ROYAL SOCIETY
OF CHEMISTRY

Diversity data report 2022

An introduction from our CEO

When we set out our five-year <u>inclusion and diversity strategy</u> in 2020, we made a commitment: to enable inclusive access and progression in the chemical sciences.

In the two years since our last diversity data report, we have released further research that points to the urgent need for change. This evidence-driven approach to change is underpinned by high quality data.

Gathering, analysing and presenting data is complex and requires a huge collaborative effort across all of our activities. But most of all it requires the willingness of our members and wider community to participate. We recognise that not everyone is comfortable with sharing their personal information, for many different reasons. This is why we continually work to improve the ways in which we collect and use it.

Since our 2020 report, we have made important progress in centralising the collection and storage of data. As a result, only aggregated data can be accessed to protect small sample pools. And data is always anonymised. We have also rolled out new, **<u>standardised questions on gender, race and ethnicity</u>**, designed by experts as part of the **<u>Joint Commitment for action on inclusion and diversity in publishing</u>**. Our increasing focus on socioeconomic inclusion means that our surveys now include questions around socioeconomic indicators.

We have moved from estimating gender based on a name-mapping algorithm to using the more accurate self-reported data collected though our manuscript submission and peer review system.

We care deeply about being transparent in the way we gather, use and report data. It is good to know that other organisations across the scientific community support our work and have adopted a similar approach.

What else is new this time? Well, you will see that we have included data for more areas of our work. Events, Pan Africa Chemistry Network and data from our mentoring scheme are included for the first time and give us a wider picture for our community in the UK and internationally.

I am so grateful to everyone who has participated in our surveys and other feedback-gathering activities. Of those who responded to our member survey, 98% of those respondents answered our additional, optional diversity monitoring questions, which is fantastic. And every response is deepening our understanding of people's experiences in the chemical sciences.

Why is all this important? As our data becomes more accurate and comprehensive, we are making better evidence-informed changes to our products, services and programmes to make them more inclusive and representative, taking care to not overburden individuals.

Building on the quality and quantity of our diversity data is a vital part of achieving our goal: for the entire breadth of the chemical sciences community to be fairly reflected and included across our programmes, events, committees and other initiatives and activities. With each of these data reports we build on our own knowledge, make it available to the world, and take another step closer to a future where chemistry is truly for everyone.

Dr Helen Pain CSci CChem FRSC
Chief Executive, Royal Society of Chemistry

Table of contents

Accreditation	Mentoring	Chemistry World
150	154	162

Supporting the chemistry industries	Education	Journal publishing
168	170	194

Pan Africa Chemistry Network	Appendix
203	206

Supplementary notes

Data and methodology

Report purpose

This report shines a light on the make-up of the chemical sciences community. As set out in our inclusion and diversity strategy to 2025, we base all of our actions and positions on quantitative and qualitative data and evidence, and this allows us to track progress.

This report does not include a trend analysis comparing data from 2020 and 2022. Having updated the questions between the two reports, sensible direct comparisons between the data sets are not possible. The data set of the 2022 report is also much broader in scope.

We will use this data to work with individual teams and departments across the Royal Society of Chemistry. We will enable them to understand what the data shows and make appropriate changes to their projects and initiatives to be as inclusive as possible.

Collection

The data presented in this report was collected using various methods, including surveys, registrations and applications that relate to our activities and support. The number of respondents for each question is given separately. Each section begins with a brief description of the relevant data source(s) and notes the overall response rate.

Declaration

We present survey data based on the information volunteered by respondents. Not all respondents chose to provide all diversity information.

Each survey includes the option of 'prefer not to disclose' and respondents are also able to skip the question entirely. Where applicable, responses of 'prefer not to disclose', or where a respondent did not answer a question, are not included in this report.

Methodology

For all data presented, we have applied the Standard Rounding Methodology devised by the Higher Education Statistics Agency (HESA). We use this HESA methodology to reduce the risk of identifying individuals from their data. Instances of a data set being too small to be meaningfully representative, or that risk making any individual identifiable, have been excluded from the report or grouped if appropriate.

For each survey question, the number of respondents selecting each option has either been rounded to the nearest five or excluded if fewer than three. Absolute percentages have not been published if they represent fewer than 23 people. **https://www.hesa.ac.uk/about/ regulation/data-protection/rounding-and-suppression-anonymise-statistics**

We make an exception for surveys where the participants are unknown to us and we do not know the total number of people the survey was sent to. We also only report percentages for prizes and grants where the total number of people is kept confidential.

For questions where respondents can select multiple answers, such as race, ethnicity, and disability, we have treated each particular selection of a category as one response. This means that, for some questions, total response numbers may be higher than total respondent numbers. We have included a breakdown of the number of times people have given 1, 2, 3 or 4 answers to those questions.

In the interest of space, we have not included answer categories selected by zero respondents. A full list of questions and all the response options are available in the **appendix**.

Margins of error are calculated on the assumption that the sample in question, be it survey respondents or schools to which we could assign a deprivation quintile, is randomly drawn from the total population of interest. They are based on the number of people who responded to the survey and the total number of people who could have responded, and we take 95% confidence limits. This means that there is a 5% chance the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

The lower the response rate, the less confident we are that the survey is representative and the wider the confidence intervals. If everyone in a given population responded to the survey then the margin of error is 0 and the upper and lower confidence intervals for any number are equal to that number.

We present tabular data by default but include graphs instead where useful.

Statistical Significance

Where we have divided up the respondents to a particular survey into two groups, for example mentors and mentees, we perform a Fisher's exact test on the two distributions and report the differences as being statistically significant if $p < 0.05$.

Survey questions

We have developed a standardised set of diversity monitoring questions across all of our activities in consultation with experts in diversity data design and reporting. This set of questions can be found in the appendix.

Some of the sections in this report include data gathered using previous diversity question sets, resulting in a variation in wording for some questions. Where this is the case, we have noted it in the introductory text to the section.

We use a standard set of age ranges: under 20; 20 to 24; 25 to 29; 30 to 44; 45 to 59; 60 to 74; and 75+. Some surveys asked for respondents' ages using smaller age ranges, for example 35 to 39. These have been merged.

We acknowledge survey fatigue may have led to low response rates in particular sections for those audiences who engage with the RSC in multiple ways. We tried, where possible, to combine surveys to minimise the number of times an individual might be asked to complete their data, whilst also strictly protecting anonymity. This is something we have addressed in designing subsequent diversity data collection in a new process of standardisation and centralisation across the RSC.

Exclusions

Socioeconomic indicators

We ask four questions around socioeconomic indicators in our standardised set of diversity data questions. These were based on recommendations from the social mobility commission (see **appendix**).

Geographical factors are taken into consideration when reporting social mobility data. For example, socioeconomic background is closely related to where an individual grew up and went to school. And socioeconomic status is related to where an individual is currently located.

We report on those who went through the UK education system, regardless of where they are now located in the world. As we develop our socioeconomic inclusion programme, we will continue to work with this data and understand more about the ways in which we can present it.

Question 1: What type of school did you attend for the majority of your time between the ages of 11 - 16?

All responses that fit with our reporting methodology have been reported. There is no differentiation between global and UK respondents.

Question 2: When you were 18, had any of your parents or guardians completed a university degree course or equivalent (e.g. BA, BSc or higher)?

All responses that fit with our reporting methodology have been reported. No differentiation between global and UK respondents.

Question 3: If you finished school after 1980, were you eligible for free school meals at any point during your school years?

We asked respondents who indicated that they had gone to school in the UK and finished after 1980 whether or not they received free school meals. Because of low response rates this question has not been reported. The data collected will support a longer study tracking free school meals over time and will help shape our socioeconomic inclusion programme. We continue to report on the percentage of children receiving free school meals in the section on schools.

Question 4: Please tell us about the occupation of your main household earner when you were aged 14.

We made the decision to keep global and UK responses separate and only report on the UK responses (except for membership, where we published both UK and global responses). This meant that some sections of the report had too few responses to this question for the data to be useful so it is not included.

Religion

We also collected responses to a question on religion and belief. These responses will be used to shape our policy and work in this area in future but are not included in this report.

Acknowledgements

This report makes much more use of tables of figures than the 2020 report. These are more information-rich and easier to interpret than graphs for small population sizes. Work on how best to present this data is ongoing and will undoubtedly be refined in future reporting.

UK population benchmarks

2%
Mixed/
multiple
ethnic
groups

1%
Other ethnic
groups

3%
Black

8%
Asian

86%
White

ETHNICITY
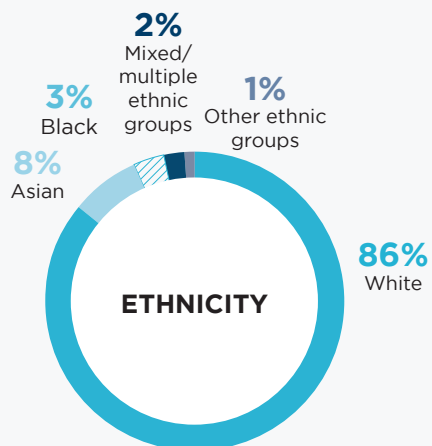
Source: **Census 2011**

This question asks respondents to select all racial identities that apply to them. This graph shows the number of options selected by each respondent.

51%
Female

49%
Male

GENDER

Source: **ONS 2020 (estimates from Annual Population Survey)**

22%
Disabled
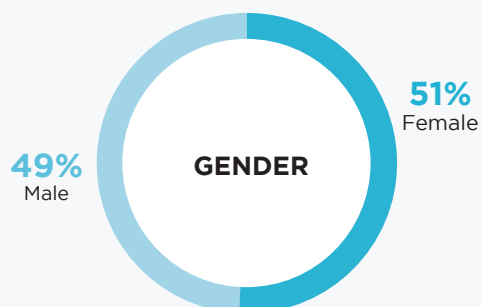
DISABILITY
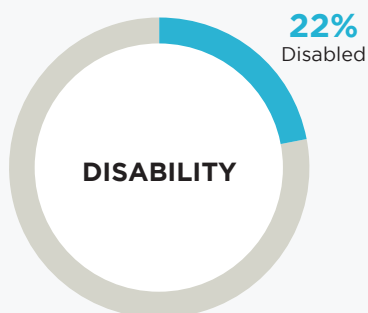
Source: **DWP 2021 (Family Resources Survey)**

90%
British

NATIONALITY
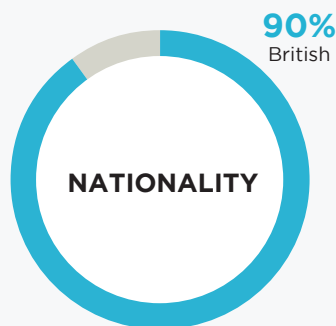
Source: **ONS 2021 (estimates from Annual Population Survey)**

13%
Adults who support someone who is older, disabled, or seriously ill (1 in 8)

CARING RESPONSIBILITIES
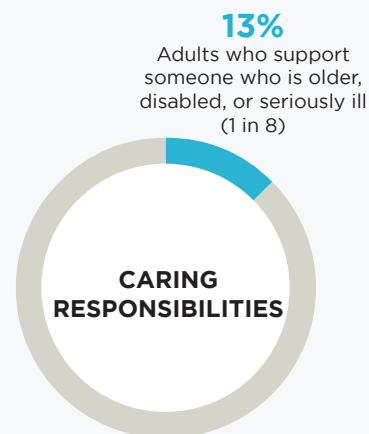
Source: ENEI 2019 (The Employers Network for Equality and Inclusion)

4%
Gay, lesbian, bisexual or other

SEXUAL ORIENTATION

Source: **ONS 2020 (estimates from Annual Population Survey)**

9%
75 and over

16%
60–74

36%
29 or under

AGE

19%
30–44

20%
45–59

Source: **ONS 2020 (estimates from Annual Population Survey)**

36%
Professional

Parental occupation at age 14

39%
Working class

20%
Intermediate
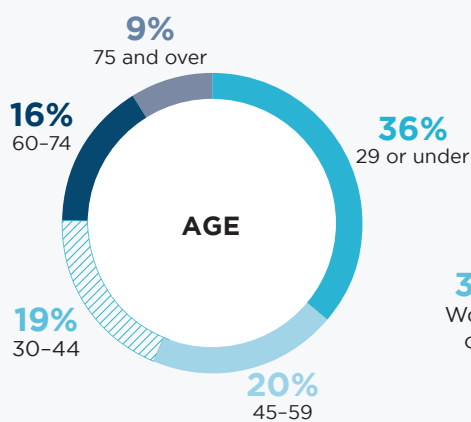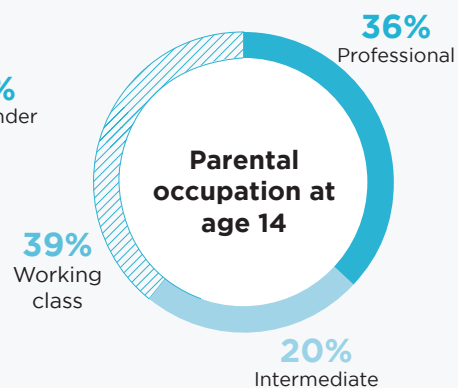
Source: **Social Mobility Commission: Labour Forces Survey 2019**

Governance bodies

As a charity, we are governed by a Board of Trustees who appoint and delegate authority to our boards and committees. The elected and appointed members who make up our boards and committees contribute to guiding and driving our strategies and activities.

In June and July 2022, board and committee members were invited to complete an online diversity monitoring survey (130 individuals at the time of the survey).

Boards and committees that report to the Board of Trustees	Sub-committees that report to individual boards
Audit and Risk Committee	Accreditation and Validation Committee
Chemists' Community Fund Committee	Admissions Committee
Disciplinary Committee	Member Networks Committee
Finance and Resources Board	Registration Committee
Inclusion and Diversity Committee	
Member Communities Board	
Nominations Committee	
Performance Management and Remuneration Committee	
Professional Standards Board	
Publishing Board	

Overall response rates for governance bodies

48%

TOTAL
130

Maximum margin of error 14%.
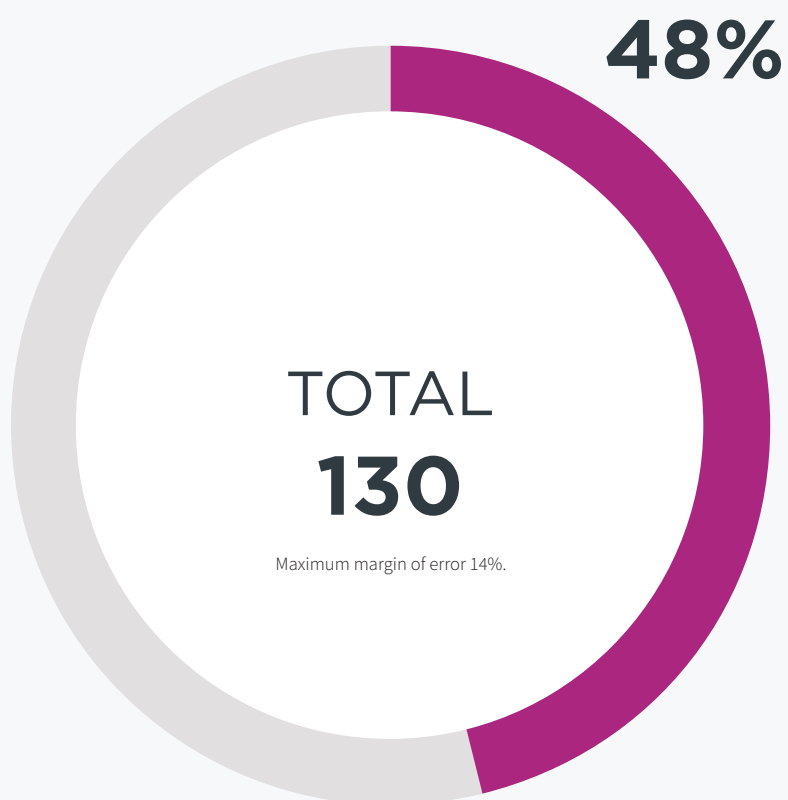
Governance bodies

130 members of governance bodies were approached and 60 responded.

Q. Gender identity (60 respondents)
With which gender do you most identify? Please select one option:

Response	Respondents	95% confidence intervals
Man	35 (58%)	[45%, 72%]
Woman	25 (42%)	[28%, 55%]

For all data collected from surveys, we have applied the Standard Rounding Methodology devised by the Higher Education Statistics Agency (HESA).
For each survey question, the number of respondents selecting each option has either been rounded to the nearest five or excluded if fewer than three. This means certain percentages may look incorrect but are a by-product of our anonymity measures.

Q. Gender identity (60 respondents)
Are you trans?

Response	Respondents	95% confidence intervals
No	60 (100%)	[100%, 100%]

There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

Q. Age (60 respondents)
Please indicate which best describes your age group.
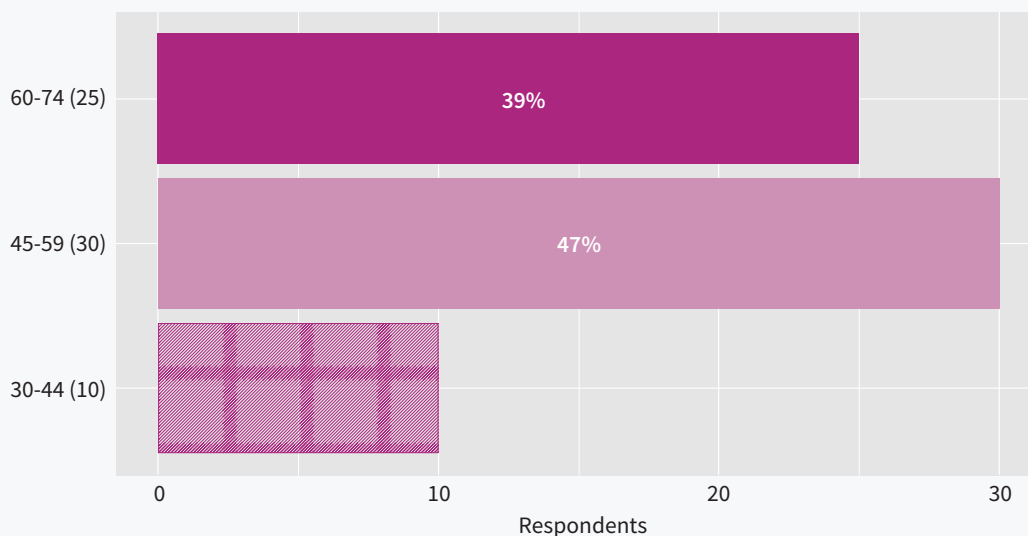
Q. Country of residence (60 respondents)
What is your current country of residence?

Response	Respondents	95% confidence intervals
United Kingdom	60 (98%)	[100%, 100%]

There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

Governance bodies

Q. Nationality (60 respondents)

This question is about the country or nation to which you belong. Please indicate which best describes your nationality.

Response	Respondents	95% confidence intervals
United Kingdom	55 (92%)	[84%, 99%]
Ireland	5	[1%, 16%]

Q. Race and ethnicity (60 respondents)

What are your ethnic origins? Please select ALL the geographic areas that apply to you:

Response	Respondents	95% confidence intervals
Western Europe	45 (80%)	[63%, 87%]
South and Southeast Asia	5	[1%, 16%]

A full list of available response options is available in the appendix.

Number of different ethnic origins selected (60 respondents)

Response	Respondents	95% confidence intervals
1 selected	60 (95%)	[95%, 100%]
2 selected	5	[1%, 16%]

This question asks respondents to select all the ethnic origins options that apply to them. This table shows the number of options selected by each respondent.

Q. Race and ethnicity (60 respondents)

How would you identify yourself in terms of race? Please select ALL the groups that apply to you:

Response	Respondents	95% confidence intervals
White	50 (85%)	[73%, 94%]
Asian or Pacific Islander	5	[1%, 16%]
Black	5	[1%, 16%]
Prefer to self-describe	5	[1%, 16%]

A full list of available response options is available in the appendix.

Number of different racial identities selected (60 respondents)

Response	Respondents	95% confidence intervals
1 selected	60 (98%)	[100%, 100%]

This question asks respondents to select all the racial identities that apply to them. This table shows the number of options selected by each respondent.

There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

Governance bodies

Q. Disability (60 respondents)

Do you self-identify as a disabled person?

Response	Respondents	95% confidence intervals
No	60 (98%)	[100%, 100%]

There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

Q. Disability (60 respondents)

Do you experience barriers or limitations in your day-to-day activities relating to any form of disability, long-term health condition or impairment (whether mental or physical)?

Response	Respondents	95% confidence intervals
No	55 (93%)	[84%, 99%]
Yes	5	[1%, 16%]

Q. Disability (60 respondents)

If any, please indicate which best describes your disability, long-term health condition or impairment (whether mental or physical). (Please tick all that apply). If none apply to you, please select 'None of the above':

Response	Respondents	95% confidence intervals
None of the above	45 (73%)	[63%, 87%]

Number of different disabilities, long-term health conditions or impairments selected (50 respondents)

Response	Respondents	95% confidence intervals
1 selected	50 (98%)	[100%, 100%]

This question asks respondents to select all the different disabilities, long-term health conditions or impairments that apply to them. This table shows the number of options selected by each respondent.

There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

Q. Sexual orientation (60 respondents)

Please indicate from the list which best describes your sexual orientation:

Response	Respondents	95% confidence intervals
Heterosexual/Straight	55 (93%)	[84%, 99%]

Governance bodies

Q. Caring responsibilities (60 respondents)
Please indicate from the list which best describes your current caring responsibilities. By caring responsibilities, we refer to regular day to day responsibilities for an adult and/or child(ren):

Response	Respondents	95% confidence intervals
None	45 (69%)	[63%, 87%]
Joint carer	15	[13%, 37%]

Q. Education (60 respondents)
Please indicate your highest level of qualification:

Response	Respondents	95% confidence intervals
Postgraduate qualification	55 (85%)	[84%, 99%]
Undergraduate degree	5	[1%, 16%]

Q. Socio-economic variables (60 respondents)
What type of school did you attend for the majority of your time between the ages of 11-16?

Response	Respondents	95% confidence intervals
Within the UK: A state-run or state-funded school - Non-selective	30 (47%)	[36%, 64%]
Within the UK: A state-run or state-funded school - Selective on academic, faith or other ground	15	[13%, 37%]
Outside the UK: A state-run or state-funded school - Non-selective	5	[1%, 16%]
Within the UK: Independent or fee-paying school	5	[1%, 16%]

Q. Socio-economic variables (60 respondents)
When you were 18, had any of your parents or guardians completed a university degree course or equivalent (e.g., BA, BSc or higher)?

Response	Respondents	95% confidence intervals
No	45 (75%)	[63%, 87%]
Yes	15	[13%, 37%]

Governance bodies

Q. Socio-economic variables (60 respondents)

Please tell us about the occupation of your main household earner when you were aged 14. If this question does not apply to you (because, for example, you were in care at this time) select, "This question does not apply to me".

Response	Respondents	95% confidence intervals
Modern professional & traditional professional occupations	20	[21%, 51%]
Routine, semi-routine manual and service occupations	10	[6%, 30%]
Senior, middle, or junior managers or administrators	10	[6%, 30%]
Clerical and intermediate occupations	5	[0%, 18%]
Small business owners who employed less than 25 people	5	[0%, 18%]
Technical and craft occupations	5	[0%, 18%]

This is reported only for those respondents who were educated in the UK. The full list of occupations is available in the appendix.

Q. Working patterns (60 respondents)

Please indicate which best describes your current working pattern:

Response	Respondents	95% confidence intervals
Full time	45 (75%)	[63%, 87%]
Retired	10	[6%, 27%]

Q. Flexible working (55 respondents)

Is flexible working available to you? (Within our definition of flexible working we include – flexi-time; staggered hours; term-time hours; annualised hours; flexible shifts; compressed hours; homeworking.)

Response	Respondents	95% confidence intervals
Yes	50 (87%)	[82%, 100%]
No	5	[0%, 18%]

Q. Flexible working (55 respondents)

Do you make use of any flexible working arrangements (see definitions above) currently?

Response	Respondents	95% confidence intervals
Yes	35 (64%)	[49%, 79%]
No	20	[21%, 51%]

Subject community councils

Our eight subject community councils (formerly division councils*) provide expertise and advice relevant to their subject areas. This includes the Subject Community Councils:

• Analytical Science

• Chemistry Biology Interface

• Dalton

• Education

• Environment, Sustainability and Energy

• Faraday Community for Physical Chemistry

• Materials Chemistry

• Organic Chemistry.

The councils are made up of elected and appointed members representing the breadth and diversity of the subject community. In June and July 2022, current subject community council members were invited to complete an online diversity monitoring survey (100 individuals at the time of the survey).

* Division councils changed to subject community councils following a review of our divisions in 2021.

Overall response rates for subject community councils

49%

TOTAL
100

Maximum margin of error 14%.
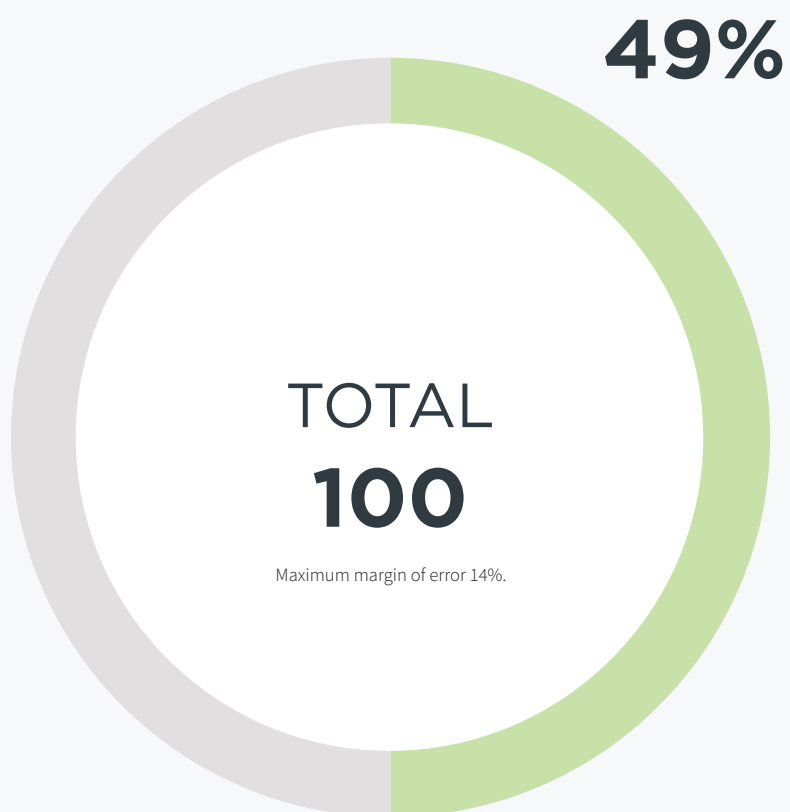
Subject community councils

100 members of subject community councils were approached and 50 responded.

Q. Gender identity (50 respondents)

With which gender do you most identify? Please select one option:

Response	Respondents	95% confidence intervals
Man	25 (54%)	[36%, 64%]
Woman	20	[26%, 54%]

For all data collected from surveys, we have applied the Standard Rounding Methodology devised by the Higher Education Statistics Agency (HESA). For each survey question, the number of respondents selecting each option has either been rounded to the nearest five or excluded if fewer than three. This means certain percentages may look incorrect but are a by-product of our anonymity measures.

Q. Gender identity (50 respondents)

Are you trans?

Response	Respondents	95% confidence intervals
No	50 (100%)	[100%, 100%]

There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

Q. Age (45 respondents)

Please indicate which best describes your age group:

Response	Respondents	95% confidence intervals
45-59	25 (53%)	[39%, 72%]
30-44	20	[28%, 61%]

Q. Country of residence (50 respondents)

What is your current country of residence?

Response	Respondents	95% confidence intervals
United Kingdom	45 (90%)	[82%, 98%]

Other countries represented were Austria, Brazil, France, Greece, Hungary, India, Ireland, Italy, the Netherlands, Portugal, Turkey and the United Arab Emirates.

Q. Nationality (50 respondents)

This question is about the country or nation to which you belong. Please indicate which best describes your nationality.

Response	Respondents	95% confidence intervals
United Kingdom	35 (69%)	[57%, 83%]

Subject community councils

Q. Race and ethnicity (50 respondents)
What are your ethnic origins? Please select ALL the geographic areas that apply to you:

Response	Respondents	95% confidence intervals
Western Europe	35 (75%)	[57%, 83%]
Eastern Europe	5	[2%, 18%]
South and Southeast Asia	5	[2%, 18%]

A full list of available response options is available in the appendix.

Number of different ethnic origins selected (50 respondents)

Response	Respondents	95% confidence intervals
1 selected	45 (96%)	[82%, 98%]

This question asks respondents to select all the ethnic origins options that apply to them. This table shows the number of options selected by each respondent.

Q. Race and ethnicity (50 respondents)
How would you identify yourself in terms of race? Please select ALL the groups that apply to you:

Response	Respondents	95% confidence intervals
White	40 (85%)	[69%, 91%]
Asian or Pacific Islander	5	[2%, 18%]

A full list of available response options is available in the appendix.

Number of different racial identities selected (45 respondents)

Response	Respondents	95% confidence intervals
1 selected	45 (98%)	[100%, 100%]

This question asks respondents to select all the racial identities that apply to them. This table shows the number of options selected by each respondent.
There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

Q. Disability (50 respondents)
Do you self-identify as a disabled person?

Response	Respondents	95% confidence intervals
No	45 (90%)	[82%, 98%]
Yes	5	[2%, 18%]

Subject community councils

Q. Disability (45 respondents)

Do you experience barriers or limitations in your day-to-day activities relating to any form of disability, long-term health condition or impairment (whether mental or physical)?

Response	Respondents	95% confidence intervals
No	40 (89%)	[79%, 99%]
Yes	5	[1%, 21%]

Q. Disability (45 respondents)

If any, please indicate which best describes your disability, long-term health condition or impairment (whether mental or physical). (Please tick all that apply). If none apply to you, please select 'None of the above':

Response	Respondents	95% confidence intervals
None of the above	30 (64%)	[51%, 82%]
Neurodivergent/specific learning difficulty	5	[1%, 21%]

A full list of available response options is available in the appendix.

Number of different disabilities, long-term health conditions or impairments selected (35 respondents)

Response	Respondents	95% confidence intervals
1 selected	35 (95%)	[100%, 100%]

This question asks respondents to select all the different disabilities, long-term health conditions or impairments that apply to them. This table shows the number of options selected by each respondent.

There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

Q. Sexual orientation (45 respondents)

Please indicate from the list which best describes your sexual orientation:

Response	Respondents	95% confidence intervals
Heterosexual/Straight	40 (89%)	[79%, 99%]
Bisexual	5	[1%, 21%]

Q. Caring responsibilities (50 respondents)

Please indicate from the list which best describes your current caring responsibilities. By caring responsibilities, we refer to regular day to day responsibilities for an adult and/or child(ren):

Response	Respondents	95% confidence intervals
Joint carer	30 (61%)	[46%, 74%]
None	15	[17%, 43%]

Subject community councils

Q. Education (50 respondents)

Please indicate your highest level of qualification:

Response	Respondents	95% confidence intervals
Postgraduate qualification	50 (98%)	[100%, 100%]

There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

Q. Socio-economic variables (50 respondents)

What type of school did you attend for the majority of your time between the ages of 11-16?

Response	Respondents	95% confidence intervals
Within the UK: A state-run or state-funded school - Non-selective	20	[26%, 54%]
Outside the UK: A state-run or state-funded school - Non-selective	10	[9%, 31%]
Outside the UK: A state-run or state-funded school - Selective on academic, faith or other ground	5	[2%, 18%]
Within the UK: A state-run or state-funded school - Selective on academic, faith or other ground	5	[2%, 18%]
Within the UK: Independent or fee-paying school	5	[2%, 18%]

Q. Socio-economic variables (50 respondents)

When you were 18, had any of your parents or guardians completed a university degree course or equivalent (e.g., BA, BSc or higher)?

Response	Respondents	95% confidence intervals
No	30 (63%)	[46%, 74%]
Yes	20	[26%, 54%]

Q. Socio-economic variables (55 respondents)

Please tell us about the occupation of your main household earner when you were aged 14. If this question does not apply to you (because, for example, you were in care at this time) select, "This question does not apply to me".

Response	Respondents	95% confidence intervals
Modern professional & traditional professional occupations	20	[21%, 51%]
Routine, semi-routine manual and service occupations	10	[6%, 30%]
Senior, middle, or junior managers or administrators	10	[6%, 30%]
Clerical and intermediate occupations	5	[0%, 18%]
Small business owners who employed less than 25 people	5	[0%, 18%]
Technical and craft occupations	5	[0%, 18%]

This is reported only for those respondents who were educated in the UK. The full list of occupations is available in the appendix.

Subject community councils

Q. Working patterns (50 respondents)

Please indicate which best describes your current working pattern:

Response	Respondents	95% confidence intervals
Full time	45 (94%)	[82%, 98%]

Q. Flexible working (50 respondents)

Is flexible working available to you? (Within our definition of flexible working we include – flexi-time; staggered hours; term-time hours; annualised hours; flexible shifts; compressed hours; homeworking.)

Response	Respondents	95% confidence intervals
Yes	35 (77%)	[57%, 83%]
No	10	[9%, 31%]

Q. Flexible working (50 respondents)

Do you make use of any flexible working arrangements (see definitions above) currently?

Response	Respondents	95% confidence intervals
Yes	35 (73%)	[57%, 83%]
No	15	[17%, 43%]

Membership

Our membership comprises chemical scientists working in a wide range of sectors and disciplines who have committed to the highest standards of professional practice. Every two years, we conduct a survey with our Affiliate, AMRSC, MRSC and FRSC membership community. It allows us to track progress against a number of engagement metrics and to gather insight from our members that helps shape the many ways in which we support them. Diversity monitoring questions are included in the survey which help us understand the diversity of our membership and report trends.

In 2022, we invited 31,507 members to participate in the survey, of which 4,864 (15%) responded. Nearly all respondents (4,753 or 98%) completed the diversity data monitoring questions. This is a good response rate and we are deeply grateful to members for their contribution.

The wording of some of the questions used to gather the data in this section is from an earlier version of our diversity data survey questions. This means that results may not be directly comparable with datasets using different question wordings. Our most up-to-date diversity data survey questions can be found in the **appendix**.

Overall response rates by membership category

AFFILIATE
3240
Maximum margin of error: 22%.

8%

AMRSC
3510
Maximum margin of error: 14%.

11%

MRSC
18420
Maximum margin of error: 5%.

14%

FRSC
6750
Maximum margin of error: 5%.

23%
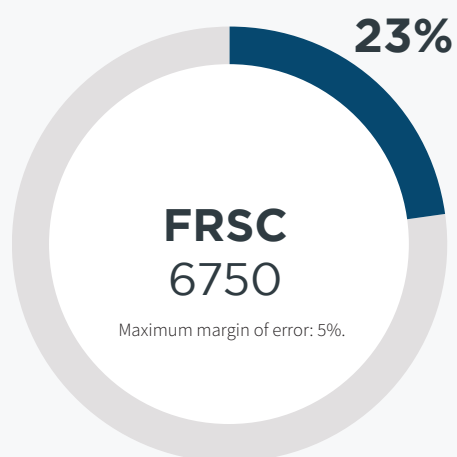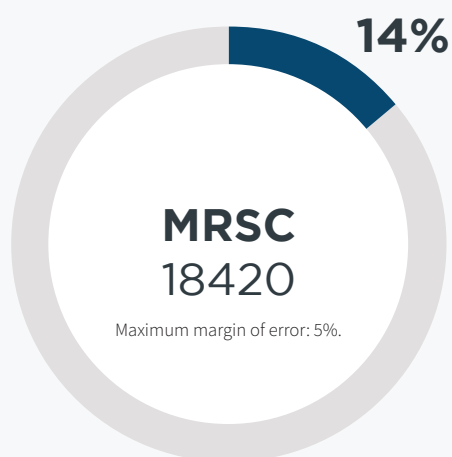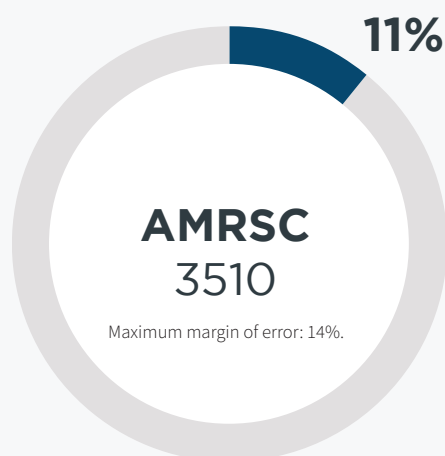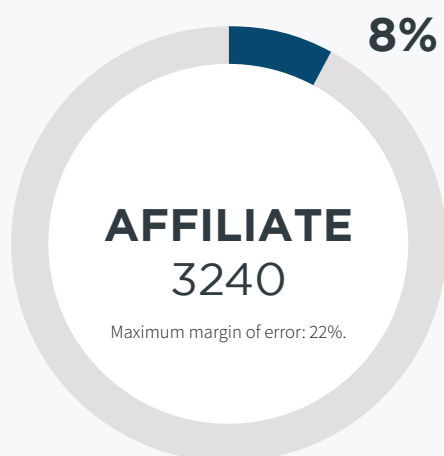
Membership

Q. How long have you been a member of the Royal Society of Chemistry? (4260 respondents)

Affiliate (215)

Up to 5 years (180)	82%
6 to 10 years (25)	12%
11 to 20 years (10)	

Associate Member (295)

Up to 5 years (200)	68%
6 to 10 years (55)	19%
11 to 20 years (30)	10%
21 to 30 years (10)	

Member (2320)

Over 30 years (925)	40%
Up to 5 years (435)	19%
21 to 30 years (380)	16%
11 to 20 years (335)	14%
6 to 10 years (245)	11%

Fellow (1430)

Over 30 years (710)	50%
Up to 5 years (215)	15%
21 to 30 years (200)	14%
11 to 20 years (165)	12%
6 to 10 years (135)	9%

Respondents

Q. Gender identity (4620 respondents)

With which gender do you most identify? Please select one option.

Affiliate (235)

Man (135)	56%
Woman (105)	43%

Associate Member (380)

Man (210)	56%
Woman (160)	43%
Non-binary or gender diverse (5)	

Member (2505)

Man (1825)	73%
Woman (670)	27%
Non-binary or gender diverse (15)	

Fellow (1495)

Man (1305)	87%
Woman (190)	13%
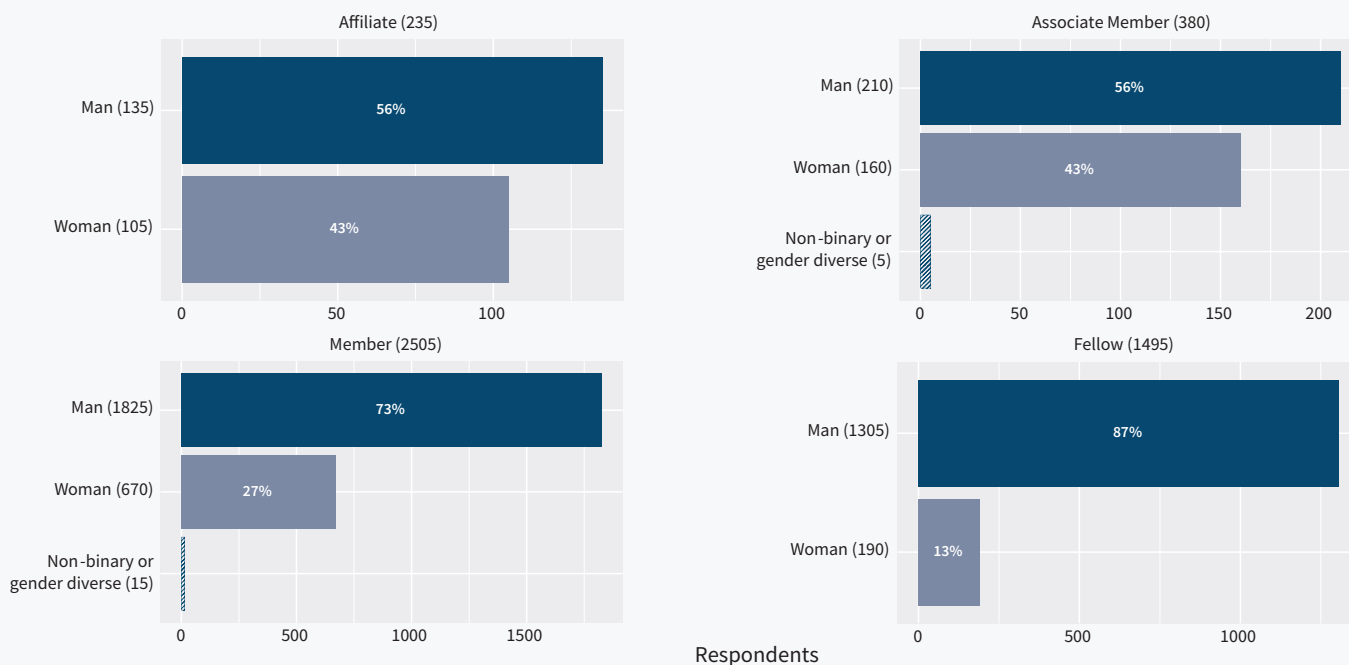
Respondents

Membership

Q. Gender identity (4565 respondents)

Are you trans?

Affiliate (235)

No (235) — 100%

Associate Member (375)

No (375) — 100%

Member (2490)

No (2480) — 100%
Yes (10)

Fellow (1465)

No (1465) — 100%

Respondents

Q. Age (4735 respondents)

Please indicate which best describes your age group

Affiliate (245)

Age group	%
75 and over (5)	
60-74 (20)	
45-59 (55)	23%
30-44 (120)	49%
25-29 (35)	14%
20-24 (10)	

Associate Member (390)

Age group	%
75 and over (5)	
60-74 (10)	
45-59 (45)	12%
30-44 (210)	54%
25-29 (95)	24%
20-24 (25)	6%

Member (2565)

Age group	%
75 and over (365)	14%
60-74 (690)	27%
45-59 (795)	31%
30-44 (660)	26%
25-29 (50)	2%
20-24 (5)	

Fellow (1540)

Age group	%
75 and over (410)	27%
60-74 (550)	36%
45-59 (520)	34%
30-44 (55)	4%

Respondents

Membership

Q. Country of residence (4750 respondents)

What is your current country of residence?

