

**Fawcett**   
*Equality. It's about time.*

# SEX & POWER 2022

**CATHERINE MARREN & ANDREW BAZELEY**



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# SEX & POWER 2022

## ABOUT THIS REPORT

The Sex and Power Index is a breakdown of percentages of women in power across UK politics, business and public life. Women's representation across all sectors is a vitally important step to advancing gender equality. This Index is an assessment of where we have made progress on representation – and where we have not.

Fawcett have published Sex and Power every two years since 2018, though the Equal Opportunities Commission originally started the series in 2003. This Index updates statistics in the previous Sex and Power reports, with some additional indicators added. It uses publicly available data, some newly collated and some drawing from existing work. The data presented in this report was collected between September and December 2021.

## SUMMARY

We find a mixed picture when it comes to women's representation. In Parliament change is coming far too slowly, or not at all – although outside Westminster it leapt forward in devolved Governments in the last round of elections. Elsewhere in society women are pushing through in key sectors, often with equality still decades off but in some areas, like newspaper editors, we have seen swift change. At the very top, though, women remain just 8% of FTSE 100 CEOs, and none are women of colour.

Overall, across 5,166 positions of power in society, we found that women make up just under a third – 32% – of the total. That means that 919 women are missing from the top roles. Women are under-represented and outnumbered by men at a ratio of 2:1 in the positions that shape our politics, laws and culture. Whilst this continues, government and sector leaders miss out on women's talent and skills.

**Women of colour are simply missing altogether from the highest levels of many sectors.** In top roles, such as Supreme Court Justices, Metro Mayors, Police and Crime Commissioners, departmental Permanent Secretaries, FTSE 100 chief executives and General Secretaries of the largest trade unions, there are no women of colour represented. This underrepresentation is unacceptable, and organisations must take steps urgently to address the barriers to women of colour progressing.

**Outside of Westminster and local government,** we can see seismic shifts in other political structures, with the Scottish Parliament, London Assembly, Combined Authorities and Local Economic Partnerships (LEPs) making swift progress since our last report. This year has also seen the appointment of Amanda Prichard, the first female Chief Executive of NHS England, and Tracy Brabin, the first female Metro Mayor.

**The pace of progress towards gender equality in Westminster and on councils is glacial.** Over the last two Westminster elections we have seen scant progress, the proportion of female MPs moving from 32% in 2017 to 34% at the 2019 election. The House of Lords has fallen behind the Commons with just 28% women, despite its appointed nature meaning power to make change lies directly in parties' and Government's hands. Local councils are increasing women's representation by just half a percentage point each year.

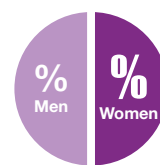
**Change is even slower among those with the greatest power.** The proportion of women in Cabinet has fallen back to just over a quarter, 26%, and since 1997 has generally stayed between 20% and 35%.<sup>1</sup> 22% of council leaders, who hold significant power locally, are women and this figure has barely risen in decades.

**Other parts of wider society are moving towards equal representation, but slowly.** The proportion of women amongst secondary school headteachers, NHS Trust CEOs, museum directors and directors of FTSE 100 companies is making steady but still too-slow progress. Those with the power to speed up progress must take action to do so, now.

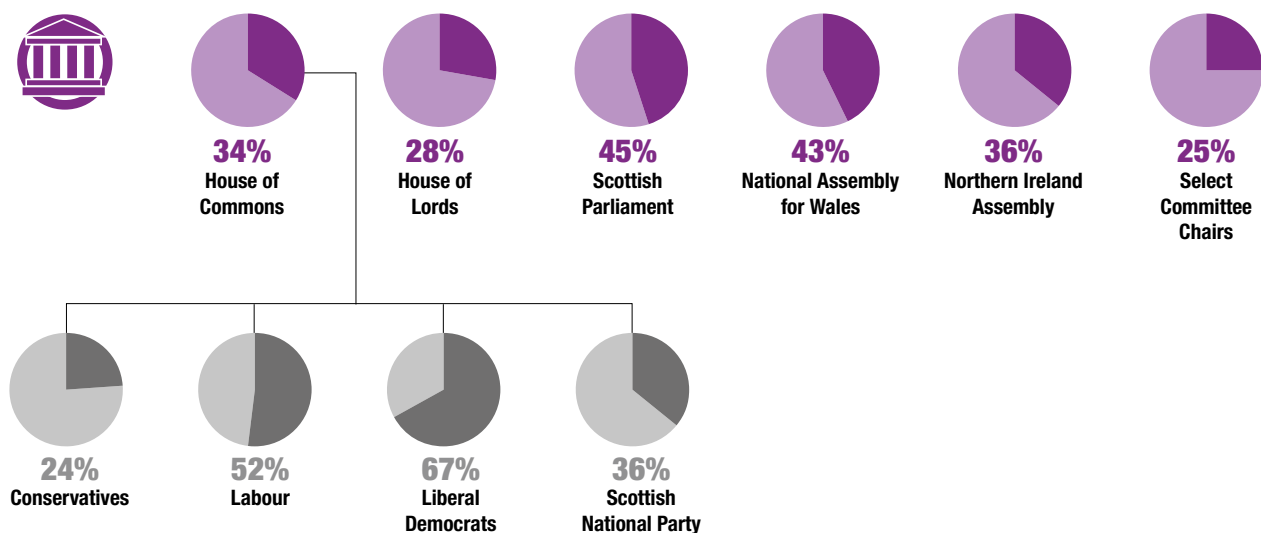
In some instances, we have found it difficult to access data to even establish whether women with intersecting characteristics such as ethnicity, disability, LGBT identity or religion, are missing. In relation to ethnicity, the Higher Education Statistics Agency (HESA) and the Office of the Commissioner for Public Appointments did not publish this data despite collecting both ethnicity and gender data. Yet the examples of the Ministry of Justice in relation to High Court judges, and the Department for Education in relation to headteachers, shows that it can be done. All Government agencies and sector bodies that collect data on top roles need to consistently collect and publish intersectional data.

Change can be achieved if political parties, Government, employers and sectoral bodies commit to enabling women, in all their diversity, to reach positions of power. We include recommendations to Government and others in the final section of this report.

