



[REDACTED]

27 September 2024

Dear [REDACTED],

Freedom of Information request: FOI2024/00778

Thank you for your Freedom of Information request received on the 31 August in which you requested the following:

Your request:

Innovate UK Women In Innovation Competition 2024

I would like to make a request for the following information:

- 1) threshold funding pass rate for the 'portfolio approach' for the county of Essex (CB10 1AX) for this competition in 2024*
- 2) demographics of the assessors (specifically the age and gender identity of the assessors) who scored in the Innovate UK Women in Innovation award 2024, including any demographics held on assessors who identify on the neurodivergent scale and/or disclosed as disabled.*
- 3) training process all Innovate UK assessors attend on EDI matters and whether this is mandatory or not, including procedures to recruit assessors with disabilities and/or on the neurodivergent spectrum and how this fits in with the wider EDI strategy across UKRI since January 2023.*

Our response:

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

1) threshold funding pass rate for the 'portfolio approach' for the county of Essex (CB10 1AX) for this competition in 2024

The funding threshold for the East of England (the region including Essex) was 86.4.

2) demographics of the assessors (specifically the age and gender identity of the assessors) who scored in the Innovate UK Women in Innovation award 2024, including any demographics held on assessors who identify on the neurodivergent scale and/or disclosed as disabled.

In preparing this response we have considered the risks of identifying individuals from small numbers, therefore, in line with standard statistical reporting practice, data has been suppressed to mitigate against the disclosure of personal data. Under Section 40(2) of the FOIA, this data is exempt where it relates to fewer than five individuals. We consider that to disclose information relating to small numbers of individuals would contravene the first Data Protection Principle as defined under Section 86 of the Data Protection Act 2018 and Article 5 of UK General Data Protection Regulation (UK GDPR) of lawfulness, fairness and transparency.

Section 40(2) is an absolute exemption and does not require a public interest test.

Members in each category have been rounded to the nearest value of five. As mentioned above, categories consisting of between one and four individuals have been suppressed as personal information under section 40(2) of the FOIA and are indicated by '< 5'. Where there are no members within a category, a count of zero is recorded.

Table 1: Age Range of Assessors for the Women in Innovation Awards 2024/25

Age Range	Count of Assessors
20-29	< 5
30-39	25
40-49	60
50-59	115
60 or more	210
No Data	255
Total	660

Table 2: Gender of Assessors for the Women in Innovation Awards 2024/25

Gender	Count of Assessors
Man	300
Woman	100
Non-binary	5
Prefer not to say	10
Prefer to self-describe	< 5
No Data	245
Total	660

Table 3: Disclosed Conditions, Illnesses or Disabilities of Assessors for the Women in Innovation Awards 2024/25

Gender	Count of Assessors
No Declared Conditions, Illnesses or Disabilities	375
Declared Conditions, Illnesses or Disabilities	100
Prefer not to say	25
No Data	260
Total	660

Please note, data is not collected specifically on neurodiversity for assessors, therefore this information is not held.

3) training process all Innovate UK assessors attend on EDI matters and whether this is mandatory or not, including procedures to recruit assessors with disabilities and/or on the neurodivergent spectrum and how this fits in with the wider EDI strategy across UKRI since January 2023.

While assessors are expected to act in accordance with certain behaviours as part of their assessor agreement, they are independent contractors rather than employees. As such, Innovate UK does not mandate training and instead provides a set of equality, diversity and inclusion guidance materials to assessors. EDI guidance documents issued to assessors have previously been released in response to [FOI2024/00060](#)¹. In addition, there are regular engagement sessions with assessors, which include discussions about equality, diversity and inclusion within the assessment process.

UKRI and Innovate UK welcome applications from people of all backgrounds and are committed to making our processes accessible to everyone, making reasonable adjustments where deemed necessary and appropriate. Assessor recruitment campaigns have not been run that are specifically targeted to disabled or neurodivergent individuals.

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 within the next 40 working days:

Head of Information Governance

Email: foi@ukri.org

¹ <https://ukri.disclosurelog.co.uk/disclosures/76ec8fcf-3656-49ba-b711-38f60321a159>

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: www.ico.org.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](#)².

Yours sincerely,


Information Governance
Information Rights Team
UK Research and Innovation
foi@ukri.org | dataprotection@ukri.org

² <https://www.ukri.org/who-we-are/contact-us/make-a-complaint/#skipnav-target>