Affiliate (245)

Country	%
India (85)	36%
United Kingdom (70)	28%
Other (60)	24%
U.S.A. (5)	
Republic of Ireland (5)	
Japan (5)	
Germany (5)	
China (5)	

Associate Member (390)

Country	%
United Kingdom (215)	55%
Other (90)	23%
Nigeria (20)	
India (20)	
Republic of Ireland (10)	
Italy (10)	
Australia (10)	
U.S.A. (5)	
Germany (5)	
China (5)	
Canada (5)	

Member (2575)

Country	%
United Kingdom (1885)	73%
Other (305)	12%
U.S.A. (75)	3%
India (75)	3%
Republic of Ireland (45)	2%
Canada (30)	1%
Australia (30)	1%
Nigeria (25)	1%
Hong Kong (25)	1%
Japan (20)	
Italy (20)	
Germany (20)	
China (10)	

Fellow (1540)

Country	%
United Kingdom (930)	60%
Other (180)	12%
U.S.A. (110)	7%
India (100)	7%
China (45)	3%
Australia (40)	3%
Canada (35)	2%
Hong Kong (25)	1%
Republic of Ireland (20)	
Japan (20)	
Italy (15)	
Germany (15)	
Nigeria (5)	

Respondents

Q. Nationality (4660 respondents)

This question is about the country or nation to which you belong. Please indicate which best describes your nationality.

Affiliate (240)

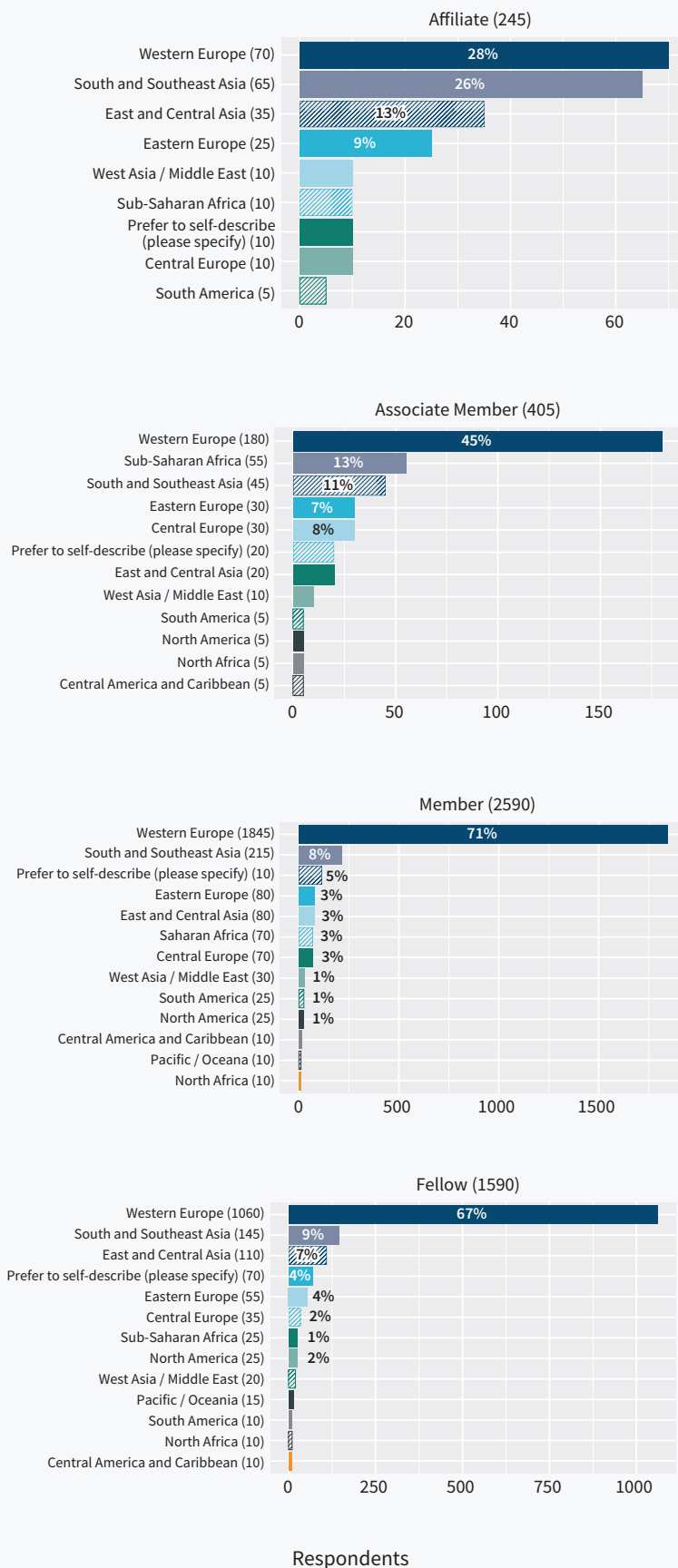| Country	%
India (90)	38%
Other (70)	29%
United Kingdom (55)	22%
U.S.A. (5)	
Nigeria (5)	
Ireland (5)	
Germany (5)	
China (5)	

Associate Member (385)

Country	%
United Kingdom (160)	41%
Other (110)	28%
Nigeria (35)	9%
India (30)	7%
Italy (15)	
Spain (5)	
Ireland (5)	
Germany (5)	
China (5)	
Canada (5)	
Australia (5)	

Member (2535)

Country	%
United Kingdom (1795)	71%
Other (325)	13%
India (105)	4%
Ireland (55)	2%
U.S.A. (50)	2%
Italy (35)	1%
Nigeria (30)	1%
Australia (30)	1%
Spain (25)	1%
Hong Kong (25)	1%
Canada (25)	1%
Germany (20)	
China (15)	

Fellow (1500)

Country	%
United Kingdom (930)	62%
Other (155)	10%
U.S.A. (105)	7%
India (105)	7%
China (45)	3%
Canada (35)	2%
Australia (35)	2%
Ireland (25)	2%
Hong Kong (20)	
Spain (15)	
Italy (15)	
Germany (10)	
Nigeria (5)	

Respondents

Membership

Q. Race and ethnicity (4530 respondents)

What are your ethnic origins? Please select ALL the geographic areas that apply to you:

Affiliate (245)

Category	Value
Western Europe (70)	28%
South and Southeast Asia (65)	26%
East and Central Asia (35)	13%
Eastern Europe (25)	9%
West Asia / Middle East (10)	
Sub-Saharan Africa (10)	
Prefer to self-describe (please specify) (10)	
Central Europe (10)	
South America (5)	

Associate Member (405)

Category	Value
Western Europe (180)	45%
Sub-Saharan Africa (55)	13%
South and Southeast Asia (45)	11%
Eastern Europe (30)	7%
Central Europe (30)	8%
Prefer to self-describe (please specify) (20)	
East and Central Asia (20)	
West Asia / Middle East (10)	
South America (5)	
North America (5)	
North Africa (5)	
Central America and Caribbean (5)	

Member (2590)

Category	Value
Western Europe (1845)	71%
South and Southeast Asia (215)	8%
Prefer to self-describe (please specify) (10)	5%
Eastern Europe (80)	3%
East and Central Asia (80)	3%
Saharan Africa (70)	3%
Central Europe (70)	3%
West Asia / Middle East (30)	1%
South America (25)	1%
North America (25)	1%
Central America and Caribbean (10)	
Pacific / Oceana (10)	
North Africa (10)	

Fellow (1590)

Category	Value
Western Europe (1060)	67%
South and Southeast Asia (145)	9%
East and Central Asia (110)	7%
Prefer to self-describe (please specify) (70)	4%
Eastern Europe (55)	4%
Central Europe (35)	2%
Sub-Saharan Africa (25)	1%
North America (25)	2%
West Asia / Middle East (20)	
Pacific / Oceania (15)	
South America (10)	
North Africa (10)	
Central America and Caribbean (10)	

Respondents

Membership

Options selected: What are your ethnic origins? Please select ALL the geographic areas that apply to you:
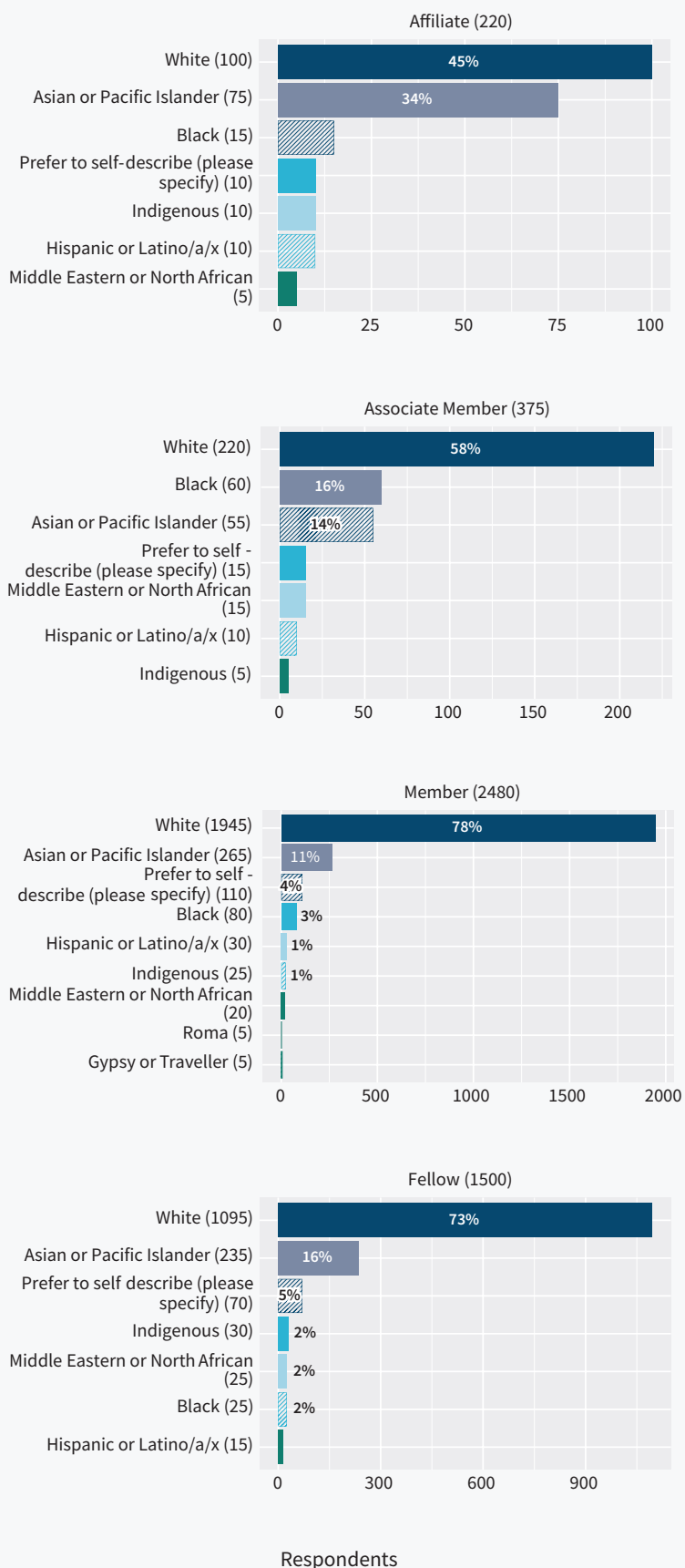
This question asks respondents to select all the ethnic origins options that apply to them. This table shows the number of options selected by each respondent.
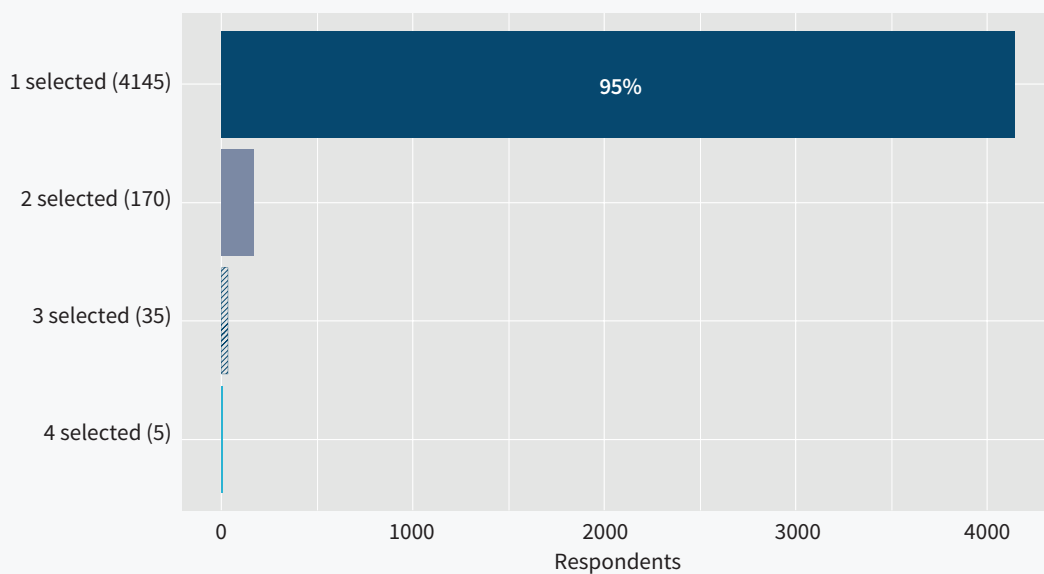
Membership
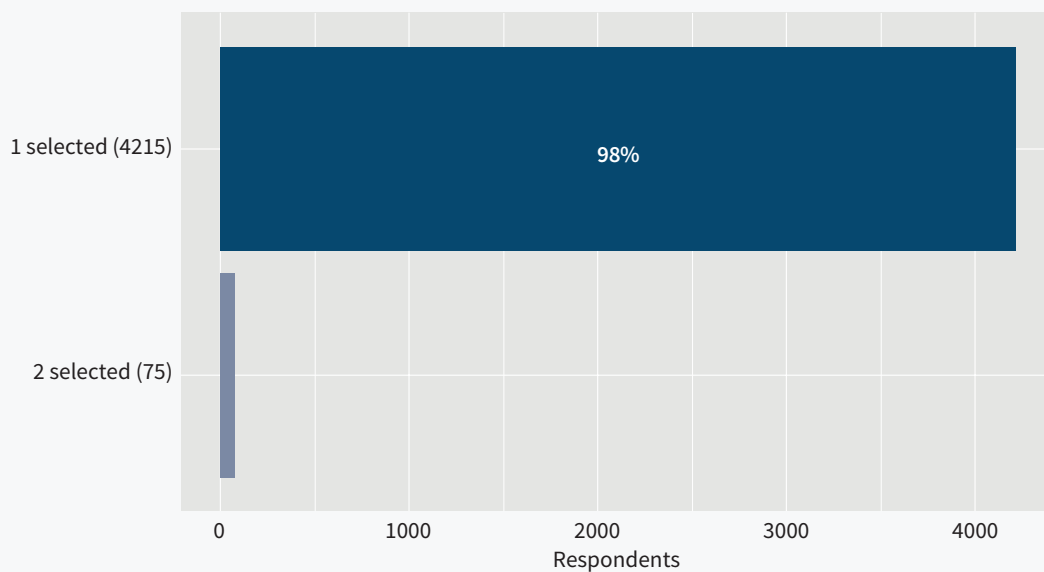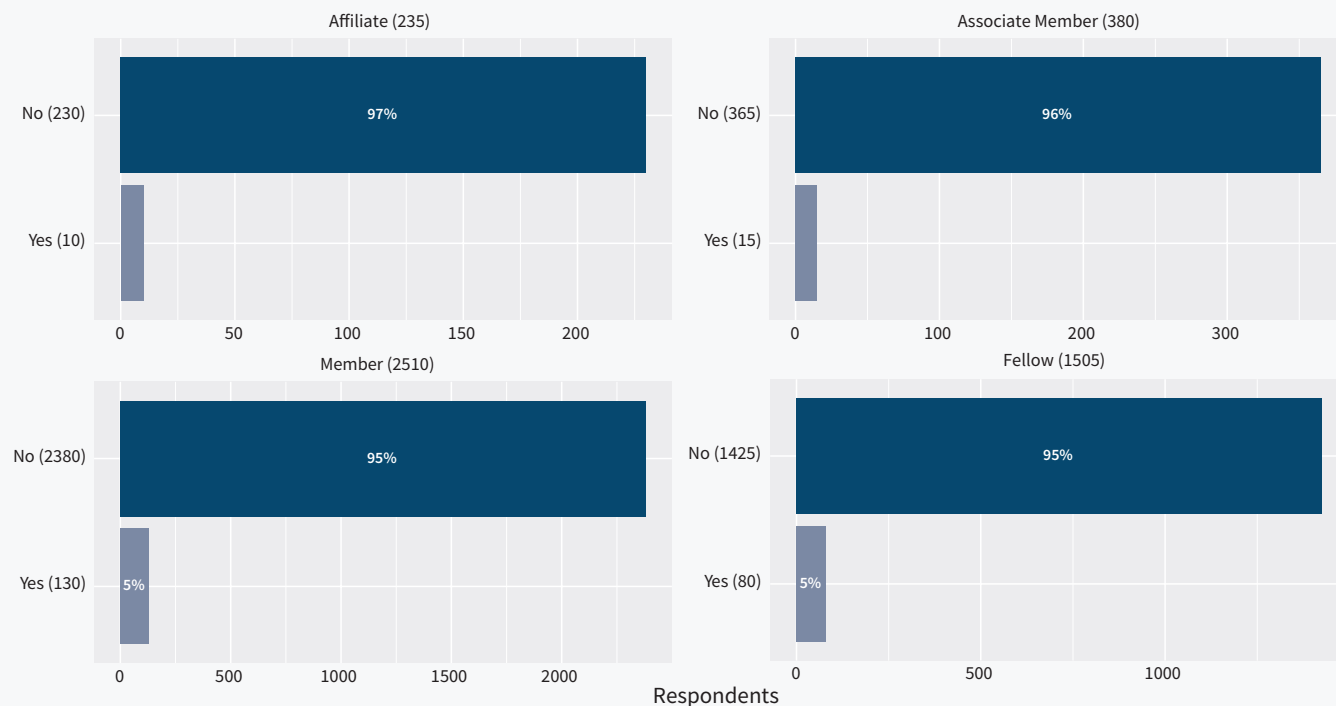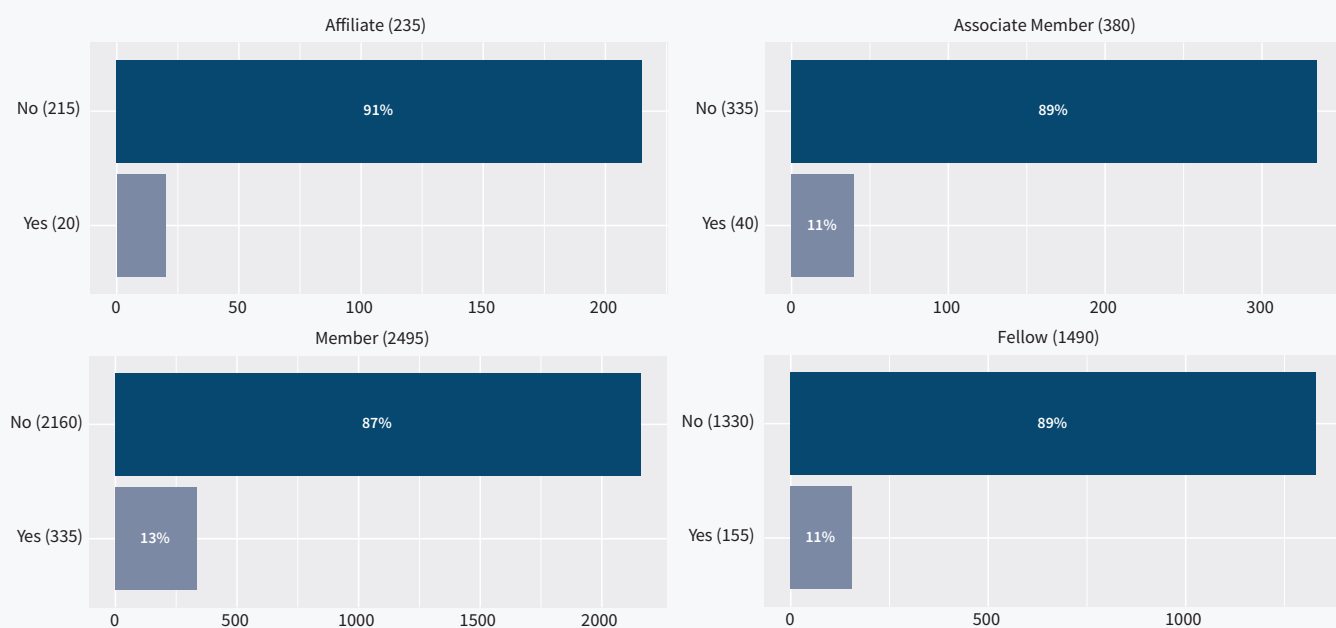
Q. Race and ethnicity (4460 respondents)

How would you identify yourself in terms of race? Please select ALL the groups that apply to you:

Affiliate (220)

White (100)	45%
Asian or Pacific Islander (75)	34%
Black (15)	
Prefer to self-describe (please specify) (10)	
Indigenous (10)	
Hispanic or Latino/a/x (10)	
Middle Eastern or North African (5)	

0 25 50 75 100

Associate Member (375)

White (220)	58%
Black (60)	16%
Asian or Pacific Islander (55)	14%
Prefer to self - describe (please specify) (15)	
Middle Eastern or North African (15)	
Hispanic or Latino/a/x (10)	
Indigenous (5)	

0 50 100 150 200

Member (2480)

White (1945)	78%
Asian or Pacific Islander (265)	11%
Prefer to self - describe (please specify) (110)	4%
Black (80)	3%
Hispanic or Latino/a/x (30)	1%
Indigenous (25)	1%
Middle Eastern or North African (20)	
Roma (5)	
Gypsy or Traveller (5)	

0 500 1000 1500 2000

Fellow (1500)

White (1095)	73%
Asian or Pacific Islander (235)	16%
Prefer to self describe (please specify) (70)	5%
Indigenous (30)	2%
Middle Eastern or North African (25)	2%
Black (25)	2%
Hispanic or Latino/a/x (15)	

0 300 600 900

Respondents

Membership

Options selected: How would you identify yourself in terms of race?

This question asks respondents to select all the racial identities that apply to them. This table shows the number of options selected by each respondent.

Membership

Q. Disability (4635 respondents)

Do you self-identify as a disabled person?

Affiliate (235)

No (230)	97%
Yes (10)	

0 — 50 — 100 — 150 — 200

Associate Member (380)

No (365)	96%
Yes (15)	

0 — 100 — 200 — 300

Member (2510)

No (2380)	95%
Yes (130)	5%

0 — 500 — 1000 — 1500 — 2000

Fellow (1505)

No (1425)	95%
Yes (80)	5%

0 — 500 — 1000

Respondents

Q. Disability (4595 respondents)

Do you experience barriers or limitations in your day-to-day activities relating to any form of disability, long-term health condition or impairment (whether mental or physical)?

Affiliate (235)

No (215)	91%
Yes (20)	

0 — 50 — 100 — 150 — 200

Associate Member (380)

No (335)	89%
Yes (40)	11%

0 — 100 — 200 — 300

Member (2495)

No (2160)	87%
Yes (335)	13%

0 — 500 — 1000 — 1500 — 2000

Fellow (1490)

No (1330)	89%
Yes (155)	11%

0 — 500 — 1000

Membership

Q. Disability (600 respondents)

If any, please indicate which best describes your disability, long-term health condition or impairment (whether mental or physical). (Please tick all that apply). If none apply to you, please select 'None of the above':

Affiliate (30)
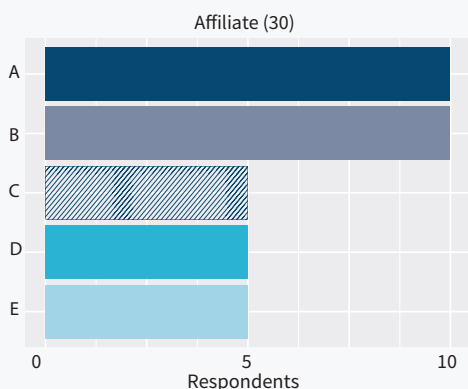
A   Mental health condition (10)
B   Long-term health condition (e.g., diabetes, cancer, chronic heart disease, epilepsy, HIV) (10)
C   Prefer to self-describe (please specify) (5)
D   Neurodivergent/specific learning difficulty (e.g., ADHD, dyslexia) (5)
E   Mobility impairment (5)

Associate Member (60)
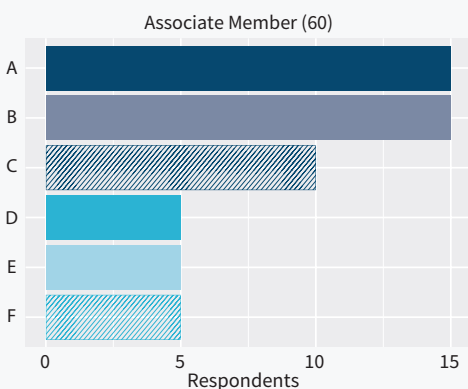
A   Mental health condition (15)
B   Long-term health condition (e.g., diabetes, cancer, chronic heart disease, epilepsy, HIV) (15)
C   Neurodivergent/specific learning difficulty (e.g., ADHD, dyslexia) (10)
D   Prefer to self-describe (please specify) (5)
E   Mobility impairment (5)
F   Autism (5)

Member (485)
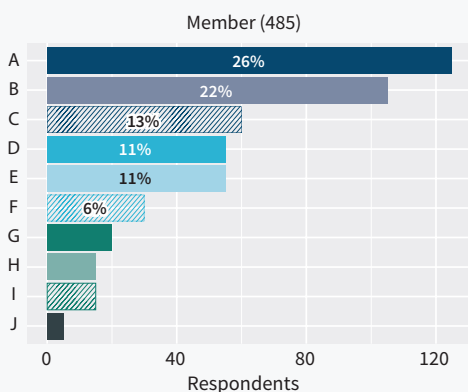
A   Long-term health condition (e.g., diabetes, cancer, chronic heart disease, epilepsy, HIV) (126)
B   Mobility impairment (105)
C   Prefer to self-describe (please specify) (60)
D   Deaf/hearing impairment (55)
E   Mental health condition (55)
F   Neurodivergent/specific learning difficulty (e.g., ADHD, dyslexia) (30)
G   Blind/visual impairment (20)
H   None of the above (15)
I   Autism (15)
J   Learning disability (5)

Fellow (235)
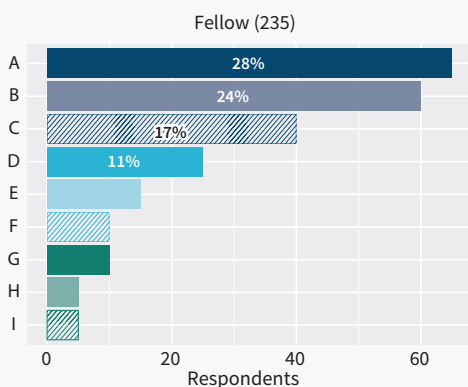
A   Long-term health condition (e.g., diabetes, cancer, chronic heart disease, epilepsy, HIV) (65)
B   Mobility impairment (60)
C   Deaf/hearing impairment (40)
D   Prefer to self-describe (please specify) (25)
E   Mental health condition (15)
F   Neurodivergent/specific learning difficulty (e.g., ADHD, dyslexia) (10)
G   Blind/visual impairment (10)
H   None of the above (5)
I   Autism (5)

Membership

Q. Sexual orientation (4270 respondents)

Please indicate from the list which best describes your sexual orientation:

Affiliate (205)

Orientation	Value
Heterosexual / Straight (155)	76%
Prefer to self-describe (20)	
Asexual (15)	
Bisexual (10)	
Gay Man (5)	

Associate Member (360)

Orientation	Value
Heterosexual / Straight (295)	82%
Bisexual (25)	8%
Asexual (15)	
Prefer to self - describe (10)	
Gay Man (10)	
Gay Woman / Lesbian (5)	

Member (2330)

Orientation	Value
Heterosexual / Straight (2045)	88%
Bisexual (75)	3%
Asexual (75)	3%
Prefer to self-describe (70)	3%
Gay Man (45)	2%
Pansexual (10)	
Gay Woman / Lesbian (5)	

Fellow (1375)

Orientation	Value
Heterosexual / Straight (1220)	89%
Prefer to self - describe (75)	6%
Bisexual (30)	2%
Asexual (30)	2%
Gay Man (15)	
Gay Woman / Lesbian (5)	

Respondents

Membership

Q. Caring responsibilities (4370 respondents)

Please indicate from the list which best describes your current caring responsibilities. By caring responsibilities, we refer to regular day to day responsibilities for an adult and/or child(ren):

Affiliate (220)

Category	%
None (90)	41%
Joint carer for a child/children (60)	26%
Primary or sole carer for an adult/adults (30)	14%
Joint carer for an adult/adults (25)	11%
Primary or sole carer for a child/children (15)	

Associate Member (390)

Category	%
None (220)	56%
Joint carer for a child/children (75)	19%
Primary or sole carer for an adult/adults (35)	9%
Primary or sole carer for a child/children (30)	8%
Joint carer for an adult/adults (25)	6%
Prefer to self - describe (please specify) (5)	

Member (2485)

Category	%
None (1505)	60%
Joint carer for a child/children (515)	21%
Joint carer for an adult/adults (175)	7%
Primary or sole carer for an adult/adults (165)	7%
Primary or sole carer for a child/children (80)	3%
Prefer to self - describe (please specify) (50)	2%

Fellow (1470)

Category	%
None (875)	60%
Joint carer for a child/children (265)	18%
Joint carer for an adult/adults (125)	8%
Primary or sole carer for an adult/adults (115)	8%
Primary or sole carer for a child/children (50)	3%
Prefer to self - describe (please specify) (40)	3%

Respondents

Membership

Q. Socio-economic variables (4610 respondents)

When you were 18, had any of your parents or guardians completed a university degree course or equivalent (e.g., BA, BSc or higher)?

Affiliate (225)

No (115)	51%
Yes (105)	47%
I don't know (5)	

Associate Member (385)

Yes (190)	50%
No (185)	49%
I don't know (5)	

Member (2510)

No (1760)	70%
Yes (735)	29%
I don't know (10)	

Fellow (1490)

No (1090)	73%
Yes (390)	26%
I don't know (10)	
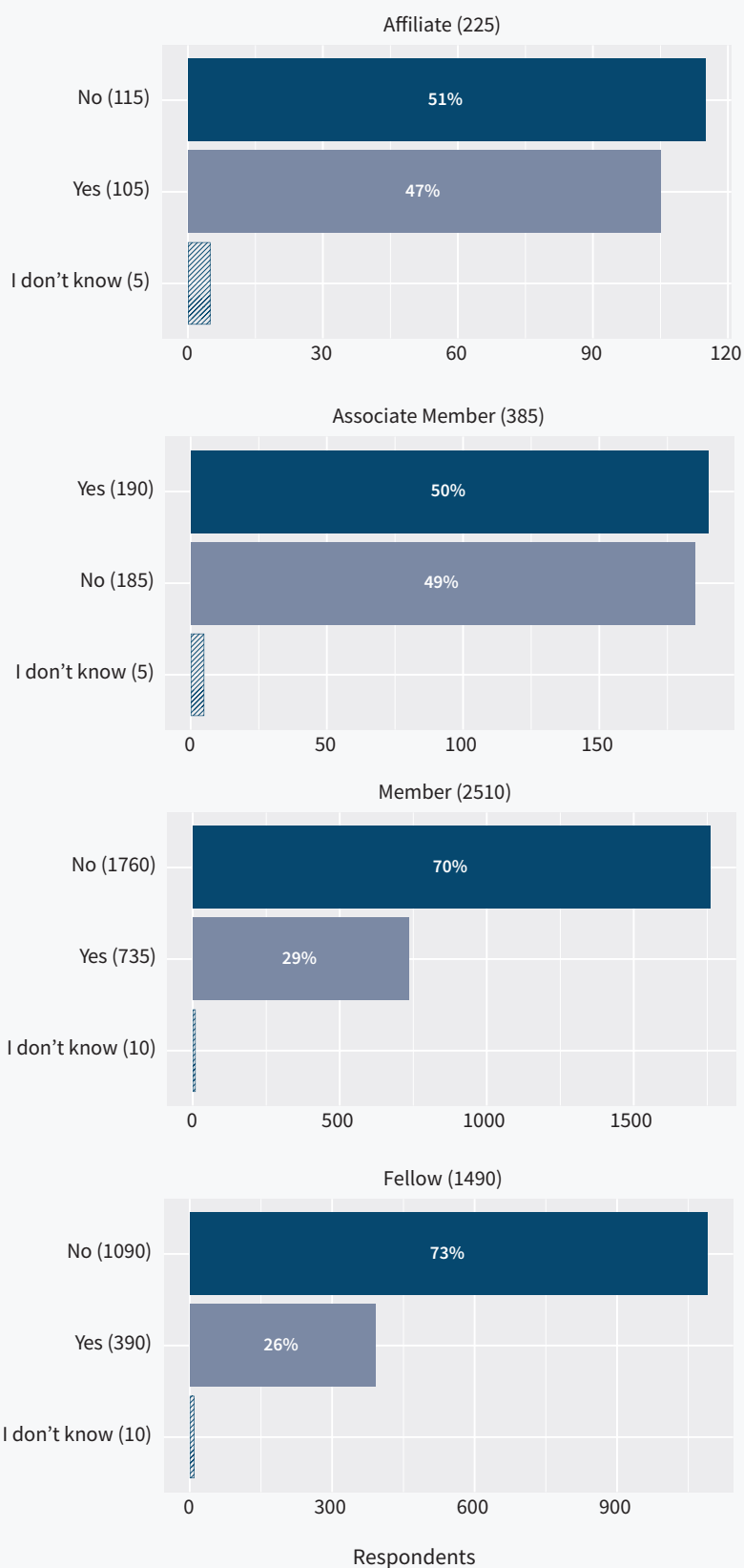
Respondents

Membership

Q. Socio-economic variables (2785 respondents)

Please tell us about the occupation of your main household earner when you were aged 14. If this question does not apply to you (because, for example, you were in care at this time) select, "This question does not apply to me".
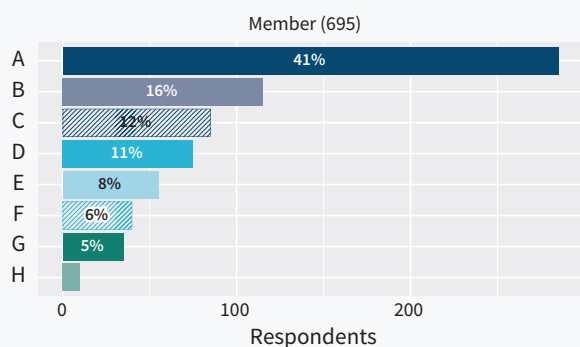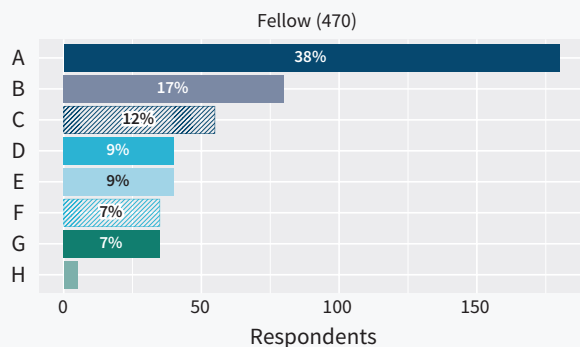
UK-educated respondents only

Affiliate (50)
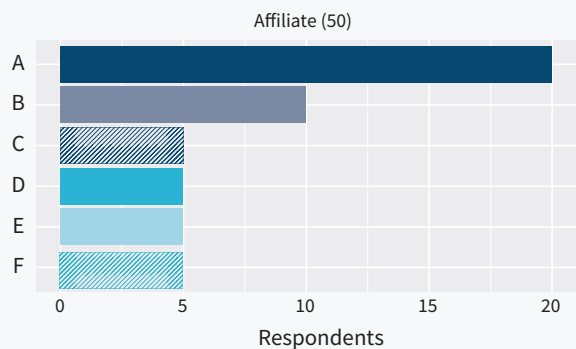
A   Modern professional & traditional professional occupations (20)
B   Technical and craft occupations (10)
C   Small business owners who employed less than 25 people (5)
D   Senior, middle, or junior managers or administrators (5)
E   Routine, semi-routine manual and service occupations (5)
F   Clerical and intermediate occupations (5)
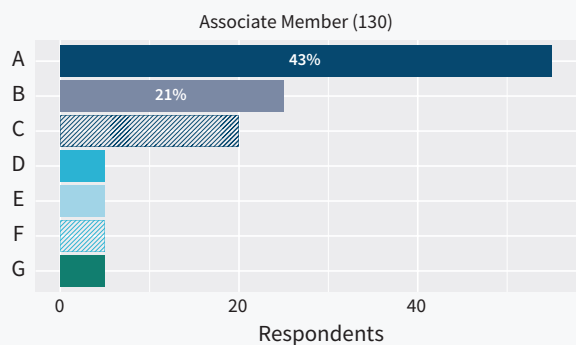
Associate Member (130)

A   Modern professional & traditional professional occupations (55)
B   Senior, middle, or junior managers or administrators (25)
C   Routine, semi-routine manual and service occupations (20)
D   Technical and craft occupations (5)
E   Small business owners who employed less than 25 people (5)
F   Other (5)
G   Clerical and intermediate occupations (5)

Member (1690)
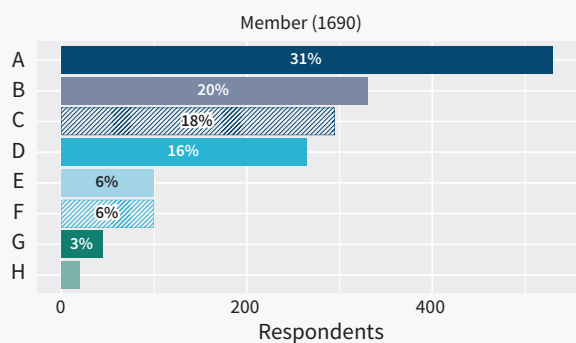
A   Modern professional & traditional professional occupations (530)
B   Technical and craft occupations (330)
C   Senior, middle, or junior managers or administrators (295)
D   Routine, semi-routine manual and service occupations (265)
E   Small business owners who employed less than 25 people (100)
F   Clerical and intermediate occupations (100)
G   Other (45)
H   Long-term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year) (20)

Fellow (920)
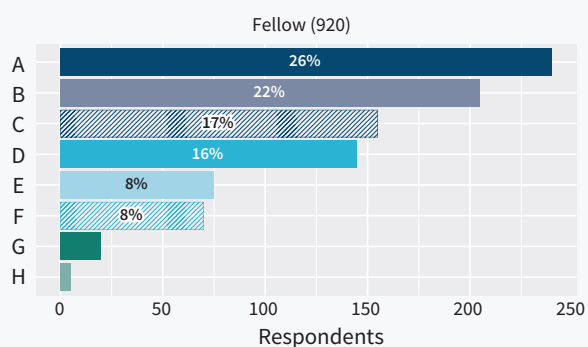
A   Modern professional & traditional professional occupations (240)
B   Technical and craft occupations (205)
C   Senior, middle, or junior managers or administrators (155)
D   Routine, semi-routine manual and service occupations (145)
E   Small business owners who employed less than 25 people (75)
F   Clerical and intermediate occupations (70)
G   Other (20)
H   Long-term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year) (5)

Membership

Q. Socio-economic variables (1505 respondents)

Please tell us about the occupation of your main household earner when you were aged 14. If this question does not apply to you (because, for example, you were in care at this time) select, "This question does not apply to me".

Non-UK -educated respondents only
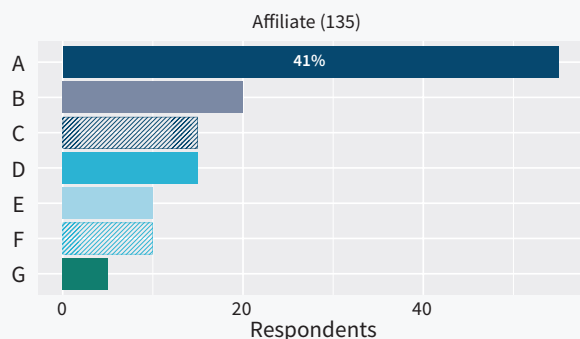
Affiliate (135)

A. 41%
B.
C.
D.
E.
F.
G.

- A Modern professional & traditional professional occupations (55)
- B Senior, middle, or junior managers or administrators (20)
- C Technical and craft occupations (15)
- D Routine, semi-routine manual and service occupations (15)
- E Small business owners who employed less than 25 people (10)
- F Clerical and intermediate occupations (10)
- G Other (5)

Associate Member (210)

A. 44%
B. 13%
C. 11%
D.
E.
F.
G.
H.
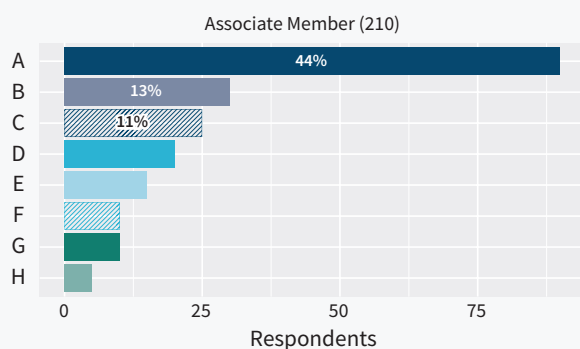
- A Modern professional & traditional professional occupations (90)
- B Senior, middle, or junior managers or administrators (30)
- C Small business owners who employed less than 25 people (25)
- D Technical and craft occupations (20)
- E Routine, semi-routine manual and service occupations (15)
- F Other (10)
- G Clerical and intermediate occupations (10)
- H Long-term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year) (5)

Member (695)

A. 41%
B. 16%
C. 12%
D. 11%
E. 8%
F. 6%
G. 5%
H.

- A Modern professional & traditional professional occupations (285)
- B Senior, middle, or junior managers or administrators (115)
- C Routine, semi-routine manual and service occupations (80)
- D Small business owners who employed less than 25 people (75)
- E Technical and craft occupations (75)
- F Clerical and intermediate occupations (40)
- G Other (35)
- H Long-term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year) (10)

Fellow (470)

A. 38%
B. 17%
C. 12%
D. 9%
E. 9%
F. 7%
G. 7%
H.

- A Modern professional & traditional professional occupations (180)
- B Senior, middle, or junior managers or administrators (80)
- C Technical and craft occupations (55)
- D Small business owners who employed less than 25 people (40)
- E Routine, semi-routine manual and service occupations (40)
- F Other (35)
- G Clerical and intermediate occupations (35)
- H Long-term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year) (5)

Member-led committees

We have over 130 member-led committees. Each year, they organise an impressive range of events and activities to support our members and the wider community.

