
Equality,
diversity and
inclusion
annual report
2020-2021

**The
Alan Turing
Institute**

The Alan Turing Institute EDI Annual Report October 2020-September 2021

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Introduction

This report summarises the work undertaken over the last 12 months at The Alan Turing Institute in the areas of equality, diversity and inclusion (EDI). As the Institute's first Strategy and Action Plan was launched in September 2021 this report will aim to provide a brief overview of activity over the last twelve months as well as an initial review of the diversity of the Institute based on available data.

This report was originally presented to the Remuneration, EDI and People Committee (REPCo) in October 2021. This version has been edited Section 2 in order to avoid sharing personal or sensitive data.

Section 1 Equality, Diversity and Inclusion Activity

Projects 2020-2021

Strategy and Action Plan

This September saw the Institute launch its first EDI Strategy and accompanying Action Plan (Appendix 3). The strategy was developed by the Turing community working with an external EDI consultant and was finalised by the EDI Strategic Lead. As part of the development we held a community consultation including a survey and focus groups to gather feedback.

The strategy lays out our commitment to EDI, what has been achieved to date and our ambitions for the future. The action plan will guide our work in this area and identifies resource requirements, timelines, the senior responsible officer and the anticipated measurable outcome. The action plan will be updated on at least a quarterly basis by the EDI Strategic Lead to provide the Institute with a tool to monitor progress. It will be provided to the EDI Advisory Group and REPCo for this purpose.

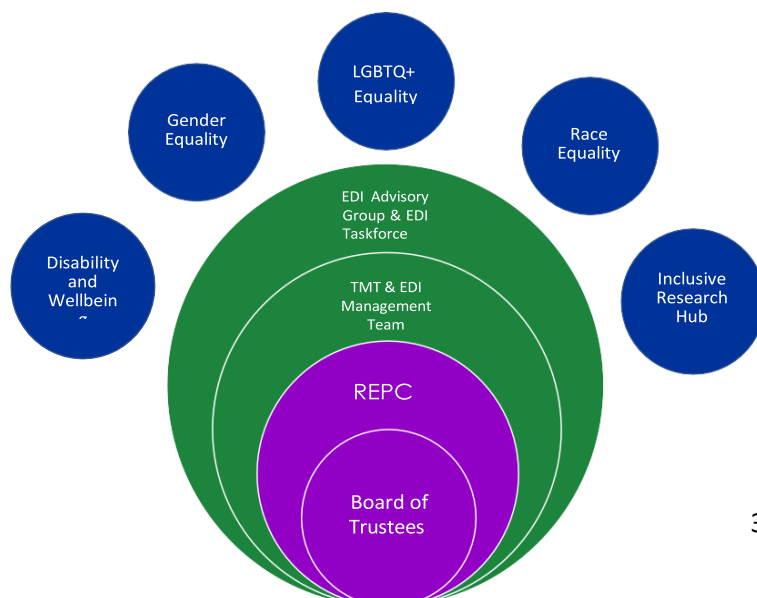
Our work in this area will start by building a framework and foundation for future progress. We recognise that, at present, we are unable to set quantitative targets based on the available data, but as our work in this area continues we plan to update the action plan with further success measures.

The development of the Strategy and Action Plan also saw a review of our EDI Framework. Two new permanent roles have been created; EDI Officer and EDI Strategic Lead who will sit within the People team and provide necessary resource to achieve our ambitions.

Community
representation
and voice

Management
and advisory
teams

Formal
committee of
governance



The new Framework clarifies the role of the EDI Advisory Group and Network groups as sources of feedback and input. The Turing Management Team with the support of the EDI Team will be responsible for the implementation and delivery of the Action Plan.

Policy and Process Updates

In July the Institute launched a new Reasonable Adjustments Policy. The policy formalised current practice at the Institute and created a clear process for Turing employees, students and Research Fellows to request adjustments or support through Cezanne using a new Health form. The policy launch was complimented by training for community members and the Turing Management Team. At the time of introducing the new Health form we also introduced a new monitoring form for staff, students and research fellows to complete to share their monitoring data with the Institute. When the office re-opens in October a refresher campaign will be run covering both reasonable adjustments and encouraging staff to submit monitoring data.

This past year the Institute has introduced the Report and Support tool. Report + Support is an online tool where Turing People can report issues of bullying and harassment, discrimination, assault, hate crime, sexual misconduct, or a breach to our Turing Values, anonymously or via contacting an advisor to discuss.

Communications, Network Group Activity and Community Events

Our Network Groups have remained active over the last 12 months and have held a number of community events marking events including; Pride month, Black History Month, International Women's Day, National Inclusion Week and Mental Health Awareness Week. Events have been supported with communications from Senior Leadership. We received feedback earlier in the year on the importance of giving visibility to all communities when celebrating these events e.g. the communications on International Women's Day represented only White women and so addressing this will be a priority for events and celebrations moving forwards.

As well as celebration events the Turing has continued to hold events and put on workshops over the last designed to support staff. Sessions were held after the murder of Sarah Everard and recently workshops have been run on dealing with social anxiety related to the lifting of lockdown restrictions. Feedback has been positive and we anticipate we will continue to offer similar sessions to our community based on needs and current events.

In 2020 a board paper 'Responding to issues as the Turing' was put forward to propose a new process for responding as 'The Alan Turing Institute' to the news agenda, and to major public events affecting our staff and sector. Work in this area has continued the with the Communications and Engagement Directorate leading a working group focused on further development and implementation this process. The group is currently developing guidelines to support our corporate communications on a range of issues including those focused on EDI.

Recruitment, Studentships and Fellowships

On employee recruitment the Talent Acquisition team has worked to produce new

updated guidelines reflecting current best practice for recruitment. Process changes have included asking for references after the interview stage, encouraging diverse panels and producing new guidance for interviewers. Unfortunately, we were unable to obtain recruitment data for this report although this will be an area of review in the future.

In 2020 we ran our first [Daphne Jackson Fellowship](#) call, offering a three year 0.5 FTE Fellowship. Working in partnership with the Daphne Jackson Trust this fellowship is specifically geared at supporting those who have been out of academic due to caring or health reasons to return. We plan to offer three Fellowships over the next three years with the second round now in progress.

