

Diversity data report 2019

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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.

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 2019 unless otherwise specified, including election to the Fellowship, grant offers and attendees at Society meetings and events.

This report includes diversity data for Royal Society staff, and funding and region data for schools taking part in the Society's Partnership Grants scheme, for the first time.

As agreed by the Royal Society's Diversity Committee and Council, where there is national statistical data available that can provide a comparative context for sections of the report, such data has been included in those sections.

There is no comparator that can be used consistently across all sections. For example, for the Fellowship, comparative data on the diversity of professors in STEM in the UK is provided. Whilst this is not a perfect comparator, it does give a robust indication of the diversity of a group from which a significant proportion of the Fellowship is elected. However, for other

sections of this report such as organisers, chairs and speakers at scientific meetings, there is no appropriate available comparative data. Consequently, different benchmarks have been used across the report, or not included at all for sections where there is no appropriate benchmark data. The comparative data and the rationale behind the choice of comparator are set out in the table below and in each relevant section of the report.

The next data report, covering diversity across the Society's activities in 2020, will be published in 2021.

Data collection

Data is 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 March 2020, the Fellowship, Committees, sub-groups and Boards were invited to complete a diversity survey. The Society also invited authors and reviewers of journals, and those who had participated in Royal Society activities and events in 2019 to complete this survey. A total of 51,973 people were contacted, of which 7,329 completed the survey (14%).

The categories used to group age data vary across sections of this report due to differences in how data is collected. The Society will be looking at ways to standardise the collection and reporting of age data in future.

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.

Regarding ethnicity, the Society's diversity monitoring form includes 17 options for respondents to select, including 'prefer not to say'. These options are aligned to those in the ethnicity question that was included on the UK Census in 2011. The response data is amalgamated into broad categories in this report, as the responses for some categories are too small to report individually. The Society recognises that it would be beneficial to report more detailed ethnicity data and hopes to be able to do so in future.

The table below summarises what is included in each section of the report, the source of each dataset, any relevant benchmarks used, and the limitations of each dataset.

The Fellowship

Data included in this report	Age, gender, ethnicity and disability data for Fellows and Foreign Members in 2019. Age and gender trends over the last six years.
Source	Age and gender data is recorded when new Fellows are elected. Ethnicity and disability data is collected through the annual diversity survey.
Benchmark	Diversity of STEM professors in the UK (based on HESA data, analysed by Jisc for the Royal Society).
Limitations	Age data for Fellows and Foreign Members indicates their current age. Because Fellows and Foreign Members are elected for life, this data is not indicative of their age when they were elected. The data does not include '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

Data included in this report	Age, gender, ethnicity and disability data for members of Royal Society Committees (including panels and working groups), Grants Committees and Editorial Boards.
Source	Annual diversity survey.
Benchmark	None.
Limitations	<p>The data does not include ‘prefer not to say’ responses.</p> <p>The results reflect only 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.</p>

Research Fellowship Grants

Data included in this report	Amalgamated gender, ethnicity and disability data for applicants and awards to the following schemes: <ul style="list-style-type: none">• Dorothy Hodgkin Fellowship• Industry Fellowship• Sir Henry Dale Fellowship• Newton International Fellowship• University Research Fellowship• Royal Society Wolfson Fellowship
Source	Collected via the Society’s grant application system, Flexigrant, when an individual applies for a Research Fellowship.
Benchmark	None.
Limitations	<p>The data does not include ‘prefer not to say’ responses.</p> <p>Diversity data for all six schemes has been amalgamated in order to avoid individuals being identifiable.</p>

Scientific programmes

Data included in this report	Age, gender, ethnicity and disability data for: <ul style="list-style-type: none">• Attendees at Prize Lectures;• Attendees at scientific meetings;• Organisers of scientific meetings;• Speakers and chairs of scientific meetings.
Source	Diversity monitoring survey (either electronic or hard copy) for attendees at Prize lectures and scientific meetings, and speakers and chairs of scientific meetings. Diversity data for organisers is collected via the Society's grant application system, FlexiGrant.
Benchmark	None.
Limitations	<p>The data does not include 'prefer not to say' responses.</p> <p>Diversity data is not available for attendees at the Milner Award Lecture or Rosalind Franklin Lecture in 2019 and consequently is not included in this report.</p> <p>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.</p> <p>The results reflect only those speakers, chairs and attendees who responded to the survey. The data is therefore a self-selecting sample and not representative of all attendees, speakers and chairs.</p> <p>The age data for organisers in 2019 is not comparable with the 2018 data as it was collated differently. The 2019 data was collated using FlexiGrant, whereas the 2018 data was collected via a survey and different age categories were used.</p>

Public engagement

Data included in this report	<p>Age, gender, disability and ethnicity data for:</p> <ul style="list-style-type: none">• Attendees at the Summer Science Exhibition;• Attendees at other public events;• Speakers at other public events.
Source	<p>Attendees of public events are asked to complete a printed diversity monitoring form or an electronic diversity monitoring survey on the day of the event.</p> <p>At events held outside of the Society, diversity data is collected from the event hosts where available.</p> <p>Chairs and speakers of events were asked to complete an electronic diversity monitoring questionnaire in March 2020.</p>
Benchmark	<p>National statistical data on the diversity profile of the UK population.</p> <p>As a large proportion of attendees at the Society's public events and Summer Science Exhibition are based in London, statistical data on the diversity of the Greater London population is also included for further comparative context.</p>
Limitations	<p>The data does not include 'prefer not to say' responses.</p> <p>Diversity data is only included for events where data was collected. Data for regional events is not included, as this data is usually collected separately by the event venue, not the Society.</p> <p>Attendees do not register in advance and completing the diversity survey is not mandatory; consequently the data included in this report is a self-selecting sample and should not be taken to be representative of the whole audience across all Society events.</p> <p>The results for speakers reflect only those who responded to the survey. The data is therefore a self-selecting sample and not representative of speakers at public events.</p>

Publishing

Data included in this report	Age, gender, ethnicity and disability data for authors and reviewers of the Society's ten journals.
Source	Annual diversity survey.
Benchmark	None.
Limitations	<p>The data does not include 'prefer not to say' responses.</p> <p>The results reflect only those authors and reviewers who responded to the survey. The data is therefore a self-selecting sample and not representative of all authors and reviewers.</p>

Schools engagement

Data included in this report	Region, funding and POLAR4 score for schools signed up to the Royal Society Schools Network and schools taking part in the Partnership Grants scheme.
Source	<p>Data relating to region and type of funding is based on information provided by the schools and checked against UK government data or the school's own website.</p> <p>POLAR4 score is determined by reference to school postcode and UK government data.</p>
Benchmark	Data on the proportion of independent schools in the UK, based on Department for Education data.

Staff

Data included in this report	Age, gender, ethnicity and disability data for Royal Society staff.
Source	Age and gender information is collected via the Society's staff HR portal, ADP. Ethnicity and disability data was collected in September 2019, via a 'snapshot' diversity survey.
Benchmark	None.
Limitations	The data does not include 'prefer not to say' responses. 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.

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.
Source	Society payroll data.
Benchmark	UK national average mean and median gender pay gap.
Limitations	The data reflects the pay gap as at 5 April 2019.

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 2019, there were 1,508 Fellows and 178 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. Fellows and Foreign Members are elected for life through a peer review process on the basis of excellence in science.

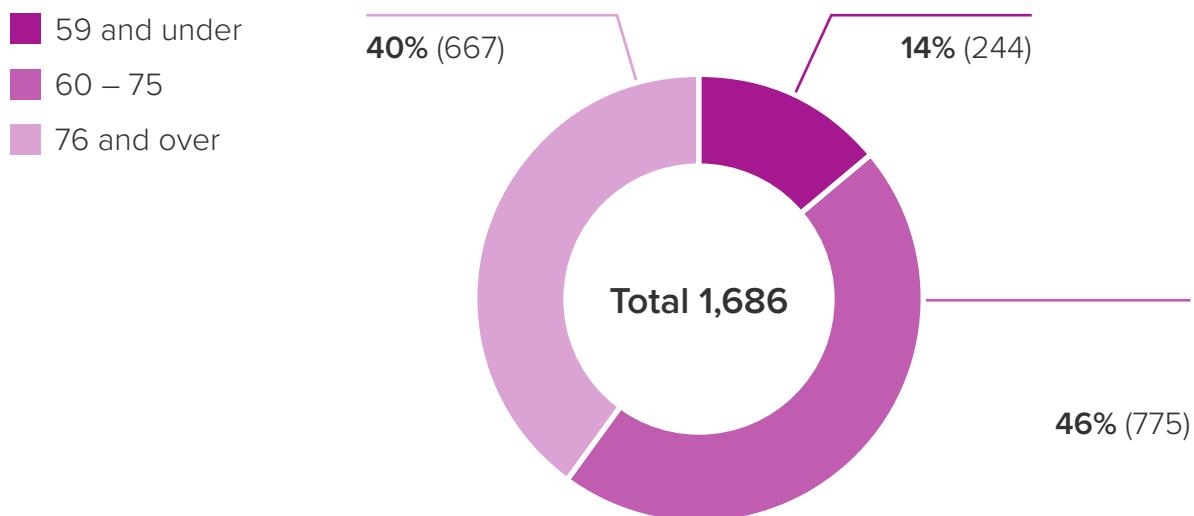
Data on the age and gender of Fellows and Foreign Members is recorded when individuals are elected to the Fellowship. The age and gender data below include both Fellows and Foreign Members, and are based on information provided by Fellows and Foreign Members at the time of their election. In relation 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 chart, 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.

Data on the diversity of professors in STEM in the UK is provided in this section, in order to provide comparative context. This comparative data is drawn from analysis of Higher Education Statistics Agency ('HESA') data, carried out by Jisc on behalf of the Royal Society. Whilst this is not a perfect comparator, it does give an indicator of the diversity of a group from which a significant proportion of the Fellowship is elected.

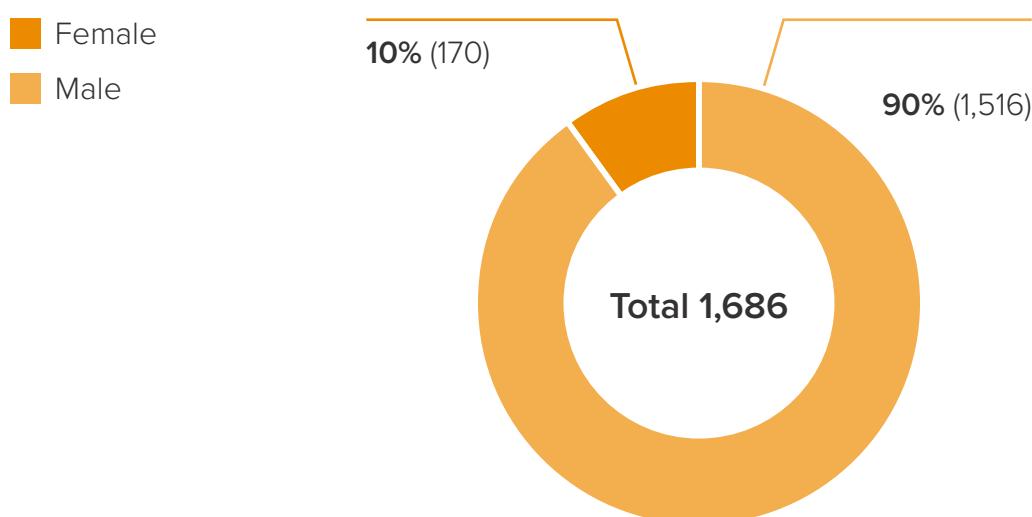
Comparisons are made in this section with the proportion of Fellows and Foreign Members in each category in 2018. However, in both 2018 and 2019, less than half of Fellows and Foreign Members completed the annual diversity survey (though the proportion of respondents was higher in 2019 (49%, compared to 39% in 2018). Consequently, neither dataset can be interpreted as representative of the whole Fellowship and any changes may reflect differences in the proportion of respondents, rather than other factors. Caution should therefore be taken when making comparisons between the two years.

Fellows and Foreign Members – age



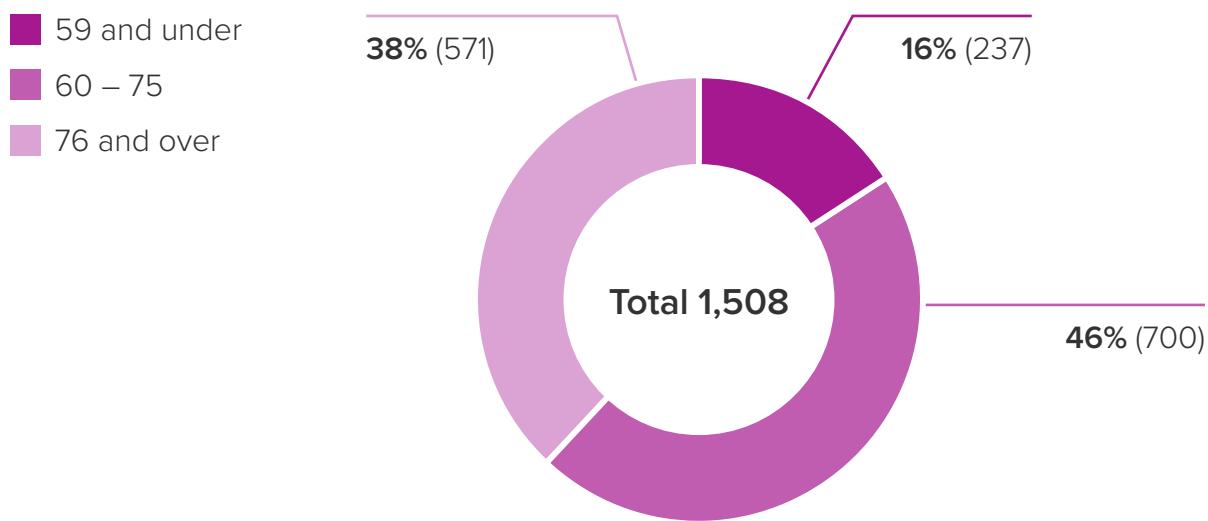
In 2019, 14% of the Fellowship was aged 59 and under (244 individuals), compared to 15% (237 individuals) in 2018. The proportion of the Fellowship aged between 60 and 75 was 46% in 2019 (775 individuals), compared to 47% (783 individuals) in 2018. There has been a slight increase in the proportion and number of the Fellowship aged 76 and over, which was 40% in 2019 (667 individuals) compared to 38% (632 individuals) in 2018.

Fellows and Foreign Members – gender



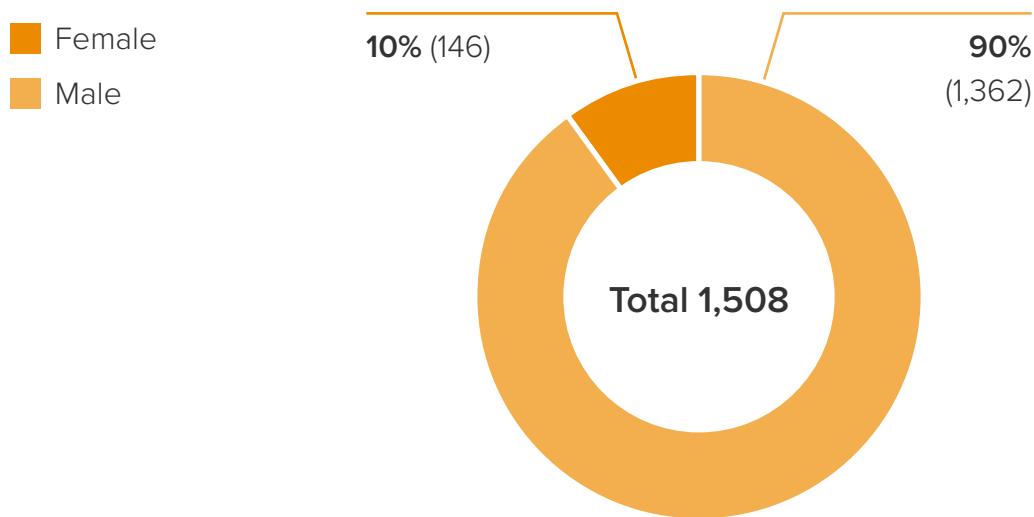
In 2019, 10% of the Fellowship was female (170 individuals) and 90% was male (1,516 individuals). The proportion of the Fellowship that is female has increased slightly from 9% (157 individuals) in 2018.

Fellows – age



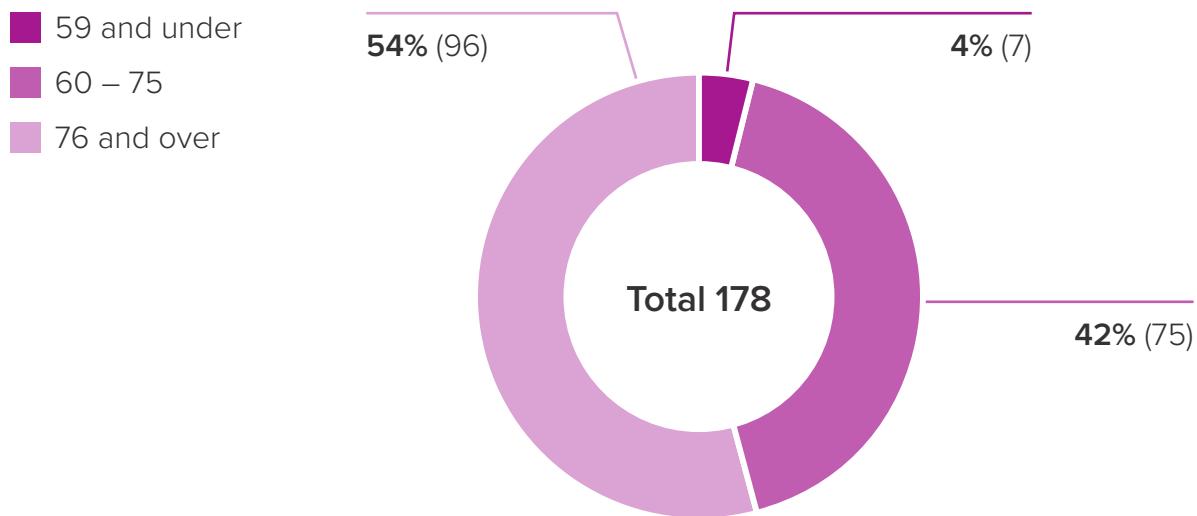
In 2019, 16% of Fellows were aged 59 and under (237 individuals), the same proportion as in 2018. The proportion of Fellows aged 60 to 75 was 46% in 2019 (700 individuals), a slight decrease from 2018 (48%, 711 individuals). The proportion of Fellows aged 76 and over was 38% (571 individuals) in 2019, an increase from 36% (540 individuals) in 2018.

Fellows – gender



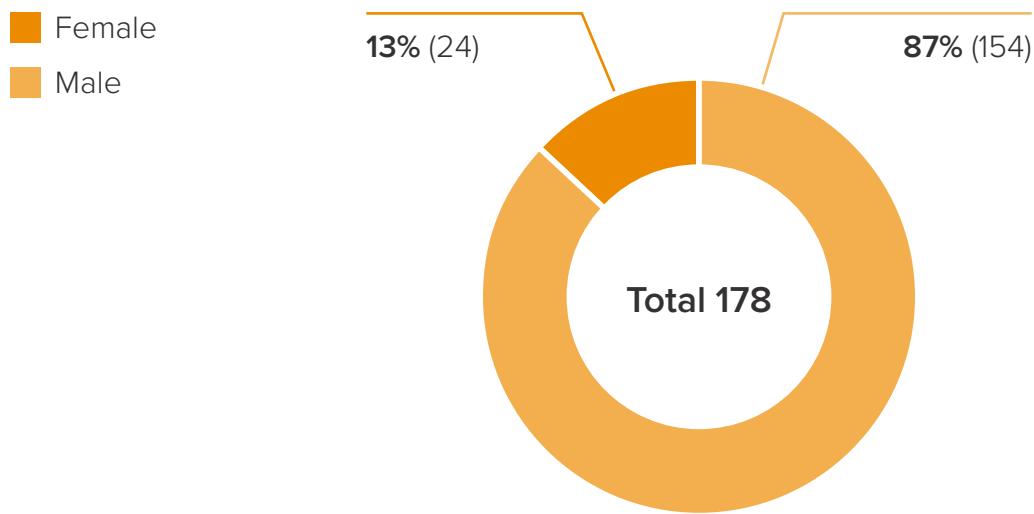
In 2019, 10% of Fellows were female (146 individuals) and 90% were male (1,362 individuals). The proportion of female Fellows has increased slightly from 2018 (9%, 136 individuals).

Foreign Members – age



In 2019, 4% of Foreign Members were aged 59 and under (7 individuals), 42% were aged 60 to 75 (75 individuals), and 54% were aged 76 or over (96 individuals). These proportions are the same as the proportions in 2018.

Foreign Members – gender



In 2019, 13% of Foreign Members were female (24 individuals) and 87% were male (154 individuals). This represents a small increase in the proportion of Foreign Members who are female, which has increased from 12% (21 individuals) in 2018. The proportion of male Foreign Members was 88% in 2018 (149 individuals).

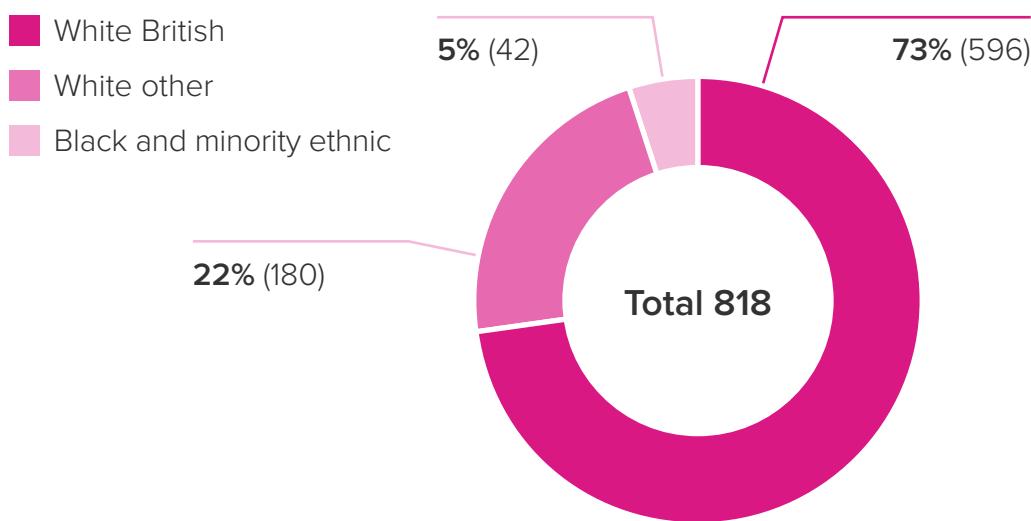
Ethnicity and disability

The Society has not historically collected data on ethnicity and disability when individuals are first elected to the Fellowship. In March 2020, 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 1,686 Fellows and Foreign Members, 836 (49%) completed the survey. The data below reflects the 49% of Fellows and Foreign Members who responded to the questions on ethnicity and disability and 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.

The Society collects data on a range of ethnicity categories, which are aligned to the ethnicity categories used on the UK Census 2011. As the results for individual categories are too small to report individually, they have been amalgamated into 'Black and minority ethnic' in this report.

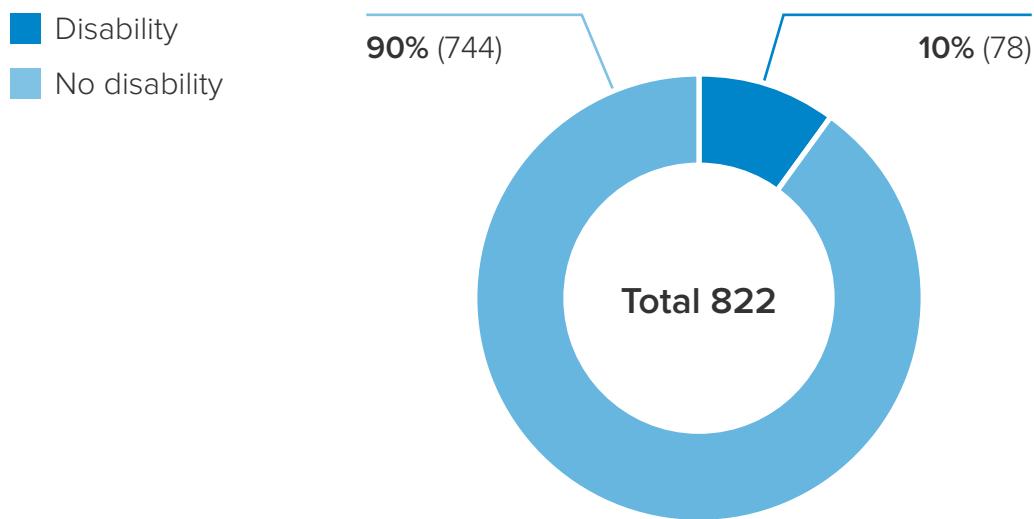
Fellows and Foreign Members – ethnicity of respondents



Regarding ethnicity, 818 Fellows and Foreign Members provided a response. Of these, the proportion of Fellows and Foreign Members who said that they were from a Black or minority ethnic background was 5% (42 individuals) in 2019, the same proportion as in 2018 (5%, 29 individuals).

The majority of Fellows and Foreign Members were White British (73%, 596 individuals), compared to 75% in 2018 (482 individuals). In 2019, 22% of respondents were White other (180 individuals) compared to 20% (128 individuals) in 2018.

