

Annual diversity report 2017/18

The report presents diversity data on the following activity areas:

- 1. Governance and advisory groups**
- 2. Fellowship**
- 3. Grant schemes**
- 4. Career development programmes**
- 5. Policy**
- 6. Communications and corporate affairs**
- 7. Human resources**

Each section begins with brief highlights and information on areas of improvement or concern, then provides a top level summary of key statistics followed by a full list of data collected.

Overview

This is the fourth year the Academy has created a report on diversity across all Academy programmes, and the second year that the report has been published externally. The report has been expanded each year, initially only reporting on gender and now covering gender, ethnicity and disability. In addition our work programmes explore place/region and increasingly socio-economic background, but we do not collect data on these factors.

The type of diversity data we report and the way we collect and record it has also developed over the years. We are still working to standardise information collection across the Academy and we continue to evolve our practice and processes.

Benchmarking

Amongst comparator organisations, the Royal Society and the Learned Society of Wales publish annual diversity data reports. The Learned Society of Wales reports that of their Fellows in the fields of science, technology, engineering, mathematics and medicine, 11% are female as of 2017 (out of a total Fellowship across all disciplines of around 500). For the Royal Society as of 2017, the total UK Fellowship was 8% female (125 women) and 92% male (1347 men), with 15% female (70 women) and 85% male (398 men) for UK Fellows elected since 2008. Sector-wide, the Academy uses HESA data from the Equality Challenge Unit (ECU) report: '[Equality in higher education: statistical report 2018](#)' for context and comparison.

Gender

Council previously agreed that this diversity report should 'red flag' any activities where gender diversity falls below 30% women. The Academy is making good progress on gender equality across its policy, careers, and corporate affairs work, with more than 30% female representation the norm rather than the exception.

Ethnicity

It is clear from the report that BAME people are underrepresented in all of the Academy's activities. Last year's report highlighted that the data held was not adequate to set any kind of flag or benchmark for ethnicity, and this still remains. We are developing suggestions of work to be undertaken to address the issue of underrepresentation from BAME people across the Fellowship, grants and careers programmes.

Notes

- All the data reported was accurate as of August 2018.
- This data covers the period from 1 September 2017 to 31 August 2018.
- Definitions
 - PSD = prefer to self-define
 - PNS – prefer not to say
 - BAME = Black, Asian and minority ethnic (includes people who identify as mixed race)

This report is presented by the Academy's Diversity Champions - Professor Dame Jessica Corner DBE FMedSci and Professor Jim Smith FRS FMedSci – and Nick Hillier, Director of Communications with data collected by staff across the organisation.

1. Governance and advisory groups

- The Academy has strong female representation across its governance committees, which compares particularly well with sector averages.
- Across all the Academy's governance committees, none fell below the Academy's red flag threshold of less than 30% female representation.
- The percentage of women on any one committee was not less than 40%. This represents a significant achievement.
- Data on ethnicity across our governance and advisory committees is still lacking, and we need to put more systems in place to collect diversity information from non Fellows who sit on these committees.

Summary information

| | % F | % M | % white | % BAME | % pns / other | % no info. |
|---|-----|-----|---------|--------|---------------|------------|
| Academy Governance committees | 58 | 42 | 84 | 0 | 5 | 11 |
| All advisory committees 2018 (Finance, Fellowship & Mentoring,) | 52 | 48 | 72 | 8 | 0 | 20 |

Additional breakdown

*ethnicity shown in numbers not %

| | F | M | % F | % M | white | BAME | pns / other | no info. |
|-------------------------------|----|----|-----|-----|-------|------|-------------|----------|
| Governance committees | | | | | | | | |
| Council 2016 | 8 | 13 | 38 | 62 | 18 | 0 | 1 | 0 |
| Council 2017 | 8 | 13 | 38 | 62 | 18 | 0 | 1 | 0 |
| Council 2018 | 11 | 8 | 58 | 42 | 16 | 0 | 1 | 2 |
| Officers 2016 | 2 | 4 | 33 | 67 | 6 | 0 | | |
| Officers 2017 | 2 | 4 | 33 | 67 | 6 | 0 | | |
| Officers 2018 | 4 | 3 | 57 | 43 | 7 | 0 | 0 | 0 |
| Advisory committees | | | | | | | | |
| Finance Committee 2016 | 3 | 3 | 50 | 50 | | | | |
| Finance Committee 2017 | 3 | 3 | 50 | 50 | | | | |
| Finance Committee 2018 | 4 | 2 | 67 | 33 | 4 | 0 | 0 | 2 |
| Fellows Committee 2017 | 4 | 6 | 40 | 60 | | | | |
| Fellows Committee 2018 | 5 | 5 | 50 | 50 | 9 | 1 | 0 | 0 |
| Mentoring advisory group 2016 | 4 | 6 | 40 | 50 | | | | |
| Mentoring advisory group 2017 | 4 | 5 | 44 | 56 | | | | |
| Mentoring advisory group 2018 | 4 | 5 | 44 | 56 | 5 | 1 | 0 | 3 |