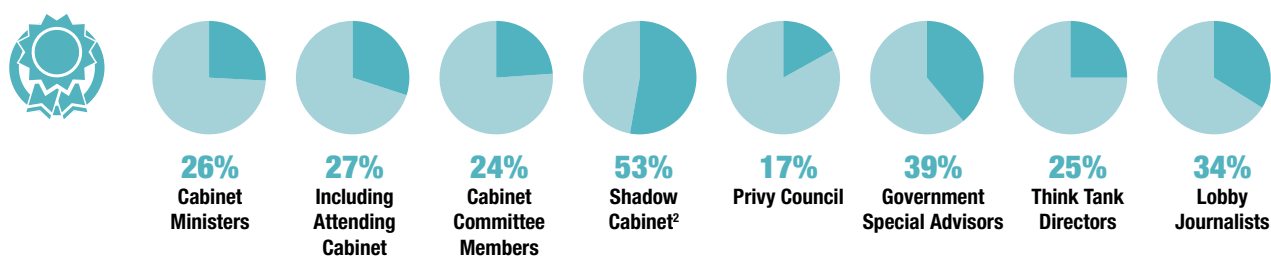
# PERCENTAGES OF WOMEN'S REPRESENTATION



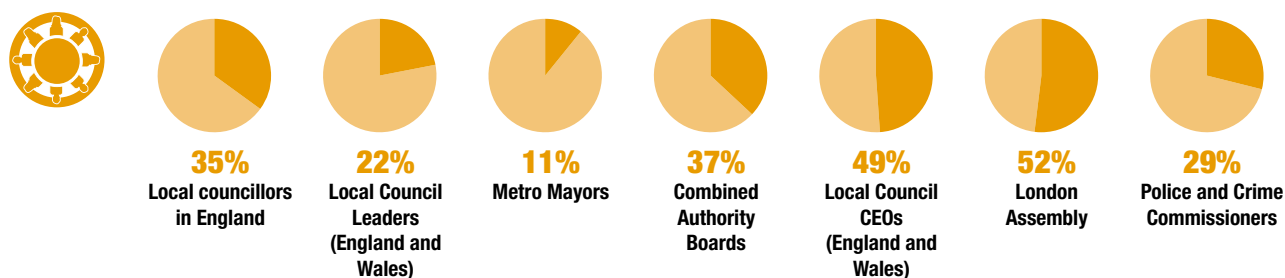
## PARLIAMENTS



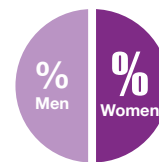
## POLITICS



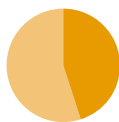
## LOCAL REPRESENTATIVES



# PERCENTAGES OF WOMEN'S REPRESENTATION



## PUBLIC SERVANTS



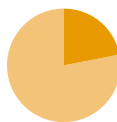
**45%**  
Civil Service Board



**38%**  
Permanent Secretaries in charge of departments



**49%**  
Local Council CEOs



**22%**  
Bank of England Monetary Policy Committee<sup>3</sup>



**17%**  
Supreme Court Justices



**30%**  
High Court Judges



**27%**  
Court of Appeal Judges

## EDUCATION AND HEALTH



**31%**  
University Vice Chancellors



**28%**  
University Professors



**40%**  
Secondary Head Teachers



**45%**  
NHS Trust CEOs



**8%**  
CEOs of FTSE 100 Companies



**38%**  
Directors of FTSE 100 Companies



**39%**  
LEP Board Members



**36%**  
Trade Union General Secretaries

## ARTS AND THE MEDIA



**42%**  
National Newspaper Editors



**28%**  
Regional Newspaper Editors



**12%**  
National Newspaper Political Editors



**40%**  
Broadcast Political Editors



**55%**  
Mass Market Magazine Editors



**17%**  
Social Media Company CEOs<sup>4</sup>



**22%**  
Museum and Gallery Chairs



**37%**  
Museum and Gallery Directors

## CIVIL SOCIETY



**36%**  
Charity CEOs



**48%**  
Chairs of Professional Bodies



