



UK Research
and Innovation

Diversity results for UKRI funding data 2014-15 to 2019-20



Executive summary

UKRI is updating its diversity data to include results for 2019-20. The diversity data now include results from financial years 2014-15 to 2019-20 and is an update of our previous release in June 2020.

- For the first time we provide results for award rate by value.
- Data will be released in a variety of formats to facilitate access and analysis by the community.
- Results are presented for the three application roles: Principal investigators (PIs), Co-investigators (CIs) and Fellows; and for studentship starts.

Key findings include:

1. The composition of applicants and awardees by gender and ethnicity continues to change over time. The proportion of ethnic minority and female applicants and awardees for research grants and fellowships has increased for all three roles and has continued its upward trend in 2019-20. The largest increase in ethnic minority applicants and awardees in the six year period is for the CI role. Female awardees have shown the largest increase as Fellows and as applicants in the CI role.
2. The proportion of applicants who say they have a disability ranges from 1% to 3% for the three application roles in 2019-20, which is below the proportion of people with disabilities employed in universities on both teaching and research contracts (4%) and in the labour market (13%)¹. Like previous years, the proportion of applicants not disclosing their disability status has remained higher than those saying that they have a disability for all three application roles. In 2019-20, non-disclosure of disability status was approximately 6% to 7% which was consistent with previous years.
3. The proportion of applications by age category has remained steady in this period.
4. Award rates vary by application roles and diversity characteristics. For the first time in this period, the award rates of male and female PI applicants were at par at 29%. Female fellowship applicants have had higher award rates than male applicants in all years since 2015-16. Applicants from ethnic minority backgrounds have a lower award rate than white applicants in all three roles in 2019-20, which is largely unchanged from previous years.

5. Comparing average award values in 2019-20 by diversity characteristics reveal similar patterns as previous years. Median award values for male PIs is 43% higher than for female PIs and that for white PIs is 11% higher than for ethnic minority PIs. Like previous years, we find that ethnic minority and female PIs and Fellows apply for smaller awards, relative to their white and male counterparts.
6. For the first time, we present award rate by value for each diversity characteristic which tells us the proportion of the application amount that was awarded for applicants from each group. We find the largest differences in award rate by value for PI applicants is by ethnicity and disability. White applicants and applicants without disabilities respectively have higher award rates by value than ethnic minority applicants and applicants with disabilities.

Results vary by research councils and are discussed in the report. We advise against using these findings alone to draw causal inferences on the relationship between protected characteristics and application and award rates. Further analysis is needed to control for the effects of other background factors such as career stage, interactions within research offices and type and geographic location of the research organisation.

Introduction

The report discusses application and award patterns over the six year period (2014-15 to 2019-20), updating the analysis of harmonised data published for the first time in June 2020² to include results for 2019-20.

This release is based on UKRI funding to named individuals from across the seven research councils. The majority of Innovate UK and Research England³ funding goes to organisations and is therefore excluded from this report. Innovate UK will publish its first review of EDI data in Spring 2021, after introducing an EDI survey for all grant applicants in 2020.

We have produced results by diversity characteristics for each of the seven Research Councils (AHRC, BBSRC, EPSRC, ESRC, MRC, NERC and STFC and aggregated UKRI total)⁴ for the following:

1. Proportion of applicants and awardees for research grants and fellowships
2. Award rate by number⁵ (number of awardees as a proportion of number of applicants)
3. Mean and median award value for successful applicants for research grants and fellowships
4. Award rate by value⁶ (value of amount awarded as a proportion of value of amount applied for). This is being published for the first time.
5. Proportion of doctoral studentship starts
6. Estimate of UK staff and student populations for each Council based on Higher Education Statistics Agency (HESA) data to understand whether the applicants, awardees and students reflect the underlying population of students and staff within higher education.

In this release, we are also providing findings by diversity characteristics for the cross-UKRI Future Leaders Fellowships (FLF)⁷.

We have started work on other strands such as intersectionality and call level analysis. We will also publish results disaggregated by ethnicities comprising the ethnic minorities category for 2019-20.

Equalities, Diversity and Inclusion (EDI) data

EDI analysis is based on competitive funding which is not reflective of all the UKRI budget. It does not include strategic funding (such as block grants to institutes)⁸. Other rules that are followed are:

- Applications are grouped into financial years based on when the decision was made and not when the application was made.
- Office rejects, meaning grants that do not make it to the peer review stage, are included.
- Fellowships with multiple Fellows and research grants with multiple PIs respectively are excluded from diversity analysis as identifying the original lead investigator is not possible on our funding system. These form approximately 1% of research grants and 2% of Fellowships in 2014-15 to 2018-19 period. There were no fellowships and research grants with multiple Fellows and PIs in the 2019-20 financial year.
- Our analysis is based on applications, not unique applicants. An applicant can put in multiple applications in the same year and be counted more than once.

Roles

We present results by the role on the funding application: Principal Investigator (PI), Co-Investigator (CI) and Fellows, as appropriate. We also present findings for Council funding of new studentship starts.

Rounding and suppression

- For funding data, counts and results for groups between one and four members are suppressed. Counts of five or more are rounded to the nearest multiple of five. Counts of zero are shown.
- Proportions are calculated based on unrounded numbers.
- Award values are rounded to the nearest £1,000.
- For HESA data, we follow HESA's rules of rounding and suppression⁹.

Diversity characteristics

Our funding service currently gathers data on four protected characteristics: age, disability, ethnicity, and gender.

Table 1 describes how the data are collected and grouped, as well as information about how we aim to improve data collection.

The new funding service under development will collect information on other protected characteristics. We will engage with the community to understand areas of interest and continue engaging with UK data specialists and regulators about ways to collect and present our information.