2. Fellowship

- In 2018 we elected less women than in 2017 (33% verses 37%). It is disappointing that the upward trend has dipped slightly. However the number of women candidates in the pool for the 2019 election has risen by 1%. Sustained efforts will be required to increase the gender balance in the candidate pool significantly.
- The gender balance of Fellows elected in the last 5 years now stands at 34%.
- The number of women sectional committee members has risen to its highest level of 41%, with sectional committee chairs now at 50%.
- Within the Academy Fellowship, the underrepresentation of people from BAME backgrounds is worrying. For those from any black background it is particularly worrying, with 4 people out 1033 identifying as Black African, Black Caribbean or Black Other, and nobody from the 1033 Fellows for whom ethnicity data is recorded identifying as Black British.
- Nominations of BAME candidates remains a problem and more efforts are needed in this area.
- 8% of the Fellowship regard themselves as having a disability.

Summary information

| | % F | % M | % other / no info | % white | % BAME | %pns or other | % no info. |
|---------------------------|-----|-----|-------------------|---------|--------|---------------|------------|
| Total Fellowship | 18 | 81 | 1 | 74 | 6 | 2 | 18 |
| Fellowship (clinical) | 12 | 86 | 4 | 73 | 6 | 1 | 19 |
| Fellowship (non-clinical) | 24 | 75 | 1 | 76 | 4 | 2 | 17 |
| Founder Fellows 1998 | 7 | 93 | 0 | | | | |
| Fellows elected 1999-2003 | 17 | 83 | 0 | | | | |
| Fellows elected 2004-2008 | 17 | 83 | 0 | | | | |
| Fellows elected 2009-2013 | 22 | 78 | 0 | | | | |
| Fellows elected 2014-2018 | 34 | 66 | 0 | | | | |
| 2017 Fellows elected | 37 | 63 | 0 | 91 | 8 | 1 | 0 |
| 2018 Fellows elected | 33 | 67 | 0 | 94 | 4 | 2 | 0 |
| 2018 all Candidates | 28 | 72 | 0 | 85 | 10 | 1 | 4 |
| 2019 all Candidates | 29 | 71 | 0 | 84 | 11 | 1 | 4 |
| 2018 new candidates | 33 | 67 | 0 | 81 | 15 | 1 | 3 |
| 2019 new candidates | 29 | 71 | 0 | 80 | 14 | 1 | 5 |

Additional breakdown

*ethnicity shown in numbers not %

| | F | M | % F | % M | white | BAME | pns / other | no info. |
|---------------------|----|----|-----|-----|-------|------|-------------|----------|
| Candidates | | | | | | | | |
| New candidates 2016 | 38 | 73 | 34 | 66 | 97 | 4 | 1 | |

| | | | | | | | | |
|----------------------------------|-----|-----|----|----|-----|----|----|----|
| New candidates 2017 | 34 | 87 | 28 | 72 | 110 | 6 | 0 | |
| New candidates 2018 | 42 | 84 | 33 | 67 | 98 | 11 | 12 | |
| New candidates 2019 | 33 | 79 | 29 | 71 | 89 | 15 | 1 | 6 |
| Total candidates 2016 | 88 | 268 | 25 | 75 | 270 | 14 | 6 | |
| Total candidates 2017 | 100 | 281 | 26 | 74 | 318 | 17 | 5 | |
| Total candidates 2018 | 114 | 296 | 28 | 72 | 347 | 24 | 30 | |
| Total candidates 2019 | 121 | 292 | 29 | 71 | 349 | 45 | 3 | 16 |
| Sectional Committees | | | | | | | | |
| Sectional Committee members 2016 | 31 | 53 | 37 | 63 | | | | |
| Sectional Committee Chairs 2016 | 3 | 4 | 43 | 57 | | | | |
| Sectional Committee members 2017 | 31 | 52 | 37 | 63 | | | | |
| Sectional Committee Chairs 2017 | 3 | 4 | 43 | 57 | | | | |
| Sectional Committee members 2018 | 37 | 52 | 41 | 58 | 79 | 4 | 3 | 4 |
| Sectional Committee Chairs 2018 | 4 | 4 | 50 | 50 | 7 | 0 | 0 | 1 |
| Peer review | | | | | | | | |
| Peer review invited 2017 | 130 | 463 | 22 | 78 | | | | |
| Peer review provided 2017 | 87 | 308 | 22 | 78 | | | | |

3. Grant schemes

- None of the Academy's grants schemes have been red flagged for less than 30% women applying or awarded.
- Across all UK and international grants, the rates at which people from different groups (gender, ethnicity, disability) apply for Academy grants are not significantly different from the rates at which they get accepted.
- Across the Academy's UK grants panels, there were a total of 38% women. Only one UK grant panel, Starter Grants for Clinical Lecturers, fell below the Academy's red flag threshold of 30% female representation.
- The Academy also collected data on whether or not international grant applicants had a disability. Of the 634 applicants, 11 declared a disability (2%), 203 had no disability (88%), 16 preferred not to say (3%) and data was not collected for 51 applicants (8%).
- There is a need to collect better ethnicity information for non Fellows sitting on grant panels.

