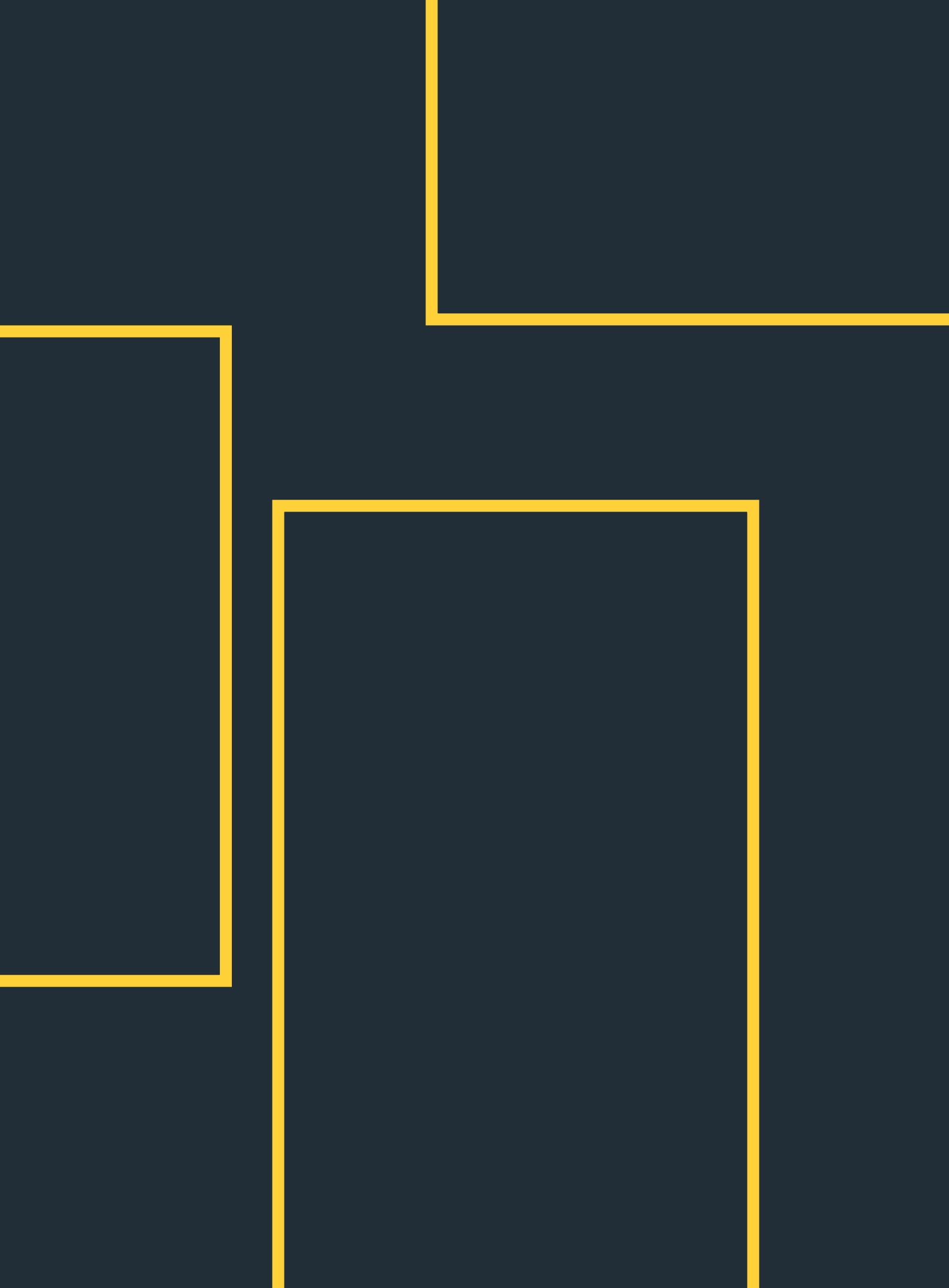




# **Annual report and financial statements 2023**



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# Chair's foreword

It is my great pleasure to introduce this annual report for the Nuffield Foundation. The Foundation marked its 80th anniversary in 2023. Eight decades after we began working to make a meaningful contribution to social change, many aspects of contemporary Britain would be beyond recognition to our founders. Our predecessors would also have marvelled at fast-paced technological innovation and its impact on almost every aspect of lives today.

