

[REDACTED]

23 September 2024

Dear Narendra Ramnani,

Freedom of Information request: FOI2024/00660

Thank you for your Freedom of Information request received on the 22 July in which you requested the following:

Your request:

I hope this finds you well. It has been some time since we last corresponded. I want to thank you and your team once again for working with me to help understand the under-representation of Black and minority ethnic colleagues on UKRI decision-making committees. You might be aware that this data, and my conclusions and recommendations, were used to inform a [written evidence submission](#)¹ to the Diversity in STEM Inquiry of the Science and Technology Select Committee of the House of Commons.

The Committee's responses to my submission, my discussion with them, and their recommendations, are available [here](#)².

Since some time has passed, I'm writing to let you know that I am conducting an impact study, the aim of which is to evaluate UKRI's response, and to assess the ways in which representation might have changed as a result of UKRI activities, and to understand the causal links between UKRI actions and outcomes (please note for reference that this impact study has been approved by Royal Holloways Research Ethics Committee; reference ID: 369).

Freedom of Information Request

1. Data for 2020/21 to 2023/24

I would be grateful if you could please provide the following data. For new to be comparable with previous data, please replicate the data tables in Freedom of Information requests FOI2022/00244 and FOI2021/00376, and making the same assumptions and using the same measures, supply data for the subsequent period, financial years 2020/21 to 2023/24.

2. In the Parliamentary evidence submission mentioned above, the following recommendations were made:

I. "UKRI leadership needs to develop a clear vision of what proportionate representation and inclusion should look like among UKRI decision-makers, coherently across RCs. The development of this vision requires the guidance of stakeholders with lived experience of marginalisation and scholars with specific research expertise."

II. "The final version of UKRI's recently published draft Equality, Diversity and Inclusion strategy needs to commit to monitoring, publicly reporting on, and ending underrepresentation in its decision-making structures, beginning with its leadership teams and including all of its committees. This programme of work also needs to be properly

¹ <https://committees.parliament.uk/writtenevidence/43140/pdf/>

² <https://committees.parliament.uk/publications/34531/documents/190060/default#:~:text=We%20launched%20our%20inquiry%20into,in%20STEM%20Education%2C%20STEM%20research>

resourced.”

III. “A set of coherent, evidence-based, specific and time-bound actions needs to be developed that aims to understand the causes of under-representation among decision-makers, that increases diversity and inclusion, and uses evidence to check that actions have impact.”

IV. “Guidance to staff in all RCs needs to include a requirement to ensure, at the very least, the proportionate participation of ethnic minorities. Adherence to this and other requirements needs to be monitored.”

V. “UKRI should put to actual use the ethnicity (and other) data that it collects relating to its decision-making structures, and do so in a routine, timely and transparent manner.”

Although RCs are represented within UKRI leadership structures, it is important to consider the decisions made by both UKRI as a body with overarching responsibilities over RCs, and by RCs individually. It would be useful for the impact analysis to consider whether or not the recommendations above have implemented by each. In a table, please note ‘Yes’ where recommendations have been implemented.

In those cases, please provide written evidence of internal decision-making leading to implementation. For example in the case of (IV), please supply any updated written guidance to UKRI staff on committee building since the date of FOI2021/00376. Please also supply internal correspondence and minutes of meetings which make reference to the written evidence submission mentioned.

For each remaining cell, please provide state reasons for not implementing recommendations.

3. UKRI and RC Committee Meeting Dates and Minutes

I would like to understand decision-making and actions emerging from UKRIs overarching, principal EDI Committee (2015/16 to 2023/34), and also the relationship between its actions and my evidence report. It may be impractical to send to me the minutes of all committee meetings in this period, so if you could please send me the dates of all meetings for this committee for now, it will allow me to select the meeting dates that would be the most appropriate.

4. Records referring to evidence submission

Please could you send to me minutes of meetings in UKRI (including RCs), and any internal correspondence, in which the evidence submission has been mentioned? This will allow me to understand the context in which it has been discussed.

