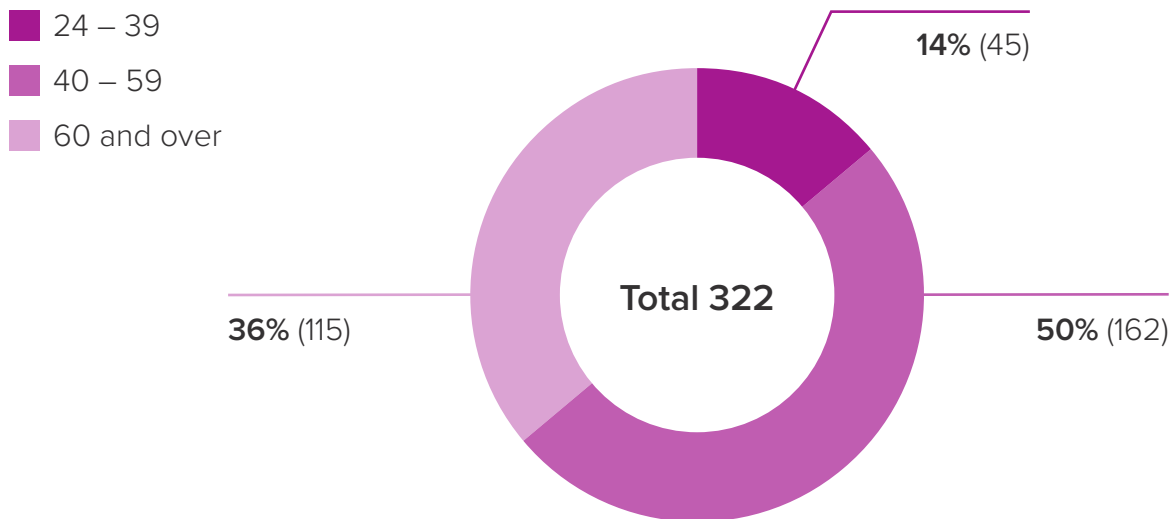
In 2018, 5% of respondents (25 individuals) said they did have a disability and 95% of respondents (484 individuals) said they did not have a disability.



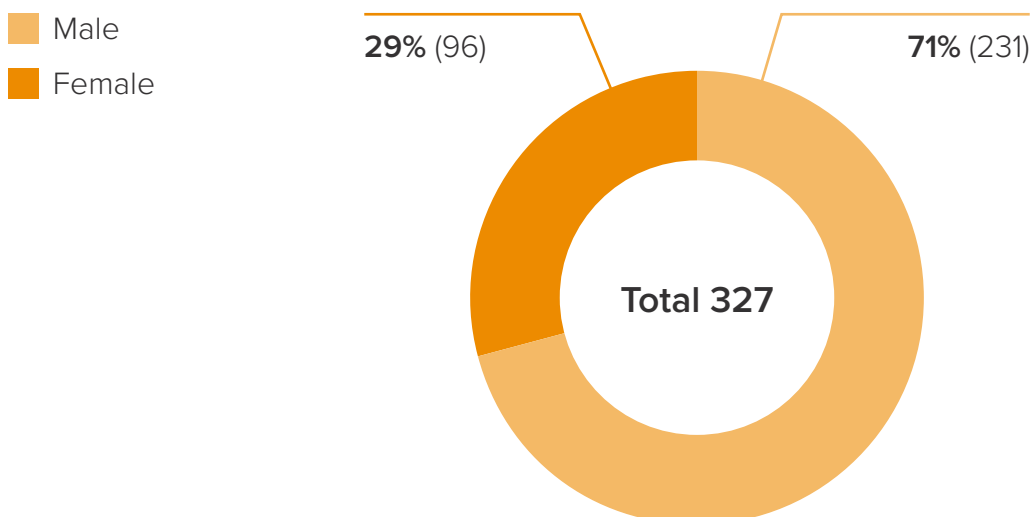
## Grants Committees

There are 24 Committees that have responsibility for grant giving-related decisions (these Committees are asterisked in the Definitions section on pages 58 – 59. Those Committees have a total of 820 members, of whom 333 responded to the survey (41%).

### Grants Committees – age of respondents

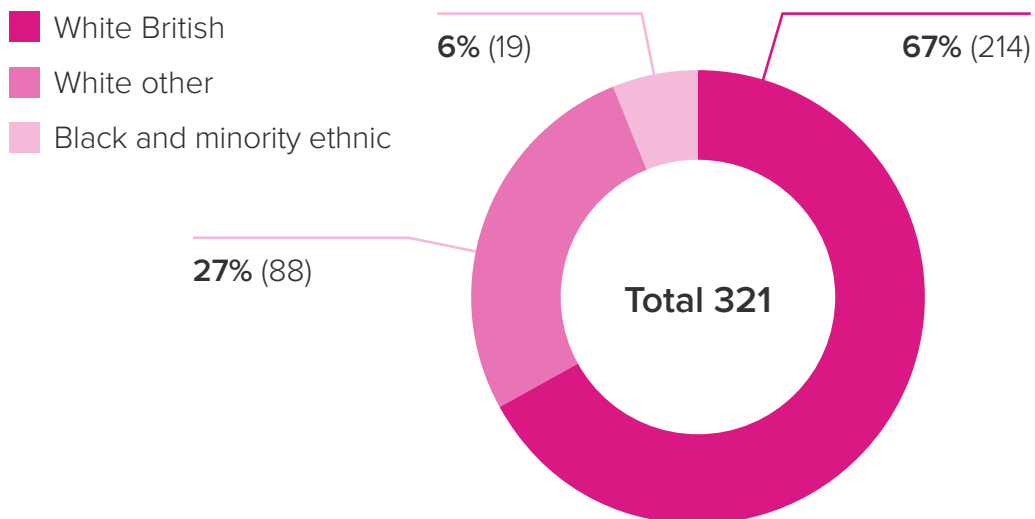


### Grants Committees – gender of respondents

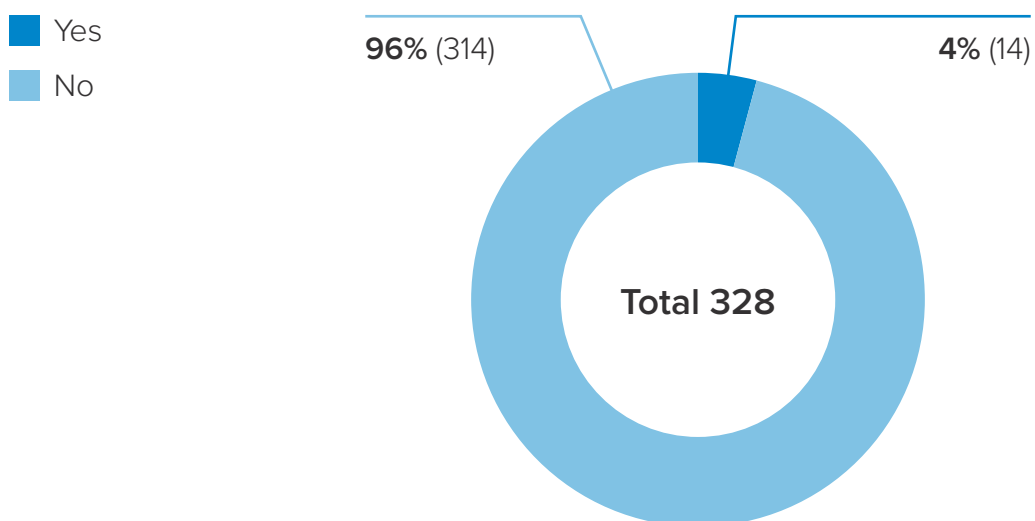




## Grants Committees – ethnicity of respondents



## Grants Committees – disability of respondents

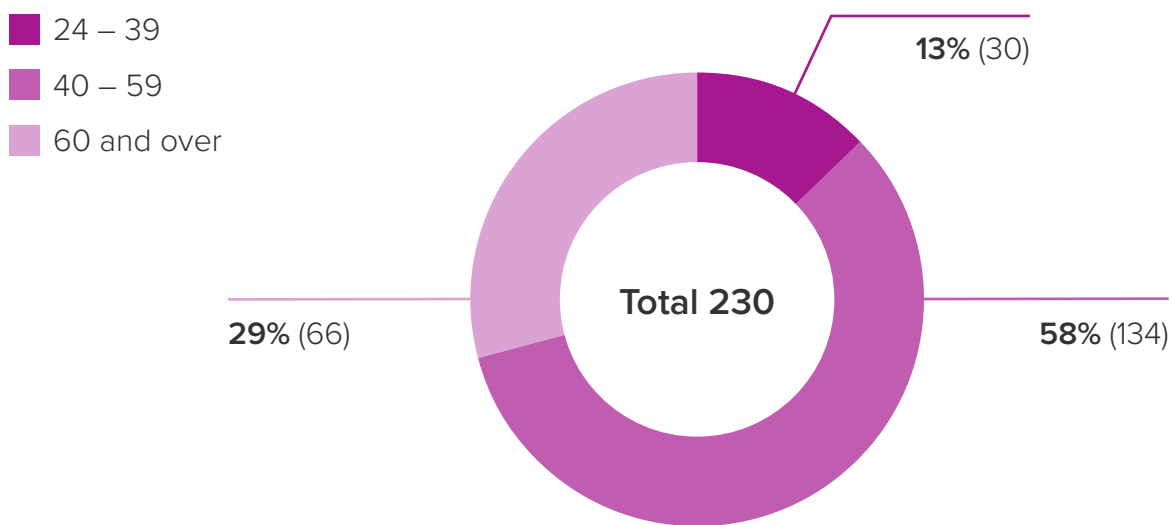


## Editorial Boards

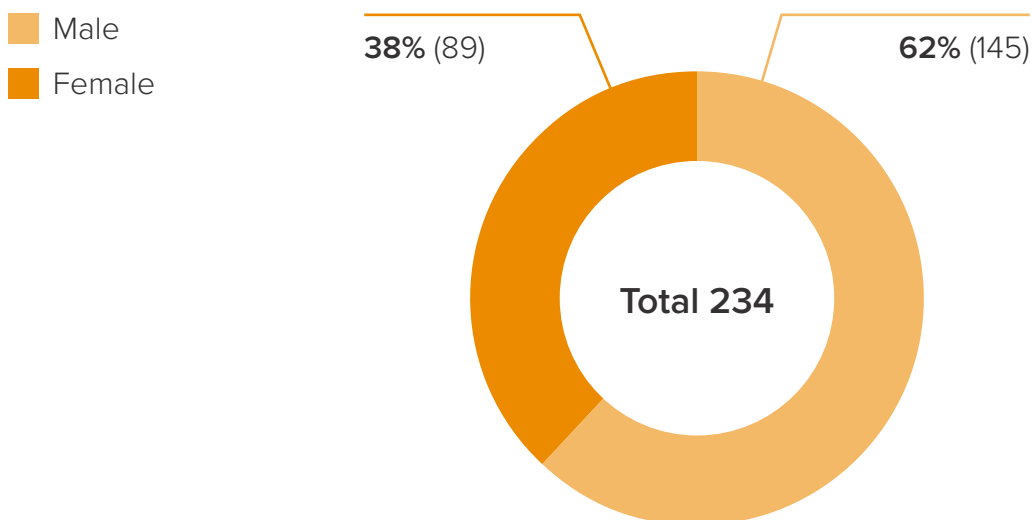
Each of the Society's 11 journals has an Editorial Board. Editorial Boards offer advice to the Editors and Publishing Board on the scholarly content of the Society's journals.

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 782 members, 236 of whom responded to the survey (30%).

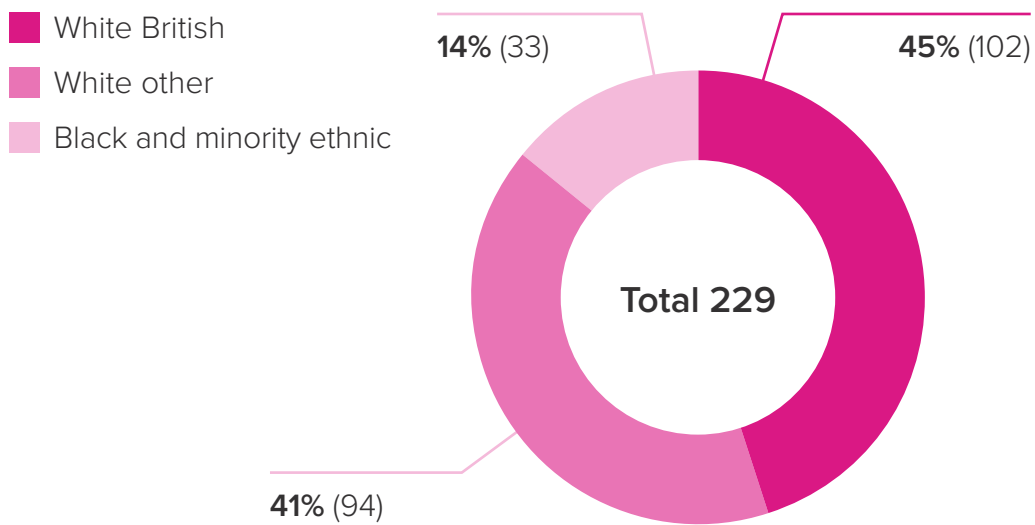
### Editorial Boards – age of respondents



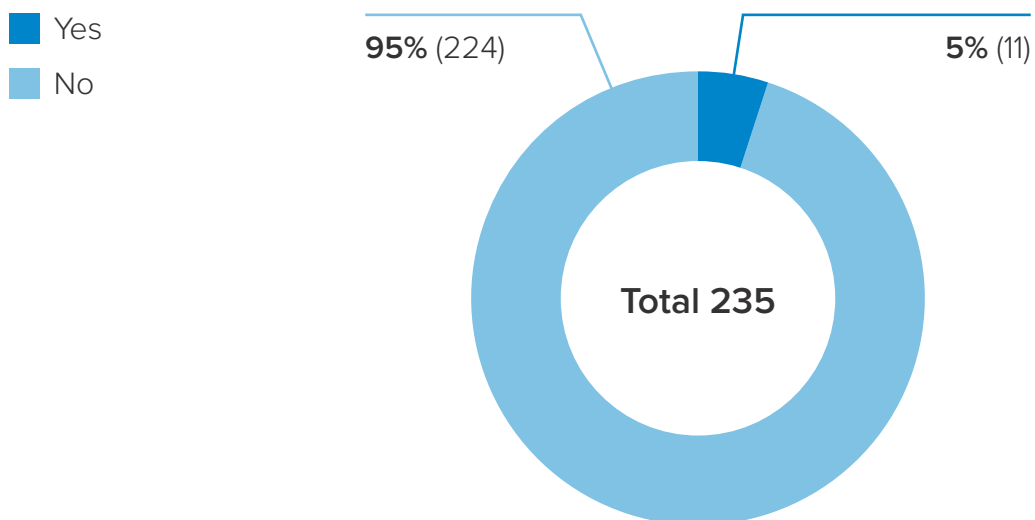
### Editorial Boards – gender of respondents



## Editorial Boards – ethnicity of respondents



## Editorial Boards – disability of respondents



# Research Fellowship Grants

About 1,600 researchers are currently funded by the Royal Society, including approximately 950 Research Fellows. The Society provides grants and research fellowships to outstanding researchers based in UK institutions and to foster collaborations between UK and international researchers.

Applicants complete an online diversity monitoring form when they apply for a Royal Society grant. This section presents diversity data of applicants and those offered awards for the six largest research fellowship schemes offered by the Society as follows:

- The Dorothy Hodgkin Fellowship
- Industry Fellowship
- Sir Henry Dale Fellowship
- Newton International Fellowship
- University Research Fellowship
- Royal Society Wolfson Fellowship

Amalgamated diversity data for the Society's three early career research fellowships (Dorothy Hodgkin Fellowship, University Research Fellowship and Sir Henry Dale Fellowship) is shown separately below.

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

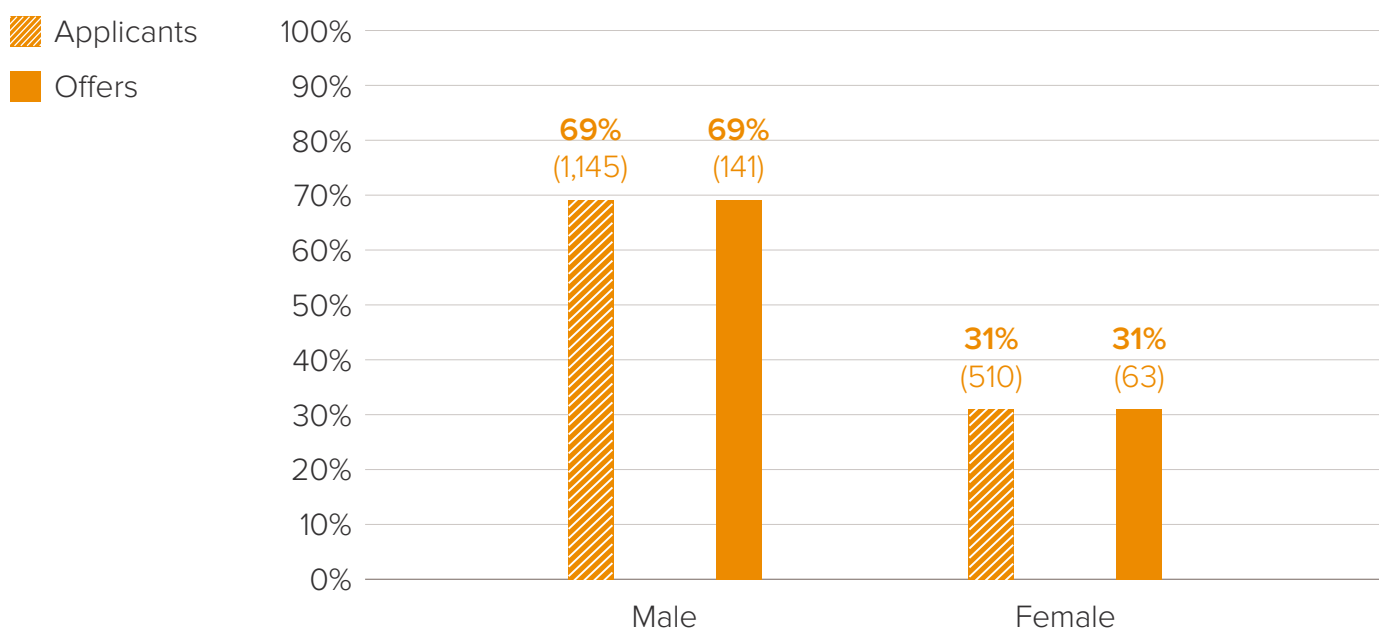
The proportion of applicants and offers for each scheme is shown in the table below. This data covers applicants and offers for 2018 only.

