

Disability in the chemical sciences, our member survey results – our graphs and charts explained

Please find below explanations for images on [our disability report webpage](#).

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How respondents describe their impairment

This bar graph shows the numbers of respondents from the 2022 RSC Member Survey for each category answer to the question “If any, please indicate which best describes your disability, long-term health condition or impairment (whether mental or physical)?”

- The number of respondents who said they had a long-term health condition (e.g. diabetes, cancer, chronic heart disease, epilepsy, HIV) was 130, representing 23% of all disabled respondents.
- 80 respondents said they had a mental health condition (15% of all disabled respondents).
- 60 respondents selected ‘prefer to self-describe’ (11% of all disabled respondents).
- 55 respondents said they had a mobility impairment (10% of all disabled respondents).
- 45 respondents said they were neurodivergent or had a specific learning difficulty (e.g. ADHD, dyslexia), representing 8% of all disabled respondents.
- 40 respondents said they were Deaf or had a hearing impairment (7% of all disabled respondents).
- 25 respondents selected autism.
- 20 respondents selected blind/visual impairment.
- 5 respondents selected learning disability.
- The remaining respondents to the survey left this blank or preferred not to say

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Who identifies as disabled in our education community?

This shows Higher Education Statistics Agency (HESA) data across the period 2017-18 to 2021-22. The data shows the percentage of all chemistry students/staff in UK HE institutions with a known disability, separated by career stage. It demonstrates the underrepresentation of disability in comparison to the working-age population baseline of 23% (ENEI). This underrepresentation becomes more severe between undergraduate and PhD populations, and again between PhD students and academic staff. The graph also shows that disability is becoming steadily more represented in UK chemistry HE.

- Over the five-year period, the percentage of all chemistry undergraduate students who had a known disability rose from 12.6% to 17.4%.
- The percentage of chemistry PhD students with a known disability rose from 8.3% to 12.4%.
- The percentage of academic staff in chemistry with a known disability rose from 2.5% to 5.6%.

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Intersectionality in academic career progression – Number of students and staff with a known disability in the UK HE chemistry departments by gender 2021 to 2022

This pie chart shows HESA data from 2021-22. The data shows the sex breakdown (Male, Female, and Other) of chemistry students and staff split by career stage for those with a known disability, in comparison to the whole cohort.

- At undergraduate level, female students are overrepresented among those with a known disability (1480 female disabled students; 1325 male disabled students; 15 'other' disabled students) in comparison to the whole cohort (7920 female students; 8215 male students; 35 'other' students).
- At PhD level, male students are the majority for both the whole cohort and those with a known disability, although this overrepresentation is still less strong among those with a known disability. Known disability: 235 female students, 255 male students, 5 'other' students. Whole cohort: 1715 female students, 8215 male students, 10 'other' students.
- For non-professorial academic staff, female chemists are even more strongly underrepresented, at almost equal levels across disabled and non-disabled cohorts. Known disability: 60 female staff, 125 male staff. All staff: 1010 female staff, 2180 male staff, 5 'other' staff.
- Among professorial staff with a known disability, the numbers skew from the pattern. Female disabled professors still number fewer than male disabled professors, but this underrepresentation is less stark than at previous levels, where for the whole cohort it remains consistent with the 'leaky pipeline' trend. Known disability: 10 female staff, 15 male staff. All professors: 95 female staff, 540 male staff.

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Intersectionality in academic career progression – Number of students and staff with a known disability in the UK HE chemistry departments by ethnicity 2021 to 2022

This pie chart shows HESA data from 2021-22. The data shows the ethnicity breakdown (White, Asian, Black, and Mixed) of chemistry students and staff split by career stage for those with a known disability, in comparison to the whole cohort. White students/staff make up an increasing majority over each career stage, and are overrepresented among those with a known disability in comparison with the whole cohort.

- Undergraduate students with a known disability: 1990 White, 270 Asian, 100 Black, 150 Mixed. Whole cohort: 9450 White, 2265 Asian, 685 Black, 695 Mixed.
- PhD students with a known disability: 365 White, 20 Asian, 5 Black, 15 Mixed. Whole cohort: 2010 White, 205 Asian, 25 Black, 85 Mixed.
- Non-professorial academic staff with a known disability: 135 White, 25 Asian, 0 Black, 10 Mixed. All non-professorial academic staff: 2150 White, 530 Asian, 35 Black, 80 Mixed.
- Professorial staff with a known disability: 20 White, all other ethnicities round down to 0. All professorial staff: 560 White, 35 Asian, 0 Black, 0 Mixed.

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How our disabled and non-disabled members feel about their pay

These two pie charts shows data from the 2021 RSC Pay & Reward Survey. Respondents were asked to agree or disagree with the statement, "Considering my duties and responsibilities, I feel my pay is fair." Disabled respondents were more likely to disagree, and less likely to agree, that their pay was fair:

- 'Strongly agree' - 12% of disabled respondents (25), vs 17% of non-disabled respondents (490).
- 'Agree' - 35% of disabled respondents (75), vs 41% of non-disabled respondents (1200).
- 'Neither agree nor disagree' - 21% of disabled respondents (45), vs 20% of non-disabled respondents (570).
- 'Disagree' - 24% of disabled respondents (55), vs 18% of non-disabled respondents (535).
- 'Strongly disagree' - 7% of disabled respondents (15), vs 4% of non-disabled respondents (125).

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