On our flagship [Enrichment Scheme](#), we have continued to offer an Access Award of up to an additional £500 per month for applicants with childcare costs or increased accommodation or other costs due to a disability.

In 2021 the Institute ran a call for new Turing Fellows offering a 1 year 0% Fellowship. For the first time, an Equality Impact Assessment was completed for this call which supported the Academic Engagement team to consider changes to the process including a request to our university partners (who were managing the selection process) to complete an Inclusivity Statement.

For a breakdown of personal characteristics for our Fellow and student cohorts in 2020-21 please see section 2.

EDI Training

Our EDI training programme for 2020-2021 has included unconscious bias workshops and active bystander sessions to help staff understand the impact of implicit prejudice and how to address inappropriate behaviour. We will be fully updating the EDI Learning and Development offering for 2021-22.

EDI Activity 2021-2022

Full details of EDI projects can be seen in the EDI Action Plan. The first year will be spent primarily ensuring we lay the foundations to develop meaningful and impactful interventions in EDI. Below is a summary of projects expected to be completed in the next 12 months.

Turing Diversity Data Project

While we have been able to present a snapshot of the Turing community in section 2 of this report, we recognise we have some significant gaps in the data we currently hold on our community and how this is reported. We have recently finished scoping a project that will begin in Spring 2022 in partnership with the Research Engineering Group. The aim of this project is to create a software tool to automate or at least semi-automate the process of monitoring data collection. The aim is for tool to simplify and streamline four key processes:

1. Collecting and sorting the Turing's EDI monitoring data (from Cezanne, Flexigrant and Eventsforce).
2. Anonymising the data.
3. Integrating the data into a single standardised database and storing it in a secure way.

4. Exposing the data through a dashboard or spreadsheet that will allow generation of custom reports.

This tool will help the EDI team and other teams to monitor and report on the diversity of our community. It will be an important step towards implementing our EDI strategy, as it will allow us to quantify diversity, regularly monitor it, report to senior management and understand the impact of changes we make to increase diversity. A working group has been established to utilise the in-house expertise of our research community.

Equality Impact Assessments

Over the next 12 months we will be bringing in a process for mandatory equality impact assessments to be conducted across a number of Institute activities including funding calls, Fellowship schemes and events. Equality impact assessments will support teams in ensuring their activities are inclusive and engaging a diverse range of people. We are in contact with colleagues in UKRI, where EIAs are a standard requirement, to learn best practice in this area. Implementation will be supported with training for relevant teams and senior leaders.

While we may not be ready in the next 6-12 months to develop large scale interventions to the challenges we have identified, we hope that the introduction of EIAs will support teams to begin to make a range of changes to their activities to ensure they are in line with our EDI ambitions.

EDI Communications

Building on the excellent work of our Network Groups and communications team we will expand our current EDI communications with a year round communications plan. A key theme from the work on responding to issues and sensitive events has been the need for pro-active communications which will be built into the new plan. A clear communications plan will also allow us the opportunity for our leadership to speak on the topics most important to them. In November we will host the Turing's first EDI Networks Day in the new office to support the Network groups in planning their activity for the year ahead and fostering cross group collaboration.

EDI Learning and Development Programme

As mentioned previously our EDI training programme is being replaced by a new offering of Learning and Development activities. The Turing has just enrolled four employees in [Diversifying Leadership](#), a leadership development programme for ethnic minorities run by Advance HE and will be offering 5 places on [Aurora](#) women's leadership development programme in 2022.

A new range of EDI learning and development training opportunities have also been scoped and will run year-round. These include sessions on, using inclusive language, allyship training, neurodiversity awareness and gender identity awareness.

EDI in Research

We are currently developing plans to deliver a new body of work focused on EDI in datascience and AI research. Led by Anjali Mazumder, the proposed programme will

foster cross-programme collaboration and look at the impacts of data and AI on society by placing diversity, inclusion, human rights and the law at the core of responsible research, innovation and governance. This new programme of research also aims to inform on and improve pathways and opportunities for careers in the data science and AI field and ecosystem as well as co-developing training opportunities that bolster diversity across our research programmes. The programme will include research and training programme delivery and will support sharing of best practice through an Inclusive Research Hub, external stakeholder engagement, the creation of an EDI in Data Science and AI Taskforce, community building (internally and externally), knowledge transfer and the seeding of new opportunities.

Section 2: Data and Reporting

Introduction

In order to make progress towards our ambition in EDI we need to understand the current make up of our community. As discussed in the previous section, this is an area where further work is planned to ensure comprehensive monitoring data is collected, safely and anonymously stored and efficiently analysed. We recognise the analysis presented today is not comprehensive and for this reason have not provided extensive analysis as to the reasons why certain groups are not well represented at the Turing.

In this report we are presenting data on; Turing employees, including employees on a fixed term or permanent contract, but not including zero hours contracts and secondments, Turing Fellows and Turing students, comprised of Doctoral and Enrichment students. These groups have been chosen due to the availability and consistency of data and to provide a snapshot across three of the key groups the Turing engages with.

Data for Turing Fellows and Students was collected through a monitoring form at the point of application (or in the case of 2018-2020 Turing Fellows at the point of submitting an annual report). Data on employees was collected through a monitoring form completed after starting. In all cases it was optional for individuals to complete the form.

We have chosen age, disability, ethnicity and gender, and for staff, function (Research staff or professional services) and pay band to analyse because of the current availability and accessibility of data including the ability to find suitable comparison points. In this report 'Professional services' includes staff categorised as having a research facilitation job role. In the future we plan to also examine gender identity, sexual orientation, religion, caring responsibilities and other markers of socio-economic advantage (e.g. parental education, type of education). For 2021-2022 all Turing Fellowships were offered on a 0% basis, and all Enrichment Student financial awards are calculated based on income rather than merit and so no analysis on financial award has been completed for these groups.