Scheme	Number of applicants	Number of offers
Dorothy Hodgkin Fellowship	101	10
Industry Fellowship	49	8
Newton International Fellowship	766	77
Sir Henry Dale Fellowship	163	36
University Research Fellowship	519	48
Royal Society Wolfson Fellowship	75	28
<b>Total</b>	<b>1673</b>	<b>207</b>

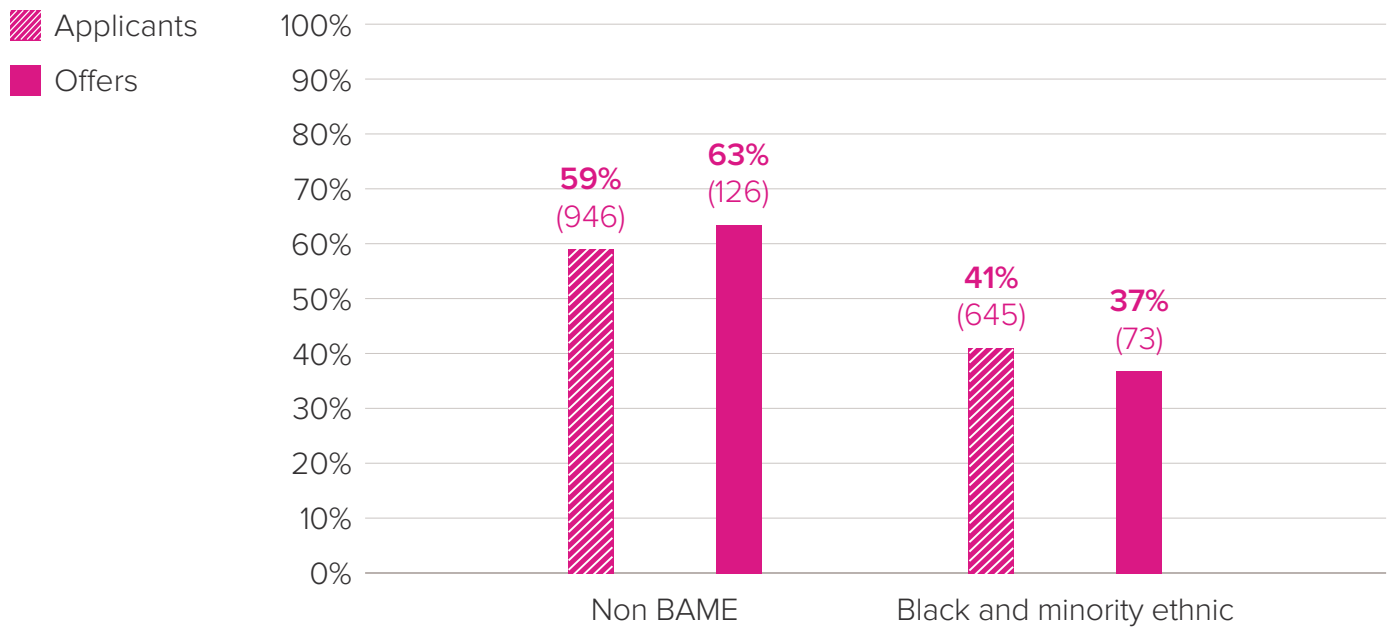
Data relating to the gender, ethnicity and disability of applicants and offers across all six schemes, and for the Society’s three early career research fellowships (Dorothy Hodgkin Fellowship, University Research Fellowship and Sir Henry Dale Fellowship) is shown below. The proportion of applicants 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.

It should be noted that the Newton International Fellowship attracts a higher proportion of applicants from black and minority ethnic backgrounds than the other five schemes, which skews the ethnicity data that is shown for all grant applicants and offers across the six schemes considered in this report. Consequently, ethnicity data for the Newton International Fellowship is also presented separately below.

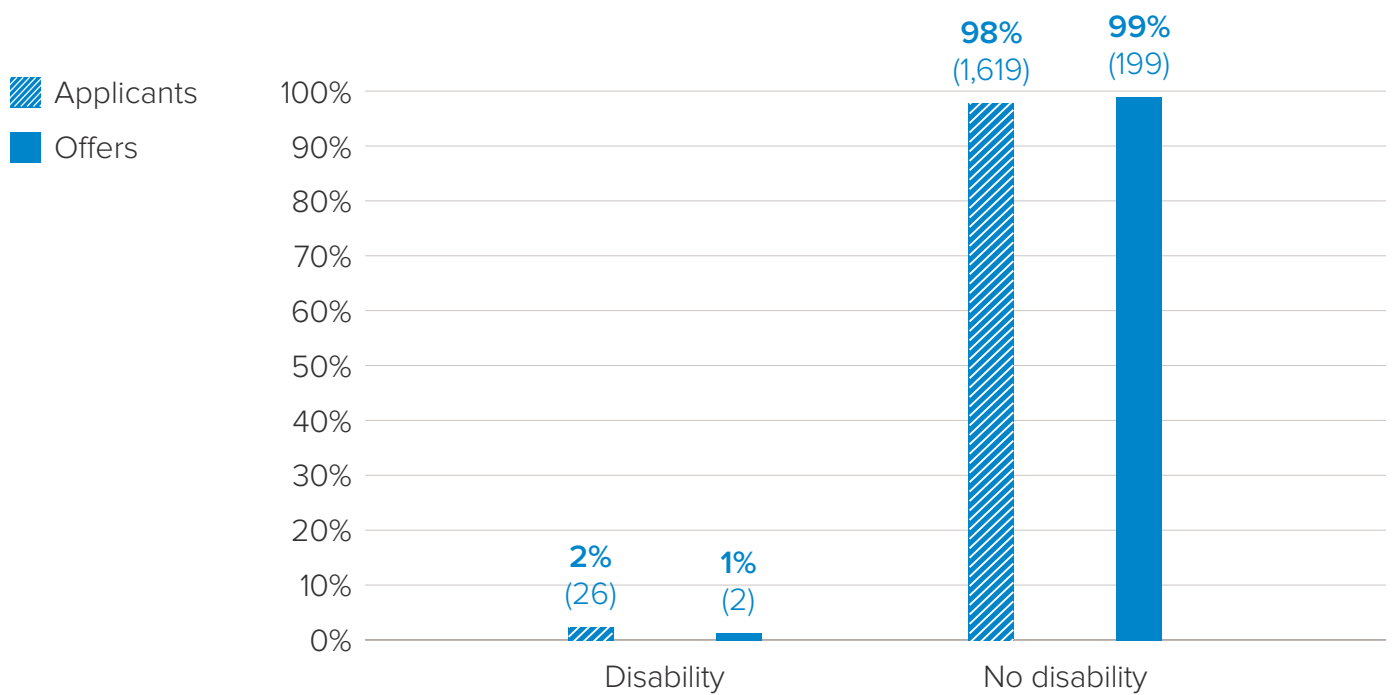
### Grant applicants and offers – gender



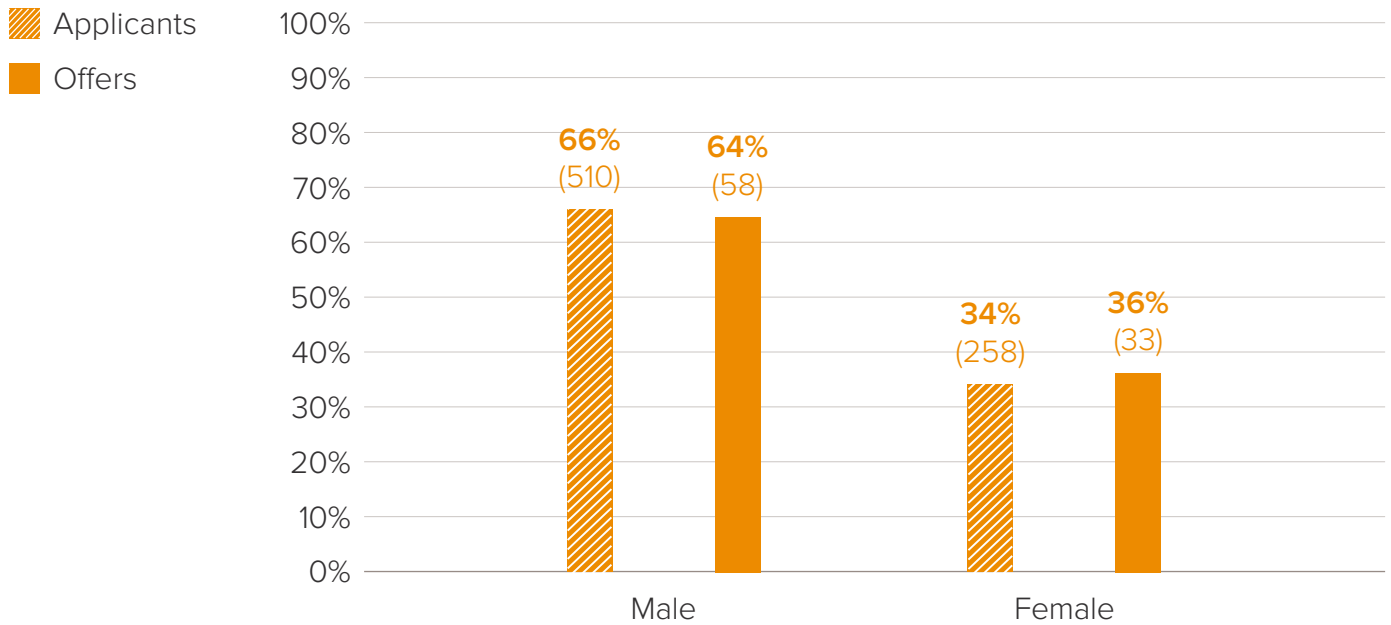
### Grant applicants and offers – ethnicity



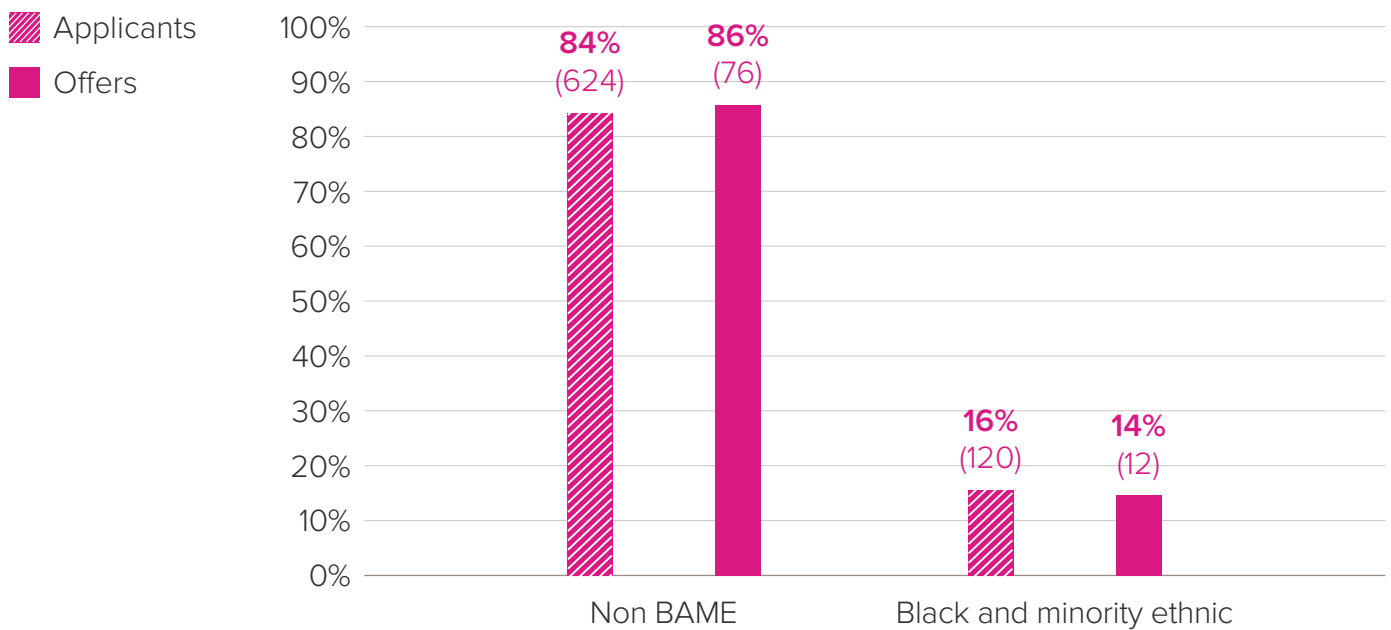
### Grant applicants and offers – disability



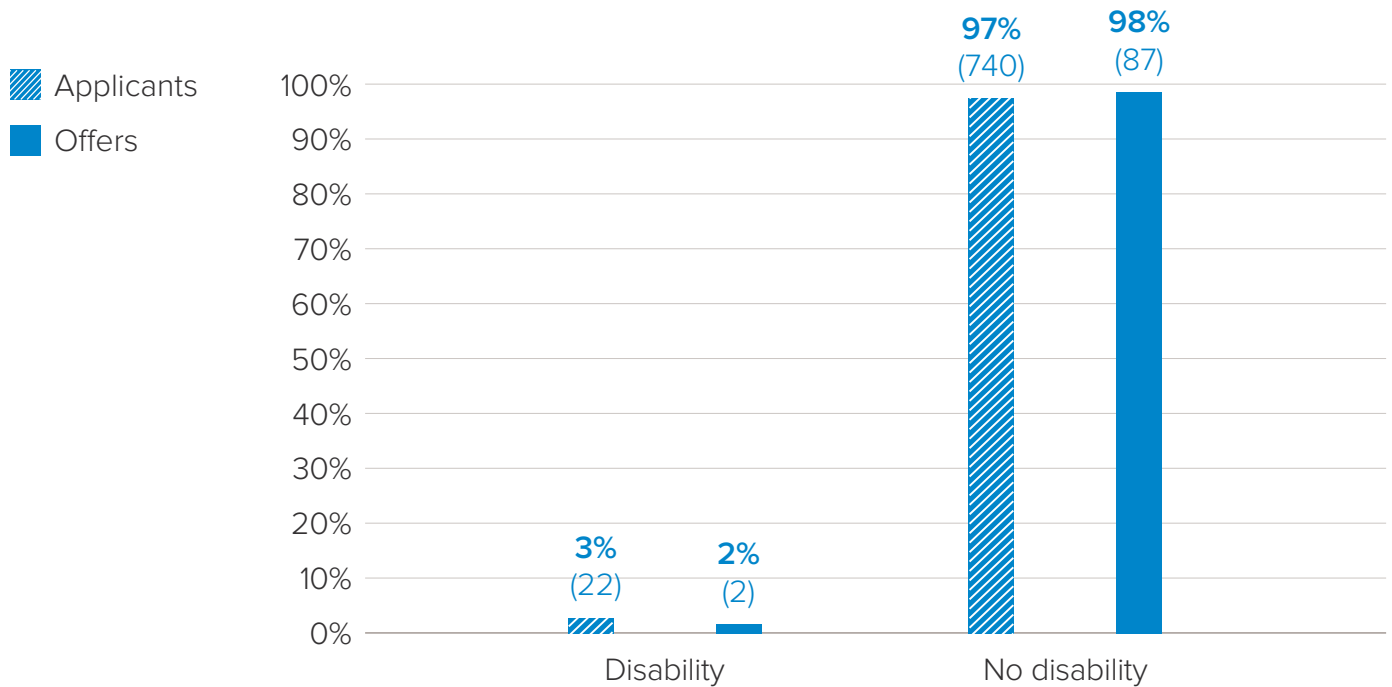
## Early Career Research Fellowships – gender



## Early Career Research Fellowships – ethnicity



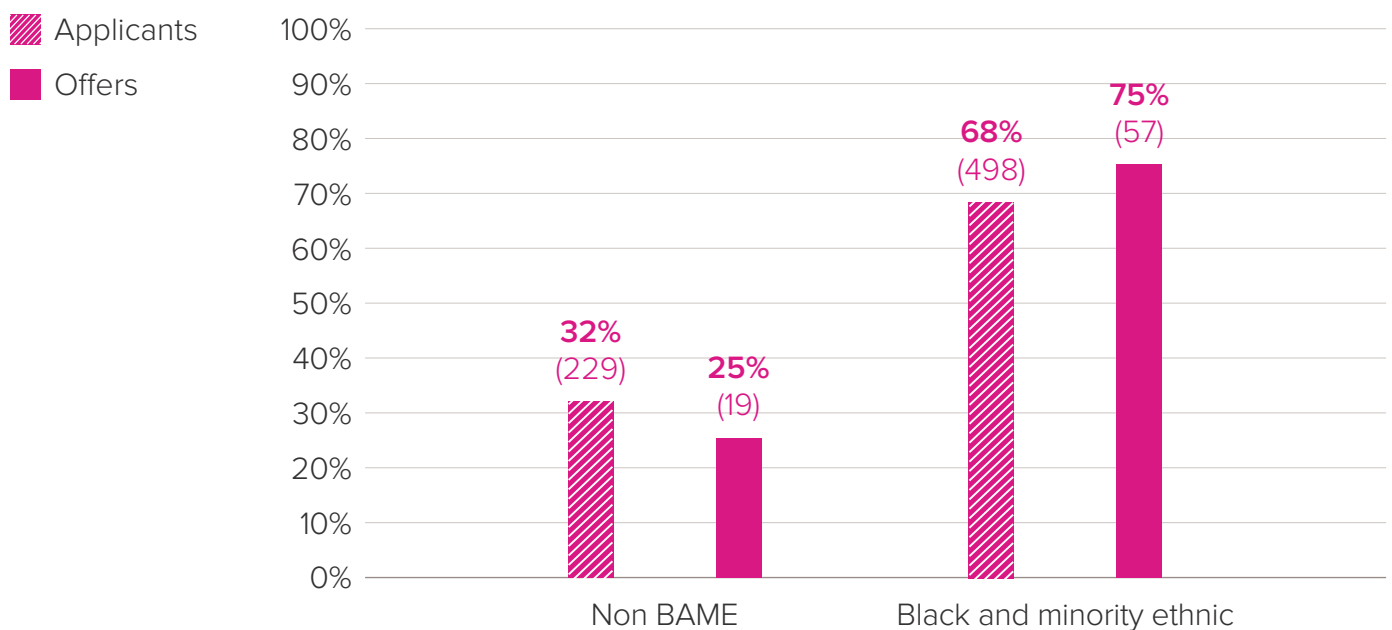
### Early Career Research Fellowships – disability



