EPSRC Peer Review participation

Diversity data from 2014–15 to 2019–20

Contents

Introduction

UK Research and Innovation (UKRI) has recently published its first set of harmonised diversity data for all seven research councils for the past five financial years. Detailed information on how the dataset was produced, interpretative guidance and a summary of findings are available in the **data narrative report**. The data can be accessed via interactive **Tableau dashboards**. The publication examines award rates by age, disability, gender and ethnicity of applicants and awardees for UKRI as a whole and for each of the Councils where data is available. Across UKRI, we are using and sharing this information to help identify challenges with respect to equality, diversity and inclusion (EDI) so that we can take a strategic lead in working to address the challenges and promote EDI within the research and innovation landscape.

In addition to this data set, EPSRC is continuing to publish further diversity data related to peer review in response to a growing community interest in this information. We feel that this information should be shared across the community to simultaneously highlight the progress made to date and the opportunities to continue to make further improvements. This report is an update to previously published diversity data on peer review, but in a revised format similar to the UKRI harmonised diversity data publication. It is accompanied by the accessible data in **Tableau and Excel** files.

We are providing further data for the past 6 financial years on:

■ The EPSRC Peer Review College by gender, age, disability and ethnicity
■ The reviewer population that was invited to review proposals by gender, age, disability and ethnicity
■ The reviewer population that submitted a usable review[1] by gender, age, disability and ethnicity
■ EPSRC External and Internal[2] Panel Chairs by gender, age, disability and ethnicity
■ EPSRC External and Internal Panel membership by gender, age, disability and ethnicity.

1 A 'usable' review is defined as one that has been received by EPSRC and considered to be appropriate for inclusion in the next stages of the peer review process.
2 Some of EPSRC's schemes (e.g. Strategic Equipment) involve an internal panel at the outline stage as part of the assessment, for completeness these panels are included in the data provided. Internal panels represent ~8.0% of all EPSRC panels.

Information note on methodology

The HESA rounding and suppression methodologies used for years 2014–15 to 2018–19 are described here. From financial year 2019–20 a new rounding and suppression methodology has been introduced which is consistent with the harmonised data publication[4]. For counts and results for groups between 1 and 4 numbers are suppressed. 0 count is returned as '0'. Other numbers are rounded to the nearest multiple of five. Proportions are calculated based on unrounded numbers.

We are reporting data on gender, ethnicity, disability and age. The data is generated from the information people chose to disclose within their Je-S accounts.

The data sets include the categories 'unknown' and 'not disclosed':

■ Unknown refers to instances where individuals have not updated their details and therefore we have not received a usable response.
■ Not disclosed refers to individuals who have consciously chosen not to disclose their information and have selected the 'Not disclosed' category.

The data within the ethnicity categories of Asian, Black, Chinese, Mixed and Other are amalgamated into a single ethnic minority category to protect the confidentiality of individuals due to the small sample sizes of some of these populations. Amongst the EPSRC ethnic minority group the Asian category refers to Asian (excluding Chinese). Individuals identifying as Chinese comprise the majority of the Asian grouping, which is the reason for separating the groups of data. More detailed ethnicity analysis is currently being performed within UKRI.

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4 Using the Office of National Statistics code of practice described here.

Estimating the diversity profile of the academic population using HESA data

In addition to looking at our own data, EPSRC also look at data on the overall diversity profile of the broader academic community to understand how representative the current pool of reviewers and panel members are compared to the wider UK academic population. As a starting point, we have looked at HESA staff returns. Each Research Council has identified the HESA cost centres that most closely reflect the population of researchers who might apply to their Council and those cost centres have been aggregated to give an estimate of the engineering and physical sciences academic community.

Please note that the EPSRC data populations are benchmarked against the latest available data from HESA in 2018/19 – see Table 1.

Data narrative on Peer Review College, reviewers and panel membership

The academic population in the Engineering and Physical Sciences in 2018/19 is of the order of 18,400. The gender balance is 18.3% female and 81.7% male. Of those disclosing their ethnicity, 73.0% were White with the next largest groupings being Asian and Chinese (7.7% and 7.3%). The percentage of people disclosing a disability was 2.8% with 97.2% indicating no known disability. 'No known disability' is returned with data when either the staff indicate that they do not have a disability, or it is not known whether they have a disability. This is based on the HESA data for the academic population in Engineering and Physical Sciences related cost centres (Table 1).

