

EPSRC DIVERSITY DATA ON PEER REVIEW (JULY 2018)

Research Councils publish diversity data annually on success rates for grant and fellowship applications and we also publish our doctoral student population data. This activity forms part of our action plan to tackle equality, diversity and inclusion (EDI) in research and innovation. The fourth annual data publication is available [here](#). 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, EPSRC is publishing 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.

Research Councils presently gather data on four protected characteristics¹:

- Gender
- Age
- Disability status
- Ethnicity

Covering the same period as the Research Council success rate data, we are providing data on:

- The EPSRC Peer Review College by gender, age and ethnicity (new)
- The reviewer population that were invited to review proposals by gender, age and ethnicity (new)
- The reviewer population that submitted a useable review² by gender, age and ethnicity (new)
- EPSRC External and Internal³ Panel Chairs by gender, age and ethnicity (new)
- EPSRC External and Internal³ Panel membership by gender, age and ethnicity (new)

We are not publishing disability data for these populations at present. The numbers disclosing a disability are small and a significant number choose not to disclose or are unknown. We continue to monitor this data internally.

All the data generated over the last six financial years 2011-12, 2012-13, 2013-14, 2014-15, 2015-16 and 2016-17 are reported as both numbers and percentages. While published at a later date, the data snapshot reported in this document was taken in April 2018 in line with other diversity data reports.

Information Note on Methodology

¹ Peer Review data is generated from returns by individuals to the JeS account, where all individuals are assigned a 'unique person identifier'.

² A 'useable' 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.

³ Some of EPSRC's schemes (e.g. Programme Grants) 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% of all EPSRC panels.

All data is rounded in line with the HESA rounding methodology to protect the confidentiality of individuals. The methodology is as follows:

- All raw/actual data generated as 0,1,2 is to be rounded to 0.
- All other numbers are rounded to the nearest multiple of 5.

As totals have also been rounded based on unrounded values, some may be greater or less than the individual count numbers presented in the report.

All success rate percentages are calculated on the basis of unrounded numbers. In line with HESA rounding methodology all % have been suppressed if the denominator is less than 22.5. We recognise that some of the data headings are very small and so the success rates are not particularly meaningful in all cases but they are included for transparency where the suppression methodology allows. For each protected characteristic the following aggregate groupings have been used:

2.1 Age:

The age of individuals is banded as follows:

- 0-29,
- 30-39,
- 40-49,
- 50-59,
- 60+

2.2 Ethnicity:

The **ethnicity** data has been aggregated as follows for publication purposes as numbers are small but Councils are monitoring their ethnicity data at a finer level:

- White (this includes all white ethnic groups including white British)
- Black (including black Caribbean, black African, black British and black other), Asian (including Asian Indian, Asian Pakistani, Asian Bangladeshi, Asian British and Asian other), Chinese, Mixed, Other ethnic background
- Not disclosed
- Unknown

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

- Unknown refers to instances where individuals have not updated their details and therefore Research Councils has received no useable response.
- Not disclosed refers to individuals who have consciously chosen not to disclose their information and have selected the 'Not disclosed' category.

The data is based on what people chose to disclose.

HESA data – estimating the diversity profile of the academic population

In addition to looking at our own data, Research Councils 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 the summary table below.

Table 1 - HESA Data 2015-16 – An estimate of EPSRC academic populations

Gender		Age					Ethnicity					
Female	Male	0-30	31-40	41-50	51-60	60+	Asian	Black	Chinese	White	Other	Not known
17%	83%	4%	28%	32%	27%	10%	4%	1%	7%	76%	6%	7%

- All columns may not add to 100% due to rounding
- Using the HESA 2015-16 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): Chemistry, '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' and 'Physics'.

Data narrative

The academic population in the Engineering and Physical Sciences is of the order of 17,700. The gender balance is poor with 17% women (showing a slight increase (0.5% points) from the previous year) and 83% men. Of those disclosing their ethnicity, 76% were white with the next largest groupings being Asian, Chinese and Not known (each at 6.5%). This is based on the Higher Education Statistics Agency (HESA) data for the academic population in Engineering and Physical Sciences related cost centres.

Peer Review College

The percentage of female College members has increased to 14% in 2016/17. The extent of the increase in female reviewers is perhaps more evident when looking at the number of female College members which has doubled from 2011/12 levels. A similar increase can be seen in those describing themselves as Asian/Black/Chinese/Mixed/Other rising to 12.2%, however remain significantly below the academic population percentage of 18% (based on HESA data).