Table 1: Description of variables and modification

Characteristic	How is it measured in the funding service?	How are we presenting the results?	Ambition
Age	Based on applicant's date of birth at the time of the application.	By age categories: <29 30–39 40–49 50–59 60+ Unknown	
Disability	The following options are presented to applicants selecting a disability: An unseen disability Autistic spectrum disorder Blind/Partially sighted Deaf/Hearing impairment Dyslexia Mental health difficulties Mobility difficulties Multiple disabilities No known disability Not disclosed Other disability Unknown Unspecified	By disability status: No known disability Known disability Unknown Not disclosed	We have launched a focused programme of work on disability within UKRI, with the aim of building trust and bringing people closer to our strategy development and decision making.
Ethnicity	Office for National Statistics (ONS) harmonised list of ethnicity categories.	By broad ethnic categories: Ethnic minority White Unknown Not disclosed	We will provide diversity results for disaggregated ethnicity categories for 2019-20. We have previously provided these results for 2014-15 to 2018-19. ¹⁰
Gender ¹¹	Male Female Not disclosed Unknown	No modification	We are planning on adding additional gender categories in the new funding service.

¹⁰'Not disclosed' refers to when respondents have consciously chosen to not disclose their personal information and selected the 'not disclosed' option.

¹¹'Unknown' is when individuals have not provided their details and therefore the funding service has no usable information.

How are we presenting the diversity analysis?

We are presenting diversity findings in the following ways:

1. Descriptive narrative in this document
2. MS Excel files available for download
3. Interactive dashboards to enable visualisation

The narrative in this document is organised thematically, as described in the 'Introduction' section. In addition to high level findings, we highlight key results for Councils especially if they deviate from the UKRI average or if there are changes over time. Detailed results by Councils are provided in the Excel files and in the interactive dashboards.

Data sources

Table 2 describes data sources used in this data release.

Guidance on interpreting data

We would like to offer the following notes of caution when interpreting the data.

- We cannot use these data to draw conclusions on the relationship between personal characteristics and application and award rates, without controlling for the effects of other background factors, both on an individual and an organisational level. These include career stage, interactions within research office, discipline and the type of organisation of the applicant.
- The changes in award rate of a single group over time should not be used as evidence to understand progress or decline. Award rates fluctuate annually and can be a function of other factors such as budgetary availability and demand for funding.
- Monitoring of award rates for a group should be done in the context of other measures such as overall award rate as well as award rate of the counterpart. For example, changes in the award rate of female applicants should be understood in the context of changes in the award rates of male applicants.
- Differences in demand and nature of funding mean that award rates should not be compared across Councils. For example, STFC has a higher award rate than other Councils as STFC has a method of demand management for some grants which requires a Group/Department to submit all their projects as one overall grant. The individual projects are peer reviewed and ranked discreetly which also ensures that STFC are still funding the "best" research within a large Consolidated grant. Consolidated grants are also designed to provide flexibility to a Group/Department where so many of the staff will be working across the same multiple projects.
- Additionally, eligibility rules vary by calls for Councils, which could affect the diversity results. Instead, variation in differences in award rates by diversity characteristics for each Council would be more insightful for cross council comparison.
- Cross council comparisons of proportion of applicants and awardees should only be made after accounting for baseline population estimates of research populations. We have provided HESA staff and student estimates for each Council that can be used to understand the diversity profile of underlying subjects. Please note that the diversity profiles based on cost codes and JACS code respectively for research and student populations are indicative due to limitations described in table 2.
- Where the numbers of applicants or awardees from a group is small for statistically valid comparisons, comparisons by protected characteristics at the council level should be treated with caution. We have flagged such categories in the relevant section.
- For studentship funding, ethnicity data are not disclosed for almost 30% of awardees in all years. The extent of unknown data limits the conclusions that can be drawn about the ethnicity profile of studentship starts.

Table 2: Description of data sources and limitations

Data	Time period	Source	Limitations
Research grants and fellowships	2014-15 to 2019-20 Awardees are grouped into financial year based on the date UKRI made a decision on the application, not the date the application was submitted.	Funding Service through returns to individual Joint electronic submission (Je-S) accounts	Non-disclosure of data 1. Approximately, 6% -10% of respondents do not share their ethnicity in 2019-20 across the three roles. 2. In 2019-20, non-disclosure of disability status was approximately 6% to 7%, which is consistent with previous years.
Studentship starts	2014-15 to 2019-20 Student starts are based on the first financial year that the studentship award was active – a time stamp that typically represents a student's intake year.	Individual studentship information submitted by research organisations (RO) to Research Councils via the cross-Council Je-S Studentship Details Functionality. (Funding for studentships is mainly provided to ROs as a block grant, who then select candidates for specific studentship projects or fund an independent project proposal.) ¹²	Data on studentship awardees is provided by ROs and is not based on self-disclosure. As a result: 1. UKRI does not collect information on applicants for studentships on Je-S. Consequently, we cannot compute the award rate for each diversity characteristics. 2. Ethnicity data are not disclosed or unknown for approximately 30% of awardees in all years.
Diversity profile of academic community for each Council for 2018/19 (Academic population and students)	2018/19, which is the year for which we have the latest available data.	1. HESA data based on cost codes for Academic populations. Using the HESA 2018/19 staff return, Staff full-person equivalent, Staff (excluding atypical), Academic employment function, Teaching & research. 2. JACS codes for postgraduate (Masters and Doctoral research) students and Full time equivalent. JACS principal subjects are used. For ethnicity, data are for UK domiciled students.	Each Research Council has selected the HESA cost centres and JACS code ¹³ that most closely reflect their remit, and as such there are overlaps and gaps. Additionally, HESA data reflects the diversity population of the UK Higher Education Institutes, whereas some calls do allow for international applicants. Discussion of further limitations of HESA data can be found here: www.ref.ac.uk/media/1046/ref_2017_02.pdf

Diversity analysis

This section presents main findings from the six year period (2014-15 to 2019-20). While the narrative presents key findings, the data can be further explored and visualised using MS excel sheets and the interactive dashboard.

