

ICR Annual Equality Data Report 2026

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Executive Summary

This report presents summary equality data for staff and students at The Institute of Cancer Research (ICR) for the period 1 August 2024 to 31 July 2025, with workforce headcount at 1,254 as of 31 July 2025.

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

This report provides insight into representation, progression and outcomes across protected characteristics, with year-on-year comparisons where available. To protect confidentiality, data is suppressed where groups contain five individuals or fewer.

Overall, the ICR workforce profile has remained broadly stable, with some notable changes. Age distribution is consistent with previous years, with the largest proportion of staff aged 31–40 – this group also received the highest share of promotions.

Disability declaration continues to rise, with 5.9 per cent of staff now declaring a disability. While this reflects improved disclosure, the national average for workers is closer to 20.0 per cent, which highlights the need to continue to encourage disclosure.

The proportion of ethnic minority staff increased to 29.7 per cent, driven by growth in the number of Asian staff. Ethnic minority staff received a lower proportion of promotions and represented a higher proportion of leavers than in the previous year. Data shows that this fluctuates year on year; however, it still warrants further exploration.

The ICR remains majority female. Uptake of parental leave has fallen across most leave types (see table 1), suggesting a need to improve awareness of available options.

Disclosure of religion or belief continues to improve.

Student equality data shows a diverse profile. Women remain the majority of postgraduate research students, and students from Black, Asian and other ethnic

minority backgrounds are better represented than within the staff population. Application and success rates are broadly comparable by gender and disability status, though differences by ethnicity persist.

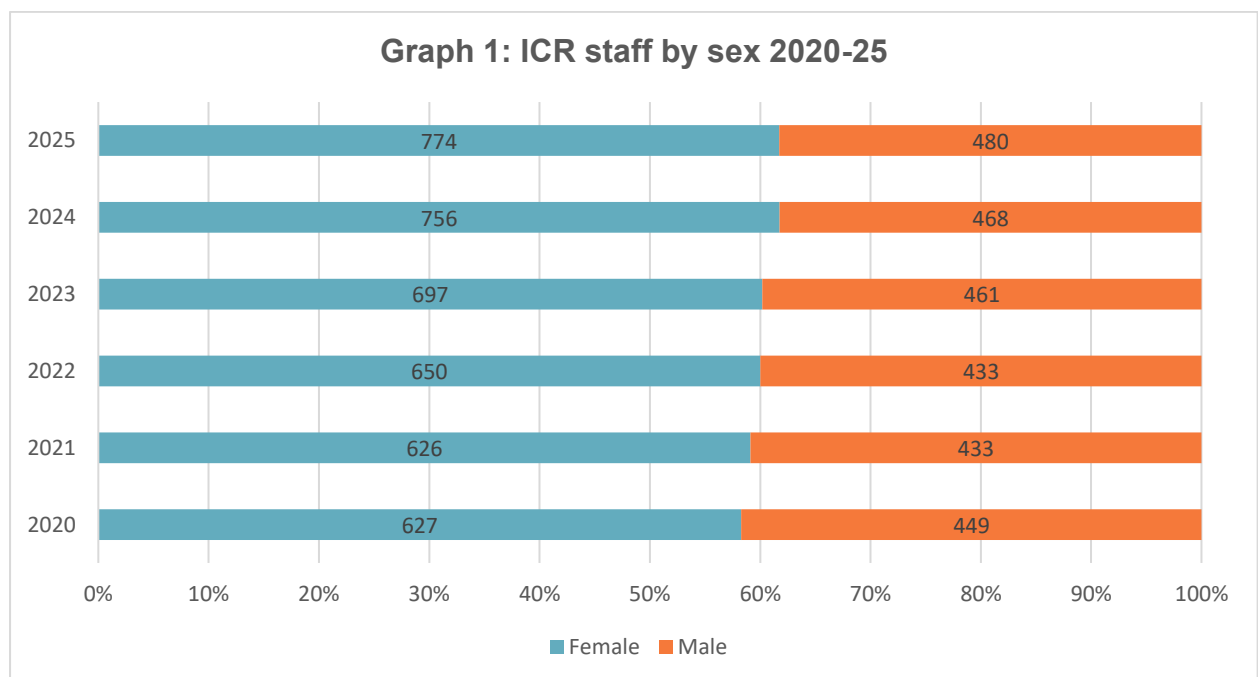
Overall, the data highlights progress in representation and disclosure alongside ongoing challenges in progression, retention and equitable outcomes. The findings will inform equality, diversity and inclusion priorities and targeted action in the coming year.

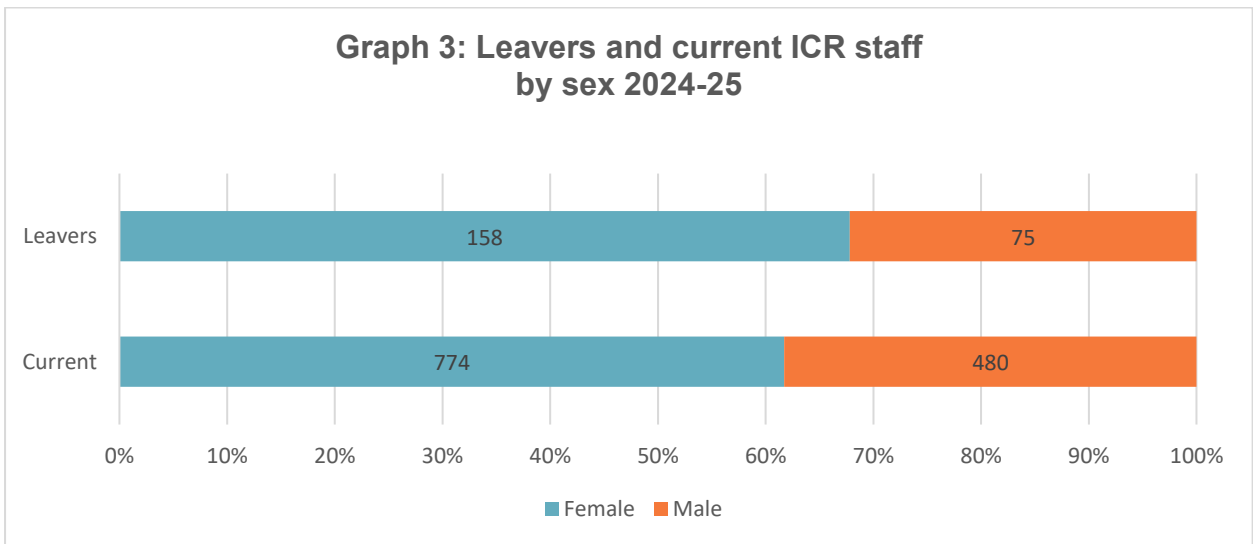
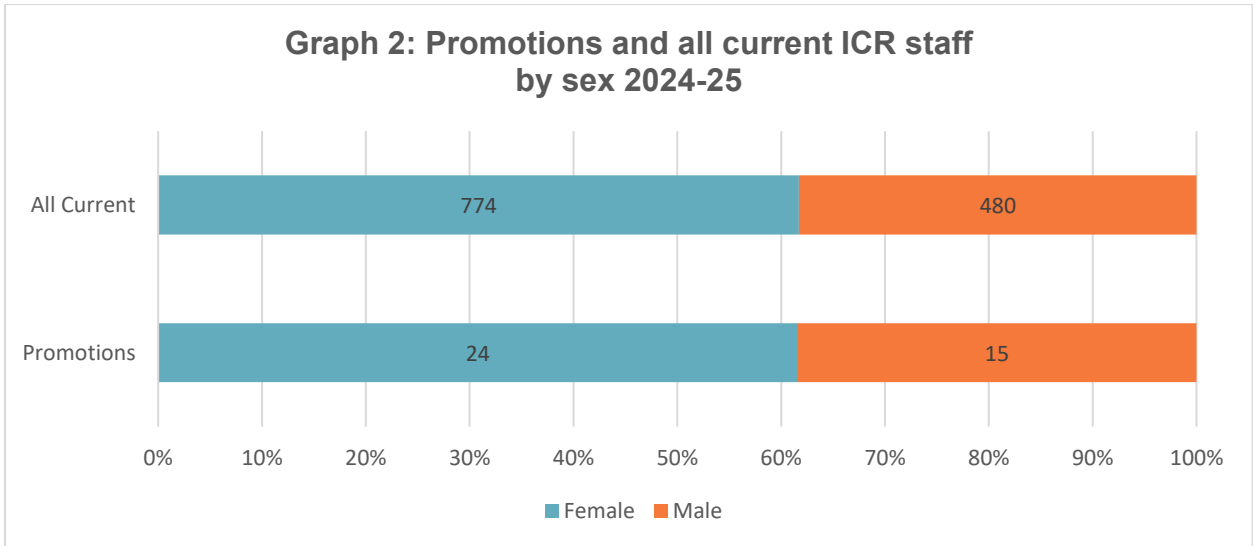
Staff equality data

1. Sex

The ICR remains majority female.