Peer Review College

The percentage of female College members was 16.0% in 2019−20, this is consistent with previous years. The extent of the increase in female college members is perhaps more evident when looking at the number which has almost doubled from 2014−15 to 2019−20. For the sixth consecutive year, an increase can be seen in the proportion of those describing themselves as ethnic minority rising from 9.6% in 2014−15 to 15.3% in 2019−20. However, this still remains below the academic population percentage of 20.6% based on 2018−19 HESA data. Only 1.5% of College members chose to disclose a disability which is slightly lower than that in the HESA population.

Comparison with the HESA data indicates that there is an over representation in the Peer Review College in the later age categories (50−59, 60+) and under representation in the earlier categories (0−29, 30−39). The expansion of the Peer Review College since 2015−16 has resulted in an increase in numbers across all age categories. The most noteworthy increase being in the 30−39 category where the number of college members has more than doubled. The age−band with the most college members is 50−59, with the next nearest group being 40−49. A greater representation of higher age categories is consistent with the selection of more experienced members of the community as reviewers.
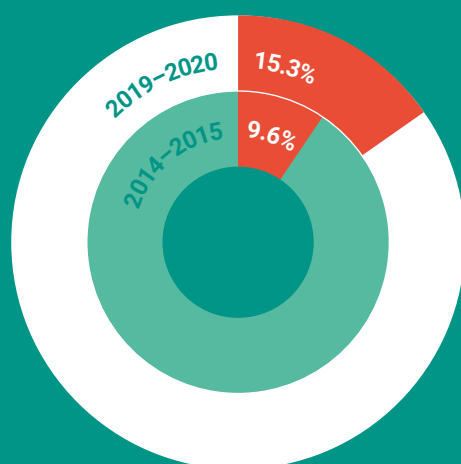
2014–15

2019–20

The number of female College members has almost doubled from 475 in 2014−15 to 945 in 2019−20. The percentage of female College members was 16.0% in 2019−20.

2019−2020 **15.3%**

2014−2015 **9.6%**

For the sixth consecutive year, an increase can be seen in the proportion of those describing themselves as ethnic minority rising from 9.6% in 2014−15 to 15.3% in 2019−20.

Reviewer population

Approximately 42.0% of review invitations translated into usable reviews in 2019–20, this is lower than previous years (50.0%) and appears to be a downward trend. The number of requested reviews represents the total number of invitations sent and therefore will include requests which were not responded to or declined (due to conflict of interest, volume of work, etc.). A 'usable' review is defined as one that has been received by EPSRC and considered to be appropriate for inclusion in the next stages of the peer review process.

Data on invitations to review across most protected characteristics mirror changes in the Peer Review College membership, which is to be expected as the main source of independent peer review. An increase can be noted across the entire reporting period in those describing themselves as an ethnic minority rising from 1330 invitations, representing 11.0% of the total number in 2014–15 to 2510 invitations which represents 16.5% of the total number in 2019–20. The number of invitations sent to female reviewers has seen a slight decrease compared to the previous year. There is a notable increase in the proportion of unknown gender, age and ethnicity when compared to the Peer Review College. This would suggest that many of these reviewers are being identified from other external sources.

Over the reporting period the data on usable reviews shows increases in the proportion of reviews from those in the age category 30–39 and from those describing themselves as an ethnic minority, rising from 12.7% in 2014–15 to 19.0% in 2019–20. Female reviewers, however, showed a slight decrease in both the number and proportion compared to the previous two years. Comparison of the proportion of usable reviews from those invited, shows that ethnic minority reviewers are more likely to provide a usable review with a nearly 50.0% usable return rate. Men return a slightly higher proportion of usable reviews from those invited at 44.1% compared to women at 40.4%. Across the age categories the proportion of usable reviews from those invited decreases as you move up the categories. For both invited and usable reviewers, the proportion of those disclosing they have a disability is consistent across the reporting period, at around 1.5%.
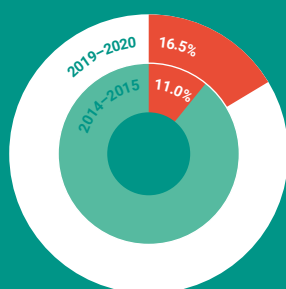
2019–2020 16.5%
2014–2015 11.0%

An increase can be noted across the entire reporting period in those describing themselves as an ethnic minority rising from 1330 invitations, representing 11.0% of the total number in 2014–15 to 2510 invitations which represents 16.5% of the total number in 2019–20.