We have chosen to benchmark the data against the following sources:

- ONS Data (National Age, Sex)¹
- Family Resources Survey 2019 (National Disability)²
- Ethnicity Facts and Figures Service (National Ethnicity)³
- Higher Education Statistics Authority (HESA) Data

¹ONS, 2021, *Principal projection – UK population in age groups*, ONS, 11.10.2021, <<https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationprojections/datasets/tablea21principalprojectionukpopulationinagegroups>>

² Department for Work and Pensions, 2021, *Family Resources Survey: financial year 2019 to 2020*, Department for Work and Pensions, 11.10.2021 <<https://www.gov.uk/government/statistics/family-resources-survey-financial-year-2019-to-2020>>

³ Ethnicity Facts and Figures, 2018. *Population of England and Wales*, Ethnicity Facts and Figures, 11.10.2021 <<https://www.ethnicity-facts-figures.service.gov.uk/uk-population-by-ethnicity>>

- Postgraduate Research Student Science Subjects Data for 2019/20 (Student Age, Disability, Ethnicity and Gender)⁴
- Staff Data for 2019/20 (Fellow and Staff Age, Disability, Ethnicity and Gender)⁵

These have been chosen for availability and reliability and to provide an initial indication of how the diversity of the institute compares. In order to use these data for comparison we have summarised our data into similar categories. Some of these categories are relatively simplistic in representing individual identities, in particular gender (options for Female, Male and Other) and ethnicity (options for White, Black, Asian, Mixed and Other).

In the future, we hope to develop more detailed benchmarking data sets including against comparable research institutions and also to present data that will allow for more accurate comparison and more nuanced categorisation.

⁴ HESA, 2021, *Who's studying in HE?*, HESA, 11.10.2021 <<https://www.hesa.ac.uk/data-and-analysis/students/whos-in-he>>

⁵ HESA, 2021, *Who's working in HE?*, HESA, 11.10.2021 <<https://www.hesa.ac.uk/data-and-analysis/staff/working-in-he>>

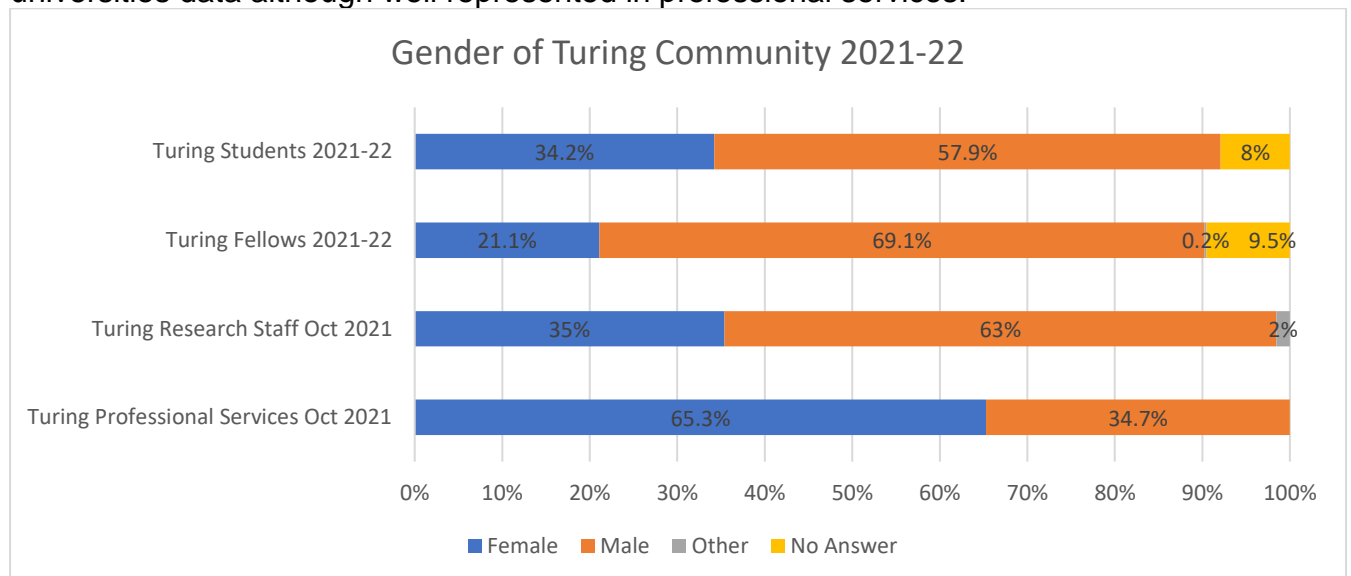
Diversity Summary

Overall, the diversity of the Turing is generally reflective of the higher education sector, with some areas requiring significant improvement. Across most of the areas presented the diversity of the institute has improved over the last three years, although in some areas progress is slow.

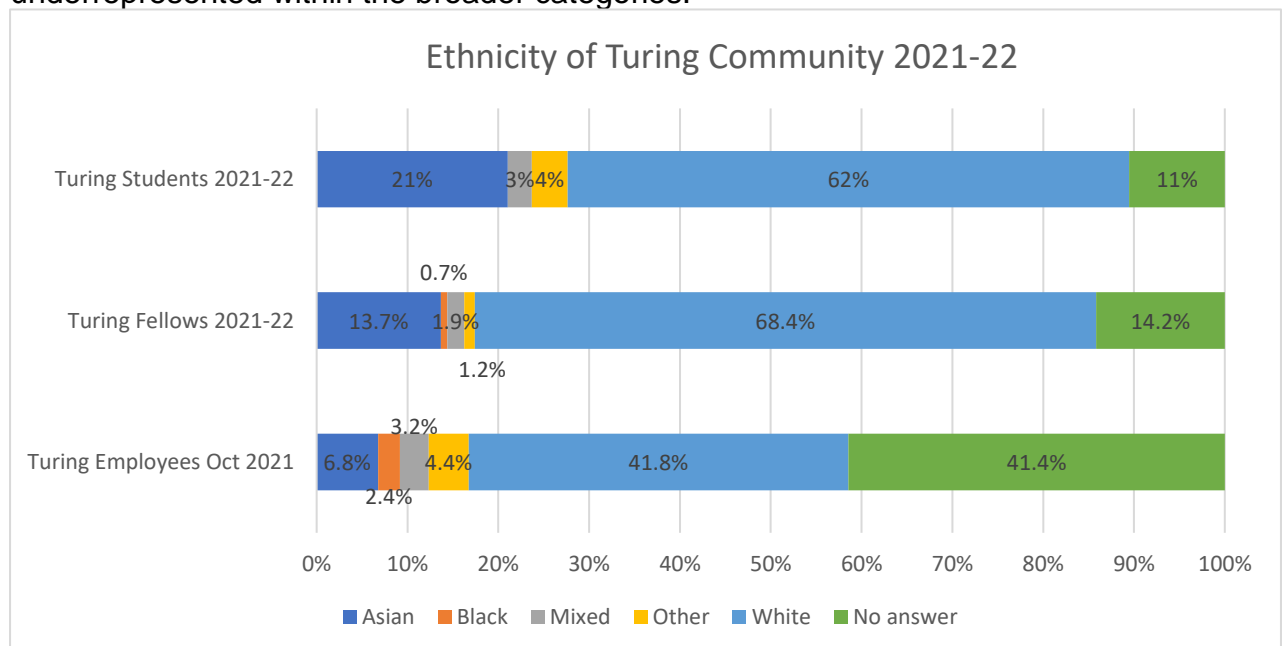
The age profile of the Turing community remains younger than the data selected for comparison. There are some areas of concern that require further investigation, for example the relatively low numbers of Research Staff aged over 50.

