

# Diversity data report 2023/24

***Diversity data report 2023/24***

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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 April 2023 to the end of March 2024. This is the first diversity data report to cover the Society's financial year, which is April to March. All future reports will cover this period.

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 COVID19 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 2021, 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 2025. 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 2024/25 activities, will be published in late 2025.

## 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 June 2024, all members of the 2023 Fellowship, Committees, working groups and Editorial Boards, authors and reviewers of journals were invited to complete an anonymous diversity survey. A total of 40,210 people were contacted, of whom 3623 completed the survey (9%). Nine percent of people completed the survey in August 2023.

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 2023 to 31 March 2024. 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 (including Short Industry Fellowships)</li><li>• Newton International Fellowship</li><li>• University Research Fellowship</li><li>• Royal Society Wolfson Fellowship (including Royal Society Wolfson Visiting Fellowship)</li></ul>
<b>Source</b>	<p>Collected via the Society's grant application system, Flexi-Grant®, when an individual applies for a Research Fellowship.</p>
<b>Benchmark</b>	<p>Comparative analysis on the diversity of postdoctoral researchers eligible to apply for the Society's early career fellowships, carried out by the Careers Research and Advisory Centre on behalf of the Society in 2019. An update on this data has been commissioned and will be used in the next report.</p>
<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>

## Publishing

<b>Data included in this report</b>	<p>Age, gender, ethnicity and disability data for authors and reviewers of the Society's eleven journals. This included Reviewers who submitted a referee report between April 2023 and March 2024, and authors where a final decision was made on their manuscript between April 2023 and March 2024.</p>
<b>Source</b>	<p>Annual diversity survey.</p>



<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 2023 there were 37,623 authors and 9058 reviewers, making a total of 46,681. However, an individual may be both an author and a reviewer and may also have submitted or reviewed for multiple journals or on multiple occasions for the same journal, 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>	<p>The data presented covers Partnership Grants projects that had their funding approved during April 2023 – March 2024 (total = 64). It does not include those currently being assessed for a grant or those that have been offered funding but were unable to accept.</p> <p>The data provided is self-reported in the grant applications, all but the Polar 4 score which has been obtained from the Office for Students using the school’s postcode. This data has not been checked against any other data sources. (<a href="https://www.officeforstudents.org.uk/data-and-analysis/young-participation-by-area/search-by-postcode/">https://www.officeforstudents.org.uk/data-and-analysis/young-participation-by-area/search-by-postcode/</a> )</p>

## 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>

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<b>Benchmark</b>	None.
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<b>Limitations</b>	The data excludes 'prefer not to say' responses.  The ethnicity and disability data reflect only those staff who responded to the survey. This data is therefore not representative of all Royal Society staff.
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### 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 2023.  In line with UK Government guidance, the data excludes any staff who were not paid their usual full basic pay in the period (e.g. staff paid less than their basic pay due to maternity leave or unpaid leave).
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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.

Fellows and Foreign Members are elected for life through a peer review process, based on their substantial contribution to the advancement of science. In May 2023, 59 new Fellows were elected from the over 660 candidates proposed by the existing Fellowship, and 19 Foreign Members were elected from over 90 candidates. Thirty percent of the 2023 intake of Fellows, Foreign Members and Honorary Fellows were women. As of December 2023, there were 1,546 Fellows and 207 Foreign Members.

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 1,826 Fellows and Foreign Members, 744 (41%) 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.

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 Sectional Committee Working Group was established to review the current rules and practice of Sectional Committees and any ways in which these might work against diversity. An initial round of recommendations were approved by Council in October 2023, many of which have already been enacted through amendments to Sectional Committee guidelines and the elect system.

### **New and increased maxima**

- The maximum numbers of Fellows that may be elected each year has been 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.
- In 2024 the maximum number of Mainstream Fellows that may be elected each year was increased from 42 to 54, as recommended in the Sectional Committee Working Group's report and approved by Council in October 2023. 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

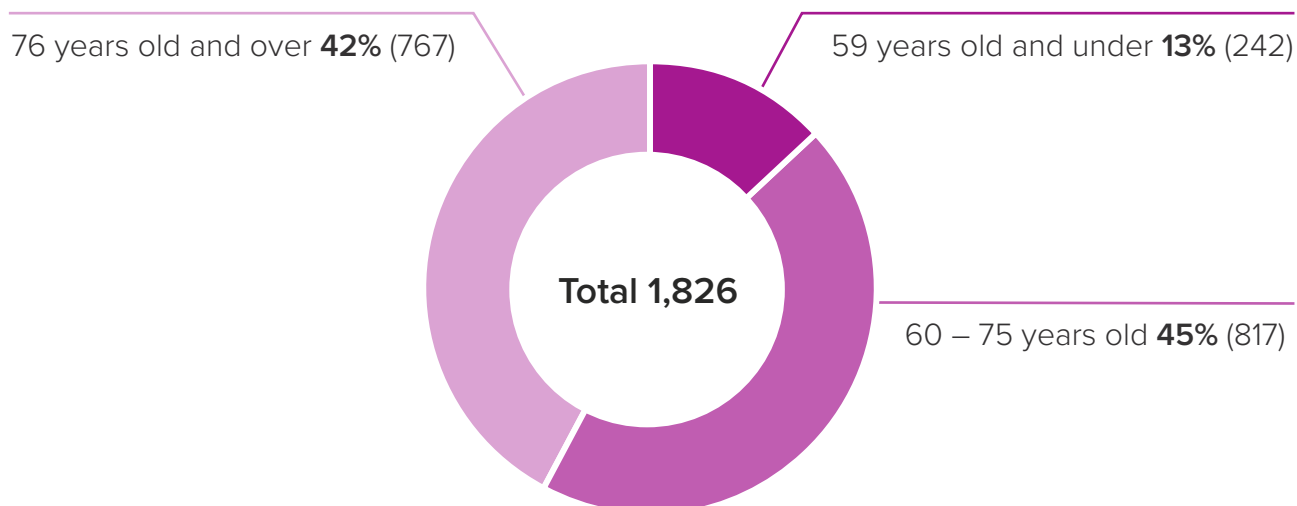
### **Fairer outcomes and greater scope for the Society to deploy the expertise of its Fellows**

- 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.

### **Search panels**

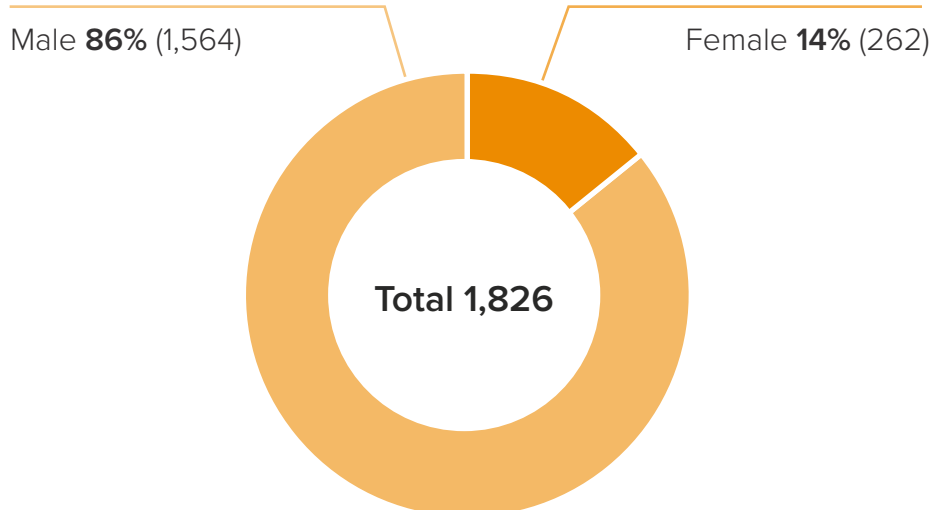
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## Fellows and Foreign Members – age



In 2023/24, 60 to 75 year olds made up the majority of Fellows and Foreign members (45%, 817 individuals). This was closely followed by those 76 years and over (42%, 767 individuals), leaving 13% of Fellows and Foreign Members aged up to 59 years old. These proportions are the same as for 2022.

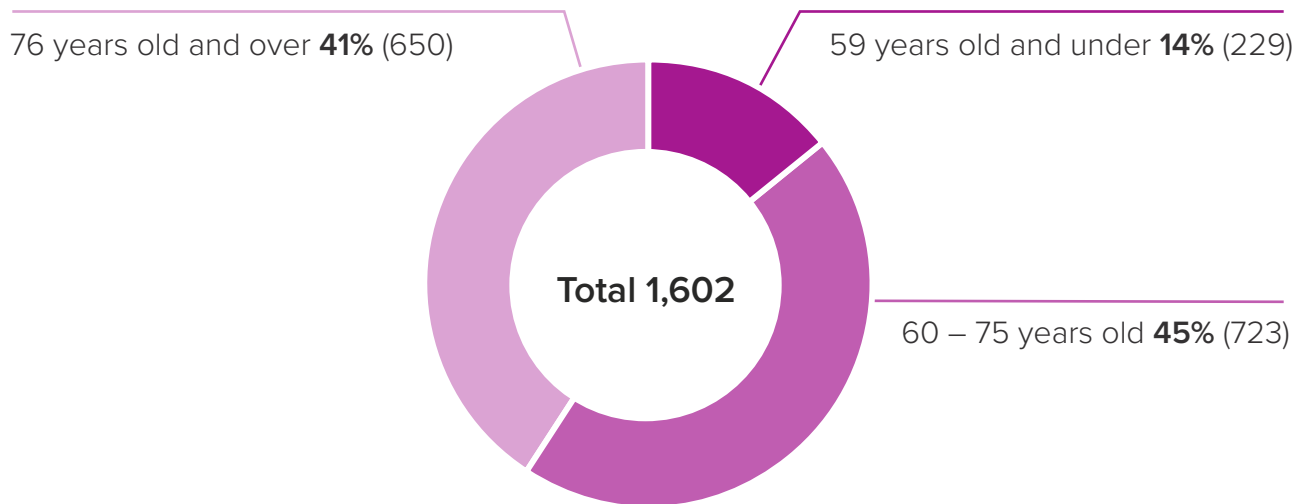
## Fellows and Foreign Members – gender



The population of Fellows and Foreign Members continues to be male dominated, in 2023/24, 86% of Fellows and Foreign Members were male (1564 individuals) and 14% were female (262 individuals).

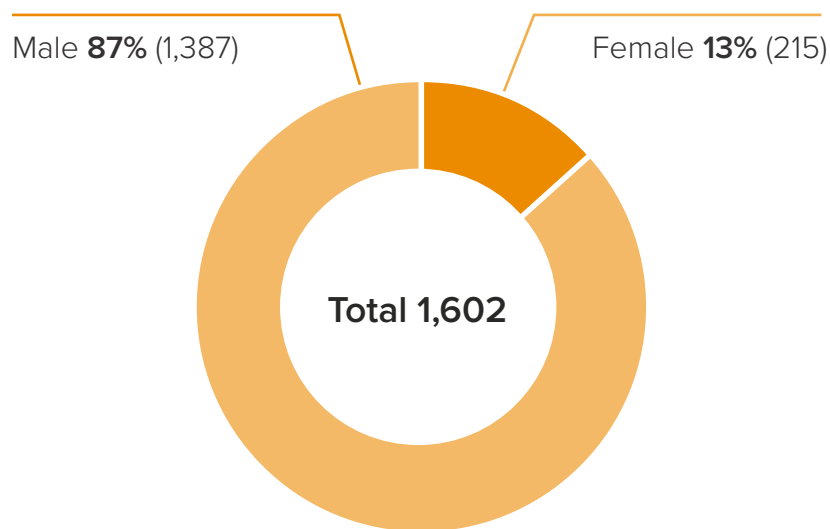
Comparing figures to the previous year, males have seen a 3.6% increase in Fellows and Foreign Members (1509 to 1564) whereas female Fellows and Foreign Members have increased by 30% (201 to 262). The Fellowship will continue to be made up predominantly of men for many years as the impact of more recent elections, when more women have been elected, will take time to see in the overall figures.

## Fellows – age



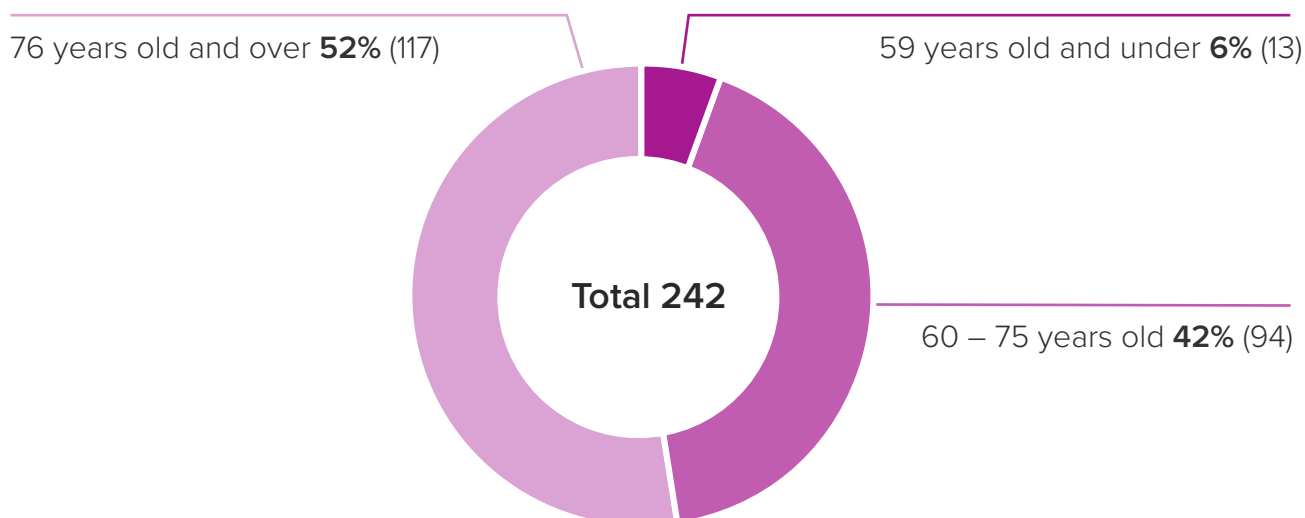
In 2023/24, 14% of Fellows were aged 59 and under (229 individuals), a similar proportion to 2022/23 and 2021

## Fellows – gender



In 2023/24, 13% of Fellows (215) identified as female. The number of female Fellows has been rising year on year, increasing by 47% since 2019 (146 to 215).

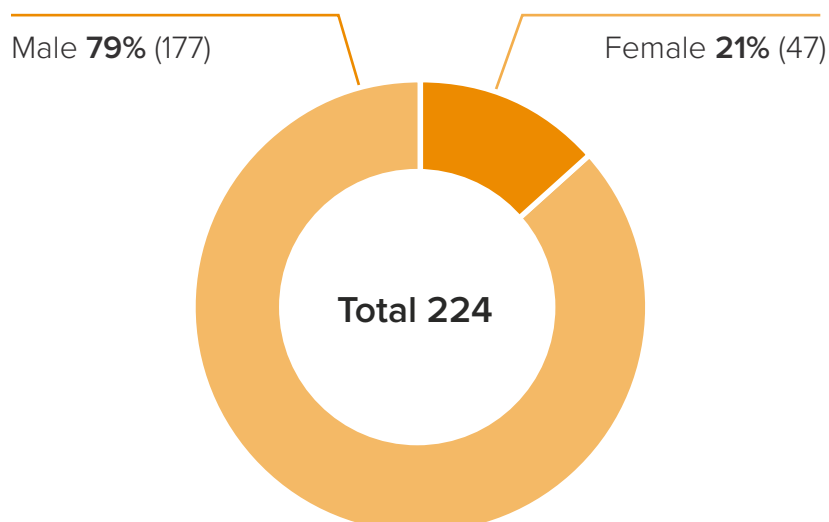
## Foreign Members – age



Foreign Members differ slightly in age profile compared to Fellows. The majority being aged 76 and over. In 2023/24, 52% of Foreign Members (117 individuals) fell into this category, this is a smaller proportion compared to 2022/23 (58%, 110 individuals).

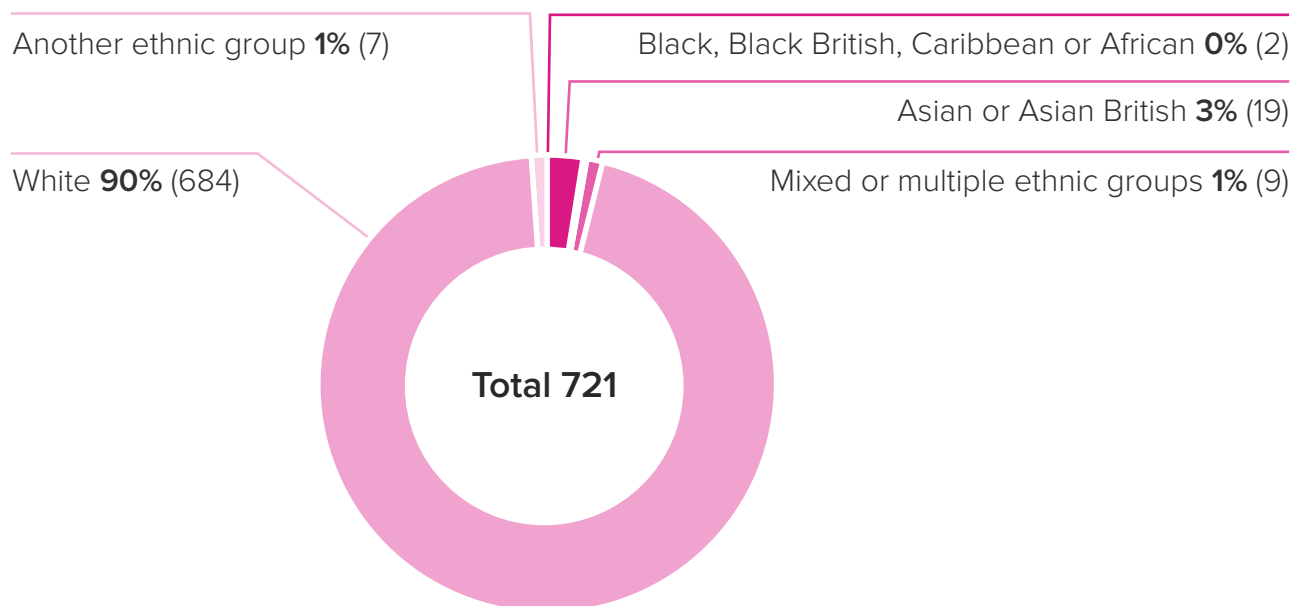
2023/24 has seen a larger (27%) increase in Foreign Members aged 60 – 75 which has started to close the gap between this age group and the number of Foreign Members aged 76 and above.

