

Annual equality data report 2024

This report presents summary equality data by protected characteristic for ICR staff and student groups.

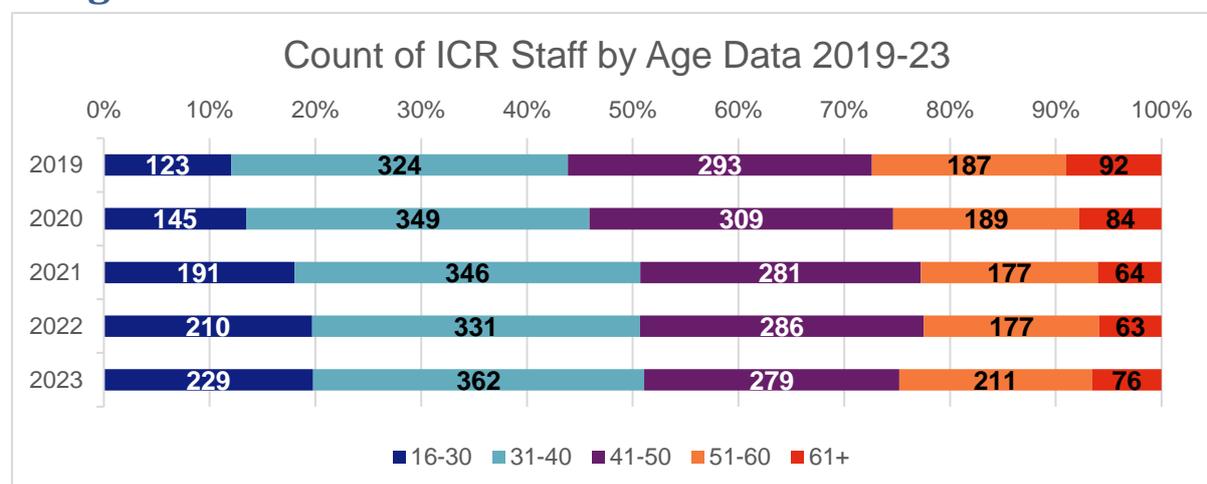
To ensure confidentiality we have not used data labels for groups containing five people or fewer.

Unless stated otherwise, all data is for the period 1 August 2022–31 July 2023. Workforce numbers (headcount) are as at 31 July 2023, and comparator snapshots from previous years are also taken on 31 July of that year. We have excluded some groups who are on the ICR payroll:

- Vacation staff who work for the ICR for a few weeks in the summer (presented in the student data).
- Clinical research fellows undertaking doctoral or MD studies. These are included in the student data.

Promotions includes academic promotions (Reader and Professor), job re-evaluation and internal promotions.

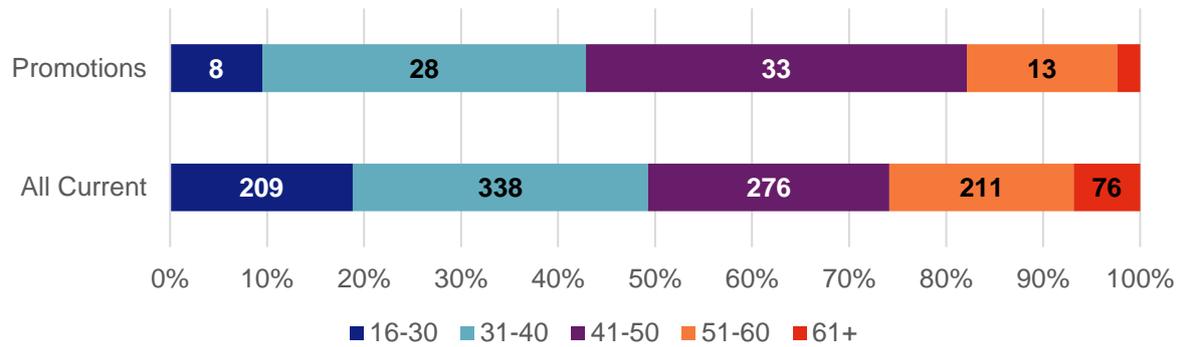
1. Age



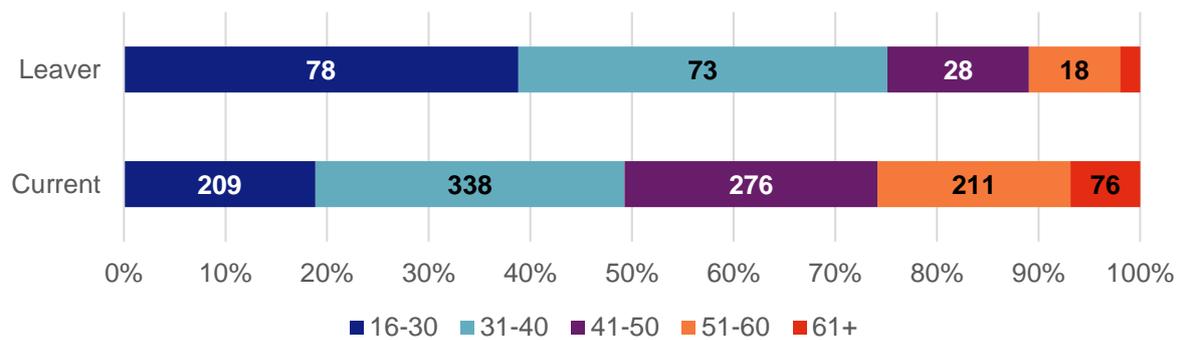
A smaller proportion of the 16-30 age group were promoted compared to this group of staff, and a greater proportion of this group left the institute. We anticipate more movement in these junior roles as people establish their careers. However we will further consider how we can develop sustainable career pathways where possible in Professional Services and Scientific Officer/ technical staff.

Staff in the 41-50 years age group had the highest rate of promotions, as in previous years.

