

MEDICAL RESEARCH COUNCIL



Medical
Research
Council

09

EB22/075

Executive Board: November 2022

Author: [REDACTED]

To be called for the item: [REDACTED]

EDI implications: Y

Environmental sustainability relevant: N

MRC Board and Panel Member Recruitment 2023/24

1. Purpose

This paper invites Executive Board to consider and approve the nominations for new research board and panel members from 1 April 2023.

Action required:

- To review the MRC principles of board and panel member recruitment (annex 1).
- Based on these principles and the agreed Gender and Ethnic Minority targets, consider the proposed new members for each of the boards and panels (annexes 3 – 13) and approve the appointments to be made.
- To note performance against equality and diversity targets – especially a decrease in female representation at this shortlisting, EB is invited to discuss any mitigations.
- To note the plan for a deep dive into the recruitment text ahead of the go live date in September 2023.
- To note succession planning for board chairs & deputy chairs (annex 14).
- Discuss and agree whether a final analysis of board and panel membership should be submitted to Executive Board when all new members are in post (1 April 2023).

2. Background

Research boards and panels have a rolling membership to ensure continuity of expertise and experience. Members are appointed on a 2+2 basis, usually serving for four years. The MRC runs an annual recruitment exercise to fill board and panel vacancies. The principles of recruitment are shown in annex 1.

3, **Board and panel information**

2.1. Members demitting early

Throughout the year, members can demit ahead of their scheduled tenure end date. Throughout 2022, 12 members demitted ahead of their expected tenure end date:

- MCMB x2
- PSMB x1
- DPFS x3
- Exp Med x3
- BMBR x1
- Clinical x2

While no specific pattern to this has been noted, we will keep this under review. Moving forwards, the Events team will work with the Board and Panel teams to monitor numbers and reasons for demitting and look to identify any trends.

2.2. Equality, Diversity and Inclusion (EDI) considerations

Gender: 41% target, with overarching 50% target

MRC Council agreed to set a target for gender balance on MRC boards and panels in line with Government initiatives set in March 2016 to improve diversity in public appointments.. The target percentage of members identifying as female on boards/panels was agreed to be either two percentage points above recent (two) years' mean grant application rates from applicants identifying as female, or 34%, whichever is higher. There is an overarching goal of 50% female representation.

Based on the data for grant application rates from applicants identifying as female, the gender target submitted to RESPTET in July 2022 was 40% however, this was a drop from the previously set 41% target thus, REPSTET agreed to maintain the previous year's target of 41% (with overarching goal of 50%) to ensure stretching targets were set for 2023.

Ethnicity: 24% target

In consultation with Executive Board and Council, a new Ethnic Minority target was agreed and implemented with immediate effect in November 2021. The target relates to the percent of funding applications we receive from Ethnic Minority PIs plus 2% (similar to the gender target).

This is a stretching target that we need to show progress towards, acknowledging it may not be reached immediately and we may need to make more efforts to encourage membership applications and support candidates through the planned MRC board/panel Member Diversity Scheme. The target applies to the combined membership of all boards and panels, but every board or panel should endeavour to have a diversity of representation. A proposed membership that does not include any members from Ethnic Minorities is unlikely to be acceptable to Executive Board.

Based on the data for Ethnic Minority applications for grants the target submitted to RESPTET in July 2022 was 21% however, this was a reduction from the previously set 24%. As above, REPSTET therefore agreed to maintain the previous year's target of 24% to ensure stretching targets were set for 2023.

Membership has been analysed based on all first-choice candidates being appointed in a new dashboard (annex 15) which includes data on gender, ethnicity, location, institution, clinical expertise, and age. A summary of all board and panel members is also provided below, however PHIND and the Equipment panel have been excluded from this analysis due to having incomplete membership details at this time.

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- 38% of all board and panel members will identify as female. This is a decrease from the previous years (2022/23) initial membership which was 42% and does not achieve any further progress towards 50% female membership as encouraged by Council. 55% will be male and 7% are not disclosed. See section 2.6 for further analysis of the decrease in female membership at this shortlisting.
- 22% of board and panel members will be Ethnic Minorities. This is an increase from the previous years (2022/23) initial membership which was 20%. 70% of members will be White, with 8% not disclosed.
- All boards and panels will have at least one Ethnic Minority member.
- There will be a good geographical spread, with representation from Wales, Scotland, Northern Ireland, the 'golden triangle', the rest of England, Europe and Overseas.
- 81% of members will be university-based.
- 39% of members will be clinically qualified or active.
- The average age of all members will be 47.

Please see the dashboard provided in annex 15 for further detailed information across the standing boards and panels. Please see below table for a breakdown of advertised, additional and unfilled vacancies:

	Advertised vacancy	No. of 1st Choices:	Difference:	Notes
IIB	4	5	1	
MCMB	5	5	0	
NMHB	5	3	-2	
PSMB	5	5	0	
AGHRB	4	5	1	
DPFS	7	7	0	
Exp Med	4	4	0	
BMBR	5	5	0	
PHIND	2	3	1	
Non Clin	3	3	0	
Clinical	5	3	-2	

Total:	49	48
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2.3. Place

REPSTET has outlined the importance of place and agreed to notify the following groups of the recruitment exercise when live:

- Regional Consortia
- Devolved Health Funders
- ODA award holders & Global Health Faculty.

The application pages were also shared with Research England so that they could signpost Universities to the application pages.

Additionally, the advert text was amended to read as: *'place – we aim for representation from research organisations across the UK and may limit the number of members from one organisation, we also consider applicants from other countries, if their full participation is practical*

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(able to travel to attend meetings in the UK or participate virtually during UK business hours). The Applied Global Health Research Board particularly encourages applicants based in 'low- and middle-income' countries.

The dashboard (annex 15) provides an overview of applicants and shortlisted candidates by place.

2.4. Textio

The main body of the recruitment text was run through Textio, UKRI's text analysis tool which assists hiring managers with job descriptions including use of inclusive language. The initial score of the text was 31 however, with subtle changes such as changing 'candidate' to 'applicant'; removal of repetitive wording; the addition of reasonable adjustments text and balancing the overall tone to that of a more neutral base, the final score was 63. The ideal score for a job advert on Textio is 80 and above however, the board and panel member recruitment text does not align with a typical UKRI head office job description.

A small group of head office staff will be formed to provide a deep dive into the advert text ahead of the go live date in September 2023 to further improve accessibility and ensure the text accurately reflects the shortlisting process.

Additionally, a new [MRC board and panel member recruitment](#) page was launched on the UKRI website, briefly outlining key information relating to the recruitment process. The aim is to increase transparency of the process, as well as providing early notification of the go live dates to help potential candidates plan their submissions in advance. This text will also be reviewed in line with the advert to ensure it is as engaging and accessible as possible.

2.5. Applicant summary

A dashboard (annex 15) has been created which provides a detailed summary of the applications received as well as reporting on applications compared to shortlisted candidates. A summary is as follows:

- 49 vacancies were advertised.
- 875 applications from 339 applicants were received (some applied to more than one position) as a comparison, there were 569 applications from 305 applicants in 2021 for 37 vacancies).
- 58% of applicants identify as Male, 41% identify as Female and 2% were not disclosed.
- 28% of applicants were of Ethnic Minority, this is a positive increase from the previous year (16%) and shows progress towards reaching the set target. 70% of applicants were White.

2.6. Shortlisting

In consultation with the board/panel chairs, the research board and panel teams reviewed the applications submitted and discussed how to replace departing members, considering portfolio balance, expected demand, and scientific expertise. In addition to shortlisting on the basis of applicants' scientific standing, account was also taken of areas of expertise (including clinical experience, where appropriate), peer review experience, publication record and the geographical distribution of members. Further diversity issues were considered where appropriate, with effort given towards increasing the number of board and panel members identifying as female and Ethnic Minorities wherever possible.

Additionally, Heads of Theme discussed their shortlists at a meeting on 2 November 2022 to achieve alignment and lessen any chance of duplication before submitting proposed memberships to Executive Board.

- 48 applicants were shortlisted as first choice candidates, which is a 14% success rate.

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- Male success rates were 15%, with female success rates at 13%.
- Ethnic Minority success rates were 16%, White success rates were 14%.

Based on these shortlisting decisions there is a decrease in female representation on boards and panels. This is in part because of the slightly lower success rate for candidates identifying as female in this recruitment. However, the bigger factor is the number of female members departing the boards and panels at this time. There are 24 members who identify as female due to demit the boards and panels in 2023, a further 6 have demitted early. This means to maintain the previous 41% female representation, 30 of the new members would have to identify as female. This would require a 22% success rate for female applicants.

2.7. Suitability of appointment

During the application process, the applicants were asked the following questions:

- Have you ever been found guilty of scientific misconduct?
- Are there any allegations of scientific misconduct against you currently under investigation?
- Is there anything that might compromise or bring in to question your suitability to hold a public appointment, such as personal bankruptcy or a recent criminal conviction?

None of the shortlisted applicants answered yes to any of the above questions.

2.8. Proposed board and panel membership

Annexes 3-13 summarise the shortlisted applicants for all board and panel vacancies for 2023/24. A table outlining impacts of these candidates is provided in annex 2. A detailed breakdown of each recruiting board and panel is available in annex 15. CVs for all shortlisted candidates are available upon request.

There were 5 vacancies that were not filled via the open recruitment exercise, this resulted in the board and panel teams directly approaching candidates to gauge their interest in taking on these positions. If Executive Board approve the direct approaches (detailed in the shortlists in annexes 3-13), the Events and Committees Team will request outstanding membership information, including gender and ethnicity information, which will confirm final gender and Ethnic Minority information by 1 April 2023. The Events Team can provide a final update on breakdown of membership to Executive Board when all new members are in post (1 April 2023) if this would be beneficial.

2.9. Outcome

All candidates will be informed of the outcome in December 2022. Successful candidates will be sent an invitation letter from the MRC Executive Chair and be invited to a new board and panel member induction meeting taking place virtually on 9 February 2023.

Unsuccessful applicants will be sent a regret email on behalf of the MRC Chief Science Officer.

2.10. Board and panel chair and deputy board chair recruitment and succession planning

Board Chairs:

IIB Chair, Professor Paul Kaye (University of York), will demit on 31/03/2023. Recruitment has taken place and the new Chair, [REDACTED], will be in post for 1 April 2023.

As of 1 November 2022, **PSMB** have a newly appointed **Vice-Chair**, [REDACTED]. This new position was agreed by Executive Board in September 2022 and has been put in place to assist the existing Chair, Professor Brian Walker (Newcastle University), with key responsibilities due to a reduced capacity for the Chair role due to a

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promotion within their research organisation.

Panel Chair

BMBR Chair Professor Bianca De Stavola (UCL), will demit the panel on 31/03/2023. The position was advertised via open recruitment. Interviews are currently scheduled for 17 and 25 November.

Deputy Board Chairs

MCMB Deputy Chair, Professor Carolyn Moores (Birkbeck College London), will demit on 31 March 2023. MCMB have approached [REDACTED] to take on the position from 1 April 2023.

PSMB Deputy Chair, Dr Emma Huang (Janssen Research & Development), will demit on 31 March 2023. PSMB intend to approach [REDACTED] to take on the position from 1 April 2023.

3. Risk(s)

IF members with relevant expertise are not appointed THEN the quality of MRC funding decisions may be negatively impacted.

IF inappropriate members are appointed THEN there will be reputational risks for MRC.

4. Annexes

Annex 1: Principles of Recruitment

Annex 2: Shortlisted Candidates Impact

Annex 3: IIB shortlists for vacancies

Annex 4: MCMB shortlists for vacancies

Annex 5: NMHB shortlists for vacancies

Annex 6: PSMB shortlists for vacancies

Annex 7: AGHRB shortlists for vacancies

Annex 8: DPFS shortlists for vacancies

Annex 9: Exp Med shortlists for vacancies

Annex 10: BMBR shortlists for vacancies

Annex 11: PHIND shortlists for vacancies

Annex 12: Clinical shortlists for vacancies

Annex 13: Non-Clinical shortlists for vacancies

Annex 14: Board Chair and Deputy Board Chair Succession Planning

Annex 15: Dashboard (excel spreadsheet circulated alongside paper)

Annex 1: Principles of Recruitment

Boards

- Aim for each board to have between 18 and 24 members, including representation from a diversity of organisations, backgrounds, characteristics, and perspectives. Each board should aim to include some:
 - Representation from MRC units / institutes
 - Industry members
 - International members
- Ensure all boards have adequate expertise to evaluate translational research applications, including tactics and approaches, and have an understanding of early phase trials.