Fellows and Foreign Members – disability of respondents

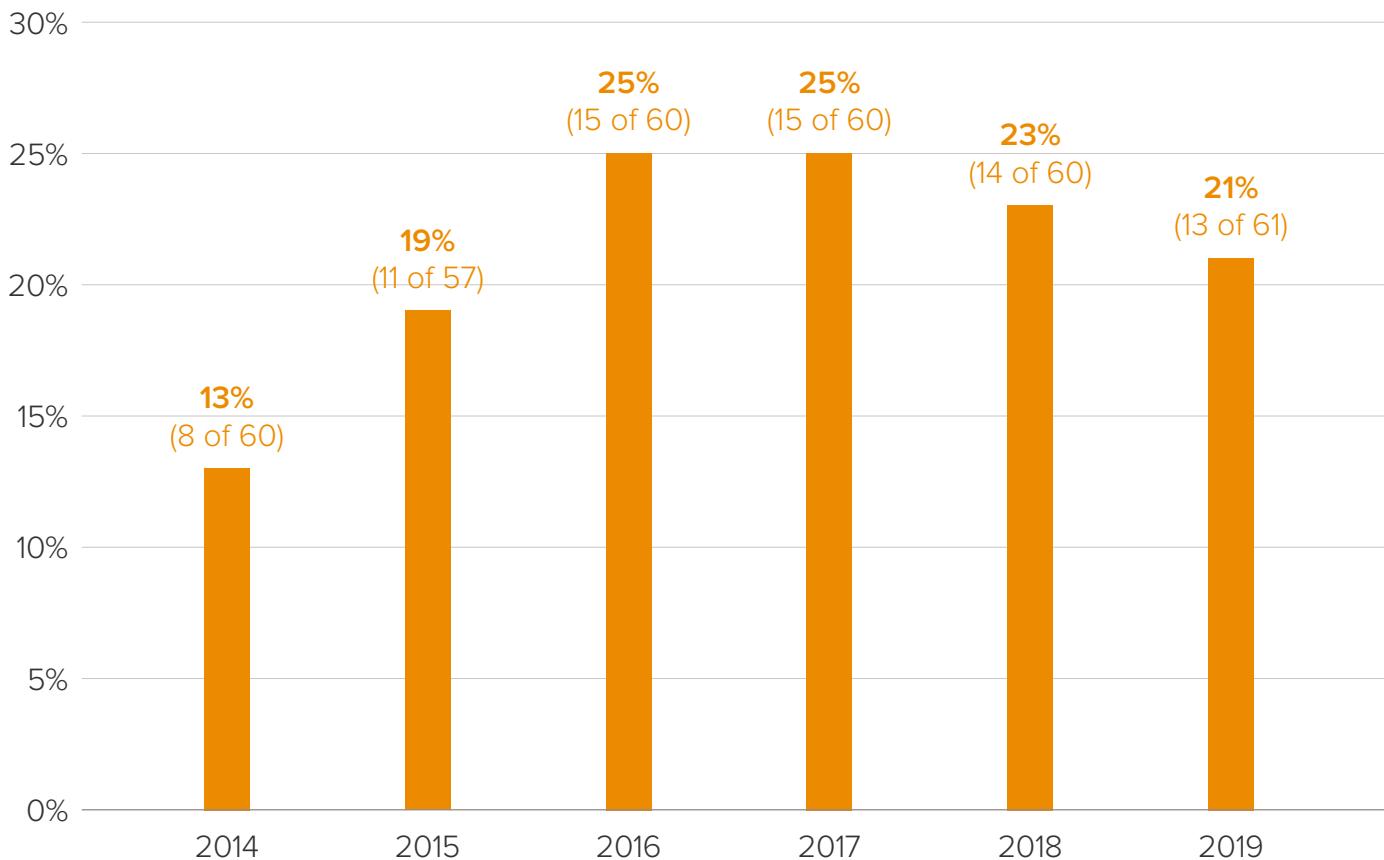


Regarding disability, 822 Fellows and Foreign Members provided a response. Of these, 10% of respondents stated that they have a disability (78 individuals) and 90% of respondents stated that they did not have a disability (744 individuals). The proportion of Fellows and Foreign Members stating they have a disability has increased since 2018, when 9% (55 individuals) said they had a disability. This increase could be due to the higher response rate to the 2019 annual diversity survey (49% of Fellows and Foreign Members responded, compared to 39% in 2018), which means that this year's dataset reflects a higher percentage of the whole Fellowship, but still cannot be interpreted as representative of all Fellows and Foreign Members.

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 2019. The proportion of female Fellows and Foreign Members elected in 2019 was 21% (13 individuals). This is considerably higher than the proportion in 2014 (13%, 8 individuals), but lower than the proportion in 2016 and 2017 (25%, 15 individuals in both years). In the UK, 20.9% of professors in STEM are female (2,600 individuals)¹.

Proportion of new female Fellows and Foreign Members elected each year



1. Based on Higher Education Statistics Authority data, analysed by Jisc for the Royal Society.

The table below shows the average age of new Fellows elected in each year from 2014 to 2019. The average age of new male Fellows has increased gradually from 55 in 2014 to 58 in 2019. The average age of new female Fellows decreased gradually from 61 in 2014 to 55 in 2018, but rose again to 60 in 2019.

Average age of new Fellows 2014 – 2019

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

The table below shows the proportion of new Fellows in each age category from 2014 to 2019.

Proportion of new Fellows aged over or under 60 in 2014 – 2019

	2014	2015	2016	2017	2018	2019
Under 60	68% (34)	51% (24)	56% (28)	68% (34)	70% (35)	52% (32)
Over 60	32% (16)	49% (23)	44% (22)	32% (16)	30% (15)	48% (29)
Total	50	47	50	50	50	61

In 2019, 52% (32 individuals) of new Fellows elected were aged under 60 and 48% (29 individuals 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 the proportion of new Fellows and Foreign Members elected each year who are from different ethnic backgrounds or who have a disability.

Committees, panels and working groups

There are 63 committees and panels, with a total of 1,453 members. A full list of committees, panels and working groups covered by this section can be found in the Definitions section.

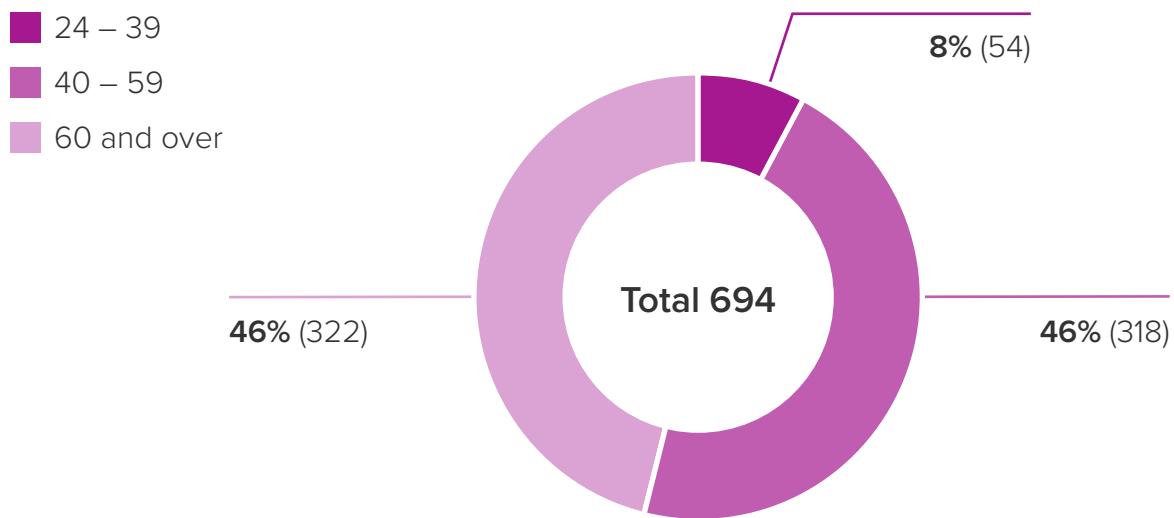
619 members are Fellows or Foreign Members of the Royal Society and 202 of those sit on more than one committee, panel or working group. The remainder are external members, who are invited by the Royal Society to be on committees, panels or working groups because of their expertise.

In March 2020, 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 2019. Of the 1,453 members, 719 (49%) completed the survey. The data below reflects the 49% 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.

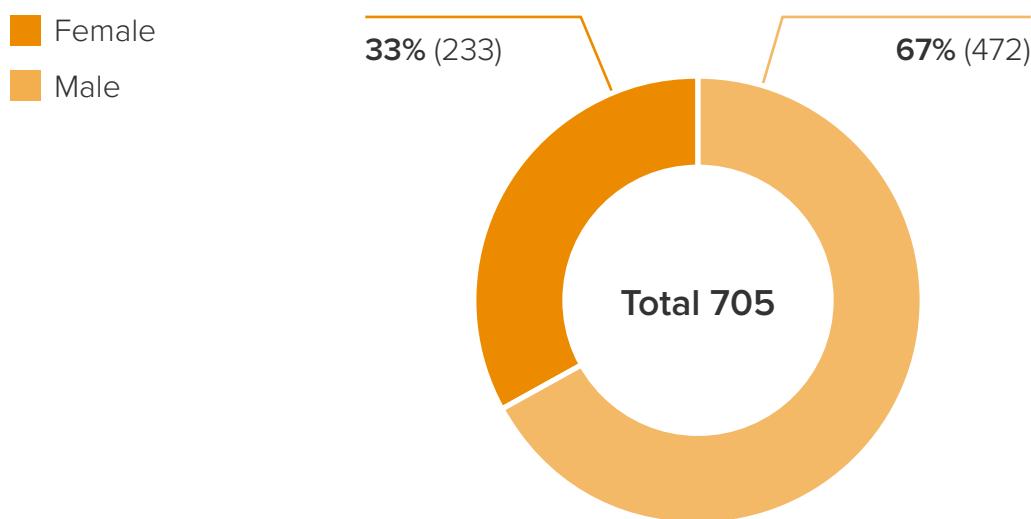
In each section below, comparisons have been made between the proportions of Committee members in different categories in 2018. However, as the 2018 report was based on a lower proportion of respondents – 35% of Committee members, compared to 49% in 2019 – any changes may reflect differences in the proportion of respondents, rather than other factors. Caution should therefore be taken when making comparisons between the two years.

Age of respondents



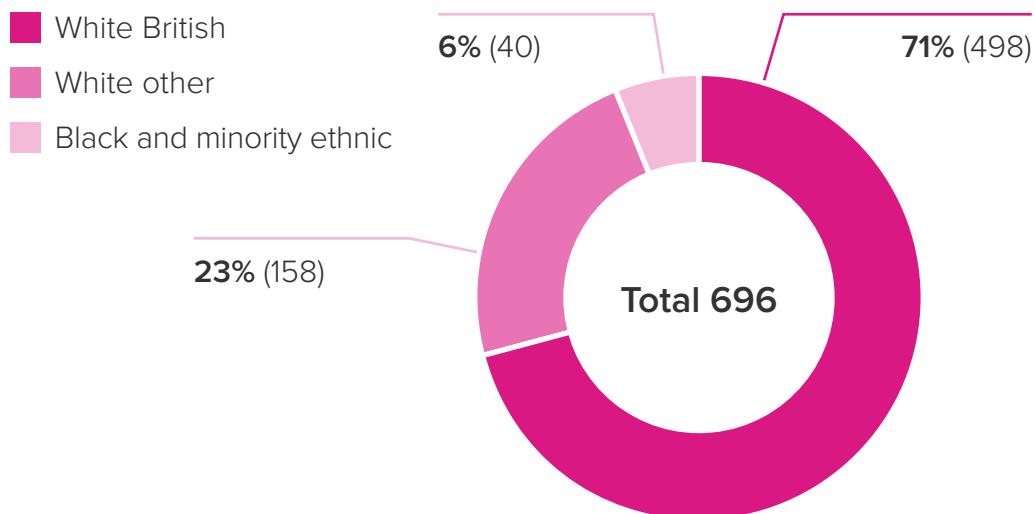
In 2019, 8% of Committee, panel and working group members who responded to the survey were aged between 24 and 39 (54 individuals), compared to 10% (52 individuals in 2018). The proportion of Committee, panel and working group members aged between 40 and 59 was 46% in 2019 (318 individuals), the same proportion as in 2018 (46%, 229 individuals). In 2019, 46% of Committee, panel and working group members were aged 60 and over (322 individuals), compared to 44% (217 individuals) in 2018.

Gender of respondents



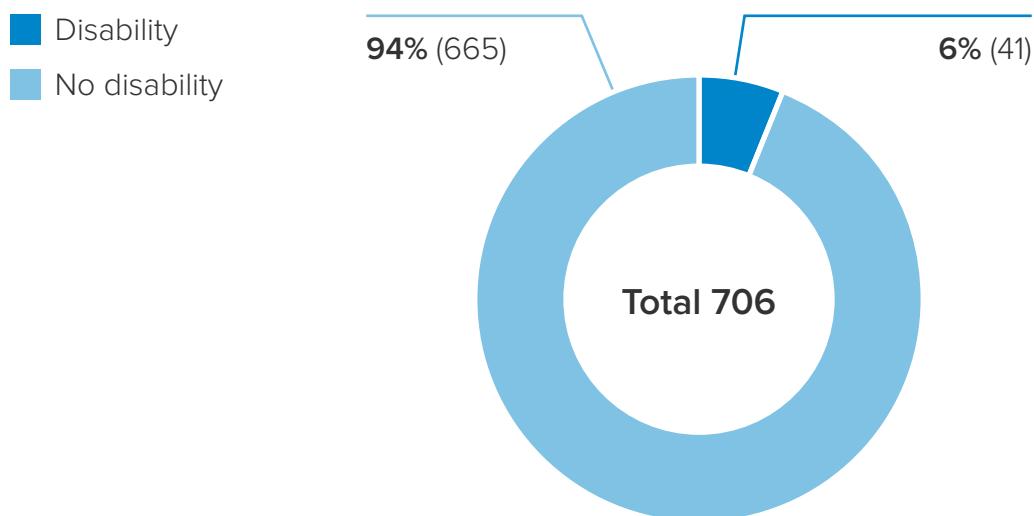
In 2019, 33% (233 individuals) of Committee, panel and working group members who responded to the survey were female and 67% (472 individuals) were male. The proportion of female Committee, panel and working group members has increased from 28% (144 individuals) in 2018. The proportion of male Committee, panel and working group members has decreased from 72% (362 individuals) in 2018.

Ethnicity of respondents



In 2019, 6% of Committee, panel and working group members who responded to the survey were Black or minority ethnic (40 individuals), a small increase from 5% (26 individuals) in 2018. In 2019, 71% of respondents were White British (498 individuals) and 23% (158 individuals) were White other. This compares to 70% White British (347 individuals) and 25% White other (124 individuals) in 2018.

Disability of respondents



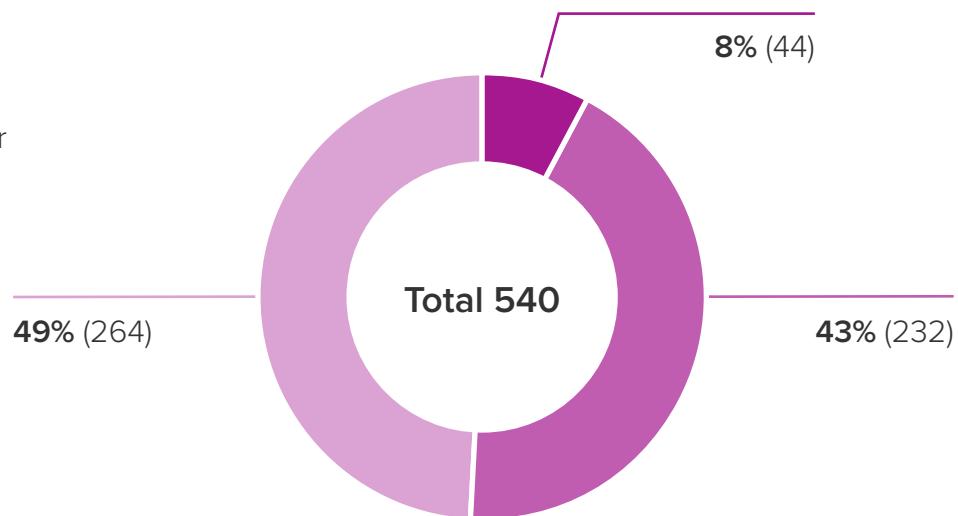
In 2019, 6% of respondents (41 individuals) said they had a disability and 94% of respondents (665 individuals) said they did not have a disability. This is a small increase from 2018, when 5% of respondents (25 individuals) said they had a disability and 95% of respondents (484 individuals) said they did not have a disability.

Grants Committees

There are 25 committees that have responsibility for grant giving-related decisions (these committees are asterisked in the Definitions section). Those committees have a total of 801 members, of whom 553 responded to the survey (69%).

Grants Committees – age of respondents

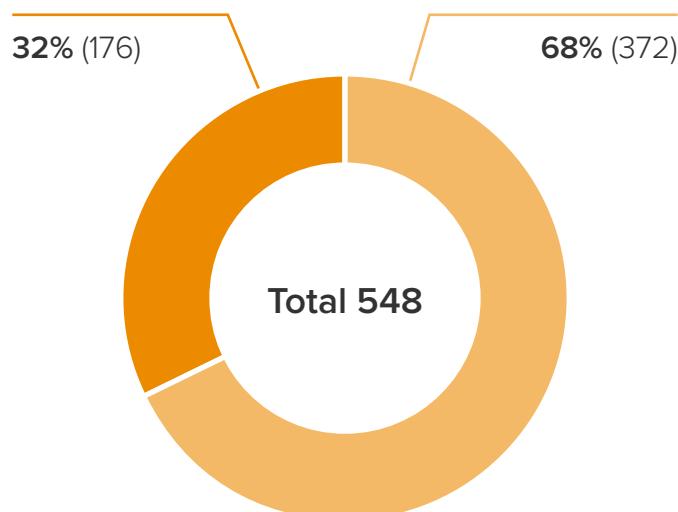
- 24 – 39
- 40 – 59
- 60 and over



In 2019, 8% of grants Committees members who responded to the survey were aged between 24 and 39 (44 individuals), compared to 14% (45 individuals in 2018). The proportion of grants Committees members aged between 40 and 59 was 43% in 2019 (232 individuals), compared to 50% of respondents (162 individuals) in 2018. The proportion aged 60 and over was 49% (264 individuals) compared to 36% (115 individuals) in 2018.

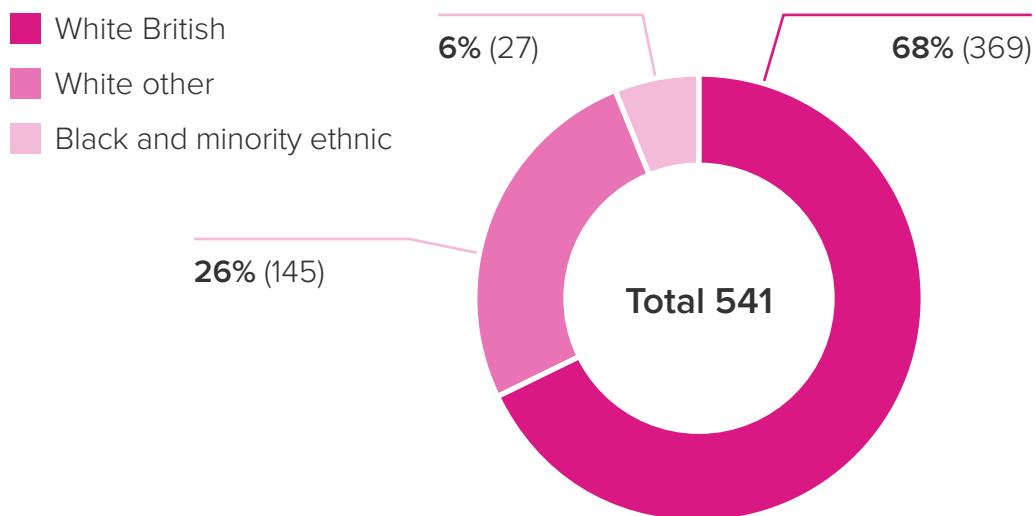
Grants Committees – gender of respondents

- Female
- Male



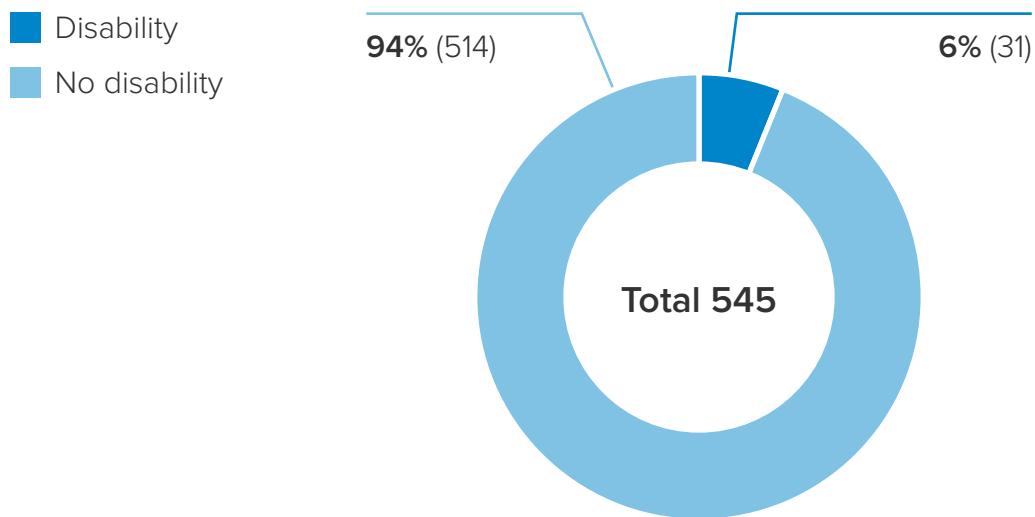
In 2019, 32% of grants Committees members who responded to the survey were female (176 individuals) and 68% were male (372 individuals). This compares to 29% female members (96 individuals) and 71% male members (231 individuals) in 2018.

Grants Committees – ethnicity of respondents



In 2019, 6% of grants Committees members who responded to the survey were from a Black or minority ethnic background (27 individuals), the same proportion as in 2018 (6%, 19 individuals). 68% of members were White British (369 individuals) in 2019, compared to 67% (214 individuals) in 2018. In 2019, 26% of members were White other (145 individuals), compared to 27% (88 individuals) in 2018.

Grants Committees – disability of respondents



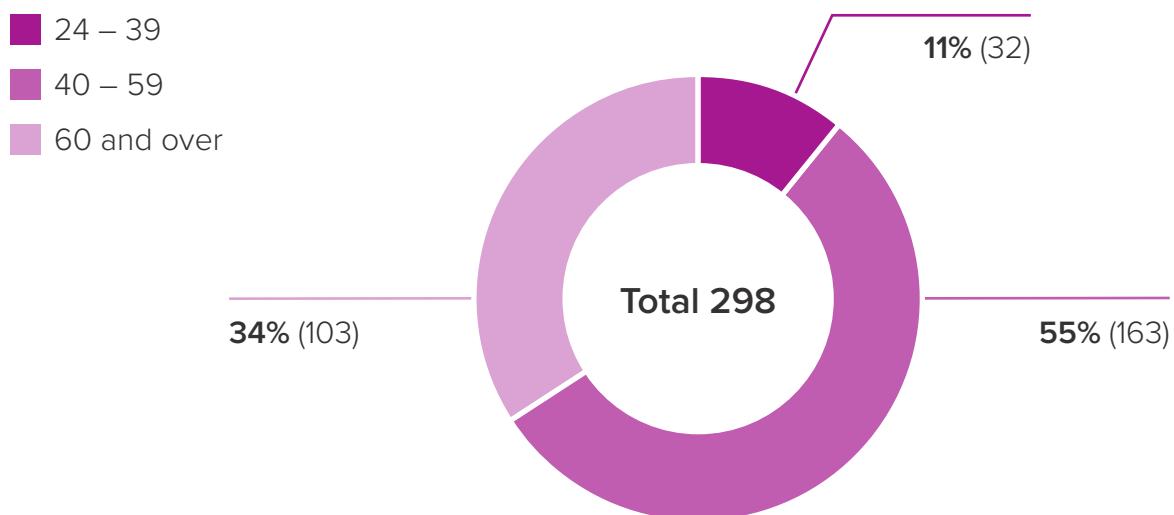
In 2019, 6% of grants Committees members who responded to the survey said they had a disability (31 individuals), compared to 4% (14 individuals) in 2018. In 2019, 94% of members said they did not have a disability (514 individuals) compared to 96% (314 individuals) in 2018.

Editorial Boards

Each of the Society's ten journals has an Editorial Board, which offers advice to the Editors and Publishing Board on the scholarly content of the Society's journals.

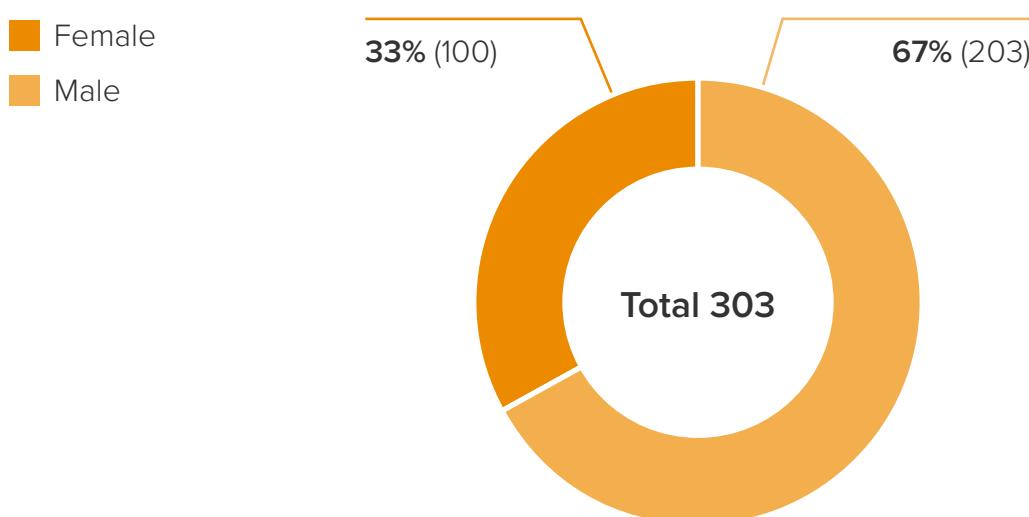
Each Editorial Board is chaired by a Fellow of the Royal Society and made up of distinguished scientists in relevant disciplines. The Editorial Boards have a total of 820 members, 308 of whom responded to the survey (38%).

