ICR Staff and student equality data report 2023

1. Note on data used in this report

To ensure confidentiality we have not used data labels for groups containing five people or fewer.

Unless stated otherwise, all data is for the period 1 August 2021–31 July 2022. Workforce numbers (headcount) are as at 31 July 2022, and comparator snapshots from previous years are also taken on 31 July of that year. We have excluded some groups who are on the ICR payroll:

- Vacation staff who work for the ICR for a few weeks in the summer.
- Clinical research fellows undertaking doctoral or MD studies. These are included in the student data.

Appraisal grades: performance-related pay increases for the majority of staff are aligned to appraisal grade. Distribution of appraisal grades is analysed by age, disability, ethnicity and sex during the annual appraisal review. Some staff groups were excluded from the 2022 appraisal process:

- Vacation staff
- Clinical Academics and clinical research fellows who have a joint medical appraisal and whose pay aligns to NHS pay scales
- Marie Curie Fellows
- New starters who joined on or after 1 December, who were not eligible for an appraisal in the 2022 appraisal window.
- Staff whose pay is determined by the Renumeration Committee.

Promotions includes academic promotions (Reader and Professor), job re-evaluation and internal promotions.

Benchmarking data for staff is taken from *Equality + Higher Education: Staff Statistical Report 2022*[1]

2. Employee relations data

We keep a comprehensive Employee Relations dashboard, containing data on employee relations casework, staff turnover, staff absence, Exit questionnaires, and reports from

[1] AdvanceHE (2022) *Equality + Higher Education: staff statistical report*, https://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2022

Wellbeing Advisers, Staff Side representatives, and HR Operations (both formal and informal). HR liaise with Academic Services to ensure that funder requirements on reporting allegations of bullying and harassment are met.

We monitor all aspects of employee relations, but here only publish figures on areas for which there were five or more occurrences.

In academic year 2021/22 there were no complaints of bullying or harassment made on the basis of a protected characteristic, and no cases of grievance or redeployment. ICR Human Resources have dealt with under five cases of each of the following:

- Formal cases of bullying and harassment
- Informal cases of bullying and harassment.
- Disciplinary hearings
- Early retirement

Table 3 sets out incidences of key employment indicators by sex and ethnicity.

In 2017/18 and 2018/19 Black, Asian and minority ethnic staff were over-represented in the numbers of staff made redundant, at 38% of staff made redundant compared to 23% of the total workforce. This pattern has not been repeated since. In academic year 2021/22 ethnic minorities comprised <10% of those made redundant, compared to ~25% of the total workforce.

Table 3. Summary of key employment indicators by sex and ethnicity 2021/22

	Sex		Ethnicity (simplified)	
	Female	Male	Black, Asian and other ethnic minorities	White
Capability including failed probations	<5	<5	5	<5
Long term sickness	<5	<5	<5	5
Redundancy	14	6	<5	19

This year there were five cases of capability/ failed probations from ethnic minority staff members (Table 3), compared to fewer than five for white staff. We investigated this in more detail and there was no commonality in team, area of the organisation or specific ethnicity.

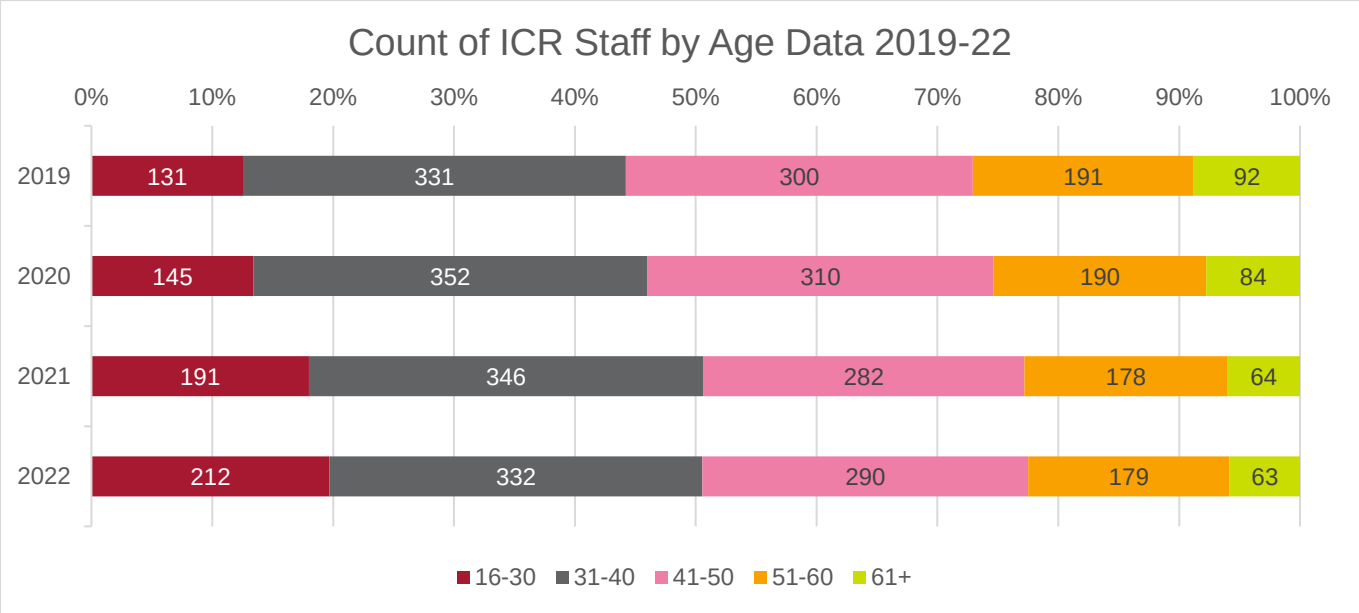
66% of staff made redundant were women, which is higher than the proportion of female staff (59.7%). Nine of the fourteen redundancies by women resulted from the closure of one team with majority female staff, following the retirement of the team leader. In the previous academic year (2020/21) there was no difference in the numbers of men and women made redundant.

Given the small numbers of both redundancies and cases of capability/ failed probation each year, we will provide rolling three-year data on these in the future. This will enable us to identify trends in the data.

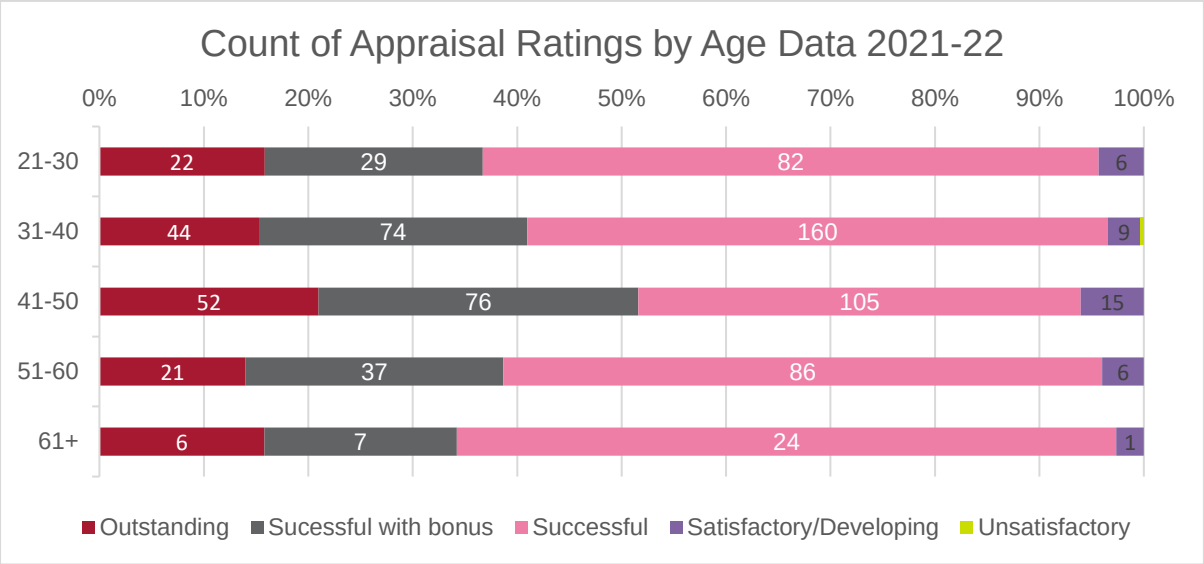
In 2023 the ICR will begin reporting annually on numbers of bullying and harassment cases and summaries of how these were addressed. Our new online reporting system Report+Support will also enable staff, students and contractors to report anonymously and we will provide information on these cases in future annual reporting. Report+Support enables those using it to report to give their equality data and we will include this in future equality reports.

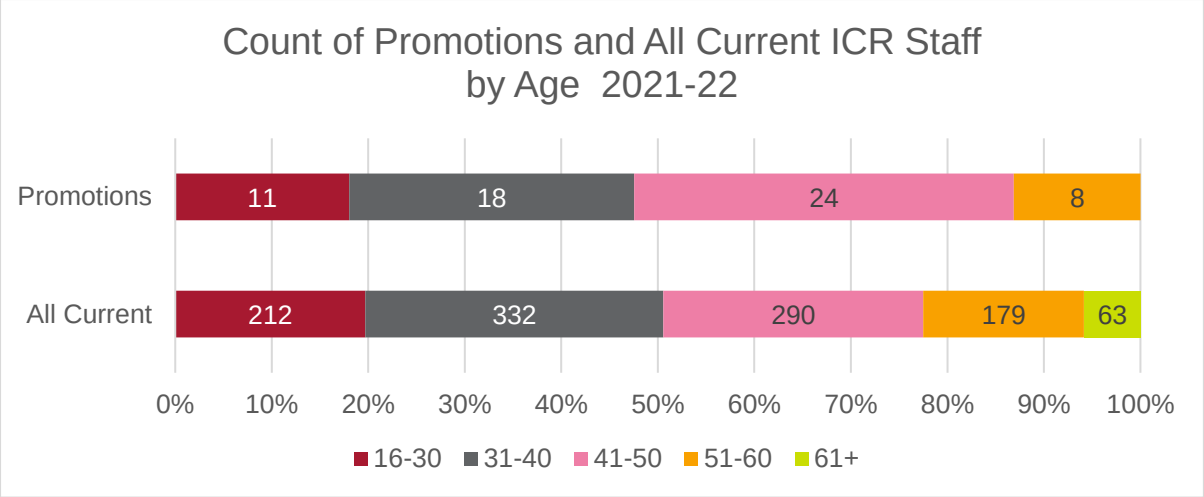
3. Age

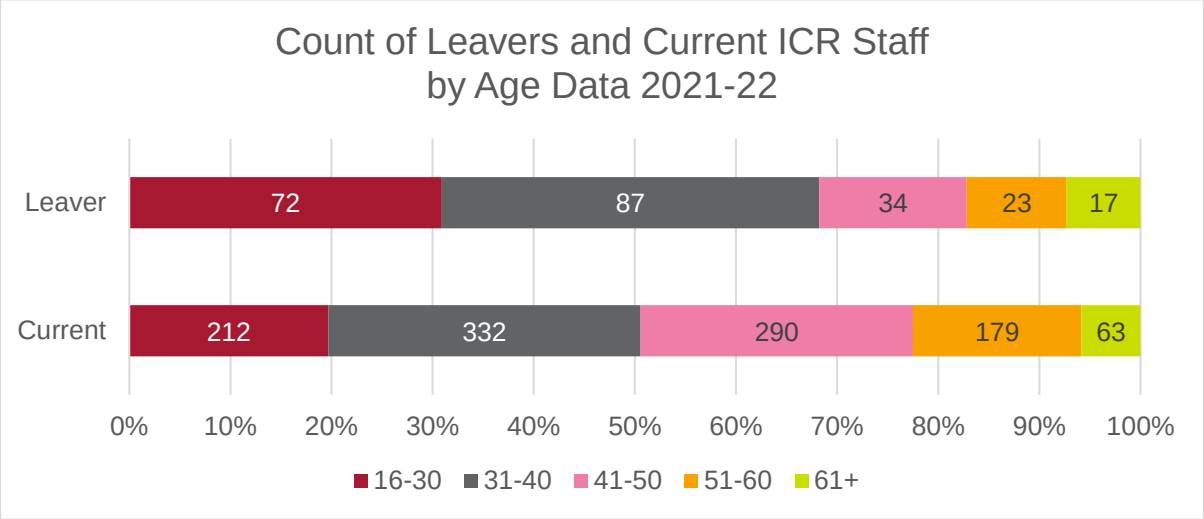
The age profile of the ICR has seen a steady increase in the youngest age group (16-30 years) since 2019 and a decreasing proportion of those in the oldest (60+).



