

Diversity data report 2017

Diversity data report 2017

Issued: April 2018 DES5445

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royalsociety.org/diversity

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Introduction

This report covers a wide range of Society activities including election to the Fellowship, grant offers and a breakdown of attendees to Society meetings and events.

Data collection

Data are currently collected via a variety of methods, printed surveys at events, online surveys and as part of registration or application to a programme. These methods are being synchronised as we move forward. However in this report methods of describing categories can differ per section.

Disclosure

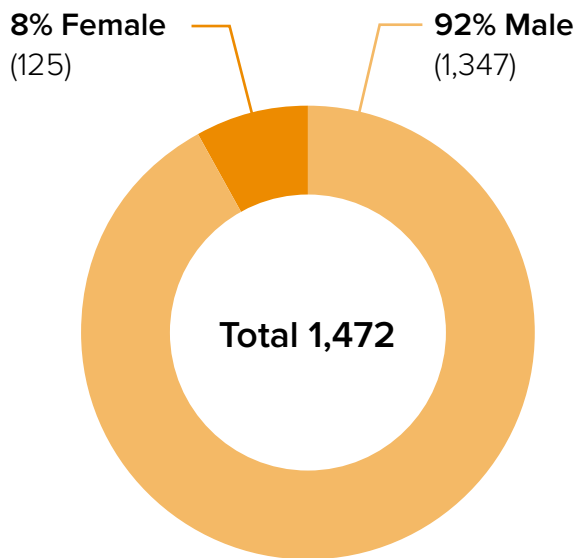
The contents of this report are based on data which are explicitly disclosed. Where possible, the number of those who have not completed a field is included in this report to provide a more accurate picture of the data. In some instances, particularly in relation to disability data, the data sets are too small and have been excluded from the report. Online data collection methods make completion of the diversity form mandatory with an option to 'prefer not to say' for any of the answers.

This report covers data for the calendar year 2017 unless otherwise specified.

The Fellowship

All Fellows

Key ■ % Female ■ % Male



Male average age when elected



Female average age when elected



Average age



Male average age



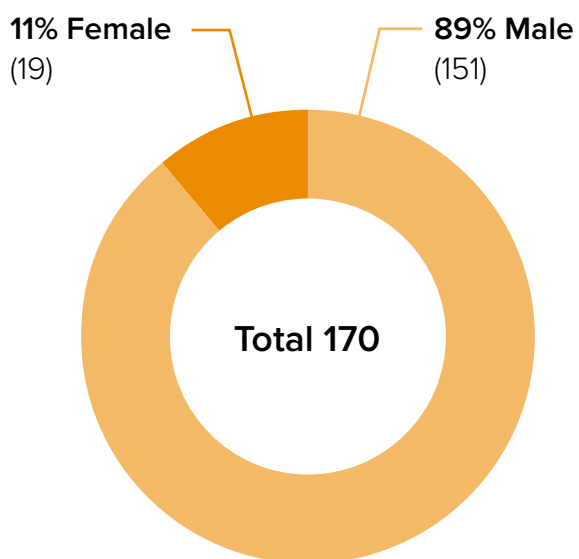
Female average age



0 20 40 60 80

All Foreign Members

Key ■ % Female ■ % Male



Male average age when elected



Female average age when elected



Average age



Male average age



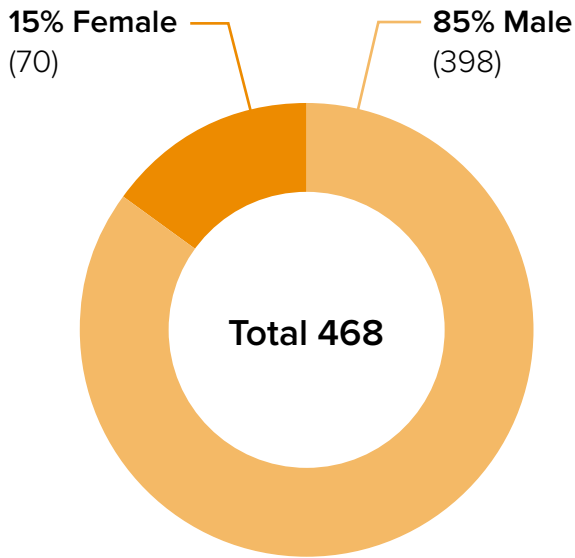
Female average age



0 20 40 60 80

New Fellows (elected 2008 – 2017)

Key ■ % Female ■ % Male



Male average age when elected



Female average age when elected



Average age



Male average age



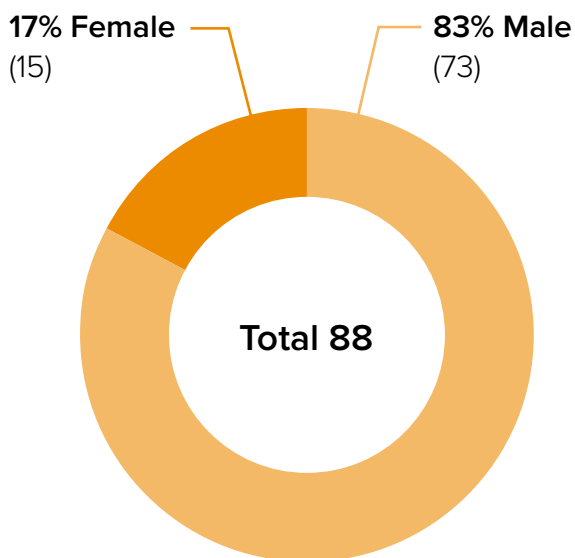
Female average age



0 20 40 60 80

New Foreign Members (elected 2008 – 2017)

Key ■ % Female ■ % Male



Male average age when elected



Female average age when elected



Average age



Male average age



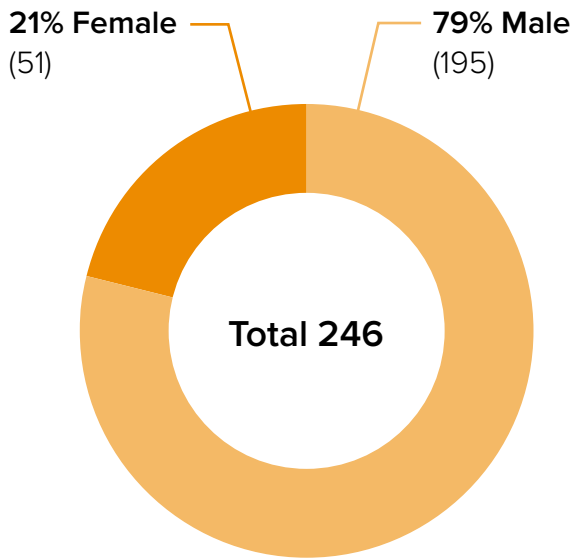
Female average age



0 20 40 60 80

New Fellows (elected 2013 – 2017)

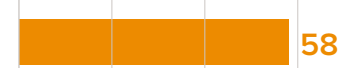
Key ■ % Female ■ % Male



Male average age when elected



Female average age when elected



Average age



Male average age



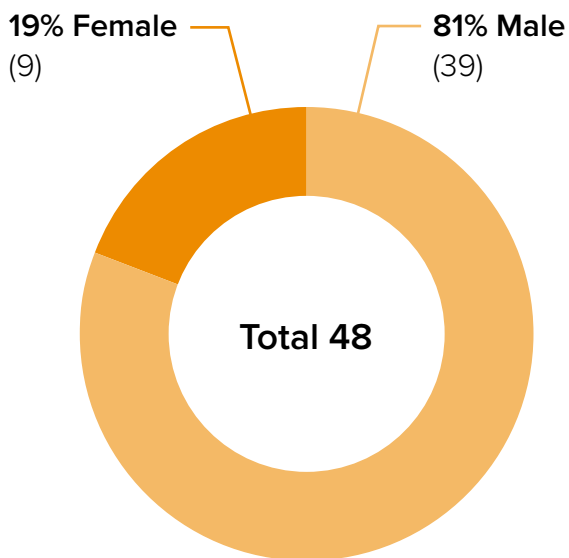
Female average age



0 20 40 60 80

New Foreign Members (elected 2013 – 2017)

Key ■ % Female ■ % Male



Male average age when elected



Female average age when elected



Average age



Male average age



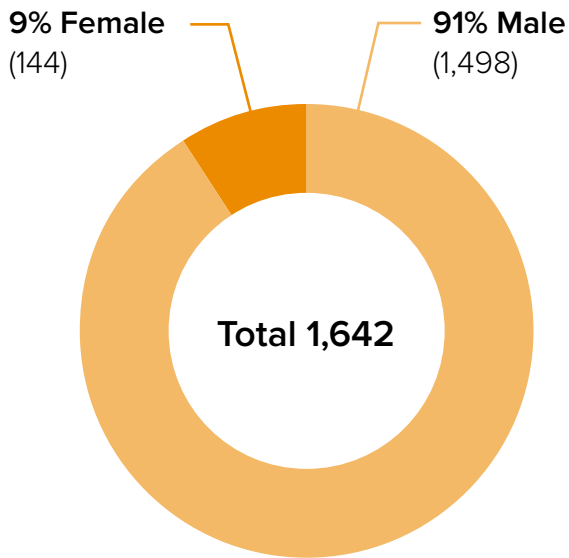
Female average age



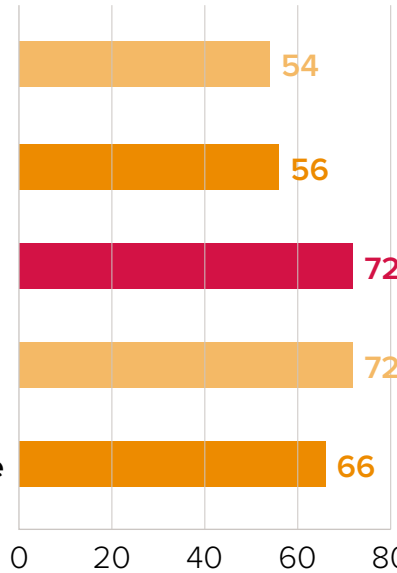
0 20 40 60 80

Total Fellows and Foreign Members

Key ■ % Female ■ % Male



Male average age when elected



Female average age when elected

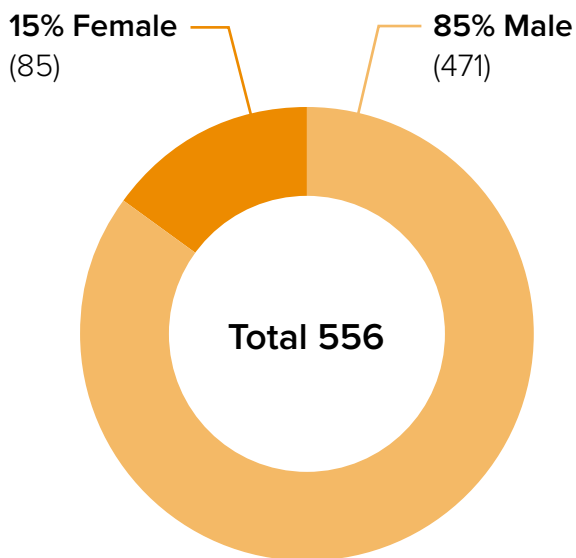
Average age

Male average age

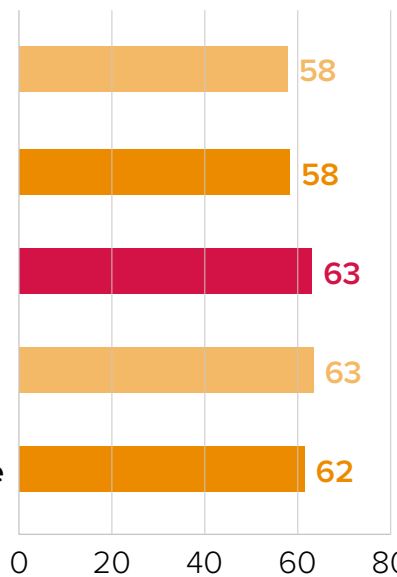
Female average age

Total New Fellows and Foreign Members (elected 2008 – 2017)