Summary information

| | % F | % M | % not know | % white | % BAME | % pns / other | % no info. |
|---|-----|-----|------------|---------|--------|---------------|------------|
| All grants (UK and International) awarded | 39 | 59 | 2 | 51 | 32 | 9 | 9 |
| All grants (UK and International) applied | 38 | 61 | 1 | 50 | 37 | 8 | 6 |
| All grants (UK and International) panels | 44 | 56 | 0 | 59 | 1 | 1 | 40 |
| UK grants awarded | 48 | 51 | 1 | 69 | 25 | 6 | 0 |
| UK grants applied | 46 | 54 | 0 | 73 | 22 | 5 | 0 |
| UK grant panels | 38 | 62 | 0 | 69 | 0 | 3 | 28 |
| International grants awarded | 34 | 64 | 2 | 41 | 34 | 12 | 13 |
| International grants applied | 35 | 64 | 1 | 42 | 41 | 9 | 8 |
| International grant panels | 49 | 51 | 0 | 51 | 0 | 0 | 49 |

Additional breakdown

| | F | M | %F | %M | % not know | % white | % BAME | % pns / other | % no info. |
|--|----|----|----|----|------------|---------|--------|---------------|------------|
| Grant schemes UK | | | | | | | | | |
| Starter grants for clinical lectures round 18 applicants | 22 | 32 | 41 | 59 | 0 | 56 | 37 | 7 | 0 |
| Starter grants for clinical lectures round 18 awards | 10 | 16 | 38 | 62 | 0 | 58 | 38 | 4 | 0 |
| Starter grants for clinical lectures round 19 applicants | 18 | 35 | 34 | 66 | 0 | 70 | 23 | 8 | 0 |
| Starter grants for clinical lectures round 19 awards | 11 | 14 | 44 | 56 | 0 | 68 | 20 | 12 | 0 |
| Springboard Round 3 applicants | 57 | 48 | 54 | 45 | 1 | 83 | 14 | 3 | 0 |
| Springboard Round 3 awards | 19 | 12 | 59 | 38 | 3 | 78 | 19 | 3 | 0 |
| Springboard Round 3 HEI champions | 11 | 22 | 22 | 43 | 35 | 49 | 8 | 43 | 0 |
| Springboard Round HEI champions | 13 | 20 | 25 | 39 | 35 | 49 | 8 | 43 | 0 |
| Grant panel - Starter grants | 2 | 7 | 22 | 78 | 0 | 89 | 0 | 11 | 0 |
| Grant panel - Springboard Round 3 | 5 | 6 | 45 | 55 | 0 | 73 | 0 | 27 | 0 |
| Grant panel - INSPIRE | 4 | 5 | 44 | 56 | 0 | 44 | 0 | 56 | 0 |