Those in the age group 41-50 years are more likely than others to receive an outstanding appraisal rating and to be promoted. This group comprises 27% of total staff and 39% of all promotions.







The two younger age groups are over-represented in this year's leavers data. Analysis by job type indicates these groups contain 96% of Postdoctoral training fellow leavers. Postdocs are training roles with fixed-term contracts, and the ICR has a substantial career development programme to prepare this group for their next job roles elsewhere. We expect that the majority of Postdocs will leave the ICR. 83% of leavers in the 16-30 age group were Scientific Officers or staff in junior Professional Services grades. We anticipate more movement in these junior roles as people establish their careers. However we will further consider how we can develop sustainable career pathways where possible in Professional Services and Scientific Officer/ technical staff.

We ran one retirement webinar in December 2021. We have since revised our approach as a consequence of ongoing changes to the USS and NHS pension schemes, and we replaced broad-brush retirement planning events with bespoke 1:1 discussions with the Pensions Manager for staff considering or approaching retirement (~40 staff attended these in 2022). The two active pension schemes (USS and NHS pensions) have both undergone substantial changes in 2022, and after these changes are completed we will revise and relaunch our webinar on preparations for retirement.

4. Disability

4.9% of staff at the ICR declared a disability in 2022, compared to 3.7% in all years 2019-2021 and compared to 6% nationally. The proportion of staff not disclosing information on disability status has steadily reduced since 2014 (when it was 10%) and now stands at 2%. This may be due to efforts to encourage staff to disclose additional needs to us, for example in the mandatory A Supportive Workplace training.

Table 4 indicates that staff declaring a specific learning disability (e.g. dyslexia or ADHD) has more than doubled since 2020/21 and this accounts for the increase in declarations in 2021/22. Numbers of staff reporting other forms of disability have stayed constant since 2018/19. We will continue to monitor this and work with the Access for All network to both increase awareness of these conditions and to ensure that our environment and culture meets the requirements of these groups.

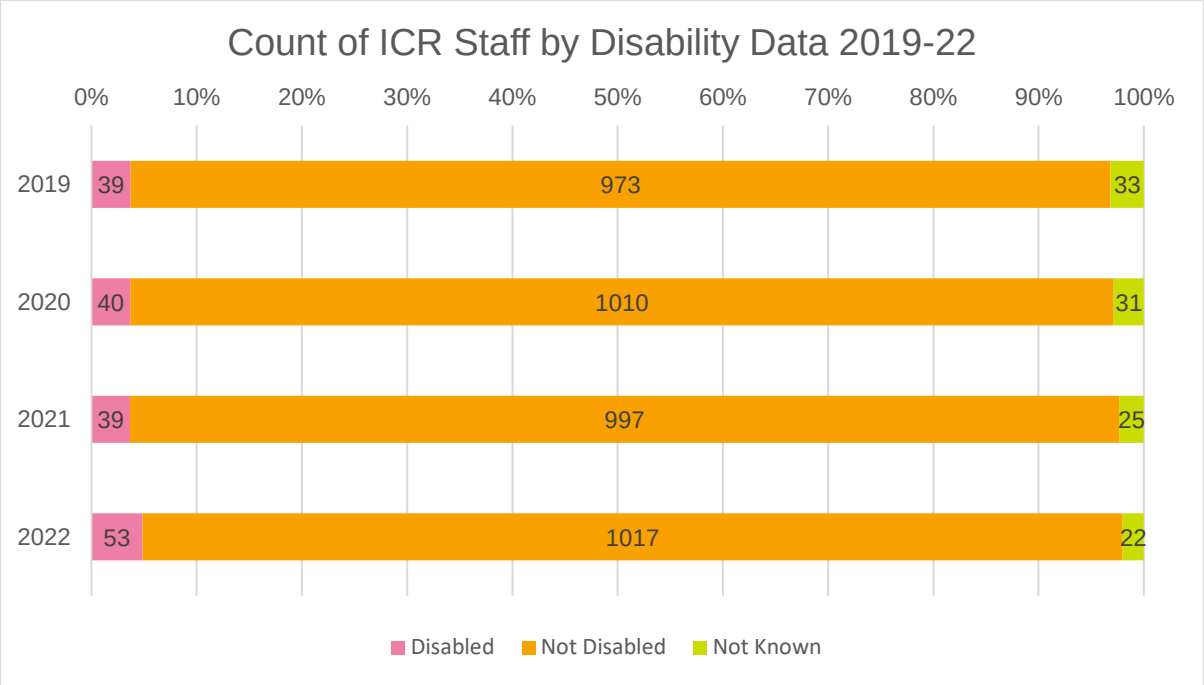
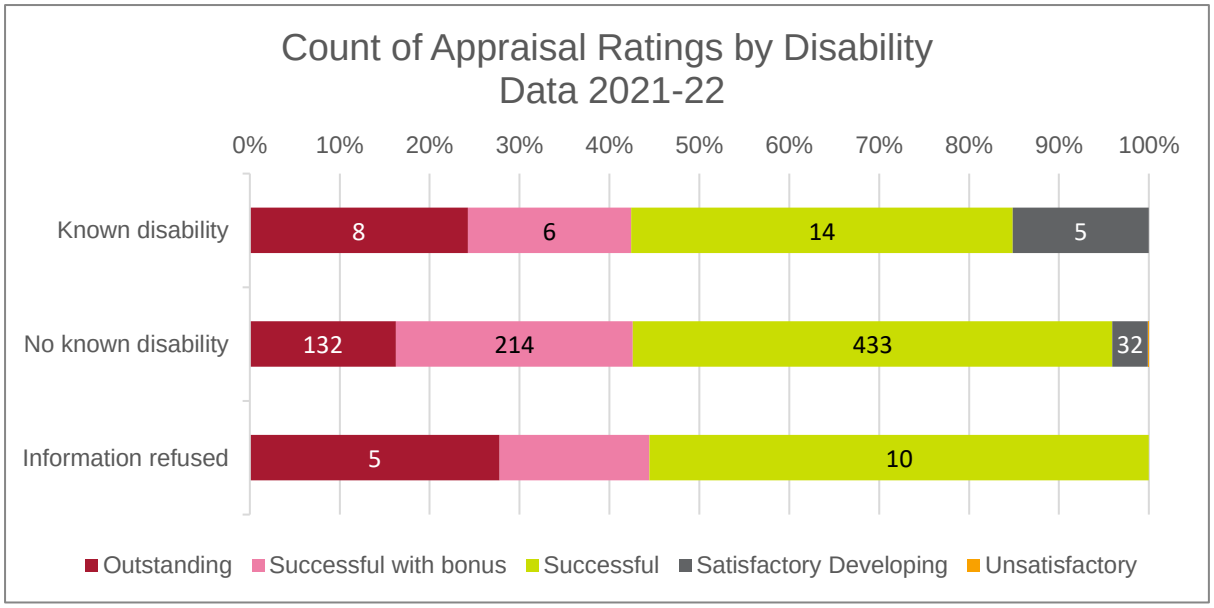
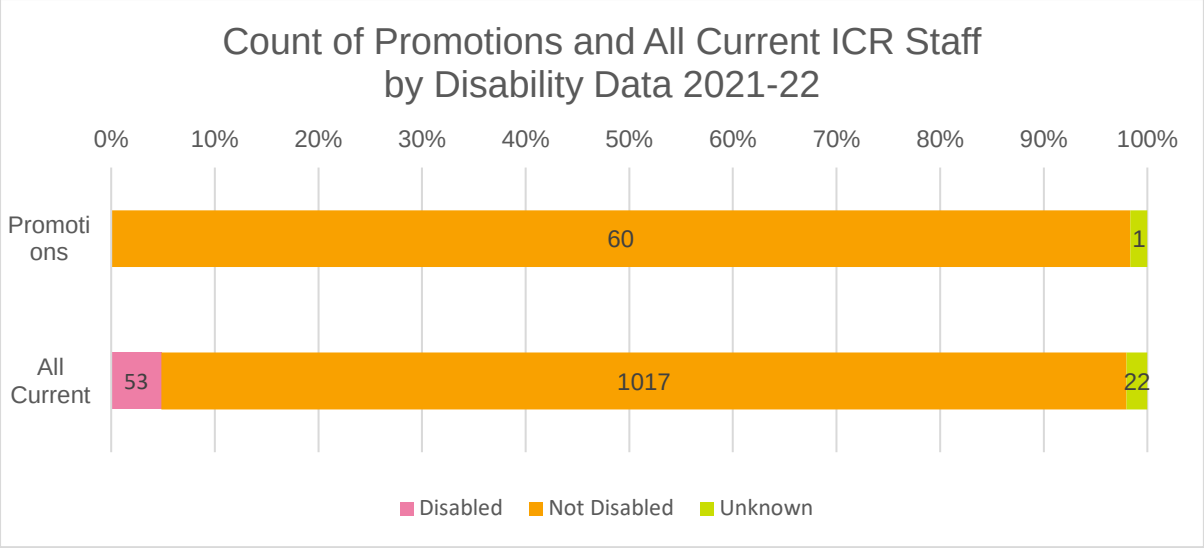


Table 4. Staff disclosing a disability categorised by type of disability or health condition

Category of disability or health condition	2019	2020	2021	2022
A specific learning disability such as dyslexia, dyspraxia or AD(H)D	7	8	6	14
A social/communication impairment such as Asperger's syndrome/other autistic spectrum disorder			<5	<5
A long-standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy	10	9	9	13
A mental health condition, such as depression, schizophrenia or anxiety disorder	7	6	9	9
A physical impairment or mobility issues, such as difficulty using arms or using a wheelchair or crutches	7	7	5	5
Deaf or serious hearing impairment	<5	<5	<5	<5
Blind or a serious visual impairment uncorrected by glasses	<5	<5	<5	<5
A disability, impairment or medical condition that is not listed above	5	6	7	7

In 2022 14% of staff with disabilities attained the highest appraisal award (outstanding)compared to 10% of staff without disabilities. This is an improvement from the 2021 appraisal round when only 2.5% of staff declaring a disability were awarded an Outstanding rating. A greater proportion of staff with disabilities also achieved the lower "developing" level compared to staff without disabilities.





