



# Background of survey participants

This document lays out the diversity monitoring data of those who participated in the survey, 'Effective use of digital communications to disseminate research-related parliamentary opportunities'

**Dr Sandra Messenger**, Knowledge Exchange Manager and Parliamentary Academic Fellow, Cranfield University

The UK Parliament's Knowledge Exchange Unit (KEU) champions opportunities and activity to [support more diverse and inclusive engagement](#) between UK Parliament and researchers. As part of this, the KEU systematically monitors diversity data on those who engage with its activities, to ensure that they are barrier free. It also encourages those it collaborates with to do the same.

This document lays out the diversity monitoring data of those who participated in a recent survey on digital communications conducted by Dr Sandra Messenger, Digital Exchange Knowledge Fellow in the KEU. It is intended to accompany the briefing 'Effective use of digital communications to disseminate research-related parliamentary opportunities', that details the key findings of the survey. Of the 166 survey participants, 129 (78%) completed a voluntary, anonymous diversity monitoring section of the survey, where 107 (83%) participants work in the HE sector. We provide the data from the completed diversity monitoring surveys below.

## Participants from Higher Education

Where possible, the corresponding Higher Education Statistical Agency (HESA; 2018/2019) data is presented to give a broad comparison with the Higher Education (HE) sector as a whole. For ease, the data has been tabulated in the 'Tabulated data' section.

### • Gender identity (Table 1)

Of the HE researcher participants, 49% (46%; HESA) were female, 47% (54%; HESA) were male, 2% preferred to self-describe and 2% did not provide data.

Of the HE participants from non-research based roles, 73% (63%; HESA) were female, 20% (37%; HESA) were male and 7% did not provide data.

### • Age (Table 2)

According to HESA (2018/2019), the highest percentages of HE researcher staff fall in the age categories 31-5 (15.3%) and 36-40 (15%). Of the HE researchers that participated in the survey, the highest percentages fell into the age categories 40-44 (21.6%) and 30-34 (19.6%).

The six HESA age categories that fall between 26 and 55 each have the highest percentages of non-academic staff (11-14%). The highest percentage of non-researcher survey participants fell into the age category 40-44 (21.4%) followed by 45-49 (17.9%) and 30-34 (16.1%).

### • Nationality (Table 2)

Sixty-seven percent (68%; HESA) of researchers, and 84% (89%; HESA) of non-researchers, identified as being British/English/Northern Irish/ Scottish/Welsh.

Four percent of researchers and 9% of non-academic staff had both British and one additional nationality. Twenty-seven percent of researchers (31%; HESA) and 7% (11%; HESA) of non-academic survey participants selected 'any other nationality', whilst 2% (1%; HESA) of researchers did not provide data.

### • Disability (Table 4)

Ninety percent of researcher survey participants (96%; HESA), and 85.7% non-researchers (94%; HESA), considered that they did not have a disability. Two percent of researchers and 1.8% of non-researcher participants did not provide disability data.

### • Ethnicity (Table 5)

Eighty-six percent of researcher (76.3%; HESA), and 94.6% (83%; HESA) of non-researcher survey participants, identified as coming from a White ethnic background.

Of the researcher survey participants 2% identified as from a Black background (1.9%; HESA), 8% as from an Asian background (9.4%; HESA), 2% from a mixed background (2.1%; HESA) and 2% (2.1%; HESA) as 'other'.

Of the non-researcher survey participants 1.8% (2%; HESA) identified as from a mixed background and 3.6% did not provide data.

### • Caring responsibilities (Table 6)

Forty-nine percent of HE researcher participants had no caring responsibilities and 23.5% undertake homeworking.

Forty-three percent of HE non-researcher participants undertook homeworking, 21% had no caring responsibilities and 14% worked part-time hours.

## Participants who do not work in Higher Education

Twenty-two survey participants outwith HE completed the diversity monitoring section of the survey of which 6 (27%) were researchers and 16 were non-researchers (73%). Due to the low number of participants outwith HE, the researcher and non-researcher participant data has been combined. For ease, the data has been tabulated in the 'Tabulated data' section.

### · Gender identity (Table 1)

Female survey participants made up 77% of respondents and males 18%, whilst 5% preferred to self-describe.

### · Age (Table 2)

The highest percentage (27.3%) of participants fell in the 25-29 age category, followed by 18.2% of participants in the 40-44 age category. It was found that 13.6% of participants fell into each of the age categories 35-39, 50-54 and 55-59 and that 4.6% of participants fell into each of the age categories 30-34, 45-49 and 65+.

### · Nationality (Table 3)

Sixty-four percent of participants identified as being British/ English/ Northern Irish/ Scottish/ Welsh.

Fourteen percent of participants had both British and one additional nationality. Twenty-three percent of researchers selected 'any other nationality'.

