

# DRIVING CHANGE

How our initiatives are  
fostering a more diverse,  
inclusive research community



Together we will beat cancer





# FOREWORD



**Dr Iain Foulkes**

Executive Director of Research and Innovation at Cancer Research UK

At the inaugural Black in Cancer Conference last year, Dr Faith Uwadiae described how she'd studied science for 10 years before she had the chance to attend a lecture by another Black woman. "I don't subscribe to the idea that you can't be what you can't see," she said. "You can do it. It's just so much harder."

We know there are many stories like Dr Uwadiae's. At Cancer Research UK (CRUK), we believe your success as a researcher should be determined by the quality of your science, your ability to mentor others and to foster a culture of excellence – but right now, the cancer research sector doesn't represent the wider population. The statistics depict a progressive loss of women at each step of the career pipeline, and a profound lack of Black scientists at all career stages.

We take our role in addressing equality, diversity and inclusion (EDI) in research seriously. We first shared data on the diversity of our research funding in 2021, and with

our first EDI in Research Action Plan, committed to developing a more diverse and inclusive research community through the science we fund.

Some of the inequities we see in our data are systemic and affect careers across science – for example, more men than women apply for funding for almost every type of grant. To drive change, we're establishing initiatives to increase diversity at all stages of the research career pipeline, from removing barriers to participation at school, to supporting the development of our leaders. And we're implementing positive action schemes to increase the equality of opportunity and experience at all career stages. We've partnered with some great organisations for these initiatives, and we hope you're inspired by the stories in this document.

Two years on from our first report, we're making progress. Overall success rates are equal for men and women who apply for our funding, we're receiving increasing numbers of fellowship applications from people from ethnic minority backgrounds and we're providing targeted support to encourage more Black students into cancer research.

There isn't a magic solution to fix the broken careers pipeline – but we believe, over time, these interventions will have a tangible impact on the diversity of our researcher community. We'll next report on our full diversity data in our research funding in 2026, to reflect the time it takes for demographic and culture changes to begin to take shape. In this time, we'll listen, we'll learn, and we'll continue to work with others to create the change we want to see.

While we're proud of our progress, we recognise that we, and the broader sector, need to go further. By creating an inclusive and diverse community of cancer researchers, we'll not only support the brightest minds to thrive, we'll also further our mission of beating cancer – for everyone.



WE'RE ESTABLISHING  
INITIATIVES TO  
INCREASE DIVERSITY  
AT ALL STAGES OF  
THE RESEARCH  
CAREER PIPELINE







# DIVERSIFYING THE TALENT PIPELINE

We're partnering with a breadth of excellent organisations to increase the diversity of our researcher community. Together, we're co-funding, expanding and developing strategic initiatives to remove barriers and boost participation at all stages of the research career pipeline. This includes positive action schemes, which are steps we can take to support people to overcome historic disadvantage.

By attracting people from different backgrounds to work in cancer research and retaining talented individuals as they progress through their career, we hope these interventions will have a tangible impact on the diversity of our researcher community.

## Work with us

We're seeking like-minded partners to reach more people from underrepresented groups. To discuss how we could work together, contact [EDlinresearch@cancer.org.uk](mailto:EDlinresearch@cancer.org.uk)



## SCHOOL STUDENT

In2science  
Summer Programme

## UNDERGRAD

Health Data Science Black Internship Programme

In2research  
Access to Postgraduate  
Research Programme

Black in Cancer  
Mentorship Programme

Uganda Cancer Institute  
Summer Research  
Programme

## POSTGRAD

Black Leaders in Cancer PhD  
Scholarship Programme

## POSTDOC

Observing Funding Panels and Committees

Women of Influence Mentorship Scheme

StellarHE Diverse Leadership Programme

Wellcome Sanger  
Excellence Fellowship

## GROUP LEADER

A large background photograph of a group of women sitting around a long white table in a workshop or meeting room. They are engaged in a collaborative activity, with some writing on pink sticky notes and others looking at a document. The room has large windows and a bulletin board with colorful sticky notes in the background.

# OUR INITIATIVES





# REPRESENTATION AND RETENTION: HOW WE'RE SUPPORTING CAREERS AND DEVELOPMENT

Equity stretches beyond balancing numbers. It's about equal opportunity and experience. We want everyone to feel they can go into a career in cancer research and have every chance to thrive and progress.

When it comes to addressing this challenge, we're unafraid to try new things. We've partnered with expert charities and grassroots organisations to drive strategic initiatives at all stages of the research pipeline. These include:

- **In2science** and **In2research** programmes, mentoring young people and undergraduates from disadvantaged backgrounds and offering opportunities to build a career in cancer research.
- **Black in Cancer Mentorship Programme**, connecting Black undergraduates with cancer research professionals who give career advice, and providing opportunities for cancer research summer placements.

- Working with **Health Data Research UK** on the **Health Data Science Black Internship Programme**, equipping Black people early in their career with the skills they need for health data research.
- **StellarHE**, a development programme for researchers from ethnic minority backgrounds as they progress into positions of senior management and leadership.





## WOMEN OF INFLUENCE: CHAMPIONING WOMEN EARLY IN THEIR RESEARCH CAREER

Our Women of Influence mentorship scheme pairs postdoctoral researchers, fellows and group leaders with some of the UK's leading women in business. The barriers women face while progressing to senior research positions are not unique to academia, and our scheme capitalises on the insights of women in other industries who've faced and overcome similar challenges.

Mentors provide our researchers with support at a critical time in their development, offering guidance to navigate career decisions, reach new goals and achieve their potential as research leaders. The programme facilitates an environment where learnings can be shared to empower women to progress in their research career and into leadership roles.







.....  
Professor Evropi Theodoratou  
is a mentee on our Women of  
Influence programme  
.....

Evropi is a Cancer  
Research UK Career  
Development Fellow  
at the University of  
Edinburgh.

“

One of the most  
important things I've  
gained is becoming more  
confident and prepared  
to take more risks.

To give an example,  
I decided to apply  
for a promotion to  
professorship sooner  
than I would have done  
if I hadn't been part of  
Women of Influence.  
And I was successful!

”



# OPENING UP ACADEMIA THROUGH RINGFENCED FUNDING

Data consistently shows that access to higher education, particularly postgraduate studies, is far from equitable for people from ethnic minority communities. In particular, less than 1%<sup>[1]</sup> of UK professors are Black, with Black people persistently disadvantaged by racial inequities.

One way we're tackling this issue is with ringfenced funding schemes. We're taking a systems-wide approach to attract and support talented Black people early in the research career pipeline and develop the next generation of Black leaders in cancer research. This includes partnering with the Wellcome Sanger Institute to co-fund the Excellence Postdoctoral Fellowship for people from a Black heritage background.

We're especially proud of our Black Leaders in Cancer PhD Scholarship Programme, currently in its pilot year and supporting four new students from late 2023. Students will receive a fully funded place on one of our doctoral training schemes at a Cancer Research UK centre, to take advantage of the well-

established training programmes and world-class research environments there. They'll also benefit from support from our partners the Windsor Fellowship and Black in Cancer, providing a comprehensive programme of mentoring, coaching and career development. We hope our programme will foster a sense of belonging in academia for its participants and empower them to forge a career in cancer research – bolstering the pipeline of Black academics and providing visibility for those who wish to follow in their footsteps.

We developed Black Leaders in Cancer in close collaboration with our research community, internal Race Equality and Equity staff network and expert partners and organisations with extensive experience of establishing positive action schemes. In tandem, we're working with our centres and institutes to embed EDI principles across our research network.



WE'RE TAKING A SYSTEMS-WIDE APPROACH TO ATTRACT AND SUPPORT TALENTED BLACK PEOPLE EARLY IN THE RESEARCH CAREER PIPELINE



<sup>[1]</sup> According to Advance HE's Equality in higher education: statistical reports 2022





.....  
Jade-Ellen Brown is one of the first four PhD students to take part in our Black Leaders in Cancer PhD Scholarship Programme  
.....

Jade-Ellen begins her PhD at the Cancer Research UK Cambridge Centre in late 2023.



Cancer is an exciting topic to research – the field evolves rapidly, and there's still so much that we don't know. I'm looking forward to the rotation year so I can get to know different areas in more detail and I'm going to keep my mind open before deciding which route to go down with my research.

Programmes like Black Leaders in Cancer, which aim to diversify the research community, are really important. For me, it's partly about showing other students who might be considering a PhD what options are available, and what we can achieve. I'm excited to see how the programme grows over the next couple of years.





# ENSURING EQUALITY AND EQUITY OF OPPORTUNITY IN RESEARCH ASSESSMENT

We want to go further than welcoming grant applications from eligible scientists. We want to remove all barriers that might be hindering their participation.

Although objective assessment can ensure the most promising research is supported, its historically narrow definition of excellence has caused lower success rates at application and interview, and a clear bottleneck in the career progression of people from different backgrounds and career paths.

One way we're addressing this is with 'narrative CVs', which give applicants the chance to draw on the wider contributions they've made to research and innovation, including collaboration and people development as well as research outputs. This change will enable reviewers to assess candidates' skills, experience and applications holistically and contribute to more balanced recognition and reward in research.







## BEHIND THE SCENES: SHARING HOW FUNDING DECISIONS ARE MADE

We support early- and mid-career researchers to observe our panel and committee meetings. The scheme is open to all, but has an element of positive action, with spaces prioritised for researchers from ethnic minority groups and women researchers.

With this scheme, we're enhancing the transparency of our review process by giving observers the chance to better understand how applications are evaluated by a panel. We hope this scheme will support people from underrepresented backgrounds to grow into the next generation of research leaders by showing them what to expect during the application process, so they can best prepare and boost their chance of success.