Some things have changed less than we would have wished. The original Foundation Trustees would recognise many sadly persistent themes – deep disadvantage and inequality in social well-being in all age groups, a lack of opportunity within education and housing for a large sector of society, isolation and growing divisions, and a lack of equal access and support within the justice system. For all our technological progress, human and societal problems remain acute.

We are deeply fortunate to have the endowment given to us by the industrialist Lord Nuffield to help make meaningful change where it is most needed. His gift of financial independence and a broad remit offers the Foundation a unique opportunity to rise to the challenge of tackling social inequity.

In 2023 we launched *Changing Lives for the Better*, a year-long series of events and activity. Our aim, to anticipate issues that will shape life in the UK over the next 20 years, and to develop research priorities that will address these.

The projects we fund share a determination to advance educational opportunity and social well-being through an understanding of how to make a meaningful difference. From the economy, bioethics, and the ethics of AI to very specific research on work and well-being for people living with arthritis, the Foundation is in the privileged position of targeting its work in those areas it can use its independence for societal good.

Education has always been at the heart of the Foundation's work and we take care to consider how this interacts with other aspects of society: the economy, health, housing and justice. The Institute for Fiscal Studies' *Annual report on education spending in England: 2023*, funded by us, focused on how aspirations to

'level up' education achievement and opportunities have met with the complex realities of provision and current need.

In 2023 we held a seminar to mark the midpoint of our *Understanding Communities* programme. In collaboration with the British Academy, we awarded £1.1m to six research teams for projects aimed at exploring how local communities function and can improve people's lives.

We also opened a *General Election Analysis and Briefing Fund* to inform policy, manifesto commitments and the public, as the UK seeks to respond to a daunting array of individual, local, national and global challenges.

These are just a few examples of our work in 2023. As a Foundation we do not assume that there are easy solutions to societal problems, or that we have all the answers. What we do have is a special opportunity to bring insights to bear on social interventions, so they have the maximum chance of success. We do this by working with others. Our research community is exceptional and our staff and many partners across the third sector, practitioners, industry and government are similarly committed to improving lives.

I must express my gratitude to our programme directors and Trustees, including this year a new Trustee, Brian Bell, Professor of Economics at King's Business School. Alongside new Chairs of the Nuffield Council of Bioethics, Ada Lovelace Institute and Nuffield Family Justice Observatory, we also welcomed a new Director of Strategy and Engagement.

Finally, I wish to thank our Chief Executive, Tim Gardam, who formally retires in 2024. The quality of our work, and the respect in which it is held, is a true tribute to Tim's thoughtful leadership and dedication to making a difference to the lives of the people the Nuffield Foundation serves. Whoever takes up the leadership at a time of great social need and change will benefit from the wise stewardship of an outstanding predecessor to whom we all owe our thanks.



**Professor Sir Keith Burnett**  
Chair of Trustees



# Chief Executive's foreword

The Nuffield Foundation's value has always derived from the capacity of the work we fund to stand back from the noise of day-to-day debate. In 2023, 80 years after the Foundation was established, our founders would recognise current projects as being true to our original purpose of improving lives, while reflecting contemporary pressure points of uncertainty and insecurity.

Our most ambitious projects of the past five-year strategy are now coming to fruition. The *IFS Deaton Review of Inequalities* paints a holistic picture of what is known about inequality in the 21st century, in the UK, Europe and USA.

*The Economy 2030 Inquiry*, from the Resolution Foundation, brought the phrase 'Stagnation Nation' into the public lexicon. It has also provided a diagnosis and prescription for the structural problems in the UK economy.

