
Equality,
diversity and
inclusion
annual report
2022-2023

**The
Alan Turing
Institute**

The Alan Turing Institute EDI Annual Report October 2022 - September 2023

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Introduction

This report considers the equality, diversity and inclusion (EDI) related work undertaken by The Alan Turing Institute, between October 2022 and September 2023. This is the third EDI Annual Report for the Turing and coincides with the beginning of the final year of its three-year EDI strategy.

The [EDI Strategy](#) (2021-2024) and [Action Plan](#) focuses primarily on building a strong foundation within the Institute for future work. This report refers to year two of the three-year strategy. Section one reviews the work for the period 2022-23 and highlights the planned projects for 2023-24. Section 2 presents data on the diversity of staff, Turing Fellows, applicants to Turing schemes and attendees and speakers at AI UK.

Section 1: Equality, Diversity and Inclusion activity

1. EDI activity 2022-2023

1.1 Our role as a national body

a) EDI Strategy and Action Plan

The core EDI team has continued to progress, monitor and update the EDI Strategy and Action Plan. The Action Plan is presented to the EDI Advisory Group every two months at the Remuneration, EDI and People Committee (REPCo) for review. In addition to the EDI Framework, we have four EDI Network groups and an EDI Advisory Group with representatives attending from across the Turing community. The EDI Network groups are open to all in the Turing community and have a remit to identify and address barriers to recruitment, development and promotion within each group: LGBTQ+, Gender, Disability and Wellbeing, and Race. Chairs feedback to the core EDI team monthly. A summary of EDI Advisory Group discussion points is posted on Mathison, which is the Turing's intranet.

b) Public consultations and responses

In March 2023, Helen Margetts, Director of Public Policy, and Adrian Weller, Head of Safe and Ethical AI at the Turing, gave expert commentary to the [House of Lords Communications and Digital Committee on digital exclusion and the cost of living](#). They both identified that predictive algorithms have the potential to negatively impact digitally excluded people as they are designed based on available data, which can under- or over- represent them due to their limited digital access. They both gave additional reflections into how the digitally excluded are more likely to be under- or over- represented in data sets, impacting their experiences of public and private service.

In September 2023, our CEO Jean Innes was invited to join the [Lords Communications and Digital Committee inquiry into Large Language Models](#), which looked into the opportunities and risks presented by large language models.

c) Thought Leadership

We are pleased to [announce the appointment](#) of our first female CEO, [Jean Innes](#), who joined the Turing in July and formally began her role in September. Jean leads on embedding the Turing's [Institute Strategy](#), which was launched in July. Embedding equality, diversity and inclusion forms one of the key principles of the Strategy.

The Turing has contributed to the national data science and AI landscape over the last year, providing leadership and guidance. The [AI Standards Hub](#) was launched in October 2022, aiming to increase the UK's engagement in the development of international standards for AI, which will ensure that organisations around the world have a common basis for governing AI technologies to improve the safety and trustworthiness of AI systems.

The Turing has contributed advice to the Council of Europe's (CoE) [Committee on AI](#), supporting the development of a legal framework aligning the design, development and deployment of AI systems with CoE standards in human rights, democracy and the rule of law.

New research from the Women in data science and AI team presented [a unique picture of gender diversity in AI-focused venture capital investment](#) over the last decade.

d) Public Engagement

Projects continued from the 2022 grant funding call run by the Public Engagement team. One such project, the [Greater Manchester People's Panel for AI](#), aims to support the improvement of public perception of AI and engage with under-represented groups, addressing the lack of diverse citizen voices in research and development processes.

Members of the Turing's Tools, Practices and Systems programme collaborated with Data Science for Health Equity (DSxHE) and the [Crick AI Club](#) to create 'Health data equity in the age of genome editing', an event forming part of London Data Week.

Jennifer Ding (Acting Tools, Practices and Systems Researcher - Research Applications) was a panellist at the [Grace Hopper Celebration 2023](#) for 'Natural Language Processing in the Time of ChatGPT: Challenges and Opportunities' in October 2023. This conference was specifically aimed at improving the gender diversity in tech, with career development opportunities for women and non-binary people.

1.2 Our role as a research institute

a) Research Activity

Research produced by the Turing in the last 12 months has included projects sharing insights into fairness, inclusivity and ensuring better use of data. The Institute's [Annual Report 2022/23](#) identifies many of these projects, including; Pioneering new approaches to verifying the fairness of AI models (page 15), Enabling researchers to work safely with sensitive data (page 17), Harnessing the power of data in cities around the world (page 18), and Understanding online abuse of Premier League footballers (page 20).