Boards and Panels

Aim to:

- Broaden the diversity of membership.
- Steadily increase the number of women and ethnic minority members.
- Increase the ratio of mid-career to later-career members.
- Ensure a strong representation for basic research across all boards and panels.
- Industry representation as appropriate

There is an expectation that membership will meet MRC policies on equality.

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Annex 2: Shortlisted Candidates Impact

The following table outlines each Board and Panel's current composition and how the first-choice candidates would impact the overall representation of the board / panel:

Key:

Increase from current composition	Same as current composition	Decrease from current composition
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	Current Composition of Board and Panel Members 2022						Board / Panel composition 2023 if all first-choice candidates are submitted to MB:					
	# number of Board Panel Members	% female	% male	% ethnic minority	%European/ International	% industry	# number of Board Panel Members	% female	% male	% ethnic minority	%European/ International	% industry
					%Golden triangle						%Golden triangle	
IIB	24	33%	58%				24					
MCMB	20	40%	45%			22						
NMHB	24	33%	63%			21						
PSMB	22	41%	50%			23						
AGHRB	27	56%	44%	63%		27						
DPFS	25	40%	56%			28						
Exp Med	18					21						
BMBR	19	58%	37%			20						
PHIND	10	Unknown	Unknown		Unknown	11						
Non-Clin	17	47%	53%			16						
Clinical	18	50%	44%			17						

Annex 3: Infections and Immunity Board (IIB) shortlists for 2023/24

Infections and Immunity Board

24 current board members (58% male, 33% female, [REDACTED] Ethnic Minority).

Number of those identifying as male, female and Ethnic Minority due to demit in March 2023. ([REDACTED])

IIB is seeking to fill five posts spanning the areas described below and received 95 applications. In addition to the specific subject matter expertise described for the vacancies, we are particularly interested to hear from clinically qualified applicants, individuals with additional expertise in structural biology and those who have an active interest in global health, zoonoses, drug discovery or omics research of relevance to the Board's activities.

Five vacancies were available across the following areas:

- Population health (infection and/or immunological), with expertise in one or more of the following areas: maximising knowledge from disease cohorts, population resources, longitudinal observation studies, molecular or genomic epidemiological studies; design and methodologies relevant to epidemiological studies; statistical methodology and innovation
- Global infectious disease epidemiology, including expertise in one or more of the following: interdisciplinary and One Health approaches; individual, community and population level studies on host/pathogen/vector (where relevant) interactions; transmission dynamics, integrated approaches to investigating health effects of global change/drivers of public health; multi-level approach to investigating disease and its prevention
- Innate & Adaptive immunity, particularly with expertise in one or more of the following areas: B-cell immunity, gastrointestinal immunity, immune responses to microorganisms, immune homeostasis and the microbiome
- Microbiology, with expertise in one or more of the following areas: mycobacteria, healthcare associated infections, antibiotic resistance including development of novel antimicrobials and control measures; evaluation and use of novel diagnostics
- Virology with viral immunology and/or basic vaccinology expertise

Note that in addition to three anticipated vacancies, a fourth (microbiology) vacancy arose due to [REDACTED], who advised us, in time for advertisement of the vacancy, of their intention to demit early. A fifth vacancy (virology) has also arisen from a member originally due to demit in 2024; in this instance, we were only advised with less than a week until the application deadline so were unable to advertise the position. It being critical that the vacancy is filled, we preferred to try and align filling this position with the other Board recruitments by contacting potential applicants (including relevant award holders, recommendations of the demitting member, and an approach to the MRC Centre for Virus Research) to advise of the additional opportunity with an extension to the deadline, and looking across applications to the wider recruitment exercise for relevant expertise.

Note also that IIB's Chair, Professor Paul Kaye, has served for 5 years, and will be replaced by [REDACTED] having been identified through a separate recruitment exercise.

Population health (infection and/or immunological)

First choice:

[REDACTED]

[REDACTED]

Global infectious disease epidemiology

[REDACTED]

Innate and adaptive immunity

[REDACTED]

A. B-cell vacancy

First choice:

[REDACTED]

Second choice:

[REDACTED]

[REDACTED]

B. Microbiome, GI and host pathogen interaction vacancy

First choice:

[REDACTED]

Second choice:

[REDACTED]

Microbiology

First choice:

[REDACTED]

[REDACTED]

Second choice:

[REDACTED]

Virology

First choice:

[REDACTED]

[REDACTED]

Annex 4: Molecular and Cellular Medicine (MCMB) shortlists for 2023/24

Molecular and Cellular Medicine Board

MCMB is responsible for MRC's investments seeking to understand the molecular and cellular mechanisms that underpin complex biological function in human health and disease, and supporting the early translation of knowledge towards new diagnosis and treatment, and changes to policy and practice. The Board has particular interest in understanding dynamic biological systems across space and time, the link between external exposures and research maximising opportunities at the life-physical science interface.

Applications are invited from clinical and non-clinical scientists including from industry settings as relevant. We are seeking to fill up to five vacancies in the following areas:

Toxicology and environmental health

- Core expertise in mechanistic toxicology of exogenous insults (pollutants, chemicals, adverse drug reactions, biopharmaceuticals, nanoparticles etc.) focusing on causal molecular and cellular mechanisms linking exposure to disease or adverse events

Structural Biology

- Core expertise in crystallography and cryo-electron microscopy/tomography alongside a broad knowledge of a range of other biophysical techniques, macromolecular assemblies and structure-function studies

Developmental Cell Biology

- Expertise in the molecular and cellular mechanisms that underlie development, including gene function/regulation, mammalian/human biology and awareness of non-mammalian model systems

Cell Biology and Pharmacology (up to two posts)

- Broad expertise in core cell biology, including in the areas of membrane trafficking and intracellular compartments, post-transcriptional regulation/modification, intracellular signalling and metabolism
- Pharmacology expertise in membrane receptors including G-protein coupled receptors, cell signalling, target validation

We were particularly interested to receive applications from those with expertise in the use of quantitative analytical tools, multi-dimensional data and systems approaches to understand complex and dynamic biology.

Five members in total are departing MCMB in March 2023, [REDACTED]. Five members are being recruited, the proposed recruitment will maintain the board membership at 22.

[REDACTED]

Professor Carolyn Moores, the current deputy chair, will demit in March 2023. [REDACTED] is the proposed replacement as MCMB deputy chair. [REDACTED] is a strong, consistent, and robust contributor to [REDACTED] and provides complementary expertise to the MCMB chair, with the additional benefit of [REDACTED]. The MCMB chair and deputy have given their strong support for the appointment,

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and [REDACTED] has agreed, subject to MRC Executive Board approval.

Toxicology and environmental health

First choice:

[REDACTED]

Second choice:

[REDACTED]

Structural Biology

First choice:

[REDACTED]

Second choice:

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Developmental Cell Biology

First choice: [REDACTED]

[REDACTED]

Second choice: [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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Cell Biology

First choice:

Second choice:

Pharmacology

First choice:

Second choice:

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[REDACTED]

[REDACTED]

Annex 5: Neurosciences and Mental Health Board (NMHB) shortlists for vacancies

Neurosciences and Mental Health Board (NMHB) shortlists for vacancies and proposed membership for 2023/24

Five vacancies advertised:

- **Brain development (x1)** – covering neurodevelopment disorders and brain function
- **Cellular and molecular neurobiology (x2)** - with expertise in one or more areas of synaptic plasticity, circadian rhythms and/or neuroendocrine science
- **Cognitive neuroscience (x2)** - with expertise in imaging technologies, sensory neuroscience and/or behavioural neuroscience

Highlighted was particular interest to hear from applicants who have expertise in animal models including drosophila and zebrafish, modelling approaches and translational neuroscience. Knowledge of a range of non-invasive biophysical techniques was flagged as an advantage.

One additional vacancy has arisen since advertising the original vacancies as a Board Member has had to demit unexpectedly. The vacancy is in cellular and molecular neurobiology/brain development. This brings the total number of vacancies to six.

48 applications received (69% Male, 29% Female. 17% were of Ethnic Minority)

Current Board balance: 24 members:

- Gender – 15M, 8F, 1ND
- Ethnic minority [REDACTED]
- Industry [REDACTED]
- International [REDACTED]
- London/Oxford/Cambridge – [REDACTED]
- Clinical expertise – [REDACTED]

Board balance including demitting members and all first-choice candidates below (with neurology position remaining vacant) – this will be updated if direct approaches noted below are appointed:

- Gender – [REDACTED]
- Ethnic minority [REDACTED]
- Industry [REDACTED]
- International [REDACTED]
- London/Oxford/Cambridge – [REDACTED]
- Clinical expertise – [REDACTED]
- [REDACTED]

Brain development

[REDACTED]

[REDACTED]

First choice: [REDACTED]

[REDACTED]

[REDACTED]

Cellular and molecular neurobiology

First choice: [REDACTED]

[REDACTED]

[REDACTED]

First choice: [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

First choice: [REDACTED]

[REDACTED]

[REDACTED]

Second choice: [REDACTED]

Third choice: [REDACTED]

Cognitive Neuroscience

First choice: [REDACTED]

First choice: [REDACTED]

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[REDACTED]

[REDACTED]

Second choice:

[REDACTED]

[REDACTED]

Third choice:

[REDACTED]

[REDACTED]

Annex 6: Population and Systems Medicine Board (PSMB) shortlists for vacancies

Population and Systems Medicine Board (five vacancies):

The Board currently comprises 22 members (50% male; 41% female; 9% not disclosed; [REDACTED]). [REDACTED]

A total of 122 applications were received (3 off-line) including 69 male (57%), 52 female (43%) and 1 (<1%) who preferred not to respond to the question. Of the 122 applications 31 (25%) acknowledged that they were from a minority ethnic background (4% preferred not to say).

The MRC's Population and Systems Medicine Board (PSMB) supports research aiming to unlock the complexity of human health and disease across the life course. PSMB takes a whole-systems approach to unravel disease mechanisms through better understanding the dynamic relationship within and between biological and social factors – both at the individual and population levels.

Applications were invited from clinical and non-clinical scientists, with submissions from relevant industry positions welcomed. We were seeking to fill up to five vacancies in the areas highlighted below. Throughout these, experience in experimental medicine, patient stratification, biomarker discovery, systems biology, rare diseases, diagnostics, pharmacology, regenerative medicine or animal models was highlighted as desirable.

Selection of the following first-choice candidates will mean PSMB industry and MRC Unit representation will remain unchanged. [REDACTED] we have not been able to maintain our female representation [REDACTED] however we will have an opportunity next year to balance representation [REDACTED]. [REDACTED] we will maintain strong clinical representation [REDACTED]

[REDACTED] The geographic distribution of PSMB members would include representation from England and the 3 devolved nations, [REDACTED]

Metabolic regulation and Cell physiology

Expertise in genetic, molecular and cellular approaches to inform mechanisms of disease is required. Mechanistic expertise with a focus on diabetes, insulin resistance, or other complications of obesity is particularly welcome. One vacancy across the 2 areas is available.

First choice: [REDACTED]

Second choice: [REDACTED]

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Cardiovascular – 2 appointments

Expertise in vascular biology, cardiac physiology, cellular or molecular expertise, or experimental models (including animals) is required.

First choice:

First choice:

Second choice:

Third choice:

Industry

Particularly welcoming early translation of mechanistic research for patient benefit. Candidates from across the range of PSMB remit, including prevention, diagnosis and therapy.

First choice:

Second choice:

[REDACTED]

Third choice: [REDACTED]

[REDACTED]

Public Health

Expertise in qualitative and quantitative methods, health inequalities and/or the development and evaluation of interventions.

First choice: [REDACTED]

[REDACTED]

Second choice: [REDACTED]

[REDACTED]

Annex 7: Applied Global Health Research Board (AGHRB) shortlists for vacancies

Applied Global Health Research Board

Total number of current Board members = 27

Male 44%

Female 56%

Ethnic Minority 63%

Number of those identifying as male, female and Ethnic Minority due to demit in March 2023.