Editorial Boards – age of respondents



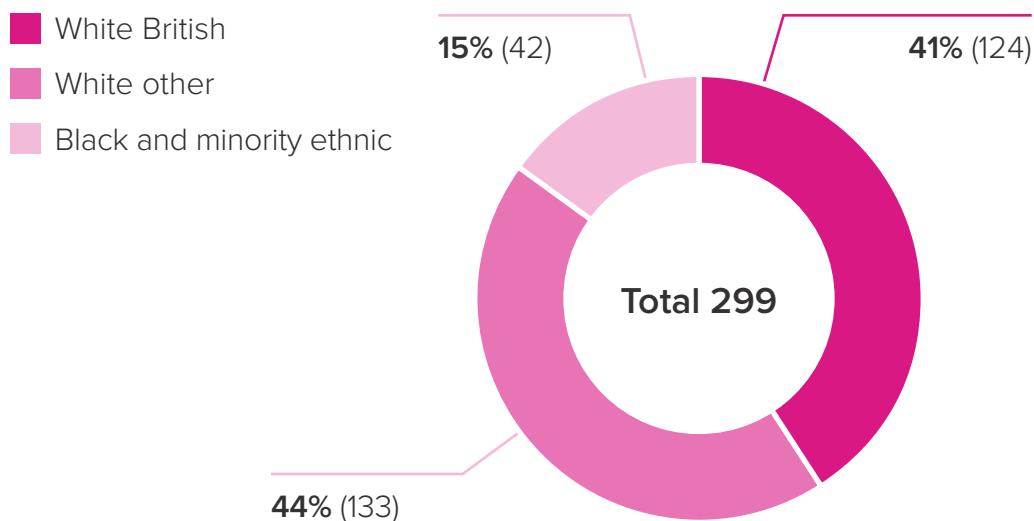
In 2019, 11% of Editorial Board members who responded to the survey were aged between 24 and 39 (32 individuals), compared to 13% (30 individuals in 2018). The proportion of Editorial Board members aged 40 to 59 was 55% in 2019 (163 individuals), compared to 58% (134 individuals) in 2018. The proportion aged 60 and over in 2019 was 34% (103 individuals) compared to 29% (66 individuals) in 2018.

Editorial Boards – gender of respondents



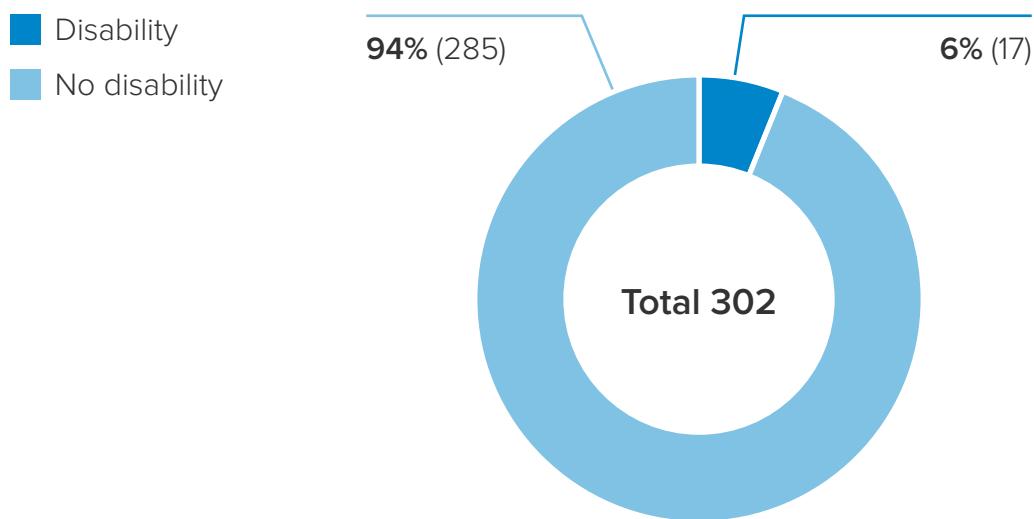
In 2019, 33% of Editorial Board members who responded to the survey were female (100 individuals) and 67% were male (203 individuals). This compares to 38% female members (89 individuals) and 62% male members (145 individuals) in 2018.

Editorial Boards – ethnicity of respondents



In 2019, 15% of Editorial Board members who responded to the survey were from a Black or minority ethnic background (42 individuals), compared to 14% in 2018 (33 individuals). 41% of members were White British (124 individuals) in 2019, compared to 45% (102 individuals) in 2018. In 2019, 44% of members were White other (133 individuals), compared to 41% (94 individuals) in 2018.

Editorial Boards – disability of respondents



In 2019, 6% of Editorial Board members who responded to the survey said they had a disability (17 individuals), compared to 5% (11 individuals) in 2018. In 2019, 94% of Editorial Board members said they did not have a disability (285 individuals) compared to 95% (224 individuals) in 2018.

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 primarily based in UK institutions and to foster collaborations between UK and international researchers.

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

- Dorothy Hodgkin Fellowship
- Industry Fellowship
- Sir Henry Dale Fellowship
- Newton International 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 proportion of applicants and offers for each scheme is shown in the table below. This data covers applicants and offers for 2019 only.

Scheme	Number of applicants	Number of offers
Dorothy Hodgkin Fellowship	112	8
Industry Fellowship (including Short Industry Fellowships)	54	19
Newton International Fellowship	704	47
Sir Henry Dale Fellowship	146	29
University Research Fellowship	502	49
Royal Society Wolfson Fellowship	80	27
Total	1,598	179

Applicants complete an online diversity monitoring form when they apply for these schemes. 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.

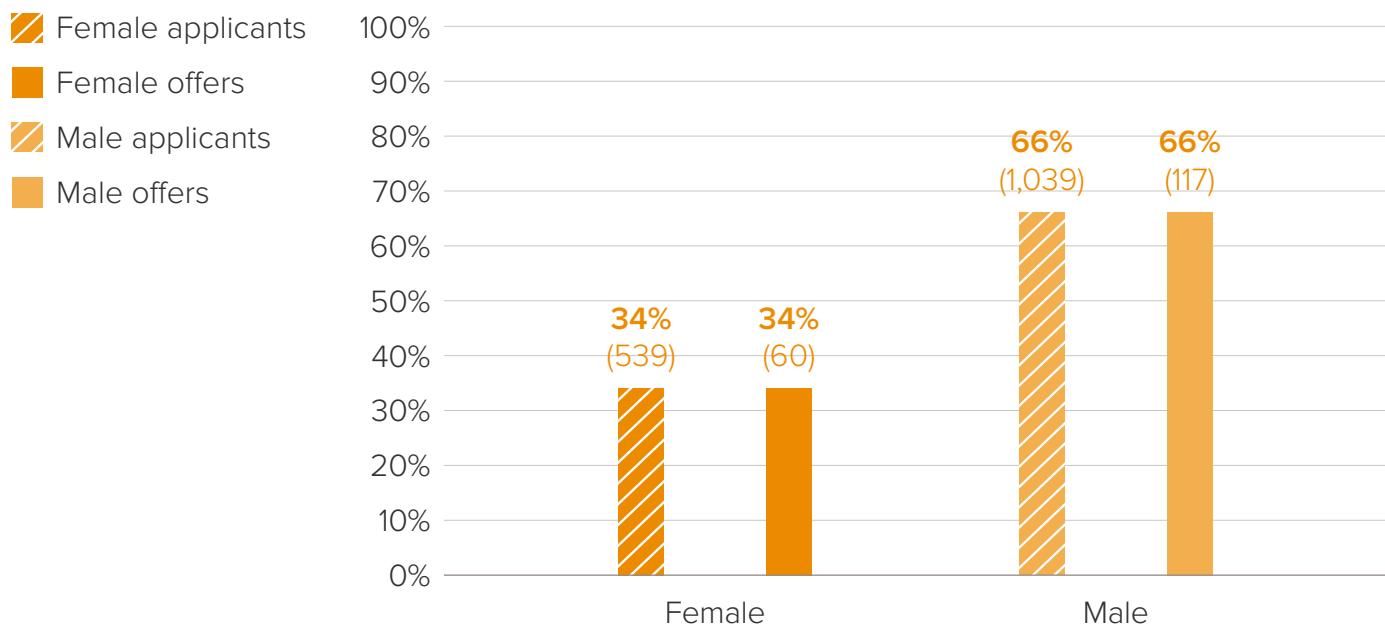
The proportion of applicants and offers is given in percentages, with the number of individuals in brackets. Diversity data for all six schemes has been amalgamated in order to avoid individuals being identifiable. Individuals who preferred not to provide their diversity data have been excluded from these figures.

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'). Data on the gender, ethnicity and disability of the eligible pool, drawn from that analysis, will be included in future annual diversity data reports in order 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 minority ethnic backgrounds than the other five schemes. Consequently, ethnicity data for the Newton International Fellowship is also presented separately below.

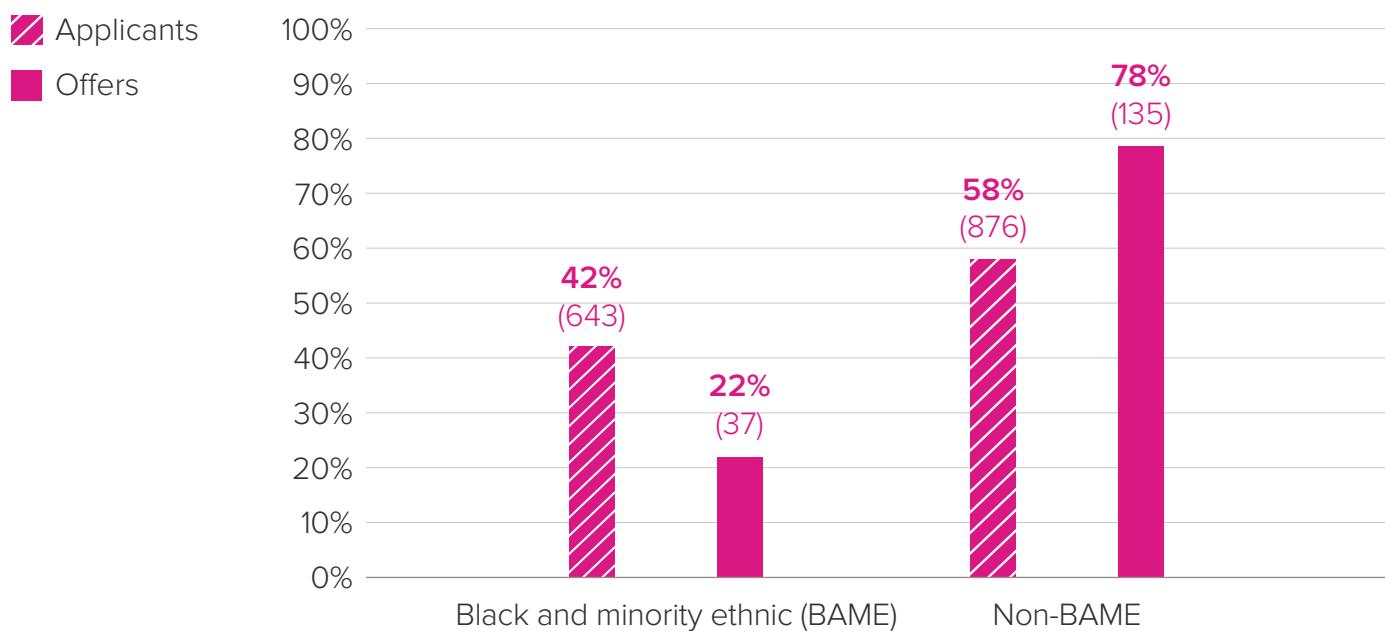
Grant applicants and offers – gender



The proportion of female applicants was 34% in 2019 (539 individuals). The proportion of offers made to females in 2019 was consistent with the proportion of female applicants (34%, 60 individuals). The proportion of female applicants and offers in 2018 was also consistent, but lower than the proportion of female applicants and offers in 2019 (31% (510) for applicants and 31% (63) for offers).

The proportion of male applicants was 66% in 2019 (1039 individuals). The proportion of offers made to males in 2019 was consistent with the proportion of male applicants (66%, 117 individuals). The proportion of male applicants and offers in 2018 was also consistent, but higher than the proportion of male applicants and offers in 2019 (69% (1,145) for applicants and 69% (141) for offers).

Grant applicants and offers – ethnicity

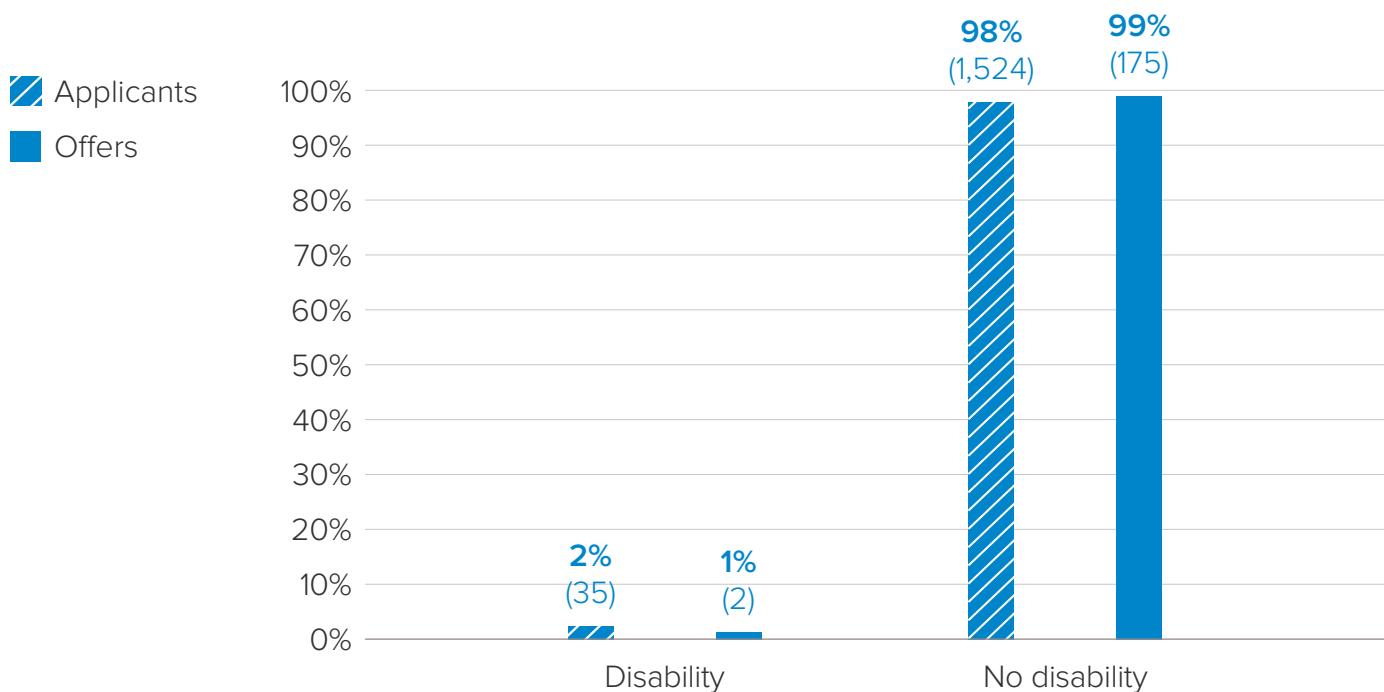


The proportion of applicants from Black and minority ethnic backgrounds was 42% in 2019 (643 individuals). This is slightly higher than the proportion in 2018 (41%, 645 individuals).

The proportion of offers made to individuals from Black and minority ethnic backgrounds in 2019 was lower than the proportion of applicants (22%, 37 individuals). The proportion of offers to individuals from Black and minority ethnic backgrounds was higher in 2018 (37%, 73 individuals) than in 2019.

The proportion of offers made to non-BAME individuals in 2019 was higher than the proportion of applicants (78% (135) of offers compared to 58% (876) of applicants). The proportion of offers made to non-BAME applicants was also higher than the proportion of non-BAME applicants in 2018 (63% (126) of offers, compared to 59% (946) of applicants).

Grant applicants and offers – disability



The proportion of applicants who declared a disability was 2% in 2019 (35 individuals). This is the same as the proportion in 2018 (2%, 26 individuals).

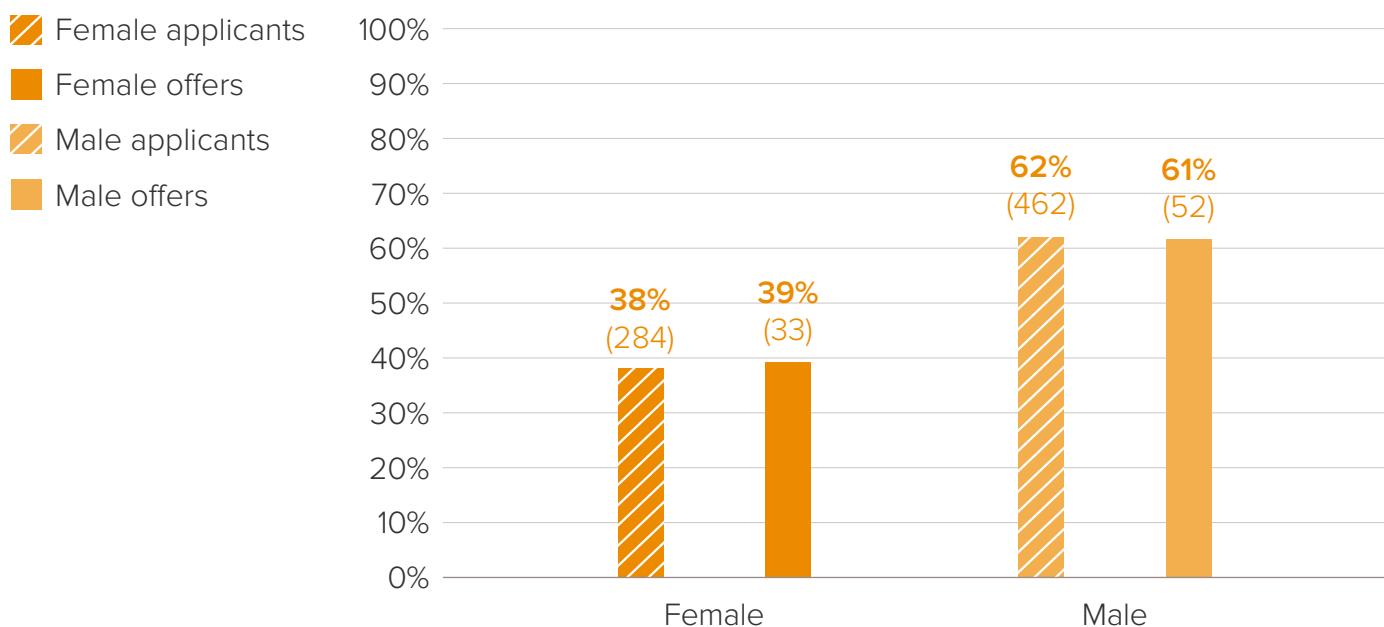
The proportion of offers made to individuals with a disability in 2019 was lower than the proportion of applicants (1%, 2 individuals). This is the same as the proportion and number of offers to individuals with a disability in 2018 (1%, 2 individuals).

The proportion of offers made to individuals that did not have a disability in 2019 was higher than the proportion of applicants (99% (175) of offers compared to 98% (1,524) applicants). The proportion of offers made to individuals that did not have a disability was also higher than the proportion of applicants without a disability in 2018 (99% (199) of offers, compared to 98% (1,619) of applicants).

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.

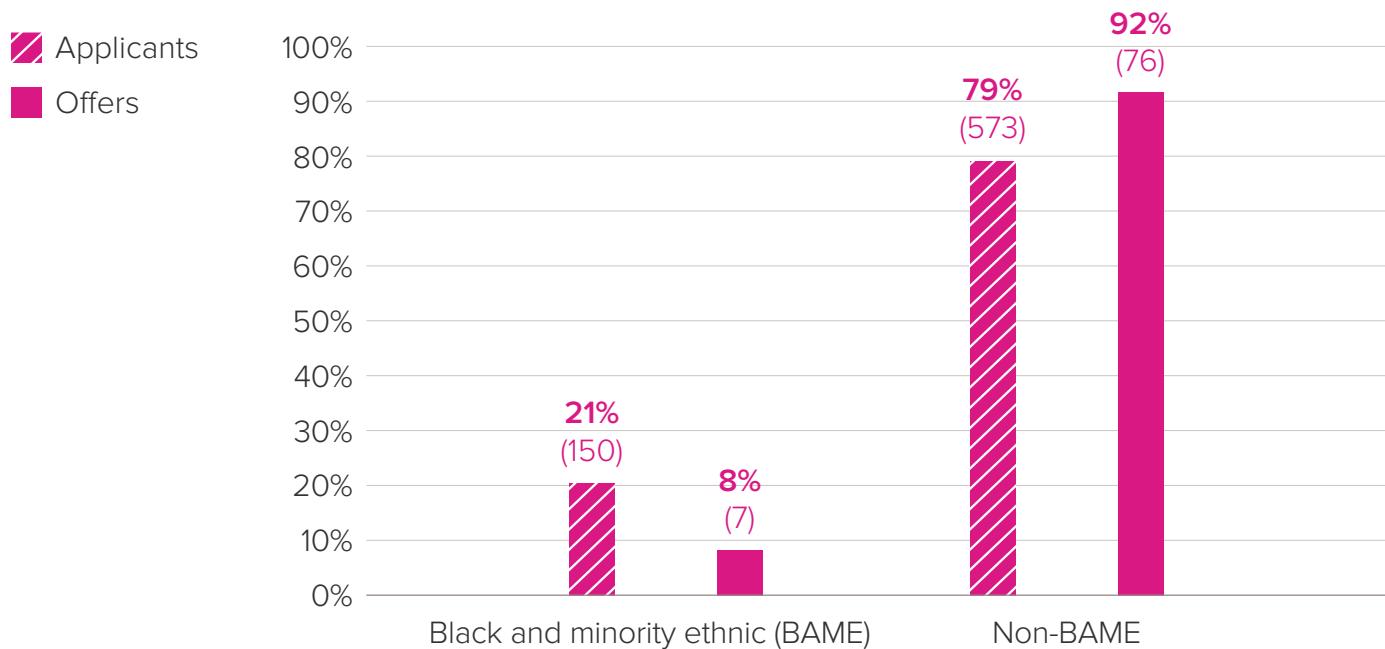
Early career research fellowships – gender



The proportion of female applicants for early career fellowships was 38% in 2019 (284 individuals). The proportion of offers made to females in 2019 was slightly higher than the proportion of female applicants (39%, 33 individuals). The proportion of offers made to females was also slightly higher than the proportion of female applicants in 2018 (34% (258) applicants and 36% (33) of offers).

The proportion of male applicants for early career fellowships was 62% in 2019 (462 individuals). The proportion of offers made to males in 2019 was slightly lower than the proportion of male applicants (61%, 52 individuals). The proportion of male offers in 2018 was also slightly lower than the proportion of male applicants (66% (510) for applicants and 64% (58) for offers).

Early career research fellowships – ethnicity



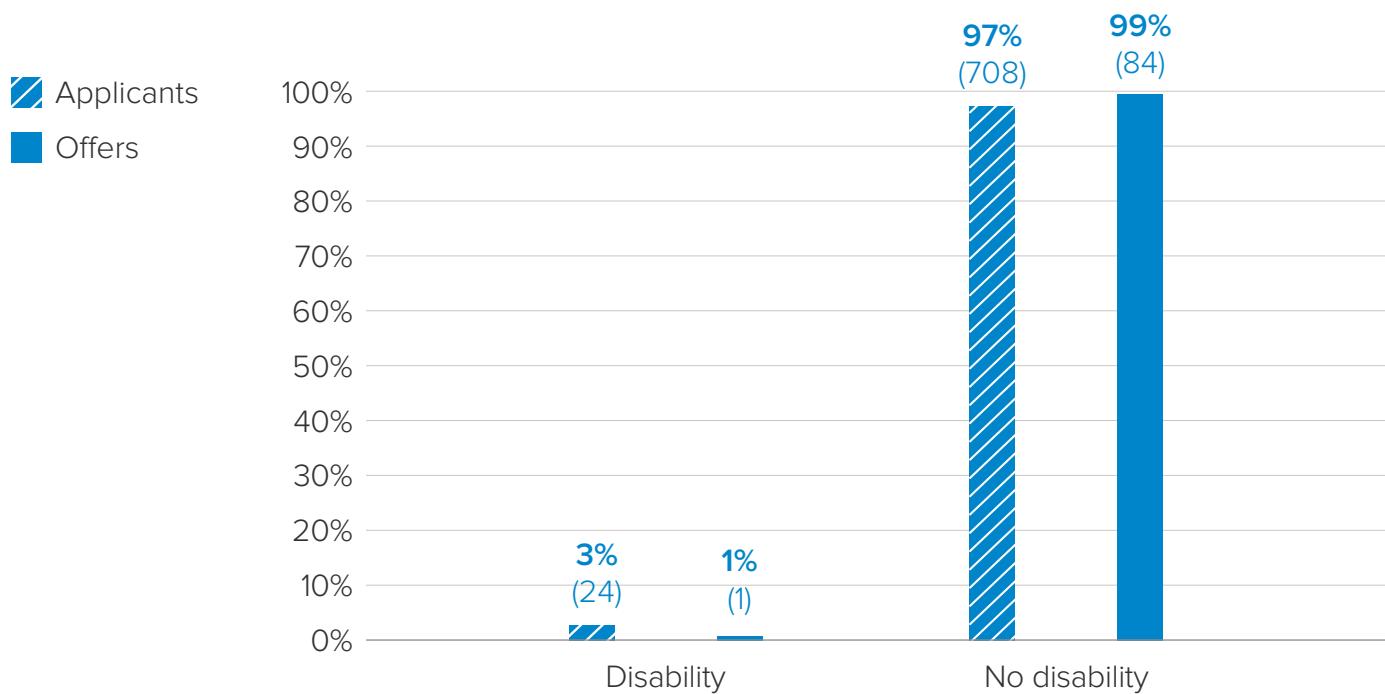
The proportion of applicants from Black and minority ethnic backgrounds for early career fellowship schemes was 21% in 2019 (150 individuals). This is higher than the proportion and number of Black and minority ethnic applicants in 2018 (16%, 120 individuals).

The proportion of offers made to individuals from Black and minority ethnic backgrounds in 2019 was significantly lower than the proportion of applicants (8%, 7 individuals) and lower than the proportion of offers made to Black and minority ethnic individuals in 2018 (14%, 12 individuals).

The proportion of offers to individuals from Black and minority ethnic backgrounds was lower than the proportion of applicants in 2018, but the difference in proportion was not as large (14% (12) offers compared to 16% (120) applicants).

The proportion of early career fellowship offers made to non-BAME individuals in 2019 was higher than the proportion of applicants (92% (76) of offers compared to 79% (573) applicants). The proportion of offers made to non-BAME applicants was also higher than the proportion of non-BAME applicants in 2018, but the difference in proportion was not as stark (86% (76) of offers, compared to 84% (624) of applicants).

Early career research fellowships – disability



The proportion of applicants who declared a disability for early career fellowships was 3% in 2019 (24 individuals). This is the same as the proportion in 2018 (3%, 22 individuals).

