



[REDACTED]

10 May 2021

Dear [REDACTED]

Freedom of Information request: FOI2021/00207

Thank you for your Freedom of Information request received on the 13 April in which you requested the following:

Your request:

I am looking to find applicant diversity data on the UKRI Future Leaders scheme. I have viewed the data available (attached) on the UKRI website, but this does not appear to provide data broken down to rejection/success at the interview stage. Given the (i) critical importance of the interview process in these applications, and (ii) the room for unconscious bias in face-to face interviews, I am keen to be able to see that data as well.

Would you be able to share with me this information, or give me links to the relevant pages on your website in case I have missed seeing them?

Our response

I can confirm UK Research and Innovation (UKRI) hold the information relevant to your request. Please find the requested information in the attached document, "FOI2021-00207 FLF Round 1-4 EDI data 20210428".

UKRI had previously published the award rate, number and proportion of applicants, and awardees for FLF rounds 1 to 4, in October 2020. Both the data and the [narrative report](#)¹ can currently be found under 'Additional info' on the [Future Leaders Fellowships: Round 6](#)² page of the UKRI website. Although the published data does not include rejection/success rates at the interview stage, the narrative report includes a number of comments that remain relevant to the additional data we have provided in response to your request.

The data is provided for rounds 1 to 4 of the Future Leaders Fellowships (FLF) by selected characteristics. Please note that ethnicity data is presented using a binary breakdown due to the small number of FLF awards. Using a more detailed breakdown would result in the majority of the figures being suppressed. Please see the 'content' tab within the spreadsheet attached for a further explanation of the data provided.

Under section 40(2) we are withholding some information, denoted with '--', to protect anonymity because the numbers in one or more categories are fewer than five. We cannot provide details where the numbers are fewer than five as the individuals concerned in this group or in other groups could be identifiable.

Section 40(2) exempts personal information from disclosure if that information relates to someone other than the applicant, and if disclosure of that information would, amongst other things, contravene one of the data protection principles in Article 5(1) of the UK General Data Protection Regulations (UK GDPR) and section 34(1) of the Data Protection Act 2018. In this case, we believe disclosure would contravene the first data protection principle, which provides that processing of personal data is lawful and fair. Section 40(2) is an absolute exemption and does not require a public interest test.

¹ www.ukri.org/wp-content/uploads/2020/10/UKRI-28102020-FLF_Round4_Diversity_Data_narrative.pdf

² www.ukri.org/opportunity/future-leaders-fellowships-round-6

UKRI is continually committed to addressing inequality and under-representation in research and innovation. We use this data, together with other evidence and engagement with the research and innovation community to help us identify and deliver actions to create a more equitable system. We have set out the actions we are taking to address under-representation and active participation in our ongoing programme of work. More details about this can be found on our website at [Addressing under-representation and active participation – UKRI](#)³.

If you have any queries regarding our response or you are unhappy with the outcome of your request and wish to seek an internal review of the decision, please contact:

Head of Information Governance

Email: foi@ukri.org or infogovernance@ukri.org

Please quote the reference number above in any future communications.

If you are still not content with the outcome of the internal review, you may apply to refer the matter to the Information Commissioner for a decision. Generally, the ICO cannot make a decision unless you have exhausted the review procedure provided by UKRI. The Information Commissioner can be contacted at: <http://www.ico.gov.uk/>

If you wish to raise a complaint regarding the service you have received or the conduct of any UKRI staff in relation to your request, please see UKRI's complaints policy: <https://www.ukri.org/about-us/policies-and-standards/complaints-policy/>

Yours sincerely,


Information Governance
Information Rights Team
UK Research and Innovation
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³ <https://www.ukri.org/our-work/supporting-healthy-research-and-innovation-culture/equality-diversity-and-inclusion/addressing-under-representation-and-active-participation/>