### 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.

### Newton International Fellowship – ethnicity





# Scientific programmes in 2018

## Prize lectures

Prize lectures form part of the Society's programme of Medals and Awards presented each year, and are given by the winners of a Medal or Award. Eight prize lectures were given in 2018:

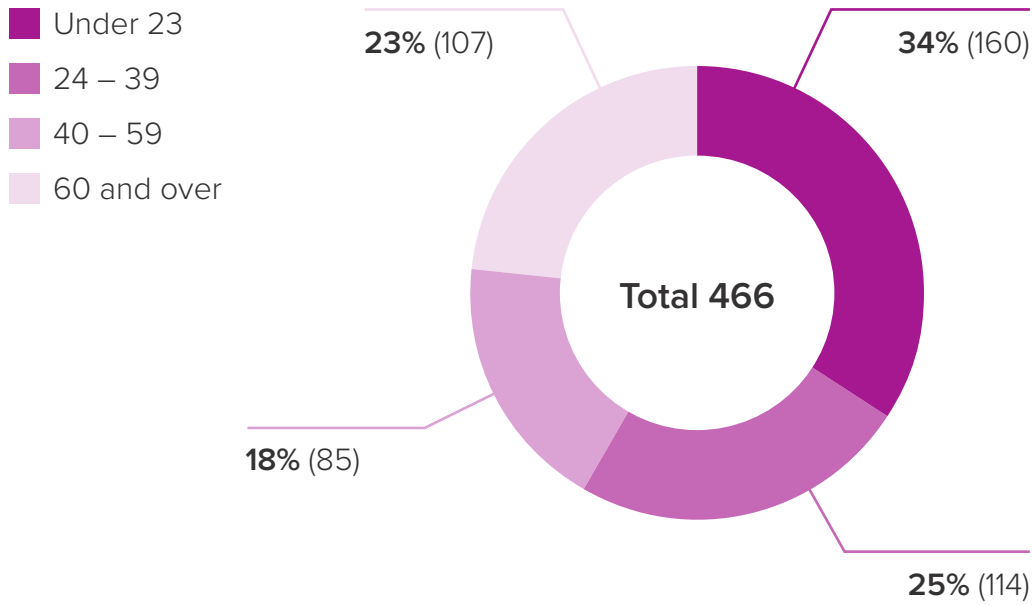
- Bakerian Prize Lecture
- Clifford Patterson Prize Lecture
- Croonian Prize Lecture
- Leewenhoek Prize Lecture
- Michael Faraday Prize Lecture
- Milner Prize Lecture
- Rosalind Franklin Prize Lecture
- Wilkins-Berner-Medawar Prize Lecture

Attendees of each Prize lecture were asked to complete a printed diversity monitoring form at the event. The results of the surveys are set out below. Attendees at Prize lectures do not register in advance and completing the diversity survey is not mandatory, consequently the data included in this report are a self-selecting sample and should not be taken to be representative of the whole audience across all Society prize lectures.

Data on nominees for Awards and Medals is not reported because individuals do not nominate themselves, and are therefore not asked to complete a diversity monitoring form.

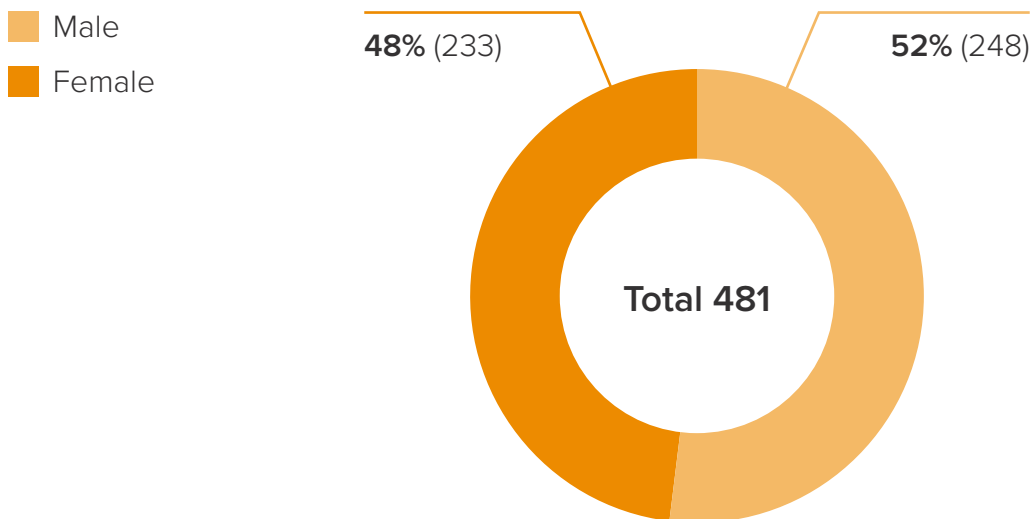
There were 1,726 attendees at all Prize lectures in 2018, of which a total of 564 completed the diversity survey (33%). Individuals who selected 'prefer not to say' have been excluded from the figures and illustrations below.

### Prize lecture attendees – age

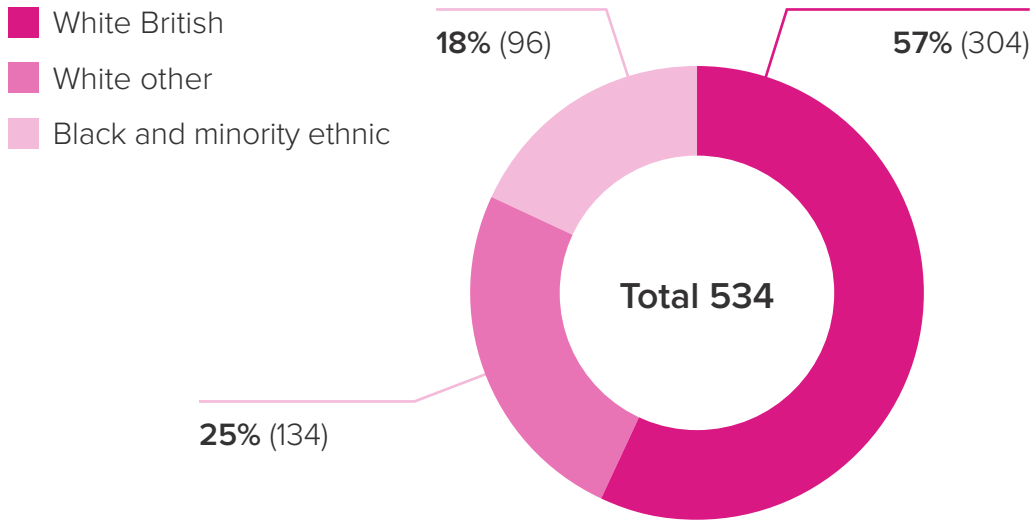


Note: Age data is based on 484 responses (28% of attendees who completed the diversity survey) as age data is not available for attendees at the Wilkins-Berner-Medawar Prize lecture.

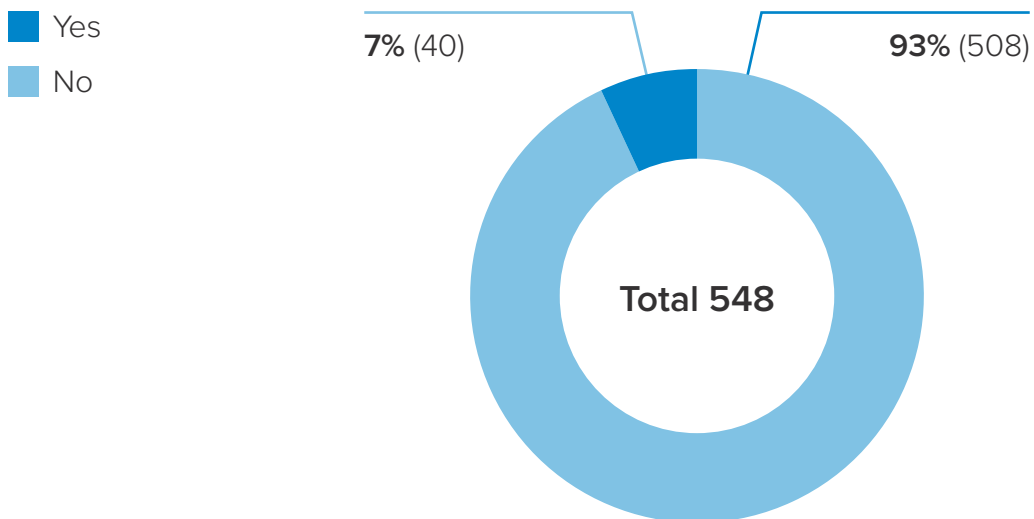
### Prize lecture attendees – gender



### Prize lecture attendees – ethnicity

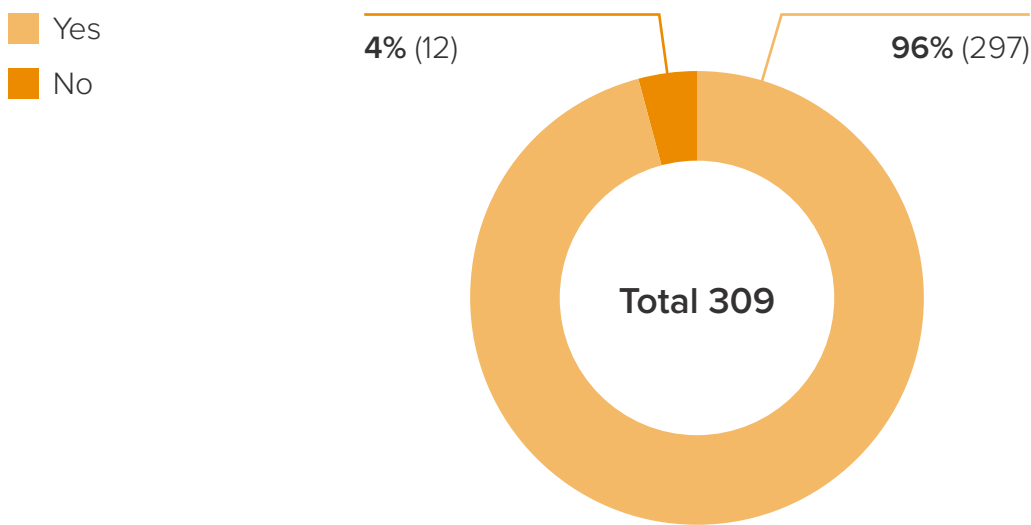


### Prize lecture attendees – disability

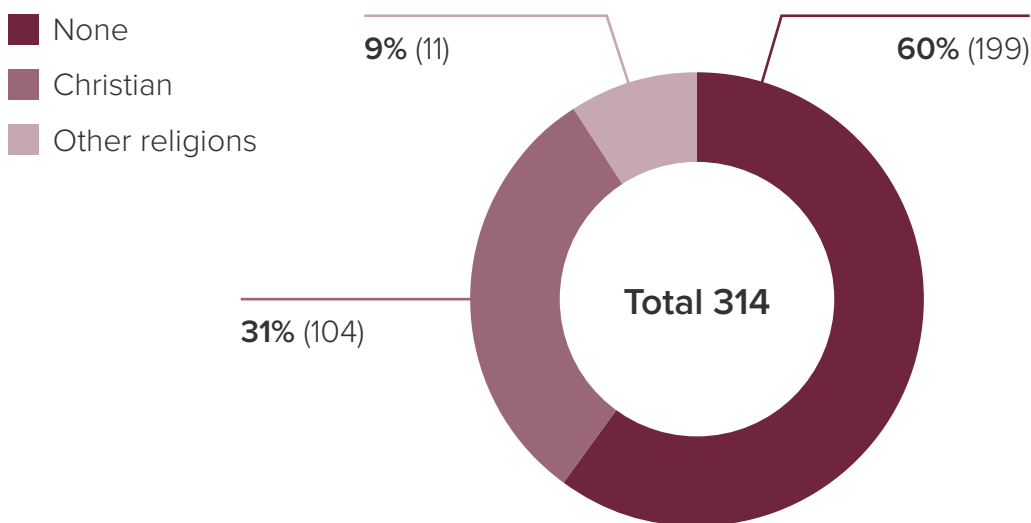


In 2018, the Society piloted three new diversity questions on the diversity monitoring form used at its public events. These three new questions are gender identity, religion and sexual orientation. These new questions were not included on the diversity survey used at the Croonian Prize Lecture and the Wilkins-Berner-Medawar Prize Lecture. Consequently, the data below for these three characteristics is based on 368 responses (21% of all Prize lecture attendees).

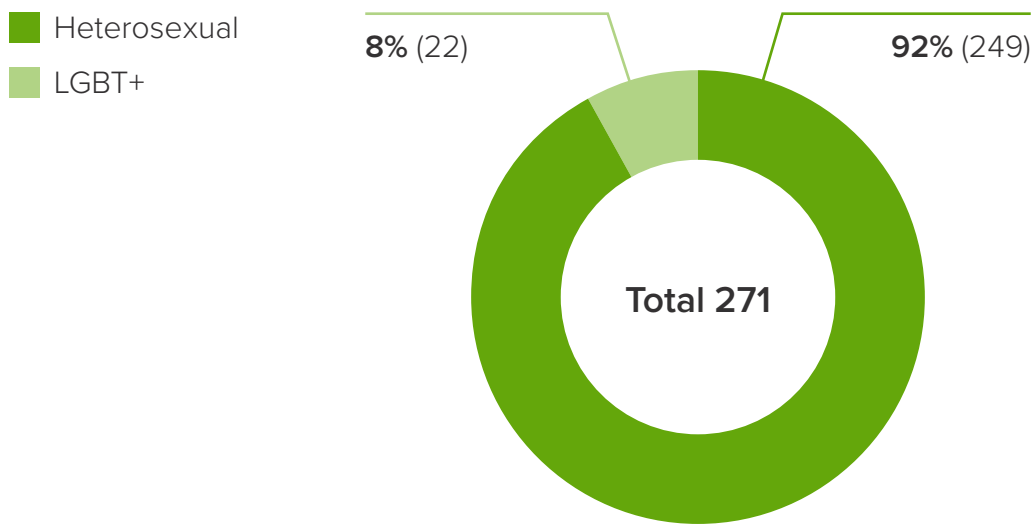
### Prize lecture attendees – gender identity same as at birth?



### Prize lecture attendees – religion



Prize lecture attendees – sexual orientation



### Scientific meetings

Each year the Society runs a programme of scientific meetings, the approval process for which is overseen by the Hooke Committee. These meetings are held at the Royal Society, London, and The Kavli Royal Society International Centre at Chicheley Hall, Buckinghamshire.

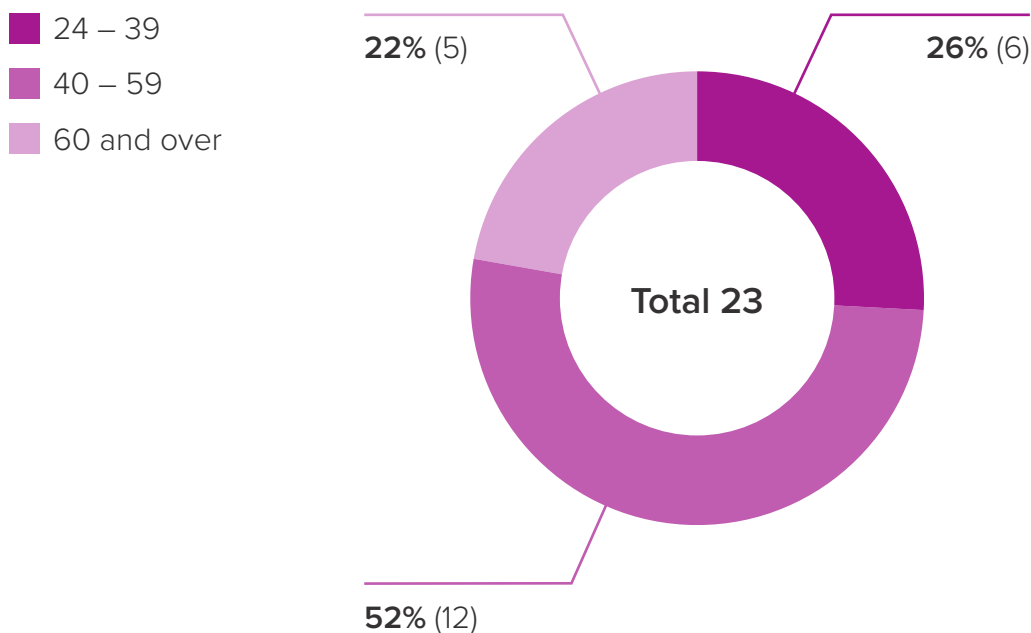
Following each meeting the organisers, speakers and chairs are asked to complete an electronic feedback survey, which includes a diversity monitoring survey. The electronic feedback survey is also sent to registrants of the meeting afterwards. The data below shows the diversity of those scientific organisers, speakers, chairs and registered attendees

who completed the surveys. Completing the feedback and diversity survey is not mandatory, consequently the data included in this section of the report is based on a self-selecting sample and should not be taken to be representative of all speakers, organisers, chairs or registered attendees at scientific meetings. Individuals who preferred not to provide their diversity information have been excluded from these figures.