AGHRB is responsible for MRC's investments to develop practical solutions to global health challenges and inequities of relevance to 'low- and middle-income countries. This includes late-stage intervention development and testing, implementation science and scale up, health economics, health systems research, policy research and cross sector, multi-disciplinary research. Grant applications to the Board can be led by LMIC or UK Principal Investigators. and therefore, this advertisement for Board members is also open to LMIC or UK based researchers.

The Board has a particular interest in implementation science, maternal and neonatal health, early childhood development, adolescent health and capacity strengthening in 'low- and middle-income country' settings.

We are seeking to fill five* vacancies spanning the following areas:

- **Mental health** – with expertise in mood disorders, clinical trials and complex interventions
- **Infectious disease epidemiology** –an interest in prevention and treatment of infectious diseases.
- **Infectious disease epidemiology** – with expertise in antimicrobial resistance*
- **Public health** – with experience of implementation science and scale-up
- **Maternal and neonatal health** – broad expertise to potentially include intervention development, public health, nutrition relating to maternal and neonatal health, and maternal health in the context of non-communicable disease.

We are particularly interested to hear from applicants based in low- and middle-income countries. Applications are welcome from experts with clinical and non-clinical backgrounds, in particular those with experience of clinical trials, implementation science and scale-up

Mental health

First choice:

[REDACTED]

[REDACTED]

Second choice: [REDACTED]

[REDACTED]

[REDACTED]

Maternal and Neonatal Health

First choice: [REDACTED]

Second choice: [REDACTED]

[REDACTED]

[REDACTED]

Infections - prevention and treatment of infectious diseases.

First choice: [REDACTED]

[REDACTED]

Second choice: [REDACTED]

Infections - AMR

First choice: [REDACTED]

[REDACTED]

Second choice:

[REDACTED]

Public Health

First choice:

[REDACTED]

[REDACTED]

[REDACTED]

Second choice:

[REDACTED]

Annex 8: Developmental Pathway Funding Scheme (DPFS) shortlists for vacancies

DPFS

The Developmental Pathway Funding Scheme (DPFS) is the MRC's core translational research funding scheme. The DPFS Panel is responsible for supporting academically led projects to progress fundamental and clinical research findings towards clinical use or wider health application. The scheme supports a very broad spectrum of activities from the development of novel therapies, interventions and diagnostics through to early-phase clinical studies.

The DPFS Panel currently comprises 25 members, including the Chair Professor Simon Hollingsworth. This number is lower than the usual DPFS complement of 27, as [REDACTED] demitted ahead of schedule earlier in the year and their expertise has been covered by guest members for the last two rounds. Of the 25 members currently active 40% identify as female and [REDACTED] are from ethnic minority backgrounds.

Three members are demitting on schedule for March 2023 after a 4-year term and one member is demitting early after a two-year term. [REDACTED]

Up to seven vacancies are available for candidates with academic and/or industry translational expertise in at least one of the following areas:

- Statistics, including preclinical studies, experiments involving animals, and clinical study and trial design (3 vacancies)
- Gene therapy
- Biomedical imaging, including development and clinical applications
- Medicinal chemistry and drug development
- Cardiovascular medicine

We are requesting to appoint three new statisticians [REDACTED], which would increase the overall DPFS Panel membership from 27 to 28. Statisticians on the DPFS panel receive a very high workload since statistical review is required for the majority of applications and many post-award amendments. We have seen a significant increase in application numbers over recent rounds which has led to a notable increase workload for our statisticians, [REDACTED]

[REDACTED] Increasing statistician numbers

[REDACTED] will ensure that members have a more manageable workload, give us the capacity to effectively assess all applications to this popular scheme and prevent this issue arising again in the short term.

We acknowledge the need to keep Panels to a manageable size and in the longer term we aim to explore new ways to manage the stats expertise on DPFS. We have a successful history of using guest statistician Panel members, and several of these [REDACTED] have indicated their willingness to act as a guest again in future rounds when available. We will also look to reduce the overall Panel Membership back to the standard 27 over the next one or two recruitment rounds as other members roll off but at this time the three requested recruits are needed to manage the acute need for statistical expertise.

Statistics, including preclinical studies, experiments involving animals, and clinical study and trial design (3 vacancies)

First choice: [REDACTED]

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[REDACTED]

Second choice:

[REDACTED]

Third choice:

[REDACTED]

Cardiovascular Medicine

First choice:

[REDACTED]

Second choice:

[REDACTED]

Medicinal Chemistry

First choice:

[REDACTED]

[REDACTED]

Second choice:

[REDACTED]

Biomedical Imaging

First choice:

[REDACTED]

Second choice:

[REDACTED]

Gene Therapy

First choice:

[REDACTED]

[REDACTED]

Second choice:

[REDACTED]

Annex 9: Experimental Medicine (Exp Med) shortlists for vacancies

Experimental Medicine Panel

The Experimental Medicine Panel currently comprises 18 members, including the Chair Professor Ruth Plummer, [REDACTED] of members identify as female and [REDACTED] are from ethnic minority backgrounds.

3 members have demitted early this year: [REDACTED] and 1 member is demitting in December 2022, [REDACTED]

The Experimental Panel is seeking to fill vacancies in oncology, novel statistical design and infectious diseases/global health (specific expertise requirements detailed below).

The disappointing decrease in female representation on the Panel, despite great efforts to engage with female subject matter experts, is acknowledged. Difficulties in taking on additional commitments were widely cited as a barrier to participation. Encouragingly, we received offers to participate as guest introducers or availability at a later time point. These were warmly received and noted for future recruitment exercises. Applications to other Boards and Panels, particularly DPFS, were carefully reviewed for suitable candidates but there was a lack of relevant expertise for the Panel, where the nature of the applications require specific skill sets.

Oncology

Based on the applications received by the Panel, the oncology vacancy would be best filled by a practicing clinician, well-versed in the challenges associated with conducting and recruiting participants for experimental cancer medicine studies and early phase trials.

First choice: [REDACTED]

Second choice: [REDACTED]

Novel Statistical Design (2 vacancies)

For the novel statistical design vacancies, suitable candidates would have experience of designing interventional clinical trials with an interest in novel approaches to optimise participant numbers for mechanistic studies.

OFFICIAL - SENSITIVE

The statisticians on the Experimental Medicine Panel receive a very high workload as statistical review is required for all applications submitted. Application numbers have been increasing round on round and this has likely contributed in part to [REDACTED]

[REDACTED]. Between DPFS and Experimental Medicine, where there is considerable overlap in the trial design expertise required, there has been a successful history of using guest statistician Panel members. [REDACTED]

First choice: [REDACTED]

First choice: [REDACTED]

Infectious Diseases and Global Health

A cornerstone of experimental medicine is the development of human challenge models and the Panel has received applications across the breadth of infectious diseases to develop models to understand disease pathogenesis and host responses to infection. The Panel is therefore seeking a subject matter expert to evaluate human challenge model applications, with the desirable additional experience of conducting research in LMICs. [REDACTED]

First choice: [REDACTED]

[REDACTED]

Second choice:

[REDACTED]

[REDACTED]

Annex 10: Better Method, Better Research Panel (BMBR) shortlists for vacancies

Better Methods, Better Research Panel (BMBR) shortlists for vacancies and proposed membership for 2023/24

BMBR supports study into how best to design, conduct and evaluate biomedical and health research. Methodological innovation must evidence improvements over current research practice and provide a clear pathway for uptake.

Five vacancies were advertised to cover demitting expertise, as well as industry representation following Professor John Whittaker's move from GSK to Director of MRC BSU:

1. Bioinformatics – computational or systems biology
2. Epidemiology, longitudinal studies, or causal inference
3. Genetics, epigenetics, or genomics
4. Health economics
5. Industry experience (biostatistics)

Panel membership provides methodological expertise across MRC and NIHR remit and includes representatives from each of the MRC boards (see section below). The panel currently comprises 19 members (58% female, 37% male, [REDACTED] ethnic minority; two board representative roles are vacant). [REDACTED] will demit in March 2023.

81 applications were received (55% Male; 45% Female. 43% of applicants were from an Ethnic Minority group). Nine applicants are shortlisted. If first choice candidates are appointed, the Panel will consist of [REDACTED] Male, [REDACTED] Female and [REDACTED] Ethnic Minority members.

Bioinformatics – computational or systems biology

First choice: [REDACTED]

[REDACTED]

Reserve: [REDACTED]

[REDACTED]

[REDACTED]

Epidemiology, longitudinal studies, or causal inference

First choice: [REDACTED]

OFFICIAL - SENSITIVE

[REDACTED]

Reserve: [REDACTED]

[REDACTED]

[REDACTED]

Genetics, epigenetics, or genomics

First choice: [REDACTED]

[REDACTED]

[REDACTED]

Health economics

First choice: [REDACTED]

[REDACTED]

Reserve: [REDACTED]

[REDACTED]

[REDACTED]

Industry experience (biostatistics)

First choice: [REDACTED]

[REDACTED]

[REDACTED]

Cross-Board/Panel representation

Connections between BMBR and other MRC Boards/Panels ensures that BMBR prioritises methodological innovation that adds most value to broader MRC strategy. Cross-membership also helps to catalyse uptake of methodological innovation and improvement across all MRC funded research. In this recruitment round, all prospective applicants were asked to identify their interest in future co-membership with the Better Methods, Better Research Panel.

Three cross-memberships are already in place:

- MCMB – Professor Christopher Yau, Oxford [REDACTED]
- PSMB – Professor Tom Gaunt, Bristol [REDACTED]
- Non-clinical – Frank Kee, QUB [REDACTED]

[REDACTED] will demit in this round and we are consulting with [REDACTED] to identify a suitable candidate for this representative role. We are also working with NMHB to identify a representative.

Annex 11: Public Health Intervention Development Panel (PHIND) shortlists for vacancies

PHIND

PHIND currently has 10 panel members. Of these 10, one is the chair [REDACTED]

In March 2022 the chair demitted and a new chair, [REDACTED] was invited. [REDACTED]

In addition to the chair, two panel members will demit in March 2023, [REDACTED] They have expertise in global health and social aspects of health, and behaviour change, respectively.

PHIND is being piloted on The Funding Service and since joining TFS, we have received double the usual number of applications (~40 in each round, as opposed to the ~20 received previously). Of the 41 applications received in the latest round, 5 were deemed out of remit. We receive a considerable number of behaviour change and global health applications and more expertise in these areas is a priority. We are also looking for expertise in digital health and health and mental health in young people, although these areas are lower priority.

Given the expertise required on the panel, the increased number of grant applications and the high-quality panel applications received, we propose to appoint a third, additional panel member (in addition to the two vacancies), taking the total number to 11 (with 9 introducers). This member would bring broad expertise across our priority areas.

Behaviour change

First choice: [REDACTED]

Second choice: [REDACTED]

Global health and research in LMICs, particularly around social and anthropological aspects of health

First choice: [REDACTED]

OFFICIAL - SENSITIVE

[REDACTED]

Additional appointment (broad expertise across priorities)

First choice:

[REDACTED]

Second choice:

[REDACTED]

Annex 12: Clinical Training and Career Development Panel (Clinical) shortlists for vacancies

Non-Clinical Training and Career Development Panel

The panel currently has 17 members (8 female, 9 male). Four members will demit in March 2023 [REDACTED]. We recruited one additional panel member last year in an attempt to smooth panel turnover in future years. Therefore, we intend to appoint 3 panel members during this cycle of recruitment bringing the panel back to 16 members.

3 vacancies were advertised, for expertise covering:

- Structural biology, biophysical biology, and biochemistry
- Immunology and infectious disease
- Cognitive Neuroscience and Mental Health

We received 84 applications. Gender balance was 51% male and 45% female; 27% were from Ethnic Minorities applicants. This compares with 68 applications in 2021 (63% male, 35% female, 2% not disclosed; 18% Ethnic Minorities).

None of our preferred candidates have been shortlisted by other boards or panels.

Structural biology, biophysical biology, and biochemistry

First choice: [REDACTED]

Immunology and infectious disease

First choice: [REDACTED]

Cognitive Neuroscience and Mental Health

First choice: [REDACTED]

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Annex 13: Non-Clinical Training and Career Development Panel (Non-Clinical) shortlists for vacancies

Clinical Training and Career Development Panel

The panel currently has 18 members (9 female, 8 male, 1 not disclosed). Four members will demit in March 2023 [REDACTED]. In addition, one panel member has demitted early [REDACTED]. We intend to appoint 5 members during this cycle of recruitment, bringing the panel back to 19 members.