Comparison with the HESA data indicates that there is a slight over representation in the Peer Review College in the later age categories (50-59, 65+) and under representation in the earlier categories (0-29, 30-39). The expansion of the Peer Review College has resulted in an increase in numbers across all age categories, with the most significant increase in the 30-39 category where

the population has doubled. A greater representation of higher age categories is consistent with the selection of more experienced members of the community as reviewers.

Reviewer population

Analysis of the data shows a significant increase in the number of reviews invitations over the reporting period. Approximately 50% of review invitations translate into useable reviews and this is consistent across years. 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 'useable' 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 all protected characteristics mirror changes in the Peer Review College membership, which is to be expected as the main source of independent peer review. Increases can be noted across the reporting period in female reviewers and those describing themselves as Asian/Black/Chinese/Mixed/Other. Differences in proportion from the composition of the peer review college can be seen in the 60+ age category, where there is a slight reduction in representation and also in those describing themselves as white. There is also a notable increase in the proportion of unknown ethnicity is, 3% compared with 1.1% in the Peer Review College, although this has reduced significantly over the reporting period.

Data on useable reviews follows a similar trend, showing increases in proportions of reviews from female reviewers and those describing themselves as Asian/Black/Chinese/Mixed/Other. Comparison with the Peer Review College reveals greater representation in the 30-39 age category and of those describing themselves as Asian/Black/Chinese/Mixed/Other. Comparison of the proportion of useable reviews from those invited, shows no significant difference by gender, but does indicate a higher useable review rate from those describing themselves as Asian/Black/Chinese/Mixed/Other. In the age category the proportion of useable reviews from those invited decreases as you move up the age categories.

Panel Membership

The data shows progress towards our achieving our mixed gender panel policy aspirations, moving from 13.8% female in 2013/14 to 30.4% in 2016/17. The number of Panel Members describing themselves as Asian/Black/Chinese/Mixed/Other has risen from 4.7% in 2011/12 to 8.4% in 2016/2017, although this is down 1.8% from the previous year. Comparison with the HESA data indicates that panel members describing themselves as Asian/Black/Chinese/Mixed/Other are underrepresented, but that the largest potential area of under representation is in the 30-39 age category, comprising of 8.9% of panel members but 28% of the population. This may be explained by the choice of more experienced members of the community as panel members.

Panel Chairs

Data on Panel Chairs shows a significant increase in female representation, moving from 13.3% in 2012/13 to 28.5% in 2016/17. Increases can also be seen in those describing themselves as Asian/Black/Chinese/Mixed/Other rising to 4.8% in 2016/17, although actual numbers remain low. Across the age categories, the data is more variable across the reporting period, however when compared to HESA population data there is a significant underrepresentation in the 30-39 category

and corresponding over representation in the later age categories (50-59, 60+), which is again consistent with the choice of more experienced members of the community as panel chairs.

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

	2011/2012		2012/2013		2013/2014		2014/2015		2015/2016		2016/2017	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Female	440	11.9%	475	11.2%	475	11.5%	475	11.6%	475	11.7%	895	14.0%
Male	3220	86.9%	3630	85.7%	3605	87.1%	3550	87.0%	3520	86.9%	5395	84.2%
Not disclosed	5	0.1%	70	1.7%	25	0.6%	25	0.6%	25	0.6%	55	0.9%
Unknown	40	1.1%	60	1.4%	35	0.8%	30	0.7%	30	0.7%	60	0.9%
Total	3705	100.0%	4235	100.0%	4140	100.0%	4080	100.0%	4050	100.0%	6405	100.0%
0-29	5	0.1%	5	0.1%	5	0.1%	5	0.1%	5	0.1%	20	0.3%
30-39	400	10.8%	420	9.9%	450	10.9%	405	9.9%	375	9.3%	995	15.5%
40-49	1350	36.4%	1455	34.4%	1425	34.4%	1325	32.5%	1205	29.8%	1905	29.7%
50-59	1160	31.3%	1315	31.1%	1350	32.6%	1390	34.1%	1450	35.8%	2045	31.9%
60+	640	17.3%	765	18.1%	765	18.5%	825	20.2%	890	22.0%	1195	18.7%
Unknown	150	4.0%	270	6.4%	150	3.6%	130	3.2%	125	3.1%	245	3.8%
Total	3705	100.0%	4230	100.0%	4145	100.0%	4080	100.0%	4050	100.0%	6405	100.0%
Asian/Black/Chinese/Mixed/Other	325	8.8%	375	8.9%	390	9.4%	390	9.6%	400	9.9%	785	12.2%
White	3060	82.6%	3395	80.3%	3390	81.9%	3335	81.8%	3310	81.8%	5070	79.1%
Not disclosed	265	7.2%	375	8.9%	310	7.5%	310	7.6%	300	7.4%	485	7.6%
Unknown	55	1.5%	85	2.0%	50	1.2%	40	1.0%	35	0.9%	70	1.1%
Total	3705	100.0%	4230	100.0%	4140	100.0%	4075	100.0%	4045	100.0%	6410	100.0%

