

# Diversity data report 2022/23

***Diversity data report 2022/23***

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# Introduction

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

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

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

This report covers the Society's activities from January 2022 to the end of March 2023. Future diversity data reports will cover the Society's financial year which is April to March. The report includes data on elections to the Fellowship, early career research fellowships, publishing activities, committee participation, schools partnership grants and diversity data on the Royal Society staff. The Society has not yet resumed collecting diversity data on event-based activities following the COVID-19 pandemic, but the intention is to start to collect events diversity data from now and this will be reported in the future.

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

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

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

An update on this external HESA data has been commissioned and will be published on the Society's website later in 2024. This updated data will be used to provide comparisons with the Society's own fellowship diversity data in future reports.

The next report, covering diversity across the Society's 2023/24 activities, will be published in late 2024.

## Data collection

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

In August 2023, all members of the 2022 Fellowship, Committees, working groups and Editorial Boards, authors and reviewers of journals were invited to complete an anonymous diversity survey. A total of 40,919 people were contacted, of whom 3760 completed the survey (9%). Ten percent of people completed the survey in March 2022.

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

## Data analysis

### Trend analysis

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

### Year-on-year comparison

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

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

## Declarations

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

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

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

However, the Society recognises that this is not an ideal approach and will look at alternative methodologies to understand the profile and experiences of under-represented groups.

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

## Populations

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

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

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

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

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

Populations are not available in all of the domains addressed in this report. There are a number of complexities involved. For instance, the 2021 census in England and Wales gave the following high-level summary of the ethnic composition of the population in that year<sup>1</sup>.

- Asian: 9.3%
- Black: 4%
- Mixed: 2.9%
- White: 81.7.0%
- Other: 2.1%

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

## The Fellowship

<b>Data included in this report</b>	Age, gender, ethnicity and disability data for Fellows and Foreign Members in 2022 to 31 March 2023.  Age and gender trends over the last seven years.
<b>Source</b>	Age and gender data is recorded when new Fellows are elected.  Ethnicity and disability data is collected through the annual diversity survey.
<b>Limitations</b>	Fellows and Foreign Members are elected for life. The age data contained in this report indicates Fellows and Foreign Members' current age and not their age when they were elected.  The data excludes 'prefer not to say' responses.  There is no robust benchmark that could be used to compare the diversity of the Fellows and Foreign Members who are not professors.

## Committees, panels and working groups

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

## Research Fellowship Grants

<b>Data included in this report</b>	<p>Amalgamated gender, ethnicity and disability data for applicants and awards to the following schemes:</p> <ul style="list-style-type: none"><li>• Dorothy Hodgkin Fellowship</li><li>• Industry Fellowships</li><li>• Newton International Fellowship</li><li>• University Research Fellowship</li><li>• Royal Society Wolfson Fellowship</li></ul>
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<b>Source</b>	Collected via the Society's grant application system, Flexi-Grant®, when an individual applies for a Research Fellowship.
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<b>Benchmark</b>	Comparative analysis on the diversity of postdoctoral researchers eligible to apply for the Society's early career fellowships, carried out by the Careers Research and Advisory Centre on behalf of the Society in 2021.
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<b>Limitations</b>	<p>The data excludes 'prefer not to say' responses.</p> <p>Diversity data for grants schemes has been amalgamated in order to avoid individuals being identifiable.</p>
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## Publishing

<b>Data included in this report</b>	Age, gender, ethnicity and disability data for authors and reviewers of the Society's eleven journals. Please note that all Publishing data is based on submissions received in 2022, including those still awaiting a decision (eg a paper could be submitted in November 2022 but not decided on until January 2023). Therefore the proportion and number of decisions could be lower than the number of submissions.
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<b>Source</b>	Annual diversity survey.
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<b>Limitations</b>	<p>The data excludes ‘prefer not to say’ responses.</p> <p>Not all authors and reviewers responded to the survey so the data collected represents a self-selecting sample and is not necessarily representative of all authors and reviewers.</p> <p>In 2022 there were 29,458 authors and 9,661 reviewers, making a total of 39,119. However, an individual may be both an author and a reviewer so the number of distinct individuals may be lower than this.</p>
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## Schools engagement

<b>Data included in this report</b>	Region, Level (All through, Middle school, Primary, Secondary, 6th form college), POLAR 4 score.
<b>Source</b>	Schools Engagement team.
<b>Benchmark</b>	None.
<b>Limitations</b>	The data presented covers Partnership Grants projects that had their funding approved during January 2022 – March 2023 (total = 93). It does not include those currently being assessed for a grant or those that have been offered funding but were unable to accept.

## Staff

<b>Data included in this report</b>	Age, gender, ethnicity and disability data for Royal Society staff.
<b>Source</b>	<p>Age and gender information is collected via the Society’s staff HR portal, ADP.</p> <p>Ethnicity and disability data were collected in June 2023, via a ‘snapshot’ diversity survey.</p>
<b>Benchmark</b>	None.
<b>Limitations</b>	<p>The data excludes ‘prefer not to say’ responses.</p> <p>The ethnicity and disability data reflect only those staff who responded to the survey. This data is therefore not representative of all Royal Society staff.</p>

## Gender pay gap

<b>Data included in this report</b>	The differences between the mean and median earnings of women and men across all roles at the Royal Society.
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<b>Source</b>	Society payroll data.
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<b>Benchmark</b>	UK national average mean and median gender pay gap.
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<b>Limitations</b>	The data reflects the pay gap as at 5 April 2022.
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# The Fellowship

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

In 2022, there were 1,527 Fellows and 191 Foreign Members, including more than 80 Nobel Laureates. Fellows and Foreign Members are elected for life through a peer review process on the basis of excellence in science. 51 new Fellows were elected in 2022 from 684 candidates proposed by the existing Fellowship, and 10 Foreign Members were elected from 92 candidates. Note: 2023 Fellowship election data is available on the Society's website.

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

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

The Society does not routinely collect ethnicity and disability data when individuals are first elected to the Fellowship. In August 2023, 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 1,527 Fellows and Foreign Members, 369 (40%) completed the survey.

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

For context, we have also referenced data on professors in STEM in the UK. This profiling is based on analysis of data from the Higher Education Statistics Agency ('HESA'), carried out by Jisc on behalf of the Royal Society in 2022 / 23. Whilst not an ideal comparator, it provides an indicator of the diversity of a group from which a significant proportion of the Fellowship is elected.

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

Work began on establishing two pilot search panels, tasked with identifying outstanding potential Fellowship candidates from under-represented groups and suggesting nominators for them. The focus for candidates from the search panels will be those for consideration by Sectional Committees 2 (Astronomy and Physics) and 9 (Patterns in Populations) from 2024 onwards. Following a review of the pilots later that year, decisions will be taken on a possible expansion of this approach.

The following progress has been made on taking forward proposals within a November 2022 consultation document that set out proposed changes to meet the objective in the Society's Strategic Plan 2022 – 2027 of securing a more diverse, representative and engaged Fellowship:

### **Greater clarity on categories and criteria for assessing them**

- A new route to Fellowship was created, building on the previous Applied category, focusing on achievements in industrial and comparable contexts: Applied and Innovation Fellows.
- A new route to Fellowship was created – General Foreign Membership – allowing for the election of candidates with diverse backgrounds in scientific leadership from beyond the UK and Commonwealth.
- Work began on ensuring assessment of candidates from these groups will be made clearly on the basis of criteria specific to those categories.
- Guidelines were clarified to emphasise that places up to the maximum for each category will only be available to candidates in that category.

- A Sectional Committee Working Group was established, tasked with considering the current rules and practice of Sectional Committees and any ways in which these might work against diversity, as well as considering the case for any increase in the maximum number of Mainstream Fellows that might be elected in a given year. Their recommendations were approved by Council in October 2023, and many of these were enacted soon after through amendments to Sectional Committee guidelines and the elect system.

### **More appropriate expertise**

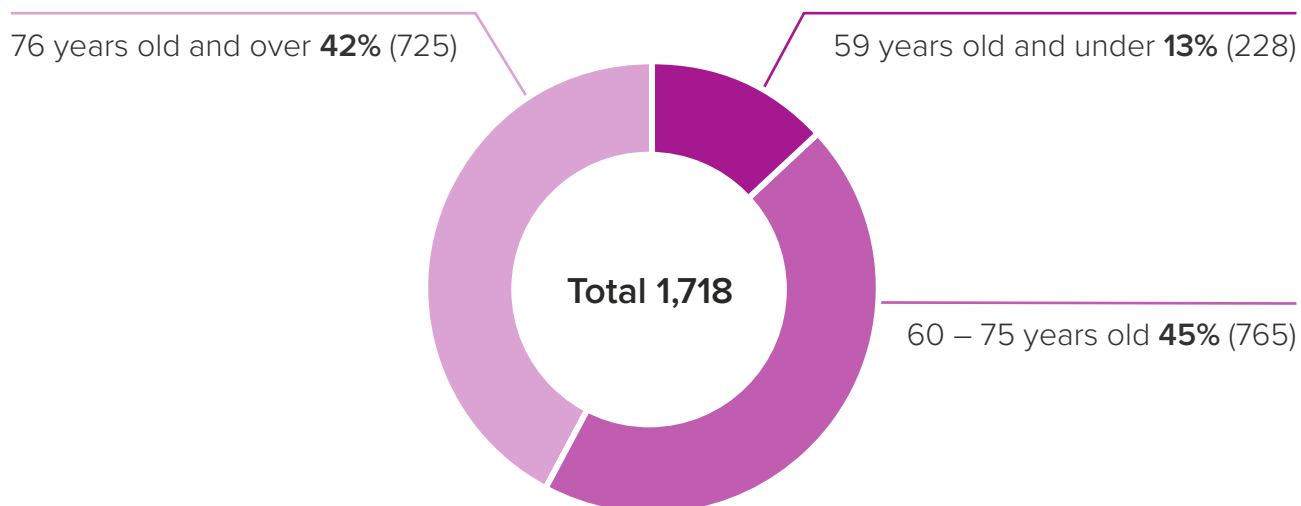
- Two specialist committees were formed from the existing Committee on General and Honorary Candidates, dealing separately with these two categories.
- A specialist committee was formed to advise Council on Applied and Innovation candidates.

### **New and increased maxima**

- The maximum numbers of Fellows that may be elected each year increased: from 10 Applied Fellows, to 20 Applied and Innovation Fellows; from 5 to 8 General Fellows; from 1 to 3 Honorary Fellows; and from 10 to 24 Foreign Members.
- The maximum number of Mainstream Fellows that may be elected each year was increased for 2023 from 36 to an interim of 42. A further increase, to 54, recommended in the Sectional Committee Working Group's report, was approved by Council in October 2023, and the corresponding amendments to the Society's statutes and standing orders were agreed by the Fellowship at a Special General Meeting on 30 November 2023.
- The net effect of these maxima changes brings the total number of Fellows and Foreign Members that may be elected in any year from 62 to 109.

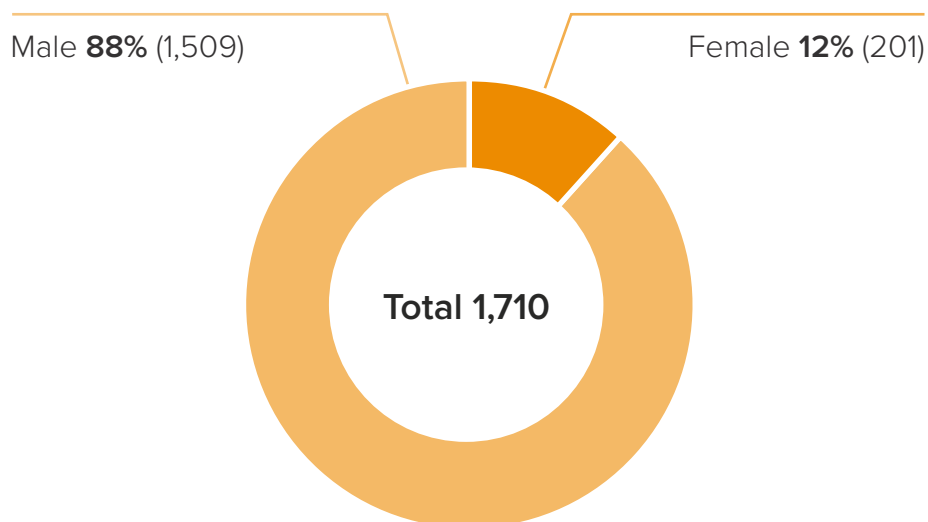
- Fairer outcomes and greater scope for the Society to deploy the expertise of its Fellows
- Voting, nomination and participation rights were extended to Honorary Fellows and Foreign Members.
- Foreign Members were given the option, should they wish, to use the 'FRS' postnominal.

## Fellows and Foreign Members – age



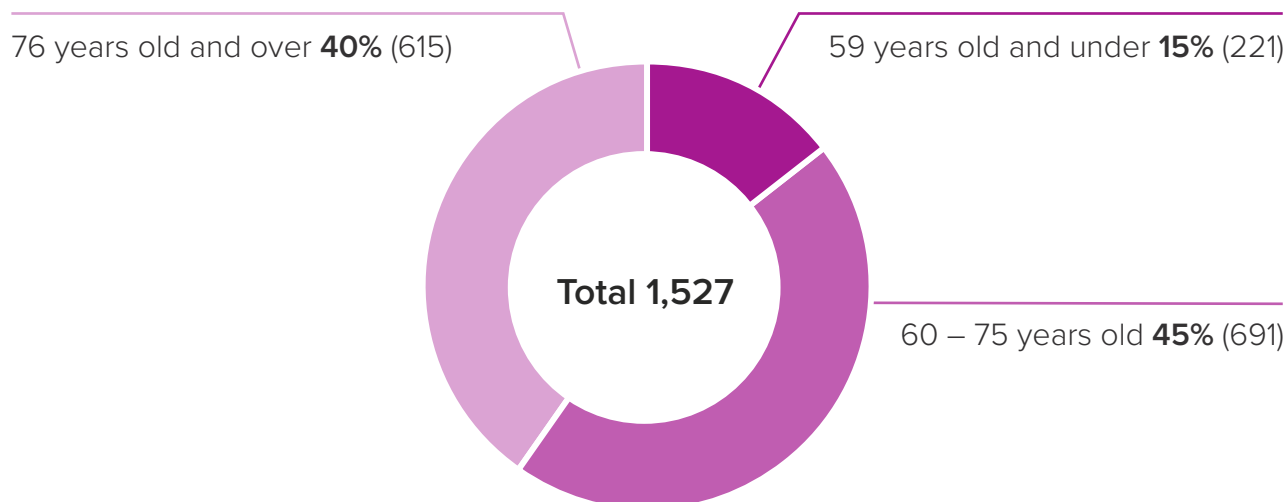
In 2022, 13% of Fellows were aged 59 and under (228 individuals), in line with the 2021 figure of 14% (244). In 2022, 45% (765) were aged 60 – 75 and the remaining 42% (725) were aged over 76.

## Fellows and Foreign Members – gender



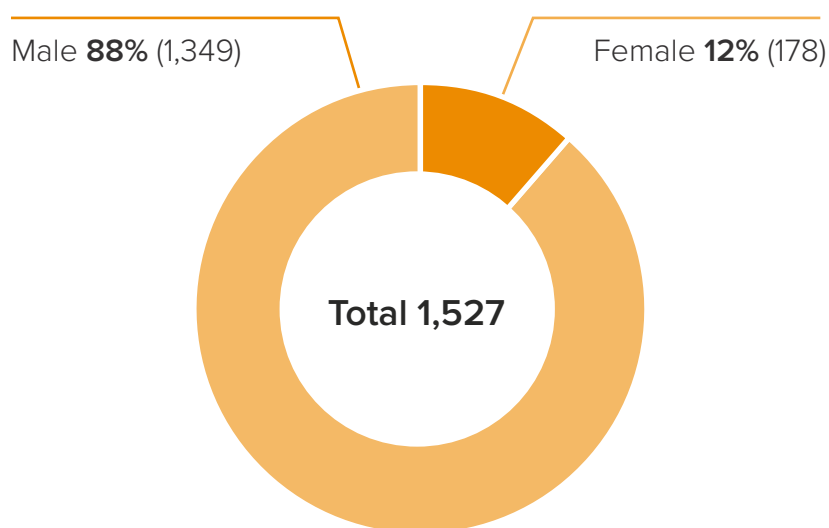
The Fellowship and Foreign Membership continue to be predominantly male – in 2022, 12% of Fellows and Foreign Members were female (201 individuals). The figure was the same, 12% in 2021 (201) and 11% in 2020 (181). The organisation will continue to be made up predominantly of men for many years as the impact of more recent elections, when more women have been elected, will take time to see in the overall figures.

## Fellows – age



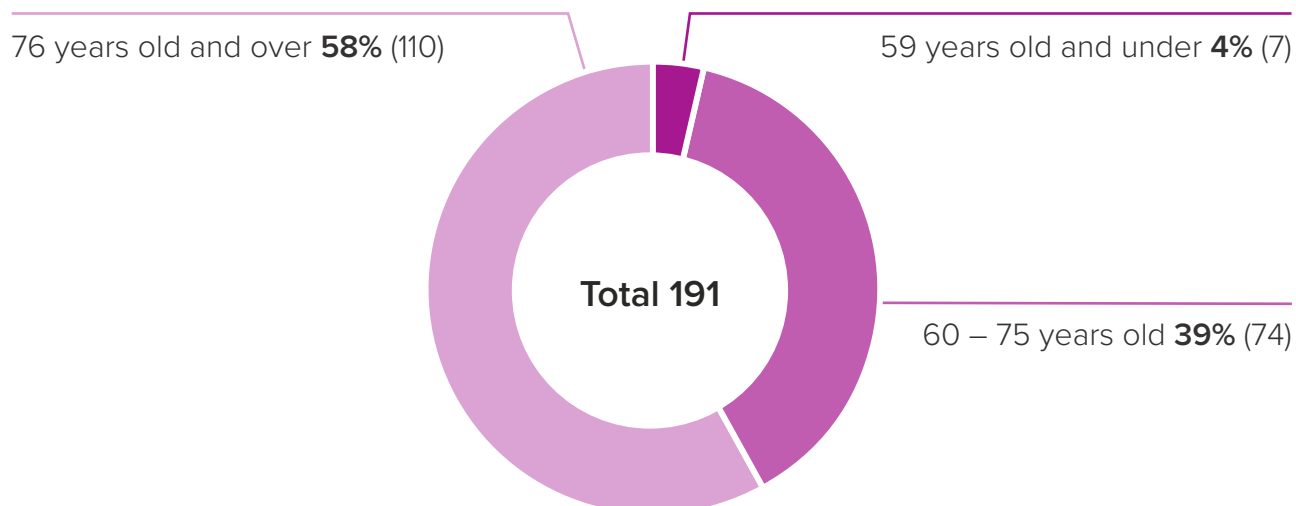
In 2022, 15% of Fellows were aged 59 and under (221 individuals), in line with the 2021 figure of 15% (235). In 2022, 45% (691) were aged 60 – 75 and the remaining 40% (615) were aged over 76.