Count of Promotions and All Current ICR Staff by Age 2022-23

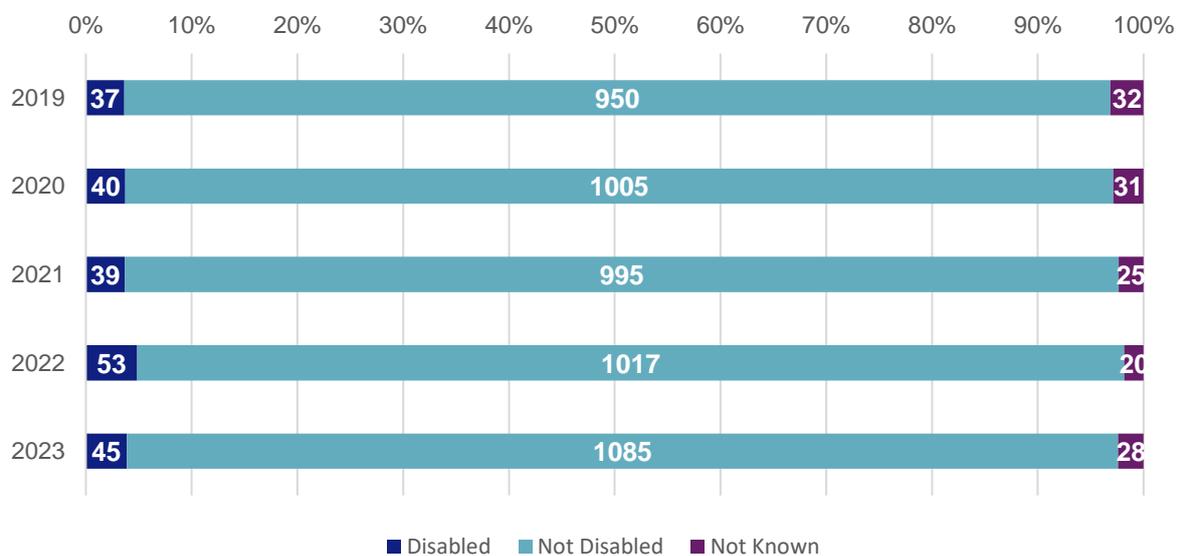


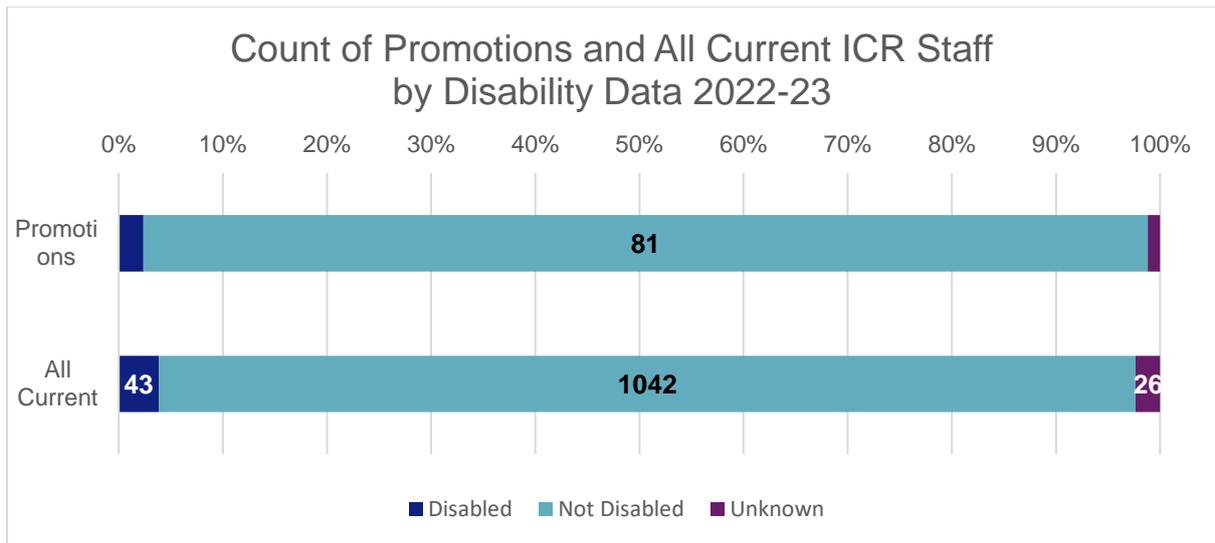
Count of Leavers and Current ICR Staff by Age Data 2022-23



2. Disability

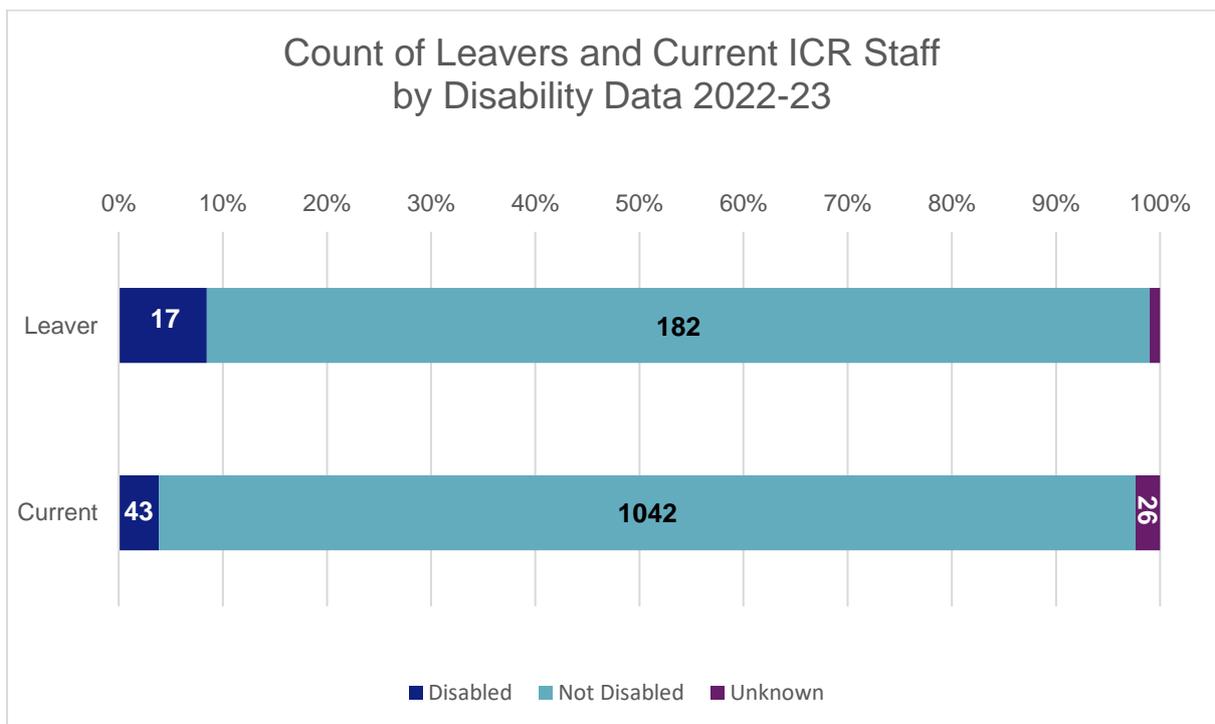
Count of ICR Staff by Disability Data 2019-23