Reviewer population: Reviewers invited by gender, age and ethnicity

		2011/2012		2012/2013		2013/2014		2014/2015		2015/2016		2016/2017	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Gender	Female	850	10.8%	1800	11.0%	1190	10.8%	1275	10.5%	1675	11.4%	2015	13.5%
	Male	6700	85.4%	13970	85.2%	9405	85.3%	10400	86.0%	12445	84.9%	12420	83.5%
	Not disclosed	45	0.6%	120	0.7%	100	0.9%	100	0.8%	115	0.8%	120	0.8%
	Unknown	255	3.2%	500	3.1%	325	2.9%	320	2.6%	415	2.8%	320	2.2%
	Total	7850	100.0%	16390	100.0%	11020	100.0%	12095	100.0%	14650	100.0%	14875	100.0%
Age	0-29	25	0.3%	30	0.2%	25	0.2%	30	0.2%	30	0.2%	25	0.2%
	30-39	1080	13.7%	2155	13.1%	1305	11.8%	1520	12.6%	1770	12.1%	2195	14.8%
	40-49	2830	36.0%	5605	34.2%	3700	33.6%	3910	32.3%	4410	30.1%	4440	29.8%
	50-59	2155	27.4%	4680	28.6%	3285	29.8%	3605	29.8%	4585	31.3%	4610	31.0%
	60+	1075	13.7%	2460	15.0%	1705	15.5%	1970	16.3%	2495	17.0%	2560	17.2%
	Unknown	690	8.8%	1460	8.9%	1000	9.1%	1060	8.8%	1360	9.3%	1045	7.0%
Total	7855	100.0%	16390	100.0%	11020	100.0%	12095	100.0%	14650	100.0%	14875	100.0%	
Ethnicity	Asian/Black/Chinese/Mixed/Other	690	8.8%	1685	10.3%	1210	11.0%	1330	11.0%	1615	11.0%	1935	13.0%
	White	6115	77.9%	12610	76.9%	8335	75.7%	9290	76.8%	11145	76.1%	11380	76.5%
	Not disclosed	660	8.4%	1310	8.0%	955	8.7%	1000	8.3%	1290	8.8%	1130	7.6%
	Unknown	385	4.9%	790	4.8%	515	4.7%	475	3.9%	600	4.1%	440	3.0%
	Total	7850	100.0%	16395	100.0%	11015	100.0%	12095	100.0%	14650	100.0%	14885	100.0%

Reviewer population: Reviewers submitting useable reviews by gender, age and ethnicity

		2011/2012		2012/2013		2013/2014		2014/2015		2015/2016		2016/2017	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Gender	Female	485	10.8%	985	11.1%	625	10.5%	650	10.2%	860	11.6%	1005	13.4%
	Male	3930	87.6%	7750	87.4%	5260	88.0%	5635	88.7%	6450	87.2%	6400	85.6%
	Not disclosed	30	0.7%	70	0.8%	60	1.0%	55	0.9%	70	0.9%	65	0.9%
	Unknown	40	0.9%	65	0.7%	30	0.5%	10	0.2%	15	0.2%	10	0.1%
	Total	4485	100.0%	8870	100.0%	5975	100.0%	6350	100.0%	7395	100.0%	7480	100.0%
Age	0-29	15	0.3%	15	0.2%	10	0.2%	20	0.3%	20	0.3%	15	0.2%
	30-39	705	15.7%	1355	15.3%	855	14.3%	945	14.9%	1065	14.4%	1335	17.8%
	40-49	1765	39.3%	3220	36.3%	2130	35.6%	2155	33.9%	2385	32.3%	2315	30.9%
	50-59	1230	27.4%	2565	28.9%	1810	30.3%	1920	30.2%	2305	31.2%	2290	30.6%
	60+	570	12.7%	1315	14.8%	895	15.0%	960	15.1%	1180	16.0%	1180	15.8%
	Unknown	205	4.6%	400	4.5%	280	4.7%	350	5.5%	435	5.9%	350	4.7%
Total	4490	100.0%	8870	100.0%	5980	100.0%	6350	100.0%	7390	100.0%	7485	100.0%	
Ethnicity	Asian/Black/Chinese/Mixed/Other	455	10.1%	1030	11.6%	770	12.9%	805	12.7%	945	12.8%	1130	15.1%
	White	3610	80.5%	7050	79.5%	4680	78.3%	5025	79.1%	5790	78.3%	5805	77.5%
	Not disclosed	370	8.2%	700	7.9%	490	8.2%	510	8.0%	645	8.7%	545	7.3%
	Unknown	50	1.1%	90	1.0%	35	0.6%	10	0.2%	15	0.2%	10	0.1%
	Total	4485	100.0%	8870	100.0%	5975	100.0%	6350	100.0%	7395	100.0%	7490	100.0%