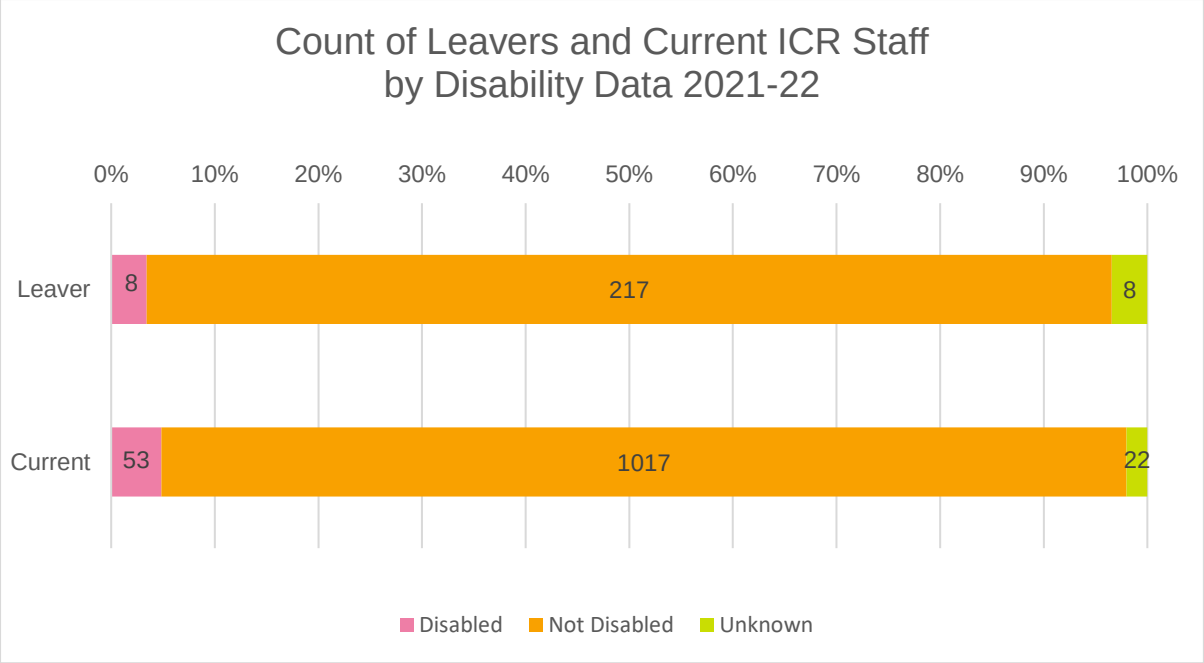
No staff disclosing a disability were promoted this year. Analysis of promotions since 2018/19 (table 5) indicates no fixed pattern in promotions by disability and we will continue to monitor this and provide data over multiple years. We will also raise the topic of promotions with the Access for All network to understand if there are perceived barriers to promotion for this group.

Table 5. Proportion of staff promoted by disability status 2018-2022[2]

Number and proportion of staff promoted by disability status	2018/19	2020/21	2021/22
Disabled staff	0 (0%)	<5 (11%)	0 (0%)
Non-disabled staff	40 (3.3%)	60 (6%)	60 (6%)

The proportion of leavers disclosing a disability is proportionate with the total staff population.

[2] Data on promotions by disability status is not available for 2019/20.



This year the Access for All network gained its first ICR co-chair and participated in the joint equality network events. The network is now seeking a full committee and preparing objectives for 2023. In November 2022, network members participated in a discussion with the EDI Manager and Head of HSEQ to help us understand what works well for staff and students with disabilities and health conditions, and to identify areas to improve.

This discussion included discussed examples of how managers, HR and Registry have created appropriate working conditions, and how managers have supported staff and students with additional needs. The group gave a lot of suggestions on building and office space design to accommodate neurodiversity and suggested that the ICR have dedicated wellbeing rooms on each site.

This information will be used in the brief for the contractors refurbishing the Professional Services offices at 123 Old Brompton Road. In 2023 the Equality Steering Group will review recommendations from the discussion groups, and we will work with the Access for All network to implement them **(proposed objective 3**).

The ICR's wellbeing programme is in its fourth year, and activities this year included a webinar on neurodiversity (over 60 participants) and workshops on managing anxiety and on good mental health.

5. Ethnicity

In 2021/22 26% staff were from ethnic minorities, a 3% increase on previous years. This is the result in the growth in the proportion of Asian staff at the ICR compared to previous years. This increase has come from two main job types:

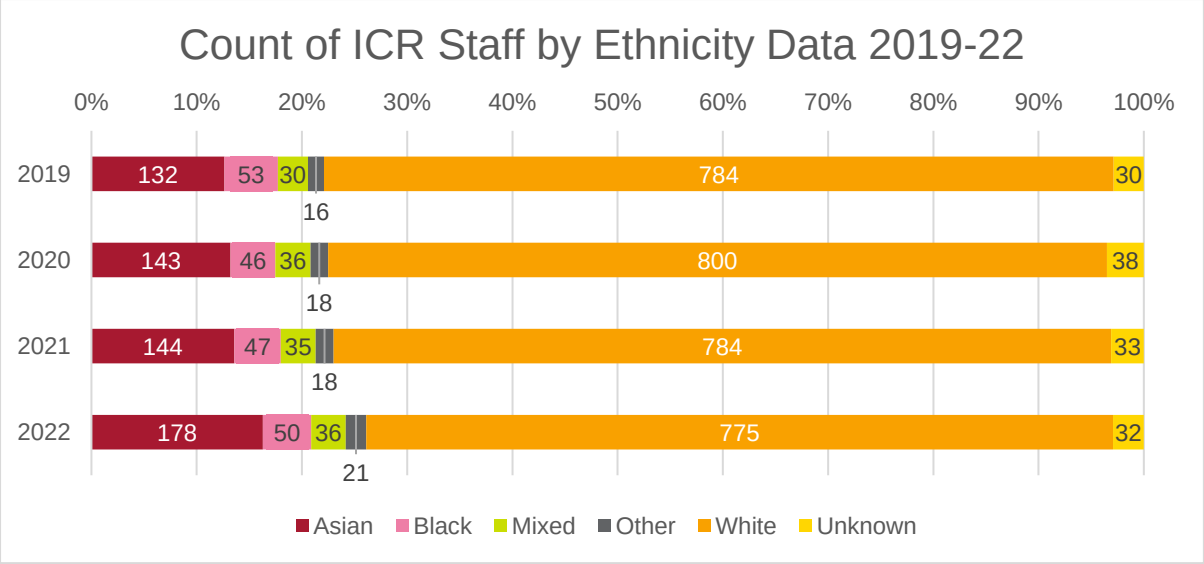
- Postdoctoral training fellows: an increase in the number of Asian postdocs from outside the UK (primarily Indian and Chinese staff)
- Research management junior grades (data managers and assistant study managers in Drug Development Unit and Clinical Trials and Statistics unit): majority are British Asian. In part this is the direct impact of the DDU undergraduate degree placement scheme, which brings in students from local universities on one-year placements and deliberately aims to increase the proportion of women and ethnic minorities working in clinical trials.

61 nationalities are now represented at the ICR, with Indian now the largest non-UK nationality. In previous years this has alternated between Italian and Spanish).

Appraisals: In the 2022 appraisal round 46% of white staff received the two highest grades (outstanding and successful with bonus) compared to 25%-26% of all other ethnicities. This is the first year of the new appraisal scheme that this has been the case. Looking at ethnicity across all three years of the new appraisal scheme (table 6), mixed race staff receive a smaller proportion of outstanding awards than other ethnicities: with an average of 7% of mixed-race staff receiving outstanding compared to a range of 11-15% across the other ethnicities. Numbers in the mixed-race group are small – currently 36 people in total (3% of staff). We will take additional actions this year to promote the Race Equality Career Accelerator programme to mixed race staff, as anecdotal evidence suggests some staff may not realise that they are eligible for these programmes.

Promotions: Promotions data for 2022 does not follow the patterns seen in appraisals: Asian, Black and mixed groups were *more* likely to get promoted this year than other ethnic groups, and white staff were under-represented amongst staff receiving promotions. All ethnic minorities together achieved 35% of promotions, whilst being 26% of all staff. This indicates that our race equality is having impact: all senior leaders and Directors under race bias training in 2021, and programmes including Future Leaders and Aurora have encouraged applications from ethnic minority staff. Promotional work for the Race Equality Career Accelerator encouraged managers to have conversations with ethnic minority staff about their career development and ambitions.

The number of promotions within the ICR varies by year (Table 7) between 2018/19 and 2021/22. The proportions of ethnic minority and white staff being promoted are similar.


Count of ICR Staff by Ethnicity Data 2019-22
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%
2019
132
53
30
16
784
30
2020
143
46
36
18
800
38
2021
144
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784
33
2022
178
50
36
21
775
32
Asian
Black
Mixed
Other
White
Unknown

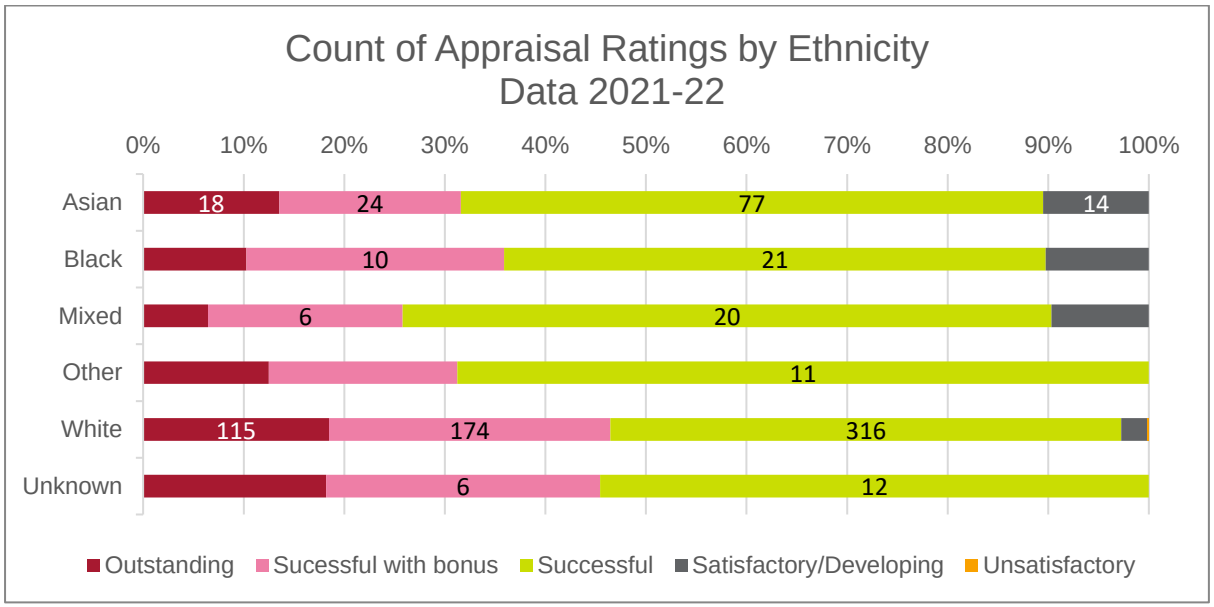

Count of Appraisal Ratings by Ethnicity Data 2021-22
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%
Asian
18
24
77
14
Black
10
21
Mixed
6
20
Other
11
White
115
174
316
Unknown
6
12
Outstanding
Sucessful with bonus
Successful
Satisfactory/Developing
Unsatisfactory