## Foreign Members – gender



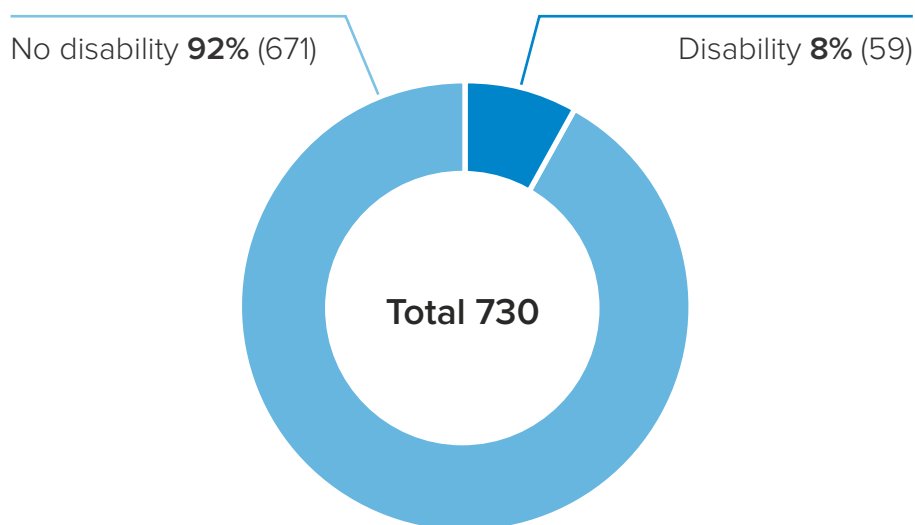
In 2023/24 female Foreign Members have increased by 38% compared to 2022/23, whereas male Foreign Members have increased by 13%.

### Fellows and Foreign Members – ethnicity of respondents



In 2023/24, the majority of Fellows and Foreign Members reported being from White backgrounds (95%, 684 individuals), 3% reported being from Asian or Asian British backgrounds.

### Fellows and Foreign Members – disability of respondents



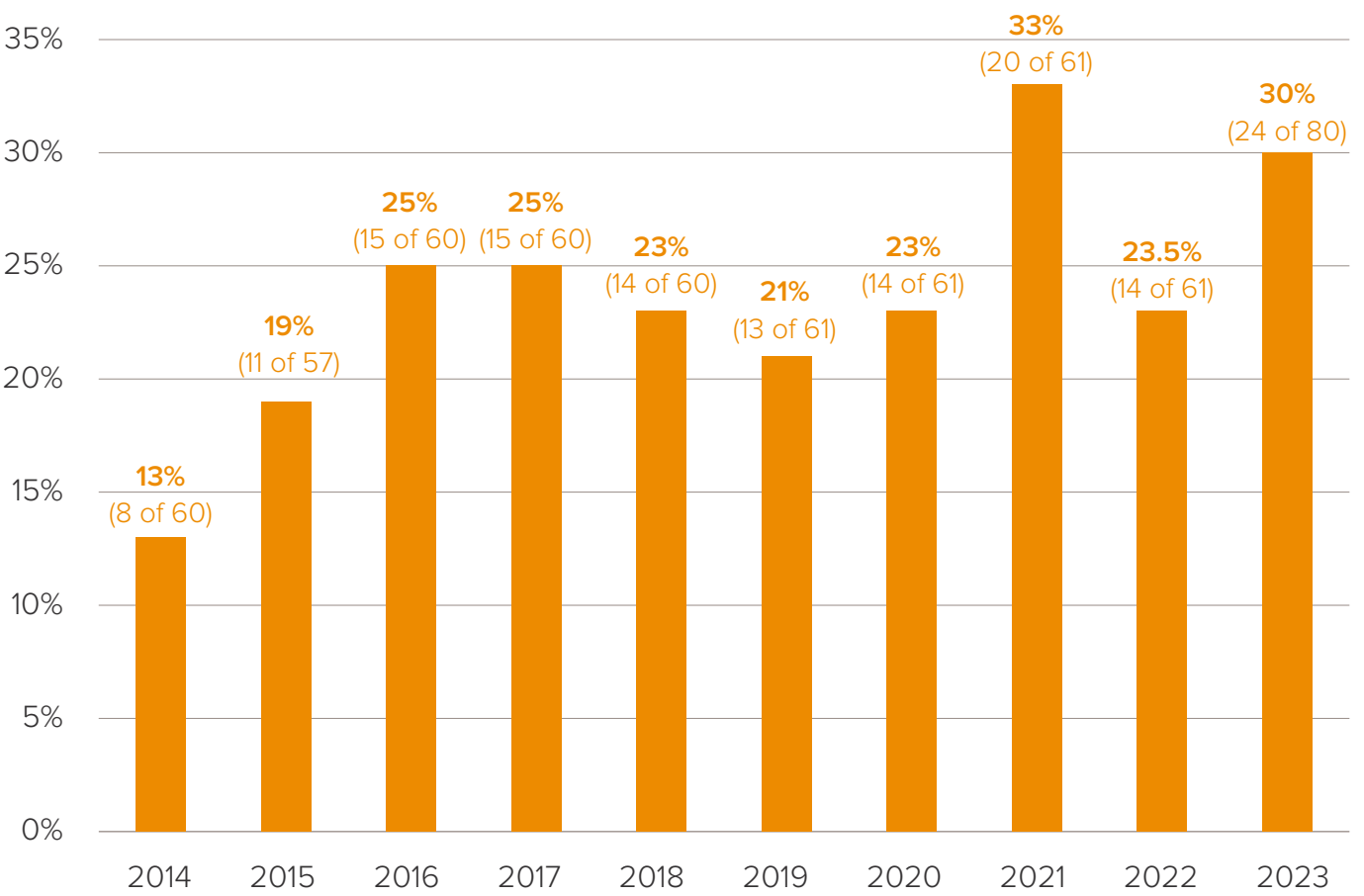
In 2023/24, of the 730 responses to the question about whether they had a disability, 8% (59 individuals) said they did and 92% (671 individuals) said they did not. This is comparable to 2022/23.



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 2023/24. Thirty percent of new Fellows and Foreign Members elected in 2023/24 were female (24 individuals out of 80), up from 23% in 2022/23 (14 out of 61)..

Proportion of new female Fellows and Foreign Members elected 2014 – 2023



The table below shows the average age of new Fellows elected in each year from 2013 to 2023. The average age of new Fellows typically varies from year to year, hovering somewhere between the mid-fifties to early-sixties. A total of 80 new Fellows were elected in 2023, with an average age of 59

#### Average age of new Fellows 2013 – 2023

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Female	56	61	60	57	56	55	60	58	61	55	61
Male	57	55	57	57	56	58	58	58	61	58	61

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 – 2023

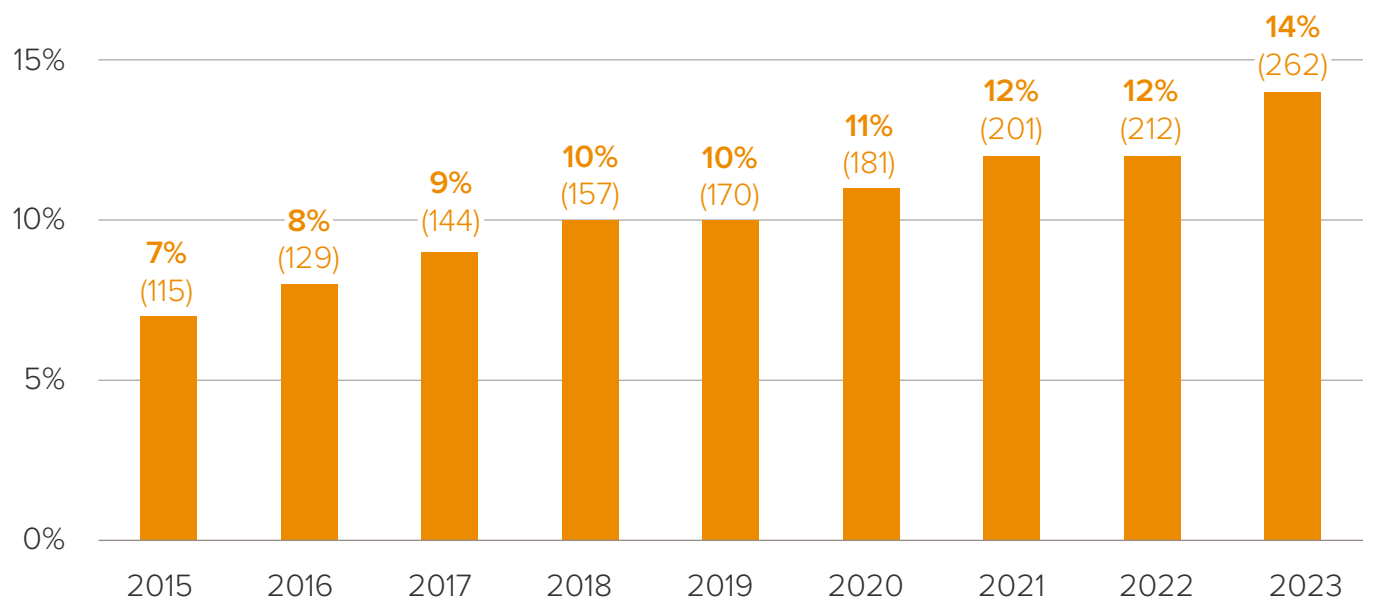
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Under 60	68% (34)	51% (24)	56% (28)	68% (34)	70% (35)	61% (31)	61% (31)	39% (20)	61% (31)	59% (36)
Over 60	32% (16)	49% (23)	44% (22)	32% (16)	30% (15)	39% (20)	39% (20)	61% (31)	39% (20)	41% (25)
<b>Total</b>	<b>50</b>	<b>47</b>	<b>50</b>	<b>50</b>	<b>50</b>	<b>51</b>	<b>51</b>	<b>51</b>	<b>51</b>	<b>61</b>

In 2023, 59% (36 individuals) of new Fellows elected were aged under 60 and 41% (25) were aged over 60.

Trends over time – Fellows and Foreign Members

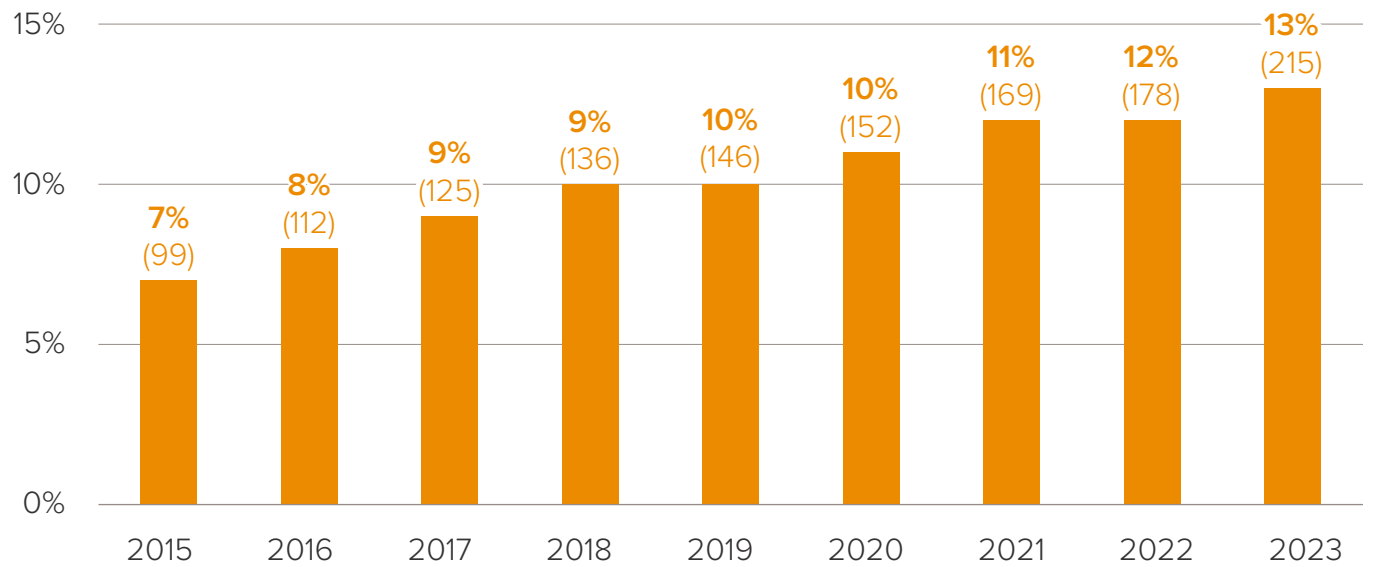
This section shows how the profile of Fellows and Foreign Members has shifted over time.

Proportion of Fellows and Foreign Members who are female, 2015 – 2023



The chart above shows that the proportion of fellows and foreign members who are female has steadily increased from 7% in 2015 to 14% in 2023/24

Proportion of Fellows who are female, 2015 – 2023



The proportion of Fellows who are female has steadily increased from 7% in 2015 to 13% in 2023/24.

# Committees, panels and working groups

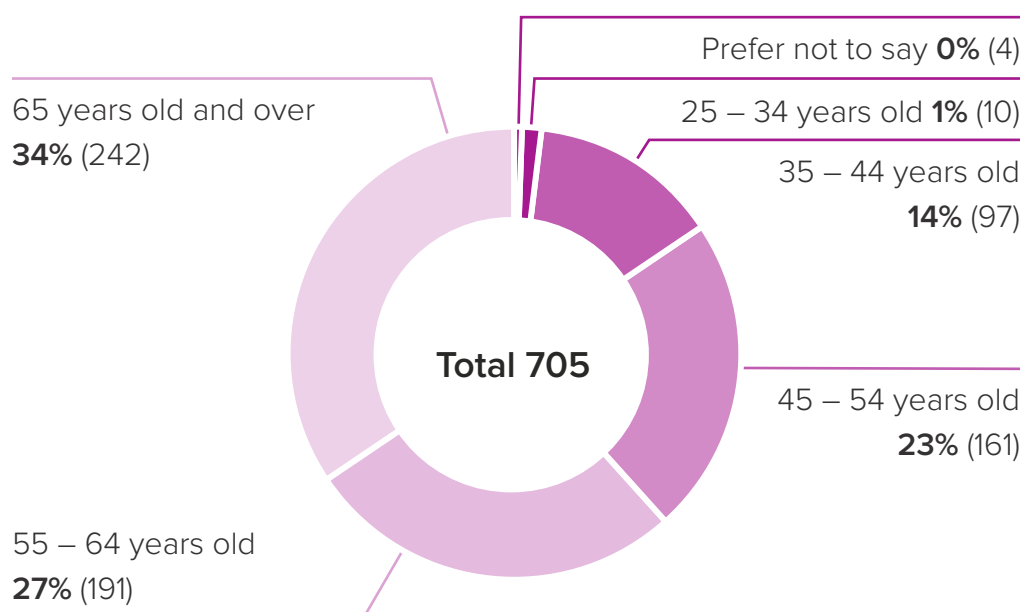
There are currently 111 committees and panels active within the Royal Society, comprised of a total of 2,458 members. This includes the Royal Society's Council and 14 Sectional Committees, as well as a range of working groups. A full list of committees, panels and working groups can be found in the Definitions section.

There are 955 committee positions filled by Fellows or Foreign Members, with 223 of these sitting on more than one committee, panel or working group. Currently, 54 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 2023 – March 2024 were invited to complete a diversity monitoring survey, carried out online in August 2024. Of the 2,458 members, 705 completed the survey. The data below reflects the 29% 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 2023 and 2022. However, as response rates vary from year to year, caution should be exercised when making comparisons between years.