70%  
were women

47%  
were from an ethnic  
minority background

86  
took part in 2022



.....  
Dr Ahsan Akram took part in  
the observer scheme with our  
Research Careers Committee  
.....

Ahsan is a Cancer  
Research UK  
Clinician Scientist  
Fellow at the Centre  
for Inflammation  
Research and  
Edinburgh Cancer  
Research Centre.



The prospect of applying for a fellowship as an early career researcher is daunting. As you're trying to articulate your research vision, you're constantly second guessing what the panel and reviewers will think.

When the opportunity came to spend a day observing a Cancer Research UK funding panel, I immediately signed up. I found it incredibly useful to watch how decisions are made and get a sneak peek 'behind the scenes'.

Taking part in this scheme has given me more confidence in the application process. I now have an insight into what makes a successful application, what the panel will be looking for and how the scores will be calculated. Of course, this remains an extremely competitive panel and process, but I would recommend the opportunity to observe a panel to anyone who is considering applying to a funding scheme.







# BRINGING TOGETHER UNDERREPRESENTED COMMUNITIES TO DRIVE POSITIVE CHANGE IN CANCER RESEARCH

We recognise the value of connecting people who share common lived experiences and challenges, so that we can listen, learn and elevate a collective voice to push for culture change.

Over the past year, we've sponsored two events to bring together underrepresented groups in cancer research. Postdoc Futures united women from across our postdoctoral researcher community to connect and collaborate. Our first event in 2023 connected nearly 70 women from across our network, with talks from senior leaders who've had successful careers in different sectors and the opportunity to discuss challenges and potential solutions together.







## THE INAUGURAL BLACK IN CANCER CONFERENCE

We also partner with Black in Cancer, which formed on social media in 2020 to strengthen the network between Black people working in cancer and highlight Black excellence in cancer research and medicine.

Together, we held the first Black in Cancer Conference in October 2022 at London's Science Museum. A celebration of Black contributions to all aspects of cancer research and oncology, the event provided a global forum for researchers, advocates, funders and more to collaborate. Topics ranged from prioritising inclusion in research and designing clinical trials to recruit representative populations, to creating a supportive research culture and empowering the next generation.

More than 200 people attended the first event, with many attendees sharing that it was the first time they'd attended a professional event centred around Black people. Plans are underway for the next event in early 2024, this time in the US.





.....  
Sigourney Bonner is the  
co-founder and CEO of  
Black in Cancer  
.....

Sigourney is a  
PhD student at the  
Cancer Research UK  
Cambridge Institute.



It had always been a dream of ours to bring together communities that had been communicating over social media and oceans over the past couple of years. To finally be able to do it and feel the support and energy from the scientific, medical, and advocacy communities was so electric.

Black people are still underrepresented in research while being overrepresented in cancer mortality. But seeing patients reach out to us to find community and resources has been amazing. It means our impact has already gone beyond what we had imagined.





A photograph of a smiling Black man with glasses, wearing a grey blazer over a checkered shirt and a black backpack. He is at a conference, as evidenced by the lanyard around his neck which features logos for 'Black in Cancer' and 'American Cancer Society'. He is looking towards another person on the right, whose hand is partially visible. A large white circle is overlaid on the left side of the image, containing the text 'OUR NEXT STEPS'.

## OUR NEXT STEPS





# OUR NEXT STEPS

We're pleased to see improvements to the diversity of our researcher community but recognise there are still areas we need to address.

Through our refreshed EDI in research strategy, we'll:

- **publish expectations** for institutions we fund to embed EDI
- create a **dedicated seed fund to support pilot initiatives** around equality, diversity and inclusion in research, that could also offer a lasting impact in improving diversity in the cancer research community
- **evaluate the use of narrative CVs** in our research assessment process to see if they better recognise and reward researchers' diverse contributions and experiences
- **work with other funders and institutions** to evolve doctoral conditions to strike a 'New Deal for Postgraduate Research', establishing a more inclusive, sector-wide PhD offer that benefits all individuals regardless of their background
- **in partnership with the National Association of Disabled Staff Networks**, roll out new guidance that clarifies the support for applicants and grant holders who are disabled or have a long-term condition, to outline support and increase confidence for disabled researchers in gaining grant funding
- expand the positive action criteria for our **observing funding panels scheme** to those who are disabled or have a long-term health condition
- **apply positive action principles for underrepresented groups**, including women, when developing any new support programmes for postdoctoral researchers, to ensure equity in career progression
- **review how we support career returners**, particularly parents and other caregivers returning to research, so that everyone can reach their potential regardless of personal context
- **extend our support for Black in Cancer** to increase the representation of Black researchers across our funding. We will support Black in Cancer to set up as a formal entity in the UK, while partnering with them for their second international conference
- **expand our Black Leaders in Cancer PhD Scholarship Programme** to attract and support talented Black people early in the research careers pipeline

A background image of a female scientist in a white lab coat and blue gloves working in a laboratory. She is holding two small vials, one containing a pink liquid and the other a blue liquid. The lab bench is cluttered with various equipment, including pipettes and bottles. A large white circle is overlaid on the left side of the image, containing the text 'OUR FUNDING DATA'.

# OUR FUNDING DATA





# OUR METHODOLOGY

For application and award data, we report on lead applicants from a five-year period from 1 January 2018 to 31 December 2022. Data samples described in this report refer to new applications, when lead applicants provide their diversity data when submitting a new proposal for one of our awards.

Where relevant, we compare our diversity data to Advance Higher Education (HE) analysis using the Higher Education Statistics Agency (HESA) data from 2022 for:

- the UK biosciences academic staff population <sup>[1]</sup>
- the UK biological and sports sciences postgraduate research student population <sup>[2]</sup>

We have removed 'Prefer not to say' and unknown records from our data to compare to the Advance HE analysis, which does not include these categories. Given that respondents did not always disclose a characteristic for each category to the same extent, sample sizes (N) differ between the characteristics reported.

Where datasets are large enough, ethnicity is presented according to the Office for National Statistics (ONS) list of ethnicity groups (Asian/ Asian British, Black/African/Caribbean/Black British, Mixed/Multiple ethnic groups, Other ethnic group, White) <sup>[3]</sup>.

As numbers of individuals from an ethnic minority background who received an award are small, these are aggregated into a single 'ethnic minority' group to avoid individuals being identifiable. This means we're unable to compare application or award data between individual ethnic groups because the numbers are too small. We recognise ethnic groups have distinct identities and challenges and we plan to present disaggregated ethnicity group data in the future. Across all our reporting in the future, we hope to include more granular analysis and intersectional data when we have a bigger dataset.

Further gender categories beyond woman and man are available to select in our grants management system, including non-binary and prefer to self-describe.

In the future, we will review all our diversity data questions to align with the revised diversity and inclusion survey (DAISY) question guidance where possible <sup>[4]</sup>.

Several data gaps were reported by our institutes, particularly for disability status and ethnicity. For future reports, we hope to improve data collection and reporting to close these data gaps.

Where appropriate, statistical significance has been tested using the Chi-Squared test for independence. In this report, p values  $\leq 0.01$  are considered significant. (\*) used throughout this report denotes a statistically significant finding.

For previous analyses described in past diversity data reports, we linked reported characteristics to individuals, so the data for someone's most recent application would overwrite previous reported data. However, we've noted a small number of individuals report different characteristics over time. For example, someone reporting their ethnicity as "White - other" in one application and "Ethnic minority - other" in a subsequent application. To reflect this phenomenon, we are now analysing the characteristics reported for the specific application.

## NOTE:

- [1] Equality in higher education: staff statistical 2022 report. Advance HE 2022 (accessed May 2023).
- [2] Equality in higher education: student statistical report 2022. Advance HE 2022 (accessed May 2023).
- [3] Ethnic group, national identity and religion, Office for National Statistics (accessed May 2023).
- [4] Diversity and inclusion survey (DAISY) question guidance working draft (v2), EDIS (accessed May 2023).



# HEADLINE FACTS

## Our applicants and awards made



2%

of lead applicants declared a disability

35%

of lead applicants are women

21%

proportion of grant awards made to applicants from an ethnic minority background in 2022, compared to 13% in 2018

## Our committee members



51%

of committee members are women (2022)

20%

of committee members are from an ethnic minority background (2022)

0%

of committee members are Black / African / Caribbean / Black British (2022)

## Our institutes



30%

of group leaders are women (2022)

5%

of staff declared a disability (2022)

25%

of staff are from an ethnic minority background (2022)



A background photograph of a group of people at a conference or networking event. In the foreground, a woman with blonde hair wearing a green floral patterned top and a blue lanyard with a 'CANCER RESEARCH' badge is smiling and looking towards a man. The man has a beard and is wearing a blue t-shirt and a similar lanyard. They are both looking at a laptop screen. In the background, other people are visible, some wearing lanyards, and there are water bottles on a table. A large purple circle is overlaid on the left side of the image, containing the text 'APPLICATION RATES'.