Age group	National (2019)	Turing Employees October 2021	Age group	Partner Universities Data Academic Staff Professor/Senior Academic 2019/20 (Source: HESA)	Turing Fellows 2021-2022	Age group	Science Postgraduate Research Students 19/20 (Source: HESA)	Turing Students 2021-22
20-24	6.2%	3.2%	30 and under	0.0%	1.4%	20 and under	0.2%	0%
25-29	6.8%	16.7%	31-35	0.3%	8.6%	21-24	30.4%	8%
30-34	6.7%	31.9%	36-40	3.6%	21.3%	25-29	37.5%	66%
35-39	6.6%	20.7%	41-45	11.0%	22.3%	30 and under	31.9%	18%
40-44	6.0%	10.8%	46-50	18.1%	13.0%	No Answer	0%	8%
45-49	6.6%	6.4%	51-55	21.8%	9.7%			
50-54	7.0%	5.2%	56-60	20.3%	6.7%			
55-59	6.6%	2.8%	61-65	15.2%	3.9%			
60 years and over	24.1%	2.0%	66 and over	9.5%	2.3%			
No Answer	0.0%	0.4%	No answer	0.0%	10.7%			
Total			Total					

Across research positions (Students, Fellows and Research Staff) the representation of women remains an area requiring improvement. Females are underrepresented in both our Fellow, Research Staff and student communities in comparison to UK universities data although well represented in professional services.

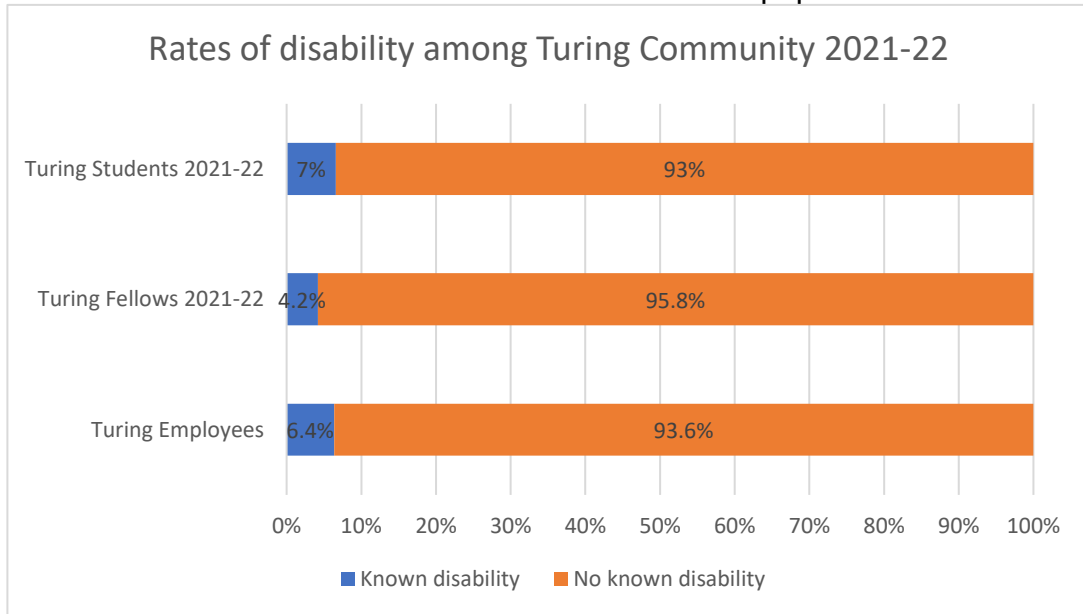


The Turing has had no success in recruiting Black students which remains an area of high concern, and while the number of Black Fellows and Black Research Staff is broadly comparable to the data we have benchmarked against this is an area where the sector does not adequately represent the wider UK population. Among Turing Fellows and Students individuals of an ethnicity that fell under the category of Asian, were very well represented at 13.7% and 21% of their respective cohorts, which is a higher proportion than the data we benchmarked against. Individuals whose ethnicity was categorised as Mixed, Other or White were generally proportionally represented. In the future, a more detailed analysis of ethnicity data is required, as the categorisations used may be obscuring other ethnic groups that are underrepresented within the broader categories.



The number of employees, students and Fellows with a disability remains in line with the benchmarks selected, the representation of disabled people across higher

education and research remains much lower than the UK population.