| Grant schemes International | | | | | | | | | |
|--|----|----|-----|-----|---|-----|----|----|-----|
| NAF Newton advanced fund Round 6 (Mexico, South Africa, Brazil) applicants | 4 | 12 | 25 | 75 | 0 | 0 | 0 | 0 | 100 |
| NAF Newton advanced fund Round 6 (Mexico, South Africa, Brazil) awards | 0 | 5 | 0 | 100 | 0 | 0 | 0 | 0 | 100 |
| NAF Newton advanced fund Round 7 (China) applicants | 0 | 3 | 0 | 100 | 0 | 0 | 0 | 0 | 100 |
| NAF Newton advanced fund Round 7 (China) awards | 0 | 3 | 0 | 100 | 0 | 0 | 0 | 0 | 100 |
| NAF Newton advanced fund Round 8 (Mexico, South Africa, Brazil) applicants | 7 | 9 | 44 | 56 | 0 | 0 | 0 | 0 | 100 |
| NAF Newton advanced fund Round 8 (Mexico, South Africa, Brazil) awards | 3 | 1 | 75 | 25 | 0 | 0 | 0 | 0 | 100 |
| NIF Newton international fund Round 4 applicants | 11 | 5 | 69 | 31 | 0 | 0 | 0 | 0 | 100 |
| NIF Newton international fund Round 4 awards | 4 | 7 | 36 | 64 | 0 | 0 | 0 | 0 | 100 |
| AMR UK/India scheme round 1 applicants | 0 | 8 | 0 | 100 | 0 | 100 | 0 | 0 | 0 |
| AMR UK/India scheme round 1 awards | 0 | 4 | 0 | 100 | 0 | 100 | 0 | 0 | 0 |
| Turnberg Round 10 applicants | 26 | 23 | 53 | 47 | 0 | 41 | 37 | 22 | 0 |
| Turnberg Round 10 awards | 10 | 15 | 40 | 60 | 0 | 48 | 32 | 20 | 0 |
| GCRF Networking Round 1 applicants - UK partners | 57 | 69 | 44 | 53 | 3 | 71 | 23 | 6 | 0 |
| GCRF Networking Round 1 applicants - international partners | 36 | 94 | 28 | 72 | 0 | 21 | 62 | 18 | 0 |
| GCRF Networking Round 1 awardees - UK partners | 16 | 21 | 40 | 53 | 8 | 70 | 23 | 8 | 0 |
| GCRF Networking Round 1 awardees - international partners | 12 | 28 | 30 | 70 | 0 | 28 | 53 | 20 | 0 |
| GCRF Networking Round 2 applicants - UK partners | 49 | 83 | 37 | 62 | 1 | 68 | 28 | 5 | 0 |
| GCRF Networking Round 2 applicants - international partners | 32 | 99 | 24 | 74 | 2 | 21 | 74 | 5 | 0 |
| GCRF Networking Round 2 awardees - international partners | 5 | 14 | 25 | 70 | 5 | 25 | 70 | 5 | 0 |
| GCRF Networking Round 2 awardees -UK partners | 9 | 11 | 45 | 55 | 0 | 60 | 40 | 0 | 0 |
| Grant panel - Turnberg | 4 | 3 | 57 | 43 | 0 | 71 | 0 | 0 | 29 |
| Grant panel - Newton NIF | 2 | 0 | 100 | 0 | 0 | 100 | 0 | 0 | 0 |
| Grant panel - Newton NAF | 1 | 1 | 50 | 50 | 0 | 50 | 0 | 0 | 50 |
| Grant panel - AMR | 3 | 5 | 38 | 63 | 0 | 50 | 0 | 0 | 50 |
| Grant panel - GCRF networking round 1 | 5 | 7 | 42 | 58 | 0 | 33 | 0 | 0 | 67 |
| Grant panel - GCRF networking round 2 | 5 | 5 | 50 | 50 | 0 | 50 | 0 | 0 | 50 |

4. Career development programmes

- Across all the Academy careers programmes, there are only three areas that were flagged as falling below the Academy's 30% threshold for female representation. This is a significant achievement given the size and scale of the programmes.
- Academy mentors are 26% female, however given that mentors are almost always Academy Fellows, and the total pool of Academy Fellows is only 18% female (as discussed above), this represents a significant achievement in gender diversity across the Academy's Careers work.
- Plans are underway to improve the ethnicity data of attendees at our careers events.

Summary information

| | % F | % M | % not know | % white | % BAME | % mixed | % pns or other |
|--|-----|-----|------------|---------|--------|---------|----------------|
| All Mentors (standard and SUSTAIN) | 26 | 72 | 2 | 74 | 6 | 2 | 18 |
| All mentees (standard and SUSTAIN) | 40 | 54 | 6 | | | | |
| All career development events (attendees and speakers) | 37 | 28 | 35 | | | | |

Additional breakdown

| | F | M | %F | %M | % not know | % white | % BAME | % pns / other | % no info. |
|---|-----|-----|----|----|------------|---------|--------|---------------|------------|
| Mentors | 124 | 342 | 26 | 72 | 2 | 74 | 6 | 2 | 18 |
| Mentees | 335 | 429 | 38 | 49 | 13 | 9 | 2 | 0 | 89 |
| Mentoring skills workshops 2018 (attendees) | 22 | 20 | 38 | 34 | 28 | | | | 100 |
| Careers events 2018 (attendees) | 30 | 12 | 27 | 11 | 62 | | | | 100 |
| Careers events 2018 (speakers) | 7 | 8 | 47 | 53 | 0 | | | | 100 |
| INSPIRE sharing conference (speakers) | 3 | 3 | 50 | 50 | 0 | 33 | 0 | 0 | 67 |
| INSPIRE sharing conference (attendees) | 9 | 14 | 20 | 31 | 49 | | | | 100 |
| Team Science two years on (speakers) | 5 | 3 | 63 | 38 | 0 | 63 | 0 | 0 | 38 |
| Team Science two years on (attendees) | 36 | 23 | 61 | 39 | 0 | | | | 100 |
| CATAC 2018 (steering committee) | 4 | 6 | 40 | 60 | 0 | 60 | 10 | 0 | 30 |
| CATAC 2018 (abstract submitted) | 62 | 67 | 46 | 50 | 4 | | | | 100 |
| Winter Meeting 2017 (abstract submitted) | 22 | 31 | 42 | 58 | 0 | | | | 100 |
| Winter Meeting 2017 (abstract accepted) | 22 | 31 | 42 | 58 | 0 | | | | 100 |
| Winter Meeting 2017 (oral comp) | 6 | 6 | 50 | 50 | 0 | | | | 100 |
| Winter Meeting 2017 (posters) | 13 | 20 | 39 | 61 | 0 | | | | 100 |
| Winter Meeting 2017 (judges) | 9 | 4 | 69 | 31 | 0 | 85 | 8 | 0 | 8 |
| Mentoring advisory group 2018 | 4 | 5 | 44 | 56 | 0 | 56 | 11 | 0 | 33 |
| Leadership task force | 4 | 4 | 50 | 50 | 0 | 63 | 0 | 0 | 38 |