**24%**  
CEOs of Professional Bodies



**15%**  
Sport Governing Body



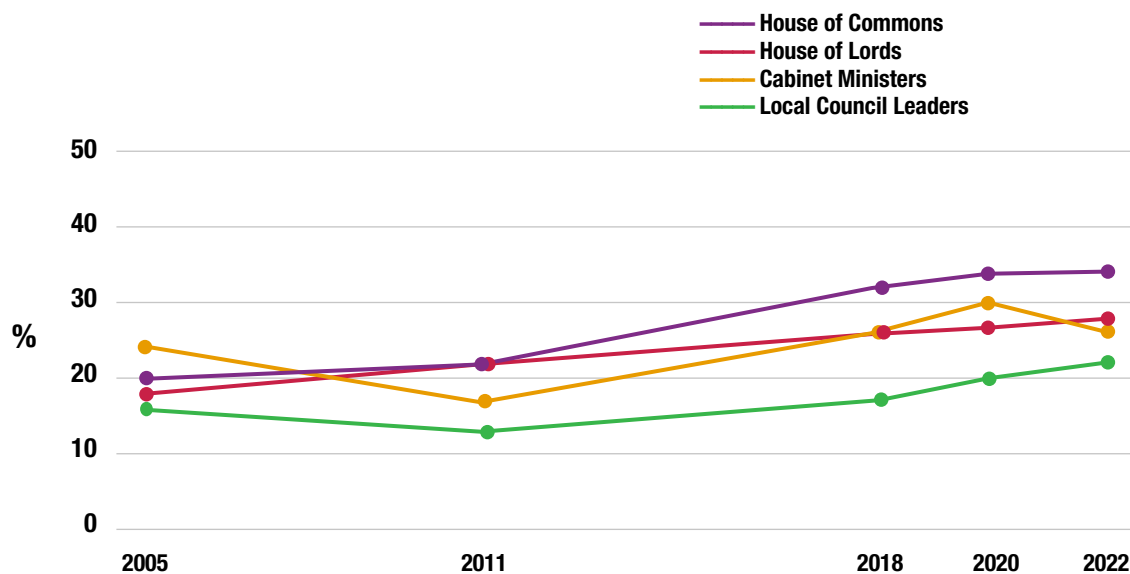
**19%**  
Sport Governing Body CEOs



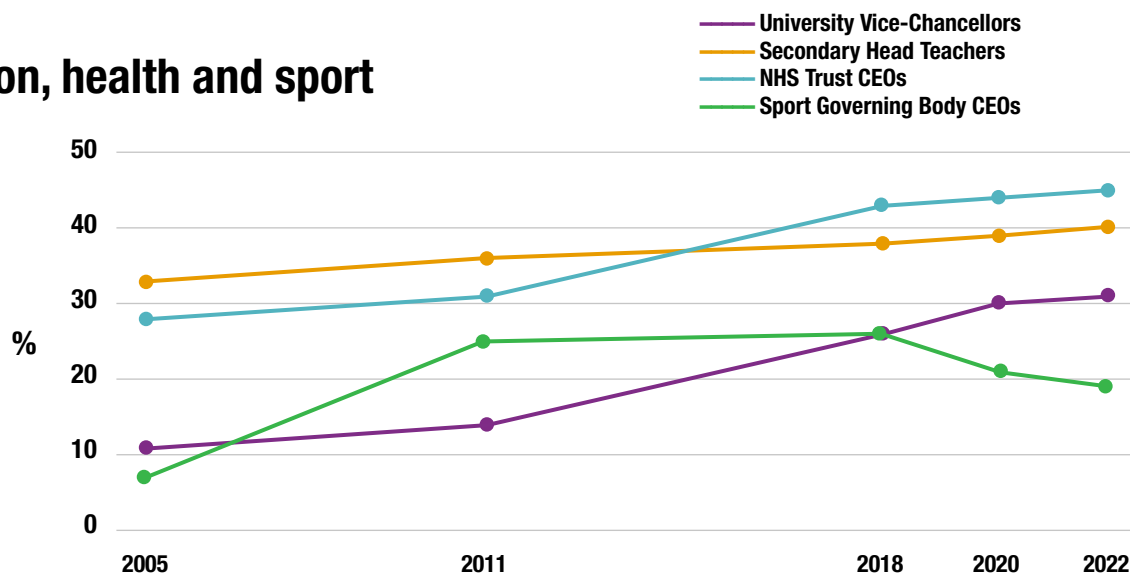
**5%**  
Premier League CEOs<sup>5</sup>

# CHANGE OVER TIME

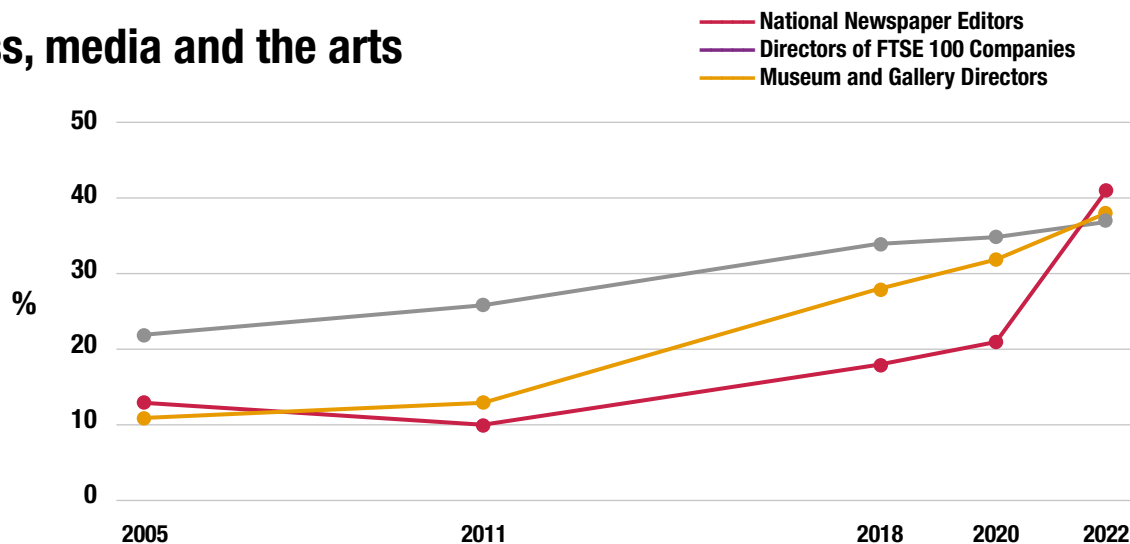
## Politics



## Education, health and sport



## Business, media and the arts





# OUR DATA AND INTERSECTIONALITY

This report uses a mix of data from secondary sources, and data on gender representation that we have collated ourselves. In the case of the latter we use a mix of names, information and images online to identify the gender of the position holder – we recognise this is an imperfect solution but it is necessary to monitor change.

Where secondary data, either from Government or other sector departments, includes intersectional data on ethnicity, disability, LGBT identity, or religion we report on that data. Where such data has not been reported, we identify this in the text. We report on individuals where there is enough information in the public domain about intersecting characteristics, but in many cases, this is not available.

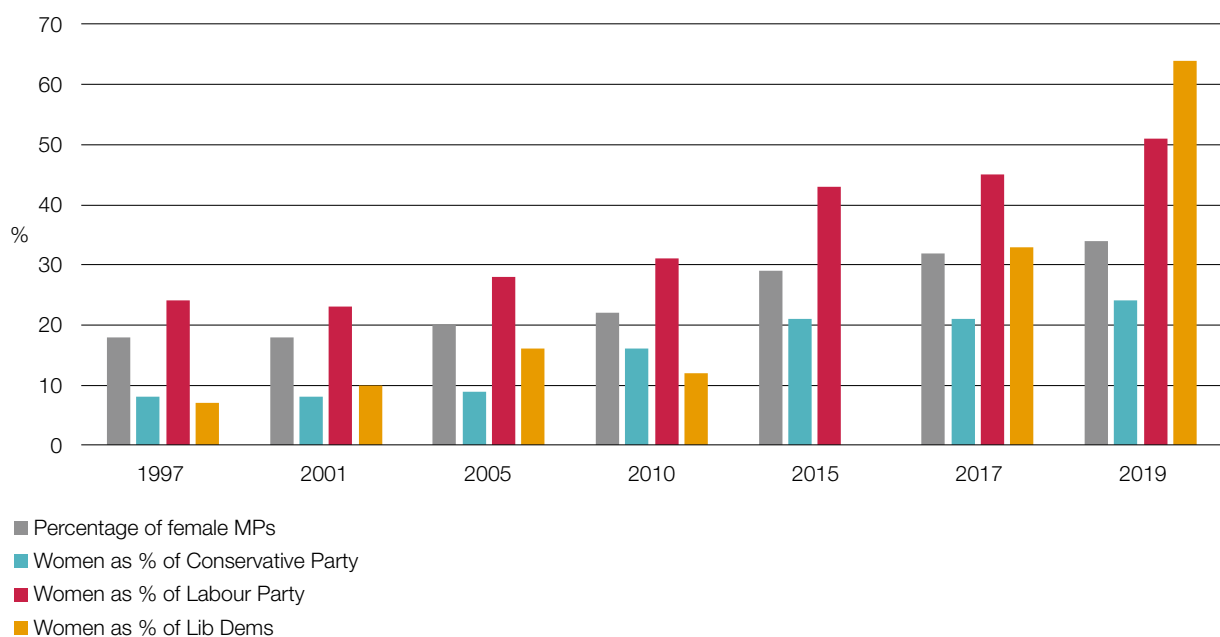
## PARLIAMENTS AND POLITICS

### House of Commons

The previous Sex and Power report looked at the Commons following the 2019 election, when a record number of female MPs were appointed. It is still the case that women make up 34% of MPs.