## Fellows – gender



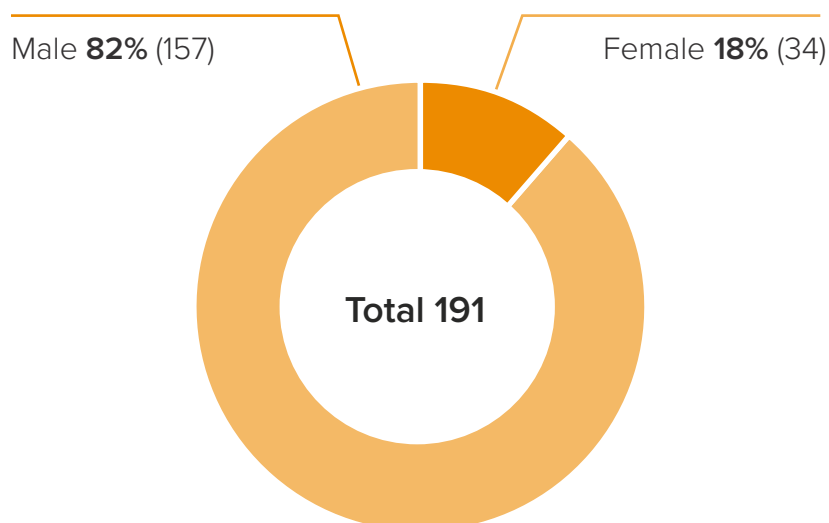
In 2022, 12% (178 individuals) of Fellows were female and 88% (1,349) were male. In 2020 and 2021, the proportion of female Fellows was 10% and 11%, respectively. The number of female Fellows has risen from 146 in 2019 to 178 in 2022.

## Foreign Members – age



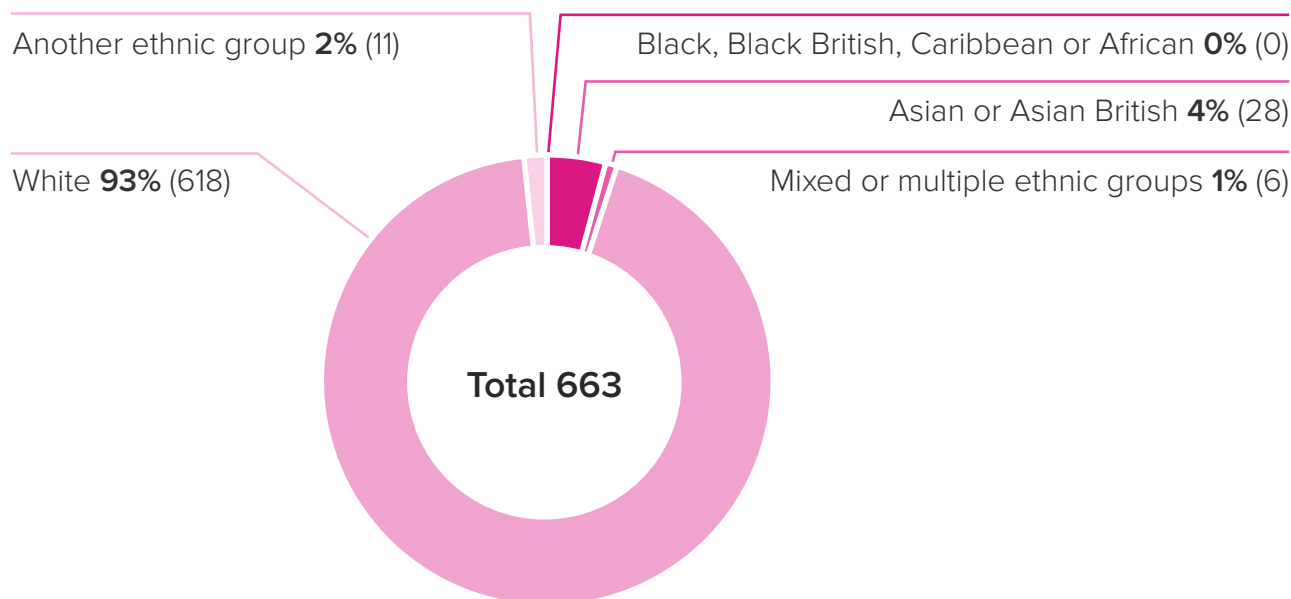
Foreign Members have a slightly different age profile than the Fellowship as a whole, with a higher proportion falling into older age bands. In 2022, 58% are aged 76 and over (110 individuals), and 4% are aged under 59 (7). The remaining 39% (74) are aged between 60 and 75.

## Foreign Members – gender



In 2022, 18% (34 individuals) of Foreign Members were women and 82% (157) were men.

## Fellows and Foreign Members – ethnicity of respondents



In 2022, 663 Fellows and Foreign Members provided details of their ethnicity. The majority of respondents were from White backgrounds (93%, 618 individuals). 4% (28) of Fellows and Foreign Members were from an Asian or Asian British background 1% were from Mixed or multiple ethnic background (6). There were no respondents from a Black, Black British, Caribbean or African background. The remaining 2% were from another ethnic background (11).

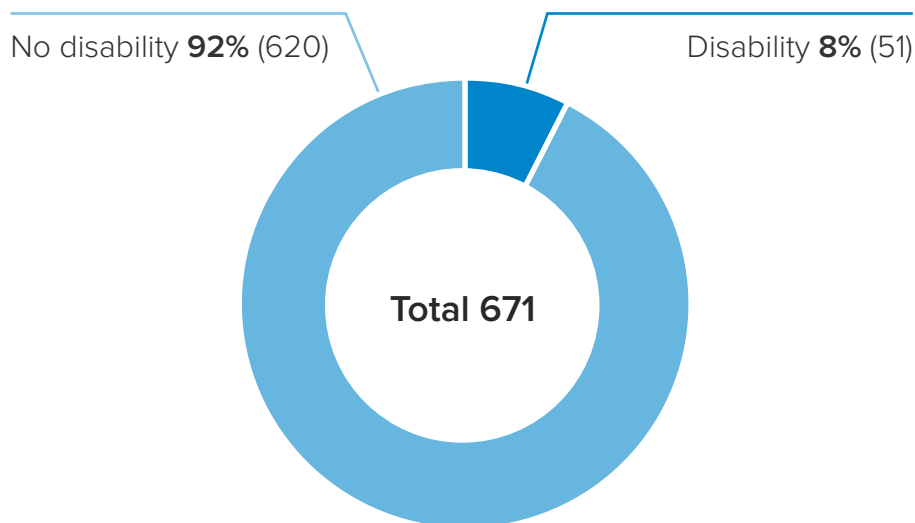
In 2021, there were no respondents from a Black, Black British, Caribbean or African background, compared to 5% in 2020 (44) and 2019 (42).

In the UK in 2022/23, 3% of STEM professors were Black compared to compared to 13% of White STEM academic staff<sup>1</sup>.

In future the Society is going to start collecting and reporting ethnicity data from candidates and newly elected fellows as part of the Fellowship election process as is currently undertaken for age and gender. This will be more helpful than using the questionnaire results which only provide partial data.

1. Ethnicity STEM data for academic staff in higher education 2022/23, analysed by Jisc for the Royal Society.

## Fellows and Foreign Members – disability of respondents

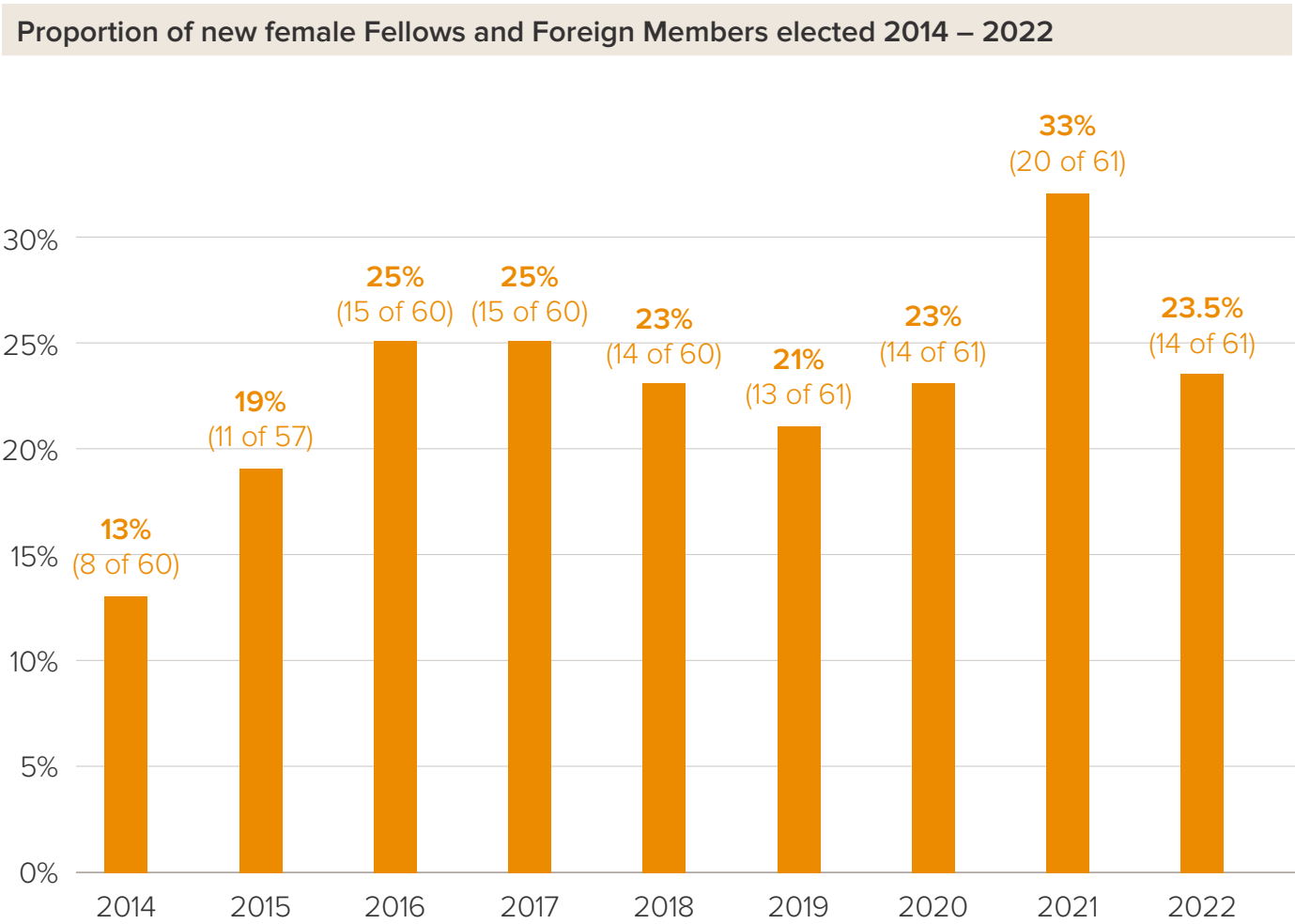


A total of 671 Fellows and Foreign Members provided a response to the question about whether they had a disability. Of these, 8% said that they had a disability (51 individuals) and 92% said they did not (620). In 2021, the proportion of Fellows and Foreign Members who said they had a disability was 8% (54) and in 2019 the figure was 10% (78).

In future the Society is going to start collecting and reporting disability data from candidates and newly elected fellows as part of the Fellowship election process as is currently undertaken for age and gender. This will be more helpful than using the questionnaire results which only provide partial data.

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 2022. 23.5% of new Fellows and Foreign Members elected in 2022 were female (14 individuals), down from 33% in 2021 (20 out of 61). By comparison, in the UK in 2022/23, 31% of professors were female increased by one percentage point since 2021/22, and by two percentage points since 2020/21.



The table below shows the average age of new Fellows elected in each year from 2014 to 2022. The average age of new Fellows typically varies from year to year, hovering somewhere between the mid-fifties to early-sixties. A total of 61 new Fellows were elected in 2022, with an average age of 57.

#### Average age of new Fellows 2013 – 2022

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Female	56	61	60	57	56	55	60	58	61	55
Male	57	55	57	57	56	58	58	58	61	58

The table below shows the proportion of new Fellows in each age category from 2014 to 2022.

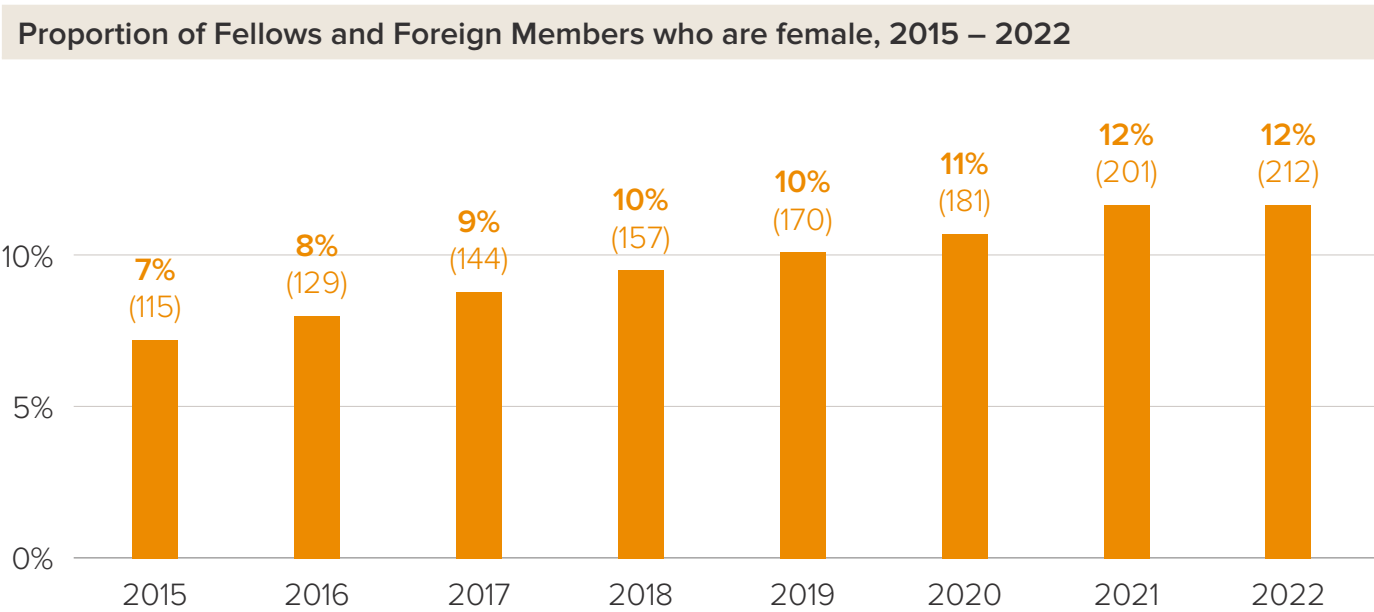
#### Proportion of new Fellows aged over or under 60 2014 – 2022

	2014	2015	2016	2017	2018	2019	2020	2021	2022
Under 60	68% (34)	51% (24)	56% (28)	68% (34)	70% (35)	61% (31)	61% (31)	39% (20)	61% (31)
Over 60	32% (16)	49% (23)	44% (22)	32% (16)	30% (15)	39% (20)	39% (20)	61% (31)	39% (20)
<b>Total</b>	<b>50</b>	<b>47</b>	<b>50</b>	<b>50</b>	<b>50</b>	<b>51</b>	<b>51</b>	<b>51</b>	<b>51</b>

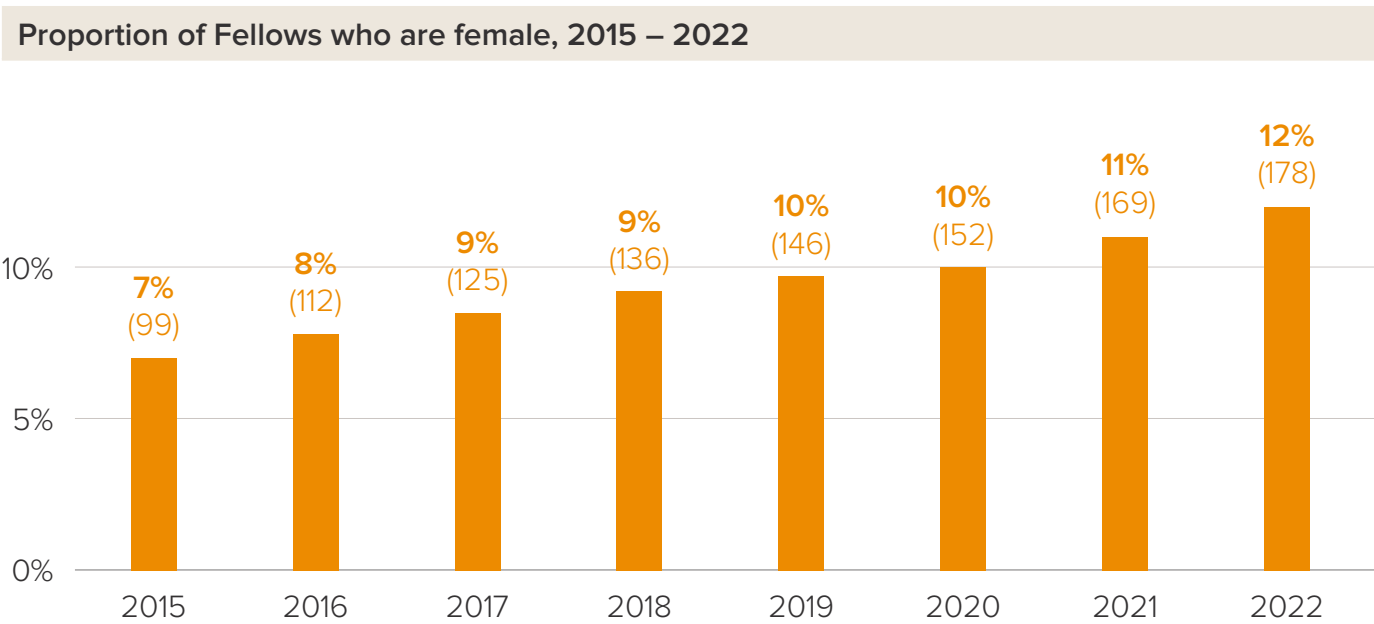
In 2022, 61% (31 individuals) of new Fellows elected were aged under 60, and 39% (20) were aged over 60.

Trends over time – Fellows and Foreign Members

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



The chart above shows that the proportion of Fellows and Foreign Members who are female has steadily increased from 7% in 2015 to 12% in 2022.



The proportion of Fellows who are female has steadily increased from 7% in 2015 to 12% in 2022.

# Committees, panels and working groups

There are currently 87 committees and panels active within the Royal Society, comprised of a total of 1,611 members. This includes the Royal Society's Council and 14 Sectional Committees, as well as a range of working groups. A full list of committees, panels and working groups can be found in the Definitions section.