2019–2020 19.0%
2014–2015 12.7%
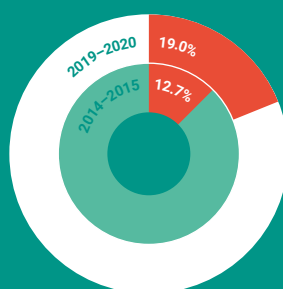
Over the reporting period the data on usable reviews shows increases in the proportion of reviews from those describing themselves as an ethnic minority, rising from 12.7% in 2014–15 to 19.0% in 2019–20.

Usable return rate

≈50%	Ethnic minority
43%	White

Ethnic minority reviewers are more likely to provide a usable review with a nearly 50% usable return rate.

Panel membership

The data shows progress towards achieving our mixed gender panel policy[5] aspirations, moving from 18.1% female in 2014–15 to 32.2% in 2019–20. A large increase can be seen for the proportion of Panel Members describing themselves as an ethnic minority, rising from 6.2% in 2014–15 to 12.3% in 2019–20. This figure has almost doubled across the reporting period. However, comparison with the HESA data indicates that panel members describing themselves as an ethnic minority are still underrepresented, alongside panel members in the 30–39 age category, comprising of 11.2% of panel members in 2019–20 but 28.5% of the EPS academic population. The lower number of early career researchers is likely to be explained by the choice of more experienced members of the community as panel members.

In 2019–20, 1.0% of panel members disclosed a disability, this is slightly lower than the reviewer population (1.5%). A large proportion were unknown (12.6%) and 4.4% chose not to disclose.

5 EPSRC Mixed Gender Panel Policy came into effect in May 2016. All EPSRC prioritisation and interview panels must be mixed gender with a 30.0% target for the underrepresented gender for all panels across the year by April 2017 and beyond. This target does not mean that every panel must meet the 30.0% target, but some panels will need to exceed this target.

2014–15

2019–20

The data shows progress towards achieving our mixed gender panel policy aspirations, moving from 18.1% female in 2014-15 to 32.2% in 2019-20.

2014–15

6.2% Panel Members indentify themselves as an ethnic minority

2019–20

12.3% Panel Members indentify themselves as an ethnic minority

A large increase can be seen for the proportion of Panel Members describing themselves as an ethnic minority, rising from 6.2% in 2014–15 to 12.3% in 2019–20. However, ethnic minority researchers are still underrepresented, comprising of 11.2% of panel members in 2019–20 but 28.5% of the EPS academic population.

Panel chairs

The data demonstrates a substantial increase in female representation across the reporting period, moving from 14.3% in 2014–15 to 28.4% in 2019–20. However, there is a 2 percentage point decrease this year compared to 2018–19. The proportion of panel chairs describing themselves as an ethnic minority was 7.8% in 2019–20, showing an increase of 4 percentage points since the previous year but remains lower than the HESA academic population. A relatively large proportion (6.9%) chose not to disclose their ethnicity. Across the age categories, the data is more variable over the reporting period, however when compared to HESA population data there is a notable underrepresentation in the 30–39 category

and corresponding over representation in the 50–59 age category, which again may be related to the choice of more experienced members of the community as Panel Chairs. Due to the relatively small number of panel chairs the disability sample size available is too small to make any conclusions.

The data demonstrates a substantial increase in female representation across the reporting period, moving from 14.3% in 2014–15 to 28.4% in 2019–20.