5. Policy

- Last year our policy work received the highest number of red flags across the programme. This year, across a bigger programme, only one event received a red flag. This represents a significant investment in gender parity across Academy's policy work and a significant effort from the team.
- The number of women speaking at FORUM events has increased year on year for the past 3 years with this year's programme reaching an all-time high of 43% women speakers.
- As mentioned above, new systems are now in place to increase the amount of ethnicity data we can collect from event attendees.
- For 6 of the 8 working/oversight/steering groups, the Academy held ethnicity data for less than half of the committee members. This represents a significant data collection gap and mechanisms need to be put in place to collect this information.

Summary information

| | % F | % M | % white | % BAME | % mixed | % pns or other |
|--|-----|-----|---------|--------|---------|----------------|
| All policy Working, Oversight or Steering groups | 45 | 55 | | | | |
| All policy event attendees | 48 | 52 | | | | |
| All policy events speakers | 49 | 51 | | | | |
| FORUM event attendees | 46 | 54 | | | | |
| FORUM event speakers | 43 | 57 | | | | |
| Medical Science Policy event attendees | 47 | 53 | | | | |
| Medical Science Policy event speakers | 45 | 55 | | | | |
| International policy event attendees | 48 | 52 | 5 | 34 | 0 | 61 |
| International policy event speakers | 53 | 47 | 10 | 40 | 1 | 45 |

Additional breakdown

| | F | M | %F | %M | % not know | % white | % BAME | % pns / other | % no info. |
|--|---|----|----|-----|------------|---------|--------|---------------|------------|
| Working/Oversight/Steering groups | | | | | | | | | |
| Multimorbidity WG | 5 | 11 | 31 | 69 | 0 | 31 | 19 | 0 | 50 |
| International - Addressing the global challenge of obesity SG | 4 | 6 | 40 | 60 | 0 | 50 | 0 | 0 | 50 |
| International - Early intervention and diagnosis in paediatric neurodevelopment SG | 5 | 1 | 83 | 17 | 0 | 17 | 0 | 0 | 83 |
| International - Challenges and priorities for global mental health research in low- and middle-income countries SG | 3 | 5 | 38 | 63 | 0 | 0 | 13 | 0 | 88 |
| International - Advancing research to tackle multimorbidity: the UK and LMIC perspectives SG | 1 | 2 | 33 | 67 | 0 | 67 | 0 | 0 | 33 |
| International - Joint UK-Japan symposium on medical imaging and artificial intelligence SG | 0 | 2 | 0 | 100 | 0 | 50 | 0 | 0 | 50 |