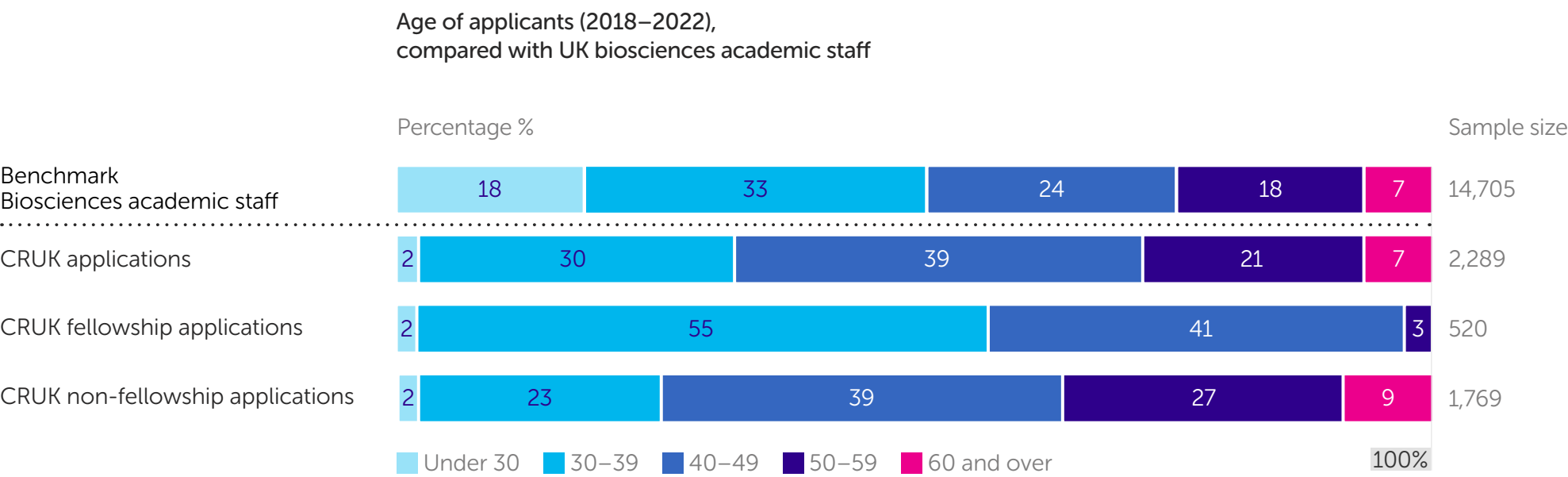
## APPLICATION RATES





# AGE OF APPLICANTS

► Two-thirds of lead applicants are aged 40 and over



KEY FINDINGS:

- Researchers aged 40–49 years represent the largest share of all our lead applicants at 39% applications.
- Researchers aged 30–39 years represent the largest share of fellowship applicants at 55% applications.

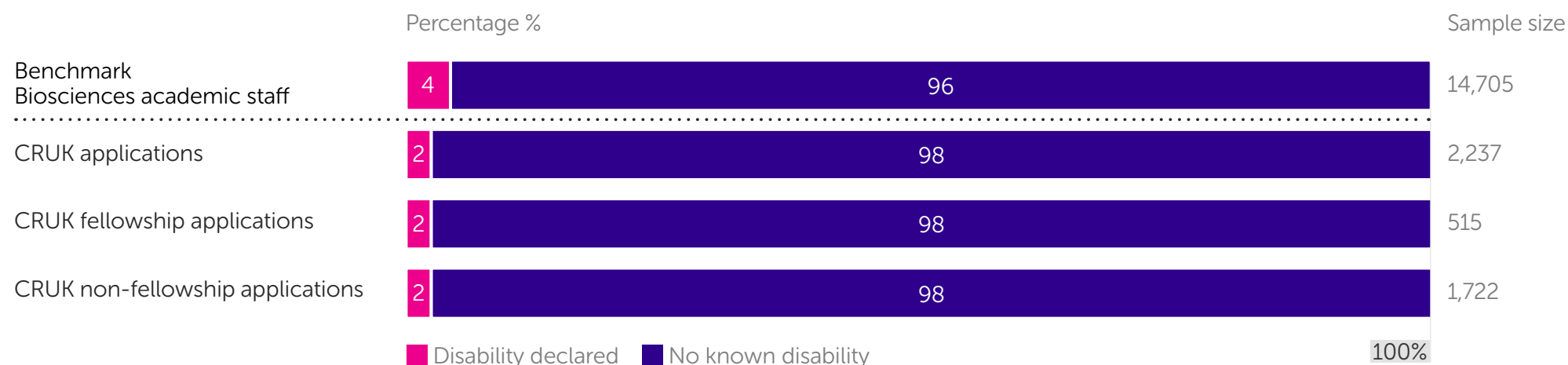




# DISABILITY STATUS OF APPLICANTS

## ► The proportion of lead applicants declaring a disability remains low

Proportion of applicants declaring a disability (2018–2022), compared with UK biosciences academic staff



### KEY FINDINGS:

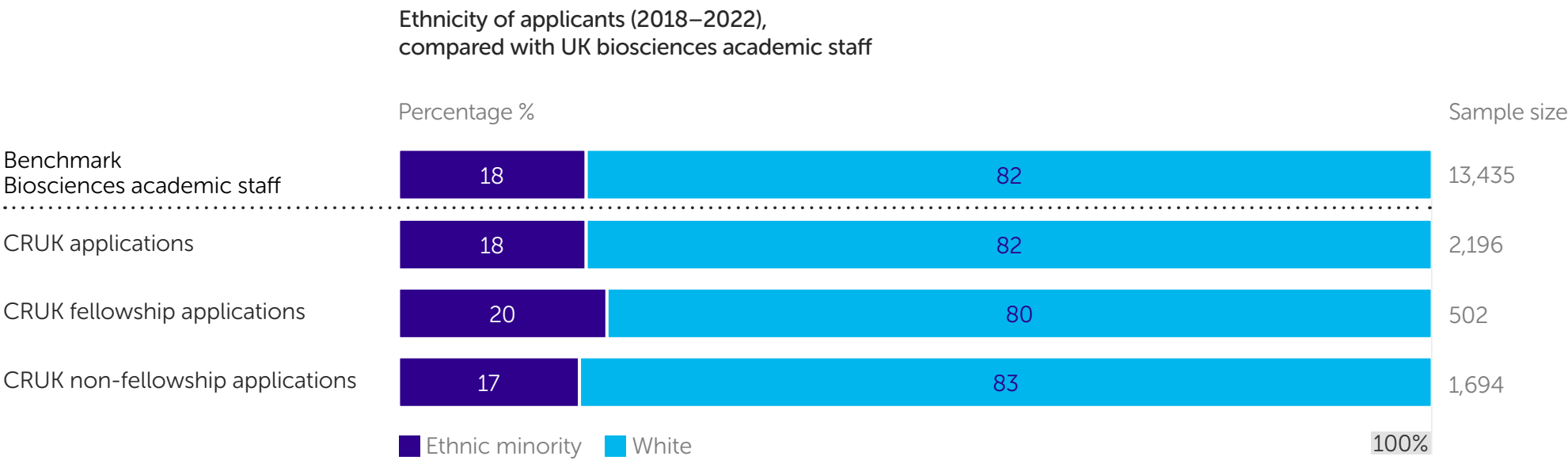
- Only 2% of our lead applicants declared a disability. This is lower than the proportion of UK biosciences academic staff who declared a disability at 4%\*.
- Around 13% of our lead applicants chose not to disclose their disability status by selecting 'prefer not to say' or did not complete the data.

\*Statistically significant finding



# ETHNICITY OF APPLICANTS

► The proportion of fellowship applicants from an ethnic minority background is slightly higher than the sector



KEY FINDINGS:

- The proportion of lead applicants from an ethnic minority background reflects the UK biosciences academic sector.
- 20% of our fellowship applicants are from an ethnic minority background, which is slightly higher than the UK biosciences academic staff population.

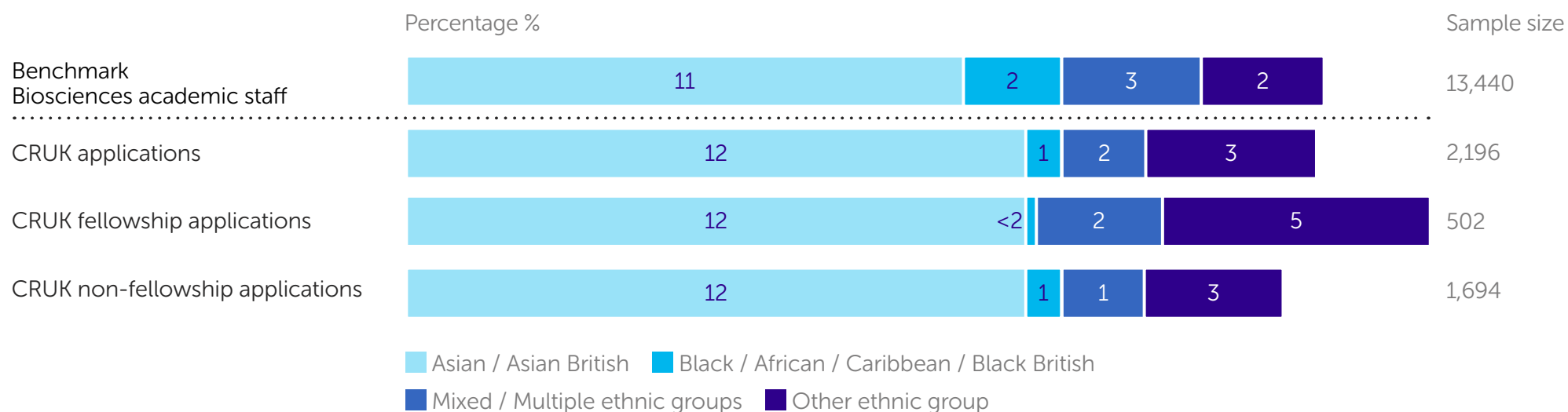




# ETHNICITY OF APPLICANTS

## ► Black researchers remain underrepresented among lead applicants

Ethnicity of applicants by ethnic group (2018–2022), compared with UK biosciences academic staff



### KEY FINDINGS:

- Our lead applicants by ethnic minority groups are broadly representative of UK biosciences academic staff.
- Only 1% of all our applicants were from Black / African / Caribbean / Black British backgrounds, which is lower than the UK biosciences academic staff population at 2%\*.