The *Nuffield Early Language Intervention* (NELI) is now an essential tool in many of England's primary schools, helping largely disadvantaged children master language challenges intensified post-Covid. A large-scale trial of *NELI Preschool* also shows children made the equivalent of three months' additional progress.

Our *Changing Face of Early Childhood* programme, a synthesis of over 90 Nuffield-funded grants alongside many other studies, has framed the urgent debate on the well-being of UK infants and preschool children. Carey Oppenheim, its author, is now an adviser to the Royal Foundation Centre for Early Childhood, along with Beverley Barnett-Jones, Associate Director of the Nuffield Family Justice Observatory.

The Nuffield Council on Bioethics' independent review of disagreements in the care of critically ill children recommended a new Government taskforce, now established. The Ministry of Justice has also committed to exploring less adversarial court models.

The Ada Lovelace Institute has become a powerful voice in the understanding of the impact and regulation of generative AI, taking its place at the UK government's global AI Safety Summit. The Ada team is now working with Nuffield's Education team on the future impact of AI for children, teaching and teachers.

The Nuffield Family Justice Observatory is now the trusted data source for those working in the family courts system. In 2023, it identified major questions around how children are subjected to deprivation of liberty orders. We also funded work on children's participation in the justice system and the implications of racial disparity in the schemes designed to divert them from the criminal courts.

Other Nuffield-funded projects included Professor Emma Hitchings' *Fair shares?*, investigating what really happens to assets at divorce. Dr Laia Becares' work on *Ethnic inequalities in later life*, still in progress, has already led to the ONS considering changes in the way it collects data.

Nuffield awards research funding to original and robust ideas. We look for comprehensive proposals that use rigorous methodology credible to policymakers and practitioners. We are seeking new and more diverse talent to reflect the complexity of modern Britain. Our online webinar, designed to reach new audiences, led to a 40% increase in applications. Our new Emerging Researchers Network is now connecting post-doctoral and early career researchers working on our projects. In 2023 we also met with the Ukrainian refugee social science researchers our funding has brought to UK universities, through the Researchers at Risk Fellowship Scheme.

In the coming year we will publish our next five-year strategy. We will address the changing nature of work within the context of the UK's demographic change and culture. Our longstanding interests in place, communities and education will focus on the skills that new generations will need to flourish. We must continue to interrogate the enduring question of the relationship between a caring and a productive society.

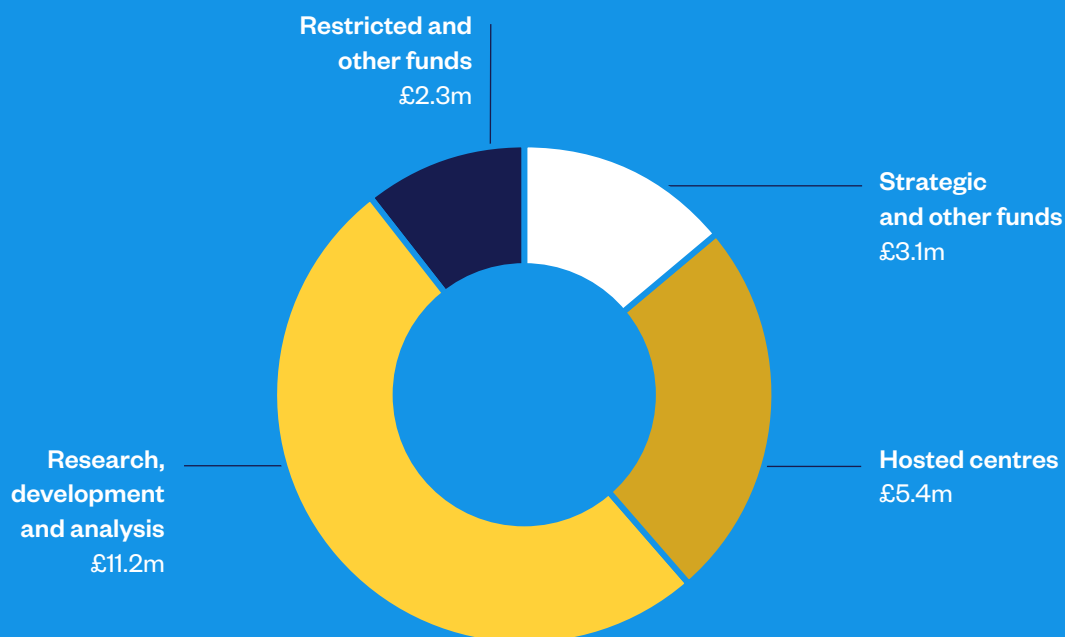
It has been a huge privilege to lead the Foundation for the past eight years. Our new Chief Executive will continue to lead our mission to advance educational opportunity and social well-being as we have always done.