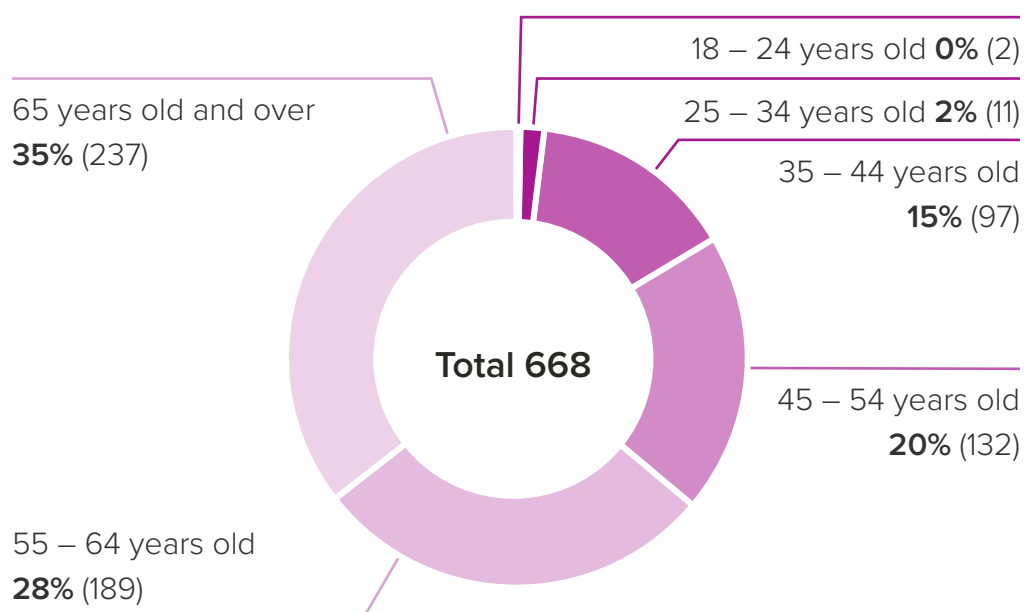
There are 702 committee positions filled by Fellows or Foreign Members, with 178 of these sitting on more than one committee, panel or working group. Currently, 229 Fellows or Foreign Members sit on a grants committee. The remainder are external members, who are invited by the Royal Society to be on committees, panels or working groups because of their expertise.

All members who had participated in committees, panels, working groups and sub-groups in 2022 – March 2023 were invited to complete a diversity monitoring survey, carried out online in August 2023. Of the 1,611 members, 668 completed the survey. The data below reflects the 42% 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.

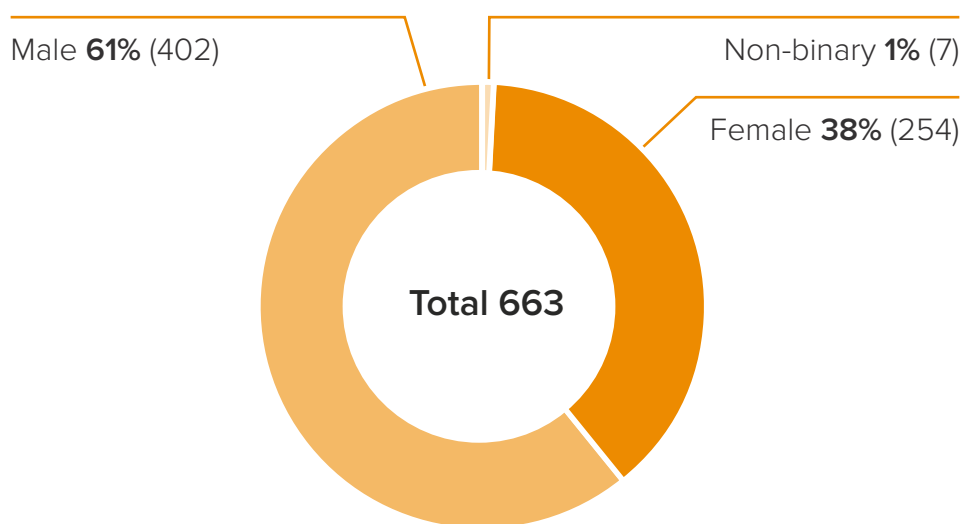
In each section below, some comparisons have been made between the proportions of committee members in different categories in 2021 and 2020. However, as response rates vary from year to year, caution should be exercised when making comparisons between years.

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



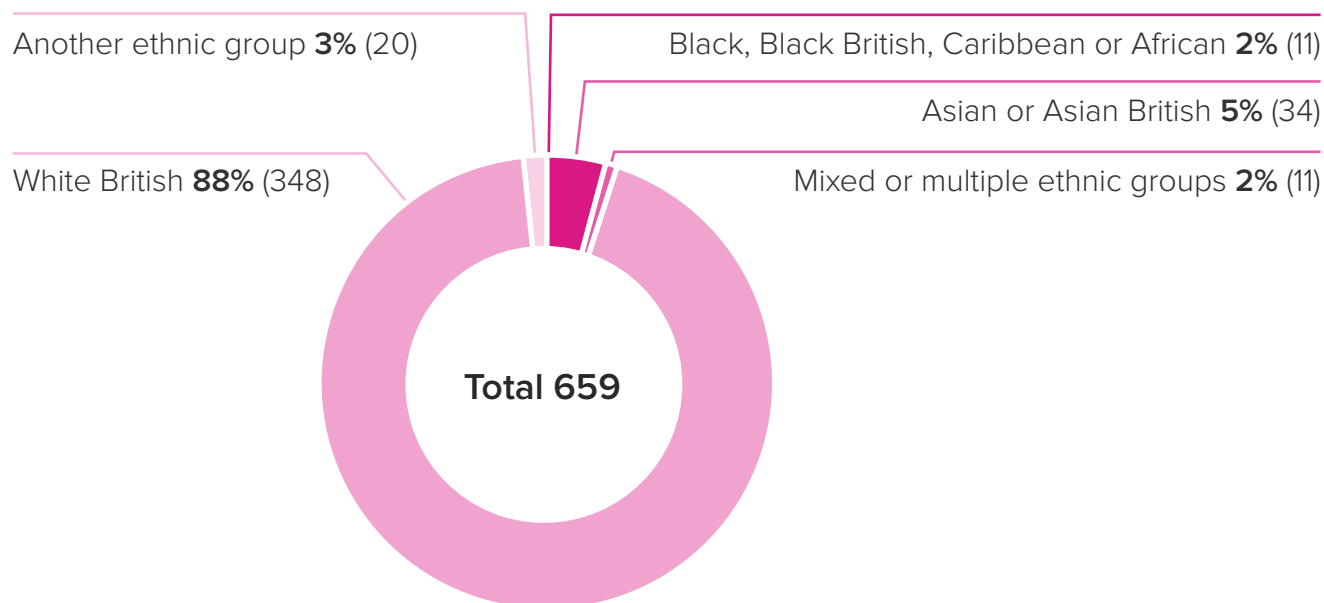
In 2022, 0.02% of committee, panel and working group members who responded to the survey were aged between 18 and 24 (2 individuals), 2% were aged between 25 and 34 (11), 15% were aged between 35 and 44 (97), 20% were aged between 45 and 54 (132), 28% were aged between 55 and 64 (189) and 35% were aged 65 or over (237).

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



In 2022, 38% of committee, panel and working group members who responded to the survey were female (254 individuals) and 61% were male (402) and 1% were non-binary (7).

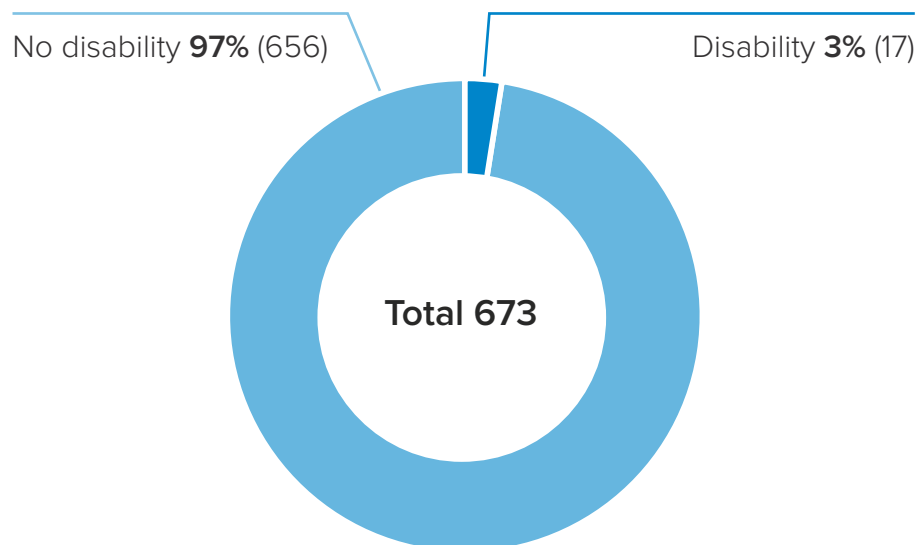
## Committees, panels and working groups – ethnicity of respondents



In 2022, 3% of committee, panel and working group members who responded to the survey said that they were from another ethnic group (20), 5% were from Asian and Asian British background (34), 2% were from a Black, Black British, Caribbean or African background (11), 2% were from mixed or multiple ethnic groups (11) and 88% were White (348).

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

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



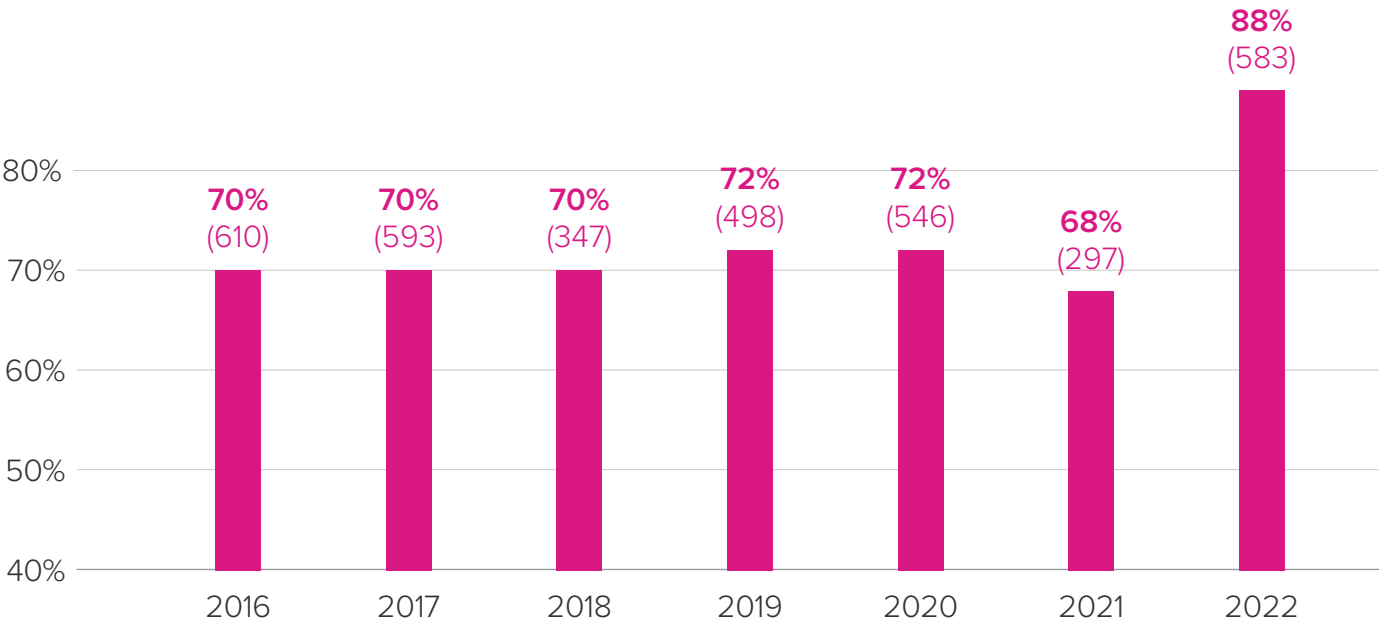
In 2022, 6% of respondents said they had a disability (40 individuals). 94% said they did not have a disability (625).

Trends over time: Committees, panels and working groups

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

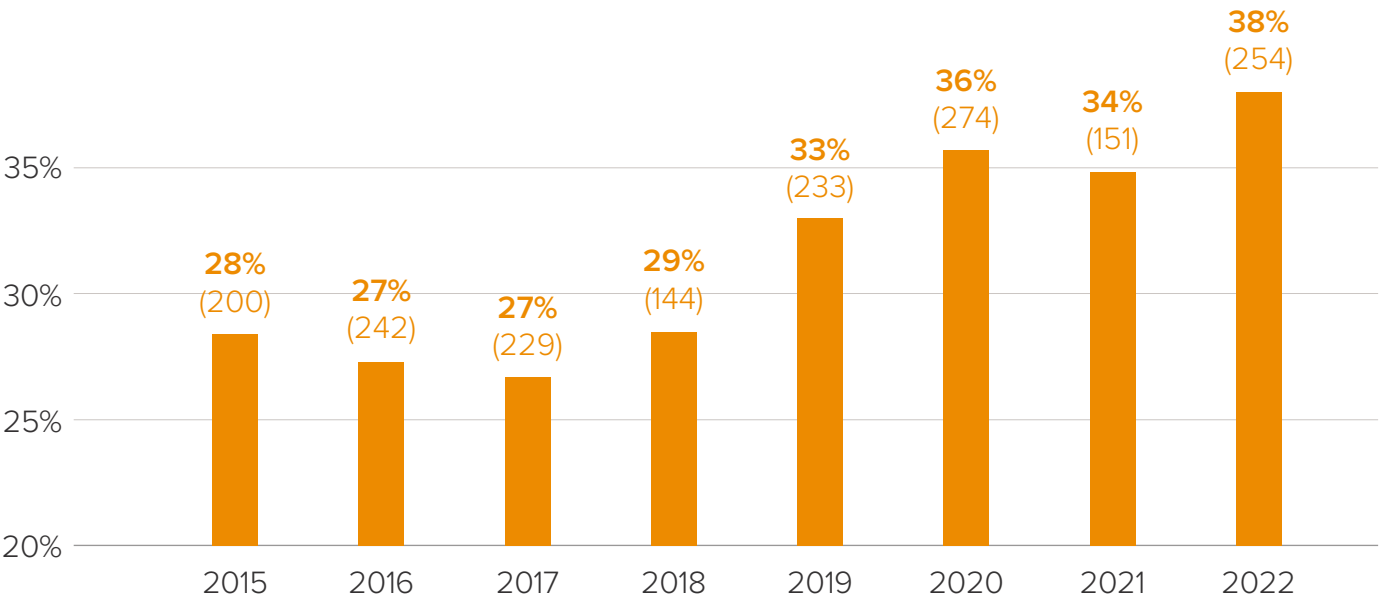
The data below reflects committee members who responded to the survey in each year and should not be taken to be representative of all committee, panel and working group members.

Proportion of committee members who are White British 2016 – 2022



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

Proportion of committee members who are female 2015 – 2022

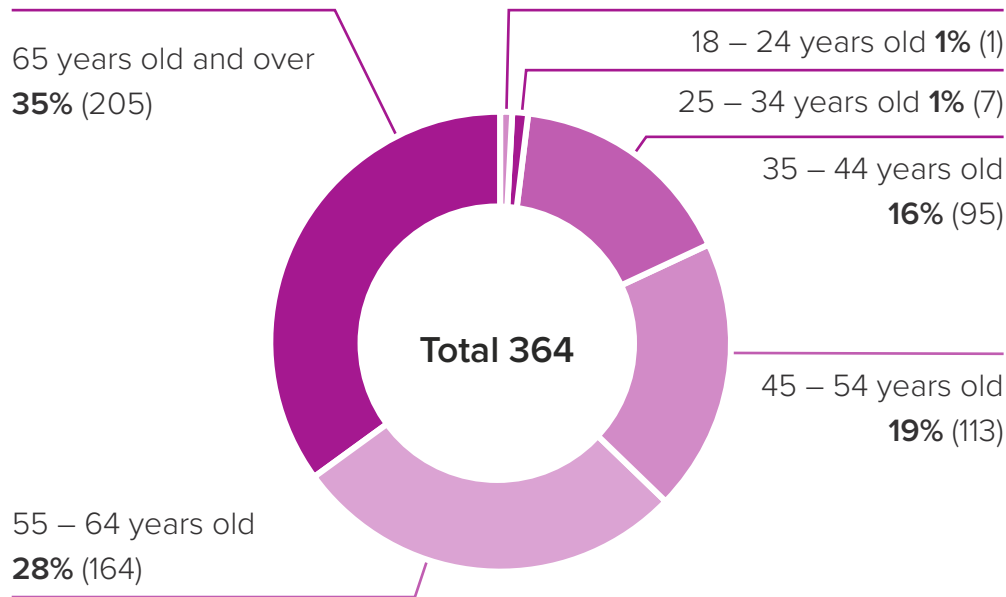


The proportion of female committee members increased from 28% in 2015 to 38% in 2022.

Grants Committees

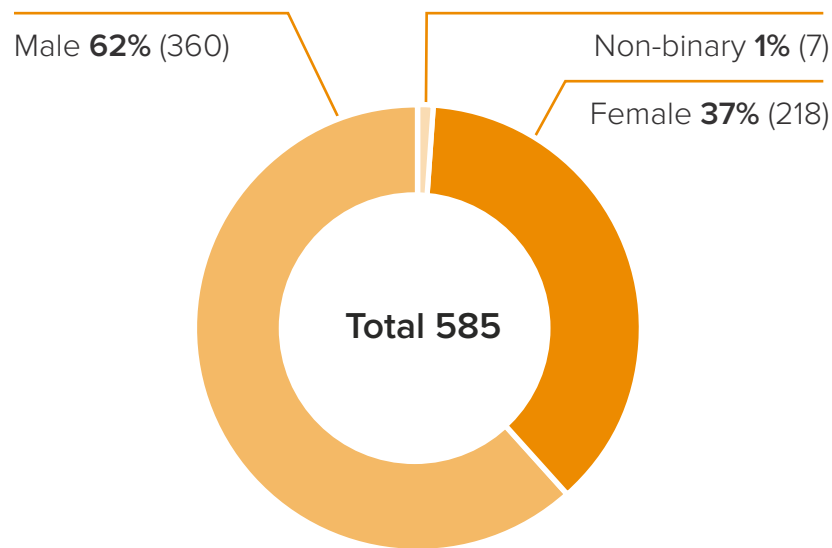
There are 22 committees that have responsibility for grant giving-related decisions (these committees are marked with an asterisk in the Definitions section). Those committees have a total of 946 members, of whom 585 responded to the survey (62%).

Grants Committees – age of respondents



In 2022, 1% of grants committee members were aged 18 – 24 (1 individual). 1% were aged 25 – 34 (7), 16% were aged 35 – 44 (95), 19% were aged 45 – 54 (113), 28% were aged 55 – 65 (164). The remainder, 35% were aged 65 and over (205).