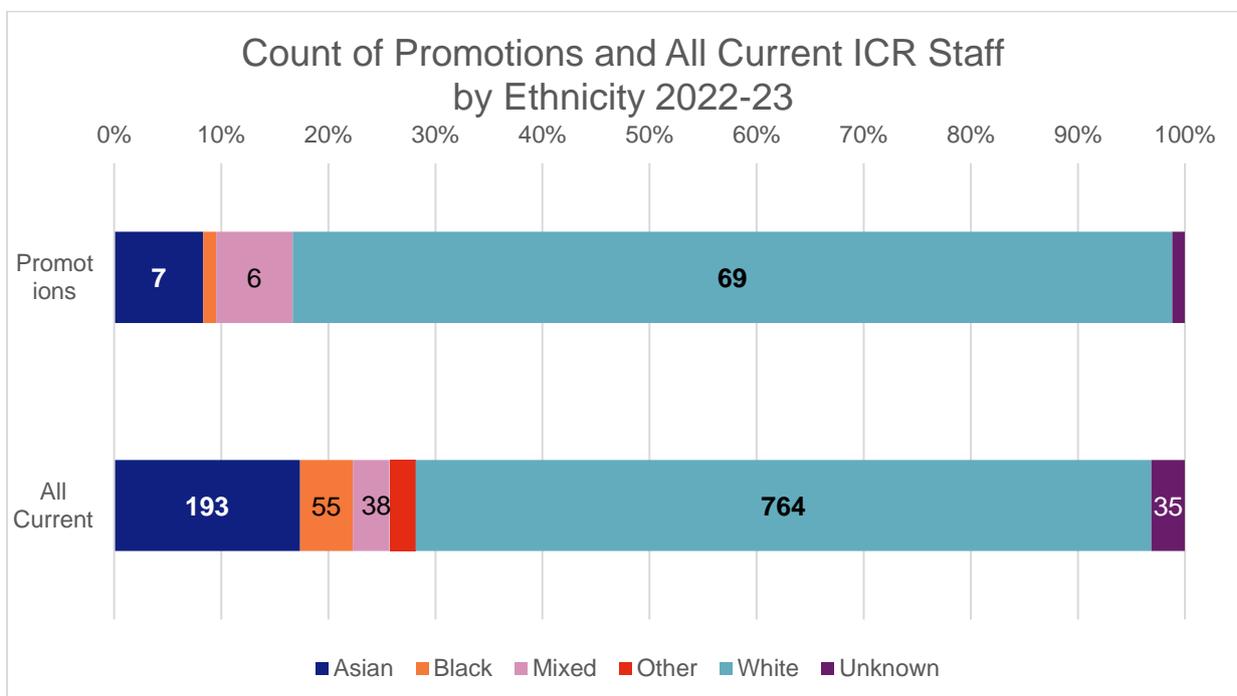
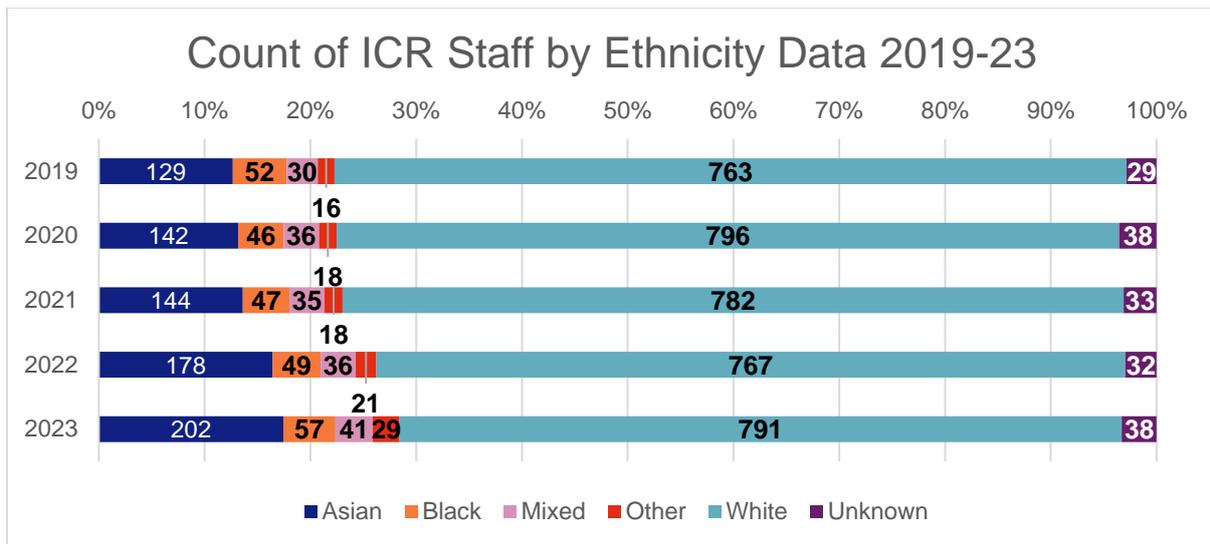
3.9% of staff at the ICR declared a disability in 2023, compared to 3.7% in all years 2019-2021 and compared to 6% nationally. The proportion of staff not disclosing information on disability status has steadily reduced since 2014 (when it was 10%) and now stands at 2%. This may be due to efforts to encourage staff to disclose additional needs to us, for example in the mandatory A Supportive Workplace training.