Table 6. Distribution of appraisals by ethnicity for the three years of the new appraisal scheme (2020-2022)

Ethnicity	Year	Outstanding	Successful with bonus	Successful	Satisfactory/ Developing	Unsatisfactory
Asian	2022	14%	18%	58%	11%	0%
	2021	10%	18%	66%	6%	0%
	2020	10%	18.3%	65%	6.7%	0%
Black	2022	10%	26%	54%	10%	0%
	2021	16%	9%	58%	14%	2%
	2020	13%	19.6%	54.3%	13%	0%
Mixed	2022	6%	19%	69%	0%	0%
	2021	10%	17%	66%	7%	0%
	2020	3.6%	14.3%	75%	7%	0%
Other	2022	13%	19%	69%	0%	0%
	2021	13%	20%	67%	0%	0%
	2020	11.8%	11.8%	64.7%	11.8%	0%
White	2022	18%	28%	51%	3%	0.2%
	2021	14%	21%	60%	4%	0%
	2020	12.8%	21.2%	62.3%	3.6%	0.2%
Not known	2022	18%	27%	55%	0%	0%
	2021	10%	27%	60%	3%	0%
	2020	15.6%	6.3%	75%	3%	0%

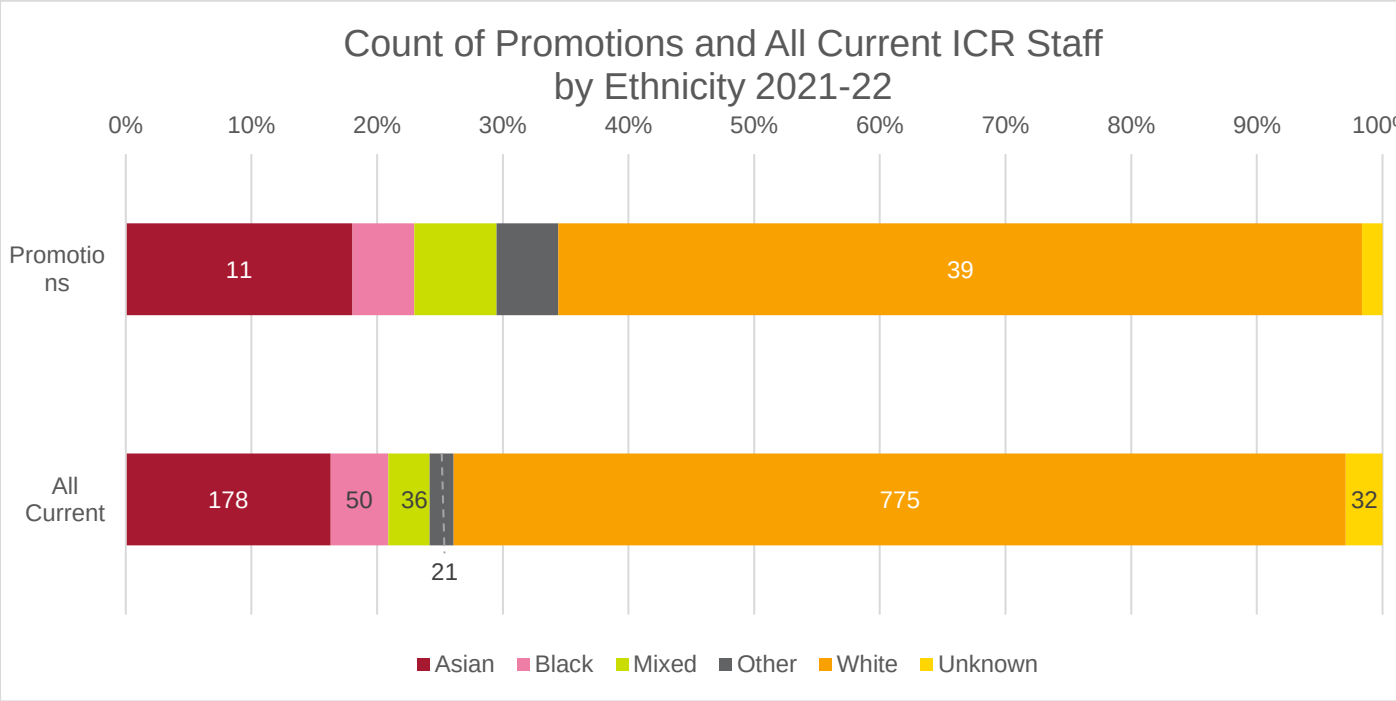
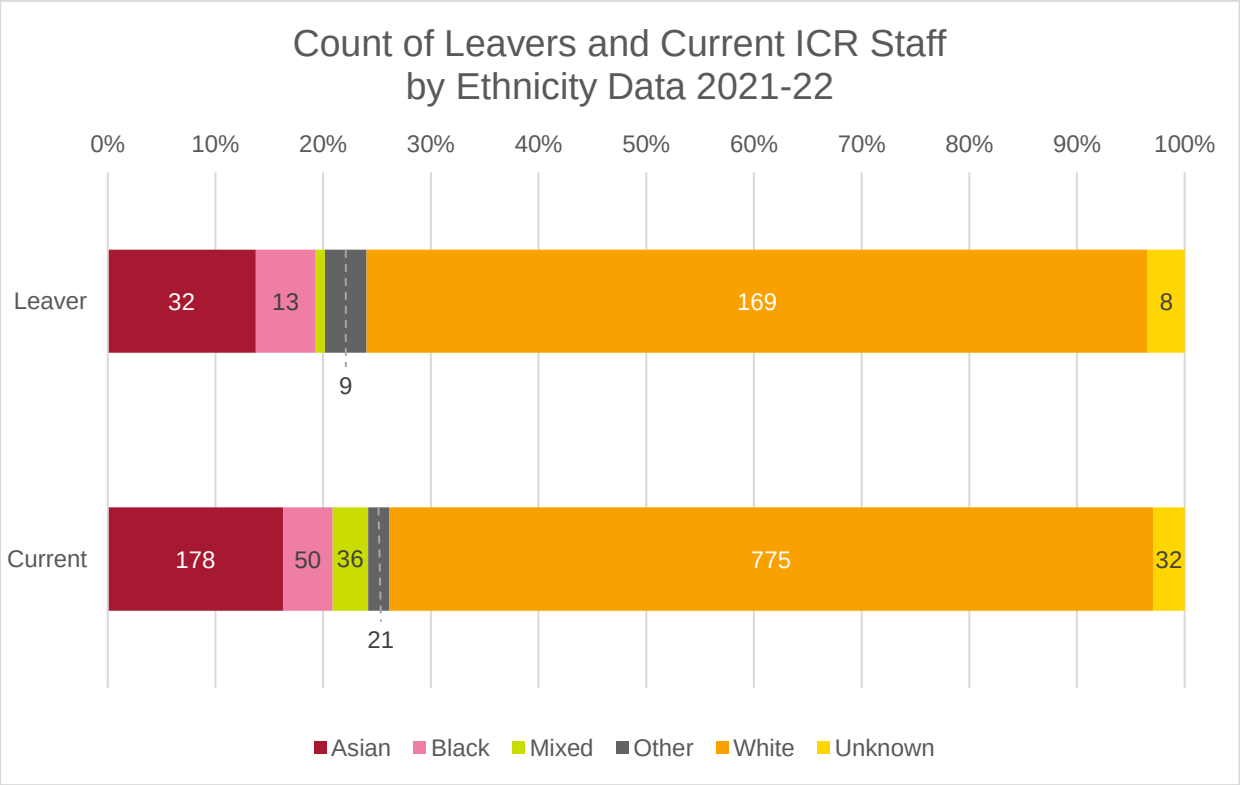


Table 7. Distribution of promotions by ethnicity 2018/19-2021/22[3]

Number and percentage of staff promoted by ethnicity	2018/19		2020/21		2021/22	
Asian	-	-	9	6%	11	6%
Black	-	-	<5	8%	<5	6%
Mixed	-	-	<5	3%	<5	11%
Other	-	-	<5	0%	<5	14%
Total BAME	**9**	**3%**	**17**	**6%**	**21**	**7.4%**
White	32	3%	45	6%	39	5%
Not known	-	-	<5	6%	<5	3.1%



Proportions of leavers are largely in line with the representation of ethnicity within the whole staff headcount.

Race Equality: beyond the Statements is the ICR's racial equality programme established in 2020. In 2021/22 we continued to work with the REACH Forum to achieve the programme's aims. Activities included:

- Race equality career accelerator programme: our first career development programme run specifically for Black, Asian and other ethnic minorities. Twelve staff

[3] Data is not available for academic year 2019/20.

participated, all from Professional Services. Of these four have gone on to promotions elsewhere and the programme received positive evaluations from all participants. We will repeat the programme in 2023.

- Reverse mentoring for Professional Services directors: all Professional Services Directors and the Chief Operating Officer were mentored by ethnic minority staff between April and September 2022. This programme aimed to give the Directors insight into the experiences of individuals from different ethnicities at the ICR and create change across the organisation. A final workshop in September 2022 brought all mentors and mentees together to identify further actions which the ICR could take to develop our research culture. These will be explored further and implemented in 2023. We aim to expand reverse mentoring in 2023 to include mentors from Access for All and the LGBT+ Network, and to make this available to all staff.
- Training on addressing microaggressions and race bias: a webinar for all staff and students launched in 2021 as the 'equality refresher'. This was supplemented by information on where to find support if experiencing or witnessing microaggressions at the ICR. Microaggressions have also become a recognised form of bullying in the ICR's "addressing bullying and harassment" policy.
- Changes to student recruitment to encourage greater numbers of applications from Black British undergraduate students (more detail in Section 6 – Student Equality Data)
- Black in Cancer: Dr Michael Ranes was a speaker at the first Black in Cancer conference for ethnic minority scientists (October 2022).
- Race equality champions: Barbara Pittam (Director of Academic Services) took over the Race Equality exec champion role from Adrian Cottrell (Chief Information Officer)

The REACH Forum continued to work with the ICR on Race Equality: Beyond the Statements, and holds monthly meetings on a variety of topics. In 2023 we will work with the network to review its objectives and to support the new co-chairs in their roles.

6. Gender reassignment

In 2021/22 six staff (<1%) reported that they have a different gender identity to their sex at birth, compared to 1035 (94%) stating that they have the same gender identity as sex, and 51 (4.6%) refusing to give this information. This is the first year that the ICR has more than five reporting a difference between gender identify and birth sex.

Our trans inclusion policy provides practical guidance for managers and supervisors in supporting staff who may identify as transgender, including the practicalities of supporting them through gender transition.

We work with the LGBT+ network to identify areas in which our support for trans staff and students can improve. In November the LGBT+ network produced a guide giving a brief

overview of the transgender spectrum and giving advice on how to be a good ally to trans people. In 2023 we will run a trans awareness webinar (previously delivered in 2021) to support staff and students to be good allies to trans people.