The proportion of female and male staff receiving promotions is proportionate to the number of males and females across the ICR, i.e. the ICR is 61.7 per cent female, and 61.5 per cent of all promotions were awarded to women.





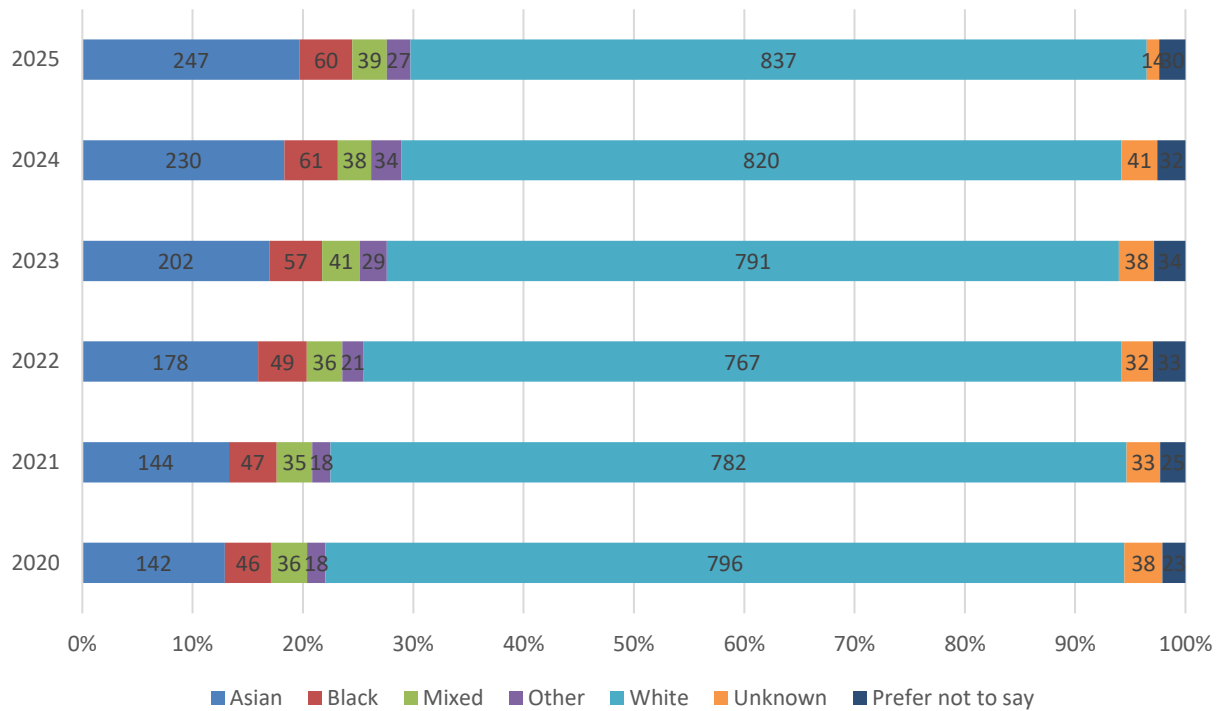
2. Ethnicity

In 2024/25, 29.7 per cent of staff were from ethnic minorities, a 1.0 per cent increase on 2023/24. This is the result of the continuous growth in the proportion of Asian staff at the ICR.

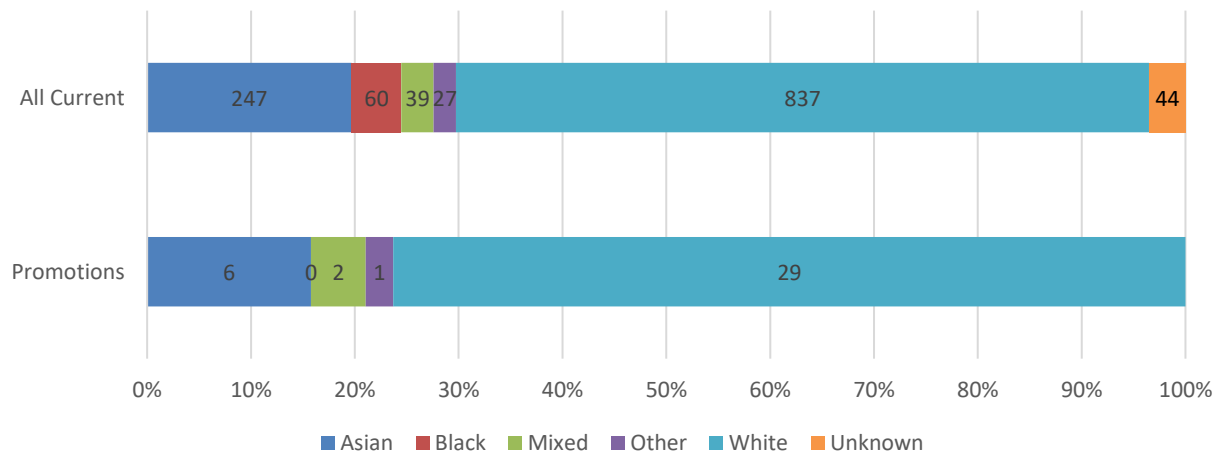
Ethnic minority staff received 23.7 per cent of promotions, which is a decrease from 30.7 per cent in 2023/24, but an increase from the previous year (17.0 per cent in 2022/23), showing annual fluctuation.

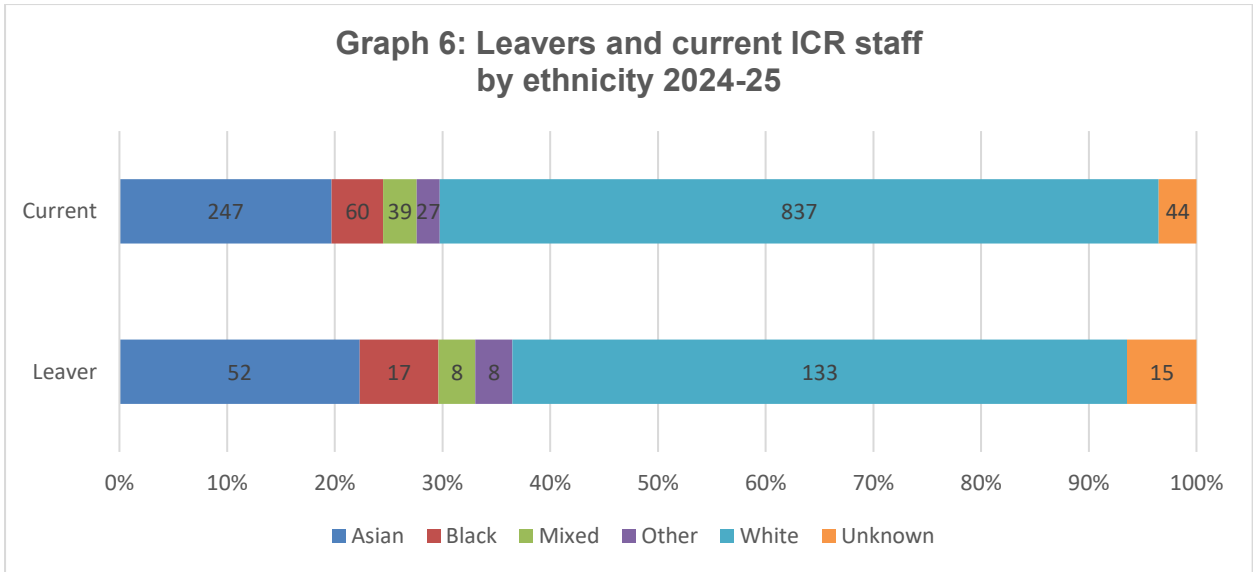
Ethnic minority staff also make up 36.5 per cent of leavers, which is an increase of 7.7 per cent on last year (28.8 per cent for 2023/24).