Figure 1: Proportion of applicants by role and characteristic (2019-20)



Proportion of applicants and awardees

Figure 1 shows that the proportion of applicants from a demographic group differs by application role.

Age

The patterns of distribution by age categories for all three roles has remained unchanged in 2019-20, relative to previous years. For example,

- Approximately two-thirds of fellowship applicants and awardees are from the 30-39 age group in all years.
- For PI applicants, the 40-49 age group has continued to form the largest age group of applicants throughout the time period.

These patterns are consistent across Councils.

Disability

- The share of applicants and awardees with disabilities has fluctuated between 1% and 3% for all three roles in this period.
- For all Councils, the proportion of non-disclosure of disability status is higher than the proportion of applicants saying that they have a disability. This is the case for all roles.
- Non-disclosure rates for disability status range from 4% to 7% in this period for the three roles.

Ethnicity

The proportion of applicants and awardees from ethnic minorities has continuously increased over the last six years for all three roles, with the largest increase for CIs. Figure 2 shows that the proportion of CI applications from ethnic minorities increased by 11pp to 23% and the proportion of awardees increased by 8pp to 18%.

- Active non-disclosures of ethnicity ranges between 6-10% for the three roles in 2019-20, which is consistent with previous years.
- For Fellows and PIs, the largest year on year increase in application happened in 2019-20 relative to 2018-19, where the proportion of ethnic minority applicants for both roles increased by 3pp to 19% and 16% respectively.
- The proportion of ethnic minority PI applicants and awardees either increased or remained steady for all Councils in 2019-20 relative to 2014-15. For applicants, the largest increase was for MRC (+7pp) to 21%. For awardees, the largest increase was for AHRC and MRC (+5pp) to 11% and 19% respectively.
- The proportion of ethnic minority CI applicants and awardees increased in 2019-20 relative to 2014-15 for all councils. The largest increase in ethnic minority applicants is for AHRC and MRC (+12pp) to 19% and 31% respectively and that for awardees is ESRC (+11pp) to 21%. Note that there are annual fluctuations at the Council level. For some Councils, increase in proportion does not mean a large increase in numbers of ethnic

minority awardees due to variation in the total number of research grants.¹⁴

- The proportion of ethnic minority CI and PI applicants is at par or exceeds the HESA estimate of research population for the underlying disciplines for most Councils.
- While the proportion of ethnic minority CIs are equal to or exceed the benchmark HESA population in all Councils, the picture is mixed for PI awardees from ethnic minorities. The proportion of ethnic minority PIs fall below the benchmark measure of HESA estimate of academic research population from the corresponding disciplines for some Councils.
- Disaggregation by Councils for fellowships applications show an increase in the proportion of fellowship applications from ethnic minorities in most Councils from 2014-15 to 2019-20. Note however that the number of applications from ethnic minorities for fellowships tend to be relatively small (less than or equal to 25), so increase in proportion does not translate to a substantial increase in numbers at the Council level.¹⁵