7. Marriage and civil partnership

We do not ask for information on marriage or civil partnership status as part of our standard HR information gathering. Whilst staff may choose to provide such information when completing emergency contact details, we do not analyse or report on this. We have had no complaints or enquiries from staff relating to this data.

8. Pregnancy and Maternity

Table 8. Numbers of staff taking family leave (maternity, adoption, paternity and shared parental leave) 2021/22

Leave type	Total numbers
Adoption leave	<5
Maternity leave	50
Paternity Leave	10
Shared Parental leave	<5

Uptake of paternity leave is lower than we would usually expect. We will investigate this to understand whether men are under-reporting or unaware of their ability to take paternity leave. We will also ensure that we promote paternity leave as part of our regular promotions of shared parental leave.

Numbers taking Shared Parental Leave are in line with previous years but still low in comparison to other forms. **2022 Equality objective 7** (review of maternity and Shared Parental Leave) was set in recognition that our Shared parental leave is currently paid at statutory rates and that this deters some eligible staff from taking it. We have prepared a business case for enhanced Shared Parental Leave pay and this will go to the relevant committees for approval in Spring 2023.

Of those taking maternity leave, 22% returned on fewer contracted hours, compared to before taking leave. All these were from research divisions in Scientific Officer or Trial Manager grades.

Twenty five people took Keep in Touch days or the Shared Parental Leave equivalent (table 9) representing 39% of those taking parental leave in 2021/22. This is similar to the 38% taking this leave in 2020/21. We will continue to publish internal news articles to raise awareness of this and work with the Parents Network to identify further means of promoting paid opportunities to keep in touch for those who want them.

Table 9. Number of women on maternity leave taking Keep in Touch days and staff taking Shared Parental Leave equivalent

Type of contact	Numbers taking	Duration
Keep in Touch days (whole days)	8	1-8 days
Keep in Touch part days	15	3.25-61 hours
Shared Parental Leave KIT days	2	3-10 days

One member of staff benefitted from our "stop the clock" policy, whereby roles with a maximum period of time at the ICR can have the time taken in maternity leave added to their contracts. This Career Development Faculty had time equivalent to her maternity leave added and has since passed her tenure review.

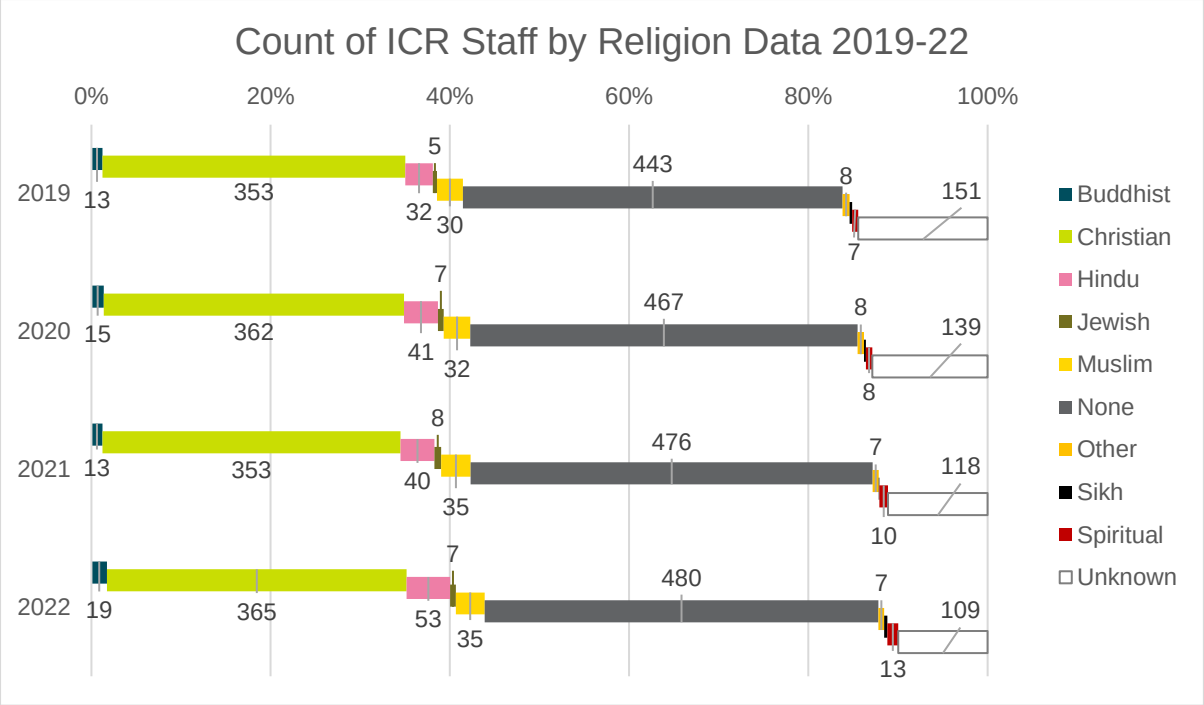
The ICR has a culture of flexible working and the majority of flexible working is through informal arrangements between manager and staff member. In 2021/22 only ten female and two male members of staff made flexible working requests requiring a contractual change.

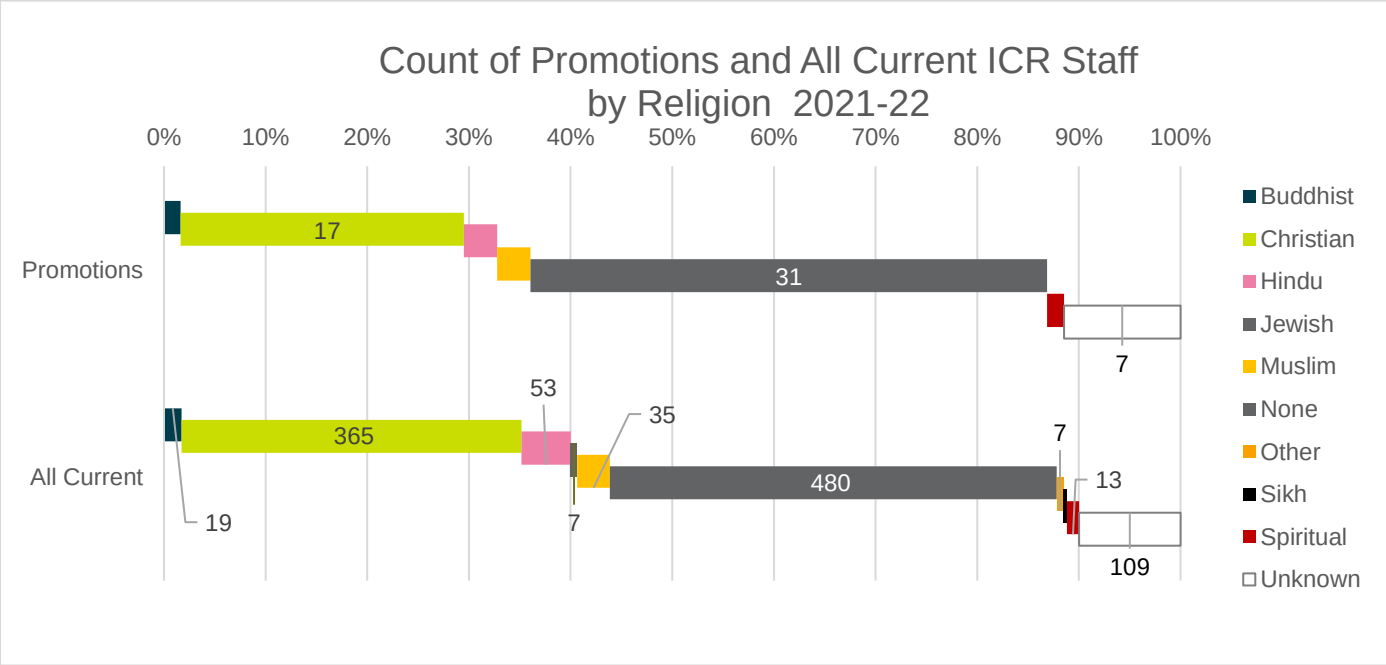
9. Religion and Belief

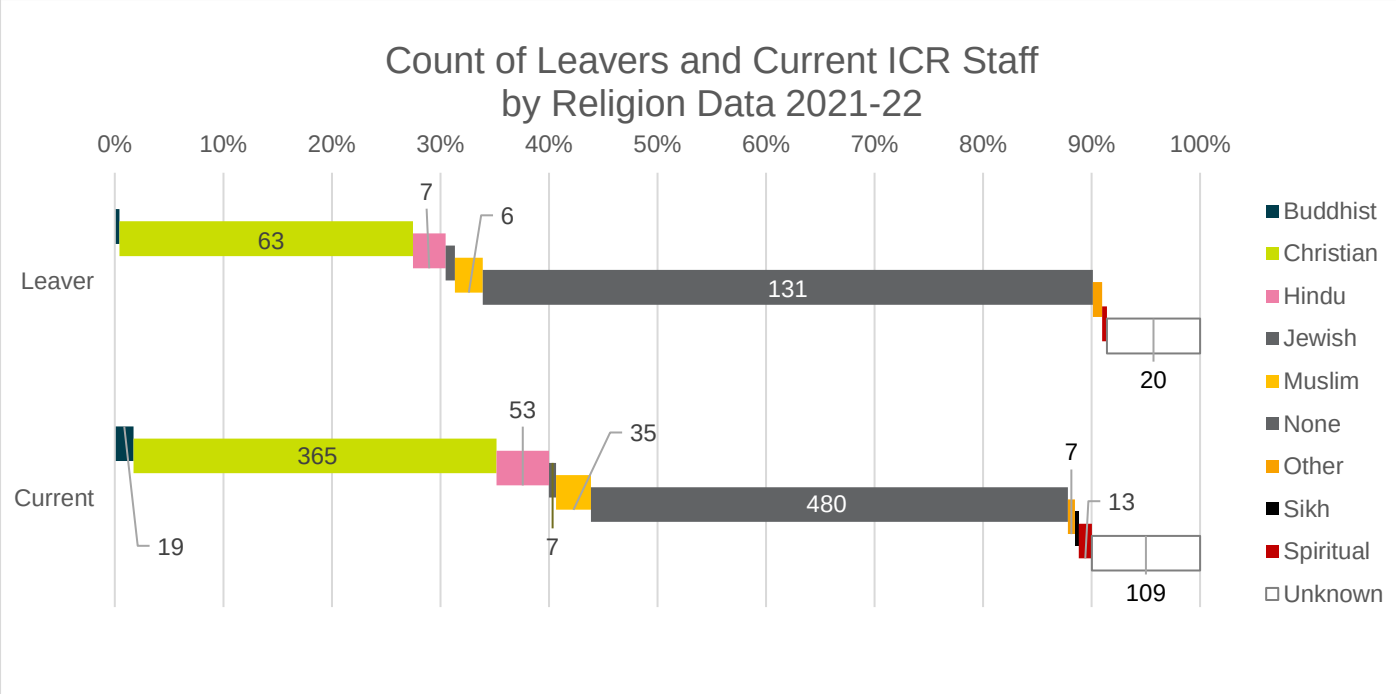
As with other protected characteristics, a greater proportion of staff are giving us information on their religion or belief and the proportion of "prefer not to say" has decreased steadily since 2019. The largest religious groups remain Christian and no religion.