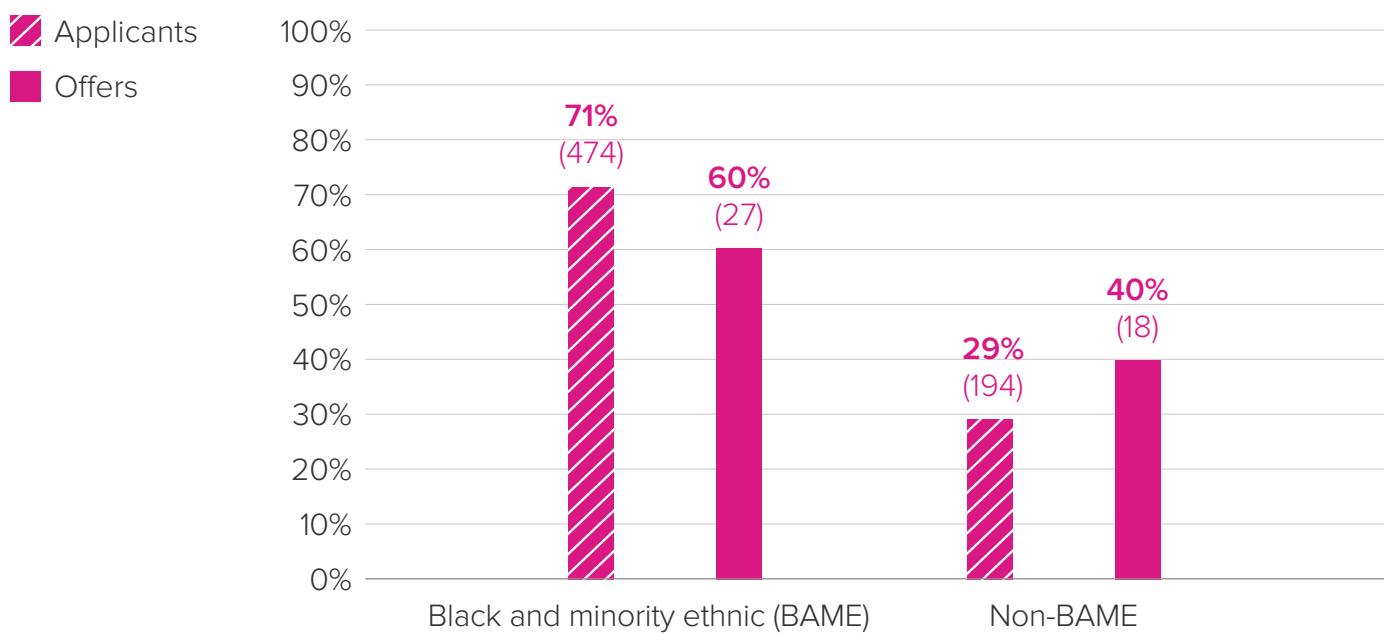
The proportion of offers made to individuals who declared a disability in 2019 was lower than the proportion of applicants (1%, 1 individual). This is lower than the proportion and number of offers to individuals who declared a disability in 2018 (2%, 2 individuals).

The proportion of offers made to individuals that did not declare a disability in 2019 was higher than the proportion of applicants (99% (84) of offers compared to 97% (708) of applicants). The proportion of offers made to individuals that did not declare a disability was also higher than the proportion of applicants that did not declare a disability in 2018 (98% (87) of offers, compared to 97% (740) of applicants).

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



The proportion of applicants from Black and minority ethnic backgrounds for the Newton International Fellowship was 71% in 2019 (474 individuals). This is higher than the proportion of Black and minority ethnic applicants in 2018 (68%, 498 individuals).

The proportion of offers made to individuals from Black and minority ethnic backgrounds in 2019 was lower than the proportion of applicants (60%, 27 individuals). This is also lower than the proportion of offers made to Black and minority ethnic individuals in 2018 (75%, 57 individuals).

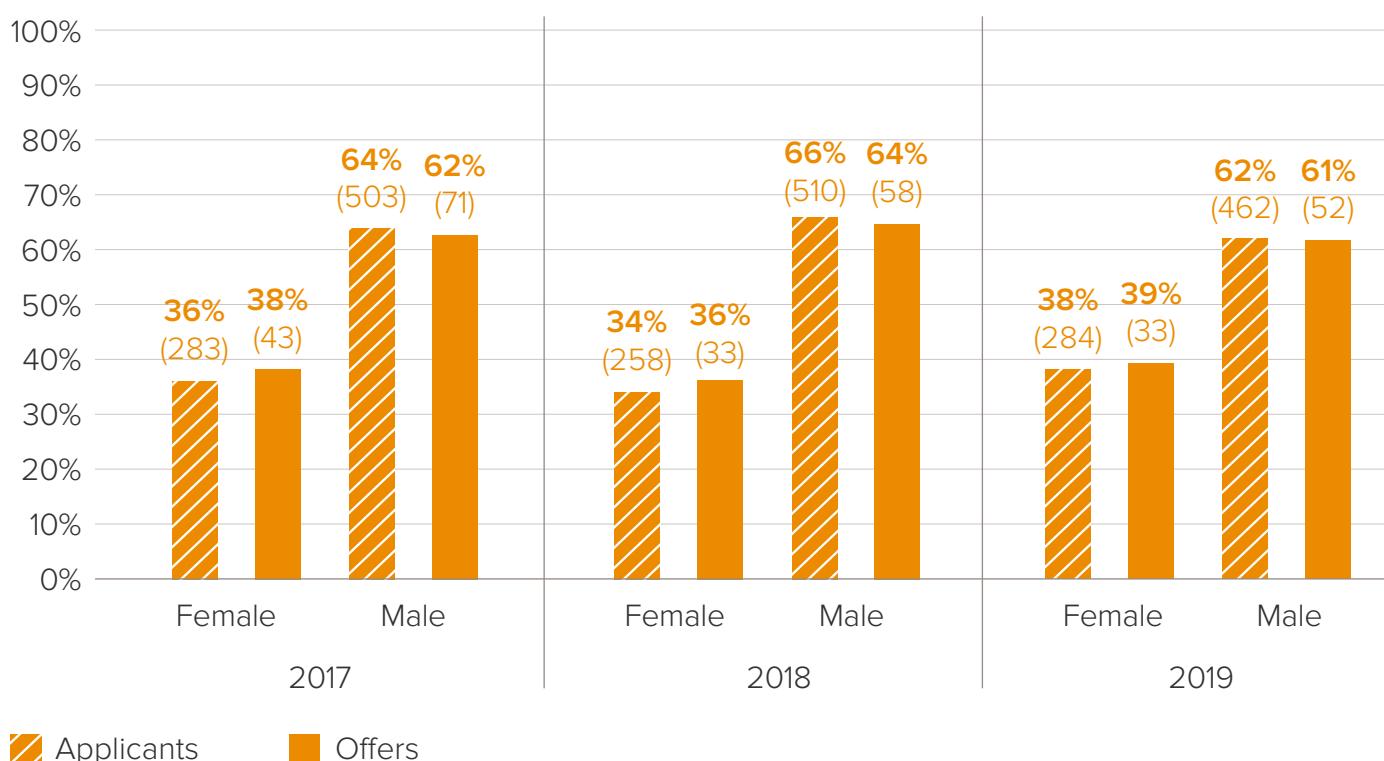
In 2018, the proportion of offers to individuals from Black and minority ethnic backgrounds was higher than the proportion of applicants (75% (57) of offers compared to 68% (498) of applicants).

The proportion of Newton International Fellowship offers made to non-Black and minority ethnic individuals in 2019 was higher than the proportion of applicants (40% (18) of offers compared to 29% of (194) applicants). In 2018, the proportion of offers made to non-Black and minority ethnic individuals was lower than the proportion of non-Black and minority ethnic applicants (25% (19) of offers, compared to 32% (229) of applicants).

Trends over time

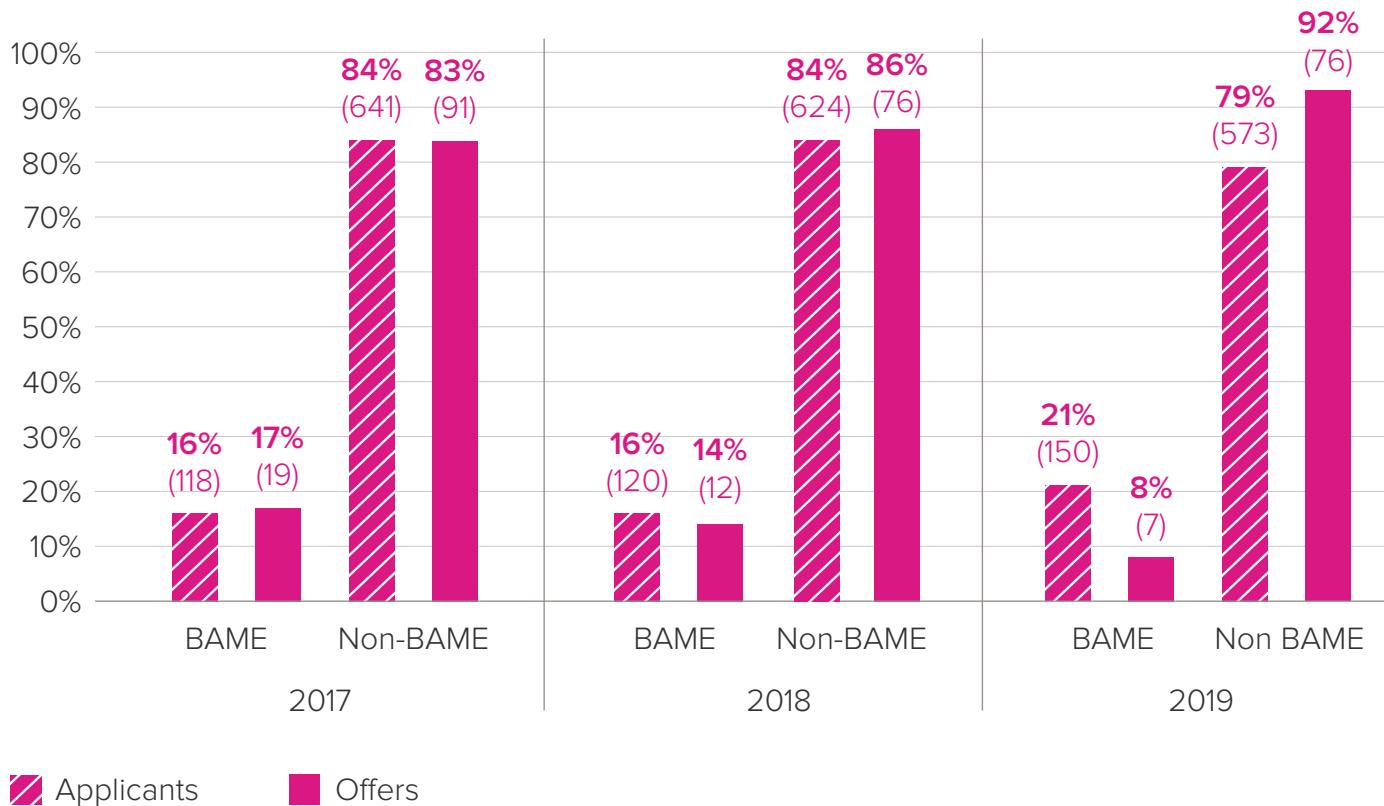
The charts below show the proportion and number of applicants and offers for the Society's early career fellowship schemes, by gender, ethnicity and disability, from 2017 to 2019.

Early career research fellowships, applicants and offers by gender, 2017 – 2019



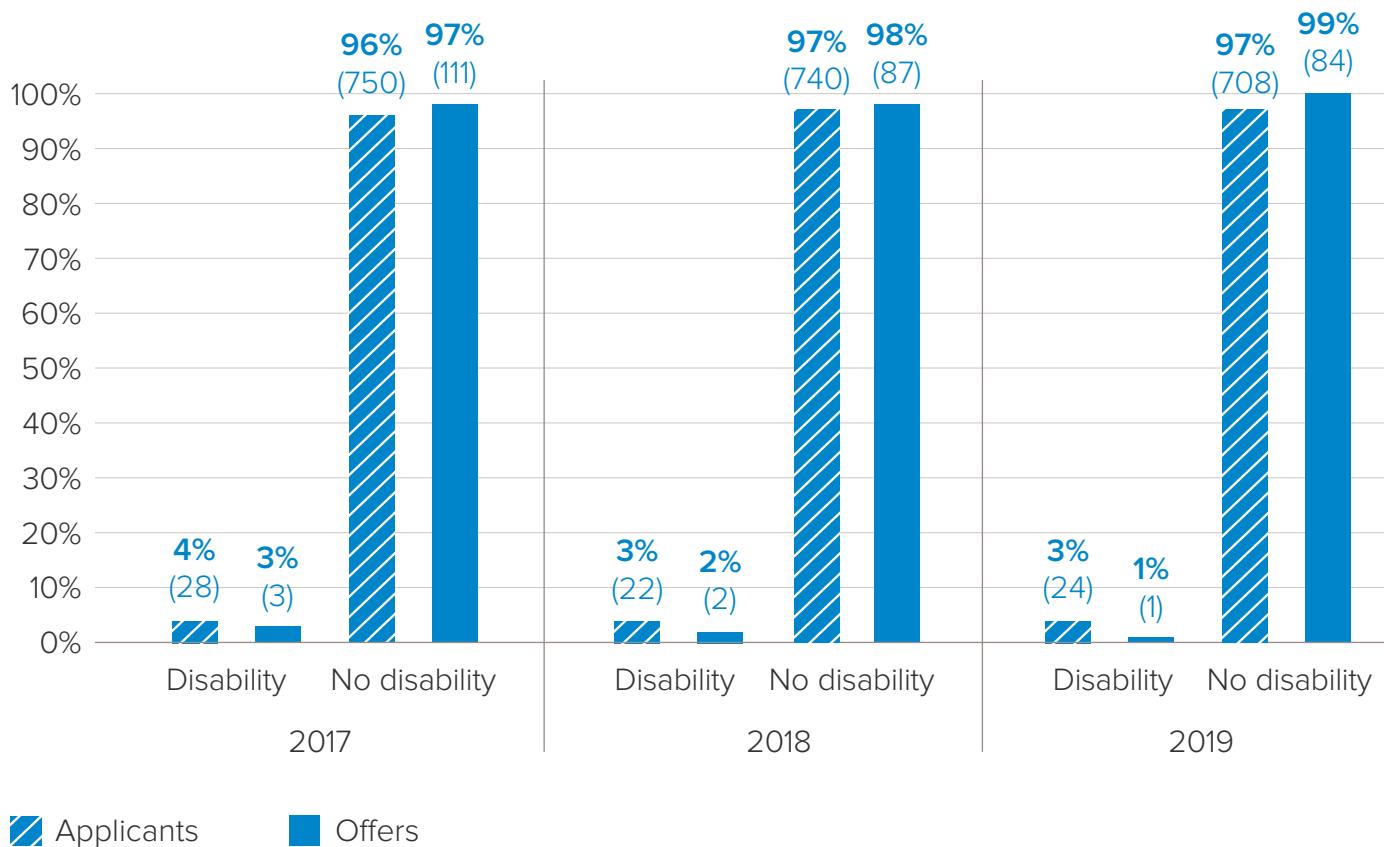
The proportion of offers made to females has been higher than the proportion of applicants in each year from 2017 to 2019. The proportion of offers made to males has been lower than the proportion of applicants in each year from 2017 to 2019.

Early career research fellowships, applicants and offers by ethnicity, 2017 – 2019



The proportion of applicants from Black and minority ethnic backgrounds increased in 2019 from 16% in 2017 and 2018 to 21% in 2019. However, the proportion of offers made to applicants from Black and minority ethnic backgrounds was lower in 2019 than the preceding two years (8% (7 individuals) in 2019, compared to 17% (19 individuals) in 2017 and 14% (12 individuals) in 2018).

Early career research fellowships, applicants and offers by disability, 2017 – 2019



The proportion of offers made to individuals with a disability has been lower than the proportion of applicants with a disability in each year from 2017 to 2019. The proportion of offers made to individuals without a disability has been higher than the proportion of applicants without a disability in each year from 2017 to 2019.

Scientific programmes

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 2019:

- Bakerian Prize Lecture
- Croonian Prize Lecture
- Francis Crick Lecture
- Kavli Lecture
- Michael Faraday Prize Lecture
- Milner Award Lecture
- Rosalind Franklin Lecture
- Wilkins-Bernal-Medawar Prize Lecture

The titles and presenters of these Prize lectures can be found in the Definitions section.

Attendees of each Prize lecture were asked to complete a printed or digital diversity monitoring form at the event or asked to complete a digital diversity survey afterwards. 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 is a self-selecting sample and should not be taken to be representative of the whole audience across all Society Prize lectures.

Diversity data is not available for attendees at the Milner Award Lecture or Rosalind Franklin Lecture and consequently is not included in the figures and illustrations below.

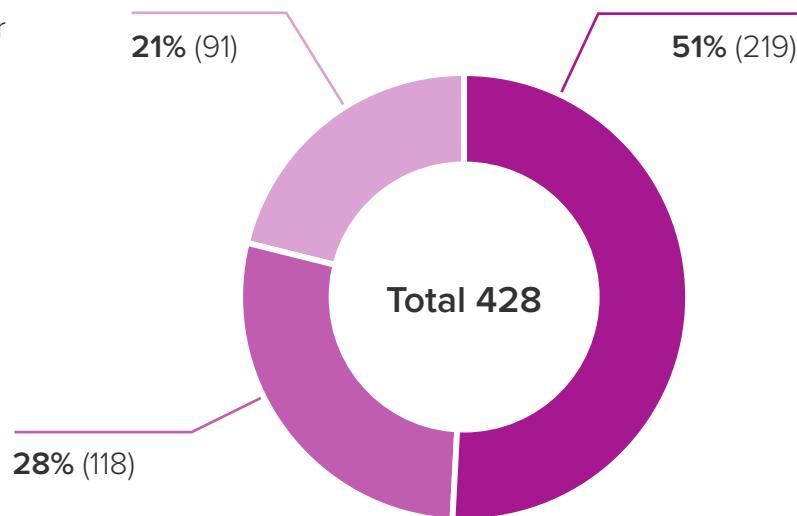
Data on nominees for Awards and Medals is not reported because individuals do not nominate themselves and are therefore not asked to complete a diversity monitoring form.

Attendees

There were a total of 1,217 attendees at Prize lectures in 2019, of which 472 completed a diversity survey (39%). This is higher than the proportion of attendees who completed a diversity survey in 2018 (33%, 564 attendees) and caution should therefore be taken when making comparisons to the proportion of attendees in each category between the two years. Individuals who selected 'prefer not to say' have been excluded from the figures and illustrations below.

Prize lecture attendees – age of respondents

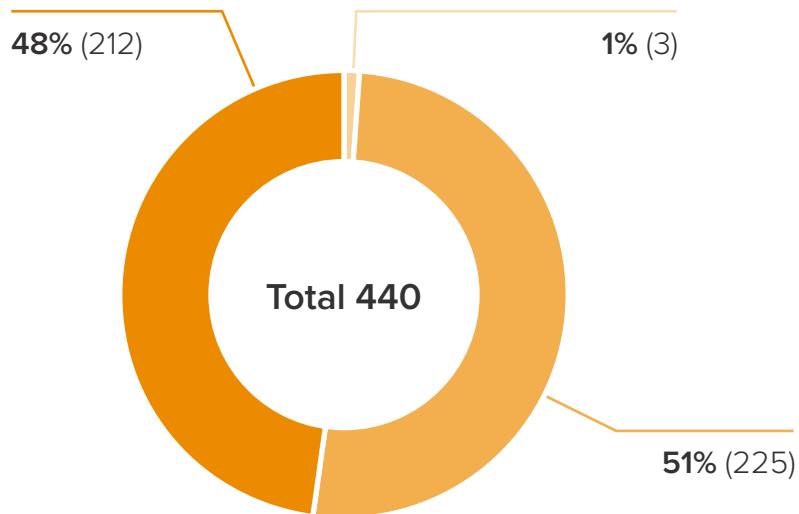
- 39 and under
- 40 – 59
- 60 and over



The proportion of Prize lecture attendees who completed a diversity survey aged 39 and under was 51% (219 individuals). The proportion aged 40 to 59 was 28% (118 individuals) and the proportion aged 60 and over was 21% (91 individuals). In 2018, 59% of Prize lecture attendees who responded to the survey were aged 39 and under (274 individuals), 18% were aged 40 to 59 (85 individuals) and 23% were aged 60 or over (107 individuals).

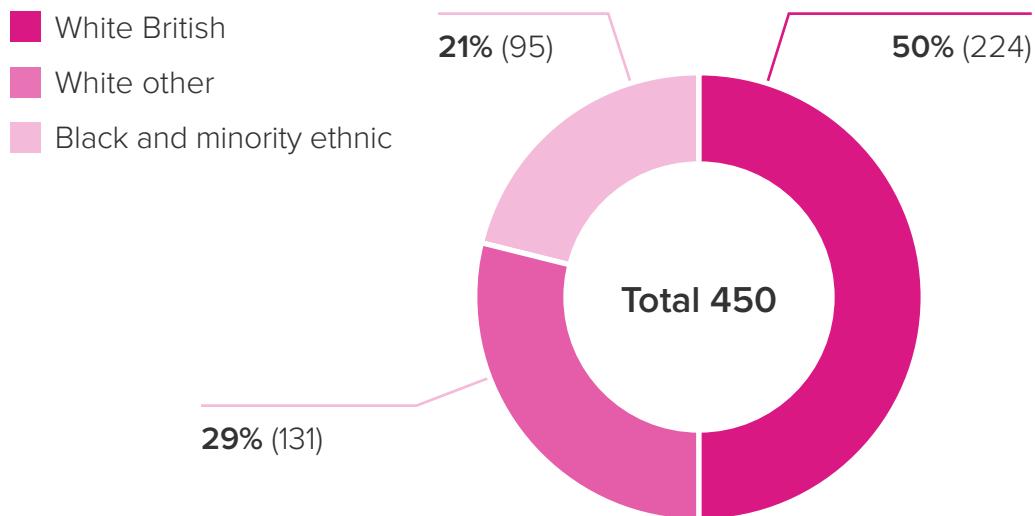
Prize lecture attendees – gender of respondents

- Female
- Male
- Other



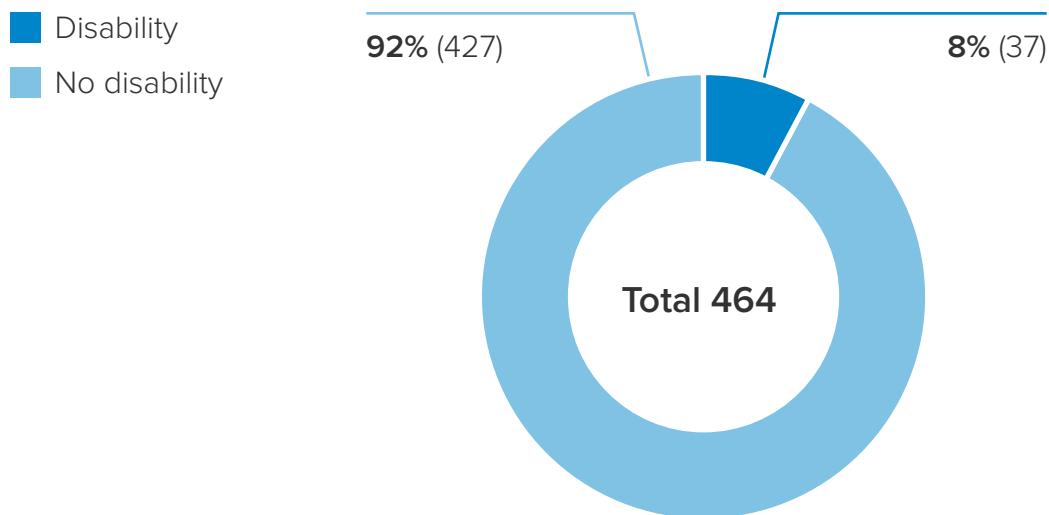
In 2019, 48% of Prize lecture attendees who completed a diversity survey were female (212 individuals), the same proportion as in 2018 (48%, 233 individuals). 51% of attendees in 2019 were male (225 individuals) compared to 52% (248 individuals) in 2018. In 2019, 1% of attendees described their gender as 'other' (3 individuals). No attendees described their gender as 'other' in 2018.

Prize lecture attendees – ethnicity of respondents



In 2019, 21% of Prize lecture attendees who completed a diversity survey were from a Black or minority ethnic background (95 individuals), compared to 18% in 2018 (96 individuals). 50% of attendees were White British (224 individuals) in 2019, compared to 57% (304 individuals) in 2018. In 2019, 29% of attendees were White other (131 individuals), compared to 25% (134 individuals) in 2018.

Prize lecture attendees – disability of respondents



In 2019, 8% of Prize lecture attendees who completed a diversity survey said they had a disability (37 individuals), compared to 7% (40 individuals) in 2018. In 2019, 92% of attendees said they did not have a disability (427 individuals) compared to 93% (508 individuals) in 2018.

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. There were 27 scientific meetings in 2019.

Following each meeting the 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. Diversity data for organisers of scientific meetings is collected separately using FlexiGrant.