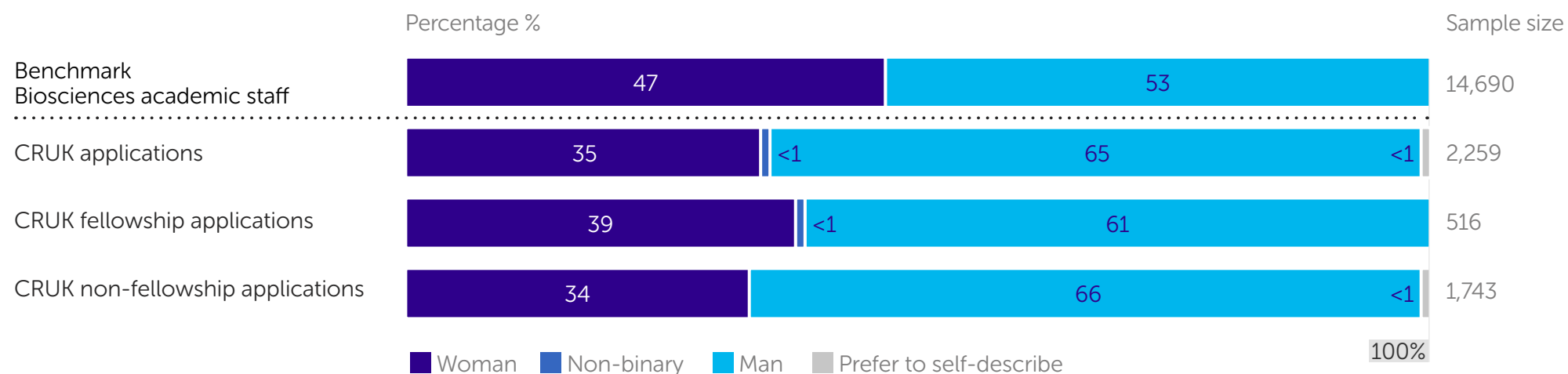
\*Statistically significant finding



# GENDER OF APPLICANTS

► 35% of lead applicants are women which increases slightly to 39% for fellowships only

Gender of applicants (2018–2022),  
compared with UK biosciences academic staff



## KEY FINDINGS:

- One in every three of our lead applicants (overall) are women, at 35%.
- The proportion of fellowship applicants who are women is slightly higher, at 39%.
- Both proportions remain lower than the 47% of biosciences academic staff who are women\*.

\*Statistically significant findings (overall and fellowships)



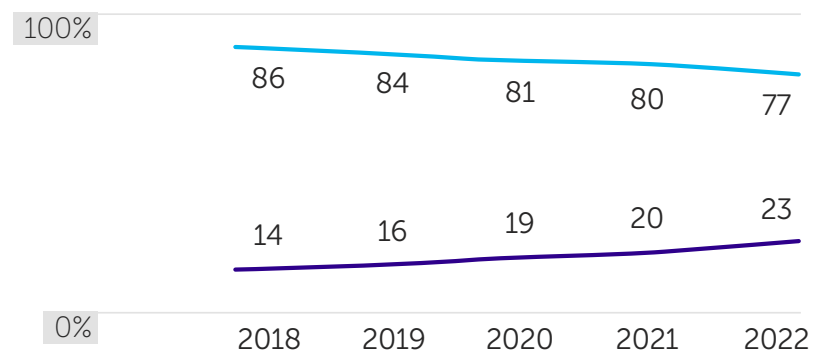


# APPLICATION RATES

## ► Applications from researchers from an ethnic minority background are increasing

Ethnicity of applicants each year (2018–2022)

Percentage %



Sample size 646 579 279 336 356

■ Ethnic minority ■ White

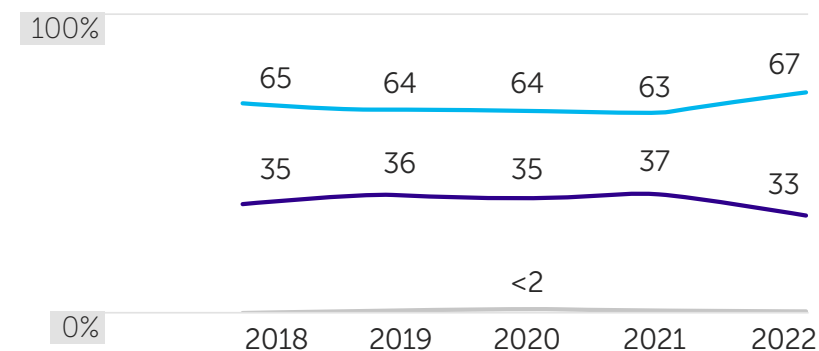
### KEY FINDINGS:

- The proportion of applications from researchers from an ethnic minority background has increased by 9 percentage points since 2018.

## ► Applications from women have fallen in the past year

Gender of applicants each year (2018–2022)

Percentage %



Sample size 662 567 293 343 364

■ Woman ■ Non-binary ■ Man ■ Prefer to self-describe

### KEY FINDINGS:

- The proportion of applications from women has remained relatively constant since 2018, between 33–37%.

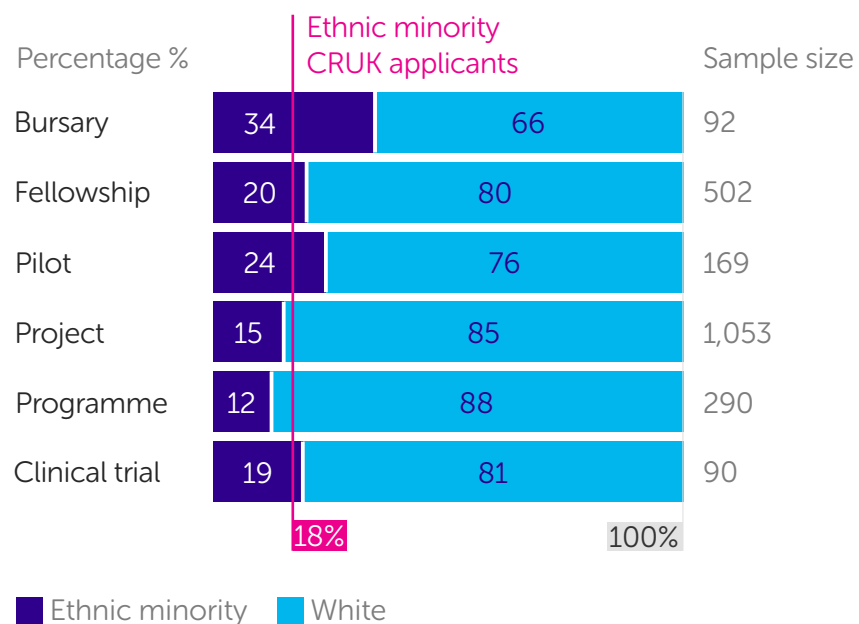
**NOTE:** The number of applications fell in 2020 owing to the COVID-19 pandemic, and are still lower than the number of applications in 2018 and 2019.



# APPLICANT RATES

► Applicants from an ethnic minority background apply more frequently than expected for bursaries and pilot awards

Ethnicity of applicants by award type (2018–2022)

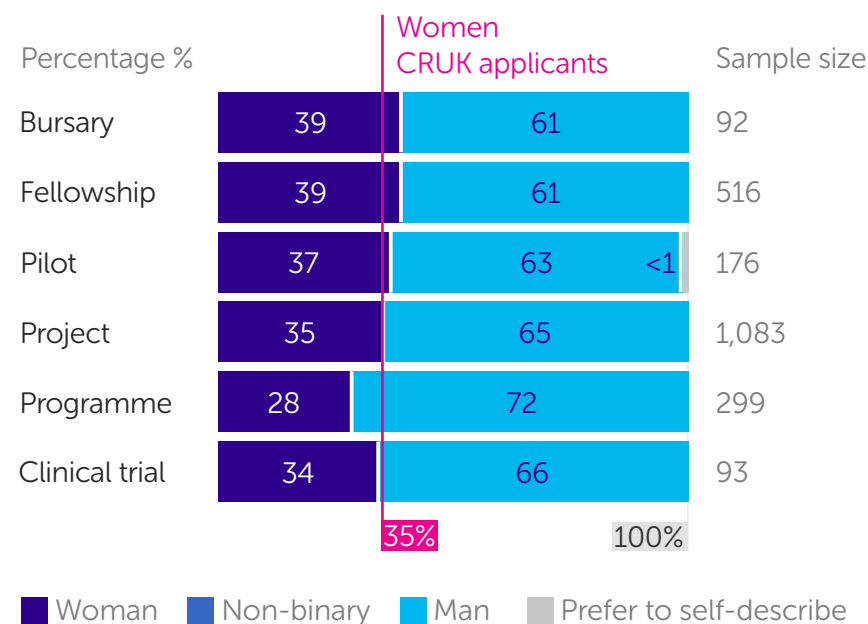


## KEY FINDINGS:

- Compared to the proportion of applicants across all award types (18%), applicants from an ethnic minority background apply:
  - more frequently than expected for bursaries (34%) and pilots (24%).
  - less frequently than expected for programme awards (12%).