## Grants Committees – gender of respondents

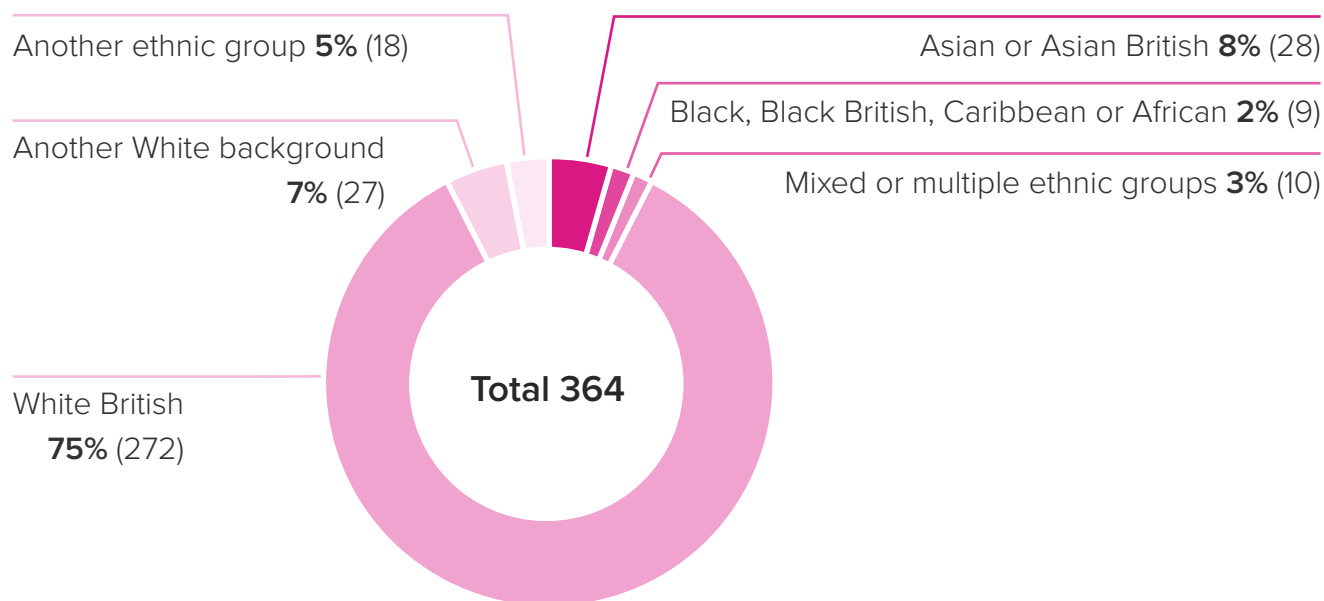


37% of grants committees members who responded to the survey were female (218 individuals). 62% were male (360 individuals). The remaining 1% (7) responded as non-binary.

In 2020, 33% of grants committees members who responded to the survey were female (130 individuals) and 67% were male (264).

In 2021, 36% of grants committees members who responded to the survey were female (77 individuals) and 64% were male (138).

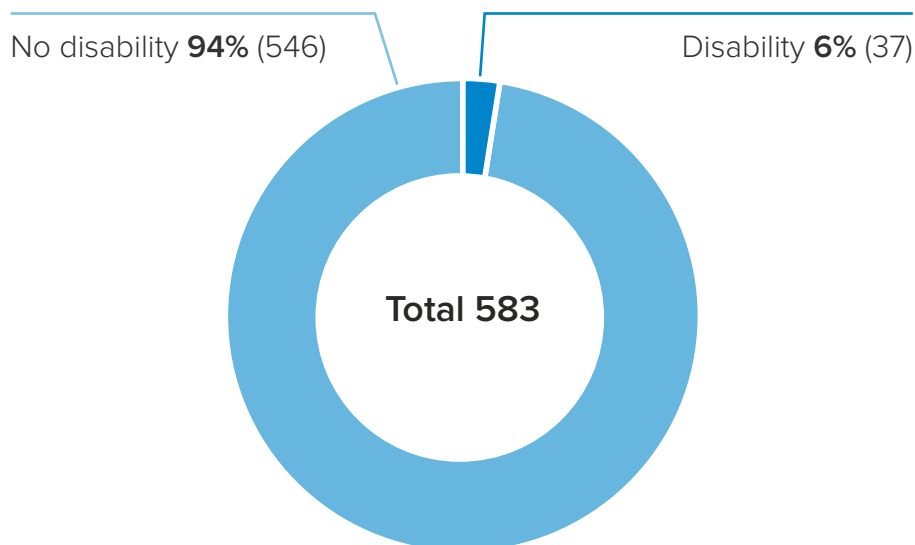
## Grants Committees – ethnicity of respondents



In 2022, 364 Grants Committee Members provided details of their ethnicity. The majority of respondents were from White British backgrounds (75%, 272 individuals). 7% were from another White background (27), 8% were from an Asian or Asian British background (28), 3% were from Mixed or multiple ethnic background (10), 2% were from a Black, Black British, Caribbean or African background (9). The remaining 5% were from another ethnic background (18).

In 2021, there were no respondents from a Black or minority ethnic background, 5% were from Asian or Asian British background (11), those from mixed or multiple ethnic groups represented 2% (5) and 2% represented another ethnic group (5). The majority of members were White British 90%, (194).

## Grants Committees – disability of respondents



In 2022, 6% of grants committees members who responded to the survey said they had a disability (37 individuals) and 94% said that they did not have a disability (546).

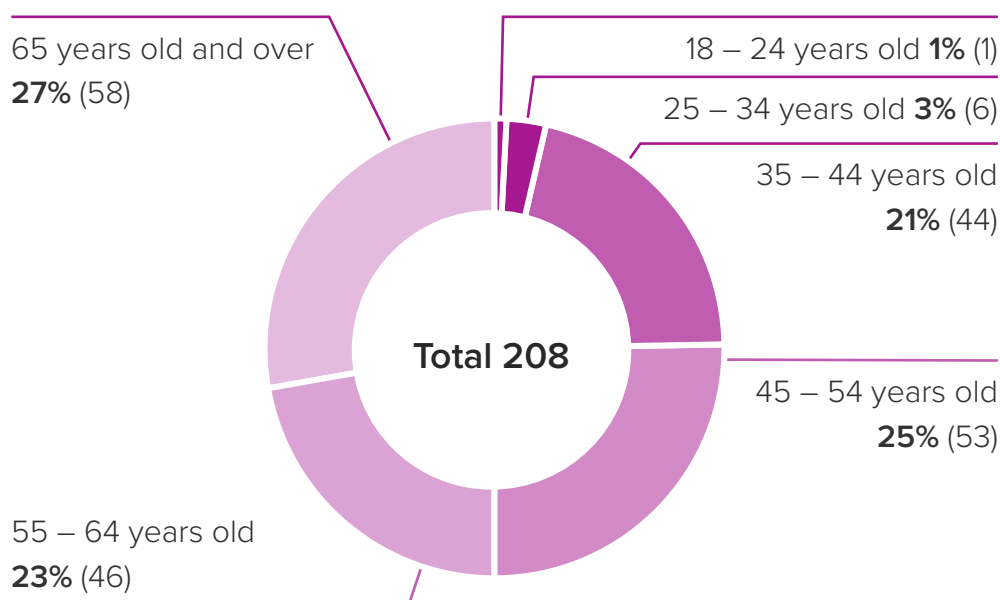
In 2020, 6% of grants committees members who responded to the survey said they had a disability (24 individuals).

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

## Editorial Boards

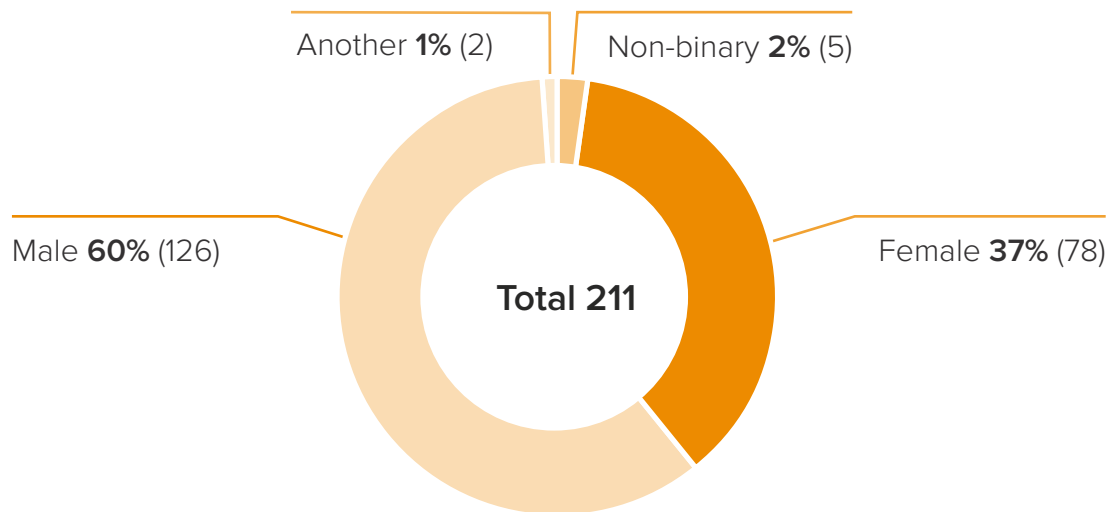
Each of the Society's eleven journals has an Editorial Board, which offers advice to the Editors and Publishing Board on the scholarly content of the Society's journals. Each Editorial Board is chaired by a Fellow of the Royal Society and made up of distinguished scientists in relevant disciplines. The Editorial Boards have a total of 813 members, of whom 212 responded to the survey (31%).

### Editorial Boards – age of respondents



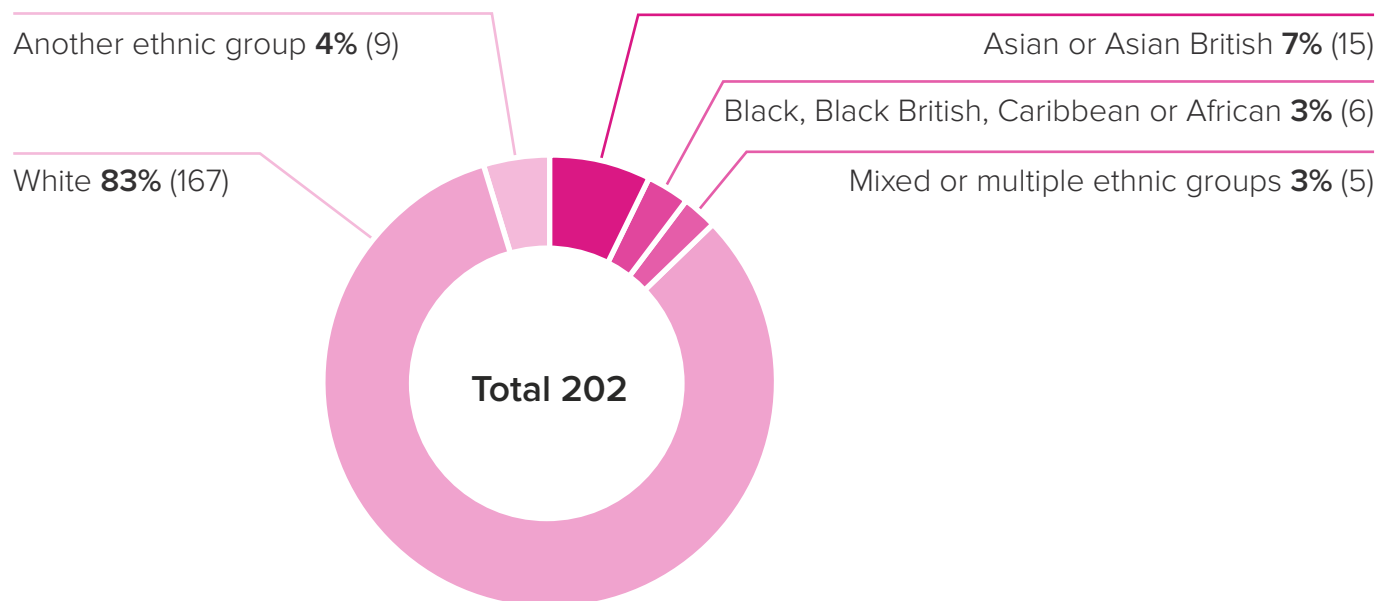
In 2022, 1% of Editorial Board members who responded to the survey were aged between 18 and 24 (1 individual), 3% were between 25 and 34 (6), 21% were between 35 and 44 (44), 25% were between 45 and 54 (53), 23% were between 55 and 64 (46). The majority were aged 65 and over at 27% (58).

## Editorial Boards – gender of respondents



In 2022 37% of Editorial Board members who responded to the survey were female (78 individuals), and 37%. 60% of editorial board members who responded to the survey were male compared to 67% in 2019.

## Editorial Boards – ethnicity of respondents



In 2022, 4% of Editorial Board members who responded to the survey were from another ethnic background (9 individuals). 7% were from an Asian or Asian British background (15), 3% were from a Black, Black British, Caribbean or African background (6), compared to 2% (4) in 2021, 3% were from a Mixed or multiple ethnic background (8). The remaining 83% (167) of editorial board members came from a White background compared to 81% (196) in 2021.

# Research Fellowship grants

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

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

- Dorothy Hodgkin Fellowship
- Industry Fellowship (including Short Industry 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.

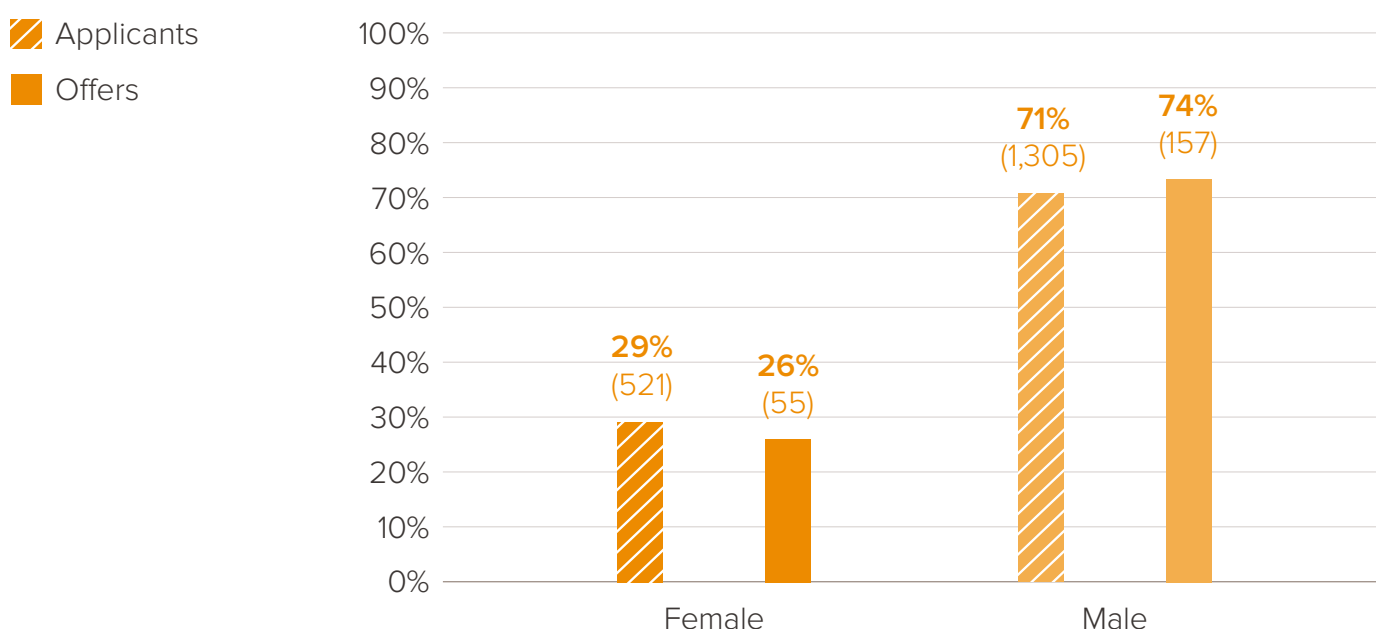
The number of applicants and offers for each scheme is shown in the table below. This data covers applicants and offers for January 2022 to March 2023.

Diversity data for grants applicants is collected via the Society's grant application system, Flexi-Grant®, when an individual applies for a research fellowship. Data relating to the gender, ethnicity and disability of applicants and offers across all five schemes, and for the Society's three early career research fellowships (Dorothy Hodgkin Fellowship, University Research Fellowship) is shown below. Whilst the Society's online data collection methods make completion of the questions on the diversity form mandatory, all questions contain an option of 'prefer not to say' and not all respondents choose to provide their diversity information. The proportion of applicants and offers is given in percentages, with the number of individuals in brackets. Diversity data for all seven 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.

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

Scheme	Number of applicants	Number of offers
Dorothy Hodgkin Fellowship	103	7
Industry Fellowship (including Short Industry Fellowship)	91	36
Newton International Fellowship	1,006	102
Royal Society Wolfson Fellowship (including visiting Fellowship)	64	20
University Research Fellowship	611	52
<b>Total</b>	<b>1,875</b>	<b>217</b>

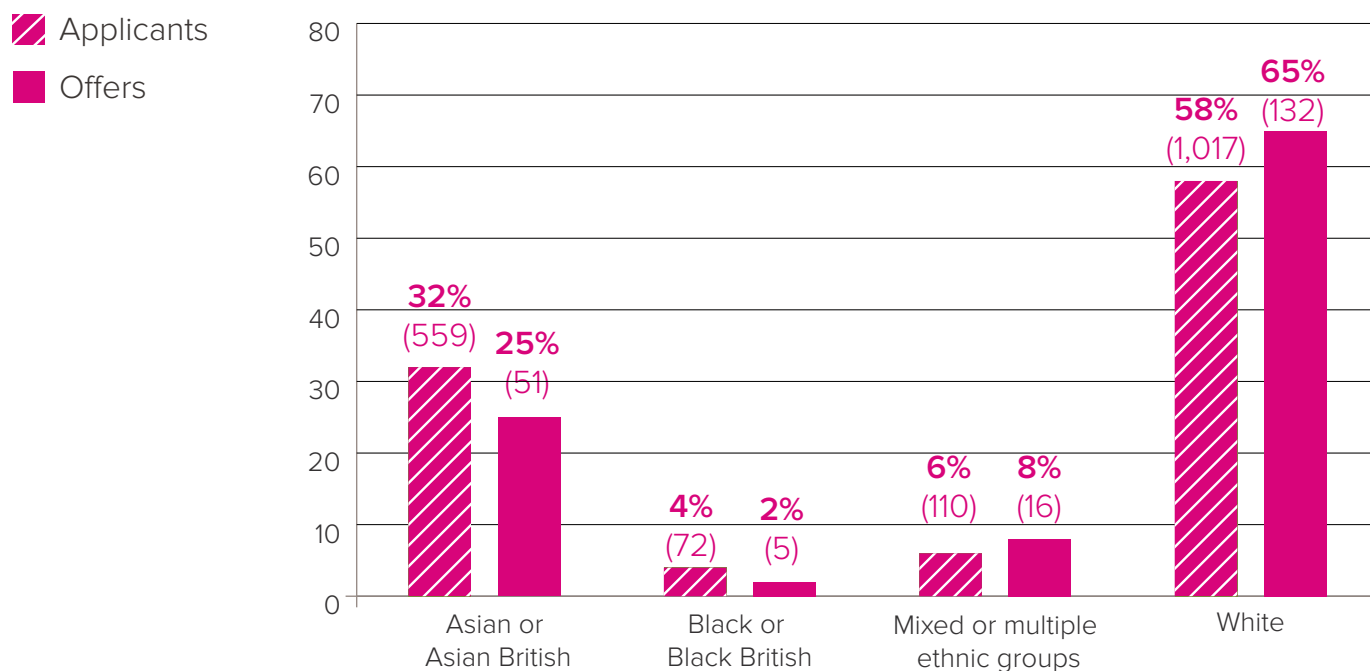
### Grant applicants and offers – gender



In January 2022 29% of all applicants (521 individuals) and 26% of successful applicants (55) were female. 71% of applicants were male (1,305). 74% received offers (157).