The data below shows the diversity of organisers, speakers and chairs who completed the surveys. Completing the feedback and diversity survey is

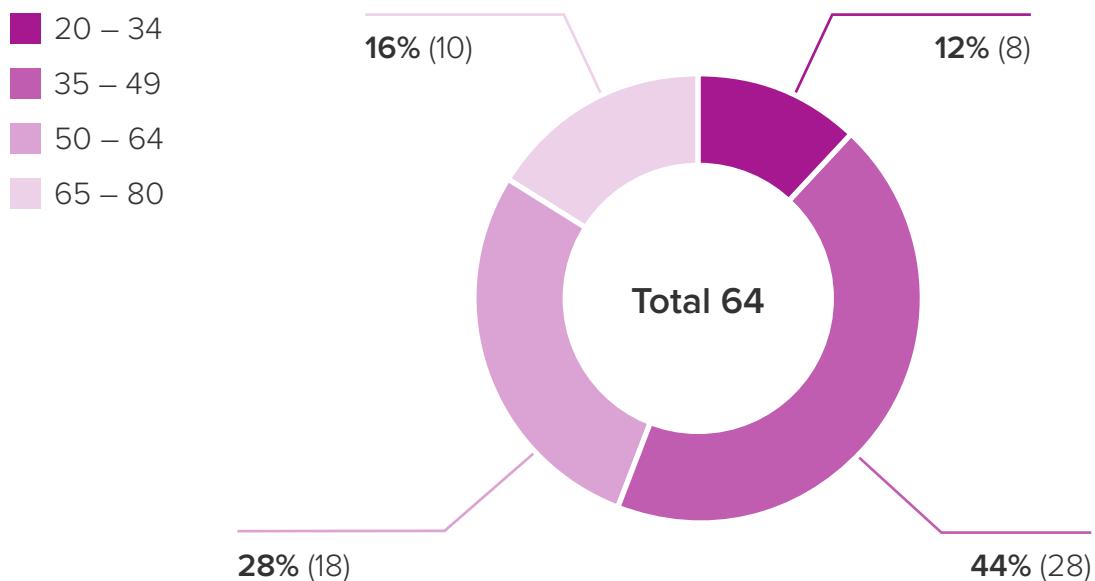
not mandatory; consequently the data included in this section of the report is based on a self-selecting sample and should not be taken to be representative of all organisers, speakers, or chairs of scientific meetings.

Organisers

There were 90 organisers of scientific meetings that took place in 2019.

In this section, comparisons have been made with the proportions of organisers in different categories in 2018. However, although there was a higher number of organisers in 2018 (112), the proportion that responded to the diversity survey was much lower (21% (24) of organisers, compared to over 70% in 2019). Caution should therefore be taken when making comparison between the two years, as any differences in proportion are likely to reflect differences in the number of respondents, rather than other factors.

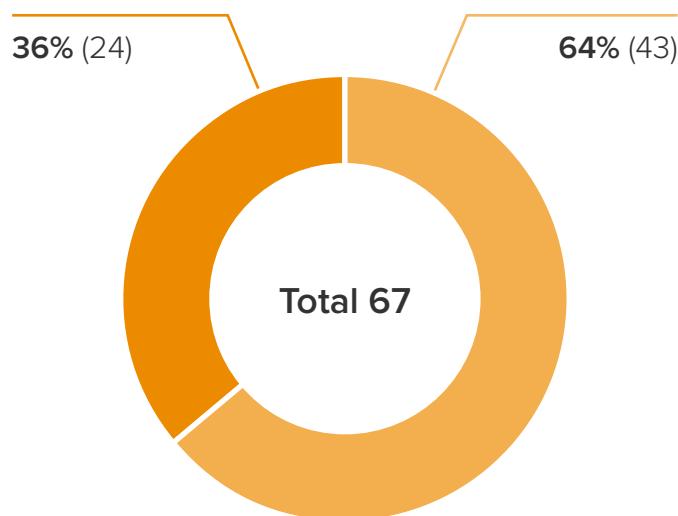
Scientific meeting organisers – age of respondents



In 2019, 12% of meeting organisers who responded were aged 20 to 34 (8 individuals), 44% were aged 35 to 49 (28 individuals), 28% were aged 50 to 64 (18 individuals) and 16% were aged 65 to 80 (10 individuals). It is not possible to make direct comparisons with the age profile of scientific meeting organisers in 2018, as the data was collated differently.

Scientific meeting organisers – gender of respondents

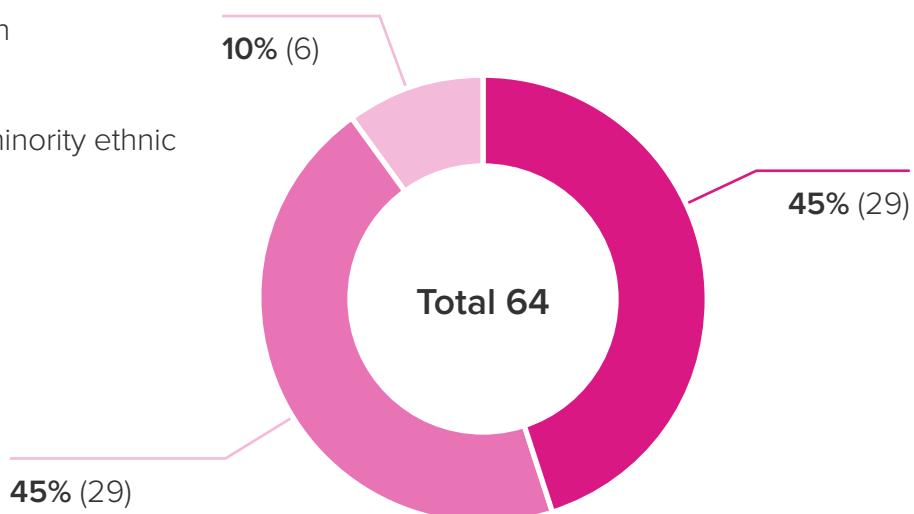
Female
Male



In 2019, 36% of organisers who responded were female (24 individuals), compared to 25% (6 individuals) in 2018. This is higher than the target of 30% female representation set by the Hooke Committee. 64% of organisers in 2019 were male (43 individuals) compared to 75% (18 individuals) in 2018.

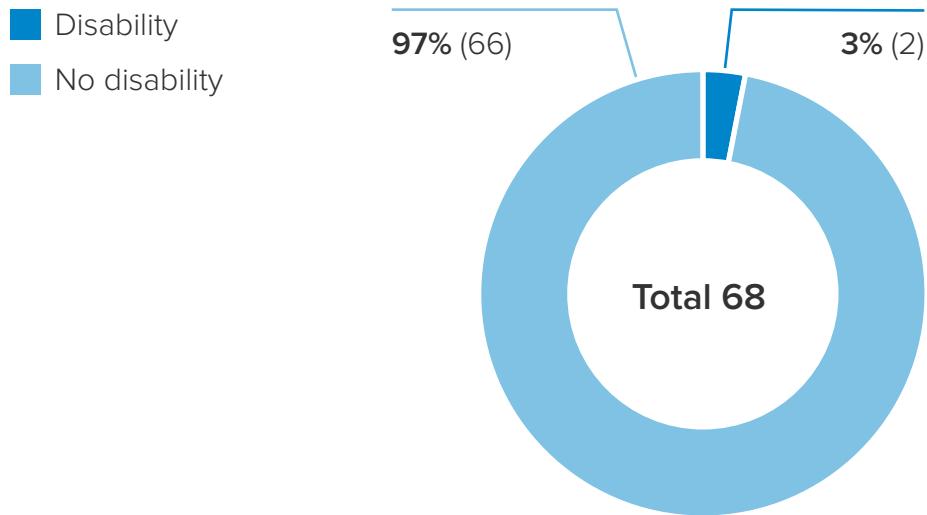
Scientific meeting organisers – ethnicity of respondents

White British
White other
Black and minority ethnic



In 2019, 10% of organisers who responded were from a Black or minority ethnic background (6 individuals), compared to 4% (1) in 2018. 45% of organisers were White British (29 individuals) in 2019, compared to 38% (9 individuals) in 2018. In 2019, 45% of organisers were White other (29 individuals), compared to 58% (14 individuals) in 2018.

Scientific meeting organisers – disability of respondents



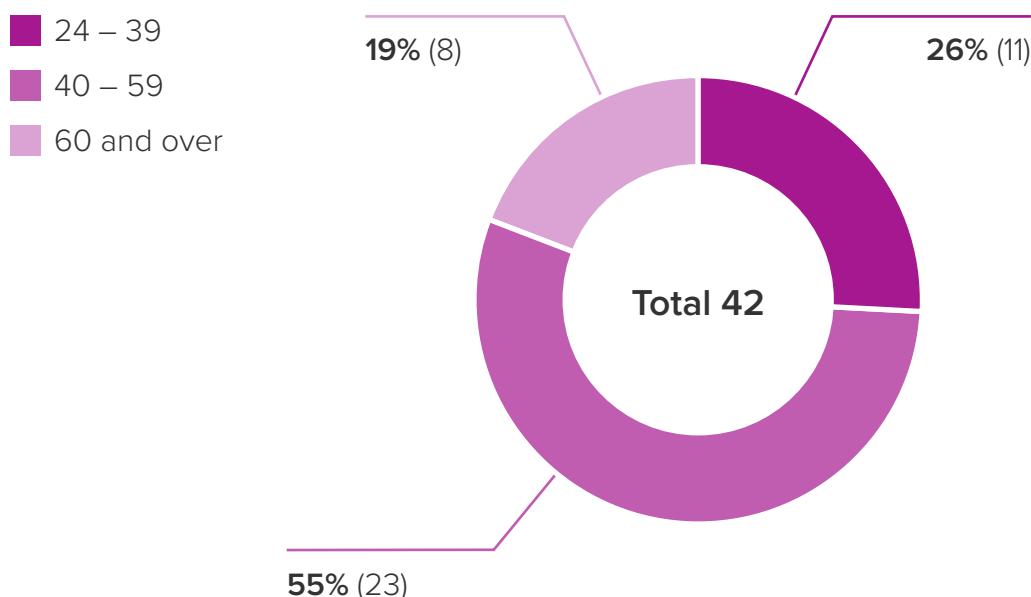
In 2019, 3% of organisers who responded said they had a disability (2 individuals), compared to 0% (0 individuals) in 2018. In 2019, 97% of organisers said they did not have a disability (66 individuals) compared to 100% (24 individuals) in 2018.

Speakers and chairs

There were 411 speakers and 29 chairs at scientific meetings in 2019, of which 48 speakers and chairs completed the survey (11%). The data below reflects the 11% of speakers and chairs who responded and should not be taken to be representative of all speakers and chairs at scientific meetings.

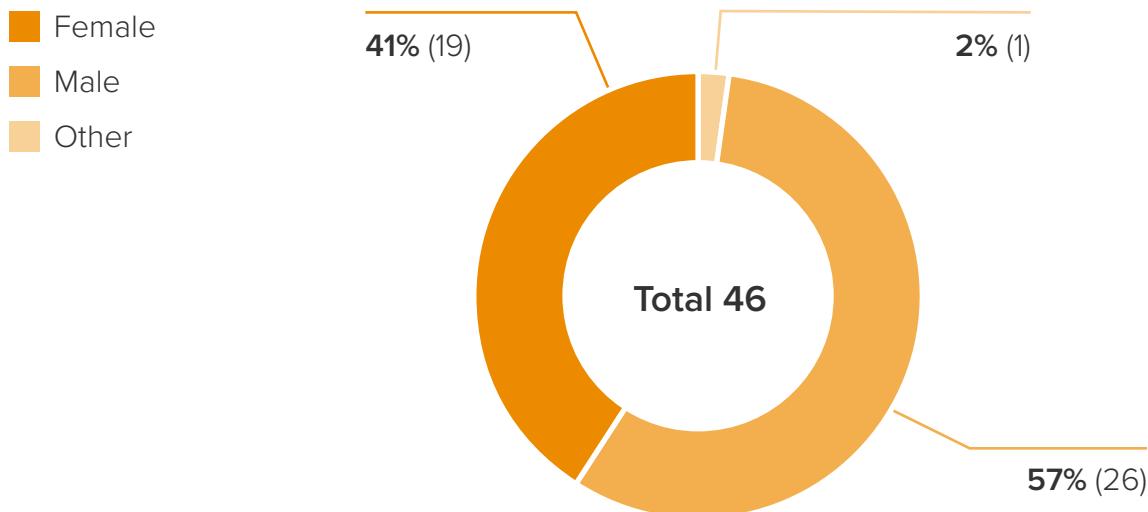
In this section, comparisons have been made between the proportions of speakers and chairs in different categories in 2018. However, the proportion and number of speakers and chairs who responded to the survey in 2018 was higher (75 speakers and 14 chairs completed the survey (17%)). Caution should therefore be taken when making comparison between the two years.

Speakers and chairs – age of respondents



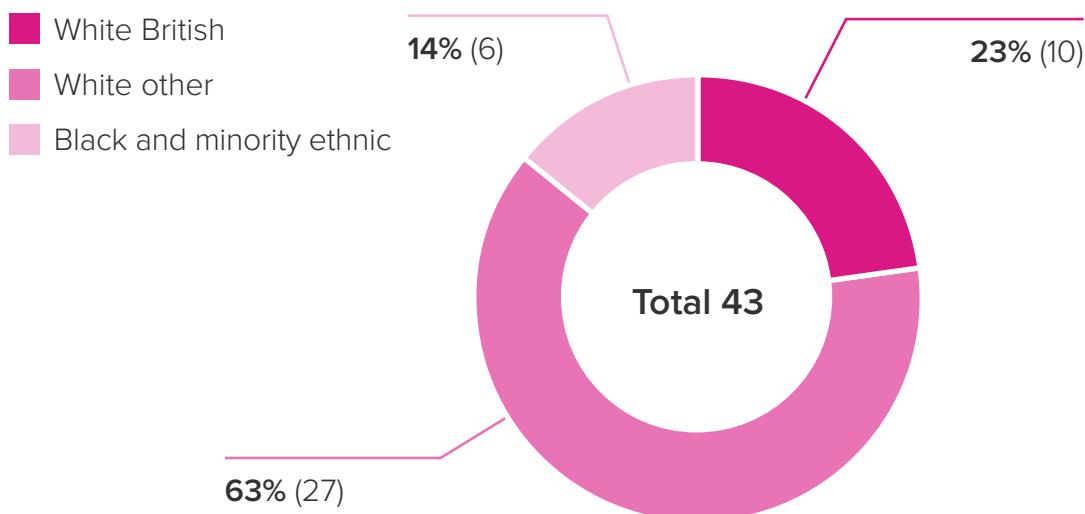
The proportion of speakers and chairs who responded to the survey and were aged 24 to 39 was 26% (11 individuals) in 2019. The proportion aged 40 to 59 was 55% (23 individuals) and the proportion aged 60 and over was 19% (8 individuals). In 2018, 30% of speakers and chairs were aged 24 to 39 (24 individuals), 48% were aged 40 to 59 (39 individuals) and 22% were aged 60 or over (18 individuals).

Speakers and chairs – gender of respondents



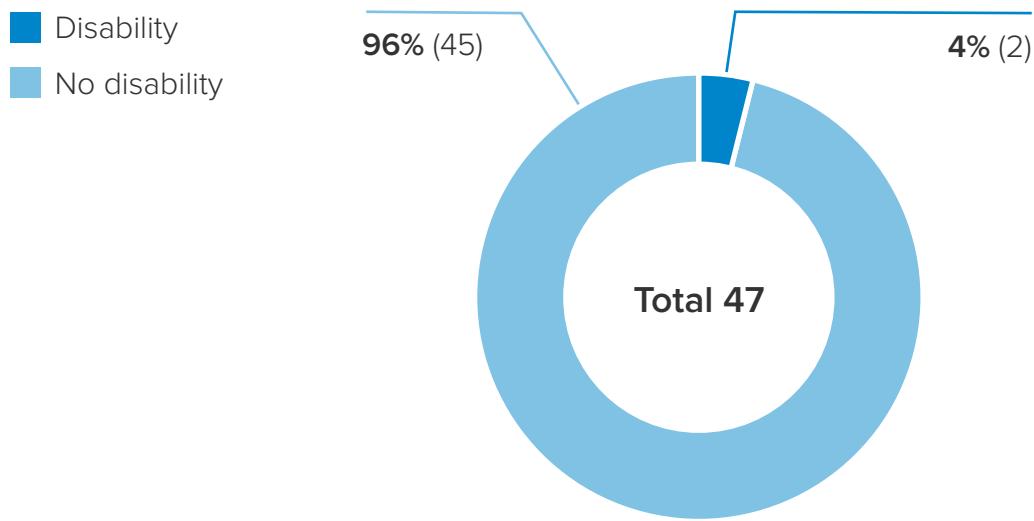
In 2019, 41% of speakers and chairs who completed the diversity survey were female (19 individuals), compared to 37% (31 individuals) in 2018. This is higher than the target of 30% female representation set by the Hooke Committee. 57% of speakers and chairs in 2019 were male (26 individuals) compared to 63% (52 individuals) in 2018. 2% of speakers and chairs described their gender as 'other' in 2019 (1 individual), compared to 0% (0) speakers and chairs in 2018.

Speakers and chairs – ethnicity of respondents



In 2019, 14% of speakers and chairs who completed the diversity survey were from a Black or minority ethnic background (6 individuals), compared to 18% (14) in 2018. 63% of speakers and chairs were White other (27 individuals) in 2019, compared to 34% (27 individuals) in 2018. In 2019, 23% of speakers and chairs were White British (10 individuals), compared to 48% (38 individuals) in 2018.

Speakers and chairs – disability of respondents

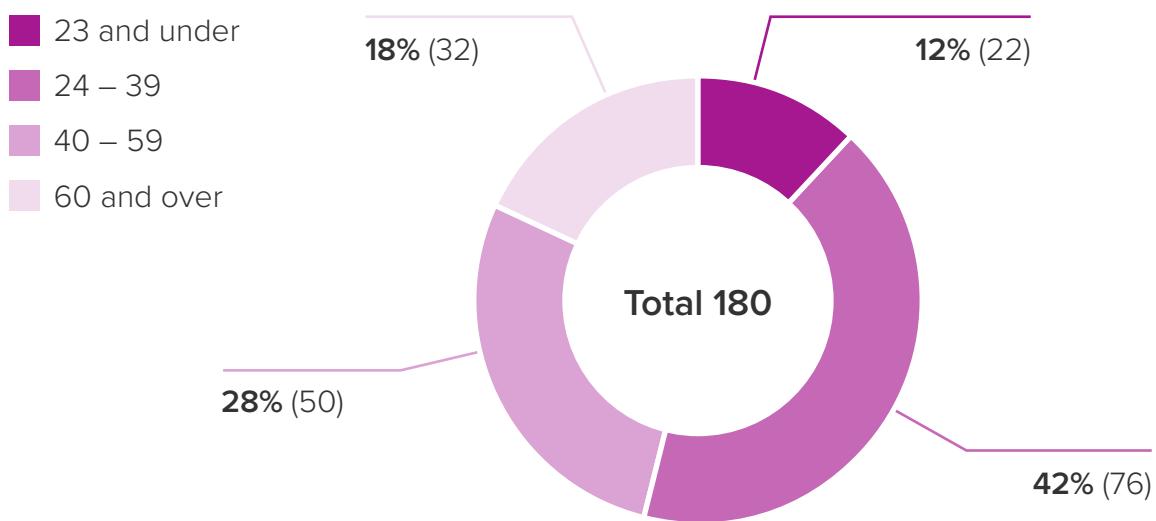


In 2019, 4% of speakers and chairs who completed the diversity survey said they had a disability (2 individuals), compared to 2% (2 individuals) in 2018. In 2019, 96% of speakers and chairs said they did not have a disability (45 individuals) compared to 98% (85 individuals) in 2018.

Attendees

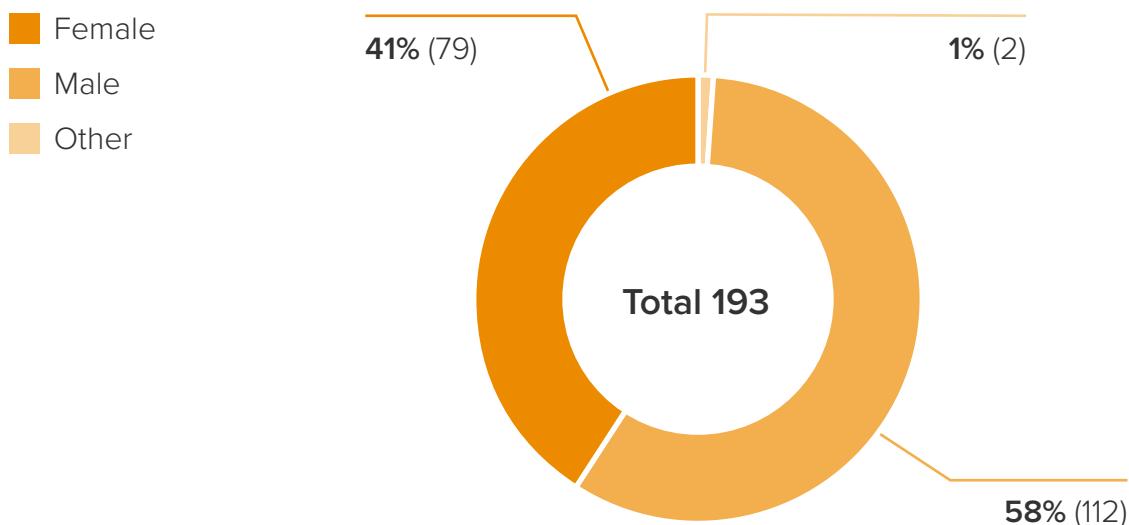
There were a total of 1,871 attendees at 27 scientific meetings in 2019. Diversity data was recorded for nine of these meetings, with a total of 211 attendees. As diversity data is not available for attendees of the other meetings, the data below should not be taken to be representative of all attendees at scientific meetings. Comparative data for 2018 has been included in this section, but as the 2018 diversity data report included data for a higher number of scientific meetings, caution should be taken when making comparisons between the two years.

Attendees – age of respondents



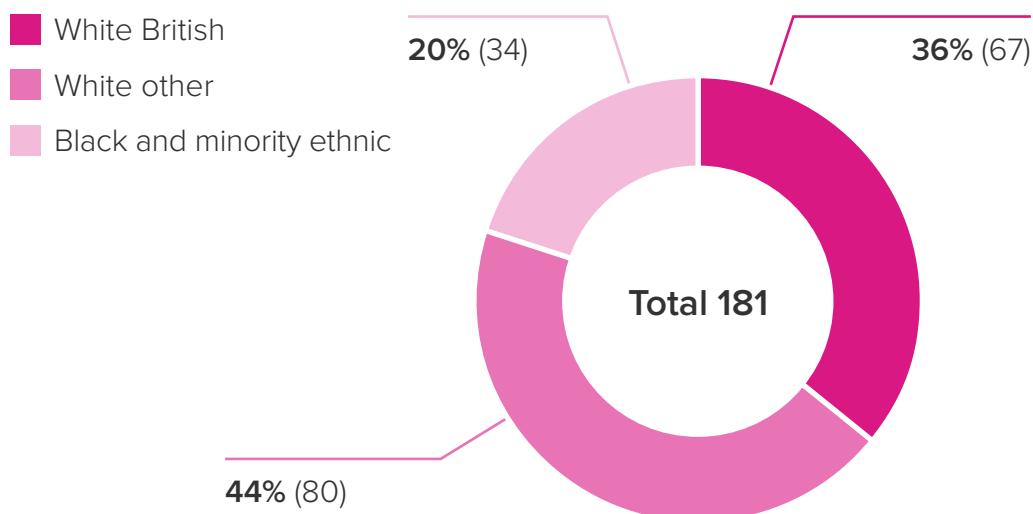
The proportion of scientific meeting attendees aged 23 and under was 12% (22 individuals) in 2019. The proportion aged 24 to 39 was 42% (76 individuals), the proportion aged 40 to 59 was 28% (50 individuals) and the proportion aged 60 and over was 18% (32 individuals). In 2018, 8% of Prize lecture attendees were aged 23 and under (38 individuals), 50% were aged 24 to 39 (229 individuals), 29% were aged 40 to 59 (130 individuals) and 13% were aged 60 or over (61 individuals).

Attendees – gender of respondents



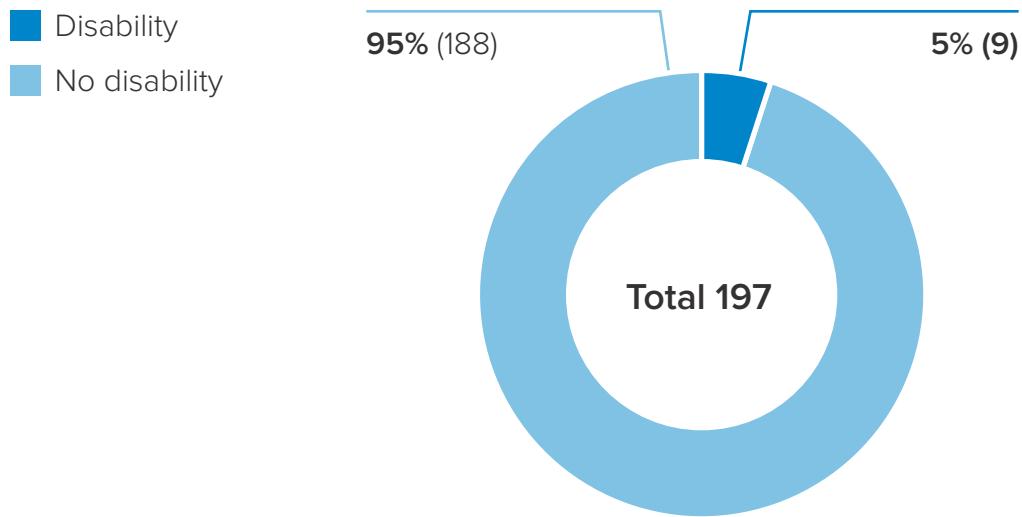
In 2019, 41% of scientific meeting attendees were female (79 individuals), compared to 41% (200 individuals) in 2018. 58% of scientific meeting attendees in 2019 were male (112 individuals) compared to 59% (286 individuals) in 2018. 1% (2 individuals) of scientific meeting attendees described their gender as 'other' in 2019, compared to 0% (0) in 2018.

Attendees – ethnicity of respondents



In 2019, 20% of scientific meeting attendees who completed the diversity survey were Black or minority ethnic (34 individuals), the same proportion as in 2018 (20%, 91 individuals). 44% of scientific meeting attendees were White other (80 individuals) in 2019, compared to 37% (170 individuals) in 2018. In 2019, 36% of scientific meeting attendees were White British (67 individuals), compared to 43% (203 individuals) in 2018.

Attendees – disability of respondents



In 2019, 5% of scientific meeting attendees who completed the diversity survey said they had a disability (9 individuals), compared to 4% (21 individuals) in 2018. In 2019, 95% of scientific meeting attendees said they did not have a disability (188 individuals) compared to 96% (479 individuals) in 2018.

Public engagement

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 usually 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 34 public events in 2019 (excluding Prize lectures). A full list of events held in 2019 can be found in the Definitions section.

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 is a self-selecting sample and should not be taken to be representative of the whole audience across all Society events. At events held outside of the Society, diversity data is collected from the event hosts where available. Chairs and speakers of events were asked to complete an online diversity monitoring questionnaire in March 2020.

National statistical data on the diversity profile of the UK population has been included in this section to provide a comparison between the diversity of audiences at the Society's events and the wider population. As a large proportion of diversity data collected is for event attendees at the Society's public events and Summer Science Exhibition held in London, statistical data on the diversity of the Greater London population is also included for further comparative context.