Clarification Received: 13 August 2024

You’ve requested a timeframe for the information in parts 2, 3 and 4. I assume that UKRI and RCs would have begun considering evidence from at least the time of my first FoI, the response to which is dated 31/07/2020 so I think that serves as a reasonable start date. The original date of my current request to you could serve as an appropriate end date for this period (22/07/2024). This covers nearly four years. I apologise for not specifying this information to you previously.

Our response

I can confirm that UK Research and Innovation (UKRI) holds some information relevant to your request. Please see the information below.

Information for part 1 of your request is provided in Annex A at the end of this response for AHRC, BBSRC, EPSRC, ESRC, MRC and NERC. Where possible the same assumptions and measures have been used as in [FOI2022/00244](https://ukri.disclosurelog.co.uk/disclosures/22cae3f7-6da2-4eb5-9d2c-fd2e586fb8c?preserveHistory)³ and [FOI2021/00376](https://ukri.disclosurelog.co.uk/disclosures/cb3e9c9e-46aa-44b2-afa6-438c5bf83700)⁴ for the period 2020/21 to 2023/24.

In preparing this response we have considered the risks of identifying individuals from small numbers and in line with standard statistical reporting practice, data has been suppressed to mitigate against the disclosure of

³ <https://ukri.disclosurelog.co.uk/disclosures/22cae3f7-6da2-4eb5-9d2c-fd2e586fb8c?preserveHistory>

⁴ <https://ukri.disclosurelog.co.uk/disclosures/cb3e9c9e-46aa-44b2-afa6-438c5bf83700>

personal data. Under Section 40(2) of the FOIA, this data is exempt where it relates to fewer than five members. We consider that to disclose information relating to small numbers of individuals would contravene the first Data Protection Principle as defined under Section 86 of the Data Protection Act 2018 and Article 5 of UK General Data Protection Regulation (UK GDPR) of lawfulness, fairness and transparency.

Section 40(2) is an absolute exemption and does not require a public interest test.

Members in each category have been rounded to the nearest value of five and their respective percentage proportions rounded to whole values. Due to this the proportions may not add up to 100%. As mentioned above, information relating to less than five individuals is withheld as personal information under section 40(2) of the FOIA. Where there are no members within a category, a count of zero is included.

In order to reduce the impact of data suppression on the information you have requested, ethnicity data has been presented in seven categories; Asian, Black, Mixed, Not disclosed, Other, Unknown, and White. Data relating to ethnicity is self-reported, and over the time period you have identified has been collected in different ways across the councils. As data has not been recorded in a uniform manner, to provide a consistent response the following criteria have been used to define each category:

- Asian – any individual who has identified as being Asian or Chinese, or any subset of these categories
- Black – any individual who has identified as being Black, or any subset of this category
- Mixed – any individual who has identified as being of mixed heritage
- Not disclosed – any individual who has provided diversity monitoring information and opted not to disclose their ethnicity
- Other – any individual who has identified as an ethnicity that they felt did not fall within the categories available
- Unknown – if an individual has not provided diversity monitoring information, or ethnicity information is not held. No assumptions have been made about an individual’s ethnicity
- White – any individual who has identified as being White or any subset of this category

In line with our previous response, FOI2022/00244, aggregated ethnicity data has been presented in four categories: Ethnic Minority, Not disclosed, Unknown and White. For the purposes of these data sets, Ethnic Minority is defined as being any individual who has identified as being Asian, Black, Chinese, Mixed or Other, or any subset of these categories.

Information on each council’s peer review college and panels was provided in our responses to FOI2021/00376 and FOI2022/00244. As previously stated, the data that was collated differed from Council to Council depending upon that individual Council’s approach to compiling decision-making committees. The different approaches taken by each Council was outlined in FOI2021/00376 and FOI2022/00244.

In relation to part 3 of your request UKRI’s EDI External Advisory Group (EAG) met from July 2018 to June 2021. The meeting dates are:

25/7/2018	04/02/2019	05/03/2020	24/02/2021
04/10/2018	03/04/2019	13/05/2020	21/04/2021
07/12/2018	20/05/2019	14/07/2020	30/06/2021
	17/07/2019	07/10/2020	
	07/10/2019	02/12/2020	
	11/12/2019		

Minutes of these meetings were disclosed in response to [FOI2022/00105](#)⁵.