Key ■ % Female ■ % Male



Male average age when elected



Female average age when elected

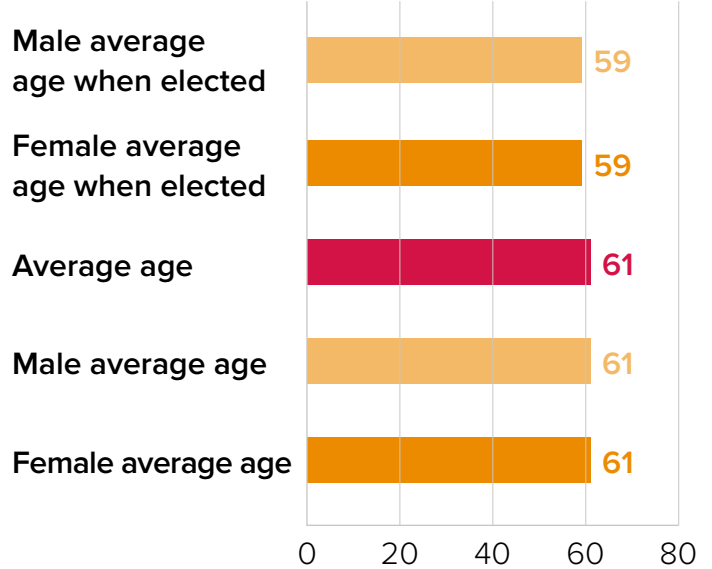
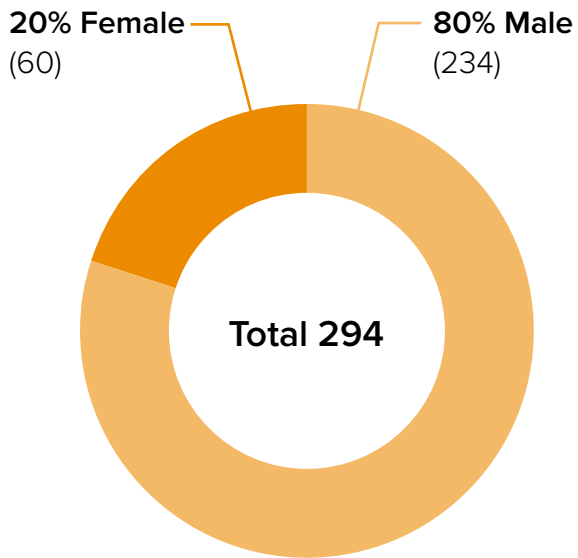
Average age

Male average age

Female average age

Total New Fellows and Foreign Members (elected 2013 – 2017)

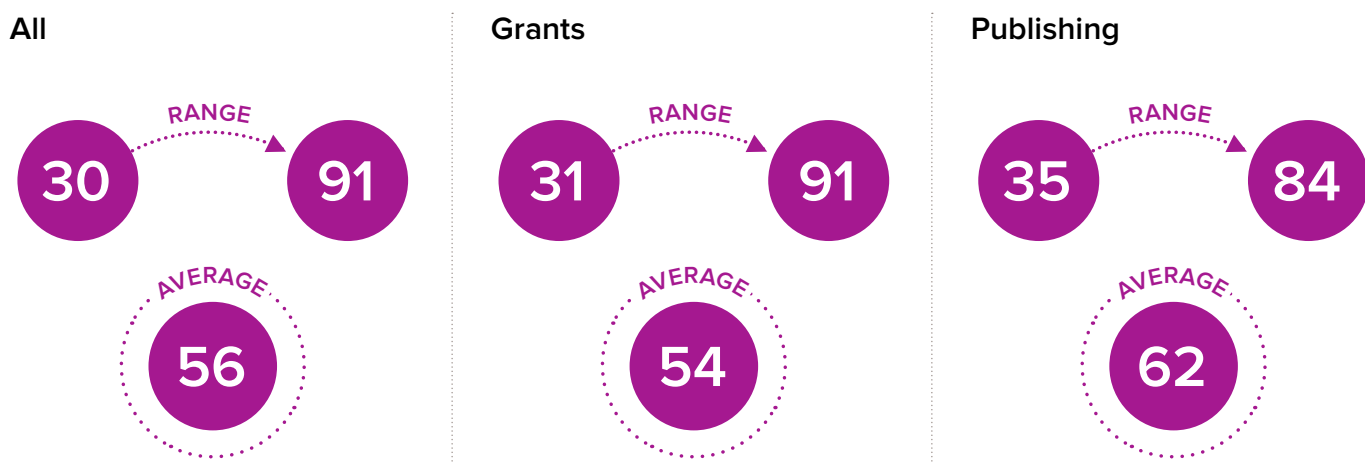
Key ■ % Female ■ % Male



Committees

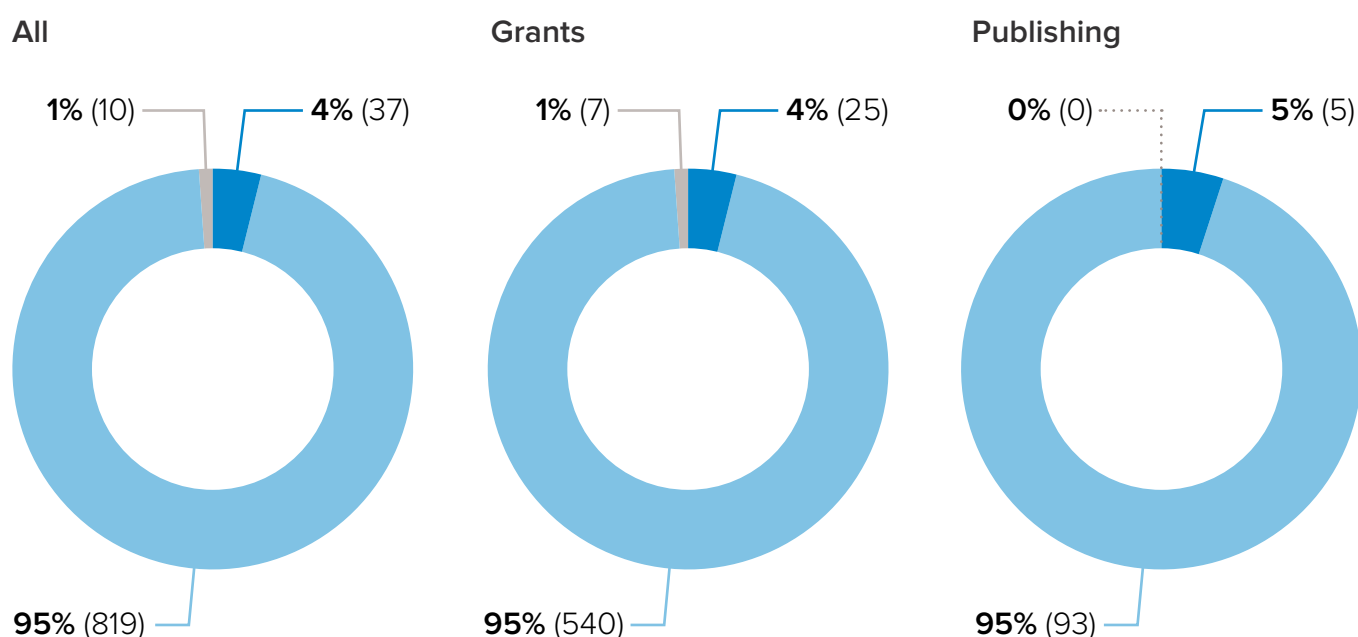
There are 81 committees and panels, with a total 1,078 members. 403 are Fellows of the Royal Society and 341 members sit on more than one committee. In January 2018 an invitation to an online diversity-monitoring questionnaire was sent to committee members to complete, 866 (80%) of the 1,078 committee members participated.

