



[REDACTED]

2 December 2024

Dear [REDACTED],

Freedom of Information request: FOI2024/01037

Thank you for your Freedom of Information request received on the 5 November in which you requested the following:

Your request:

I would like STFC-level statistics on female representation in the STFC workforce.

I know that the UKRI gender pay gap report covers this for all the councils including STFC. I have searched around and it seems that the last STFC-specific reporting was done in 2018.

I'd like to know the following stats– a snapshot of now is fine:

- *% men and % women in the overall STFC workforce.*
- *% men and % women in each band, A, B, C, D, E, F, G, H as well as within each band, %S1, %S2, and %non-STEM as well across both genders.*
- *% men and % women occupying S1 roles and S2 roles and non-STEM banded roles (overall across all bands).*

Our response:

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

The data below is correct as of 31 October 2024, for STFC staff defined as employees and contingent labour, counted against the total STFC FTE. Data on sex has been used to provide this information. “Unknown” refers to a small percentage of contingent worker records where information is not recorded.

As this information relates to a protected characteristic, to avoid potentially identifying individuals, we have rounded percentages to whole values. Where there are no individuals in a category, this is indicated by 0%.

Table 1: STFC staff sex-split by STEM and non-STEM Grades

Band	Female	Male	Unknown	Total
STEM Grades	12%	54%	0%	66%
STEM S1	9%	42%	0%	51%
STEM S2	4%	12%	0%	15%
Non-STEM Grades	15%	18%	< 1%	34%
Apprentice	1%	4%	0%	4%
Legacy Council	0%	< 1%	0%	< 1%
Other	< 1%	2%	< 1%	3%
UKRI Non-Standard	1%	2%	0%	3%
UKRI Standard	13%	10%	0%	24%
Grand Total	28%	72%	< 1%	100%

Table 2: STFC staff sex-split by Band

Band	Female	Male	Unknown	Total
Band A	1%	4%	0%	4%
Band A S1	0%	< 1%	0%	< 1%
Band A S2	0%	0%	0%	0%
Band B	< 1%	1%	0%	2%
Band B S1	< 1%	< 1%	0%	< 1%
Band B S2	0%	< 1%	0%	< 1%
Band C	4%	3%	0%	7%
Band C S1	1%	5%	0%	6%
Band C S2	< 1%	< 1%	0%	1%
Band D	4%	2%	0%	6%
Band D S1	3%	14%	0%	17%
Band D S2	1%	2%	0%	3%
Band E	3%	2%	0%	4%
Band E S1	3%	15%	0%	18%
Band E S2	2%	4%	0%	6%
Band F	2%	1%	0%	3%
Band F S1	1%	7%	0%	8%
Band F S2	1%	3%	0%	4%
Band G	< 1%	< 1%	0%	1%
Band G S1	< 1%	1%	0%	1%
Band G S2	< 1%	1%	0%	1%
Band H	< 1%	< 1%	0%	< 1%
Band H S1	< 1%	< 1%	0%	< 1%
Band H S2	< 1%	< 1%	0%	< 1%
Band X	< 1%	< 1%	0%	< 1%
Band Y	< 1%	< 1%	0%	< 1%
Other	1%	4%	< 1%	5%
Total	28%	72%	< 1%	100%

If you have any queries regarding our response please do let us know. If you are dissatisfied with the handling of your request, you have the right to ask for an internal review, explaining which elements of this decision you disagree with and why. Internal review requests should be submitted within 40 working days of the date of our response and should be addressed to:

Head of Information Governance

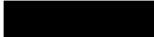
Email: foi@ukri.org

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.

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 procedure](#)¹.

Yours sincerely,


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

¹ <https://www.ukri.org/who-we-are/contact-us/make-a-complaint/#skipnav-target>