In 2021, 34% of applicants were female (521 individuals). The proportion of offers was consistent with the proportion of applicants, with 41% of offers made to female applicants (54). 66% of applicants were male (1,026). 59% received offers (78).

## Grant applicants and offers – ethnicity

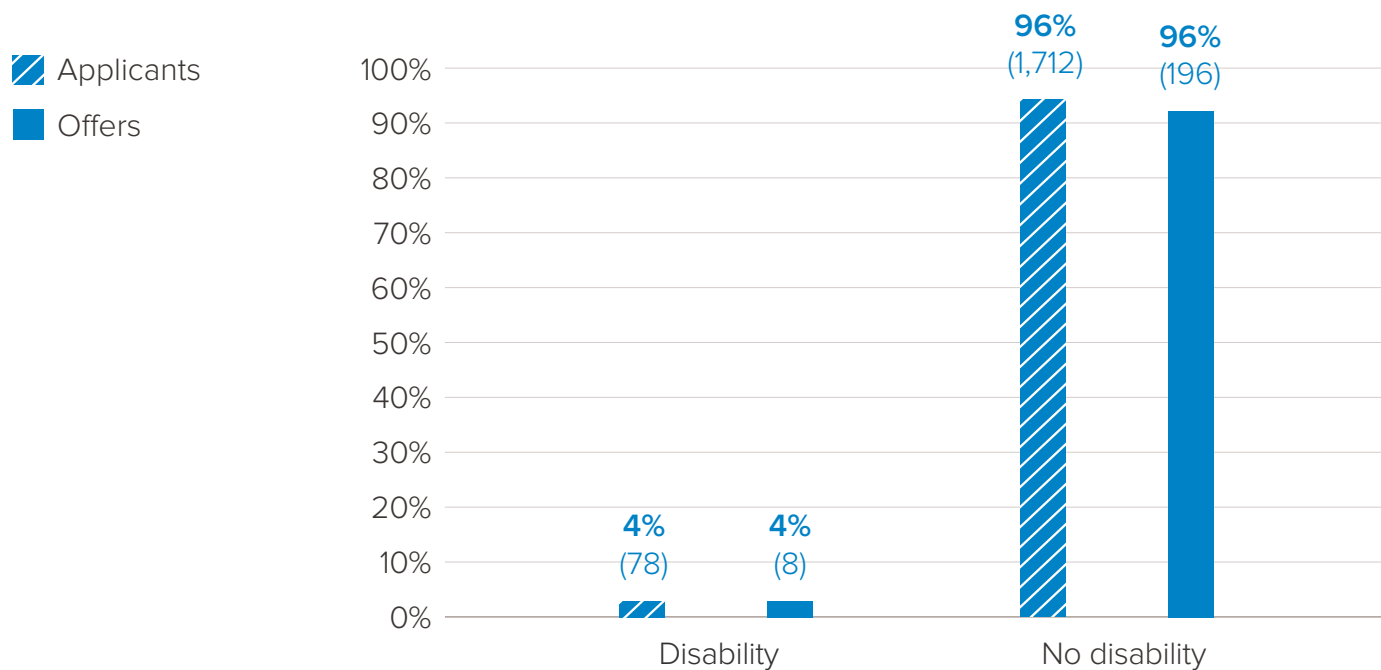


The proportion of applicants from Asian or Asian British backgrounds was 32% in January 2022 to March 2023 (559 individuals).

Individuals who identified as Black or Black British accounted for 4% with 72 applicants, and Mixed or multiple ethnic groups were 6% with 110 applicants. White applicants made up 58% of the total, with 1,017 applicants.

The distribution of offers highlighted a similar pattern. Asian or Asian British applicants received 25% (51), Black or Black British applicants received 2% (5), Mixed or multiple ethnic groups received 8% (16), and White applicants received 65% (132).

## Grant applicants and offers – disability



In 2022, 4% of applicants declared a disability (78 individuals). This is in line with data from previous years. 4% of offers were made to applicants who declared a disability (8).

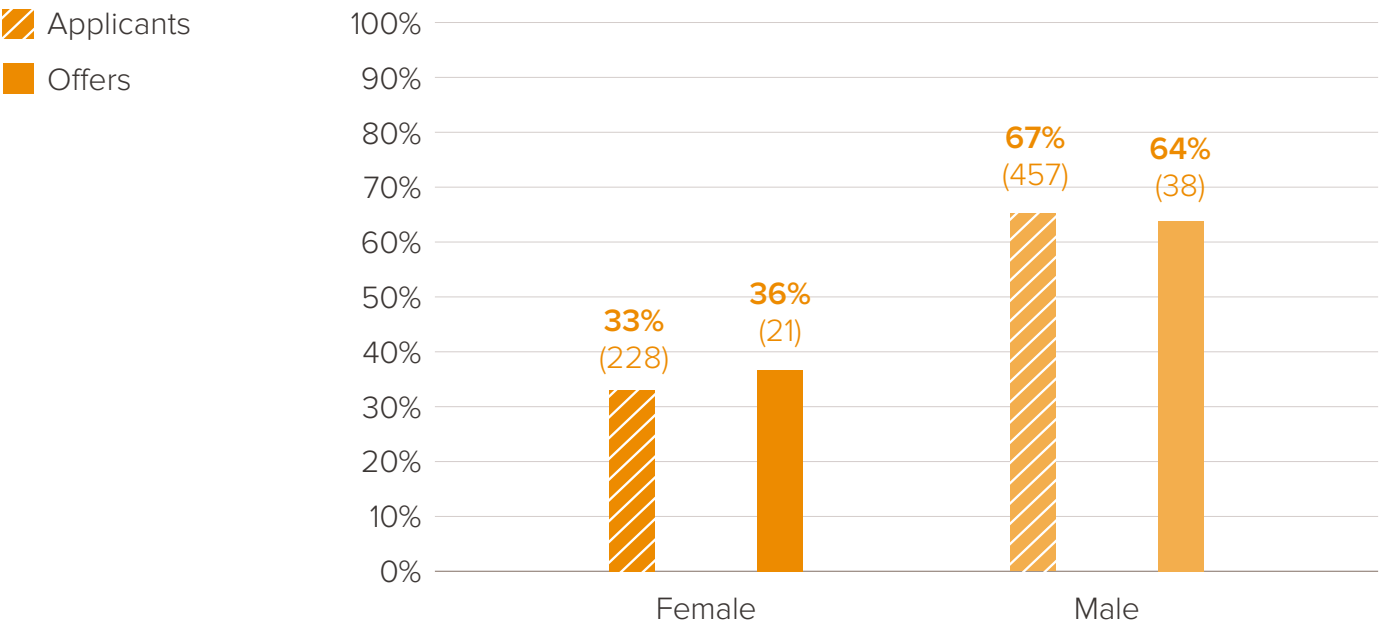
Applicants who declared no disability made up 96% of applications (1,712 applications). Similarly, of all award offers, 96% were to applicants who declared no disability (196 offers).

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

Early career research fellowship applicants and offers

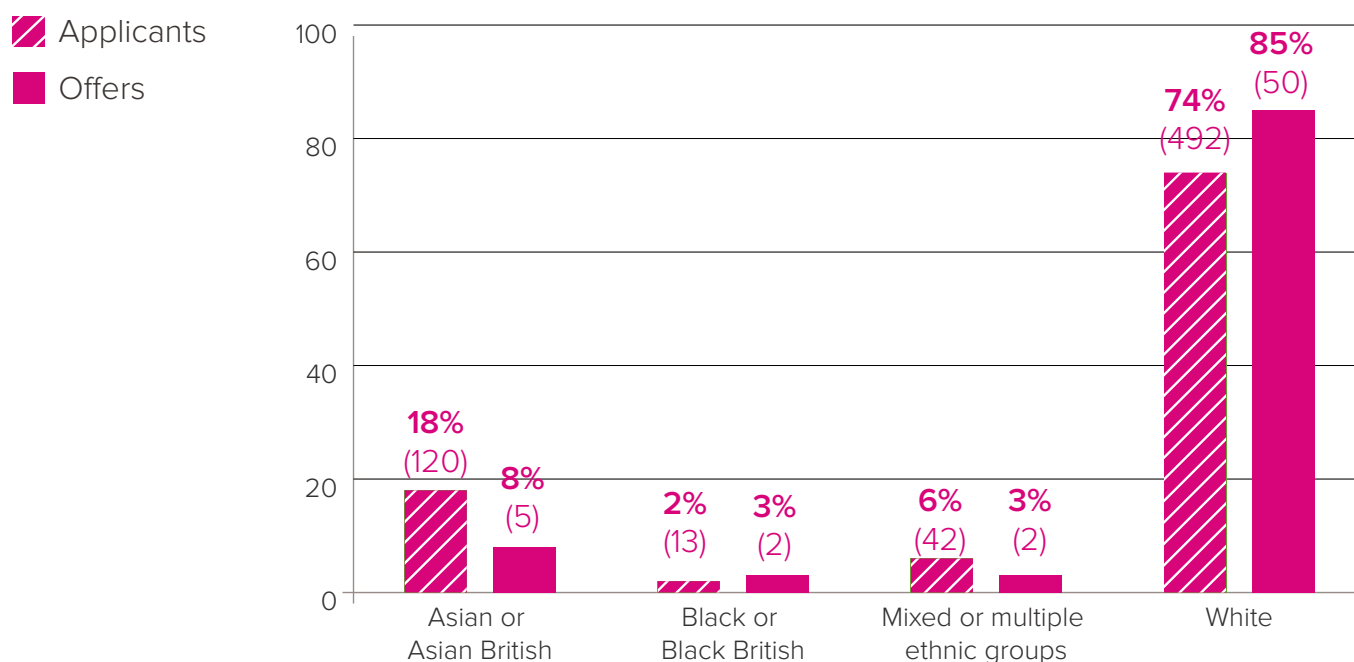
The Royal Society’s two early career research fellowships (Dorothy Hodgkin Fellowship and University Research Fellowship) are awarded to scientists, who have the potential to become leaders in their field, to enable them to establish an independent research career in the UK.

Early career research fellowships – gender



The proportion of female applicants is lower than the proportion of female researchers in the pool of researchers who meet the eligibility criteria for the Society’s early career fellowship schemes.

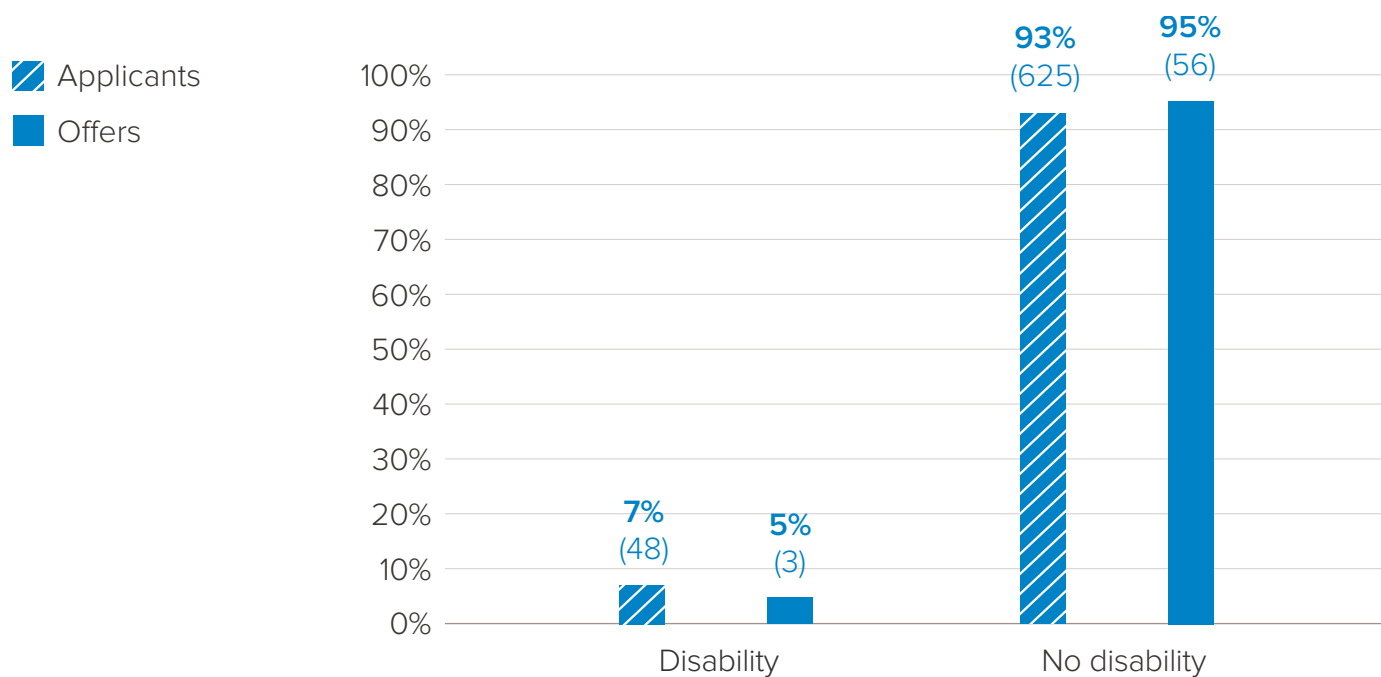
## Early career research fellowships – ethnicity



Among the applicants, Asian or Asian British applicants comprised 18% (120) individuals, while Black or Black British applicants made up 2% with 13 applicants. Mixed or multiple ethnic groups constituted 6% of the applicants, with 42 individuals. White applicants made up 74% (492).

When it came to extending offers, Asian or Asian British applicants received 8% (5), Black or Black British applicants received 3% (2), Mixed or multiple ethnic groups received 3% (2), and White applicants received 85% of the offers (50).

## Early career research fellowships – disability



The proportion of applicants for early career fellowships who declared a disability was 7% in 2022 (48 individuals), compared to the proportions in 2021 (4%, 37).

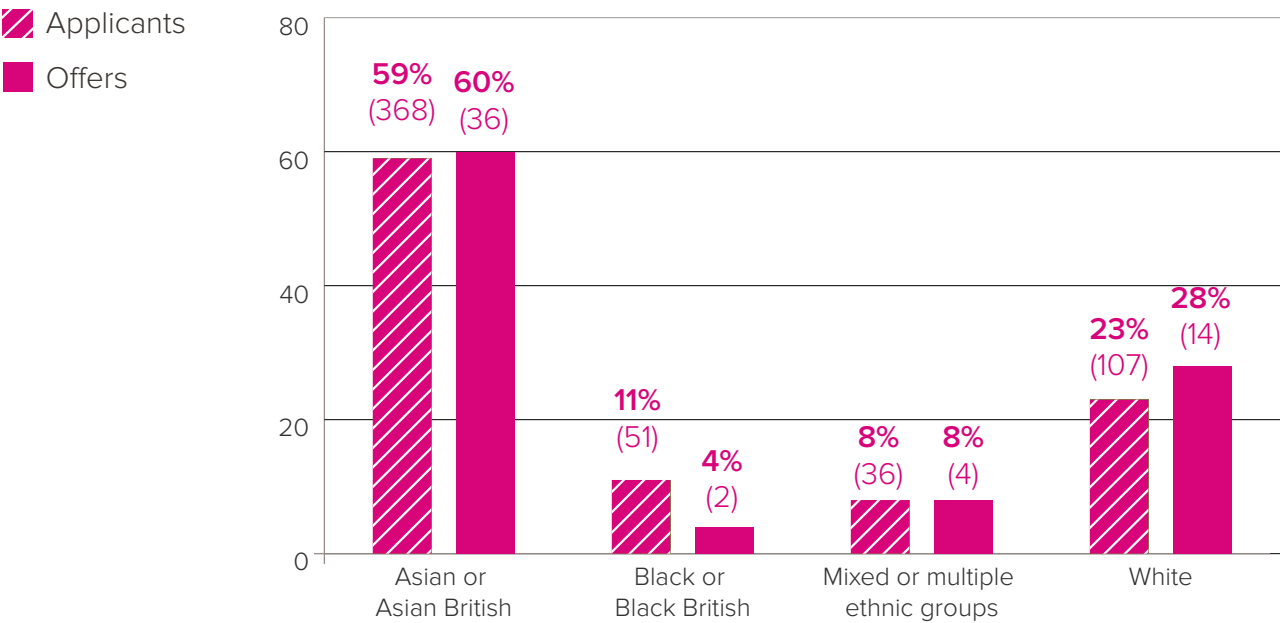
The proportion of offers made in 2022 to individuals who declared a disability was 5% (3 individuals), in line with 5% in 2021 (3).

Applicants who declared no disability make up 93% (625) and those who were received an offer make up 95% (56).

Newton International Fellowship

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

Newton International Fellowship – ethnicity



The Asian or Asian British group comprised 59% of applicants (281), receiving 60% of the offers. Individuals from Black or Black British backgrounds make up 11% (51 individuals). Among the offers made, 4% (2) were to this group.

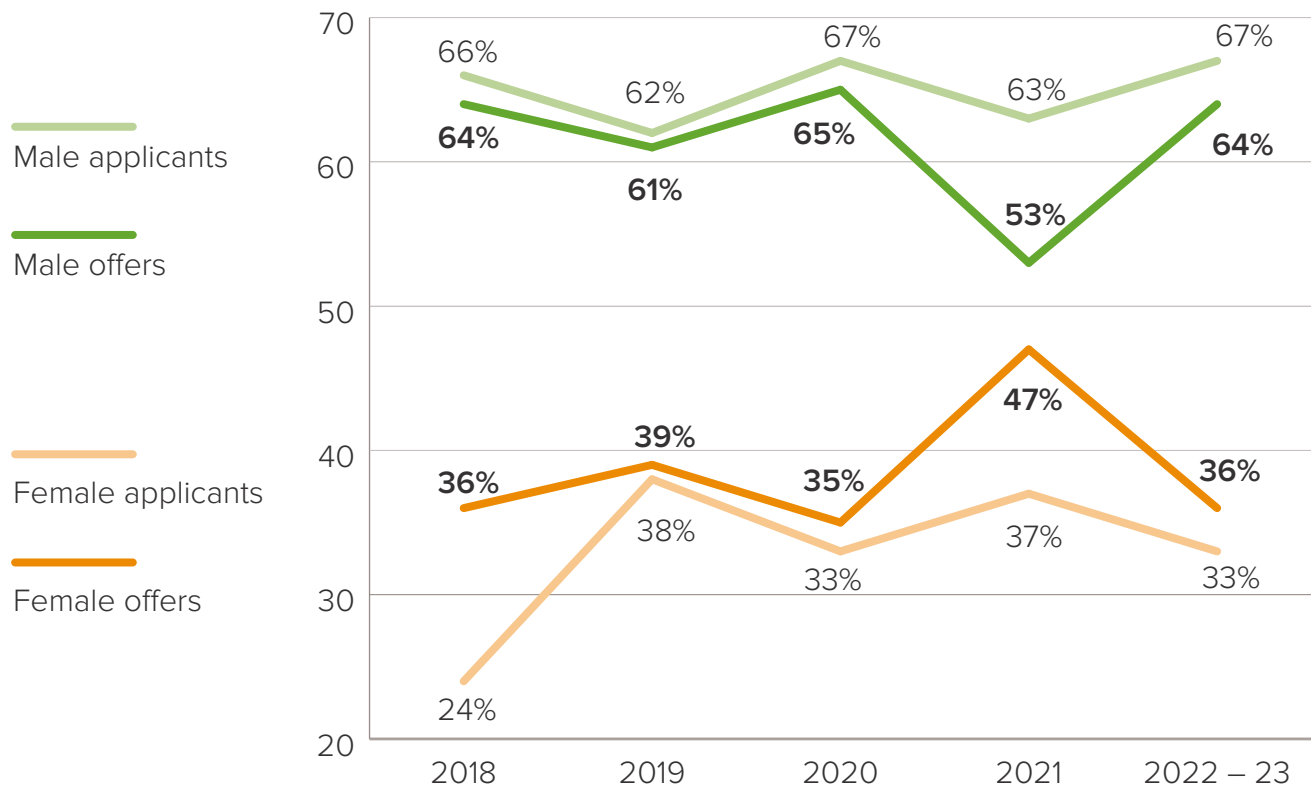
Mixed or multiple ethnic groups accounted for 8% of applicants (36) and received 8% of the offers (4).