2014–15   14.3% Female representation

2019–20   28.4% Female representation

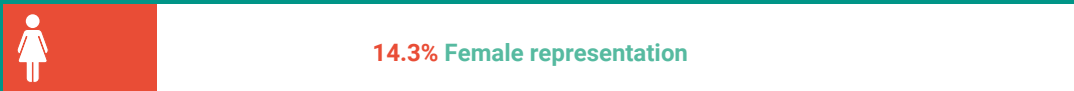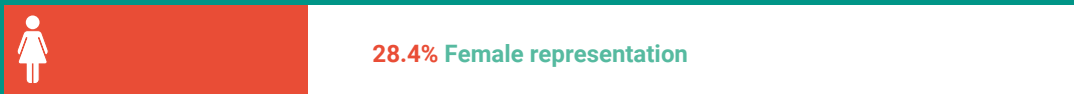**Table 1**

HESA data 2018–19

An estimate of EPS academic population by gender, age, disability and ethnicity

Gender		Age					Disability		Ethnicity					
Female	Male	0-30	31-40	41-50	51-60	61+	Known disability	No known disability	Asian (excluding Chinese)	Black	Chinese	Other	Unknown	White
3,365	15,020	545	5,240	5,765	4,965	1,870	515	17,875	1,410	245	1,340	795	1,180	13,430
18.3%	81.7%	3.0%	28.5%	31.4%	27.0%	10.2%	2.8%	97.2%	7.7%	1.3%	7.3%	4.3%	6.4%	73.0%

- All columns may not add to 100% due to rounding and unknown data
- Created using the HESA 2018–19 staff return, Staff full-person equivalent, Staff (excluding atypical), Academic employment function, Teaching & research
- Each Research Council has selected the HESA cost centres that most closely reflect their remit, as such there are overlaps and gaps
- HESA cost centres are departments originating from the HESA Finance records and have been used for a number of years as a way of coding higher education

- For EPSRC Individuals are from the following Cost Centres (2012–13 onwards): 'General engineering, Chemical engineering', 'Mineral, metallurgy & materials engineering', 'Civil engineering', 'Electrical, electronic & computer engineering' and 'Mechanical, aero & production engineering', 'Information technology & systems sciences & computer software engineering', 'Mathematics', 'Chemistry' and 'Physics'.

Table 2

Membership of EPSRC Peer Review College
by gender, age, disability and ethnicity

		2014–15		2015–16		2016–17		2017–18		2018–19		2019–20**	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Gender	Female	475	11.6%	475	11.7%	895	14.0%	840	15.6%	920	16.0%	945	16.0%
	Male	3,550	87.0%	3,520	86.9%	5,395	84.2%	4,470	82.9%	4,750	82.4%	4,865	82.4%
	Not disclosed	25	0.6%	25	0.6%	55	0.9%	45	0.8%	55	1.0%	55	0.9%
	Unknown	30	0.7%	30	0.7%	60	0.9%	40	0.7%	40	0.7%	45	0.7%
Age	0–29	5	0.1%	5	0.1%	20	0.3%	10	0.2%	15	0.3%	10	0.2%
	30–39	405	9.9%	375	9.3%	995	15.5%	760	14.1%	825	14.3%	775	13.1%
	40–49	1,325	32.5%	1,205	29.8%	1,905	29.7%	1,655	30.7%	1,755	30.4%	1,750	29.6%
	50–59	1,390	34.1%	1,450	35.8%	2,045	31.9%	1,775	32.9%	1,825	31.7%	1,890	31.9%
	60+	825	20.2%	890	22.0%	1,195	18.7%	1,020	18.9%	1,155	20.0%	1,285	21.8%
	Unknown	130	3.2%	125	3.1%	245	3.8%	175	3.2%	190	3.3%	200	3.4%
Disability	Known disability	55	1.3%	50	1.2%	70	1.2%	80	1.5%	85	1.5%	90	1.5%
	No known disability	3,810	93.5%	3,790	93.6%	5,330	92.5%	4,975	93.1%	5,290	92.9%	5,480	92.8%
	Not disclosed	160	3.9%	160	4.0%	265	4.6%	225	4.2%	250	4.4%	265	4.5%
	Unknown	55	1.3%	45	1.1%	100	1.7%	65	1.2%	70	1.2%	70	1.2%
Ethnicity	Ethnic minority*	390	9.6%	400	9.9%	785	12.2%	750	14.0%	845	14.7%	905	15.3%
	Not disclosed	310	7.6%	300	7.4%	485	7.6%	395	7.3%	415	7.2%	430	7.2%
	Unknown	40	1.0%	35	0.9%	70	1.1%	45	0.8%	50	0.9%	50	0.9%
	White	3,335	81.8%	3,310	81.8%	5,070	79.1%	4,205	77.9%	4,455	77.3%	4,525	76.6%