In each section below, comparisons have been made between the proportions of attendees at both the Summer Science Exhibition and other public events in 2018, and the proportion of speakers at public events in 2018. However, as the 2018 report was based on a lower proportion of Summer Science Exhibition attendees (6% in 2018 compared to 11% in 2019) and a higher proportion of respondents for other public events (17% in 2018 compared to 10% in 2019) any differences may reflect these variances in the proportion of respondents, rather than other factors, and caution should therefore be taken when comparing data between the two years.

Location

21 out of 34 events in 2019 were held in London (62%). Of these 21 events, 6 were held at the Royal Society at Carlton House Terrace (28%). 13 out of 34 events in 2019 were held outside of London (38%).

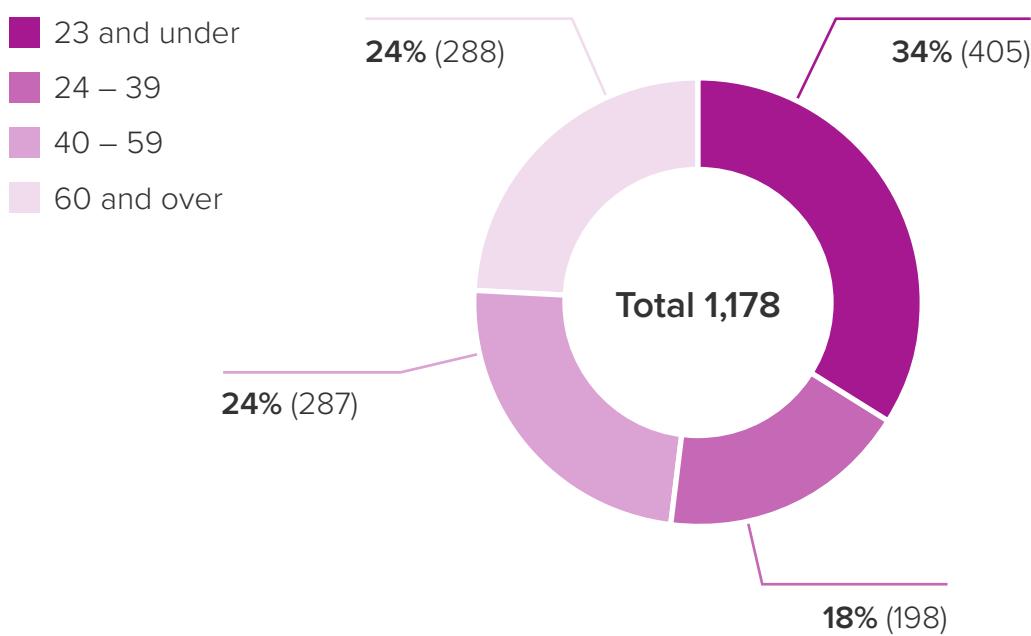
Attendees

Summer Science Exhibition

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

There were 12,653 attendees at the Summer Science Exhibition, of which 1,370 completed the diversity monitoring survey (11%).

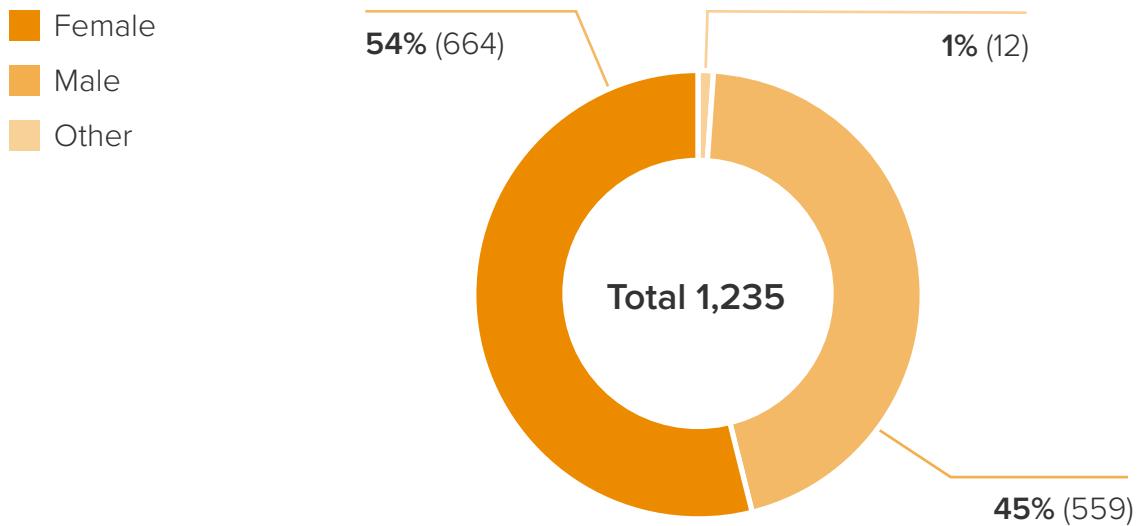
Summer Science Exhibition – age of respondents



The proportion of Summer Science Exhibition attendees who completed the diversity survey aged 23 and under was 34% (405 individuals) in 2019. The proportion aged 24 to 39 was 18% (198 individuals), the proportion aged 40 to 59 was 24% (287 individuals) and the proportion aged 60 and over was 24% (288 individuals).

In 2018, 40% of Summer Science Exhibition attendees who completed the diversity survey were aged 23 and under (226 individuals), 22% were aged 24 to 39 (144 individuals), 22% were aged 40 to 59 (148 individuals) and 16% were aged 60 or over (107 individuals).

Summer Science Exhibition – gender of respondents



UK population: 51% female, 49% male in 2011².

London population: 50% female, 50% male in 2019³.

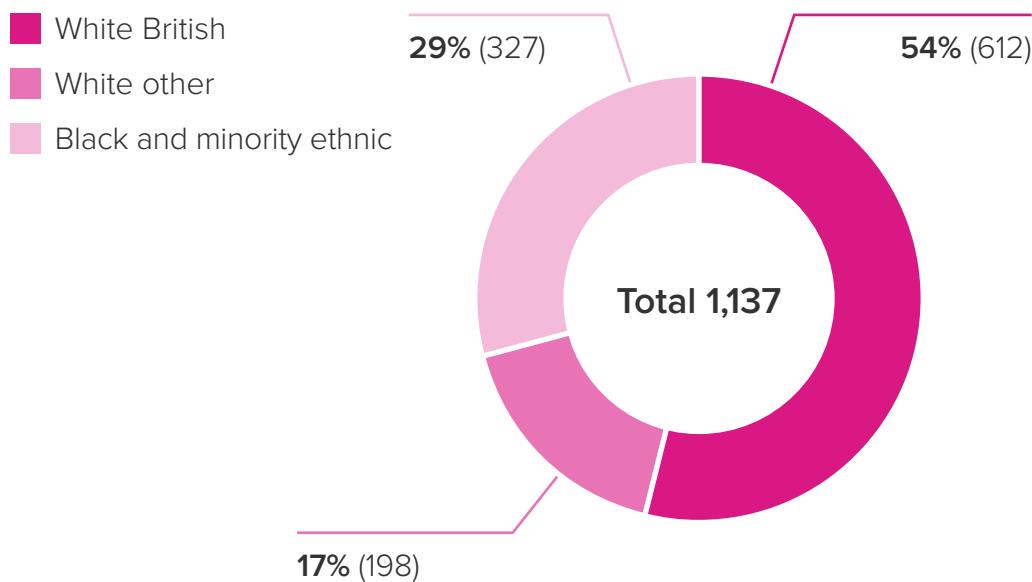
In 2019, 54% of Summer Science Exhibition attendees who completed the diversity survey were female (664 individuals). This is higher than the proportion of female attendees who completed the diversity survey in 2018 (49%, 328 individuals) and compares favourably with the proportion of women in the UK and London populations (51% and 50% respectively).

In 2019, 45% of Summer Science Exhibition attendees who completed the diversity survey were male (559 individuals) compared to 51% (348 individuals) in 2018. 1% (12 individuals) of attendees described their gender as 'other' in 2019, compared to 0% (0) attendees in 2018.

2. 2011 UK Census

3. Greater London Authority data, 2019: <https://data.london.gov.uk/dataset/london-s-diverse-population>

Summer Science Exhibition – ethnicity of respondents



UK population: 80.5% White British, 4.4% Other White and 14% Black or Minority Ethnic in 2011⁴.

Greater London population: 43% Black or Minority Ethnic and 57% White in 2019⁵.

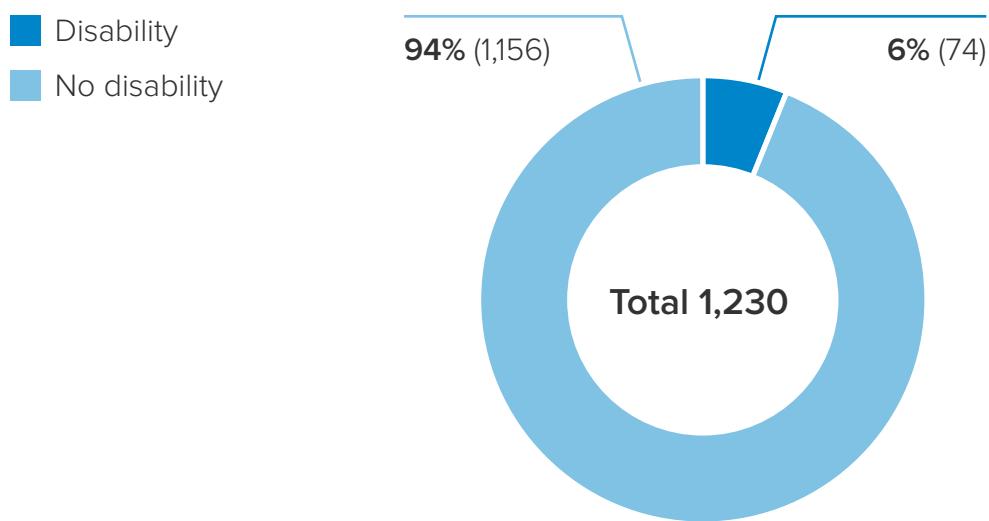
In 2019, 29% of Summer Science Exhibition attendees who completed the diversity survey were from a Black or minority ethnic background (327 individuals). This is lower than the proportion and number of Black and minority ethnic attendees who completed the survey in 2018 (35%, 233 individuals). The 2019 proportion compares favourably to the UK population, which is 14% Black and minority ethnic, but is considerably lower than the proportion of Black and minority ethnic people in the London population (43%).

In 2019, 17% of Summer Science Exhibition attendees who completed the diversity survey were White other (198 individuals), compared to 18% (123 individuals) in 2018. In 2019, 54% of Summer Science Exhibition attendees were White British (612 individuals), compared to 47% (310 individuals) in 2018.

4. 2011 UK Census, quoted on Ethnicity Facts and Figures

5. Greater London Authority data, 2019: <https://data.london.gov.uk/dataset/london-s-diverse-population>

Summer Science Exhibition – disability of respondents



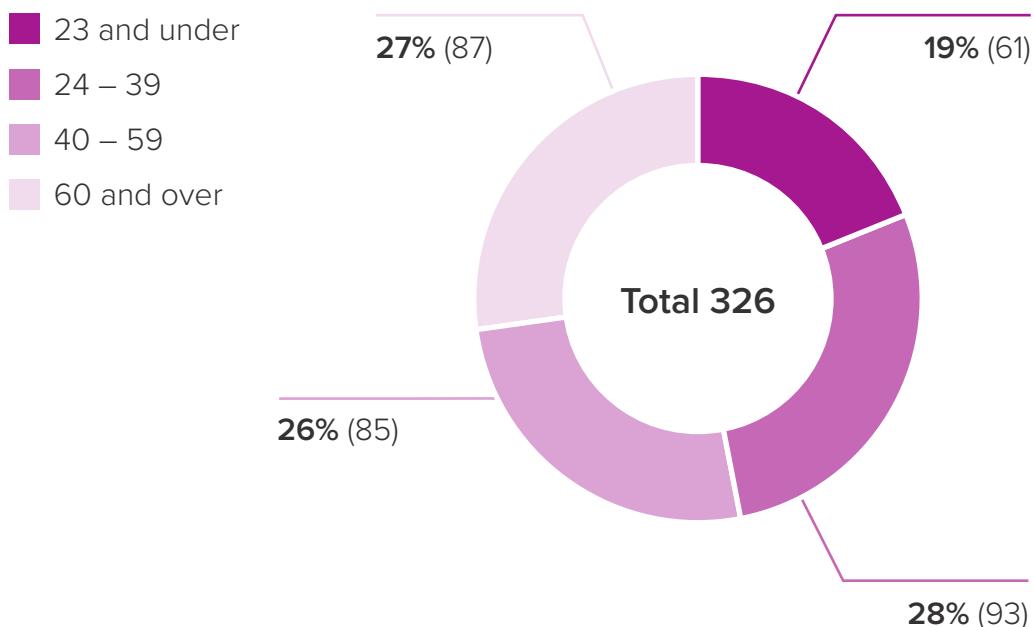
In 2019, 6% of Summer Science Exhibition attendees who completed the diversity survey said they had a disability (74 individuals), compared to 12% (78 individuals) in 2018. In 2019, 94% of Summer Science Exhibition attendees said they did not have a disability (1,156 individuals) compared to 88% (593 individuals) in 2018.

Other public events

The attendee data below is for public events held at the Royal Society in 2019 (excluding Prize Lectures and the Summer Science Exhibition).

There were 3,480 attendees at other public events in 2019, of which 350 completed the diversity monitoring survey (10%).

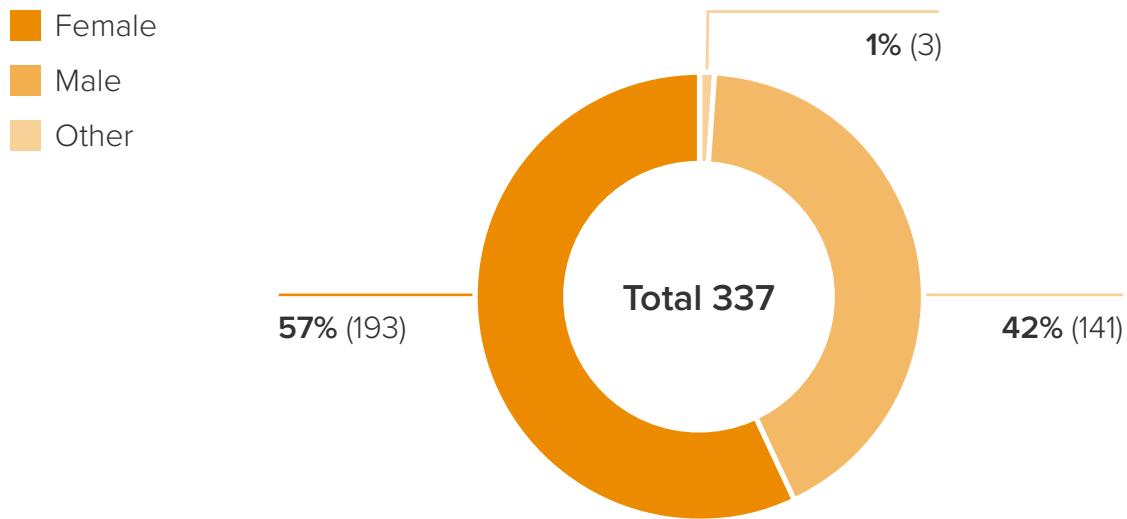
Attendees at public events – age of respondents



The proportion of attendees who completed the diversity survey at other public events and were aged 23 and under was 19% (61 individuals) in 2019. The proportion aged 24 to 39 was 28% (93 individuals), the proportion aged 40 to 59 was 26% (85 individuals) and the proportion aged 60 and over was 27% (87 individuals).

In 2018, 27% of attendees who completed the diversity survey at other public events were aged 23 and under (282 individuals), 41% were aged 24 to 39 (439 individuals), 20% were aged 40 to 59 (215 individuals) and 12% were aged 60 or over (122 individuals).

Attendees at public events – gender of respondents



UK population: 51% female, 49% male in 2011⁶.

London population: 50% female, 50% male in 2019⁷.

In 2019, 57% of public event attendees who completed the diversity survey were female (193 individuals). This is higher than the proportion of female attendees in 2018 (47%, 490 individuals) and compares favourably with the proportion of women in the UK and London populations (51% and 50% respectively).

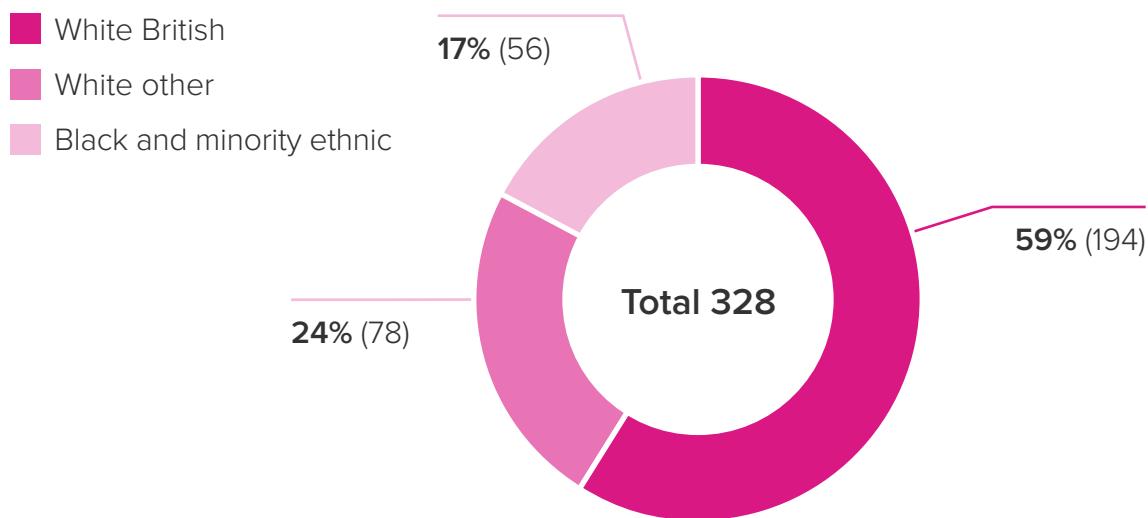
In 2019, 42% of public event attendees who completed the diversity survey were male (141 individuals) compared to 53% (548 individuals) in 2018. This is lower than the proportion of the UK and London populations that is male (49% and 50% respectively).

1% (3 individuals) of public event attendees described their gender as 'other' in 2019, compared to less than 1% (5) of attendees in 2018.

6. 2011 UK Census

7. Greater London Authority data, 2019: <https://data.london.gov.uk/dataset/london-s-diverse-population>

Attendees at public events – ethnicity of respondents



UK population: 80.5% White British, 4.4% Other White and 14% Black or Minority Ethnic in 2011⁸.

Greater London population: 43% Black or Minority Ethnic and 57% White in 2019⁹.

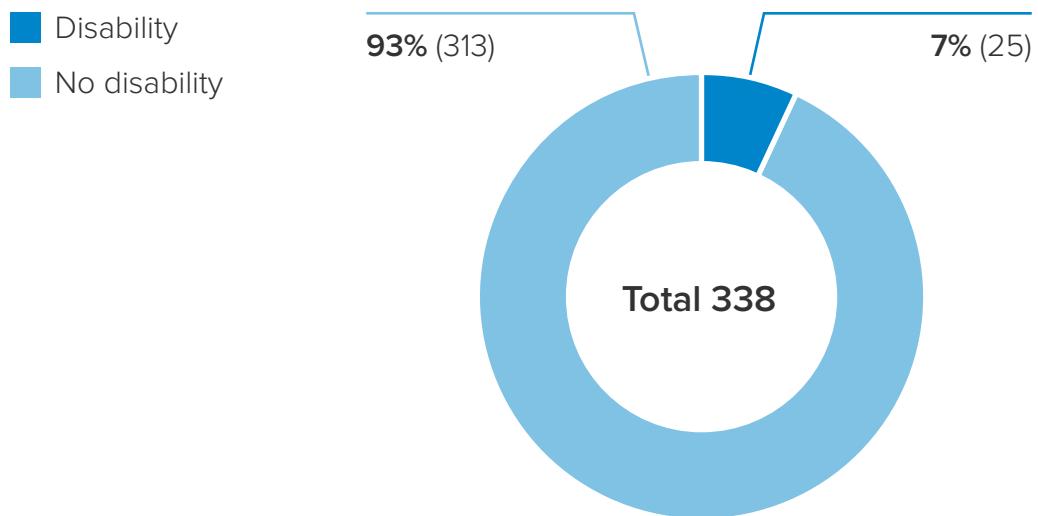
In 2019, 17% of public event attendees who completed the diversity survey were Black or minority ethnic (56 individuals). This is lower than the proportion and number of Black or minority ethnic attendees who completed the diversity survey in 2018 (28%, 301 individuals). The 2019 proportion compares favourably to the UK population, which is 14% Black and minority ethnic, but is considerably lower than the proportion of Black and minority ethnic people in the London population (43%).

In 2019, 24% of public event attendees who completed the diversity survey were White other (78 individuals), compared to 23% (244 individuals) in 2018. In 2019, 59% of public events attendees were White British (194 individuals), compared to 41% (442 individuals) in 2018.

8. 2011 UK Census, quoted on Ethnicity Facts and Figures

9. Greater London Authority data, 2019: <https://data.london.gov.uk/dataset/london-s-diverse-population>

Attendees at public events – disability of respondents



In 2019, 7% of public event attendees who completed the diversity survey said they had a disability (25 individuals), the same proportion as in 2018 (7%, 73 individuals). In 2019, 93% of public event attendees said they did not have a disability (313 individuals) the same proportion of 93% (1,010 individuals) in 2018.

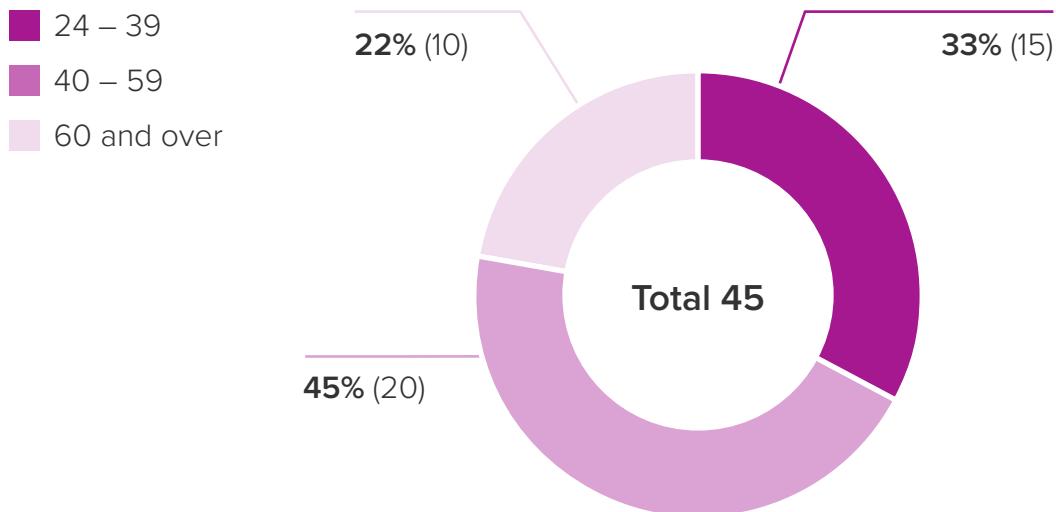
Speakers

The data below is for speakers at all public engagement events in 2019 (excluding Prize Lectures and the Summer Science exhibition).

There were 86 speakers at other public events in 2019, of which 52 completed the diversity monitoring survey (60%).

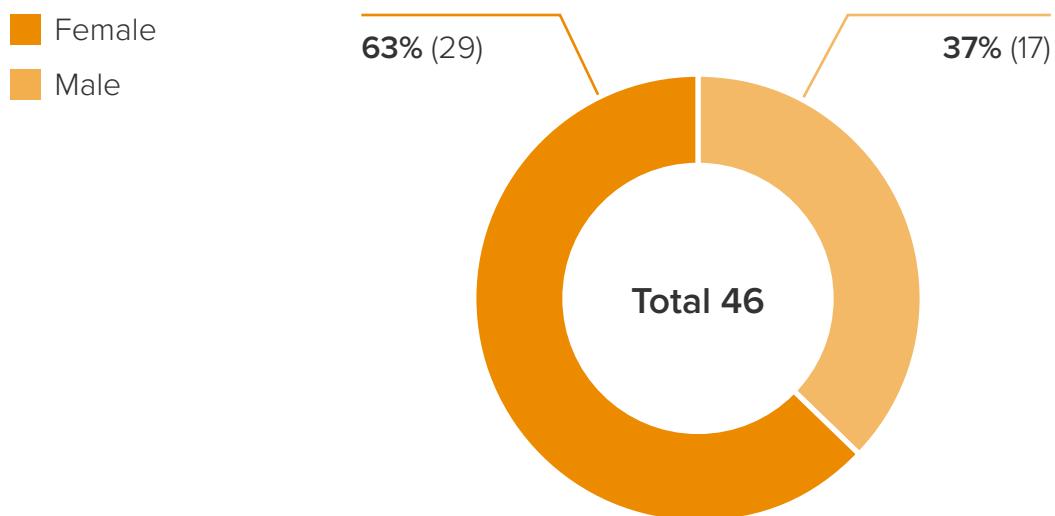
Speakers

Speakers – age of respondents



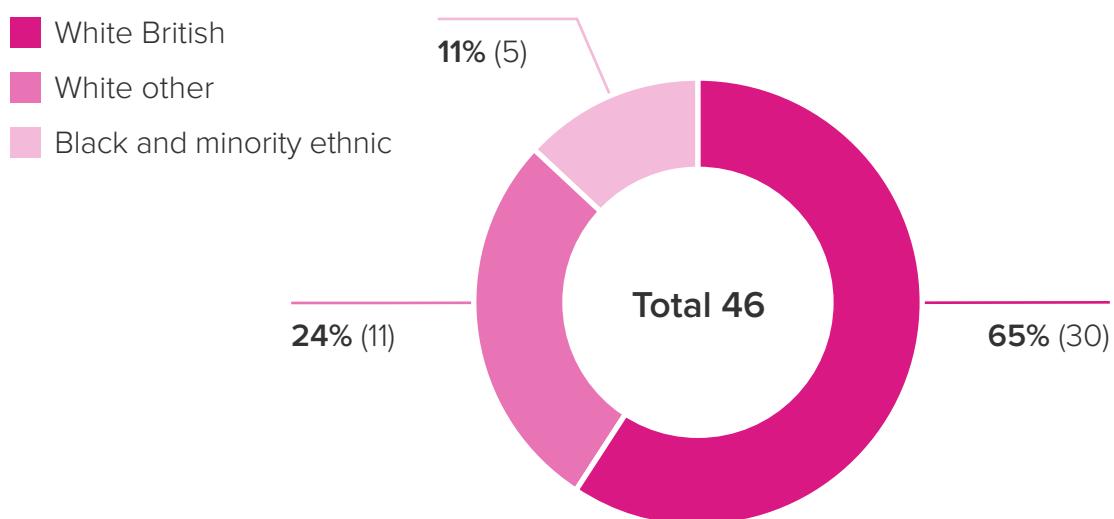
In 2019, 33% of speakers at public events who completed the diversity survey were aged 24 to 39 (15 individuals), compared to 43% (24 individuals) in 2018. The proportion of speakers aged 40 to 59 was 45% (20 individuals), compared to 37% (21 individuals) in 2018. Individuals aged 60 and over comprised 22% of speakers in 2019 (10 individuals), compared to 18% (10 individuals) in 2019. There were no speakers aged 23 or under in 2019, compared to 2% (1 individual) in 2018.