Those from White ethnic group had 23% of applicants (107) and received 28% (14) of the offers.

Trends over time

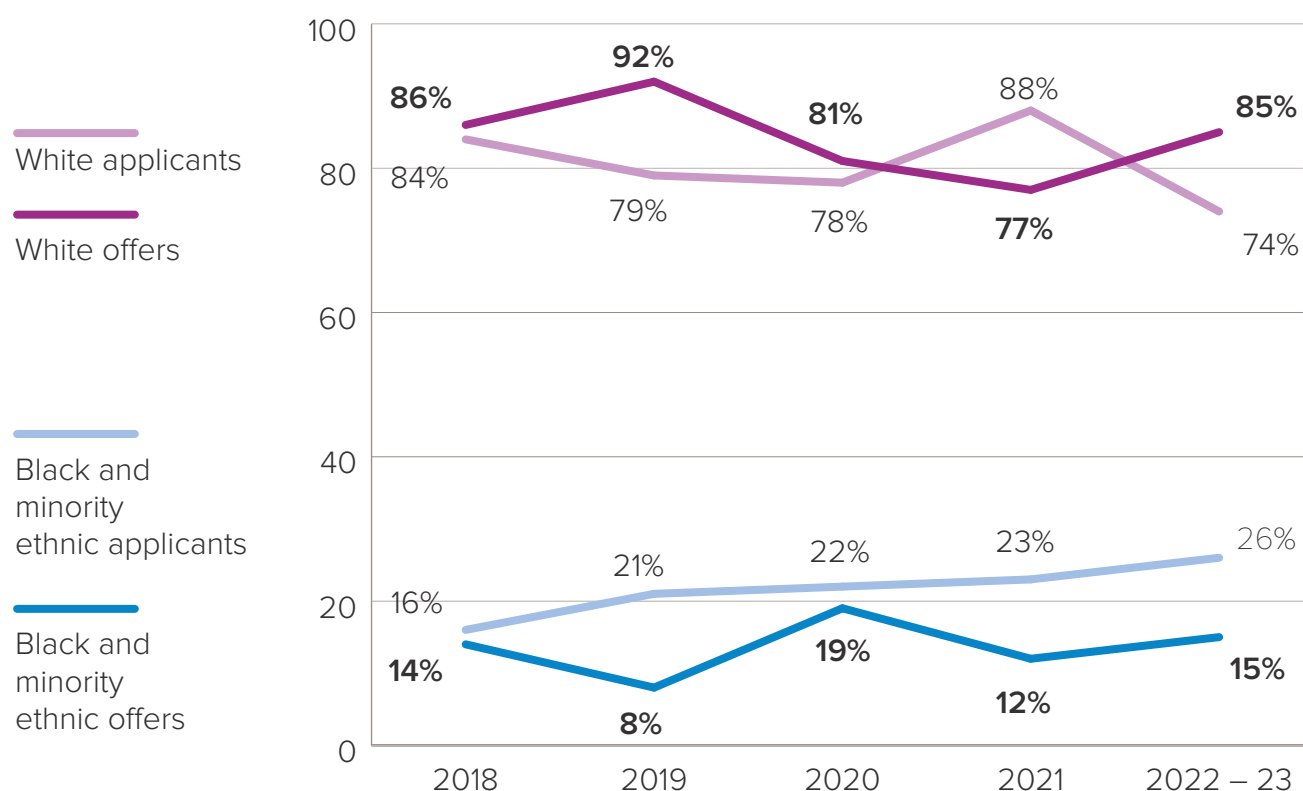
The charts below show the proportion and number of applicants and offers for the Society’s early career fellowship schemes by gender, ethnicity and disability, from 2018 to 2023.

Early career research fellowships, applicants and offers by gender, 2018 – 2023



The proportion of offers made to female applicants tended to be slightly higher than the proportion of female applicants in each year from 2018 to 2021. However, in 2022 – 2023. This gap narrowed significantly, with the percentage of female applicants at 33% and the percentage of offers at 36% resulting in a difference of only three percentage points.

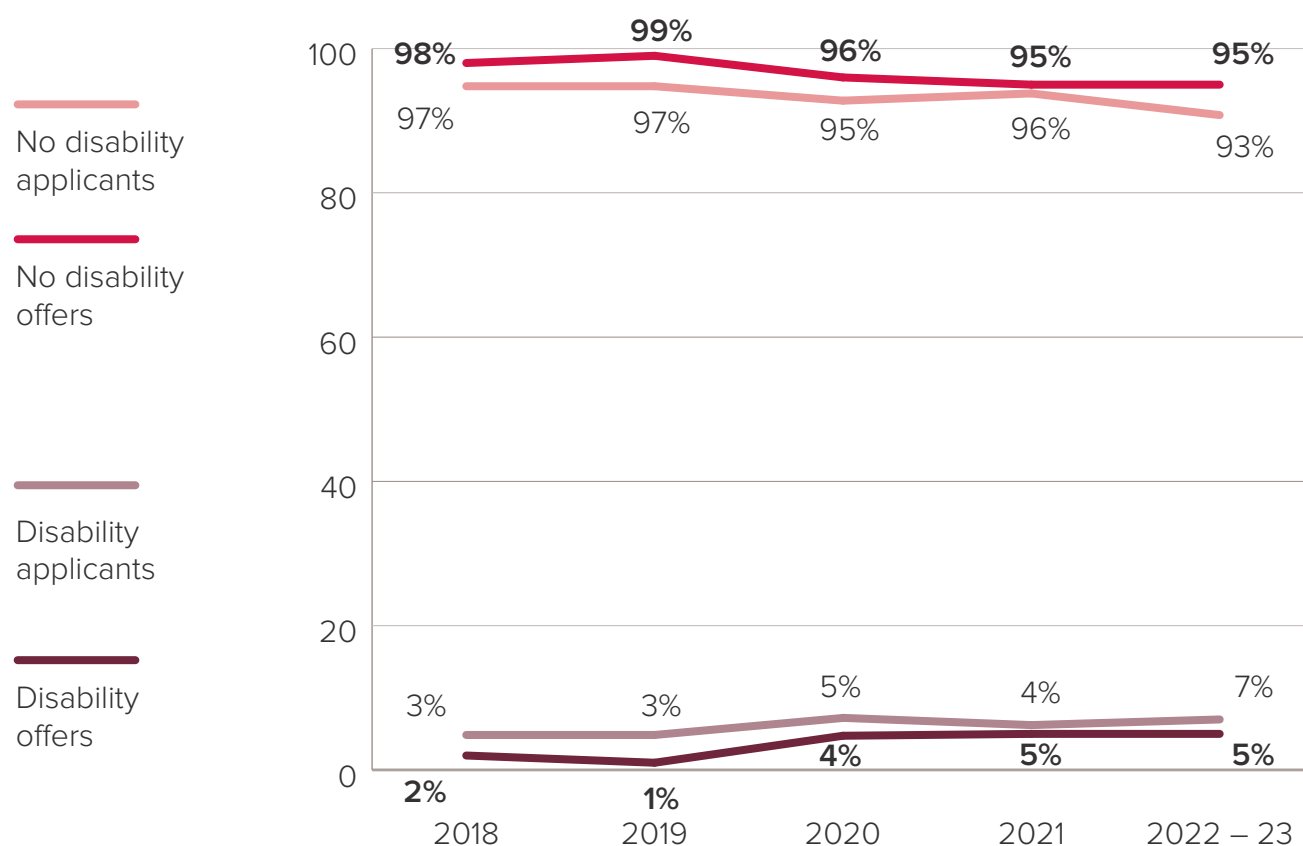
## Early career research fellowships, applicants and offers by ethnicity, 2018 – 2023



The proportion of applicants from Black and minority ethnic backgrounds increased from 21% in 2019 to 26% in 2022.

However, the percentage of offers made to applicants from Black or minority ethnic backgrounds remains low compared to the percentage of applications.

## Early career research fellowships, applicants and offers by disability, 2018 – 2023



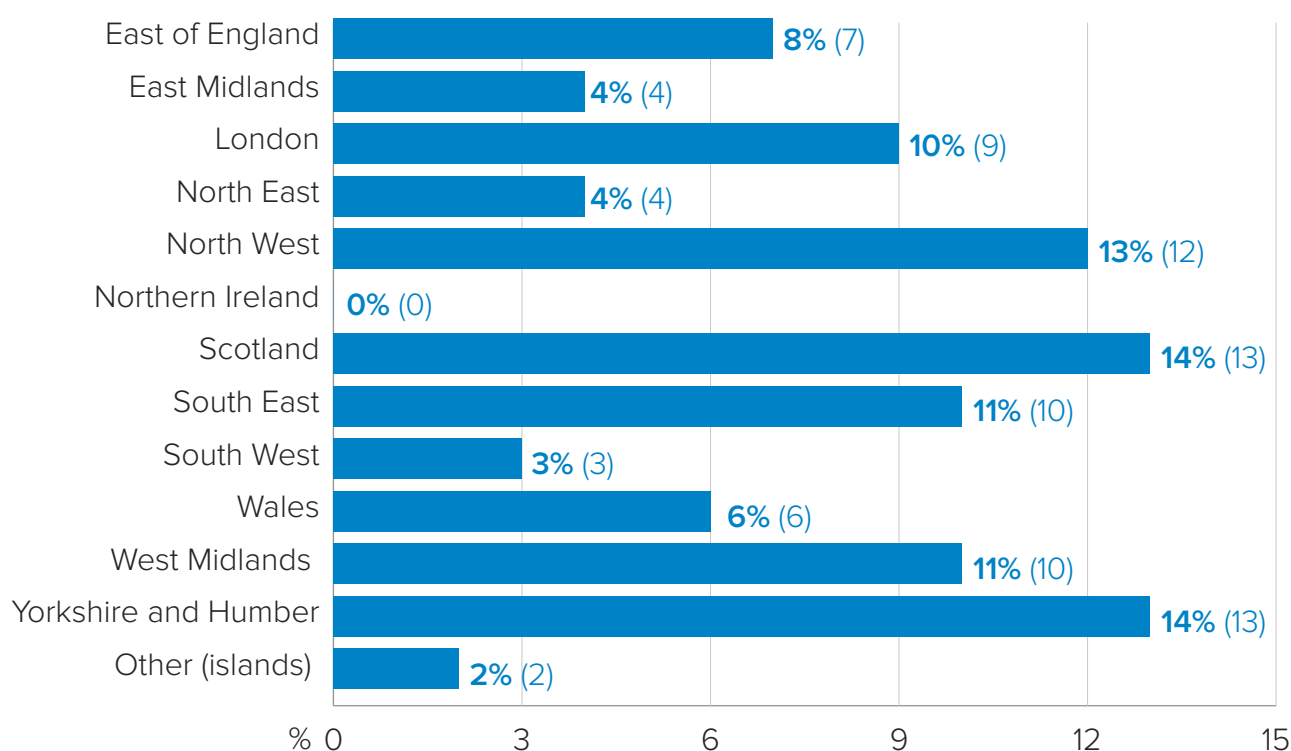
In 2022/23, the proportion of offers made to individuals who declared a disability has been slightly lower than the proportion of applicants with a disability. However, due to the small number of applicants who declare a disability it is hard to draw robust conclusions from the available data.

# Schools engagement

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

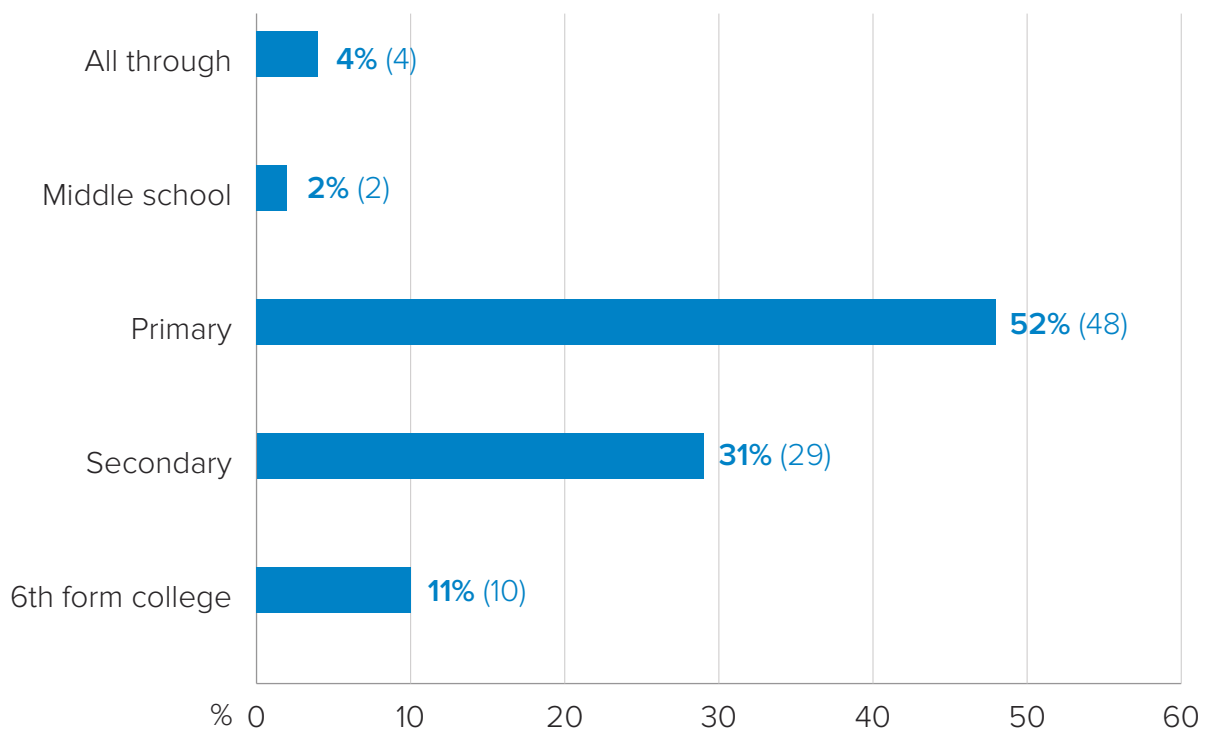
The following figures include only Partnership Grants projects that have had their funding approved during 2022 (total = 93). This does not include those currently being assessed for a grant or those that have been offered funding but were unable to accept.

## Schools engagement partnership grants – by region



93 schools in total were approved and offered a Partnership Grant in 2022. 63 of these schools were part of the 2022 application round and another four were offered funding but were unable to take up the grant. An additional 30 schools were approved and offered a grant during the year but these schools had applied through the 2021 application round.

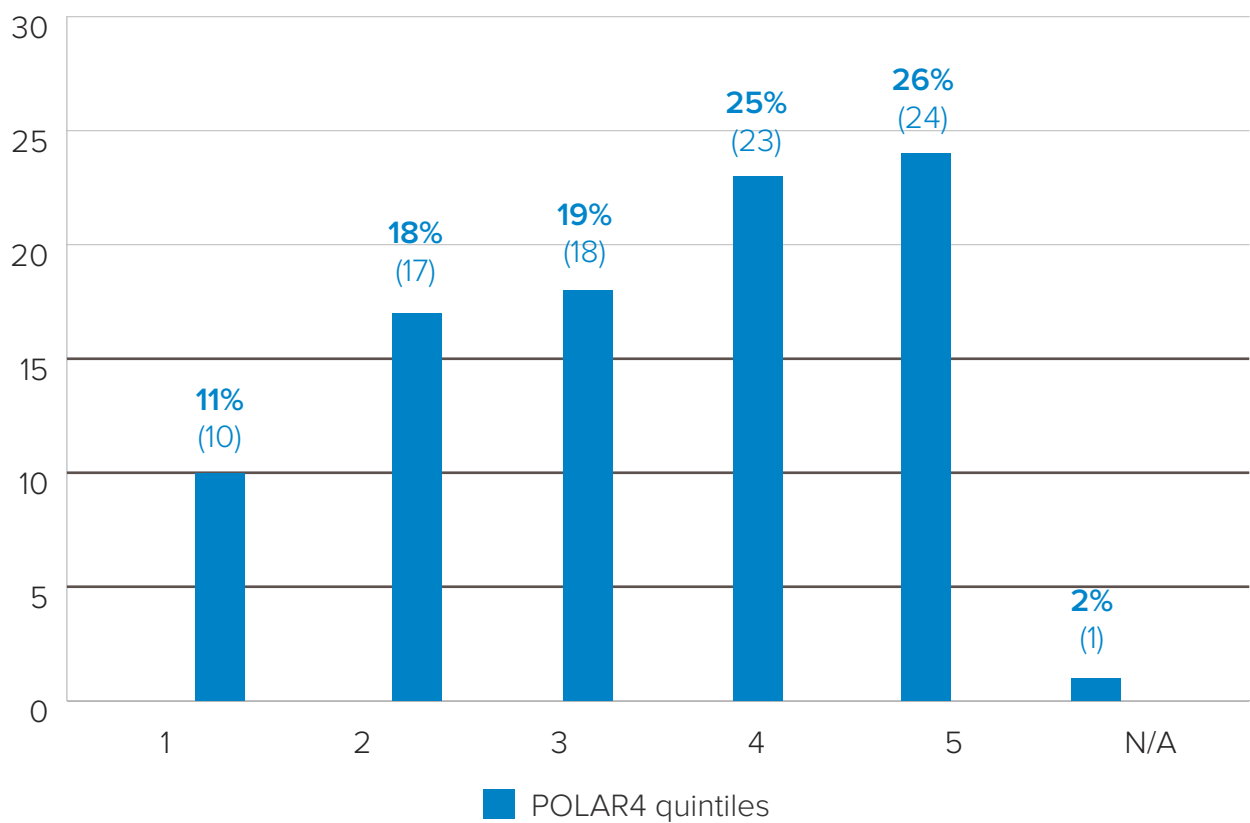
## Schools engagement partnership grants – by level



Primary schools accounted for 52% of all grants, with the bulk of the remainder (31%) going to secondary schools and colleges. The vast majority (95%) of schools involved in the scheme were state-maintained, meaning the number of independent schools accessing the scheme was half of the national average<sup>1</sup>.