► Women applicants apply less frequently than expected for programme awards

Gender of applicants by award type (2018–2022)



## KEY FINDINGS:

- Compared to the proportion of women applicants across all award types (35%), women applicants apply less frequently than expected for programme awards (28%).





## SUCCESS RATES

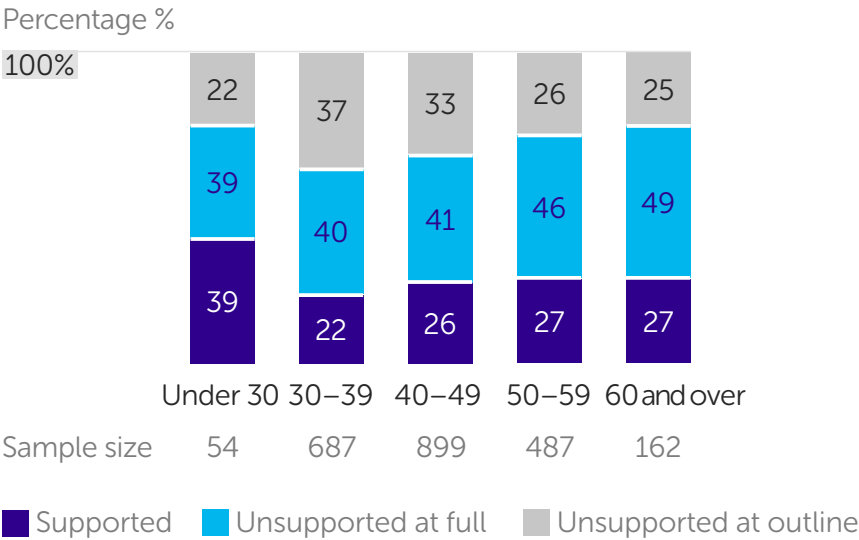




# SUCCESS RATES

## ► Success rates at full application stage are similar for all age ranges from age 40

Success rates of applicants by age (2018–2022), stratified by application stage

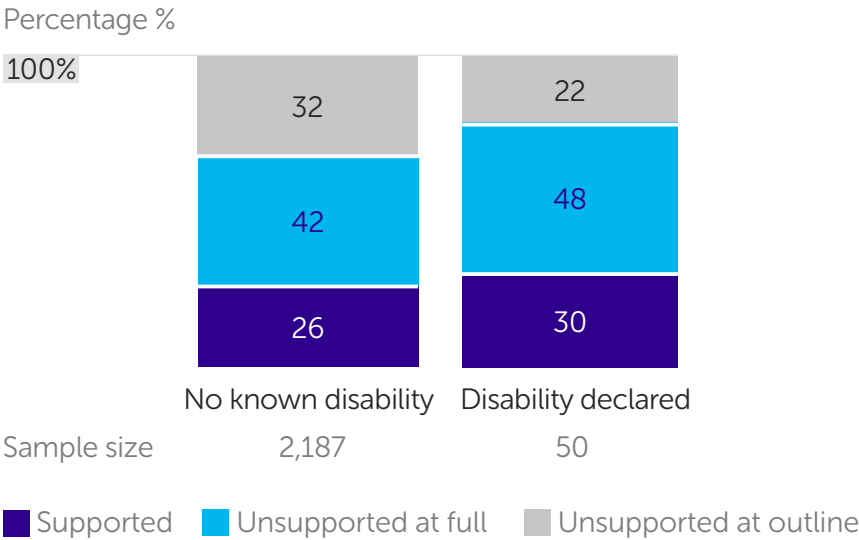


KEY FINDINGS:

- The success rates for researchers aged between 40-60 and over are similar.
- Success rates are higher for those under 30 (39%).
- Researchers aged 30-39 have a lower success rate at 22%.

## ► The success rate is not significantly different for researchers declaring a disability

Success rates of applicants by disability status (2018–2022), stratified by application stage



KEY FINDINGS:

- The success rate for applicants who declared a disability is similar to those applicants who reported no disability.

NOTE: These data do not include researchers who preferred not to say whether they had a disability.

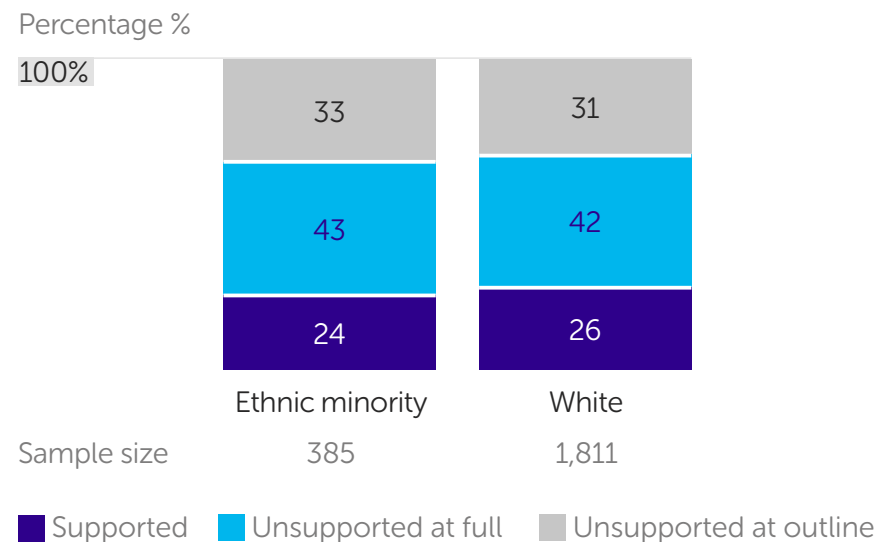




# SUCCESS RATES

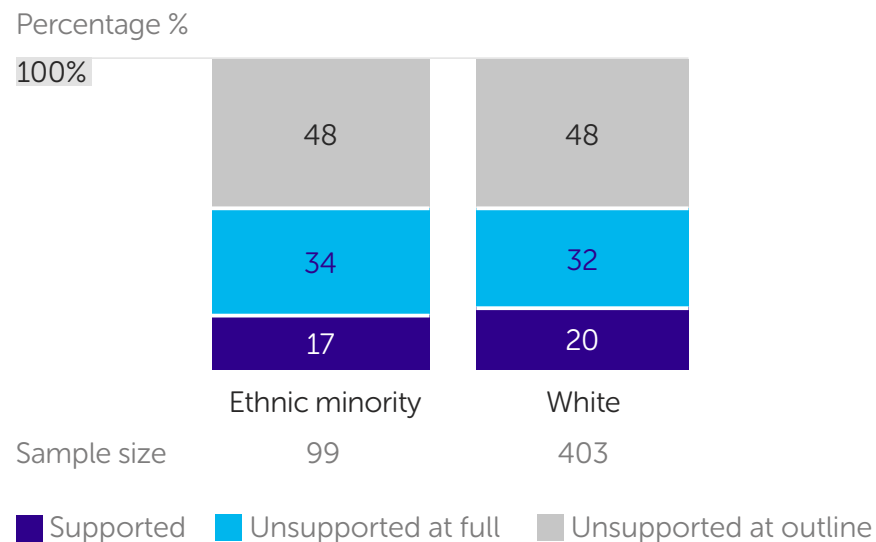
## ► Success rates for researchers from an ethnic minority background are similar to those for White applicants

Success rates of applicants by ethnicity (2018–2022), stratified by application stage



## ► Success rates for fellowships are similar between White applicants and those from an ethnic minority background

Success rates of fellowship applicants by ethnicity (2018–2022), stratified by application stage



### KEY FINDINGS:

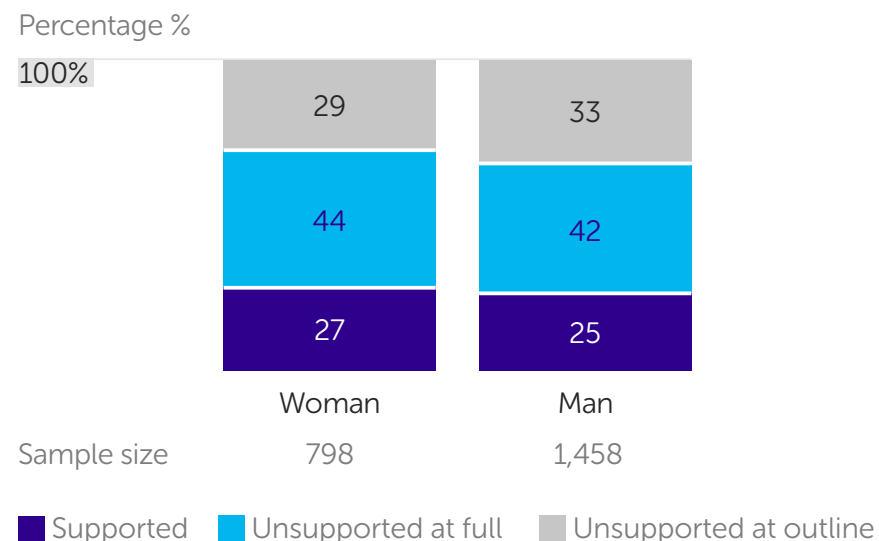
- The difference in success rates between ethnic minority and White applicants is not significantly different.