Some religious groups are not represented in either staff promotions or leavers for 2021/22.

We provide facilities for worship at Sutton and Chelsea, with the assistance of our partners The Royal Marsden. All sites have rooms which can be used for private prayer.


Count of ICR Staff by Religion Data 2019-22
0%
20%
40%
60%
80%
100%
2019
13
353
32
5
30
443
8
7
151
2020
15
362
41
7
32
467
8
8
139
2021
13
353
40
8
35
476
7
10
118
2022
19
365
53
7
35
480
7
13
109
Buddhist
Christian
Hindu
Jewish
Muslim
None
Other
Sikh
Spiritual
Unknown

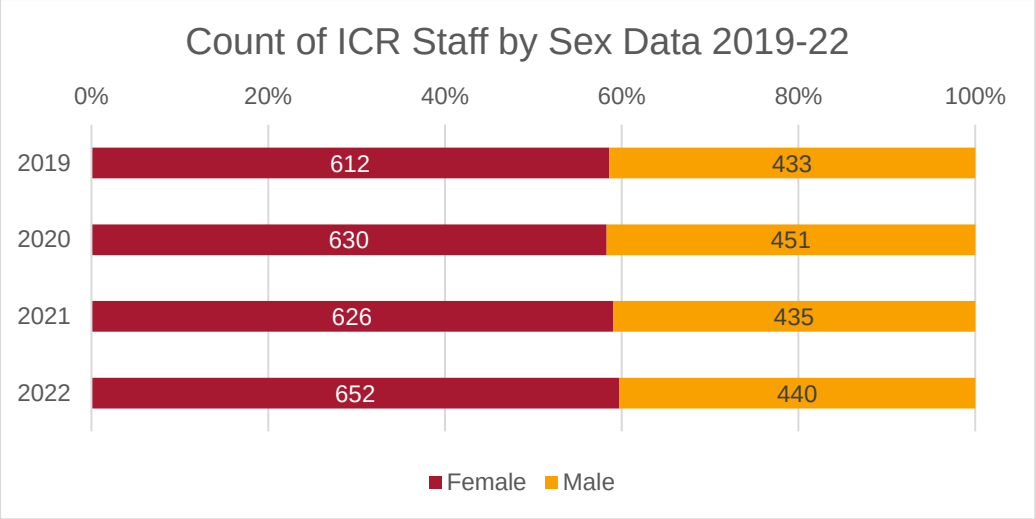

Count of Promotions and All Current ICR Staff by Religion 2021-22
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%
Promotions
17
31
7
All Current
365
53
35
7
480
7
13
19
109
Buddhist
Christian
Hindu
Jewish
Muslim
None
Other
Sikh
Spiritual
Unknown

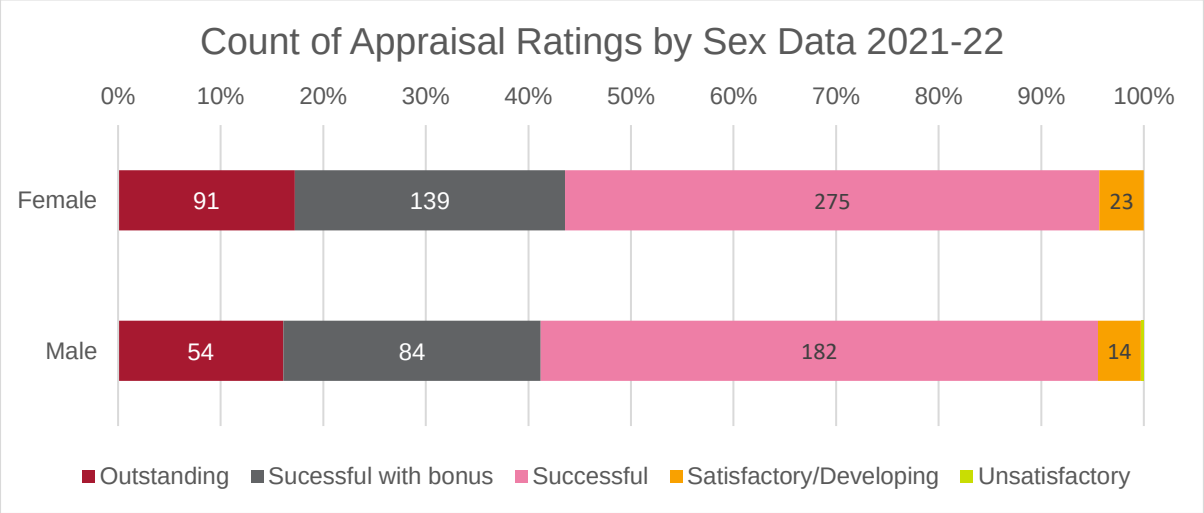


10. Sex

The ICR continues to have a predominantly female workforce. Women are less well represented in the more senior levels in research, with two divisions led by women and seven by men. At the most senior level, the CEO and Chief Operating Officer are male and the Academic Dean is female. The Chair of the Board of Trustees is female. In 2021/22 33% of Faculty are female, compared to 54% of Postdocs, continuing the long-term trend of under-recruitment of women to Faculty roles (there is no internal promotions path between Postdoc and Faculty).

The distribution of men and women's appraisal grades are similar. In 2021/22 a greater proportion of women received promotions compared to men. **Table 10** indicates that this is a consistent pattern over three years of promotions data. Further investigation of 2021/22 promotion figures indicates that 64% of female promotions were in Scientific Officer and clinical trial manager grades compared to 36% of male promotions. This indicates that sex differences in promotions is linked to job role: 63% of staff in Scientific Officer grades are female, and 84% of those in the Research Management (clinical trials) grades are female. There are routes for regrade and promotion within both of these job roles.


Count of ICR Staff by Sex Data 2019-22
0%
20%
40%
60%
80%
100%
2019
612
433
2020
630
451
2021
626
435
2022
652
440
Female
Male


Count of Appraisal Ratings by Sex Data 2021-22
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%
Female
91
139
275
23
Male
54
84
182
14
Outstanding
Sucessful with bonus
Successful
Satisfactory/Developing
Unsatisfactory

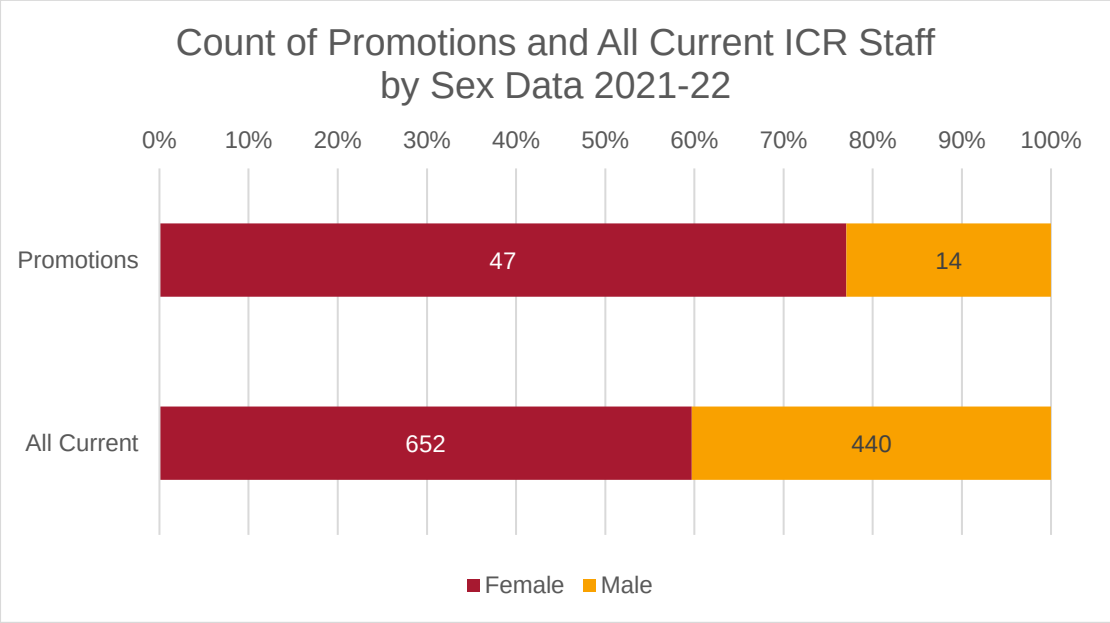

Count of Promotions and All Current ICR Staff by Sex Data 2021-22
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%
Promotions
47
14
All Current
652
440
Female
Male

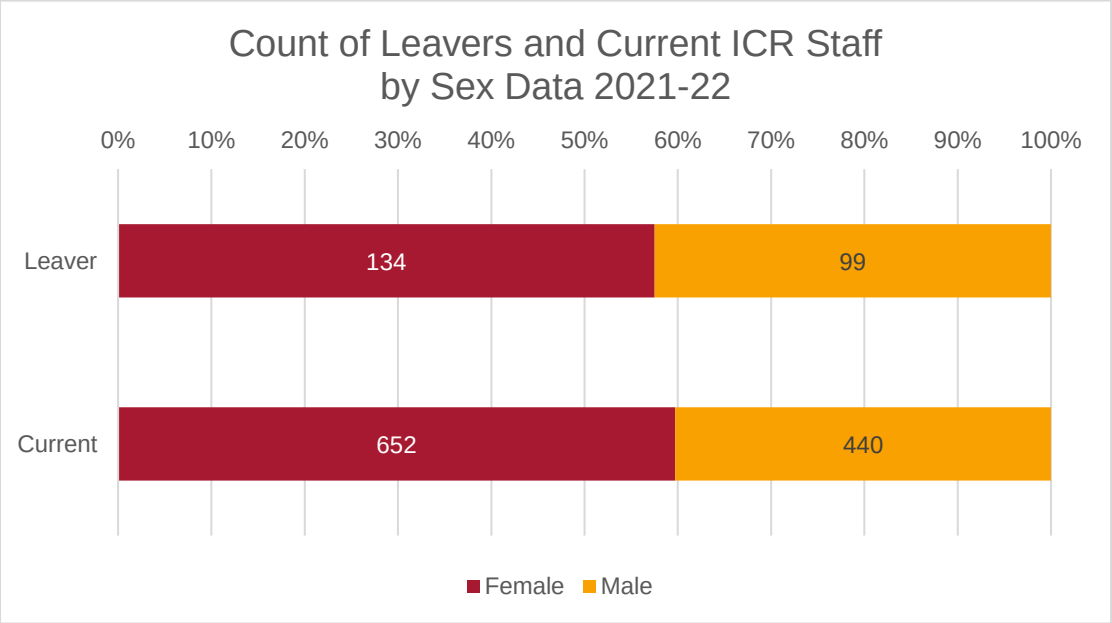
Table 10. Number and percentage of total male/ female staff promoted 2018/19-2021/22[4]

	2018/19		2020/21		2021/22	
	Number	%	Number	%	Number	%
Female	28	3.5%	43	7%	47	7%
Male	15	2.7%	19	4%	14	3%

In the 2021 academic promotions round (coming into effect on 1 October 2021) two women were promoted: one to Reader and one to Professor. No men were promoted. Numbers of academic promotions each year are very small, reflecting the size of our Faculty. Looking over the previous four academic years (table 11), the proportion of male and female Faculty promoted are similar: 26% of female Faculty and 21% of male.