The Turing continues to engage internationally to promote collaboration in education and research. For example, our work with CSIRO (Australia's national science agency) in a three-year agreement to tackle global challenges. We have also strengthened our relationship with the Norwegian Artificial Intelligence Research Consortium (NORA), through signing an operational alliance memorandum that formalises our existing relationship. Both of these collaborations will afford student exchange opportunities. More on both these relationships can be found on page 25 of the Institute's Annual Report. The Turing has also strengthened its international connections through the Centre for Emerging Technologies and Security (CETaS) visits to the governments of South Korea and Australia.

The Turing's international collaboration is further highlighted through its [Advancing data justice](#) research, engaging 12 'policy pilot partners', participants and communities across the globe.

The project aims to widen the lens of current thinking around data justice and to provide actionable advice and resources.

The project [Trustworthy digital infrastructure for identity systems](#) aims to support the privacy and security of national digital identity systems. The project is a collaboration with a community of NGOs, charities, private sector providers, universities and think tanks addressing global identity challenges in the digital age.

The Turing has engaged young people through [Exploring children's rights and AI](#). The project reviewed existing and emerging frameworks on children's rights within AI and engaged with children across Scotland to understand their thoughts about AI. The aim is that their insights will help shape future innovations, policy and governance. The project continues to work inclusively, adding a new working group centered on the accessibility of open science. It has also submitted external funding proposals to support community members working on accessibility and translation, as well as localisation of language and reference points.

The Turing's Tools, Practices and Systems (TPS) programme ran two webinars as part of the Open Source Initiative's (OSI) Deep Dive on Open Source AI series, ahead of an OSI Open Source AI definition launch. In September 2023 TPS hosted [The Turing Way fireside chat: Who is building open source AI?](#). The event featured four international speakers from Nunnari Labs, Cohere for AI, Cornell Tech and the African Content Moderators Union. Kirstie Whitaker, Programme Director for Tools, Practices and Systems, led a panel featuring David Leslie (Theme Director of Ethics and Responsible Innovation Research) and Victoria Kwan (Corporate Governance Research Ethics Manager) in discussing the Turing's TReX process (the Turing Research Ethics 'TReX' process is the Turing's official ethics approval system).

The Turing's Clinical AI Interest Group has also supported the formation and launch of a supra-interest group, the [AI for women's health group](#), to bring together clinicians and AI experts to work on health equity for women in a more focused manner.

[The Turing Network Development Awards \(TNDAs\)](#) have enabled 25 universities from across the UK to be awarded funding of up to £25,000 to develop their work in AI and data science. One identified area of work involves establishing (or growing) an engaged and diverse community working in data science and AI research and innovation (at all career stages) within universities who will engage with opportunities and initiatives available across the Turing network.

In October, the Turing expanded its [Turing University Network](#) to 65 universities. The Turing University Network offers UK universities with an interest in data science and AI the opportunity to engage and collaborate - both with the Institute and its broader networks in academia, industry and the public sector.

In April the Institute launched the Turing Library Service, a free resource for anyone undertaking work or research on behalf of or sponsored by the Turing. The service has grown to 15 million articles in over 9000 journals on eight publisher platforms and a small print collection. The library supports our community to access the latest research, removing the barrier of cost. We also have transitional agreements with some publishers, allowing researchers to publish without fees.

b) Studentships and Fellowships

The Turing [Enrichment Scheme](#) has continued to offer an Application Mentoring Scheme, providing a short-term mentor to candidates to help with the application process. Across programmes aimed at postgraduate and early career researchers, the Institute has continued to offer fair compensation and bursaries where relevant.

The Turing again participated in the [HDR UK Black Internship Scheme](#), and hosted two undergraduate interns in the Research Engineering Group over the summer.

For the second year, Turing Fellows were surveyed on questions relating to the impact of their Fellowship on inclusive research practices. In over 64% of cases, respondents agreed that their Turing Fellowship had increased their understanding of inclusive research practices. This is an increase from last year of 14% in those agreeing or strongly agreeing. For the second year, over 60% said that their Fellowship had given them increased feelings of confidence in promoting ethical and inclusive research practices.

Question 2.12 My Turing Fellowship has provided me with increased understanding of inclusive research practices.				
	2023		2022	
Strongly Agree	83	25.78	54	14
Agree	124	38.51	148	38.4
Neutral	84	26.09	143	37.1
Disagree	26	8.07	24	6.2
Strongly disagree	5	1.55	5	1.3
blank	0	0	11	2.9
	322	100	385	99.9

Question 2.13 My Turing Fellowship has provided me with increased feelings of confidence in promoting ethical and inclusive research practices.				
	2023		2022	
Strongly Agree	86	26.54	64	37.04
Agree	120	37.04	141	28.09
Neutral	91	28.09	137	26.54
Disagree	22	6.79	26	6.79
Strongly disagree	5	1.54	4	1.54
Blank	0	0	13	0
	324	100	385	100

Table 1: Turing Fellow responses to questions on inclusive research

For a breakdown of protected characteristics for Fellows and student/early career cohorts in 2021-22, please see section 2.