# SUCCESS RATES

## ► Overall success rates between women and men are similar

Success rates of applicants by gender (2018–2022), stratified by application stage

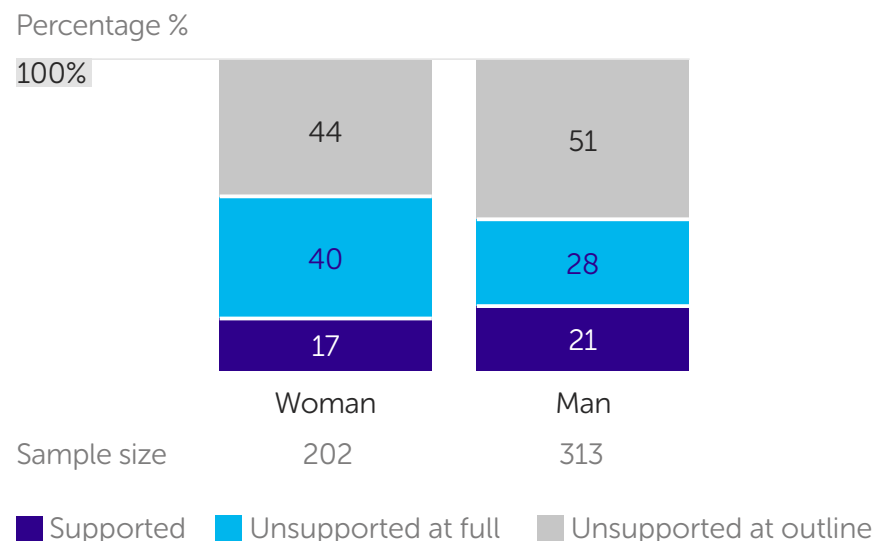


### KEY FINDINGS:

- For all awards, the success rates of men and women are similar.

## ► The gap in fellowship success rates between men and women is not statistically significant

Success rates of fellowship applicants by gender (2018–2022), stratified by application stage



### KEY FINDINGS:

- Men who apply for fellowships have a success rate of 21%, which is 4 percentage points higher than women at 17%. This difference is not statistically significant.

**NOTE:** Further gender categories are available to select in our diversity data collection form.





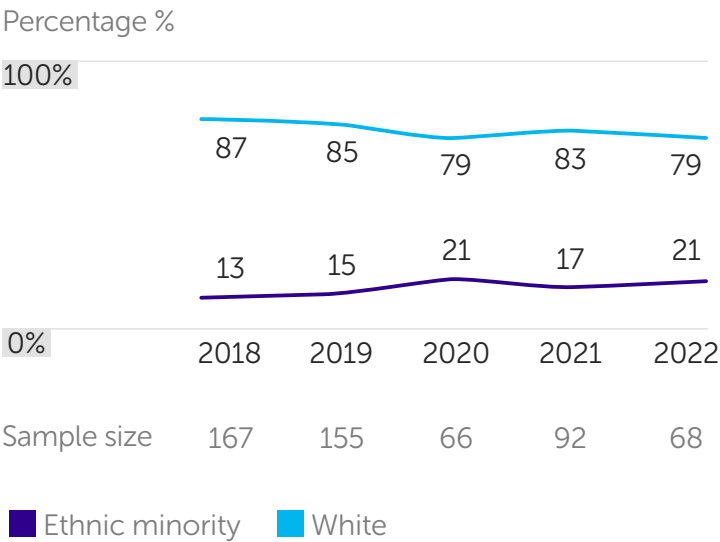
AWARDS  
MADE



# AWARDS MADE

► The proportion of ethnic minority recipients of awards each year has increased over time

Ethnicity of recipients of awards each year (2018–2022)

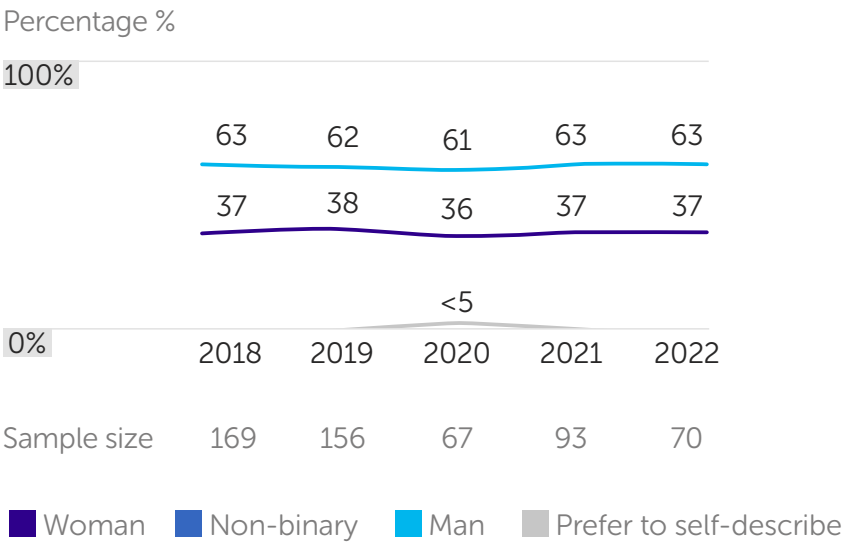


KEY FINDINGS:

- The proportion of recipients of awards each year from an ethnic minority background has increased 8 percentage points since 2018.
- The proportion of recipients of awards in 2022 from an ethnic minority background (21%) is slightly higher than the share of UK biosciences academic staff from an ethnic minority background (18%).

► Women receive just over one-third of awards each year

Gender of recipients of awards each year (2018–2022)



KEY FINDINGS:

- The proportion of women who received awards each year has remained constant since 2018 between 36–38%.

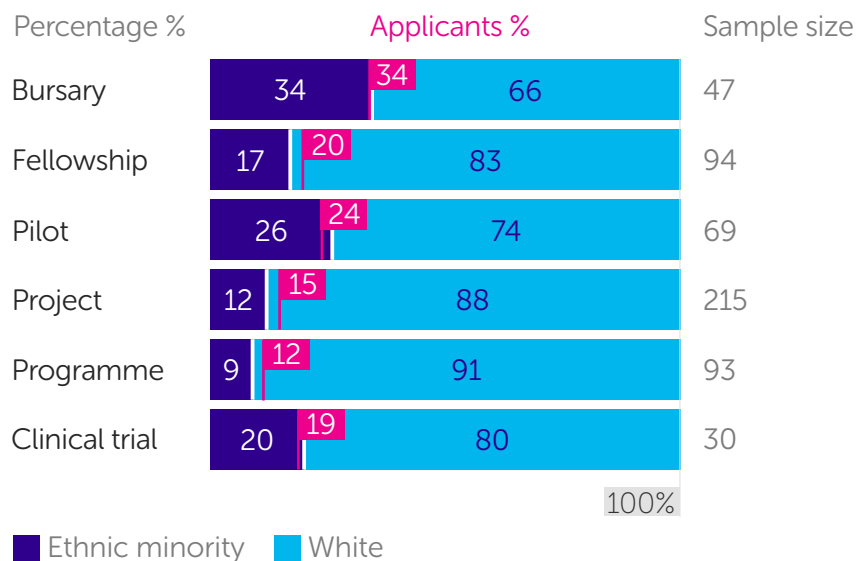




# AWARDS MADE

► The proportion of researchers from an ethnic minority background receiving an award is similar to the proportion that apply for each type

Percentage and type of awards made by ethnicity (2018–2022)

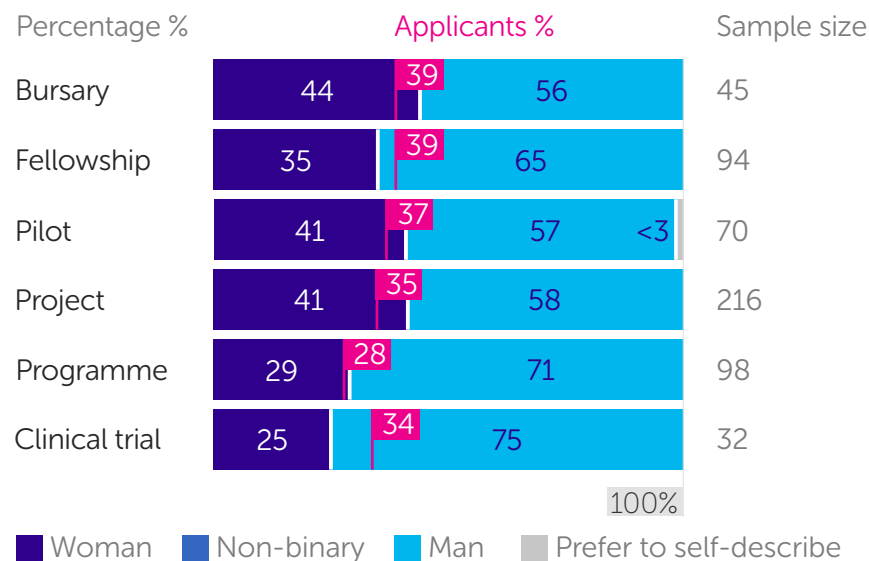


## KEY FINDINGS:

- The proportion of award recipients and the proportion of applicants from an ethnic minority background are broadly similar across award types.

► Women receive a bursary or project award more frequently, and a clinical trial award less frequently, compared to the proportion who apply for each

Percentage and type of awards made by gender (2018–2022)



## KEY FINDINGS:

- The proportion of award recipients who are women compared to the proportion of applicants who are women is:
  - slightly higher for bursary (+5%) or project (+6%) awards.
  - lower for clinical trial awards (-9%).

**NOTE:** Percentages in pink denote the proportion of applicants from either an ethnic minority background (left) or women applicants (right) who applied for each award type.

A blurred background image of a meeting room. In the foreground, a laptop displays a video conference with several participants. To the left of the laptop is a blue water bottle with a colorful logo, and to the right is a glass of water. In the background, two people are seated at a table, looking towards the camera.