Age



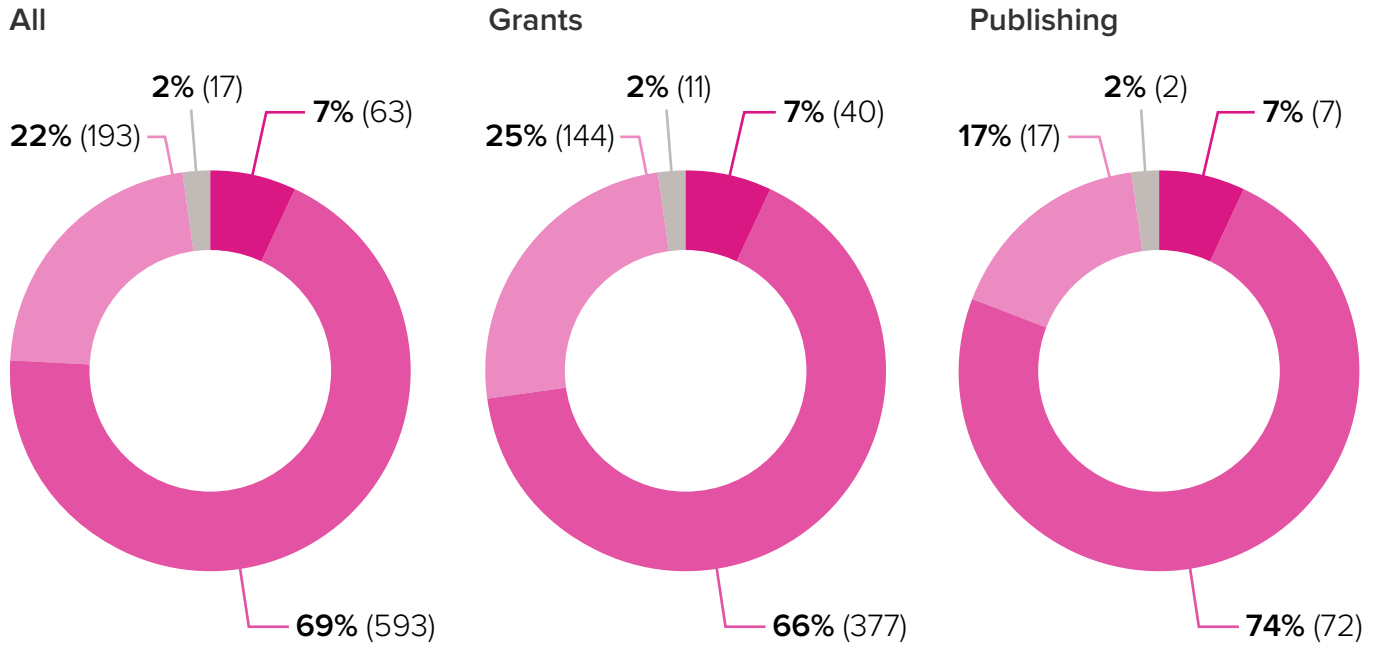
Disability

Key ■ % Disability ■ % No disability ■ % Prefer not to say



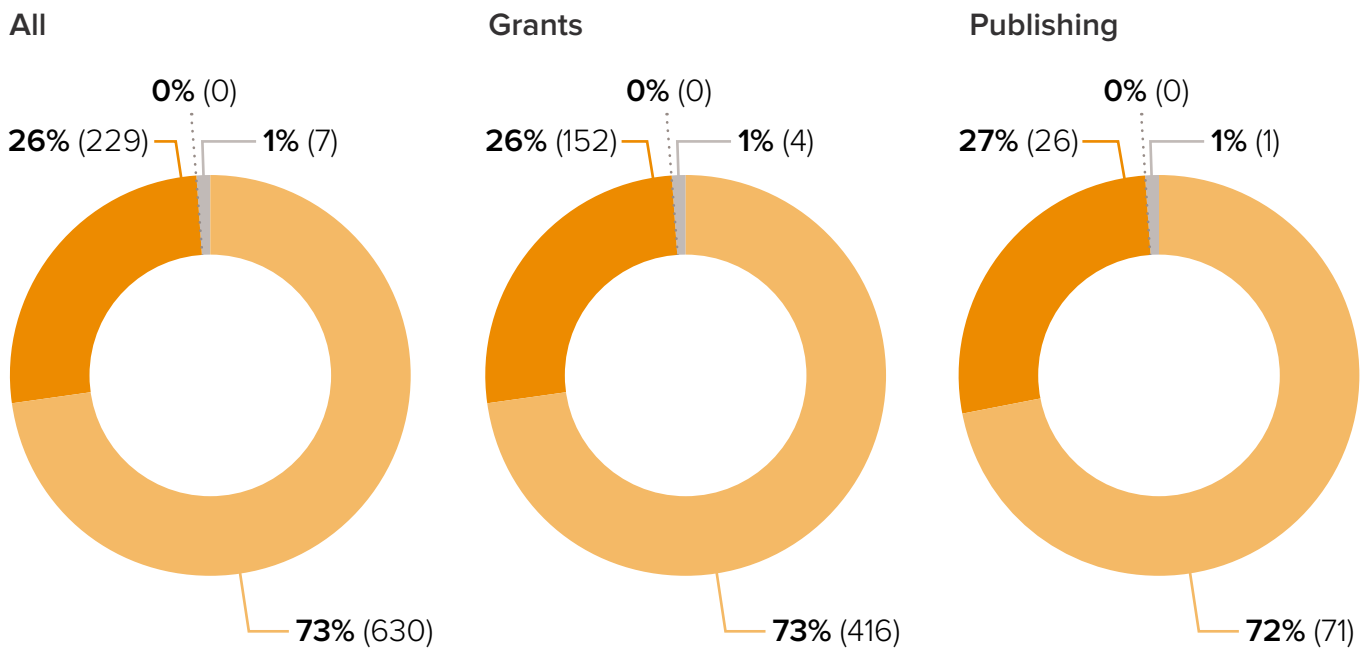
Ethnic origin

Key ■ % Black Minority Ethnic ■ % White British ■ % White Other ■ % Prefer not to say



Gender

Key ■ % Female ■ % Male ■ % Other ■ % Prefer not to say



Research Fellowship Grants

This section presents data for the largest grant schemes offered through the Society and covers 2017.

Percentage represented (only those who disclosed)							
	No disability	disability	BME	White	Female	Male	Total
Dorothy Hodgkin Fellowship offers	93%	7%	21%	79%	93%	7%	14
Dorothy Hodgkin Fellowship Applicants	84%	13%	19%	77%	75%	25%	106
Dorothy Hodgkin Fellowship Success rate							13.2%
Industry Fellowship offers	92%	0%	25%	75%	0%	100%	12
Industry Fellowship Applicants	94%	2%	21%	79%	13%	87%	53
Industry Fellowship Success rate							22.6%
Newton International Fellowship offers	98%	0%	58%	39%	37%	63%	104
Newton International Fellowship Applicants	99%	0%	66%	31%	30%	70%	611
Newton International Fellowship Success rate							17%

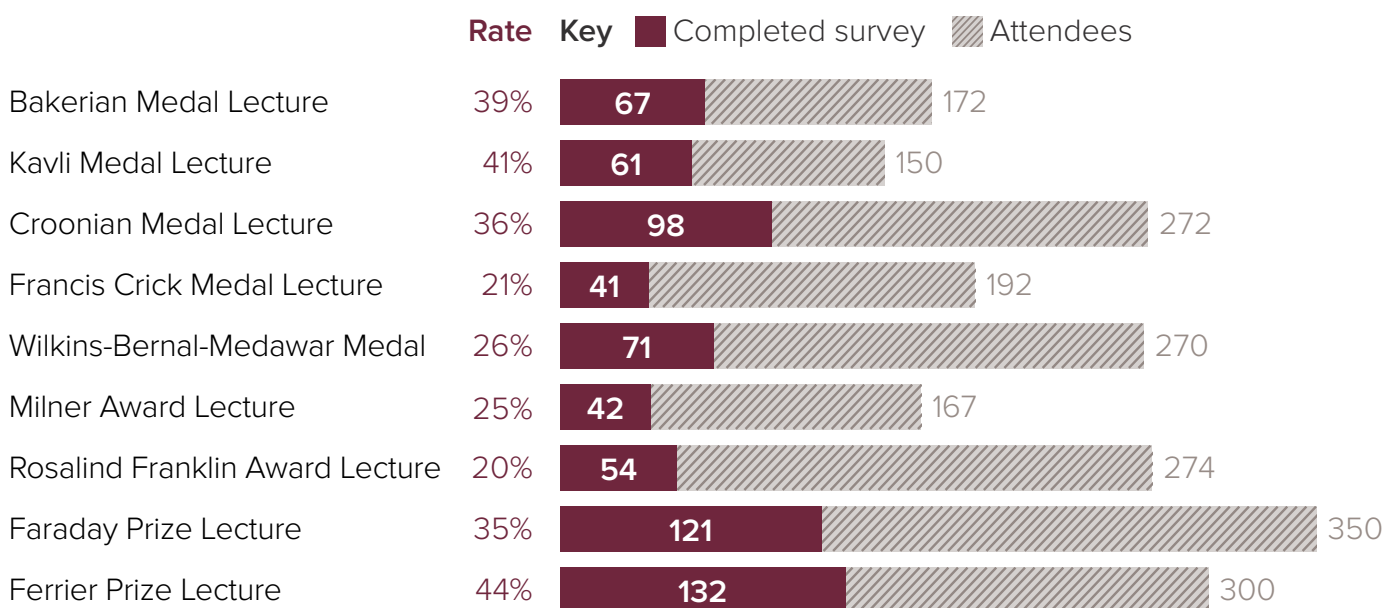
	No disability	disability	BME	White	Female	Male	Total
Sir Henry Dale Fellowship offers	100%	0%	20%	73%	36%	64%	44
Sir Henry Dale Fellowship Applicants	96%	4%	15%	82%	39%	61%	185
Sir Henry Dale Fellowship Success rate							23.8%
University Research Fellowship offers	93%	3%	10%	83%	24%	72%	58
University Research Fellowship Applicants	95%	1%	14%	80%	26%	72%	507
University Research Fellowship Success rate							11.4%
Wolfson Research Merit Award offers	96%	0%	11%	85%	24%	76%	46
Wolfson Research Merit Award Applicants	95%	1%	12%	81%	16%	82%	112
Wolfson Research Merit Award Success rate							41.1%

Scientific programmes in 2017

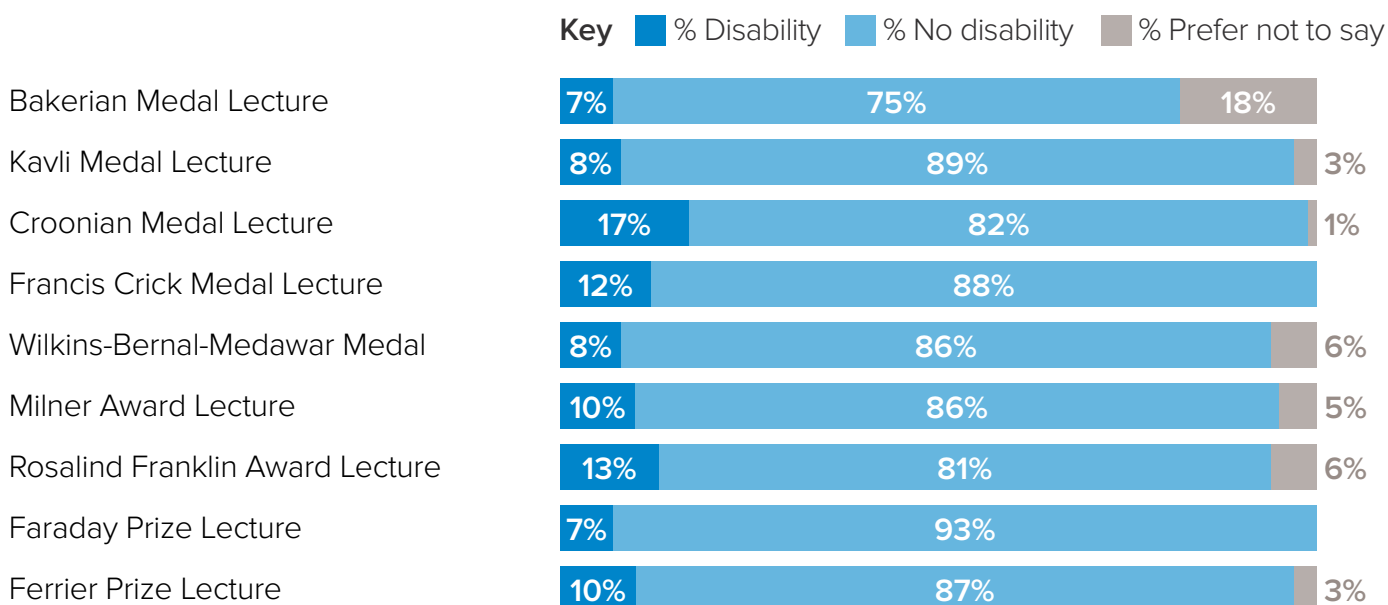
Prize Lectures

The Society surveyed the attendees of the Society's Prize Lectures. The lectures form part of the Society's programme of Medals and Awards presented each year. Data were collected by printed surveys at each event. We are unable to report data on nominations for our awards and medals given that the individuals themselves are not the nominators, and therefore are not asked to complete the diversity monitoring forms.