Table 11. Number of male and female Faculty promoted to Reader and Professor 2018-2022 (all years combined)

	Female	Male
Promotion to Professor	3	4
Promotion to Reader	3	6
Total	6	10
Promotions as percentage of the 2022 Faculty headcount by sex	26%	21%



Male and female leavers are in line with the staff headcount.

The ICR's Athena SWAN Steering Group leads our work on gender equality. In 2021/22 the Steering Group's work included:

[4] Promotions data is not available for 2019/20.

- Running the consultation on recognition for voluntary participation in Equality and Diversity work.
- Updating the good practice guide developed during the pandemic on supporting flexible and hybrid working
- Supporting the ICR work on sexual misconduct: extending the licence on the *Picture a Scientist* documentary and providing a study guide for teams and individuals.
- To celebrate International Day of Women and Girls in Science (11 February) the ICR hosted a live discussion on Twitter, interviewing four female scientists, on their experiences of the unique challenges women face in research careers.

The ICR's Chair of Trustees, Professor Julia Buckingham attended the Steering Group in December 2022 to learn more about the group's work and to talk about her experiences of leading the national review of Athena SWAN.

In 2023 the group's plan includes:

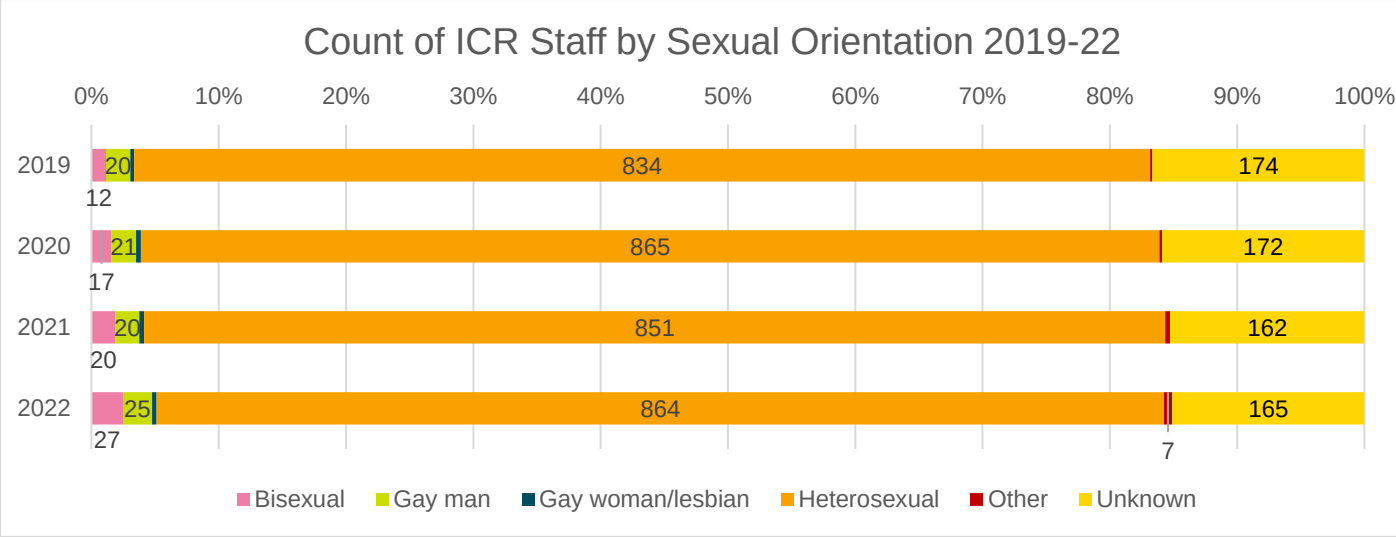
- Re-launch of the parents and carers group, maternity mentoring and more guidance for staff and their managers on practicalities of taking maternity leave.
- Preparation of the ICR's next Athena SWAN application, including a peer review in Autumn 2023. This will include an analysis of ICR culture, and contribution to the ongoing review of policy
- Host an Athena SWAN Day to celebrate women in research and the achievements of the Athena SWAN programme at the ICR.

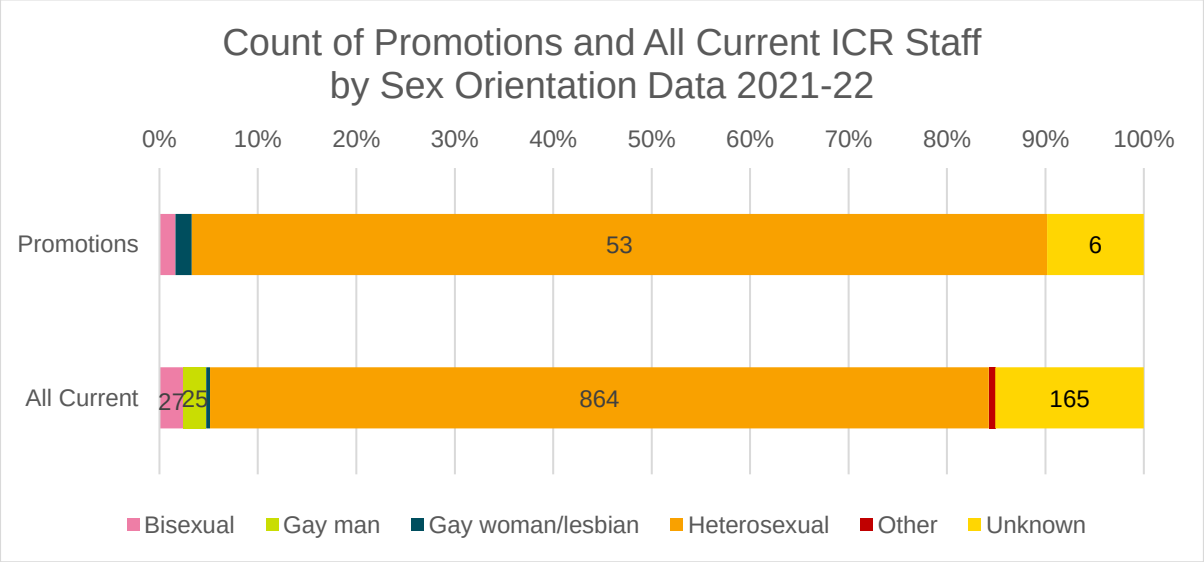
The Women In Science group (our professional development and networking group for female Faculty and directors) met in May 2022 – their first in-person meeting since 2020.

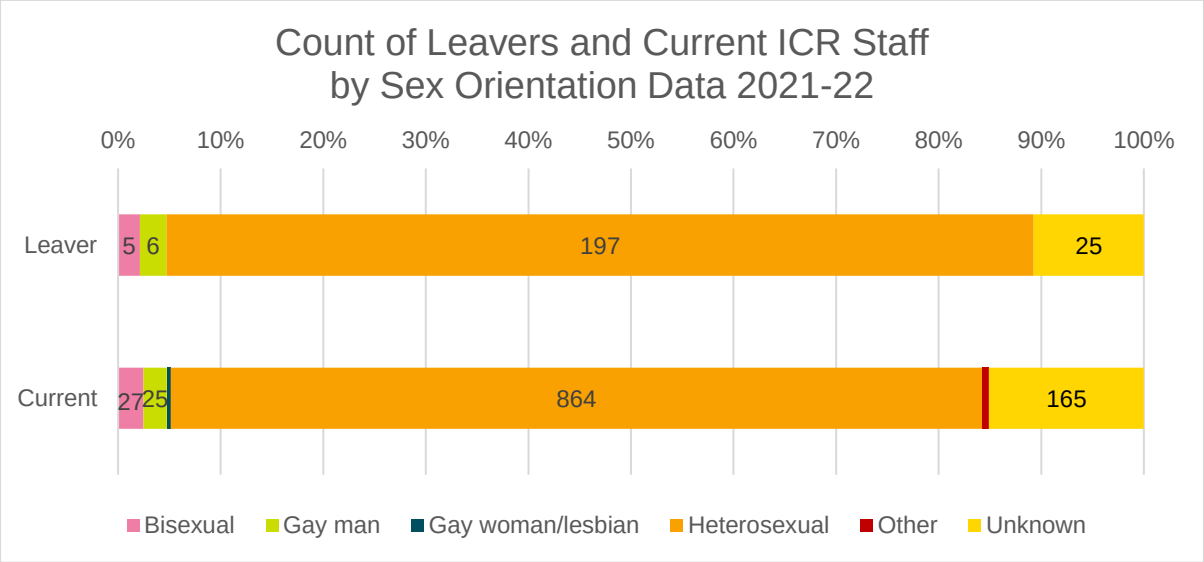
11. Sexuality

Between 2019 and 2022 the proportion of staff identifying as lesbian, gay and bisexual has increased from 3.3% to 5.1%, driven largely by increasing numbers of staff identifying as bisexual. In 2022 the number of staff identifying as "other" was greater than five for the first time. Since 2019 the proportion of staff not supplying this information has fallen slightly from 16.7% to 15.1%.

Promotions and leavers for 2021/22 are in line with the staff headcount, although those in the "unknown" category are under-represented in both those promoted and those leaving. However, care must be taken with small numbers, and future Equality Reports will report on trends over multiple years.







The LGBT+ network meets to share experiences and highlight issues that may affect LGBT+ staff, students and patients. The meetings also provide an opportunity to influence ICR

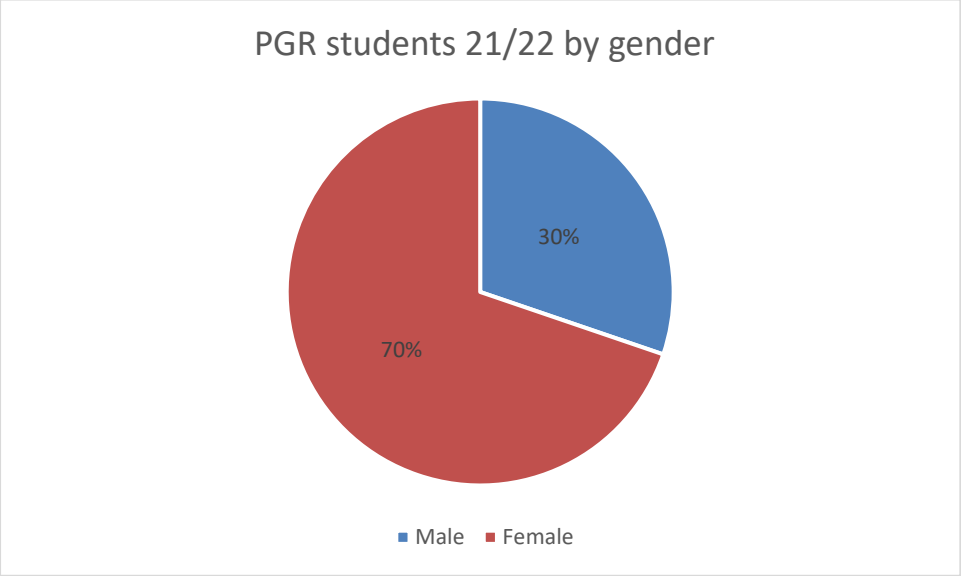
strategies and policies and help to promote diversity within the ICR and The Royal Marsden Hospital.