Speakers – gender of respondents



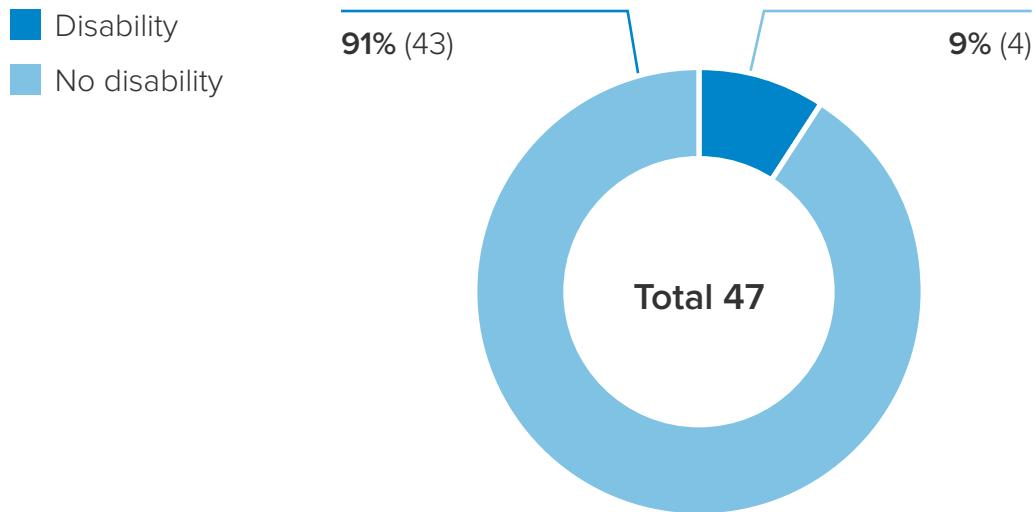
In 2019, 63% of speakers at public events who completed the diversity survey were female (29 individuals), compared to 48% (28 individuals) in 2018. In 2019, 37% (17) of speakers were male, compared to 52% (30 individuals) in 2018.

Speakers – ethnicity of respondents



In 2019, 11% (5 individuals) of speakers at public events who completed the diversity survey were Black or minority ethnic, compared to 12% (7 individuals) of speakers in 2018. The majority of speakers at public events in 2019 were White British (65%, 30 individuals). In 2018, the majority of public event speakers were also White British (59%, 34 individuals). The proportion of speakers who were White other was 24% (11 individuals) in 2019 and 29% (17 individuals) in 2018.

Speakers – disability of respondents



In 2019, 9% of speakers at public events who completed the diversity survey said they had a disability (4 individuals) compared to 5% (3 individuals) in 2018. In 2019, 91% of speakers said they did not have a disability (43 individuals), compared to 95% (55 individuals) in 2018.

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.

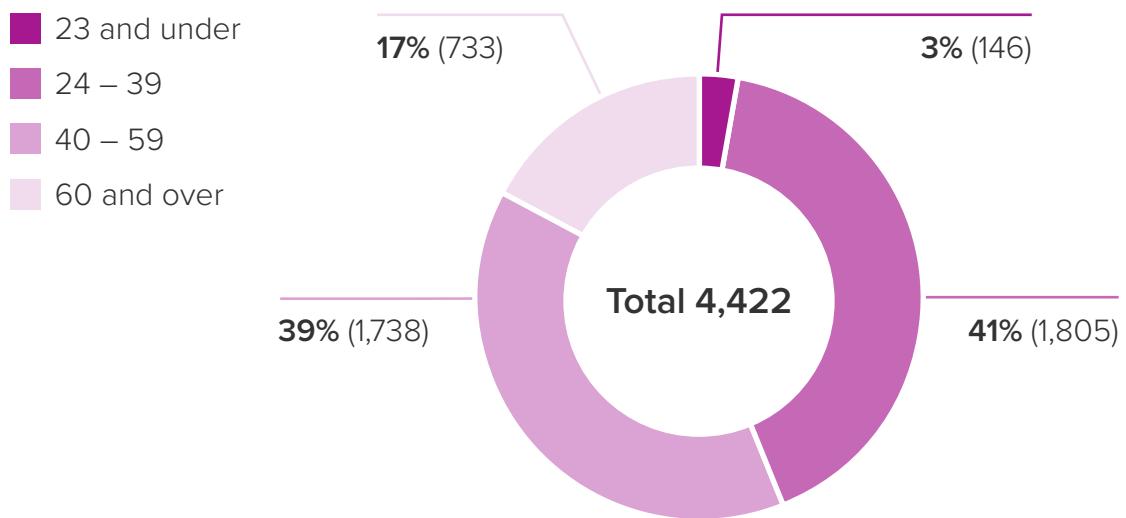
An online diversity monitoring questionnaire was sent to all authors and reviewers of the Society's journals to complete in March 2020. Of a total of 47,620 authors and reviewers who contributed to the Society's journals in 2019, 6,668 completed the survey (14%). The diversity data for authors and reviewers 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

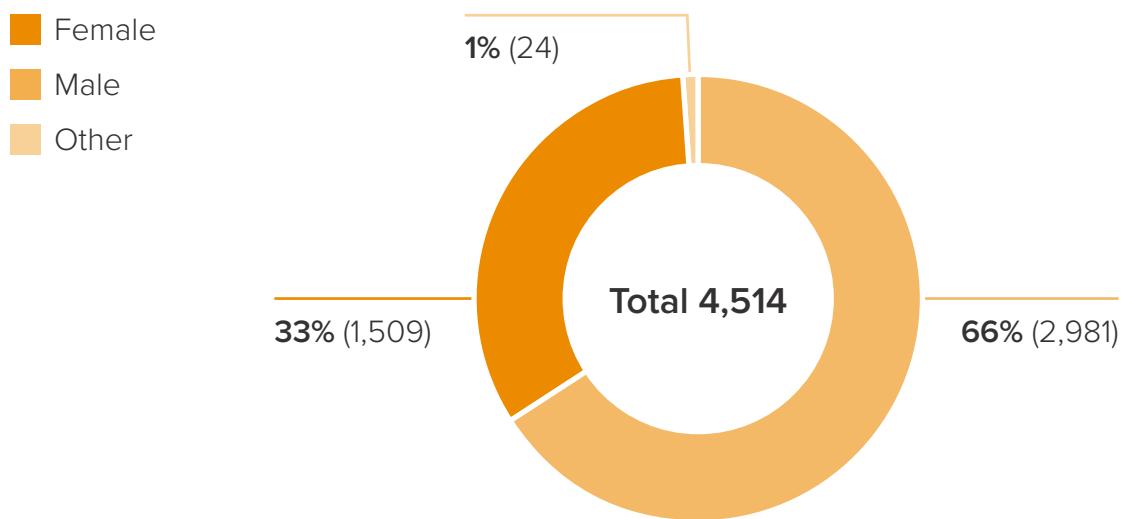
There were 36,871 authors in 2019, of whom 4,563 completed the survey (12%).

Authors – age of respondents



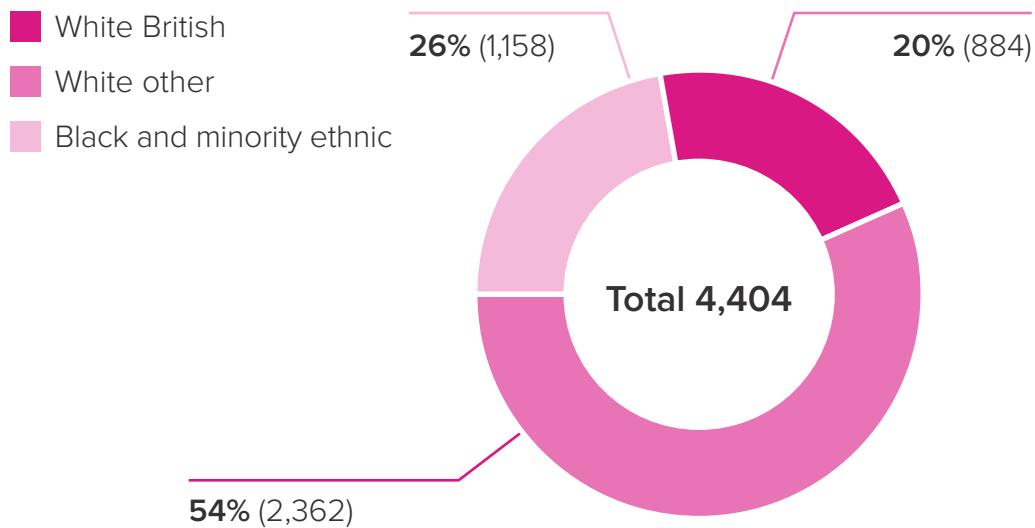
In 2019, 3% of authors who completed the diversity survey were aged 23 and under (146 individuals), the same proportion as in 2018 (3%, 66 individuals). 41% of authors were aged 24 to 39 (1,805 individuals) in 2019, compared to 42% (1,021 individuals) in 2018. The proportion of authors aged 40 to 59 was 39% (1,738 individuals), compared to 40% (973 individuals) in 2018. Individuals aged 60 and over comprised 17% of authors in 2019 (733 individuals), compared to 15% (349 individuals) in 2018.

Authors – gender of respondents



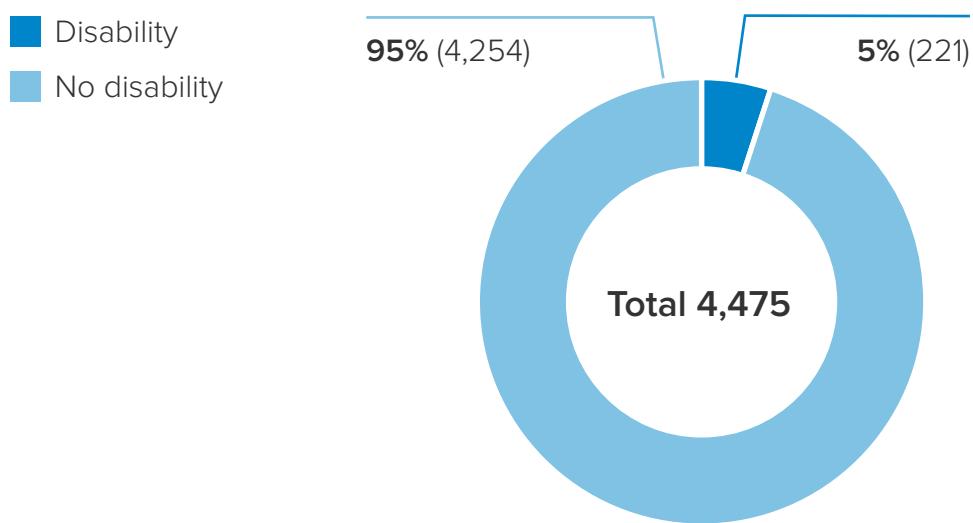
In 2019, 33% of authors who completed the diversity survey were female (1,509 individuals), which is slightly lower than the proportion in 2018 (34%, 837 individuals). In 2019, 66% (2,981) of authors were male, which was slightly higher than 2018 (65%, 1,618 individuals). The proportion of authors who described their gender as other was 1% in 2019 (24 individuals), the same proportion as in 2018 (1%, 20 individuals).

Authors – ethnicity of respondents



In 2019, 26% (1,158) of authors who completed the diversity survey were Black or minority ethnic, the same proportion as in 2018 (26%, 627 individuals). The majority of authors in 2019 were White other (54%, 2,362 individuals), the same proportion as in 2018 (54%, 1,295 individuals). The proportion of authors whose ethnicity was White British was 20% (884 individuals) in 2019 and 20% (485 individuals) in 2018.

Authors – disability of respondents

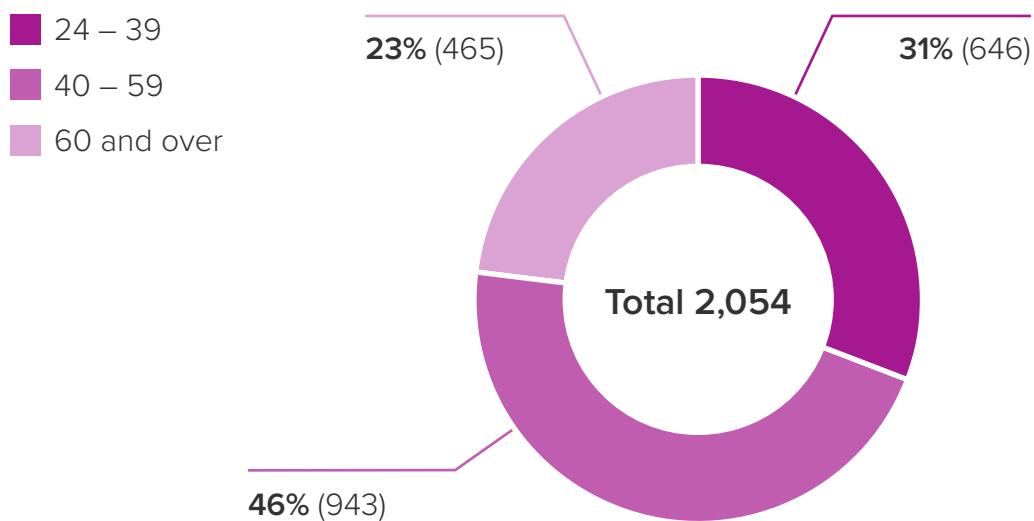


In 2019, 5% of authors said they had a disability (221 individuals), the same proportion as in 2018 (5%, 122 individuals). In 2019, 95% of authors said they did not have a disability (4,254 individuals), compared to 95% (2,342 individuals) in 2018.

Reviewers

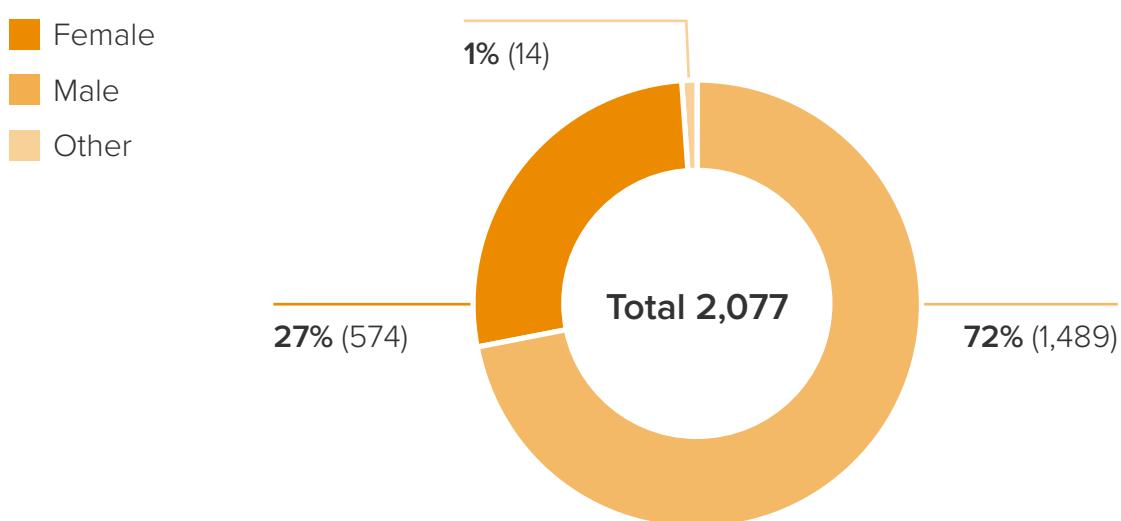
There were 10,749 reviewers in 2019 of whom 2,105 completed the survey (20%).

Reviewers – age of respondents



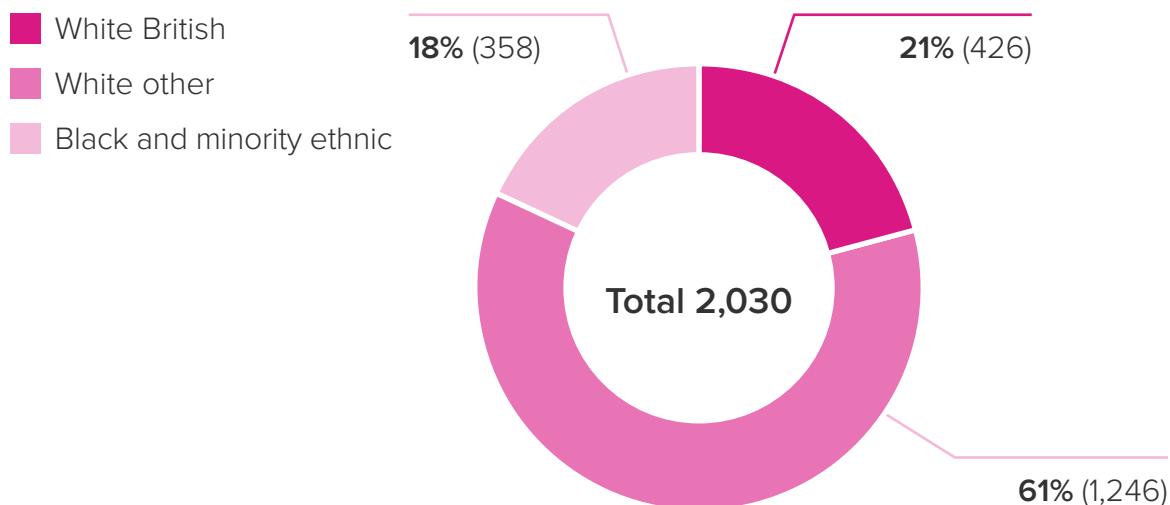
In 2019, 31% of reviewers were aged 24 to 39 (646 individuals) in 2019, compared to 30% (509 individuals) in 2018. The proportion of reviewers aged 40 to 59 was 46% (943 individuals) in 2019, compared to 50% (851 individuals) in 2018. Individuals aged 60 and over comprised 23% of authors in 2019 (465 individuals), an increase from 2018, when 20% of reviewers were aged 60 and over (353 individuals).

Reviewers – gender of respondents



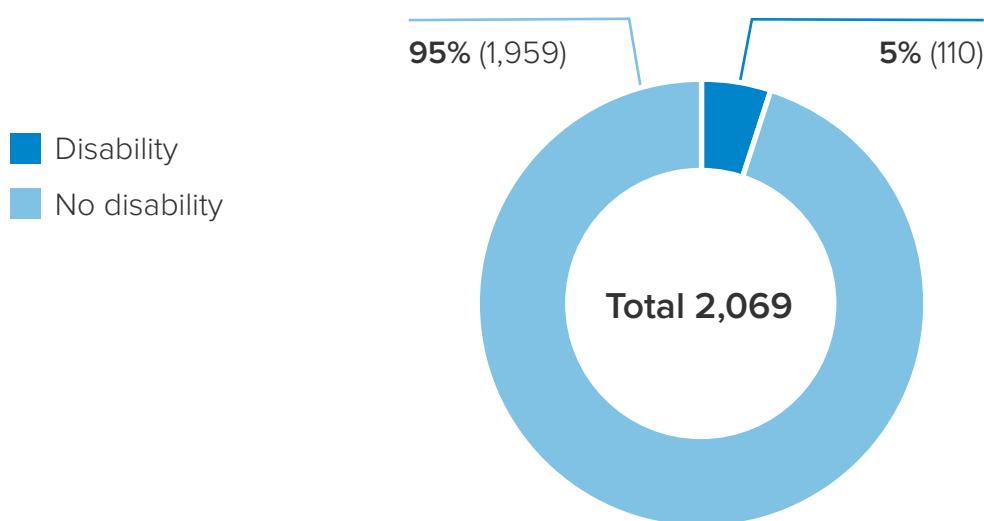
In 2019, 28% of reviewers were female (574 individuals), which is lower than the proportion in 2018 (31%, 552 individuals). In 2019, 72% (1,489) of reviewers were male, which was higher than the proportion in 2018 (68%, 1,200 individuals). The proportion of reviewers who described their gender as other was 1% in 2019 (14 individuals), the same proportion as in 2018 (1%, 12 individuals).

Reviewers – ethnicity of respondents



In 2019, 18% (358) of reviewers were Black or minority ethnic, a slightly lower proportion and number than in 2018 (19%, 333 individuals). The majority of reviewers in 2019 were White other (61%, 1,246 individuals), a higher proportion than in 2018 (57%, 986 individuals). The proportion of reviewers whose ethnicity was White British was 21% (426 individuals) in 2019, a lower proportion than in 2018 (24%, 410 individuals).

Reviewers – disability of respondents



In 2019, 5% of reviewers said they had a disability (110 individuals), the same proportion as in 2018 (5%, 82 individuals). In 2019, 95% of reviewers said they did not have a disability (1,959 individuals) compared to 95% (1,669 individuals) in 2018.

Schools engagement

This section covers schools who had signed up to receive the Schools Network email newsletter and those who were awarded funding through the Partnership Grants Scheme.

Data relating to region and type of funding is based on information provided by the schools and checked against UK government data¹⁰ or the school's own website.

Information relating to the POLAR4 score of schools involved in these activities is set out below. POLAR4 score is determined by reference to school postcode and UK government data. Further information about POLAR4 score is included in the Definitions section.

Data on the proportion of independent schools in the UK, drawn from Department for Education data, has been included in this section to show how the proportion of schools that are part of the Schools Network and those that are awarded Partnership Grants funding compares to the percentage of independent schools in the UK.

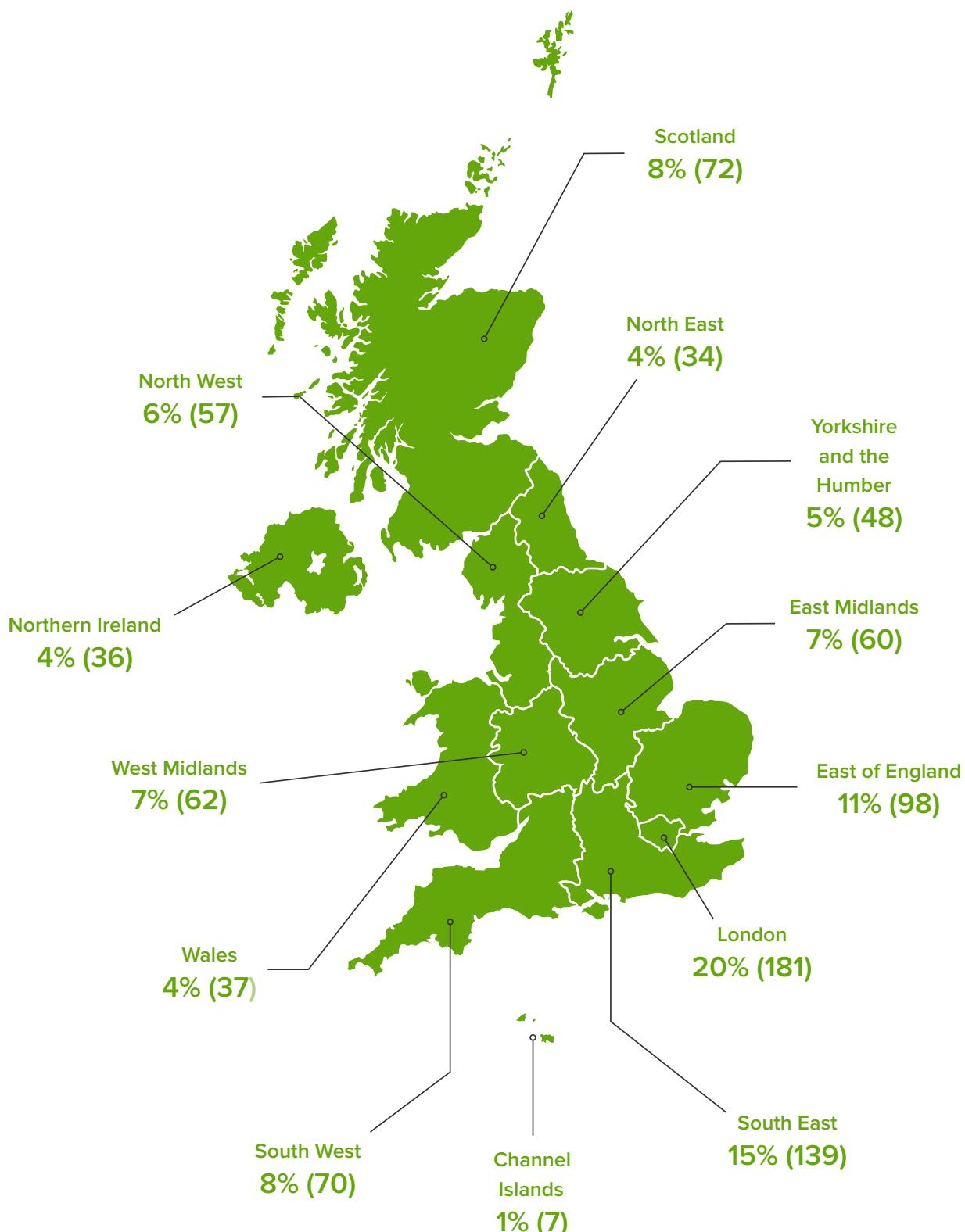
Royal Society Schools Network

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. All schools and colleges in the UK focusing on 5-18 years education can join the network. As at December 2019, 901 schools and colleges were signed up to the network.