Survey completion rate

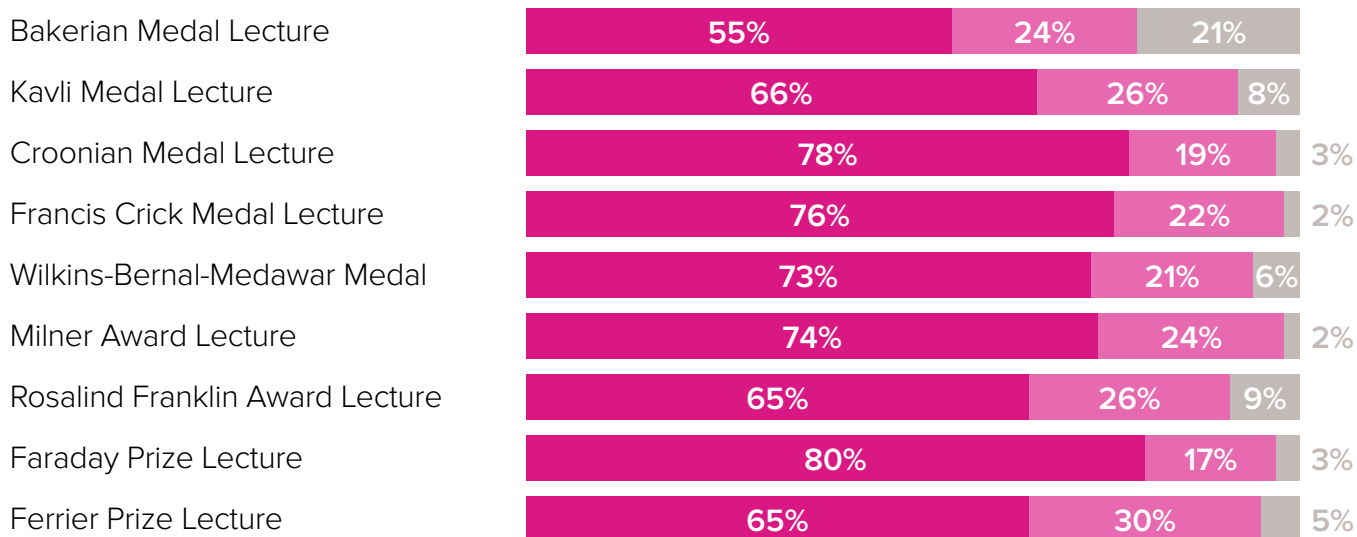


Disability



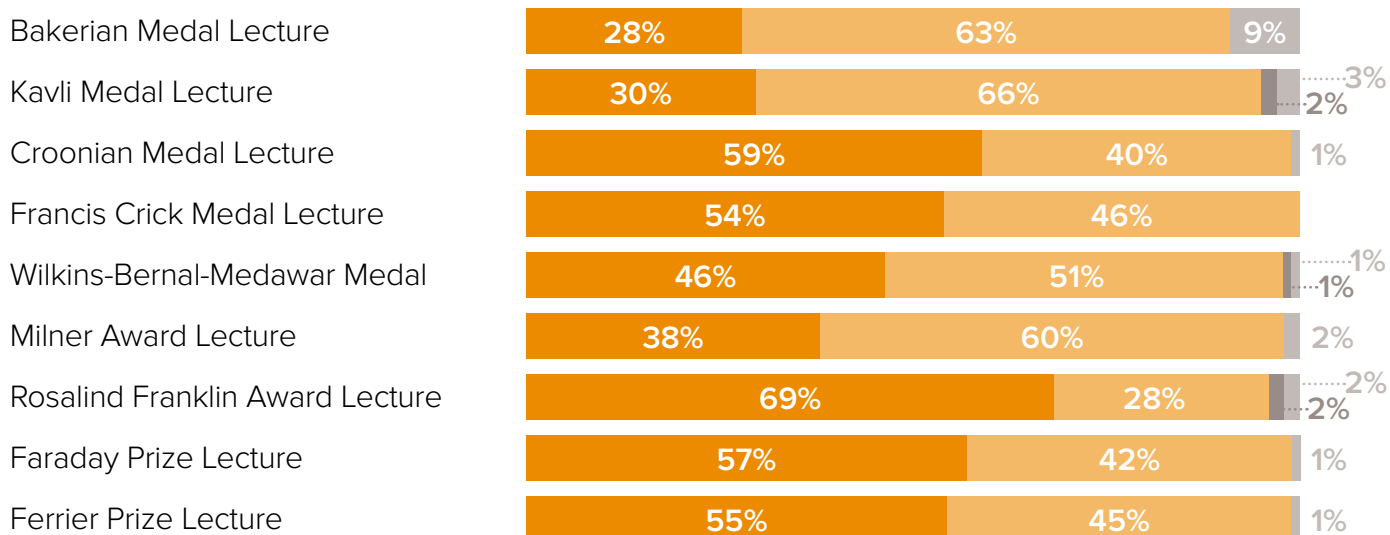
Ethnicity

Key ■ % White ■ % Other ■ % Prefer not to say



Gender

Key ■ % Female ■ % Male ■ % Other ■ % Prefer not to say

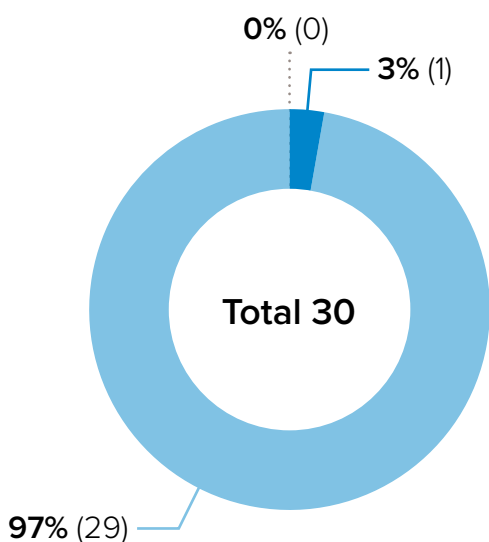


Scientific meetings

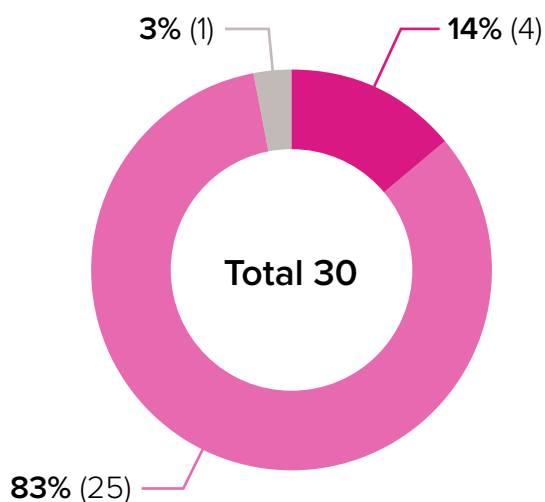
Each year the Society runs a programme of scientific meetings, the approval process for which is overseen by the Hooke Committee. These meetings are held at the Royal Society, London, and the Royal Society at Chicheley Hall, Buckinghamshire. Following each meeting the scientific organisers, chairs and speakers are asked to complete an electronic survey, which includes a diversity monitoring questionnaire. In addition following the end of each meeting, the electronic survey is also sent to registrants of the meeting. The below reports on the diversity of those scientific organisers, speakers and registered attendees who completed the surveys.

Organisers

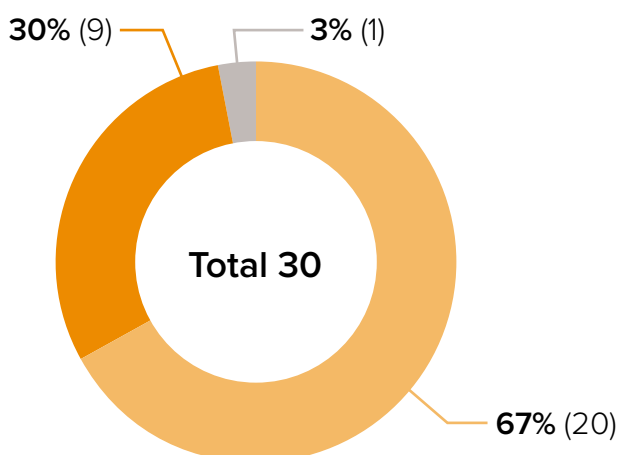
Key ■ % Disability ■ % No disability
■ % Prefer not to say



Key ■ % Black Minority Ethnic ■ % White
■ % Prefer not to say



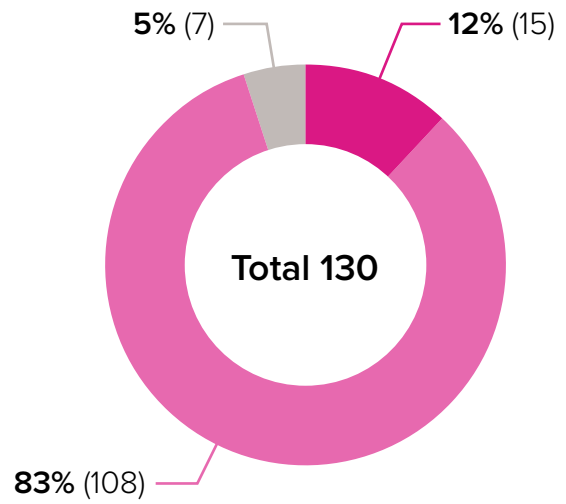
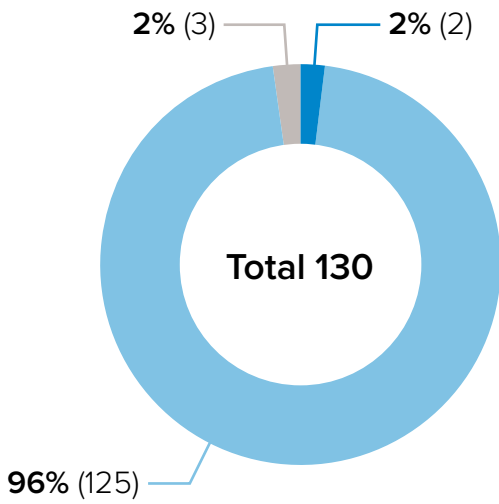
Key ■ % Female ■ % Male
■ % Prefer not to say



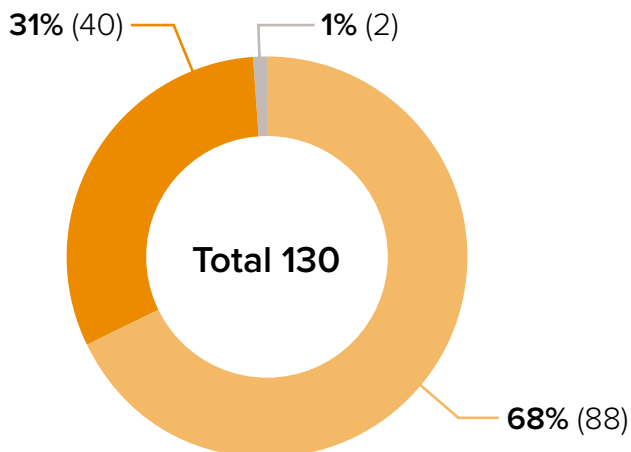
Speakers

Key ■ % Disability ■ % No disability
■ % Prefer not to say

Key ■ % Black Minority Ethnic ■ % White
■ % Prefer not to say



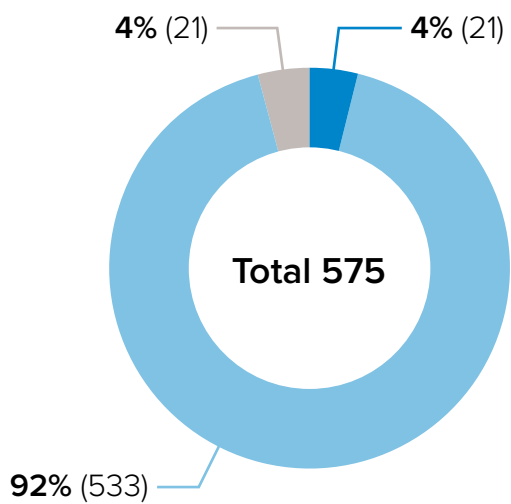
Key ■ % Female ■ % Male
■ % Prefer not to say



