



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.

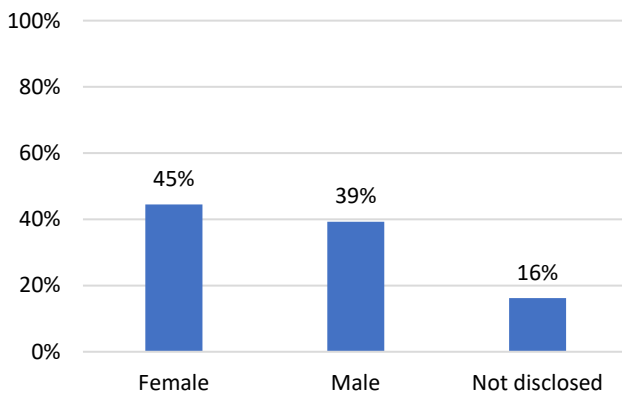
2020 Summary	
Applications *	191
Places	5
Start date	October 2020

*New programme, first year of applications

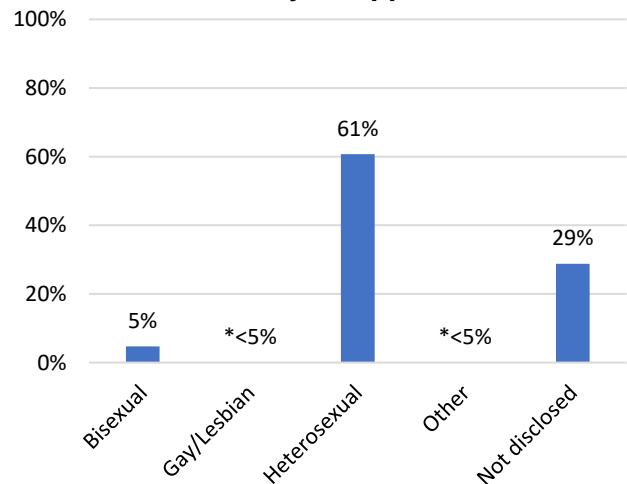
Diversity in our Applicant Pool

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%'.