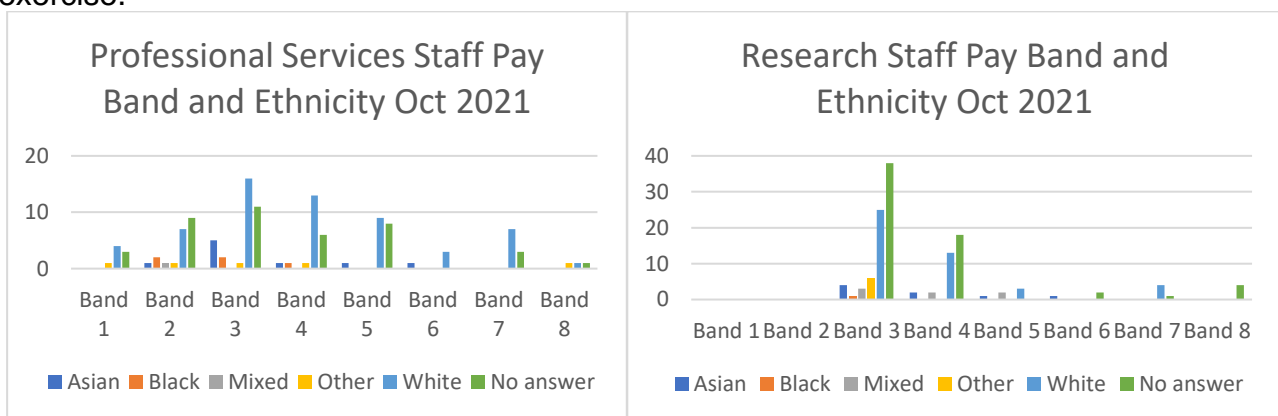
We recognise that the sector is not representative of the wider population, and where we seek to go beyond the community reflected at UK universities we will need to deliver different and wider reaching interventions and strategies.

Staff

Overall, the age of Turing employees is similar to equivalent HESA data with the Turing community representing a slightly younger demographic. There are relatively low numbers of research staff aged over 50. This may be due to senior career staff being more likely to be seconded and therefore not included in this analysis but requires further examination. Higher pay bands are typically awarded to older individuals, which given the experience required for most roles is not particularly surprising or concerning.

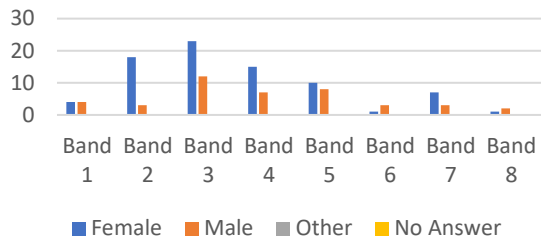
Turing employee data on ethnicity is broadly comparable to HESA staff data. While this suggests the Turing is not doing significantly worse than other higher education institutions, the representation of some groups e.g. Black research staff remains below the national population average, 0.8% at Turing, 2.1% at UK universities and 3.3% nationally. This is an area where monitoring is required and improvements should be made.

Information on pay, also suggests that employees in higher pay bands are more likely to be White. Staff who identified as an ethnicity falling under the Asian categorisation, made up 6.2% of research staff, a little lower than the UK university average of 9.9%. This is dissimilar to the trend seen in students and Fellows for Asian ethnic category individuals to be well represented at Turing. Staff from an ethnicity that fall under 'Other' are well represented across both Research and Professional services and in line with national figures although a more granular examination of ethnicities within this category would be beneficial. As the numbers are small, while the number of staff who selected an ethnicity that fell under the Mixed category are close to UK university average this should also be monitored. Overall, the large gaps in ethnicity data make it difficult to draw firm conclusions, and further work is needed to increase reporting rates. Once rates are improved it would be useful to complete a more thorough ethnicity pay gap reporting exercise.



There is a significant difference in the representation of genders between Professional services and research staff. Women are well represented in Professional Services including at higher pay bands however are underrepresented in research staff positions. As the Turing will be completing a separate Gender Pay Gap report we will not be looking into this in detail and the initial data is available in Appendix 2.

Professional Services Staff by Pay Band and Gender



Research Staff by Pay Band and Gender

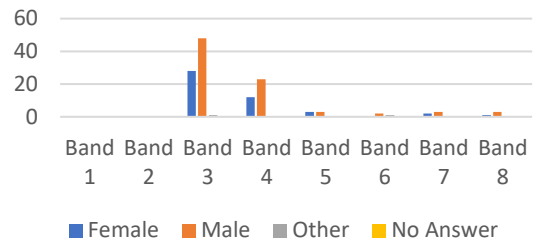


Table 1: Turing Employees October 2021 Personal Characteristics Data

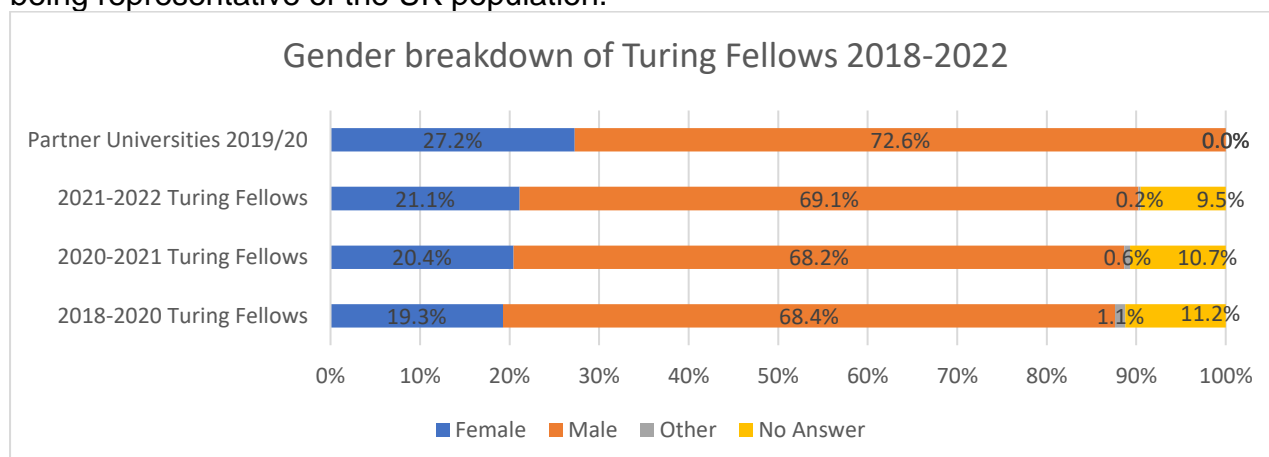
Category	Turing Employees				Turing Employees			
	HESA Academic Staff 2019/20		Research staff October 2021		HESA Non Academic Staff 2019/20		Professional Services October 2021	
Age group								
25 and under	6930	3.1%		3.1%	17255	8.8%		5.8%
26-30	23535	10.5%		29.2%	21485	11.0%		21.5%
31-35	33950	15.2%		33.1%	25195	12.8%		24.8%
36-40	33855	15.1%		11.5%	27205	13.9%		18.2%
41-45	28365	12.7%		14.6%	23700	12.1%		9.1%
46-50	27490	12.3%		2.3%	24690	12.6%		8.3%
51-55	26690	11.9%		1.5%	23665	12.1%		9.1%
56-60	21555	9.6%		2.3%	19415	9.9%		0.8%
61 years and over	21155	9.5%		1.5%	13580	6.9%		2.5%
No Answer	0	0.0%		0.8%	0	0.0%		0.0%
Total	223525	100%	130		196190	100%	121	100.0%
Disability status								
Known disability	10385	5%		3.1%	12775	6.5%		9.9%
No known disability	213140	95%		96.9%	183365	93.5%		90.1%
Total	223525	100%	130	1	196140	100%	121	100.0%
Ethnicity								
Asian	22055	9.9%		6.2%	11525	5.9%		7.4%
Black	4725	2.1%		0.8%	5985	3.1%		4.1%
Mixed	5045	2.3%		5.4%	3945	2.0%		0.8%
Other	4950	2.2%		4.6%	1810	0.9%		4.1%
White	167405	74.9%		34.6%	161,370	82.3%		49.6%
No answer	19350	8.7%		48.5%	11530	5.9%		33.9%
Total	223530	100%	130	1	196165	100.0%	121	100%
Gender								
Female	104305	46.7%		35.4%	122,890	62.6%		65.3%
Male	118865	53.2%		63.1%	73055	37.2%		34.7%
Other	355.00	0.2%		1.5%	210	0.1%		0.0%
No Answer	0	0.0%		0.0%	0	0.0%		0.0%
Total	223525	100%	130	1	196155	100%	121	1