Since the last election there have only been minor changes to the proportion of women across the party divide. Following by-elections, the Liberal Democrats, SNP and Conservatives have each gained one woman MP – the Conservatives have also lost one following the passing of Dame Cheryl Gillan MP.<sup>6</sup>

### Percentage of party MPs who are female, elected at each general election



Source: [www.ukpolitical.info/FemaleMPs.htm](http://www.ukpolitical.info/FemaleMPs.htm), accessed 14th December 2021

If the diversity of the House of Commons reflected that of the UK population, there would be about 93 members from ethnic minority backgrounds.<sup>7</sup> According to Operation Black Vote, there are currently 66 MPs from ethnic minority groups, 10% of all members. Of these, 36 are women, accounting for 6% of all MPs.<sup>8</sup>

The Labour Party has 28 female MPs from ethnic minority backgrounds, the Conservative Party has six and the Liberal Democrats have two.

According to Disability Rights UK, there are currently 14.1 million disabled people in the UK, which is 21% of the population. If these numbers were proportional to the number of disabled MPs, we should expect to see about 136 disabled MPs. Disability Rights UK suggest that there are currently five MPs who publicly describe themselves as disabled people<sup>9</sup>, three of whom are women.

As of October 2021, at least 58 of the 650 MPs in the House of Commons identify as LGBT+. Of these, 14 are women<sup>10</sup>, which represents 6% of all female MPs in the Commons. The Office of National Statistics have estimated that 2.7% of the UK population identifies as lesbian, gay or bisexual. There is no official data on the number of people identifying as trans in the UK.

## Party Leaders

Looking at leadership in Westminster, there are currently no women leading the largest parties. Of smaller parties, Plaid Cymru is led by a woman, Liz Saville Roberts, and the Green Party's only MP is Caroline Lucas. All other parties are led, or represented exclusively, by men.

In terms of party leadership, the SNP is the only major party led by a woman, currently Nicola Sturgeon. The Conservative, Labour and Liberal Democrat parties are led by men. Of the smaller parties, both Plaid Cymru and the DUP are led by men, whilst the Green Party is jointly led by Carla Denyer and Adrian Ramsay.

## Select Committees

Within the House of Commons, MPs sit on Select Committees, which have a specific remit to investigate in a particular area and report back to the House, with the Government obliged to provide a response. We found that just seven in 28, or 25% of those committees, are chaired by a woman. None of those are women of colour or disabled women.<sup>11</sup> This represents a decline since 2018, when 33% of Select Committees were chaired by women. There has been no change in the number of women of colour chairs, which was zero in 2018.

## House of Lords

There are 223 female peers out of 787 members of the House of Lords as of September 2021.<sup>12</sup> At 28%, this is significantly lower than the Commons. The percentage of women in the Lords has increased by only six percentage points in the last 10 years.

Women's representation in the Lords varies between different parties and groupings. The Conservatives have slightly better women's representation in the Lords than they do in the

Commons, with 26% women. Labour has a lower proportion of women in the Lords than they do in the Commons, at 35%. Women make up 38% of Liberal Democrat peers.

According to Operation Black Vote, there are 48 ethnic minority members of the House of Lords, 6% of all Peers. Of those 48, 16 are women, 2% of all Peers.<sup>13</sup> This is significantly lower than the UK population, which as of 2018 comprised of 13.8% people from ethnic minority backgrounds.<sup>14</sup>

We were unable to find information on other identities within the upper chamber. Given that both the Government and the opposition can make appointments to the House of Lords, the onus is on them to commit to increasing women's representation.

## **Cabinet and Cabinet Committees**

The cabinet has at no point had gender parity. Its highest point was under Gordon Brown when, in 2008, 10 of the 28 ministers (36%) attending cabinet were women.<sup>15</sup> Now just over a quarter of Cabinet ministers are women (26%), falling from 30% in 2019.<sup>16</sup>

Of the Ministers attending Cabinet, women make up 27% which is up from 24% in the previous Sex and Power report.

The Home Secretary Priti Patel is the only woman amongst the six Cabinet Ministers that are from ethnic minority backgrounds. Suella Braverman, the Attorney General, is the only other woman of colour who attends Cabinet. There are no disabled or LGBT women in Cabinet.

There are 83 Ministers who do not attend cabinet, of whom 35% are women – a higher proportion than the Cabinet in recent years. There are a further 26 members of Government in the Whips Office in the House of Commons and House of Lords, of whom 31% are women.

Cabinet Committees serve to “reduce the burden on Cabinet by enabling collective decisions to be taken by a smaller group of ministers.”<sup>17</sup> These committees cover a wide range of areas, from national security to climate change. As of October 2021, 24% of 169 Cabinet Committee positions were held by women<sup>18</sup> – little change from 2018, when women held 23% of these roles.

The Shadow Cabinet has achieved equal representation of women, with 18 women and 16 men in post.<sup>19</sup> Women's representation now stands at 53% up from 45% in 2019. At the time of data collection, Marsha de Cordova was the only disabled woman in the shadow cabinet, and Cat Smith was the only woman identifying as LGBT.

The Privy Council is mostly made up of senior politicians who advise the Queen. It issues Orders-in Council, a form of secondary legislation, and has several other residual functions. Its composition remains overwhelmingly male, at just 17% women.<sup>20</sup> This has increased by only one percentage point since 2018.

The representation of women is much higher among ministers in the devolved administrations. In the Northern Ireland executive, women make up 42% of ministers, five out of a total of 12. In Wales, women account for 56% of the cabinet and 64% of ministers overall. In Scotland, there is gender parity in the cabinet and 52% of all minister roles are filled by women.<sup>21</sup>

## Around Westminster

There were 132 Special Advisors in post as of the latest data, who play a vital role in informing and steering public policy. Of those, 51 or 39% were women.<sup>22</sup> This represents a welcome steady increase from 35% in the previous Sex and Power report. The Prime Minister's office appoints the largest number of these Special Advisors, with 51 assigned to his department. Of these 17 are women (33%).