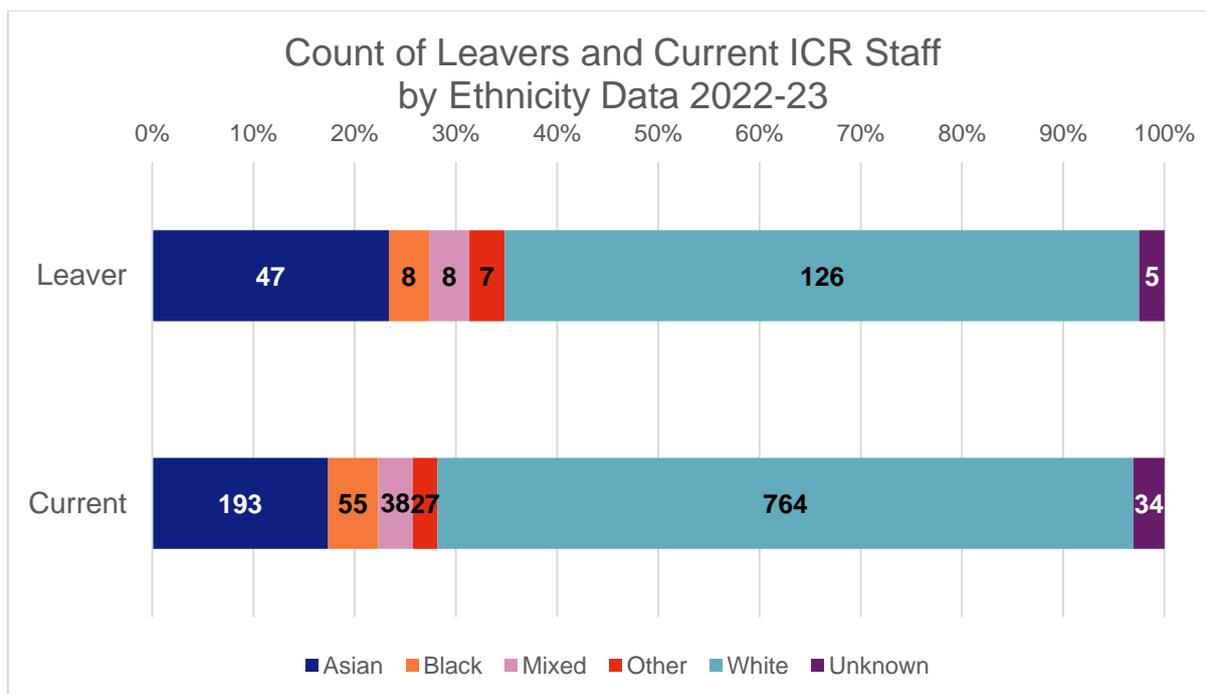
Staff declaring disabilities were less likely than not-disabled staff to be promoted, and more likely to leave the ICR. Analysis of promotions since 2018/19 indicates promotions of disabled staff show no discernible patterns, varying between 0% and 11% of all promotions. We will also raise the topic of promotions and leavers with the Disability At Work Network to understand if there are perceived barriers to promotion for this group.



3. Ethnicity

In 2022/23 28% staff were from ethnic minorities, a 2% increase on 2021/22. This is the result in the continuous growth in the proportion of Asian staff at the ICR. However, ethnic minority staff comprise only 17% of those receiving promotions, and 35% of leavers. Our work on race equity aims to understand and address this.





4. Gender identity

Fewer than five staff members have a gender identity different to their sex so we have not included this data here.

5. Marriage and civil partnership

We do not ask for information on marriage or civil partnership status as part of our standard HR information gathering. Whilst staff may choose to provide such information when completing emergency contact details, we do not analyse or report on this. We have had no complaints or enquiries from staff relating to this data.

6. Pregnancy and Maternity leave

Leave type	Total number
Maternity leave	45
Shared parental leave	6 (4 of which also took maternity leave)
Adoption leave	<5
Paternity leave	11

Uptake of paternity leave is lower than we would usually expect. We will investigate this to understand whether men are under-reporting or unaware of their ability to take paternity leave. We will also ensure that we promote paternity leave as part of our regular promotions of shared parental leave.

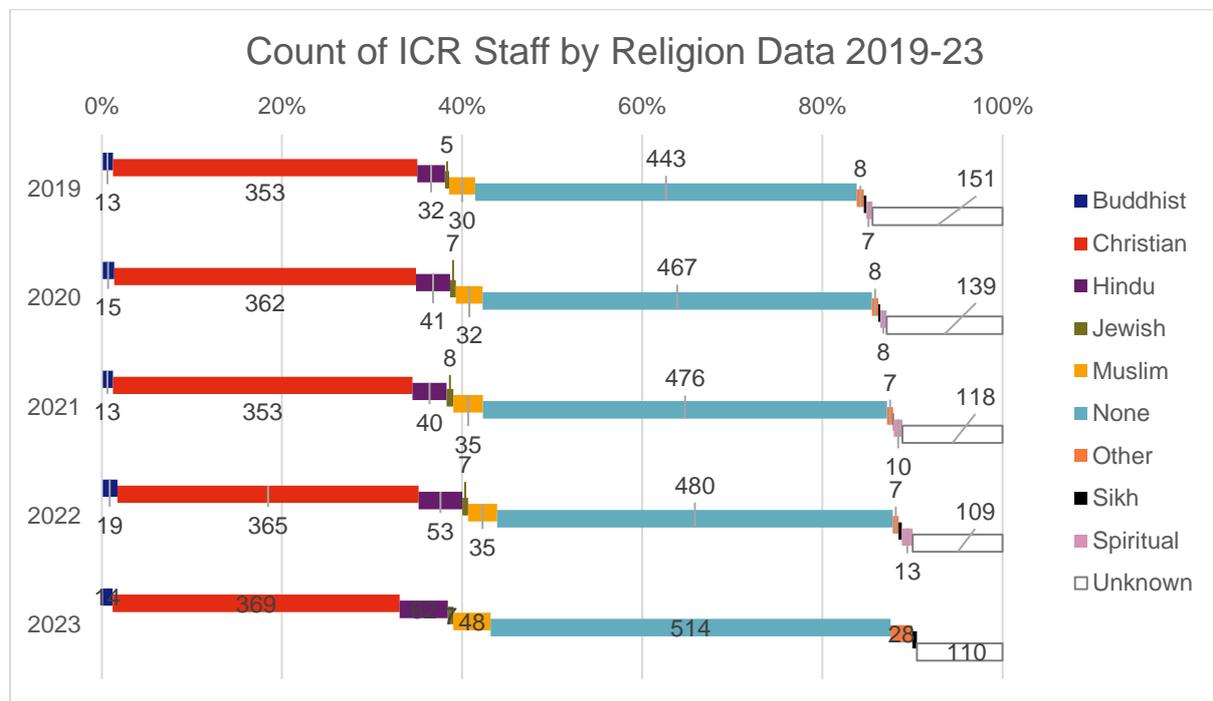
Seven of forty-five women taking maternity leave returned to work on reduced hours (16%). Of these, two were Professional Services and four worked in research divisions.