*EPSRC data: Ethnic minority refers to data for Asian/Black/Chinese/Mixed/Other ethnicity categories.
** From financial year 2019-20 a new rounding and suppression methodology has been introduced which is consistent with the UKRI data publication. For funding data, counts and results for groups between 1 and 4 numbers are suppressed. 0 count is returned as '0'. Other numbers are rounded to the nearest multiple of five. Proportions are calculated based on unrounded numbers. For HESA data, we follow HESA's rules of rounding and suppression.
The large amounts of unknown data limit the conclusions that can be drawn about the disability profile of our researchers.

Table 3
Reviewers invited to submit reviews
by gender, age, disability and ethnicity

		2014–15		2015–16		2016–17		2017–18		2018–19		2019–20**	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Gender	**Female**	1,275	10.5%	1,675	11.4%	2,015	13.5%	2,225	14.4%	2,290	14.4%	2,130	14.0%
	Male	10,400	86.0%	12,445	84.9%	12,420	83.5%	12,690	82.3%	12,900	81.1%	12,455	81.6%
	Not disclosed	100	0.8%	115	0.8%	120	0.8%	155	1.0%	185	1.2%	215	1.4%
	Unknown	320	2.6%	415	2.8%	320	2.2%	350	2.3%	525	3.3%	460	3.0%
Age	**0–29**	30	0.2%	30	0.2%	25	0.2%	35	0.2%	25	0.2%	40	0.2%
	30–39	1,520	12.6%	1,770	12.1%	2,195	14.8%	2,260	14.7%	2,305	14.5%	2,340	15.3%
	40–49	3,910	32.3%	4,410	30.1%	4,440	29.8%	4,825	31.3%	4,690	29.5%	4,610	30.2%
	50–59	3,605	29.8%	4,585	31.3%	4,610	31.0%	4,545	29.5%	4,550	28.6%	4,315	28.3%
	60+	1,970	16.3%	2,495	17.0%	2,560	17.2%	2,600	16.9%	2,760	17.4%	2,650	17.4%
	Unknown	1,060	8.8%	1,360	9.3%	1,045	7.0%	1,155	7.5%	1,570	9.9%	1,310	8.6%
Disability	**Known disability**	165	1.4%	170	1.2%	190	1.3%	255	1.7%	220	1.6%	230	1.5%
	No known disability	10,685	88.4%	12,815	87.7%	13,855	90.6%	13,690	89.1%	12,110	89.7%	13,495	88.3%
	Not disclosed	725	6.0%	980	6.7%	805	5.3%	960	6.2%	745	5.5%	945	6.2%
	Unknown	520	4.3%	655	4.5%	440	2.9%	465	3.0%	420	3.1%	625	4.1%
Ethnicity	**Ethnic minority***	1,330	11.0%	1,615	11.0%	1,935	13.0%	2,025	13.1%	2,380	15.0%	2,510	16.5%
	Not disclosed	1,000	8.3%	1,290	8.8%	1,130	7.6%	1,170	7.6%	1,265	8.0%	1,230	8.1%
	Unknown	475	3.9%	600	4.1%	440	3.0%	430	2.8%	660	4.2%	565	3.7%
	White	9,290	76.8%	11,145	76.1%	11,380	76.5%	11,805	76.5%	11,595	72.9%	10,950	71.8%

*EPSRC data: Ethnic minority refers to data for Asian/Black/Chinese/Mixed/Other ethnicity categories.
** From financial year 2019-20 a new rounding and suppression methodology has been introduced which is consistent with the UKRI data publication. For funding data, counts and results for groups between 1 and 4 numbers are suppressed. 0 count is returned as '0'. Other numbers are rounded to the nearest multiple of five. Proportions are calculated based on unrounded numbers. For HESA data, we follow HESA's rules of rounding and suppression.
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Table 4