Our local sections support members and advance chemistry in their local areas; there are 35 local sections in the UK and Ireland and 23 in other countries. Interest groups support the advancement of the chemical sciences in their subject area, usually through scientific conferences and other events.

These activities are all led and managed by volunteer members, who give their time to support their local and scientific communities. Where committee vacancies are limited, elections for roles are held; l last year we introduced the option to appoint up to two additional members where a committee has noticed it has skills, knowledge or experience gaps that were unable to be filled through the normal election process.

In the last three years there has been an increase in online and hybrid committee meetings and events, alongside face-to-face, which has been a positive development to support accessibility in meeting and event attendance.

Our volunteers are provided resources and guidance to support inclusivity and accessibility in their committee management, and for the activities and the events that they run.

In June 2022, all current members (1,315) of our member-led committees were invited to complete an online diversity monitoring survey. Data gathered from the 230 responses (a 17% response rate) is included in this report.

Overall response rates for member-led committees

17%

TOTAL

1,315

Maximum margin of error 14%.
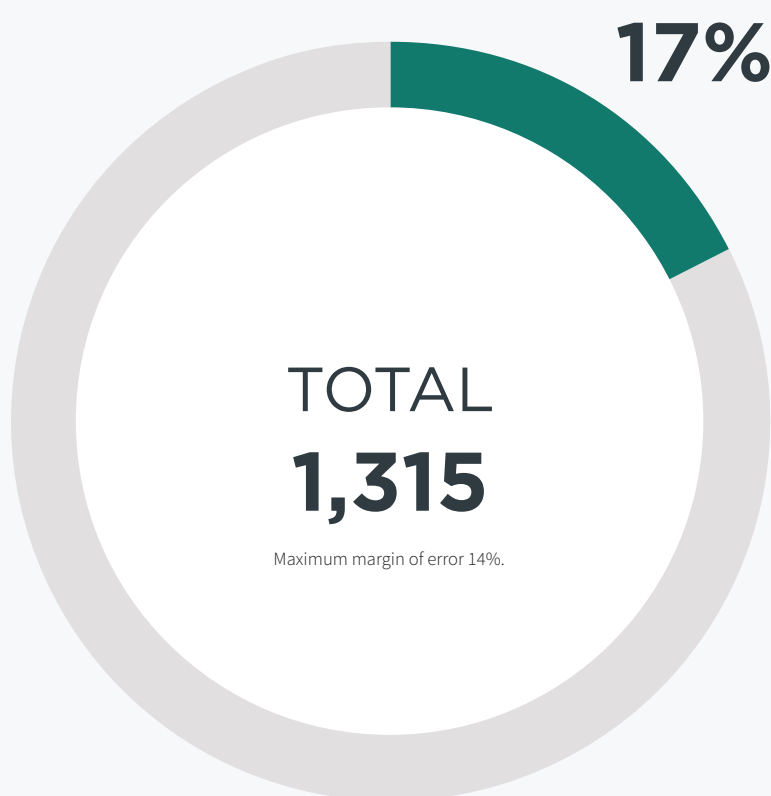
Member-led committees

1315 members of member-led committees were approached and 230 responded.

Q. I belong to the following member-led committee(s) (220 respondents)

Please select all that apply:

Response	Respondents	95% confidence intervals
Interest Groups	130 (59%)	[45%, 74%]
Local Sections	130 (58%)	[45%, 74%]
Division Regions	20	[1%, 18%]
Regional Steering Groups	20	[1%, 18%]
Member Networks Committee	20	[1%, 18%]

For all data collected from surveys, we have applied the Standard Rounding Methodology devised by the Higher Education Statistics Agency (HESA). For each survey question, the number of respondents selecting each option has either been rounded to the nearest five or excluded if fewer than three. This means certain percentages may look incorrect but are a by-product of our anonymity measures.

Number of options selected (220 respondents)

Response	Respondents	95% confidence intervals
1 selected	145 (65%)	[52%, 80%]
2 selected	65 (28%)	[16%, 43%]
3 selected	15	[0%, 14%]

This question asks respondents to select all the member-led committees that apply to them. This table shows the number of options selected by each respondent.

Q. Gender identity (220 respondents)

With which gender do you most identify? Please select one option:

Response	Respondents	95% confidence intervals
Man	155 (70%)	[57%, 84%]
Woman	65 (29%)	[16%, 43%]

Q. Gender identity (220 respondents)

Are you trans?

Response	Respondents	95% confidence intervals
No	215 (99%)	[93%, 100%]
Yes	5	[0%, 7%]

Member-led committees

Q. Age (220 respondents)

Please indicate which best describes your age group.
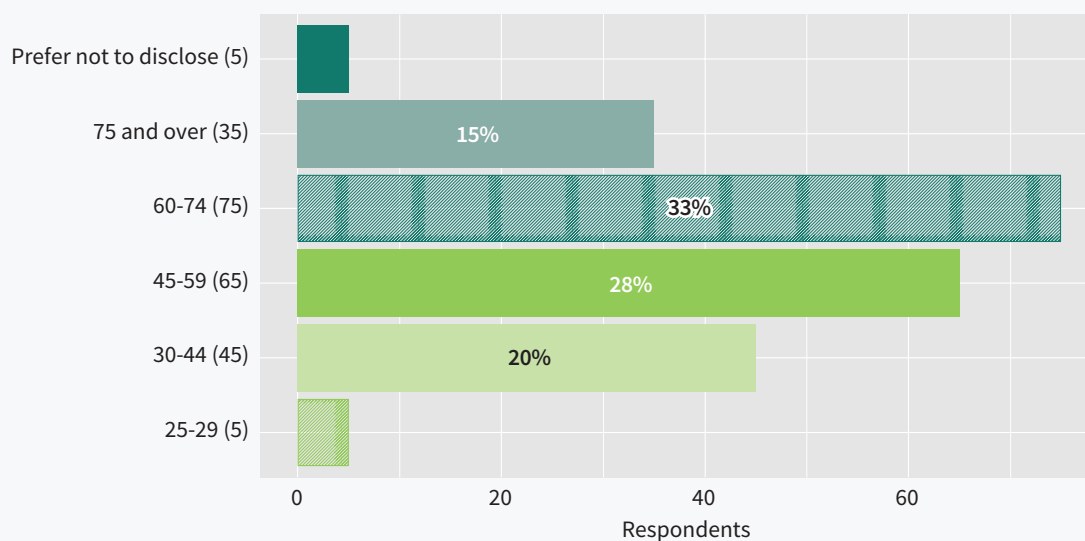
Q. Country of residence (225 respondents)

What is your current country of residence?

Response	Respondents	95% confidence intervals
United Kingdom	190 (85%)	[74%, 95%]
Belgium	5	[0%, 6%]
India	5	[0%, 6%]
Ireland	5	[0%, 6%]
South Africa	5	[0%, 6%]

Q. Nationality (225 respondents)

This question is about the country or nation to which you belong. Please indicate which best describes your nationality.

Response	Respondents	95% confidence intervals
United Kingdom	180 (80%)	[68%, 92%]
India	10	[0%, 10%]
Ireland	10	[0%, 10%]
Australia	5	[0%, 6%]
Belgium	5	[0%, 6%]
South Africa	5	[0%, 6%]

Member-led committees

Q. Race and ethnicity (220 respondents)

What are your ethnic origins? Please select ALL the geographic areas that apply to you:

Response	Respondents	95% confidence intervals
Western Europe	190 (86%)	[76%, 97%]
South and Southeast Asia	15	[0%, 14%]
Eastern Europe	5	[0%, 7%]
Central Europe	5	[0%, 7%]
East and Central Asia	5	[0%, 7%]
North America	5	[0%, 7%]
Prefer to self-describe	5	[0%, 7%]

A full list of available response options is available in the appendix.

Number of different ethnic origins selected (215 respondents)

Response	Respondents	95% confidence intervals
1 selected	200 (93%)	[85%, 100%]
2 selected	15	[0%, 15%]

This question asks respondents to select all the ethnic origins options that apply to them. This table shows the number of options selected by each respondent.

Q. Race and ethnicity (215 respondents)

How would you identify yourself in terms of race? Please select ALL the groups that apply to you:

Response	Respondents	95% confidence intervals
White	195 (91%)	[82%, 100%]
Asian or Pacific Islander	15	[0%, 15%]
Indigenous	5	[0%, 7%]
Prefer to self-describe	5	[0%, 7%]

A full list of available response options is available in the appendix.

Number of different racial identities selected (215 respondents)

Response	Respondents	95% confidence intervals
1 selected	205 (96%)	[89%, 100%]
2 selected	5	[0%, 7%]

This question asks respondents to select all the racial identities that apply to them. This table shows the number of options selected by each respondent.

Member-led committees

Q. Disability (215 respondents)

Do you self-identify as a disabled person?

Response	Respondents	95% confidence intervals
No	200 (92%)	[85%, 100%]
Yes	15	[0%, 15%]

Q. Disability (210 respondents)

Do you experience barriers or limitations in your day-to-day activities relating to any form of disability, long-term health condition or impairment (whether mental or physical)?

Response	Respondents	95% confidence intervals
No	185 (87%)	[78%, 98%]
Yes	30 (13%)	[3%, 25%]

Q. Disability (170 respondents)

If any, please indicate which best describes your disability, long-term health condition or impairment (whether mental or physical). (Please tick all that apply). If none apply to you, please select 'None of the above':

Response	Respondents	95% confidence intervals
None of the above	120 (72%)	[53%, 88%]
Long-term health condition	20	[0%, 24%]
Deaf/hearing impairment	10	[0%, 15%]
Mobility impairment	10	[0%, 15%]
Neurodivergent/specific learning difficulty	10	[0%, 15%]
Autism	5	[0%, 10%]
Mental health condition	5	[0%, 10%]
Prefer to self-describe	5	[0%, 10%]

A full list of available response options is available in the appendix.

Number of different disabilities, long-term health conditions or impairments selected (165 respondents)

Response	Respondents	95% confidence intervals
1 selected	155 (94%)	[84%, 100%]
2 selected	10	[0%, 16%]

This question asks respondents to select all the different disabilities, long-term health conditions or impairments that apply to them. This table shows the number of options selected by each respondent.

Member-led committees

Q. Sexual orientation (205 respondents)

Please indicate from the list which best describes your sexual orientation:

Response	Respondents	95% confidence intervals
Heterosexual/Straight	190 (92%)	[84%, 100%]
Gay	10	[0%, 12%]
Bisexual	5	[0%, 7%]

Q. Caring responsibilities (220 respondents)

Please indicate from the list which best describes your current caring responsibilities. By caring responsibilities, we refer to regular day to day responsibilities for an adult and/or child(ren):

Response	Respondents	95% confidence intervals
None	160 (74%)	[60%, 86%]
Joint carer	45 (20%)	[9%, 32%]
Primary or sole carer	10	[0%, 11%]

Q. Education (225 respondents)

Please indicate your highest level of qualification:

Response	Respondents	95% confidence intervals
Postgraduate qualification	195 (86%)	[77%, 96%]
Undergraduate degree	20	[1%, 17%]
Further education college qualification	5	[0%, 6%]
Prefer to self-describe	5	[0%, 6%]
School level qualification	5	[0%, 6%]

Member-led committees

Q. Socio-economic variables (220 respondents)

What type of school did you attend for the majority of your time between the ages of 11-16?

Response	Respondents	95% confidence intervals
Within the UK: A state-run or state-funded school - Non-selective	80 (35%)	[22%, 51%]
Within the UK: A state-run or state-funded school - Selective on academic, faith or other ground	65 (30%)	[16%, 43%]
Outside the UK: A state-run or state-funded school - Non-selective	30 (14%)	[3%, 24%]
Outside the UK: Independent or fee-paying school	15	[0%, 14%]
Within the UK: Independent or fee-paying school	15	[0%, 14%]
Within the UK: Independent or fee-paying school - where I received a means tested bursary covering 90% or more of the total cost of attending throughout my time there	15	[0%, 14%]
Outside the UK: A state-run or state-funded school - Selective on academic, faith or other ground	5	[0%, 7%]

Q. Socio-economic variables (220 respondents)

When you were 18, had any of your parents or guardians completed a university degree course or equivalent (e.g., BA, BSc or higher)?

Response	Respondents	95% confidence intervals
No	155 (69%)	[57%, 84%]
Yes	65 (30%)	[16%, 43%]

Q. Socio-economic variables (170 respondents)

Please tell us about the occupation of your main household earner when you were aged 14. If this question does not apply to you (because, for example, you were in care at this time) select, "This question does not apply to me".

Response	Respondents	95% confidence intervals
Modern professional & traditional professional occupations	50 (29%)	[12%, 47%]
Routine, semi-routine manual and service occupations	30 (17%)	[3%, 33%]
Senior, middle, or junior managers or administrators	30 (17%)	[3%, 33%]
Technical and craft occupations	25 (16%)	[1%, 29%]
Small business owners who employed less than 25 people	20	[0%, 24%]
Clerical and intermediate occupations	15	[0%, 20%]

This is reported only for those respondents who were educated in the UK. The full list of occupations is available in the appendix.

Member-led committees

Q. Working patterns (225 respondents)

Please indicate which best describes your current working pattern:
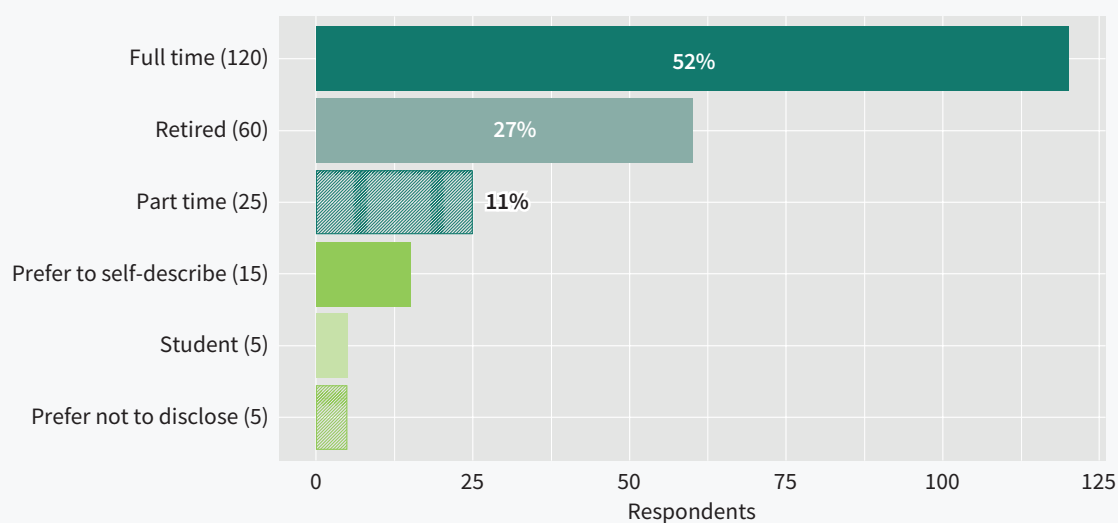
Q. Flexible working (145 respondents)

Is flexible working available to you? (Within our definition of flexible working we include – flexi-time; staggered hours; term-time hours; annualised hours; flexible shifts; compressed hours; homeworking.)

Response	Respondents	95% confidence intervals
Yes	125 (87%)	[70%, 100%]
No	15	[0%, 24%]

Q. Flexible working (140 respondents)

Do you make use of any flexible working arrangements (see definitions above) currently?

Response	Respondents	95% confidence intervals
Yes	110 (76%)	[59%, 98%]
No	35 (24%)	[4%, 46%]

Inclusion and diversity programmes

Inclusion and diversity programmes

The RSC is delivering its first examples of positive-action interventions to improve the retention of people from Black and minority ethnic backgrounds in the chemical sciences. The **Destination STEMM – Chemical Sciences** and **Broadening Horizons in the Chemical Sciences** programmes are a response to the findings of our 2022 report **Missing Elements**.

Destination STEMM – Chemical Sciences

This five-year pilot programme supports year 12 chemistry students from Black or minority ethnic backgrounds in the UK/ROI as they transition from school to chemistry-focused degrees and pathways. The programme is in partnership with the Windsor Fellowship and is supported by the RSC Chemists' Community Fund.

Data included in this report is for the 2022 initial cohort, consisting of 30 mentor-mentee pairings. Diversity data was collected for mentees by the Windsor Fellowship upon application, and for mentors through a survey issued in July 2022. Mentors are recruited from RSC membership and must be MRSC or FRSC.

Broadening Horizons in the Chemical Sciences

This is a three-year pilot programme to support UK/ROI chemical sciences students and graduates from minoritised racial and ethnic backgrounds to pursue careers in chemical sciences industry, innovation and entrepreneurship. Data included in this report is for the initial 2022–2023 cohort consisting of 80 participants. Diversity data was collected during the application process.

Race and ethnicity are one aspect of our inclusion and diversity portfolio. It also includes, but is not limited to, gender equality, disability and accessibility, LGBT+, and socio-economic inclusion.

100%

TOTAL

80

Maximum margin of error 0%.
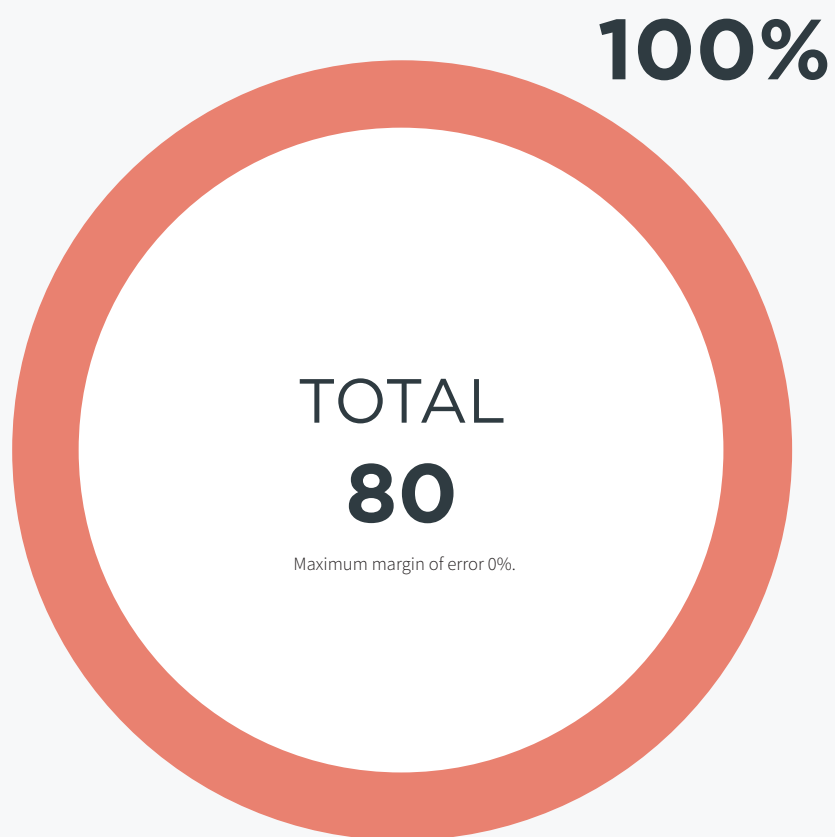
Data was collected from all 80 participants of the 2022/23 Broadening Horizons in the Chemical Sciences cohort upon application.

Q. Gender identity (80 respondents)

With which gender do you most identify?

Responses	Respondents
Woman	45 (59%)
Man	30 (38%)

For all data collected from surveys, we have applied the Standard Rounding Methodology devised by the Higher Education Statistics Agency (HESA). For each survey question, the number of respondents selecting each option has either been rounded to the nearest five or excluded if fewer than three. This means certain percentages may look incorrect but are a by-product of our anonymity measures.

Q. Ethnic origins (80 respondents)

What are your ethnic origins? Please select ALL the geographic areas that apply to you.

Responses	Respondents
Sub-Saharan Africa	30 (34%)
South and Southeast Asia	25 (29%)
East and Central Asia	15
Western Europe	5
West Asia / Middle East	5

Number of different ethnic origins selected (80 respondents)

Responses	Respondents
1 selected	65 (92%)
2 selected	5

This question asks respondents to select all the ethnic origins options that apply to them. This table shows the number of options selected by each respondent.

Q. Race and ethnicity (80 respondents)

How would you identify yourself in terms of race? Please select ALL the groups that apply to you.

Responses	Respondents
Asian or Pacific Islander	40 (44%)
Black	30 (37%)
White	5
Prefer to self-describe	5

A full list of available response options is available in the appendix.

Number of different racial identities selected (80 respondents)

Responses	Respondents
1 selected	70 (93%)
2 selected	5

This question asks respondents to select all the racial identities that apply to them. This table shows the number of options selected by each respondent.

Q. Country of residence (80 respondents)

Responses	Respondents
UK - England	60 (73%)
UK - Scotland	10
Ireland	10

Country of residence was derived from provided addresses.

Q. Education (80 respondents)

In the 2022-2023 academic year I will be a:
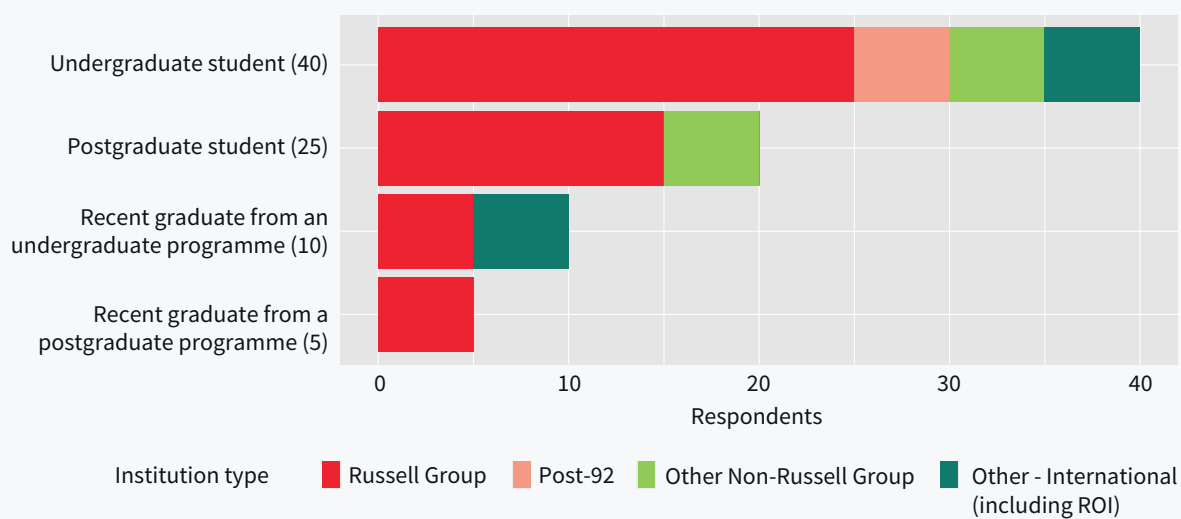
Respondents provided their institution which was mapped
to the presented institution type categories

Overall response rates for I&D programmes |
Destination STEMM – Chemical Sciences: Mentees

100%

TOTAL
30

Maximum margin of error 0%.

Data was collected from all 30 mentees of the 2022 Destination STEMM – Chemical Sciences cohort upon application. These questions were asked by the Windsor Fellowship and may differ from the standard diversity data questions of the RSC. All mentees were from UK/ROI.

Q. Gender identity (30 respondents)

What is your gender?

Responses	Respondents
Female	20
Male	10

Q. Education (30 respondents)

Type of school

Responses	Respondents
State-run or State-funded school	25

Q. What is your ethnicity? (30 respondents)

Responses	Respondents
Asian or Asian British	15
Black or Black British	10

66%

TOTAL

30

Maximum margin of error 16%.

30 mentors from the 2022 Destination STEMM – Chemical Sciences cohort were contacted and 20 responded.

Q. Gender identity (20 respondents)

With which gender do you most identify? Please select one option:

Response	Respondents	95% confidence intervals
Man	10	[34%, 66%]
Woman	10	[34%, 66%]

For all data collected from surveys, we have applied the Standard Rounding Methodology devised by the Higher Education Statistics Agency (HESA). For each survey question, the number of respondents selecting each option has either been rounded to the nearest five or excluded if fewer than three. This means certain percentages may look incorrect but are a by-product of our anonymity measures.

Q. Gender identity (20 respondents)

Are you trans?

Response	Respondents	95% confidence intervals
No	20	[100%, 100%]

There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

Q. Age (20 respondents)

Please indicate which best describes your age group:

Response	Respondents	95% confidence intervals
30-44	15	[61%, 89%]
45-59	5	[11%, 39%]

Q. Country of residence (20 respondents)

What is your current country of residence?

Response	Respondents	95% confidence intervals
United Kingdom	20	[100%, 100%]

There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

Q. Nationality (20 respondents)

This question is about the country or nation to which you belong. Please indicate which best describes your nationality.

Response	Respondents	95% confidence intervals
United Kingdom	15	[61%, 89%]

Q. Race and ethnicity (20 respondents)

What are your ethnic origins? Please select ALL the geographic areas that apply to you:

Response	Respondents	95% confidence intervals
Western Europe	10	[34%, 66%]
South and Southeast Asia	5	[11%, 39%]
East and Central Asia	5	[11%, 39%]

A full list of available response options is available in the appendix.

Number of different ethnic origins selected (20 respondents)

Response	Respondents	95% confidence intervals
1 selected	20	[100%, 100%]

This question asks respondents to select all the ethnic origins options that apply to them. This table shows the number of options selected by each respondent.

There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

Q. Race and ethnicity (20 respondents)

How would you identify yourself in terms of race? Please select ALL the groups that apply to you:

Response	Respondents	95% confidence intervals
Asian or Pacific Islander	10	[34%, 66%]
White	10	[34%, 66%]

A full list of available response options is available in the appendix.

Number of different racial identities selected (20 respondents)

Response	Respondents	95% confidence intervals
1 selected	20	[100%, 100%]

This question asks respondents to select all the racial identities that apply to them. This table shows the number of options selected by each respondent.

There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

Q. Disability (20 respondents)

Do you self-identify as a disabled person?

Response	Respondents	95% confidence intervals
No	15	[61%, 89%]

I&D programmes | Destination STEMM – Chemical Sciences: Mentors

Q. Disability (20 respondents)

Do you experience barriers or limitations in your day-to-day activities relating to any form of disability, long-term health condition or impairment (whether mental or physical)?

Response	Respondents	95% confidence intervals
No	20	[100%, 100%]

Q. Disability (20 respondents)

If any, please indicate which best describes your disability, long-term health condition or impairment (whether mental or physical). (Please tick all that apply). If none apply to you, please select 'None of the above':

Response	Respondents	95% confidence intervals
None of the above	15	[61%, 89%]

A full list of available response options is available in the appendix.

Number of different disabilities, long-term health conditions or impairments selected (15 respondents)

Response	Respondents	95% confidence intervals
1 selected	15	[100%, 100%]

This question asks respondents to select all the different disabilities, long-term health conditions or impairments that apply to them. This table shows the number of options selected by each respondent.

There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

Q. Sexual orientation (20 respondents)

Please indicate from the list which best describes your sexual orientation:

Response	Respondents	95% confidence intervals
Heterosexual/Straight	20	[100%, 100%]

Q. Caring responsibilities (20 respondents)

Please indicate from the list which best describes your current caring responsibilities. By caring responsibilities, we refer to regular day to day responsibilities for an adult and/or child(ren):

Response	Respondents	95% confidence intervals
Joint carer	10	[34%, 66%]
None	10	[34%, 66%]

Q. Education (20 respondents)

Please indicate your highest level of qualification:

Response	Respondents	95% confidence intervals
Postgraduate qualification	20	[100%, 100%]

There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

Q. Socio-economic variables (20 respondents)

What type of school did you attend for the majority of your time between the ages of 11-16?

Response	Respondents	95% confidence intervals
Outside the UK: A state-run or state-funded school - Non-selective	5	[11%, 39%]
Within the UK: A state-run or state-funded school - Non-selective	5	[11%, 39%]

Q. Socio-economic variables (20 respondents)

When you were 18, had any of your parents or guardians completed a university degree course or equivalent (e.g., BA, BSc or higher)?

Response	Respondents	95% confidence intervals
Yes	10	[34%, 66%]
No	5	[11%, 39%]

Q. Working patterns (20 respondents)

Please indicate which best describes your current working pattern:

Response	Respondents	95% confidence intervals
Full time	20	[100%, 100%]

There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

Q. Flexible working (20 respondents)

Is flexible working available to you? (Within our definition of flexible working we include – flexi-time; staggered hours; term-time hours; annualised hours; flexible shifts; compressed hours; homeworking.)

Response	Respondents	95% confidence intervals
Yes	15	[61%, 89%]

Q. Flexible working (20 respondents)

Do you make use of any flexible working arrangements (see definitions above) currently?

Response	Respondents	95% confidence intervals
Yes	15	[61%, 89%]
No	5	[11%, 39%]

Prizes

Our prize programme recognises individuals, teams and collaborations for their hard work, dedication and exceptional achievements in advancing the chemical sciences. We offer prizes in several categories, including prizes celebrating excellence in education, research and innovation, inclusion and diversity, and volunteering.

Since 2020 we have introduced a series of changes to our prizes programme in response to an independent review, including launching new Horizon Prizes for teams and collaborations, expanding our recognition of educators, and increasing the frequency of our Inclusion & Diversity Prize.

This report includes data relating to our 2021 Excellence in Education Prizes and Horizon Prizes for Education, and our 2022 Horizon Prizes, Inclusion & Diversity Prize and Research & Innovation Prizes.

We send diversity surveys throughout the process of awarding these prizes to all judges, nominators, nominees and winners. The number of nominations is kept confidential. Where the total number of people the survey was sent to is confidential or unknown we report percentages of 5% or more rather than absolute numbers.

We would like to thank all of our judges, nominators, nominees and prize winners who shared their information with us.

The wording of some of the questions used to gather the data in this section is from an earlier version of our diversity data survey questions. This means that results may not be directly comparable with datasets using different question wordings. Our most up-to-date diversity data survey questions can be found in the **appendix**.

53%

TOTAL
66

Maximum margin of error 16%.
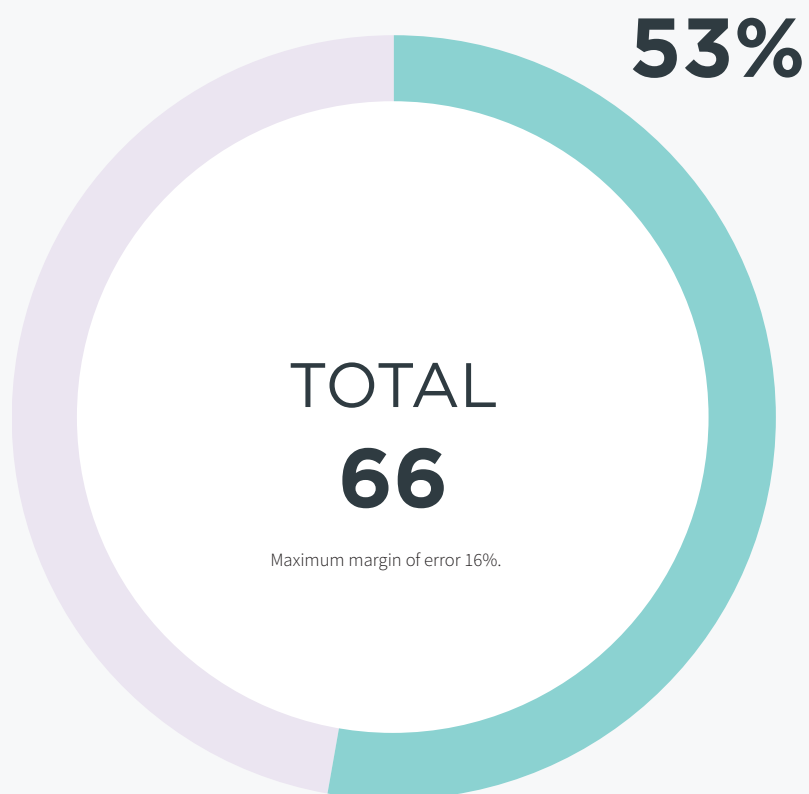
Q. Gender identity (35 respondents)

With which gender do you most identify?

Response	Respondents
Woman	20
Man	15

For data collected from this survey, we have applied the Standard Rounding Methodology devised by the Higher Education Statistics Agency (HESA). For each survey question, the number of respondents selecting each option has either been rounded to the nearest five or excluded if fewer than three. This means certain percentages may look incorrect but are a by-product of our anonymity measures.

Q. Age (35 respondents)

Please indicate which best describes your age group.

Response	Respondents
30-44	15
45-59	15
60-74	5

Q. Nationality (35 respondents)

This question is about the country or nation that you belong to. Please indicate which best describes your nationality.

Response	Respondents
United Kingdom	30 (76%)

Q. Ethnic origin (35 respondents)

This question is not about your nationality, place of birth or citizenship – it is about the cultural group to which you perceive you belong. Please tick one option that you feel most accurately describes you.

Response	Respondents
White	35 (95%)

Q. Disability (35 respondents)

Do you consider yourself to have a disability?

Response	Respondents
No	35 (94%)

Q. Sexual orientation (35 respondents)

Please indicate from the list which best describes your sexual orientation.

Response	Respondents
Heterosexual/Straight	30 (84%)
Prefer to self-describe	5

Q. Caring responsibilities (35 respondents)

Please indicate from the list which best describes your current caring responsibilities. By caring responsibilities we refer to regular day to day responsibilities for an adult and/or child(ren). (35 respondents)

Response	Respondents
None	25 (66%)
Joint carer	10

Q. Working patterns (35 respondents)

Please indicate which best describes your current working pattern.

Response	Respondents
Full time	35 (89%)

49%

TOTAL
Confidential
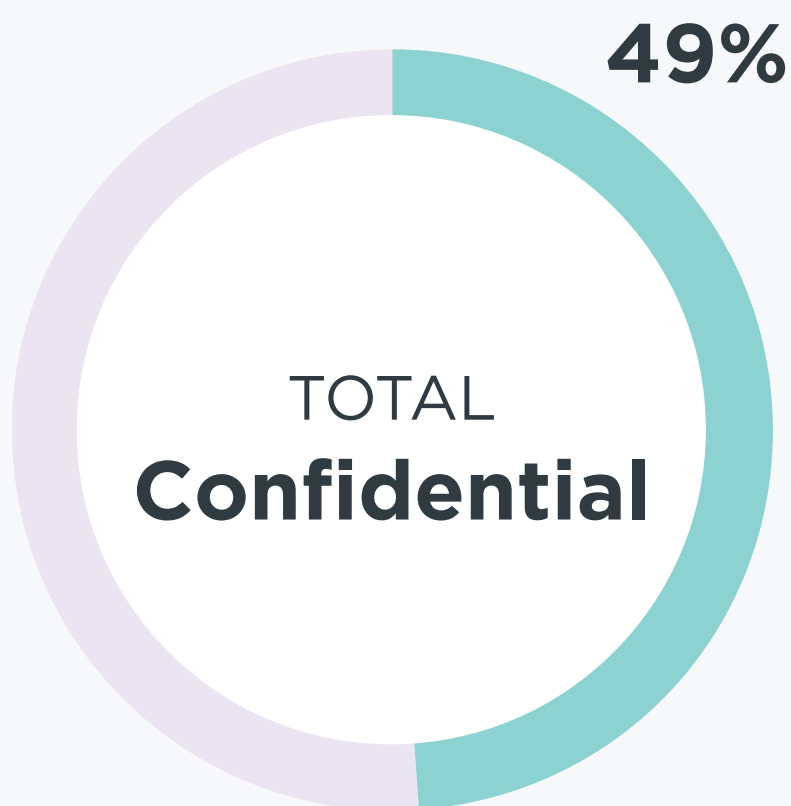
Q. Gender identity
With which gender do you most identify?

Response	Respondents
Man	77%
Woman	23%

In this section we give percentages only as the total number of nominators is confidential. Answers with five or fewer respondents have been suppressed.

Q. Age
Please indicate which best describes your age group.

Response	Respondents
45-59	47%
30-44	23%
60-74	22%
75 or over	6%

Q. Nationality
This question is about the country or nation that you belong to. Please indicate which best describes your nationality.

Response	Respondents
United Kingdom	60%
United States	10%
Italy	5%

Q. Disability
Do you consider yourself to have a disability?

Response	Respondents
No	90%
Yes	10%

Q. Sexual orientation
Please indicate from the list which best describes your sexual orientation.

Response	Respondents
Heterosexual/Straight	76%
Prefer to self-describe	15%

Q. Caring responsibilities

Please indicate from the list which best describes your current caring responsibilities. By caring responsibilities we refer to regular day to day responsibilities for an adult and/or child(ren).

Response	Respondents
None	54%
Joint carer	38%
Primary or sole carer	7%

Q. Working patterns

Please indicate which best describes your current working pattern.

Response	Respondents
Full time	80%
Retired	9%
Part time	6%
Prefer to self-describe	5%

74%
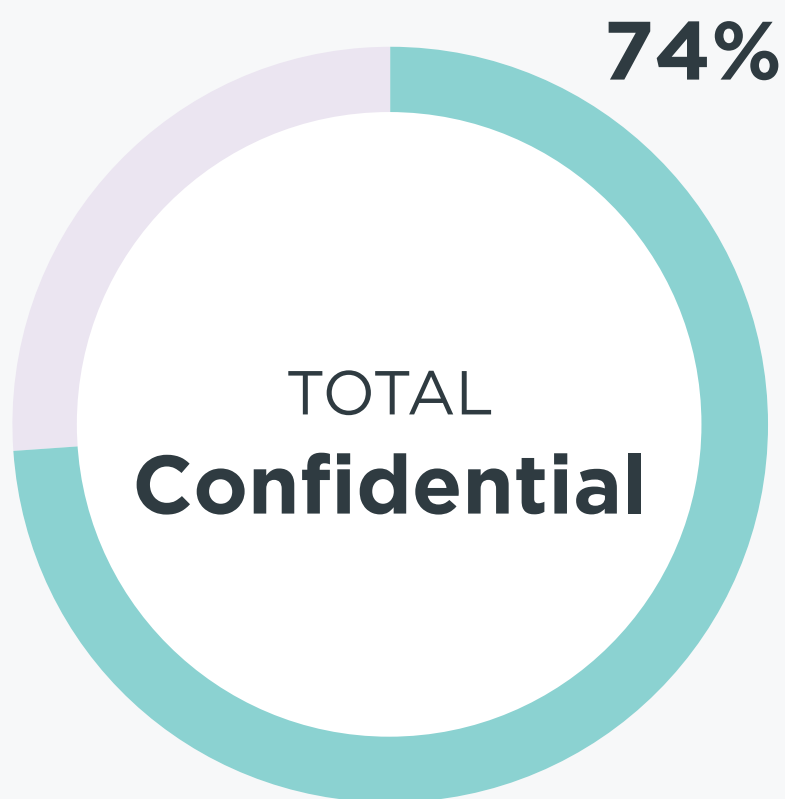
TOTAL
Confidential

Q. Gender identity

With which gender do you most identify?

Response	Respondents
Man	74%
Woman	24%

In this section we give percentages only as the total number of nominees for individual prizes is confidential. Answers with five or fewer respondents have been suppressed.

Q. Age

Please indicate which best describes your age group.

Response	Respondents
30-44	41%
45-59	39%
60-74	12%
20-24	4%

Q. Nationality

This question is about the country or nation to which you belong. Please indicate which best describes your nationality.

Response	Respondents
United Kingdom	49%
United States	12%
France	4%
Italy	4%
Australia	4%
Ireland	4%

Q. Ethnic origin

This question is not about your nationality, place of birth or citizenship – it is about the cultural group to which you perceive you belong. Please tick one option that you feel most accurately describes you.

Response	Respondents
White	79%
Asian	16%

Q. Disability

Do you consider yourself to have a disability?

Response	Respondents
No	88%
Yes	12%

Q. Disability

Please indicate which best describes your disability (please tick all that apply).

Response	Respondents
Long-term health condition	42%
Mental Health condition	33%

Number of different disabilities, long-term health conditions or impairments selected

Response	Respondents
1 selected	87%

This question asks respondents to select all different disabilities, long-term health conditions or impairments that apply to them. This table shows the number of options selected by each respondent.

Q. Sexual orientation

Please indicate from the list which best describes your sexual orientation.

Response	Respondents
Heterosexual/Straight	80%
Prefer to self-describe	13%
Gay	6%

Q. Caring responsibilities

Please indicate from the list which best describes your current caring responsibilities. By caring responsibilities we refer to regular day to day responsibilities for an adult and/or child(ren).

Response	Respondents
None	46%
Joint carer	41%
Primary or sole carer	13%

Q. Working patterns

Please indicate which best describes your current working pattern.

Response	Respondents
Full time	95%

Q. Working patterns

Please indicate which best describes your current working pattern.