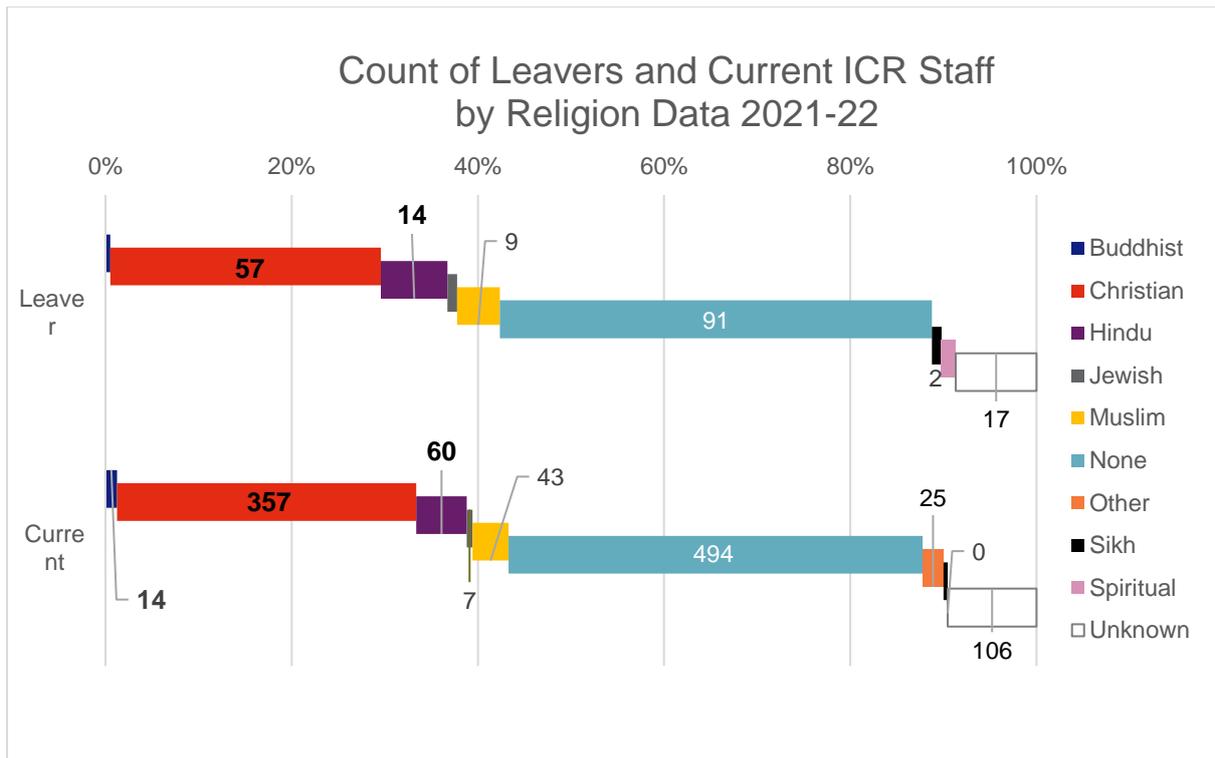
Seven women left the ICR during or immediately following their maternity leave (16%). All worked in research divisions.

The changes to shared parental leave and pay came into effect in November 2023. We will carefully monitor trends in their uptake.

7. Religion and belief

As with other protected characteristics, a greater proportion of staff are giving us information on their religion or belief and the proportion of “prefer not to say” has decreased steadily since 2019. The largest religious groups remain Christian and no religion

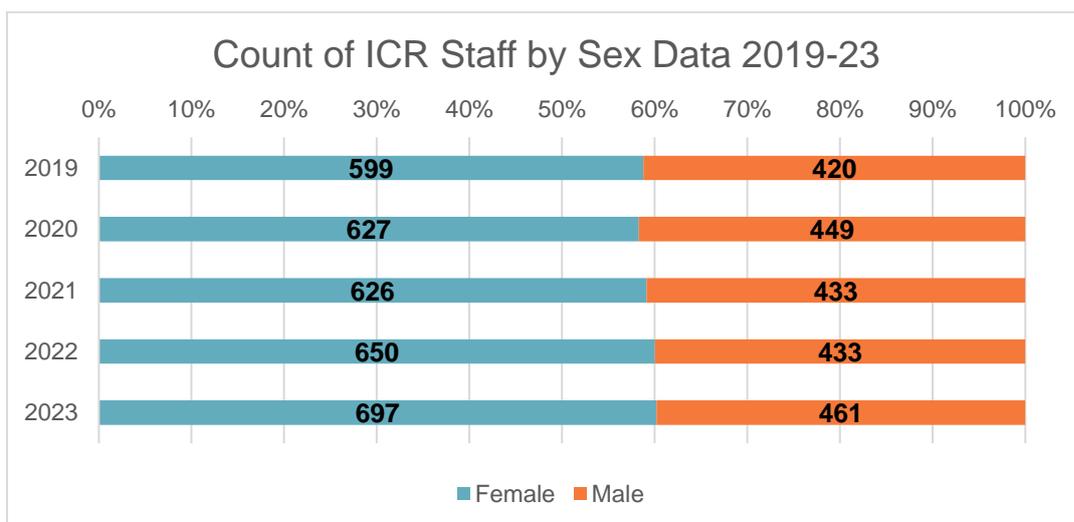




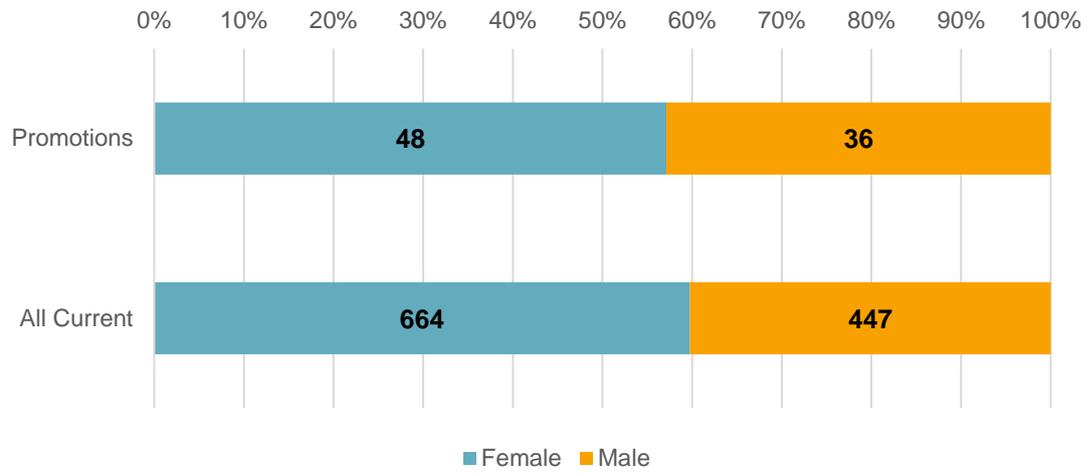
8. Sex

The ICR remains majority female. Analysis undertaken for our Athena Swan Steering Group and the 2024 Gender Pay Gap report indicates that women are underrepresented in the highest paid quartile of staff, and in our Faculty.