At the time of our data capture there were 408 journalists registered as holding a Lobby pass. Of these, 34% were women.<sup>23</sup> This represents a marginal improvement since the previous Sex and Power report when 32% were women.

There are numerous "think tanks" working across the country on various issues, and we do not claim to have examined them exhaustively. Using a list of 110 maintained by Eddie Copeland<sup>24</sup>, we found that just 28, or 25%, had a female director. This has changed little since 2020, when 23% of think tanks had a female director.

## Scottish Parliament

Following the Scottish Parliament 2021 Election women now make up 45% of MSPs<sup>25</sup> (up from 36% in 2019). Nicola Sturgeon remains leader of the Scottish National Party, whilst the Scottish Green Party is jointly led by Lorna Slater and Patrick Harvey. The leaders of the Scottish Labour, Conservative and Liberal Democrat parties are men. At the time of our 2018 report, all three of the largest parties' leaders at Holyrood were women.

The May 2021 election saw the appointment of Kaukab Stewart, first woman of colour elected to the Scottish Parliament, and Pam Gosal, the first Sikh MSP. The six ethnic minority MSPs now make up 4.5% of the Scottish parliament.<sup>26</sup> This more closely reflects the Scottish population, of which 5% are from ethnic minority groups.<sup>27</sup> There is no sufficient data available on the number of disabled MSPs, though we know that there are at least two, Labour's Pam Duncan-Glancy and Emma Roddick.<sup>28</sup>

## National Assembly For Wales

The National Assembly for Wales (Senedd) was the first legislature in the world to reach a 50:50 gender balance in 2003. The Senedd is now 43% female down from 47% in 2019.<sup>29</sup> The Welsh Liberal Democrats are led by Jane Dodds, while the leaders of Plaid Cymru, Welsh Labour and Conservative parties are men.

There are considerable party variations. Labour's Assembly Members are 64% female, Conservatives 19% and Plaid Cymru 38%.

There is one woman of colour and one LGBT woman among the 60 Members of the Welsh Parliament, and no reliable information on disability.<sup>30</sup> This does not reflect the Welsh population, of which 5.2% are from ethnic minority groups.<sup>31</sup>

## Northern Ireland Assembly

The percentage of female Members of the Northern Ireland Assembly currently stands at 36% which is up six percentage points since the last election in 2017.<sup>32</sup> The next election will take place in May 2022.

Of the two parties with the largest number of seats, there is considerable difference in women's representation. The DUP, led at Stormont by Paul Givan, has six female Members among their 27 seats (22%), whilst Sinn Féin, led by Michelle O'Neill, has 14 among their 27 (52%).

As of March 2020, none of the 90 Members of the Northern Ireland Assembly were recorded as being from an ethnic minority group.<sup>33</sup> According to the 2011 census, 1.8% of the population of Northern Ireland belonged ethnic minority groups.<sup>34</sup> Other diversity data is unavailable.

## LOCAL GOVERNMENT

### Councillors and council leaders

Councils spend £106bn of taxpayers' money each year and given the powerful impact that local government has on all our lives, it is essential that it works for women as well as men.

Yet data released by Fawcett shows that just 34% of the 4,980 councillors elected in May 2021 were women. Looking at councillors elected by party, the Conservatives won the most seats but also has the lowest levels of women's representation, with just 25% women councillors. The Liberal Democrats' saw 33% women councillors elected in 2021, whilst the Labour Party and Green Party are close to achieving equality with 49% and 43% women among their newly elected councillors.<sup>35</sup>

Across England women make up just 35% of the total number of councillors – less than a 1% increase since the 2019 elections. This means that, at the rate of change seen between 2019 and 2021, we will not see gender parity in local councils until 2077 – over 50 years away.<sup>36</sup>

According to Disability Rights UK, the number of openly disabled Local Authority Councillors is about 14%.<sup>37</sup> This is less than the working-age adult population, of which 19% identified as disabled in 2019-20.<sup>38</sup> However, given that the age profile of local councillors is much older than the average, it is likely to indicate some degree of under-representation.<sup>39</sup>

Moreover, women make up just 22% of local council leaders, up two percentage points on the 2020 Sex and Power report.

### Metro Mayors and Combined Authorities

In May of this year, West Yorkshire became the ninth region to elect a metro mayor. Labour's Tracy Brabin was appointed, becoming the first female Metro Mayor since elections began in 2017. This is a step in the right direction, but with only one female metro mayor among nine, this continues to be an area where women's representation remains extremely poor.

Combined authority boards tend to be made up of local council leaders from the region and are sometimes chaired by the mayor. The purpose of the board is to ensure that the decisions and actions of the combined authority deliver key outcomes for people in the region.

Women are still under-represented on combined authority boards, the decision-making body for city-region government, at 37%.<sup>40</sup> However, this is up from 21% in the 2020 Sex and Power report, which is a significant step in the right direction. Given that councils send councillors to these boards, and mayors and government agree their constitution, the onus is on them to continue to increase the number of women in these roles.

The Fawcett Society have been calling for women to be heard in conversations about the decisions that affect their lives. To allow for meaningful engagement with women across their regions, mayors and Combined Authorities need to bring about equal representation in the policymaking process.

## **Police and Crime Commissioners**

Every police force area in England and Wales is represented by a Police and Crime Commissioner (PCC), except Greater Manchester, West Yorkshire and London, where these powers lie with their respective mayors, and the City of London where they sit with the local police authority.

There are now 39 elected roles, of which 10 are filled by women (26%).<sup>41</sup> This is an increase from the 2020 Sex and Power report when women made up 20% of PCCs.

The most recent elections in May 2021 saw the first Black PCC elected – Festus Akinbusoye in Bedfordshire. There are currently no women of colour PCCs, and information is not consistently available on other PCC characteristics.

## **London Assembly**

The London Assembly's 25 Members are elected to scrutinise the decisions made by the Mayor of London (and it is notable that the Mayor of London role has always been held by a man since it was created in 2000). Following the election in May 2021, the Assembly now stands at 52% female Members. This represents some significant progress since the 2020 Sex and Power report, when 40% of Members were women.

Women account for 64% of Labour Members, 100% of Liberal Democrat Members, and 67% of City Hall Greens. Just 22% of the Conservative representatives are women.<sup>42</sup>

The most recent election saw the appointment of Marina Ahmad, Hina Bokhari and Sakina Sheikh, the first Muslim women to become Assembly Members. This brings the total number of female Members from ethnic minority backgrounds to four, or 16% of all 25 Members. Of these female Members, three are Labour and one Liberal Democrat.