Two workshops were delivered in March 2023 for Turing AI Fellows, in collaboration with the Engineering and Physical Sciences Research Council (EPSRC), on how to foster more inclusive research cultures.

c) Research events

The Turing has held and engaged with events that highlight themes and issues relevant to diversity and inclusion. AI UK, held annually by the Turing, hosted various sessions and workshops focused on EDI themes in 2023, including:

- Where the women are: WiDENing STEM
- Public health AI: transforming health and reducing inequalities
- How do we do better in data science?
- Trusted research environments for sensitive data

Inclusion and diversity were considered throughout the planning process for AI UK. Engagement was hybrid, with attendees both online and in person. The location was chosen with consideration given to transport links, whilst AI UK Fringe events spread around the UK gave further opportunities to engage. For the second year, closed captions were used online, and additionally the facility in London offered induction loops and accessible facilities. An Access Fund offered financial support to attendees, with over 140 free tickets shared. Efforts were made to increase attendance of women by focusing on female speakers in advertising, and according to the AI UK evaluation report, more than 40% of attendees identified as women.

In February 2023, The Turing held its first lecture aimed at children aged 11 and above. [The Turing Lectures: How to speak whale](#) was well received by its audience and there is appetite to develop more child-focused lectures.

d) Widening Participation

In June 2023, the Turing ran its first data science careers university roadshow and online career talk spotlight interview. The aim was to engage undergraduates, specifically those from lower income socio-economic backgrounds, in opportunities within data science and AI.

In July and August 2023, the data science careers project delivered its first successful career experience for 17-year-olds, currently studying A-levels in Year 12. The Turing Summer Experience worked with the Defence and Security (D&S) programme and the wider Turing community and funding partners to drive more young people from lower income socio-economic backgrounds into data science and AI careers within academia and government. Over 40 Turing researchers and business team members from across eight Directorates supported the development of activities. 90 young people participated, with 83% of participants being identified as from a lower income socio-economic background according to at least one of three key indicators. In addition, 48% of participants identified as female and 26% identified as from Black, African, Caribbean or Black British ethnicity. Both females and those from a Black ethnicity are underrepresented in our sector. Feedback from partners was extremely positive – in terms of content, engagement, and the professionalism with which Turing delivered the experience.

The Research, Engineering Group (REG) at the Turing was a silver sponsor for [The BCSWomen Lovelace Colloquium](#), which is a one-day conference for women and non-binary students on computing-related subjects. The event, their largest so far, took place in Sheffield and gained positive feedback from attendees.

1.3 Our role as an employer

a) Policy and process updates

Gender Pay Gap

The Institute published its first [Gender Pay Gap Report](#) in March 2023. An Action Plan has been developed, which focuses actions on increasing the proportion of women in research and leadership roles and addressing a wide range of the barriers faced by women at work, many of which also affect our wider community, such as parental returner support.

Individual team EDI Action Plans

The following programmes and teams within the Institute have begun to develop their own EDI Action Plans: Defence & Security, Data Centric Engineering, Centre for Emerging Technology and Security (CETaS), and Skills. These teams are working with the core EDI team to shape objectives and outcomes.

Widening participation fund guidelines

Widening participation fund guidelines have been developed to widen access and participation in activities organised by the Institute, by financially supporting those who may have otherwise been excluded or face hardship. The guidelines will be published and shared widely within the Institute.

b) Employee retention and recruitment

The Turing Recruitment team are aware of diversity issues within the sector and are undertaking a number of activities to address these. A key focus this year has been to improve engagement from women. Reviewing and rewording of adverts to encourage female applicants has been undertaken in line with external guidance. All recruitment spaces and boards are reviewed for diversity of applicants on a quarterly basis. Changes made to the use of advertising boards is driven by how successful the diversity of applicants has been.

All hiring managers are given guidance on the diversity of interview panels, alongside interview training and unconscious bias awareness training. This guidance is accessible to all Turing people via our intranet Mathison.

Ensuring the wellbeing of staff and students at the Turing is a high priority. We offer support in the form of an external assistance programme, external supervision, and private medical and dental insurance. [AON Assistance Services](#) offers counselling, legal advice, personal tax advice, medical advice and bereavement advice. We also ran a two-day Mental Health First Aiders training course in September which was delivered by Rethink Mental Illness. The Turing has a wellbeing room, available to all of the community if they should need a quiet space. Guidance on available support is on Mathison, where there are links to manager-specific guidance, the wellness action plan and to the Headspace app.

The EDI Disability and Wellbeing network group introduced the Turing-wide 'Randomised Coffee Chats' in 2022. This initiative enables anyone within the Turing community to sign up and be randomly paired with another person at the Institute to schedule an informal conversation over coffee, which provides opportunities for interdepartmental interaction.