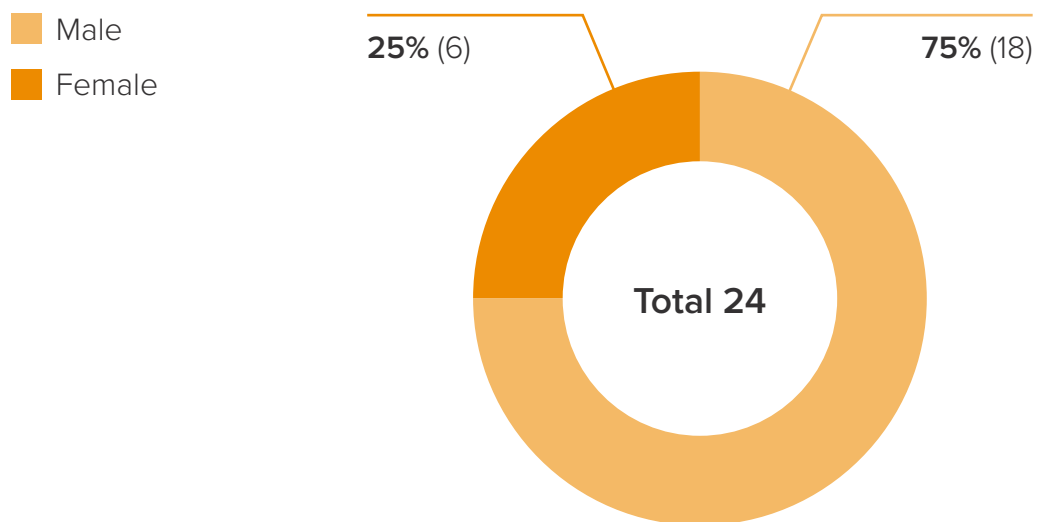
### Organisers

There were 112 organisers of scientific meetings in 2018, of which 24 completed the survey (21%). Given the low response rate, this data should not be taken to be representative of all organisers of scientific meetings.

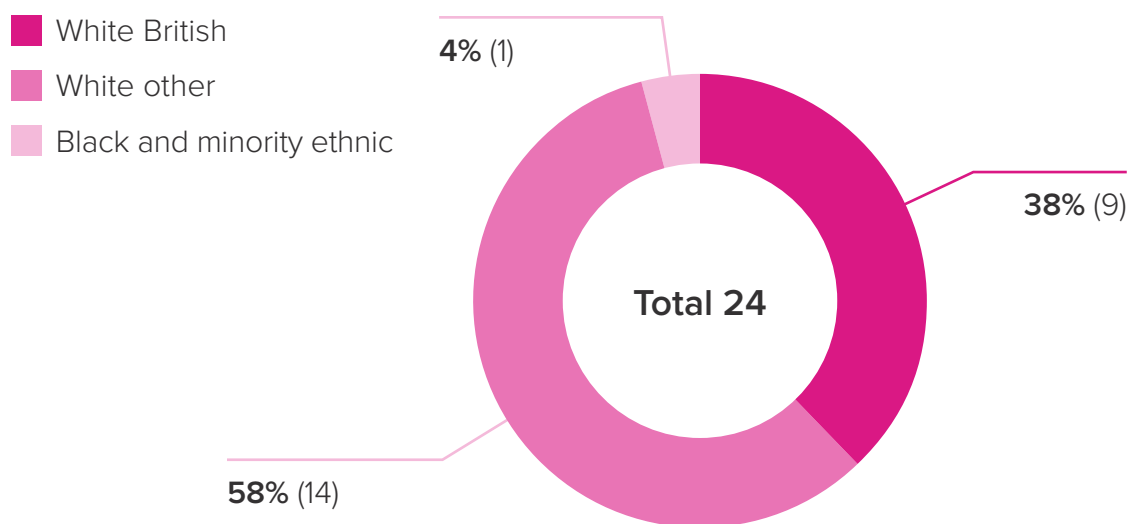
#### Organisers – age of respondents



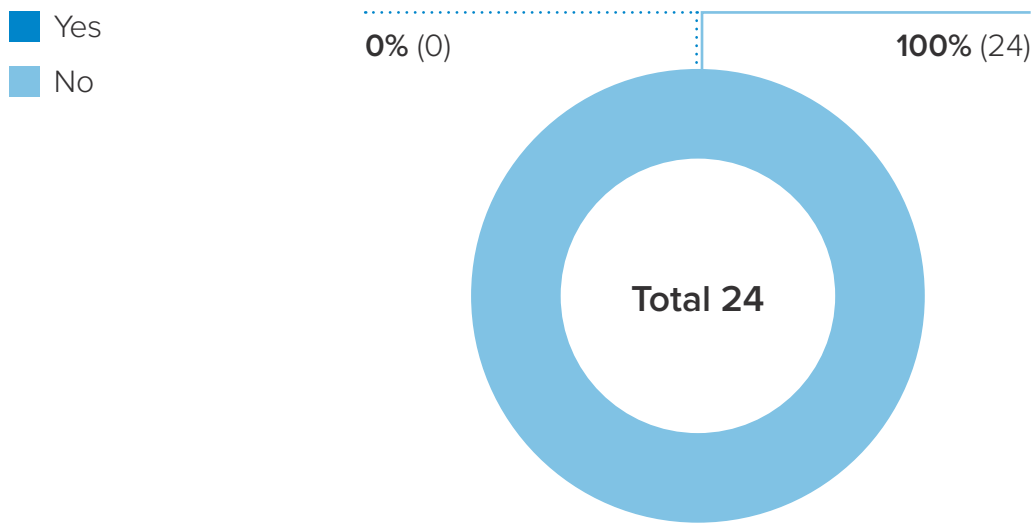
### Organisers – gender of respondents



### Organisers – ethnicity of respondents



## Organisers – disability of respondents

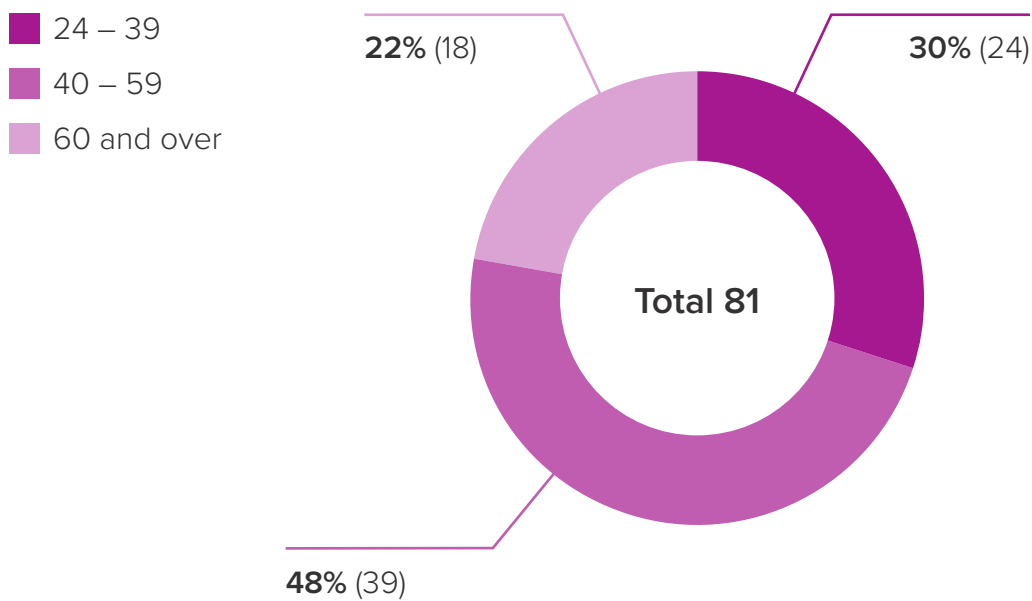




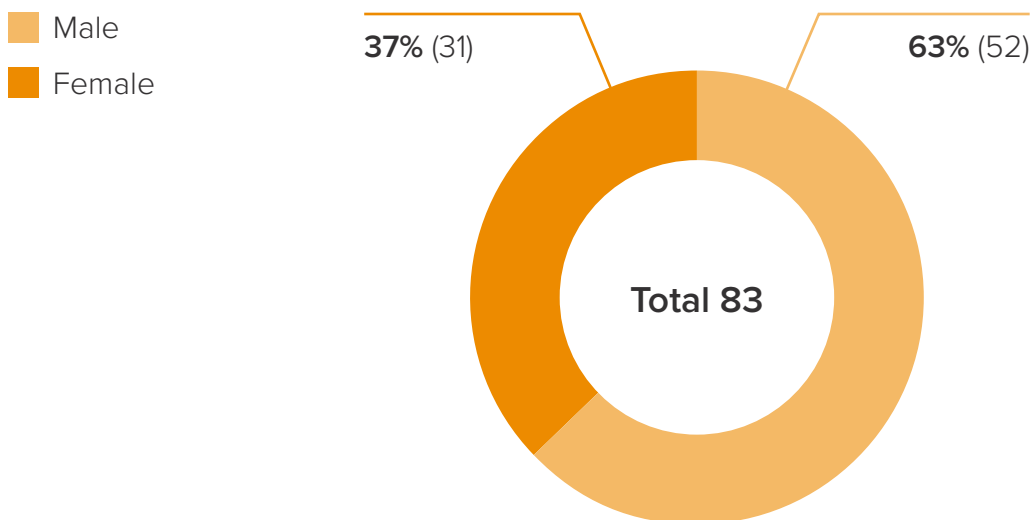
### Speakers and chairs

There were 475 speakers and 38 chairs at scientific meetings in 2018, of which 75 speakers and 14 chairs completed the survey (17%). Given the low response rate, this data should not be taken to be representative of all speakers and chairs at scientific meetings.

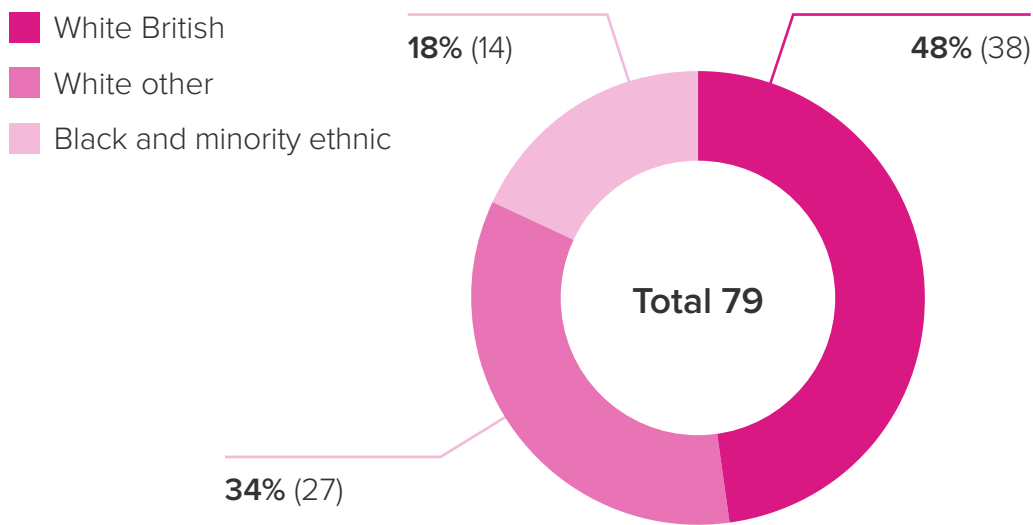
#### Speakers and chairs – age of respondents



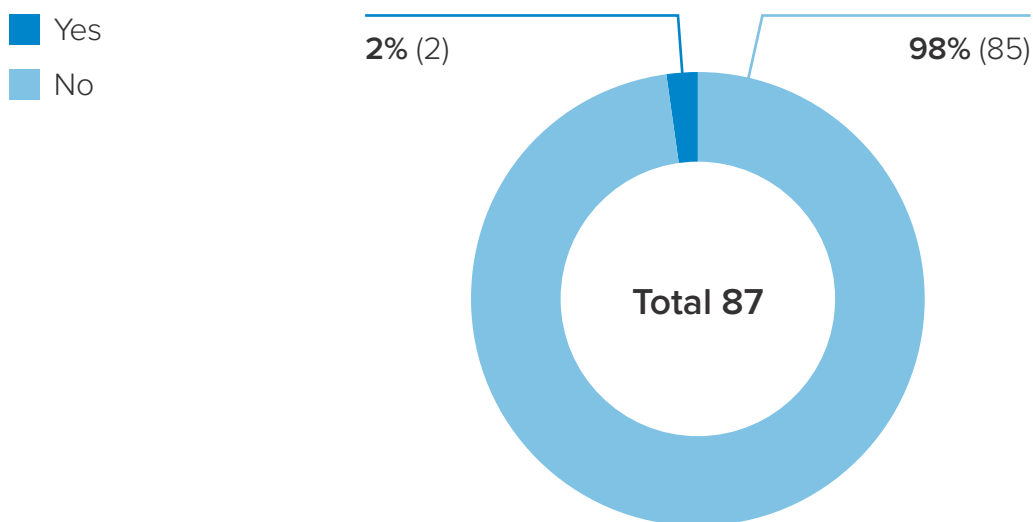
#### Speakers and chairs – gender of respondents



### Speakers and chairs – ethnicity of respondents



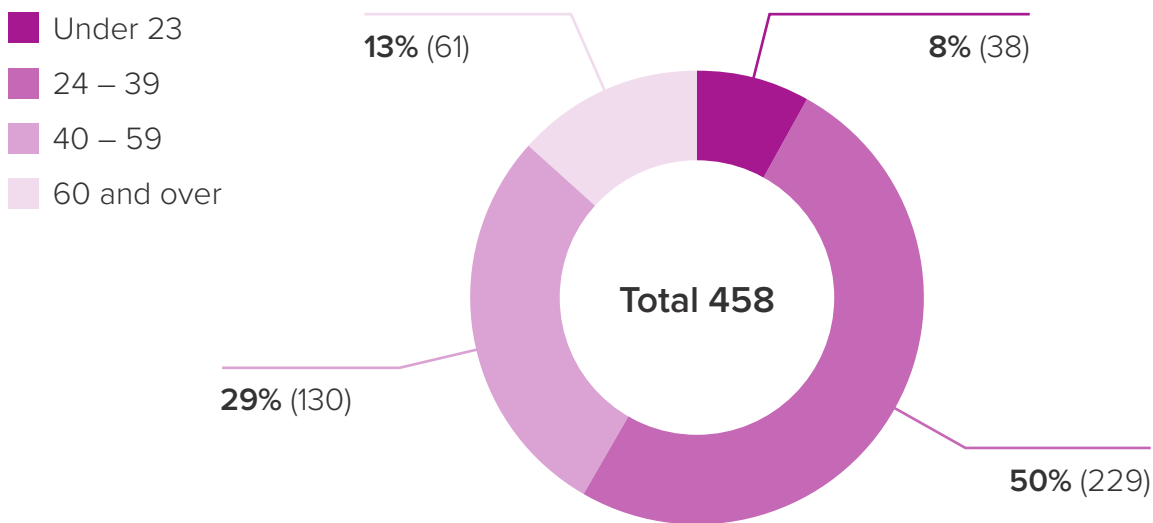
### Speakers and chairs – disability



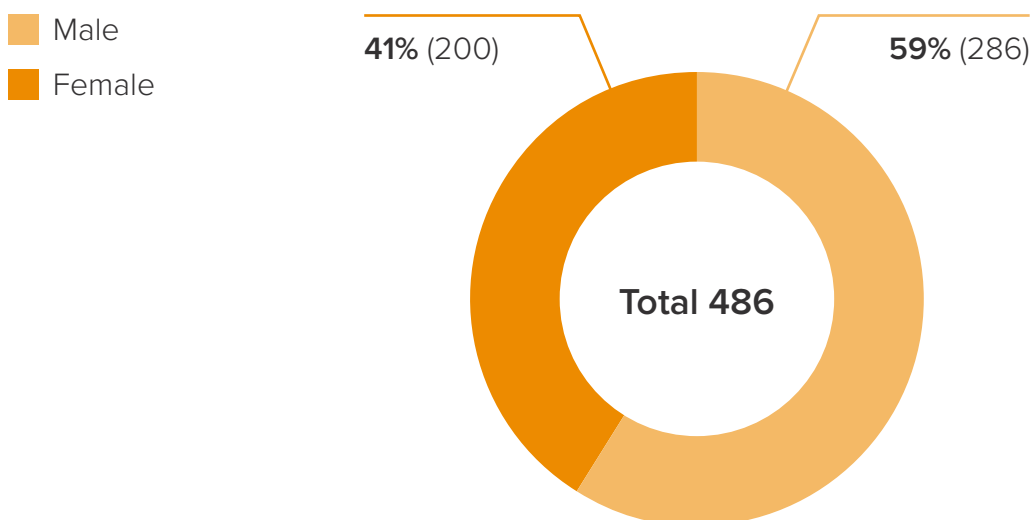
## Attendees

There were 2,156 attendees at scientific meetings in 2018, of whom 523 completed the survey (24%). Given the low response rate, this data should not be taken to be representative of all attendees at scientific meetings.