Response	Respondents
Full time	80%
Retired	9%
Part time	6%
Prefer to self-describe	5%

ROYAL SOCIETY OF CHEMISTRY | DIVERSITY DATA REPORT 2022

76%
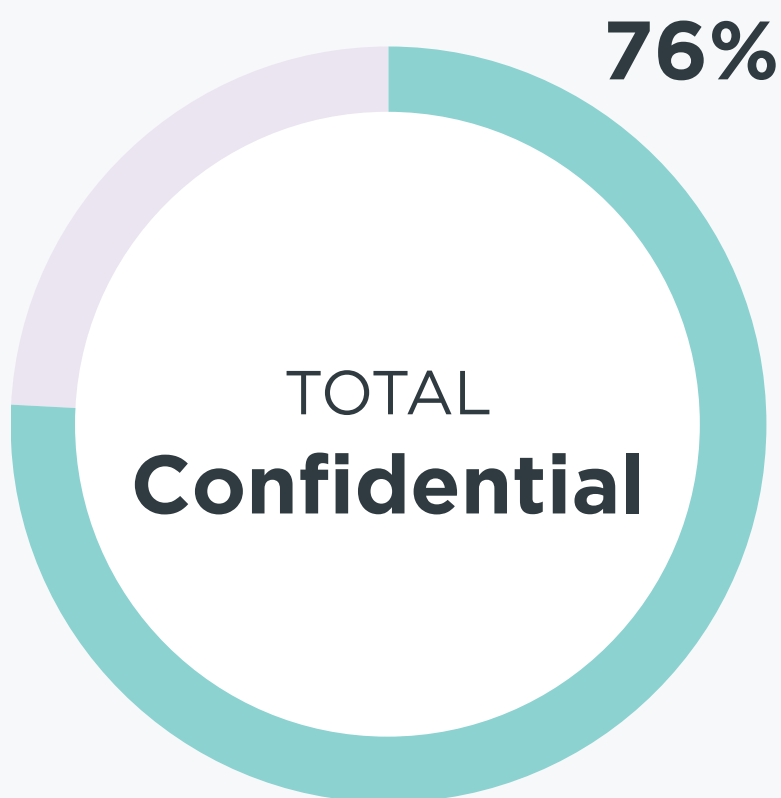
TOTAL
Confidential

Q. Gender identity

With which gender do you most identify?

Response	Respondents
Man	67%
Woman	32%

In this section we give percentages only as the total number of nominees for individual prizes is confidential. Answers with five or fewer respondents have been suppressed.

Q. Age

Please indicate which best describes your age group

Response	Respondents
30-44	49%
45-59	32%
25-29	9%
60-74	7%

Q. Nationality

This question is about the country or nation that you belong to. Please indicate which best describes your nationality.

Response	Respondents
United Kingdom	32%
United States	13%
Mexico	7%
Italy	7%
Germany	6%
China	5%
India	4%
Spain	4%

Q. Ethnic origin

This question is not about your nationality, place of birth or citizenship – it is about the cultural group to which you perceive you belong. Please tick one option that you feel most accurately describes you.

Response	Respondents
White	81%
Asian	16%

Q. Disability

Do you consider yourself to have a disability?

Response	Respondents
No	87%
Yes	13%

Q. Disability

Please indicate which best describes your disability (please tick all that apply).

Response	Respondents
Self-describe	27%
Neurodivergent/specific learning difficulty	24%
Mental Health condition	17%
Long-term health condition	17%

Number of different disabilities, long-term health conditions or impairments selected

Response	Respondents
1 selected	89%

This question asks respondents to select all different disabilities, long-term health conditions or impairments that apply to them. This table shows the number of options selected by each respondent.

Q. Sexual orientation

Please indicate from the list which best describes your sexual orientation.

Response	Respondents
Heterosexual/Straight	78%
Prefer to self-describe	11%
Bisexual	3%
Gay	3%

Q. Caring responsibilities

Please indicate from the list which best describes your current caring responsibilities. By caring responsibilities we refer to regular day to day responsibilities for an adult and/or child(ren).

Response	Respondents
None	50%
Joint carer	38%
Primary or sole carer	11%

Q. Working patterns

Please indicate which best describes your current working pattern.

Response	Respondents
Full time	88%
Part time	5%
Prefer to self-describe	5%

93%

TOTAL
43

Maximum margin of error 4%.
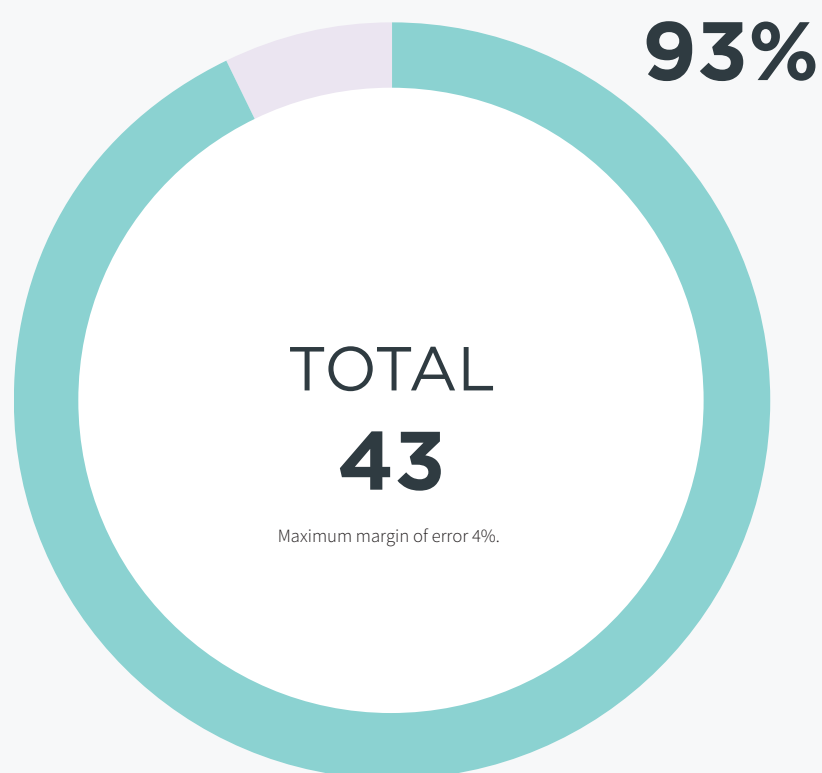
Q1. Gender identity (40 respondents)

With which gender do you most identify?

Response	Respondents	95% confidence intervals
Man	25 (59%)	[58%, 67%]
Woman	15	[33%, 42%]

For data collected from this survey, we have applied the Standard Rounding Methodology devised by the Higher Education Statistics Agency (HESA). For each survey question, the number of respondents selecting each option has either been rounded to the nearest five or excluded if fewer than three. This means certain percentages may look incorrect but are a by-product of our anonymity measures.

Q. Age (40 respondents)

Please indicate which best describes your age group.

Response	Respondents	95% confidence intervals
30-44	15	[33%, 42%]
45-59	15	[33%, 42%]
25-29	5	[10%, 15%]
60-74	5	[10%, 15%]

Q. Nationality (40 respondents)

This question is about the country or nation that you belong to. Please indicate which best describes your nationality.

Response	Respondents	95% confidence intervals
United Kingdom	25 (60%)	[58%, 67%]
United States	10	[21%, 29%]
Germany	5	[10%, 15%]

Q. Ethnic origin (40 respondents)

This question is not about your nationality, place of birth or citizenship – it is about the cultural group to which you perceive you belong. Please tick one option that you feel most accurately describes you.

Response	Respondents	95% confidence intervals
White	35 (88%)	[85%, 90%]
Asian	5	[10%, 15%]

Q. Disability (40 respondents)

Do you consider yourself to have a disability?

Response	Respondents	95% confidence intervals
No	30 (80%)	[71%, 79%]
Yes	10	[21%, 29%]

Q. Disability (10 respondents)

Please indicate which best describes your disability (please tick all that apply).

Response	Respondents	95% confidence intervals
Mental health condition	5	[0%, 100%]

Number of different disabilities, long-term health conditions or impairments selected (10 respondents)

Response	Respondents	95% confidence intervals
1 selected	10	[100%, 100%]

This question asks respondents to select all different disabilities, long-term health conditions or impairments that apply to them. This table shows the number of options selected by each respondent.

There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

Q. Sexual orientation (40 respondents)

Please indicate from the list which best describes your sexual orientation.

Response	Respondents	95% confidence intervals
Heterosexual/Straight	30 (74%)	[71%, 79%]
Bisexual	5	[10%, 15%]
Prefer to self-describe	5	[10%, 15%]

Q. Caring responsibilities (40 respondents)

Please indicate from the list which best describes your current caring responsibilities. By caring responsibilities we refer to regular day to day responsibilities for an adult and/or child(ren).

Response	Respondents	95% confidence intervals
None	20	[46%, 54%]
Joint carer	15	[33%, 42%]
Primary or sole carer	5	[10%, 15%]

Q. Working patterns (40 respondents)

Please indicate which best describes your current working pattern.

Response	Respondents	95% confidence intervals
Full time	40 (100%)	[100%, 100%]

There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

Overall response rates for Prizes |
Winners, team prizes: R&I, Horizon, I&D

35%

TOTAL
353

Maximum margin of error 12%.
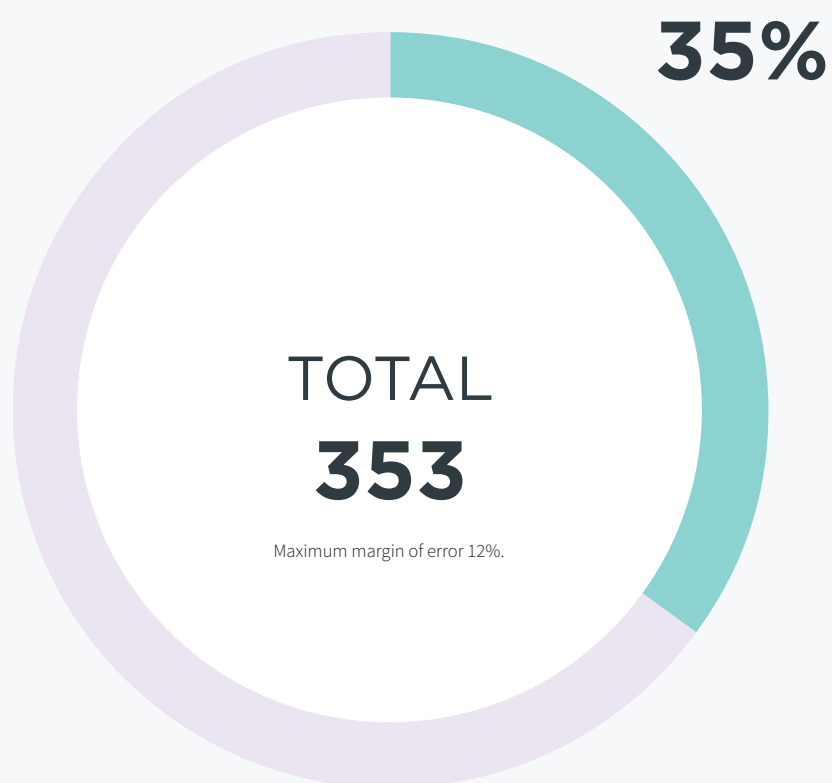
Q1. Gender identity (120 respondents)
With which gender do you most identify?

Response	Respondents	95% confidence intervals
Man	85 (71%)	[59%, 82%]
Woman	35 (29%)	[18%, 41%]

For data collected from this survey, we have applied the Standard Rounding Methodology devised by the Higher Education Statistics Agency (HESA). For each survey question, the number of respondents selecting each option has either been rounded to the nearest five or excluded if fewer than three. This means certain percentages may look incorrect but are a by-product of our anonymity measures.

Q. Age (120 respondents)
Please indicate which best describes your age group.

Response	Respondents	95% confidence intervals
30-44	55 (47%)	[33%, 58%]
45-59	30 (25%)	[14%, 36%]
25-29	20	[7%, 26%]
60-74	10	[1%, 15%]
20-24	5	[0%, 9%]

Q. Nationality (120 respondents)
This question is about the country or nation that you belong to. Please indicate which best describes your nationality.

Response	Respondents	95% confidence intervals
United Kingdom	40 (33%)	[22%, 45%]
Germany	15	[4%, 21%]
France	10	[1%, 15%]
Spain	10	[1%, 15%]
United States	10	[1%, 15%]
China	5	[0%, 9%]
Israel	5	[0%, 9%]
Italy	5	[0%, 9%]

Q. Ethnic origin (120 respondents)

This question is not about your nationality, place of birth or citizenship – it is about the cultural group to which you perceive you belong. Please tick one option that you feel most accurately describes you.

Response	Respondents	95% confidence intervals
White	95 (82%)	[69%, 89%]
Asian	20	[7%, 26%]
Mixed	5	[0%, 9%]

Q. Disability (115 respondents)

Do you consider yourself to have a disability?

Response	Respondents	95% confidence intervals
No	100 (89%)	[78%, 96%]
Yes	10	[1%, 16%]

Q. Disability (15 respondents)

Please indicate which best describes your disability (please tick all that apply).

Response	Respondents	95% confidence intervals
Deaf/hearing impairment	5	[0%, 100%]
Mental health condition	5	[0%, 100%]
Long-term health condition	5	[0%, 100%]

Number of different disabilities, long-term health conditions or impairments selected (15 respondents)

Response	Respondents	95% confidence intervals
1 selected	15	[0%, 100%]

This question asks respondents to select all different disabilities, long-term health conditions or impairments that apply to them. This table shows the number of options selected by each respondent.

Q. Sexual orientation (120 respondents)

Please indicate from the list which best describes your sexual orientation.

Response	Respondents	95% confidence intervals
Heterosexual/Straight	95 (76%)	[66%, 86%]
Prefer to self-describe	15	[4%, 20%]
Bisexual	5	[0%, 9%]
Gay	5	[0%, 9%]

Q. Caring responsibilities (110 respondents)

Please indicate from the list which best describes your current caring responsibilities. By caring responsibilities we refer to regular day to day responsibilities for an adult and/or child(ren).

Response	Respondents	95% confidence intervals
None	65 (58%)	[45%, 73%]
Joint carer	40 (37%)	[23%, 50%]
Primary or sole carer	5	[0%, 10%]

Q. Working patterns (120 respondents)

Please indicate which best describes your current working pattern.

Response	Respondents	95% confidence intervals
Full time	105 (87%)	[75%, 93%]
Part time	10	[2%, 14%]
Prefer to self-describe	5	[0%, 9%]

34%

TOTAL
Confidential
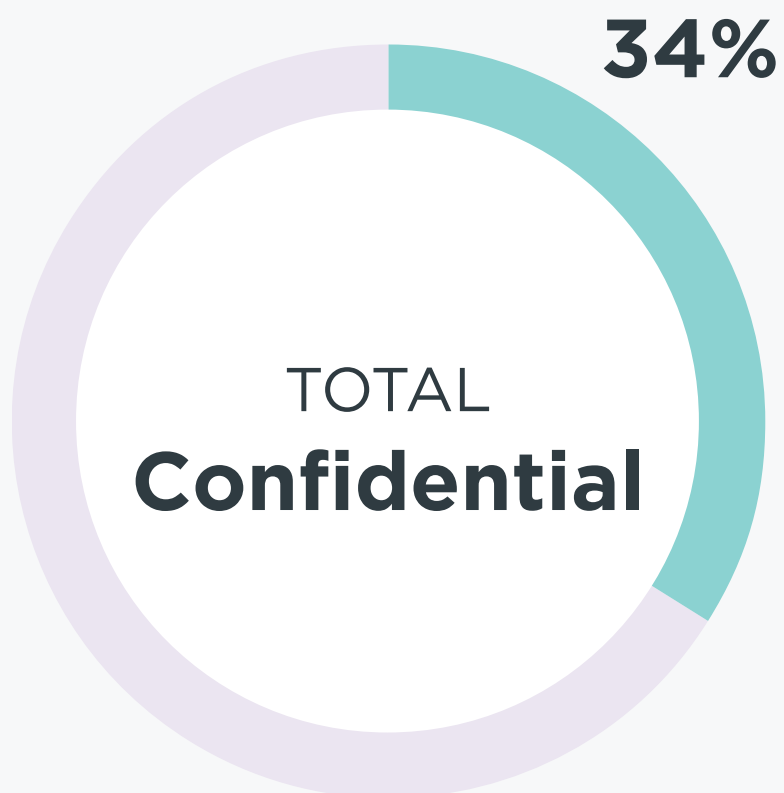
Q. Gender identity

With which gender do you most identify?

Response	Respondents
Woman	59%
Man	41%

In this section we give percentages only as the total number of nominators is confidential. Answers with five or fewer respondents have been suppressed.

Q. Age

Please indicate which best describes your age group.

Response	Respondents
30-44	47%
45-59	22%
60-74	22%

Q. Nationality

Please indicate which best describes your nationality.

Response	Respondents
United Kingdom	81%

Q. Race and ethnicity

With which race and/or ethnicity do you identify?

Response	Respondents
White	82%

Q. Disability

Do you consider yourself to have a disability as defined above?

Response	Respondents
No	91%

Q. Sexual orientation

Please indicate from the list which best describes your sexual orientation.

Response	Respondents
Heterosexual/Straight	72%

Q. Caring responsibilities

Please indicate from the list which best describes your current caring responsibilities.

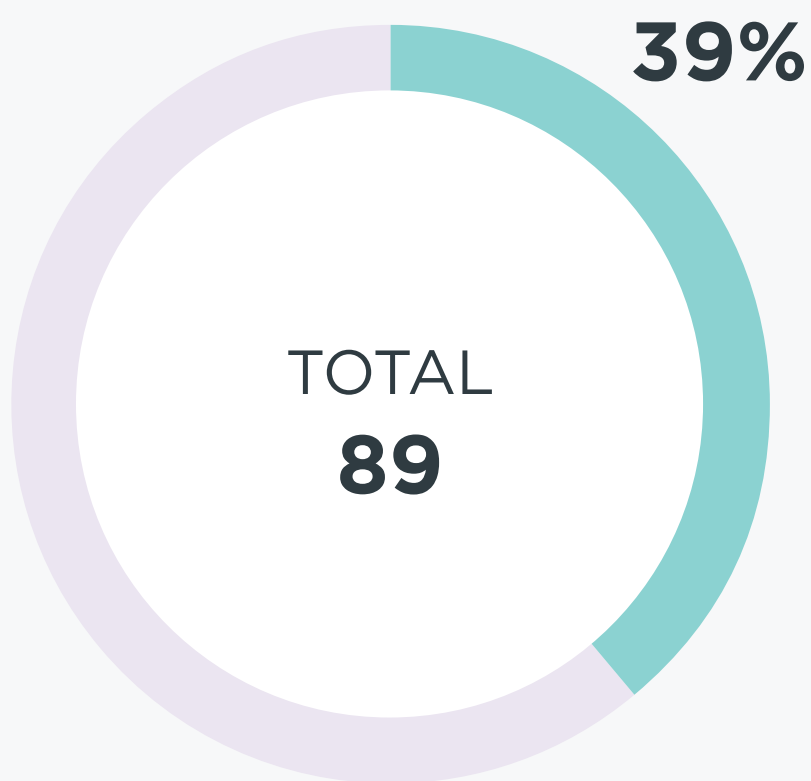| Response	Respondents
None	55%
Joint carer	32%

Q. Working pattern

Please indicate which best describes your current working pattern.

Response	Respondents
Full time	69%
Part time	19%

76%

TOTAL
Confidential
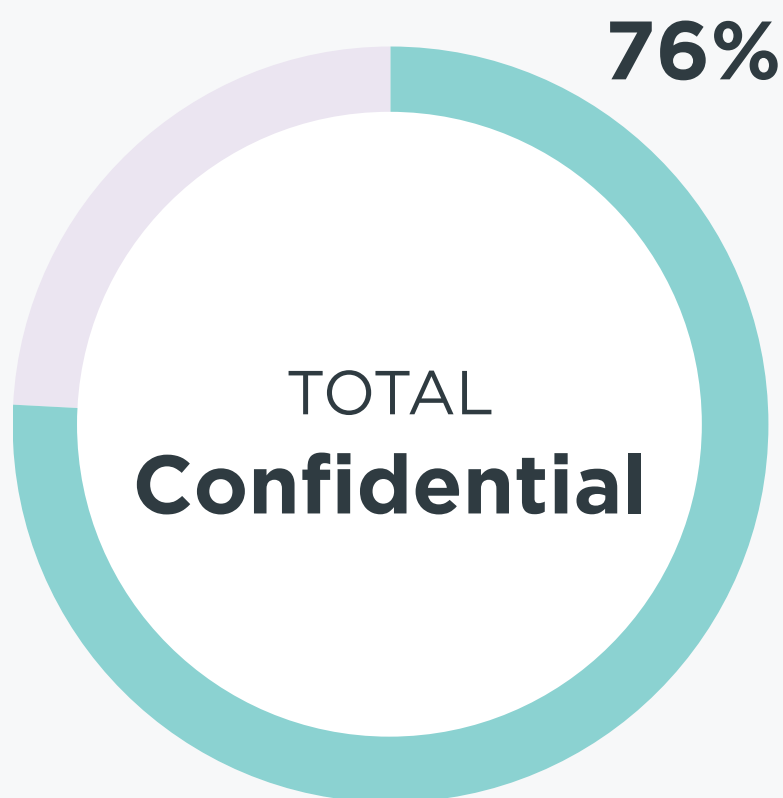
Q. Gender identity
With which gender do you most identify?

Response	Respondents
Man	58%
Woman	42%

In this section we give percentages only as the total number of nominees for individual prizes is confidential. Answers with five or fewer respondents have been suppressed.

Q. Age
Please indicate which best describes your age group.

Response	Respondents
30-44	50%
45-59	33%

Q. Nationality
Please indicate which best describes your nationality.

Response	Respondents
United Kingdom	69%

Q. Race and ethnicity
With which race and/or ethnicity do you identify?

Response	Respondents
White	65%

Q. Disability
Do you consider yourself to have a disability as defined above?

Response	Respondents
No	83%

Q. Sexual orientation
Please indicate from the list which best describes your sexual orientation.

Response	Respondents
Heterosexual/Straight	67%
Gay Man	17%

Q. Caring responsibilities

Please indicate from the list which best describes your current caring responsibilities.

Response	Respondents
None	58%
Joint carer	33%

Q. Working pattern

Please indicate which best describes your current working pattern.

Response	Respondents
Full time	81%
Part time	17%

Q. Gender identity
With which gender do you most identify?

Response	Respondents
Man	60%
Woman	40%

In this section we give percentages only as the total number of nominees for team prizes is confidential. Answers with five or fewer respondents have been suppressed.

Q. Age
Please indicate which best describes your age group.

Response	Respondents
30-44	30%
45-59	42%

Q. Nationality
Please indicate which best describes your nationality.

Response	Respondents
United Kingdom	82%

Q. Race and ethnicity
With which race and/or ethnicity do you identify?

Response	Respondents
White	83%

Q. Disability
Do you consider yourself to have a disability as defined above?

Response	Respondents
No	85%

Q. Sexual orientation
Please indicate from the list which best describes your sexual orientation.

Response	Respondents
Heterosexual/Straight	79%

Q. Caring responsibilities

Please indicate from the list which best describes your current caring responsibilities.

Response	Respondents
None	66%
Joint carer	18%

Q. Working pattern

Please indicate which best describes your current working pattern.

Response	Respondents
Full time	85%

Overall response rates for Prizes |
2021 Winners (all prizes) | Education prizes

39%

TOTAL
89

Q. Gender identity (35 respondents)
With which gender do you most identify?

Response	Respondents
Woman	20
Man	15

Q. Age (35 respondents)
Please indicate which best describes your age group.

Response	Respondents
20-24	5
25-29	10
30-44	15
45-59	5

Q. Nationality (35 respondents)
Please indicate which best describes your nationality.

Response	Respondents
United Kingdom	25 (71%)
United States	5

Q. Race and ethnicity (40 respondents)
With which race and/or ethnicity do you identify?

Response	Respondents
White	30 (79%)
Asian	5

Q. Disability (35 respondents)
Do you consider yourself to have a disability as defined above?

Response	Respondents
No	30 (91%)
Yes	5

Q. Sexual orientation (35 respondents)

Please indicate from the list which best describes your sexual orientation.

Response	Respondents
Heterosexual/Straight	30 (82%)
Prefer not to say	5

Q. Caring responsibilities (35 respondents)

Please indicate from the list which best describes your current caring responsibilities.

Response	Respondents
None	20
Joint carer	10

Q. Working pattern (35 respondents)

Please indicate which best describes your current working pattern.

Response	Respondents
Full time	20
Part time	5
Self-describe	5

Events

Our events team is responsible for supporting around 60 staff led events per year. These events span the fields of chemistry and range from webinars to one day meetings and multi-day conferences and symposia. All events in 2021 were virtual-only and, in 2022, we launched our hybrid programme. Hybrid events enable delegates to attend and contribute either in person or by joining online. In the first half of 2022, our hybrid events attracted delegates from 121 countries. Delegates receive a survey where there are 50 or more attending.

The wording of some of the questions used to gather the data in this section is from an earlier version of our diversity data survey questions. This means that results may not be directly comparable with datasets that use differently worded questions. Our most up-to-date diversity data survey questions can be found in the **appendix**.

Events

Q. Gender (395 respondents)
What best describes your gender?

Response	Respondents
Male	200 (51%)
Female	190 (47%)
Prefer to self-describe	5

For all data collected from surveys, we have applied the Standard Rounding Methodology devised by the Higher Education Statistics Agency (HESA). For each survey question, the number of respondents selecting each option has either been rounded to the nearest five or excluded if fewer than three. This means certain percentages may look incorrect but are a by-product of our anonymity measures.

Q. Gender (400 respondents)
Is your gender the same as you were assigned at birth?

Response	Respondents
Yes	395 (98%)
No	5

Q. Age (400 respondents)
Please indicate your age group.

Response	Respondents
30-44	165 (42%)
25-29	85 (21%)
45-59	75 (19%)
20-24	45 (11%)
60-74	25 (6%)

Events

Q. Nationality (405 respondents)

Response	Respondents
United Kingdom	145 (35%)
India	45 (11%)
United States	25 (6%)
Germany	20
Nigeria	20
Italy	15
Canada	10
France	10
Ireland	10
Spain	10
Australia	5
Austria	5
Brazil	5
China	5
Colombia	5
Greece	5
Japan	5
Kenya	5
Mexico	5
Poland	5
Portugal	5
Russia	5
Saudi Arabia	5
South Africa	5
Sweden	5
Uganda	5

Events

Q. Ethnic origin (405 respondents)

This question is not about your nationality, place of birth or citizenship – it is about the cultural group to which you perceive you belong. Please tick one option that you feel most accurately describes you.

Response	Respondents
White	280 (69%)
Asian	70 (18%)
Black	40 (9%)
Other	10
Mixed	5

Q. Disability (395 respondents)

Do you consider yourself to have a disability as defined above?

Response	Respondents
No	360 (91%)
Yes	35 (9%)

Q. Disability (5 respondents)

Please indicate which best describes your disability (please tick all that apply).

Response	Respondents
Asperger's/ASD	5

A full list of available response options is available in the appendix.

Q. Disability (5 respondents)

Number of different disabilities, long-term health conditions or impairments selected.

Response	Respondents
1 selected	5

This question asks respondents to select all different disabilities, long-term health conditions or impairments that apply to them. This table shows the number of options selected by each respondent.

Q. Sexual orientation

Please indicate from the list which best describes your sexual orientation (405 respondents)

Response	Respondents
Heterosexual/straight	285 (70%)
Prefer to self-describe	85 (21%)
Pansexual/bisexual	20
Asexual	15

Events

Q. Caring responsibilites (90 respondents)

Please indicate from the list which best describes your current caring responsibilites (please tick all that apply).

Response	Respondents
Carer of child/children under 18	90 (100%)

A full list of available response options is available in the appendix.

Number of options selected (90 respondents)

Response	Respondents
1 selected	90 (100%)

This question asks respondents to select all options that apply to them. This table shows the number of options selected by each respondent.

Grants

Our grants and funding opportunities exist to support members and the wider community. We offer support with travel, event attendance, outreach activities and research, and provide tailored assistance, at every career stage. Types of funding include:

- the **Outreach Fund** which provides financial support to individuals and organisations for chemistry based public and school engagement activities. All current grant holders were invited to participate in the diversity monitoring survey;

- **Grants for Carers** that help individuals to attend scientific events by covering the costs they would incur paying for care that they would usually provide;

- **Researcher Grants** that provide support members in their research and research career. The Research Fund and Research Enablement Grants support members in starting new projects or finishing those disrupted by COVID. Researcher Development Grants support members in attending conferences, training courses or other development activities worldwide (either in person or virtually). And, Undergraduate Research Bursaries support undergraduate students in the UK and Ireland to conduct a summer research project. The number of applications and recipients are kept confidential.

Diversity data are collected for other inclusion and diversity grants, the **Inclusion and Diversity Fund** and **Accessibility Grants**. These are excluded from this report due to low response rates across data sets. *We will continue to monitor diversity data trends for our grants processes*.

Diversity data is collected during the application process and is shown for both applicants and recipients. Data for applicants and recipients are collected separately at different points in the application process. This means that we cannot track success rate across applications, as we cannot guarantee the same pool of respondents on both points in the data collection. Current and future data collection in RSC grants will ask diversity data at the point of application and will use an application tracking ID to identify which of those applications have been successful and which of the applications are unsuccessful.

The wording of some of the questions used to gather the data in this section is from an earlier version of our diversity data survey questions. This means that results may not be directly comparable with datasets using different question wordings. Our most up-to-date diversity data survey questions can be found in the **appendix**.

Applicant response rates

40%

TOTAL
Confidential

Recipient response rates

59%

TOTAL
Confidential

Q. Gender identity

What best describes your gender? (differences not statistically significant)

Response	Applicants	Recipients
Male	63%	63%
Female	37%	37%

For all data collected from surveys, we have applied the Standard Rounding Methodology devised by the Higher Education Statistics Agency (HESA). For each survey question, the number of respondents selecting each option has either been rounded to the nearest five or excluded if fewer than three. This means certain percentages may look incorrect but are a by-product of our anonymity measures. A Fisher's exact test is performed on the responses from applicants and recipients and the difference is deemed statistically significant if $p < 0.05$.

Q. Gender identity

Is your gender the same as you were assigned at birth? (differences not statistically significant)

Response	Applicants	Recipients
Yes	100%	100%

Q. Age

Please indicate which best describes your age group (differences not statistically significant)

Response	Applicants	Recipients
30-44	63%	77%
45-59	32%	22%

Q. Nationality

This question is about the country or nation that you belong to. Please indicate which best describes your nationality. (differences not statistically significant)

Response	Applicants	Recipients
United Kingdom	63%	53%
Germany	6%	

Q5. Ethnic origin

This question is not about your nationality, place of birth or citizenship – it is about the cultural group to which you perceive you belong. Please tick one option that you feel most accurately describes you. (differences not statistically significant)

Response	Applicants	Recipients
British	47%	41%
European	22%	27%
Chinese	7%	
Any other White background		8%

A full list of available response options is available in the appendix.

Q. Disability

Do you consider yourself to have a disability as defined above? (differences not statistically significant)

Response	Applicants	Recipients
No	95%	91%
Yes		9%

Number of different disabilities, long-term health conditions or impairments selected

(differences not statistically significant)

Response	Applicants	Recipients
1 selected	100%	

This question asks respondents to select all the different disabilities, long-term health conditions or impairments that apply to them. This table shows the number of options selected by each respondent.

Q. Sexual orientation

Please indicate from the list which best describes your sexual orientation. (differences not statistically significant)

Response	Applicants	Recipients
Heterosexual/Straight	84%	89%
Prefer to self-describe	14%	10%

Q. Caring responsibilities

Please indicate from the list which best describes your current caring responsibilities. (Please tick all that apply)

Response	Applicants	Recipients
None	31%	27%
Carer of child/children	22%	19%

A full list of available response options is available in the appendix.

Number of options selected

(differences not statistically significant)

Response	Applicants	Recipients
1 selected	98%	99%

This question asks respondents to select all options that apply to them. This table shows the number of options selected by each respondent.

Q. Education

Please indicate the highest level of your parents/ guardian/carer's qualification. (differences not statistically significant)

Response	Applicants	Recipients
Postgraduate qualification	77%	75%
Prefer to self-describe	15%	10%
Undergraduate degree		10%

Q. Working patterns

Please indicate which best describes your current working pattern. (differences not statistically significant)

Response	Applicants	Recipients
Full time	95%	97%

Q. Flexible working

Is flexible working available to you? (Within our definition of flexible working we are including flexi-time; staggered hours; term-time hours; annualised hours; flexible shifts; compressed hours; homeworking). (differences not statistically significant)

Response	Applicants	Recipients
Yes	73%	78%
Don't Know	17%	10%
No	10%	12%

## Q. Flexible working

Do you make use of any flexible working arrangements (see definitions above) currently? (differences not statistically significant)
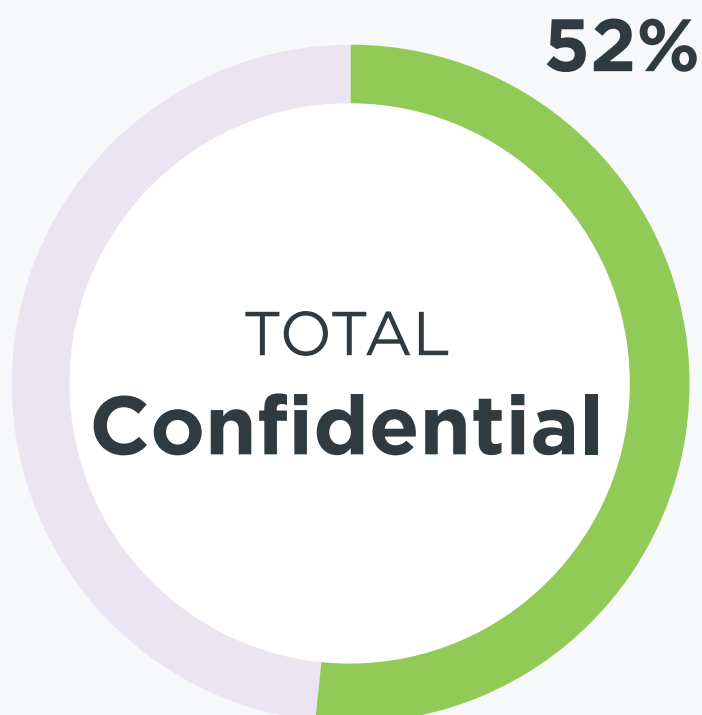
Response	Applicants	Recipients
No	54%	55%
Yes	46%	45%

Q. Gender identity

What best describes your gender?

Response	Respondents
Male	63 %
Female	37%

For all data collected from surveys, we have applied the Standard Rounding Methodology devised by the Higher Education Statistics Agency (HESA). For each survey question, the number of respondents selecting each option has either been rounded to the nearest five or excluded if fewer than three. This means certain percentages may look incorrect but are a by-product of our anonymity measures.

Q. Gender identity

Is your gender the same as you were assigned at birth?

Response	Respondents
Yes	100%

Q. Age

Please indicate which best describes your age group

Response	Respondents
30-44	77%
45-59	22%

Q. Nationality

This question is about the country or nation that you belong to. Please indicate which best describes your nationality.

Response	Respondents
United Kingdom	53%

Q. Ethnic origin

This question is not about your nationality, place of birth or citizenship – it is about the cultural group to which you perceive you belong. Please tick one option that you feel most accurately describes you.

Response	Respondents
British	41%
European	27%
Any other White background	8%

Q. Disability

Do you consider yourself to have a disability as defined above?

Response	Respondents
No	91%
Yes	9%

Q. Sexual orientation

Please indicate from the list which best describes your sexual orientation.

Response	Respondents
Heterosexual/Straight	89%
Prefer to self-describe	10%

Q. Caring responsibilities

Please indicate from the list which best describes your current caring responsibilities. (Please tick all that apply)

Response	Respondents
None	58%
Carer of child/children	41%

A full list of available response options is available in the appendix.

Number of options selected

Response	Respondents
1 selected	99%

This question asks respondents to select all options that apply to them. This table shows the number of options selected by each respondent.

Q. Education

Please indicate the highest level of your parents/ guardian/carer's qualification.

Response	Respondents
Postgraduate qualification	75%
Prefer to self-describe	10%
Undergraduate degree	10%

Q. Working patterns

Please indicate which best describes your current working pattern.

Response	Respondents
Full time	97%

Q. Flexible working

Is flexible working available to you? (Within our definition of flexible working we are including flexi-time; staggered hours; term-time hours; annualised hours; flexible shifts; compressed hours; homeworking).

Response	Respondents
Yes	78%
No	12%
Don't Know	10%

Q. Flexible working

Do you make use of any flexible working arrangements (see definitions above) currently?

Response	Respondents
No	55%
Yes	45%

Overall response rates for Grants |
Research Fund 2020 to 2021 – round 2

Applicant response rates

57%

TOTAL
Confidential

Recipient response rates

52%

TOTAL
Confidential
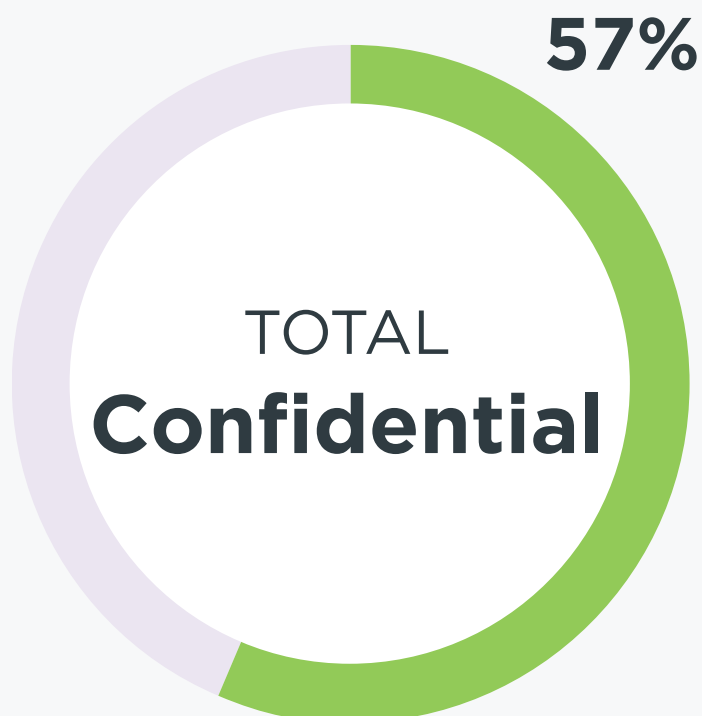
Q. Gender

What best describes your gender? (differences not statistically significant)

Response	Applicants	Recipients
Male	72%	64%
Female	28%	36%

For all data collected from surveys, we have applied the Standard Rounding Methodology devised by the Higher Education Statistics Agency (HESA). For each survey question, the number of respondents selecting each option has either been rounded to the nearest five or excluded if fewer than three. This means certain percentages may look incorrect but are a by-product of our anonymity measures. A Fisher's exact test is performed on the responses from applicants and recipients and the difference is deemed statistically significant if $p < 0.05$.

Q. Gender identity

Is your gender the same as you were assigned at birth? (differences not statistically significant)

Response	Applicants	Recipients
Yes	99%	100%

Q. Age

Please indicate which best describes your age group (differences not statistically significant)

Response	Applicants	Recipients
30-44	75%	79%
45-59	22%	21%

Q. Nationality

This question is about the country or nation that you belong to. Please indicate which best describes your nationality. (differences not statistically significant)

Response	Applicants	Recipients
India	17%	21%
Nigeria	16%	
United Kingdom	12%	18%
Malaysia	8%	
Italy	5%	
China	5%	

Q. Ethnic origin

This question is not about your nationality, place of birth or citizenship – it is about the cultural group to which you perceive you belong. Please tick one option that you feel most accurately describes you. (differences not statistically significant)

Response	Applicants	Recipients
African	25%	
Indian	19%	26%
European	13%	
British	11%	15%
Chinese	9%	
Any other Asian background	7%	
Hispanic	5%	

Q. Disability

Do you consider yourself to have a disability as defined above? (differences not statistically significant)

Response	Applicants	Recipients
No	95%	97%
Yes	5%	

Q. Sexual orientation

Please indicate from the list which best describes your sexual orientation. (differences not statistically significant)

Response	Applicants	Recipients
Heterosexual/Straight	77%	87%
Prefer to self-describe	18%	
Asexual	4%	

Q. Caring responsibilities

Please indicate from the list which best describes your current caring responsibilities. (Please tick all that apply)

Response	Applicants	Recipients
Carer of child/children	42%	12%
None	30%	7%
Carer of an adult	17%	6%
Self-describe	4%	

A full list of available response options is available in the appendix.