As part of the Turing's commitment to being an open and supportive employer, the Report and Support tool offers a forum to report issues of bullying and harassment, discrimination, assault, hate crime, sexual misconduct, or a breach of the Turing Values. There is an option to report anonymously if preferred, and signposting to support is available.

c) EDI Learning and Development

The EDI Learning and Development programme (EDI L&D), which was launched in 2022, has continued to succeed this year. Training has been offered to the Turing community on the following topics:

- EDI – your rights and your role
- Equality, impact assessments and diversity data monitoring
- Neurodiversity 1-0-1
- Supporting and line managing neurodivergent individuals
- Allyship and psychological safety
- 'Race' and racial awareness
- Trans awareness: The basics

This year the Turing Advance programme was launched to support individuals who consider themselves to be underrepresented in senior positions at the Institute and/or in our sector.

The programme aims to better equip underrepresented individuals to navigate organisational culture and provides a safe space to discuss topics relating to their experiences as they progress in their careers.

The Board of Trustees participated in externally facilitated EDI training, covering their leadership role in both a national and organisational context.

The Professional Development team oversee the Lunch and Learn series, either online or hybrid. These are talks given by members of the Turing community and are a space where expertise can be shared in the form of an informal presentation during lunch breaks at the Turing. This year EDI-related topics included 'Perspectives on Pride' with the LGBTQ+ Equality Network group and 'Community building at the Turing' with the Community Management team.

The review of Early Career Researcher (ECR) accessibility and wellbeing needs has begun and will continue this year. The appointment of an Early Careers Programme Manager has addressed some of the support required.

1.4 Our other commitments to EDI

a) Communications, EDI Network group activity and community events

Our four network groups have been engaged in many activities over the last year, including Lunch and Learns mentioned in our L&D section. Activity is both internal as well as engaging with the wider sector. The **LGBTQ+ Equality** Network group hosted a roundtable to compare and contrast the successes and challenges of running such groups. It was attended by representatives from the Crick, Wellcome, Google, UCL, Roche and City University. The **Gender Equality** Network group supported the development of menopause guidance, including supporting menopause awareness training sessions held in November 2023. The **Race Equality** Network group recognised the 75th anniversary of Windrush and highlighted Black History Month. The **Disability and Wellbeing** Network group organised and supported a series of activities to highlight Mental Health Awareness Week.

2. EDI activity 2023-2024

The following projects are currently planned for 2024. Full details of EDI projects can be seen in the EDI Action Plan.

2.1 Our role as a national body

a) Recruitment and promotion of senior leaders

This wider project continues this year, providing and implementing a series of recommendations to increase the diversity of our leadership teams (both in the research and business operations functions).

b) Application to join Equality, Diversity and Inclusion in Science and Health (EDIS)

Following discussion at the EDI Advisory Group in 2022, the Institute still plans to make a membership application to join EDIS. We anticipate making an application once the new budget has been approved. There is still a low appetite within the Turing for applying for, or consciously working towards, other forms of external accreditation. The Institute is still a

member of the Gender Athena Swan and the Business Disability Forum, and is a certified Disability Confident Employer and a Stonewall Diversity Champion.

2.2 Our role as a research institute

a) Defence and Security (D&S) data science careers project

Work on the D&S data science careers project moves into its second year. The project has ambition to reach 20+ universities and host career talks online, with the aim of encouraging people into careers in data science and AI. Planning has started for the Turing Summer Experience, aimed at first year A-level students from lower income socio-economic backgrounds. The project team are planning to move some delivery outside of London to encourage wider national engagement.

In addition to the projects mentioned above, the Turing is set to support undergraduate interns within the D&S programme, working closely with our D&S partners.

2.3 Our role as an employer

a) Turing People policy review

Work on a trans and non-binary policy has begun, with the aim to work in consultation with the LGBTQ+ Equality Network group and wider Turing community. A volunteering policy is under development.

b) Development of team Action Plans

The EDI team will support the development of further team Action Plans, ensuring the work is integrated into the Institute EDI Strategy and Action Plan.

c) Gender Pay Gap Report and Action Plan

The EDI team, working with the wider Turing, will continue to develop and progress the Gender Pay Gap Action Plan.

e) Parent/Carer returners project

Work has begun on developing guidance and support for parents and carers returning to work. This work builds on existing parental leave guidance and is part of the Gender Pay Gap Action Plan as part of the Turing's aim to tackle the care penalty.

f) Competency Framework

The Recruitment team will continue the development of a Competency Framework to support a transparent and open application process and skills development process. Work is aligning with the Transformation Programme, which is ongoing.

g) Menopause Guidance

Menopause guidance has been developed by the HR team and Gender Equality Network group. A menopause awareness webinar was organised and took place in November 2023.

2.4 Our other commitments to EDI

a) Accessibility Review

A range of projects to improve digital and physical accessibility at the Institute are planned for 2024, including a website accessibility audit and the creation of accessibility guidelines.