## FUNDING COMMITTEES

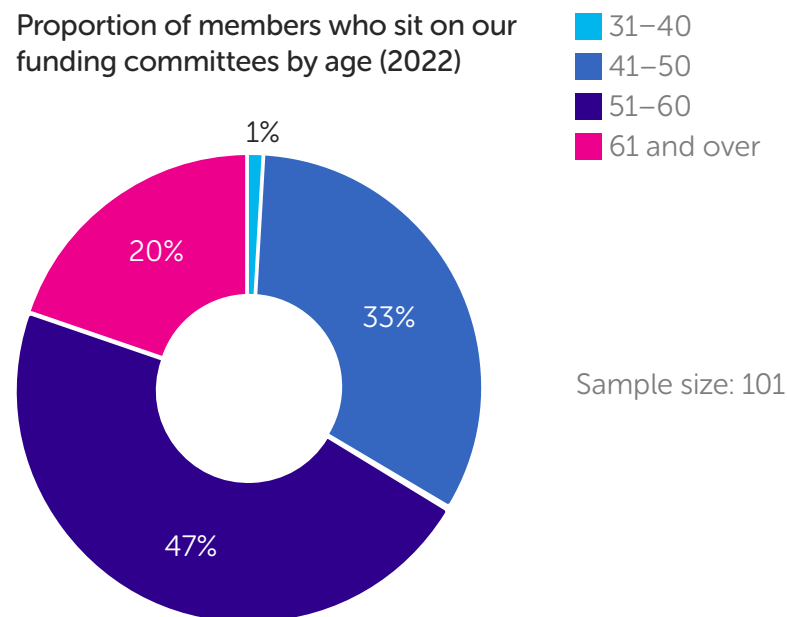




# FUNDING COMMITTEES

► Half of our funding committee members are aged 51-60

Proportion of members who sit on our funding committees by age (2022)

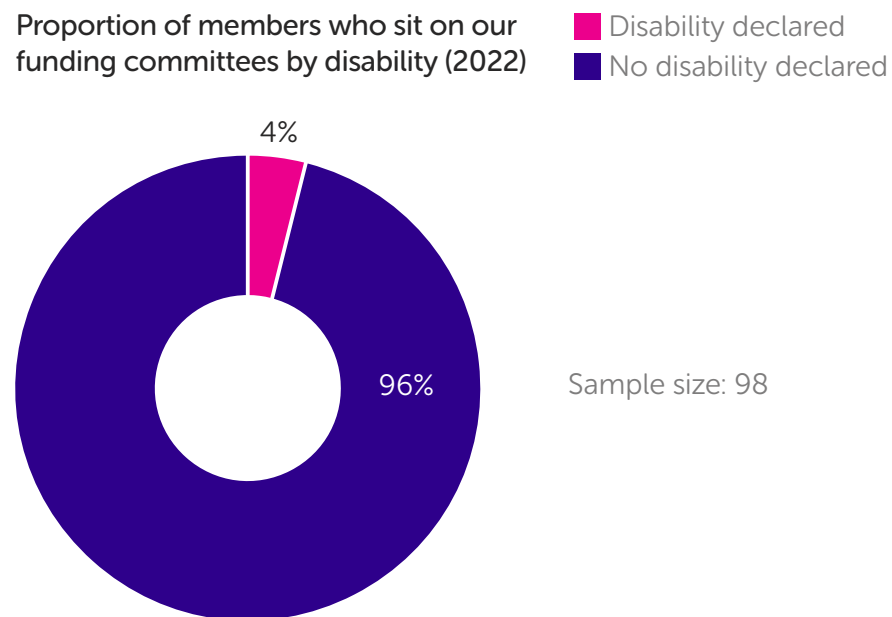


## KEY FINDINGS:

- The large majority of funding committee members are aged 41-60, at 80%.
- Only 1% are 40 years old and under, whilst one in five are aged 61 and over.

► The proportion of funding committee members declaring a disability reflects the sector

Proportion of members who sit on our funding committees by disability (2022)



## KEY FINDINGS:

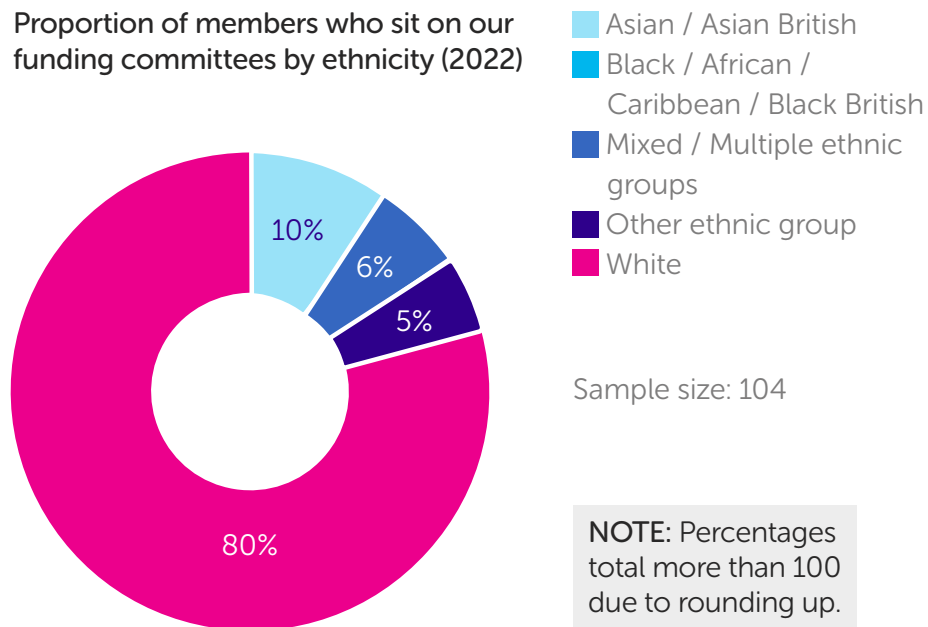
- 4% of committee members disclosed a disability.
- This is the same as the proportion of UK biosciences academic staff population who disclosed a disability.



# FUNDING COMMITTEES

► The proportion of committee members from ethnic minorities is in line with our target of 20%

Proportion of members who sit on our funding committees by ethnicity (2022)

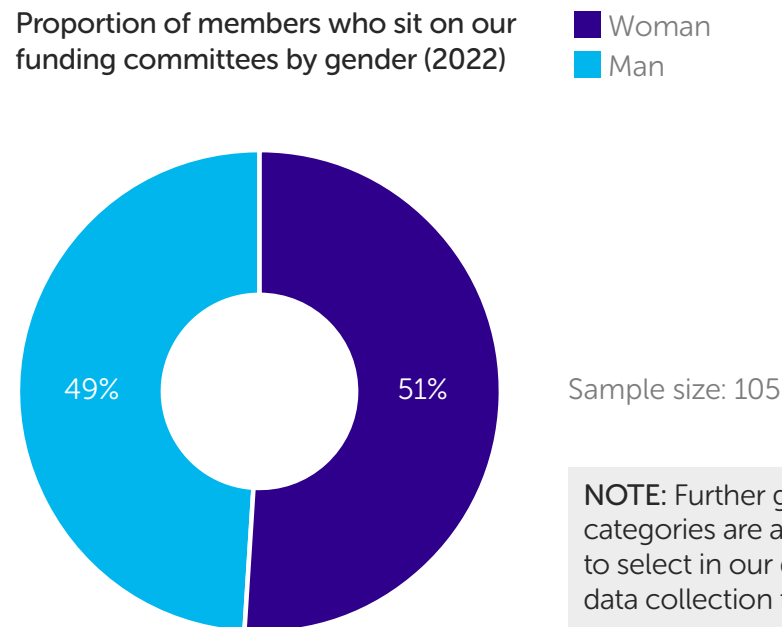


## KEY FINDINGS:

- Committee membership of individuals from an ethnic minority background remains in line with our 20% target.
- However, no members are Black / African / Caribbean / Black British.

► Women and men have almost equal membership across all funding committees

Proportion of members who sit on our funding committees by gender (2022)



## KEY FINDINGS:

- The proportion of women who sit on all our committees is slightly higher than the proportion of men.
- We will aim to maintain 50% across all our committees, and to reach 50% on each committee.



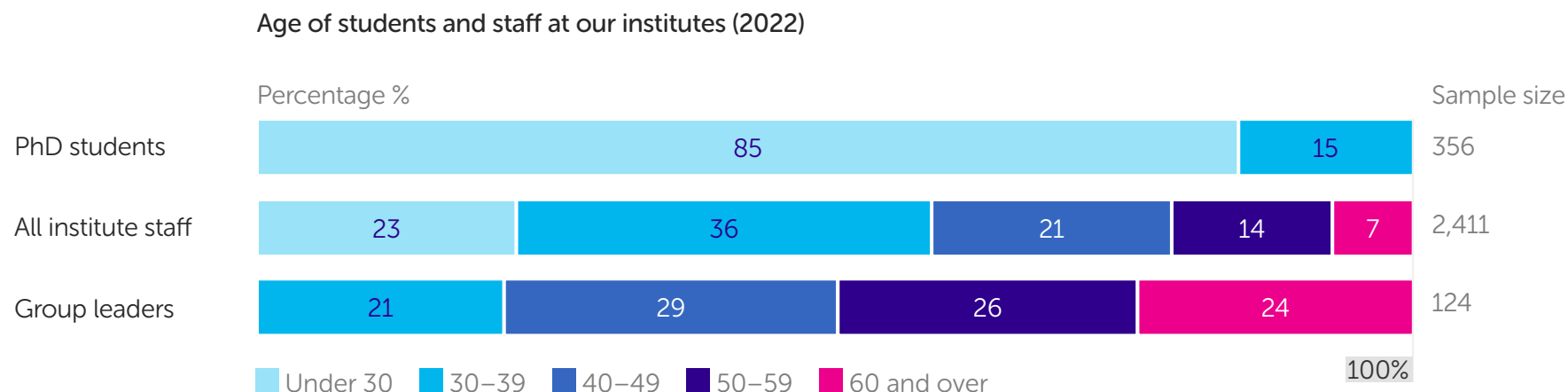
The background of the page is a photograph of a modern laboratory or research facility. It shows large glass windows looking into a room with scientific equipment, including what appears to be a large cryostat or similar machine. Several people are visible working in the background. In the foreground, a person is walking past the glass, slightly blurred, suggesting motion. A large purple circle is overlaid on the left side of the image, containing the text 'OUR INSTITUTES'.

