



UKRI Future Leaders Fellowship Round 10 Inclusive Selection Statement and Diversity Monitoring Data guidance

The Future Leaders Fellowship scheme (FLF) is continuing its request for both an inclusive selection statement and provision of diversity monitoring data from host organisations for round 10 of the scheme. We are undertaking a review of these processes ahead of future rounds to ensure the effective use of this information and a simplified process for all involved. We will be in touch over the next few months to collect feedback on the process and welcome your thoughts.

For round 10 please see below a link to surveys where you will be able to submit your statement and the data you have collected. Please complete both surveys by **15th August** or contact the team (fellow@ukri.org) if you have any questions or delays to this deadline. We will follow up with any organisations that have not submitted statements or got in touch by this date to discuss the progression of their applications within round 10 of the scheme.

Inclusive Selection Statement

The requirements for the inclusive selection statement have not changed since round 9, however we have included some additional examples of what could be included in the statement to help clarify the expectation. There is an option to confirm if nothing has changed to your process since recent submissions.

[Please click here to submit your inclusive selection statement](#), you will be able to save this and edit it later before submitting if you wish to revisit. The full questions included in the survey are available in annex 1.

Diversity Monitoring Data

The data requested within this survey is largely the same with a few small tweaks to reduce burden and ensure the information remains anonymous. For any questions concerning personal data, if the number you are entering is less than 5 then please put '<5' or 'less than 5' instead. Where numbers are small this helps keep the data anonymous and prevent the identification of individual applicants. We have also removed the requirement to provide information on the applicants that were formally submitted to the scheme, this is to avoid duplication of personal information and reduce burden on research organisations.



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[Please click here to submit your diversity monitoring data](#), you will be able to save this and edit it later before submitting if you wish to revisit. The full questions included in the survey are available in annex 2.



Annex 1: Inclusive Selection Statements survey questions

- 1 What is the name of your organisation?
- 2 Full Name (or best contact for any queries)
- 3 Email address (yours or the best contact for queries)
- 4 Contact number
- 5 Has your organisation previously submitted an inclusive selection statement for round 9 or a previous round? yes/no
- 6 Has your inclusive selection process changed since you last submitted a statement? (only if you said yes to question 6) yes/no
- 7 Please describe the inclusive selection process you have implemented in selecting which applicants to put forward for round 10 of the UKRI Future Leaders Fellowship scheme. (if you answered no to question 6 you will skip this question. Some examples of things you could include are below:
 - How did you promote the scheme internally
 - What support did you provide applicants during the process
 - What process did you follow to select your submissions and how did you ensure this was fair and consistent
 - What barriers did you experience when implementing an inclusive selection process and what would you consider for next time Were any changes to policy/process required to run the process as described
 - Do you have any future plans to make amendments to the process
- 8 How will you utilise the diversity monitoring data requested by UKRI to improve your inclusive selection processes?

Annex 2: Diversity Monitoring Data survey questions

1. Name (optional if you are happy to be contacted if necessary)
2. Email address

Sex and Gender

On this page all entries that would be less than 5 should be inputted as 'not disclosed as under 5', this is to protect the identity of individual applicants. Note: we are no longer requesting information on the candidates who submit applications to the FLF scheme to avoid collecting unnecessary data

3. Number of candidates who expressed an interest in applying to round 10 of the FLF scheme who's...
Please provide numerical responses to each category (A to K) using the format below. Use one line per response. For any count under 5, enter: not disclosed as under 5.
Example:
A: 10
B: not disclosed as under 5 C: 6

Response Options:

- A. Sex is female
 - B. Sex is male
 - C. Sex is unknown/not disclose
 - D. Gender identity is a man
 - E. Gender identity is a woman
 - F. Gender identity is non-binary
 - G. Gender identity is other
 - H. Gender identity is unknown/not disclosed
 - I. Gender identity is the same as sex registered at birth
 - J. Gender identity is not the same as sex registered at birth
 - K. Whether gender identity is the same as registered at birth is unknown/not disclosed
4. Number of candidates expressing an interest who were considered to have competitive/supportable applications.
Please provide numerical responses to each category (A to K) using the format below. Use one line per response. For any count under 5, enter: not disclosed as under 5.



Example:

A: 10

B: not disclosed as under 5 C: 6

Response Options

- A. Sex is female
- B. Sex is male
- C. Sex is unknown/not disclosed
- D. Gender identity is a man
- E. Gender identity is a woman
- F. Gender identity is non-binary
- G. Gender identity is other
- H. Gender identity is unknown/not disclosed
- I. Gender identity is the same as sex registered at birth
- J. Gender identity is not the same as sex registered at birth
- K. Whether gender identity is the same as registered at birth is unknown/not disclosed

5. What is the benchmark data of early career researcher populations at your Research Organisation?

Please provide the percentage of candidates for each category (A to K) using the format below. Use One line per response, with percentages given to two decimal places.