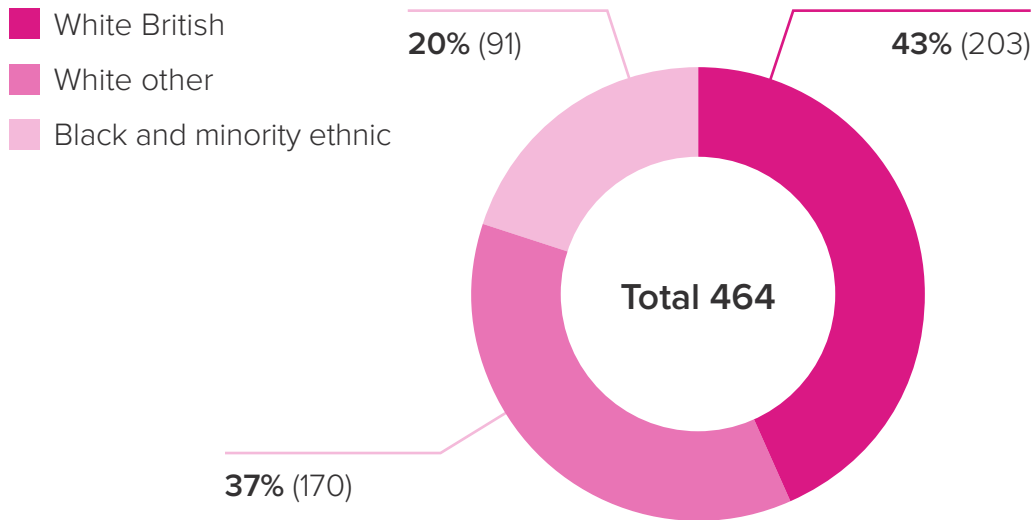
### Attendees – age of respondents



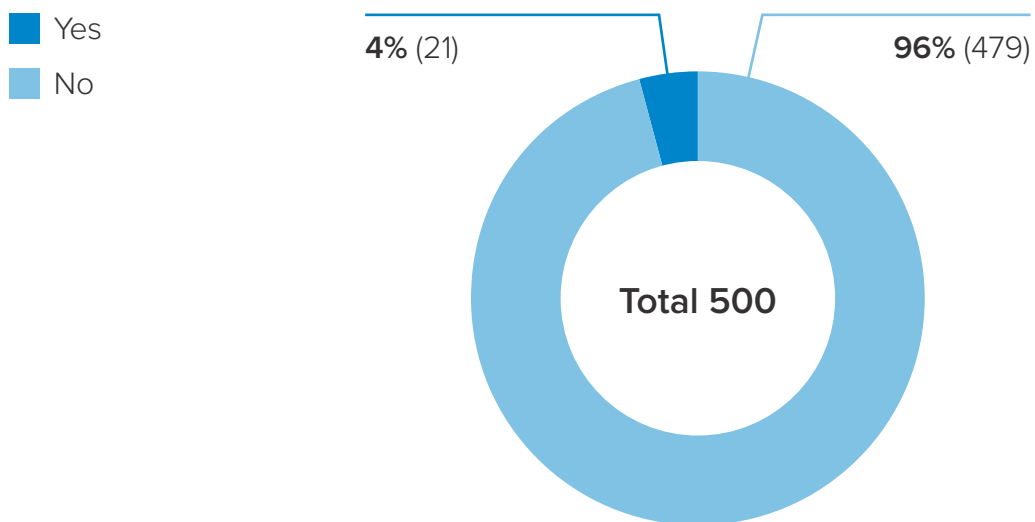
### Attendees – gender of respondents



## Attendees – ethnicity of respondents



## Attendees – disability of respondents



# Public engagement in 2018

The Society's public engagement programme has three aims: to be a leader and innovator in supporting public engagement with science, to proactively inform, involve and listen to the public on emerging trends in science and technology, and to inspire and enthuse all sectors of society about science, encouraging participation and aspiration.

The Society organises events across the country to give the public the opportunity to hear from and engage with scientists. The Summer Science Exhibition ('SSE') is held in the first week of July each year at the Royal Society in London. In addition, the Society supports researchers to involve the public in their work through training, advice and support.

The Society held 35 public events in 2018 (excluding Prize lectures). 20 events were free, and 15 events were held at third party venues and had an admission fee. A full list of events held in 2018 can be found in the Definitions section on pages 61 – 62.

At each public event held at the Society, attendees are asked to complete a printed diversity monitoring form or an electronic diversity monitoring survey on the day. Attendees do not register in advance and completing the diversity survey is not mandatory, consequently the data included in this report are a self-selecting sample and should not be taken to be representative of the whole audience across all Society events.

Diversity data was collected at 12 public events held at the Society in 2018 (excluding Prize lectures). These events are asterisked in the list of public events on pages 61 – 62. At events held outside of the Society, diversity data are collected from the event hosts where available. Chairs and speakers of events are asked to complete an electronic diversity monitoring questionnaire at the end of the year.

## Location

22 events were held in London (63%)  
13 events were held outside of London (37%).

## Attendees

### Summer Science Exhibition

The Summer Science Exhibition is the Society's free, week-long festival celebrating the cutting edge of UK science featuring talks, exhibits and activities for all ages.

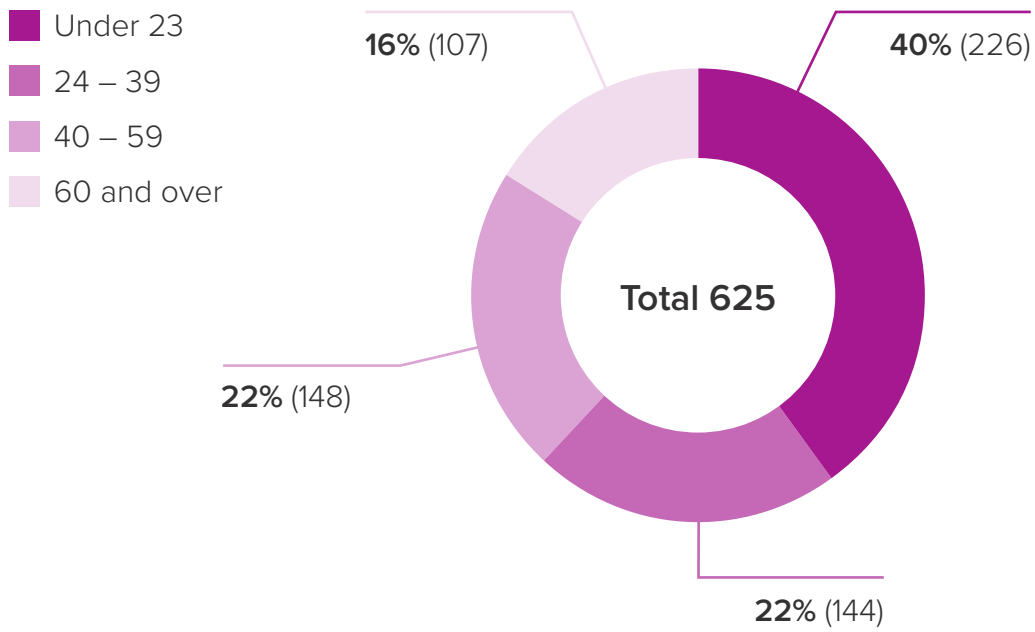
Total attendees

**11,470**

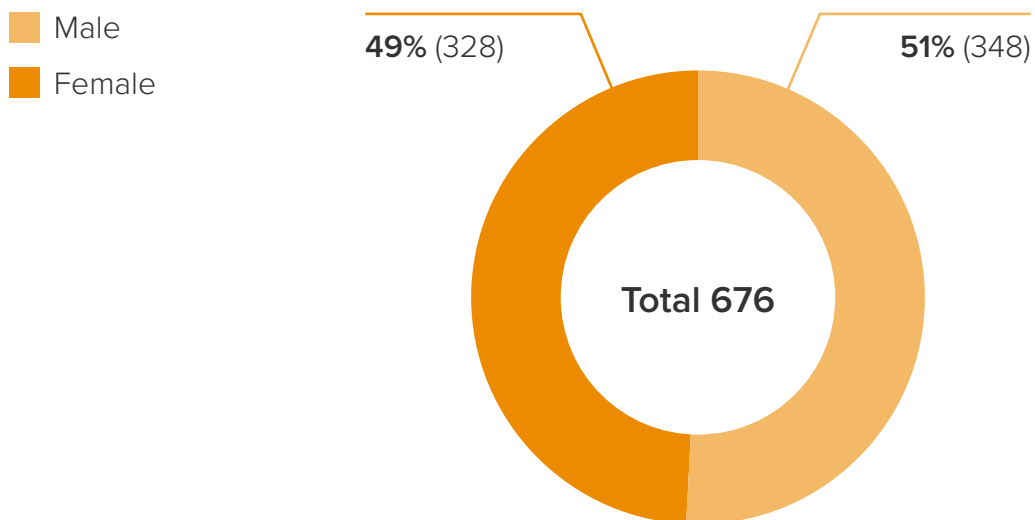
Total completed survey

**691 (6%)**

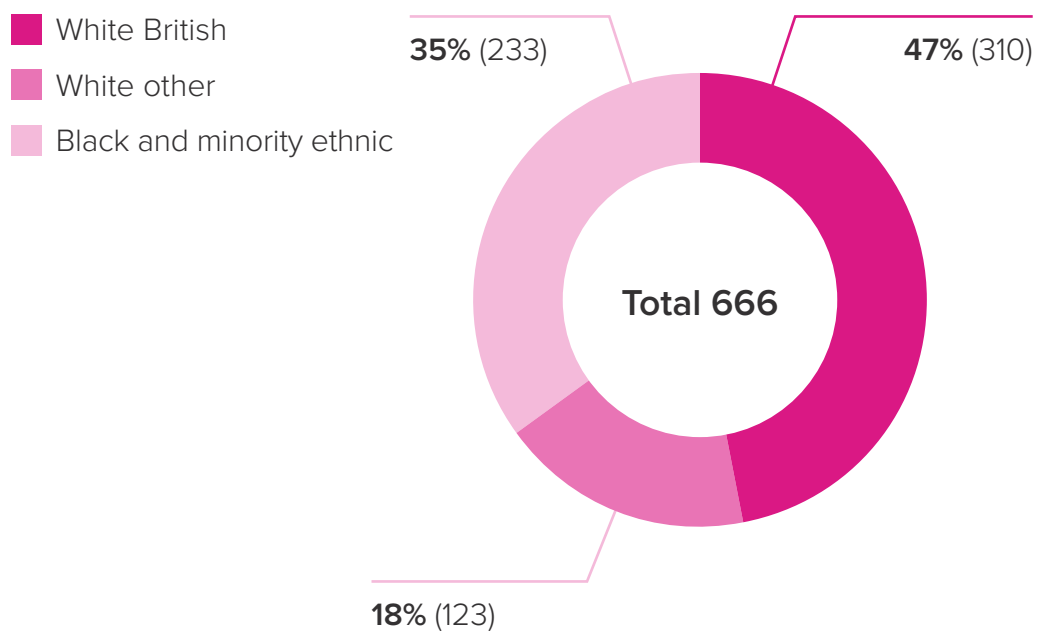
### Summer Science Exhibition – age of respondents



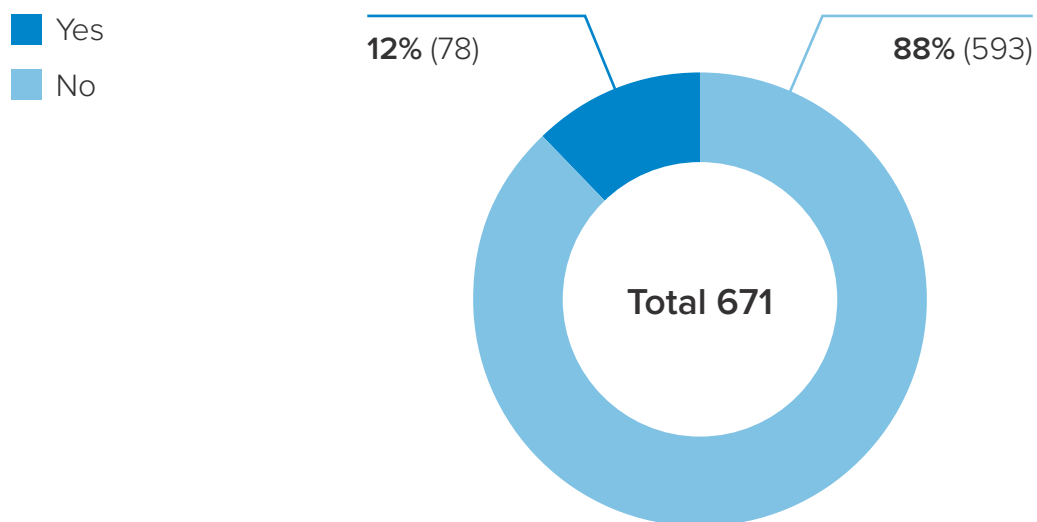
### Summer Science Exhibition – gender of respondents



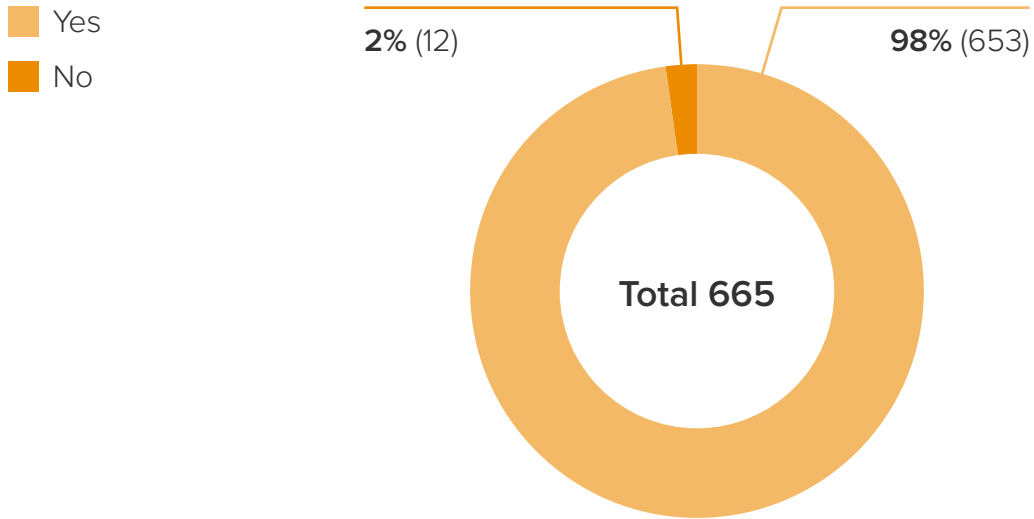
### Summer Science Exhibition – ethnicity of respondents



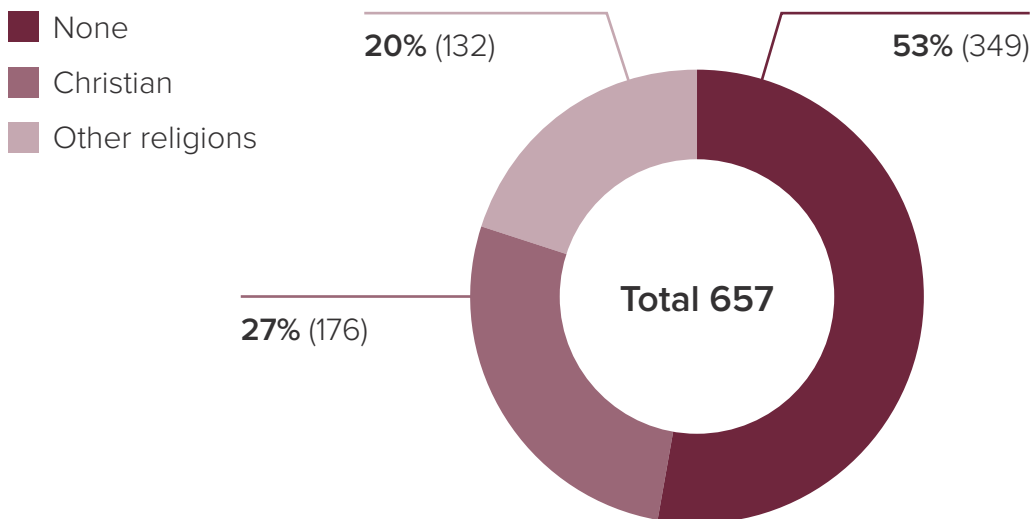
### Summer Science Exhibition – disability of respondents