Reviewers submitting usable reviews

by gender, age, disability and ethnicity

		2014–15		2015–16		2016–17		2017–18		2018–19		2019–20**	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Gender	Female	650	10.2%	860	11.6%	1,005	13.4%	1,135	14.4%	985	14.0%	860	13.3%
	Male	5,635	88.7%	6,450	87.2%	6,400	85.6%	6,640	84.3%	5,960	84.7%	5,495	84.9%
	Not disclosed	55	0.9%	70	0.9%	65	0.9%	95	1.2%	80	1.1%	105	1.6%
	Unknown	10	0.2%	15	0.2%	10	0.1%	5	0.1%	10	0.1%	15	0.2%
Age	0–29	20	0.3%	20	0.3%	15	0.2%	20	0.3%	5	0.1%	15	0.2%
	30–39	945	14.9%	1,065	14.4%	1,335	17.8%	1,370	17.4%	1,270	18.0%	1,235	19.1%
	40–49	2,155	33.9%	2,385	32.3%	2,315	30.9%	2,620	33.3%	2,220	31.5%	2,100	32.4%
	50–59	1,920	30.2%	2,305	31.2%	2,290	30.6%	2,270	28.8%	1,985	28.2%	1,760	27.2%
	60+	960	15.1%	1,180	16.0%	1,180	15.8%	1,145	14.5%	1,095	15.6%	970	14.9%
	Unknown	350	5.5%	435	5.9%	350	4.7%	450	5.7%	465	6.6%	400	6.1%
Disability	Known disability	95	1.5%	80	1.1%	120	1.4%	130	1.7%	100	1.6%	85	1.3%
	No known disability	5,745	90.5%	6,625	89.7%	7,660	92.4%	7,135	91.0%	5,845	91.8%	5,960	91.1%
	Not disclosed	450	7.1%	590	8.0%	470	5.7%	535	6.8%	395	6.2%	450	6.9%
	Unknown	60	0.9%	85	1.2%	40	0.5%	40	0.5%	25	0.4%	45	0.7%
Ethnicity	Ethnic minority*	805	12.7%	945	12.8%	1,130	15.1%	1,195	15.2%	1,285	18.3%	1,230	19.0%
	Not disclosed	510	8.0%	645	8.7%	545	7.3%	570	7.2%	505	7.2%	550	8.5%
	Unknown	10	0.2%	15	0.2%	10	0.1%	10	0.1%	10	0.1%	15	0.2%
	White	5,025	79.1%	5,790	78.3%	5,805	77.5%	6,100	77.5%	5,235	74.4%	4,680	72.3%

*EPSRC data: Ethnic minority refers to data for Asian/Black/Chinese/Mixed/Other ethnicity categories.
** From financial year 2019-20 a new rounding and suppression methodology has been introduced which is consistent with the UKRI data publication. For funding data, counts and results for groups between 1 and 4 numbers are suppressed. 0 count is returned as '0'. Other numbers are rounded to the nearest multiple of five. Proportions are calculated based on unrounded numbers. For HESA data, we follow HESA's rules of rounding and suppression.
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Table 5

EPSRC panel membership

by gender, age, disability and ethnicity

		2014–15		2015–16		2016–17		2017–18		2018–19		2019–20**	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Gender	Female	160	18.1%	220	23.8%	290	30.4%	355	34.6%	320	30.3%	270	32.2%
	Male	670	75.7%	660	71.4%	625	65.4%	615	60.0%	675	64.0%	515	61.4%
	Not disclosed	10	1.1%	10	1.1%	10	1.0%	15	1.5%	15	1.4%	15	1.7%
	Unknown	45	5.1%	35	3.8%	30	3.1%	40	3.9%	45	4.3%	40	4.8%
Age	0–29	20	2.2%	25	2.7%	30	3.1%	20	1.9%	0	0.0%	0	0.0%
	30–39	85	9.6%	100	10.8%	85	8.9%	110	10.7%	95	9.0%	95	11.2%
	40–49	250	28.1%	245	26.3%	265	27.7%	275	26.7%	285	27.1%	225	26.7%
	50–59	280	31.5%	300	32.3%	290	30.4%	335	32.5%	360	34.3%	280	33.5%
	60+	95	10.7%	125	13.4%	120	12.6%	135	13.1%	165	15.7%	115	13.7%
	Unknown	160	18.0%	135	14.5%	165	17.3%	155	15.0%	145	13.8%	125	14.9%
Disability	Known disability	15	1.5%	15	1.4%	10	1.3%	20	2.0%	20	1.7%	10	1.0%
	No known disability	750	84.1%	765	81.5%	715	79.7%	845	78.8%	905	83.0%	690	82.0%
	Not disclosed	20	2.5%	35	3.9%	50	5.3%	50	4.6%	50	4.6%	35	4.4%
	Unknown	105	12.0%	125	13.1%	125	13.7%	155	14.7%	115	10.6%	105	12.6%
Ethnicity	Ethnic minority*	55	6.2%	95	10.2%	80	8.4%	100	9.7%	85	8.1%	105	12.3%
	Not disclosed	75	8.4%	80	8.6%	90	9.4%	80	7.8%	95	9.0%	55	6.8%
	Unknown	80	9.0%	70	7.5%	100	10.5%	100	9.7%	90	8.5%	75	8.8%
	White	680	76.4%	685	73.7%	685	71.7%	750	72.8%	785	74.4%	605	72.1%