Graph 4: ICR staff by ethnicity 2020-25



Graph 5: Promotions and all current ICR staff by ethnicity 2024-25





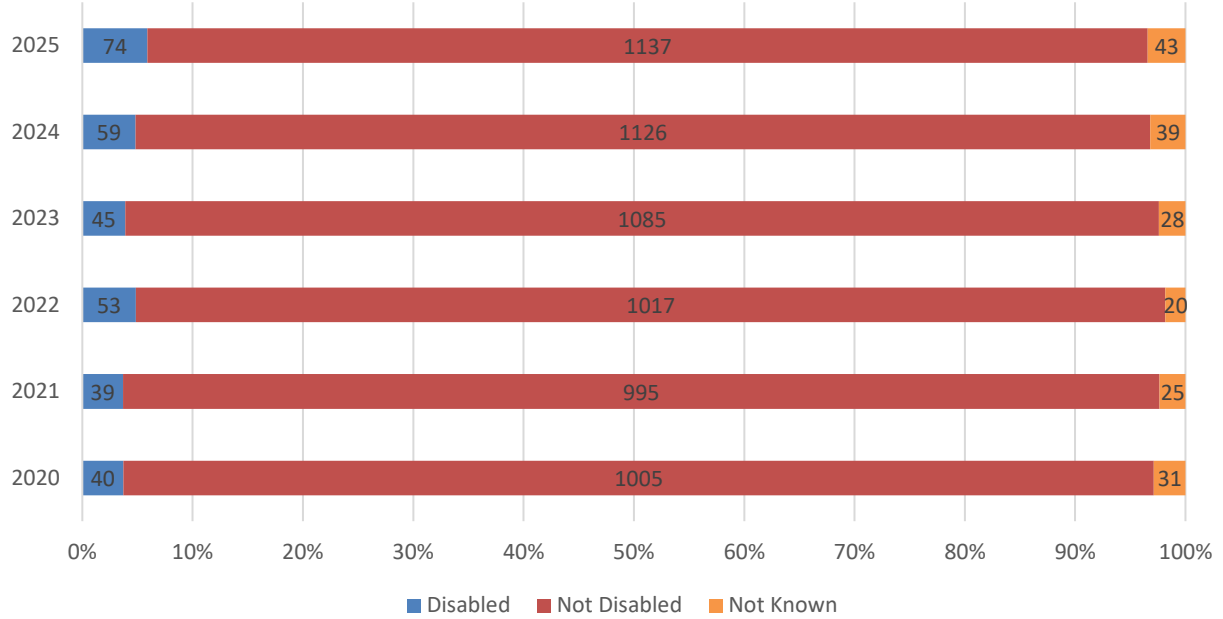
3. Disability

In 2025, 5.9 per cent of ICR staff reported a disability, up 1.1 per cent from 2024 (4.8 per cent). This is below the expected national average for individuals with a disability in work, which is just below 25.0 per cent (gov.uk stats). The proportion of staff not disclosing their disability status remains at 3.2 per cent, the same as last year.

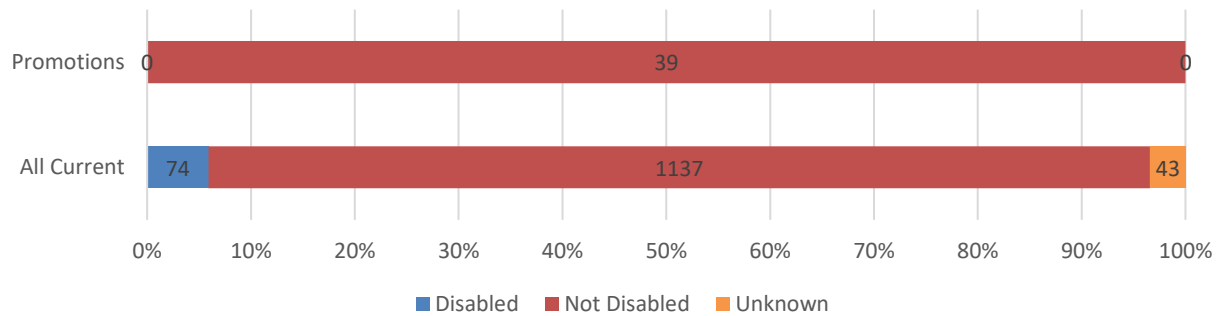
There were no staff promotions for those with a declared disability; this is a reduction from last year, when 4.0 per cent of those with a declared disability were awarded a promotion. Analysis of promotions since 2018/19 indicates promotions of disabled staff show no discernible patterns, varying between 0.0 per cent and 11.0 per cent of all promotions.

Of all leavers (233), 6.0 per cent had a declared disability, which is consistent with last year.

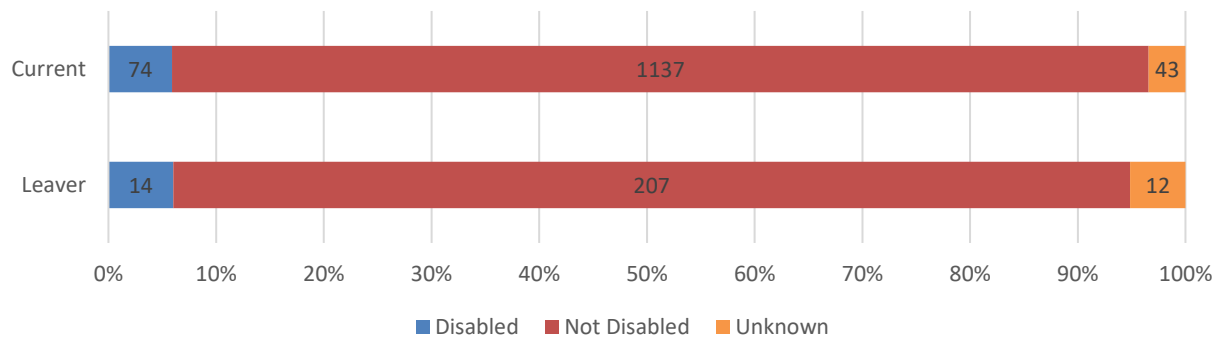
Graph 7: ICR staff by disability 2020-25



Graph 8: Promotions and all current ICR staff by disability 2024-25



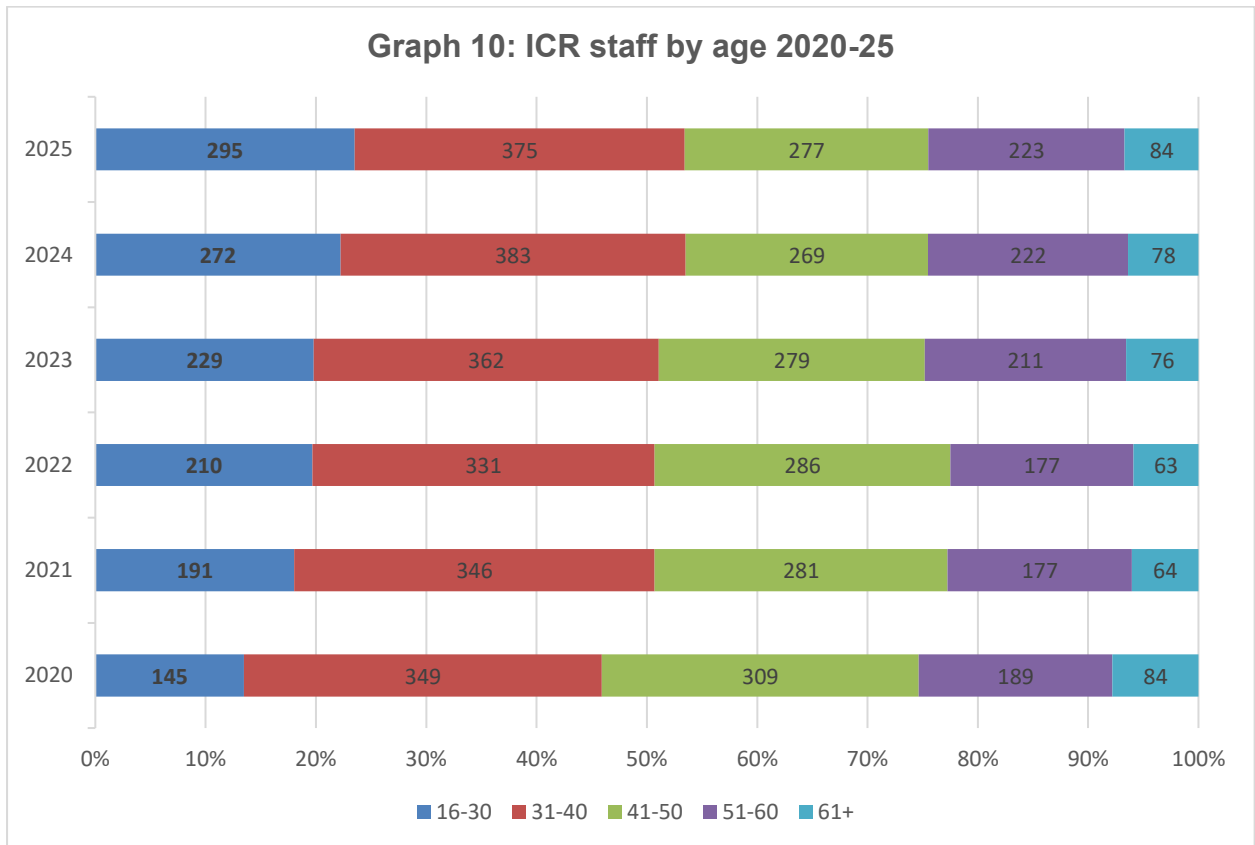
Graph 9: Leavers and current ICR staff by disability 2024-25