Section 2: Data and reporting

We continue to consider those who engage with the Turing as part of our drive to embed equality, diversity and inclusion (EDI). We gather diversity data from our staff and students as well as our events. We have selected the following groups as a broad example of engagement and to allow year on year comparisons as far as is possible. Data is taken from September 2022 to October 2023 and includes:

- Turing employees
- Early career programme participants (including the Enrichment Scheme, Turing Internship Network, Data Study Groups and Post-Doctoral Enrichment Award)
- Speakers and attendees at AI UK

It is worth noting that whilst we endeavour to collect consistent and accurate data, completing diversity monitoring data is not obligatory. We invite staff, students, and event participants to share their data whilst offering a 'prefer not to say' option. Not everyone completes the Diversity Monitoring Data forms. In addition, the ongoing updating and improvement of our data gathering has meant slight changes to the wording of questions or the addition of categories, which may affect year on year comparison.

Staff are invited to share their diversity data via our internal HR system, Cezanne, in the means of a form. A Diversity Monitoring Data gathering drive for staff was run throughout September 2023. We report on gender, age, disability status and ethnicity, and have access to data pertaining to gender identity, trans history, sexual orientation, religion or belief, caring responsibilities, and markers of socio-economic advantage (type of education, level of education, parental occupation, and history of free school meals).

Unless otherwise stated, we are reporting on data referring to our permanent and fixed term contract employees, which amounted to 425 people at end of September 2023. 56% of people have shared their diversity monitoring data with us this year, which is a rise from last year's 49%. It is still a low figure, making it challenging to draw conclusions. In addition to those represented above we also have secondees and agency staff, whose data is not included in this report. This is due to the process of sharing such data.

We have represented the staff at the Turing using professional services and researcher categories. Professional services include staff categorised as having a research facilitation job role. These two definitions allow us to compare relevant data. We use Higher Education Statistics Agency (HESA) as a comparative data set and use their guidance on rounding and suppression to anonymise statistics. This comes with limitations as HESA refers to roles within academia more widely than those just within data science and AI. To support data comparison, we have summarised our own 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).

Data for Turing Fellows and students was collected through a monitoring form at the point of application. We do not have data on any new Turing Fellow calls, as the Fellows were extended until March 2023. We will have data based on the new call for appointment in January 2024 for next year's report.

1. Staff

Over the last few years percentages of female and male employees in professional services and research remain similar. The Turing has seen a 2% drop in females within research since last year and a 5% rise in males, and a 6% rise in females within professional services and a 3% drop in males.

An increase from last year of 17% of those from a White ethnicity in research and of 14% in professional services has been seen this year, alongside a rise of 6% of those from an Asian ethnicity within research. The percentage of staff from a Black, Asian, Mixed or Other ethnicity has remained similar to last year with some slight increases. When comparing with the HESA comparators, our staff pool has a higher proportion of those from Asian and Black ethnicities.

Interpretations of the data should be caveated with the understanding that due to the low return rates of diversity monitoring data, understanding our true diversity by ethnicity is unclear. Shifts may relate to the reduction in those 'not responding' or 'giving no answer'; whilst last year 43% in professional roles and 58% in research roles chose the 'prefer not to say' option, we had more uptake in response to the ethnicity questions in the diversity monitoring form this year. Only 24% from professional roles and 34% from research roles chose not to respond to the questions.

Those identifying as having a known disability has risen in both research and professional roles from last year. When compared with relevant HESA data, we are showing above the comparator. HR and our Wellbeing team continue to offer support should reasonable adjustments be required. Some of the support systems in place are referred to in section 1 of this report.

We continue to attract and retain early to mid-career staff. Over 60% of our researchers are aged 35 years and under, which is comparable to professional services. 39% of researchers are aged 30 and under.

	Comparator [3]		2023		2022		2021	
	Total non-academic staff	Total academic staff	Professional Service	Research	Professional Service	Research	Professional Service	Research
Total count, of which by Sex [1]	191,440	224,530	210	265	180	215	120	130
Female	62%	47%	69 %	36 %	62 %	39 %	65%	35%
Male	37%	53%	31 %	64 %	34 %	59 %	35%	63%
Other	0%	0%	0 %	0 %	<5%	<5%	0%	<5%
No answer	..	..	0 %	0 %	<5%	<5%	0%	0%
by Age Group [2]								
25 and under	7%	<5%	<5%	7 %	<5%	7 %	6%	<5%
26 - 30	11%	10%	17 %	31 %	19 %	25 %	22%	29%
31-35	13%	15%	25 %	30 %	25 %	27 %	25%	33%
36-40	14%	15%	23 %	15 %	21 %	13 %	18%	12%
41-45	13%	13%	10 %	8 %	11 %	11 %	9%	15%
46-50	13%	12%	11 %	<5%	%	<5%	8%	<5%
51-55	12%	12%	7 %	<5%	<5%	<5%	9%	<5%
56-60	10%	10%	<5%	<5%	<5%	<5%	<5%	<5%
61-65	6%	6%	0 %	0 %	<5%	0 %	<5%	<5%
66 and over	2%	4%	<5%	<5%	0 %	<5%	..	..
No answer	0%	0%	0 %	0 %	<5%	12 %	0%	<5%
by Disability Status								
Known to be disabled	7%	5%	13 %	8 %	10 %	6%	10%	<5%
No known disability	93%	95%	87 %	92 %	90 %	94 %	90%	97%
	100%	100%						
by Ethnicity								
White	82%	74%	56 %	46 %	42 %	29 %	50%	35%
Black	3%	2%	6 %	<5%	<5%	<5%	<5%	<5%
Asian	6 %	10 %	9 %	12 %	<10%	<10%	<10%	<10%
Mixed	2%	2%	<5%	<5%	<5%	<5%	<5%	5%
Other	1%	2%	<5%	6 %	<5%	<5%	<5%	5%
Not known	6%	9%	24 %	34 %	43 %	58 %	34%	49%