## Summer Science Exhibition – gender identity same as at birth?

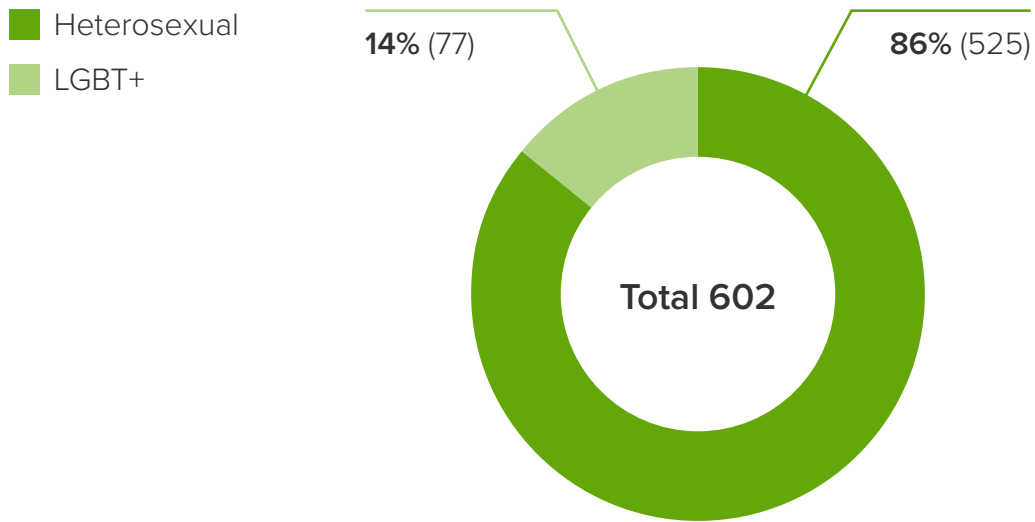


## Summer Science Exhibition – religion of respondents





Summer Science Exhibition – sexual orientation of respondents



## Other public events

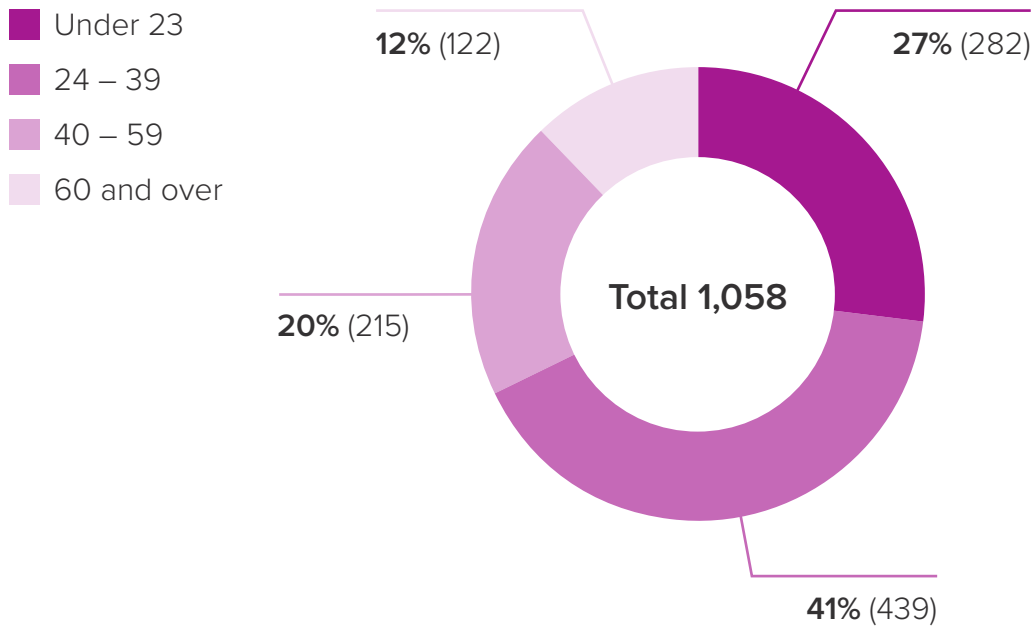
Total attendees

**6,841**

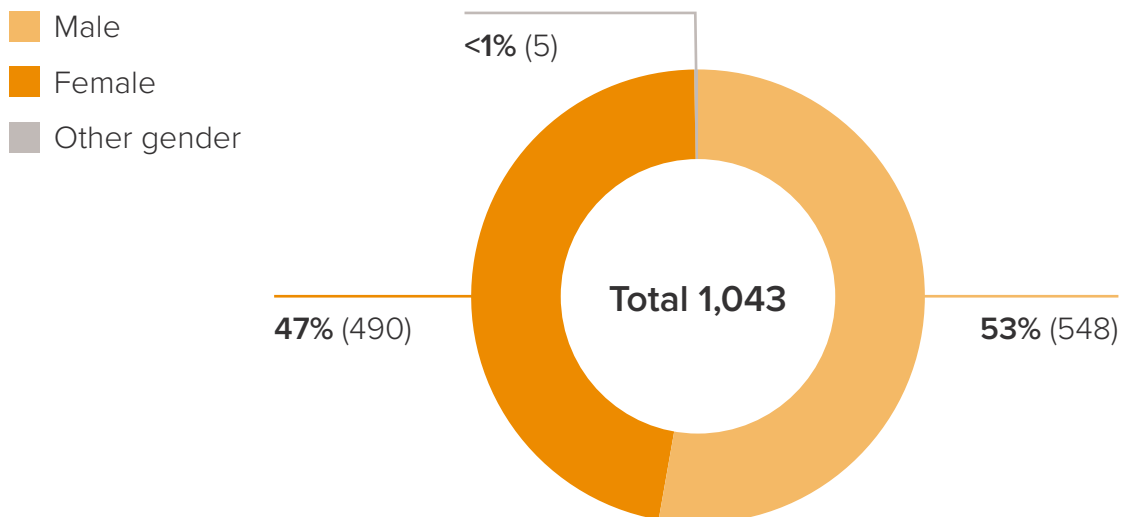
Total completed survey

**1,130 (17%)**

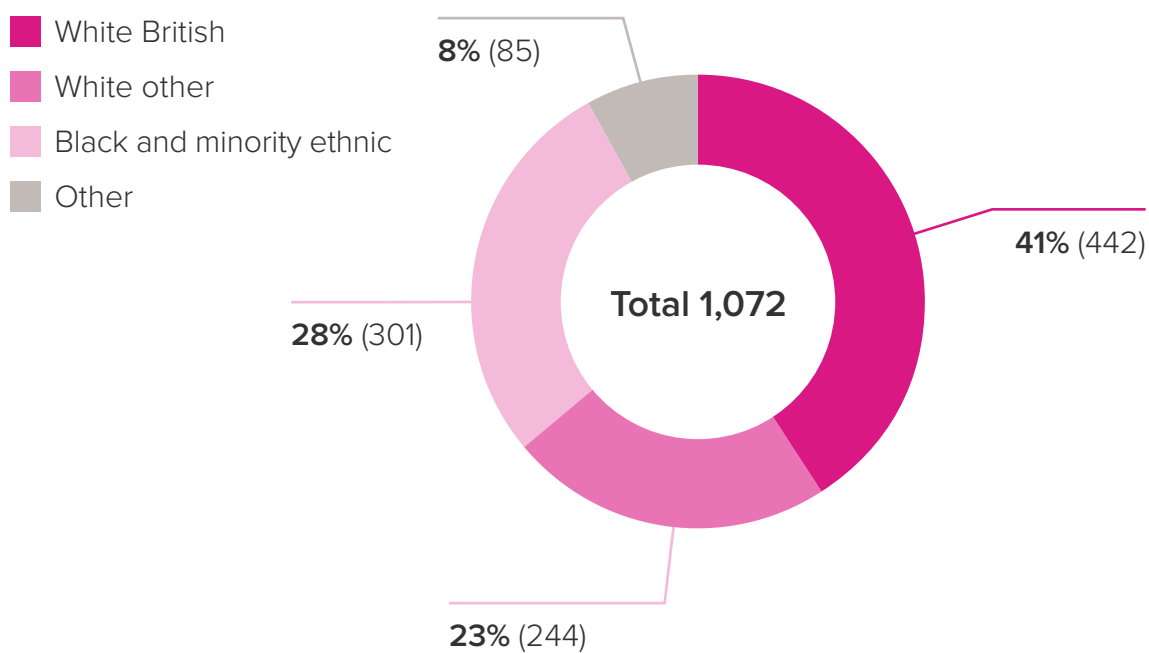
### Attendees at public events – age of respondents



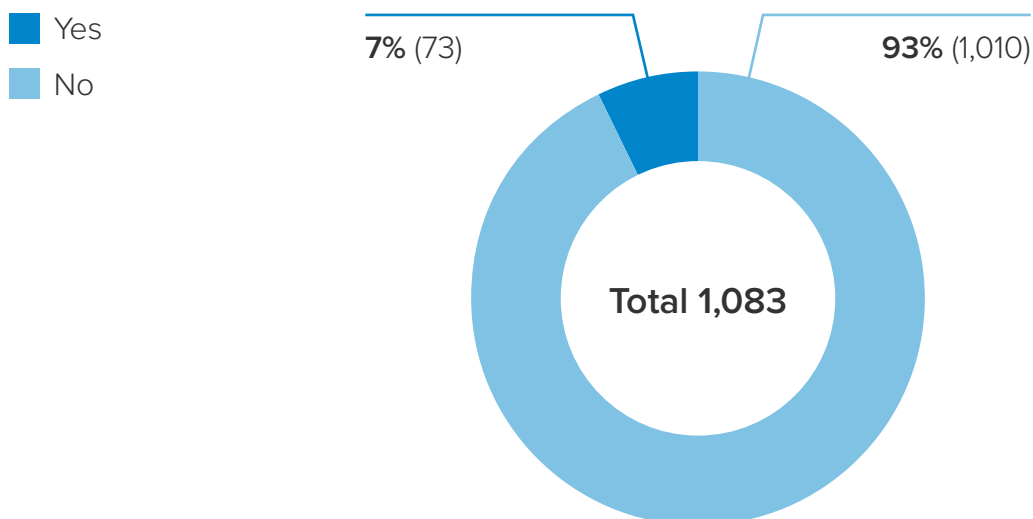
### Attendees at public events – gender of respondents



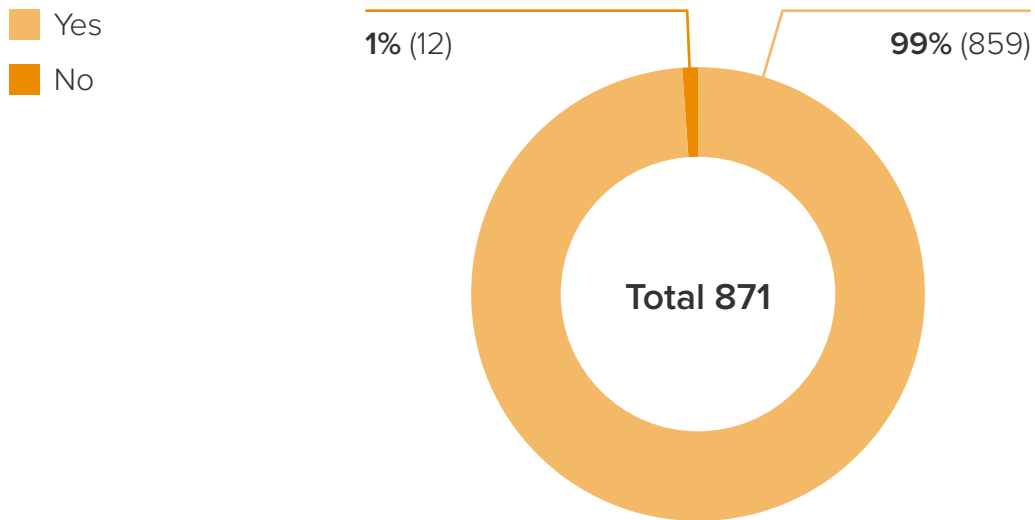
### Attendees at public events – ethnicity of respondents



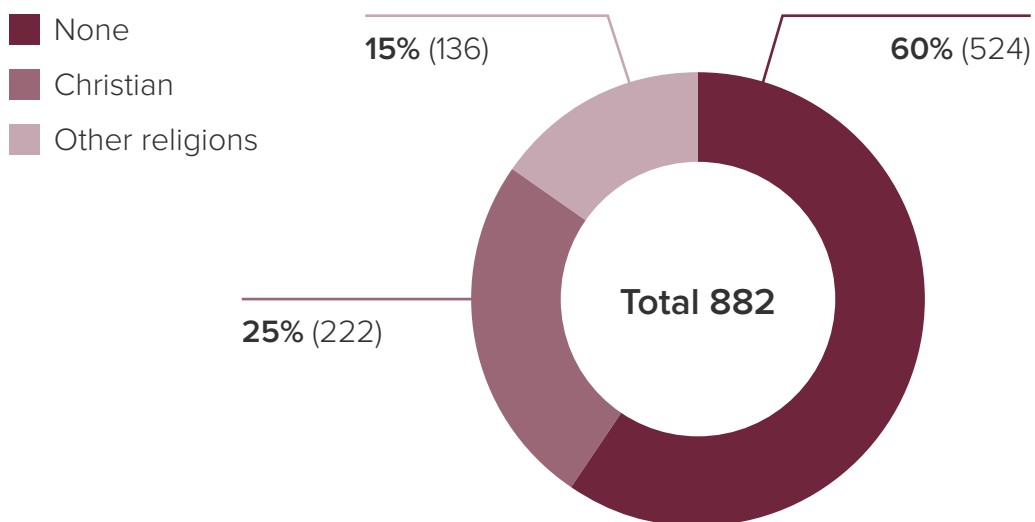
### Attendees at public events – disability of respondents



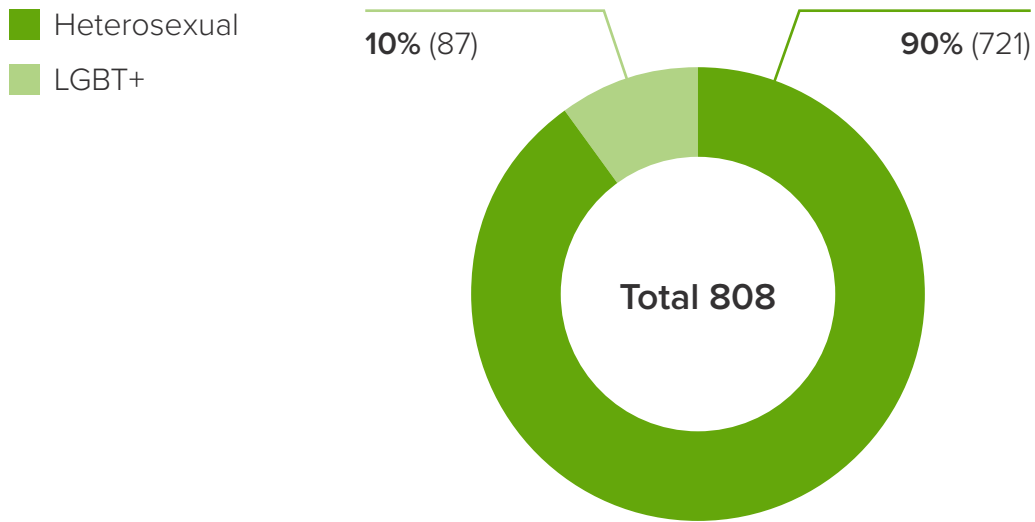
### Attendees at public events – gender identity same as at birth?



### Attendees at public events – religion of respondents



Attendees at public events – sexual orientation of respondents



## Speakers

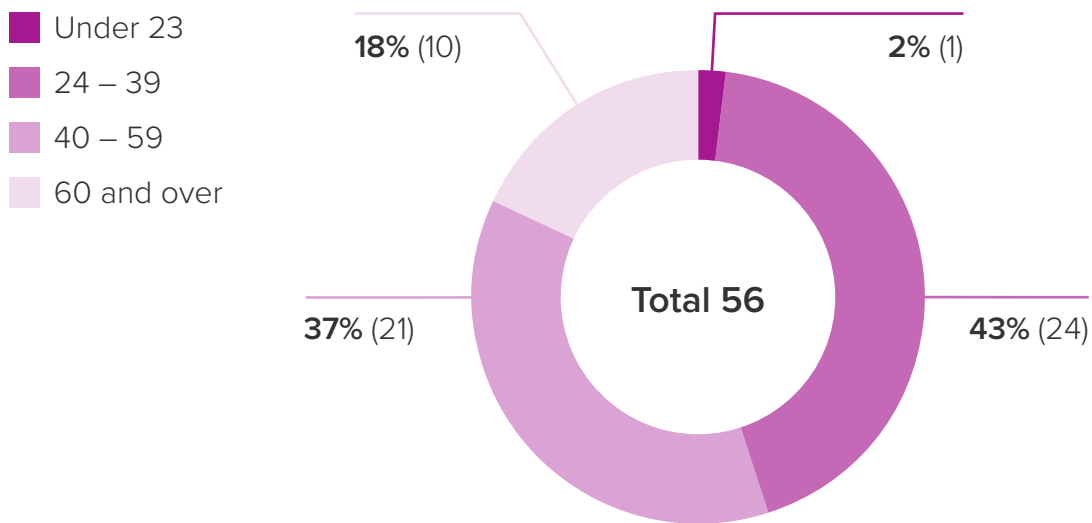
Total number of speakers

**179**

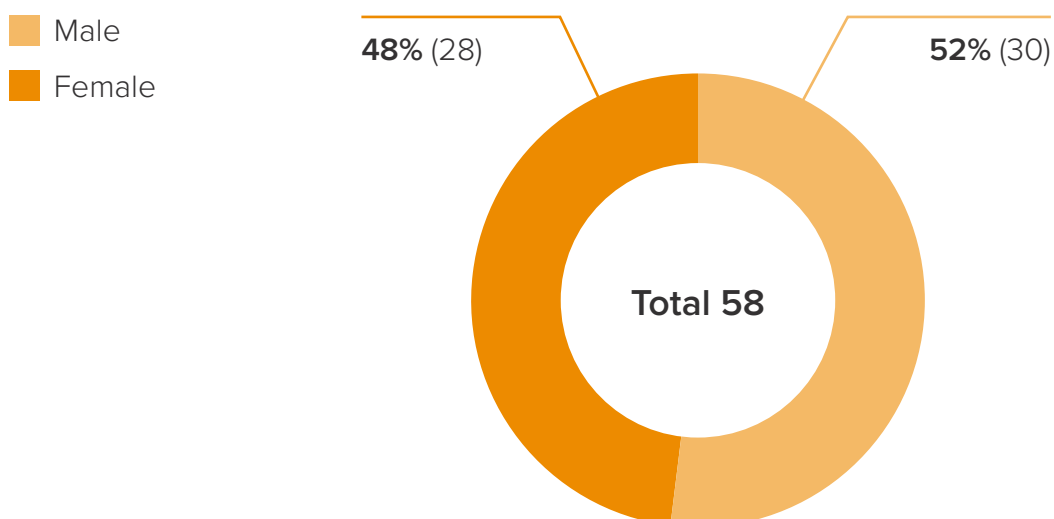
Total number of speakers who completed survey