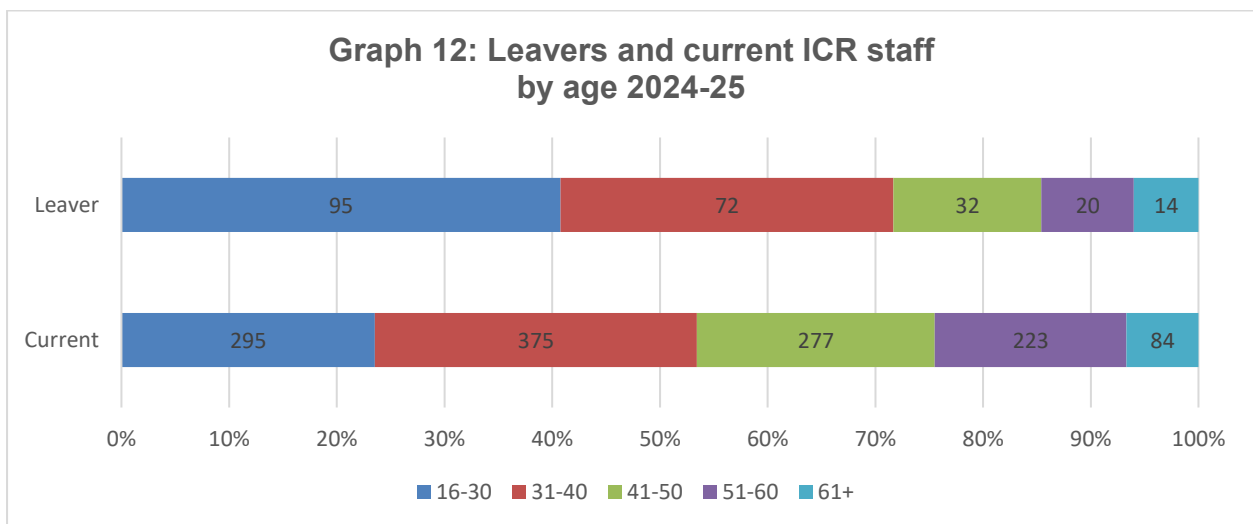
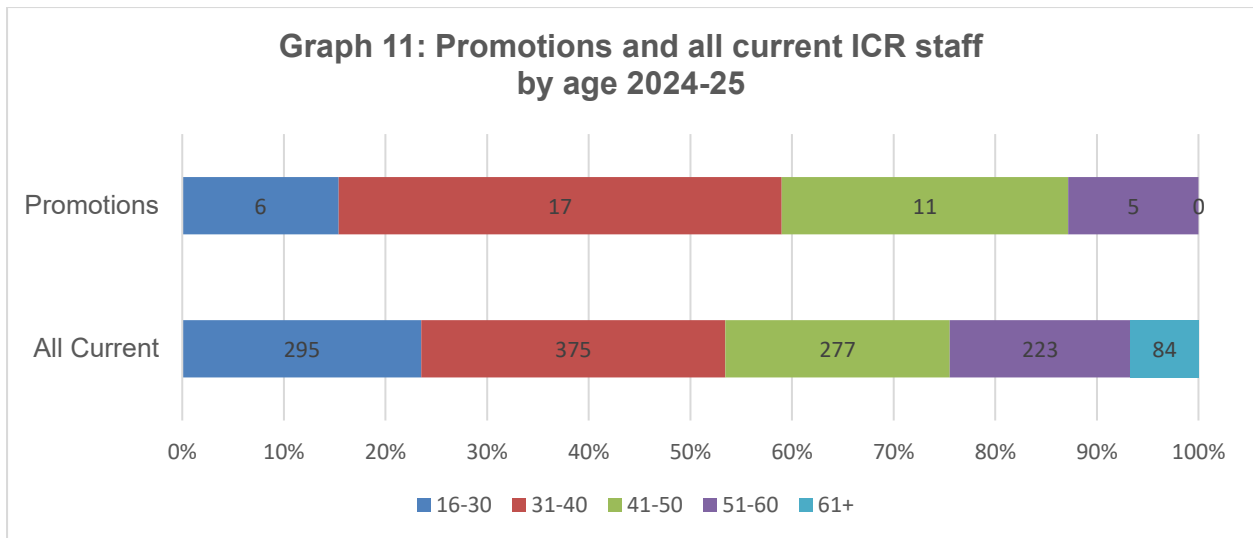


4. Age

Age distribution across the ICR has remained consistent over the last year, with the largest group being in the 31-40 category (29.9 per cent).

39 promotions were given during this period, with the highest proportion being awarded to 31–40-year-olds (43.6 per cent). This is an increase from 29.0 per cent in 2024. There has also been an increase in the proportion of promotions awarded to 41–50-year-olds (19.0 per cent in 2024, 28.0 per cent in 2025).





5. Gender identity

Fewer than five people declared a gender identity different from their sex, so we have not included this data here.

6. 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.