Notes

Source: Cezanne and Turing Diversity Monitoring Form

".." indicates no data available

Percentages may not sum to 100 due to rounding

Source data includes one staff member whose classification into Professional Services or Research Staff is not known

[1] "Other" includes "Non binary", "Prefer to self describe" and "Other"

[2] Age as at time of download. In the 2020 data, the category 61–65 includes 66 and older.

[3] The comparator is HESA HE staff

Table 2: Proportion of Turing employees by personal characteristics

We also gathered data based on pay band alongside personal characteristics. Within the highest four quartiles of pay bands, there are significantly more males within research. Whilst the gap is smaller in the lowest paid quartile of pay bands, males still represent a majority. Within professional services, females represent a significant majority in all quartiles, apart from the second highest pay bands (5 and 6), where representation is split almost evenly between males and females. Our first Gender Pay Gap Report was published in March 2023 referring to the previous year's data. Our second [Gender Pay Gap Report](#) reviewing the pay gap data for 2023 was published in 2024.

Those with a White ethnicity continue to be represented most in each pay band. However, such a low completion rate of diversity monitoring data referring to ethnicity does not allow for a true reflection of the diversity at the Turing. From the information we do have, Asian and Black ethnicity is represented throughout pay bands 1 to 6. This is positive movement from last year's report, when data showed no representation in bands 5 and 6, the second

highest pay band quartile. This year's data shows the highest pay bands are represented only by those identifying as White. Based on the available data, disability is represented at all pay bands beside the highest bands, 7 and 8. It is also worth noting that those in more senior roles are more likely to be seconded and not captured in this data. However, diversity is lower overall among our leadership teams.

In addition to pay bands, we have reviewed opportunities for progression. We have defined these as:

- Promotion – promotion, job regrade or move from research assistant to research associate
- New role/lateral role – new role, permanent role offered, probation pass, role review, or contract renewal
- Temporary – acting up positions including secondments, fixed term contracts and additional responsibilities that have an end date at which point the individual reverts to their previous role

The data is combined to reflect opportunities in both professional services and research as one data set. Promotion and new roles/lateral roles were fairly evenly represented in both females and males. 84% of temporary positions went to females; this may reflect the higher number of females in professional services.

Progression opportunities were predominantly represented by White ethnicities, although Asian, Black, Mixed and Other ethnic groups are represented. According to the data, no acting up position was given to anyone from a Black, Mixed or Other ethnicity group.

Half of all promotion opportunities were awarded to those aged 35 years and under. Disabled applicants were among those given promotions, new roles, and temporary positions.

2. Enrichment Students

In 2023/2024, the Turing Enrichment Scheme ran for its eighth year. The scheme supports doctoral students looking to enhance and broaden their research within the Turing community. They welcome applications from a diverse range of backgrounds and study but encourage them to consider how their area of interest aligns with the Turing's areas of research.

In 2022/2023, an application mentoring process was piloted to support underrepresented applicants. This continued in 2023/2024. There was a 7% rise in females applying for mentoring in 2022/2023 and a 5% rise in females being successful in application following mentoring during the pilot.

The Enrichment Scheme recognises additional costs incurred when students attend the Institute, so offers a placement award that is reviewed annually in line with cost of living. Students also have access to an Enrichment training support expenses fund of £1000 to support developmental opportunities and to promote collaboration. Both an access and hardship fund are offered for students. The access fund supports inclusion for those who would otherwise be disadvantaged due to disability, a caring responsibility or financial hardship. The hardship fund recognises that unforeseen circumstances may occur that are out of the control of students, and endeavours to support them in such circumstances.

A Community Award was piloted in 2022/2023, offering virtual-only remotely based Enrichment Studentships to increase accessibility. The impact of the pilot was evaluated during 2023/2024 (when the Community Award did not take place), and it is to be reintroduced for 2024/2025 in an amended format. Students who took part in the Community Award gained access to the Turing's online community and resources, as well as a flexible grant to undertake research or career development activities. This award allowed wider engagement, and the loss of the Community Award may have impacted the number of applications for 2023/2024.