With regard to part 4 of your request, we do hold some information in relation to correspondence or minutes of meetings where your written evidence submission was discussed. Extracts from the relevant minutes and correspondence is attached as document ‘*FOI2024-00660 discussion of written evidence_Redacted*’. Some names in this document have been withheld under section 40(2) of the FOIA. Disclosing this information would

⁵ <https://ukri.disclosurelog.co.uk/disclosures/7cf6bfc7-ca3a-49a7-ba59-141a1eb2efd8>
UK Research and Innovation, Polaris House, North Star Avenue, Swindon SN2 1FL

contravene the first Data Protection Principle as defined under Section 86 of the Data Protection Act 2018 and Article 5 of UK General Data Protection Regulation (UK GDPR).

Section 40(2) is an absolute exemption and does not require a public interest test.

Part 2 of your request does not straightforwardly fall under the auspices of the Freedom of Information Act. UKRI and its councils have not directly considered your specific recommendations. As explained in our clarification request, the [Committee's report](#)⁶ included a set of recommendations and the [government](#)⁷ responded to these recommendations. UKRI contributed to the government response to the report through the Department for Science, Innovation and Technology (DSIT), not to the individual evidence submissions. The government response includes recommendations to UKRI that reflect, in part, the recommendations made in your evidence submission.

UKRI welcomes the recommendations in your written evidence submission and the Select Committee report as one of a number of inputs to develop our work on EDI. There is no documented evidence that UKRI and its councils have used the specific input from your written evidence submission to develop or update internal staff guidance.

As part of our duty to provide advice and assistance you may find the following useful.

UKRI's [EDI Strategy](#)⁸ was published prior to the publication of the government response. It includes a commitment to include and value a diversity of people, experiences and perspectives in our governance and accountability structures. There is good evidence that diverse groups working in an inclusive environment make better decisions. This is an important consideration in setting up peer review panels. However, it is also important to consider how workloads across the system can best be balanced to support diversity without over-burdening under-represented groups.

It is also clear from the data that there are very different challenges in different disciplines. As a result, each council has developed a bespoke action plan. These [EDI action plans](#)⁹ set out actions to address representation.

Examples of the approaches and actions being taken across UKRI include:

Engineering and Physical Sciences Research Council (EPSRC)

EPSRC have improved the diversity of participation in peer review^{10,11}. Since 2016, EPSRC aims to avoid single gender panels and has a target of 30% (which has consistently been achieved and surpassed) for the participation of the underrepresented gender (women for EPSRC) in panels. It is also exploring different ways to increase diversity and has set targets for the EPSRC Peer Review College membership of 30% participation by women and 20% ethnic minority.

The [EPSRC EDI home web page](#)¹² can be found here and from this home page there are links to EPSRC's published pieces of work:

- The EPSRC [EDI Action Plan](#)¹³: which provides information about our 5 action sets and further details on the positive action being taking for advisory bodies and peer review panels.
- EPSRC have also published its data investigations and community engagement reports on Gender and Ethnic disparity – this analysis and feedback from the community engagement was used to form the focus of the EPSRC EDI action plan:
 - [Gender disparity data report](#)¹⁴:
 - [Gender community engagement findings report](#)¹⁵:

⁶ <https://committees.parliament.uk/publications/34531/documents/190060/default/>

⁷ <https://committees.parliament.uk/publications/40456/documents/197355/default/>

⁸ <https://www.ukri.org/news/ukri-publishes-equality-diversity-and-inclusion-strategy/>

⁹ <https://www.ukri.org/what-we-do/supporting-healthy-research-and-innovation-culture/equality-diversity-and-inclusion/edi-strategy/>

¹⁰ <https://www.ukri.org/wp-content/uploads/2022/03/EPSC-100322-DetailedEthnicityAnalysisReport.pdf>

¹¹ <https://www.ukri.org/wp-content/uploads/2020/12/EPSC-090322-PeerReviewParticipation-DiversityData14-15To19-20.pdf>

