Wellcome 4-Year PhD Programme

2020 Recruitment

Reporting diversity across our programme applicants and recruited students.
Data Collection
In 2019, the School of Life Sciences was successfully awarded funding from Wellcome to provide a postdoctoral training programme in integrated molecular, cellular and translational biology. As part of our recruitment process and commitment to the University's Equality, Diversity and Inclusion (EDI) Policy, we collect data from our applicants including gender, ethnicity, disability status and sexuality. These data allow us to carry out equality impact assessments after each cycle and report to our funders. Here, we report on the recruitment data collected in the first year (2020 recruitment cycle) of this programme.

<table>
<thead>
<tr>
<th>2020 Summary</th>
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<tbody>
<tr>
<td>Applications *</td>
</tr>
<tr>
<td>Places</td>
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<tr>
<td>Start date</td>
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*New programme, first year of applications

Diversity in our Applicant Pool
Shown below are diversity data across the whole applicant pool for 191 applications received for 2020 entry. For all EDI questions, applicants can ‘opt out’ of providing the information and this is shown in the data as ‘Not disclosed’. Where percentages are less than 5%, the actual figure is not shown but instead noted as ‘*<5%’.

Gender of Applicants
- Female: 45%
- Male: 39%
- Not disclosed: 16%

Sexuality of Applicants
- Bisexual: 5%
- Gay/Lesbian: *<5%
- Heterosexual: 61%
- Other: *<5%
- Not disclosed: 29%

Ethnicity of Applicants
- White British: 12%
- White Other: 17%
- Asian British: *<5%
- Asian Other: *<5%
- Black British: 30%
- Black Other: *<5%
- Middle Eastern: 16%
- Middle Eastern/Multiple: *<5%
- Not Known: 5%
- Not disclosed: *<5%

Disability Status of Applicants
- Known disability: *<5%
- No known disability: 75%
- Not disclosed: 23%
Diversity in our Shortlisted Candidates

Shown below are diversity data across the shortlisted candidates for 2020 entry. For all EDI questions, applicants can ‘opt out’ of providing the information and this is shown in the data as ‘Not disclosed’.

**Gender of Shortlisted Candidates**

- Female: 79%
- Male: 21%
- Not disclosed: 0%

**Sexuality of Shortlisted Candidates**

- Bisexual: 16%
- Gay/Lesbian: 5%
- Heterosexual: 42%
- Other: 0%
- Not disclosed: 37%

**Ethnicity of Shortlisted Candidates**

- White British: 16%
- White Other: 0%
- Asian British: 0%
- Asian Other: 26%
- Black British: 0%
- Black Other: 5%
- Middle Eastern: 11%
- Mixed/Multiple: 0%
- Not known: 0%
- Not disclosed: 0%

**Disability Status of Shortlisted Candidates**

- Known disability: 0%
- No known disability: 74%
- Not disclosed: 26%
Diversity in our Cohort
Shown below are diversity data across our Wellcome cohort, including students who entered a Wellcome funded programme from 2016 onwards. Sexuality data is unavailable for all students so has been excluded from these figures.

Future Reporting
We are committed to analysing our recruitment data each year and will report annually. As the programme progresses and these data become richer, we will be able to carry our more in-depth analyses and reflect on our practices.