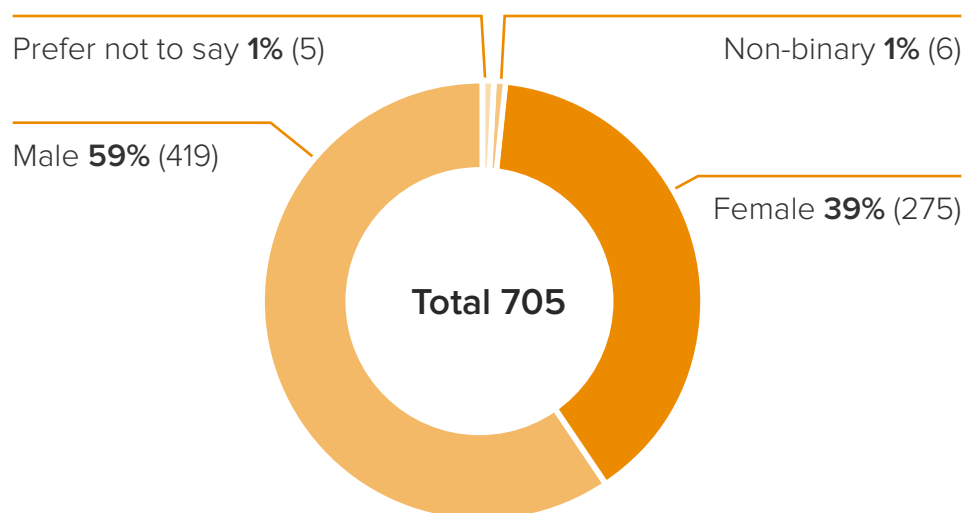
## Committees, panels and working groups – age of respondents



In 2023/24, out of a total of 705 respondents, the majority (35%) were over the age of 65 (242 individuals). Twenty seven percent were aged between 55 – 64 (191), 23% were aged between 45 – 54 (161), 14% (97) were aged between 35 – 44 and 1% (10) were aged between 25 – 34.

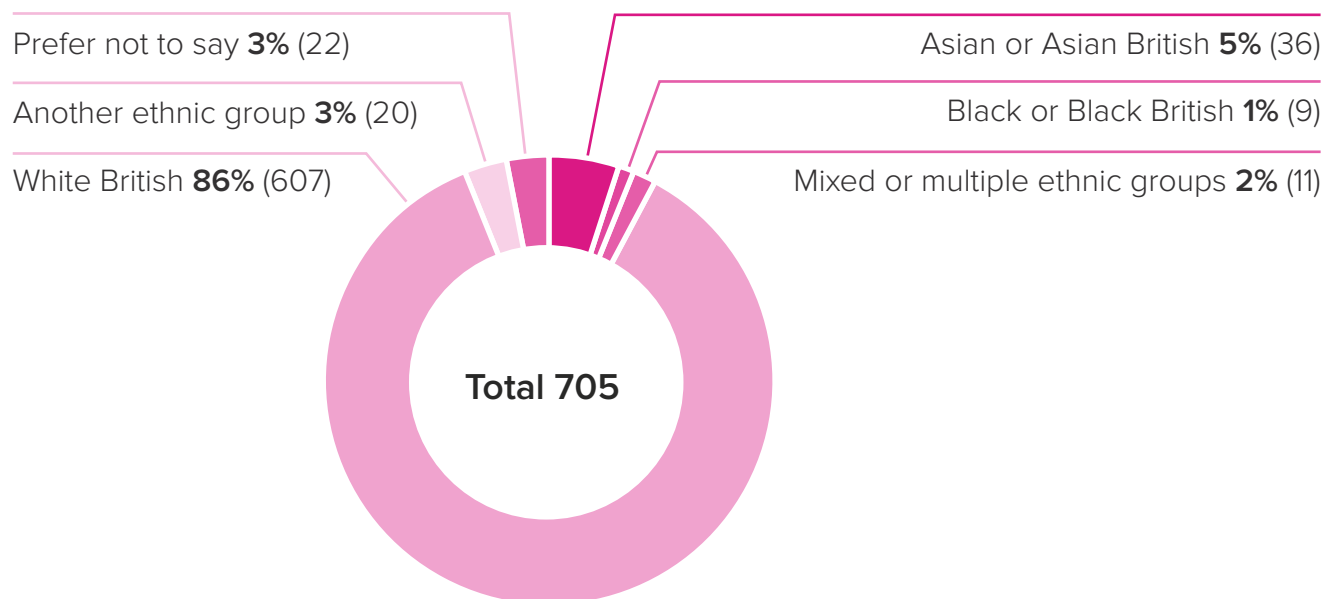
The proportions of ages are similar to 2022/23.

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



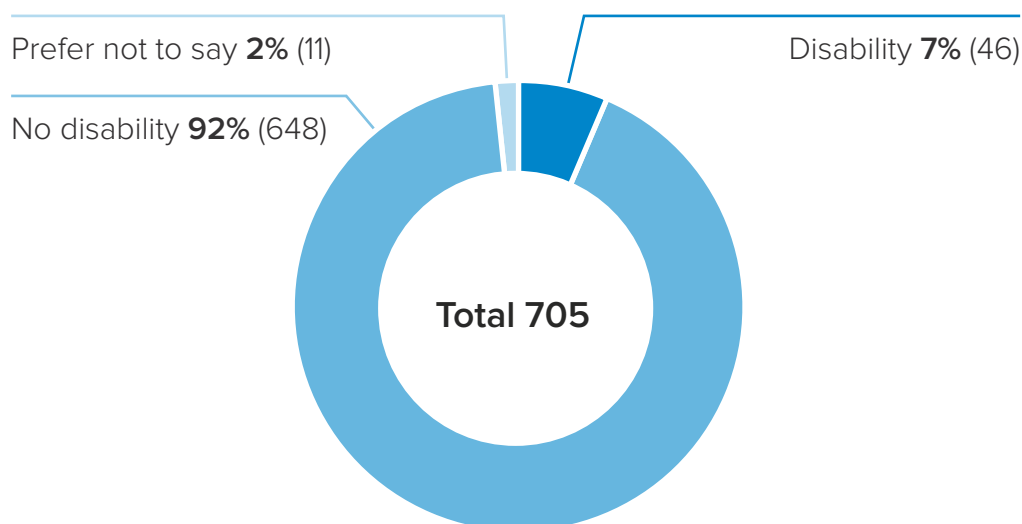
In 2023/24, 59% of respondents were male, 39% female and 1% non-binary. This distribution is similar to that reported in the 2022/23 diversity data report.

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



In 2023/24 the majority of respondents from committees, panels and working groups were White (86%). Five percent identified as Asian or Asian British, 1% identified as Black or Black British and 2% identified as mixed or multiple ethnic groups. This is comparable to 2022/23.

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



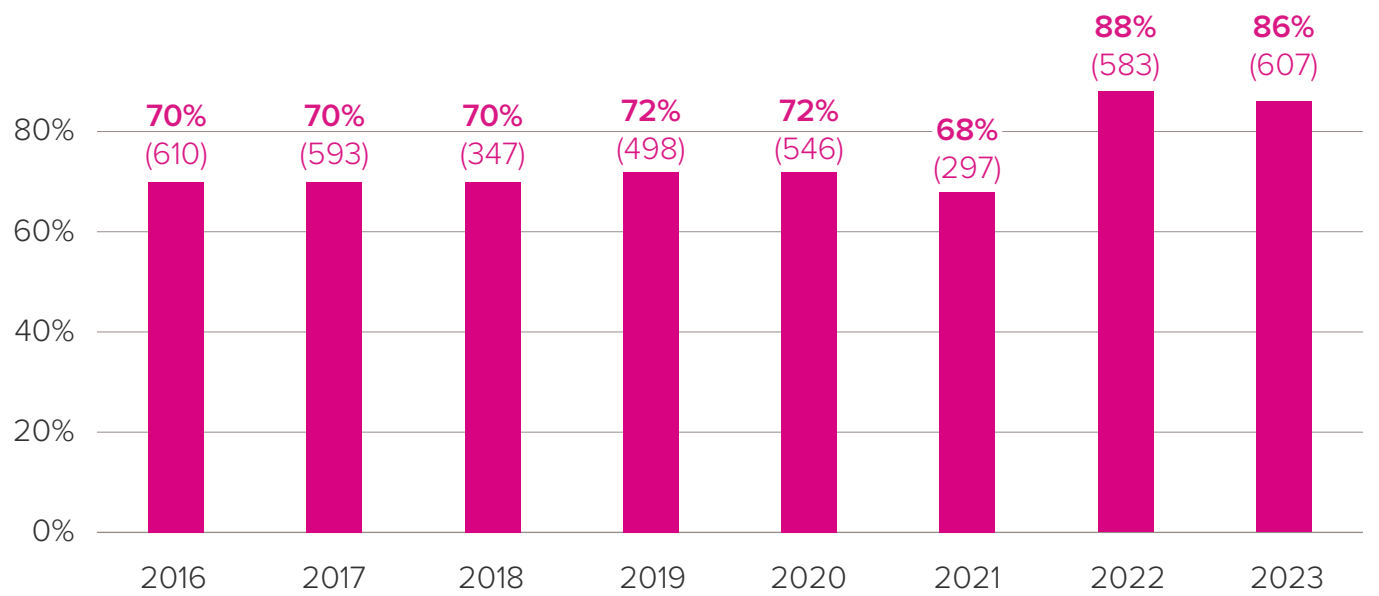
In 2023/24 7% (46 individuals) of respondents declared a disability, compared to 3% in 2022/23.

Trends over time: Committees, panels and working groups

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

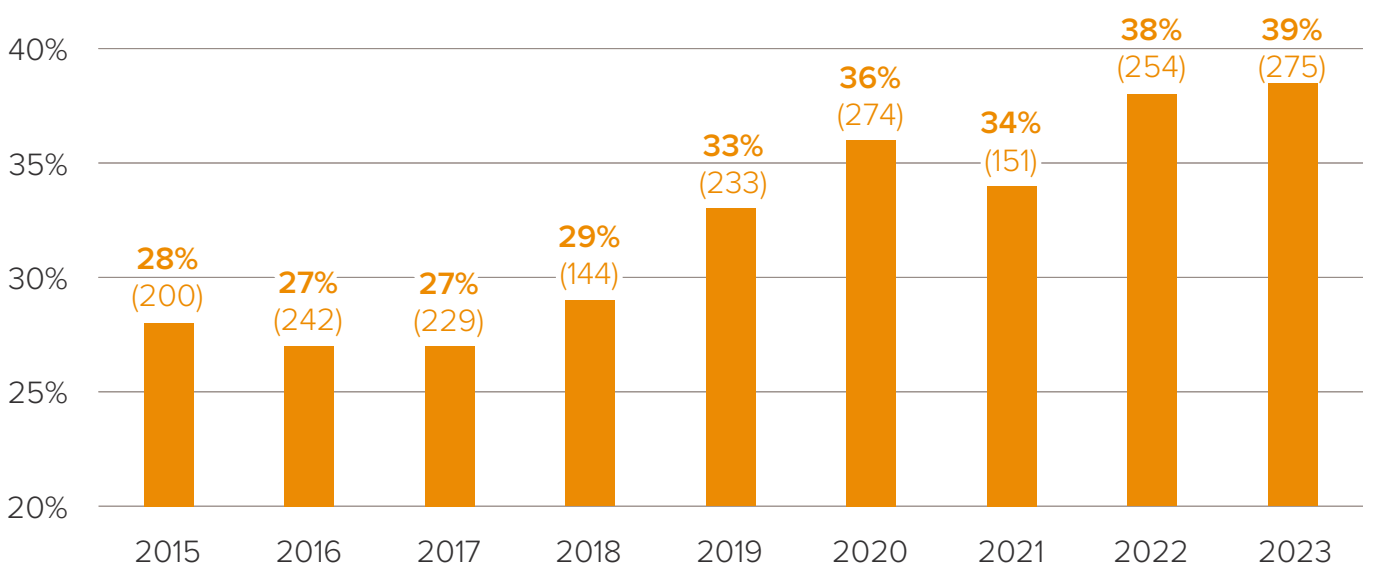
The data below reflects committee members who responded to the survey in each year and should not be taken to be representative of all committee, panel and working group members.

Proportion of committee members who are White British 2016 – 2022/24



Since 2022 the proportion of committee members who identified as White has increased from around 70% to 86%.

Proportion of committee members who are female 2015 – 2023

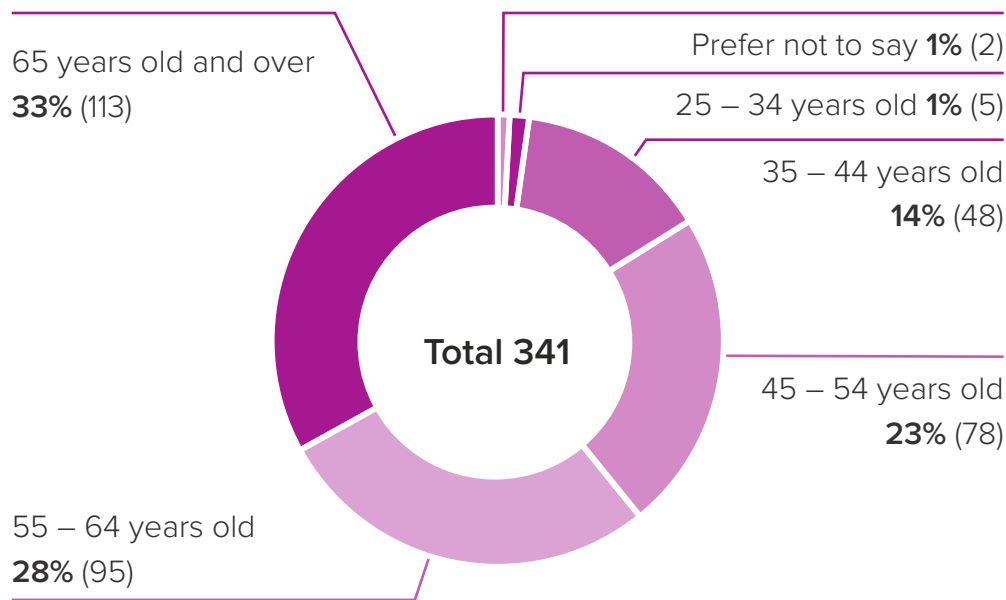


The proportion of female committee members for this period was 39%, similar to the 38% in 2022/23.

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 974 members, of whom 341 responded to the survey (35%).

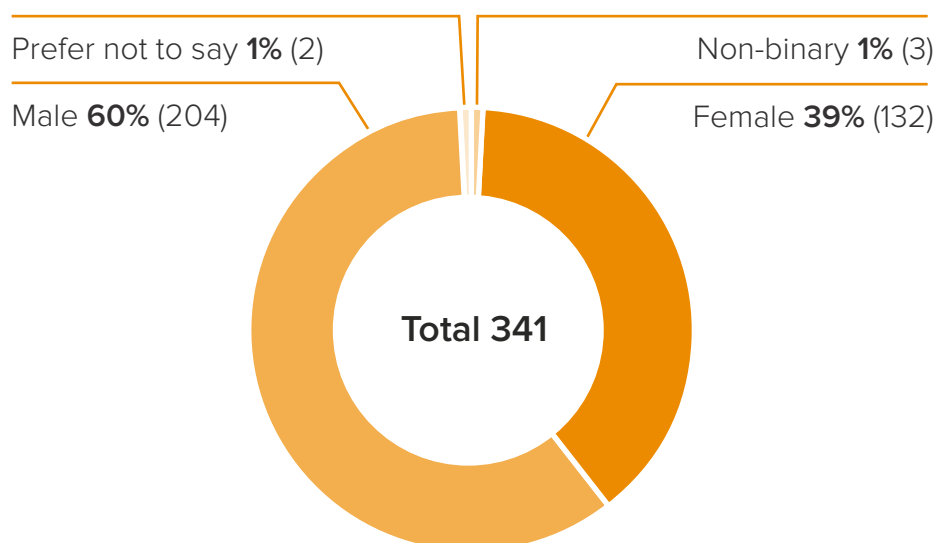
Grants Committees – age of respondents



In 2023/24 33% of reporting committee members were aged over 65 (113) compared to 35% (205) in 2022/23. Twenty eight percent were aged between 55 – 64, the same percentage as in 2022/23. Twenty three percent of committee members were aged between 45 – 54, compared with 19% in 2022/23. Fourteen percent of members were aged between 35 – 44, the same percentage as in 2022/23.