Key	
	Benchmark
	More than 10% difference to benchmark or no engagement, requires significant improvement
	More than 10% difference to benchmark, not an area of concern
	More than 10% difference to benchmark, area of further investigation
	Between 5 and 10% difference to benchmark, requires improvement
	Between 5 and 10% difference to benchmark, area of low concern
	Less than 5% difference to benchmark, monitoring required
	Less than 2% difference to benchmark, area of low concern

Turing Fellows

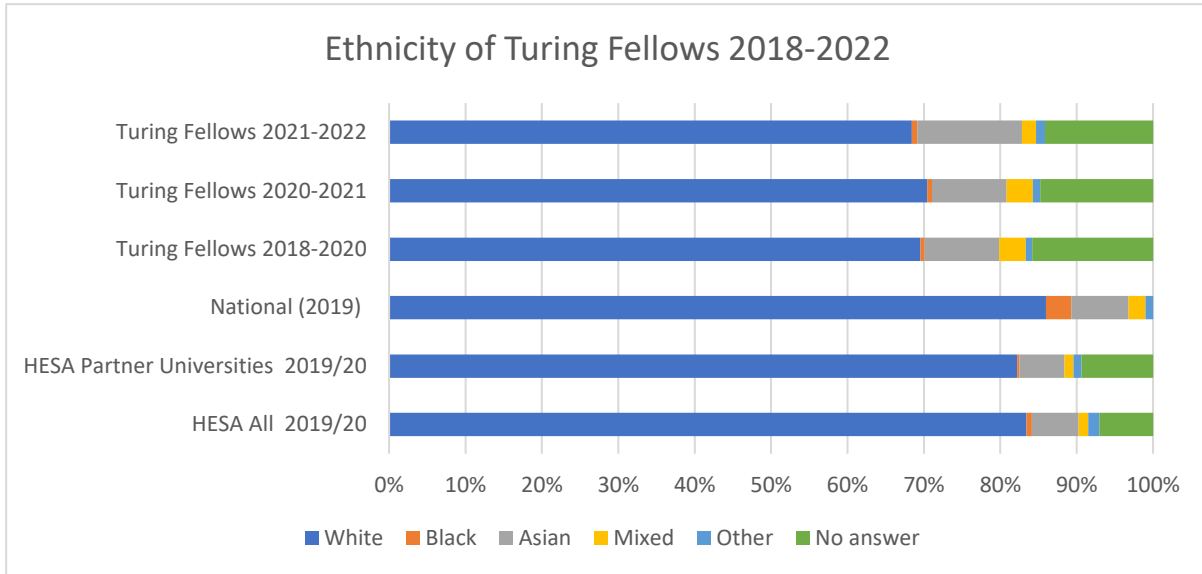
Overall, the diversity of our Turing Fellow cohort has increased since 2018 although changes have generally been slight.

The proportion of female Fellows has increased from 19.3% in 2018-2020 to 21.1% in 2021-2022. This remains below the proportion at our partner universities of 27.2% and of higher education institutes generally of 30.2% and is significantly far from being representative of the UK population.



Overall awarded Turing Fellows tend to be younger compared to the positions we have chosen to benchmark against at UK higher education institutions. There is some discrepancy in the data used for benchmarking here as available data on the HESA website allows separation of Professor and Senior Academic roles (e.g. senior career positions) however Turing Fellowships are considered suitable for mid and senior career academics. There were 6 applicants under the age of 30 (at the point of application) who were awarded a Turing Fellowship. There are also fewer Turing Fellows aged over 50 years than in the HESA data selected for comparison. Unfortunately, data was not collected for the years 2018-2021 on how many of our Fellows had a disability. We have available data for the incoming cohort with 4.2% of Fellows stating that they have a disability. This is slightly higher than that across UK universities but significantly below the national number confirming that our sector is not representative of wider society in this area.