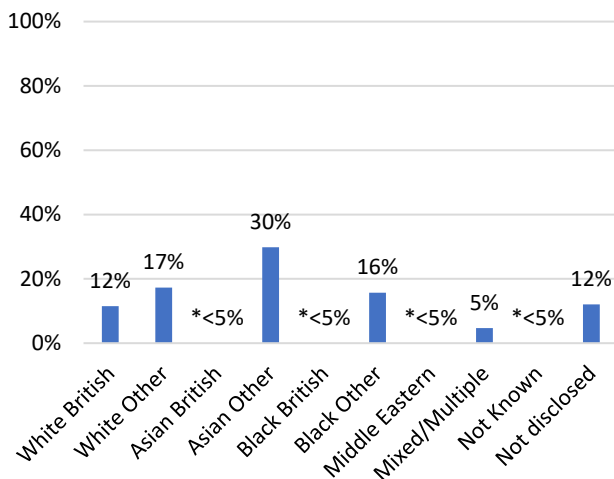
Gender of Applicants



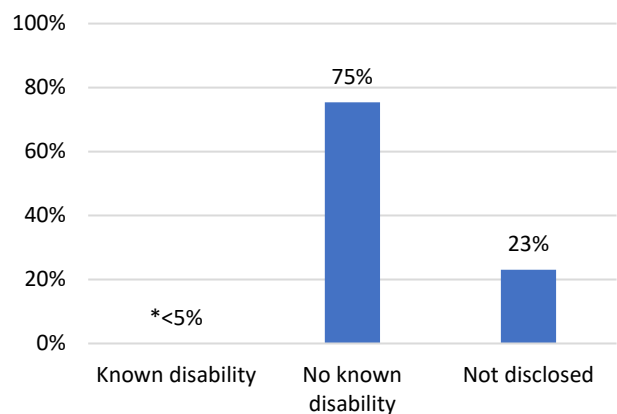
Sexuality of Applicants



Ethnicity of Applicants



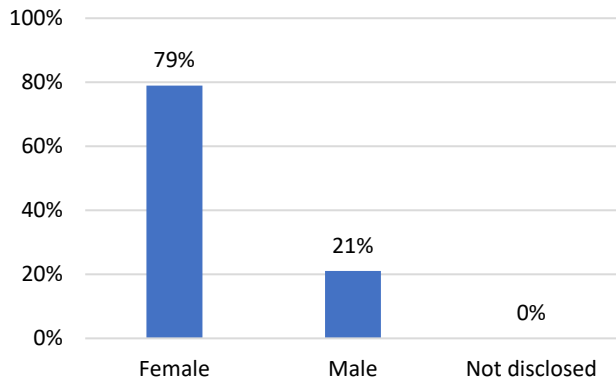
Disability Status of Applicants



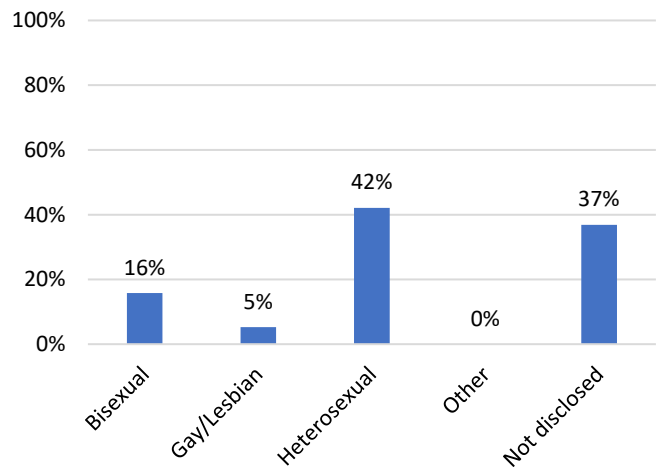
Diversity in our Shortlisted Candidates

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'.

