

# Diversity results for UKRI Future Leaders Fellowships

Rounds 1 to 5

## Future Leaders Fellowships

The Future Leaders Fellowships (FLF) is a £900 million fund that is helping to establish the careers of world-class research and innovation leaders across UK business and academia. To accompany the announcement of Round 5 FLF awards we have published diversity data for both round 5, and all rounds completed to date. As previously stated we will continue to update and publish this data with the announcement of each subsequent round of awards.

### Diversity results for the Future Leaders Fellowships

The dataset contains data on the four protected characteristics (gender, age, ethnicity, disability) for which data are collected from returns by individuals to their Joint electronic Submissions (Je-S) account, which the FLF applicants use to apply for UKRI funding.

Within the associated Excel file, counts and results are not disclosed for groups with 1 to 4 members, which are denoted with '--'. Counts of zero are shown, with other counts rounded to the nearest multiple of 5. Percentages are calculated based on the unrounded counts, and then rounded using the same methodology (percentages of zero are shown, percentages between 1 and 5 are denoted with '--' and other percentages rounded to the nearest multiple of 5). The purpose of this rounding methodology is to reduce the risk of identifying individuals from published figures.

For round 5 the data are based on the awards that were accepted by applicants as of August 2021. For rounds 1 – 4 data are based on awards that have started.

It is worth noting that some of the groups in the protected characteristics have a low number of applicants, so care should be taken when interpreting differences in the figures.

We note:

- Round 5 award rates have decreased from previous rounds due to the large increase in the number of applications received to round 5. Round 5 has an overall award rate of 15%, while rounds 1 to 5 had an award rate of 20%.
- Males and females have the same award rate for round 5, however we have seen a lower proportion of female applicants in this round. Despite the lower proportion of female applicants, we have seen a higher proportion of awards for females since the start of the scheme, with the overall proportion of applications from females being 40% and the proportion of awards being 45%. This is in-line with other fellowship schemes across UKRI, which overall see females make up a higher proportion of awards than applications. This can be seen in the UKRI diversity data release: [www.ukri.org/about-us/equality-diversity-and-inclusion/diversity-data](http://www.ukri.org/about-us/equality-diversity-and-inclusion/diversity-data).
- Over the five rounds of the FLF the award rate for ethnic minority applicants has varied and has been both above and below the average award rate for a round. Over the five rounds the award rate for ethnic minority applicants is 5 percentage points lower than that of the programme as a whole.
- Over all five rounds of the FLF, fewer than 5% of applications have been from applicants who have disclosed a disability. Over the five rounds, the award rate for these applicants has been both above and below the overall award rate for that round. The award rate over all five rounds is 5 percentage points higher for applicants disclosing a disability than for the

programme as a whole. The decrease in the award rate for applicants disclosing a disability in round 5 is due to an increase in the number of applications overall.

- The only age groups for which we have not yet made an award are the 60-69 and 70+ age groups. We continue to make awards across all other age groups. The increase in applications in round 5 is predominantly amongst 30-39 and 40-49 year olds and not the 20-29 year olds.

The scheme is committed to supporting researchers and innovators with outstanding potential, regardless of their background. Our processes for reviewing applications aim to be fair and unbiased. UKRI is examining the data in further detail and will be analysing further data as Round 6 of the FLF is completed to gain insight regarding the potential causes of any disparities that may be seen in award rates.