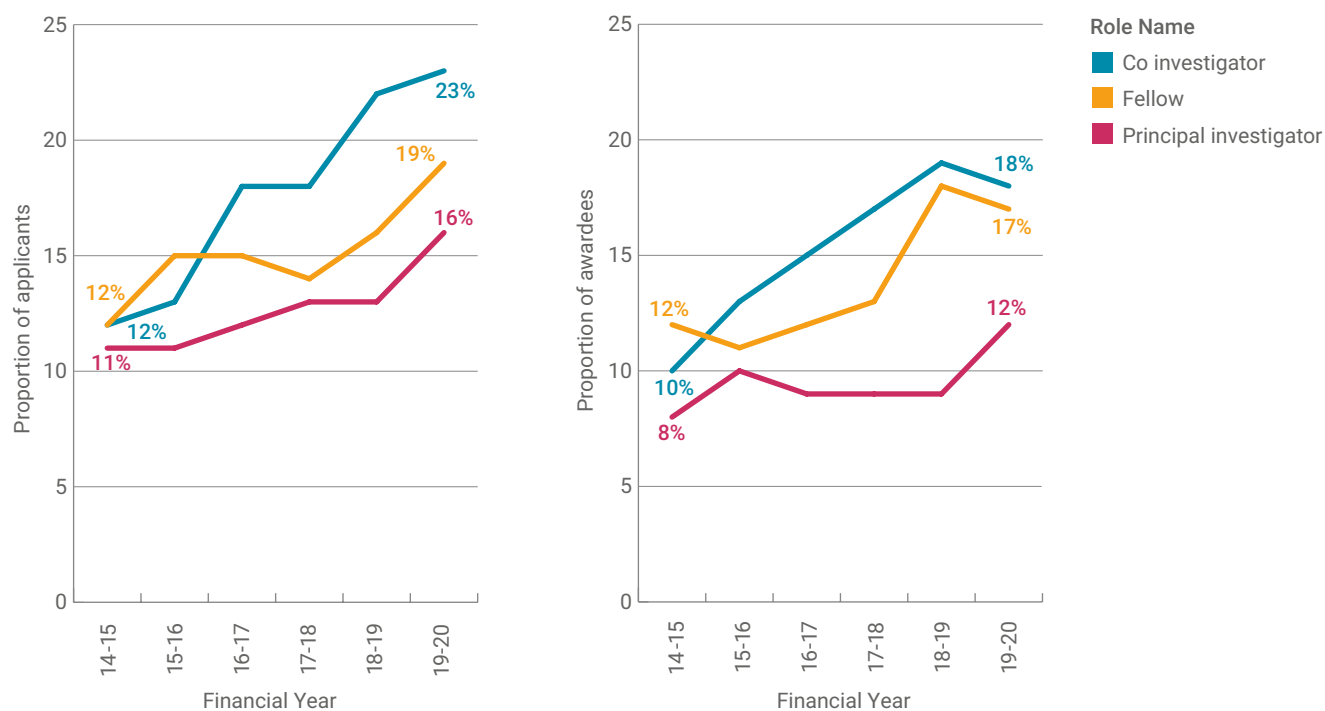
Gender

As shown in figure 3, the proportion of female applicants has increased over the last six years by 4pp to 30% for PIs and by 5pp for CIs to 34%. The proportion of PI and CI awardees selecting female as their gender also increased in this period from about a quarter to a third. The proportion of female applicants for fellowships has fluctuated annually and at 35% in 2019-20 is 2pp higher than 2014-15, whereas the proportion of female awardees has increased by 13pp to 46% in this period.

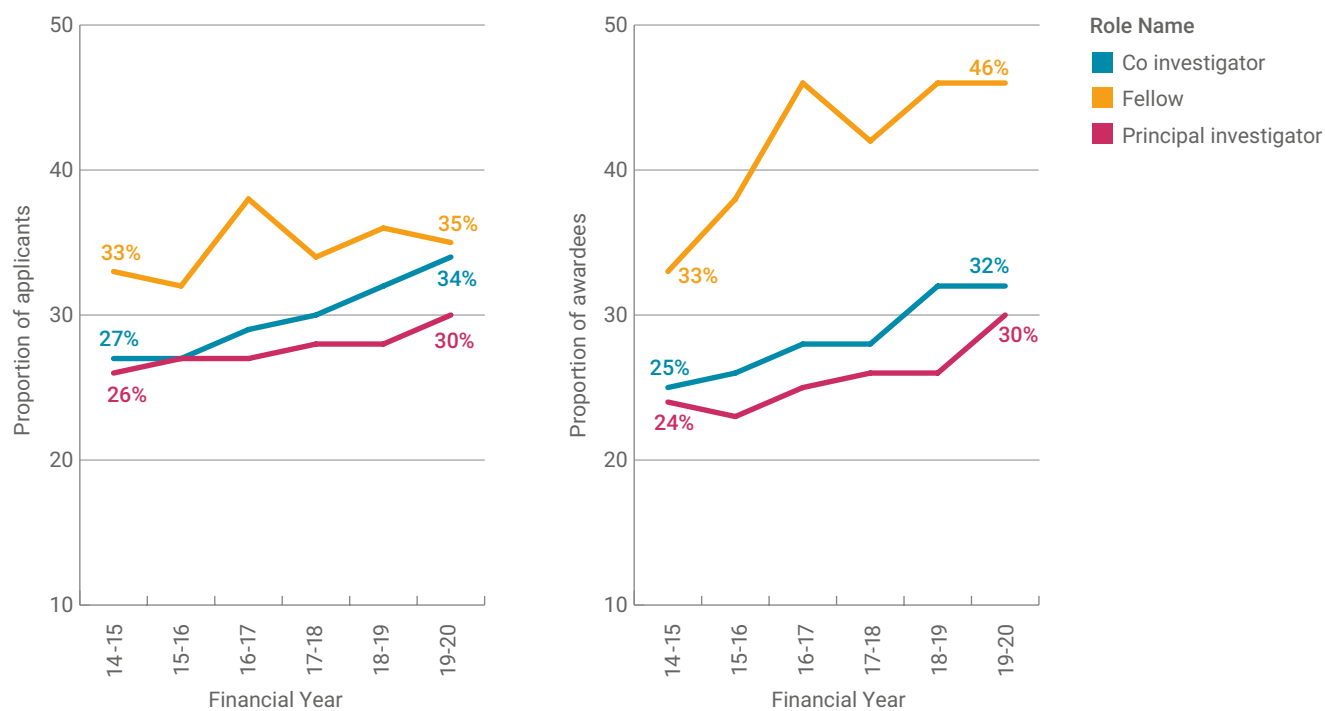
- The proportion of female PI and CI applicants for MRC has steadily increased in the last six years. There was an increase by 8pp to 39% in 2019-20 for PIs and that by 10pp to 40% for female CIs, relative to 2014-15.
- ESRC and AHRC have the largest share of female PI and CI applicants and awardees and are the only Councils where the proportion of female applicants and awardees is nearly half. The proportion reflects the HESA estimate of the female research population.
- We find a mixed picture when we compare HESA estimates for female academic research staff with the share of female applicants and awardees for CIs and PIs. For some Councils, the proportion of female applicants and awardees is below the HESA estimate of academic research population, whereas for others it exceeds or is at par with the HESA estimate.
- The number of fellowship applicants and awardees become small with further disaggregation by Council. Consequently, year on year comparisons should be made with caution as changes in percentage of applicants and awardees mask small changes in numbers.

Figure 2

Left: Ethnic minority applicants over time. Right: Ethnic minority awardees over time.

**Figure 3**

Left: Female applicants over time. Right: Female awardees over time.



Award rates

There are differences in award rates by characteristics. Figure 4 shows that differences in award rate by gender and ethnicity vary by role.