¹² <https://www.ukri.org/what-we-do/supporting-healthy-research-and-innovation-culture/equality-diversity-and-inclusion/epsrc/>

¹³ <https://www.ukri.org/wp-content/uploads/2022/12/EPSC-091222-EPSC3YearEDIActionPlan2022-2025.pdf>

¹⁴ <https://www.ukri.org/publications/epsrc-understanding-our-portfolio-a-gender-perspective/>

¹⁵ <https://www.ukri.org/publications/gender-diversity-in-our-portfolio-survey-findings/>

- [Ethnicity data analysis report](#)¹⁶:
- [Ethnicity community engagement findings report](#)¹⁷:
- EPSRC also have a project in progress at the moment focused on inclusive practices and exploring potential bias in peer review. More information on EPSRC's project with the [Royal Statistical Society/Alan Turing Institute](#)¹⁸ on this topic is available at this link.

Economic and Social Research Council (ESRC)

ESRC has a living action plan reviewed annually that outlines ESRC's commitment to embedding EDI across its remit. ESRC aims for a 40:60 gender split on every panel* and have asked for an EIA to be completed for every activity in ESRC for the past 5 years. The [UKRI Equalities report](#)¹⁹ was published in April 2024 and ESRC is currently looking into next steps with this data for ESRC. ESRC is also exploring the recruitment process for its peer review college and panels, and an EDI statement was a requirement for its latest DTP commissioning round.

The most recent ESRC panel recruitment exercise was via self-nomination rather than invitation/nomination only as it is more inclusive and would open up opportunities to those beyond the community of grant holders.

ESRC monitors career stage and location to enable targeted panel recruitment, as well as ED&I, expertise, and eligibility. This aims to increase diversity when assessing applications. As this is a self-nomination, anyone, regardless of their characteristics, can apply, and will be assessed based on their inputs in the form, which does not ask about factors that could potentially be discriminatory.

The ESRC action plan can be found here: [ESRC equality, diversity and inclusion action plan – UKRI](#)²⁰
The ESRC website includes an EDI section here: [Equality, diversity and inclusion – ESRC – UKRI](#)²¹

**The gender split is dependent on the under-represented group; if it is male under-represented then the target is 40% (assuming that under-representation is <40%) and vice versa if it is female.*

Medical Research Council (MRC)

An ethnicity target for MRC board and panel membership was agreed in the October 2021 MRC Council meeting. A 24% stretching target for ethnic minority membership has been in place since then, which MRC is gradually working towards achieving and this is included in MRC guidance for recruitment of new board and panel members.

A copy of this document is attached as, "*Board and Panel member recruitment guidance 2023*". Please note that this document refers to 21% as a target. This is due to a discussion on how to set targets during the 2023 recruitment as, based on funding applicant data, the target would have been lowered. After publication of the guidance, MRC ultimately decided that targets should only ever be raised and not lowered and so the target was maintained at 24%.

The membership target was work that preceded and was developed in parallel with the inquiry and evidence submission, not directly influenced by it. An extract from the meeting minutes is below:

[Section 40(2)] mentioned that MRC had plans to identify and mentor early career researchers building up a cadre of people that could become board and panel members in the future, which would be a more sustainable solution than stretching the existing pool of experts.

This extract ultimately led to the [Board and Panel Associates scheme](#)²², which was part of the wider package of actions implementing MRC's membership ethnicity target and the UKRI EDI strategy. Please see an extract about the associate scheme below.

¹⁶ <https://www.ukri.org/publications/epsrc-detailed-ethnicity-analysis/>

¹⁷ <https://www.ukri.org/publications/ethnicity-and-race-inequity-in-our-portfolio/>

¹⁸ <https://rss.org.uk/news-publication/news-publications/2024/general-news/rss-to-carry-out-research-exploring-potential-bias/>

¹⁹ <https://www.ukri.org/publications/ukri-equalities-monitoring/ukri-equalities-monitoring-2021-to-2022/>

²⁰ <https://www.ukri.org/publications/esrc-equality-diversity-and-inclusion-action-plan/>