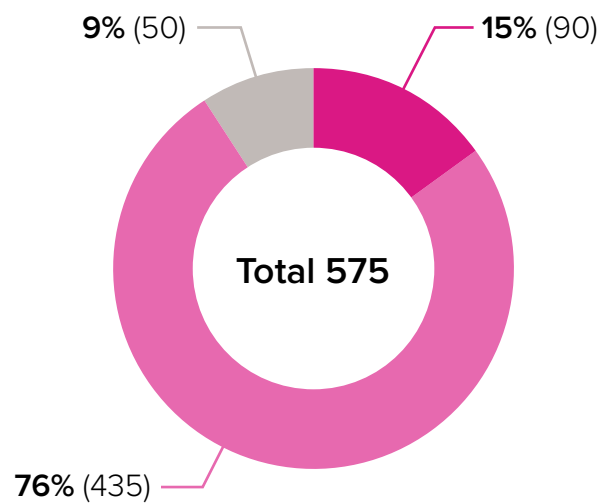
Scientific Programmes: meetings

Participants

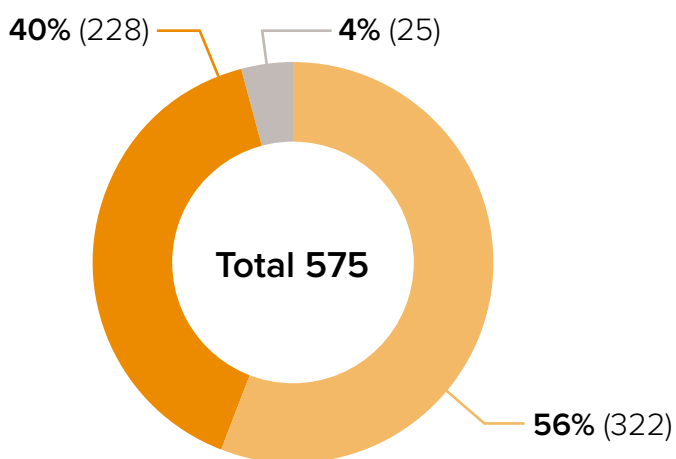
Key ■ % Disability ■ % No disability
■ % Prefer not to say



Key ■ % Black Minority Ethnic ■ % White
■ % Prefer not to say



Key ■ % Female ■ % Male
■ % Prefer not to say / Unknown



Public engagement in 2017

Our public engagement programme has three aims, to be a leader and innovator in supporting public engagement with science, to pro-actively 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.

We organise events at the Royal Society, London and across the country to give the public the opportunity to hear from and engage with scientists. We hold the Summer Science exhibition (SSE), our flagship public event, in the first week of July each year. We also encourage Royal Society funded scientists to involve the public in their work through training, advice and support.

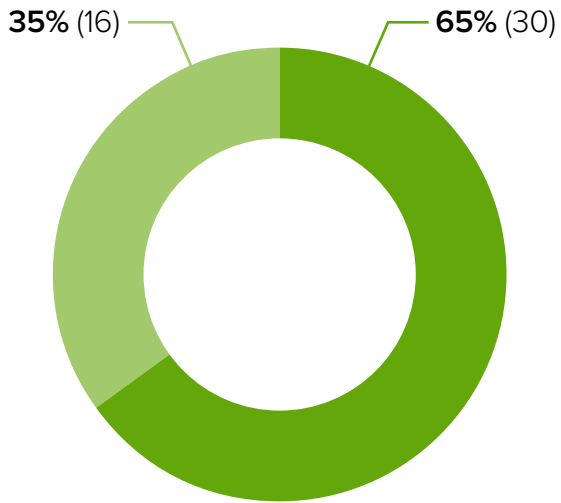
Following each event at the Society the attendees are asked to complete a feedback form or electronic survey. At events held outside of the Society, diversity data is collected from the event hosts where available.

Chairs and speakers of events are asked to complete an electronic diversity monitoring questionnaire at the end of the year.

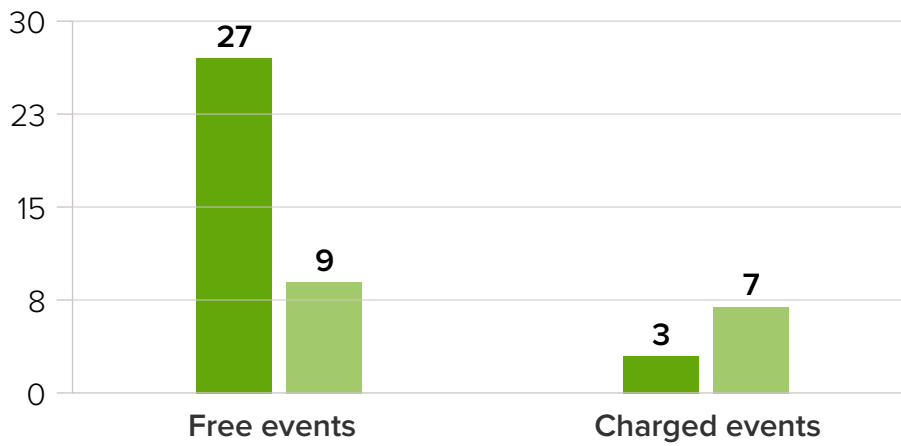
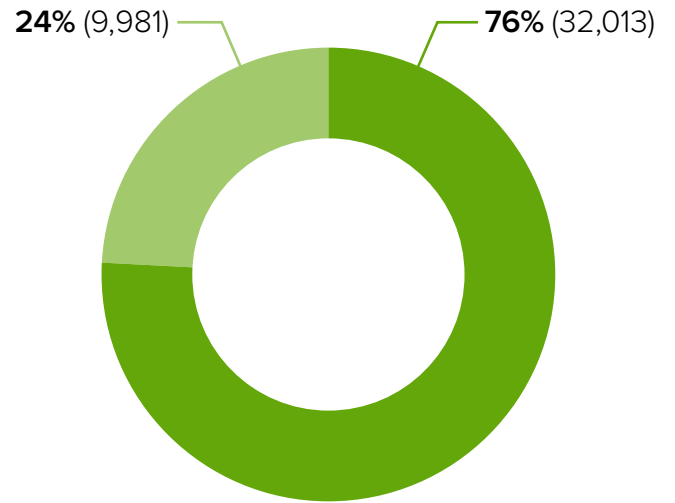
Location

Key ■ London ■ Outside London

Regional breakdown



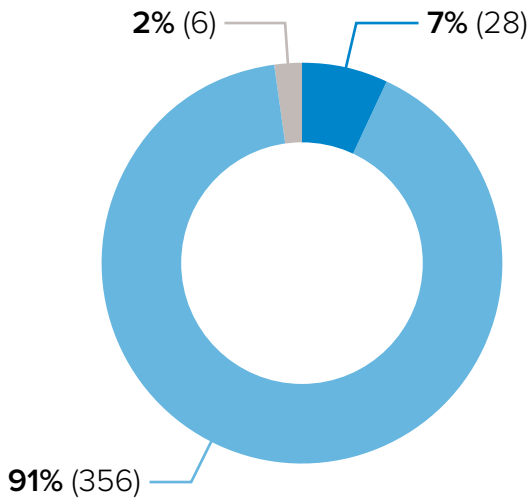
Number of attendees



Summer Science Exhibition

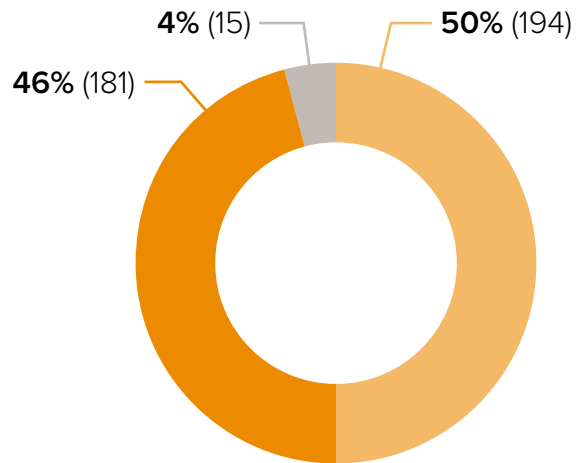
Key ■ % Disability ■ % No disability
■ % Prefer not to say

Total attendees **13,700**
Completed survey **390 (2.8%)**



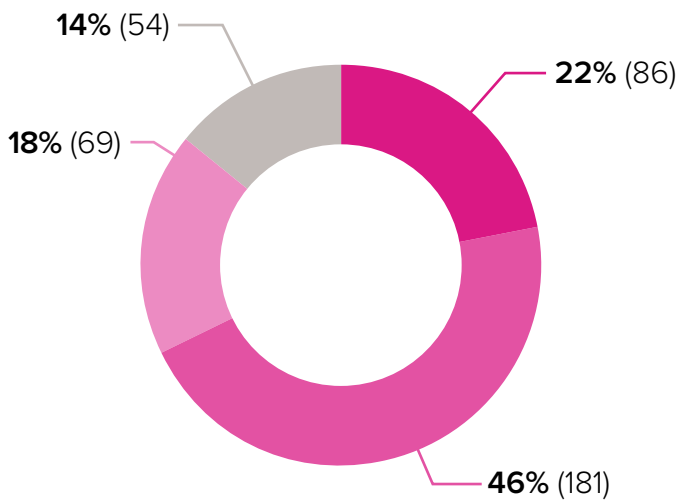
Key ■ % Female ■ % Male
■ % Prefer not to say

Total attendees **13,700**
Completed survey **390 (2.8%)**



Key ■ % Black Minority Ethnic ■ % White British
■ % White Other ■ % Prefer not to say

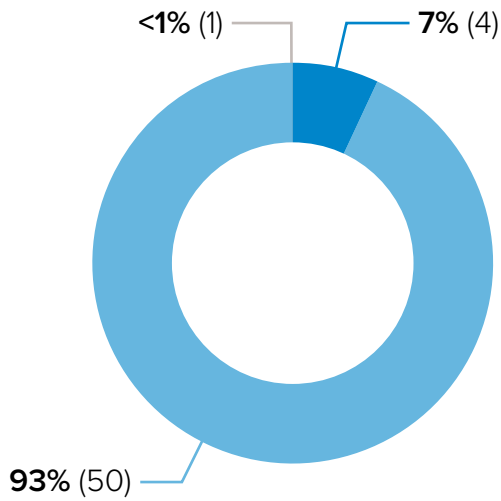
Total attendees **13,700**
Completed survey **390 (2.8%)**