Age

- In all years, the award rates by age group are within a narrow range for CIs and PIs. For example, in 2019-20, the award rate for CIs of all age categories (excluding 29 or less) hovered around 30% and for PIs ranged from 27% to 31%.
- In 2019-20, at 29%, the 50-59 age group has the highest award rates for fellowships, which is the pattern for five out of the last six years. (The number of Fellows in this age group was however less than 25 in each year).

Disability

- As PIs and CIs, those without disabilities have higher award rates than applicants with disabilities in most years.
- The number of Fellows with disabilities is too low to have a meaningful comparison with those without disabilities. (The number of Fellows disclosing a disability is 5 in most years.)
- At the Council level, there are large fluctuations in the relative award rates of the two groups in all years due to small number of awardees with disabilities. As a result, we do not discuss differences by disability status at the council level.

Ethnicity

White applicants had higher award rates in all three roles in 2019-20 relative to ethnic minority applicants, with the difference varying by year. At 3pp, the smallest gap is for fellowship applicants, where the difference has reversed from last year when the award rate for ethnic minority fellowship applicant was 3pp higher than their white counterparts^{16,17}. Prior to 2019-20, the gap in award rates by ethnicity for fellowship applications was narrowing. The award rate for ethnic minorities as both PIs and CIs is either at par or below white applicants for all Councils in 2019-20.

- The relative award rates for PIs and CIs by Councils varies by year. Although there are some cases where the award rate for ethnic minority CI and PI applicants is higher than that for white CI and PI applicants, there is no definitive trend of narrowing of the gap between award rates of the two groups
- The number of Fellows is too low for disaggregation by Council for further analysis. (In 2019-20, the total number of ethnic minority Fellows was 75 and that of white Fellows was 345.)

Gender

Differences in award rate by gender has varied by both role and Council.

- In 2019-20, male and female PI applicants had the same award rate for the first time (29%) in the last six years. The parity in award rate in 2019-20 between male and female PIs masks inter-Council variation. Female PIs in AHRC (+12pp) and EPSRC (+6pp) have a higher award rate than their male counterparts, which is likely driving the parity in award rate by gender in 2019-20.
- While female fellowship applicants have had higher award rates than their male counterparts in the last five out of six years, the gap between male and female fellowship applicants widened in 2019-20 relative to previous years to 10pp. The higher award rate for female fellowship applicants is reflected for all Councils, although the exact difference varies. The difference in award rates by gender for fellowship applications is also driven by the inclusion of a particular research grant where only successful grants were recorded, and where two-thirds of awardees were female¹⁸.
- As CIs, male applicants continue to have a higher award rate than female applicants in 2019-20 (+2pp). The difference has ranged between 1pp to 3pp in the last 6 years. At the Council level, relative award rates by gender for CIs vary by year and tend to be close.

Figure 4: Differences in award rate by role for gender and ethnicity (2019-20)

Bars represent the difference in percentage points between the award rate of the selected characteristics and their counterpart. Bars to the right of the axis mean that the award rate of the ethnic minority/female applicants is greater than that of white/male applicants.

Ethnic minority

(Ethnic minority-white)

Fellow

-3pp

PI

-7pp

CI

-8pp

Gender

(Female-Male)

Fellow

10pp

PI

0pp

CI

-2pp

Award value

In this section, we compare mean and median award values¹⁹ by characteristic. Figure 5 compares mean and median award values by ethnicity and gender²⁰.

For the first time, we also look at award rate by value, which looks at the total value awarded relative to the total value of application amount for applicants of each group. Figure 6 shows award rate by value by demographic characteristics for PIs by characteristic in 2019-20 and is discussed in this section.

Age

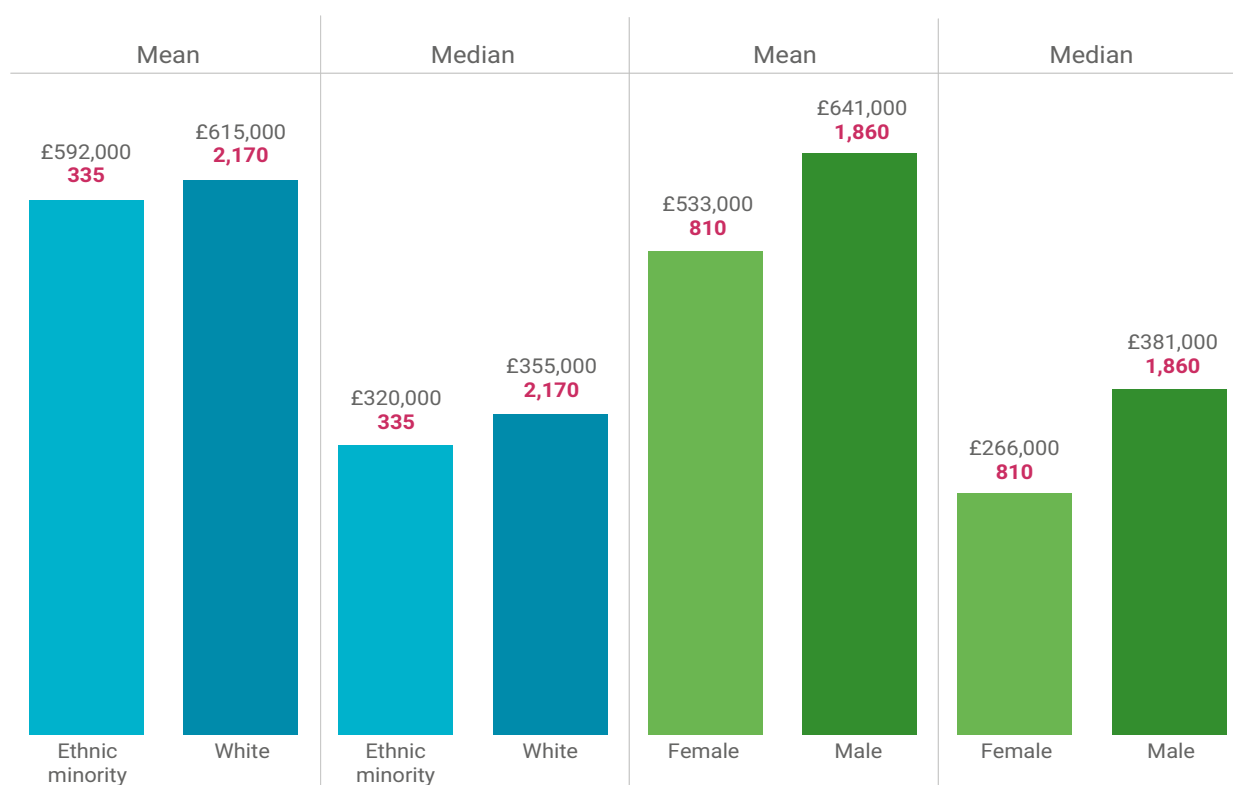
- The 40-49 age group has the highest median award value as Fellows, relative to other age categories.
- For Fellows, the 50-59 age group has the highest award rate by value (27%).
- For PIs, the median award value increases with age categories. This is true for most Councils and in all years.
- For PIs, award rate by value tends to increase as age categories increase. These patterns hold for most Councils.