In 2022/2023, we received 250 applications for Enrichment Studentships, 110 of which were successful (including Community Awards and international placements). For 2023/2024, applications for the Enrichment Scheme dropped to 175 with 60 students awarded. The lack of Community Award, which enabled people to work more flexibly, may also have impacted the gender split. Whilst in 2022/2023 the gender split was fairly even, 2023/2024 saw a rise in the proportion of male Enrichment Students. The success rates were similar for male and female applicants.

This year saw a fall in Enrichment Scheme placements to White ethnicity groups and a rise in all other ethnicity groups. Applicant success rates were generally proportionate across ethnic backgrounds. The nature of the scheme, aimed at those undertaking a PHD, is reflected in the majority of those awarded being aged 29 and under.

	Comparator [3] 2021/22	Applicants 2023/24	Studentships awarded [4]		
			2023/24	2022/23	2021/22
Total count, of which by Sex [1]		175	60	110	75
Female	57	33 %	37 %	46 %	34
Male	43	61 %	60 %	45 %	58
Other	0	<5%	0 %	<5%	<10%
No answer	..	<5%	<5%	<10%	
by Age Group [2]					
20 and under	37	0 %	0 %	0 %	0
21-24	28	35 %	37 %	20 %	<10%
25-29	13	46 %	44 %	45 %	66
30 and over	23	17 %	<20%	34 %	<20%
Unknown	0	<5%	<5%	<5%	<10%
by Disability Status					
Known to have a disability	16	<15%	<15%	11 %	<10%
No known disability	84	82 %	81 %	89 %	93
by Ethnicity					
White	72	40 %	44 %	61 %	62
Black	8	<5%	<10%	<5%	0
Asian	12	38 %	28 %	22 %	21
Mixed	4	<10%	<10%	<5%	<5%
Other	2	<10%	<10%	<10%	<5%
Not known	2	<10%	<10%	<10%	11

Notes

Source: Flexigrant

".." indicates no data available

Percentages may not sum to 100 due to rounding

[1] "Other" includes "Non binary", "Prefer to self describe" and "Other"

[2] Age at time of download

[3] The comparator group is Postgraduate (Research) student enrollments for "total science CAH level 1".

(Source: HESA tables 43–46)

[4] Enrichment studentship

Table 3: Proportion of Enrichment Studentships by personal characteristics

3. Data Study Groups (DSG)

[Data Study Groups](#) are intensive 'collaborative hackathons' which bring together organisations from industry, government and the third sector with talented multi-disciplinary researchers from academia, with a focus on applying data science to real world problems. Over the last year topics have included but are not limited to:

- Toxin diagnosis by cellular morphology
- Meeting the challenges of sustainable chemical plant operations: A machine learning approach for optimising renewable energy use and transient dynamics
- Using machine learning methods to best utilise in-silico toxicity prediction for drug discovery efficacy in new medicines
- Data augmentation and synthetic data generation for low-frequency and sparse data problems
- Counting sea pens from ocean floor video footage
- Understanding behaviour of transport users

- DeLTA: Deep learning techniques for noise annoyance detection

DSGs have used the Equality Impact Assessment process to consider and attempt to mitigate barriers for engagement. DSGs also offer catering and financial support towards travel (up to £200 for those who are travelling from abroad) as well as accommodation for those who live outside London.

Representation of male and female, whilst fluctuating at each DSG, has been fairly even over the year, with similar percentages of males and females among applicants and successful applicants. This year saw a higher rate of female applicants than the previous year.

Looking at the diversity of ethnicity, Asian followed by White are most represented among applicants and successful applicants. Black applicants were represented in all but one DSG, albeit in far fewer numbers. Across the sector, those from Black ethnic backgrounds are underrepresented, which may account for fewer applicants.

	Comparator [2] 2021/22	2022/23 Applied	Awarded	2021/22 Applied	Awarded
Total count, of which		240	150	195	90
by Sex [1]					
Female	57	41 %	46 %	32%	36%
Male	43	50 %	51 %	59%	53%
Other	0	..	..	0	0
No answer	..	..	..	<10%	<20%
by Age Group [2]					
Up to 20	37	..	..	..	..
21–24	28	..	..	..	..
25–29	13	..	..	..	..
30 and older	23	..	..	..	..
Unknown	0	..	..	..	..
by Disability Status					
Known disability	16	0 %	0 %	<5%	<5%
No known disability	84	100 %	100 %	<95%	<95%
by ethnicity					
White	72	25 %	30 %	32%	43%
Black	8	6 %	<5 %	<10%	<10%
Asian	12	46 %	48 %	43%	38%
Mixed	4	5 %	6 %	<5%	<5%
Other	2	9 %	7 %	<10%	<5%
Unknown	2	9 %	5 %	<10%	<10%