Number of options selected
(differences not statistically significant)

Response	Applicants	Recipients
1 selected	86%	85%
2 selected	14%	15%

This question asks respondents to select all options that apply to them. This table shows the number of options selected by each respondent

Q. Education
Please indicate the highest level of your parents/ guardian/carer's qualification. (differences not statistically significant)

Response	Applicants	Recipients
Postgraduate qualification	62%	67%
Prefer to self-describe	14%	
School level qualification	14%	21%
Undergraduate degree	9%	

Q. Working patterns
Please indicate which best describes your current working pattern. (differences not statistically significant)

Response	Applicants	Recipients
Full time	99%	95%

Q. Flexible working
Is flexible working available to you? (Within our definition of flexible working we are including flexi-time; staggered hours; term-time hours; annualised hours; flexible shifts; compressed hours; homeworking). (differences not statistically significant)

Response	Applicants	Recipients
Yes	63%	53%
No	34%	42%

Q. Flexible working
Do you make use of any flexible working arrangements (see definitions above) currently? (differences not statistically significant)

Response	Applicants	Recipients
Yes	60%	58%
No	40%	42%

Overall response rates for Grants |
Research Fund applicants 2022 – round 1

47%

TOTAL
Confidential
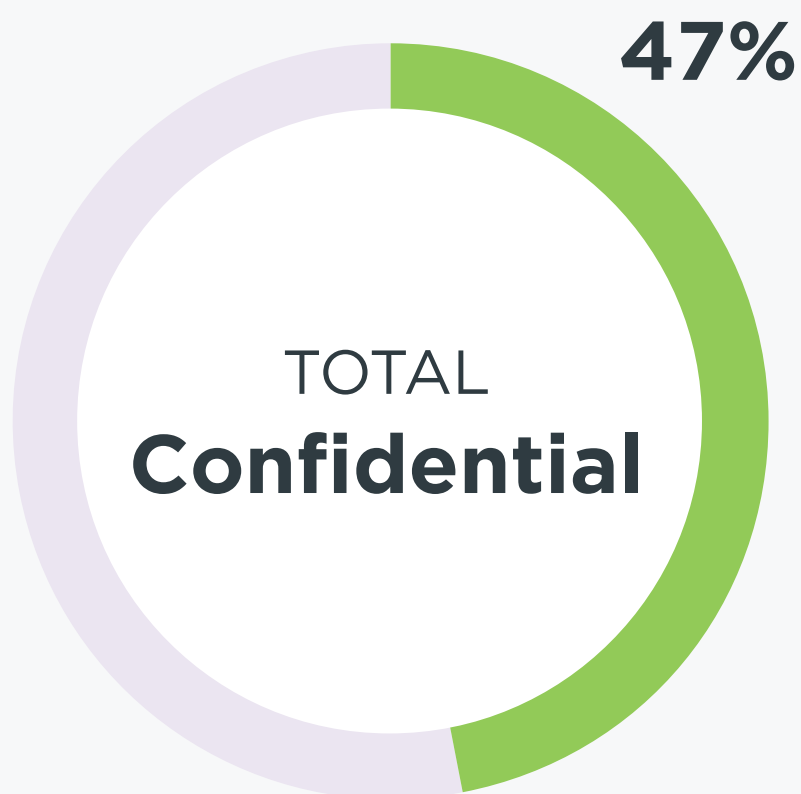
Q. Gender identity
With which gender do you most identify?

Response	Respondents
Man	73%
Woman	27%

For all data collected from surveys, we have applied the Standard Rounding Methodology devised by the Higher Education Statistics Agency (HESA). For each survey question, the number of respondents selecting each option has either been rounded to the nearest five or excluded if fewer than three. This means certain percentages may look incorrect but are a by-product of our anonymity measures.

Q. Age
Please indicate which best describes your age group.

Response	Respondents
30-44	67%
45-59	30%

Q. Nationality
This question is about the country or nation to which you belong. Please indicate which best describes your nationality.

Response	Respondents
India	30%

Q. Ethnic origin
This question is not about your nationality, place of birth or citizenship – it is about the cultural group to which you perceive you belong. Please tick one option that you feel most accurately describes you.

Response	Respondents
African	36%
Indian	33%

Q. Disability
Do you consider yourself to have a disability as defined above?

Response	Respondents
No	94%

Q. Disability
Please indicate which best describes your disability (please tick all that apply).

Response	Respondents
Self-describe	75%

Q. Sexual orientation

Please indicate from the list which best describes your sexual orientation.

Response	Respondents
Heterosexual/Straight	79%
Prefer to self-describe	18%

Q. Caring responsibilities

Please indicate from the list which best describes your current caring responsibilities. By caring responsibilities we refer to regular day to day responsibilities for an adult and/or child(ren).

Response	Respondents
Joint carer	47%
Primary or sole carer	37%

Q. Education

Please indicate your highest level of qualification.

Response	Respondents
Postgraduate qualification	94%

Q. Education

Please indicate the highest qualification level of your parent(s)/guardian(s)/carer(s).

Response	Respondents
Prefer to self-describe	32%
Postgraduate qualification	26%
School level qualification	24%
Undergraduate degree	18%

Q. Working patterns

Please indicate which best describes your current working pattern.

Response	Respondents
Full time	97%

Q. Flexible working

Is flexible working available to you? (Within our definition of flexible working we include – flexi-time; staggered hours; term- time hours; annualised hours; flexible shifts; compressed hours; homeworking).
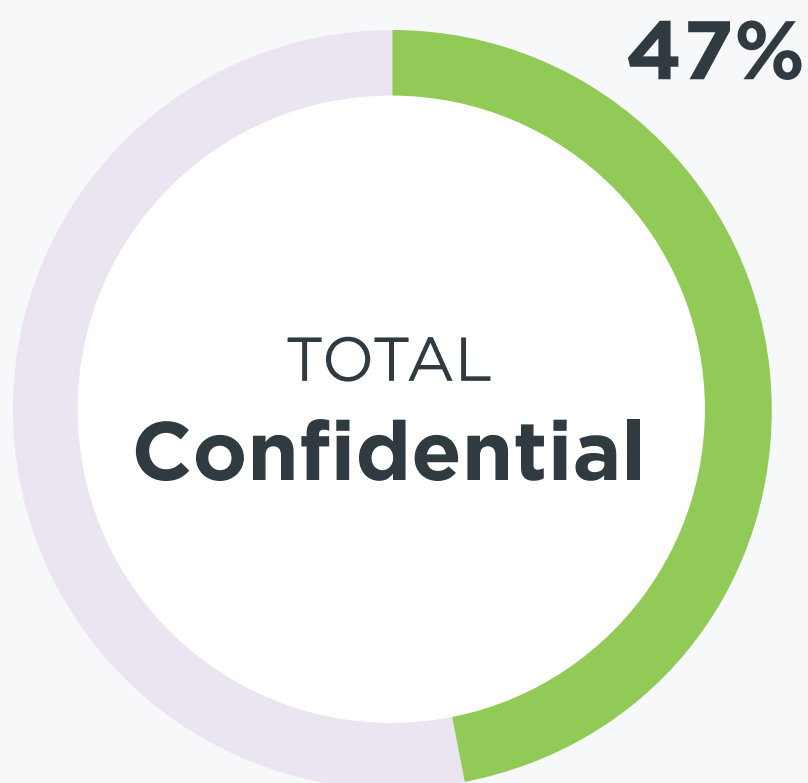
Response	Respondents
Yes	56%
No	38%

Q. Flexible working

Do you make use of any flexible working arrangements (see definitions above) currently?

Response	Respondents
No	52%
Yes	48%

Grants | Research Fund recipients 2022 – round 1

Q. Gender identity
With which gender do you most identify?

Response	Respondents
Man	55%
Woman	45%

For all data collected from surveys, we have applied the Standard Rounding Methodology devised by the Higher Education Statistics Agency (HESA). For each survey question, the number of respondents selecting each option has either been rounded to the nearest five or excluded if fewer than three. This means certain percentages may look incorrect but are a by-product of our anonymity measures.

Q. Age
Please indicate which best describes your age group.

Response	Respondents
30-44	78%
45-59	22%

Q. Nationality
This question is about the country or nation to which you belong. Please indicate which best describes your nationality.

Response	Respondents
United Kingdom	25%

Q. Ethnic origin
This question is not about your nationality, place of birth or citizenship – it is about the cultural group to which you perceive you belong. Please tick one option that you feel most accurately describes you.

Response	Respondents
African	25%
British	25%
Indian	19%

Q. Disability
Do you consider yourself to have a disability as defined above?

Response	Respondents
No	100%

Q. Sexual orientation

Please indicate from the list which best describes your sexual orientation.

Response	Respondents
Heterosexual/Straight	82%

Q. Caring responsibilities

Please indicate from the list which best describes your current caring responsibilities. By caring responsibilities we refer to regular day to day responsibilities for an adult and/or child(ren).

Response	Respondents
None	45%
Joint carer	42%

Q. Education

Please indicate your highest level of qualification.

Response	Respondents
Postgraduate qualification	94%

Q. Education

Please indicate the highest qualification level of your parent(s)/guardian(s)/carer(s).

Response	Respondents
Prefer to self-describe	30%
Postgraduate qualification	27%
School level qualification	21%
Undergraduate degree	21%

Q. Working patterns

Please indicate which best describes your current working pattern.

Response	Respondents
Full time	85%

Q. Flexible working

Is flexible working available to you? (Within our definition of flexible working we include – flexi-time; staggered hours; term- time hours; annualised hours; flexible shifts; compressed hours; homeworking).

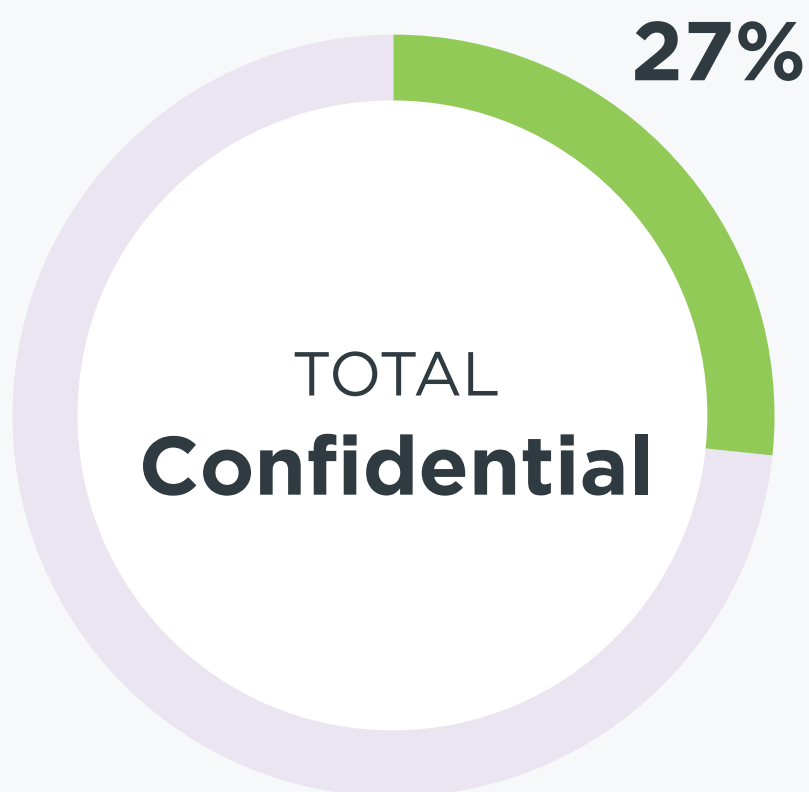| Response	Respondents
Yes	66%
No	31%

Q. Flexible working

Do you make use of any flexible working arrangements (see definitions above) currently?

Response	Respondents
Yes	63%
No	37%

Overall response rates for Grants |
Researcher Development Grant 2020 to 2021 - applicants

47%

TOTAL
Confidential

Q. Gender identity

With which gender do you most identify?

Response	Respondents
Man	62%
Woman	38%

For all data collected from surveys, we have applied the Standard Rounding Methodology devised by the Higher Education Statistics Agency (HESA). For each survey question, the number of respondents selecting each option has either been rounded to the nearest five or excluded if fewer than three. This means certain percentages may look incorrect but are a by-product of our anonymity measures.

Q. Age

Please indicate which best describes your age group.

Response	Respondents
30-44	53%
25-29	32%

Q. Nationality

This question is about the country or nation to which you belong. Please indicate which best describes your nationality.

Response	Respondents
Nigeria	24%
United Kingdom	16%

Q. Race and ethnicity

With which race and/or ethnicity do you identify? Here we define an individuals' racial identity and/or ethnicity as their feeling of belonging and attachment to a distinct group of a larger population that shares their ancestry, physical characteristics, language, culture and/or religion.

Response	Respondents
Prefer to self-describe	100%

Q. Disability

Do you consider yourself to have a disability as defined above?

Response	Respondents
No	97%

Q. Sexual orientation

Please indicate from the list which best describes your sexual orientation.

Response	Respondents
Heterosexual/Straight	84%

Q. Caring responsibilities

Please indicate from the list which best describes your current caring responsibilities. By caring responsibilities we refer to regular day to day responsibilities for an adult and/or child(ren).

Response	Respondents
None	62%
Joint carer	24%

A full list of available response options is available in the appendix.

Number of options selected

Response	Respondents
1 selected	100%

This question asks respondents to select all options that apply to them. This table shows the number of options selected by each respondent.

Q. Education

Please indicate your highest level of qualification.

Response	Respondents
Postgraduate qualification	74%
Undergraduate degree	26%

Q. Education

Please indicate the highest qualification level of your parent(s)/guardian(s)/carer(s).

Response	Respondents
Prefer to self-describe	32%
Postgraduate qualification	26%
School level qualification	24%
Undergraduate degree	18%

Q. Working patterns

Please indicate which best describes your current working pattern.

Response	Respondents
Full time	87%

Q. Flexible working

Is flexible working available to you? (Within our definition of flexible working we include – flexi-time; staggered hours; term- time hours; annualised hours; flexible shifts; compressed hours; homeworking).

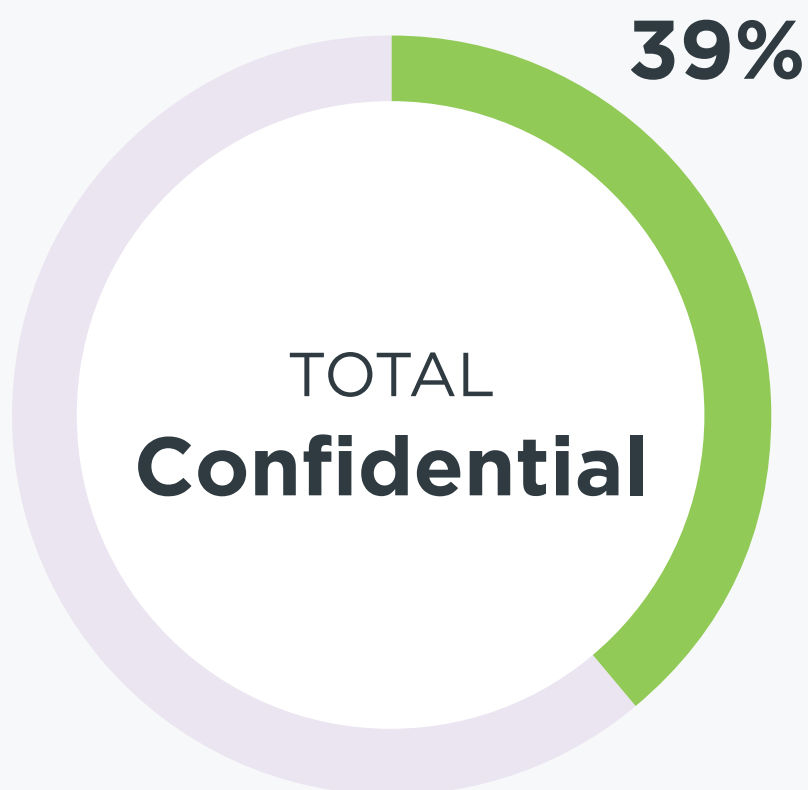| Response	Respondents
Yes	82%

Q. Flexible working

Do you make use of any flexible working arrangements (see definitions above) currently?

Response	Respondents
Yes	74%
No	26%

27%

TOTAL
Confidential

Q. Gender identity

With which gender do you most identify?

Response	Respondents
Woman	56%
Man	43%

For all data collected from surveys, we have applied the Standard Rounding Methodology devised by the Higher Education Statistics Agency (HESA). For each survey question, the number of respondents selecting each option has either been rounded to the nearest five or excluded if fewer than three. This means certain percentages may look incorrect but are a by-product of our anonymity measures.

Q. Age

Please indicate which best describes your age group.

Response	Respondents
25-29	64%
30-44	27%
20-24	9%

Q. Nationality

This question is about the country or nation to which you belong. Please indicate which best describes your nationality.

Response	Respondents
United Kingdom	32%
China	12%
India	7%
Germany	5%
Italy	5%

Q. Ethnic origin

This question is not about your nationality, place of birth or citizenship – it is about the cultural group to which you perceive you belong. Please tick one option that you feel most accurately describes you.

Response	Respondents
British	24%
European	24%
Chinese	17%
Any other Asian background	8%
Indian	7%

Q. Disability

Do you consider yourself to have a disability as defined above?

Response	Respondents
No	89%
Yes	11%

Number of different disabilities, long-term health conditions or impairments selected

Response	Respondents
1 selected	94%

This question asks respondents to select all the different disabilities, long-term health conditions or impairments that apply to them. This table shows the number of options selected by each respondent.

Q. Sexual orientation

Please indicate from the list which best describes your sexual orientation.

Response	Respondents
Heterosexual/Straight	75%
Gay	7%
Prefer to self-describe	7%

Q. Caring responsibilities

Please indicate from the list which best describes your current caring responsibilities. By caring responsibilities we refer to regular day to day responsibilities for an adult and/or child(ren).

Response	Respondents
None	86%
Joint carer	7%
Primary or sole carer	5%

Q. Education

Please indicate your highest level of qualification.

Response	Respondents
Postgraduate qualification	71%
Undergraduate degree	26%

Q. Education

Please indicate the highest qualification level of your parent(s)/guardian(s)/carer(s).

Response	Respondents
Postgraduate qualification	36%
Undergraduate degree	25%
School level qualification	24%
Prefer to self-describe	15%

Q. Working patterns

Please indicate which best describes your current working pattern.

Response	Respondents
Full time	88%
Prefer to self-describe	8%

Q. Flexible working

Is flexible working available to you? (Within our definition of flexible working we include – flexi-time; staggered hours; term- time hours; annualised hours; flexible shifts; compressed hours; homeworking).

Response	Respondents
Yes	57%
No	33%
Don't Know	10%

Q. Flexible working

Do you make use of any flexible working arrangements (see definitions above) currently?

Response	Respondents
No	56%
Yes	44%

Overall response rates for Grants |
Undergraduate Research Bursaries – applicants 2021

39%

TOTAL
Confidential

Q. Gender identity

What best describes your gender?

Response	Respondents
Female	57%
Male	43%

For all data collected from surveys, we have applied the Standard Rounding Methodology devised by the Higher Education Statistics Agency (HESA). For each survey question, the number of respondents selecting each option has either been rounded to the nearest five or excluded if fewer than three. This means certain percentages may look incorrect but are a by-product of our anonymity measures.

Q. Gender identity

Is your gender the same as you were assigned at birth?

Response	Respondents
Yes	100%

Q. Age

Please indicate which best describes your age group.

Response	Respondents
20-24	87%
15-19	10%

Q. Nationality

This question is about the country or nation that you belong to. Please indicate which best describes your nationality.

Response	Respondents
United Kingdom	55%
Ireland	9%

Q. Ethnic origin

This question is not about your nationality, place of birth or citizenship – it is about the cultural group to which you perceive you belong. Please tick one option that you feel most accurately describes you.

Response	Respondents
British	42%
European	20%
Irish	10%
Indian	9%

Q. Disability

Do you consider yourself to have a disability as defined above?

Response	Respondents
No	82%
Yes	18%

Q. Disability

If you ticked yes to the question above, please indicated which best describes your disability (please tick all that apply):

Response	Respondents
Mental Health condition	67%

A full list of available response options is available in the appendix.

Number of different disabilities, long-term health conditions or impairments selected

Response	Respondents
1 selected	67%

This question asks respondents to select all the different disabilities, long-term health conditions or impairments that apply to them. This table shows the number of options selected by each respondent.

Q. Sexual orientation

Please indicate from the list which best describes your sexual orientation.

Response	Respondents
Heterosexual/Straight	74%
Prefer to self-describe	20%

Q. Caring responsibilities

Please indicate from the list which best describes your current caring responsibilities. (Please tick all that apply)

Response	Respondents
None	97%

A full list of available response options is available in the appendix.

Number of options selected

Response	Respondents
1 selected	100%

This question asks respondents to select all options that apply to them. This table shows the number of options selected by each respondent.

Q. Flexible working

Is flexible working available to you? (Within our definition of flexible working we are including flexi-time; staggered hours; term-time hours; annualised hours; flexible shifts; compressed hours; homeworking).

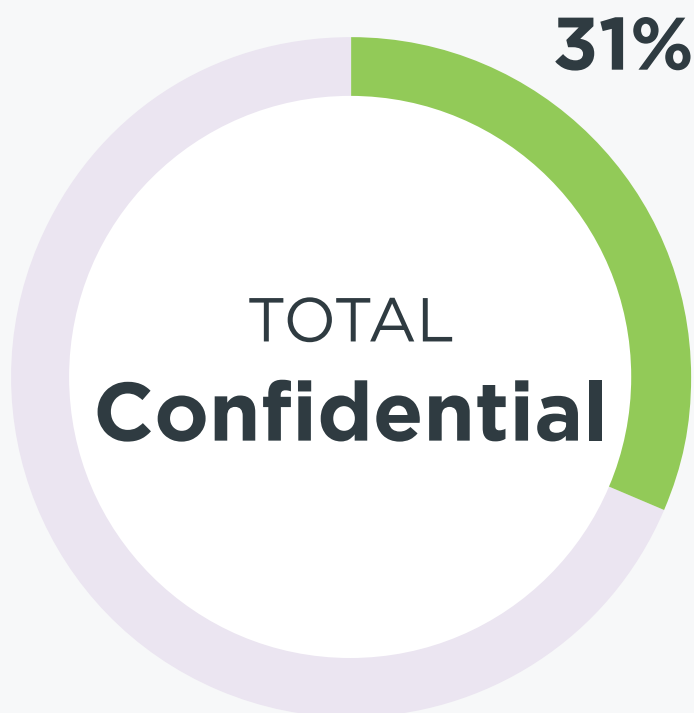| Response	Respondents
Yes	48%
Don't Know	33%
No	19%

Q. Flexible working

Do you make use of any flexible working arrangements (see definitions above) currently?

Response	Respondents
No	60%
Yes	40%

Overall response rates for Grants |
Undergraduate Research Bursaries – recipients 2021

62%

TOTAL
Confidential
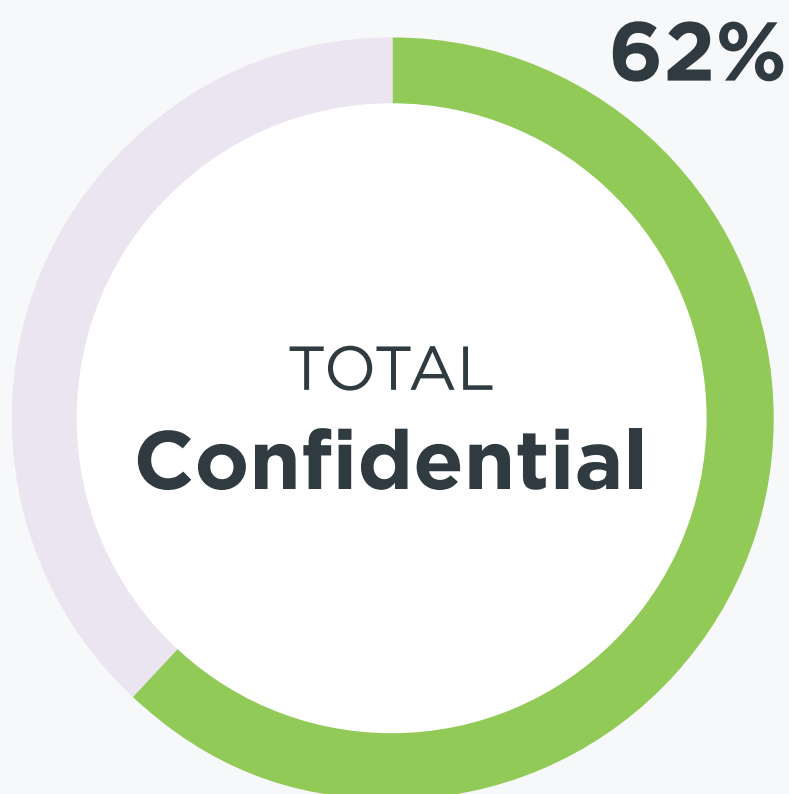
Q. Gender identity

With which gender do you most identify?

Response	Respondents
Woman	62%
Man	36%

For all data collected from surveys, we have applied the Standard Rounding Methodology devised by the Higher Education Statistics Agency (HESA). For each survey question, the number of respondents selecting each option has either been rounded to the nearest five or excluded if fewer than three. This means certain percentages may look incorrect but are a by-product of our anonymity measures.

Q. Age

Please indicate which best describes your age group.

Response	Respondents
20-24	90%

Q. Nationality

This question is about the country or nation to which you belong. Please indicate which best describes your nationality.

Response	Respondents
United Kingdom	56%
Ireland	8%
China	7%
Poland	7%

Q. Race and ethnicity

With which race and/or ethnicity do you identify? Here we define an individuals' racial identity and/or ethnicity as their feeling of belonging and attachment to a distinct group of a larger population that shares their ancestry, physical characteristics, language, culture and/or religion.

Response	Respondents
Prefer to self-describe	100%

Q. Disability

Do you consider yourself to have a disability as defined above?

Response	Respondents
No	82%
Yes	18%

Q. Disability

Please indicate which best describes your disability (please tick all that apply).

Response	Respondents
Mental Health condition	63%

A full list of available response options is available in the appendix.

Number of different disabilities, long-term health conditions or impairments selected

Response	Respondents
1 selected	85%

This question asks respondents to select all the different disabilities, long-term health conditions or impairments that apply to them. This table shows the number of options selected by each respondent.

Q. Sexual orientation

Please indicate from the list which best describes your sexual orientation.

Response	Respondents
Heterosexual/Straight	71%
Prefer to self-describe	12%
Bisexual	11%

Q. Caring responsibilities

Please indicate from the list which best describes your current caring responsibilities. By caring responsibilities we refer to regular day to day responsibilities for an adult and/or child(ren).

Response	Respondents
None	99%

A full list of available response options is available in the appendix.

Number of options selected

Response	Respondents
1 selected	100%

This question asks respondents to select all options that apply to them. This table shows the number of options selected by each respondent.

Q. Flexible working

Is flexible working available to you? (Within our definition of flexible working we include – flexi-time; staggered hours; term- time hours; annualised hours; flexible shifts; compressed hours; homeworking).

Response	Respondents
Yes	48%
Don't Know	26%
No	26%

Q. Flexible working

Do you make use of any flexible working arrangements (see definitions above) currently?

Response	Respondents
No	73%
Yes	27%

Overall response rates for Grants |
Undergraduate Research Bursaries 2022

Applicant
response rates

31%

TOTAL
Confidential

Recipient
response rates

33%

TOTAL
Confidential
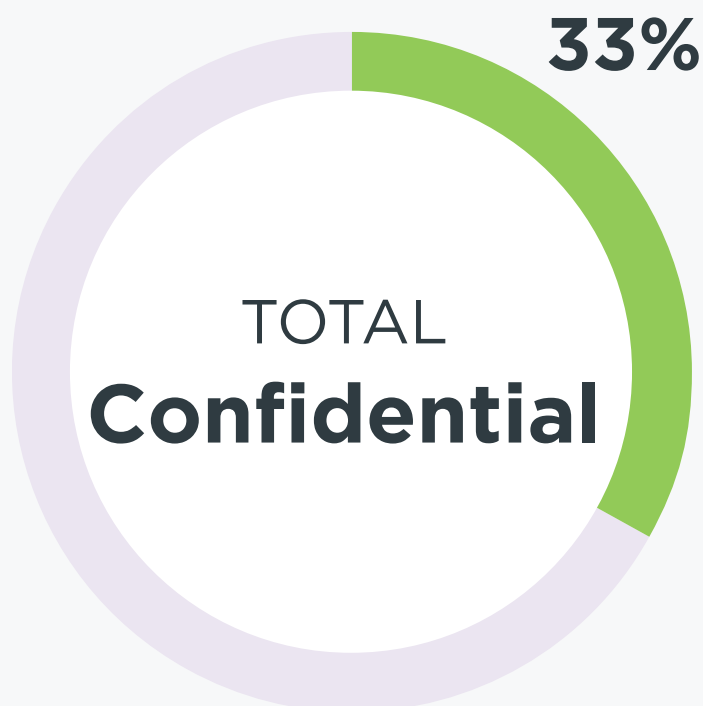
Q. Gender identity

With which gender do you most identify? (differences not statistically significant)

Response	Applicants	Recipients
Woman	53%	45%
Man	40%	52%

For all data collected from surveys, we have applied the Standard Rounding Methodology devised by the Higher Education Statistics Agency (HESA). For each survey question, the number of respondents selecting each option has either been rounded to the nearest five or excluded if fewer than three. This means certain percentages may look incorrect but are a by-product of our anonymity measures. A Fisher's exact test is performed on the responses from applicants and recipients and the difference is deemed statistically significant if $p < 0.05$.

Q. Age

Please indicate which best describes your age group (differences not statistically significant)

Response	Applicants	Recipients
20-24	82%	91%
19 or under	16%	

Q. Nationality

This question is about the country or nation to which you belong. Please indicate which best describes your nationality. (differences not statistically significant)

Response	Applicants	Recipients
United Kingdom	62%	64%

Q. Ethnic origin

This question is not about your nationality, place of birth or citizenship – it is about the cultural group to which you perceive you belong. Please tick one option that you feel most accurately describes you. (differences not statistically significant)

Response	Applicants	Recipients
British	44%	55%
European	20%	21%

Q. Disability

Do you consider yourself to have a disability as defined above? (differences not statistically significant)

Response	Applicants	Recipients
No	81%	84%
Yes	19%	

Q. Disability

Please indicate which best describes your disability (please tick all that apply).

Response	Applicants	Recipients
Mental health condition	37%	

A full list of available response options is available in the appendix.

Number of different disabilities, long-term health conditions or impairments selected

(differences not statistically significant)

Response	Applicants	Recipients
1 selected	77%	86%

This question asks respondents to select all the different disabilities, long-term health conditions or impairments that apply to them. This table shows the number of options selected by each respondent.

Q. Sexual orientation

Please indicate from the list which best describes your sexual orientation. (differences not statistically significant)

Response	Applicants	Recipients
Heterosexual/Straight	60%	67%
Bisexual	22%	18%

Q. Caring responsibilities

Please indicate from the list which best describes your current caring responsibilities. By caring responsibilities we refer to regular day to day responsibilities for an adult and/or child(ren). (differences not statistically significant)

Response	Applicants	Recipients
None	100%	100%

Q. Flexible working

Is flexible working available to you? (Within our definition of flexible working we include – flexi-time; staggered hours; term- time hours; annualised hours; flexible shifts; compressed hours; homeworking). (differences not statistically significant)

Response	Applicants	Recipients
Don't Know	36%	31%
No	34%	
Yes	30%	55%

Q. Flexible working

Do you make use of any flexible working arrangements (see definitions above) currently? (differences not statistically significant)

Response	Applicants	Recipients
No	70%	61%
Yes	30%	39%

40%

TOTAL

40

Maximum margin of error 34%.
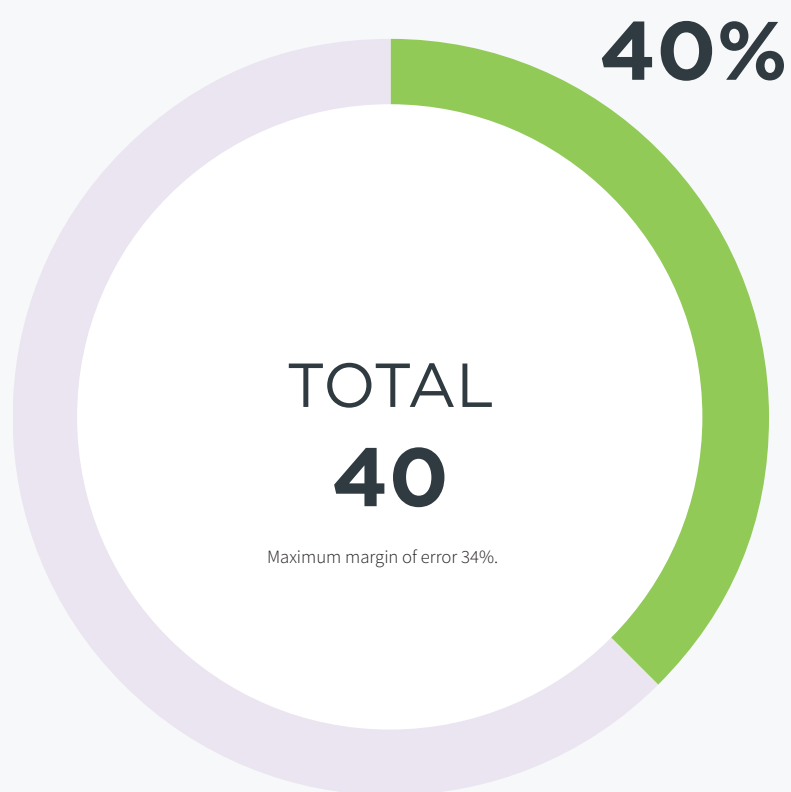
40 applicants to the Grants for Carers fund were approached and 15 responded

Q. Gender identity (15 respondents)

With which gender do you most identify? Please select one option:

Response	Respondents	95% confidence intervals
Woman	15	[100%, 100%]
Man	5	[1%, 65%]

For all data collected from surveys, we have applied the Standard Rounding Methodology devised by the Higher Education Statistics Agency (HESA). For each survey question, the number of respondents selecting each option has either been rounded to the nearest five or excluded if fewer than three. This means certain percentages may look incorrect but are a by-product of our anonymity measures.

There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

Q. Gender identity (15 respondents)

Are you trans?

Response	Respondents	95% confidence intervals
No	15	[100%, 100%]

There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

Q. Age (15 respondents)

Please indicate which best describes your age group.

Response	Respondents	95% confidence intervals
30-44	15	[100%, 100%]

There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

Q. Country of residence (15 respondents)

What is your current country of residence?

Response	Respondents	95% confidence intervals
United Kingdom	10	[35%, 99%]

Q. Nationality (15 respondents)

This question is about the country or nation to which you belong. Please indicate which best describes your nationality.

Response	Respondents	95% confidence intervals
United Kingdom	5	[1%, 65%]

Q. Race and ethnicity (15 respondents)

What are your ethnic origins? Please select ALL the geographic areas that apply to you:

Response	Respondents	95% confidence intervals
Western Europe	5	[1%, 65%]

A full list of available response options is available in the appendix.

Number of different ethnic origins selected (15 respondents)

Response	Respondents	95% confidence intervals
1 selected	15	[100%, 100%]

This question asks respondents to select all different ethnic origins that apply to them. This table shows the number of options selected by each respondent.

There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

Q. Race and ethnicity (15 respondents)

How would you identify yourself in terms of race? Please select ALL the groups that apply to you:

Response	Respondents	95% confidence intervals
Asian or Pacific Islander	5	[1%, 65%]
White	5	[1%, 65%]

A full list of available response options is available in the appendix.

Number of different racial identities selected (15 respondents)

Response	Respondents	95% confidence intervals
1 selected	15	[100%, 100%]

This question asks respondents to select all different racial identities that apply to them. This table shows the number of options selected by each respondent.

Q. Disability (15 respondents)

Do you self-identify as a disabled person?

Response	Respondents	95% confidence intervals
No	15	[100%, 100%]

There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

Q. Disability (15 respondents)

Do you experience barriers or limitations in your day-to-day activities relating to any form of disability, long-term health condition or impairment (whether mental or physical)?

Response	Respondents	95% confidence intervals
No	15	[100%, 100%]

There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

Q. Disability (10 respondents)

If any, please indicate which best describes your disability, long-term health condition or impairment (whether mental or physical). (Please tick all that apply). If none apply to you, please select 'None of the above':

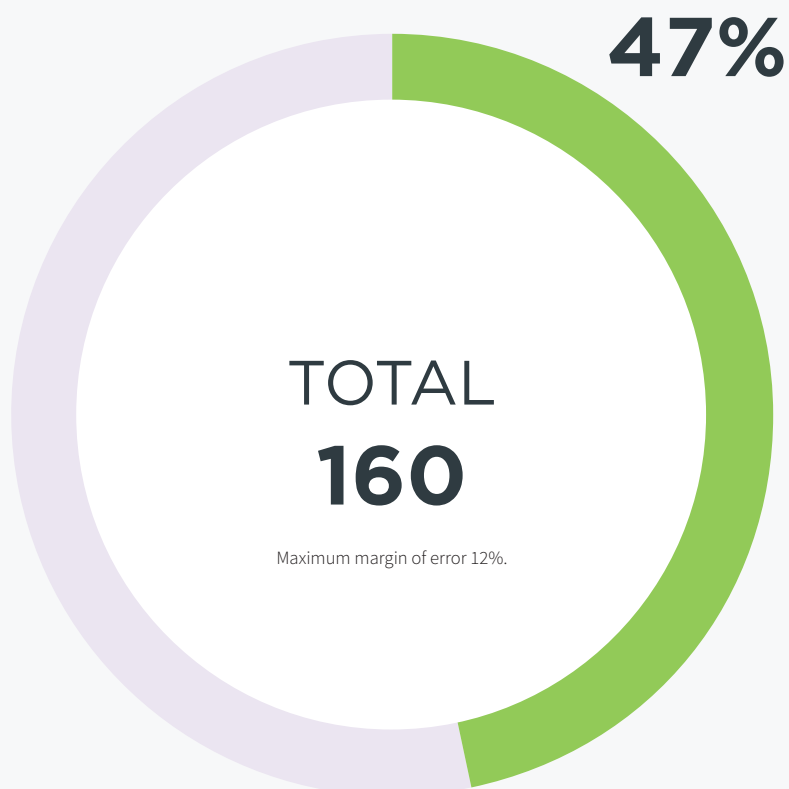| Response	Respondents	95% confidence intervals
None of the above	10	[100%, 100%]

There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

Number of different disabilities, long-term health conditions or impairments selected (10 respondents)

Response	Respondents	95% confidence intervals
1 selected	10	[100%, 100%]

This question asks respondents to select all different disabilities, long-term health conditions or impairments that apply to them. This table shows the number of options selected by each respondent.

There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

Q. Sexual orientation (15 respondents)

Please indicate from the list which best describes your sexual orientation.

Response	Respondents	95% confidence intervals
Heterosexual/Straight	10	[35%, 99%]

Q. Caring responsibilities (15 respondents)

Please indicate from the list which best describes your current caring responsibilities. By caring responsibilities, we refer to regular day to day responsibilities for an adult and/or child(ren):

Response	Respondents	95% confidence intervals
Joint carer	10	[35%, 99%]
Primary or sole carer	10	[35%, 99%]

Q. Education (15 respondents)

Please indicate your highest level of qualification:

Response	Respondents	95% confidence intervals
Postgraduate qualification	15	[100%, 100%]

There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

Q. Socio-economic variables (15 respondents)

What type of school did you attend for the majority of your time between the ages of 11-16?

Response	Respondents	95% confidence intervals
Outside the UK: A state-run or state-funded school - Non-selective	5	[1%, 65%]
Outside the UK: A state-run or state-funded school - Selective on academic, faith or other ground	5	[1%, 65%]

Q. Socio-economic variables (15 respondents)

When you were 18, had any of your parents or guardians completed a university degree course or equivalent (e.g., BA, BSc or higher)?

Response	Respondents	95% confidence intervals
Yes	15	[100%, 100%]
No	5	[1%, 65%]

Q. Socio-economic variables (15 respondents)

Please tell us about the occupation of your main household earner when you were aged 14. If this question does not apply to you (because, for example, you were in care at this time) select, "This question does not apply to me".

Response	Respondents	95% confidence intervals
Modern professional & traditional professional occupations	10	[35%, 99%]
Senior, middle, or junior managers or administrators	5	[1%, 65%]

Q. Flexible working (15 respondents)

Is flexible working available to you? (Within our definition of flexible working we include – flexi-time; staggered hours; term-time hours; annualised hours; flexible shifts; compressed hours; homeworking.)

Response	Respondents	95% confidence intervals
Yes	15	[100%, 100%]
No	5	[1%, 65%]

There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

Q. Flexible working (15 respondents)

Do you make use of any flexible working arrangements (see definitions above) currently?

Response	Respondents	95% confidence intervals
Yes	15	[100%, 100%]
No	5	[1%, 65%]

There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

47%

TOTAL

160

Maximum margin of error 12%.

160 applicants to the Outreach Fund were approached and 75 responded

Q. I hold one of the following Outreach Fund grants: (70 respondents)

Response	Respondents	95% confidence intervals
Small grant	45 (61%)	[51%, 77%]
Large grant	25 (36%)	[23%, 49%]
Chemistry Week grant	5	[0%, 14%]

For all data collected from surveys, we have applied the Standard Rounding Methodology devised by the Higher Education Statistics Agency (HESA). For each survey question, the number of respondents selecting each option has either been rounded to the nearest five or excluded if fewer than three. This means certain percentages may look incorrect but are a by-product of our anonymity measures.

Number of options selected (70 respondents)

Response	Respondents	95% confidence intervals
1 selected	70 (99%)	[100%, 100%]

This question asks respondents to select all options that apply to them. This table shows the number of options selected by each respondent.

Q. Gender identity (70 respondents)

With which gender do you most identify? Please select one option:

Response	Respondents	95% confidence intervals
Woman	55 (75%)	[68%, 90%]
Man	20	[16%, 41%]

Q. Gender identity (70 respondents)

Are you trans?

Response	Respondents	95% confidence intervals
No	70 (100%)	[100%, 100%]

There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

Q. Age (70 respondents)

Please indicate which best describes your age group.

Response	Respondents	95% confidence intervals
30-44	35 (47%)	[37%, 63%]
45-59	25 (35%)	[23%, 49%]
25-29	5	[0%, 14%]
60-74	5	[0%, 14%]

Grants | Outreach Fund

Q. Country of residence (75 respondents)
What is your current country of residence?

Response	Respondents	95% confidence intervals
United Kingdom	70 (97%)	[87%, 99%]

Q. Nationality (70 respondents)
This question is about the country or nation to which you belong. Please indicate which best describes your nationality.

Response	Respondents	95% confidence intervals
United Kingdom	60 (85%)	[76%, 95%]
Ireland	5	[0%, 14%]

Q. Race and ethnicity (75 respondents)
What are your ethnic origins? Please select ALL the geographic areas that apply to you:

Response	Respondents	95% confidence intervals
Western Europe	65 (88%)	[78%, 95%]
Eastern Europe	5	[1%, 13%]
Central Europe	5	[1%, 13%]
North America	5	[1%, 13%]

A full list of available response options is available in the appendix.