1. 10.01% according to statistics provided by the UK Government in the 2020/21 school census. 2,366 independent schools out of 23,620 schools at primary and secondary levels (not including pupil referral units, non-maintained specialists schools and state funded nurseries).

## Schools engagement partnership grants – by Polar4 score



There was a small increase in the number of schools from the lowest POLAR4 scored areas (quintile 1 and 2) which typically have fewer students engaging with higher education.

The data provided is self-reported in the grant applications, except for the POLAR4 score which has been obtained from the Office for Students based on the self-reported postcode. The self-reported data has not been benchmarked against any other data sources.

# Publishing

The Society publishes eleven 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.

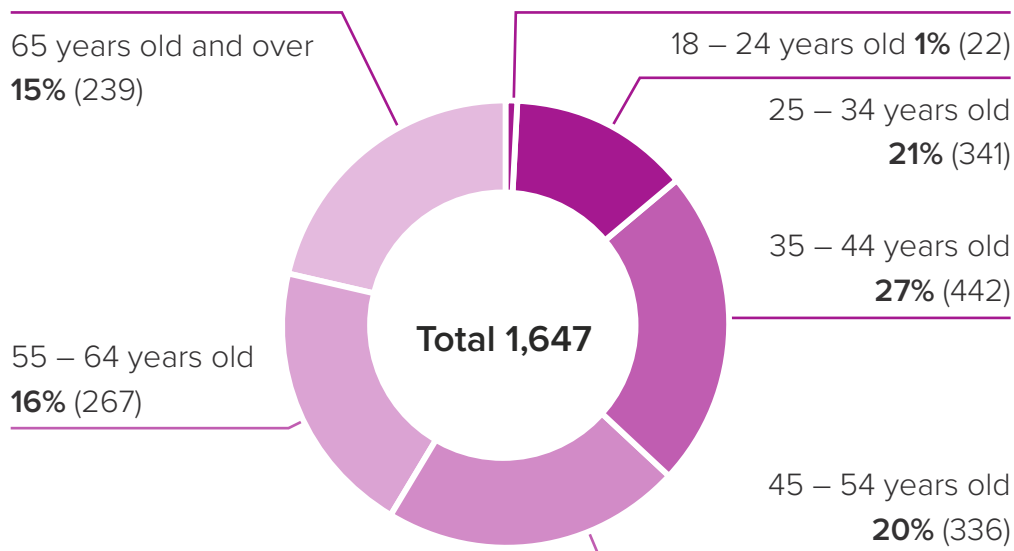
An online diversity monitoring questionnaire was sent to all authors and reviewers of the Society's journals to complete in 2023. Of a total of 37,172 authors and reviewers who contributed to the Society's journals in 2022, 2,696 completed the survey (7%). It should be noted that all Publishing data is based on submissions received in 2022, including those still awaiting a decision (eg a paper could be submitted in November 2022 but not decided on until January 2023). Therefore, the proportion and number of decisions could be lower than the number of submissions.

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

## Authors

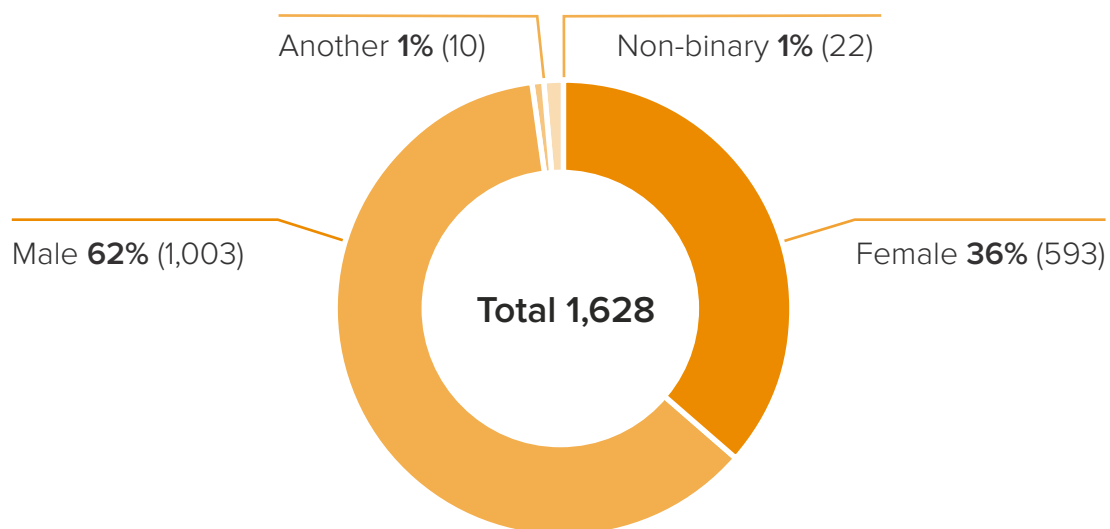
There were 29,458 authors and co-authors in 2022, of whom 1,667 completed the survey (6%, compared to 16% in 2021).

### Authors – age of respondents



In 2022 1% of authors were aged 18 – 24 (22 individuals) 21% of authors were aged 25-34 (341), 27% of authors were aged 35 – 44 (442), 20% were aged 45 – 54 (336), 16% were aged 55 – 64 (267). The remainder (15%, 239) were aged 65 and over.

## Authors – gender of respondents

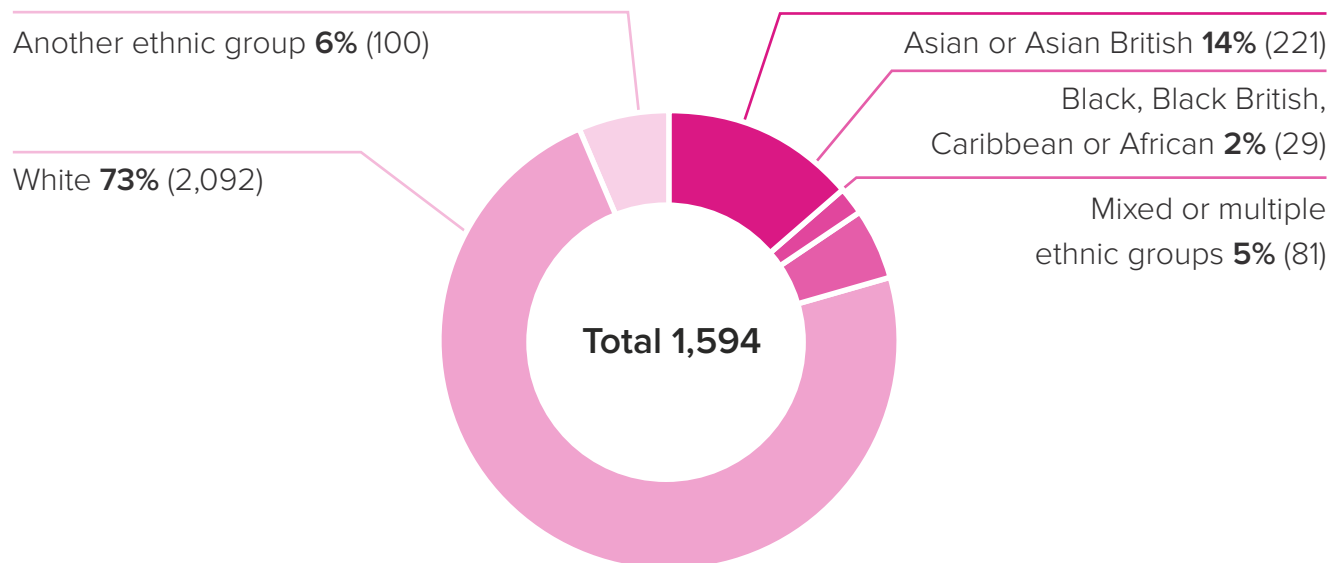


In 2022, 36% of authors who completed the diversity survey were female (593 individuals), roughly in line with the proportion in previous years (in 2021 the figure was 35% (636).

In 2022, 62% of authors were male (1003) similar to the 2021 figures of 64% (1168). 1% gave their gender as Another (10), compared with the proportion in previous years 1% in 2021 (26).

In 2022 1% (22) identified as non-binary.

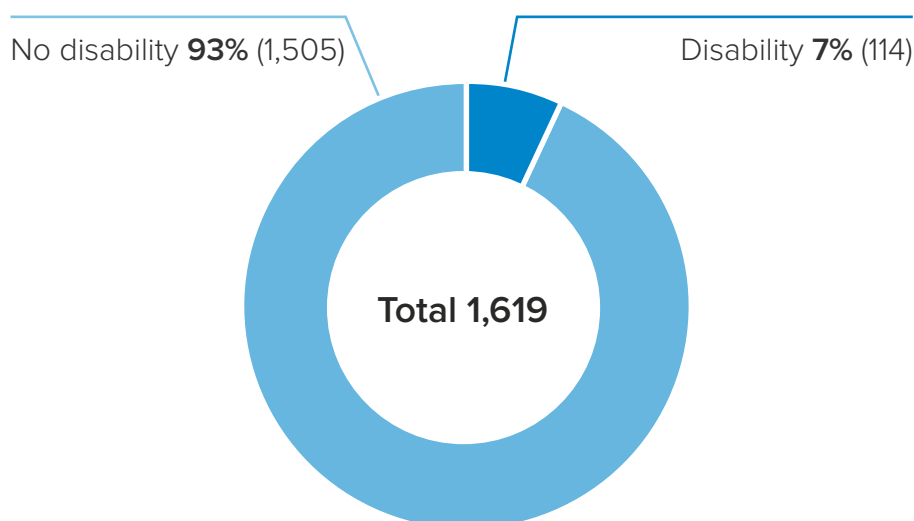
## Authors – ethnicity of respondents



In 2022, 73% of authors who responded to the survey were from a White background (1,163 individuals). 14% were from an Asian or Asian British background (221), 2% were from a Black, Black British, Caribbean or African background (29), 5% were from a Mixed or multiple ethnic background (81). The remaining 6% were from another ethnic background (100).

In 2021, 2% of authors who completed the diversity survey were from Black or minority ethnic backgrounds (33 individuals), compared to 27% (1,377) in the previous year. In 2021 64%, (1,144) of authors identified as White. 73% (2,683) responded as a combination of White British and White other, in 2020.

## Authors – disability of respondents

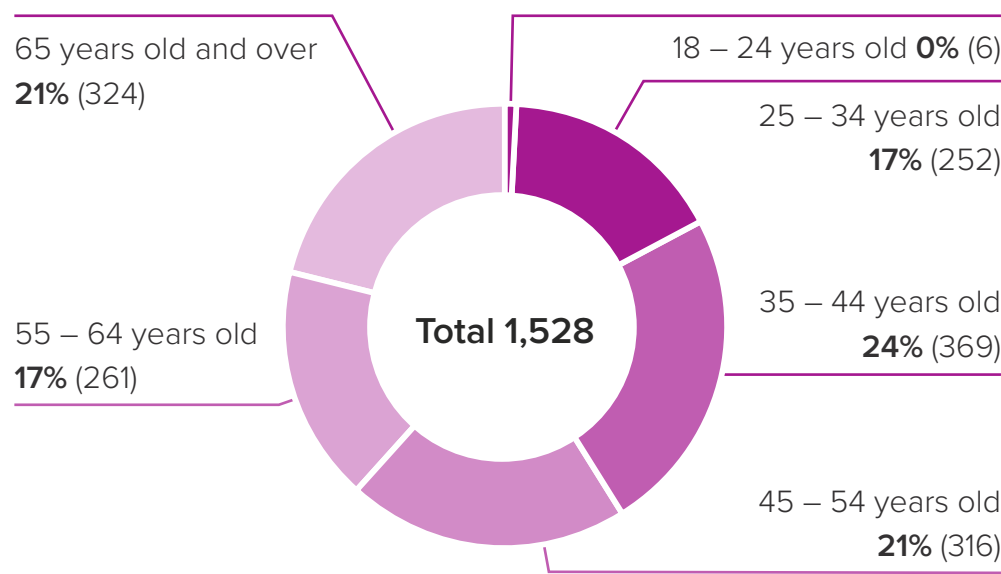


In 2022, 7% of authors said they had a disability (114 individuals), a similar proportion as in 2021 (7%, 134). The figure in 2020 was 6% (293). In 2022, 93% of authors said they did not have a disability (1,505), this is similar to the proportion in 2021 (1,691) and 94% (4,693) in 2020.

Reviewers

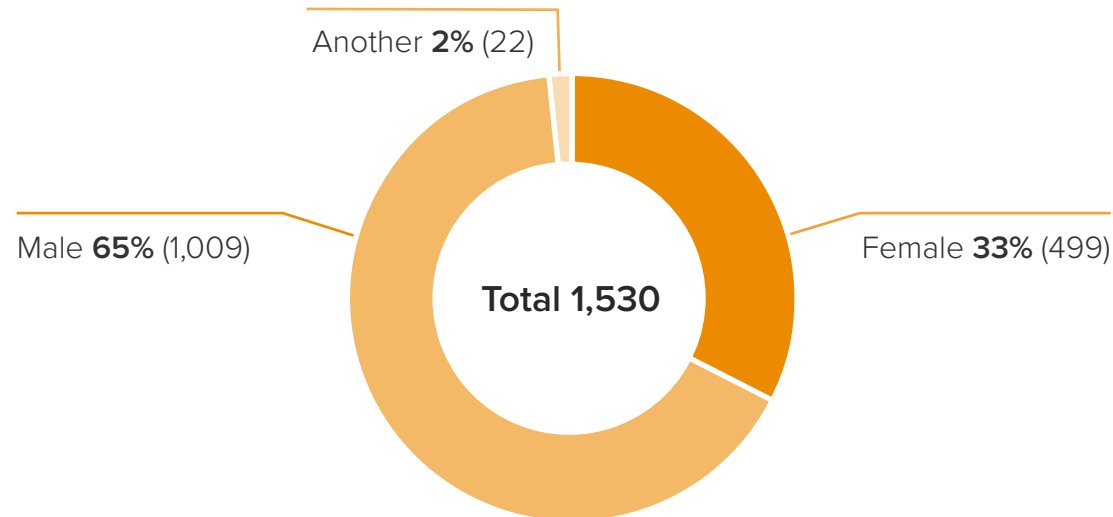
There were 9,875 reviewers in 2022, of whom 1,534 completed the survey (12%).

Reviewers – age of respondents



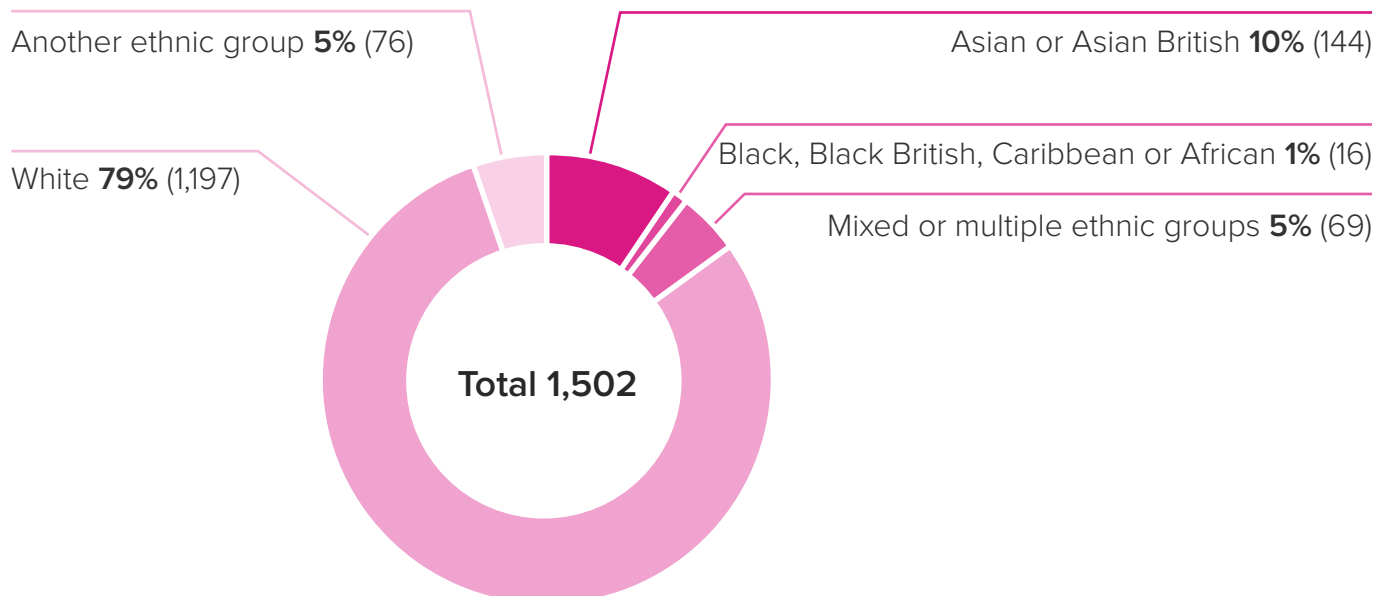
In 2022 0.4% of reviewers (6 individuals) were aged 18 – 24, 17% (252) were aged 25 – 34, 24% were aged 35 – 44 (369), 21% (316) were aged 45 – 54, 17% (261) were aged 55 – 64 and the remaining 21% were aged 65 and over.

Reviewers – gender of respondents



In 2022, 33% of reviewers were female (499 individuals), slightly higher than the proportions in 2021 (31% 339) and 2020 (29%, 640). 65% of reviewers were male (1009) and 2% selected another when answering the survey (22).

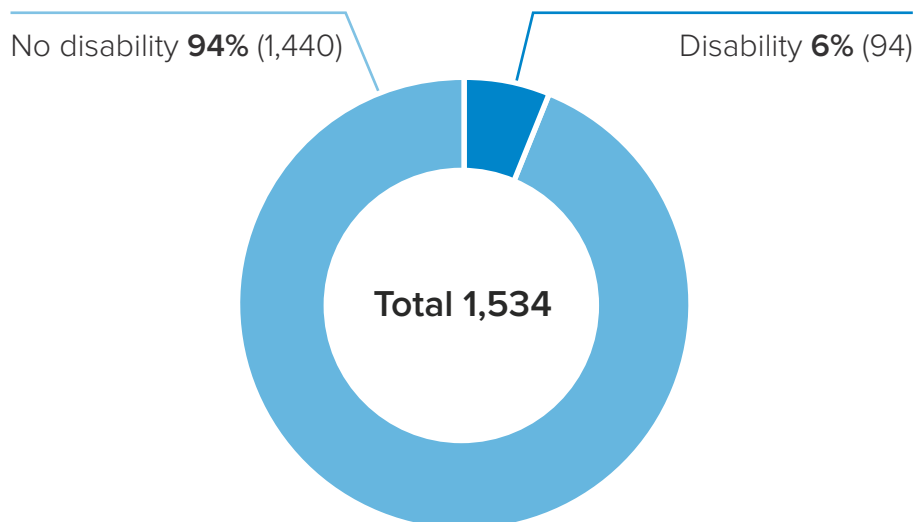
## Reviewers – ethnicity of respondents



79% of reviewers who responded to the survey were from White backgrounds (1197 individuals). 10% were from an Asian or Asian British background (10), 1% were from a Black, Black British, Caribbean or African background (16), 5% were from a Mixed or multiple ethnic background (69). The remaining 5% were from another ethnic background (76).