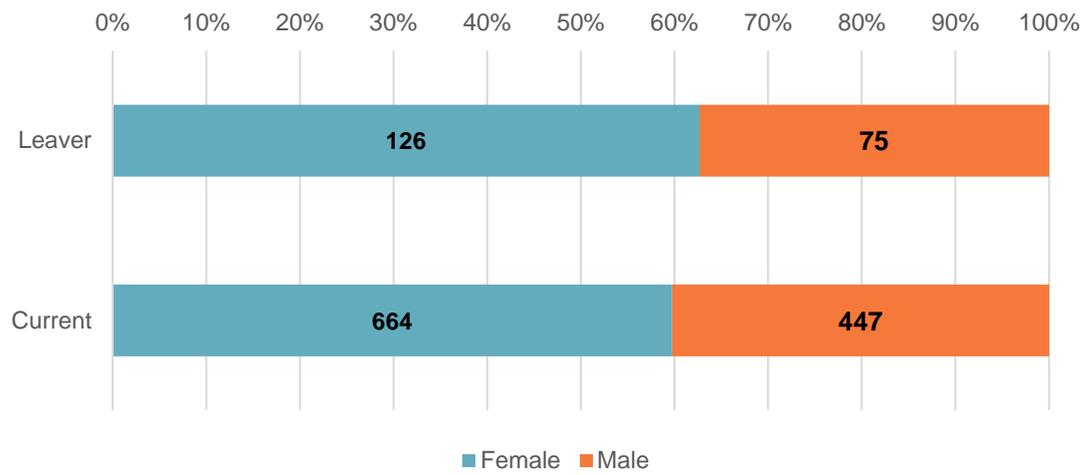
The ICR continues to have a predominantly female workforce. Women are less well represented in the more senior levels in research, with one division led by a woman and the rest by men.



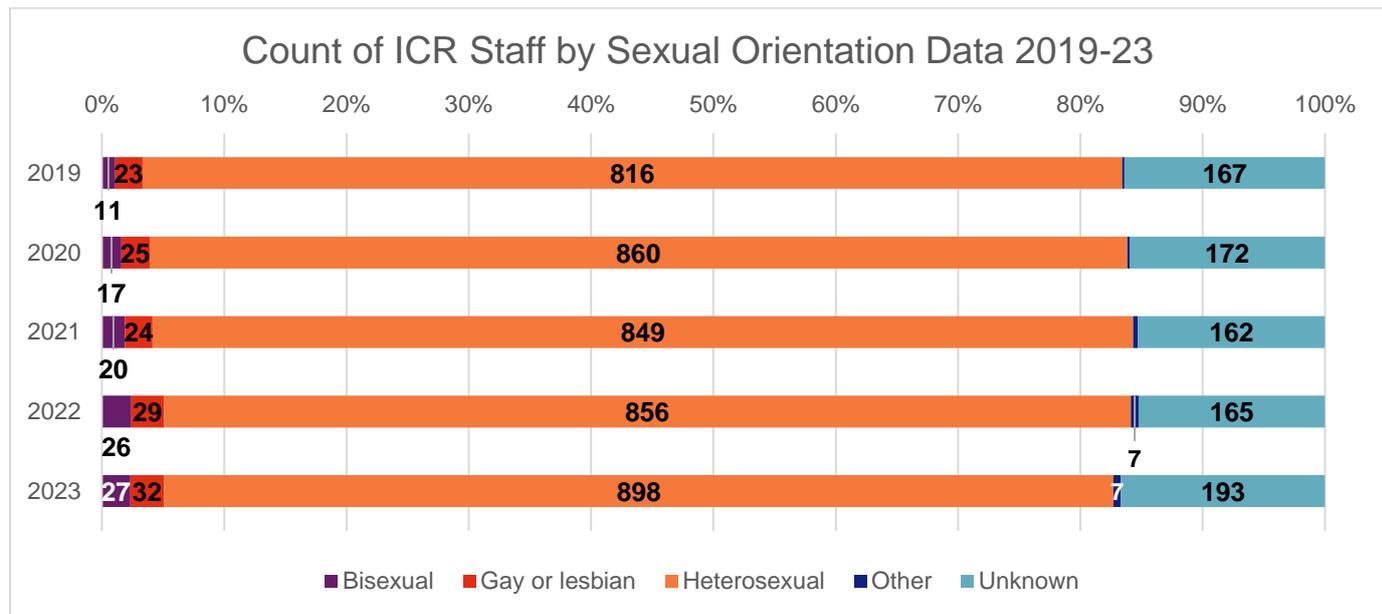
Count of Promotions and All Current ICR Staff by Sex Data 2022-23



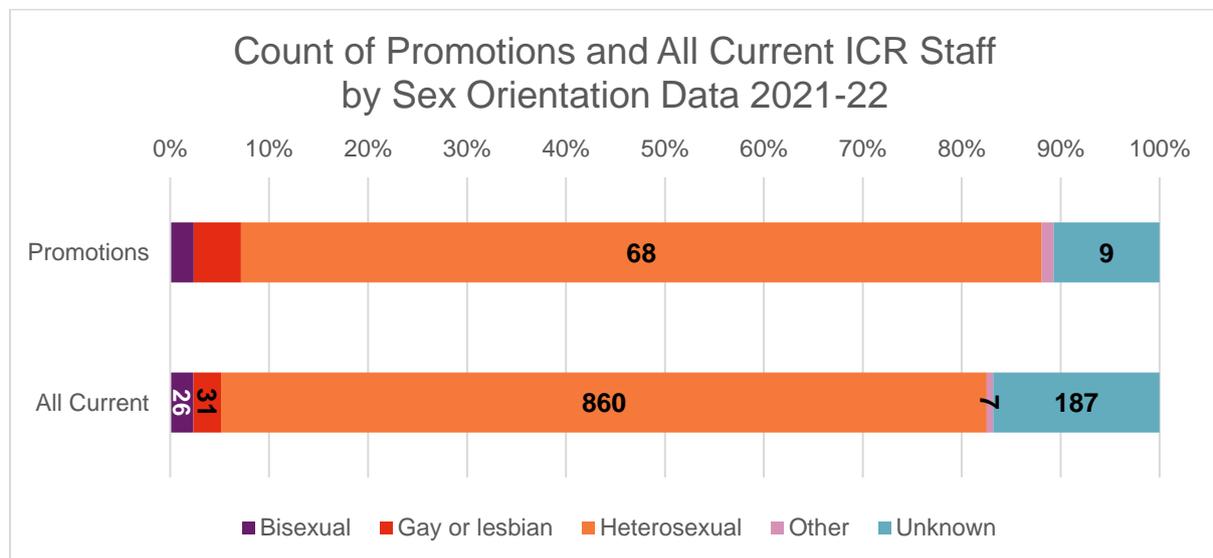
Count of Leavers and Current ICR Staff by Sex Data 2022-23