5 vacancies were advertised, for expertise covering:

- Clinical oncology and/or immuno-oncology
- Cardiovascular disorders and disease
- Applied health research
- Health data epidemiology, statistics, and informatics
- Clinical trial design and methodology

We received 77 applications. Gender balance was 55% male and 45% female; 38% were from Ethnic Minorities applicants. This compares with 50 applications in 2021 (50% male and 50% female; 20% Ethnic Minorities).

None of our preferred candidates have been shortlisted by other boards or panels.

Clinical oncology and/or immuno-oncology

First choice: [REDACTED]

Applied health research

First choice: [REDACTED]

Health data epidemiology, statistics, and informatics

First choice: [REDACTED]

Cardiovascular disorders and disease

[REDACTED]

Clinical trial design and methodology

[REDACTED]

OFFICIAL - SENSITIVE

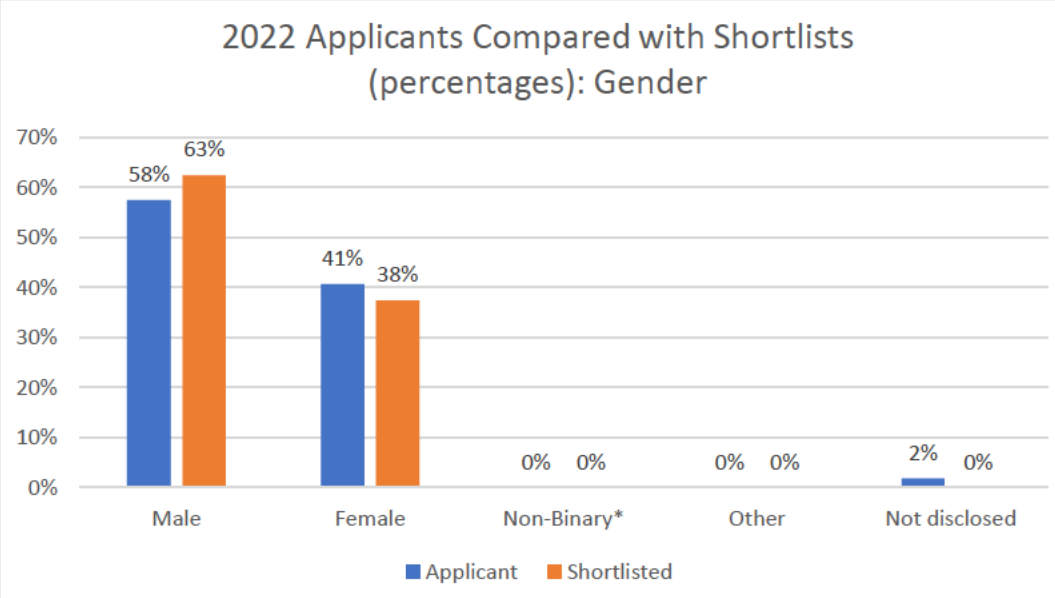
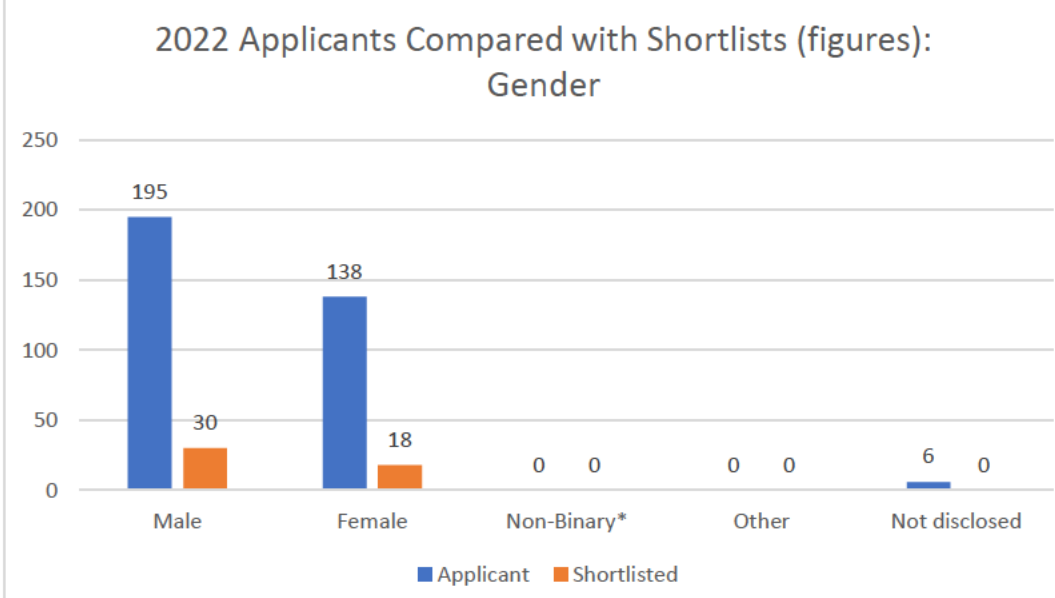
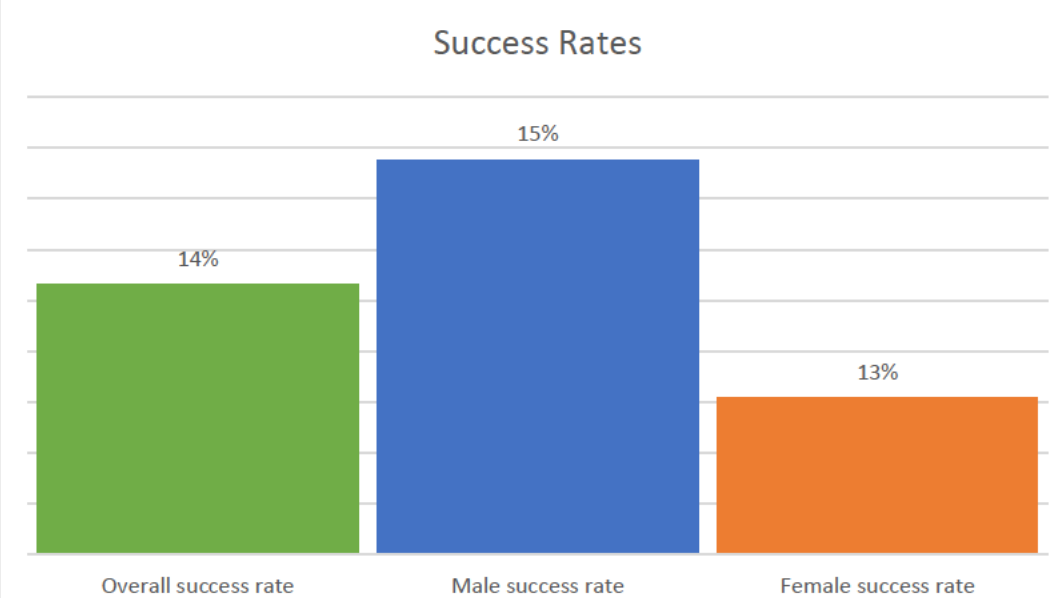
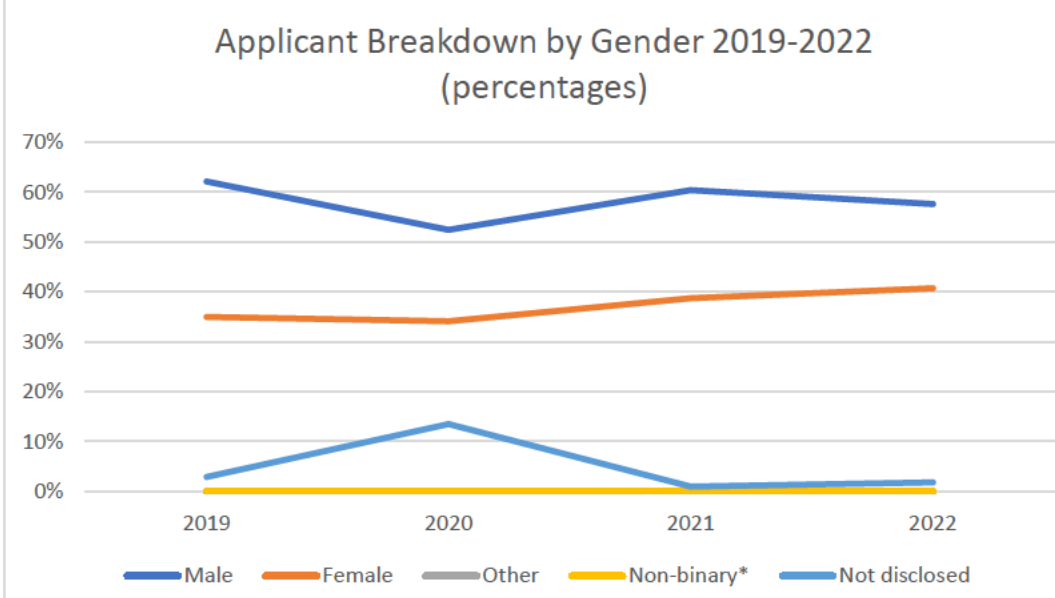
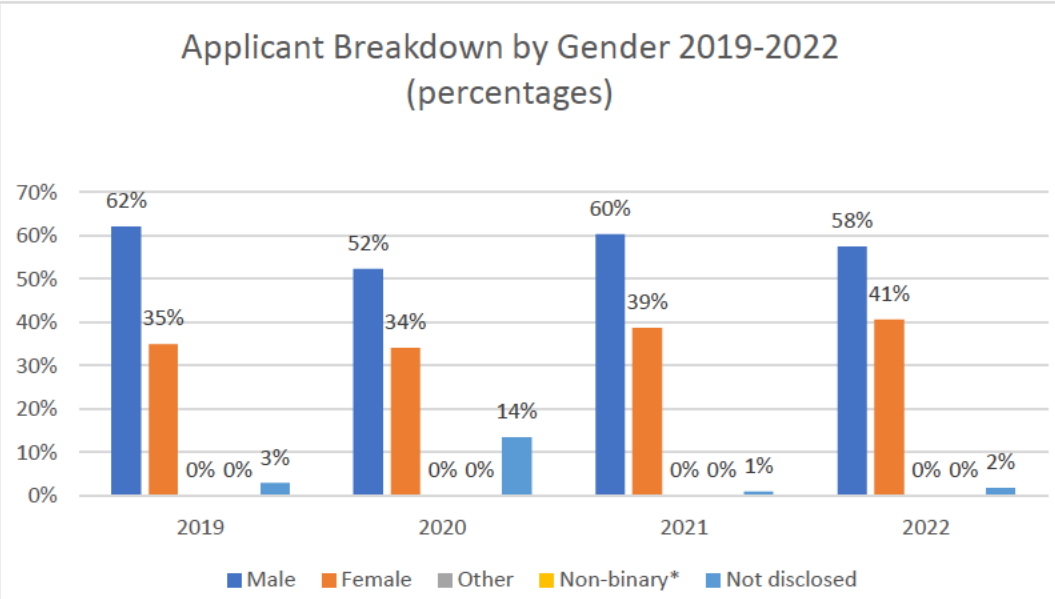
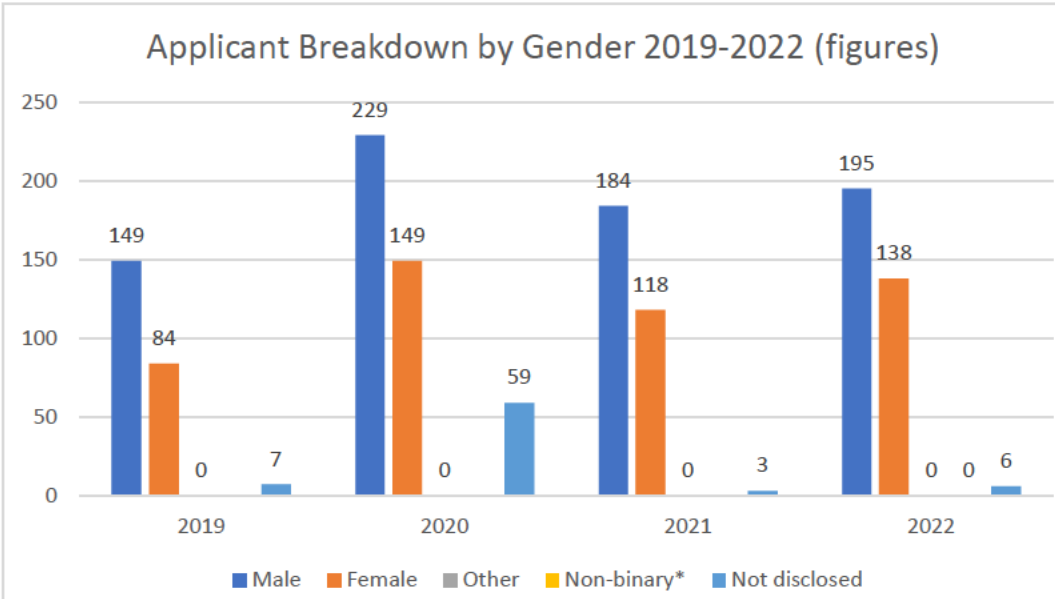
Annex 14: Board Chair and Deputy Board Chair Succession Planning

