



Headline Diversity Data for Science Council members

July 2015

General Population/ STEM Workforce

Age

- The average age of the primary science workforce is 41ⁱ

Caring Responsibilities

- 1 in 10 people in the UK have unpaid caring responsibilitiesⁱⁱ
- In 2008 there were 3.2 people of working age per person of pensionable age. This is expected to fall to 2.8 by 2033ⁱⁱⁱ.

Disability

- 18% of the UK population have a disabilityⁱⁱ
- 3.8% of the STEM workforce have declared a disability, compared to 5.9% in other sectors^{iv}

Education

- 58% of the STEM workforce are graduate level or higher; the national level is 38%ⁱ

Ethnicity

- 1 in 3 children will be from a BAME background by 2017^v
- 1 in 5 students studying STEM at UK universities are from a British BAME background^v
- 1 in 8 of the current UK workforce are from a BAME background^v

Gender and Sex

- Women make up 50.8% of the UK population and 46% of the UK working populationⁱ
- 40% of the primary science workforce are women, but this ranges from 56% of those working in health to 4% of those working in manufacturingⁱ
- Trans identities have not been surveyed on a national level, but UK population estimates range from 65,000 to 300,000 individuals (approx. 0.1 - 0.5% of the UK population)ⁱⁱ

Sexual Orientation

- Sexual orientation has not been surveyed on a national level, but it is estimated LGB (lesbian, gay or bisexual) individuals represent 5-7% of the UK population^{vi}

Socioeconomic Background

- Science workers living in the highest income bracket at age 16 (in 1986) are >5x more likely to progress to professional level occupations than those from the lowest income bracket^{vii}.

Religion

- Approximately 65% of UK scientists identify as non-religious^{viii}

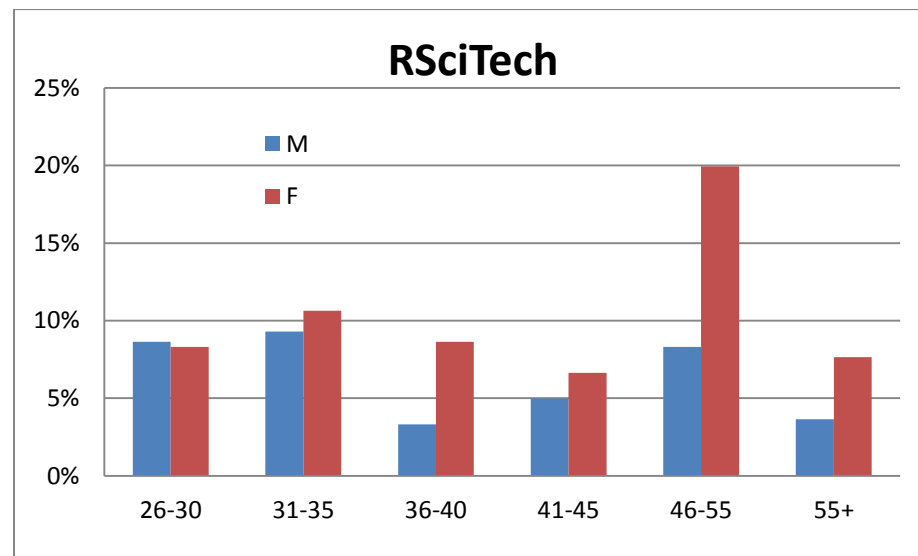
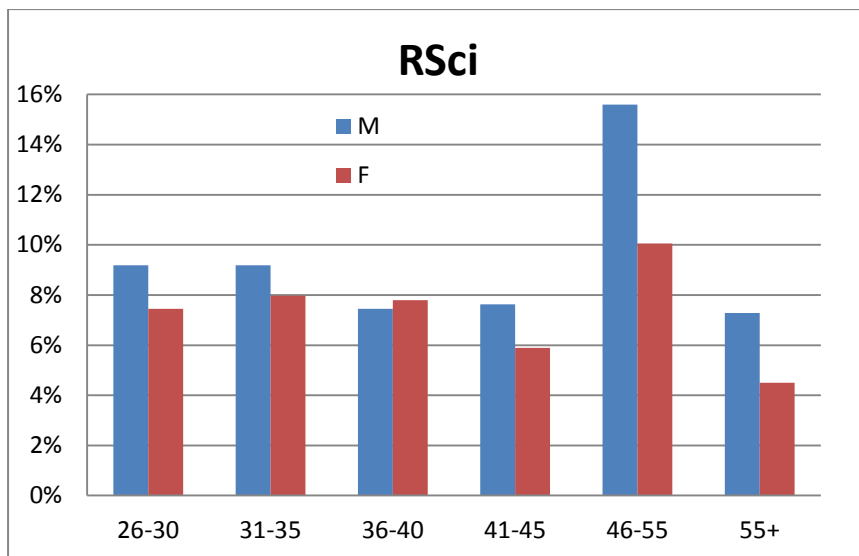
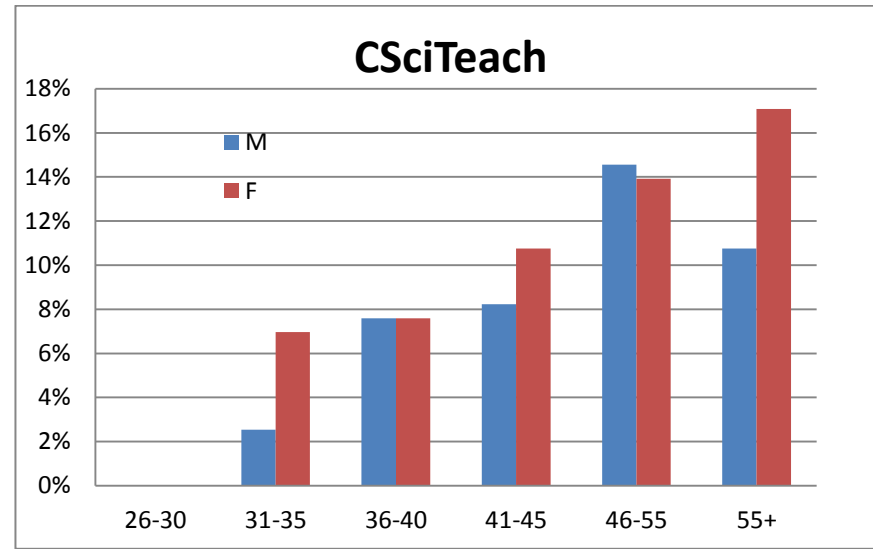
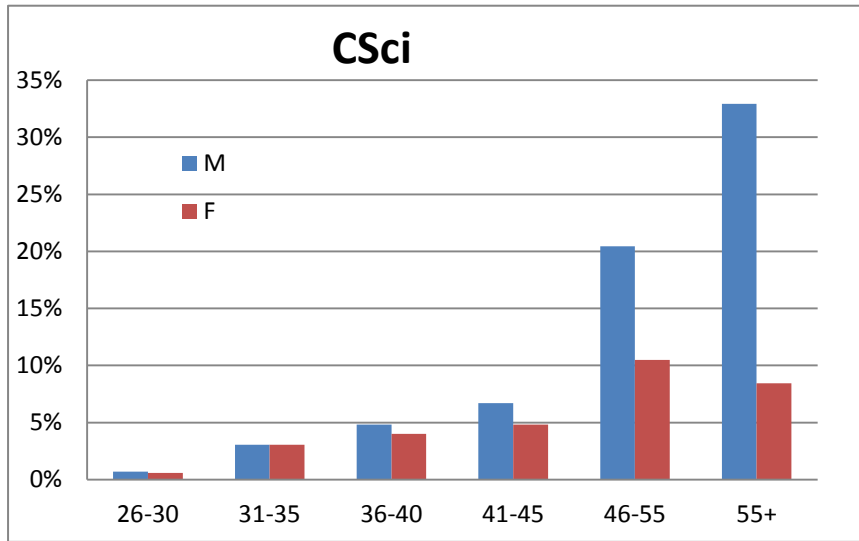
General Population