Notes

Source: Flexigrant

".." indicates no data available

Percentages may not sum to 100 due to rounding

[1] "Other" includes "Non binary", "Prefer to self describe" and "Other"

[2] Age at time of download

[3] The comparator group is Postgraduate (Research) student enrollments for "total science CAH level 1". (Source: HESA tables 43–46)

Table 4: Proportion of Data Study Group awards by personal characteristics

4. Post-Doctoral Enrichment Awards (PDEA) and interns

As part of the Turing's drive to engage with data scientists from a diverse range of backgrounds, the [Post-Doctoral Enrichment Awards \(PDEA\)](#) were introduced in 2021. This award offers financial support, training, and access to Turing community resources for researchers.

Fewer females have been awarded PDEAs or internships this year than males, which is similar to the previous year. Data for PDEA application is unavailable, but for interns the percentage of females and males is similar among applicants and successful applicants.

Those from a White and Asian ethnicity are strongly represented in both PDEAs and internships, whilst those of Mixed or Other ethnicity are comparable with the comparator data. Those from a Black ethnicity are lower than seen in the comparator data.

	Comparator [3] 2021/22	PDEA Awarded [4]	Internships Applied	Internships Awarded
Total count, of which by Sex [1]		115	155	35
Female	57	29 %	37 %	36 %
Male	43	57 %	51 %	56 %
Other	0	<5%	0 %	0 %
No answer	..	12 %	12 %	<10%
by Age Group [2]				
20 and under	37	<5%	..	..
21-24	28	0 %	..	..
25-29	13	<10%	..	..
30 and over	23	80 %	..	..
Unknown	0	12 %	..	..
by Disability Status				
Known to have a disability	16	..	<10%	11 %
No known disability	84	..	93 %	89 %
by Ethnicity				
White	72	51 %	52 %	53 %
Black	8	<5%	<5%	0 %
Asian	12	30 %	24 %	17 %
Mixed	4	<5%	<5%	<10%
Other	2	<5%	<10%	11 %
Not known	2	<10%	13 %	14 %

Notes

Source: Flexigrant

".." indicates no data available

Percentages may not sum to 100 due to rounding

[1] "Other" includes "Non binary", "Prefer to self describe" and "Other"

[2] Age at point of download

[3] The comparator group is Postgraduate (Research) student enrollments for "total science CAH level 1". (Source: HESA tables 43-46)

[4] Only awarded data was provided

Table 5: Proportion of PDEAs and internships awarded by personal characteristics

5. AI UK

The table below shows applications and registrations for the AI UK event in March 2023, including for event speakers. Final numbers vary due to not all speakers being registered via the Eventsforce system. During the event there were 155 speakers. The aim for AI UK 2024 has been for every speaker's data to be captured via Eventsforce.

'Attendees' refers to both attendees and demonstrators (those exhibiting live demos) at the event. According to the data, females are well represented at AI UK 2023. As is reflected across the sector, those from a White ethnicity are highly represented among attendees, whilst Black, Mixed and Other are comparative to HESA higher education staff data as represented in table 2, with Asian ethnicity being slightly higher in representation (although it should be noted that attendees at AI UK come from the wider sector, not only higher education).

	AI UK 2023	
	Attendees	Speakers
Total count, of which	1,830	115
by Sex [1]		
Female	37 %	47 %
Male	53 %	35 %
Other	6 %	<5%
No answer	4 %	17 %
by Age Group [2]		
18 - 24	..	..
25 - 34	..	..
35 - 44	..	..
45 - 54	..	..
55 - 64	..	..
65 - 74	..	..
75 or older	..	..
by Disability Status		
Known to have a disability	..	..
No known disability	..	..
by Ethnicity		
White	64 %	60 %
Black	<5%	<5%
Asian	15 %	<10%
Mixed	6 %	<5%
Other	5 %	<10%
Unknown	7 %	22 %

Notes

Source: Eventforce

".." indicates no data available

Percentages may not sum to 100 due to rounding

Due to rounding methodology some % are not shown.

[1] "Other" includes "Non binary", "Prefer to self describe", "Prefer not to say", and "Other"

[2] Age as at AI UK event

Table 6: Attendees and speakers at AI UK 2023

Conclusion

This report reflects the continued development and application of processes and tools to support the wider Turing community as we approach the third year of our EDI Action Plan. Increased awareness, activities and interventions to support our EDI goals are starting to show rewards, particularly in the case of sustained interventions, as seen with the Turing Enrichment Scheme. Many research projects and activities have been undertaken across the last year to support EDI engagement within the Turing and across the wider sector.

The Turing must continue to work on our commitment to representing the diversity of our society. Whilst recognising that many of the challenges seen at the Turing surrounding EDI are reflective of the wider sector, we will continue to develop activities and interventions to support diversity and inclusion within the Institute.

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