Disability

Comparisons of award values for those with and without disabilities are affected by the disparity in numbers of the two groups. For example, the number of PIs with disabilities is 40 and that of Fellows with disabilities is 15 in 2019-20, relative to 2,500 and 395 PIs and Fellows without disabilities. Consequently, we don't discuss differences in award values by disability status at the Council level²¹.

- Whilst the median award values for PIs without disabilities is higher than that for PIs with disabilities, the mean award amounts are at par for the two groups. This is an indicator of PIs with and without disabilities getting high value awards, but on average PIs with no disclosed disabilities have higher award values.
- PIs without disabilities have a higher award rate by value relative to PIs with disabilities (figure 6).
- Due to small number of Fellows with disabilities (15 in 2019-20), comparisons between those with and without disabilities for fellowship awards is not discussed.

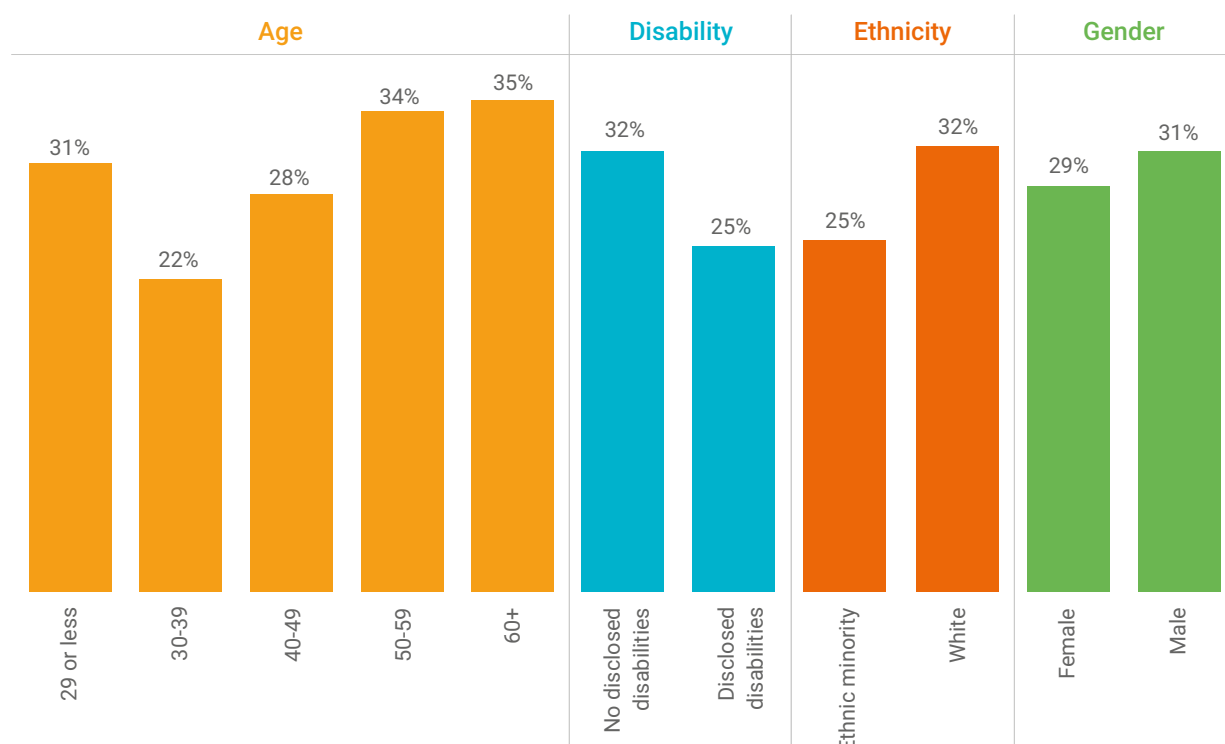
Figure 5: Differences in median and mean award values for principal investigators (2019-20)



Note: Numbers in pink refer to number of awardees.

Figure 6: Award rate by value by characteristics for principal investigators (2019-20)

Award rate by value looks at the total value awarded relative to the total value of application amount for applicants of each group.



Ethnicity

PIs and Fellows from white ethnicities apply for and receive higher award values, relative to their ethnic minority counterparts.