| | | | | | | | | | |
|--|----|----|----|-----|---|----|----|---|-----|
| Developing brain SG | 3 | 3 | 50 | 50 | 0 | 50 | 17 | 0 | 33 |
| Data and emerging healthcare technologies | 8 | 5 | 62 | 38 | 0 | 38 | 0 | 0 | 62 |
| FORUM events | | | | | | | | | |
| FORUM - Personalised psychiatry (speakers) | 0 | 3 | 0 | 100 | 0 | 33 | 0 | 0 | 67 |
| FORUM - Personalised psychiatry (attendees) | 15 | 17 | 47 | 53 | 0 | | | | 100 |
| FORUM - Bridging the preclinical-clinical boundary (speakers) | 7 | 7 | 50 | 50 | 0 | 36 | 0 | 0 | 64 |
| FORUM - Bridging the preclinical-clinical boundary (attendees) | 27 | 28 | 49 | 51 | 0 | | | | 100 |
| FORUM - Early detection and diagnosis in cancer (speakers) | 5 | 11 | 31 | 69 | 0 | 19 | 0 | 0 | 81 |
| FORUM - Early detection and diagnosis in cancer (attendees) | 33 | 42 | 44 | 56 | 0 | | | | 100 |
| FORUM - Real world evidence scoping roundtable (speakers) | 4 | 2 | 67 | 33 | 0 | 33 | 0 | 0 | 67 |
| FORUM - Real world evidence scoping roundtable (attendees) | 14 | 22 | 39 | 61 | 0 | | | | 100 |
| FORUM networking event (speakers) | 3 | 2 | 60 | 40 | 0 | 60 | 0 | 0 | 40 |
| FORUM networking event (attendees) | 23 | 24 | 49 | 51 | 0 | | | | 100 |
| Medical Science Policy (MSP) events | | | | | | | | | |
| Controlled Human Infection Model Studies workshop (speakers) | 5 | 7 | 42 | 58 | 0 | 33 | | | 67 |
| Controlled Human Infection Model Studies workshop (attendees) | 14 | 20 | 41 | 59 | 0 | | | | 100 |
| Evidence synthesis: a tool for policymaking (joint event) (speakers) | 2 | 1 | 67 | 33 | 0 | | | | 100 |
| Evidence synthesis: a tool for policymaking (joint event) (attendees) | 6 | 7 | 46 | 54 | 0 | | | | 100 |
| Ensuring synthesised evidence is available for policy-making (joint event) (speakers) | 3 | 7 | 30 | 70 | 0 | 10 | | | 90 |
| Ensuring synthesised evidence is available for policy-making (joint event) (attendees) | 13 | 10 | 57 | 43 | 0 | | | | 100 |
| Post-publication of the mental health research framework: a research funders meeting (attendees) | 6 | 3 | 67 | 33 | 0 | | | | 100 |
| Party conferences (Labour, Conservative, Lib Dems) (joint events) (attendees) | 22 | 29 | 43 | 57 | 0 | | | | 100 |
| Party conferences (Labour, Conservative, Lib Dems) (joint events) (speakers) | 8 | 11 | 42 | 58 | 0 | | | | 100 |
| Roundtable on Grand Challenges: an ageing society (speakers) | 3 | 2 | 60 | 40 | | | | | 100 |
| Roundtable on Grand Challenges: an ageing society (attendees) | 12 | 13 | 48 | 52 | 0 | | | | 100 |
| Fresh case for investment workshop (speakers) | 2 | 2 | 50 | 50 | | | | | 100 |
| Fresh case for investment workshop (attendees) | 6 | 9 | 40 | 60 | 0 | | | | 100 |
| Science moves - the importance of international mobility (joint event) (speakers) | 2 | 1 | 67 | 33 | | | | | 100 |

| | | | | | | | | | |
|---|----|----|----|----|---|----|----|---|-----|
| Science moves - the importance of international mobility (joint event) (attendees) | 15 | 13 | 54 | 46 | 0 | | | | 100 |
| <i>International policy events</i> | | | | | | | | | |
| International - Addressing the global challenge of obesity (speakers) | 8 | 8 | 50 | 50 | 0 | 19 | 81 | 0 | 0 |
| International - Addressing the global challenge of obesity (attendees) | 40 | 21 | 66 | 34 | 0 | 2 | 98 | 0 | 0 |
| International - Early intervention and diagnosis in paediatric neurodevelopment (speakers) | 14 | 10 | 58 | 42 | 0 | 0 | 0 | 0 | 100 |
| International - Early intervention and diagnosis in paediatric neurodevelopment (attendees) | 20 | 13 | 61 | 39 | 0 | 0 | 0 | 0 | 100 |
| International - Challenges and priorities for global mental health research in low- and middle-income countries (speakers) | 12 | 11 | 52 | 48 | 0 | 17 | 78 | 4 | 0 |
| International - Challenges and priorities for global mental health research in low- and middle-income countries (attendees) | 21 | 22 | 49 | 51 | 0 | 30 | 70 | 0 | 0 |
| International - Advancing research to tackle multimorbidity: the UK and LMIC perspectives (speakers) | 5 | 3 | 63 | 37 | 0 | 13 | 0 | 0 | 50 |
| International - advancing research to tackle multimorbidity: the UK and LMIC perspectives (attendees) | 30 | 37 | 45 | 55 | 0 | 0 | 0 | 0 | 100 |
| International - Joint UK-Japan symposium on medical imaging and artificial intelligence (speakers) | 2 | 5 | 29 | 71 | 0 | 0 | 0 | 0 | 100 |
| International - Joint UK-Japan symposium on medical imaging and artificial intelligence (attendees) | 18 | 45 | 29 | 71 | 0 | 0 | 0 | 0 | 100 |

6. Communications and Corporate Affairs

- Combined, attendees at corporate events have presented an even gender balance. This is a significant achievement given our largely male Fellowship and show great engagement from our women Fellows.
- The gender balance for the named lectures is improving with all falling just under the 30% red flag.
- Most of the red flags for less than 30% women fall across the Academy's regional events and indicate a need for Regional champions to be supported in their role regarding increasing diversity.