Speakers

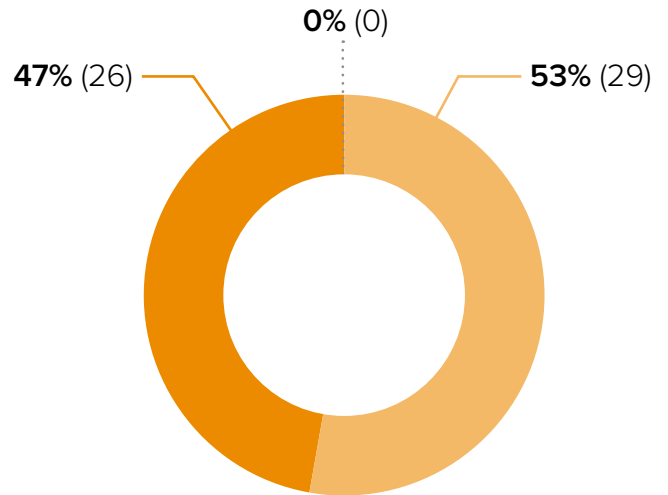
Key ■ % Disability ■ % No disability
■ % Prefer not to say

Total speakers **117**
Responses **55 (47%)**



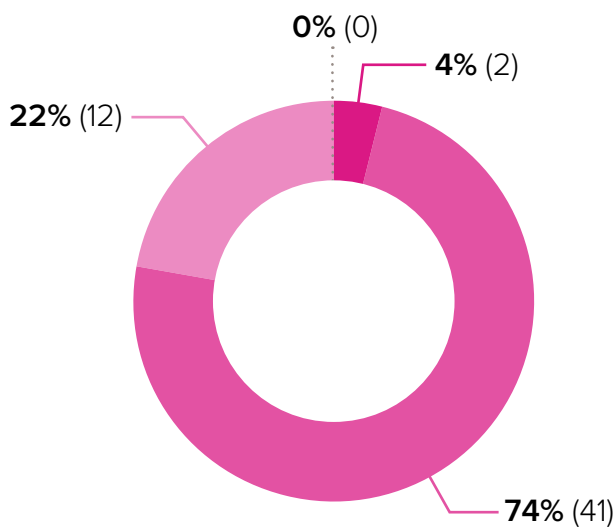
Key ■ % Female ■ % Male
■ % Prefer not to say

Total speakers **117**
Responses **55 (47%)**



Key ■ % Black Minority Ethnic ■ % White British
■ % White Other ■ % Prefer not to say

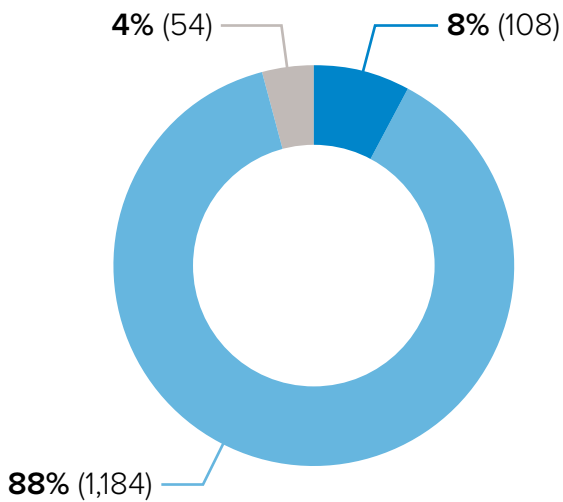
Total speakers **117**
Responses **55 (47%)**



Other events

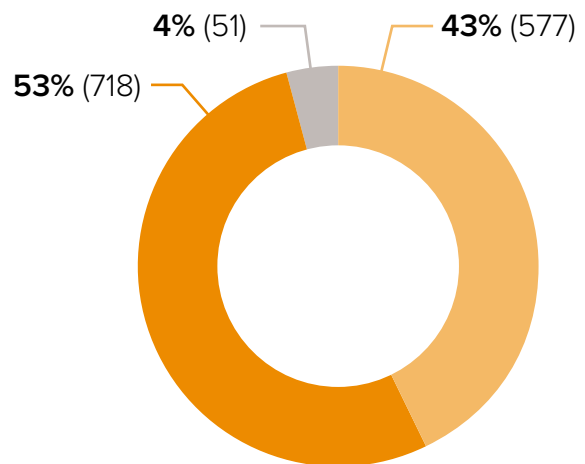
Key ■ % Disability ■ % No disability
■ % Prefer not to say

Total attendees **28,294**
Completed survey **1,346 (4.8%)**



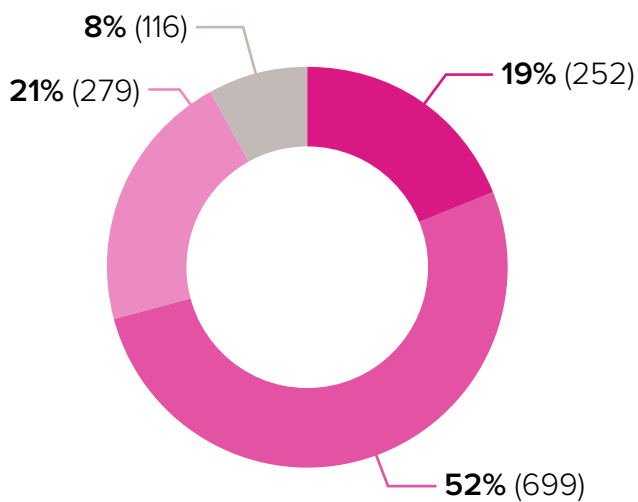
Key ■ % Female ■ % Male
■ % Prefer not to say

Total attendees **28,294**
Completed survey **1,346 (4.8%)**



Key ■ % Black Minority Ethnic ■ % White British
■ % White Other ■ % Prefer not to say

Total attendees **28,294**
Completed survey **1,346 (4.8%)**



Publishing in 2017

The Society publishes 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. An invitation to an online diversity-monitoring questionnaire was sent to authors and reviewers of the Society's journals to complete at the end of the year.

Publishing

For the analysis of publishing data for 2017, the total number of responses considered was 2,681.

- 1,026 Reviewers
- 1,909 Authors
- 254 respondents were engaged as reviewers and authors

Age

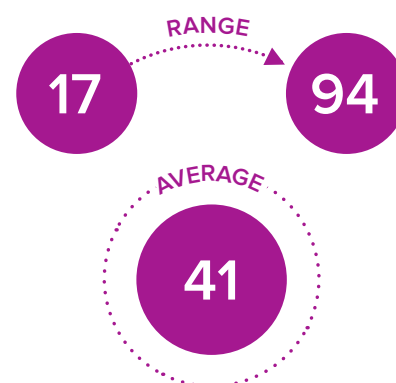
All respondents



Reviewers

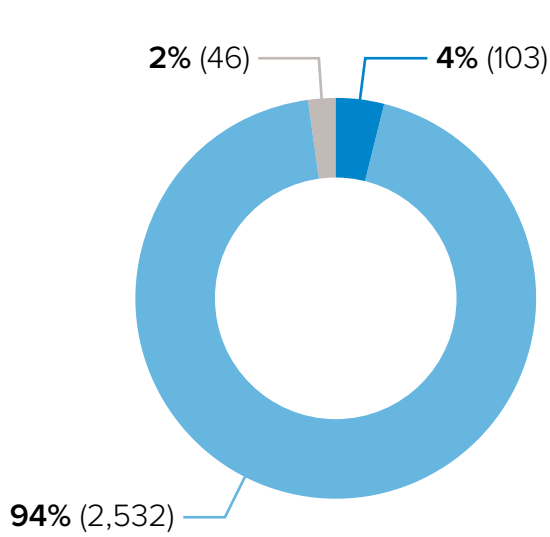


Authors

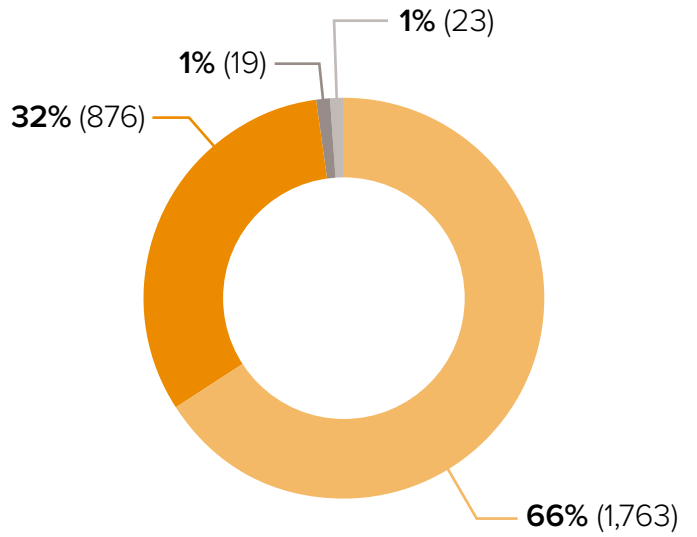


All respondents

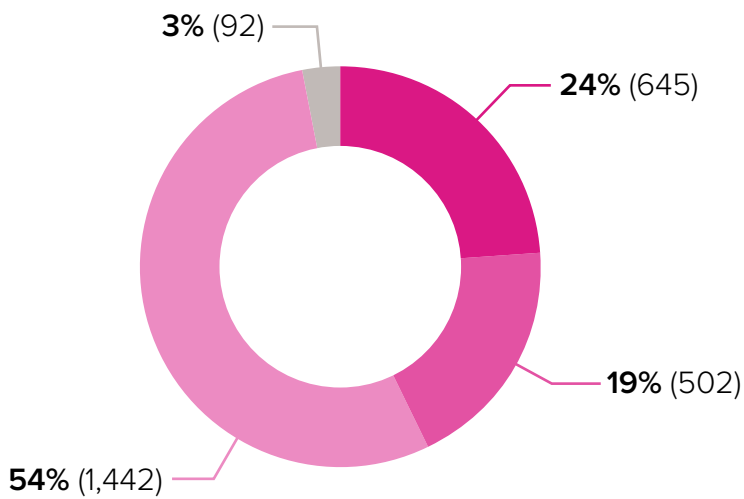
Key ■ % Disability ■ % No disability
■ % Prefer not to say



Key ■ % Female ■ % Male
■ % Other ■ % Prefer not to say

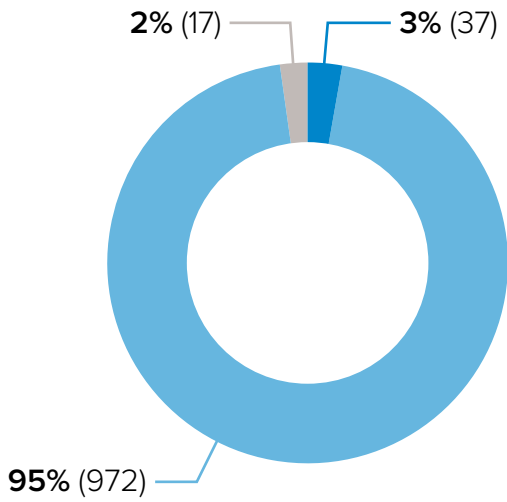


Key ■ % Black Minority Ethnic ■ % White British
■ % White Other ■ % Prefer not to say