## OUR INSTITUTES



# AGE OF STUDENTS AND STAFF AT OUR INSTITUTES

► Over half of staff at our institutes are less than 40 years old



## KEY FINDINGS:

- 85% of PhD students at our institutes are aged under 30.
- The largest proportion of staff are in the 30-39 age range.

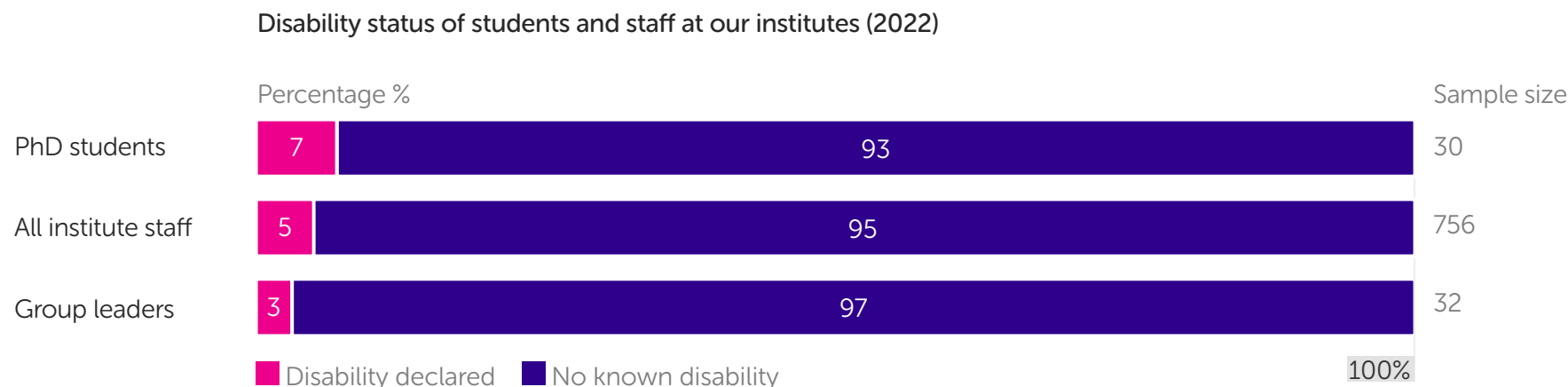
**NOTE:** Our institutes are the Cancer Research UK Beatson Institute, Cancer Research UK Cambridge Institute, Cancer Research UK Manchester Institute and The Francis Crick Institute.





# DISABILITY STATUS OF STUDENTS AND STAFF AT OUR INSTITUTES

► The proportion of staff, but not students, declaring a disability at our institutes reflects the sector



## KEY FINDINGS:

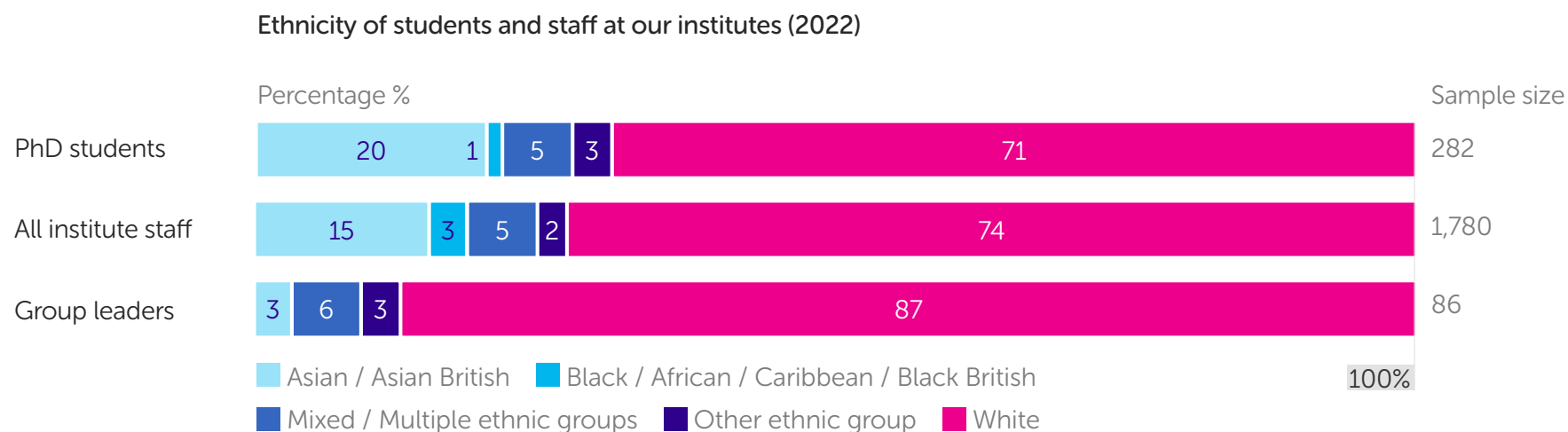
- The proportion of students declaring a disability at our institutes is lower (7%) than the sector (12.4%).
- The proportion of staff declaring a disability at our institutes (5%) reflects the sector (4%) but remains lower than the proportion of PhD students, whilst fewer group leaders disclose a disability (3%).

**NOTE:** Sample sizes for disclosure of disability status are lower compared to other categories due to unknown records. No data is included in this dataset for the Francis Crick Institute due to low completion rates.



# ETHNICITY OF STUDENTS AND STAFF AT OUR INSTITUTES

► Over 25% of students and staff from our institutes are from an ethnic minority background



## KEY FINDINGS:

- Over a quarter of PhD students are from an ethnic minority background, with Asian / Asian British the largest population in this group.
- Around 13%<sup>†</sup> of group leaders are from an ethnic minority background, although none disclosed that they are from a Black background.

**NOTE:** Sample sizes for ethnicity are lower compared to other categories, particularly for students, due to unknown records.

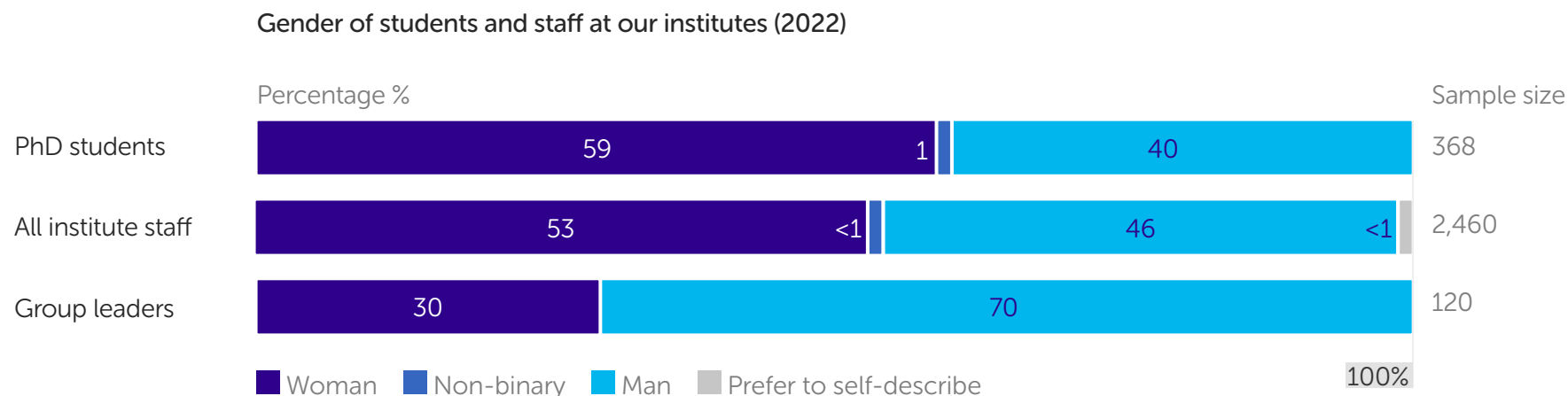
<sup>†</sup> Percentages in graph total 12% due to rounding down.





# GENDER OF STUDENTS AND STAFF AT OUR INSTITUTES

► Nearly 60% of PhD students at our institutes are women whilst less than one-third are group leaders



## KEY FINDINGS:

- Nearly 60% of PhD students at our institutes are women.
- Over half of institute staff are women (53%), which is slightly higher than the proportion of women in the biosciences academic staff population (47%).
- At 30%, around one-third of group leaders are women.



Together we will beat cancer

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get in touch by emailing [EDlinresearch@cancer.org.uk](mailto:EDlinresearch@cancer.org.uk)

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