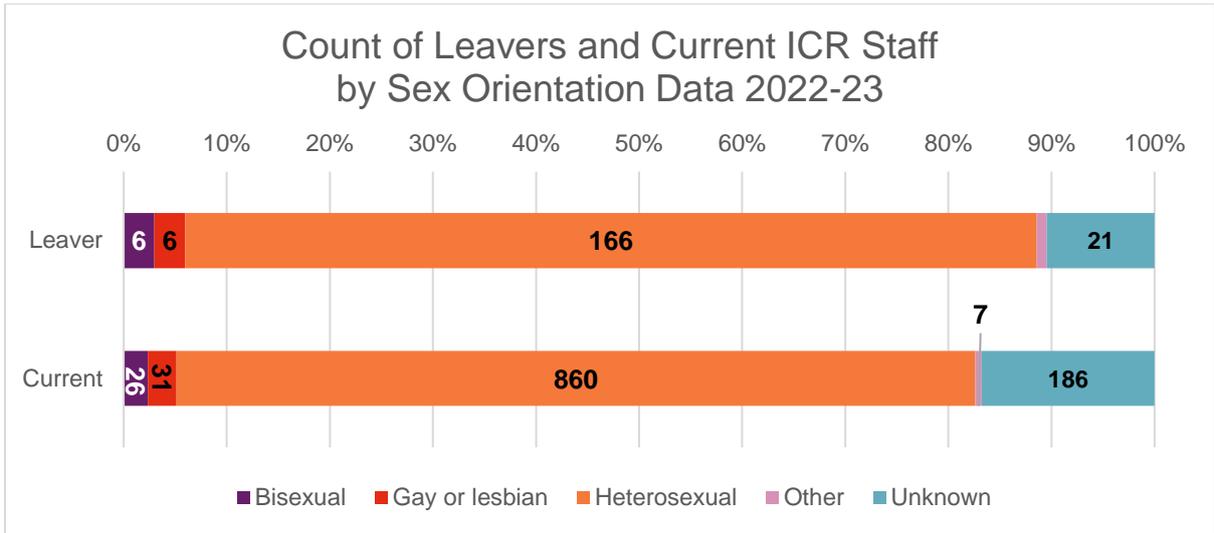


9. Sexual orientation



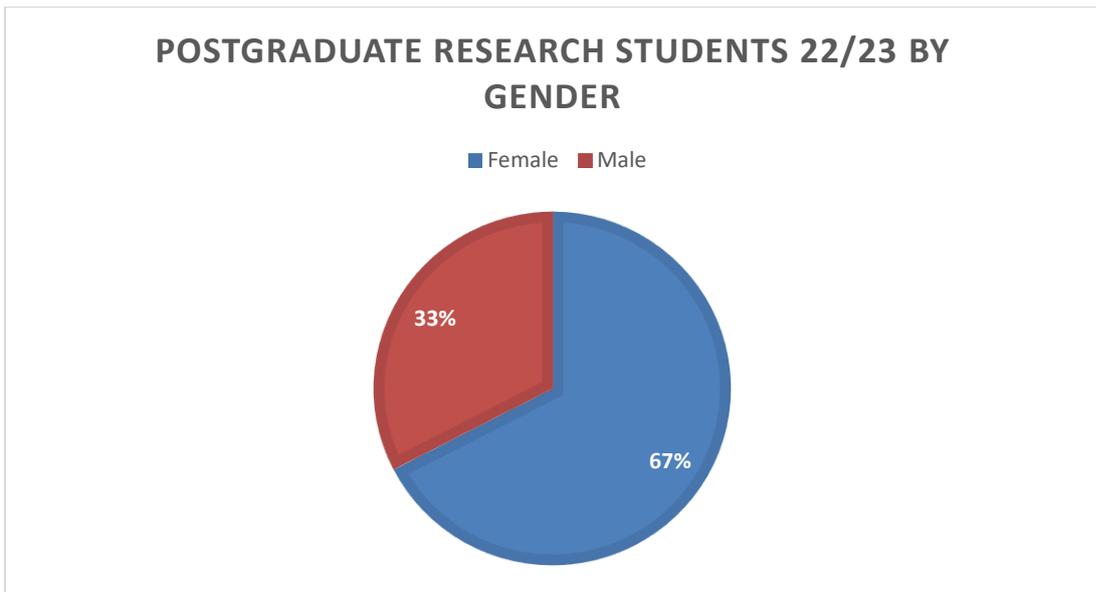
Between 2019 and 2022 the proportion of staff identifying as lesbian, gay and bisexual has increased from 3.3% to 5.3%, driven largely by increasing numbers of staff identifying as bisexual. The distribution of leavers and promotions by sexuality is in line with the ICR headcount for 2023.