Summary information

| | % F | % M | % white | % BAME | % mixed | % pns or other |
|------------------------------------|-----|-----|---------|--------|---------|----------------|
| All corporate event speakers 2018 | 42 | 58 | | | | |
| All corporate event attendees 2018 | 49 | 51 | | | | |
| All media work | 78 | 22 | | | | |
| AMS spokespeople quoted | 57 | 43 | | | | |

Additional breakdown

| | F | M | %F | %M | % not know | % white | % BAME | % pns / other | % no info. |
|--|----|----|-----|-----|------------|---------|--------|---------------|------------|
| Talks and lectures | | | | | | | | | |
| New Fellows admission day 2018 (speakers) | 2 | 2 | 50 | 50 | 0 | 100 | 0 | 0 | 0 |
| Named Lectures - Shanks 2017/18 | 1 | 0 | 100 | 0 | 0 | | | | 100 |
| Named Lectures - Shanks (total speakers to date) | 5 | 12 | 29 | 71 | 0 | | | | 100 |
| Named Lectures - Sackler 2017/18 | 1 | 0 | 100 | 0 | 0 | | | | 100 |
| Named Lectures - Sackler (total speakers to date) | 4 | 11 | 27 | 73 | 0 | | | | 100 |
| Named Lecturer - International 2017/18 | 1 | 0 | 100 | 0 | 0 | | | | 100 |
| Named Lectures - International (total speakers to date) | 4 | 10 | 29 | 71 | 0 | | | | 100 |
| Named Lecturer - FORUM 2017/18 | 0 | 1 | 0 | 100 | | | | | 100 |
| Named Lectures - FORUM (total speakers to date) | 4 | 10 | 29 | 71 | 0 | | | | 100 |
| Named Lectures - FORUM (2017/18) panellists | 2 | 2 | 50 | 50 | 0 | | | | 100 |
| Named Lectures - Shanks (2017/18) attendees | 66 | 87 | 43 | 57 | 0 | | | | 100 |
| Named Lectures - Sackler (2017/18) attendees | 36 | 5 | 88 | 12 | 0 | | | | 100 |
| Named Lectures - FORUM (2017/8) attendees | 61 | 67 | 48 | 52 | 0 | | | | 100 |
| Press officers and public trust (joint event with STEMPPRA) (speakers) | 3 | 2 | 60 | 40 | 0 | 20 | 0 | 0 | 80 |
| AMS Live (speakers) | 3 | 2 | 60 | 40 | 0 | 40 | 40 | 0 | 20 |
| Regional Champions | | | | | | | | | |
| Regional Champions 2016 | 5 | 5 | 50 | 50 | 0 | | | | |

| | | | | | | | | | |
|--|----|----|-----|-----|---|-----|----|----|-----|
| Regional Champions 2017 | 5 | 5 | 50 | 50 | 0 | | | | |
| Regional Champions 2018 | 4 | 5 | 44 | 56 | 0 | 100 | 0 | 0 | 0 |
| Regional champions events 2017/18 (speakers) - South West | 4 | 4 | 50 | 50 | 0 | 0 | 0 | 0 | 100 |
| Regional champions events 2017/18 (speakers) - South East (Oxford dinner) | 0 | 3 | 0 | 100 | 0 | 50 | 0 | 0 | 50 |
| Regional champions events 2017/18 (speakers) - South East (Southampton conference keynote lecturers) | 1 | 4 | 20 | 80 | 0 | 0 | 0 | 0 | 100 |
| Regional champions events 2017/18 (speakers) - North East | 2 | 5 | 29 | 71 | 0 | 71 | 0 | 0 | 29 |
| Regional champions events 2017/18 (speakers) - North West | 0 | 2 | 0 | 100 | 0 | | | | 100 |
| Regional champions events 2017/18 (speakers) - Midlands | 2 | 5 | 29 | 71 | 0 | 43 | 0 | 0 | 57 |
| Regional champions events 2017/18 (speakers) - East Anglia | 3 | 2 | 60 | 40 | 0 | 60 | 0 | 0 | 40 |
| Regional champions events 2017/18 (attendees) - South East (Oxford dinner) | 9 | 34 | 21 | 79 | 0 | | | | 100 |
| Regional champions events 2017/18 (attendees) - North East | 44 | 29 | 60 | 40 | 0 | | | | 100 |
| Regional champions events 2017/18 (attendees) - North West | 11 | 12 | 48 | 52 | 0 | | | | 100 |
| Regional champions events 2017/18 (attendees) - East Anglia | 26 | 27 | 49 | 51 | 0 | | | | 100 |
| Horizon scanning - Edinburgh (attendees) | 7 | 20 | 29 | 83 | 0 | | | | 100 |
| Horizon scanning - Birmingham (attendees) | 4 | 17 | 19 | 81 | 0 | | | | 100 |
| Horizon scanning - Leeds (attendees) | 9 | 12 | 43 | 57 | 0 | | | | 100 |
| Horizon scanning - Cambridge (attendees) | 12 | 13 | 48 | 52 | 0 | | | | 100 |
| Horizon scanning - Brighton (attendees) | 2 | 5 | 29 | 71 | 0 | | | | 100 |
| Horizon scanning - Manchester (attendees) | 10 | 10 | 50 | 50 | 0 | | | | 100 |
| Fundraising and networking events | | | | | | | | | |
| Horizon scanning all (attendees) | 44 | 77 | 36 | 64 | 0 | | | | 100 |
| Helix Group Reception (attendees) | 10 | 41 | 19 | 79 | 2 | 73 | 0 | 2 | 25 |
| Helix Group Reception (speakers) | 1 | 2 | 33 | 67 | 0 | 33 | 0 | 0 | 67 |
| Gillings dinner | 5 | 9 | 36 | 64 | 0 | | | | 100 |
| Turnberg reception (speakers) | 1 | 2 | 33 | 67 | 0 | | | | 100 |
| Turnberg reception (attendees) | 39 | 28 | 58 | 42 | 0 | | | | 100 |
| Thank you and networking party | 91 | 38 | 71 | 29 | 0 | | | | 100 |
| Communications work | | | | | | | | | |
| MedSciLife profiles | 5 | 2 | 71 | 29 | 0 | 29 | 14 | 14 | 43 |
| Media - Fellows and ECRs media training | 27 | 2 | 93 | 7 | 0 | 50 | 6 | 6 | 39 |
| Media - all ECRs media trained to date | 52 | 0 | 100 | 0 | 0 | 48 | 13 | 4 | 35 |
| Media - press briefing panellists | 3 | 8 | 27 | 73 | 0 | 27 | 0 | 0 | 73 |
| Media - BBC showcase | 11 | 0 | 100 | 0 | 0 | 64 | 18 | 0 | 18 |
| Media - spokespeople put forward (proactive) | 22 | 12 | 65 | 35 | 0 | | | | 100 |
| Media - spokespeople put forward (reactive) | 9 | 9 | 50 | 50 | 0 | | | | 100 |