Succession plan for board and panel chairs						
		2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
Research boards						
IIB	Chair	New chair*				New chair
	Deputy	Alison Condliffe			New deputy	
MCMB	Chair	Maddy Parsons			New chair	
	Deputy					
NMHB	Chair	Paul Matthews	New chair			
	Deputy	Jeremy Hall	New deputy			
PSMB	Chair	Brian Walker	New chair			
	Vice Chair		Vice-chair role ends			
	Deputy					New deputy
AGHRB	Chair	New chair expected				New Chair
	Deputy	Position not currently filled				
Funding panels						
DPFS	Chair	Simon Hollingsworth			New chair	
Experimental Medicine	Chair	Ruth Plummer		New chair		
BMBR	Chair	New Chair**				New chair
PHIND	Chair					New chair
Equipment Panel	Chair	Robert Insall		New chair		
Training & career development panels						
Clinical Fellowships	Chair	Prof Marina Botto*		New chair		
Non-Clinical Fellowships	Chair	Matthew Lambon-Ralph		New chair		
CARP	Chair	Diana Eccles		New chair		

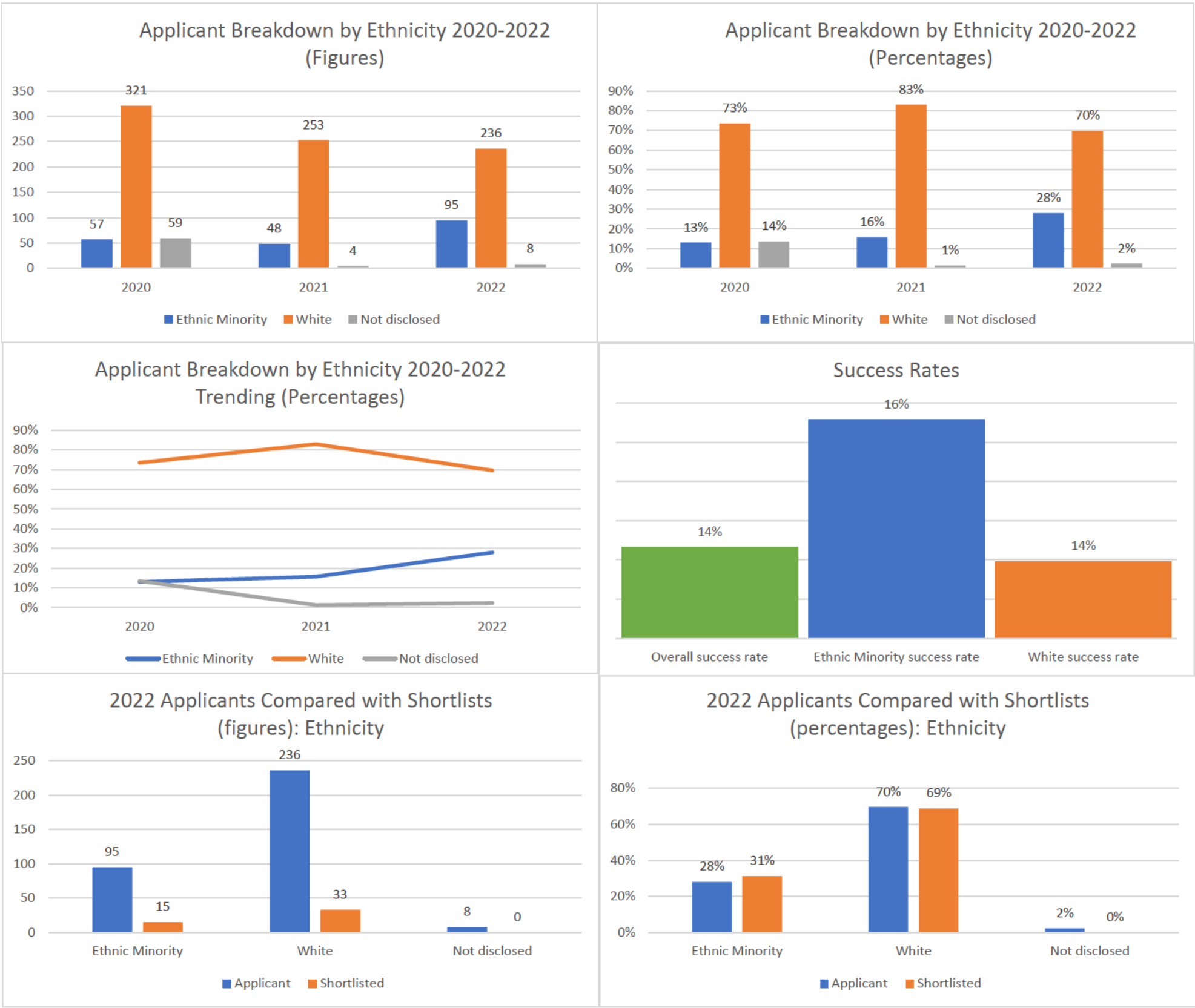
*To be announced

**Interviews taking place on 17 and 25 November 2022.

Applicant and shortlisted candidate breakdown
Gender
*Introduced as a drop down option in 2022 application form