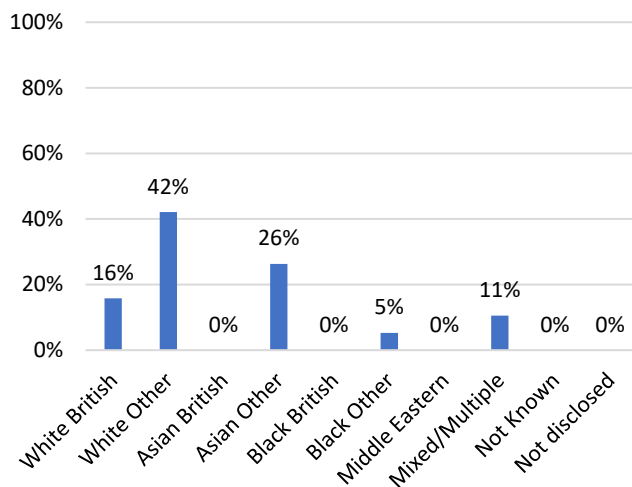
Gender of Shortlisted Candidates



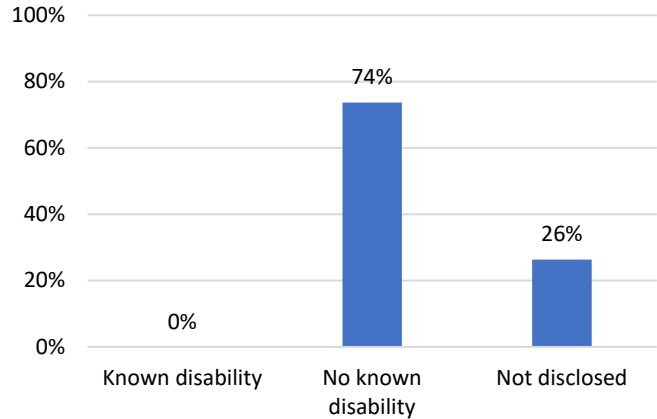
Sexuality of Shortlisted Candidates



Ethnicity of Shortlisted Candidates



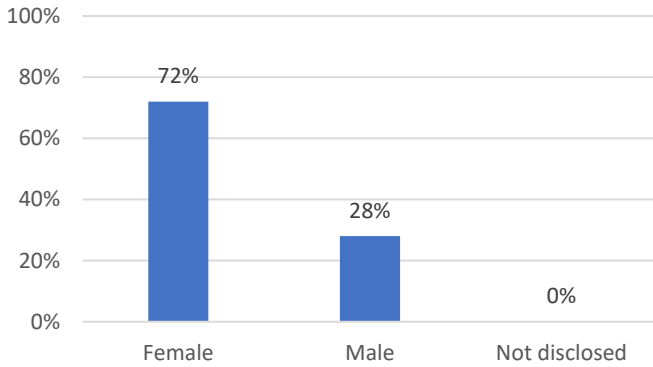
Disability Status of Shortlisted Candidates



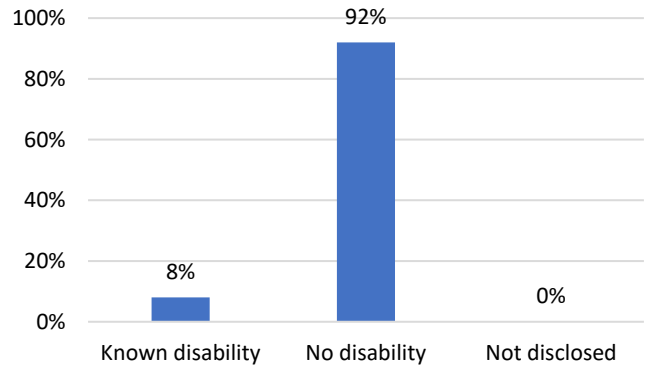
Diversity in our Cohort

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.

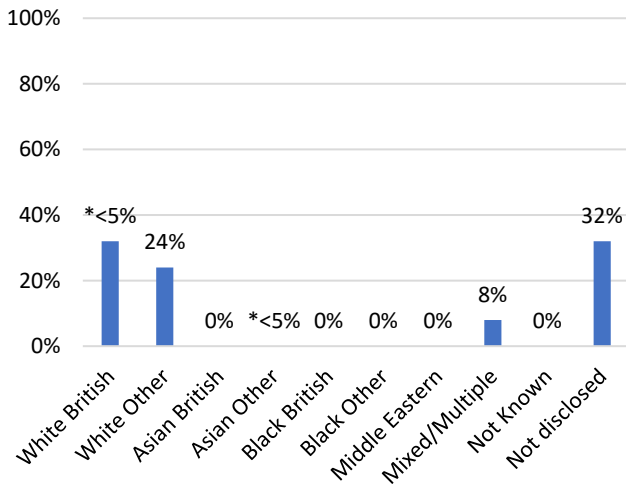
Gender of Cohort



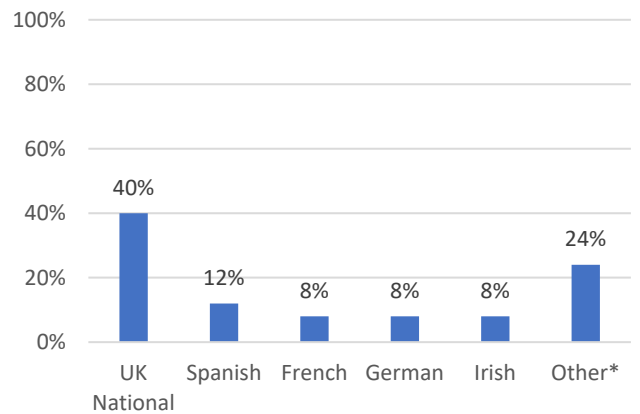
Disability Status of Cohort



Ethnicity of Cohort



Nationalities of Cohort



*Other includes various nationalities where the % of students were <5%

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 out more in-depth analyses and reflect on our practices.