**58 (32%)**

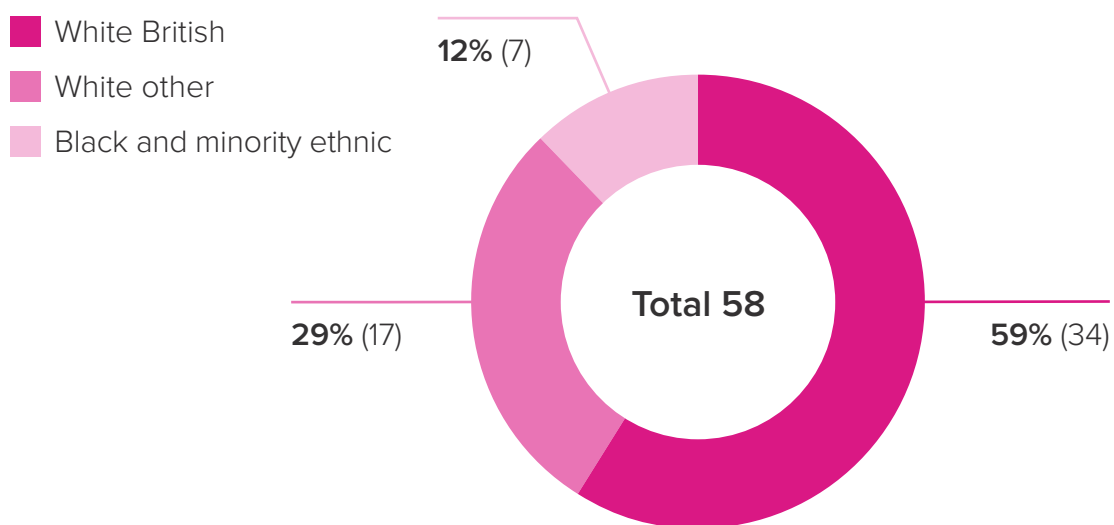
### Speakers – age of respondents



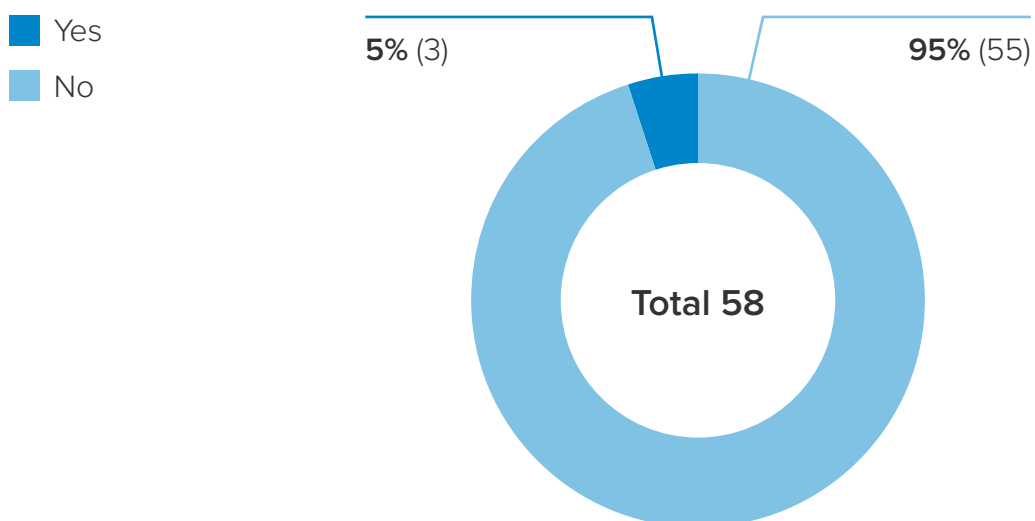
### Speakers – gender of respondents



### Speakers – ethnicity of respondents



### Speakers – disability of respondents



# Publishing in 2018

The Society publishes nine high quality, peer-reviewed science journals covering the full breadth of the biological, physical and cross-disciplinary sciences and two 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 February 2019. Of a total of 41,641 authors and reviewers who contributed to the Society's journals in 2018, 4,302 completed the survey (10%). 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

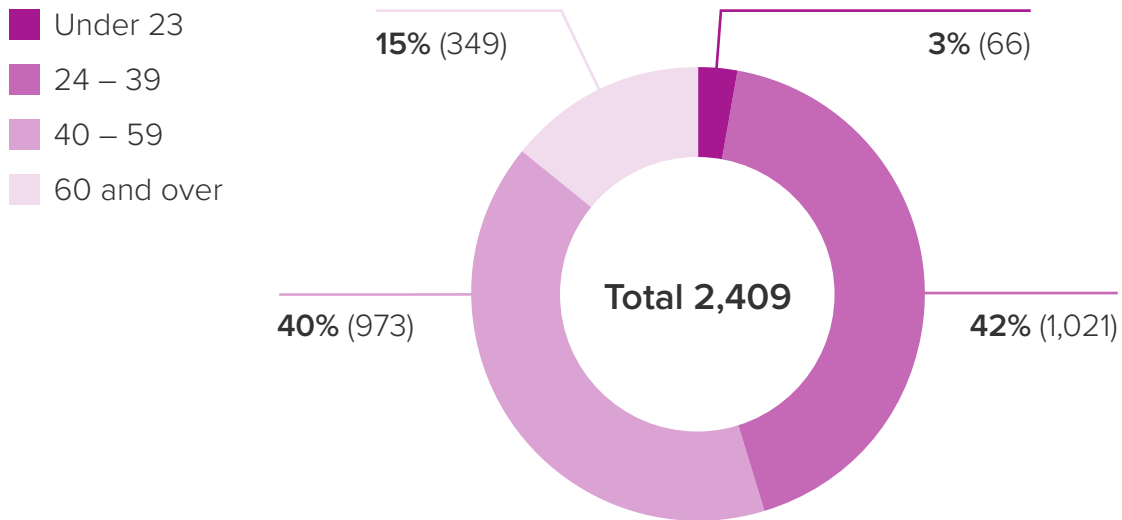
interpreting these figures, as the low response rate means that the data should not be considered to be representative of all authors and reviewers.

## **Authors**

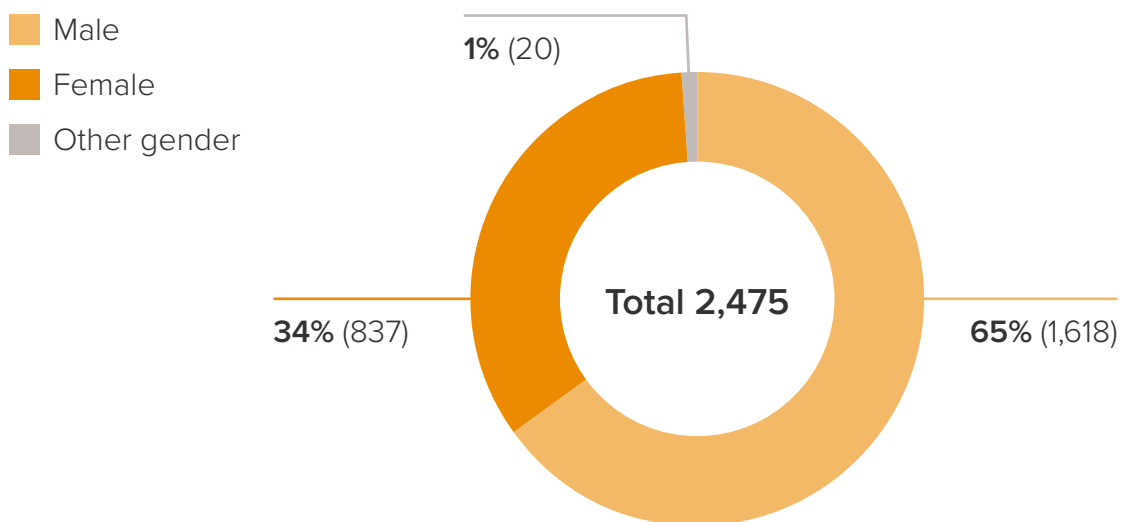
There were 26,240 authors in 2018 and 2,869 people who were both an author and reviewer – a total of 29,109 authors, of whom 2,513 completed the survey (9%).



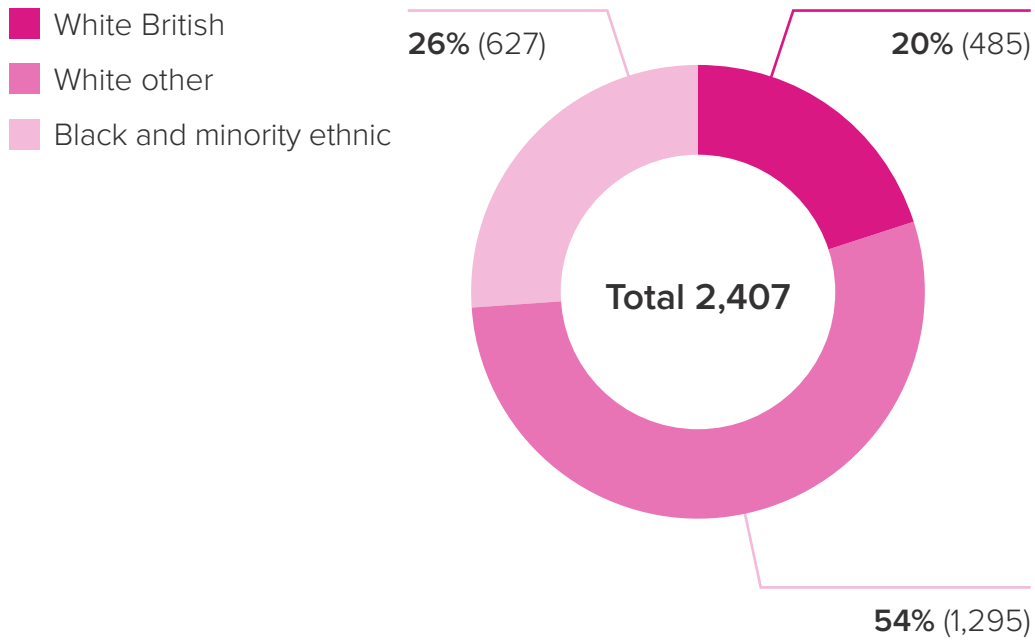
### Authors – age of respondents



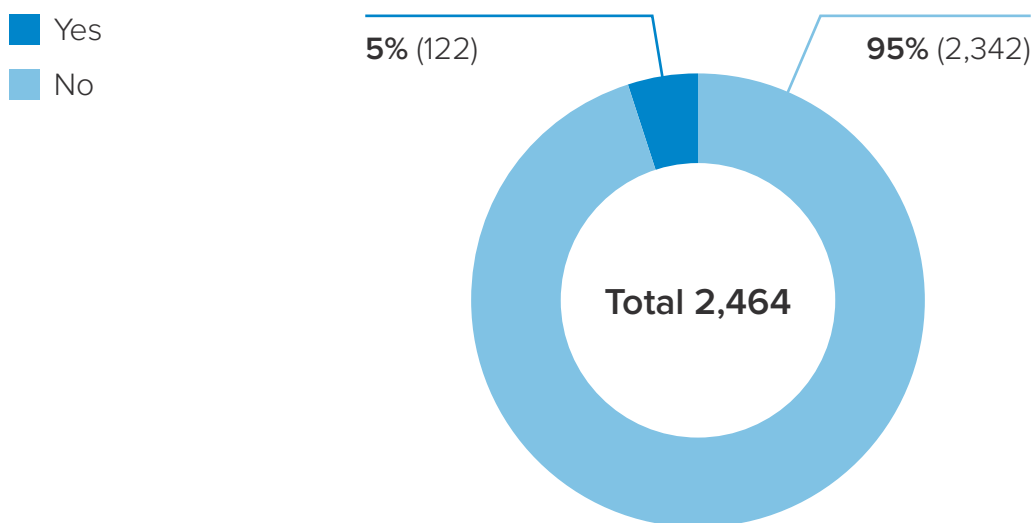
### Authors – gender of respondents



## Authors – ethnicity of respondents



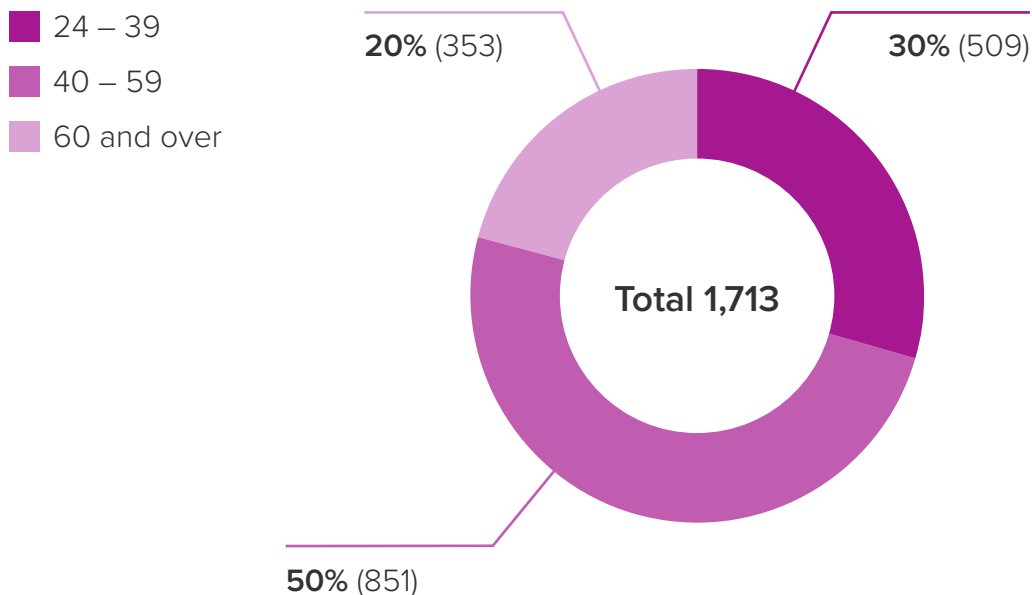
## Authors – disability of respondents



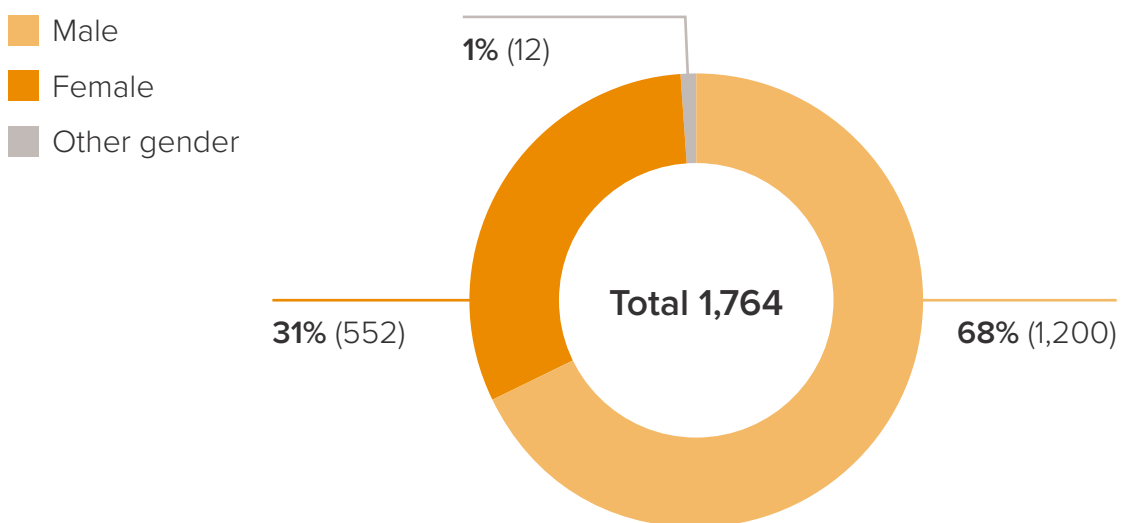
## Reviewers

There were 12,532 reviewers in 2018 and 2,869 people who were both an author and reviewer – a total of 15,401, of whom 1,789 completed the survey (12%).

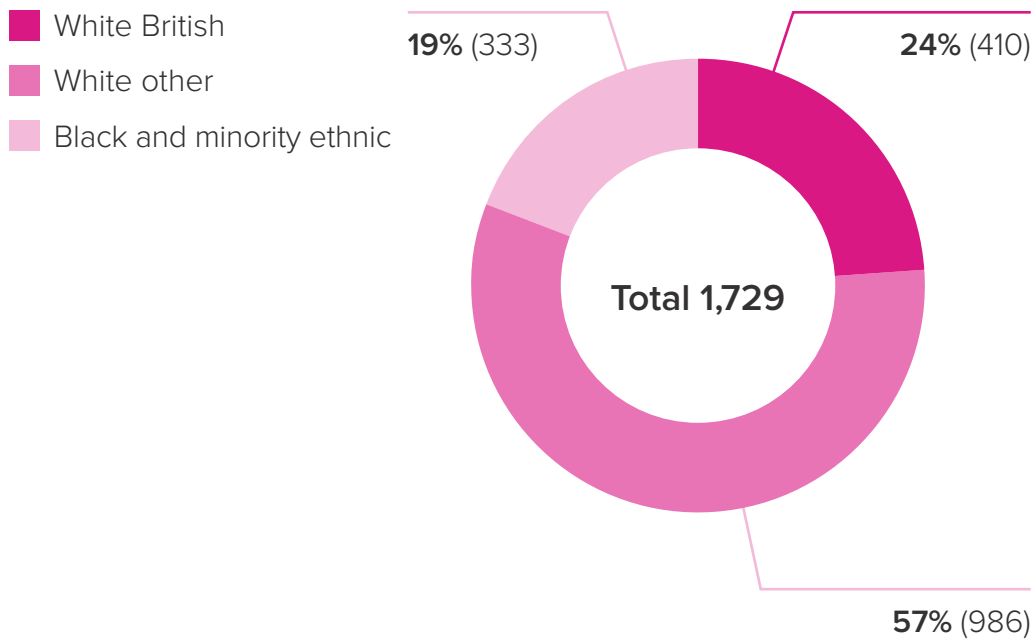
### Reviewers – age of respondents



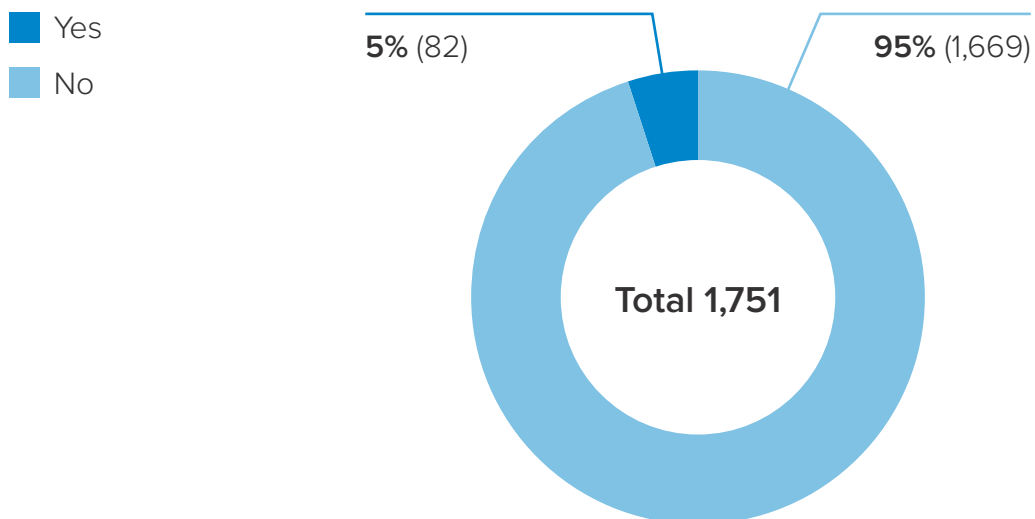
### Reviewers – gender of respondents



## Reviewers – ethnicity of respondents



## Reviewers – disability of respondents



# Schools engagement in 2018

The Royal Society Schools Network comprises practising UK teachers, technicians, classroom assistants and other staff involved in education, as well as associate contacts in STEM organisations.