Applicant and shortlisted candidate breakdown
Ethnicity



Applicants and shortlisted candidates by Country

Select '+' to filter further by City

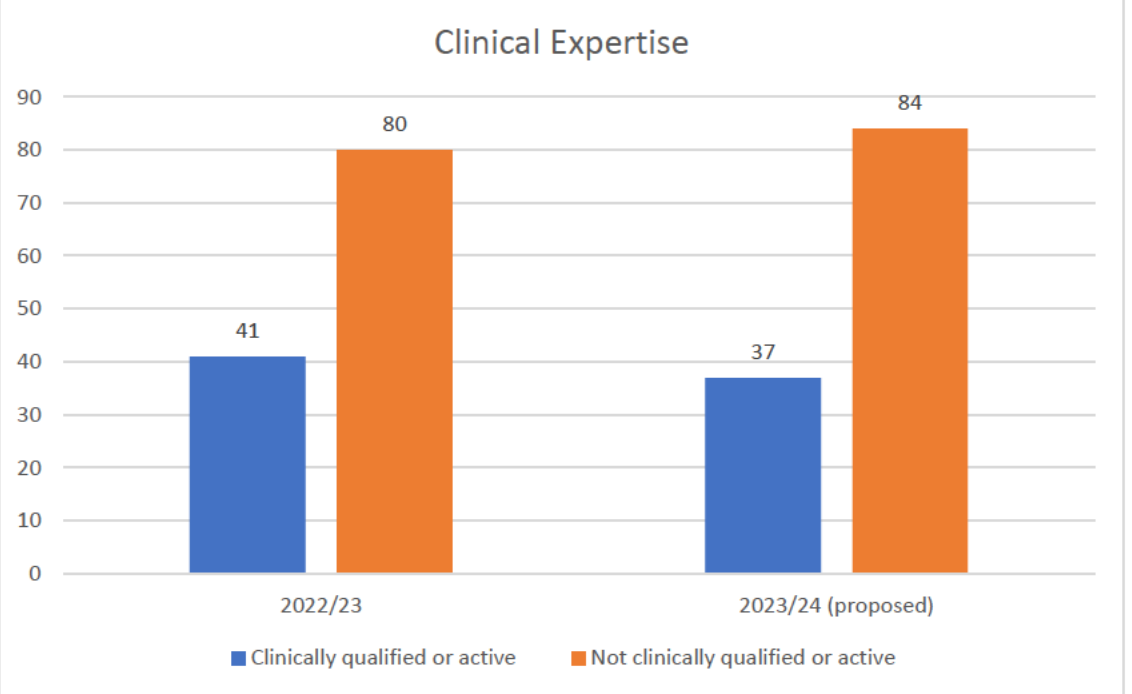
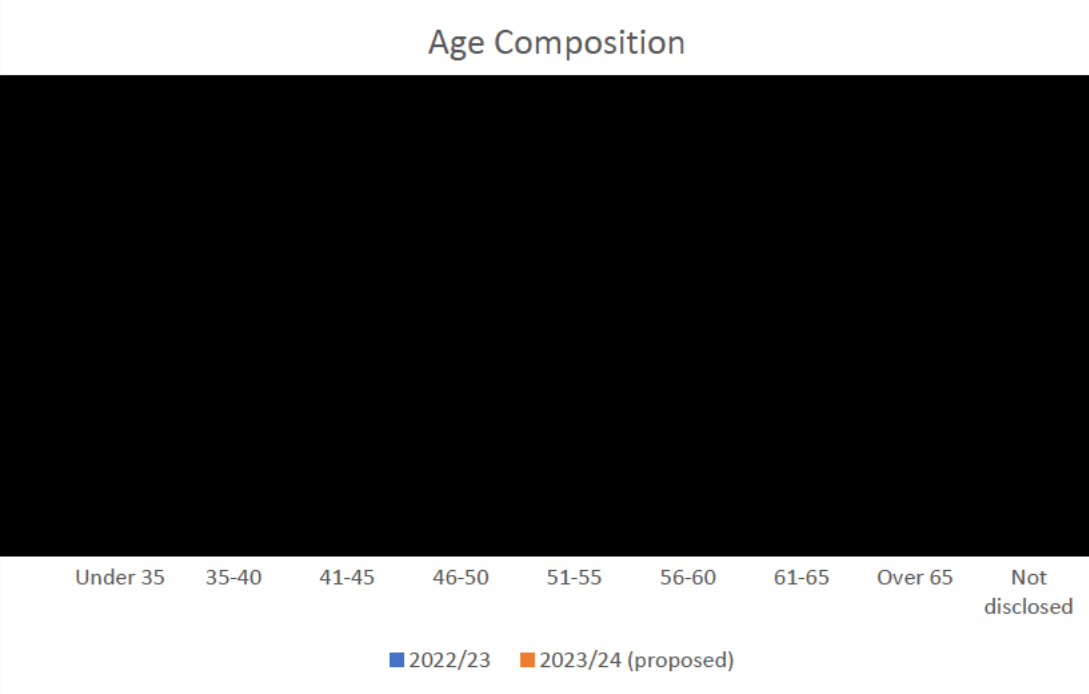
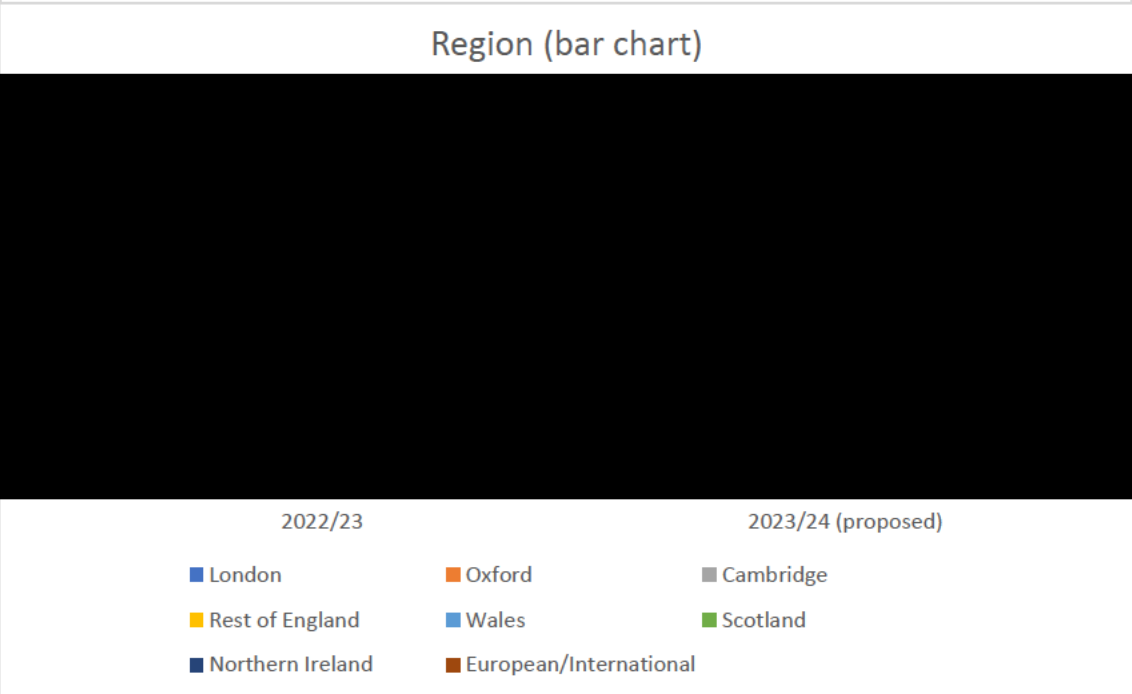
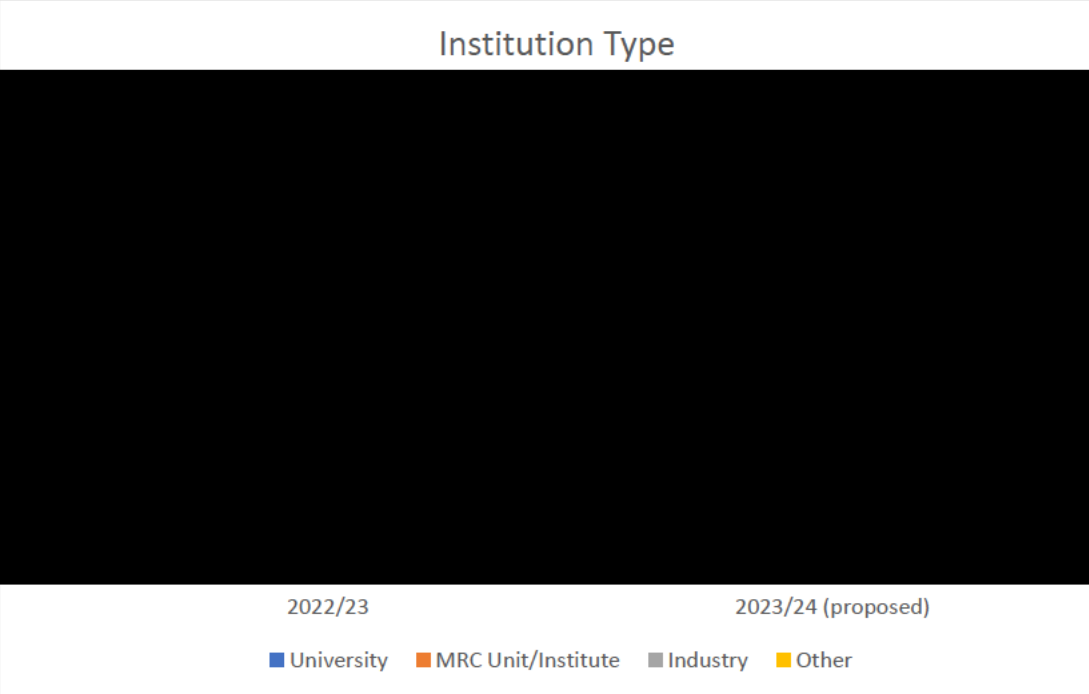
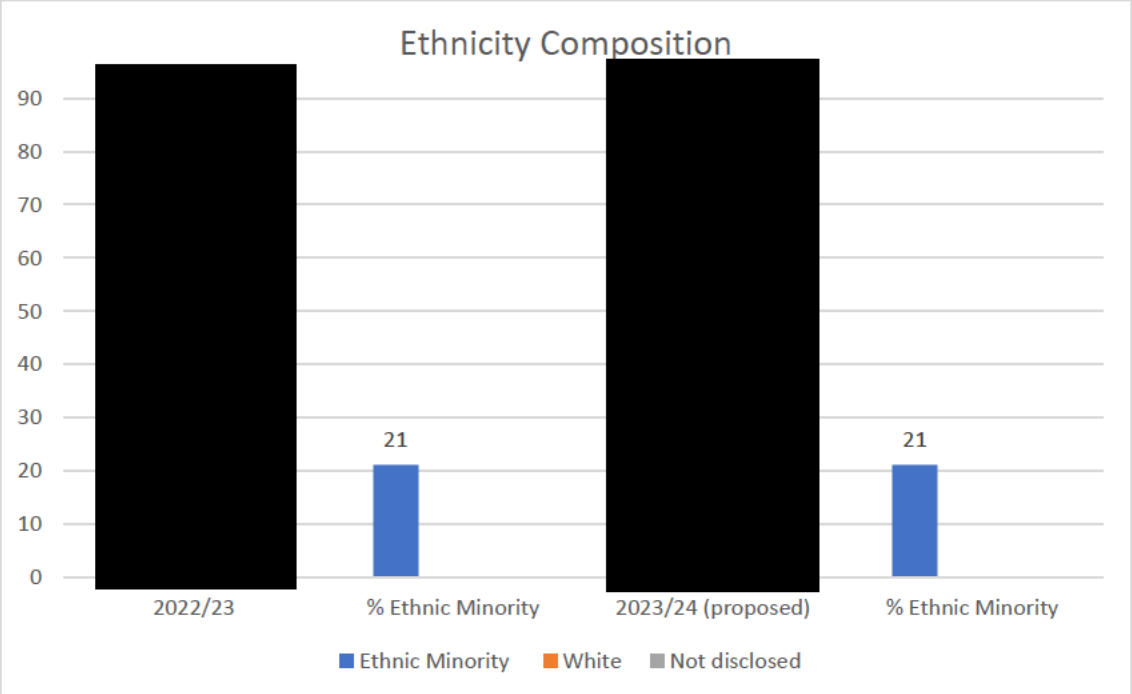
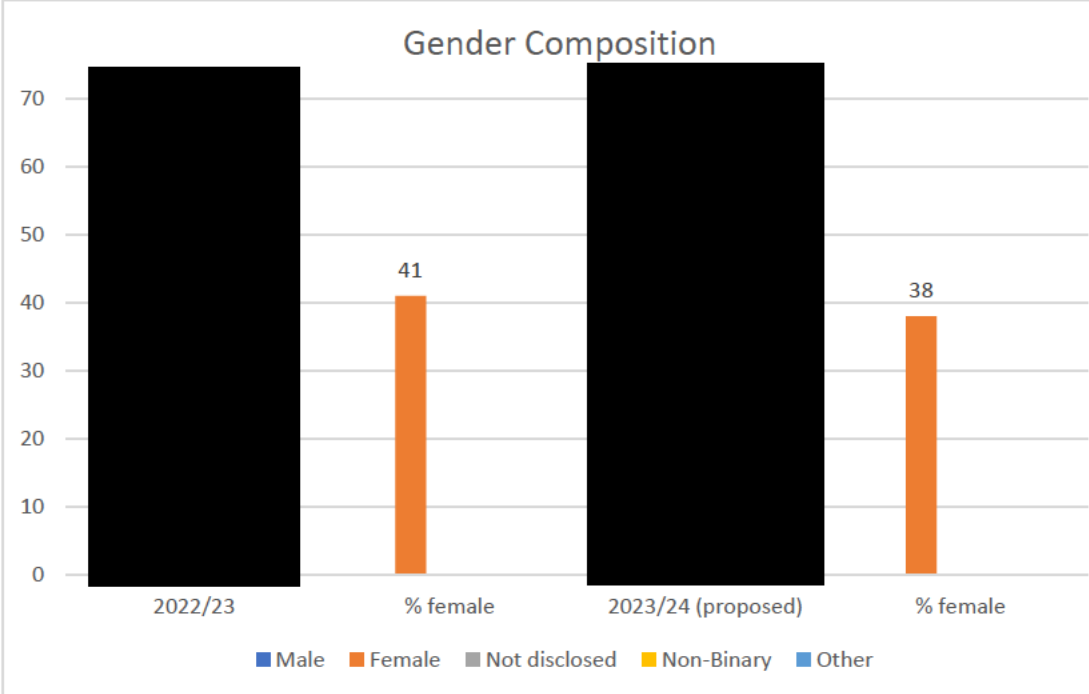
Applicants

Country	Number of applicants
Bangladesh	
Belgium	
Botswana	
Cyprus	
England	264
Gambia	
Ghana	
India	
Ireland	
Lebanon	
Mozambique	
Nigeria	
Northern Ireland	14
Peru	
Scotland	32
South Africa	
Switzerland	
The Netherlands	
Uganda	
United States	
Wales	
Zimbabwe	
Grand Total	339