From National Census Data, 2011:

Characteristic	Current Population
Caring Responsibilities	10.3% Caring Responsibility
Disability	18.% with Disability 82% without disability
Education	27.2% Degree or Above 22.7% None 15.3% 5+ GCSE or Equivalent 13.3% 1-4 GCSE or Equivalent 12.3% 2+ A Levels or Equivalent 5.7% Other qualifications 3.6% Apprenticeships
Ethnicity	87.1% White 3% Black/ Black British 2.3% Asian/Asian British: Indian 2% Mixed/ Multiple Ethnic Groups 1.9% Asian/ Asian British: Pakistani 1.4% Asian/ Asian British: Other 0.9% Other Ethnic Group 0.7% Asian/ Asian British: Chinese 0.7% Asian/ Asian British: Bangladeshi 0.1% Gypsy/ Irish Traveller
Gender	50.8% Female 49.2% Male
Religion	59.3% Christian 25.1% No religion 7% No response 4.8% Muslim 1.5% Hindu 0.8% Sikh 0.5% Jewish 0.4% Buddhist 0.4% Other
Sexual Orientation ^{vi}	5-7% LGB (lesbian, gay or bisexual) 93-95% Heterosexual (straight)

Science Council Membership Data

- On average, Science Council member bodies have 32% female membership (median 24%)^{ix}
- The CSci register is 32% female, CSciTeach is 56% female, RSci is 43% female and RSciTech 61% female.
- Broadly, the modal age for registration is 46+. The exact age range varies depending on register and gender – see graphs below.



Useful starter data sources:

[Campaign for Science and Engineering \(CaSE\)](#)

[Higher Education Statistics Agency \(HESA\)](#)

[Office for National Statistics](#)

[Race for Opportunity](#)

[Research Councils UK](#)

[Royal Society](#)

[Science Council](#)

[Women on Boards](#)

ⁱ Science Council, The Current and Future Science Workforce (2011), <http://www.sciencecouncil.org/content/science-workforce>

ⁱⁱ Office for National Statistics, National Census data (2011) <http://www.ons.gov.uk>

ⁱⁱⁱ UK Parliament, The Ageing Population (2010), <http://www.parliament.uk/business/publications/research/key-issues-for-the-new-parliament/value-for-money-in-public-services/the-ageing-population/>

^{iv} STEM Equality and Diversity Toolkit <http://www.stem-e-and-d-toolkit.co.uk/the-strands-equality/disability-background>

^v Race for Opportunity, Various Research <http://raceforopportunity.bitc.org.uk/about-race-opportunity/campaign-aims>

^{vi} Stonewall http://www.stonewall.org.uk/at_home/sexual_orientation_faqs/2694.asp

^{vii} Royal Society, A Picture of the UK Scientific Workforce (2014), <https://royalsociety.org/policy/projects/leading-way-diversity/uk-scientific-workforce-report/>

^{viii} RICE University, Religion Amongst Scientists in International Context (2014), <http://news.rice.edu/2014/09/24/indian-scientists-significantly-more-religious-than-uk-scientists/>

^{ix} Science Council, Subscription Data (2014)