

Inclusive Selection Statement Guidance for Early Independence: BBSRC Fellowships 2026

Rationale

Following a 110% increase in application numbers to this funding opportunity and seeing no viable alternative to demand management for this round, BBSRC have requested that institutions perform an internal selection process and submit full-stage applications under a given quota. As part of this process, BBSRC require that each institution completes an inclusive selection statement. The intention of this statement and its associated guidance is to:

- provide examples for your consideration in designing an inclusive selection process;
- enable BBSRC to better understand the process by which departments are selecting candidates;
- enable BBSRC to identify examples of best practice;
- offer you an opportunity to provide feedback to BBSRC.

BBSRC is committed to ensuring that all its processes, programmes and policies are equitable and inclusive, supporting a diverse and vibrant research and innovation community. The use of Inclusive Selection Statements helps BBSRC ensure that all candidates are given fair and equitable opportunities within the constraints of a highly competitive fellowships programme. The information gathered will be used to help us work together towards ensuring Equality, Diversity and Inclusion (EDI) is upheld for this funding opportunity.

People are at the core of R&D - there is nothing more important than how we attract, develop, and retain talented people within research and innovation, to cement our position as a global science superpower. Including and valuing a broader range of people and talent will help us achieve the extraordinary potential of research and innovation.

Submitting Your Inclusive Selection Statement

Your statements must be submitted via the [online survey](#). We also provide the survey questions and their guidance below for your convenience.

The deadline for completion is **16:00 23rd September 2026**.

We require a single submission from each institution. Please decide within your institution who is best placed to do this.

Please note that there are no requirements to provide BBSRC with EDI data of your applicant pool. BBSRC have access to this data from the outline application stage and will compare this to the EDI data gathered at the full application stage.

Inclusive Selection Statement Survey questions

1. Organisation

Please provide the name of your institution

2. Email address

Please provide the most appropriate email address for us to contact with any queries

3. Contact name

Please provide the (most appropriate) name associated with the above email

4. Please describe the inclusive selection process you have implemented in selecting which applicants to put forward for the Early Independence: BBSRC Fellowship 2026 funding opportunity (3,000 characters maximum)

*Below we provide some examples of the things you could include in this statement. Please note that **these are not expectations** and not intended to be prescriptive. Rather, they are intended to provide inspiration when considering your inclusive selection process. You may also want to refer to [EPSRC's report on good practice for inclusive university selection processes](#).*

How were applications assessed? For example:

- *Panel members scored applicants ahead of a selection meeting;*
- *Applications were anonymised;*
- *Applicants were scored solely on their BBSRC Fellowships Outline application;*
- *Experts were allocated to introduce each application;*
- *Candidates were interviewed;*
- *Candidates were scored against the Early Independence: BBSRC Fellowships: Full stage call criteria*
- *Candidates' experience was considered relative to their career stage*

How were assessment panels selected and prepared? For example:

- *The panel was diverse in terms of protected characteristics;*
- *Panellists received unconscious bias training and were encouraged to call out any perceived bias;*
- *The panel included members with EDI expertise;*
- *The panel included members with expertise in supporting the career development of Early Career Researchers*

How were applicants supported throughout the process? For example:

- *Reasonable adjustments were offered and made to applicants where appropriate*
- *Constructive feedback was provided to unsuccessful candidates*
- *Selected candidates were supported in writing their full application*

5. What barriers did you experience when implementing an inclusive selection process and how would you do things differently?

6. Is there any feedback you would like to provide to BBSRC?

How could we better work with you in handling the increased demand for BBSRC Fellowships?

This question is not assessed but will be read by BBSRC staff.

Assessment

Your Inclusive Selection Statement will be assessed by members of BBSRC's Committee E (who assess fellowships) and EDI Expert Advisory Group. Acknowledging that there is significant time pressure to conduct the institutional selection, this review will be light-tough and focus on providing constructive feedback and achievable actions for improvement.

Contact



Biotechnology and
Biological Sciences
Research Council

Should you have any queries about your inclusive selection statement please email:

Postdoc.fellowships@bbsrc.ukri.org