**Tim Gardam**  
Chief Executive

# The year in numbers

**Charitable expenditure of £22 million in 2023** (down from £23.2m in 2022)



\* Our Oliver Bird Fund is a restricted fund for improving the lives of people living with musculoskeletal conditions.

Most of our charitable expenditure comprises grant awards.

**£11.7m**

Total value of grants awarded

**52**

new projects funded

**12**

projects that received additional funding

Applicants submit a short outline application and those that meet our criteria are invited to submit a full application, which is subject to independent peer review and considered by Trustees.

**478**

outline applications received\*

**65**

full applications invited and considered

\* The General Election Analysis and Briefing Fund is a single stage application process:  
23 applications received  
8 funded in 2023

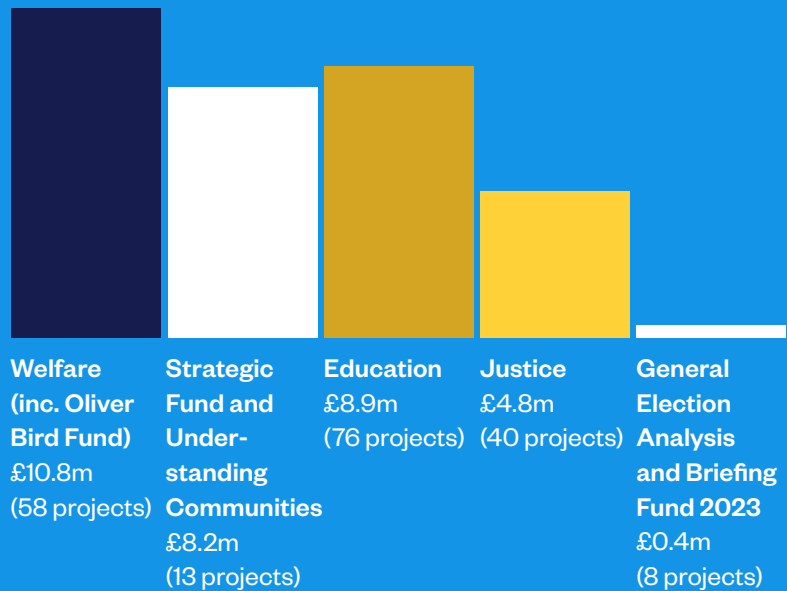
## Current portfolio of research, development and analysis grants

195

total grants outstanding value of

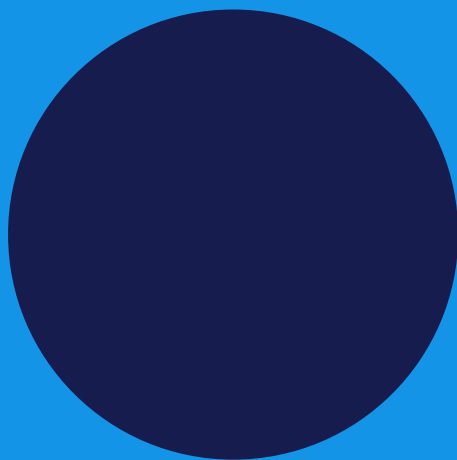
£33.1m

Total value of research grants being managed at the end of 2023  
Split by domain (including Strategic Fund)