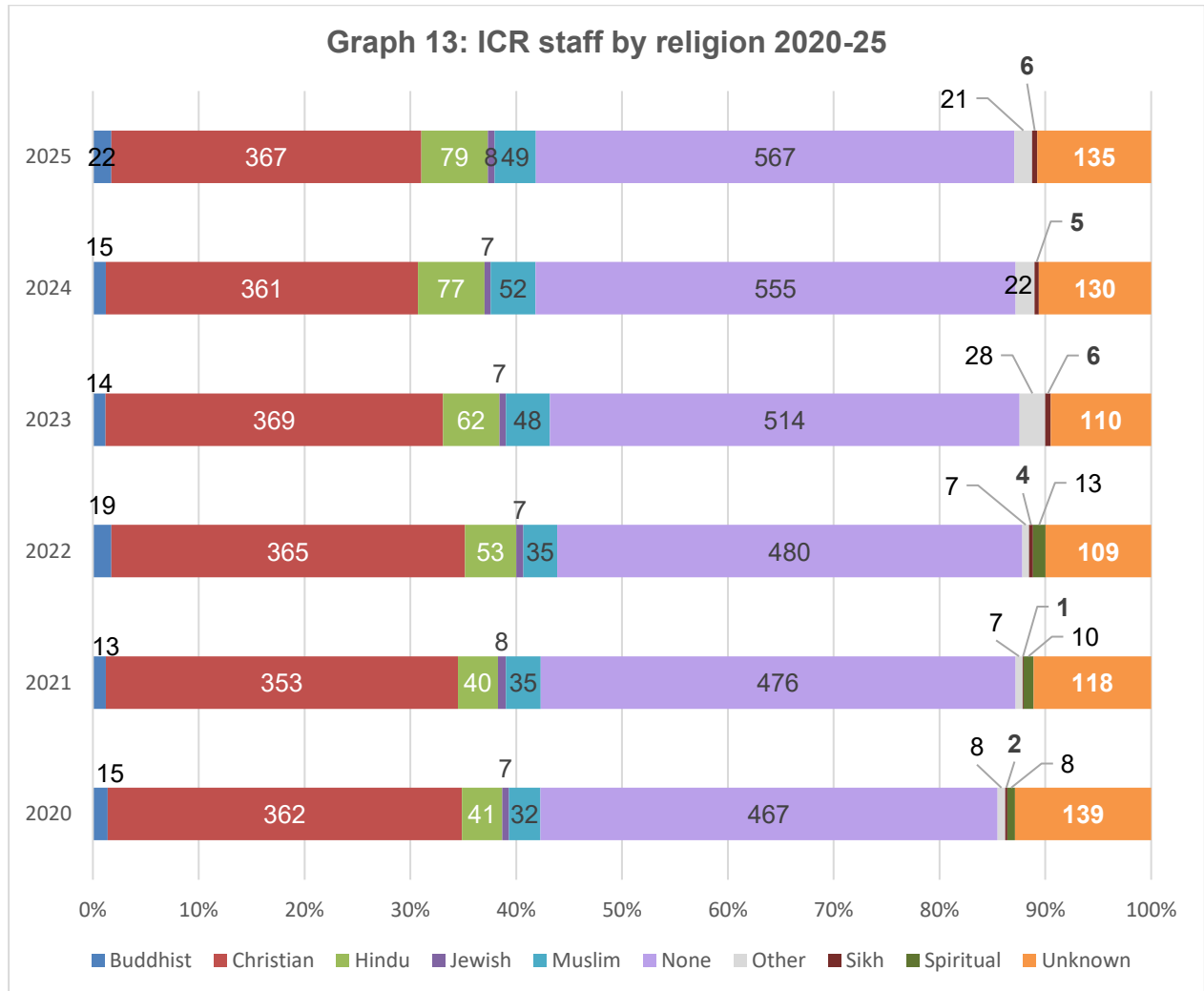
7. Pregnancy and Maternity Leave

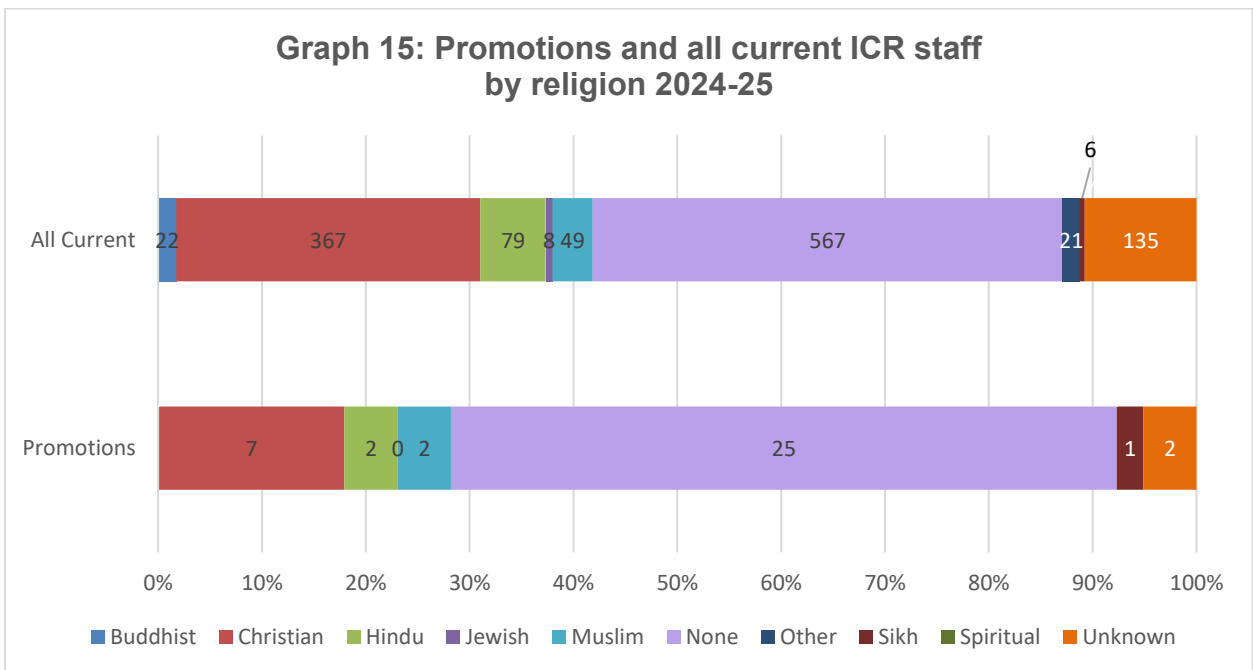
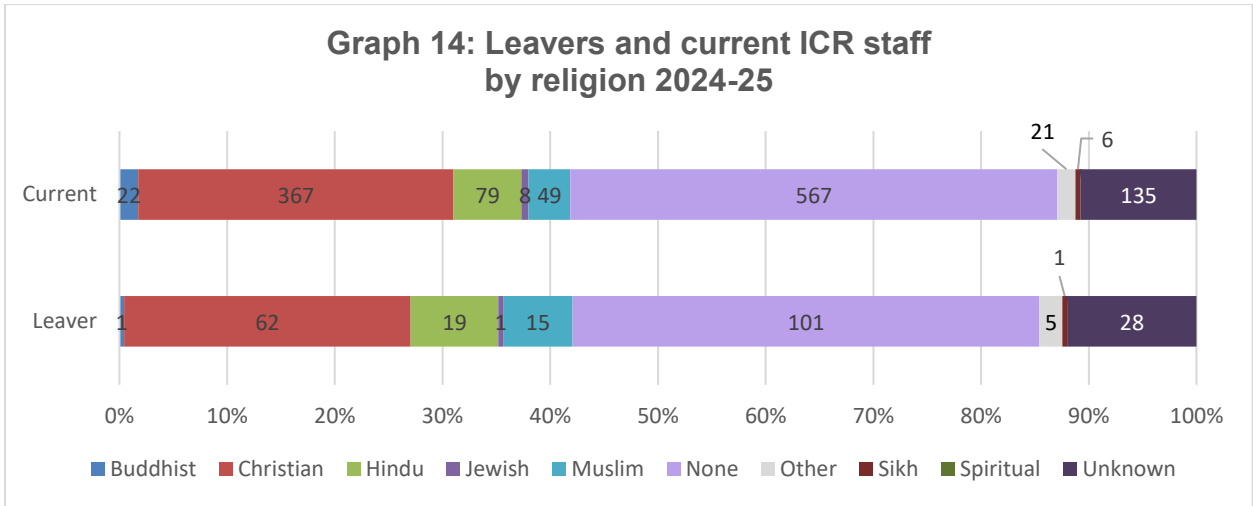
Table 1: Types of parental leave taken between 2024/25:

| Leave type | 2023/24 | 2024/25 | |
|-------------------------------------|--|--|----------------------------|
| | Total number of individuals using this type of leave | Total number of individuals using this type of leave | Total number of days taken |
| Shared parental leave | 10 | 2 | 56 |
| Statutory adoption absence | 3 | 1 | 163 |
| Statutory paternity absence (birth) | 24 | 7 | 68 |
| Maternity | 52 | 36 | 3735 |

8. 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.