- The mean award value for white PIs is 4% higher relative to that for ethnic minority PIs, whereas the difference in median award value is 11% in 2019-20. Mean award values for both groups are affected by high value awards. This suggests that while both ethnic minority and white PIs are getting high value awards, on average award values are lower for ethnic minority PIs.
- There is variation by Council in the relative median award values for ethnic minority and white PIs, where ethnic minority PIs have higher award values than their white counterparts in some Councils (for example, AHRC and BBSRC in 2019-20). This indicates the need to understand the effect of both disciplines and calls on relative award values.
- Award rate by value are higher for white PI and Fellow applicants. The gap is larger for applicants for research grants (+7pp) than applicants for fellowships (+2pp). Amongst Councils, ethnic minority PI applicants have a higher award rate by value than white PI applicants in AHRC.
- As numbers of ethnic minority Fellows become too small for statistically valid comparisons with further disaggregation by Council, we do not discuss differences in award value at the Council level.

Gender

Male PIs and Fellows apply for and win larger award values than their female counterparts.

- The mean award value is 20% higher and the median award values is 43% higher for male PIs than that for female PIs in 2019-20. Similarly, the difference in median award values for Fellows by gender is larger than the difference in mean award values (73% vs 28%). As described previously, this tells us that members from both groups are receiving high value awards which influences the mean value in an upward direction, but on average, male awardees win larger awards relative to female awardees.
- The scale of difference varies by Council, with AHRC, BBSRC and ESRC having the smallest differences in median award values for PIs by gender in 2019-20.
- At 22%, the award rate by value for female fellowship applicants is 6pp higher than male counterparts. Male PI applicants have a higher award rate by value than female applicants (31% vs. 29%). At 2pp, the gap is smaller for PIs than for Fellows.
- Due to small numbers with further disaggregation by Council, we do not discuss differences in award values for Fellows by Council.

Studentship starts

Figure 7 shows change over the six year period in the proportion of selected characteristics²². We find that for most groups shown in the chart, the proportion of studentship starts has not varied much in this period, with the largest increase for female studentship start (+5pp). We also provide estimates of protected characteristics for the postgraduate research (PGR) population for each Council, as described in table 2, which can be used for benchmarking. (These are provided in the accompanying MS Excel files.)

Age

The age group of 29 or less has been the predominant category in all years and is approximately 83% in all years. The 30-39 age group is the next largest group (at around 9%).

- This proportion of studentship starts in the 29 or less age category exceeds the proportion of corresponding PGR population²³.
- Relative to other Councils, AHRC and ESRC have the smallest proportion of studentship starts in the 29 or less age category and the highest proportion of 30-39 and 40-49 age categories of studentship starts.

Disability

The proportion of studentship starts with disabilities has increased over the last six years from 5% to 8% and remains below the HESA estimate of proportion of PGR students with disability (10%). Two percent of studentship recipients in 2019-20 did not disclose their disability status.

- All Councils have seen an increase in proportion of studentship starts with disabilities in the six year period. The increase ranges from 3pp to 4pp. The proportion of studentship starts with disabilities does not exceed the corresponding proportion of PGR students by disciplines for any of the Councils.

Ethnicity

We do not have ethnicity information for 29% of studentship recipients in 2019-20, which is consistent with previous years. The proportion of students recorded as being from ethnic minority backgrounds ranged from 7% to 10% in the last six years, with a maximum of 10% in 2019-20.

- The proportion of 'not disclosed' and 'unknown' for ethnicity have decreased sharply for BBSRC in 2019-20 to 12% relative to 26% in 2018-19 and previous years²⁴. At +5pp, BBSRC had the largest increase in the proportion of ethnic minority studentships in 2019-20 to 12% relative to 2018-19 and is the only Council where the proportion of studentship is the same as the ethnic

minority share of PGR population in corresponding disciplines.

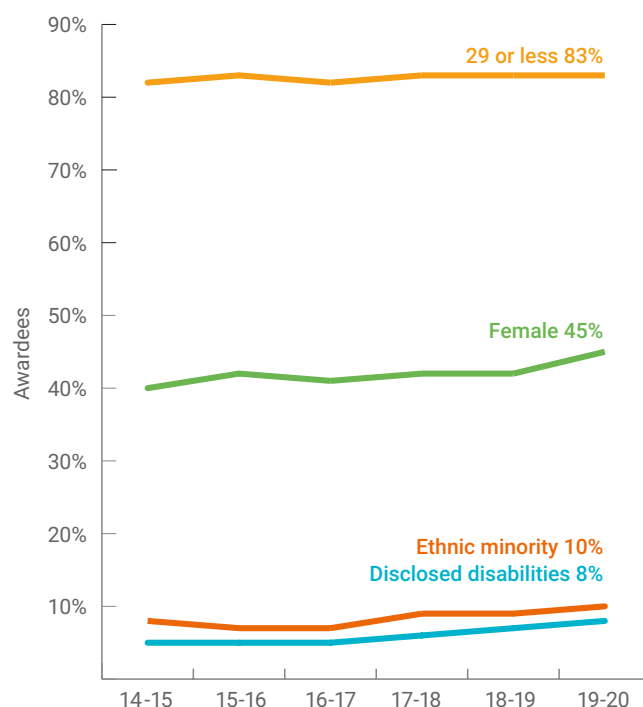
- Disaggregating results by Councils, we see annual fluctuations in the proportion of studentship starts recorded as ethnic minorities.

Gender

The proportion of studentship starts recorded as female has increased by 5pp to 45% in 2019-20 relative to 2014-15.

- The proportion of studentship starts recorded as female has shown an upward trend for all Councils in the past six years.
- For most Councils, the proportion of studentship starts recorded as female exceeds the proportion of female PGR population for the corresponding disciplines.