The number of schools and colleges in the network has substantially increased since December 2018, when 518 schools and colleges were part of the Schools Network (a 42% increase).

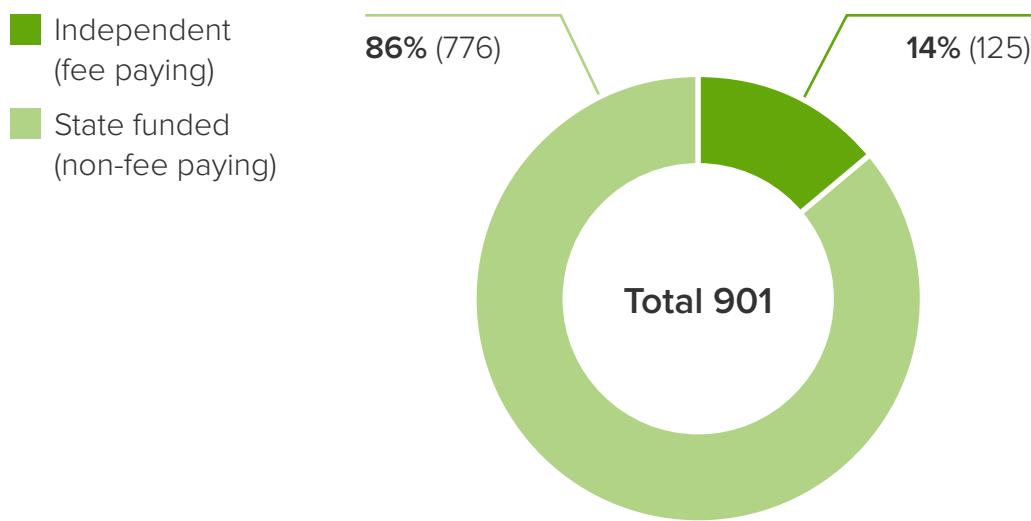
10. <https://get-information-schools.service.gov.uk/> and <https://www.gov.uk/government/statistics/non-association-independent-schools-inspections-and-outcomes-in-england-august-2018>

Schools Network – region



The number of schools from each region increased in 2019 compared to 2018. The highest regional increase was London (rising from 119 schools in 2018 to 181 in 2019). Outside of London, the highest regional increases were in the South East (rising from 94 schools in 2018 to 139 in 2019), East of England (rising from 56 schools in 2018 to 98 in 2019) and Scotland (rising from 34 schools in 2018 to 72 in 2019).

Schools Network – type of school funding

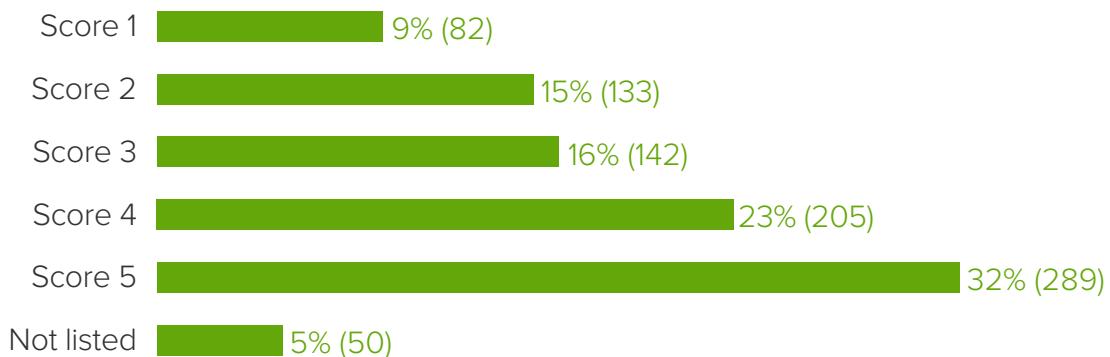


As at January 2019, 9.5% of UK schools were independent (2,319 schools)¹¹.

In 2019, 86% of Schools Network schools were non fee-paying (776 schools), an increase on the proportion in 2018 (78%, 404 schools). In 2019, 14% of the Schools Network were independent schools (125 schools). This is lower than the proportion in 2018 (22%, 114 schools) but higher than the proportion of UK schools that are independent in 2019 (9.5%).

Schools Network – POLAR4 score

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 scores range from 1, with the lowest participation (most disadvantaged) to 5, with the highest rates (most advantaged). More information about POLAR4 score can be found in the Definitions section.



The majority of Schools Network schools had a POLAR4 score of 5 in 2019, (32%, 289 schools), a decrease on the proportion in 2018 (38%, 197 schools). The proportion of schools in the Schools Network with POLAR4 scores of 1, 2 or 4 have all increased since 2018 (from 8% (40), 14% (70) and 19% (101) respectively). The proportion of schools with a POLAR4 score of 3 has decreased slightly, from 17% (90 schools) in 2018 to 16% (142) in 2019.

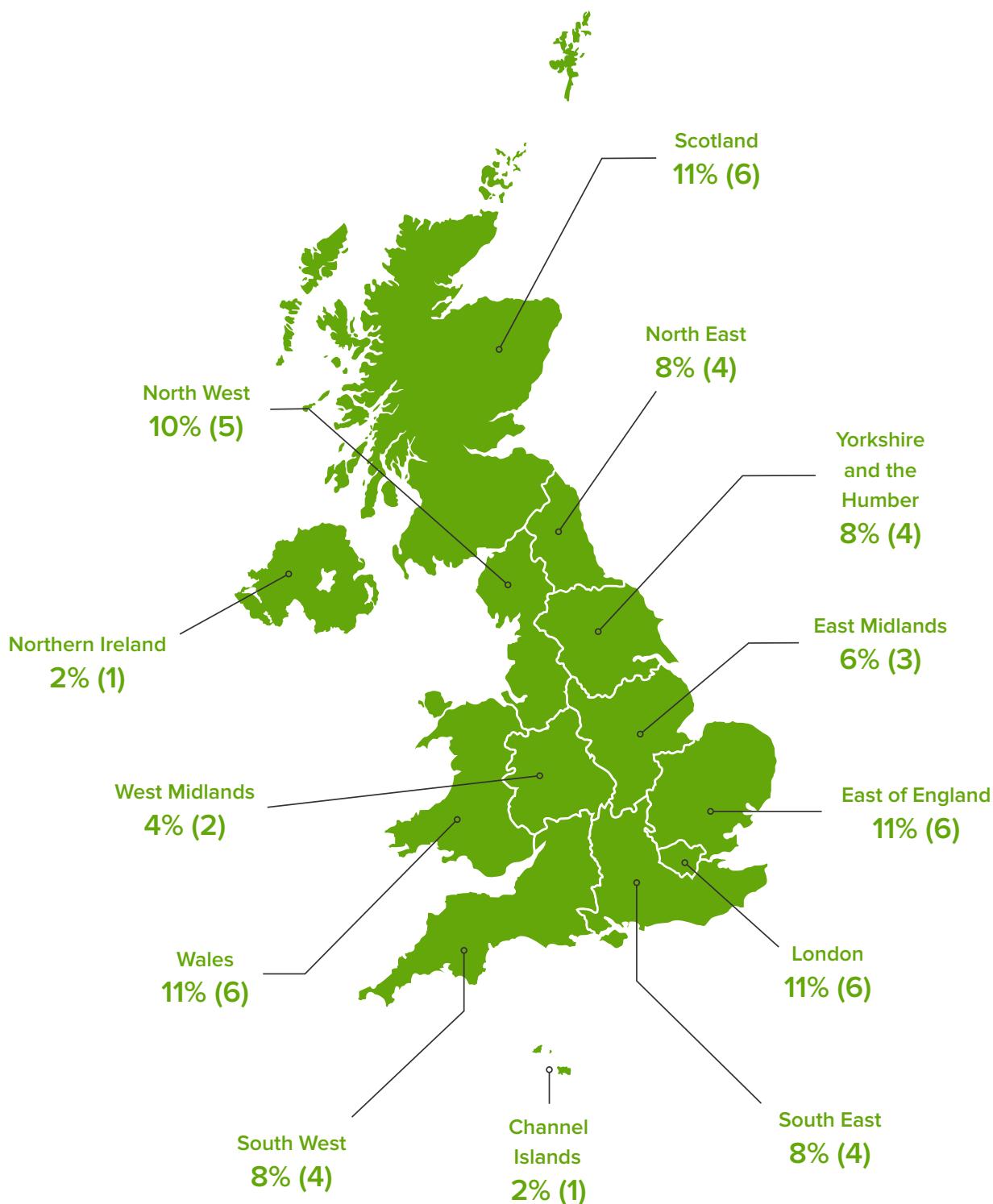
11. Schools, pupils and their characteristics, Department for Education, January 2019.

Partnership Grants

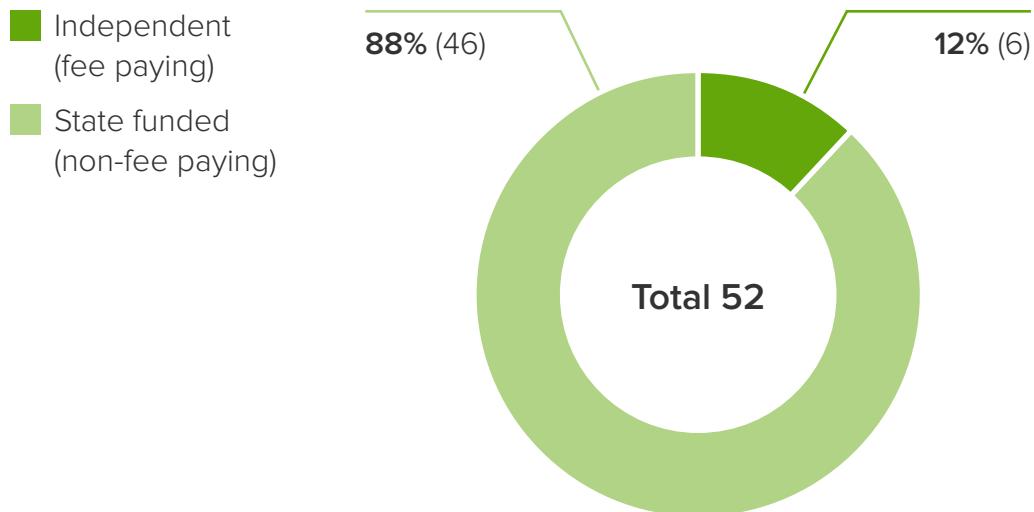
The Royal Society Partnership Grants scheme provides grants of up to £3,000 for schools and colleges to undertake investigative research projects alongside a STEM partner from academia or industry. The Royal Society funded 52 Partnership Grants in 2019.

Partnership Grants data is included in the annual diversity data report for the first time this year. Consequently, it is not possible to make comparisons to the 2018 annual diversity data report for this section.

Partnership Grants – region



Partnership Grants – type of school funding



As at January 2019, 9.5% of UK schools were independent (2,319 schools)¹².

In 2019, 88% of Partnership Grants schools were non fee-paying (46 schools) and 12% were independent (6 schools).

12. Schools, pupils and their characteristics, Department for Education, January 2019.

Royal Society Staff

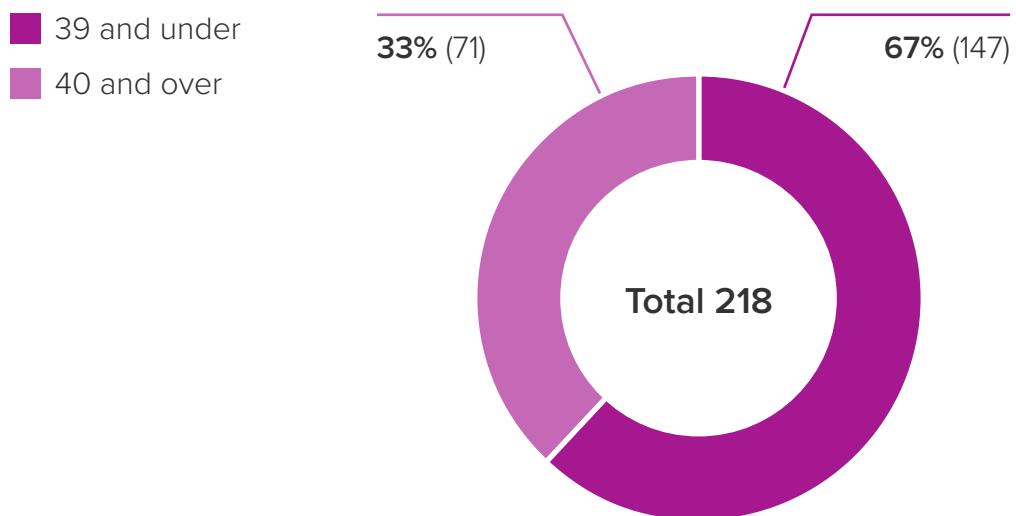
As at 1 September 2019, the Royal Society employed 218 staff.

Age and gender data is recorded after staff are recruited through the staff HR portal, ADP. The response rate for age and gender data is 100%.

Ethnicity and disability data is not currently collected through ADP. In September 2019, a ‘snapshot’ survey was carried out to provide accurate data on the ethnicity and disability of Royal Society staff. Of 220 staff employed at that time, 168 responded to the question on ethnicity (76%) and 167 responded to the question on disability (76%).

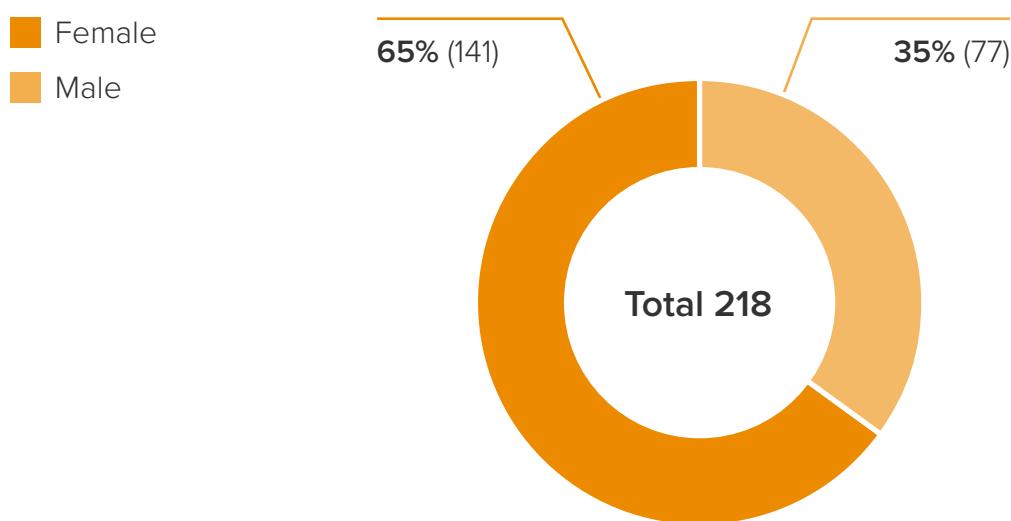
Diversity data for Royal Society staff is included in this year’s annual diversity data report for the first time. Consequently, it is not possible to make comparisons to the 2018 annual diversity data report for this section.

Royal Society staff – age of respondents



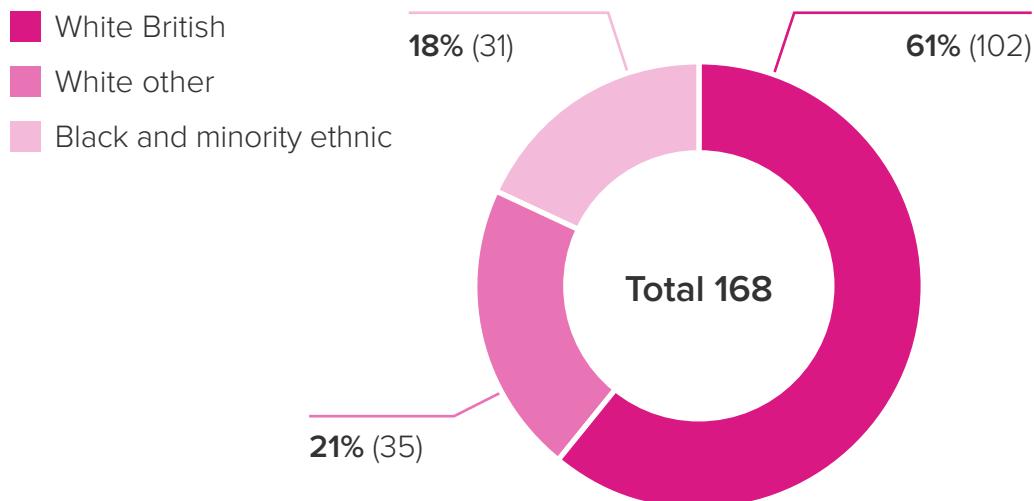
In 2019, 67% of staff were aged 39 and under (147 individuals) and 33% were aged 40 and over (71 individuals).

Royal Society staff – gender of respondents



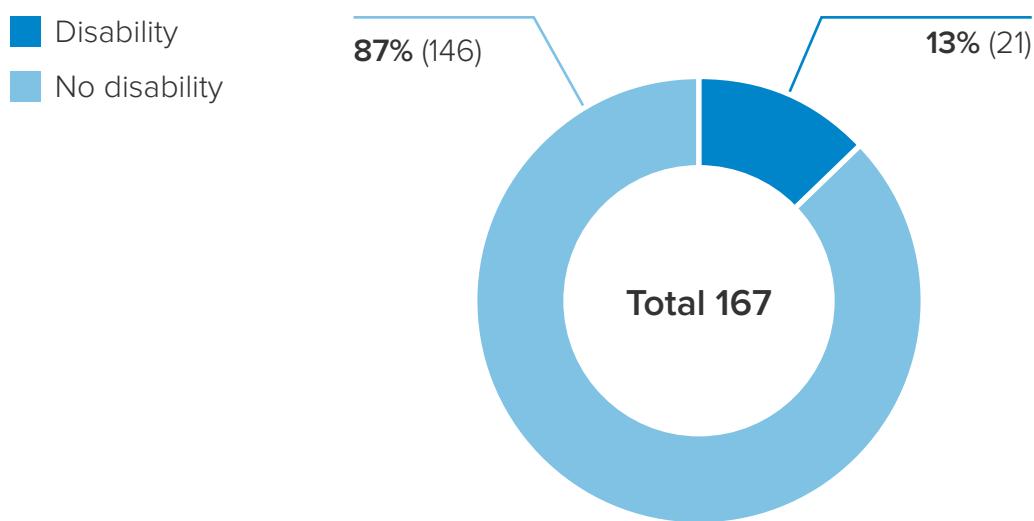
In 2019, 65% of staff were female (141 individuals) and 35% were male (77 individuals).

Royal Society staff – ethnicity of respondents



In 2019, 18% of staff were from Black or minority ethnic backgrounds (31 individuals). The majority of staff were White British (61%, 102 individuals). The proportion of staff from White other backgrounds was 21% (35 individuals).

Royal Society staff – disability of respondents



In 2019, 13% of staff said they had a disability (21 individuals) and 87% of staff said they did not have a disability (146 individuals).

Gender pay gap

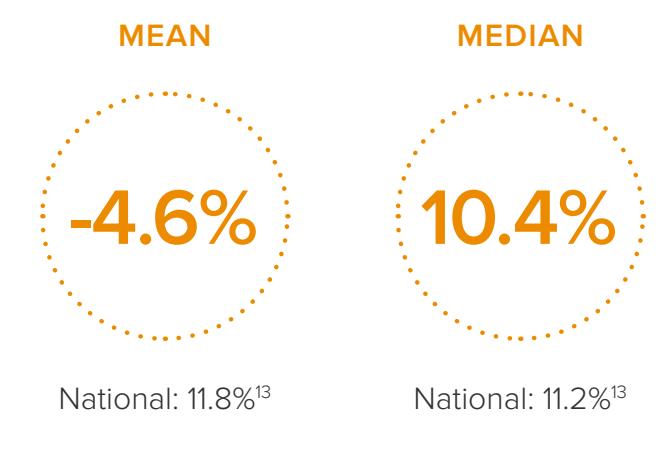
The Society voluntarily reports gender pay gap data in order to show how we compare to other organisations.

The ‘snapshot’ data below reflects the pay gap as at 5 April 2019.

The gender pay gap data shows the differences between the mean and median earnings of women and men across all roles 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.

In 2019, the Society had an 10.4% median gender pay gap in favour of men, compared to the national average of 11.2%. It has a -4.6% mean gender pay gap in favour of women, compared to the national average of 11.8%. The median gender pay gap has reduced since 2018, when the Society had an 11.4% median gender pay gap in favour of men. The mean gender pay gap has reduced since 2018, when the Society had a -0.2% mean gender pay gap in favour of women.

Gender pay gap mean and median



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.

13. UK Statistics Authority gender pay gap report 2018 – 19 gender-pay-gap.service.gov.uk/Employer/jQZ47KI6/2018

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

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

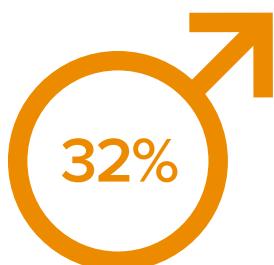
■ Female ■ Male

Quartile 1:

Women paid **22% more** than men



(2018: 76%)



(2018: 24%)

Quartile 2:

Women paid **1% more** than men



(2018: 74%)



(2018: 26%)

Quartile 3:

Women paid **2% less** than men



(2018: 60%)



(2018: 40%)

Quartile 4:

Women paid **6% less** than men



(2018: 70%)



(2018: 30%)

Definitions

Members of the following Committees, panels and working groups were surveyed for this diversity data 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

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*	Science policy working groups
Royal Society Leverhulme Trust Senior Research Fellowship Panel*	2020 Energy Forum
Royal Society Trading Limited, Board of Royal Society Wolfson Fellowships Committee*	Ammonia Steering Group
Science Policy Committee	Animate Materials Steering Group
Science Policy Expert Advisory Committee	Broad and Balanced Contact Group
Sectional Committee 0: Computer sciences	China Policy Dialogue Delegation
Sectional Committee 1: Mathematics	Climate Change Working Party
Sectional Committee 2: Astronomy and physics	Data Community of Interest
Sectional Committee 3: Chemistry	Data Management and Use Working Group
Sectional Committee 4: Engineering	Digital Technologies and the Planet Working Group
Sectional Committee 5: Earth and environmental sciences	Dynamics of Data Science Working Group
Sectional Committee 6: Biochemistry and molecular cell biology	Emerging Technologies Working Party
Sectional Committee 7: Microbiology, immunology and developmental biology	Everyone's a Scientist Steering Group
Sectional Committee 8: Anatomy, physiology and neurosciences	Explainable AI Working Group
Sectional Committee 9: Organismal biology, evolution and ecology	Genetic Technologies Contact Group
Sectional Committee 10: Health and human sciences	Global Environmental Research Council (GERC)
Sir Henry Dale Fellowship Panel*	Human Transformation Working Group
Summer Science Exhibition Committee	Living Landscapes Steering Group
	Long-term Energy Storage Working Group
	Mathematics Education Community of Interest
	Neural Interfaces Steering Group
	Nuclear Cogeneration Steering Group
	Privacy Enhancing Technologies (PETs) Working Group
	Research System Community of Interest
	Shale Gas Steering Group
	Synthetic Fuels Steering Group
	US-UK Science Forum 2020

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 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.

Prize Lectures in 2019

Francis Crick Lecture

Parkinson's disease: decoding the mysteries of neurodegeneration – Professor Miratul Muqit (17 January 2019).

Michael Faraday Prize Lecture

'Thinkering': a solution to the Engineering Grand Challenges? – Professor Danielle George (18 February 2019).

Bakerian Prize Lecture

The quantum revolution in science and technology – Professor Edward Hinds FRS (19 March 2019).

Croonian Prize Lecture

From diagnosis to therapy in Duchenne muscular dystrophy – Dame Kay Davies DBE FMedSci FRS (10 April 2019).

Kavli Lecture

Our changing climate: learning from the past to inform future choices – Professor Ed Hawkins (30 April 2019).

Wilkins-Bernal-Medawar Prize Lecture

Life begins at 40: the biological and cultural roots of the midlife crisis – Professor Mark Jackson (13 May 2019).

Rosalind Franklin Lecture

Nanomaterials from bench to bedside – Professor Nguyễn Thị Kim Thanh (29 October 2019).

Milner Award Lecture

Towards the genomic footprints of life – Professor Eugene Myers (2 December 2019).

Publishing

The Editorial Boards, authors and reviewers of the following journals were asked to complete a diversity survey in March 2020:

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 (excluding Prize Lectures)

Between rhyme and reason (February 2019)

The secret life of the teenage brain (Northern Ireland Science Festival) (February 2019)

Is hearing believing? – Barbican Café (February 2019)

Strange Loops (March 2019)

Explore Antarctica (March 2019)

Psychogeography – Barbican Café (March 2019)

Marcus du Sautoy: Three Strange Loops – Barbican Café (April 2019)

Hay Festival – Dan Davis and Sarah-Jayne Blakemore (May 2019)

Hay Festival – Mark Miodownik and Lucy Cooke (May 2019)

Hay Festival – Gene Machine (May 2019)

Hay Festival – The next big thing (May 2019)	Could you build a Robot Orchestra? (October 2019)
Seeing, learning, moving – Barbican Café (May 2019)	Platforms for investigation (October 2019)
Hay Festival – Dinosaur Atlas (May 2019)	You and the planet: State of the Earth (October 2019)
Curiosity Live – Glasgow Science Festival (June 2019)	Royal Society Young People's Book Prize award ceremony (November 2019)
Can AI help us cure cancer? – Barbican Café (June 2019)	Random Revolution – Barbican Café (November 2019)
When science meets art: Enrico Coen and Rob Kesseler (June 2019)	You and the planet: Energy (November 2019)
Summer Science Exhibition (July 2019)	
Bradford Science Festival (July 2019)	
Edinburgh International Book Festival (August 2019)	
Learn about mosquitoes – Great North Museum (August 2019)	
Your data, your health – Barbican Café (September 2019)	
Open House (September 2019)	
Places of science – History of science networking event (September 2019)	
When science meets art: Marcus du Sautoy and Conrad Shawcross (September 2019)	
Building brains from genes – Barbican Café (October 2019)	
Royal Society Insight Investment Science Book Prize (October 2019)	
Switching Perceptions – Barbican Café (October 2019)	
Building brains from genes – Barbican Café (October 2019)	

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 provided for 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

Diversity and inclusion in science

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