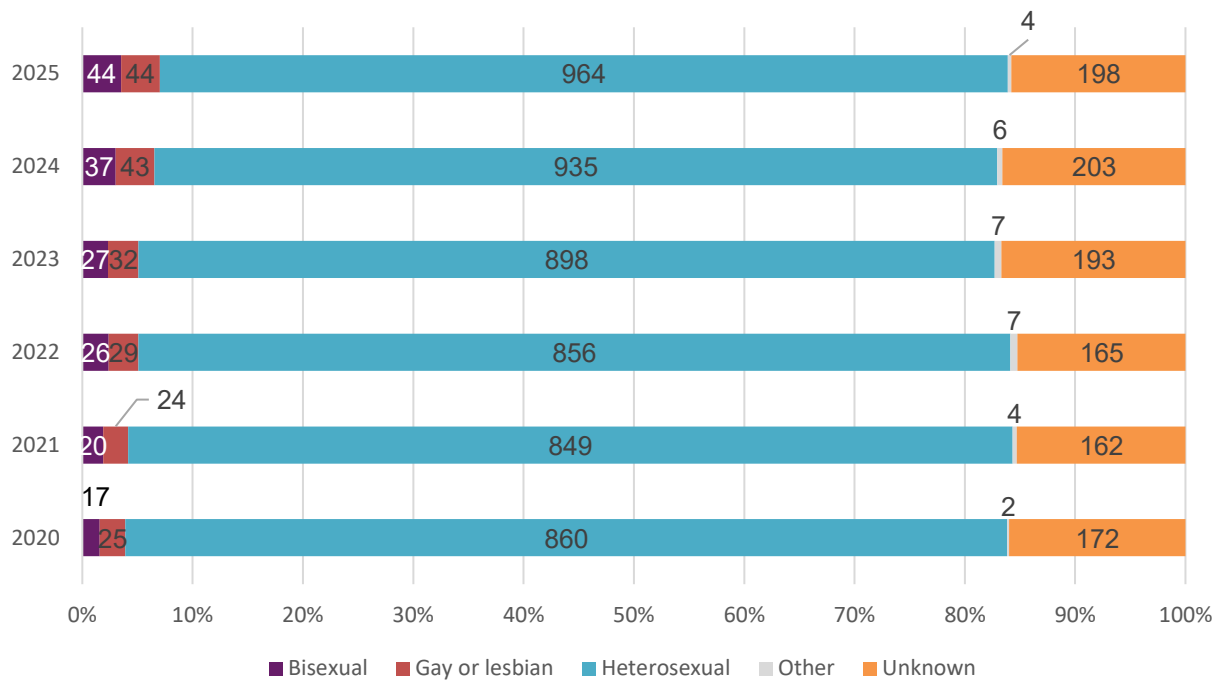




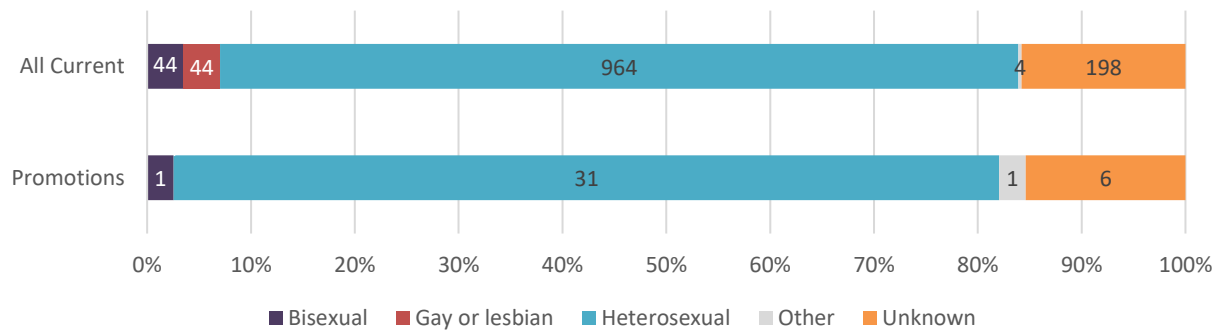
9. Sexual orientation

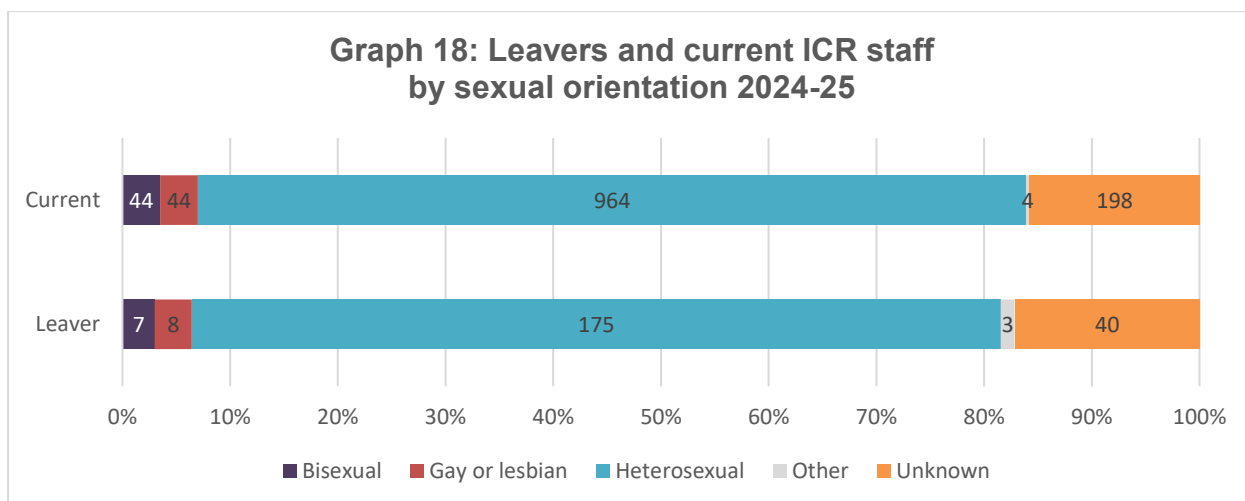
The proportion of staff identifying as lesbian, gay and bisexual has increased from 6.5 per cent to 7.0 per cent. 2.6 per cent of staff promoted identified as lesbian, gay and bisexual. 6.0 per cent of leavers identified as lesbian, gay and bisexual, which is an increase of 1.7 per cent from last year (4.3 per cent in 2023/24).

Graph 16: ICR staff by sexual orientation 2020-25



Graph 17: Promotions and all current ICR staff by sexual orientation 2024-25





Student equality data

The majority of research students (PhD and MDRes) are women (64.7 per cent female, 35.3 per cent male). This is consistent with student equality data since 2013.

The ICR has a 97.2 per cent disclosure rate on student ethnicity. 34.4 per cent of all students are from Black, Asian and other ethnic minorities – a higher proportion than amongst our staff (29.7 per cent of staff).

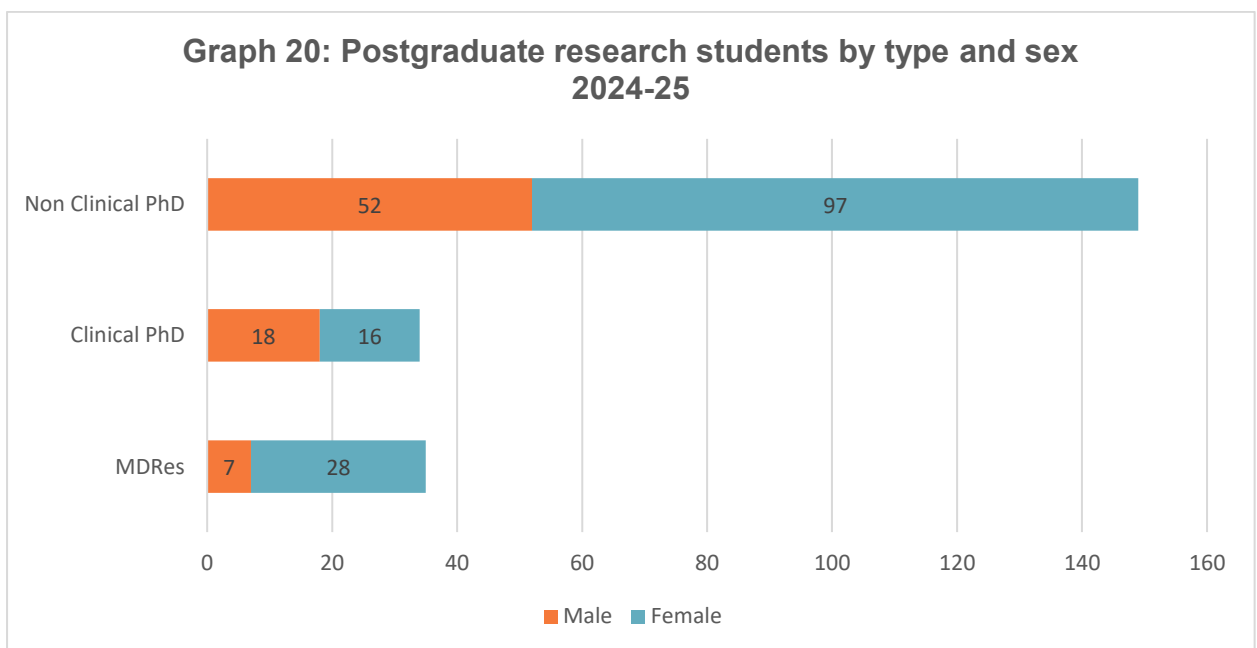
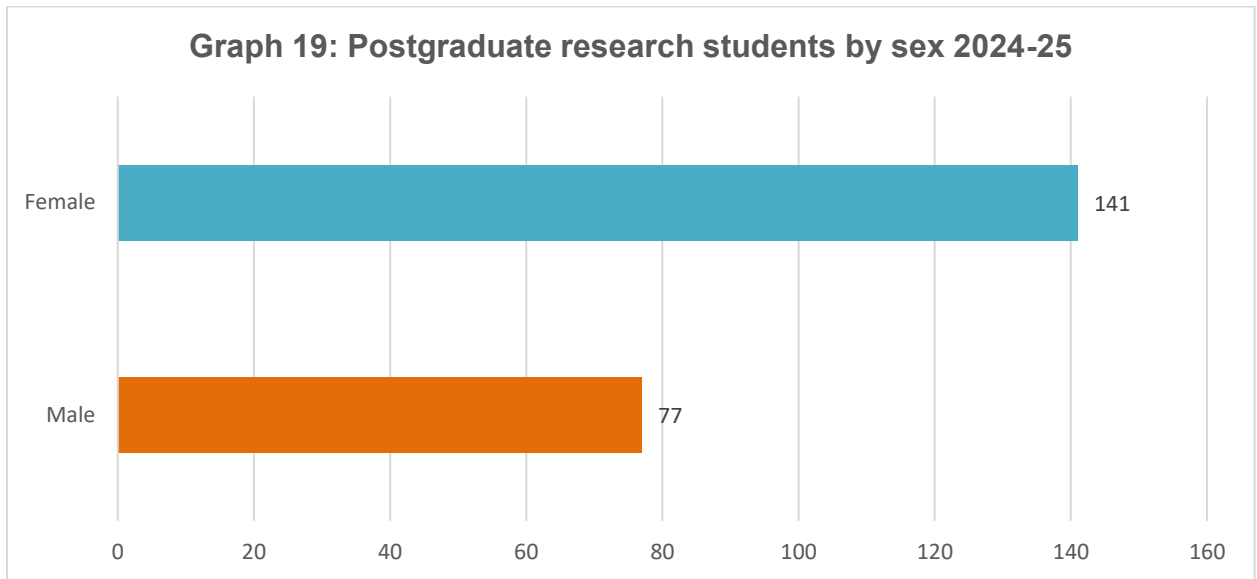
Black students make up 1.4 per cent of the ICR’s student community. We continue to actively promote our doctoral programmes to Black British students – we have ring-fenced summer studentships for Black or first-in-family students, and we offer a Cancer Research UK Black in Cancer studentship in our Convergence Science Centre.