Figure 7: Change in proportion of studentship starts by characteristic (2014-15 to 2019-20)



Note: We do not have ethnicity information for approximately 30% of studentship starts in all years.

References

- 1 www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/labourmarketstatusofdisabledpeoplea08
- 2 The 2020 publication included findings from diversity analysis from the five years (2014-15 to 2018-19) for the seven research councils (www.ukri.org/our-work/supporting-healthy-research-and-innovation-culture/equality-diversity-and-inclusion/diversity-data/). The report can be found here: www.ukri.org/wp-content/uploads/2020/10/UKRI-020920-DiversityResultsForUKRIFundingData2014-19.pdf
- 3 Research England funds research in the higher education sector in England. Higher Education Statistics Agency (HESA) publishes EDI data for the higher education sector that can be used to understand demographic representation within higher education institutions of those on research contracts and students in postgraduate research (PGR) courses (www.hesa.ac.uk/data-and-analysis/).
- 4 The data include calls hosted by central UKRI including but not limited to Future Leaders Fellowship and some Global Challenge Research Fund (GCRF) related calls.
- 5 Award rate by number= (total number of applications with a positive decision/total number of applications) X 100.
- 6 Award rate by value= (amount awarded to successful applicants/amount applied for by all applicants) X 100.
- 7 We do not discuss the FLF results in this narrative, due to small number of awardees. A discussion of results by rounds can be found here (www.ukri.org/wp-content/uploads/2020/10/UKRI-28102020-FLF_Round4_Diversity_Data_narrative.pdf).
- 8 This analysis covers £1.9 billion of UKRI funding in 2019-20.
- 9 www.hesa.ac.uk/about/regulation/data-protection/rounding-and-suppression-anonymise-statistics
- 10 Results by disaggregated ethnicities for 2014-15 to 2018-19 was published in December 2020 and can be found here (www.ukri.org/our-work/supporting-healthy-research-and-innovation-culture/equality-diversity-and-inclusion/diversity-data/).
- 11 Je-S asks applicants to provide information on gender with male, female or not disclosed as response options. For this reason, we use the terminology male and female to describe gender categories throughout this document. We appreciate that gender and sex terminology is more nuanced and highly personal and will be considering options for reflecting this in the new funding system in the future www.ukri.org/apply-for-funding/how-were-improving-your-funding-experience/improving-how-you-apply-for-funding/
- 12 Doctoral training partnerships (DTPs) provide training for students across a broad range of subjects determined by a Research Organisation or consortia of Research Organisations. Partnerships involve strategic engagement between the Research Organisation(s) and the Research Council funder(s) in developing the overall programme of training.

Centres for Doctoral Training (CDTs) Partnerships provide training for students within focused research areas, often defined strategically by the Research Council funder(s) from the outset. Centres can be focused on academic or industrially-relevant research topics, or a mix of both. The ROs holding the DTPs/CDTs manage the advertisement of opportunities and recruitment to studentships funded through the programme.
- 13 JACS (the Joint Academic Coding System) is a system used by HESA to classify academic subjects. See www.hesa.ac.uk/support/documentation/jacs. We list JACS and cost codes used for student and academic population within the MS Excel files that we are publishing.
- 14 The number of research grants awarded by councils ranged from 245 to 660 in 2019-20.
- 15 The total number of fellowship applications from ethnic minorities increased from 155 in 2014-15 to 390 in 2019-20 reflecting an increase of 11pp. Applications from white applicants increased from 975 to 1,525.
- 16 The proportion of ethnic minority applicants for fellowships steadily increased in the last six years as shown in Figure 2. The proportion of ethnic minority awardees steadily increased from 2014-15 to 2018-19 and showed a slight decline in 2019-20, which corresponds with the lower award rate, relative to white applicants.
- 17 For EPSRC, the higher numbers of ethnic minority fellowship applicants and awardees in 2018-19 was due to Innovation Fellowships. Institutions were specifically requested to submit applications from underrepresented groups. In 2019-20 the number of ethnic minority fellowship applicants and awardees returns to levels seen prior to 2018-19.
- 18 The higher award rate for fellowship applications for females in 2019-20 relative to male applicants is partially due to the creation of a specific call hosted by ESRC which is used to provide one year postdoctoral fellowships using Doctoral Training Partnership (DTP) funds. Most of the awardees were female for this call. Only the successful applications were recorded in our system, which means that the award rate for female fellowship applicants likely appears higher than it would have been if all applications were recorded. If this fellowship were excluded, the difference by gender in 2019-20 is 5pp.
- 19 Award amounts have inflation indexation removed to enable comparison with application amounts. All award amounts are rounded to the nearest £1,000.
- 20 Award values for research grants range from £2,000 to £44 million in 2019-20, with 90% of research grants being at or below £1.2 million. For fellowships in 2019-20, award values range from £58,000 to £2.3 million with 90% of fellowships with a value of £1.2 million or less.
- 21 Results for counts less than five are suppressed. Additionally, comparisons of award amounts for those with and without disabilities should be made with caution, due to small numbers of the former.
- 22 Table 2 describes how awarding Research Organisations provide diversity data for UKRI funded studentship starts.
- 23 www.hesa.ac.uk/data-and-analysis/sb255/figure-4 (first year marker=all and level of study=postgraduate research)
- 24 BBSRC has taken specific policy actions to increase disclosure rates of ethnicity. For example, BBSRC speak regularly with the Managers and administrators of Doctoral training partnerships and Collaborative Training Partnerships, who are responsible for inputting this information.



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Accessibility

To request copies of this report in large print or in a different format, please contact the Equality, Diversity and Inclusion team at UKRI:

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