



UK Research  
and Innovation

# **Diversity results for UKRI Future Leaders Fellowships Rounds 1 to 4**

## 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 4 FLF awards we have published provisional diversity data for both Round 4, and final data for all rounds completed to date. 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 Rounds 1-3 the data are based on the awards that were accepted. For Round 4, the data presented are for the 101 awards that have been provisionally accepted by applicants; at the time of publication we are in the early stages of issuing the awards.

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:

- There has been a lower proportion of female applicants but 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 four 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 four rounds the award rate for ethnic minority applicants is 5 percentage points lower than that of the programme as a whole. The low number of applicants within this group, compared to the overall number of applicants, mean that it is not possible to confirm this as a trend for this scheme at this point.
- Over the four rounds of the FLF the award rate from disabled applicants has varied and has been both above and below the average award rate for a round. Over the four rounds the award rate for disabled applicants is 10 percentage points higher than that of the programme as a whole. The low number of applicants within the group, compared to the overall number of applicants, mean that it is not possible to confirm this as a trend for this scheme at this point.
- 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 scheme is committed to supporting excellent researchers and innovators 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 new data as future rounds of the FLF are completed to gain insight regarding the potential causes of any disparities that may be seen in award rates. In the meantime, we are continuing to further diversify our reviewer and panel communities, including an open recruitment to the FLF Peer Review College.

Insights will be used to further drive FLF activities and our interactions with host organisations aimed at ensuring we receive high quality applications from a diverse range of applicants, as well as informing UKRI equality, diversity and inclusion (EDI) policy development.