



[REDACTED]

4 November 2021

Dear [REDACTED],

Freedom of Information request: FOI2021/00468

Thank you for your Freedom of Information request received on the 25 October in which you requested the following:

Your request:

Dear Innovate UK

In recruitment, can you confirm if you offer pre-recorded interviews as a reasonable adjustment. These can be also known as asynchronous interview.

Our response

I can confirm UK Research and Innovation (UKRI) hold information relevant to your request. Please see the information below.

Innovate UK have not had this specific request for a reasonable adjustment. However, if required, as part of a reasonable adjustment, this is something Innovate UK could offer.

Invitations for interview contain the following statement, *"Should you have any special requirements for the interview then please let me know as soon as possible."*

Our [website](#)¹ also has an Equal Opportunities section attached to each job role/opportunity which states, *"If you require any assistance or adjustments please contact Recruitment@ukri.org who will be happy to help."*

As noted on the UKRI Website, as an equal opportunities employer, we welcome applications from all sections of the community, in accordance with the Equality Act 2010. We guarantee to interview all applicants with a disability who meet the minimum criteria of a vacancy and will make necessary adjustments to do so.

Further information on how UKRI supports equality, diversity and inclusion can be found [here](#)².

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.

¹ <https://innovateuk.wd3.myworkdayjobs.com/innovateukcareers>

² <https://www.ukri.org/about-us/work-for-us/working-at-ukri/edi-in-the-workforce/>

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
foi@ukri.org | dataprotection@ukri.org