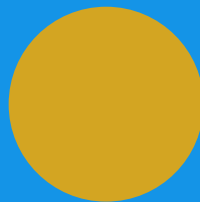


Nuffield Foundation - Annual report 2023

## Who do we fund?



Universities  
(160 projects)



Research/  
policy institutions  
(30 projects)



Charities and  
other organisations  
(9 projects)

## Communications and engagement

Across the Nuffield Foundation, the Ada Lovelace Institute, the Nuffield Family Justice Observatory and the Nuffield Council on Bioethics, we:



convened

**46 events**

attended by more than

**4,094 people**



had

**745,665 visits**

to our websites



were referenced in broadcast,  
print and online media

**6,963 times**



increased our Twitter following by an average of

**6% across our accounts  
to 52,734 followers**



## Nuffield Research Placements

**930 students**

were placed

**95% of students**

were satisfied with their Nuffield Research  
Placements experience



increased our LinkedIn following by an average of




**103% across our accounts  
to 17,305 followers**

# 2023 Highlights

- ➔ *Ending stagnation: A new economic strategy for Britain*, the final report from **The Economy 2030 Inquiry** led by the Resolution Foundation and the London School of Economics and Political Science (LSE), is the product of nearly three years of research, analysis and strategic policy formulation. With people and places at its heart, it engaged influential national and local policymakers, media, and new audiences through its regional events programme.
- ➔ The series of annual reports – and more focused briefing papers – from the Institute for Fiscal Studies on **Education Spending** is now a well-established, authoritative and influential flagship in the education policy calendar. The work has played a key role in shaping policy and public debate, and outputs have placed direct pressure on decisions around spending settlements for schools, Further Education and other parts of the system, evidenced by Department for Education (DfE) and Treasury reports.
- ➔ The **NELI Preschool trial**, the nursery equivalent to the [Nuffield Early Language Intervention](#), showed children receiving the intervention made the equivalent of three months' additional progress in their language development. The 20-week programme was delivered by Teaching Assistants to nursery classes in socio-economically deprived areas, with additional targeted support for children with the weakest oral language skills.
- ➔ £0.4 million of grants were awarded from our new **General Election Analysis and Briefing Fund** to eight organisations for research aimed at informing policy, pledges and public debate in the run-up to the next UK general election.

- 
- ➔ **Full Fact report 2022** called on the government and Parliament to strengthen online media literacy, following which the Online Safety Act of October 2023 required Ofcom to introduce new objectives relating specifically to social media and search platforms. The 2023 report set out the case for MPs to agree to new parliamentary rules that make it easy to correct mistakes. MPs voted in October 2023 for changes to the parliamentary rules so that all MPs, rather than only Ministers, will be able to correct the official record.
- 
- ➔ Musculoskeletal (MSK) conditions are the greatest cause of pain and disability in the UK. Work on six projects began in 2023 aiming to inform policy and practice interventions to improve the well-being and working lives of people with MSK. The awards, totalling £1.94 million, were **made in 2022** from the **Oliver Bird Fund** in partnership with Versus Arthritis.
- 
- ➔ The ***Fair shares?*** project provides the first detailed insight into what happens to assets when couples divorce. The research report comes during a review by the Law Commission of England and Wales into the 50-year-old laws that govern how assets are shared after a divorce. *Fair shares?* is specifically referenced in the review's Terms of Reference. This is the first time that a single piece of research has so fundamentally underpinned a Law Commission review from the outset, demonstrating the centrality of the research to their work.
- 

**The Online Safety Act of October 2023 required Ofcom to introduce new objectives relating specifically to social media and search platforms.**