# **WOMEN'S REPRESENTATION IN THE COVID-19 CRISIS**

At the height of the pandemic, women were underrepresented across the Scientific Advisory Group for Emergencies (SAGE) and related subgroups advising cabinet on the coronavirus response.<sup>43</sup> As of February 2021, women made up 38% of the Track and Trace Exec Committee.<sup>44</sup>

<b>Advisory Group</b>	<b>Women's representation May 2020</b>	<b>Women's representation November 2021</b>
Scientific Advisory Group for Emergencies (SAGE)	28%	36%
Scientific Pandemic Insights Group on Behaviours (SPI-B)	39%	48%
Scientific Pandemic Influenza Group on Modelling (SPI-M)	24%	30%
COVID-19 Clinical Information Network (CO-CIN)	11%	12.5%
New and Emerging Respiratory Virus Threats Advisory Group (NERVTAG)	20%	28%
Environmental Modelling Group (EMG)	21%	25%
Joint Committee on Vaccination and Immunisation (JCVI)	25%	25%

The Fawcett Society have continued to call on Government to ensure that greater numbers of women are at the decision-making table. We are now seeing better representation of women on the COVID-19 advisory boards, though this is still some way off parity. As of November 2021, only 92 of the 274 seats at these boards, or 34%, are held by women.

It is unsurprising, given the membership of the advisory boards early in the pandemic, that male voices dominated media coverage of the coronavirus outbreak. Looking at government daily press briefings, 43% featured an all-male line-up with no female politician or expert present. Only two (7%) of the 56 briefings, were led by a female politician, in both cases Home Secretary Priti Patel.<sup>45</sup>

Research by Kings College too found female voices to be missing from public debate. Their analysis showed that of the top 20 most frequently mentioned British politicians in media coverage of the pandemic, only four were female.<sup>46</sup>

## PUBLIC SERVANTS

### The Civil Service and Council Executives

As of 31 March 2020, the most recent data published, 54% of civil servants were women. Compared to the overall workforce women remain somewhat under-represented at the senior level, with women making up 46% of senior civil servants in 2020, but this represents the continuation of gradual progress over recent decades.<sup>47</sup>

Women's representation among the Civil Service Board, the "highest level of governance in the Civil Service and its most senior collective leadership body", similarly stands at 45%



women. There has been a positive surge since the previous Sex and Power report when women's representation was just 21%. Despite this, there must be a greater focus on diversifying the board as it remains that there are no women of colour in these roles.

Government does not publish a single list of permanent secretaries. However, of the 16 government departments run by permanent secretaries, six are run by women (38%).<sup>48</sup> Again, none of these are women of colour.

Encouragingly, 112 of 228 councils (49%) are now run at the officer level by women<sup>49</sup> – a considerable jump from 34% in 2019. This better reflects the proportion of council officers overall who are women, which stands at six in ten for full-time equivalents and eight in ten on a headcount basis.<sup>50</sup>

## Public Appointments

The Commissioner for Public Appointments oversees assigning people to the boards of over 300 public bodies (otherwise known as Arm's Length bodies) including the Law Commission and the Care Quality Commission.

In 2020-21, 41.8% of new appointees were female, down from 53.9% in 2019-20. Of those re-appointed in 2020-21, 48.3% were female, up from 46.9% in 2019-20. This means that in 2020-21, the total proportion of public appointments and reappointments made to women was 45.1%, down from 51.4% the previous year and returning to rates seen in 2014-15.<sup>51</sup>

Of appointed and reappointed chairs in 2020-21, 30.8% declared as female<sup>52</sup>, falling from 33.3% in 2019/20.<sup>53</sup>

Appointments and reappointments made to those from ethnic minority backgrounds were only 9.6% in 2020-21, down from 15.3% in 2019-20<sup>54</sup> – we cannot differentiate this by gender using the data available.

The Commissioner introduced reporting on disability in 2019-20, when the proportion who self-identified as a disabled person was 6.6%. This has risen to 12% in 2020-21. The Office for the Commissioner have introduced a separate measure based on the Equality Act and Office for National Statistics definition of disability, which found a lower proportion of disabled people amongst appointees. Despite this, both measures are equally valid, and it is encouraging to see an increase in appointees self-identifying as disabled persons.<sup>55</sup>

## THE JUDICIARY

At the very top of our civil justice system in the UK sits the Supreme Court's 12 Justices, of whom only two (16.7%) are women (and all are white).<sup>56</sup>

This level of under-representation of women continues into the next two highest tiers of the judiciary of England and Wales. As of 2021, the latest data, just 10 of the 37 Court of Appeal judges (27%) were women, and none of those declaring their ethnicity were from minoritised groups.<sup>57</sup>



In respect of gender this is an improvement on the 2020 Sex and Power report, when 23% of Lord Justices of Appeal were women. However, there has been no change in the number of women from ethnic minority groups which has remained at zero since the 2018 Sex and Power report.

The next tier down, the High Court of England and Wales, performs marginally better, with 31 (30%) women amongst its 105 judges.<sup>58</sup> Women's representation has improved steadily from 27% in 2019, and 22% in 2018, but there is still some way to go and the work that has achieved this progress must be extended, not scaled back.

It is positive to see the Ministry of Justice publish intersectional data for High Court Judges, Masters, Registrars and Cost Judges. Amongst this group of 271, there are 73 women, seven of which are from ethnic minority backgrounds.<sup>59</sup> There is some improvement required on the representation of women from ethnic minority groups relative to women overall, as the court system strives for better gender equality.

## EDUCATION

### University Vice-Chancellors and professors

Of 140 Vice-Chancellors listed by Universities UK, 96 are men, meaning that less than a third (31%) of leaders of higher education providers are women. This is up by 5 percentage points on 26% in 2018.

Women make up 28% of University Professors. This has increased by one percentage point year on year since 2013/14.<sup>60</sup> At this rate, it could take another two decades before we see gender equality in this sector.

Of the 21,055 professors for whom ethnicity data is available, 11% or 2,285 are from minority groups. Of the 2,285 professors from ethnic minority backgrounds, 1,495 are Asian. We cannot differentiate this by gender using the data available – HESA must publish this information on an intersectional basis as a priority.<sup>61</sup>

### School Headteachers

According to the most recent data published in June 2021<sup>62</sup>, women make up 65% of secondary school teachers<sup>63</sup>, but only 40% of headteachers<sup>64</sup>. The proportion of female secondary school headteachers is up by just one percentage point from the 2020 Sex and Power report.