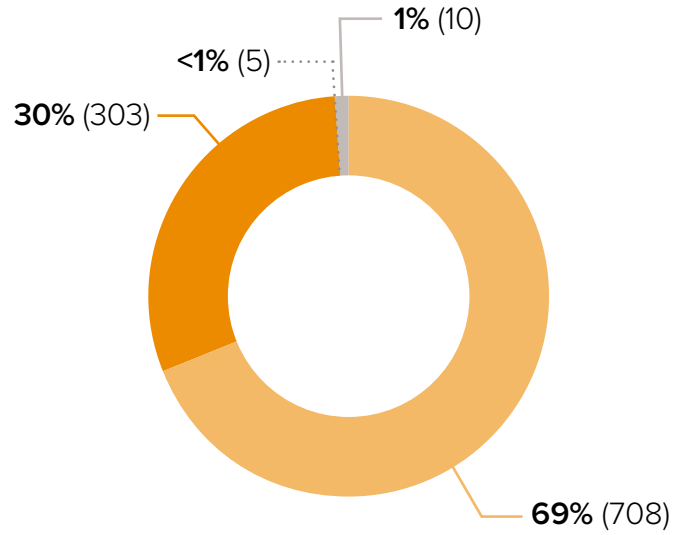


Reviewers

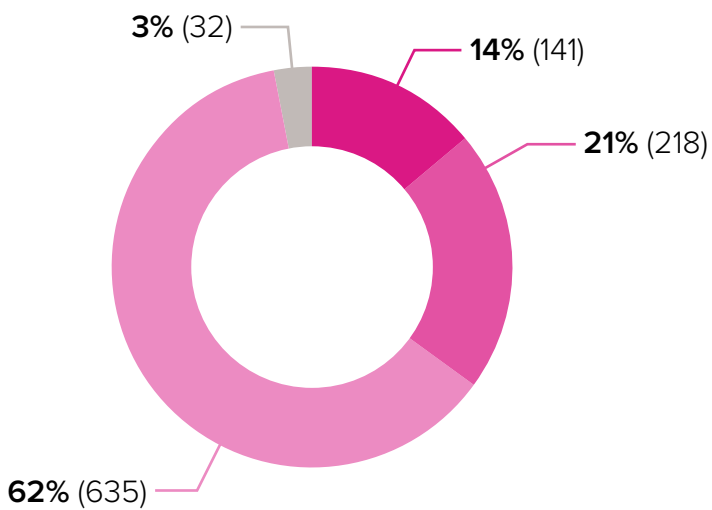
Key ■ % Disability ■ % No disability
■ % Prefer not to say



Key ■ % Female ■ % Male
■ % Other ■ % Prefer not to say



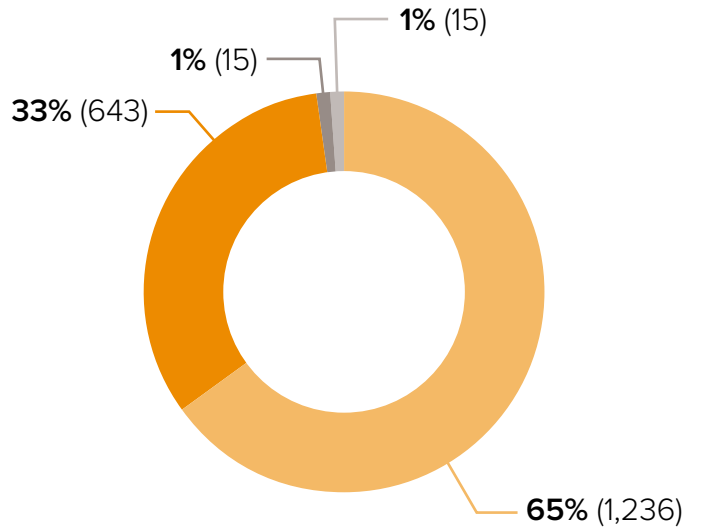
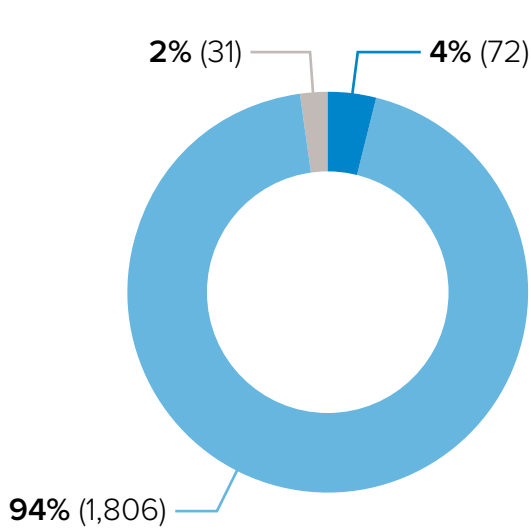
Key ■ % Black Minority Ethnic ■ % White British
■ % White Other ■ % Prefer not to say



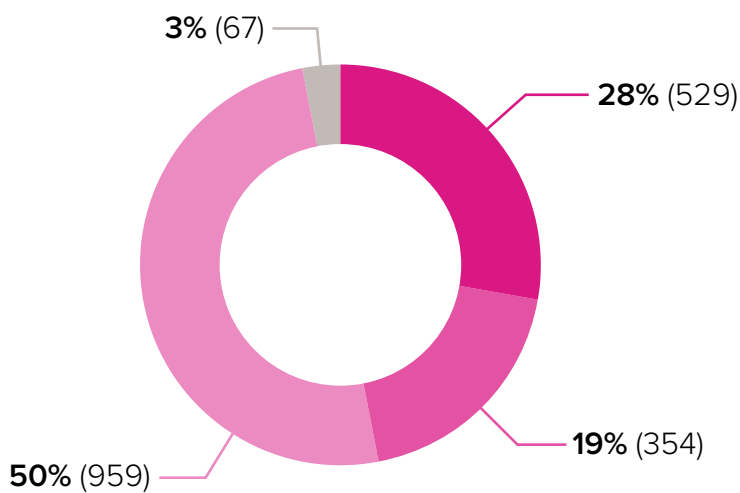
Authors

Key ■ % Disability ■ % No disability
■ % Prefer not to say

Key ■ % Female ■ % Male
■ % Other ■ % Prefer not to say



Key ■ % Black Minority Ethnic ■ % White British
■ % White Other ■ % Prefer not to say

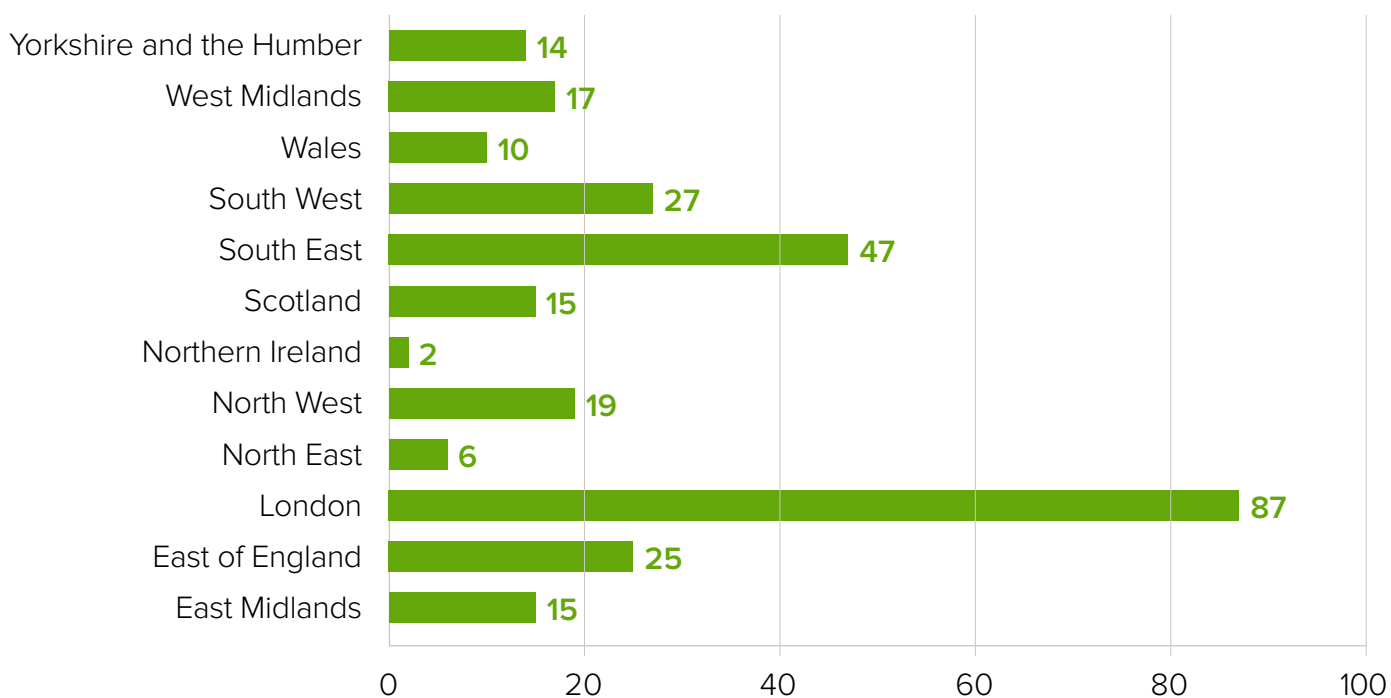


Education in 2017

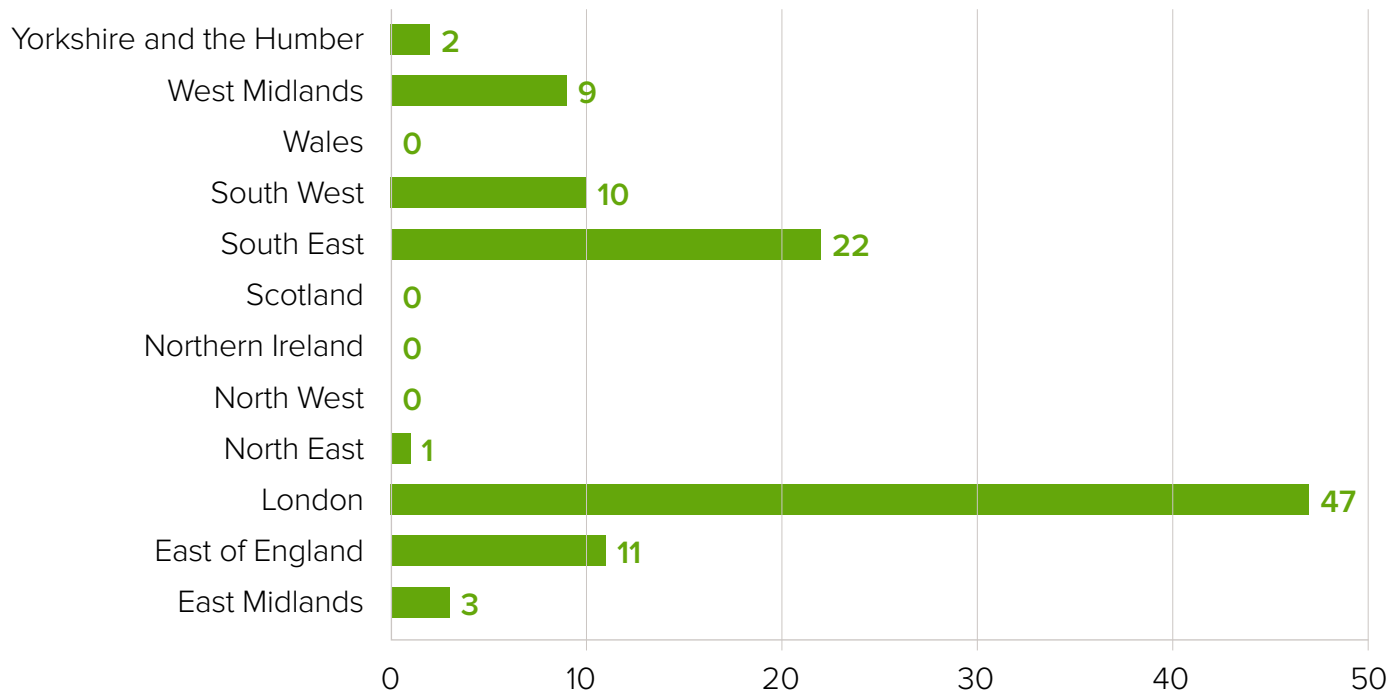
This data covers schools that took part in one of the Society's schemes or attended events including:

- The Partnership Grants Scheme which provides grants of up to £3000 for schools and colleges to undertake research alongside a STEM partner from academia or industry
- Schools who attended the Summer Science Exhibition
- Schools who attended the Society's teacher CPD events which aim to promote teachers as professionals and give an overview of how scientific policy can be used in the teaching of science
- Teachers engaging in Science on Stage which is a European network of teachers who share best practice. The Royal Society currently holds the Secretariat for Science on Stage UK, and
- Schools belonging to our wider schools network which encompasses teachers who are keen to share best practice and access our resources.