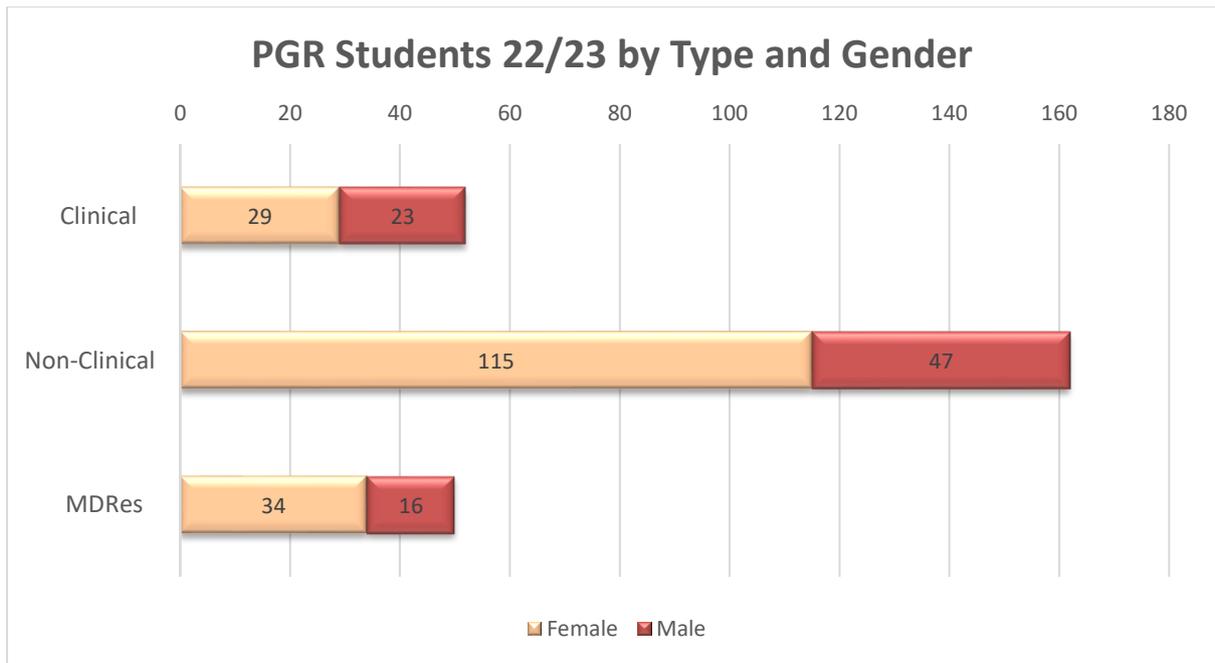




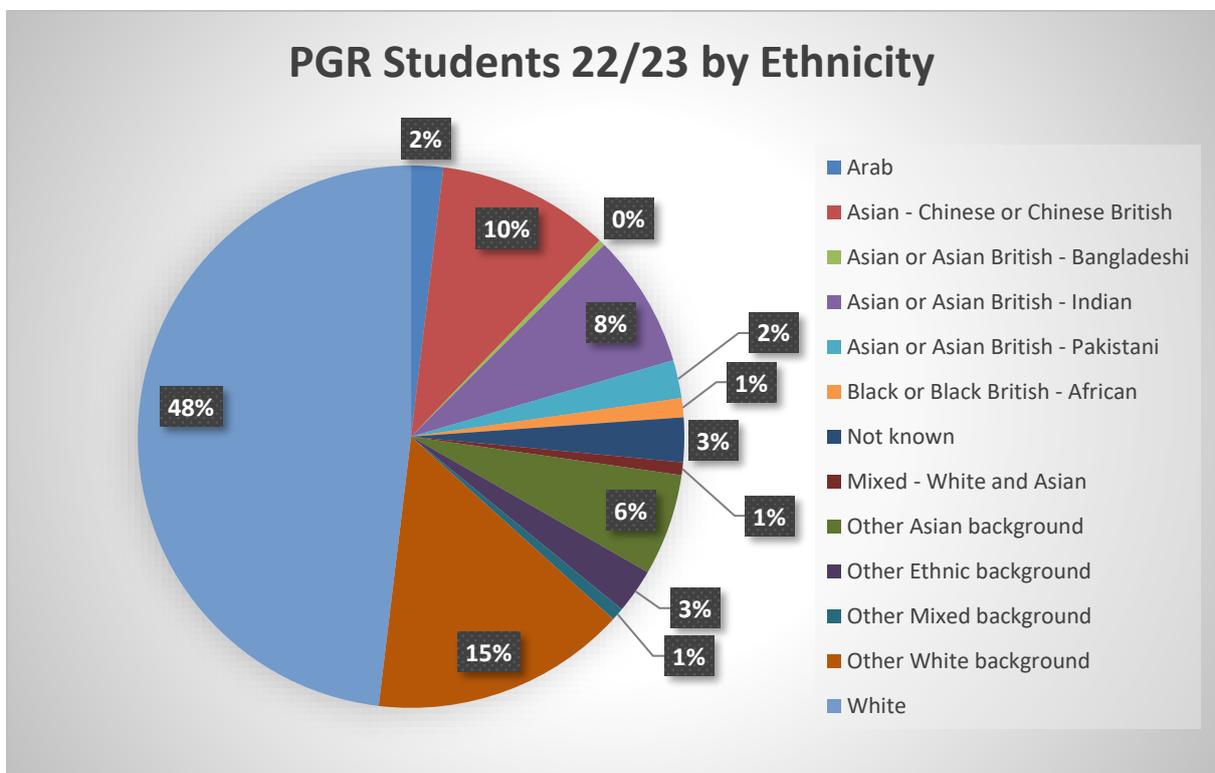
10. Student Equality data

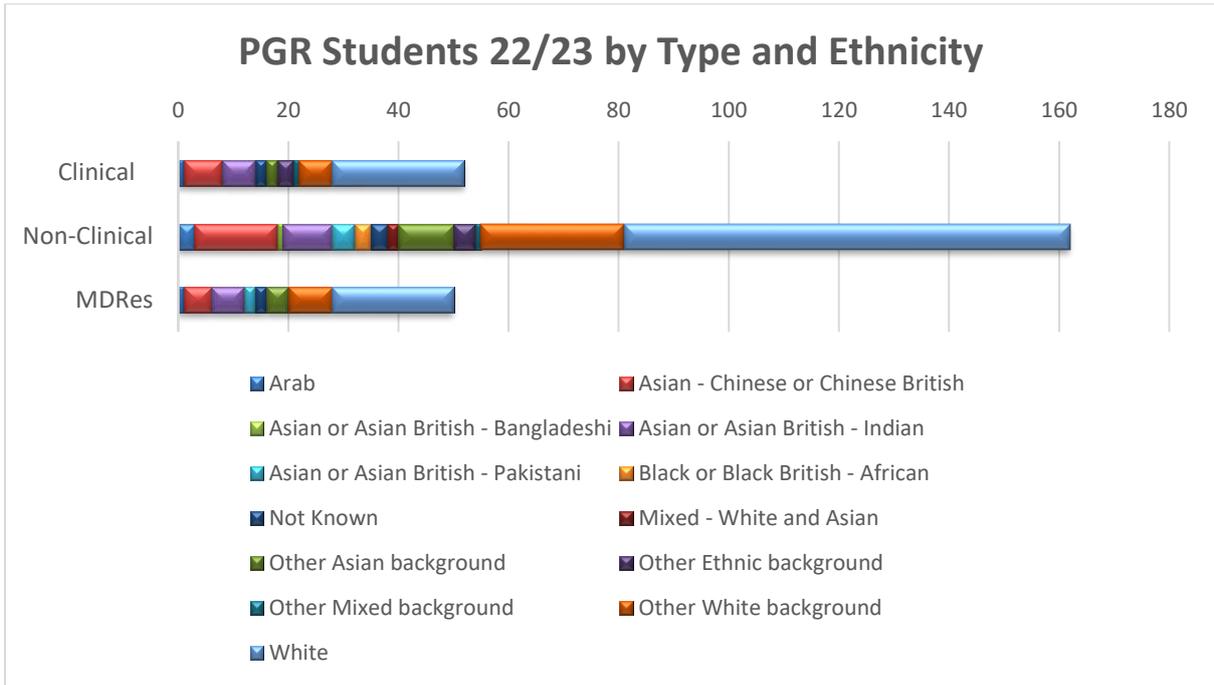
The majority of all research students (PhD and MRes) are women. This is consistent with student equality data since 2013.





ICR has 97% disclosure rate on student ethnicity. 34% of all students are from Black, Asian and other ethnic minorities – a higher proportion than amongst our staff (28% of staff). Black students comprise 1% of total. We are actively promoting our doctoral programmes to Black British students and ring-fence summer studentships for Black or first-in-family students.





In the central recruitment round for the 2023 non-Clinical PhD studentships, which candidates were more likely to receive offers than other groups.