The largest ethnic group for Turing Fellows was White at 68.4% of awarded Fellows, lower than the national proportion at 86% and HESA benchmarks at 81.9% for partner universities and 83.4% for all universities. The smallest ethnic group was Black with 0.7% of Turing Fellows, which while comparative to other universities is well below being representative of the national proportion of 3.3%. In comparison to both the national population and staff at UK universities the Asian ethnic group was overrepresented at 13.7% of Turing Fellows. In previous cohorts the proportion of Fellows with a Mixed ethnic background has also been higher than across UK and partner universities although in the most recent cohort this is similar at 1.9% versus 1.1% at partner universities, slightly lower than the national average of 2.2%. 1.2% of Turing Fellows selected an Ethnicity which fell into the Other category (which includes other ethnic background and Arab) which is comparable to both the National and university rates.

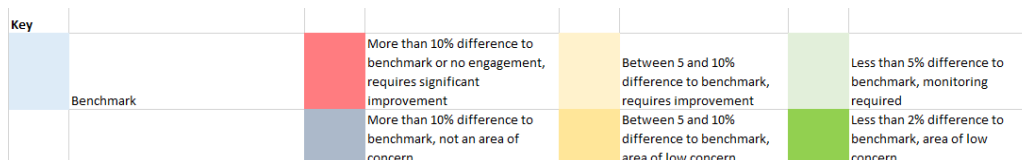


An analysis of success rates across the protected characteristics looked at here is included in Appendix 2. Broadly the awarded cohort reflected the pool of applicants although White applicants made up 68.4% of awarded candidates and only 64.2% of the applicant pool.

The number of applicants who selected “Prefer not to say” or did not answer the question remains high across all monitoring questions and ranges between 9.5% and 14.2% for the areas looked at here. The proportion not providing data has reduced from previous years although is still an area requiring work.

Table 2: Awarded 2021-22 Turing Fellows Protected Characteristic Data

Category	HESA All Academic Staff Professor/Senior Academic 2019/20		HESA Partner Universities Data Academic Staff Professor/Senior Academic 2019/20		National (2019)	Turing Fellows 2018-2020		Turing Fellows 2020-2021		Turing Fellows 2021-2022	
	Count	%	Count	%		Count	%	Count	%	Count	%
Age group											
30 years and under	20	0.1%	5	0.0%	36.3%		0.3%		0.3%		1.4%
31-35 years	195	0.7%	35	0.3%	6.7%		6.3%		6.0%		8.6%
36-40 years	1215	4.2%	375	3.6%	6.6%		21.6%		22.3%		21.3%
41-45 years	2990	10.3%	1135	11.0%	6.0%		19.8%		19.8%		22.3%
46-50 years	5130	17.7%	1870	18.1%	6.6%		12.6%		13.2%		13.0%
51-55 years	6555	22.7%	2250	21.8%	7.0%		6.3%		6.3%		9.7%
56-60 years	5975	20.7%	2095	20.3%	6.6%		6.3%		6.3%		6.7%
61-65 years	4015	13.9%	1565	15.2%	5.6%		5.5%		5.7%		3.9%
66 and over	2830	9.8%	985	9.5%	18.5%		2.9%		2.8%		2.3%
No answer	0	0.0%	0	0.0%	0.0%		18.4%		17.3%		10.7%
Total	28925		10325				348		318		431
Disability status											
Known disability	965	3.3%	225	2.5%	19%						4.2%
No known disability	27960	96.7%	8825	97.5%	81%		No data		No data		95.8%
Total	28925		9050								431
Ethnicity											
White	24,130	83.4%	7,735	81.9%	86.0%		69.5%		70.4%		68.4%
Black	210	0.7%	30	0.3%	3.3%		0.6%		0.6%		0.7%
Asian	1,775	6.1%	555	5.9%	7.5%		9.8%		9.7%		13.7%
Mixed	365	1.3%	110	1.2%	2.2%		3.4%		3.5%		1.9%
Other	415	1.4%	100	1.1%	1.0%		0.9%		0.9%		1.2%
No answer	2,035	7.0%	880	9.3%	0%		15.8%		14.8%		14.2%
Total	28,925	100.0%	9,440	100.0%	100.0%		348	1	318	1	431
Gender											
Female	8,735	30.2%	2,570	27.2%	50.60%		19.3%		20.4%		21.1%
Male	20,140	69.6%	6,850	72.6%	49.40%		68.4%		68.2%		69.1%
Other	0	0.0%	0	0.0%			1.1%		0.6%		0.2%
No Answer	0	0.0%	0	0.0%			11.2%		10.7%		9.5%
Total	28,925		9,440				348	318		431	

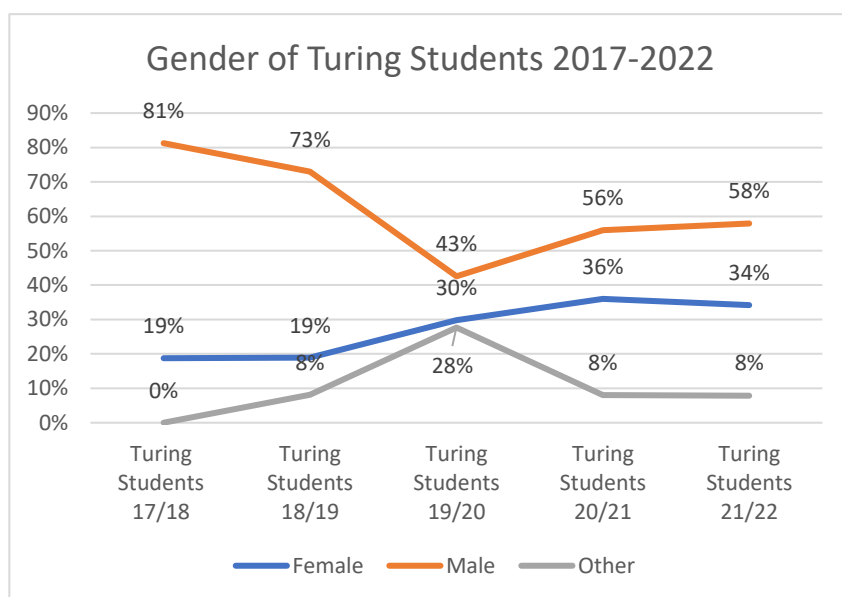


Turing Students

We have access to diversity data for the last 5 cohort of Turing students. For years 2017-2019 this included students enrolled on both the Enrichment Scheme and Turing Doctoral Studentships. From 2020 the Turing no longer offered Turing Doctoral Studentships.