*EPSRC data: Ethnic minority refers to data for Asian/Black/Chinese/Mixed/Other ethnicity categories.
** From financial year 2019-20 a new rounding and suppression methodology has been introduced which is consistent with the UKRI data publication. For funding data, counts and results for groups between 1 and 4 numbers are suppressed. 0 count is returned as '0'. Other numbers are rounded to the nearest multiple of five. Proportions are calculated based on unrounded numbers. For HESA data, we follow HESA's rules of rounding and suppression.
The large amounts of unknown data limit the conclusions that can be drawn about the disability profile of our researchers.

Table 6
EPSRC panel chairs
by gender, age, disability and ethnicity

		2014–15		2015–16		2016–17		2017–18		2018–19		2019–20**	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Gender	**Female**	15	14.3%	35	29.2%	30	28.6%	30	26.1%	40	30.8%	30	28.4%
	Male	85	81.0%	85	70.8%	75	71.4%	85	73.9%	80	61.5%	65	62.7%
	Not disclosed	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	3.8%	…	…
	Unknown	5	4.8%	0	0.0%	0	0.0%	0	0.0%	5	3.8%	5	5.9%
Age	**0–29**	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	30–39	5	4.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	…	…
	40–49	25	23.8%	25	20.0%	20	19.0%	25	21.7%	30	23.1%	15	15.7%
	50–59	50	47.6%	65	52.0%	50	47.6%	60	52.2%	65	50.0%	55	52.0%
	60+	15	14.3%	25	20.0%	25	23.8%	20	17.4%	25	19.2%	20	19.6%
	Unknown	10	9.5%	10	8.0%	10	9.5%	10	8.7%	10	7.7%	10	11.8%
Disability	**Known disability**	0	0.0%	…	…	…	…	…	…	…	…	0	0.0%
	No known disability	95	93.2%	115	91.1%	95	87.3%	110	87.9%	125	92.0%	85	85.3%
	Not disclosed	…	…	5	4.0%	…	…	5	4.8%	…	…	…	…
	Unknown	5	5.8%	5	4.0%	10	8.2%	5	5.6%	5	4.4%	10	10.8%
Ethnicity	**Ethnic minority***	0	0.0%	5	4.0%	5	4.5%	10	8.0%	5	3.8%	10	7.8%
	Not disclosed	5	5.0%	10	8.0%	5	4.5%	15	12.0%	15	11.5%	5	6.9%
	Unknown	5	5.0%	5	4.0%	5	4.5%	5	4.0%	5	3.8%	5	4.9%
	White	90	90.0%	105	84.0%	95	86.4%	95	76.0%	105	80.8%	80	80.4%

*EPSRC data: Ethnic minority refers to data for Asian/Black/Chinese/Mixed/Other ethnicity categories.
** From financial year 2019-20 a new rounding and suppression methodology has been introduced which is consistent with the UKRI data publication. For funding data, counts and results for groups between 1 and 4 numbers are suppressed. 0 count is returned as '0'. Other numbers are rounded to the nearest multiple of five. Proportions are calculated based on unrounded numbers. For HESA data, we follow HESA's rules of rounding and suppression.
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01793 444000
inclusionmatters@epsrc.ukri.org

UK Research and Innovation
Polaris House
Swindon
SN2 1FL