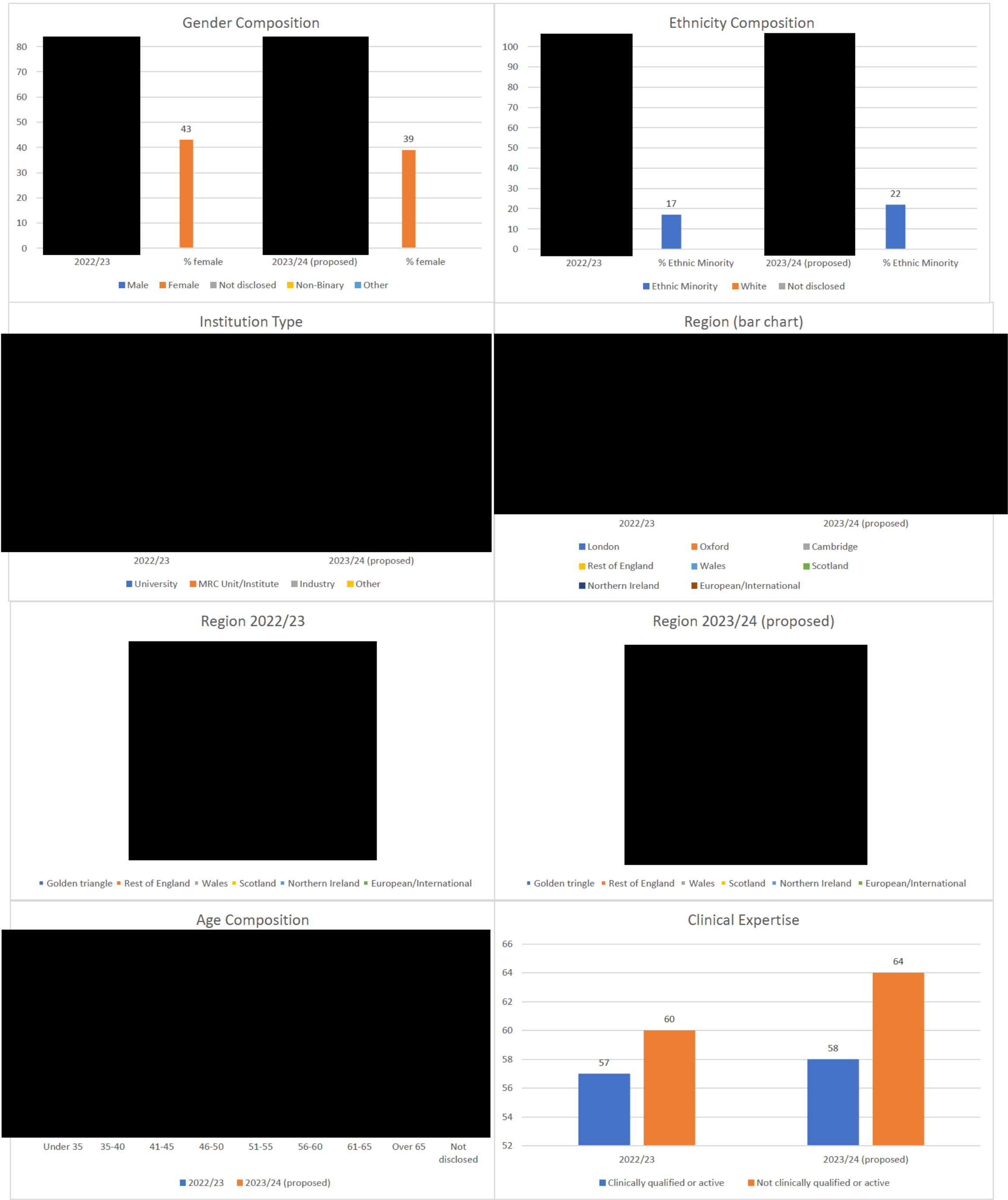
Shortlisted candidates

Country	Shortlisted Candidates
England	34
Grand Total	48

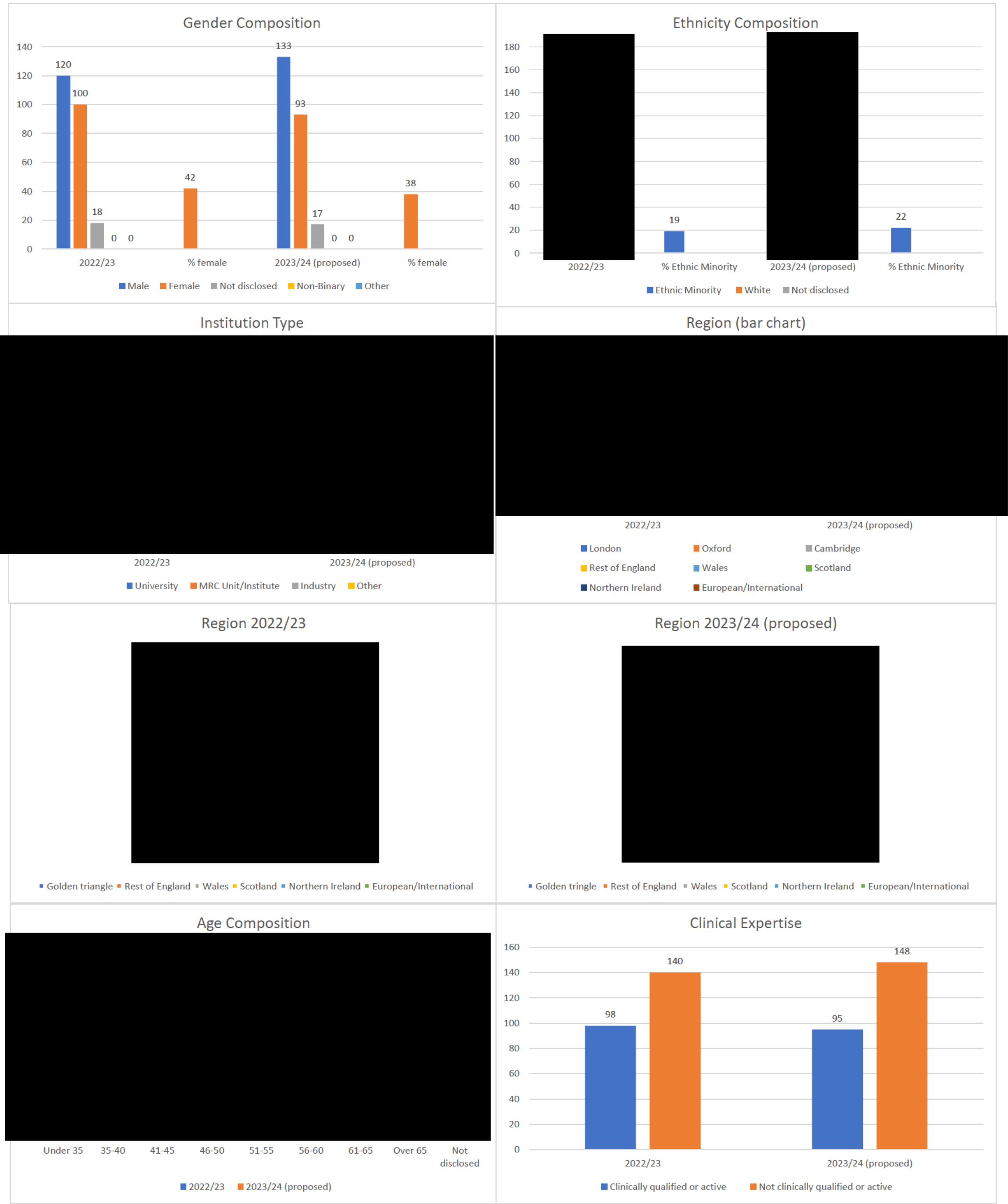
Charts for combined Boards
(IIB, MCMB, NMHB, PSMB, AGHRB and 4 independent members or MIB)



Charts for combined Panels
(DPFS, Exp Med, BMBR, Clinical, Non-Clinical and CARP)
*PHIND and Equipment Panel are not captured as we currently do not hold complete information for these panels



Charts for combined Boards and Panels
(IIB, MCMB, NMHB, PSMB, AGHRB, 4 x independent members of MIB, DPFS, Exp Med, BMBR, Clinical, Non-Clinical and CARP)
*PHIND and Equipment Panel are not captured as we currently do not hold complete information for these panels



Infections and Immunity Board (IIB)
Notes: Confirmed with Board to be correct

	2022/23		2023/24 (proposed)	
Board Gender Composition				
Male	14	58%	16	67%
Female	8	33%	6	25%
Not disclosed	2	8%	2	8%
Non-Binary	0	0%	0	0%
Other	0	0%	0	0%
Total	24	100%	24	100%

	Increase from current composition
	Same as current composition
	Decrease from current composition

	2022/23		2023/24 (proposed)	
Arab or Arab British				
Asian or Asian British - Bangladeshi				
Asian or Asian British - Chinese				
Asian or Asian British - Indian				
Asian or Asian British - Pakistani				
Asian or Asian British - Other				
Black or Black British - African				
Black or Black British - Caribbean				
Black or Black British - Other				
Mixed or multiple ethnic groups - White or White British and Asian or Asian British				
Mixed or multiple ethnic groups - White or White British and Black African or Black African British				
Mixed or multiple ethnic groups - White or White British and Black Caribbean or Black Caribbean British				
Mixed or multiple ethnic groups - Other				
White - British				
White - Irish				
White - English				
White - Scottish				
White - Welsh				
White - Northern Irish				
White - Gypsy, Irish traveller, Traveller or Roma				
White - Other				
Not disclosed				
Other				
Total	24	100%	24	100%

	2022/23		2023/24 (proposed)	
Ethnic Minority				
White				
Not disclosed				
Total	24	100%	24	100%

	2022/23		2023/24 (proposed)	
Type of Insitution				
University				
MRC Unit/Institute				
Industry				
Other				
Total	24	100%	24	100%

	2022/23		2023/24 (proposed)	
Region				
London				
Oxford				
Cambridge				
Rest of England				
Wales				
Scotland				
Northern Ireland				
European/International				
Total	24	100%	24	100%

	2022/23		2023/24 (proposed)	
Golden Triangle				

	2022/23		2023/24 (proposed)	
Board Age Composition				
Under 35				
35-40				
41-45				
46-50				
51-55				
56-60				
61-65				
Over 65				
Not disclosed				
Total	24	100%	24	100%

Molecular and Cellular Medicine Board
Notes: Confirmed with Board to be correct

Board Gender Composition	2022/23		2023/24 (proposed)	
Male	9	45%	11	50%
Female	8	40%	9	41%
Not disclosed	3	15%	2	9%
Non-Binary	0	0%	0	0%
Other	0	0%	0	0%
Total	20	100%	22	100%

	2022/23		2023/24 (proposed)	
Arab or Arab British				
Asian or Asian British - Bangladeshi				
Asian or Asian British - Chinese				
Asian or Asian British - Indian				
Asian or Asian British - Pakistani				
Asian or Asian British - Other				
Black or Black British - African				
Black or Black British - Caribbean				
Black or Black British - Other				
Mixed or multiple ethnic groups - White or White British and Asian or Asian British				
Mixed or multiple ethnic groups - White or White British and Black African or Black African British				
Mixed or multiple ethnic groups - White or White British and Black Caribbean or Black Caribbean British				
Mixed or multiple ethnic groups - Other				
White - British				
White - Irish				
White - English				
White - Scottish				
White - Welsh				
White - Northern Irish				
White - Gypsy, Irish traveller, Traveller or Roma				
White - Other				
Not disclosed				
Other				
Total	20	100%	22	100%

	2022/23		2023/24 (proposed)	
Type of Institution				
University				
MRC Unit/Institute				
Industry				
Other				
Total	20	100%	22	100%

	2022/23		2023/24 (proposed)	
Region				
London				
Oxford				
Cambridge				
Rest of England				
Wales				
Scotland				
Northern Ireland				
European/International				
Total	20	100%	22	100%

	2022/23		2023/24 (proposed)	
Board Age Composition				
Under 35				
35-40				
41-45				
46-50				
51-55				
56-60				
61-65				
Over 65				
Not disclosed				
Total	20	100%	22	100%

	2022/23		2023/24 (proposed)	
Ethnic Minority				
White				
Not disclosed				
Total	20	100%	22	100%

	2022/23		2023/24 (proposed)	
Golden Triangle				

Neurosciences and Mental Health Board
Notes: Confirmed with Board to be correct

	2022/23		2023/24 (proposed)	
Board Gender Composition				
Male	15	63%	13	62%
Female	8	33%	7	33%
Not disclosed	1	4%	1	5%
Non-Binary	0	0%	0	0%
Other	0	0%	0	0%
Total	24	100%	21	100%

	2022/23		2023/24 (proposed)	
Arab or Arab British				
Asian or Asian British - Bangladeshi				
Asian or Asian British - Chinese				
Asian or Asian British - Indian				
Asian or Asian British - Pakistani				
Asian or Asian British - Other				
Black or Black British - African				
Black or Black British - Caribbean				
Black or Black British - Other				
Mixed or multiple ethnic groups - White or White British and Asian or Asian British				
Mixed or multiple ethnic groups - White or White British and Black African or Black African British				
Mixed or multiple ethnic groups - White or White British and Black Caribbean or Black Caribbean British				
Mixed or multiple ethnic groups - Other				
White - British				
White - Irish				
White - English				
White - Scottish				
White - Welsh				
White - Northern Irish				
White - Gypsy, Irish traveller, Traveller or Roma				
White - Other				
Not disclosed				
Other				
Total	24	100%	21	100%

	2022/23		2023/24 (proposed)	
Type of Institution				
University				
MRC Unit/Institute				
Industry				
Other				
Total	24	100%	21	100%

	2022/23		2023/24 (proposed)	
Region				
London				
Oxford				
Cambridge				
Rest of England				
Wales				
Scotland				
Northern Ireland				
European/International				
Total	24	100%	21	100%

	2022/23		2023/24 (proposed)	
Board Age Composition				
Under 35				
35-40				
41-45				
46-50				
51-55				
56-60				
61-65				
Over 65				
Not disclosed				
Total	24	100%	21	100%

	2022/23		2023/24 (proposed)	
Ethnic Minority				
White				
Not disclosed				
Total	24	100%	21	100%

	2022/23		2023/24 (proposed)	
Golden Triangle				

Population and Systems Medicine Board

Notes: Confirmed with Board to be correct

B.W and R.S to share role of chair 0.5 FTE each, but counting both members in stats separately.