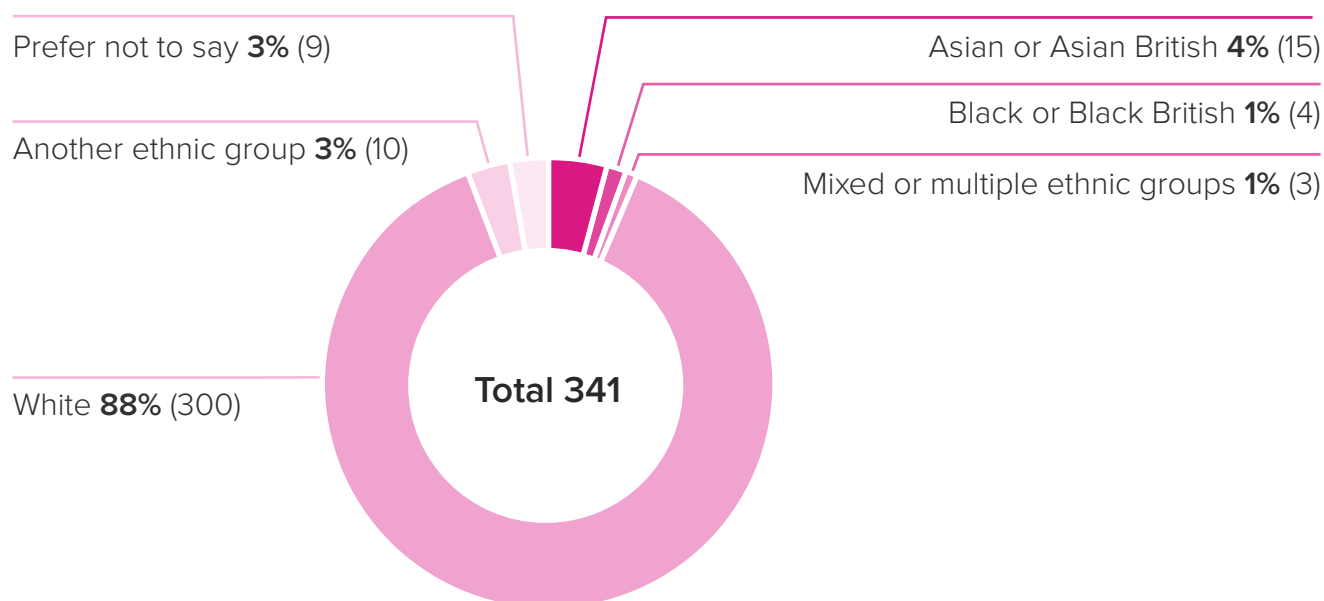


## Grants Committees – gender of respondents



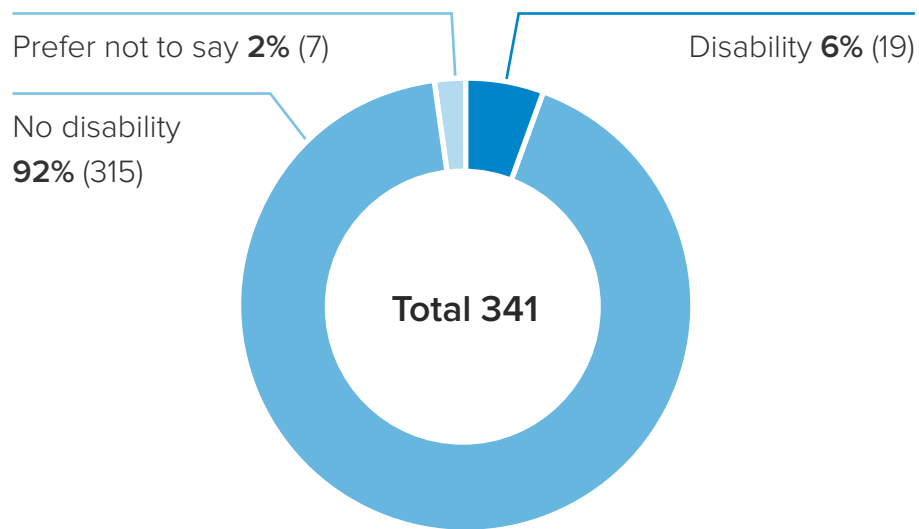
Sixty percent of grants committee members who responded to the survey were male. This is similar to the percentage for 2022/23 (62%). Thirty nine percent of respondents were female and 1% identified as non-binary.

## Grants Committees – ethnicity of respondents



In 2023/24 88% of respondents were from White backgrounds. Proportionally, this is a slight increase from 2022/23 (75%). Four percent of respondents came from Asian or Asian British backgrounds. One percent were from Black or Black British backgrounds. Three percent did not report any ethnicity and 3% reported another ethnic group.

## Grants Committees – disability of respondents

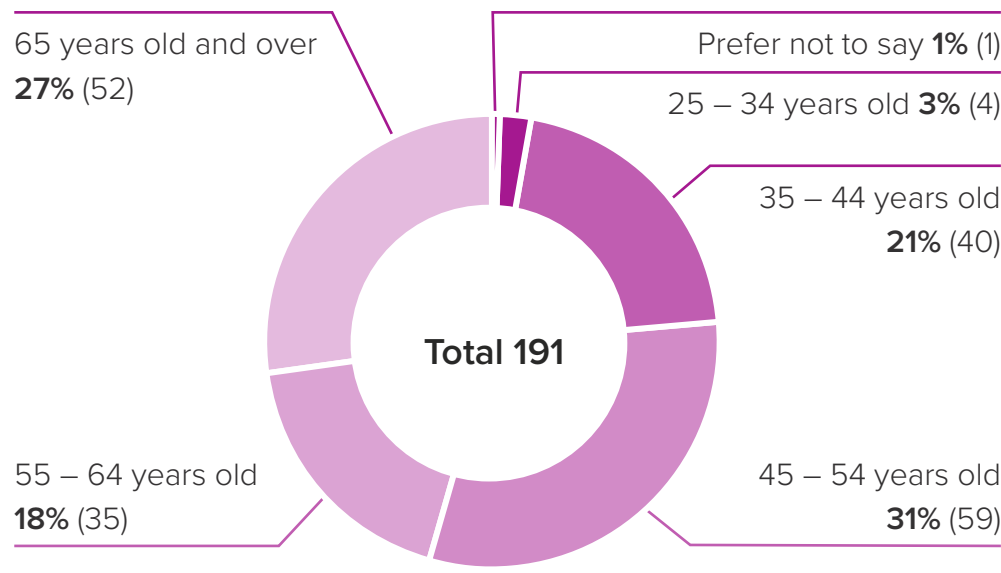


In 2023/24 6% of grants committee members said they had a disability. This was the same as for 2022/23.

Editorial Boards

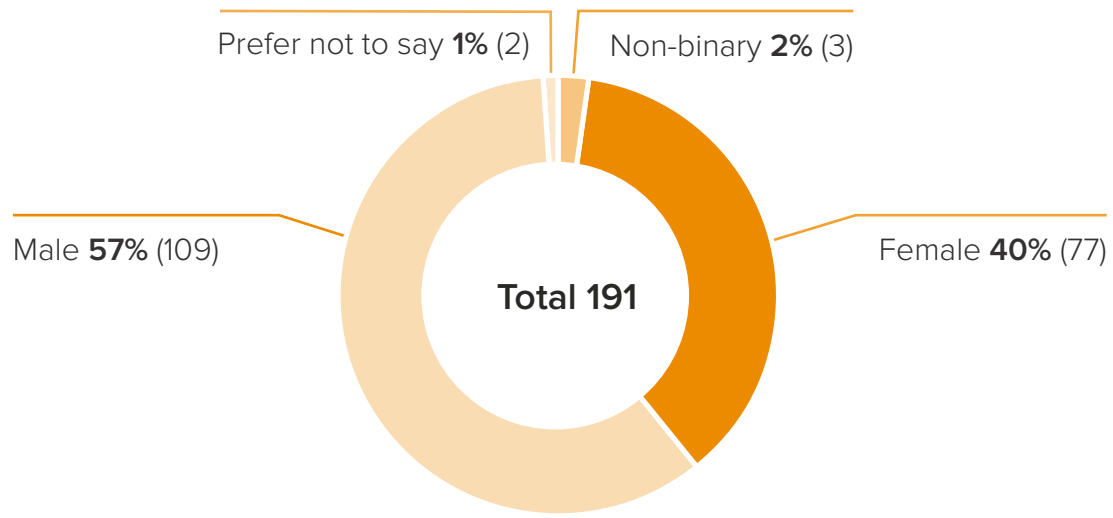
Each of the Society’s eleven journals has an Editorial Board, which offers advice to the Editors and Publishing Board on the scholarly content of the Society’s journals. Each Editorial Board is chaired by a Fellow of the Royal Society and made up of distinguished scientists in relevant disciplines. The Editorial Boards have a total of 969 members, of whom 191 responded to the survey (19.7%). Members of all 11 Editorial Boards provided data for this analysis.

Editorial Boards – age of respondents



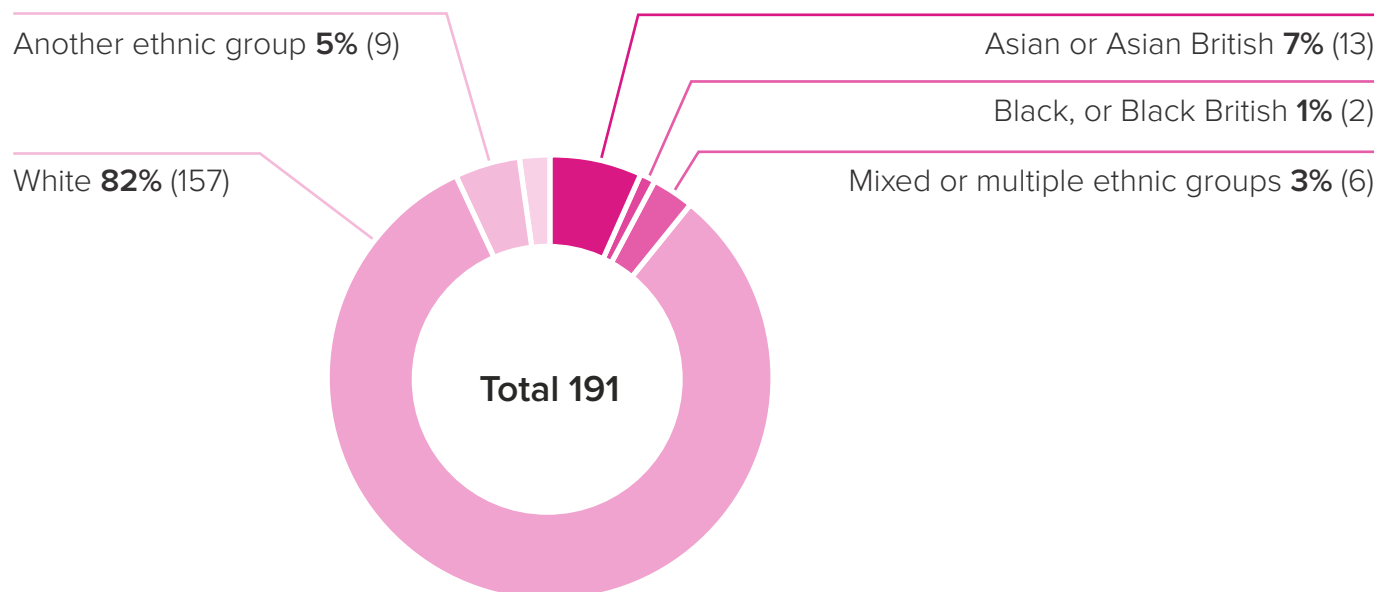
In 2023/24 2% of respondents were aged between 25 – 34. The majority (31%) were aged between 45 and 54. Twenty seven percent were aged over 65. Eighteen percent were aged between 55 and 64. Twenty one percent were aged between 35 and 44.

Editorial Boards – gender of respondents



In 2023/24 57% of editorial board members who responded to the survey were male, comparable to 2022 (60%). 40% of respondents were female.

## Editorial Boards – ethnicity of respondents



In 2023/24, 5% of editorial board members were from another ethnic background. Seven percent were from an Asian or Asian British background. One percent were from a Black or Black British background. The majority of respondents (82%) were from White backgrounds.

These proportions are comparable to 2022.

# 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 (including Wolfson Visiting Fellowship)

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

It is important to note the Society supports several other research fellowship schemes, beyond those described above, which have been excluded from this report due to differences in eligibility criteria making it impossible to aggregate data for those schemes. Additionally, the number of applicants and offers for some schemes is too small to report individually.

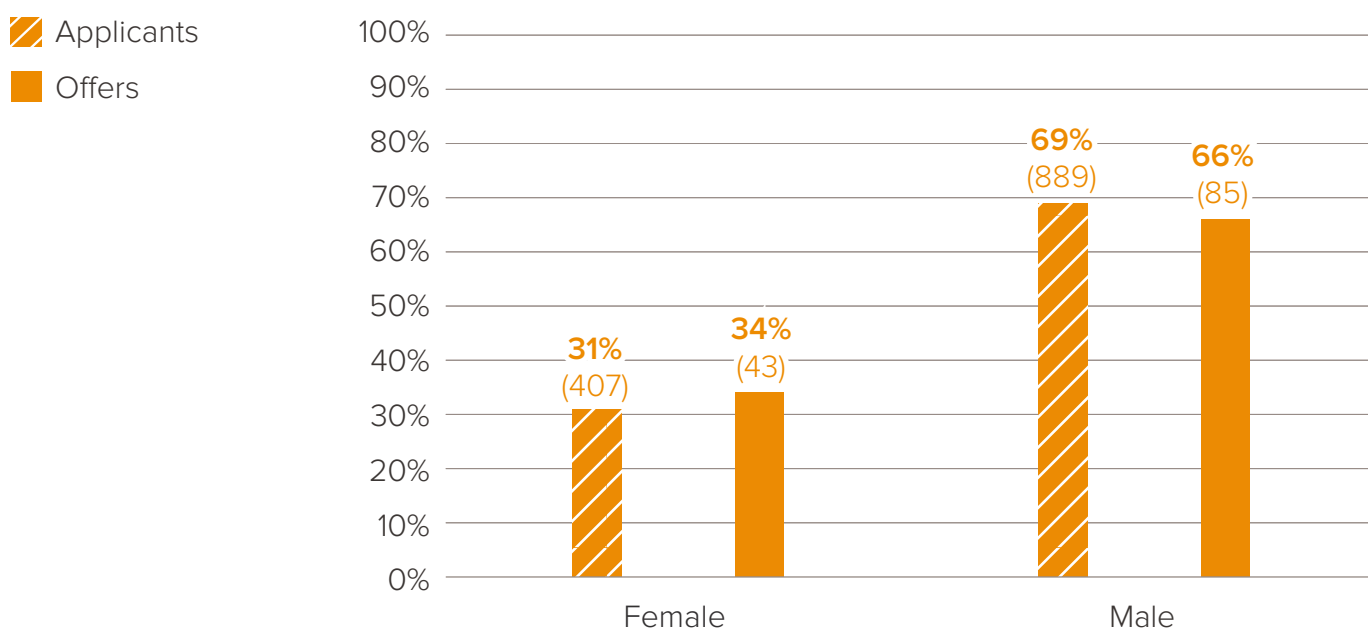
The number of applicants and offers for each scheme listed above is shown in the table below. This data covers applicants and offers for rounds approved by the Grants Committee from April 2023 to March 2024. Please note the table includes all eligible applications and offers. Some applicants gave “prefer not to say” responses to some questions which were excluded from analysis, so totals given in the various breakdowns may not match the below.

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 the main Research Fellowship schemes listed above, 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 schemes included in this analysis 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.

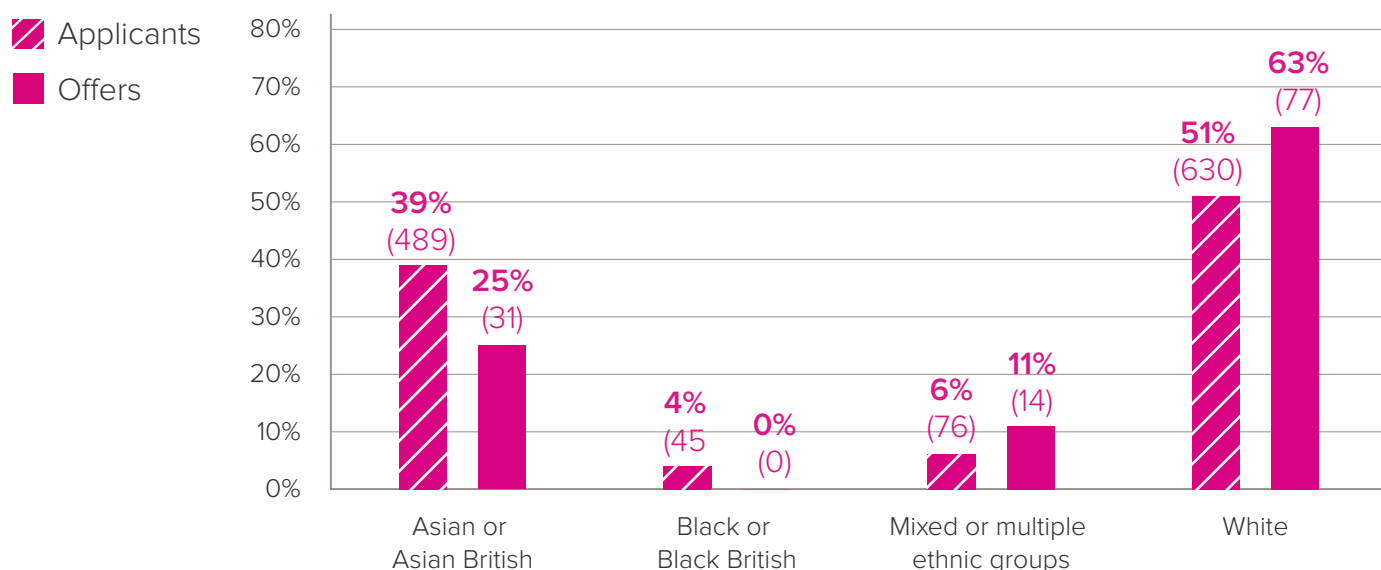
Scheme	Number of applicants	Number of offers
Dorothy Hodgkin Fellowship	78	7
Industry Fellowship (including Short Industry Fellowships)	49	22
Newton International Fellowships	617	41
Royal Society Wolfson and Wolfson Visiting Fellowship	74	21
University Research Fellowship	512	40
<b>Total</b>	<b>1330</b>	<b>131</b>

### Grant applicants and offers – gender



In 2023/24, 31% of all applicants identified as female and the remaining 69% identified as male (407 females and 889 males, where gender was known). Of the successful applicants 34% (43) were female and 66% (85) were male.