Applications the 2021-2022 cohort were split into two streams; one for new applicants and one for applicants who had been successful in their application for the 2021 Enrichment Scheme which was cancelled due to the covid-19 pandemic. The diversity of the Turing cohort has changed significantly in some areas over the last four years. In particular, the diversity of gender and disability has improved.

In 2017 19% of Turing students were female and in 2021 34% of the new cohort will be female. This is a slight dip from 2020 and still below the HESA proportion of 45.5%. It should be noted it is difficult to make a direct comparison with HESA data as this includes all Postgraduate Research students in science subjects, including master's level while Turing students are all studying at doctoral level. Responses for 2019/20 were particularly low as Doctoral Students applied first to their home universities, meaning Turing was only able to collect monitoring data where we had permission from the students for universities to share it with us.



In 2020 we saw a sharp rise in the number of students with a disability on their application from 0% for the past two years up to 18 % before falling to 7% in 2021. In 2020 we also introduced a number of significant changes to the Enrichment Scheme including offering part time placements, greater promotion of the support provided to students and an access award for students with a disability of caring responsibility.

Table 3: Access Awards for Enrichment Students

	2020	2021
Awards for caring responsibilities	2	3
Awards for disability	1	1
Total value	£9,900	£16,080

With regards to ethnicity the diversity of our Enrichment cohorts remains an area in need of improvement. The Turing is yet to have a Black student on our Enrichment or Doctoral programme. As with Turing Fellows the proportion of students who selected an ethnic group under Asian remains higher than the national average for

postgraduate research students in science subjects at 21% of Turing students versus 9.1%. White students are the largest ethnic group at 62% of the 2021-22 Enrichment cohort. Students with an ethnic background that falls under the heading of Mixed and Other represented 3% and 4% of the cohort respectively, which is in line with previous Turing student cohorts and the larger postgraduate student population.

Analysis of success rates shows rates broadly in line with the applicant pool. Applicants whose ethnicity was categorised as Black or Chinese were less successful in their applications, making up 1.5% and 12.7% of the applicant pool but 0% and 10.1% respectively of the awarded candidates.

The age profile of our student cohorts differs from that of postgraduate research students in science subjects in general. Our cohorts tend to see more students in the 25–29 year age range and, as we have moved away from offering full PhD Studentships, less students in the 21-24 year age group. This perhaps reflects the typical career path in data science and AI of postgraduate study following shortly after undergraduate study. We have seen an improvement in the number of students 30 years or older in the last few years which may be connected to the changes mentioned above.

As with Turing Fellows, reporting rates are high enough to give a good indication of the diversity of our cohorts, but there are significant gaps.

The Enrichment scheme is open to students from any UK university and this year saw applications from 37 UK universities and 1 from University College Dublin under a partnership agreement with Insight Ireland. The final successful pool of applicants represented 22 universities which are listed in Appendix 2. 84.8% of candidates are from partner universities and 89.9% are from Russell Group universities. Students from partner universities tend to fair better during the application process making up 84.8% of successful applicants but only 73.1% of submitted applicants.

Table 4: University data for Enrichment applications 2021

	Total submitted	%	Total Accepted	%
Turing Partner Universities	144	73.1%	67	84.8%
Russell Group Universities	169	85.8%	71	89.9%
Post 1992 Universities	5	2.5%	1	1.3%

Table 5: Turing Student Awarded Applicants Personal Characteristics Data 2017-2022

	Science Postgraduate Research Students 19/20 (Source: HESA)		Turing 17/18 Doctoral and Enrichment Total: 32	Turing 18/19 Doctoral and Enrichment Total: 37	Turing 19/20 Doctoral and Enrichment Total: 47	Turing 20/21 Enrichment Total: 50	Turing 21/22 Enrichment Total: 76
Category							
Sex							
Female	31535	45.5%	19%	19%	30%	36%	34%
Male	37585	54.2%	81%	73%	43%	56%	58%
Other	230.00	0.3%	0%	8%	28%	8%	8%
	69350						
Age group							
20 and under	115	0.2%	0%	0%	0%	2%	0%
21-24 years	21050	30.4%	44%	38%	28%	24%	8%
25-29 years	26030	37.5%	56%	51%	45%	52%	66%
30 years and over	22155	31.9%	0%	0%	6%	8%	18%
Age unknown	5	0.0%	0%	11%	21%	14%	8%
	69355						
Disability status							
Known disability	6740	9.7%	3%	0%	0%	18%	7%
No known disability	62610	90.3%	97%	100%	100%	82%	93%
	69350						
Ethnicity							
White	31870	78.4%	78%	65%	53%	60%	62%
Black	1335	3.3%	0%	0%	0%	0%	0%
Asian	3680	9.1%	16%	16%	13%	22%	21%
Mixed	1520	3.7%	3%	3%	2%	6%	3%
Other	900	2.2%	3%	5%	0%	4%	4%
Not known	1350	3.3%	0%	11%	32%	8%	11%
	40655						

Key	
	Benchmark
	More than 10% difference to benchmark or no engagement, requires significant improvement
	More than 10% difference to benchmark, not an area of concern
	Between 5 and 10% difference to benchmark, requires improvement
	Less than 5% difference to benchmark, monitoring required
	Less than 2% difference to benchmark, area of low concern

Conclusion

This EDI Annual Report has been produced with an aim of providing an overview of the current understanding of progress in the areas of equality, diversity and inclusion at the Turing. Work over the past year has been largely focused on the production of the EDI Strategy and Action Plan which we are confident will guide our work in this area for the next three years.

The initial review of diversity data is useful in understanding the position from which the Institute is beginning this work. We strongly feel further analysis is required before quantitative targets are set as well as further discussions with the relevant teams at the Institute. While we are careful to build the foundations of our EDI practice before establishing set targets we intend to equip and support our community to continue to take steps towards our EDI goals, be they small adjustments or significant changes in policy.

Overall, as stated throughout the strategy, we recognise to make progress in this area, we will need to collaborate with others within our sector and beyond and look forward to taking steps towards this in the future.

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**The
Alan Turing
Institute**