²¹ <https://www.ukri.org/what-we-do/supporting-healthy-research-and-innovation-culture/equality-diversity-and-inclusion/esrc/>

²² <https://www.ukri.org/what-we-do/developing-people-and-skills/mrc/mrc-board-and-panel-associates-scheme/>

The Medical Research Council (MRC) Board and Panel Associates Scheme provides researchers the opportunity to gain experience of peer review, serve on an MRC funding board or panel and benefit from mentorship as part of a two-year programme. It is aimed at researchers from underrepresented groups who are actively [transitioning to independence and leadership](#)²³. The scheme aims to nurture diverse talent and support the development and retention of researchers needed for the future research and development workforce. It is part of the objectives in our [strategic delivery plan](#).²⁴

Although your written evidence submission did not have a direct impact on MRC's work, your previous FOI requests have been cited as evidence of concerns in the external community, as part of our overall board and panel diversity efforts. MRC has identified the following EDI commitments in relation to diversifying membership within MRC governing bodies, including funding panels, approved by MRC council July 2023:

1. Implement a process to determine, monitor, and publish diversity statistics for MRC governing bodies every three years in line with the Strategic Delivery Plan cycle. The Academy of Medical Sciences (AMS) undertook an external review as part of their EDI strategy and action plan development, and this term was recommended to ensure resourcing capacity and capture of more meaningful data.
2. Extend board/panel gender and ethnicity targets to Council, similar to EPSRC.
3. Extend the Board Observers scheme beyond boards/panels to conduct a trial in Council targeted at underrepresented groups, modelling the AMS [Co-opted Council member scheme](#)²⁵.
4. Utilise the [Disability Confident Scheme](#)²⁶ approach as a form of positive action to enhance consideration of applications from disabled candidates who meet the merit criteria for Council and research board/panel membership. This scheme typically applies to employment and whilst Council and research board/panel members are not technically employees, utilising this approach could be a form of good practice to increase representation and contribute towards greater disability inclusion in MRC boards.
5. Initiate a scoping exercise in 2024 to examine the feasibility of monitoring for socio-economic background within MRC governing bodies. Socio-economic background is being discussed in different organisations including within the Wellcome Trust. However, it is not being leveraged as a standard part of diversity data monitoring and requires further focused investigation.
6. Critically examine and discuss criteria for board/panel membership to ensure this is not disadvantaging members of certain groups and takes into account structural barriers. This could encompass consideration for the recommendation within the "[Equity and Inclusivity in Research Funding](#)"²⁷ to "Rebalance assessment towards the potential to deliver the project or scheme rather than on past achievement and value a broader set of contributions to research".

Additionally, MRC has utilised its ethnicity data in order to provide justification for the '[Black in Biomedical Research' advisory group](#)²⁸, formed in 2023, which is a direct response to the stark under-representation of Black biomedical scientists in our funding streams and in the sector more broadly, <https://www.ukri.org/blog/creating-visibility-for-black-biomedical-researchers/>²⁹

MRC have been working through an interim action plan until the permanent Executive Chair was in place. This is currently being redeveloped and needs to undergo a consultation period, and we are aiming to publish this in the second quarter of 2025.

²³ <https://www.ukri.org/what-we-do/developing-people-and-skills/mrc/skills-and-experience-needed-to-win-support/>

²⁴ <https://www.ukri.org/publications/mrc-strategic-delivery-plan/>

²⁵ <https://acmedsci.ac.uk/about/governance/council-members>

²⁶ <https://www.gov.uk/government/collections/disability-confident-campaign>

²⁷ <https://researchsupport.admin.ox.ac.uk/files/equityandinclusivityinresearchfundingpdf>

²⁸ <https://www.ukri.org/who-we-are/mrc/how-we-are-governed/mrc-black-in-biomedical-research-advisory-group/>

²⁹ <https://www.ukri.org/blog/creating-visibility-for-black-biomedical-researchers/>

Biotechnology and Biological Sciences Research Council (BBSRC)

The [BBSRC EDI action plan](#)³⁰ outlines how BBSRC is supporting a greater diversity of participation across all its programmes and processes. BBSRC has increased the diversity of its Pool of Experts, from which research committees and panels are drawn. Specifically, early career researchers and research technical professionals have been encouraged to join the Pool, along with targeted campaigns to encourage applications from underrepresented groups. This has resulted in increased representation from individuals from minority ethnic groups, including 24% of new members reporting an ethnic minority, of which 4% are Black/African background. BBSRC is continuing to monitor characteristics of the broader research population of relevance to the biosciences, to benchmark and ultimately to create diversity targets.