### · Disability (Table 4)

It was found that 81.8% of survey participants considered that they did not have a disability. A total of 4.6% of participants did not provide disability data.

### · Ethnicity (Table 5)

Eighty-two percent of survey participants identified as coming from a White ethnic background.

Of the survey participants 4.5% identified as from a Black background, 4.5% as from an Asian background and 9% did not provide data.

### · Caring responsibilities (Table 6)

Forty-one percent of participants undertook homeworking, 27% had no caring responsibilities and 23% had part-time hours.

## Tabulated data

Where possible, HESA sector data (2018/2019) has been presented in parentheses for comparison.

### · Gender identity

	HE Researcher Participants	HE Non-researcher participants	Participants outwith HE
<b>Man</b>	47% (54%)	20% (37%)	18%
<b>Woman</b>	49% (46%)	73% (63%)	77%
<b>Prefer to self-describe</b>	2%	0%	5%
<b>Prefer not to say</b>	2%	7%	0%

**Table 1.** Gender identity of survey participants (HE researcher participants n = 51; HE non-researcher participants n = 56; Participants outwith HE n = 22; HESA data presented in parentheses).

### · Age

Age category	(A) Survey Participants			(B) HESA data		
	HE Researchers	HE non-researchers	Participants outwith HE	Academic contract	Non-academic contract	
17-19	0	0	0			
20-24	0	1.8	0			
25-29	17.6	8.9	27.3			
30-34	19.6	16.1	4.6			
35-39	5.9	16	13.6			
40-44	21.6	21.4	18.2			
45-49	13.7	17.9	4.6			
50-54	7.8	12.5	13.6			
55-59	5.9	3.6	13.6			
60-64	5.9	1.8	0			
65+	2	0	4.5			
Prefer not to say	0	0	0			
				25 and under	3.1	9
				26-30	10.7	11
				31-35	15.3	13
				36-40	15	14
				41-45	12.6	12
				46-50	12.4	13
				51-55	12.1	12
				56-60	9.5	10
				61-65	5.7	5
				66 and over	3.6	1
				Unknown age	0	0

**Table 2.** (A) Age category of survey participants (HE researcher participants n = 51; HE non-researcher participants n = 56; Participants outwith HE n = 22; HESA data presented in parentheses) (B) Age category of individuals on an academic contract and non-academic contract (HESA data; 2018/2019).

• *Nationality*

	HE Researcher Participants	HE Non-researcher participants	Participants outwith HE
British/ English/ Northern Irish / Scottish / Welsh	67% (68%)	84% (89%)	64%
Dual Nationality: British and Other (please specify if you wish)	4%	9%	14%
Any other nationality (please specify if you wish)	27% (31%)	7% (11%)	23%
Prefer not to say	2% (1%)	0% (0%)	0%

**Table 3.** Nationality of survey participants (HE researcher participants n = 51; HE non-researcher participants n = 56; Participants outwith HE n = 22; HESA data presented in parentheses).

• *Disability*

	HE Researcher Participants	HE Non-researcher participants	Participants outwith HE
Yes	8% (4%)	12.5% (6%)	13.6%
No	90% (96%)	85.7% (94%)	81.8%
Prefer not to say	2%	1.8%	4.6%

**Table 4.** Disability of survey participants (HE researcher participants n = 51; HE non-researcher participants n = 56; Participants outwith HE n = 22; HESA data presented in parentheses).

• *Ethnicity*

	HE Researcher Participants	HE Non-researcher participants	Participants outwith HE
White	86% (76.3%)	94.6% (83%)	82%
Black	2% (1.9%)	0% (3%)	4.5%
Asian	8% (9.4%)	0% (6%)	4.5%
Mixed	2% (2.1%)	1.8% (2%)	0%
Other	2% (2.1%)	0% (1%)	0%
Not known	(8.2%)	(5%)	N/A
Prefer not to say	0%	3.6%	9%

**Table 5.** Ethnicity of survey participants (HE researcher participants n = 51; HE non-researcher participants n = 56; Participants outwith HE n = 22; HESA data presented in parentheses).

• *Caring responsibilities*

	HE Researcher Participants	HE Non-researcher participants	Participants outwith HE
None	49%	21%	27%
Compressed hours	2%	2%	0%
Flexible shifts	0%	0%	0%
Flexi-time	7.8%	5%	0%
Homeworking	23.5%	43%	41%
Job-share	0%	4%	0
Part-time hours	7.8%	14%	23%
Term-time hours	2%	0%	0%
Other (Please specify below if you wish)	7.9%	5%	9%
Prefer not to say	0%	4%	0%
Blank	0%	2%	0%

**Table 6.** Caring responsibilities of survey participants (HE researcher participants n = 51; HE non-researcher participants n = 56; Participants outwith HE n = 22).