| | | | | | | | | | |
|---|----|---|----|----|---|-----|---|---|-----|
| Media - spokespeople quoted (anywhere, proactive) | 12 | 9 | 57 | 43 | 0 | | | | 100 |
| Media - spokespeople quoted (anywhere, reactive) | 1 | 1 | 50 | 50 | 0 | 100 | 0 | 0 | 0 |
| Media - SMC database sign ups | 27 | 4 | 87 | 13 | 0 | | | | 100 |

7. Human resources

- Women are represented at 70-80% at all levels of the Academy staff. The data indicates that men are less likely to apply for jobs at the Academy and this could be cause for concern.
- Staff are 14% BAME.
- During the time period of this report, 27% of job applications came from BAME people, 18% of these were shortlisted and none were recruited. This is the second year in a row that the % of BAME applicants has not matched those recruited.

Summary information

| | % F | % M | % not know | % white | % BAME | % mixed | % pns or other |
|-----------------------|-----|-----|------------|---------|--------|---------|----------------|
| Academy staff (total) | 66 | 26 | 8 | 76 | 13 | 11 | 21 |

Additional breakdown

| | F | M | %F | %M | % not know | % white | % BAME | % pns / other | % no info. |
|---|----|----|----|----|------------|---------|--------|---------------|------------|
| Academy staff (Level 3 - Officer) | 9 | 4 | 69 | 31 | 0 | 77 | 15 | 8 | 46 |
| Academy staff (Level 2 - Manager) | 9 | 5 | 64 | 36 | 0 | 93 | 7 | 0 | 14 |
| Academy staff (Level 1 - Head) | 4 | 1 | 80 | 20 | 0 | 50 | 17 | 0 | 33 |
| Academy staff SMT | 4 | 1 | 80 | 20 | 0 | 60 | 0 | 0 | 40 |
| Academy staff (total) | 26 | 11 | 70 | 30 | 0 | 76 | 13 | 11 | 21 |
| Academy staff recruitment - applications | 85 | 30 | 74 | 26 | 0 | 73 | 23 | 4 | 0 |
| Academy staff recruitment - shortlisted | 30 | 9 | 77 | 23 | 0 | 82 | 18 | 0 | 0 |
| Academy staff recruitment - appointed | 9 | 2 | 82 | 18 | 0 | 100 | 0 | 0 | 0 |
| Policy interns (Wellcome and MRC) - applications | 16 | 5 | 76 | 24 | 0 | | | | |
| Policy interns (Wellcome and MRC) - shortlisted | 11 | 5 | 69 | 31 | 0 | | | | |
| Policy interns (Wellcome and MRC) - appointed | 6 | 2 | 75 | 25 | 0 | | | | |
| Work experience students* <i>not included in recruitment totals</i> | 3 | 1 | 75 | 25 | 0 | 60 | 40 | 0 | |