In 2021, 25% of reviewers who responded to the diversity survey in 2021 were from Black or minority ethnic backgrounds (264 individuals), compared to 18% (382) in 2020.

## Reviewers – disability of respondents



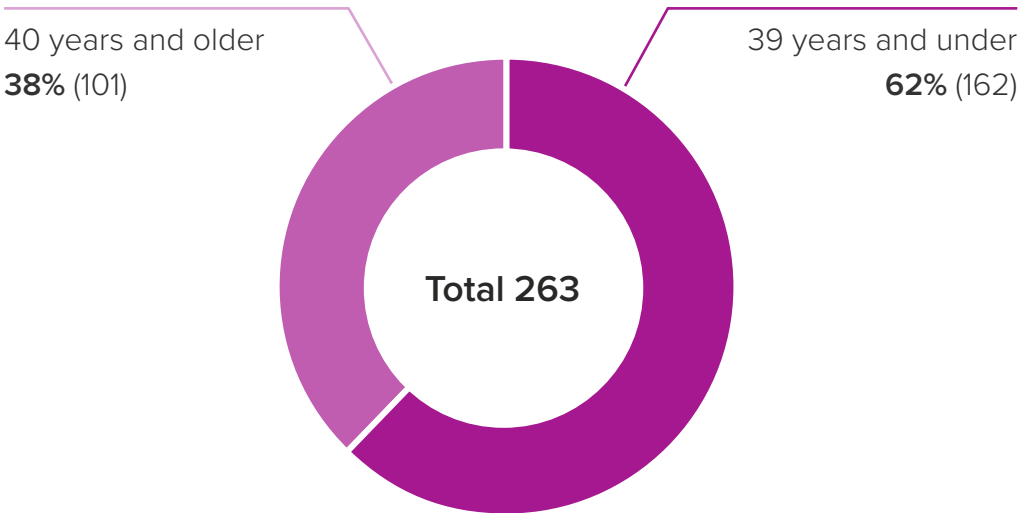
In 2022 6% of reviewers said they had a disability (94 individuals), 94% (1,440) stated they did not have a disability. In 2021, 8% of reviewers said they had a disability (89 individuals), slightly higher proportionally than in 2020 when 5% (110) did so. In 2021 92% (1007) of reviewers said they did not have a disability.

# Royal Society staff

As of 1 June 2023, the Royal Society employed a total of 263 staff.

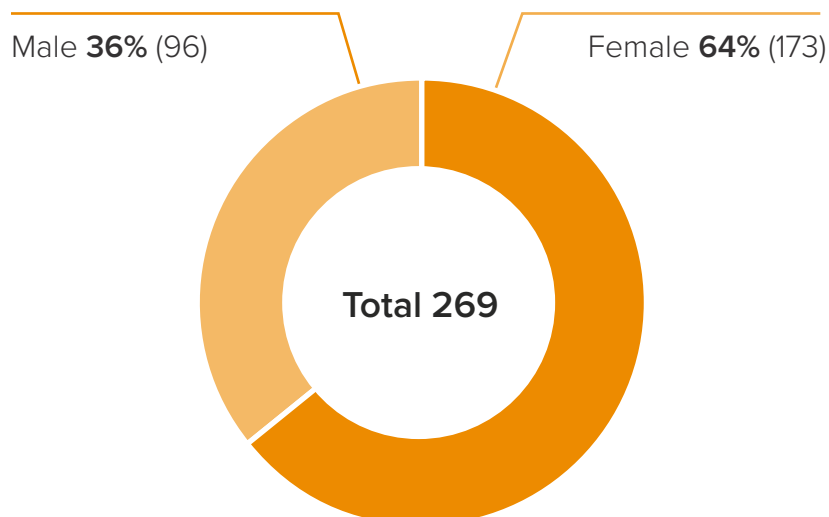
In June 2023, all staff were invited to take part in a short survey to better understand the demographic profile of the Royal Society’s employees. 188 of the 263 staff members provided ethnicity and disability data, in addition to the age and gender data recorded in the staff HR portal – a response rate of 81%, compared to 79% in 2022.

Royal Society staff – age of respondents



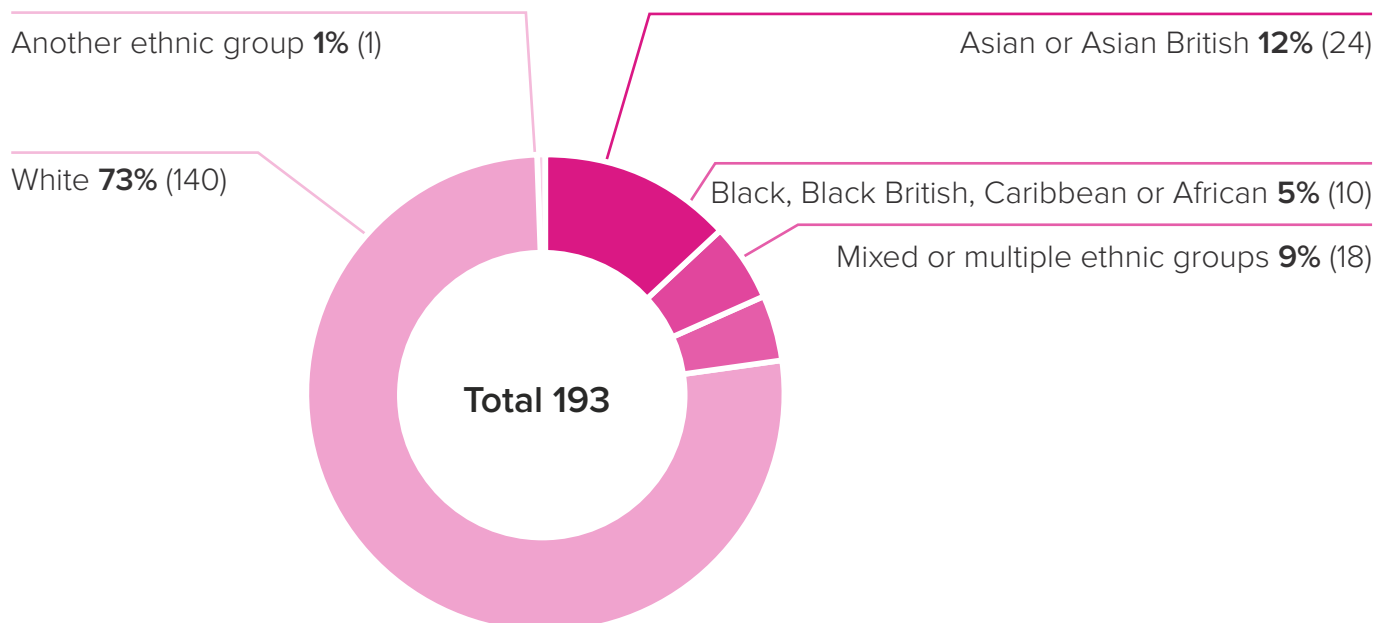
In 2022 38% of respondents were aged 40 years and over (101). 62% were aged 39 and under (162).

## Royal Society staff – gender of respondents



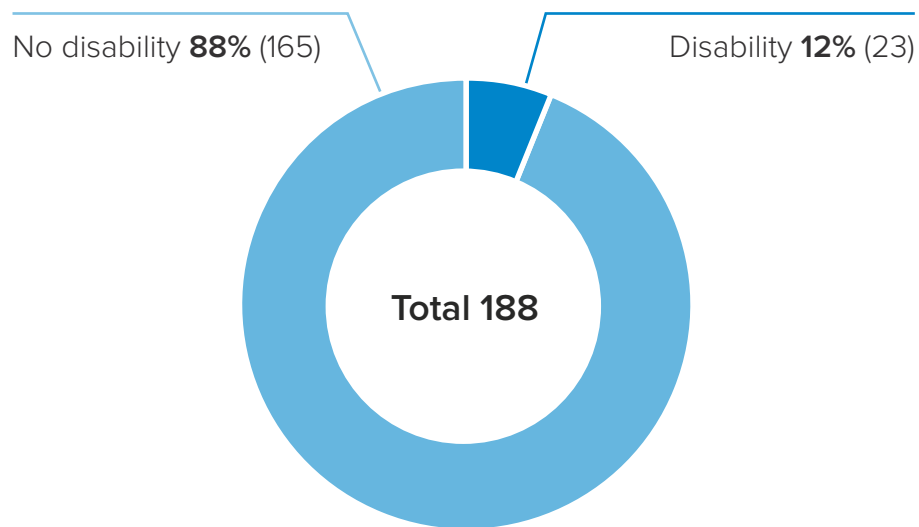
In 2022, 64% of respondents were female (173) compared to 63% in 2021, (134). In 2020, 64% of respondents were female (145) and 36% were male (96), compared to 37% in 2021 (78) and 36% in 2020 (80).

## Royal Society staff – ethnicity of respondents



As of June 2023, 73% of respondents were from White backgrounds (140 individuals), 12% were from an Asian or Asian British background (24), 5% were from a Black, Black British, Caribbean or African background (10), and 9% were from a Mixed or multiple ethnic background (18). The remaining 1% were from another ethnic background (1).

## Royal Society staff – disability of respondents



As of June 2023, 12% of respondents considered themselves to have a disability (23 individuals). This is a larger proportion than was recorded in 2021 when 8% of staff said they had a disability (14) and 2020 (14%, 26). 88% of staff members said they did not have a disability (165).

# Gender pay gap

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

The snapshot data below reflects the pay gap as of 5 April 2022.

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

In 2022, the Society had a 12.65% median gender pay gap in favour of men, compared to the national average of 14.9%. The median gender pay gap has decreased since 2021, when the Society had a 15.3% median gender pay gap in favour of men, compared to the national average of 15.4%.

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

In 2022, the Society had a mean gender pay gap of 3.79%, in favour of men. This compares to the national average of 13.9% in favour of men. This is in line with the mean gender pay gap the Society recorded in 2021 (-0.02%, in favour of women) and represents a decrease since 2020, when it was -2.54%.

## Gender pay gap mean and median<sup>1</sup>

### Gender gap reporting

On 5 April 2022, we employed 207 full-pay relevant employees (in 2021, the figure was 212)

Results summary	2020			2021			2022		
Mean	%	M (£)	F (£)	%	M (£)	F (£)	%	M (£)	F (£)
Mean gender pay gap in hourly pay	-2.54	25.41	26.06	-0.02	25.82	25.83	3.79	27.45	26.41
Median	%	M (£)	F (£)	%	M (£)	F (£)	%	M (£)	F (£)
Median gender pay gap in hourly pay	9.32	22.97	20.83	15.33	23.96	20.29	12.65	24.59	21.48
Proportion of employees	Male	Female		Male	Female		Male	Female	
Upper Quartile	37%	63%		40%	60%		45%	55%	
Upper Middle Quartile	46%	54%		47%	53%		40%	60%	
Lower Middle Quartile	29%	71%		26%	74%		31%	69%	
Lower Quartile	38%	62%		36%	64%		35%	65%	
Number of employees	Male	Female		Male	Female		Male	Female	
	78	130		79	133		78	129	

1. Gender pay gap in the UK: 2021, Office for National Statistics, 26 October 2021: Gender pay gap in the UK – Office for National Statistics (ons.gov.uk)

## Pay gap reporting

The Society has voluntarily completed gender pay gap reporting. At the 'snapshot' date of 5 April 2022, the mean gender pay gap was 3.79% and the median gender pay gap was 12.65% compared with the national average of 13.9% and 14.9% respectively, as reported on the Gender Pay Gap website as at 1 June 2023.

## Proportion of men and women in each quartile of the Society's pay structure – 2022

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

On 5 April 2022, we employed 207 full-pay relevant employees (in 2021, the figure was 212). All figures below are as at 5 April 2022:

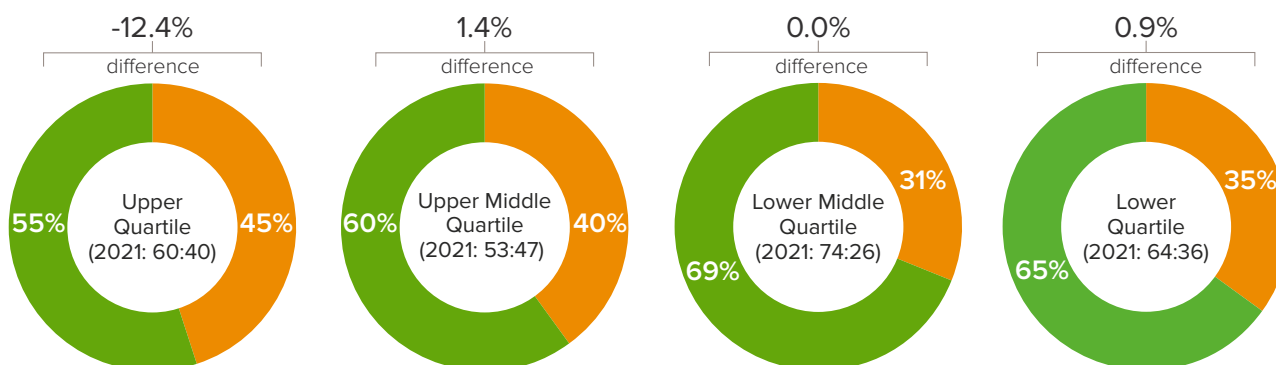
## Number of employees

129 Women 78 Men

(2021: 133 (W) 79 (M))

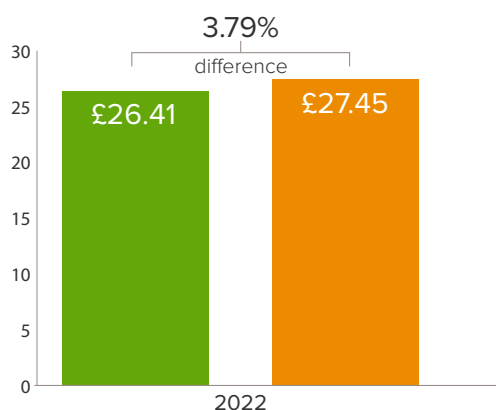
### Proportion of men and women in each quartile (%)

The difference between the mean pay of the men and women in each quartile is shown above each chart (a negative difference indicates that the mean pay of women was higher).

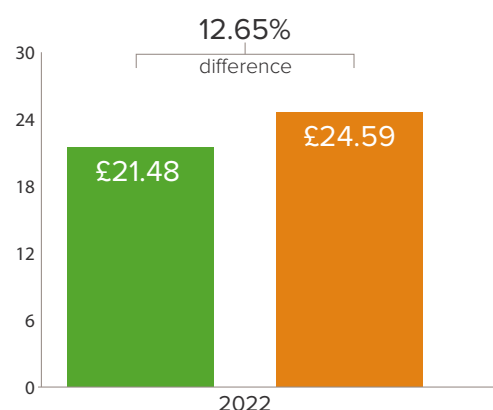


Note: gender pay gap percentages referenced in quartiles are based on mean calculations. The reported quartiles represent an equal number of employees in each quartile, from the highest paid to the lowest paid. The upper quartile represents the highestpaid employees. Quartiles are based on mean pay and so there are different numbers of men and women in each quartile.

### Mean gender pay gap in hourly pay



### Median gender pay gap in hourly pay



**Mean:** men earn 3.79% more than women (2021: -0.02%)

**Median:** men earn 12.65% more than women (2021: 15.33%)

# Definitions

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

## Committees and panels

Committees with grant-giving responsibilities are asterisked) The Royal Society Council

Academies Partnership in Supporting

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

Advisory Committee on Mathematics Education (ACME)

Armourers & Brasiers' Company

Prize Committee

Audit Committee

Awards Committee: Biological Sciences

Awards Committee: Physical Sciences

Awards Committee: Premier

Committee Advising Council on General and Honorary Candidates

Committee on General and Honorary Candidates

Diversity Committee

Dorothy Hodgkin Fellowships Selection Committee\*

Education Committee

Evaluation Panel

Grants Committee\*

Hooke Committee

Industry Fellowships Joint Panel\*

International Collaboration Awards Committee\*

International Exchanges Committee\*

Investment Committee

Library Committee

Milner Award Committee

Newton Advanced Fellowships Panel: Biological Sciences\*

Newton Advanced Fellowships Panel: Physical Sciences\*

Nominations Committee

Partnership Grants Allocating Panel

Paul Instrument Fund Committee\*

Planning and Resources Committee

Public Engagement Committee

Publishing Board

Remuneration Committee

Research Appointment Panel A(i)\*

Research Appointment Panel A(ii)\*

Research Appointment Panel A(iii)\*

Research Appointment Panel B(i)\*

Research Appointment Panel B(ii)\*

Research Grants Board 20K: Biological Sciences\*

Research Grants Board 20K: Physical Sciences\*

Research Professorships Panel

Rosalind Franklin Award Committee

Royal Society Leverhulme Trust Senior Research Fellowship Panel\*

Royal Society Wolfson Fellowships Committee\*

Science, Industry and Translation Committee

Science Policy Committee

Science Policy Expert Advisory Committee

Sectional Committee 0: Computer sciences

Sectional Committee 1: Mathematics

Sectional Committee 2: Astronomy and physics

Sectional Committee 3: Chemistry

Sectional Committee 4: Engineering

Sectional Committee 5: Earth and environmental sciences

Sectional Committee 6: Biochemistry and molecular cell biology

Sectional Committee 7: Microbiology, immunology and developmental biology

Sectional Committee 8: Anatomy, physiology and neurosciences

Sectional Committee 9: Organismal biology, evolution and ecology

Sectional Committee 10: Health and human sciences

Summer Science Exhibition Committee

## Science policy working groups

Animate Materials Steering Group

Broad and Balanced Contact Group

Climate Change Working Party

COP26 Steering Group

Data Management and Use Working Group

Digital Technologies and the Planet Working Group

Dynamics of Data Science Working Group

Emerging Technologies Working Party

Energy Storage Steering Group

Everyone's a Scientist Steering Group

Genetic Technologies Contact Group

Human Transformation Working Group

Hydrogen Steering Group

Living Landscapes Steering Group

Mathematical Futures Programme Board (MFP)

Net Zero Aviation Working Group

Net Zero Panel Group

Neural Interfaces Steering Group

Online Information Working Group

Planning Committee for the Third International Summit on Human Genome Editing

Presidents of the G7 Academies

Privacy Enhancing Technologies (PETs) Working Group

Research System Community of Interest

## Research Fellowship schemes

### Dorothy Hodgkin Fellowship

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

### Industry Fellowship

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

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

### Newton International Fellowship

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

### University Research Fellowship

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

### Royal Society Wolfson Fellowship

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

## Publishing

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

*Biographical Memoirs of Fellows  
of the Royal Society*

*Biology Letters*

*Interface*

*Interface Focus*

*Notes and Records*

*Open Biology*

*Philosophical Transactions A*

*Philosophical Transactions B*

*Proceedings A*

*Proceedings B*

*Royal Society Open Science*



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

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

These priorities are:

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

**For further information**

Diversity and inclusion in science

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