## Grant applicants and offers – ethnicity

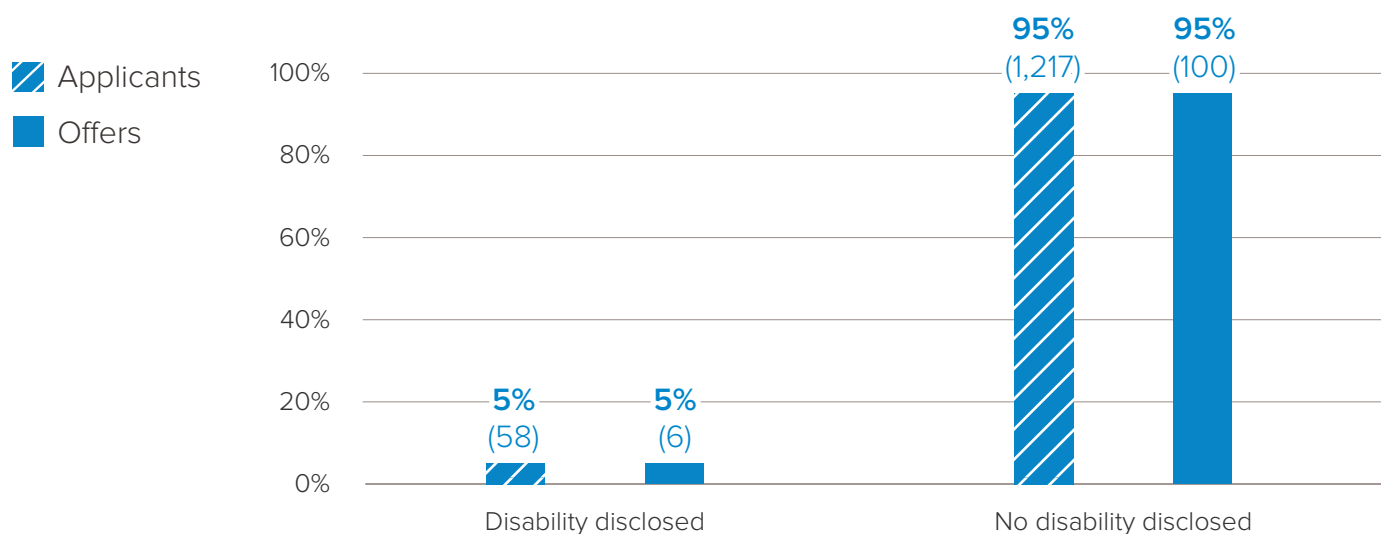


The proportion of applicants from Asian or Asian British backgrounds was 39% in April 2023 to March 2024 (489 individuals, where ethnicity was known).

Individuals who identified as Black or Black British accounted for 4% with 45 applicants, and Mixed or multiple ethnic groups were 6% with 76 applicants. White applicants made up 51% of the total, with 630 applicants.

The distribution of offers highlighted a similar pattern. Asian or Asian British applicants received 25% (31). Mixed or multiple ethnic groups received 11% (14), and White applicants received 63% (77). There were no Research Fellowship awards from the schemes selected for analysis made to Black, Black British, Caribbean or African applicants in 2023/24.

## Grant applicants and offers – disability



In 2023/24, 5% of applicants declared a disability (58 individuals, where respondents indicated whether or not they were disabled). This is in line with data from previous years. 5% of offers were made to applicants who declared a disability (6).

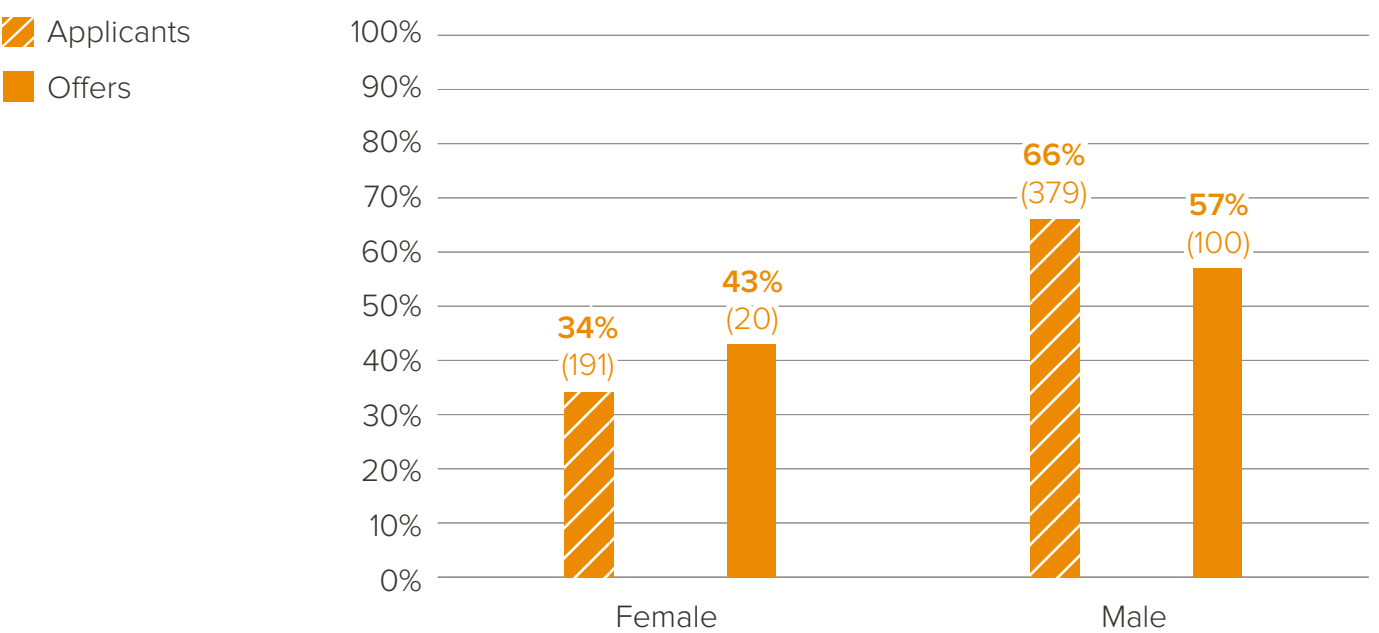
Applicants who declared no disability made up 95% of applications (1,217 applications). Similarly, of all award offers, 95% were to applicants who declared no disability (119 offers).



Early career research fellowship applicants and offers

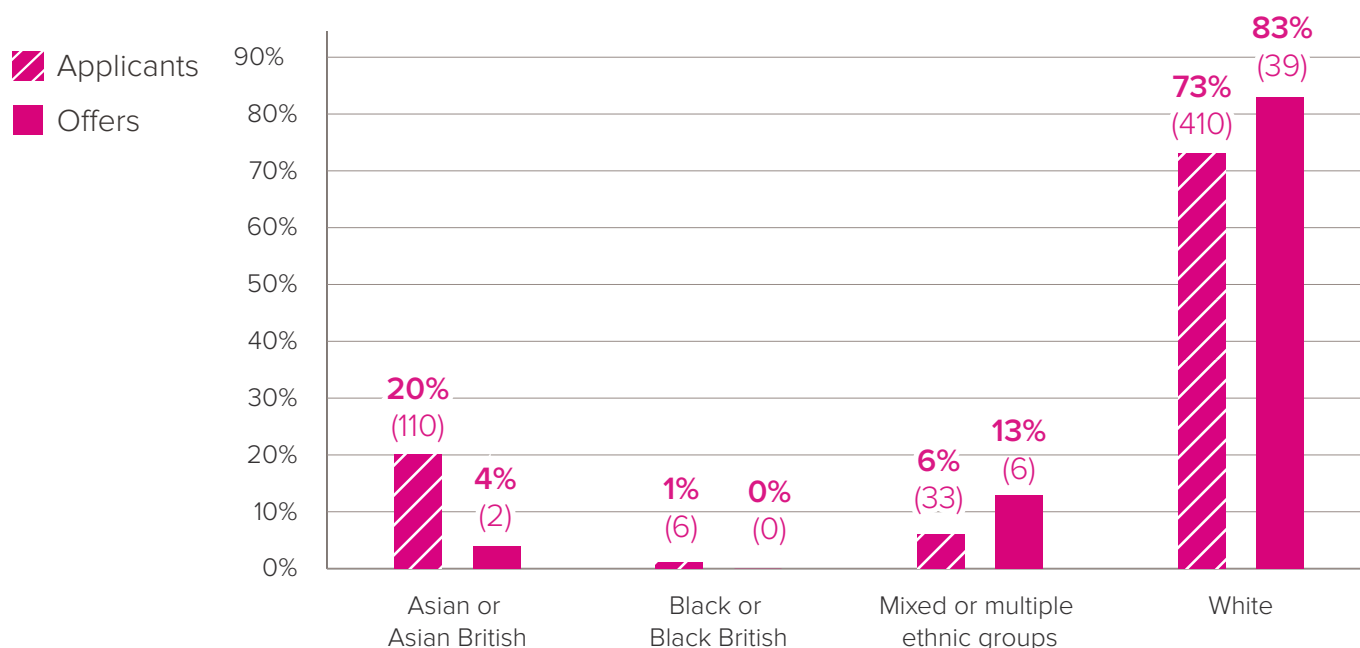
The Royal Society’s two early career research fellowships available to applicants from the UK (Dorothy Hodgkin Fellowship (DHF) and University Research Fellowship (URF)) are awarded to scientists who have the potential to become leaders in their field, to enable them to establish an independent research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

URF and DHF applicants and offers – gender



The proportion of female applicants for URF and DHF was 34% in January 2022 (191 applicants, where gender was known) and accounted for 43% of total offers made (20 offers).

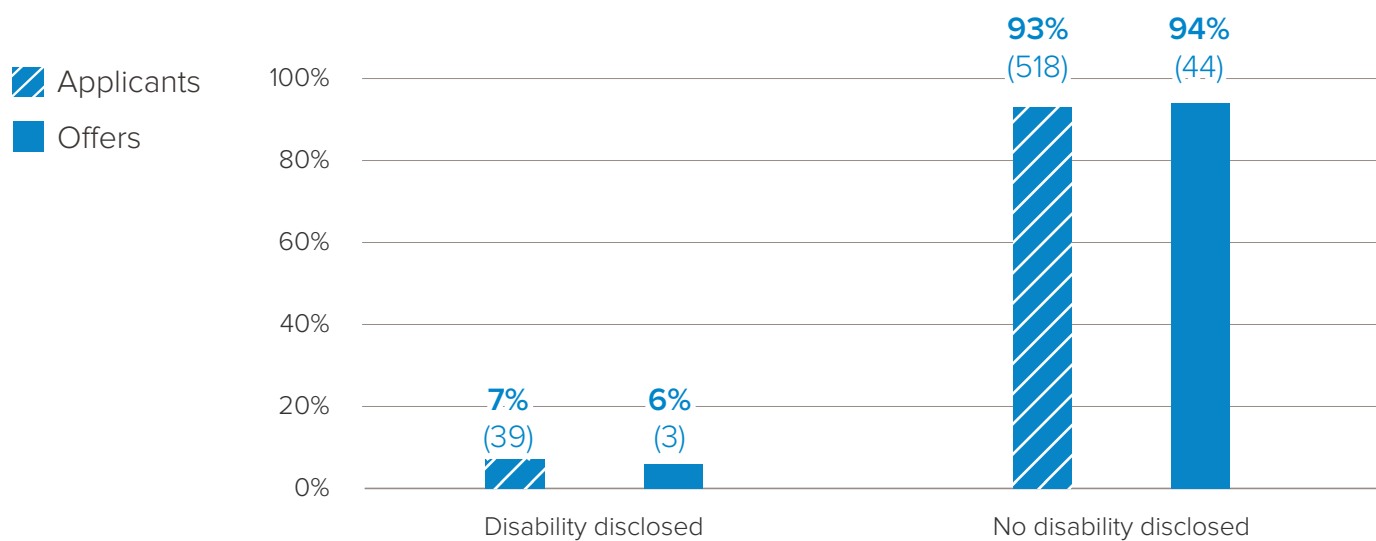
## URF and DHF applicants and offers – ethnicity



Among the applicants, Asian or Asian British applicants comprised 20% (110) individuals where ethnicity was known, while Black or Black British applicants made up 1% with 6 applicants. Mixed or multiple ethnic groups constituted 6% of the applicants, with 33 individuals. White applicants made up 73% (410).

When it came to extending offers, Asian or Asian British applicants received 4% (2), Mixed or multiple ethnic groups received 13% (6), and White applicants received 83% of the offers (39). No offers were made to Black, Black British, Caribbean or African applicants.

## URF and DHF applicants and offers – disability



The proportion of applicants for early career fellowships who declared a disability was 7% (39 individuals, where known) compared to the proportions in 2022/3 (7%, 48).

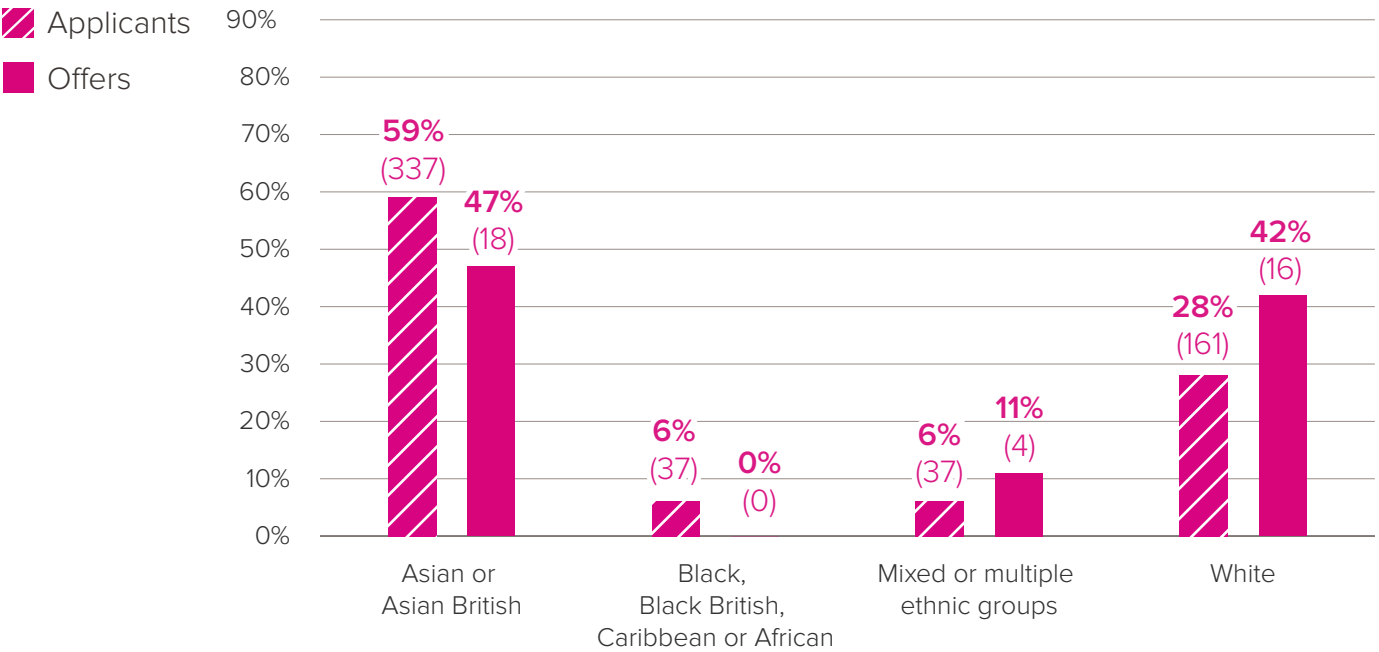
The proportion of offers made in 2022 to individuals who declared a disability was 6% (3 individuals), in line with 6% in 2022/3 (3).

Applicants who declared no disability make up 93% (518) and those who were received an offer make up 94% (44).

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



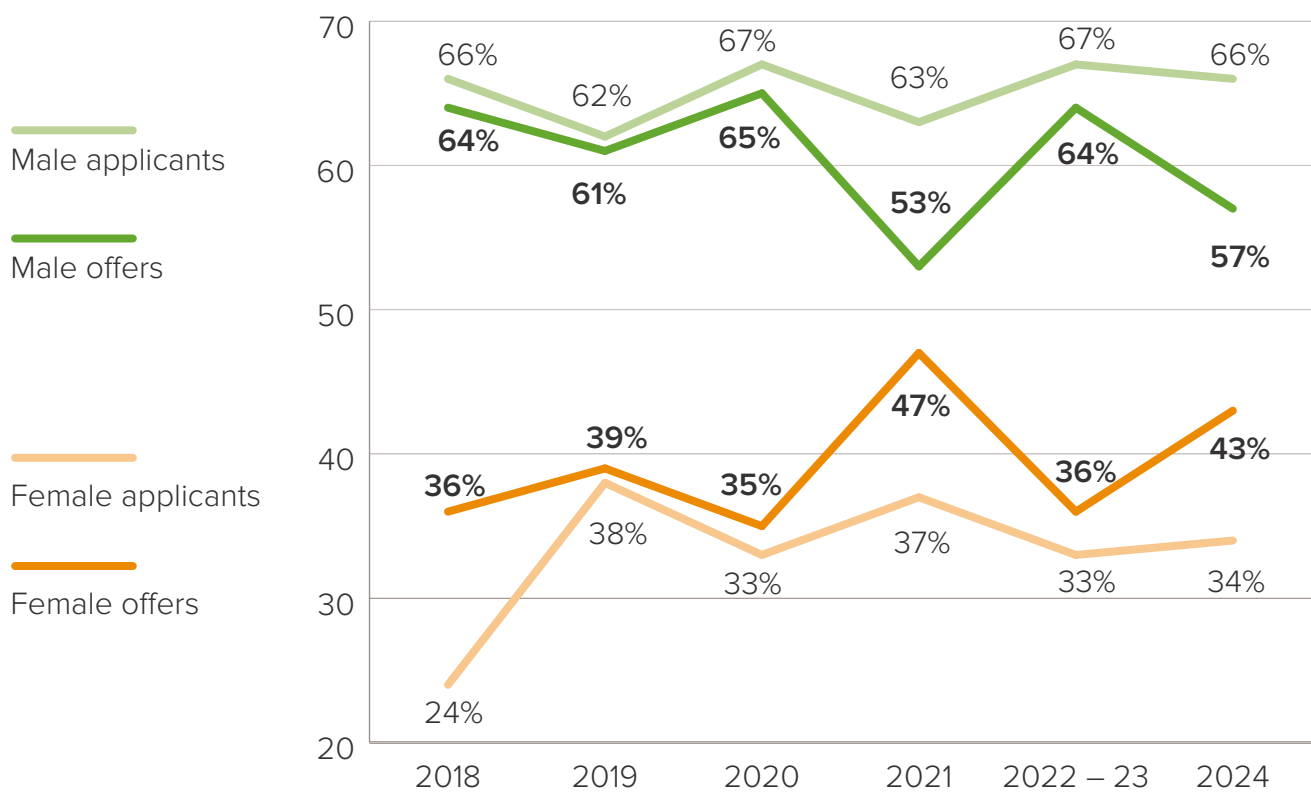
The Asian or Asian British group comprised 59% of applicants (337 individuals, where ethnicity was known), receiving 47% of the offers (18). Individuals from Black or Black British backgrounds make up 6% (37 individuals). No offers were made to applicants from this group for the Newton International Fellowship in 2023/24.