Board Gender Composition	2022/23		2023/24 (proposed)	
Male	11	50%	13	57%
Female	9	41%	8	35%
Not disclosed	2	9%	2	9%
Non-Binary	0	0%	0	0%
Other	0	0%	0	0%
Total	22	100%	23	100%

	2022/23		2023/24 (proposed)	
Arab or Arab British				
Asian or Asian British - Bangladeshi				
Asian or Asian British - Chinese				
Asian or Asian British - Indian				
Asian or Asian British - Pakistani				
Asian or Asian British - Other				
Black or Black British - African				
Black or Black British - Caribbean				
Black or Black British - Other				
Mixed or multiple ethnic groups - White or White British and Asian or Asian British				
Mixed or multiple ethnic groups - White or White British and Black African or Black African British				
Mixed or multiple ethnic groups - White or White British and Black Caribbean or Black Caribbean British				
Mixed or multiple ethnic groups - Other				
White - British				
White - Irish				
White - English				
White - Scottish				
White - Welsh				
White - Northern Irish				
White - Gypsy, Irish traveller, Traveller or Roma				
White - Other				
Not disclosed				
Other				
Total	22	100%	23	100%

Type of Institution	2022/23		2023/24 (proposed)	
University				
MRC Unit/Institute				
Industry				
Other				
Total	22	100%	23	100%

Region	2022/23		2023/24 (proposed)	
London				
Oxford				
Cambridge				
Rest of England				
Wales				
Scotland				
Northern Ireland				
European/International				
Total	22	100%	23	100%

Board Age Composition	2022/23		2023/24 (proposed)	
Under 35				
35-40				
41-45				
46-50				
51-55				
56-60				
61-65				
Over 65				
Not disclosed				
Total	22	100%	23	100%

Ethnic Minority	2022/23		2023/24 (proposed)	
White				
Not disclosed				
Total	22	100%	23	100%

Golden Triangle	2022/23		2023/24 (proposed)	

Applied Global Health Research Board
Notes: Confirmed with Board to be correct

Board Gender Composition	2022/23		2023/24 (proposed)	
Male	12	44%	13	48%
Female	15	56%	14	52%
Not disclosed	0	0%	0	0%
Non-Binary	0	0%	0	0%
Other	0	0%	0	0%
Total	27	100%	27	100%

	2022/23		2023/24 (proposed)	
Arab or Arab British				
Asian or Asian British - Bangladeshi				
Asian or Asian British - Chinese				
Asian or Asian British - Indian				
Asian or Asian British - Pakistani				
Asian or Asian British - Other				
Black or Black British - African				
Black or Black British - Caribbean				
Black or Black British - Other				
Mixed or multiple ethnic groups - White or White British and Asian or Asian British				
Mixed or multiple ethnic groups - White or White British and Black African or Black African British				
Mixed or multiple ethnic groups - White or White British and Black Caribbean or Black Caribbean British				
Mixed or multiple ethnic groups - Other				
White - British				
White - Irish				
White - English				
White - Scottish				
White - Welsh				
White - Northern Irish				
White - Gypsy, Irish traveller, Traveller or Roma				
White - Other				
Not disclosed				
Other				
Total	27	100%	27	100%

	2022/23		2023/24 (proposed)	
Type of Institution				
University				
MRC Unit/Institute				
Industry				
Other				
Total	27	100%	27	100%

	2022/23		2023/24 (proposed)	
Region				
London				
Oxford				
Cambridge				
Rest of England				
Wales				
Scotland				
Northern Ireland				
European/International				
Total	27	100%	27	100%

	2022/23		2023/24 (proposed)	
Board Age Composition				
Under 35				
35-40				
41-45				
46-50				
51-55				
56-60				
61-65				
Over 65				
Not disclosed				
Total	27	100%	27	100%

	2022/23		2023/24 (proposed)	
Ethnic Minority	17	63%	16	59%
White	8	30%	9	33%
Not disclosed	2	7%	2	7%
Total	27	100%	27	100%

	2022/23	2023/24 (proposed)
Golden Triangle		

Developmental Pathway Funding Scheme Panel
Notes: Confirmed with Panel to be correct

	2022/23		2023/24 (proposed)	
Board Gender Composition				
Male	14	56%	17	61%
Female	10	40%	10	36%
Not disclosed	1	4%	1	4%
Non-Binary	0	0%	0	0%
Other	0	0%	0	0%
Total	25	100%	28	100%

	2022/23		2023/24 (proposed)	
Arab or Arab British				
Asian or Asian British - Bangladeshi				
Asian or Asian British - Chinese				
Asian or Asian British - Indian				
Asian or Asian British - Pakistani				
Asian or Asian British - Other				
Black or Black British - African				
Black or Black British - Carribbean				
Black or Black British - Other				
Mixed or multiple ethnic groups - White or White British and Asian or Asian British				
Mixed or multiple ethnic groups - White or White British and Black African or Black African British				
Mixed or multiple ethnic groups - White or White British and Black Caribbean or Black Caribbean British				
Mixed or multiple ethnic groups - Other				
White - British				
White - Irish				
White - English				
White - Scottish				
White - Welsh				
White - Northern Irish				
White - Gypsy, Irish traveller, Traveller or Roma				
White - Other				
Not disclosed				
Other				
Total	25	100%	28	100%

	2022/23		2023/24 (proposed)	
Type of Institution				
University				
MRC Unit/Institute				
Industry				
Other				
Total	25	100%	28	100%

	2022/23		2023/24 (proposed)	
Region				
London				
Oxford				
Cambridge				
Rest of England				
Wales				
Scotland				
Northern Ireland				
European/International				
Total	25	100%	28	100%

	2022/23		2023/24 (proposed)	
Board Age Composition				
Under 35				
35-40				
41-45				
46-50				
51-55				
56-60				
61-65				
Over 65				
Not disclosed				
Total	25	100%	28	100%

	2022/23		2023/24 (proposed)	
Ethnic Minority				
White				
Not disclosed				
Total	25	100%	28	100%

	2022/23		2023/24 (proposed)	
Golden Triangle				

Experimental Medicine Panel
Notes: Confirmed with Board to be correct

Board Gender Composition	2022/23		2023/24 (proposed)	
Male				
Female				
Not disclosed				
Non-Binary				
Other				
Total	18	100%	21	100%

	2022/23		2023/24 (proposed)	
Arab or Arab British				
Asian or Asian British - Bangladeshi				
Asian or Asian British - Chinese				
Asian or Asian British - Indian				
Asian or Asian British - Pakistani				
Asian or Asian British - Other				
Black or Black British - African				
Black or Black British - Caribbean				
Black or Black British - Other				
Mixed or multiple ethnic groups - White or White British and Asian or Asian British				
Mixed or multiple ethnic groups - White or White British and Black African or Black African British				
Mixed or multiple ethnic groups - White or White British and Black Caribbean or Black Caribbean British				
Mixed or multiple ethnic groups - Other				
White - British				
White - Irish				
White - English				
White - Scottish				
White - Welsh				
White - Northern Irish				
White - Gypsy, Irish traveller, Traveller or Roma				
White - Other				
Not disclosed				
Other				
Total	18	100%	21	100%

Type of Institution	2022/23		2023/24 (proposed)	
University				
MRC Unit/Institute				
Industry				
Other				
Total	18	100%	21	100%

Region	2022/23		2023/24 (proposed)	
London				
Oxford				
Cambridge				
Rest of England				
Wales				
Scotland				
Northern Ireland				
European/International				
Total	18	100%	21	100%

Board Age Composition	2022/23		2023/24 (proposed)	
Under 35				
35-40				
41-45				
46-50				
51-55				
56-60				
61-65				
Over 65				
Not disclosed				
Total	18	100%	21	100%

Ethnic Minority	2022/23		2023/24 (proposed)	
White				
Not disclosed				
Total	18	100%	21	100%

Golden Triangle	2022/23		2023/24 (proposed)	

Better Methods, Better Research Panel
Notes: Confirmed with Panel to be correct

Board Gender Composition	2022/23		2023/24 (proposed)	
Male	7	37%	9	45%
Female	11	58%	10	50%
Not disclosed	1	5%	1	5%
Non-Binary	0	0%	0	0%
Other	0	0%	0	0%
Total	19	100%	20	100%

	2022/23		2023/24 (proposed)	
Arab or Arab British				
Asian or Asian British - Bangladeshi				
Asian or Asian British - Chinese				
Asian or Asian British - Indian				
Asian or Asian British - Pakistani				
Asian or Asian British - Other				
Black or Black British - African				
Black or Black British - Caribbean				
Black or Black British - Other				
Mixed or multiple ethnic groups - White or White British and Asian or Asian British				
Mixed or multiple ethnic groups - White or White British and Black African or Black African British				
Mixed or multiple ethnic groups - White or White British and Black Caribbean or Black Caribbean British				
Mixed or multiple ethnic groups - Other				
White - British				
White - Irish				
White - English				
White - Scottish				
White - Welsh				
White - Northern Irish				
White - Gypsy, Irish traveller, Traveller or Roma				
White - Other				
Not disclosed				
Other				
Total	19	100%	20	100%

Type of Institution	2022/23		2023/24 (proposed)	
University				
MRC Unit/Institute				
Industry				
Other				
Total	19	100%	20	100%

Region	2022/23		2023/24 (proposed)	
London				
Oxford				
Cambridge				
Rest of England				
Wales				
Scotland				
Northern Ireland				
European/International				
Total	19	100%	20	100%

Board Age Composition	2022/23		2023/24 (proposed)	
Under 35				
35-40				
41-45				
46-50				
51-55				
56-60				
61-65				
Over 65				
Not disclosed				
Total	19	100%	20	100%

Ethnic Minority	2022/23		2023/24 (proposed)	
White				
Not disclosed				
Total	19	100%	20	100%

Golden Triangle	2022/23		2023/24 (proposed)	

Non Clinical Fellowship Panel
Notes: Confirmed with Panel to be correct

Board Gender Composition	2022/23		2023/24 (proposed)	
Male	9	53%	9	56%
Female	8	47%	7	44%
Not disclosed	0	0%	0	0%
Non-Binary	0	0%	0	0%
Other	0	0%	0	0%
Total	17	100%	16	100%

	2022/23		2023/24 (proposed)	
Arab or Arab British				
Asian or Asian British - Bangladeshi				
Asian or Asian British - Chinese				
Asian or Asian British - Indian				
Asian or Asian British - Pakistani				
Asian or Asian British - Other				
Black or Black British - African				
Black or Black British - Caribbean				
Black or Black British - Other				
Mixed or multiple ethnic groups - White or White British and Asian or Asian British				
Mixed or multiple ethnic groups - White or White British and Black African or Black African British				
Mixed or multiple ethnic groups - White or White British and Black Caribbean or Black Caribbean British				
Mixed or multiple ethnic groups - Other				
White - British				
White - Irish				
White - English				
White - Scottish				
White - Welsh				
White - Northern Irish				
White - Gypsy, Irish traveller, Traveller or Roma				
White - Other				
Not disclosed				
Other				
Total	17	100%	16	100%

Type of Institution	2022/23		2023/24 (proposed)	
University				
MRC Unit/Institute				
Industry				
Other				
Total	17	100%	16	100%

Region	2022/23		2023/24 (proposed)	
London				
Oxford				
Cambridge				
Rest of England				
Wales				
Scotland				
Northern Ireland				
European/International				
Total	17	100%	16	100%

Board Age Composition	2022/23		2023/24 (proposed)	
Under 35				
35-40				
41-45				
46-50				
51-55				
56-60				
61-65				
Over 65				
Not disclosed				
Total	17	100%	16	100%

Ethnic Minority	2022/23		2023/24 (proposed)	
White				
Not disclosed				
Total	17	100%	16	100%

Golden Triangle	2022/23		2023/24 (proposed)	

Clinical Fellowship Panel
Notes: Confirmed with Panel to be correct

Board Gender Composition	2022/23		2023/24 (proposed)	
Male	8	44%	8	47%
Female	9	50%	8	47%
Not disclosed	1	6%	1	6%
Non-Binary	0	0%	0	0%
Other	0	0%	0	0%
Total	18	100%	17	100%

	2022/23		2023/24 (proposed)	
Arab or Arab British				
Asian or Asian British - Bangladeshi				
Asian or Asian British - Chinese				
Asian or Asian British - Indian				
Asian or Asian British - Pakistani				
Asian or Asian British - Other				
Black or Black British - African				
Black or Black British - Caribbean				
Black or Black British - Other				
Mixed or multiple ethnic groups - White or White British and Asian or Asian British				
Mixed or multiple ethnic groups - White or White British and Black African or Black African British				
Mixed or multiple ethnic groups - White or White British and Black Caribbean or Black Caribbean British				
Mixed or multiple ethnic groups - Other				
White - British				
White - Irish				
White - English				
White - Scottish				
White - Welsh				
White - Northern Irish				
White - Gypsy, Irish traveller, Traveller or Roma				
White - Other				
Not disclosed				
Other				
Total	18	100%	17	100%

Type of Institution	2022/23		2023/24 (proposed)	
University				
MRC Unit/Institute				
Industry				
Other				
Total	18	100%	17	100%

Region	2022/23		2023/24 (proposed)	
London				
Oxford				
Cambridge				
Rest of England				
Wales				
Scotland				
Northern Ireland				
European/International				
Total	18	100%	17	100%

Board Age Composition	2022/23		2023/24 (proposed)	
Under 35				
35-40				
41-45				
46-50				
51-55				
56-60				
61-65				
Over 65				
Not disclosed				
Total	18	100%	17	100%

Ethnic Minority	2022/23		2023/24 (proposed)	
White				
Not disclosed				
Total	18	100%	17	100%

Golden Triangle	2022/23		2023/24 (proposed)	