Example:

A: 43.50%

B: 51.20%

C: 5.30%

Response Options

- A. Sex is female
- B. Sex is male
- C. Sex is unknown/not disclosed
- D. Gender identity is a man
- E. Gender identity is a woman
- F. Gender identity is non-binary
- G. Gender identity is other
- H. Gender identity is unknown/not disclosed
- I. Gender identity is the same as sex registered at birth
- J. Gender identity is not the same as sex registered at birth



- K. Whether gender identity is the same as registered at birth is unknown/not disclosed

Ethnicity

On this page all entries that would be less than 5 should be inputted as 'not disclosed as under 5', this is to protect the identity of individual applicants. Note: we are no longer requesting information on the candidates who submit applications to the FLF scheme to avoid collecting unnecessary data.

6. Number of candidates that expressed interest in applying to round 10 FLF
Please provide numerical responses to each category (A to G) using the format below. Use one line per response. For any count under 5, enter: not disclosed as under 5.

Example:

A: 10

B: not disclosed as under 5 C: 6

Response Options

- A. Arab
- B. Asian, or Asian British
- C. Black
- D. Mixed or multiple ethnic groups
- E. White
- F. Any other ethnic background
- G. Unknown/not disclosed

7. Number of candidates expressing interest who were considered to have competitive/supportable applications?
Please provide numerical responses to each category (A to G) using the format below. Use one line per response. For any count under 5, enter: not disclosed as under 5.

Example:

A: 10

B: not disclosed as under 5 C: 6

Response Options

- A. Arab
- B. Asian, or Asian British
- C. Black
- D. Mixed or multiple ethnic groups



- E. White
- F. Any other ethnic background
- G. Unknown/not disclosed

8. What is the benchmark data of early career researcher populations at your Research Organisation?

Please provide the percentage of candidates for each category (A to G) using the format below. Use One line per response, with percentages given to two decimal places.

Example:

A: 43.50%

B: 51.20%

C: 5.30%

Response Options

- A. Arab
- B. Asian, or Asian British
- C. Black
- D. Mixed or multiple ethnic groups
- E. White
- F. Any other ethnic background
- G. Unknown/not disclosed

Disability

On this page all entries that would be less than 5 should be inputted as 'not disclosed as under 5', this is to protect the identity of individual applicants. Note: we are no longer requesting information on the candidates who submit applications to the FLF scheme to avoid collecting unnecessary data.

9. Number of candidates who expressed interest in applying to round 10 FLF?

Please provide numerical responses to each category (A to C) using the format below. Use one line per response. For any count under 5, enter: not disclosed as under 5.

Example:

A: 10

B: not disclosed as under 5

C: 6

Response Options

- A. Disabled



- B. Not disabled
- C. Unknown/not disclosed

10. Number of candidates expressing interest who were considered to have competitive/supportable applications?

Please provide numerical responses to each category (A to G) using the format below. Use one line per response. For any count under 5, enter: not disclosed as under 5.

Example:

A: 10

B: not disclosed as under 5 C: 6

Response Options

- A. Disabled
- B. Not disabled
- C. Unknown/not disclosed

11. What is the benchmark data of early career researcher populations at your Research Organisation?

Please provide the percentage of candidates for each category (A to C) using the format below. Use One line per response, with percentages given to two decimal places.

Example:

A: 43.50%

B: 51.20%

C: 5.30%

Response Options

- A. Disabled
- B. Not disabled
- C. Unknown/not disclosed

Discipline

Entries that would be under 5 should be included as actual numbers in this section as this is not protected data. Note: We are no longer requesting information on the candidates who submit applications to the FLF scheme to avoid collecting unnecessary data.

12. Number of candidates who expressed interest in applying to round 10 of the FLF scheme from the following council remit areas.



Please provide numerical responses to each category (A to G) using the format below.

Use one line per response. (Entries that would be under 5 should be included as actual numbers in this section as this is not protected data)

Example:

A: 10

B: 5

C: 6

Response Options

- A. AHRC
- B. BBSRC
- C. ESRC
- D. EPSRC
- E. MRC
- F. NERC
- G. STFC

13. Number of candidates expressing interest who were considered to have competitive/supportable applications within the following council remit areas. Please provide numerical responses to each category (A to G) using the format below.

Use one line per response. (Entries that would be under 5 should be included as actual numbers in this section as this is not protected data)

Example:

A: 10

B: 5

C: 6

Response Options

- A. AHRC
- B. BBSRC
- C. ESRC
- D. EPSRC
- E. MRC
- F. NERC
- G. STFC