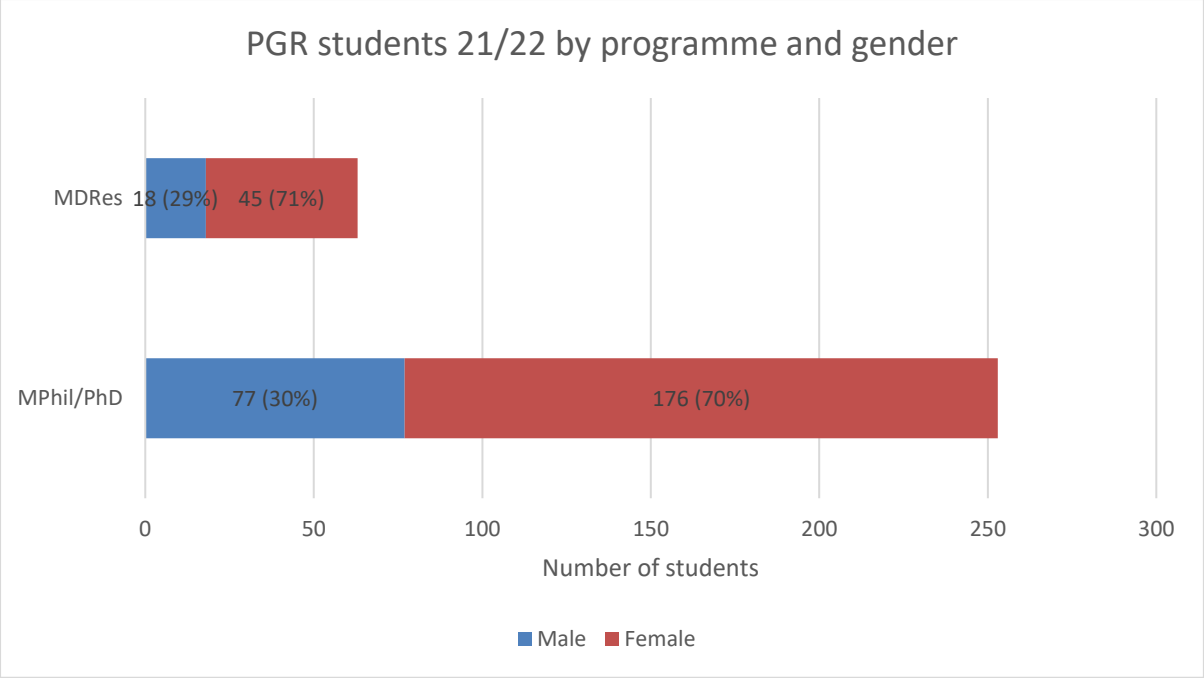
In 2021/22 Carol Ford (Chief People Officer) became the Executive champion for the LGBT+ Network.

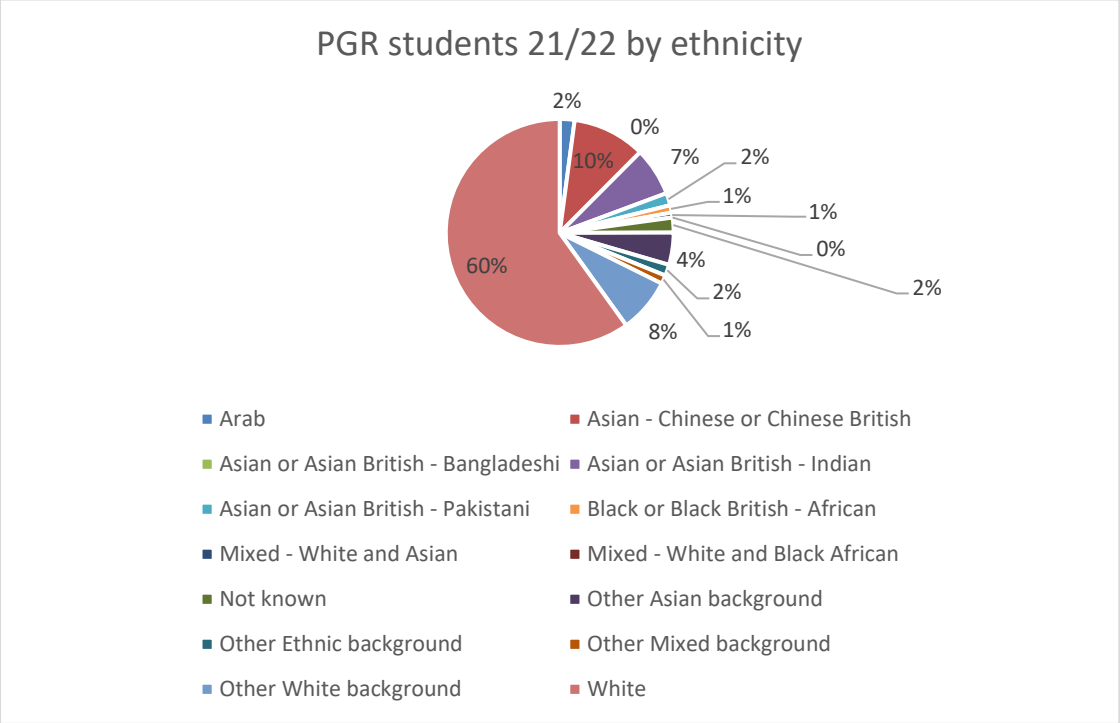
The LGBT+ Network meets six times per year, is open to all staff and students and has a full programme of activities to support and advocate for it members, including an dedicated wellbeing advisor. Activities in 2021/22 included:

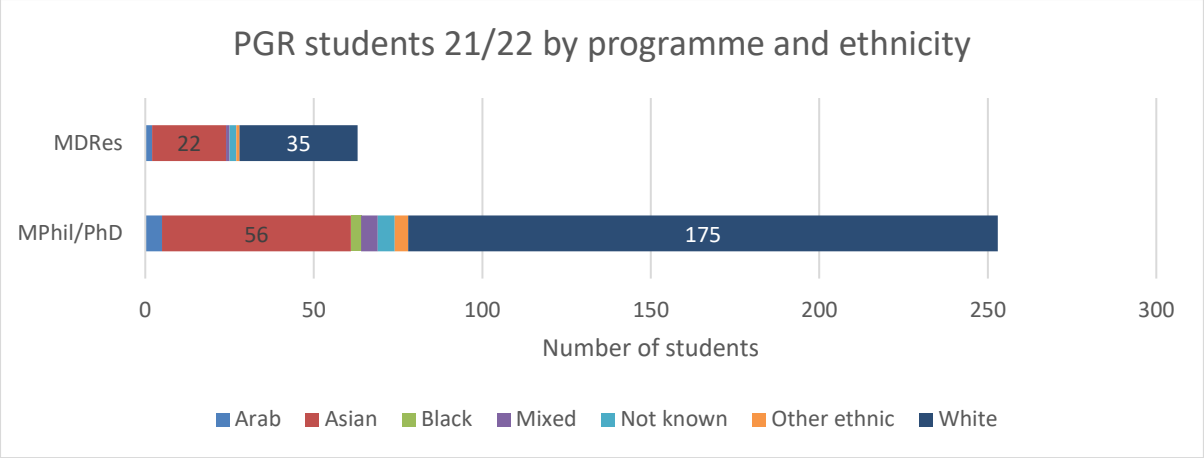
- Relaunch of the very popular rainbow lanyards (September 2021) with a new design inspired by the Progress flag (celebrating Black, Asian and minority ethnic people and different gender identities within the LGBT+ community). Around 150 lanyards were distributed. In Autumn 2022 The ICR took over purchasing and distributing rainbow lanyards from the network, and these are now available for staff and students from day one of their employment.
- A celebration of LGBT History month in conjunction with the LGBT+ networks from the Francis Crick Institute and CRUK, with events including drag bingo, a social event and a book club.
- In Pride month (June) the network held a series of social events, distribution of rainbow lanyards and allyship information, and a talk (in conjunction with the student committee) from Dr Albert Antolin (ICR Fellow) on his career as a scientist – focusing on his experiences as a gay man.

12. Student equality data




PGR students 21/22 by programme and gender
MDRes
18 (29%)
45 (71%)
MPhil/PhD
77 (30%)
176 (70%)
0
50
100
150
200
250
300
Number of students
Male
Female


PGR students 21/22 by ethnicity
2%
0%
10%
7%
2%
1%
1%
0%
2%
4%
2%
1%
8%
60%
Arab
Asian - Chinese or Chinese British
Asian or Asian British - Bangladeshi
Asian or Asian British - Indian
Asian or Asian British - Pakistani
Black or Black British - African
Mixed - White and Asian
Mixed - White and Black African
Not known
Other Asian background
Other Ethnic background
Other Mixed background
Other White background
White



Student recruitment

Table 12. Ethnicity of applicants throughout the 2021-22 non-clinical PhD application process

	Feeder Population	Applied	Shortlisted	Wildcarded	Interviewed	Offered
Asian	14%	12%	11%	0%	9%	18%
Black	4%	3%	4%	14%	6%	9%
Mixed	6%	5%	7%	0%	6%	18%
Other	2%	2%	0%	0%	0%	0%
Total ethnic minorities	25%	21%	21%	14%	20%	45%
White	75%	76%	79%	86%	80%	55%
Unknown	0%	3%	0%	0%	0%	0%

As baseline comparison dataset we use the demographics of our feeder universities—UK universities from which we have selected candidates in recent years. We receive applicants in the proportions expected from our feeder universities.

The data suggests that those from Asian and Other backgrounds are slightly disadvantaged at the shortlisting stage; and we invite to interview approximately the expected number of candidates from White, Black, Mixed, and Other backgrounds (although note with so few applicants falling into the Black, Mixed, and Other categories, these conclusions are unlikely to be generally applicable). Most notably, however—we offered to fewer White candidates than expected this year, with Black, Mixed, and Asian candidates receiving a greater proportion of offers than the applicant pool would suggest.

In the last two years, we have introduced a range of initiatives aimed at diversifying our applicant pool and to address what was identified as the reduced success of ethnic minority candidates at the shortlisting stage. This included:

- We circulated adverts for the programme to a number of key undergraduate interest groups with strong links to potential applicants from underrepresented backgrounds.
- To increase transparency around the application process, the application form was amended to include more granular questions directly addressing the qualities that we look for in our PhD students
- An application workshop was run to provide advice and guidance on the application process. Of the 45 attendees, 15 applied and 5 were interviewed. Two candidates who attended the workshop were offered a place.
- 'High potential' students from Black backgrounds or from less traditionally prestigious universities were identified through a concurrent sifting process at the shortlisting stage.
- A question was introduced to the application form to identify first-generation students. 27% of applicants classified themselves as first-generation students; Around a quarter of applications come from first-generation students, who perform better at all stages of the interview process than their non-first-generation counterparts.

Vacation studentships

The ICR's Undergraduate Vacation Scholarships summer scheme 2022 has offered ring-fenced studentships for Black British and first-generation students. We enrolled 18 summer students this year, including eight from the ring-fenced scheme. These students are likely to apply for a PhD in 2022–23 or 2023–24, and we will follow their progress.