Mixed or multiple ethnic groups accounted for 6% of applicants (37) and received 11% of the offers (4). People from White backgrounds represented 28% of applicants (161) and received 42% (16) of the offers.

Trends over time

The charts below show the proportion and number of applicants and offers for the Dorothy Hodgkin Fellowship and University Research Fellowship schemes by gender, ethnicity and disability, from 2018 to 2023.

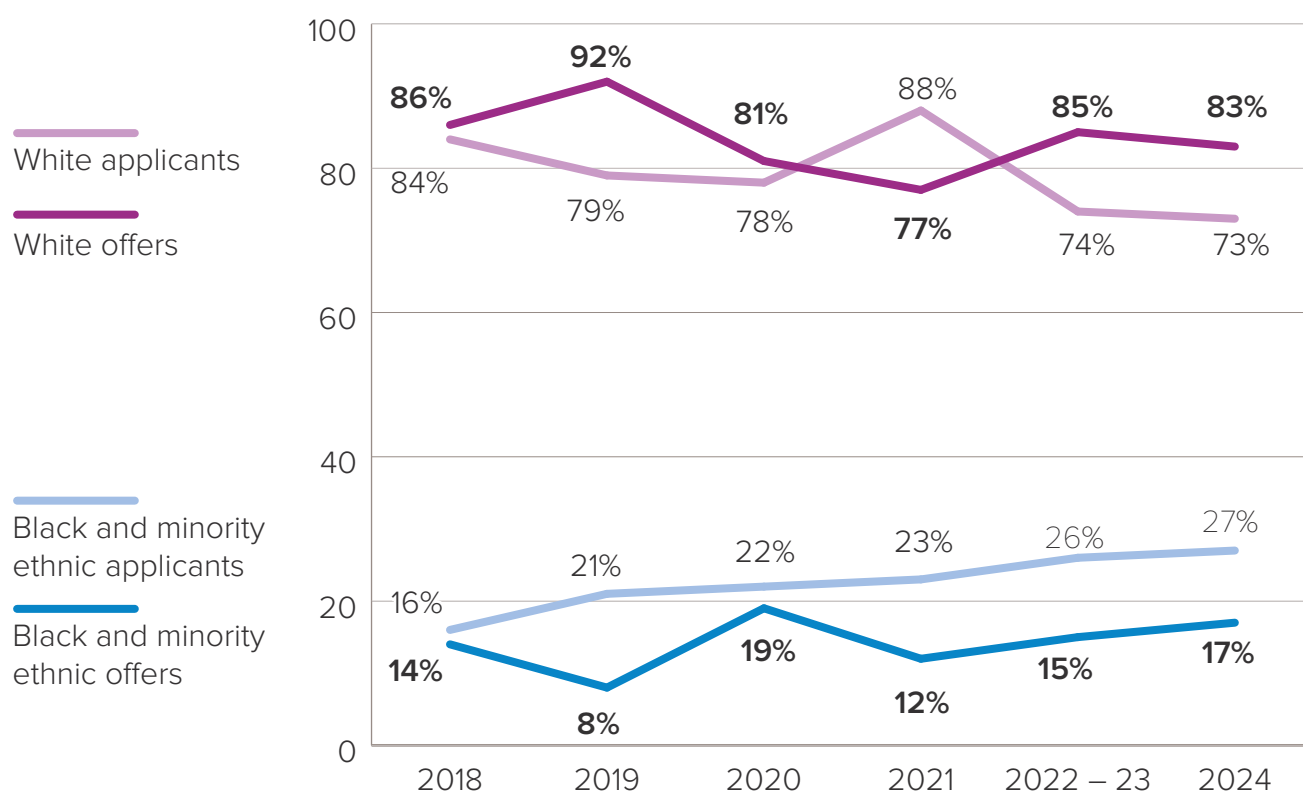
Early career research fellowships, applicants and offers by gender, 2018 – 2024



The proportion of applicants from Black and minority ethnic backgrounds increased from 21% in 2019 to 27% in 2024

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

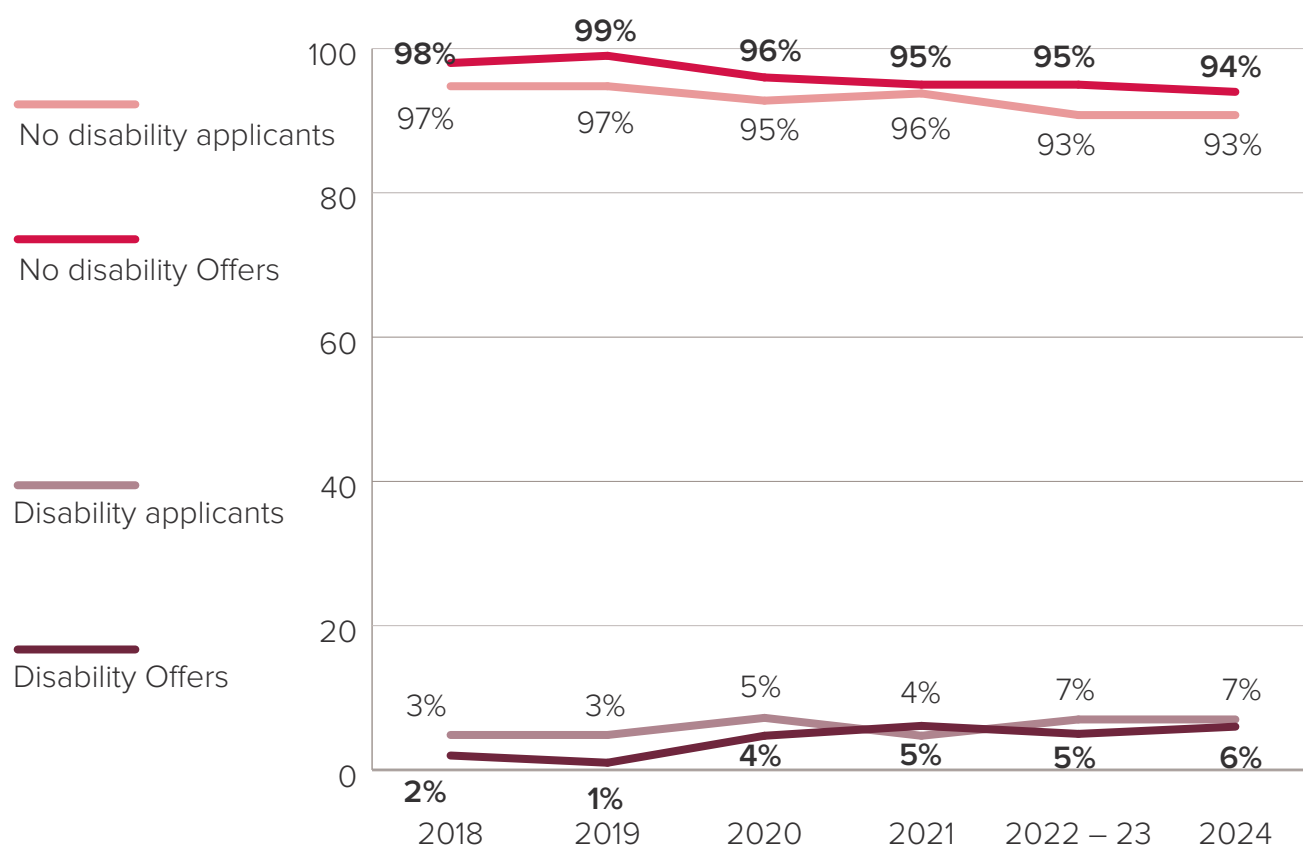
## Early career research fellowships, applicants and offers by ethnicity, 2018 – 2024



The proportion of applicants from Black and minority ethnic backgrounds increased from 21% in 2019 to 27% in 2024

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 2024, the proportion of offers made to individuals who declared a disability has continued to be 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.

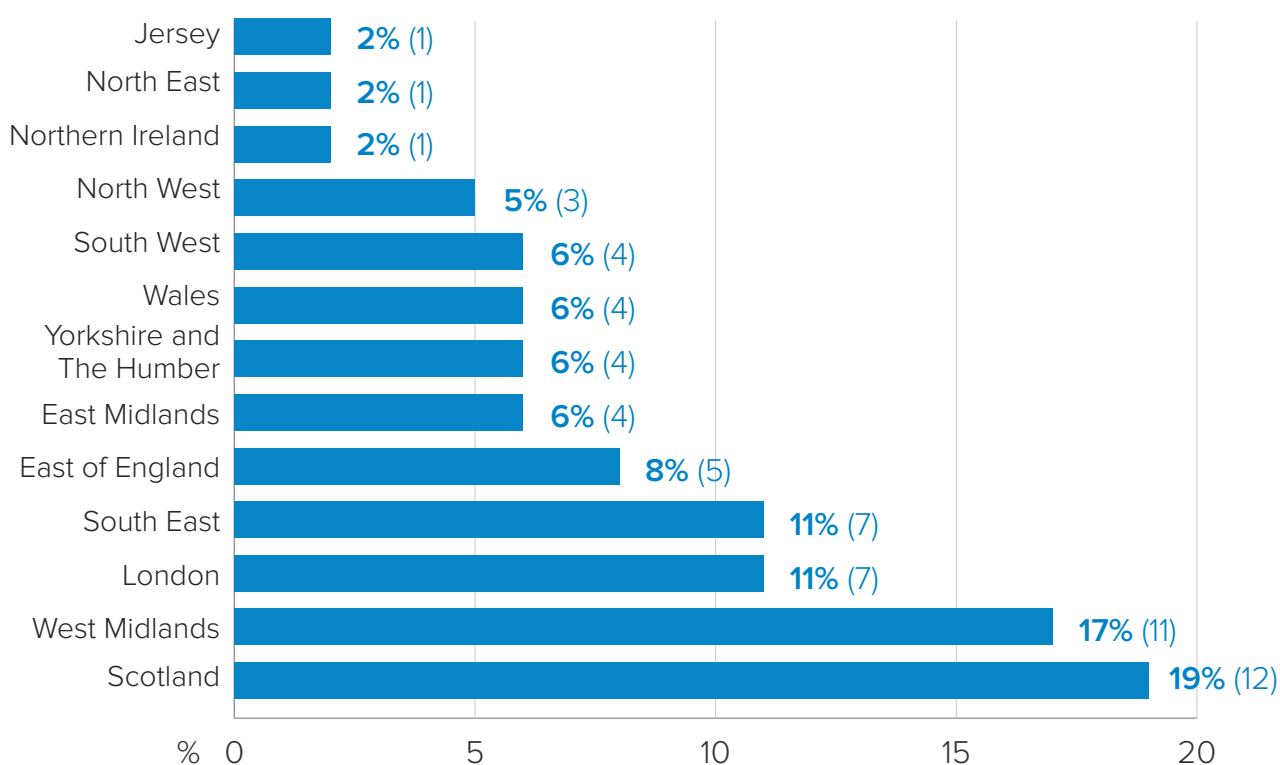
# Schools engagement

The Royal Society promotes excellence in the teaching of science, mathematics and computing and encourages and supports 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 were approved for funding between 1st April 2023 – 31st March 2024 (total = 64). Another five were offered funding but were unable to take up the grant. These 64 projects are estimated to engage 4,253 students during this grant period.

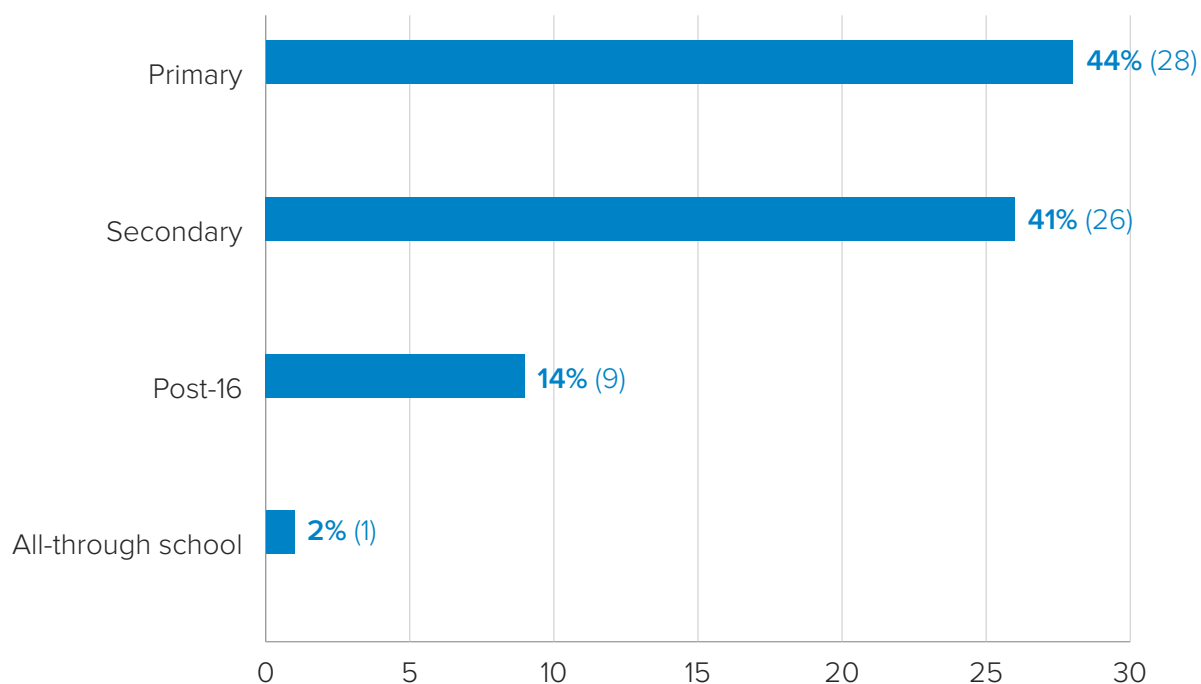
There were four review periods for Partnership Grant applications across this cycle, to support schools and colleges to apply for the funding across the year.

## Schools engagement partnership grants – by region





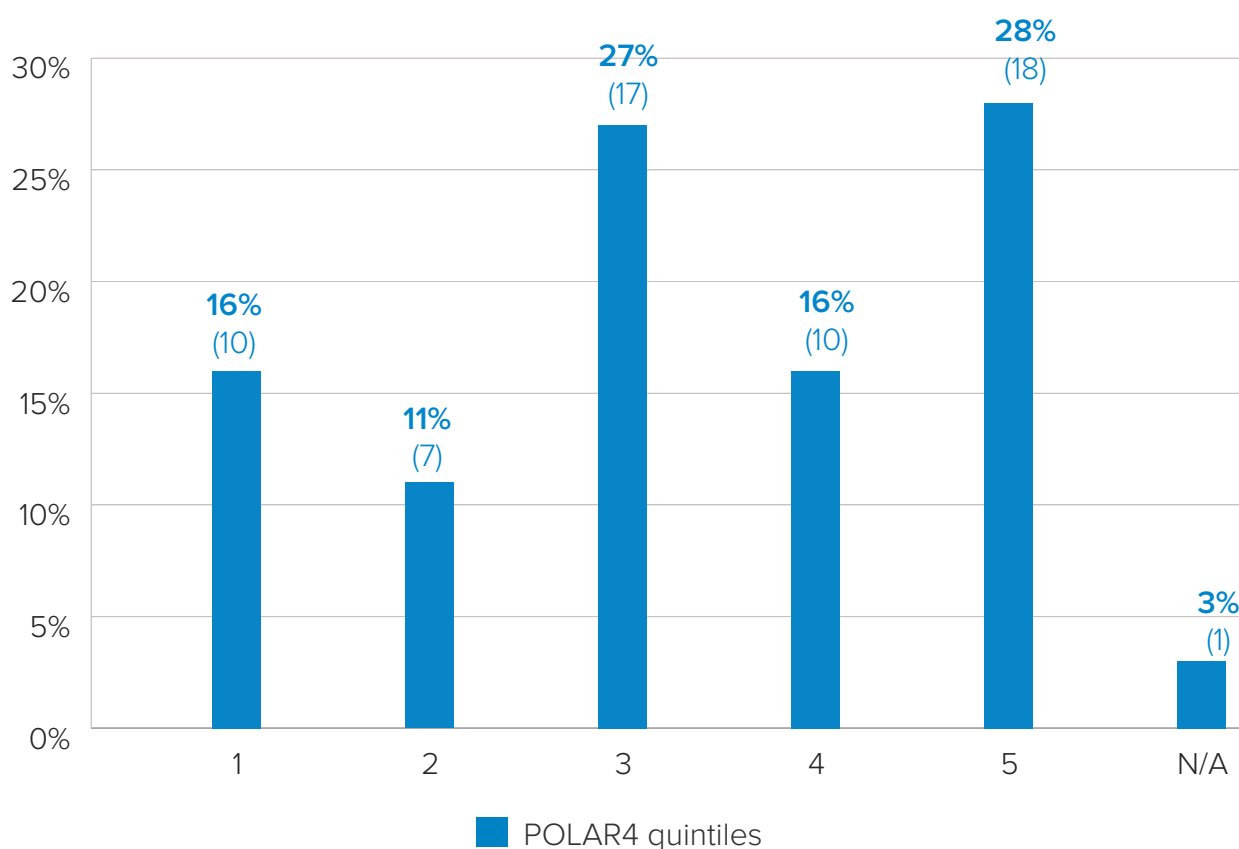
## Schools engagement partnership grants – by level



Primary schools accounted for 44% of all grants, with the remainder (41%) going to secondary schools.