EPSRC Panel membership by Gender, Age and Ethnicity

		2011/2012		2012/2013		2013/2014		2014/2015		2015/2016		2016/2017	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Gender	Female	145	22.7%	150	17.0%	120	13.8%	160	18.1%	220	23.8%	290	30.4%
	Male	455	71.1%	665	75.6%	690	79.3%	670	75.7%	660	71.4%	625	65.4%
	Not disclosed	0	0.0%	5	0.6%	25	2.9%	10	1.1%	10	1.1%	10	1.0%
	Unknown	40	6.3%	60	6.8%	35	4.0%	45	5.1%	35	3.8%	30	3.1%
	Total	640	100.0%	880	100.0%	870	100.0%	885	100.0%	925	100.0%	955	100.0%
Age	0-29	15	2.3%	5	0.6%	5	0.6%	20	2.2%	25	2.7%	30	3.1%
	30-39	80	12.3%	90	10.2%	60	6.9%	85	9.6%	100	10.8%	85	8.9%
	40-49	205	31.5%	280	31.8%	275	31.6%	250	28.1%	245	26.3%	265	27.7%
	50-59	145	22.3%	255	29.0%	255	29.3%	280	31.5%	300	32.3%	290	30.4%
	60+	60	9.2%	105	11.9%	125	14.4%	95	10.7%	125	13.4%	120	12.6%
	Unknown	145	22.3%	145	16.5%	150	17.2%	160	18.0%	135	14.5%	165	17.3%
	Total	650	100.0%	880	100.0%	870	100.0%	890	100.0%	930	100.0%	955	100.0%
Ethnicity	Asian/Black/Chinese/Mixed/Other	30	4.7%	50	5.6%	60	6.9%	55	6.2%	95	10.2%	80	8.4%
	White	445	69.5%	665	75.1%	655	75.3%	680	76.4%	685	73.7%	685	71.7%
	Not disclosed	40	6.3%	60	6.8%	90	10.3%	75	8.4%	80	8.6%	90	9.4%
	Unknown	125	19.5%	110	12.4%	65	7.5%	80	9.0%	70	7.5%	100	10.5%
	Total	640	100.0%	885	100.0%	870	100.0%	890	100.0%	930	100.0%	955	100.0%

EPSRC Panel Chairs by Gender, Age and Ethnicity

		2011/2012		2012/2013		2013/2014		2014/2015		2015/2016		2016/2017	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Gender	Female	10	13.33%	15	13.04%	15	12.00%	15	14.29%	35	29.17%	30	28.57%
	Male	65	86.67%	100	86.96%	110	88.00%	85	80.95%	85	70.83%	75	71.43%
	Not Disclosed	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	Unknown	0	0.00%	0	0.00%	0	0.00%	5	4.76%	0	0.00%	0	0.00%
	Total	75	100.00%	115	100.00%	125	100.00%	105	100.00%	120	100.00%	105	100.00%
Age	0-29	0	0.00%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	30-39	0	0.00%	0	0.0%	5	3.8%	5	4.8%	0	0.0%	0	0.0%
	40-49	35	41.18%	35	30.4%	45	34.6%	25	23.8%	25	20.0%	20	19.0%
	50-59	25	29.41%	45	39.1%	45	34.6%	50	47.6%	65	52.0%	50	47.6%
	60+	15	17.65%	25	21.7%	30	23.1%	15	14.3%	25	20.0%	25	23.8%
	Unknown	10	11.76%	10	8.7%	5	3.8%	10	9.5%	10	8.0%	10	9.5%
Total	85	100.00%	115	100.00%	130	100.00%	105	100.00%	125	100.00%	105	100.00%	
Ethnicity	Asian/Black/Chinese/Mixed/Other	0	0.00%	0	0.0%	5	4.0%	0	0.0%	5	4.0%	5	4.8%
	White	65	86.67%	100	90.9%	110	88.0%	90	85.7%	105	84.0%	90	85.7%
	Not disclosed	5	6.67%	5	4.5%	5	4.0%	10	9.5%	10	8.0%	5	4.8%
	Unknown	5	6.67%	5	4.5%	5	4.0%	5	4.8%	5	4.0%	5	4.8%
	Total	75	100.00%	110	100.00%	125	100.00%	105	100.00%	125	100.00%	105	100.00%