Of the 144,346 female secondary school teachers, 16,007 or 11% were from ethnic minority groups. Looking at female headteachers, 86 or 6% of the 1,516 total were from ethnic minority backgrounds.

## HEALTH

More than three quarters of the 1.3 million members of NHS staff are made up of women (76.7%). Women account for 88.6% of 342,104 nurses and health visitors, 77.6% of 172,267 scientific, therapeutic and technical staff, 42.5% of 18,509 ambulance staff and 62% of 22,552 managers.<sup>65</sup>

There are 216 NHS trusts in total and 89 are chaired by women (41%). A slightly larger proportion of trusts have a woman chief executive, at 45%.<sup>66</sup>

In August of this year, Amanda Pritchard was appointed Chief Executive of NHS England. She is the first woman to hold the role since the health service was established in 1948.

## BUSINESS AND CIVIL SOCIETY

### FTSE 100

When the 2020 Sex and Power report looked at the FTSE 100, just six of its chief executive officers were women. In 2021 there are still just eight women at the top of the FTSE 100 organisations. None of them are from ethnic minority groups.<sup>67</sup>

Non-executive directors tend to be board members appointed for their experience and expertise, whilst executive directors have the additional responsibility of running the day-to-day activities of an organisation. As of 2021, women hold 13.7% of executive directorships, up from 10.9% in 2019, and 37.7% of all directorships, up from 32.1%.

According to analysis by Green Park, white males continue to dominate the boards and executive committees of the FTSE 100 at 60.4%, but there has been improved representation of people from ethnic minority groups between 2019 and 2021. The proportion of ethnic minority men has risen from 4.6% to 6.3% and the number of ethnic minority women has risen from 2.8% to 4%.<sup>68</sup>

Whilst there is some progress being made, the rate of change is far too slow, and women continue to be under-represented in the most powerful roles. The business sector needs to actively work towards diversifying those in the top jobs, setting and achieving the same kinds of targets that it has used for non-executive roles. If not, men will continue to dominate these roles for years to come.

### Local Enterprise Partnerships

There are 38 Local Enterprise Partnerships (LEPs) across England. These are voluntary partnerships between councils and businesses which determine economic priorities and often deliver or commission services to create jobs. Currently 12 LEPs are chaired by women (32%).

As of March 2021, 39% of LEP board members were women<sup>69</sup>, representing an increase from 34% in 2019. We were unable to find any available intersectional data.

## Trade Unions

We reviewed nine trade unions with membership of over 100,000, plus the Trades Union Congress. Of those, four had female General Secretaries (36%). This figure has not changed significantly since our report in 2018, and in many places has been overtaken by other sectors.

None of the four female General Secretaries are from ethnic minority groups, nor are they disabled or LGBT.

## CHARITIES AND CHARTERED INSTITUTES

Figures published in September 2021 show that women represent one in three chief executives of the largest 100 charities by income (36%) – up seven percentage points since 2019. We were unable to find any available recent intersectional data.

Professional bodies, including many of the chartered institutes, vary but most have a combination of a representative, development, and regulatory function within their industries. Our analysis of 22 professional bodies found that 24% of chief executives were women. Chairs of these bodies were more gender balanced at 48%. This represents some progress since 2020, when the figures were 23% and 36% respectively.

## CULTURE

### Arts and Media

In 2019, women made up just 21% of national newspaper editors and this has increased to 42% in 2021. This comes after The Sun, Mirror, Financial Times and Sunday Times appointed female editors – including Roula Khalaf, the first female Financial Times editor. Khalaf is the only woman of colour among those in national newspaper editor roles.

Political editors are far less likely to be women with only two women in these roles across 17 newspapers (neither are women of colour). Men also make up 72% of regional newspaper editors.

Women edit 11 of the top 20 most widely circulated magazines in the UK, or 55%, which is down from 80% in 2019. This represents a positive rebalance of men and women across these roles.

### Museums and galleries

The 2020 Sex and Power report found that, of a list of 48 of the most prominent museums and galleries, women made up 23% of chairs, and 35% of directors.

As of 2021, the proportion of chairs who are women has decreased to just 22%. Little progress has been made in the realm of directors, with just over a third of those jobs held by women (37%).

We were unable to find any available recent intersectional data on those in these roles.

## Statues

According to a study by Art UK, of almost 1,500 monuments in the capital, more than a fifth are dedicated to named men (20.5%), and only 4% are dedicated to named women. The number of sculptures that feature animals, almost 100, is double that of named women. Just 1% of sculptures are dedicated to named people of colour; 0.9% are men of colour and 0.2% are women of colour.<sup>70</sup>

## SPORT

Of the four UK national governing bodies, only one (Sport Northern Ireland) has a female chief executive, and all four chairs of the bodies are men.

Looking at the governance of individual sport bodies, only three of the chief executives of the 22 organisations sampled were women (14%)<sup>71</sup>. This is a sharp decline from the 2020 Sex and Power report where women made up 21% of chief executives. Similarly, there are just three female chairs amongst those bodies (14%) which is down from 20% in 2020.

Not only is women's representation in sport leadership roles extremely low, but it is also declining. Sport governing bodies need to put gender quotas in place and commit to achieving them.

We welcome Sport England and UK Sport's strengthening of the Sport Governance Code in December 2021. It means that organisations receiving significant funding from either of these bodies will have to publish annual plans to accelerate diversity on their boards and senior leadership teams.<sup>72</sup>

# OUR CALLS FOR CHANGE

Achieving equal representation in positions of power across society requires us to break down the barriers that hold women back from achieving their full potential. The recommendations we set out below are immediate steps along this path.

## Political parties

- 1. Political parties should set targets for increasing women's representation and a clear action plan to achieve them.** Women's representation cannot rely on any individual political party – all parties must show how they will move towards 50:50 representation in Westminster, local councils, and devolved assemblies.
- 2. The Government should require political parties to collect and publish diversity data on candidates.** Fawcett have long argued that the Government should commence Section 106 of the Equality Act 2010, requiring political parties to report candidate monitoring data. This would provide a more accurate picture of the diversity of political candidates and elected representatives.
- 3. Political parties should commit to remedying the lack of women in the House of Lords through at least gender-equal appointments.** Parties hold the keys to the upper chamber and need to take action now.