This section covers schools who had signed up to receive the Schools Network email newsletter and those who had taken part in one of the Schools Engagement team's schemes or events for teachers in 2018, including:

- The Partnership Grants Scheme, which provides grants of up to £3000 for schools and colleges to undertake research alongside a STEM partner from academia or industry.
- Schools whose students attended the Summer Science Exhibition in July 2018.
- Schools whose teachers attended the Society's Continuing Professional Development (CPD) meetings for teachers, which focus on emerging areas of science, technology or policy to support the teaching of the UK curricula. The Society held two CPD events for teachers in 2018.

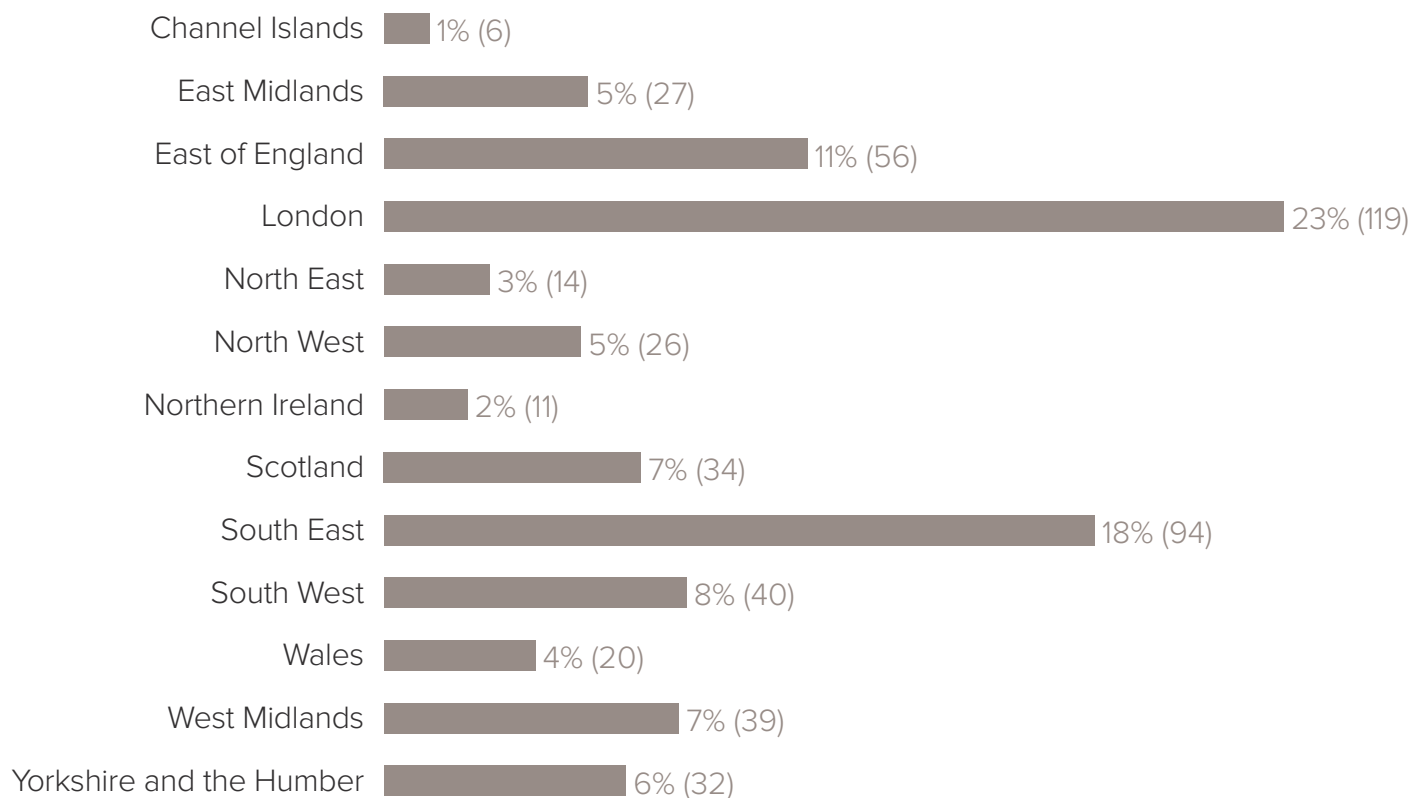
At the end of 2018, 518 schools and colleges had been involved in programmes run by the Schools Engagement team.

Information relating to the region, funding and POLAR4 score of schools involved in these activities is set out below. Data regarding the region and type of funding is based on information provided by the schools. POLAR4 score is determined by reference to school postcode and government data. Further information about POLAR4 score is included in the Definitions section.

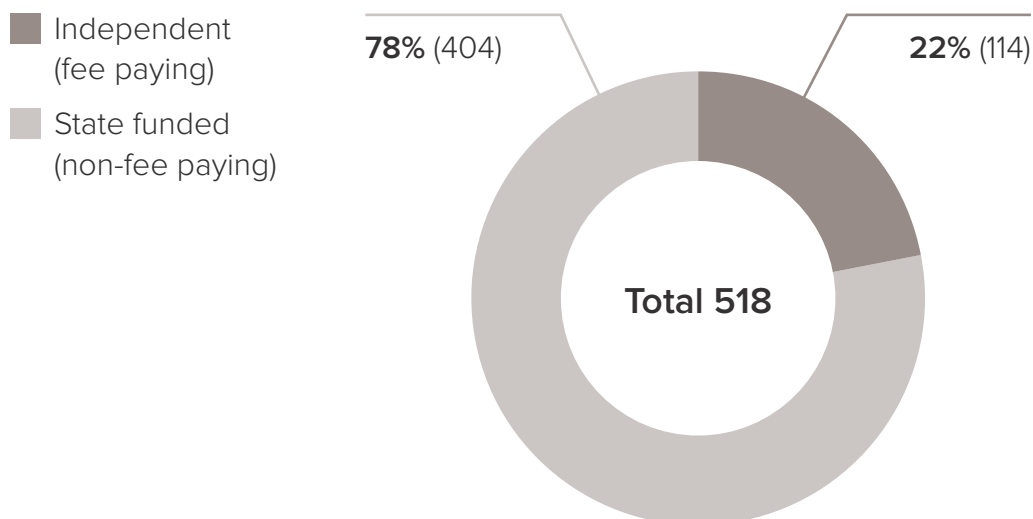
Of the 518 schools and colleges engaged in our programmes in 2018:

- 383 received our monthly email newsletter (74%)
- 30 were awarded a Partnership Grant in 2018 (6%)
- 109 attended the Summer Science Exhibition (21%)
- 40 took part in CPD events in 2018 (8%)

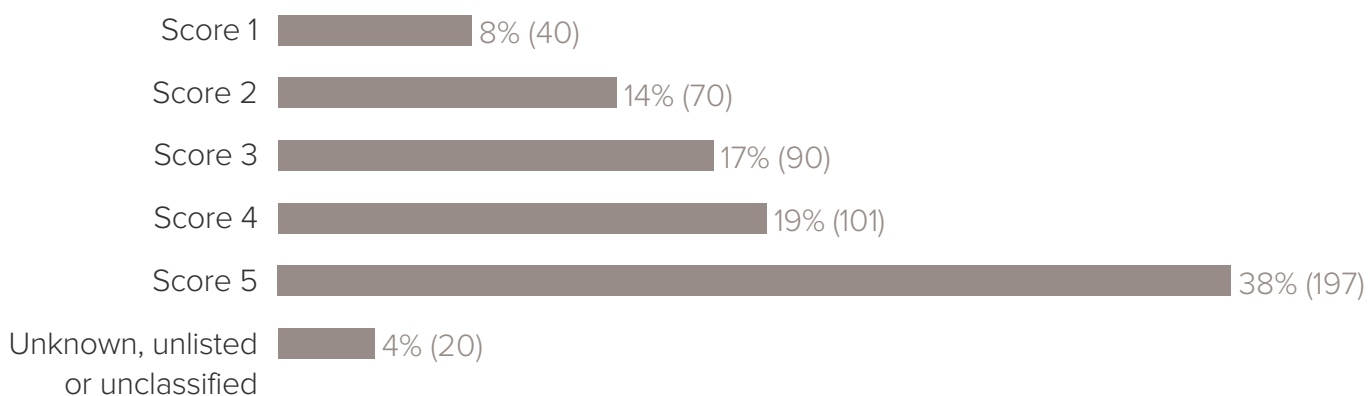
## Schools Network – region



## Schools Network – type of school



## Schools Network – POLAR4 score

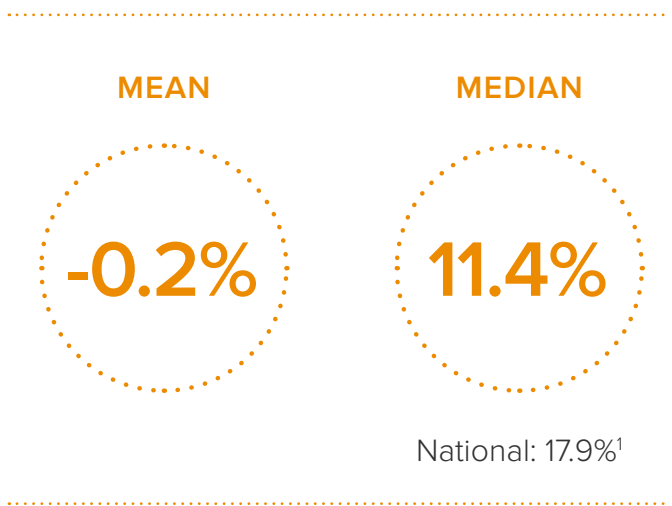


# Gender pay gap

The gender pay gap data shows the differences between the mean and median earnings of women and men across all jobs at the Royal Society. It is not a measure of any difference in pay for male and female employees doing the same or comparable jobs.

The data below reflects the pay gap as at 5 April 2018.

The Society has an 11.4% median gender pay gap in favour of men. It has a 0.2% mean gender pay gap in favour of women.



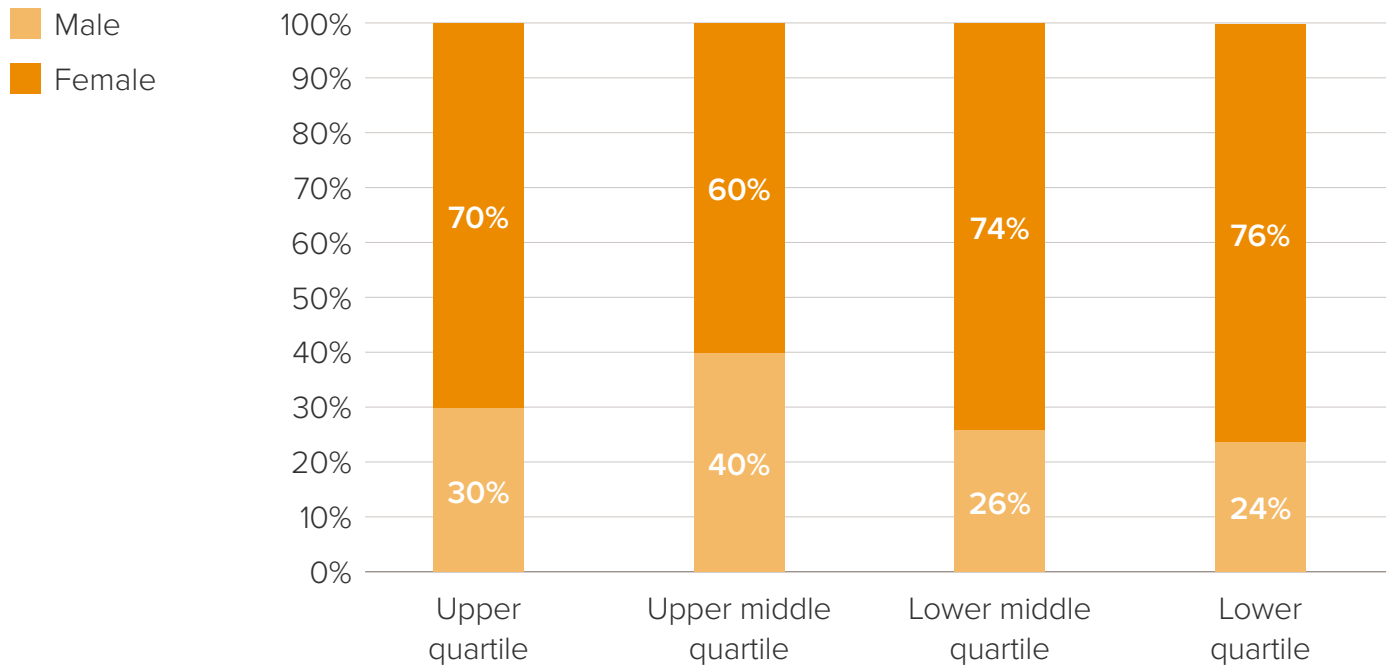
The median gender pay gap is the percentage difference between the midpoints in the ranges of hourly pay for male employees and female employees. It is calculated by listing all the pay amounts in numerical order and taking the middle amount.

The mean (or average) is calculated by adding up 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.

1. Source: Annual Survey of Hours and Earnings, 2018 (gender pay gap release).  
<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2018#gender-pay-gap-data>



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



# Definitions

## Committees

Members of the following Committees, Panels and working groups were surveyed for this diversity data report:

The Royal Society Council

## Committees and Panels

(Committees with grant-giving responsibilities are asterisked).

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

Commonwealth Science Conference Grants Committee

Diversity Committee

Dorothy Hodgkin Fellowships Selection Committee\*

Education Committee

Elections to the Fellowship and Foreign Membership Committee

Evaluation Panel

Future Leaders: African Independent Research (Biological)\*

Future Leaders: African Independent Research (Physical)\*

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\*

Newton International Fellowships Committee: Biological Sciences\*

Newton International Fellowships Committee: 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\*

Research Grants 150k Combined Physical and Biological Panel\*

Research Grants Board 20K: Biological Sciences\*

Research Grants Board 20K: Physical Sciences\*

Rosalind Franklin Award Committee

Royal Society Challenge Grants Panel\*

Royal Society Leverhulme Trust Senior Research Fellowship Panel\*

Royal Society Trading Limited, Board of

Royal Society Wolfson Fellowships 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

Sir Henry Dale Fellowship Panel\*

Summer Science Exhibition Committee

### Science policy working groups

Ammonia Steering Group

Animate Materials Steering Group

China Policy Dialogue Delegation

Climate Change Working Party

Data Community of Interest

Dynamics of Data Science Working Group

Emerging Technologies Working Group

EU Contact Group

Genetic Technologies Contact Group

Global Environmental Research Committee (GERC)

Greenhouse Gas Removal Working Group

Higher Education and Research Contact Group

Mathematics Community of Interest

Neural Interfaces Steering Group

Privacy Enhancing Technologies (PETs) Working Group

Shale Gas Steering Group

Synthetic Fuels Steering Group

## 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.

### Newton International Fellowship

The Newton International Fellowship provides the opportunity for outstanding early stage post-doctoral 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.

### Sir Henry Dale Fellowship

The Sir Henry Dale Fellowship is for outstanding post-doctoral scientists wishing to build their own UK-based, independent research career addressing an important biomedical question. It brings together the Royal Society and the Wellcome Trust in their shared commitment to supporting the future leaders of biomedical research.

### 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 Royal Society publishes the following journals. The Editorial Boards, authors and reviewers of these journals were asked to complete a diversity survey in February 2019:

Biographical Memoirs

Biology Letters

Interface

Interface Focus

Notes and Records

Open Biology

Philosophical Transactions A

Philosophical Transactions B

Proceedings A

Proceedings B

Royal Society Open Science

## **Public events held in 2018, excluding Prize Lectures**

(Events for which diversity data were collected are asterisked)

The science of belief (January 2018)

Science books activity day (February 2018)

Science books activity day (February 2018)

The Man Who Knew Infinity (February 2018)

Resilient oceans in a changing world  
(February 2018)

To be a machine (February 2018)

How the quantum world makes the impossible possible (February 2018)\*

The future of your genetic health (March 2018)\*

International lecture – Hope for people and the ocean (March 2018)

You and AI – The history, capabilities and frontiers of AI (April 2018)\*

You and AI – AI Applications (May 2018)\*

The next big thing (May 2018)

The invention of nature – Andrea Wulf in conversation (May 2018)

Testosterone Rex – Hay Festival (June 2018)

You and AI – The emerging theory of algorithmic fairness (June 2018)\*

Summer Science Exhibition (July 2018)\*

International lecture – Investigating the structure of molecules inside cells (July 2018)

You and AI – Machine learning, bias and implications for inequality (July 2018)\*

Young People's Book Prize Activity Day (August 2018)

You and AI – The future of work  
(September 2018)\*

Open House (September 2018)\*

International lecture – Are batteries the  
right option for a sustainable future?  
(September 2018)

Gravity Fields Event – Exploring the unknown  
(September 2018)

Gravity Fields Event – People of science  
screening (September 2018)

Insight Investment Science Book Prize Award  
Ceremony Book Prize (October 2018)

Awesome animals and epic engineers  
(October 2018)

You and AI – Manchester Science Festival  
(October 2018)

Young Person's Book Prize award ceremony  
(November 2018)

Anote's Ark film screening (November 2018)

The Life Scientifique anniversary special  
(November 2018)

When science meets dance (November 2018)

15 Million Degrees (November 2018)

The Royal Society Diversity Conference  
(November 2018)\*

Collections by Candlelight (December 2018)\*

You and AI – Barbican (December 2018)\*

### **Schools engagement: POLAR4 scores**

The POLAR classification looks at how likely young people are to participate in higher education across the UK and shows how this varies by area. The postcodes of the participating schools have been used to assemble this data. This data uses the most recent version of the classification, POLAR4. This is based on the combined participation rates of those who entered higher education between the academic years 2009 – 2010 and 2013 – 2014 if they entered aged 18, or between 2010 – 2011 and 2014 – 2015 if they entered aged 19. The scores range from 1, with the lowest participation (most disadvantaged) to 5, with the highest rates (most advantaged).





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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**E** [diversity@royalsociety.org](mailto:diversity@royalsociety.org)

**W** [royalsociety.org/diversity](http://royalsociety.org/diversity)

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