



**UK Research
and Innovation**

Future Leaders Fellowships Round 8: Inclusive Selection Statement – Survey Questions

Contact Information

1. Host organisation
2. A number of survey respondents may be contacted by external consultants appointed by UKRI to discuss additional points relating to inclusive selection processes to further inform the review and the identification and sharing of good practice. Please provide details of the best person to contact for this purpose.
 - Name
 - Email Address
 - Phone Number
3. Has your organisation previously submitted an inclusive selection statement for Round 7?
 - Yes
 - No
4. Has your inclusive selection process changed since you last submitted a statement for Round 7?
 - Yes
 - No
 - N/A

Inclusive selection process

Please describe the inclusive selection process you have implemented in selecting which applicants to put forward for Round 8 of the UKRI Future Leaders Fellowships (FLF) scheme.

As guidance, it is suggested that host organisations consider the following points in designing and describing their inclusive selection process:

- How was the opportunity to apply to the FLF scheme promoted, including within your organisation, across the UK and internationally?
- How were applicants supported through any internal selection processes?
- What processes were used to identify potential and final candidates?

- Do you have any insights into why potentially suitable applicants don't apply/continue their applications?
 - Given the pan-UKRI nature of the FLF programme, were selection decisions made at a school/departmental level or at a university level? How did the level of decision making affect the selection process?
 - How did these processes enable diversity and inclusion in the selection of potential and final candidates?
 - What steps were taken to mitigate unconscious bias in the selection process?
 - How diverse was the membership of any selection panels used in your process?
 - How did you support and/or consider flexible working including part-time working, career breaks and caring responsibilities?
 - How did you enable the inclusion of candidates with different career paths?
 - How did the approach taken align with your organisations equality diversity and inclusion policies?
 - Have you identified any barriers to implementing an inclusive selection process and/or tried things which haven't worked/have learnt lessons from which might be useful to share?
5. Please describe the inclusive selection process you have implemented in selecting which applicants to put forward for round 8 of the UKRI FLF scheme (maximum 5,000 characters).