Success rates for women applying to join postgraduate research at the ICR are higher across all stages. Of those that apply, 2.5 per cent of women receive an offer, compared to 1.3 per cent of males. Of those who reach the interview stage, 23.3 per cent of women receive an offer, compared to 13.3 per cent of men.

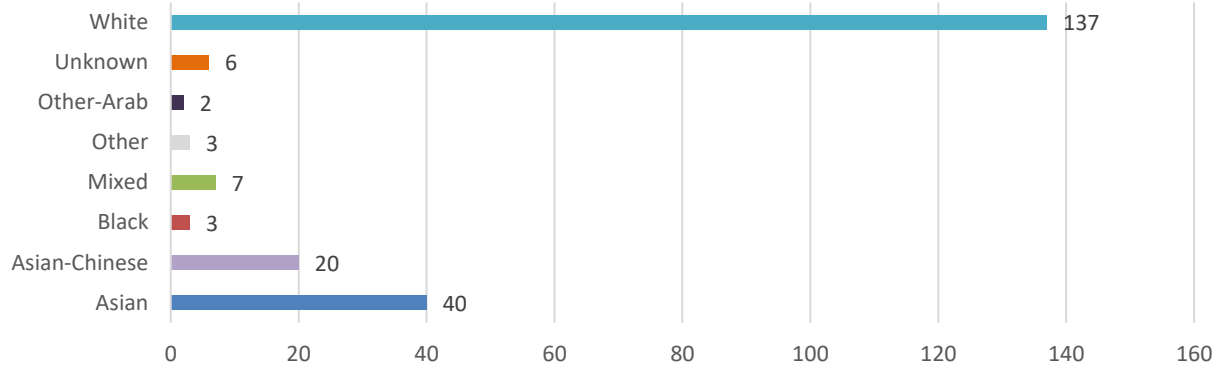
Success rates are also similar for those with a disclosed disability (2.4 per cent) and those without (2.0 per cent).

Successful applications are highest among those who do not disclose their ethnicity. Success from the application stage is as follows: 0.9 per cent for Asian applicants, 1.9 per cent for Black applicants, 5.4 per cent for White applicants, 8.7 per cent for those that do not disclose their ethnicity and 1.1 per cent for other. Success rate from interview stage shows a similar pattern: 9.1 per cent of Asians who reach interview stage receive an offer, this is 33.3 per cent for Black interviewees, 34.6 per

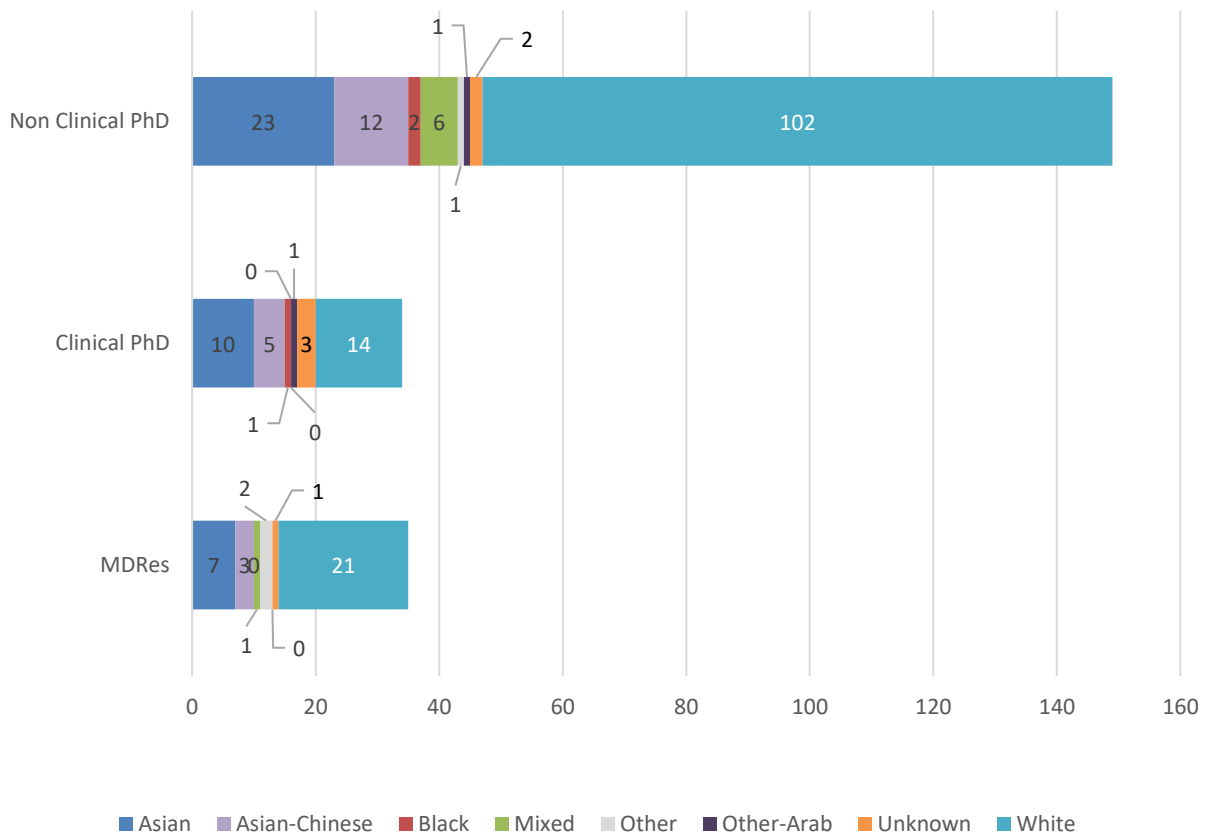
cent for White interviewees, 40.0 per cent for those that do not disclose their ethnicity and 12.5 per cent for other.