Number of different ethnic origins selected (75 respondents)

Response	Respondents	95% confidence intervals
1 selected	70 (95%)	[87%, 99%]
2 selected	5	[1%, 13%]

This question asks respondents to select all different ethnic origins that apply to them. This table shows the number of options selected by each respondent.

Q. Race and ethnicity (75 respondents)
How would you identify yourself in terms of race? Please select ALL the groups that apply to you:

Response	Respondents	95% confidence intervals
White	70 (95%)	[87%, 99%]
Asian or Pacific Islander	5	[1%, 13%]

A full list of available response options is available in the appendix.

Number of different racial identities selected (75 respondents)

Response	Respondents	95% confidence intervals
1 selected	70 (97%)	[87%, 99%]

This question asks respondents to select all different racial identities that apply to them. This table shows the number of options selected by each respondent.

Grants | Outreach Fund

Q. Disability (75 respondents)

Do you self-identify as a disabled person?

Response	Respondents	95% confidence intervals
No	65 (88%)	[78%, 95%]
Yes	10	[5%, 22%]

Q. Disability (75 respondents)

Do you experience barriers or limitations in your day-to-day activities relating to any form of disability, long-term health condition or impairment (whether mental or physical)?

Response	Respondents	95% confidence intervals
No	65 (86%)	[78%, 95%]
Yes	10	[5%, 22%]

Q. Disability (55 respondents)

If any, please indicate which best describes your disability, long-term health condition or impairment (whether mental or physical). (Please tick all that apply). If none apply to you, please select 'None of the above':

Response	Respondents	95% confidence intervals
None of the above	35 (69%)	[46%, 81%]
Mental health condition	5	[0%, 20%]
Mobility impairment	5	[0%, 20%]
Long-term health condition	5	[0%, 20%]
Neurodivergent/specific learning difficulty	5	[0%, 20%]

A full list of available response options is available in the appendix.

Number of different disabilities, long-term health conditions or impairments selected (55 respondents)

Response	Respondents	95% confidence intervals
1 selected	45 (89%)	[68%, 96%]
2 selected	5	[0%, 20%]

This question asks respondents to select all different disabilities, long-term health conditions or impairments that apply to them. This table shows the number of options selected by each respondent.

Q. Sexual orientation (70 respondents)

Please indicate from the list which best describes your sexual orientation:

Response	Respondents	95% confidence intervals
Heterosexual/Straight	60 (87%)	[76%, 95%]
Bisexual	10	[5%, 24%]

Q. Caring responsibilities (70 respondents)

Please indicate from the list which best describes your current caring responsibilities. By caring responsibilities, we refer to regular day to day responsibilities for an adult and/or child(ren):

Response	Respondents	95% confidence intervals
None	40 (55%)	[44%, 70%]
Joint carer	25 (34%)	[23%, 49%]
Primary or sole carer	5	[0%, 14%]

Q. Education (75 respondents)

Please indicate your highest level of qualification:

Response	Respondents	95% confidence intervals
Postgraduate qualification	55 (73%)	[63%, 84%]
Undergraduate degree	15	[10%, 30%]

Q. Socio-economic variables (75 respondents)

What type of school did you attend for the majority of your time between the ages of 11-16?

Response	Respondents	95% confidence intervals
Within the UK: A state-run or state-funded school - Non-selective	45 (59%)	[48%, 72%]
Outside the UK: A state-run or state-funded school - Non-selective	10	[5%, 22%]
Within the UK: A state-run or state-funded school - Selective on academic, faith or other ground	10	[5%, 22%]
Outside the UK: A state-run or state-funded school - Selective on academic, faith or other ground	5	[1%, 13%]
Within the UK: Independent or fee-paying school	5	[1%, 13%]

A full list of available response options is available in the appendix.

Q. Socio-economic variables (75 respondents)

When you were 18, had any of your parents or guardians completed a university degree course or equivalent (e.g., BA, BSc or higher)?

Response	Respondents	95% confidence intervals
No	45 (63%)	[48%, 72%]
Yes	25 (37%)	[22%, 45%]

Q. Socio-economic variables (60 respondents)

Please tell us about the occupation of your main household earner when you were aged 14. If this question does not apply to you (because, for example, you were in care at this time) select, "This question does not apply to me".

Response	Respondents	95% confidence intervals
Modern professional & traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.	20	[18%, 49%]
Senior, middle, or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager.	10	[4%, 29%]
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.	10	[4%, 29%]
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.	5	[0%, 17%]
Routine, semi-routine manual and service occupations	5	[0%, 17%]

This is reported only for those respondents who were educated in the UK. The full list of occupations is available in the appendix.

Q. Working patterns (75 respondents)

Please indicate which best describes your current working pattern:

Response	Respondents	95% confidence intervals
Full time	60 (85%)	[70%, 90%]
Part time	5	[1%, 13%]
Retired	5	[1%, 13%]

Q. Flexible working (65 respondents)

Is flexible working available to you? (Within our definition of flexible working we include – flexi-time; staggered hours; term-time hours; annualised hours; flexible shifts; compressed hours; homeworking.)

Response	Respondents	95% confidence intervals
Yes	55 (81%)	[74%, 95%]
No	10	[5%, 26%]

Q. Flexible working (65 respondents)

Do you make use of any flexible working arrangements (see definitions above) currently?

Response	Respondents	95% confidence intervals
Yes	40 (66%)	[47%, 76%]
No	20	[17%, 45%]

Accreditation

Our accreditation is a peer-reviewed process through which a university chemistry department demonstrates the ways in which a degree programme fulfils a number of key requirements designed to uphold professional standards. This ultimately provides a credible and independently verifiable method for employers and students to differentiate between degree programmes. More than 450 degree programmes at over 80 universities around the world are currently accredited by our well-established and respected accreditation system.

Geographical information was collected as part of the application process. We look at inclusion and diversity data in relation to learning outcomes as part of our key requirement on the learning environment. We are currently reviewing all criteria as part of periodic continuous improvement, and Inclusion and Diversity is a topic which we will aim to strengthen or add extra context to.

Accreditation

UK Institutions with RSC-accredited degree courses and accredited apprenticeship providers.
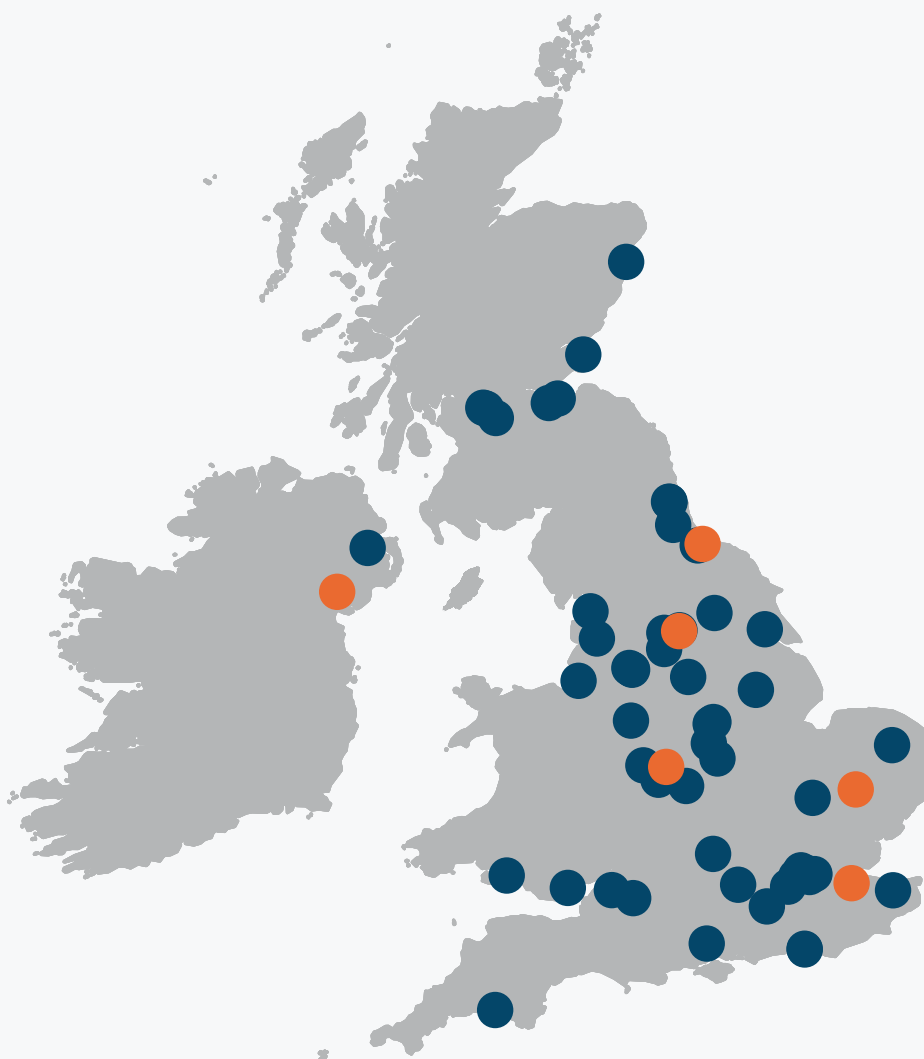
● Higher education institution   ● Apprenticeship provider

Accreditation

UK and Republic of Ireland: Accredited Companies and Centres for Doctoral Training (CDTs).

CDT   Accredited company
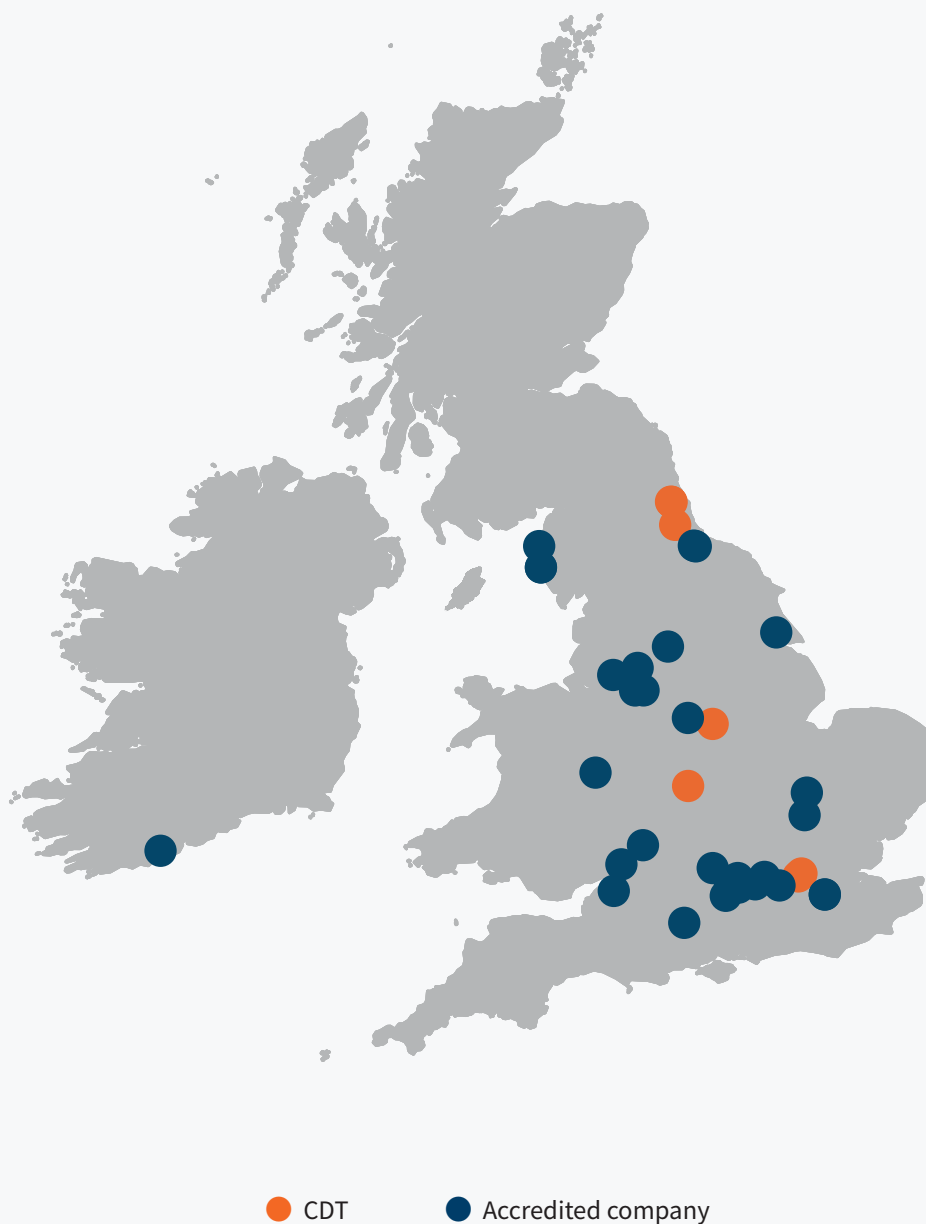
Accreditation

Institutions with RSC-accredited degree courses

Institutions

0 10 20 30 40 50 60
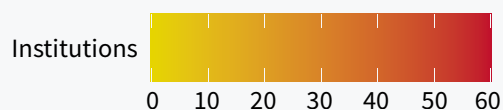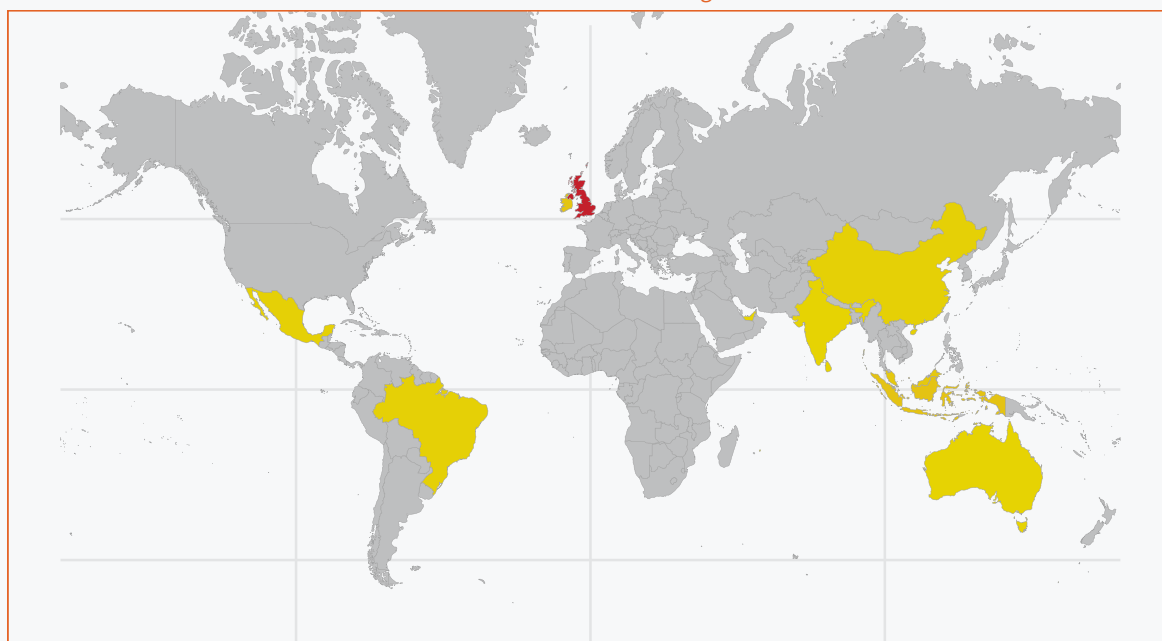
Country	Institutions
United Kingdom	58
Indonesia	7
Ireland	6
Malaysia	5
Hong Kong	4
Mexico	2
China	2
Brazil	2
United Arab Emirates	1
Sri Lanka	1
Mauritius	1
India	1
Australia	1

The Royal Society of Chemistry remains neutral with regard to jurisdictional claims in our published material, including the naming of territories in maps and institutional affiliations.

Mentoring

Our mentoring schemes were established to develop members' potential, encourage ownership of their careers and connect members to others outside of their organisation. We offer mentoring to members at all stages of their career, whether in industry, academia or teaching. We also run a scheme targeting teacher leaders in schools to access a mentor with industry and leadership experience.

Both mentors and mentees benefit by participating in the scheme. Mentees often access the scheme to get support with career transitions. Mentors not only get personal fulfilment in supporting others, but find it can also provide an opportunity to develop or build on a variety of useful skills.

We gathered responses to diversity monitoring questions as part of a survey sent to mentors and mentees in June 2022. This is the first time we have reported the diversity data of mentees.

Overall response rates for mentoring

46%

TOTAL
175

Maximum margin of error 12%.
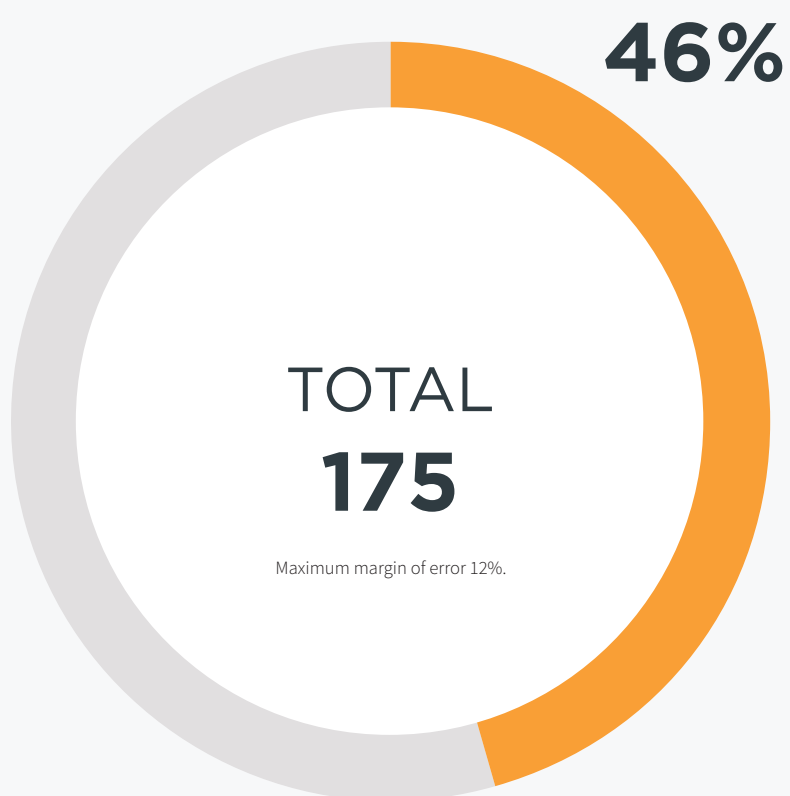
Mentoring

175 mentors and mentees were approached. Of the 80 which responded, 50 were mentors and 30 were mentees. A Fisher's exact test is performed on mentors against mentees and the responses are deemed statistically significant if p < 0.05. For this section, percentages in rounded brackets refer to the response rate and figures in square brackets refer to the confidence interval.

Q. Gender identity (80 respondents)
With which gender do you most identify? Please select one option: (differences not statistically significant)

Response	Mentors (50)	Mentees (30)
Man	35 (66%) [51%, 89%]	15 [25%, 75%]
Woman	15 [15%, 45%]	15 [25%, 75%]

For all data collected from surveys, we have applied the Standard Rounding Methodology devised by the Higher Education Statistics Agency (HESA).
For each survey question, the number of respondents selecting each option has either been rounded to the nearest five or excluded if fewer than three. This means certain percentages may look incorrect but are a by-product of our anonymity measures.

Q. Gender identity (80 respondents)
Are you trans? (differences not statistically significant)

Response	Mentors (50)	Mentees (30)
No	50 (100%) [81%, 100%]	30 (100%) [69%, 100%]

Q. Age (80 respondents)
Please indicate which best describes your age group: (differences statistically significant)

Response	Mentors (50)	Mentees (30)
25-29	5 [1%, 19%]	5 [1%, 32%]
30-44	15 [15%, 45%]	20 [39%, 95%]
45-59	20 [23%, 57%]	5 [1%, 32%]
60-74	10 [7%, 33%]	0

Q. Country of residence (80 respondents)
What is your current country of residence? (differences statistically significant)

Response	Mentors (50)	Mentees (30)
United Kingdom	45 (90%) [71%, 100%]	20 [39%, 95%]

Mentoring

Q. Nationality (80 respondents)

This question is about the country or nation to which you belong. Please indicate which best describes your nationality. (differences statistically significant)

Response	Mentors (50)	Mentees (30)
United Kingdom	40 (78%) [60%, 97%]	15 [25%, 75%]
Nigeria	0	5 [1%, 32%]
Spain	0	5 [1%, 32%]

Q. Race and ethnicity (80 respondents)

What are your ethnic origins? Please select ALL the geographic areas that apply to you:

Response	Mentors	Mentees
Western Europe	45 (58%) [71%, 100%]	15 [25%, 75%]
Central Europe	0	5 [1%, 32%]
Sub-Saharan Africa	0	5 [1%, 32%]
South and Southeast Asia	5 [1%, 19%]	5 [1%, 32%]

A full list of available response options is available in the appendix.

Number of different ethnic origins selected (80 respondents)

(differences not statistically significant)

Response	Mentors (50)	Mentees (30)
1 selected	45 (92%) [71%, 100%]	25 (90%) [53%, 100%]
2 selected	5 [1%, 19%]	5 [1%, 32%]

This question asks respondents to select all the ethnic origins options that apply to them. This table shows the number of options selected by each respondent.

Q. Race and ethnicity (80 respondents)

How would you identify yourself in terms of race? Please select ALL the groups that apply to you:

Response	Mentors	Mentees
White	45 (58%) [71%, 100%]	20 [39%, 95%]
Asian or Pacific Islander	0	5 [1%, 32%]
Black	0	5 [1%, 32%]

A full list of available response options is available in the appendix.

Mentoring

Number of different racial identities selected (80 respondents)

(differences not statistically significant)

Response	Mentors (50)	Mentees (30)
1 selected	50 (98%) [81, 100%]	30 (100%) [69, 100%]

This question asks respondents to select all the racial identities that apply to them. This table shows the number of options selected by each respondent.

Q. Disability (80 respondents)

Do you self-identify as a disabled person? (differences not statistically significant)

Response	Mentors (50)	Mentees (30)
No	50 (98%) [81, 100%]	25 (90%) [53%, 100%]
Yes	0	5 [1%, 32%]

Q. Disability (80 respondents)

Do you experience barriers or limitations in your day-to-day activities relating to any form of disability, long-term health condition or impairment (whether mental or physical)? (differences not statistically significant)

Response	Mentors (50)	Mentees (30)
No	45 (92%) [71%, 100%]	25 (79%) [53%, 100%]
Yes	5 [1%, 19%]	5 [1%, 32%]

Q. Disability (80 respondents)

If any, please indicate which best describes your disability, long-term health condition or impairment (whether mental or physical). (Please tick all that apply). If none apply to you, please select 'None of the above':

Response	Mentors	Mentees
None of the above	35 (41%) [51%, 89%]	15 [25%, 75%]

A full list of available response options is available in the appendix.

Number of different disabilities, long-term health conditions or impairments selected (60 respondents)

(differences statistically significant)

Response	Mentors (40)	Mentees (20)
1 selected	40 (100%) [75%, 100%]	20 [50%, 100%]
2 selected	0	5 [0%, 54%]

This question asks respondents to select all the different disabilities, long-term health conditions or impairments that apply to them. This table shows the number of options selected by each respondent.

Mentoring

Q. Sexual orientation (80 respondents)

Please indicate from the list which best describes your sexual orientation: (differences not statistically significant)

Response	Mentors (50)	Mentees (30)
Heterosexual/Straight	40 (84%) [61%, 99%]	25 (83%) [53%, 100%]
Bisexual	5 [1%, 19%]	5 [1%, 32%]
Gay	5 [1%, 19%]	0

Q. Caring responsibilities (75 respondents)

Please indicate from the list which best describes your current caring responsibilities. By caring responsibilities, we refer to regular day to day responsibilities for an adult and/or child(ren): (differences not statistically significant)

Response	Mentors (50)	Mentees (30)
None	30 (65%) [41%, 79%]	20 [37%, 96%]
Joint carer	15 [14%, 46%]	5 [0%, 33%]

Q. Education (80 respondents)

Please indicate your highest level of qualification: (differences not statistically significant)

Response	Mentors (50)	Mentees (30)
Postgraduate qualification	40 (82%) [61%, 99%]	25 (87%) [53%, 100%]
Undergraduate degree	5 [1%, 19%]	5 [1%, 32%]

Q. Socio-economic variables (80 respondents)

What type of school did you attend for the majority of your time between the ages of 11-16? (differences statistically significant)

Response	Mentors (50)	Mentees (30)
Within the UK: A state-run or state-funded school - Selective on academic, faith or other ground	20 [23%, 57%]	5 [1%, 32%]
Within the UK: A state-run or state-funded school - Non-selective	15 [15%, 45%]	10 [12%, 55%]
Outside the UK: A state-run or state-funded school - Non-selective	10 [7%, 33%]	5 [1%, 32%]
Outside the UK: A state-run or state-funded school - Selective on academic, faith or other ground	0	5 [1%, 32%]
Outside the UK: Independent or fee-paying school	0	5 [1%, 32%]
Outside the UK: Independent or fee-paying school - where I received a means tested bursary covering 90% or more of the total cost of attending throughout my time there	0	5 [1%, 32%]

Mentoring

Q. Socio-economic variables (80 respondents)

When you were 18, had any of your parents or guardians completed a university degree course or equivalent (e.g., BA, BSc or higher)? (differences not statistically significant)

Response	Mentors (50)	Mentees (30)
No	30 (60%) [41%, 79%]	20 [39%, 95%]
Yes	20 [23%, 57%]	10 [12%, 55%]

Q. Socio-economic variables (50 respondents)

Please tell us about the occupation of your main household earner when you were aged 14. If this question does not apply to you (because, for example, you were in care at this time) select, "This question does not apply to me". (differences not statistically significant)

Response	Mentors (35)	Mentees (10)
Modern professional & traditional professional occupations	15 [14%, 72%]	5 [0%, 100%]
Senior, middle, or junior managers or administrators	5 [0%, 33%]	5 [0%, 100%]
Small business owners who employed less than 25 people	5 [0%, 33%]	0
Technical and craft occupations	5 [0%, 33%]	0

This is reported only for those respondents who were educated in the UK. The full list of occupations is available in the appendix.

Q. Working patterns (80 respondents)

Please indicate which best describes your current working pattern: (differences statistically significant)

Response	Mentors (50)	Mentees (30)
Full time	35 (68%) [51%, 89%]	25 (77%) [53%, 100%]
Retired	10 [7%, 33%]	0
Part time	5 [1%, 19%]	5 [1%, 32%]
Prefer to self-describe	5 [1%, 19%]	0

Q. Flexible working (80 respondents)

Is flexible working available to you? (Within our definition of flexible working we include – flexi-time; staggered hours; term-time hours; annualised hours; flexible shifts; compressed hours; homeworking.) (differences not statistically significant)

Response	Mentors (50)	Mentees (30)
Yes	35 (71%) [51%, 89%]	15 [25%, 75%]
No	15 [15%, 45%]	10 [12%, 55%]

Mentoring

Q. Flexible working (80 respondents)

Do you make use of any flexible working arrangements (see definitions above) currently? (differences not statistically significant)

Response	Mentors (50)	Mentees (30)
Yes	35 (67%) [51%, 89%]	15 [25%, 75%]
No	15 [15%, 45%]	15 [25%, 75%]

Chemistry World webinars

Chemistry World is our flagship magazine, published in print and online. It provides the global chemical science community with the research, news and views they need to keep informed on the breakthroughs, challenges and emerging trends happening worldwide.

Only RSC members receive the magazine in print, so the demographics for print readership are the same as that of membership. Online, both members and non-members can access content. A previous report also included Google Analytics data on Chemistry World's online audience, which is primarily composed of non-members. However, this data is no longer sufficiently rigorous to be included alongside the self-reported diversity data elsewhere in this report. Future reports will seek to obtain self-reported diversity data on Chemistry World's online audience.

Data for attendees of Chemistry World webinars was gathered in a self-reported manner in 2021 and 2022 and it is these data that are presented in this section. The responses were collected from attendees of five Chemistry World webinars that took place in 2021 and 2022.

The wording of some of the questions used to gather the data in this section is from an earlier version of our diversity data survey questions. This means that results may not be directly comparable with datasets that use differently worded questions. Our most up-to-date diversity data survey questions can be found in the **appendix**.

Overall response rates for Chemistry World webinars

8%

TOTAL

1,565

Maximum margin of error 34%.
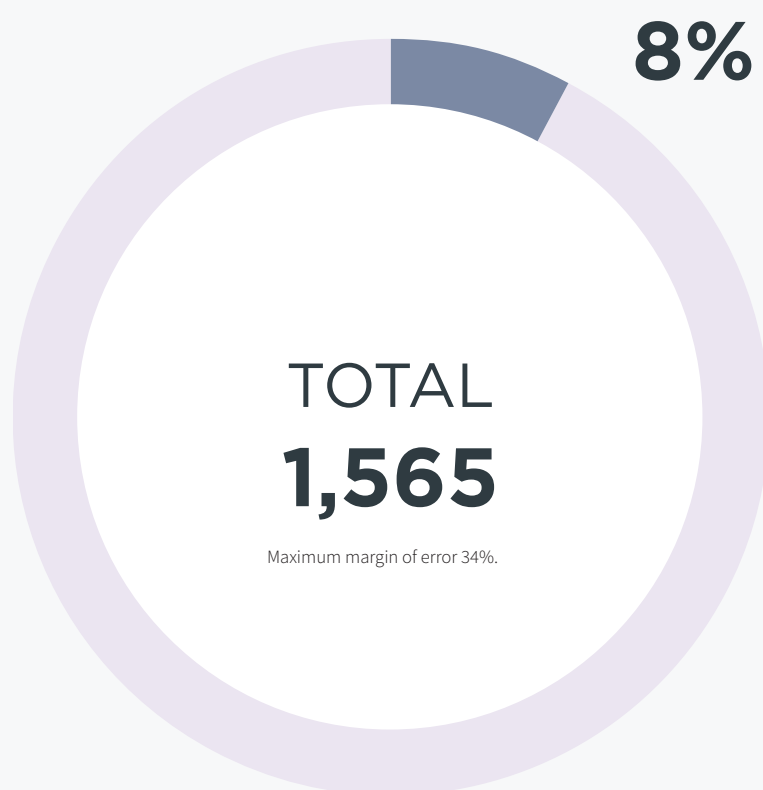
Chemistry World webinars

Q. Gender identity
With which gender do you most identify?

Response	Respondents
Woman	55%
Man	43%

In this section we give percentages only as the total number of people the survey was sent to is unknown. Answers with five or fewer respondents have been suppressed.

Q. Age
Please indicate which best describes your age group:
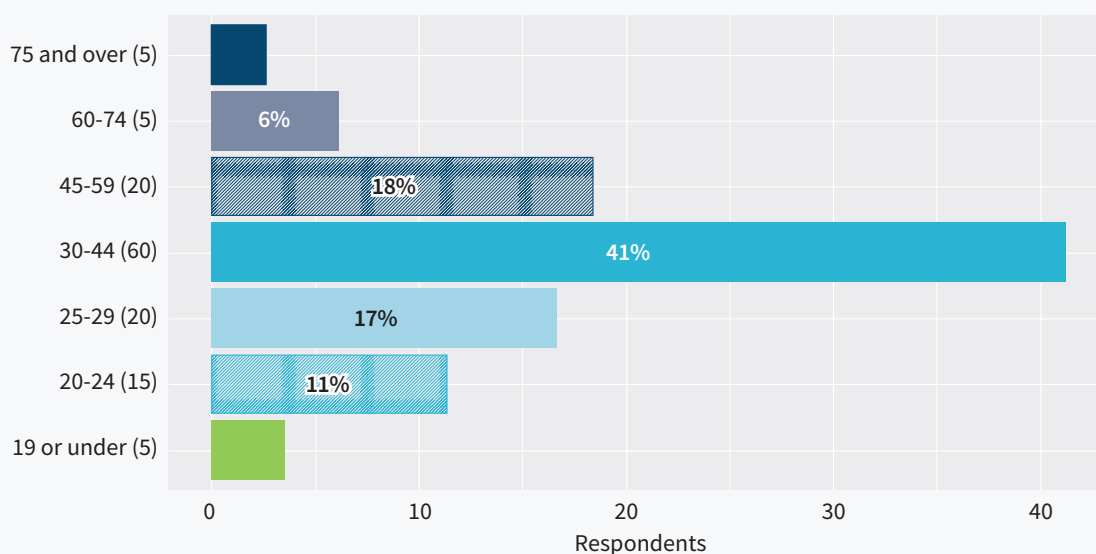
Q. Nationality
This question is about the country or nation to which you belong. Please indicate which best describes your nationality.

Response	Respondents
United Kingdom	39%
India	17%
Nigeria	7%

Q. Race and ethnicity
How would you identify yourself in terms of race? Please select ALL the groups that apply to you:

Response	Respondents
White	60%
South Asian	18%

Chemistry World webinars

Q. Disability

Do you consider yourself to have a disability as defined above?

Response	Respondents
No	85%
Yes	15%

Q. Disability

Please indicate which best describes your disability (please tick all that apply).

Response	Respondents
Self-describe	36%
Mental Health condition	28%

Number of different disabilities, long-term health conditions or impairments selected

Response	Respondents
1 selected	88%

This question asks respondents to select all different disabilities, long-term health conditions or impairments that apply to them. This table shows the number of options selected by each respondent.

Q. Sexual orientation

Please indicate from the list which best describes your sexual orientation.

Response	Respondents
Heterosexual/Straight	69%
Prefer to self-describe	18%
Bisexual	7%

Q. Caring responsibilities

Please indicate from the list which best describes your current caring responsibilities. By caring responsibilities we refer to regular day to day responsibilities for an adult and/or child(ren).

Response	Respondents
None	57%
Joint carer	30%
Primary or sole carer	12%

Chemistry World webinars

Number of options selected

Response	Respondents
1 selected	99%

This question asks respondents to select all options that apply to them. This table shows the number of options selected by each respondent.

Q. Education
Please indicate your highest level of qualification.

Response	Respondents
Postgraduate qualification	63%
Undergraduate degree	24%
Prefer to self-describe	11%

Q. Education
Please indicate the highest qualification level of your parent(s)/guardian(s)/carer(s).

Response	Respondents
School level qualification	29%
Postgraduate qualification	26%
Prefer to self-describe	25%
Undergraduate degree	20%

Q. Working patterns
Please indicate which best describes your current working pattern.

Response	Respondents
Full time	67%
Part time	13%
Prefer to self-describe	7%
Unemployed	7%

Chemistry World webinars

Q. Flexible working

Is flexible working available to you? (Within our definition of flexible working we include – flexi-time; staggered hours; term-time hours; annualised hours; flexible shifts; compressed hours; homeworking).

Response	Respondents
Yes	61%
No	30%
Don't Know	9%

Q. Flexible working

Do you make use of any flexible working arrangements (see definitions above) currently?

Response	Respondents
Yes	66%
No	34%

Supporting the chemistry industries

Chemistry industries are very diverse and comprise small firms to multinational household names and in a broad range of sectors such as energy, food and drink, pharmaceuticals and biotechnology, agriculture and more. There are thousands of deep tech ventures to contract research organisations, manufacturers of chemicals, materials or equipment; software and digital providers; analytical services; utilities and consultants.

We offer a number of industry-focused initiatives to support innovative technologies, we bring companies together to tackle cross sector industry challenges and help businesses access the resources and expertise they need to thrive.

One example was EnterprisePlus, our dedicated scheme for chemistry based small and medium-sized enterprises. In the last decade, EnterprisePlus supported over 700 businesses in the UK; some of which went on to achieve great success.

EnterprisePlus supported emerging and established SMEs by helping them recruit the right people, support the professional development of their existing employees, and help them find the essential financial support that will allow their businesses to flourish.

Although EnterprisePlus closes in 2023, we have launched a number of new approaches to supporting industry. **Check here for more information https://www.rsc.org/membership-and-community/supporting-organisations/industry/**

EnterprisePlus locations | Geographical distribution
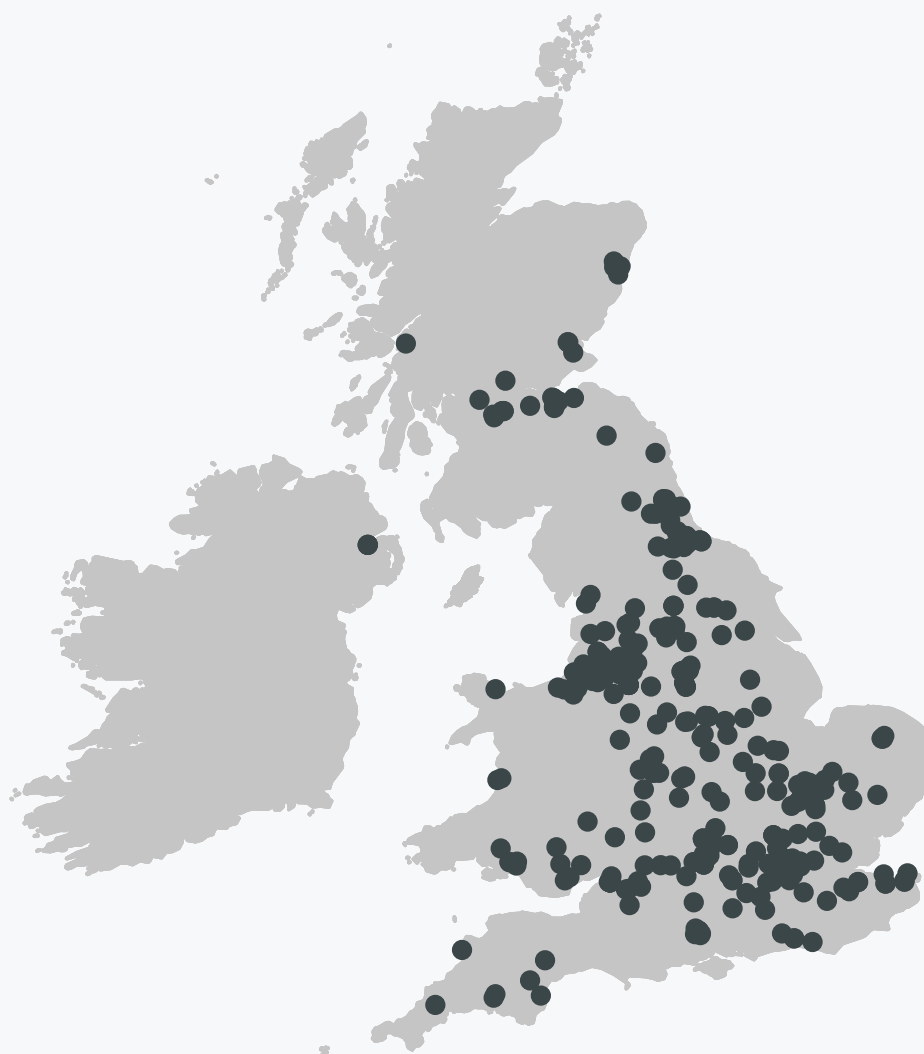
● SMEs part of EnterprisePlus scheme.

Education

We provide educational support programmes to inspire the teaching and learning of chemistry. Here we report on some of our activities as case studies. Information about participating schools is gathered through programme registration. This is matched against data from the UK and Republic of Ireland school censuses* (a total of 10,195 secondary or independent schools). Schools that could not be matched against school census data are excluded from this report.

Teach Chemistry

Teach Chemistry is a free service for teachers and technicians in secondary schools in the UK and Republic of Ireland. It supports them to deliver high quality chemistry education and foster effective science departments. At the time of this report 4,820 schools were participating, of which 4,197 (87%) were matched against school census data. As our overarching service for secondary schools, this data provides the best indication of the reach of our work to support teachers of chemistry.

Elevating Chemistry grants

The Elevating Chemistry grants were launched in the Autumn of 2020. The grants are awarded to teachers to develop and deliver initiatives that alleviate the effects of missed classroom time due to Covid-19 lockdowns. Schools from areas of socio-economic deprivation (at least 25% free school meals (UK) and DEIS schools (Republic of Ireland)) were invited to apply for grants to develop their projects.

Chemistry Teaching Empowerment Fund

The Chemistry Teaching Empowerment Fund supports teachers to organise events to share good practice with other teachers in their local area. Funds are available to both primary and secondary schools in the UK and Republic of Ireland. The secondary grants have been available since 2018, though paused due to the pandemic. They were relaunched in September 2021, along with a new grant available to primary teachers.

UK Chemistry Olympiad

This annual chemistry competition is for students aged 16 to 18. The highest performing students from national rounds go on to represent the UK in the International Chemistry Olympiad. In 2021, 656 schools participated, of which 567 (86%) were matched against school census data. In 2022, 742 participated, and 567 (76%) were matched against school census data. We also collected gender data on students who participated from their teachers.
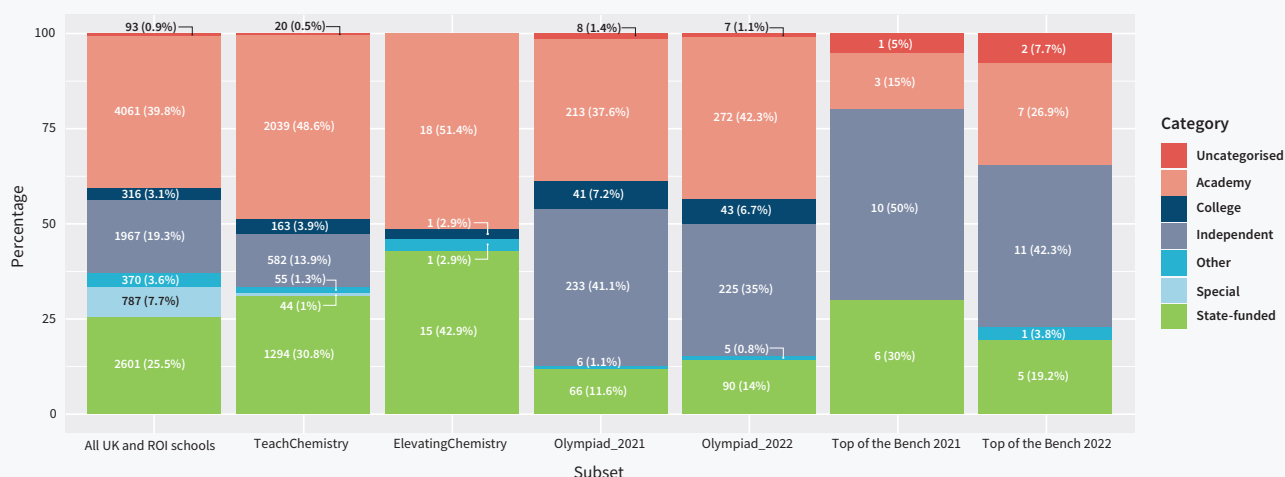
Top of the Bench

This is a national competition for students aged 14 to 16 to promote practical skills and teamwork in chemistry. Regional heats are organised by our local sections with winners progressing to a national final. There were 29 schools in the 2021 national final, of which 20 (69%) were matched against school census data. In 2022, there were 27 schools in the national final, of which 26 (96%) were matched against school census data. We also collected gender data on students who participated from their teachers.

