

# UKRI Future Leaders Fellowships

## Career breaks and flexible working

The assessment of fellowship applications frequently involves appraisal of the applicant's track record. In making this appraisal, review panels take into account time spent outside the active research / innovation environment, whether through career breaks or flexible working.

### Definitions

**Career breaks** are defined as a substantive period of time spent outside research / innovation. Reasons may include\* the following:

- Personal reasons
- Trying out a new career
- Parental leave
- Ill health, injury or disability
- Caring/domestic responsibilities
- Study/training/further education

**Flexible working** describes any working arrangement where the number of hours worked, or the time that work is undertaken, vary from standard practice and could include\* the following:

- Reduction in full time hours
- Long-term partial return to work
- Job sharing
- Compressed working hours
- Term-time only working
- Annualised hours

### Guidance for review panels

In assessing the effects of career breaks or flexible working, panels will note the applicant's career trajectory and potential at the beginning of a break, relative to the stage of the applicant's career. In assessing applicants, panels will recognise that the effects on productivity of a career break, or a period of flexible working, may continue beyond the return to work.

The following areas may be affected\*:

- Presentation and publication record
- Patents filed
- Track record of securing funding, including time to obtain preliminary data
- Maintaining networks of research / innovation contacts and collaborations
- Recruitment of staff
- Time required for training
- The ability to take up opportunities in different geographical locations
- The ability to take up courses, sabbaticals, 'visits', placements and secondments

### Guidance for applicants

Applicants should make clear any substantive periods of absence from research / innovation within their application. Further details on the nature of the absence and how it has affected

track record, productivity and career progression may be provided if desired<sup>1</sup>. Information provided will be used only to make appropriate adjustments when assessing an individual's track record, productivity and career progression.

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<sup>1</sup> The information provided in response to this question helps UKRI in assessing how effective our policies and procedures are in promoting equal opportunities. This information may be used anonymously for statistical purposes and any publication would be on aggregate level. The information is treated in confidence and in line with the UKRI's data protection procedures.

\*Lists are not exhaustive