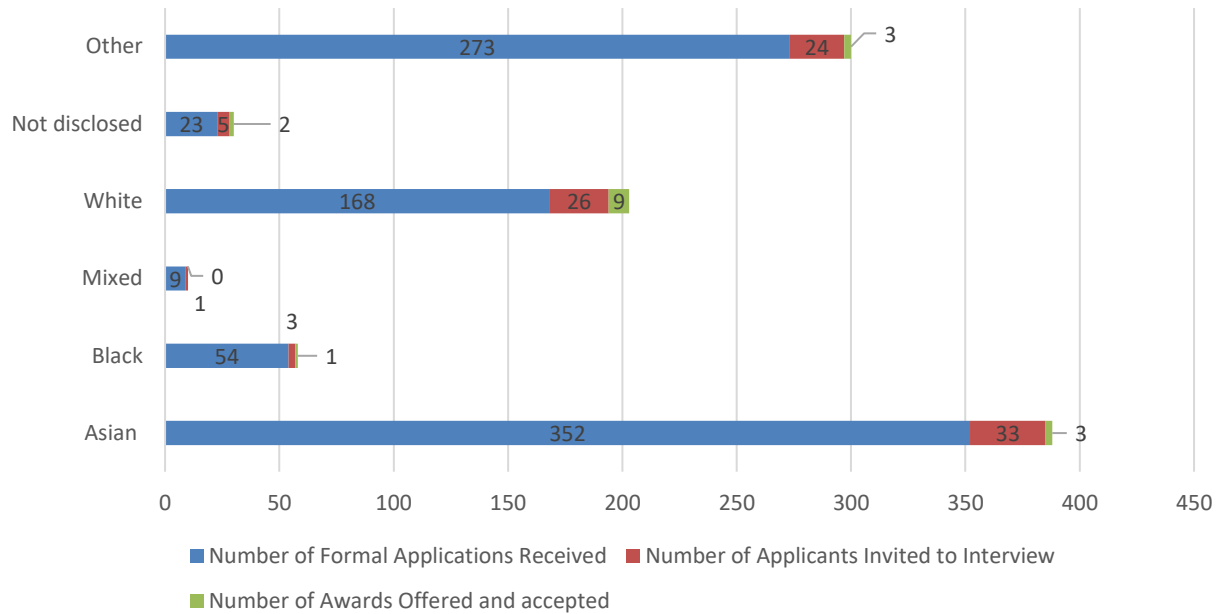
Graph 21: Postgraduate research students by ethnicity 2024-25



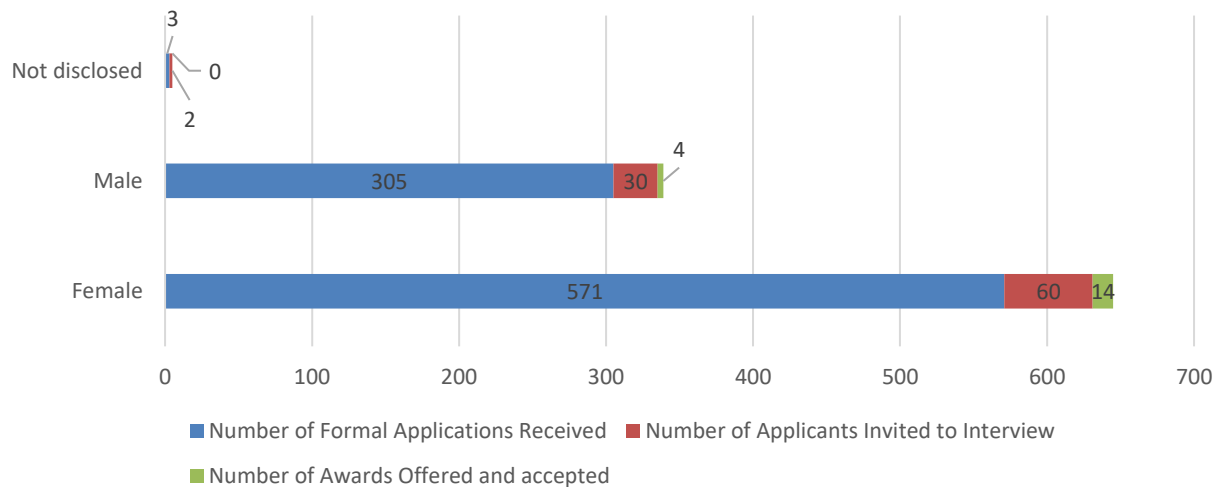
Graph 22: Postgraduate research students by type and ethnicity 2024-25



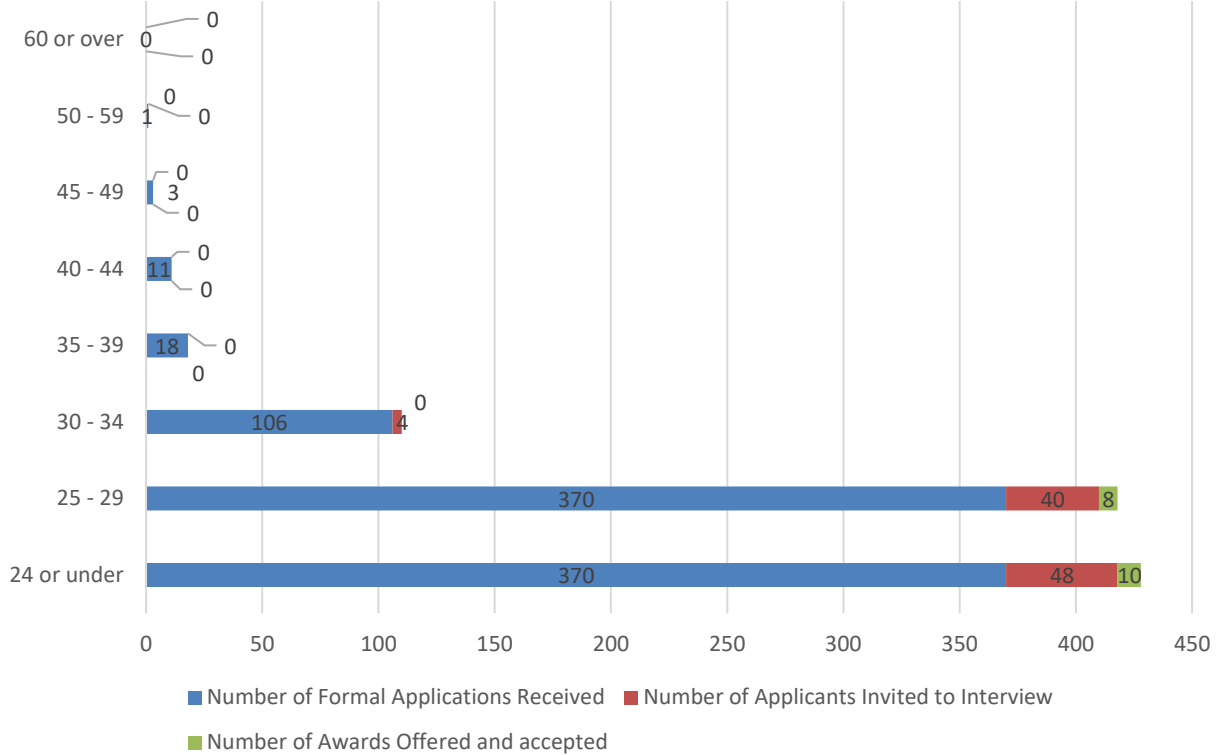
Graph 23: Ethnicity of university applicants throughout the application process 2024-25



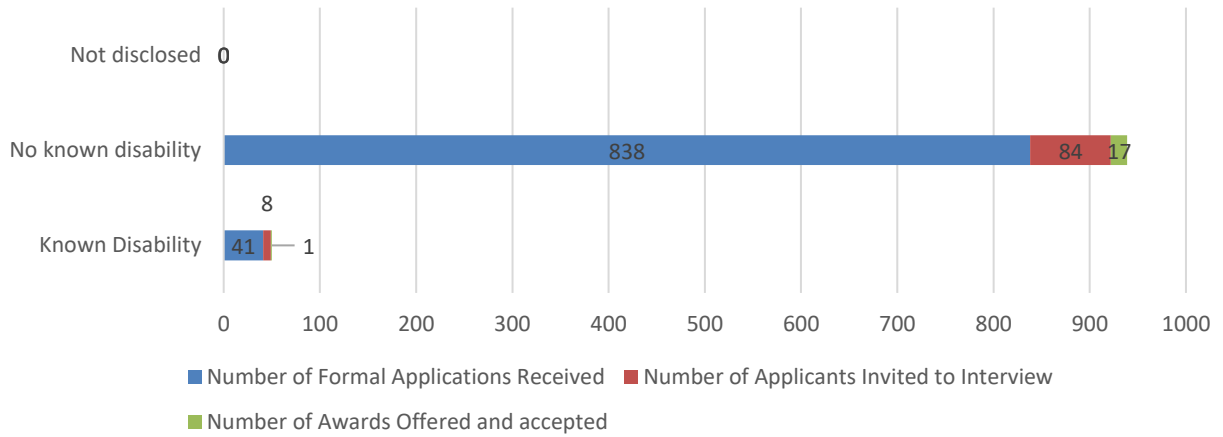
Graph 24: Sex of university applicants throughout the application process 2024-25



Graph 25: Age of university applicants throughout the application process 2024-25



Graph 25: Disclosed disability status of university applicants throughout the application process 2024-25



Graph 26: Sexual orientation of university applicants throughout the application process 2024-25