For completeness we are attaching guidance from BBSRC on '*Panel Committee Building Assurance Document*' which encourages colleagues to actively aim for an appropriate representation of genders, locations, organisation types and expertise but not ethnicity. Ethnicity, along with other protected characteristics, will be monitored regularly by the BBSRC Appointments Panel and any concerns raised with the BBSRC EDI Expert Advisory Group, if appropriate.

As part of its EDI action plan, BBSRC has committed to investing in research projects to understand EDI challenges, the underlying causes of under-representation and identify opportunities for action. BBSRC has also committed to removing barriers to participation in its programmes and processes for minoritised groups. In support of this, in 2024 BBSRC has funded four projects at its sponsored institutes through the Connecting Culture Fund, as well as the new [EDI Networks call](#)³¹ which supports activities for under-represented individuals within research networks. This will include support for individuals in ethnic minority groups and aims to increase participation of these individuals in all aspects of research including peer review. Additionally, support for BBSRC's Training Partnerships has enabled specific projects which increase PhD access and improve recruitment practices.

Finally, BBSRC is continuing to improve internal processes which aim to increase representation of minority groups on advisory panels. This includes the routine use of Equality Impact Assessments, more inclusive language and targeted communications when recruiting new panel members.

Part of the motivation often cited for the inclusion of under-represented groups on peer review panels is to address bias in the award rates for grant applicants from those groups. The evidence that diversity among panel members improves success rates for applicants from under-represented groups is mixed. More work is needed to understand and address the causes of the biases we observe. We are testing a range of interventions to understand disparities in award rate for different demographic groups. The establishment of our [Metascience Unit](#)³², in collaboration with DSIT provides a focal point to maximise the benefit of this work.

If you would like to discuss this with us, please contact the CEO's office at CEO@UKRI.org and we can arrange a meeting with relevant colleagues.

If you have any queries regarding our response or you are unhappy with the outcome of your request and wish to seek an internal review of the decision, please contact within the next 40 working days:

Head of Information Governance

Email: foi@ukri.org

Please quote the reference number above in any future communications.

If you are still not content with the outcome of the internal review, you may apply to refer the matter to the Information Commissioner for a decision. Generally, the ICO cannot make a decision unless you have exhausted the review procedure provided by UKRI. The Information Commissioner can be contacted at: www.ico.org.uk.

³⁰ <https://www.ukri.org/wp-content/uploads/2023/01/BBSRC-220323-BBSRCEDIStrategy.pdf>

³¹ <https://www.ukri.org/opportunity/enhancing-equality-diversity-and-inclusion-in-bbsrc-funded-networks/>

³² <https://www.ukri.org/news/ukri-embraces-government-response-to-landscape-review/>

If you wish to raise a complaint regarding the service you have received or the conduct of any UKRI staff in relation to your request, please see [UKRI's complaints policy](#)³³.

Yours sincerely,


Information Governance
Information Rights Team
UK Research and Innovation
foi@ukri.org | dataprotection@ukri.org

³³ <https://www.ukri.org/who-we-are/contact-us/make-a-complaint/#skipnav-target>

Annex A

Arts and Humanities Research Council (AHRC)

Table 1: Peer Review College Aggregated Data 2020/2024

	2020		2021		2022		2023		2024	
Ethnic Group	#	%	#	%	#	%	#	%	#	%
Ethnic Minority	85	6%	71	7%	140	11%	135	11%	120	10%
Not Disclosed	120	9%	90	9%	100	8%	95	8%	90	8%
Unknown	0	0%	0	0%	5	<1%	5	<1%	5	<1%
White	1120	85%	855	84%	1065	81%	1015	81%	930	81%
Total	1325	100%	1016	100%	1310	100%	1250	100%	1145	100%