Initial Teacher Training Scholarship scheme

In partnership with the Department for Education, we award scholarships to individuals entering chemistry teacher training in England. We collected diversity information when candidates applied to the scheme. Data is shown for all applicants, whether successful or unsuccessful.

The wording of some of the questions used to gather the data in this section is from an earlier version of our diversity data survey questions. This means that results may not be directly comparable with datasets that use differently worded questions. Our most up-to-date diversity data survey questions can be found in the **appendix**.

*UK and Republic of Ireland schools census data has been aggregated from:
https://www.compare-school-performance.service.gov.uk
https://www.gov.scot, **https://gov.wales**, **https://www.gov.uk/government/statistics/english-indices-of-deprivation-2019**, **https://statswales.gov.wales**, **https://gov.wales/address-list-schools**, **https://www.opendatani.gov.uk** and **https://www.gov.ie**.

Type of school

Blank values represent schools that could not be matched across data sources and categorised.

Index of multiple deprivation
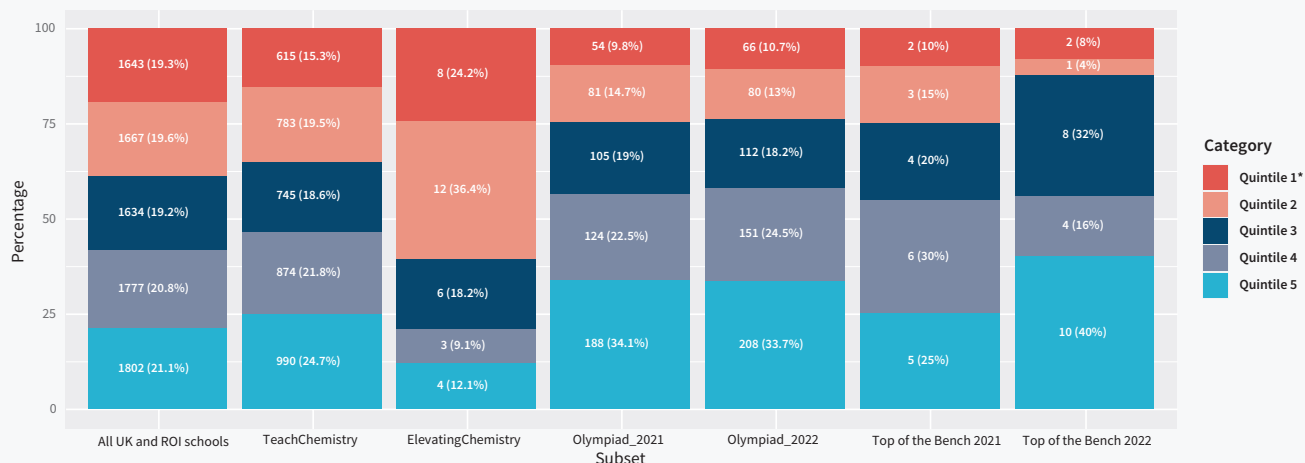
Schools have been divided into quintiles for each nation according to Index of Multiple Deprivation (IMD) Ranking of the postcode of the school. IMD measures relative deprivation in an area based on 7 domains: Income, Employment, Education, Skills and Training, Health and Disability, Crime, Barriers to Housing and Services, Living Environment.

*Quintile 1 represents schools with highest levels of deprivation (highest IMD score, lowest IMD ranking)

Schools without values to plot (due to not matching data sets or missing values) have been filtered from this plot.

TeachChemistry (4197 total schools, 4007 with known quintiles):
• Quintile 1=615(15%) [15%, 16%]; Quintile 2=783(20%) [19%, 20%]; Quintile 3=745(19%) [18%, 19%]; Quintile 4=874(22%) [22%, 22%]; Quintile 5=990(25%) [24%, 25%]

ElevatingChemistry (35 total schools, 33 with known quintiles):
• Quintile 1=8(24%) [21%, 28%]; Quintile 2=12(36%) [32%, 40%]; Quintile 3=6(18%) [15%, 21%]; Quintile 4=3(9%) [7%, 12%]; Quintile 5=4(12%) [9%, 15%]

Olympiad_2021 (567 total schools, 552 with known quintiles):
• Quintile 1=54(10%) [9%, 10%]; Quintile 2=81(15%) [14%, 15%]; Quintile 3=105(19%) [18%, 20%]; Quintile 4=124(22%) [22%, 23%]; Quintile 5=188(34%) [33%, 35%]

Olympiad_2022 (643 total schools, 617 with known quintiles):
• Quintile 1=66(11%) [10%, 11%]; Quintile 2=80(13%) [12%, 14%]; Quintile 3=112(18%) [18%, 19%]; Quintile 4=151(24%) [24%, 25%]; Quintile 5=208(34%) [33%, 34%]

TOTB_2021 (20 total schools, 20 with known quintiles):
• Quintile 1=2(10%) [10%, 10%]; Quintile 2=3(15%) [15%, 15%]; Quintile 3=4(20%) [20%, 20%]; Quintile 4=6(30%) [30%, 30%]; Quintile 5=5(25%) [25%, 25%]

TOTB_2022 (26 total schools, 25 with known quintiles):
• Quintile 1=2(8%) [6%, 10%]; Quintile 2=1(4%) [2%, 6%]; Quintile 3=8(32%) [28%, 36%]; Quintile 4=4(16%) [13%, 19%]; Quintile 5=10(40%) [36%, 44%]

Free School Meals Quintile
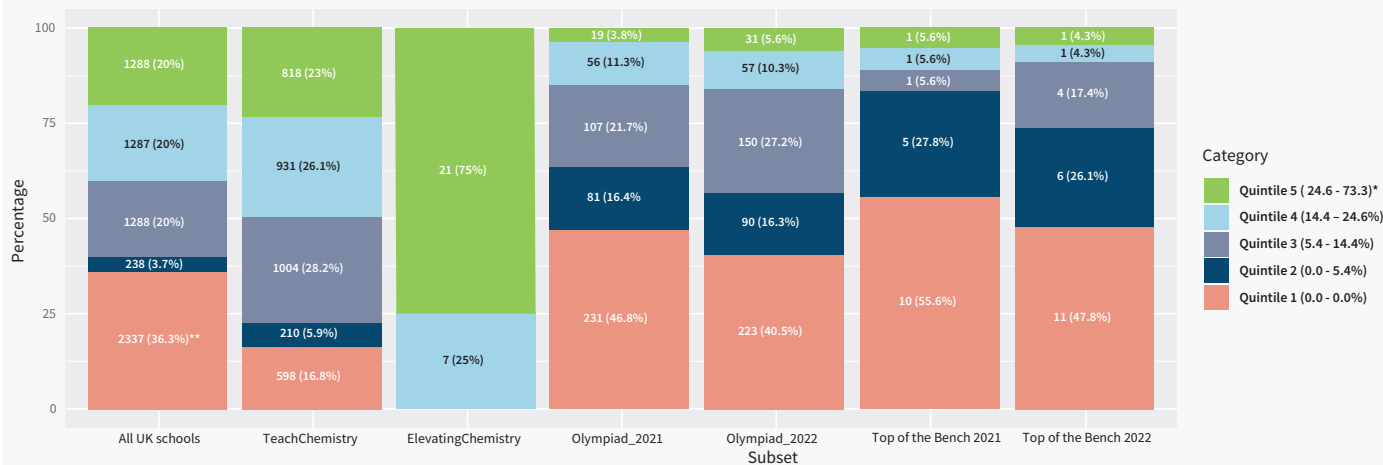
Schools have been categorised into quintiles (Q1-Q5) by the percentage of pupils eligible for free school meals within the school. Schools that we engage with through our programmes in each quintile are presented.

*Quintile 5 represents schools with highest FSM%

** Please note that there are more than 20% of all schools with a Free Schools Meal percentage of 0 - all of these compromise Quintile 1, at the expense of those in Quintile 2.

Schools without values to plot (due to not matching data sets or missing values) have been filtered from this plot and this includes all Republic of Ireland schools.

TeachChemistry (4197 total schools, 3561 with known quintiles):
• Quintile 1=598(17%) [16%, 17%]; Quintile 2=210(6%) [6%, 6%]; Quintile 3=1004(28%) [28%, 29%]; Quintile 4=931(26%) [26%, 27%]; Quintile 5=818(23%) [22%, 24%]

ElevatingChemistry (35 total schools, 28 with known quintiles):
• Quintile 1=0(0%) [0%, 0%]; Quintile 2=0(0%) [0%, 0%]; Quintile 3=0(0%) [0%, 0%]; Quintile 4=7(25%) [17%, 33%]; Quintile 5=21(75%) [67%, 83%]

Olympiad_2021 (567 total schools, 494 with known quintiles):
• Quintile 1=231(47%) [45%, 48%]; Quintile 2=81(16%) [15%, 18%]; Quintile 3=107(22%) [20%, 23%]; Quintile 4=56(11%) [10%, 12%]; Quintile 5=19(4%) [3%, 4%]

Olympiad_2022 (643 total schools, 551 with known quintiles):
• Quintile 1=223(40%) [39%, 42%]; Quintile 2=90(16%) [15%, 18%]; Quintile 3=150(27%) [26%, 29%]; Quintile 4=57(10%) [9%, 11%]; Quintile 5=31(6%) [5%, 6%]

TOTB_2021 (20 total schools, 18 with known quintiles):
• Quintile 1=10(56%) [48%, 63%]; Quintile 2=5(28%) [21%, 35%]; Quintile 3=1(6%) [2%, 9%]; Quintile 4=1(6%) [2%, 9%]; Quintile 5=1(6%) [2%, 9%]

TOTB_2022 (26 total schools, 23 with known quintiles):
• Quintile 1=11(48%) [40%, 55%]; Quintile 2=6(26%) [19%, 33%]; Quintile 3=4(17%) [12%, 23%]; Quintile 4=1(4%) [1%, 7%]; Quintile 5=1(4%) [1%, 7%]

Special Educational Needs Quintile
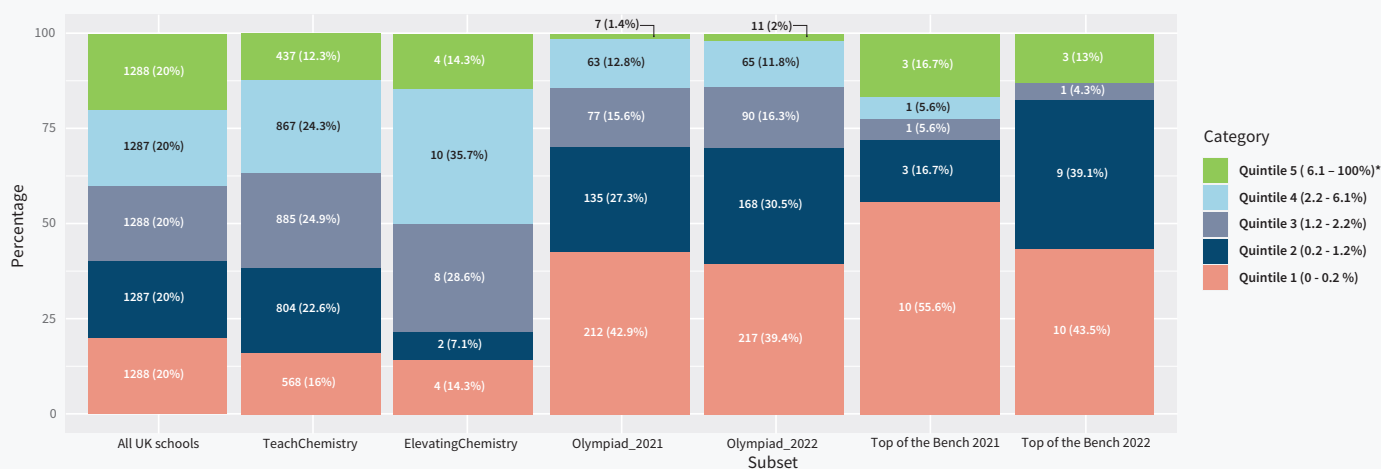
Schools have been categorised into quintiles (Q1-Q5) by the percentage of pupils with special educational needs within the school. Schools that we engage with through our programmes in each quintile are presented. Unknowns represent schools that could not be matched across data sources and categorised.

*Quintile 5 represents schools with highest SEN %.

Schools without values to plot (due to not matching data sets or missing values) have been filtered from this plot and this includes all Republic of Ireland schools.

TeachChemistry (4197 total schools, 3561 with known quintiles):
• Quintile 1=568(16%) [15%, 16%]; Quintile 2=804(23%) [22%, 23%]; Quintile 3=885(25%) [24%, 25%]; Quintile 4=867(24%) [24%, 25%]; Quintile 5=437(12%) [12%, 13%]

ElevatingChemistry (35 total schools, 28 with known quintiles):
• Quintile 1=4(14%) [8%, 21%]; Quintile 2=2(7%) [2%, 12%]; Quintile 3=8(29%) [20%, 37%]; Quintile 4=10(36%) [27%, 45%]; Quintile 5=4(14%) [8%, 21%

Olympiad_2021 (567 total schools, 494 with known quintiles):
• Quintile 1=212(43%) [41%, 45%]; Quintile 2=135(27%) [26%, 29%]; Quintile 3=77(16%) [14%, 17%]; Quintile 4=63(13%) [12%, 14%]; Quintile 5=7(1%) [1%, 2%]

Olympiad_2022 (643 total schools, 551 with known quintiles):
• Quintile 1=217(39%) [38%, 41%]; Quintile 2=168(30%) [29%, 32%]; Quintile 3=90(16%) [15%, 18%]; Quintile 4=65(12%) [11%, 13%]; Quintile 5=11(2%) [2%, 2%]

TOTB_2021 (20 total schools, 18 with known quintiles):
• Quintile 1=10(56%) [48%, 63%]; Quintile 2=3(17%) [11%, 23%]; Quintile 3=1(6%) [2%, 9%]; Quintile 4=1(6%) [2%, 9%]; Quintile 5=3(17%) [11%, 23%]
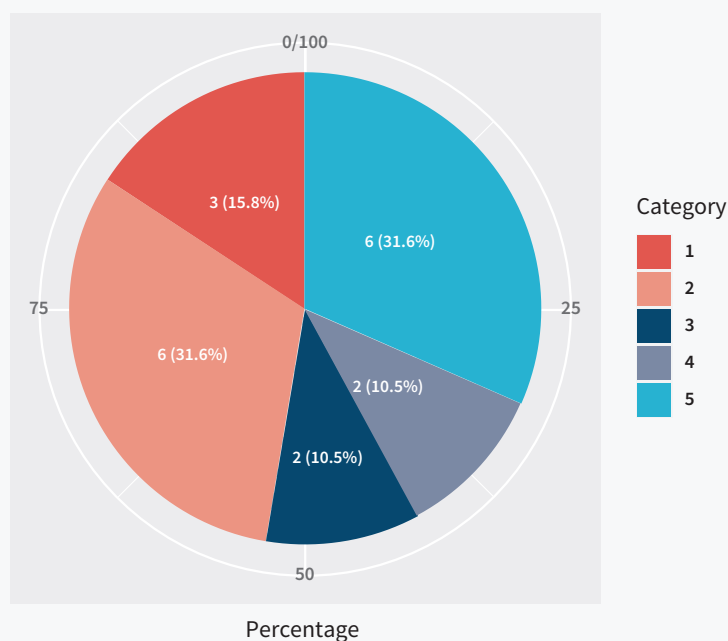
TOTB_2022 (26 total schools, 23 with known quintiles):
• Quintile 1=10(43%) [36%, 51%]; Quintile 2=9(39%) [32%, 46%]; Quintile 3=1(4%) [1%, 7%]; Quintile 4=0(0%) [0%, 0%]; Quintile 5=3(13%) [8%, 18%]
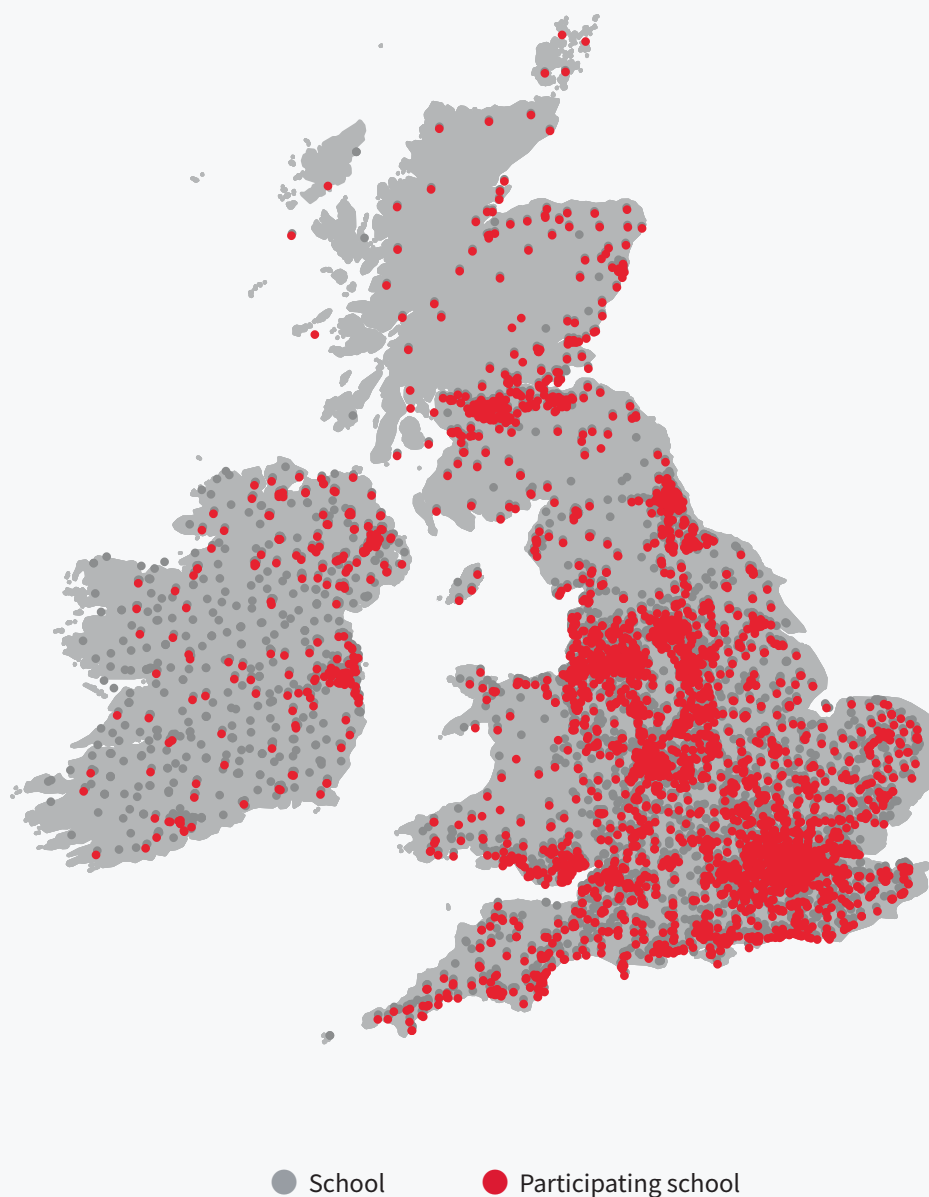
Empowerment Fund School Types

Percentage

Category
- Academy
- College
- State-funded
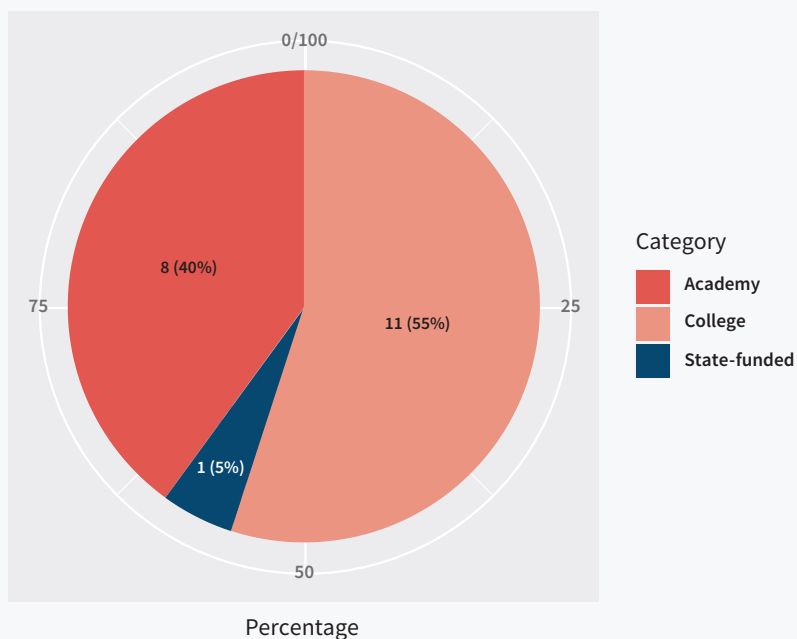
Empowerment Fund Index of multiple deprivation

Percentage

Category
- 1
- 2
- 3
- 4
- 5

Schools have been divided into quintiles for each nation according to Index of Multiple Deprivation (IMD) Ranking of the postcode of the school. Quintile 1 represents schools with highest levels of deprivation.

This program is somewhat different to the other RSC programs since it is open to primary schools too. As a result, we will present these results separately and not present comparisons with all schools.

Education

Schools registered with Teach Chemistry.

● School   ● Participating school

Education

Schools receiving Elevating Chemistry grants.

● Participating school

Education

UK Schools participating in the Empowerment Fund.

● Empowerment Fund schools

Education

UK schools participating in Chemistry Olympiad 2022.

● School   ● Participating school

Education

UK schools participating in Chemistry Olympiad 2021.

● School   ● Participating school

Student gender | Olympiad 2021 (7120 respondents)

	Number of students
Female (3545)	50%
Male (3520)	49%
Other/prefer not to say (60)	
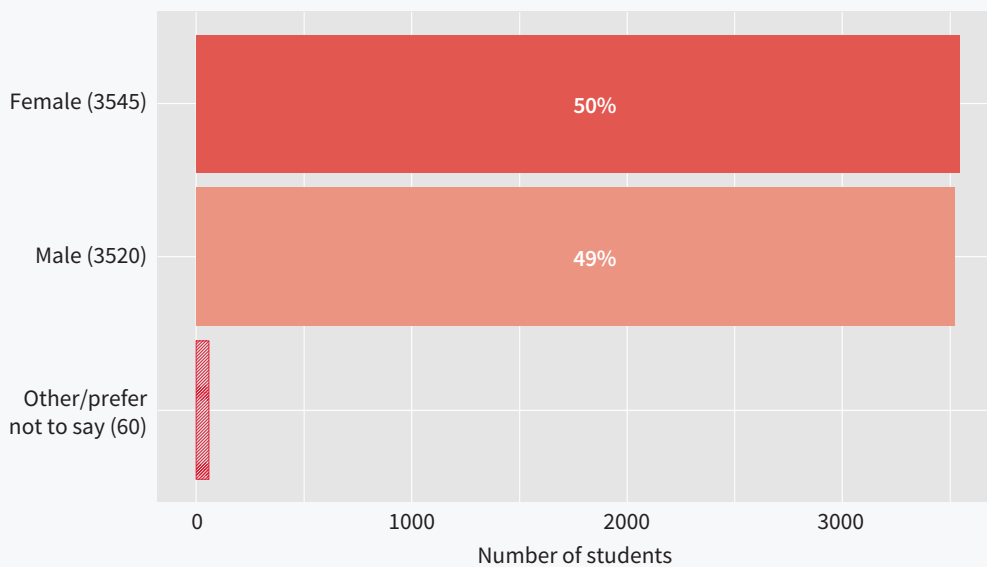
Student gender | Olympiad 2022 (8625 respondents)

	Number of students
Male (4295)	50%
Female (4210)	49%
Other/prefer not to say (120)	
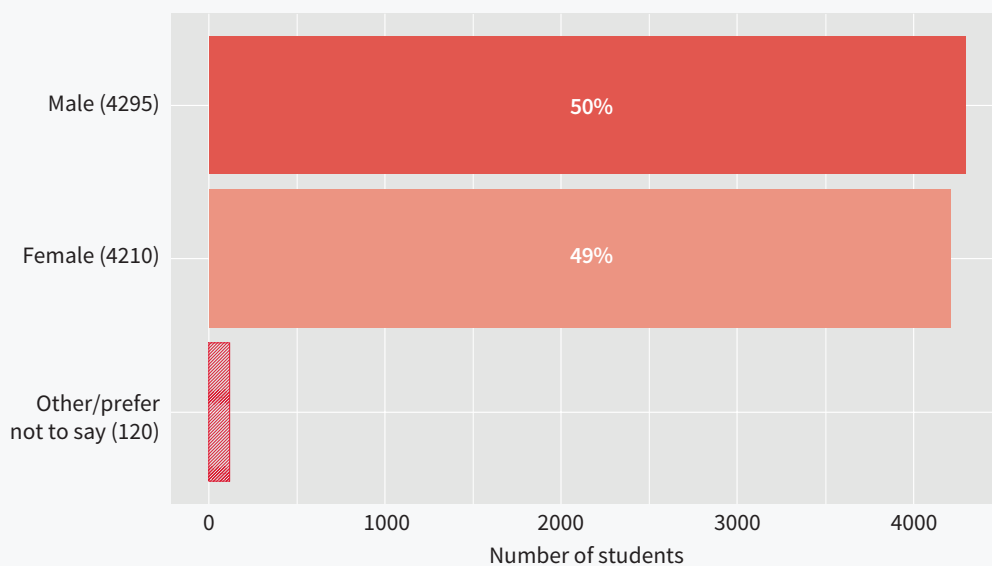
Student gender | TOTB 2021 National Finals (100 respondents)

Male (50) — 50%
Female (40) — 40%
Prefer not to say/ unanswered (10)

Number of students
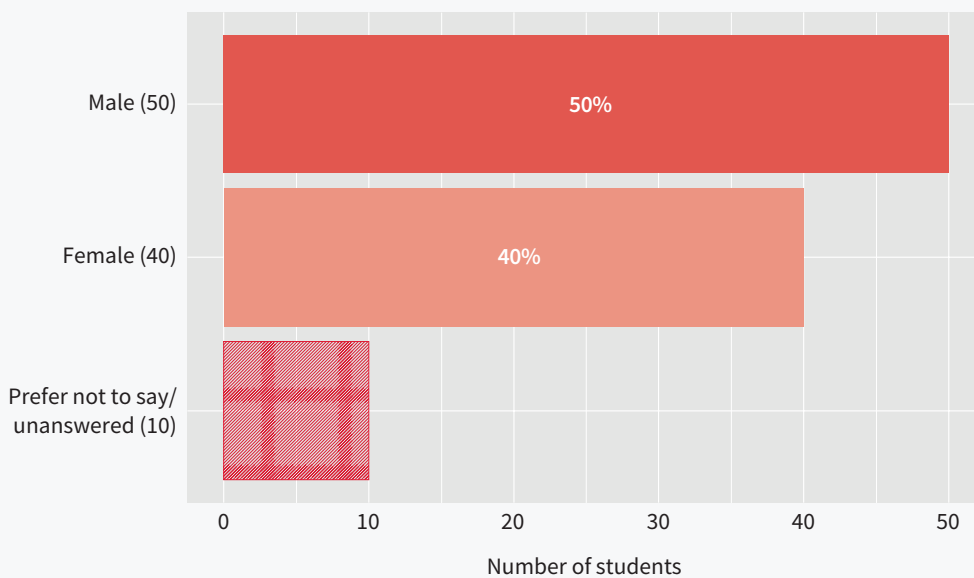
Student gender | TOTB 2022 National Finals (110 respondents)

Male (50) — 45%
Female (50) — 45%
Prefer not to say (10)

Number of students
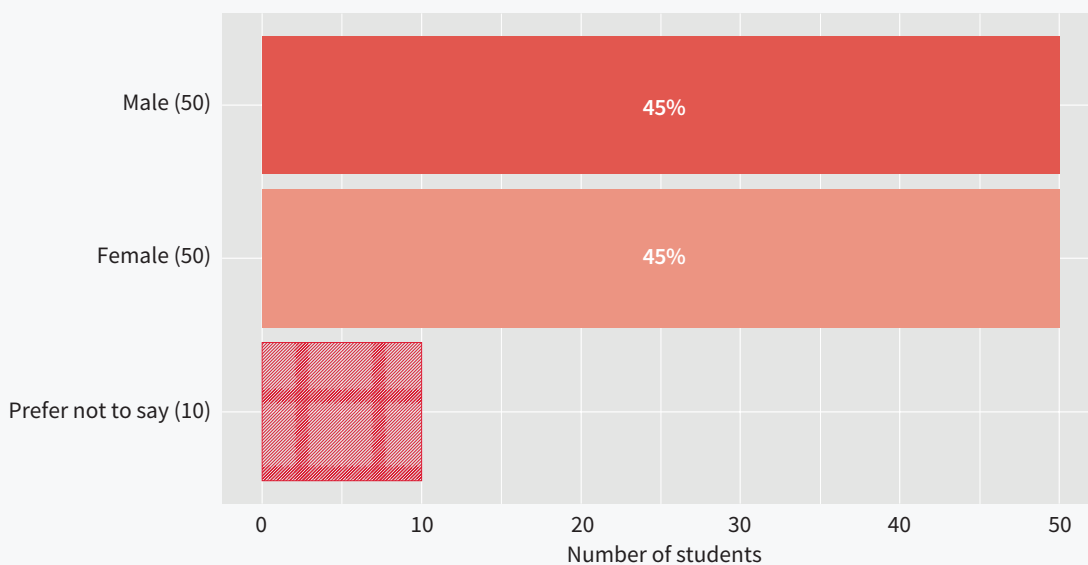
Overall response rates for Education |
Initial Teacher Training scholarships 2020/21 | Applicants

79%

TOTAL
340

Maximum margin of error 6%.

Q. Gender identity (265 respondents)

What best describes your gender?

Response	Respondents	95% confidence intervals
Female	155 (59%)	[55%, 62%]
Male	105 (40%)	[36%, 43%]

For all data collected from surveys, we have applied the Standard Rounding Methodology devised by the Higher Education Statistics Agency (HESA). For each survey question, the number of respondents selecting each option has either been rounded to the nearest five or excluded if fewer than three. This means certain percentages may look incorrect but are a by-product of our anonymity measures.

Q. Gender identity (265 respondents)

Is your gender the same as you were assigned at birth?

Response	Respondents	95% confidence intervals
Yes	265 (99%)	[100%, 100%]

There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

Q. Age (265 respondents)

Please indicate which best describes your age group.

Q. Nationality (265 respondents)

Response	Respondents	95% confidence intervals
United Kingdom	220 (82%)	[81%, 85%]
China	5	[1%, 3%]
India	5	[1%, 3%]
Nigeria	5	[1%, 3%]
Pakistan	5	[1%, 3%]
Romania	5	[1%, 3%]

Q. Ethnic origin (260 respondents)

This question is not about your nationality, place of birth or citizenship – it is about the cultural group to which you perceive you belong. Please tick one option that you feel most accurately describes you.

Response	Respondents	95% confidence intervals
White	165 (63%)	[60%, 67%]
Mixed	10	[3%, 5%]
Other	10	[3%, 5%]

Q. Disability (255 respondents)

The Equality Act 2010 defines a disabled person as someone who has 'a physical or mental impairment which has a 'substantial' and 'long-term' adverse effect on his/her ability to carry out normal day to day activities.'

For example, this can include diabetes, learning difficulties, hearing or speech impairments, arthritis, heart problems, depression, epilepsy etc.

Do you consider yourself to have a disability as defined above?

Response	Respondents	95% confidence intervals
No	210 (82%)	[80%, 85%]
Yes	45 (18%)	[15%, 20%]

Q. Disability (55 respondents)

Please indicate which best describes your disability (please tick all that apply).

Response	Respondents	95% confidence intervals
Mental Health condition	20	[7%, 66%]
Specific learning difficulty	20	[7%, 66%]
Other Health Condition	10	[0%, 42%]
Other / self-describe	10	[0%, 42%]
Mobility impaired	5	[0%, 27%]

Number of different disabilities, long-term health conditions or impairments selected (60 respondents)

Response	Respondents	95% confidence intervals
1 selected	55 (90%)	[76%, 100%]
2 selected	5	[0%, 24%]

Q. Sexual orientation (270 respondents)

Please indicate from the list which best describes your sexual orientation.

Response	Respondents	95% confidence intervals
Heterosexual / Straight	215 (80%)	[77%, 82%]
Prefer to self-describe	25 (10%)	[7%, 11%]
Bisexual	15	[4%, 7%]
Gay Man	5	[1%, 3%]
Pansexual	5	[1%, 3%]

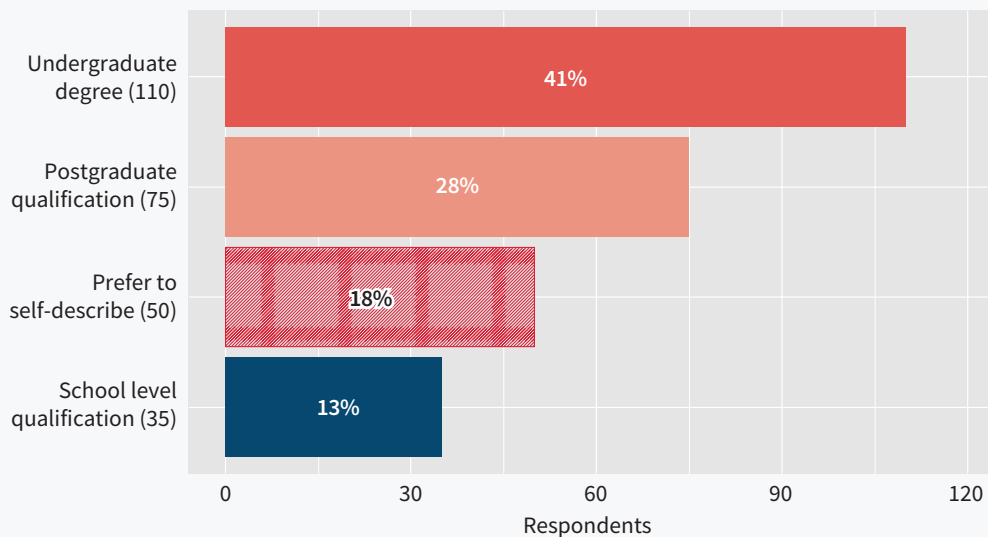## Q. Caring responsibilities (255 respondents)

Please indicate from the list which best describes your current caring responsibilities. By caring responsibilities we refer to regular day to day responsibilities for an adult and/or child(ren).

Response	Respondents	95% confidence intervals
None	200 (78%)	[76%, 81%]
Joint carer	30 (12%)	[9%, 14%]
Primary or sole carer	20	[6%, 10%]

Q. Education (270 respondents)

Please indicate your highest level of qualification:

Category	Percentage
Undergraduate degree (110)	41%
Postgraduate qualification (75)	28%
Prefer to self-describe (50)	18%
School level qualification (35)	13%

Respondents

Q. Working pattern (270 respondents)

Please indicate which best describes your current working pattern.

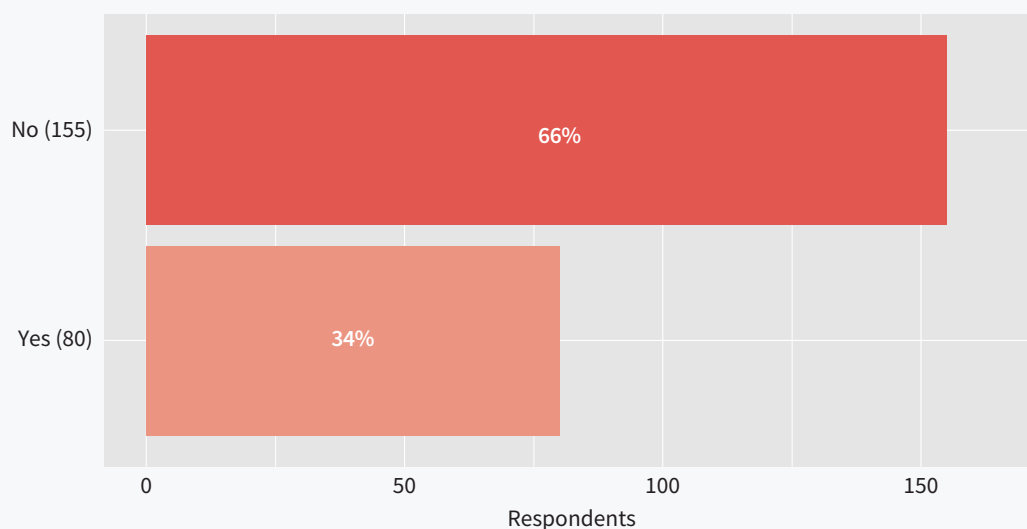| Category	Percentage
Full time (105)	39%
Part time (60)	22%
Prefer to self-describe (55)	21%
Unemployed (40)	15%
Student (10)	
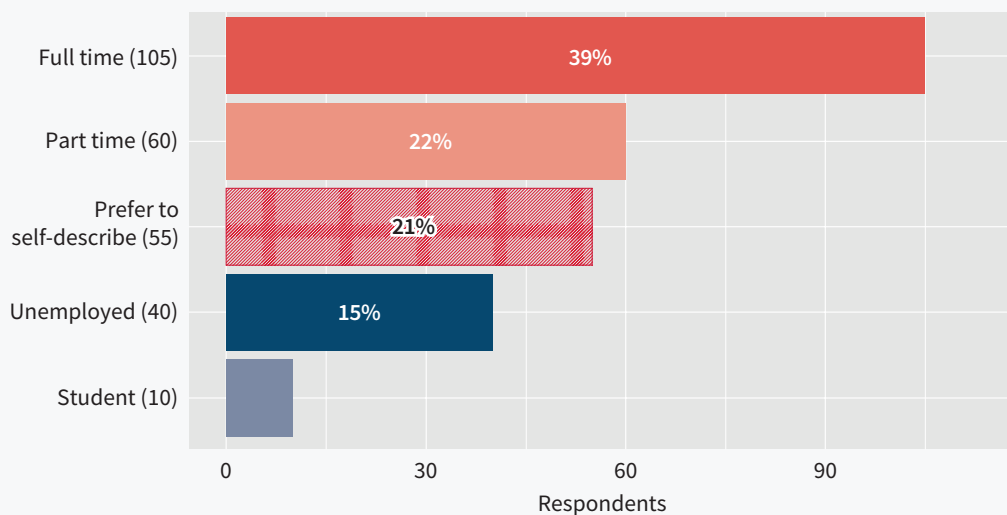
Respondents

Q. Flexible working (255 respondents)

Is flexible working available to you? (Within our definition of flexible working we are including flexi-time; staggered hours; term-time hours; annualised hours; flexible shifts; compressed hours; homeworking). (differences not statistically significant)
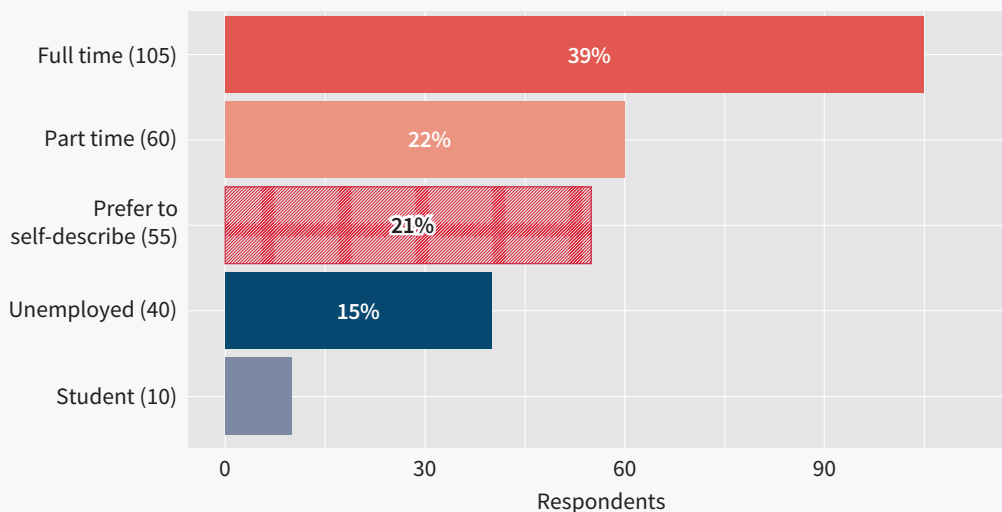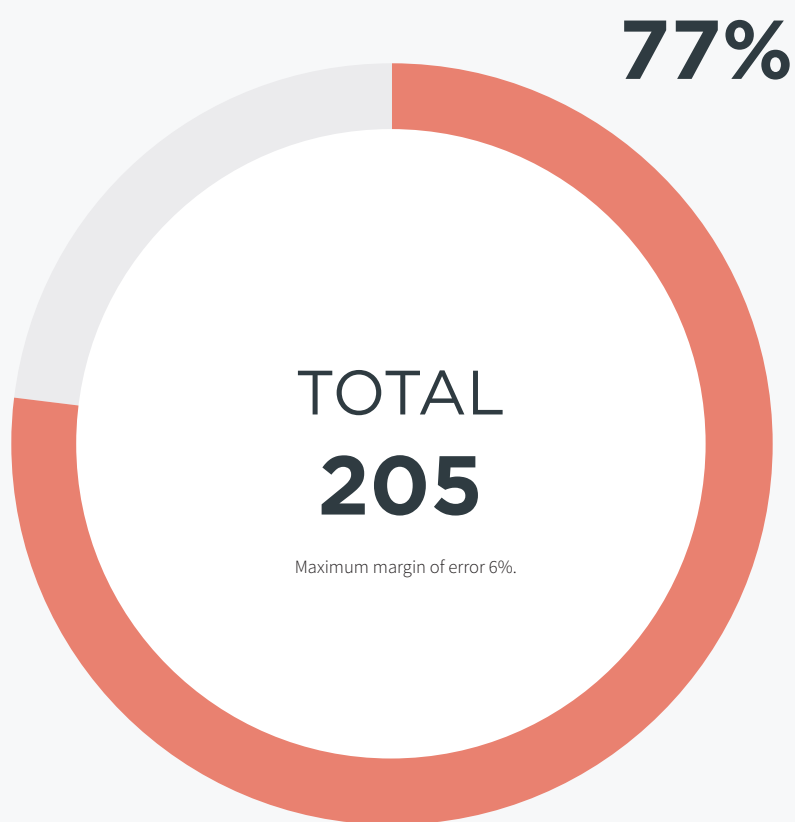

Q. Flexible working (255 respondents)

Do you make use of any flexible working arrangements (see definitions above) currently? (differences not statistically significant)

Overall response rates for Education |
Initial Teacher Training scholarships 2021/22 | Applicants

77%

TOTAL
205

Maximum margin of error 6%.