## Government

- 4. The Government should introduce intersectional ethnicity pay gap reporting, and improve gender pay gap reporting by reducing the threshold for reporting to 100+ employees, requiring employers to publish action plans.** Giving all women a fair chance of promotion to the top is key to closing the gender pay gap, and key to ensuring more women, in all their diversity, are in positions of power.
- 5. Government should make flexible working the default for job roles, unless there is a good reason for them not to be.** Women are more likely to apply for senior roles if the jobs offer flexibility in terms of hours. Putting in place structures that allow women to balance work with childcare and other caring responsibilities means that businesses can hang on to talented staff and women remain in the leadership pipeline.
- 6. Government departments and agencies, and sector-wide bodies where relevant, should prioritise collecting and publishing intersectional data.** Without a consistent, clear picture of inequality by gender alongside other protected characteristics, it is harder to hold organisations to account.

## Sector bodies

- 7. Action plans to achieve equal representation must be established by co-ordinating bodies in sectors where women from ethnic minority groups are missing from the top.** While more data is important, in industries where it is clear that there is a problem with intersectionality in leadership, a lack of data must not be an excuse for inaction.

**8. Bodies with a leadership role in sectors where women's representation at the top has fallen or stagnated should set out an action plan to achieve change.**

This approach has been shown to work among the FTSE 100 through the Hampton Alexander review, for board roles.

# APPENDIX

## Methodology

Sex and Power 2022 uses data collected from September 2021 – December 2021. The data on women's representation was either taken from existing research or newly created from publicly available information. Where data has been collated using publicly available information, there is a risk of error – but any errors relating to individuals, while regrettable, are unlikely to have an effect at the aggregate level. We have assumed that the information on relevant websites will be accurate at the point of access.

The report cites intersectional data where possible – but in many instances this data is not available. There is a need for the authorities relevant for each sector, in some cases Government, to create an intersectional picture on protected characteristics.

This year we have included a section on women's representation during the COVID-19 crisis. We used the Wayback Machine digital archive to access data from the earlier in the pandemic.

## Lists of bodies

**Included in the overall total:** House of Commons, Shadow Cabinet, Select Committee, House of Lords, Cabinet and those attending Cabinet, Ministers, Whips Office, Special Advisors, Lobby Journalists, Think Tank Directors, Welsh Assembly, Scottish Parliament, Northern Ireland Assembly, Local Council Leaders and Chief Executives, Metro Mayors, Combined Authority Boards, Police and Crime Commissioners, London Assembly, Permanent Secretaries, Public Appointments (newly appointed in 2020-21), Bank of England MCP, Supreme Court, Court of Appeal, High Court, University Vice Chancellors, National Newspaper Editors, National Newspaper Political Editors, Broadcast Political Editors, Regional Newspaper Editors, Social Media Chief Executives, Magazine Editors, FTSE 100 Chief Executives and Executive Directors(hips), LEP Chairs and members, Trade Union General Secretaries, Charity Chief Executives, Chairs and Chief Executives of Professional Bodies, Museum Chairs and Directors, Sport Governing Body Chairs and Chief Executives.

**Professional bodies:** National Police Chiefs' Council, Chartered Institute of Building, Chartered Institute of Environmental Health, Chartered Institute of Housing, Chartered Institute of Personnel and Development, Engineering Council, Faculty of Advocates, General Council of the Bar, General Medical Council, General Optical Council, Health and Care Professions Council, Institute of Actuaries, Institute of Chartered Accountants, Institute of Chemical Engineers, Law Society, Law Society of Scotland, Royal College of General Practitioners, Royal College of Nursing, Royal College of Physicians, Royal College of Psychiatrists, Royal College of Surgeons, Royal Institute of British Architects.

**Museums and Art Galleries:** Ashmolean, Baltic Centre for Contemporary Art, Beamish, Birmingham Museums, British Library, British Museum, Design Museum, Fitzwilliam, The Museum of the Home, Glasgow Museums, Hepworth Gallery, Horniman Museums & Gardens, Imperial War Museum, Ironbridge Gorge Museum, Leeds Museums & Galleries, London Transport Museum, Manchester Art Galleries, Museum of London, National Archives, National Army Museum, National Coal Mining Museum for England,

National Football Museum, National Galleries Scotland, National Gallery, National Library of Scotland, National Science and Media Museum, National Museum of Science and Industry, National Museum of Wales, National Museums Liverpool, National Museums Northern Ireland, National Museums Scotland, National Portrait Gallery, National Railway Museum, National Trust, Natural History Museum, Norfolk Museums & Archaeology Service, People's History Museum, Royal Air Force Museum, Royal Armouries, Royal Navy National Museum, Science Museum, Serpentine Gallery, Sir John Soane's Museum, Tate, Tyne & Wear Archives & Museums, V&A, Wallace Collection, Whitworth Gallery.

**Sport Governing Bodies:** Sport England, Sport Scotland, Sport Wales, Sport Northern Ireland, Amateur Boxing Association, British Crown Green Bowling Association, British Cycling, British Equestrian Federation, British Gymnastics, British Horse Racing Authority, British Judo Association, British Rowing, British Swimming, British Volleyball Association, England Golf, England Hockey, Football Association, Golf Union of Wales, Lawn Tennis Association, Motor Sports Association, Premier League, Rugby League, Scottish Golf Union, UK Athletics, England and Wales Cricket Board, British Canoeing.

**National Newspapers:** Daily Express, Daily Mail, Daily Mirror, Daily Star, Daily Star Sunday, Daily Telegraph, Financial Times, Guardian, I paper, Mail on Sunday, Observer, Sun, Sun on Sunday, Sunday Express, Sunday Mirror, Sunday People, Sunday Telegraph, The Times, Sunday Times.

**Magazines:** The National Trust, Tesco, ASDA, TV Choice, What's on TV, Waitrose & Partners Food, Nature's Home, Radio Times, English Heritage, Waitrose & Partners Health, The Garden, Good Housekeeping, Stylist, Take a Break, My VIP (Pets at Home), Caravan and Motorhome Club, Slimming World, Time Out, Camping and Caravanning, Private Eye.



# ENDNOTES

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The Fawcett Society is the UK's leading membership charity campaigning for gender equality and women's rights at work, at home and in public life. Our vision is a society in which women and girls in all their diversity are equal and truly free to fulfil their potential creating a stronger, happier, better future for us all.

Fawcett Society  
Studio 222  
China Works  
100 Black Prince Road  
London, SE1 7SJ

[www.fawcettsociety.org.uk](http://www.fawcettsociety.org.uk)

Registered charity No.1108769