Table 2: Panel Members Ethnicity Data by Category: Aggregated by Year

2020/21 to 2023/24		
Ethnicity	#	%
Asian	100	9%
Black	25	2%
Mixed	40	3%
Not Disclosed	105	9%
Unknown	70	6%
White	820	71%
Total	1160	100%

of meetings: 62

Biotechnology and Biological Sciences Research Council (BBSRC)

Table 3: Peer Review College Aggregated Data 2020/2024

	2020/21		2021/22		2022/23		2023/24	
Ethnic Group	#	%	#	%	#	%	#	%
Ethnic Minority	30	7%	35	8%	40	8%	70	14%
Not Disclosed	25	7%	30	7%	30	7%	25	5%
Unknown	<5	1.0%	<5	0.9%	<5	0.6%	10	1.6%
White	330	85%	370	84%	395	84%	405	79%
Total	390	100%	440	100%	470	100%	510	100%

Table 4: Panel Members Ethnicity Data by Category: Aggregated by Year

2020/21 to 2023/24		
Ethnicity	#	%
Asian	70	9%
Black	<5	0%
Mixed	20	2%
Not Disclosed	50	6%

Unknown	10	1%
White	665	81%
Total	820	100%

of meetings: 100

Engineering and Physical Sciences Research Council (EPSRC)

Table 5: Peer Review College Aggregated Data 2020/2024

	2020-2021		2021-2022		2022-2023		2023-2024	
Ethnic Group	#	%	#	%	#	%	#	%
Ethnic Minority	1,015	16%	1,095	17%	1,120	18%	1,240	19%
Not Disclosed	450	7%	465	7%	455	7%	465	7%
Unknown	50	1%	55	1%	50	1%	55	1%
White	4,650	75%	4,760	75%	4,655	74%	4,750	73%
Total	6,165	100%	6,375	100%	6,275	100%	6,510	100%

Table 6: Panel Members Ethnicity Data by Category: Aggregated by Year

2020 - 2024		
Ethnic Group	#	%
Asian	355	10%
Black	20	1%
Mixed	45	1%
Not Disclosed	230	6%
Other	20	0%
Unknown	190	5%
White	2,815	77%
Total	3,670	100%

Economic and Social Research Council (ESRC)

Table 7: Panel Members Ethnicity Data by Category: Aggregated by Year

2020/21 to 2023/24		
Ethnicity	Number	Proportion
Asian	135	6%
Black	30	1%
Mixed	45	2%
Not Disclosed	155	7%
Unknown	290	13%
White	1510	70%
Total	2165	100%

of meetings: 108

Medical Research Council (MRC)

Table 8: Panel Members Ethnicity Data by Category: Aggregated by Year

Ethnicity	2020/21 -2023/24	
Ethnicity	#	%
Asian	270	9%
Black	105	4%
Mixed	85	3%
Not Disclosed	245	8%
Unknown	80	3%
White	2205	74%
Total	2990	

of meetings: 135

- Methodology has changed since last data set provided (affecting how individuals are counted)
- Data for membership of MRC TFS panels is not available, affecting completeness of the data for 2022/23 and 2023/24
- MRC does not operate a peer review college

Natural Environment Research Council (NERC)

Table 9: Panel Member Aggregated Data 2020/2024

Ethnic Group	2020-2021		2021-2022		2022-2023		2023-2024	
	#	%	#	%	#	%	#	%
Ethnic Minority	25	4%	40	5%	40	5%	55	5%
not disclosed	60	9%	65	8%	65	9%	70	8%
unknown	5	<1%	5	1%	5	1%	5	<1%
white	550	87%	685	86%	670	86%	735	85%
Total	635	100%	800	100%	780	100%	865	100%

Table 10: Panel Members Ethnicity Data by Category: Aggregated by Year

4 FY period -01/04/2020 to 31/03/23		
Ethnicity	#	%
Asian	180	4%
black	5	< 1%
mixed	40	1%
not disclosed	340	8%
other	5	< 1%
unknown	25	1%
white	3505	86%
Total	4100	100%