Q. Gender identity (150 respondents)

With which gender do you most identify?

Response	Respondents	95% confidence intervals
Woman	95 (65%)	[59%, 68%]
Man	50 (34%)	[29%, 38%]

Q. Age (155 respondents)

Please indicate which best describes your age group.

Response	Respondents	95% confidence intervals
20-24	70 (46%)	[41%, 50%]
30-44	40 (25%)	[22%, 30%]
25-29	30 (20%)	[16%, 23%]
45-59	10	[4%, 9%]
60-74	5	[2%, 5%]

Q. Nationality (155 respondents)

This question is about the country or nation that you belong to. Please indicate which best describes your nationality.

Response	Respondents	95% confidence intervals
United Kingdom	110 (73%)	[67%, 75%]
Nigeria	10	[4%, 9%]
Pakistan	10	[4%, 9%]

Q. Ethnic origin (150 respondents)

This question is not about your nationality, place of birth or citizenship – it is about the cultural group to which you perceive you belong. Please tick one option that you feel most accurately describes you.

Response	Respondents	95% confidence intervals
White	85 (56%)	[52%, 61%]
Mixed	5	[2%, 5%]

Q. Disability (150 respondents)

The Equality Act 2010 defines a disabled person as someone who has 'a physical or mental impairment which has a 'substantial' and 'long-term' adverse effect on his/her ability to carry out normal day to day activities.'

For example, this can include diabetes, learning difficulties, hearing or speech impairments, arthritis, heart problems, depression, epilepsy etc.

Do you consider yourself to have a disability as defined above?

Response	Respondents	95% confidence intervals
No	135 (92%)	[87%, 93%]
Yes	10	[4%, 9%]

Q. Disability (15 respondents)

Please indicate which best describes your disability (please tick all that apply).

Response	Respondents	95% confidence intervals
Mental Health condition	10	[0%, 100%]
Specific learning difficulty	5	[0%, 100%]
Self-describe	5	[0%, 100%]

Number of different disabilities, long-term health conditions or impairments selected (20 respondents)

Response	Respondents	95% confidence intervals
1 selected	20	[100%, 100%]
2 selected	5	[0%, 84%]

Q. Sexual orientation (155 respondents)

Please indicate from the list which best describes your sexual orientation.

Response	Respondents	95% confidence intervals
Prefer to self-describe	140 (90%)	[88%, 93%]
Bisexual	10	[4%, 9%]

Education | Initial Teacher Training scholarships 2021/22 | Applicants

Q. Caring responsibilities (140 respondents)

Please indicate from the list which best describes your current caring responsibilities. By caring responsibilities we refer to regular day to day responsibilities for an adult and/or child(ren).

Response	Respondents	95% confidence intervals
None	100 (72%)	[66%, 77%]
Joint carer	20	[10%, 18%]
Primary or sole carer	15	[7%, 14%]

Q. Education (155 respondents)

Please indicate your highest level of qualification.

Response	Respondents	95% confidence intervals
Undergraduate degree	80 (50%)	[47%, 56%]
Postgraduate qualification	60 (38%)	[34%, 43%]
Prefer to self-describe	20	[10%, 16%]

Q. Education (155 respondents)

Please indicate the highest level of your parents/guardian/carer's qualification.

Response	Respondents	95% confidence intervals
Prefer to self-describe	45 (29%)	[25%, 33%]
School level qualification	40 (25%)	[22%, 30%]
Undergraduate degree	40 (25%)	[22%, 30%]
Postgraduate qualification	30 (20%)	[16%, 23%]

Q. Working patterns (155 respondents)

Please indicate which best describes your current working pattern.

Response	Respondents	95% confidence intervals
Full time	60 (39%)	[34%, 43%]
Student	45 (28%)	[25%, 33%]
Part time	25 (15%)	[13%, 19%]
Prefer to self-describe	20	[10%, 16%]
Unemployed	10	[4%, 9%]

Education | Initial Teacher Training scholarships 2021/22 | Applicants

Q. Flexible working (145 respondents)

Is flexible working available to you? (Within our definition of flexible working we include – flexi-time; staggered hours; term-time hours; annualised hours; flexible shifts; compressed hours; homeworking).

Response	Respondents	95% confidence intervals
Yes	75 (53%)	[46%, 57%]
No	40 (29%)	[23%, 32%]
Don't know	25 (17%)	[13%, 21%]

Q. Flexible working (135 respondents)

Do you make use of any flexible working arrangements (see definitions above) currently?

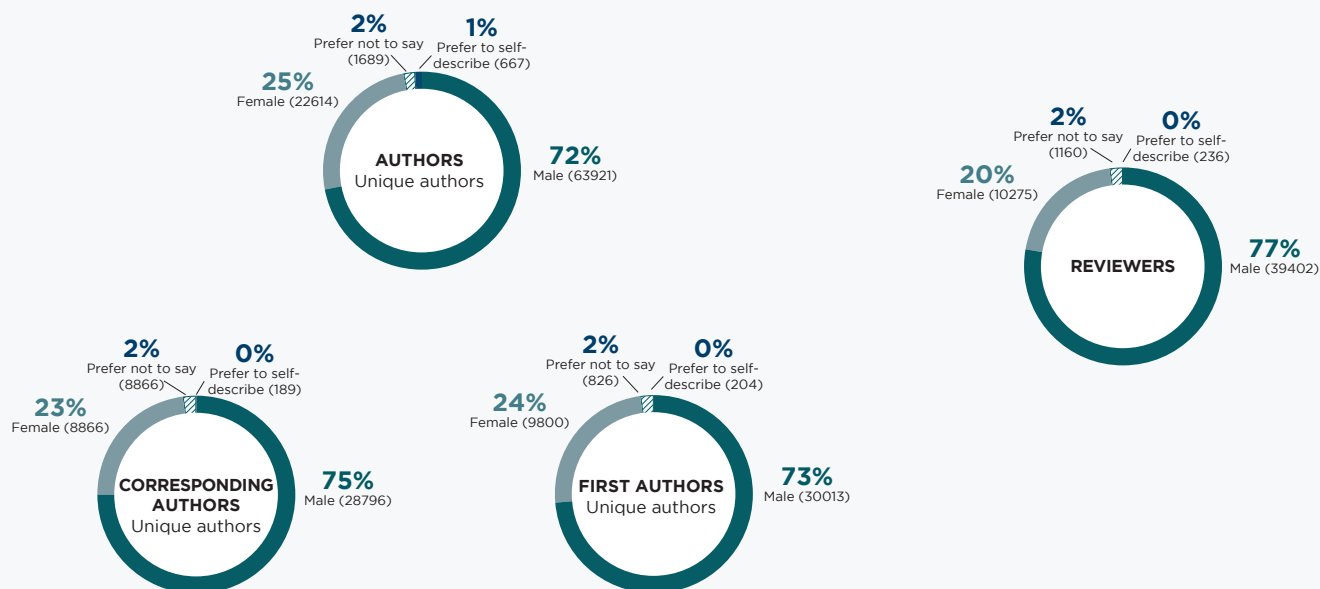| Response	Respondents	95% confidence intervals
No	70 (54%)	[46%, 58%]
Yes	60 (46%)	[38%, 51%]

Journal publishing

We publish 52 journals that span the core chemical sciences and related fields. Our journal editorial board members are integral to the running of our journals. They contribute to setting scientific polices and standards, supporting journal development, and upholding a consistently high standard of content. Many, though not all, editorial board members directly handle submitted manuscripts, managing the peer review process and deciding which articles to accept for publication.

In June 2022, we invited all current editorial board members to complete an online diversity monitoring survey. We ask all of our authors, peer reviewers and editors to self-report their gender within our peer review system.

The way we collect gender data has also changed – in our 2020 report, we used a well-known and widely used gender-name mapping method to assign gender, which has a number of known limitations, that were acknowledged at the time. In our most recent data we have used self-reported data from our manuscript submission and peer review system. Based on the new, more accurate data collection method, we now know that the previous finding that 36% of our publishing community are women was an overestimate. The most recent finding of 25% women is more accurate.
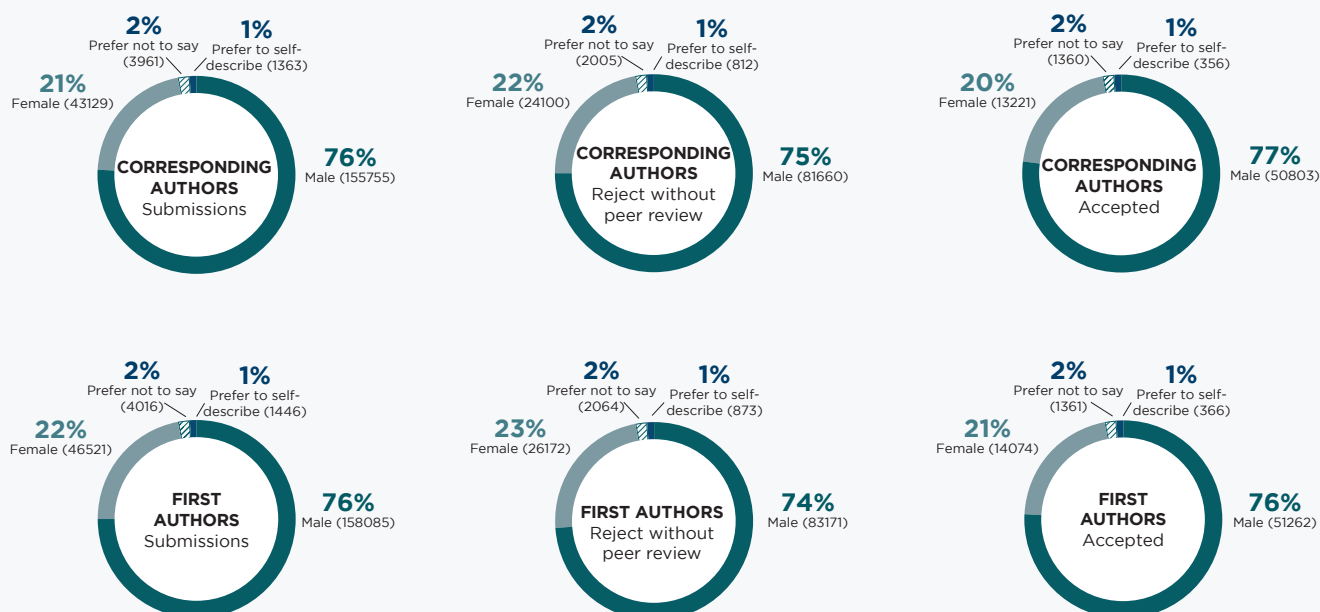
Overall response rates for Journal publishing: Authors and reviewers

Authors and reviewers

AUTHORS
Unique authors
- 2% Prefer not to say (1689)
- 1% Prefer to self-describe
- 25% Female (22614)
- 72% Male (63921)

REVIEWERS
- 2% Prefer not to say (1160)
- 0% Prefer to self-describe (256)
- 20% Female (10275)
- 77% Male (39402)

CORRESPONDING AUTHORS
Unique authors
- 2% Prefer not to say (860)
- 0% Prefer to self-describe
- 23% Female (8966)
- 75% Male (28796)

FIRST AUTHORS
Unique authors
- 2% Prefer not to say (820)
- 0% Prefer to self-describe
- 24% Female (9800)
- 73% Male (30013)

This section includes self-reported gender for all authors and reviewers who submitted or reviewed manuscripts between July 2020 and June 2022. Authors and reviewers in this section are counted once in each chart regardless of number of submissions

Submission and review outcomes

CORRESPONDING AUTHORS
Submissions
- 2% Prefer not to say
- 1% Prefer to self-describe
- 21% Female (43383)
- 76% Male (155755)

CORRESPONDING AUTHORS
Reject without peer review
- 2% Prefer not to say
- 1% Prefer to self-describe
- 22% Female (24100)
- 75% Male (81660)

CORRESPONDING AUTHORS
Accepted
- 2% Prefer not to say
- 1% Prefer to self-describe
- 20% Female (13281)
- 77% Male (50803)

FIRST AUTHORS
Submissions
- 2% Prefer not to say
- 1% Prefer to self-describe
- 22% Female (46551)
- 76% Male (158085)

FIRST AUTHORS
Reject without peer review
- 2% Prefer not to say
- 1% Prefer to self-describe
- 23% Female (26172)
- 74% Male (83171)

FIRST AUTHORS
Accepted
- 2% Prefer not to say
- 1% Prefer to self-describe
- 21% Female (14074)
- 76% Male (51262)

As this section analyses review outcomes, each submission is included once but individual authors can be included multiple times if they have submitted multiple manuscripts as first or corresponding author.

Journal Publishing | Journal Editorial Boards

Q. Gender identity (220 respondents)

With which gender do you most identify? Please select one option:

Response	Respondents	95% confidence intervals
Man	130 (59%)	[51%, 67%]
Woman	90 (41%)	[33%, 49%]

For all data collected from surveys, we have applied the Standard Rounding Methodology devised by the Higher Education Statistics Agency (HESA). For each survey question, the number of respondents selecting each option has either been rounded to the nearest five or excluded if fewer than three. This means certain percentages may look incorrect but are a by-product of our anonymity measures.

Q. Gender identity (220 respondents)

Are you trans?

Response	Respondents	95% confidence intervals
No	215 (100%)	[95%, 100%]

Q. Age (225 respondents)

Please indicate which best describes your age group.
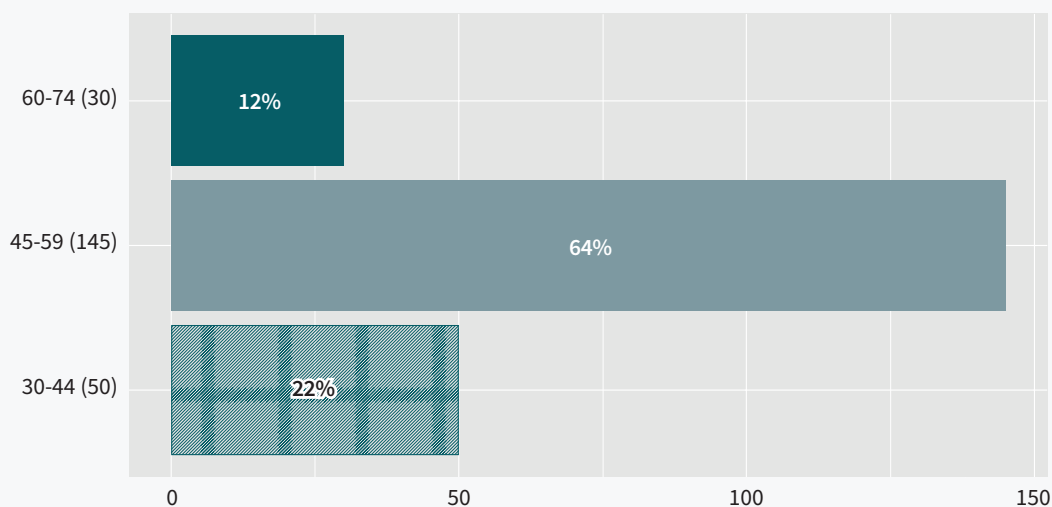
Journal Publishing | Journal Editorial Boards

Q. Country of residence (225 respondents)

What is your current country of residence?

Response	Respondents	95% confidence intervals
China	45 (20%)	[14%, 26%]
United States	45 (20%)	[14%, 26%]
Australia	15	[3%, 11%]
Canada	10	[1%, 8%]
France	10	[1%, 8%]
Germany	10	[1%, 8%]
India	10	[1%, 8%]
Japan	10	[1%, 8%]
Spain	10	[1%, 8%]
United Kingdom	10	[1%, 8%]
Belgium	5	[0%, 5%]
Brazil	5	[0%, 5%]
Ireland	5	[0%, 5%]
Italy	5	[0%, 5%]
Portugal	5	[0%, 5%]
South Africa	5	[0%, 5%]
South Korea	5	[0%, 5%]
Sweden	5	[0%, 5%]
Switzerland	5	[0%, 5%]

Journal Publishing | Journal Editorial Boards

Q. Nationality (225 respondents)

This question is about the country or nation to which you belong. Please indicate which best describes your nationality.

Response	Respondents	95% confidence intervals
China	45 (20%)	[14%, 26%]
United States	40 (18%)	[12%, 24%]
Canada	15	[3%, 11%]
Germany	15	[3%, 11%]
Australia	10	[1%, 8%]
France	10	[1%, 8%]
India	10	[1%, 8%]
Japan	10	[1%, 8%]
United Kingdom	10	[1%, 8%]
Brazil	5	[0%, 5%]
Denmark	5	[0%, 5%]
Italy	5	[0%, 5%]
Netherlands	5	[0%, 5%]
Portugal	5	[0%, 5%]
South Korea	5	[0%, 5%]
Spain	5	[0%, 5%]

Q. Race and ethnicity (220 respondents)

What are your ethnic origins? Please select ALL the geographic areas that apply to you:

Response	Respondents	95% confidence intervals
Western Europe	85 (38%)	[31%, 46%]
East and Central Asia	80 (35%)	[29%, 44%]
Eastern Europe	20	[4%, 14%]
North America	20	[4%, 14%]
Central Europe	15	[3%, 11%]
South and Southeast Asia	10	[1%, 8%]
Prefer to self-describe	10	[1%, 8%]
South America	5	[0%, 5%]

A full list of available response options is available in the appendix.

Journal Publishing | Journal Editorial Boards

Number of different ethnic origins selected (215 respondents)

Response	Respondents	95% confidence intervals
1 selected	195 (91%)	[86%, 95%]
2 selected	10	[1%, 8%]
3 selected	10	[1%, 8%]

This question asks respondents to select all the ethnic origins options that apply to them. This table shows the number of options selected by each respondent.

Q. Race and ethnicity (220 respondents)

How would you identify yourself in terms of race? Please select ALL the groups that apply to you:

Response	Respondents	95% confidence intervals
White	120 (55%)	[47%, 62%]
Asian or Pacific Islander	80 (36%)	[29%, 44%]
Hispanic or Latino/a/x	10	[1%, 8%]
Prefer to self-describe	5	[0%, 5%]

A full list of available response options is available in the appendix.

Number of different racial identities selected (215 respondents)

Response	Respondents	95% confidence intervals
1 selected	210 (98%)	[95%, 100%]
2 selected	5	[0%, 5%]

This question asks respondents to select all the racial identities that apply to them. This table shows the number of options selected by each respondent.

Q. Disability (220 respondents)

Do you self-identify as a disabled person?

Response	Respondents	95% confidence intervals
No	220 (99%)	[100%, 100%]

There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

Q. Disability (210 respondents)

Do you experience barriers or limitations in your day-to-day activities relating to any form of disability, long-term health condition or impairment (whether mental or physical)?

Response	Respondents	95% confidence intervals
No	205 (98%)	[95%, 100%]
Yes	5	[0%, 5%]

Journal Publishing | Journal Editorial Boards

Q. Disability (220 respondents)

If any, please indicate which best describes your disability, long-term health condition or impairment (whether mental or physical). (Please tick all that apply). If none apply to you, please select 'None of the above':

Response	Respondents	95% confidence intervals
None of the above	135 (62%)	[54%, 69%]

A full list of available response options is available in the appendix.

Number of different disabilities, long-term health conditions or impairments selected (150 respondents)

Response	Respondents	95% confidence intervals
1 selected	150 (99%)	[100%, 100%]

There is a 5% chance that the true value falls outside of the stated confidence intervals and results should be interpreted with this in mind.

This question asks respondents to select all the different disabilities, long-term health conditions or impairments that apply to them. This table shows the number of options selected by each respondent.

Q. Sexual orientation (205 respondents)

Please indicate from the list which best describes your sexual orientation:

Response	Respondents	95% confidence intervals
Heterosexual/Straight	165 (80%)	[74%, 87%]
Asexual	20	[5%, 15%]
Prefer to self-describe	10	[1%, 9%]
Bisexual	5	[0%, 5%]
Gay	5	[0%, 5%]

Q. Education (220 respondents)

Please indicate your highest level of qualification:

Response	Respondents	95% confidence intervals
Postgraduate qualification	215 (96%)	[95%, 100%]
Prefer to self-describe	5	[0%, 5%]

Journal Publishing | Journal Editorial Boards

Q. Socio-economic variables (210 respondents)

What type of school did you attend for the majority of your time between the ages of 11-16?

Response	Respondents	95% confidence intervals
Outside the UK: A state-run or state-funded school - Non-selective	140 (66%)	[59%, 75%]
Outside the UK: A state-run or state-funded school - Selective on academic, faith or other ground	35 (17%)	[10%, 23%]
Outside the UK: Independent or fee-paying school	20	[5%, 15%]
I don't know	5	[0%, 5%]
Within the UK: A state-run or state-funded school - Non-selective	5	[0%, 5%]
Within the UK: A state-run or state-funded school - Selective on academic, faith or other ground	5	[0%, 5%]

Q. Socio-economic variables (215 respondents)

When you were 18, had any of your parents or guardians completed a university degree course or equivalent (e.g., BA, BSc or higher)?

Response	Respondents	95% confidence intervals
Yes	110 (50%)	[43%, 59%]
No	105 (49%)	[41%, 57%]

Q. Working patterns (220 respondents)

Please indicate which best describes your current working pattern:

Response	Respondents	95% confidence intervals
Full time	215 (97%)	[95%, 100%]
Part time	5	[0%, 5%]

Journal Publishing | Journal Editorial Boards

Q. Flexible working (220 respondents)

Is flexible working available to you? (Within our definition of flexible working we include – flexi-time; staggered hours; term-time hours; annualised hours; flexible shifts; compressed hours; homeworking.)

Yes (170) — 76%
No (40) — 19%
Don't know (10)
Prefer not to disclose (5)
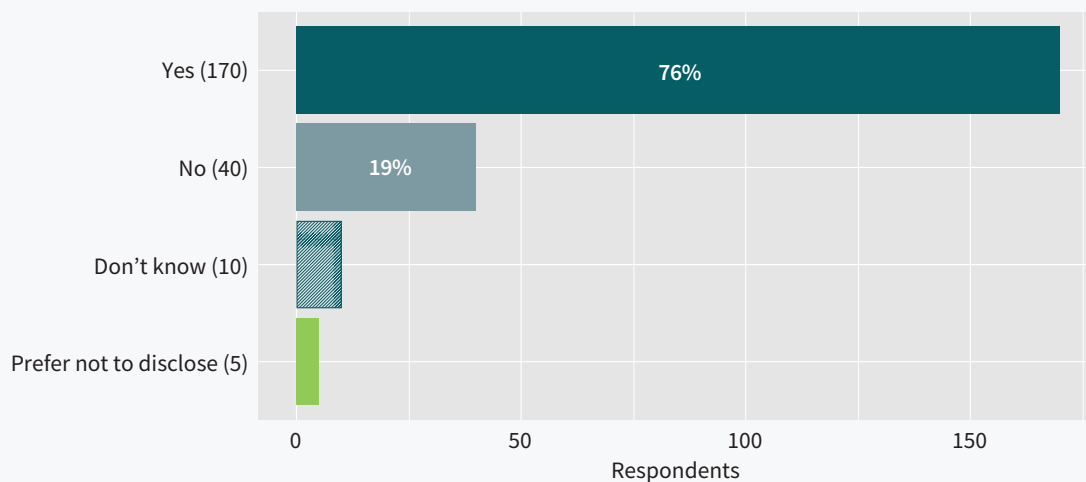
Respondents

Q. Flexible working (215 respondents)

Do you make use of any flexible working arrangements (see definitions above) currently?

Yes (140) — 64%
No (75) — 35%
Prefer not to disclose (5)

Respondents
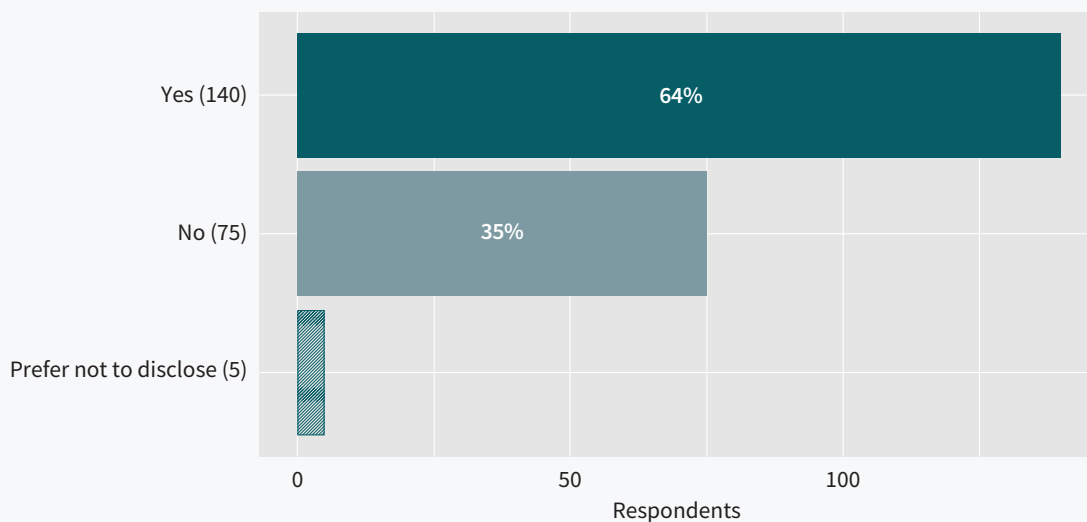
Pan Africa Chemistry Network

The aim of the Pan Africa Chemistry Network (PACN) is to create a self-sustaining science base in Africa and strengthen capacity to solve local challenges and contribute to global knowledge.
We work in partnership with scientists throughout Africa to:

- enhance and improve the skills and knowledge of the chemical science community in Africa;

- integrate African chemistry into the global scientific community by enabling the exchange of ideas and facilitating collaboration;

- support the community to deliver solutions to global challenges in the areas of environment, energy, food, health and water;

- enable access to high quality chemical sciences journals.

Our four hubs – in Kenya, Ethiopia, Ghana, and Nigeria – lead our work across the continent. They provide regional centres for training and conferences, networking and access to some of the latest technology in key areas of chemistry.

Events and activities are open to scientists across Africa and the globe. The bespoke training courses on GC-MS (gas chromatography–mass spectrometry) and LC-MS (liquid chromatography–mass spectrometry) are run by local trainers. The courses receive more than 300 applications for 15 places and delegates are selected where there is demonstrable benefit to the individual's research and teaching at their home institution, high potential impact upon the individual's experience and career prospects, and clear benefits to their home institution and wider chemistry community in their country. More than 650 African scientists have been trained in these techniques and we have collected geographic information as part of the application process. The data shown in this report is for the successful participants.

Since its launch in 2008, the PACN has worked with many corporate partners, including Syngenta, Procter and Gamble, Unilever and GSK.
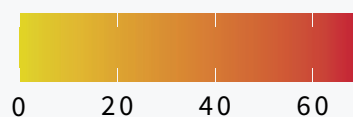
http://www.rsc.org/pacn

Pan Africa Chemistry Network

Country of residence of GC-MS and LC-MS course attendees, 2018 - 2020
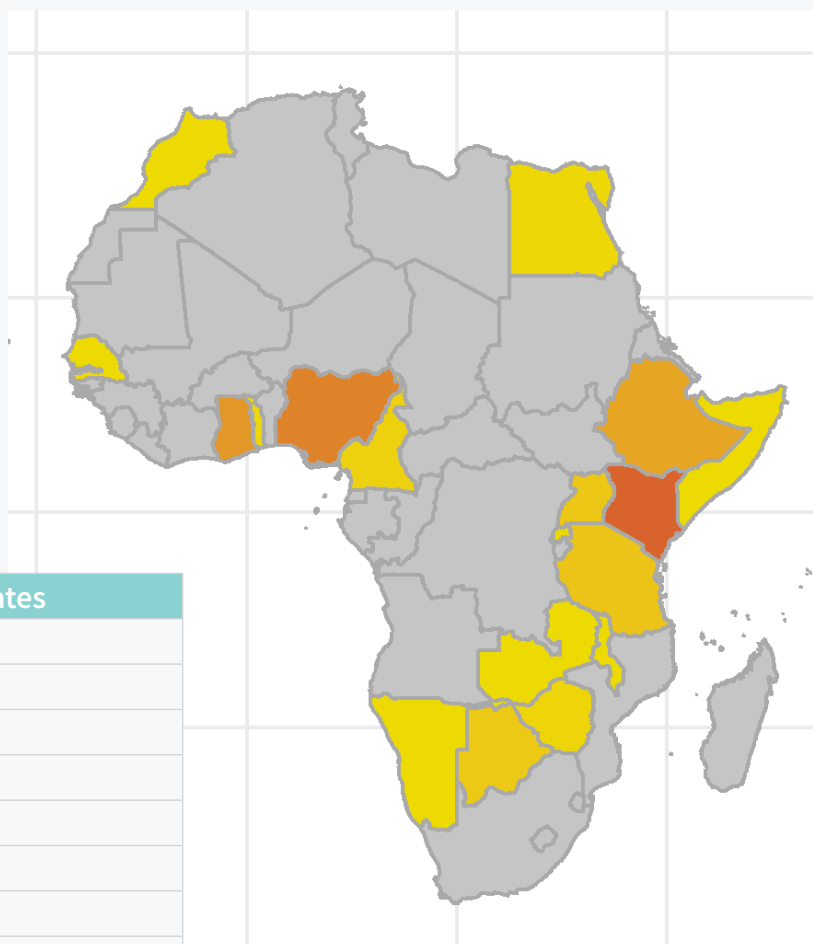
Country	Delegates
Kenya	49
Nigeria	37
Ghana	29
Ethiopia	23
Tanzania	10
Uganda	9
Botswana	8
Cameroon	5
Mauritius	3
Zimbabwe	3
Egypt	2
Togo	2
Malawi	1
Morocco	1
Namibia	1
Rwanda	1
Senegal	1
Somalia	1
Zambia	1

The Royal Society of Chemistry remains neutral with regard to jurisdictional claims in our published material, including the naming of territories in maps and institutional affiliations.

Pan Africa Chemistry Network

Country of residence of GC-MS and LC-MS course attendees, 2020 - 2022
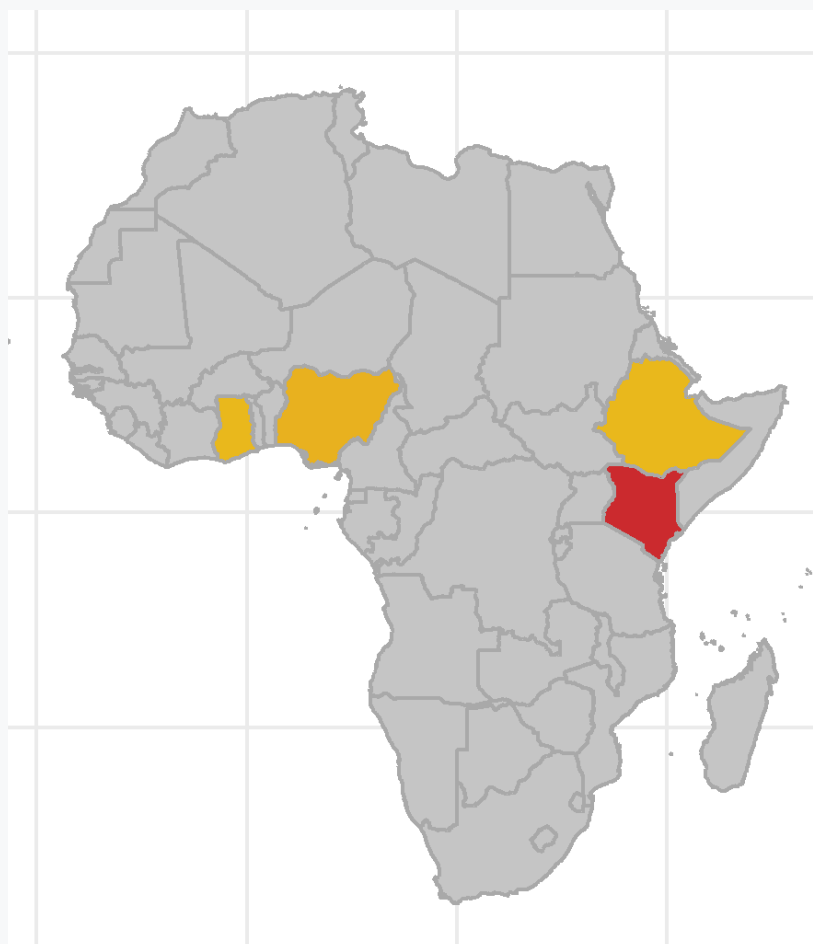
Country	Delegates
Kenya	66
Nigeria	18
Ethiopia	15
Ghana	15
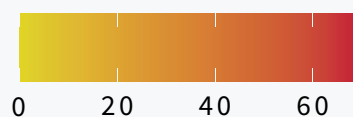
The Royal Society of Chemistry remains neutral with regard to jurisdictional claims in our published material, including the naming of territories in maps and institutional affiliations.

Appendix

These questions are the current set of diversity data questions used across the RSC. As mentioned, some sections in this report have used previous surveys which include questions that may be worded differently.

RSC Diversity Data Survey

At the Royal Society of Chemistry, we believe that chemistry should be for everyone and to ensure our products, services, and activities are inclusive as possible, we appreciate you telling us about yourself by completing the questionnaire.

There are around 21 questions in total, and we do encourage you to answer as many as possible. The collated data will give us a richer understanding of our community, which we will use to adapt and improve what we do so that we can reach our aim of making chemistry inclusive for everyone.

Your data will be completely anonymised. Please refer to the RSC's **Privacy statement** and **Diversity Data FAQs** for further information on how we use and store it.

Appendix

1. Gender identity

With which gender do you most identify? Please select one option:

○ Woman

○ Man

○ Non-binary or gender diverse

○ Prefer not to disclose

2. Gender identity

Are you trans?

○ Yes

○ No

○ Prefer not to disclose

3. Age

Please indicate which best describes your age group:

○ 19 or under

○ 20-24

○ 25-29

○ 30-44

○ 45-59

○ 60-74

○ 75 and over

○ Prefer not to disclose

4. Country of residence

What is your current country of residence?

Participants answer using a dropdown menu of a standard country list.

5. Nationality

This question is about the country or nation to which you belong. Please indicate which best describes your nationality.

Participants answer using a dropdown menu of a standard country list.

Appendix

6. Race and ethnicity

What are your ethnic origins? Please select ALL the geographic areas that apply to you:

○ Western Europe

○ Eastern Europe

○ Central Europe

○ North Africa

○ Sub-Saharan Africa

○ West Asia / Middle East

○ South and Southeast Asia

○ East and Central Asia

○ Pacific / Oceania

○ North America

○ Central America and Caribbean

○ South America

○ Prefer to self-describe [preferred wording, if checkbox also allows open text box] / Other [alternate wording, if check box only]

○ Prefer not to disclose

7. Race and ethnicity

How would you identify yourself in terms of race? Please select ALL the groups that apply to you:

○ Asian or Pacific Islander

○ Black

○ Gypsy or Traveller

○ Hispanic or Latino/a/x

○ Indigenous

○ Middle Eastern or North African

○ Roma

○ White

○ Prefer to self-describe [preferred wording, if checkbox also allows open text box] / Other [alternate wording, if check box only]

○ Prefer not to disclose

Appendix

The following three questions ask about disability and long-term conditions in different ways. Please answer each question separately and do not feel that your answer to one should determine your answer to the others.

8. Disability

Do you self-identify as a disabled person?

○ Yes

○ No

○ Prefer not to disclose

9. Disability

Do you experience barriers or limitations in your day-to-day activities relating to any form of disability, long-term health condition or impairment (whether mental or physical)?

○ Yes

○ No

○ Prefer not to disclose

10. Disability

If any, please indicate which best describes your disability, long-term health condition or impairment (whether mental or physical). (Please tick all that apply). If none apply to you, please select 'None of the above':

○ Autism

○ Blind/visual impairment

○ Deaf/hearing impairment

○ Mental health condition

○ Mobility impairment

○ Long-term health condition (e.g., diabetes, cancer, chronic heart disease, epilepsy, HIV)

○ Neurodivergent/specific learning difficulty (e.g., ADHD, dyslexia)

○ Learning disability

○ None of the above

○ Prefer not to disclose

○ Prefer to self-describe [preferred wording, if checkbox also allows open text box] / Other [alternate wording, if check box only]

Appendix

11. Sexual orientation

Please indicate from the list which best describes your sexual orientation (Please select all that apply) :

○ Asexual

○ Bisexual

○ Gay

○ Lesbian

○ Heterosexual/Straight

○ Pansexual

○ Prefer to self-describe [preferred wording, if checkbox also allows open text box] / Other [alternate wording, if check box only]

○ Prefer not to disclose

12. Caring responsibilities

Please indicate from the list which best describes your current caring responsibilities. By caring responsibilities, we refer to regular day to day responsibilities for an adult and/or child(ren):

○ Primary or sole carer

○ Joint carer

○ None

○ Prefer to self-describe [preferred wording, if checkbox also allows open text box] / Other [alternate wording, if check box only]

○ Prefer not to disclose

13. Education

Please indicate your highest level of qualification:

○ No qualification

○ School level qualification

○ Further education college qualification

○ Undergraduate degree

○ Postgraduate qualification

○ Prefer to self-describe [preferred wording, if checkbox also allows open text box] / Other [alternate wording, if check box only]

○ Prefer not to disclose

Appendix

14. Socio-economic variables

What type of school did you attend for the majority of your time between the ages of 11 - 16?

○ Outside the UK: A state-run or state-funded school - Non-selective

○ Outside the UK: A state-run or state-funded school - Selective on academic, faith or other ground

○ Outside the UK: Independent or fee-paying school - where I received a means tested bursary covering 90% or more of the total cost of attending throughout my time there

○ Outside the UK: Independent or fee-paying school

○ Within the UK: A state-run or state-funded school - Non-selective

○ Within the UK: A state-run or state-funded school - Selective on academic, faith or other ground

○ Within the UK: Independent or fee-paying school - where I received a means tested bursary covering 90% or more of the total cost of attending throughout my time there

○ Within the UK: Independent or fee-paying school

○ I don't know

○ Prefer not to disclose

○ Prefer to self-describe [preferred wording, if checkbox also allows open text box] / Other [alternate wording, if check box only]

15. Socio-economic variables

When you were 18, had any of your parents or guardians completed a university degree course or equivalent (e.g., BA, BSc or higher)?

○ Yes

○ No

○ I don't know

○ Prefer not to disclose

16. Socio-economic variables

If you finished school after 1980, were you eligible for free school meals at any point during your school years?

○ Yes

○ No

○ Not applicable (finished school before 1980 or went to school overseas)

○ I don't know

○ Prefer not to say

Appendix

17. Socio-economic variables

Please tell us about the occupation of your main household earner when you were aged 14.

◯ Modern professional & traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.

◯ Senior, middle, or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager.

◯ Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.

◯ Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.

◯ Routine, semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff.

◯ Long-term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year).

◯ Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner.

◯ Other such as: retired, this question does not apply to me, I don't know.

◯ Prefer not to say.

18. Working patterns

Please indicate which best describes your current working pattern (Please select all that apply):

◯ Full time (studying)

◯ Part time (studying)

◯ Full time (working)

◯ Part time (working)

◯ Currently on parental leave

◯ Currently on long term health leave

◯ Currently on career break

◯ Retired

◯ Unemployed

◯ Prefer to self-describe [preferred wording, if checkbox also allows open text box] / Other [alternate wording, if check box only]

◯ Prefer not to disclose

Appendix

19. Flexible working

Is flexible working available to you? (Within our definition of flexible working we include – flexi-time; staggered hours; term-time hours; annualised hours; flexible shifts; compressed hours; homeworking.)

○ Yes

○ No

○ Don't know

○ Prefer not to disclose

20. Flexible working

Do you make use of any flexible working arrangements (see definitions above) currently?

○ Yes

○ No

○ Prefer not to disclose

21. Religion

Please indicate from the list which best describes your religion or belief:

○ Atheism

○ Buddhist

○ Christian

○ Hindu

○ Jewish

○ Muslim

○ Sikh

○ No religion

○ Prefer to self-describe [preferred wording, if checkbox also allows open text box] / Other [alternate wording, if check box only]

○ Prefer not to disclose

Thank you for completing this survey. Your responses help us better understand – and reflect – the chemical sciences community. Please contact diversity@rsc.org if you have any questions or comments.