Eighty six percent of schools and colleges involved in the scheme were state funded with 14% independent schools funded, which is slightly higher than the national average for this sector. The likely cause for this slight increase of applications and awards to independent schools is indicative of in the increase in pressures facing state funded schools for staff capacity, time and resource to apply for grants to carry out investigative work with their students.

## Schools engagement partnership grants – by Polar4 score



Ten schools and colleges in the lowest polar 4 scored area (Quintile 1) were engaged with the scheme, this is comparable to previous years. These schools and colleges typically have less students engaging with higher education.

# Publishing

The Society publishes eleven high-quality, peer-reviewed science journals covering the full breadth of the biological, physical and cross-disciplinary sciences and 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 2024. This included Reviewers who submitted a referee report between April 2023 and March 2024, and authors where a final decision was made on their manuscript between April 2023 and March 2024.

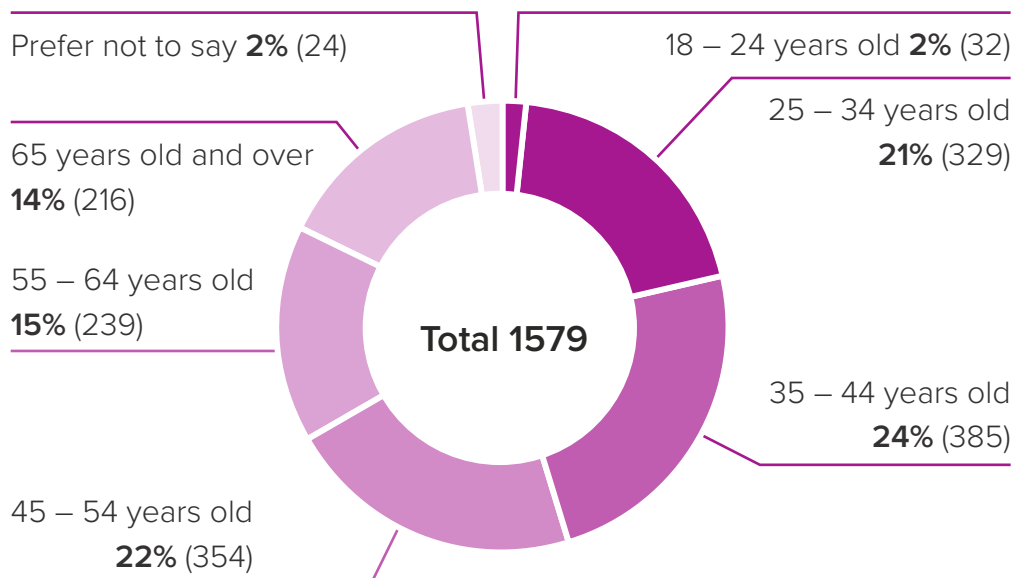
The diversity data for authors and reviewers is presented below. Individuals who preferred not to provide their diversity data have been excluded from these data. Caution should be taken when interpreting these figures, as the low response rate means that the data should not be considered as representative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

Of a total of 35,464 authors and reviewers who contributed to the Society's journals in 2023/24, 2279 completed the survey (6%).

## Authors

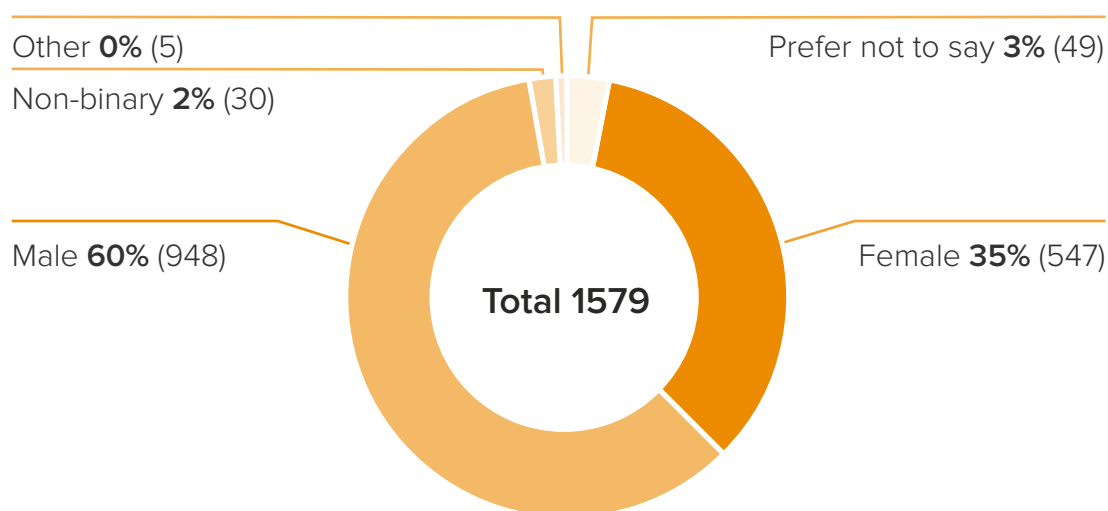
There were 28,565 authors and co-authors in 2023/24. Six percent completed the survey (1,579), the same percentage as in 2022.

### Authors – age of respondents



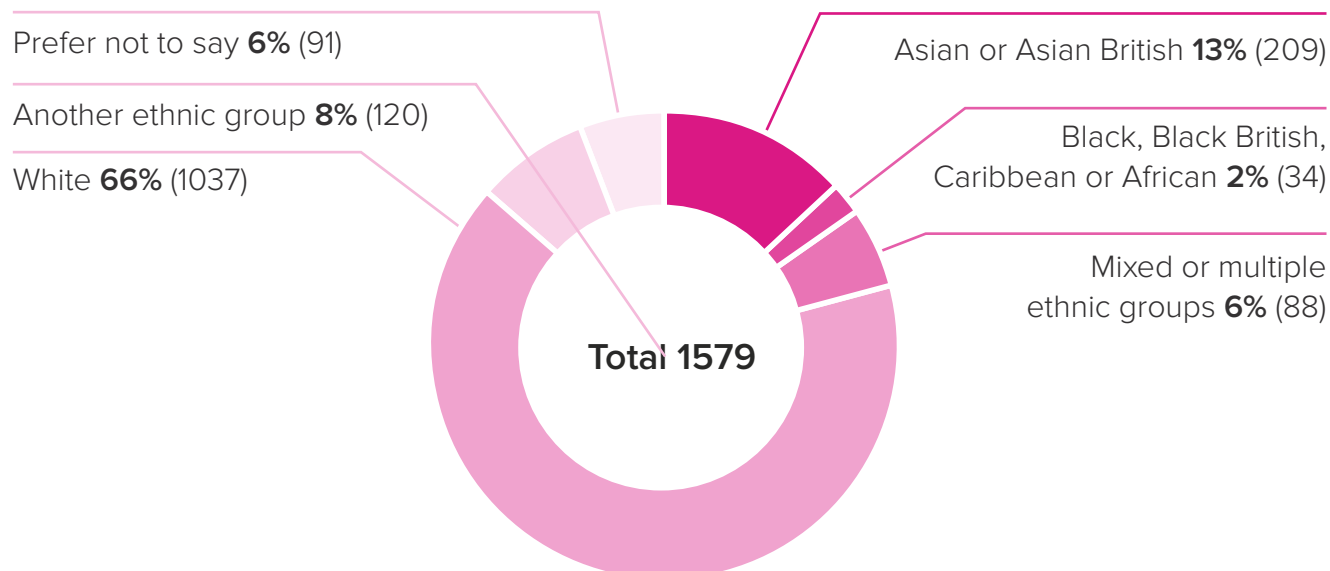
In 2023/24, the distribution of authors age was comparable to that of 2022/23. Fourteen percent were 65 and over (15% in 2022/23), 15% were aged between 55 – 64 (16% in 2022/23), 22% were aged between 45 – 54 (20% in 2022/23), 24% were aged between 35 – 44 (27% in 2022/23), 21% were aged between 25 – 34 (21% in 2022/23) and 2% were aged between 18 – 24 (1% in 2022/23).

### Authors – gender of respondents



In 2023/24, 35% of authors who completed the diversity survey were female (547 individuals), similar to the proportion in previous years (in 2022/23 the percentage was 36% (593)). In 2023/24, 60% of authors were male (948), similar to the proportion in 2022/23 (62% - 1,003). Less than one percent gave their gender as Other (5), compared with 1% in 2022/23 (10). In 2023/24, two percent (30) identified as non-binary, compared to 1% (22) in 2022/23.

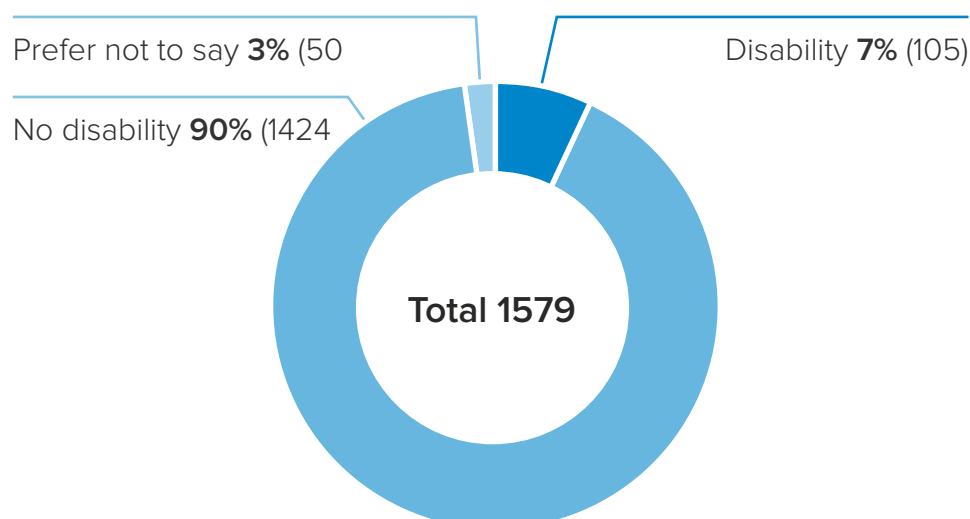
## Authors – ethnicity of respondents



In 2023/24, 66% of authors who responded to the survey were from a White background (1,037 individuals). Thirteen percent were from an Asian or Asian British background (209), 2% were from a Black, Black British, Caribbean or African background (34) and 6% were from a Mixed or multiple ethnic background (88). The remaining 8% were from another ethnic background (120).

These proportions are comparable to the figures for 2022/23 where 73% (1,163) were from a White background (1,037 individuals). Fourteen percent 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) and 6% were from another ethnic background (100).

## Authors – disability of respondents

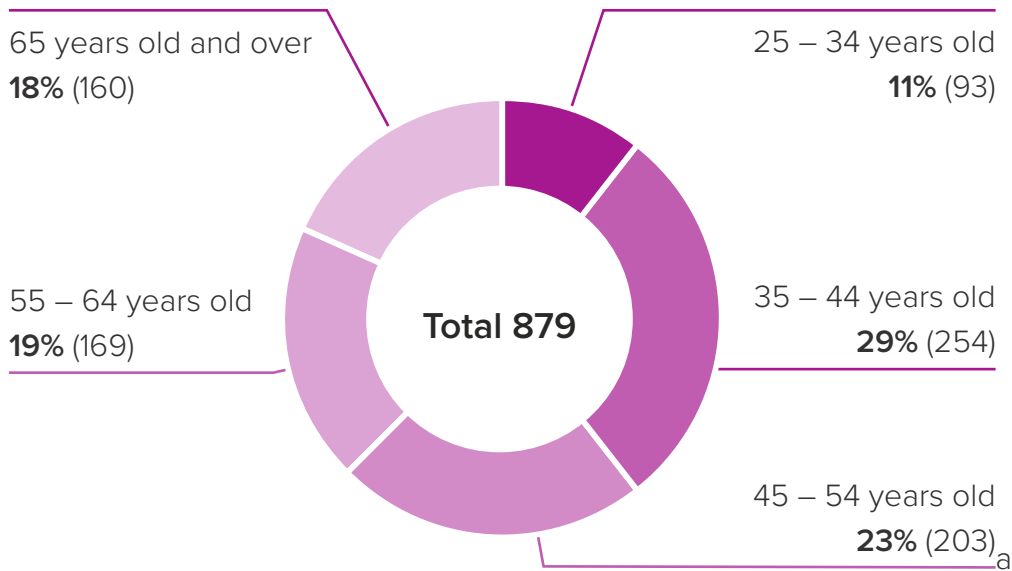


In 2023/24, 7% of authors said they had a disability (105 individuals), Similar to the previous 3 years.

Reviewers

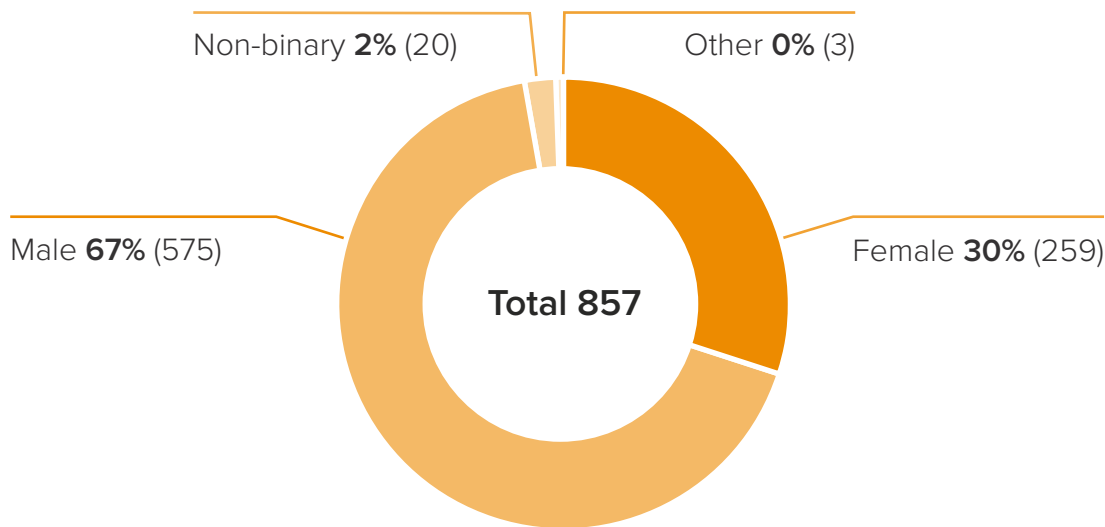
There were 8,544 reviewers in 2023/24, of whom 879 (10%) completed the survey. In comparison 12% completed the survey in 2022/23.

Reviewers – age of respondents



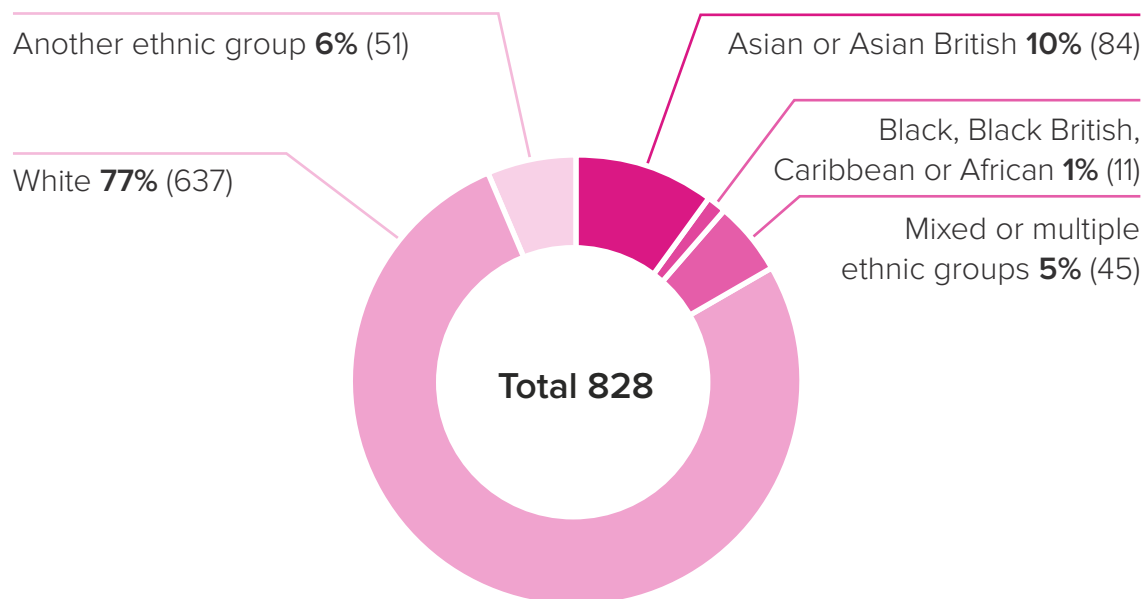
In 2023/24 no reviewers were aged 18-24, compared to 0.4% (6 individuals) in 2022. The majority of reviewers (29%) were aged between 35 and 44 years. Eleven percent of respondents were aged between 25 and 34 (93 individuals). Other age ranges accounted for approximately 20% of respondents each.