Regions: Total schools

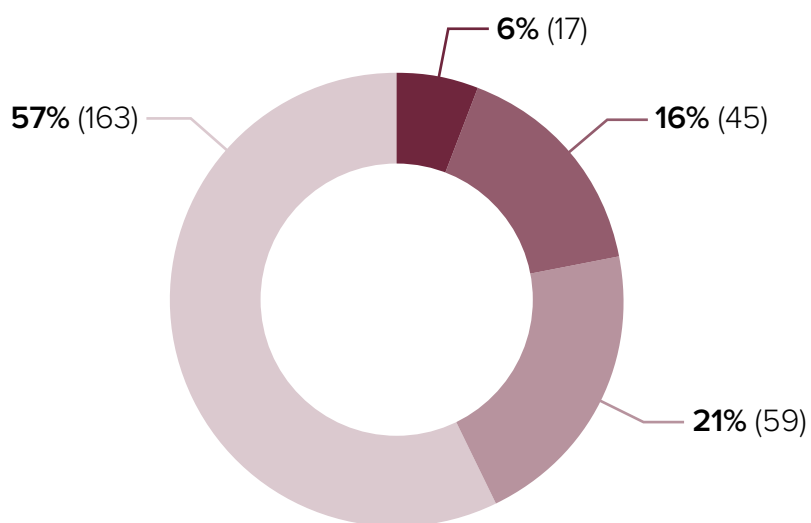


Regions: Schools who attended the SSE



School type

Key 6th/FE All through Primary Secondary



Education

Establishment	Quantity	%
16 plus / FE College	11	4%
Academy	109	38%
Community school	20	7%
Foundation	1	0%
Free school	9	3%
Independent	57	20%
LA maintained schools	47	17%
Comprehensive	1	0%
Unknown	2	1%
Public / private partnership	1	0%
Scottish school	3	1%
Sixth form college	2	1%
Studio school	1	0%
Northern Ireland school	1	0%
State funded	1	0%
State school	1	0%
UTC	4	1%
Voluntary Aided	5	2%
Voluntary controlled school	2	1%
Welsh language school	6	2%
Total	284	

Definitions

A **comprehensive school** is a secondary school that is a state school and does not select its intake on the basis of academic achievement or aptitude, in contrast to the selective school system, where admission is restricted on the basis of selection criteria.

A **community school** is both a place and a set of partnerships between the school and other community resources. A community school in England and Wales is a type of state-funded school in which the local authority (LA) employs the school's staff, is responsible for the school's admissions and owns the school's estate.

A **foundation school** is a state-funded school in which the governing body has greater freedom in the running of the school than in community schools. Foundation schools were set up under the School Standards and Framework Act 1998 to replace grant-maintained schools, which were funded directly by central government.

Studio Schools are a new type of government-funded state school for 14 – 19 year olds of all abilities. They are small schools for 300 students; and with year round opening and a 9 – 5 working day, they feel more like a workplace than a school. Studio Schools will offer a range of academic and vocational qualifications including GCSEs in English, Maths and Science, as well as paid work placements linked directly to employment opportunities in the local area.

A **voluntary aided school (VA school)** is a state-funded school in England and Wales in which a foundation or trust (usually a religious organisation), contributes to building costs and has a substantial influence in the running of the school.

A **voluntary controlled school (VC school)** is a state-funded school in England and Wales in which a foundation or trust (usually a Christian denomination) has some formal influence in the running of the school.

LA maintained schools are those that are funded and controlled by the local education authority. They are different from free schools and academies, which operate outside LA control: these schools are run by trusts or sponsors and while they have to sign up to a government funding agreement, the school itself determines how to spend its budget.

Scottish school = schools based in Scotland.

Welsh language schools = schools based in Wales.

Academy schools are state-funded schools in England which are directly funded by the Department for Education and independent of local authority control. The terms of the arrangements are set out in individual Academy Funding Agreements.

A **university technical college (UTC)** is a type of secondary school in England that is led by a sponsor university. The university supports the curriculum development of the UTC, provides professional development opportunities for teachers, and guides suitably qualified students to foundation degrees and full degrees.

An **independent school** is independent in its finances and governance; it is usually not dependent upon national or local government to finance its operations, nor reliant on taxpayer contributions, and is instead funded by a combination of tuition charges, donations, and in some cases the investment yield of an endowment. It is typically governed by a board of governors that is elected independently of government, and has a system of governance that ensures its independent operation.

16 plus / Further Education (FE) = Colleges, independent or part of a school, that offer Alevel, diploma and in some cases HNC, HND, Foundation degree or PGCE to students aged 16+. Most school based sixth forms have upper age limits whereas FE colleges typically don't.

Sixth form college = A sixth form college is an educational institution in England, Wales and Northern Ireland where students aged 16 to 19 typically study for advanced school-level qualifications, such as A-levels, Business and Technology Education Council (BTEC) and the International Baccalaureate Diploma, or school-level qualifications such as General Certificate of Secondary Education (GCSE) examinations.

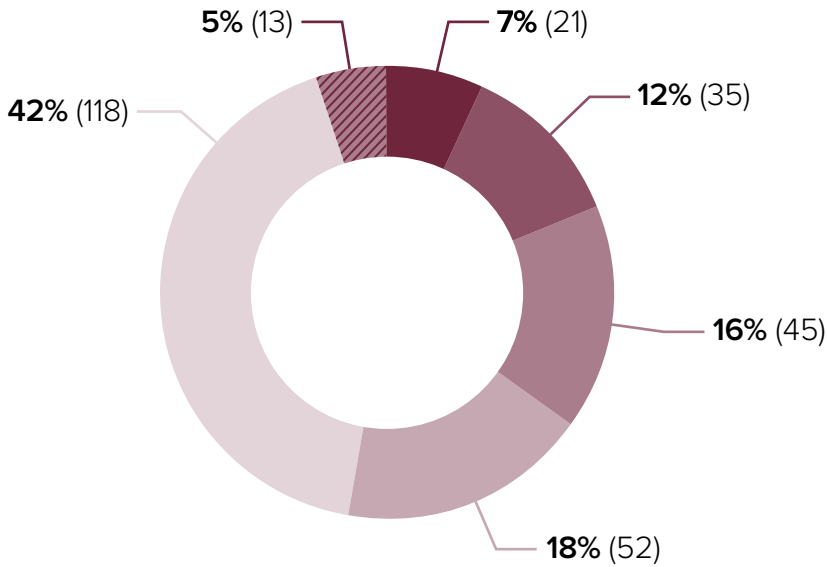
Free school = A free school in England is a type of academy, a non-profit-making, independent, state-funded school which is free to attend but which is not wholly controlled by a local authority. It is possible for a local authority to sponsor a free school in partnership with other organisations, provided they have no more than a 19.9% representation on the board of trustees.

Education: Polar4 scores

The POLAR classification looks at how likely young people are to participate in Higher Education across the UK and shows how this varies by area. The postcodes of the participating schools have been used to assemble this data. This data uses the most recent version of the classification, POLAR4. This is based on the combined participation rates of those who entered HE 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), up to 5, with the highest rates (most advantaged).

Polar4 scores

Key ■ Score 1 ■ Score 2 ■ Score 3 ■ Score 4 ■ Score 5 ■ Not listed/unclassified

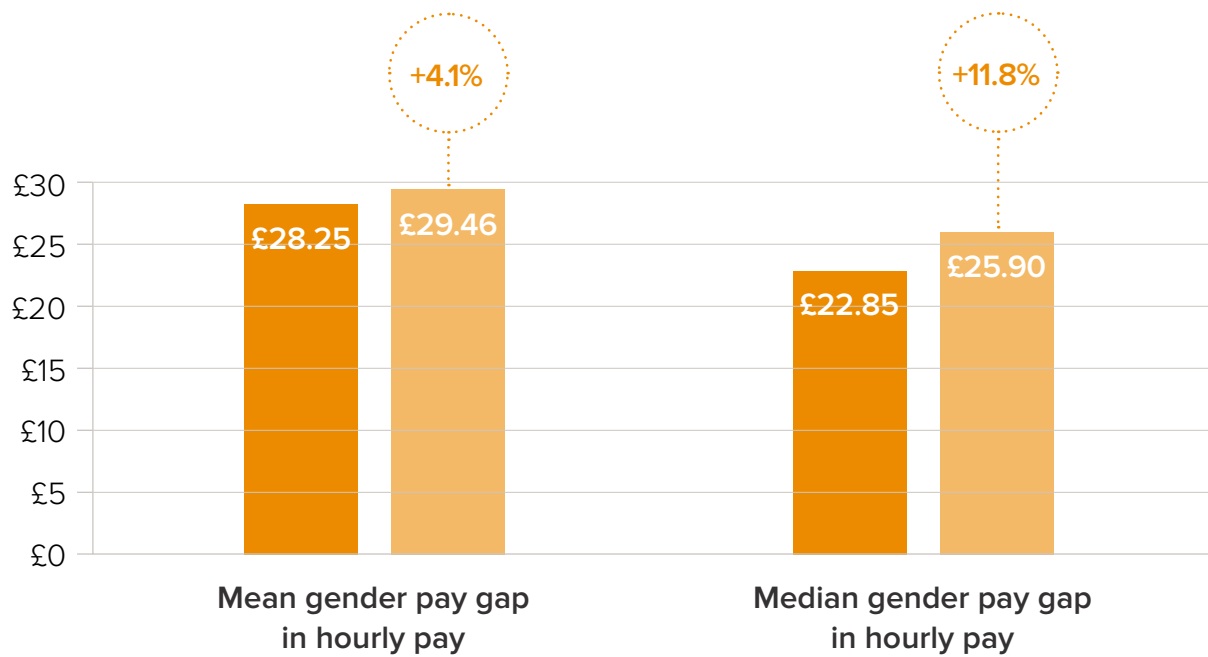


Society gender pay gap analysis

In 2017 the Society published its gender pay gap analysis covering all staff, which was structured in accordance with the Gender Pay Gap reporting guidance. The data relates to data on 5 April 2017.

Gender pay gap

Key ■ Female ■ Male





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

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

These priorities are:

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

For further information

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