Reviewers – gender of respondents



In 2023/24 67% of reviewers were male (575), slightly more than 2022/23 (65%). Two percent identified as non-binary.

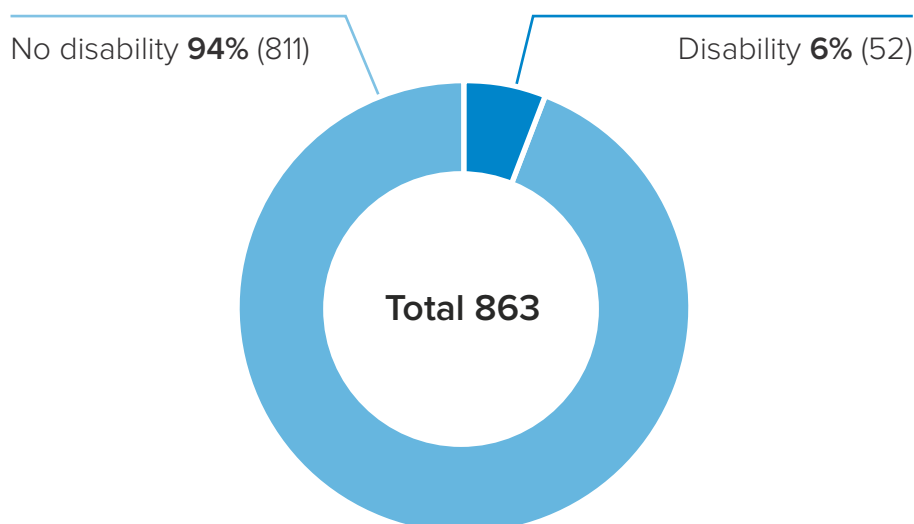
## Reviewers – ethnicity of respondents



In 2023/24, 77% (637) of reviewers were from White backgrounds, 10% (84) were from Asian or Asian British. Six percent (51) identified as another ethnic group, 5% (45) were from mixed or multiple ethnic groups and 1% (11) from Black, Black British, Caribbean or African backgrounds.

These proportions were similar to those reported in 2022/23.

## Reviewers – disability of respondents



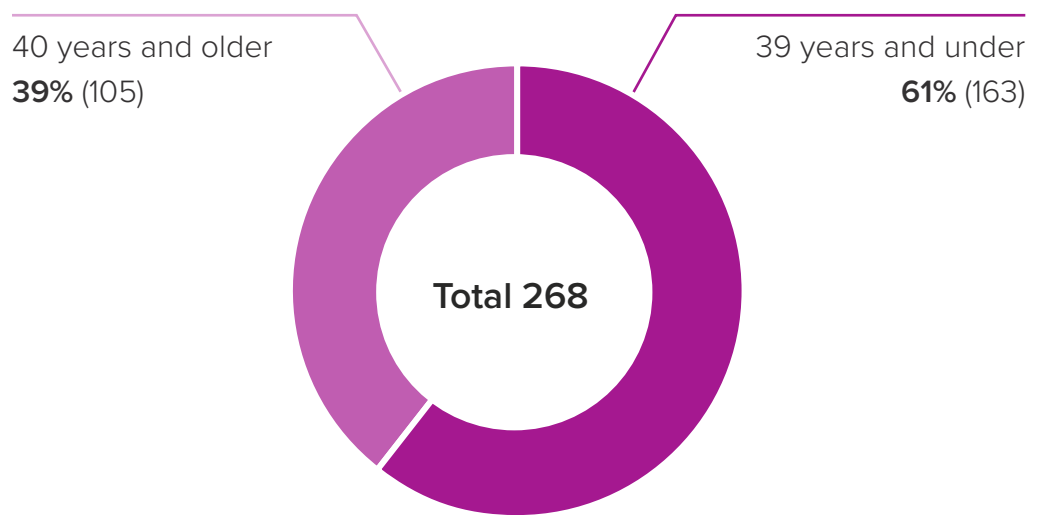
In 2023/24, 6% (52) reported having a disability, this is comparable to 2022/23.

# Royal Society staff

As of 5 April 2024, the Royal Society employed a total of 275 staff.

In June 2024, all staff were invited to take part in a short survey to better understand the demographic profile of the Royal Society’s employees. 236 of the 281 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 84%, compared to 77% in June 2023.

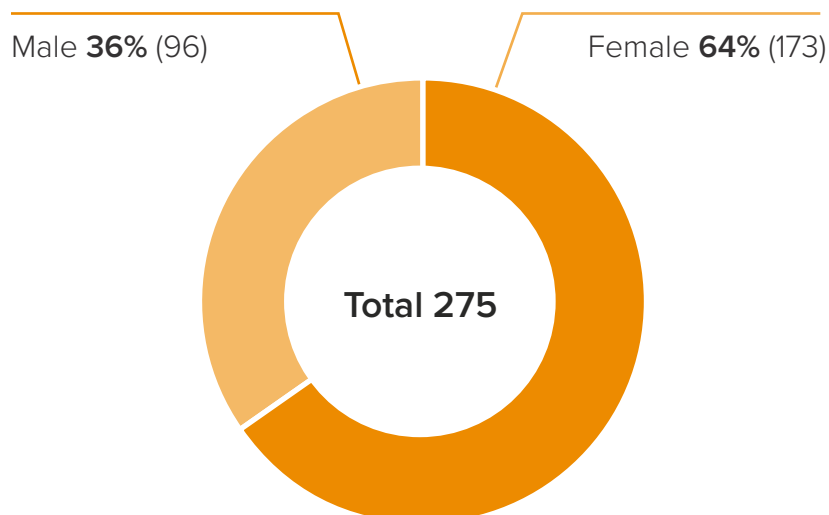
**Royal Society staff – age of respondents**



In 2023/24, 39% of respondents were aged 40 years of over (105). 61% were aged 39 and under (163).

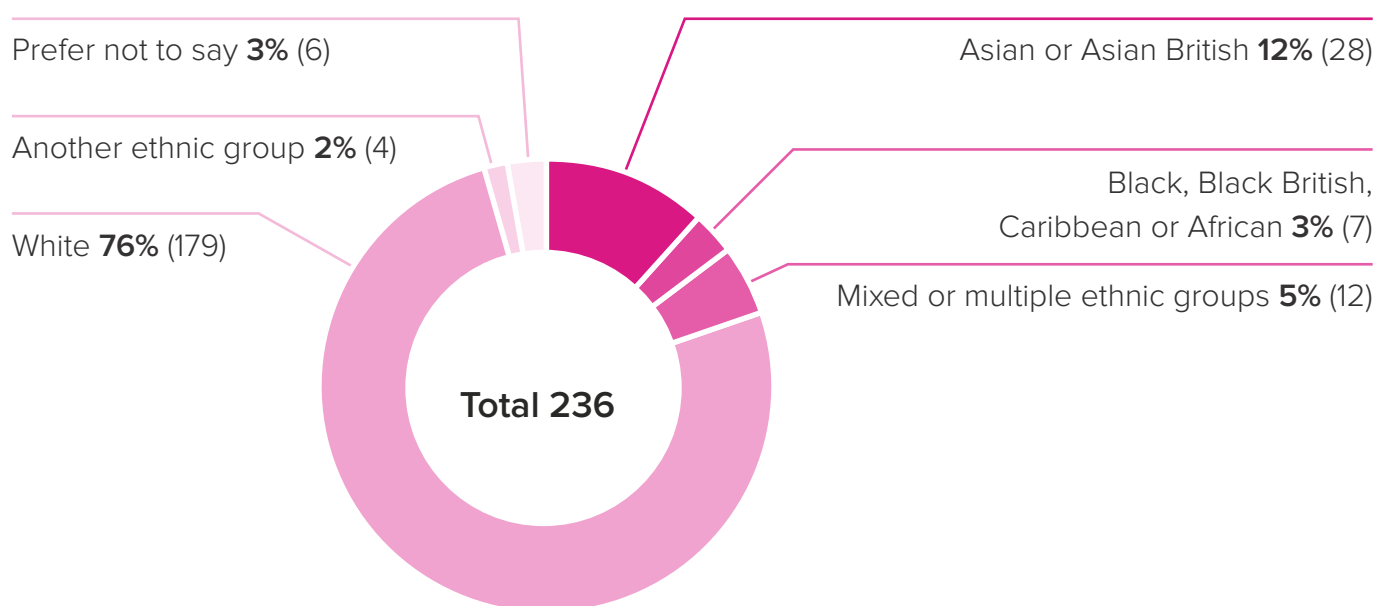


## Royal Society staff – gender of respondents



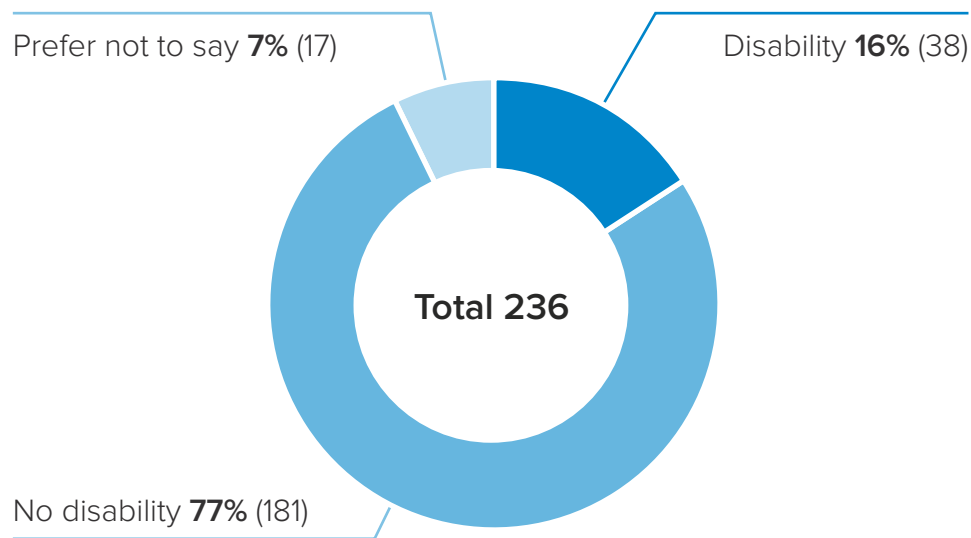
In 2023/24 65% of respondents were female (180), and 35% were male (95).

## Royal Society staff – ethnicity of respondents



As of June 2024, 76% of respondents were from white backgrounds (179), 12% were from an Asian or Asian British Background (28), 5% were from mixed or multiple ethnic groups (12) and 3% were from Black or Black British backgrounds.

## Royal Society staff – disability of respondents



As of June 2024, 16% of respondents considered themselves to have a disability (38 individuals). Seventeen (7%) respondents selected 'Prefer not to say'.

This is a larger proportion than was recorded in 2023 when 12% of staff said they had a disability (23).

# Gender pay gap

From January 2023 it became mandatory for the Royal Society to report its gender pay gap data, having reached the 250 employee mandatory threshold for reporting. In previous years, the Society voluntarily reported 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 2023.

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 for each gender separately and taking the middle amount for each gender .

In 2023, the Society had a 12.1% median gender pay gap in favour of men, compared to the national median of 14.3%. The median gender pay gap has decreased since 2022, when the Society had a 12.7% median gender pay gap in favour of men, compared to the national median of 14.9%.

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, the mean pay for a gender could be skewed by a few individuals with either very high pay or very low pay.

In 2023 the mean gender pay gap was 7.8% representing a £2.19 per hour difference on average in favour of males. This is comparable with the mean national average pay gap of 13.2% reported by the office for national statistics in April 2023. In comparison, the mean gender pay gap in 2022 was 3.8% compared to the national mean of 13.9% .

## 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			2023		
Mean	%	M (£)	F (£)	%	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	7.8	28.16	25.97
Median	%	M (£)	F (£)	%	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	12.1	25.21	22.15
Proportion of employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Upper Quartile	37%	63%	40%	60%	45%	55%	46%	54%	46%	54%	46%	54%
Upper Middle Quartile	46%	54%	47%	53%	40%	60%	37%	63%	37%	63%	37%	63%
Lower Middle Quartile	29%	71%	26%	74%	31%	69%	29%	71%	29%	71%	29%	71%
Lower Quartile	38%	62%	36%	64%	35%	65%	32%	68%	32%	68%	32%	68%
Number of employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Gender	78	130	79	133	78	129	94	167	94	167	94	167
%	38%	63%	37%	63%	38%	62%	36%	64%	36%	64%	36%	64%
Total	208		212		207		261		261		261	

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

At the ‘snapshot’ date of 5 April 2023, the mean gender pay gap was 7.77% representing a £2.19 per hour difference on average in favour of males. This is comparable with the mean national average pay gap of 7.7% reported by the office for national statistics in April 2023. In comparison, the mean gender pay gap in 2022 was 3.8%.

Proportion of men and women in each quartile of the Society’s pay structure – 2023

The median gender pay gap was 12.14%, comparable with previous years.

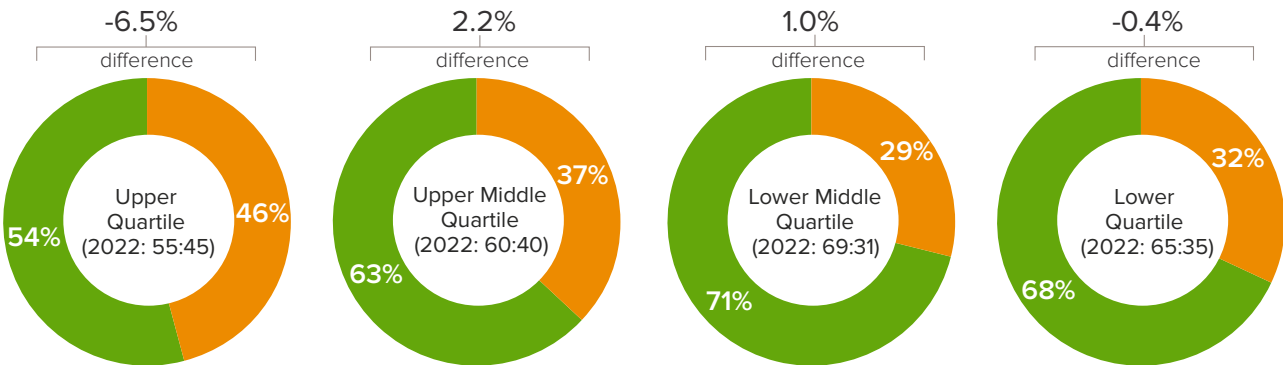
On 5 April 2023, we employed 261 full-pay relevant employees (2022: 207).  
All figures below are as at 5 April 2023::

Number of employees

167 Women 94 Men  
(2022:129 (W) 79 (M))

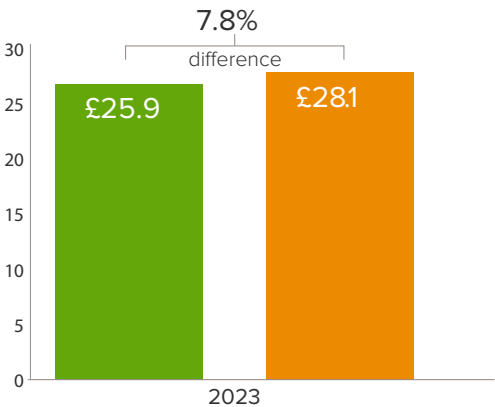
Proportion of men and women in each quartile (%)

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).



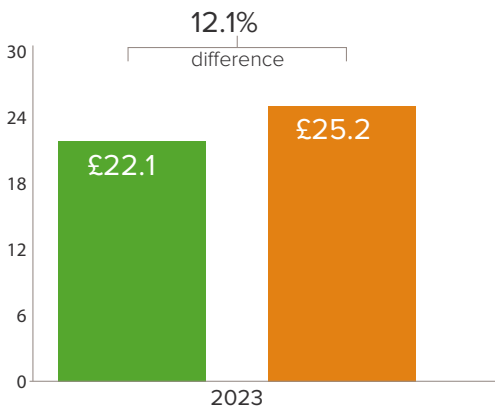
Note: gender pay gap percentages referenced in quartiles are based on mean calculations. The reported quartiles represent an equal number of employees in each quartile, from the highest paid to the lowest paid. The upper quartile represents the highest paid employees. Quartiles are based on mean pay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

Mean gender pay gap in hourly pay



Mean: men earn 7.8% more than women (2022: 3.8%)

Median gender pay gap in hourly pay



Median: men earn 12.1% more than women (2022: 12.7%)

# 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 2024:

*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

The Royal Society

6 – 9 Carlton House Terrace

London SW1Y 5AG

**T** +44 20 7451 2500

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

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