- 
- Children subject to deprivation of liberty orders** are now recorded in national administrative data for the first time, following the Nuffield Family Justice Observatory (Nuffield FJO) work with the new National Deprivation of Liberty Court. With leading academics, the Nuffield FJO developed a set of principles outlining ways to better support children with complex needs, including those subject to deprivation of liberty orders. These were welcomed by the DfE and NHS England.
- 
- The Nuffield Council on Bioethics' (NCOB) ***Independent review: Disagreements in the care of critically ill children*** recommended the creation of a government taskforce to take forward changes within the NHS and the courts to help reduce the profound impact these can have. In early 2024 the Government confirmed that an implementation taskforce has been established. NHS England has introduced regional conflict champions and launched resources and conflict management training for healthcare professionals. The Ministry of Justice has committed to exploring less adversarial court models.
- 
- The Ada Lovelace Institute (Ada) was invited to attend the UK's AI Safety Summit to discuss advanced AI technologies. Ada's Interim Director Francine Bennett addressed world leaders and luminaries from the tech sector and beyond, emphasising the importance of putting people and society at the centre of all discussions about AI safety. Ada partnered with AI Fringe to support greater diversity in perspectives and discussion of a broader range of risks and issued a **Post-Summit civil society communique**.

# Advancing our Mission, Sharing our Progress

The Nuffield Foundation is an independent charitable trust with a mission to advance educational opportunity and social well-being in the UK.

We are also the founder and co-funder of the Nuffield Council on Bioethics, the Nuffield Family Justice Observatory and the Ada Lovelace Institute.

Our aim, for all our activities, is to improve lives for people, families and communities within a just and inclusive society.

Our work addresses the inequalities, disadvantage and vulnerabilities people face in Education, Welfare and Justice, and considers the social and ethical implications of science and digital technologies for people and society.

In order to achieve our aim, we:

- Identify and explore interconnected and complex trends that shape society.
- Fund rigorous research and analysis to build the evidence base and improve understanding.
- Convene, connect and listen to diverse perspectives to foster meaningful debate and bring evidence to inform policy and practice to achieve meaningful change.
- Develop people and skills to strengthen capacity across the research ecosystem.

Our progress, or ‘impact’, means helping to create positive change that contributes to the Foundation’s overall aim of improving social well-being. We recognise that this takes time, may be indirect, and will always involve collaboration with others.

We assess our success by:

- Undertaking internal reviews of work funded within our core domains of Education, Welfare and Justice to assess their value and impact as a body of work and inform the development of new research priorities.
- Supporting and challenging our grant-holders to achieve impact. This focuses on regular reflection on progress against project aims, capacity building, and communications and engagement activities.
- Analysing our grant-holders’ evaluations of their projects. This helps us shape our funding criteria and improve the service we provide.
- Commissioning independent evaluations of areas of our work.
- Steering new ways of working in the Foundation, led by our new Strategy and Engagement directorate.
- Working on our communications and public affairs priorities, identifying our target audiences and measuring reach, engagement and impact.
- Growing our capacity to convene and connect in our fully accessible office, while continuing to recognise the value of the online space so that as many people as possible can engage with our work.

Measuring the true impact we may have on social well-being is difficult, so we focus on measuring interim outcomes and impacts, such as influencing government policy, shifts in public opinion, changes to practice or guidance, and notable contributions to debates around important societal issues.



## Priorities for the next 20 years

In July 2023 we marked the Foundation's 80th anniversary by launching the *Changing Lives for the Better* programme, a year-long series of events and activity to explore the big themes that will define our work in the future. The aim is to anticipate the circumstances, challenges and changes that will shape life in the UK over the next 20 years, and to develop research priorities that will address these issues.

The programme is enabling us to consult with our stakeholders to identify the most pressing challenges facing society, determine

the urgent research questions that need to be answered, and contribute to the new strategic direction for the Foundation for the next five years.

## 80th anniversary events

The event series covers the breadth of our portfolio, bringing together people with different combinations of expertise and experience who otherwise might not connect, and in a range of formats, including conferences, seminars, workshops and webinars, to increase engagement with our work and generate new ideas. The series of events is culminating in a major Nuffield conference in June 2024.

The launch event for the series featured expert reflections from our Trustees and others on the trends and risks society is facing, and the implications for the future. Nuffield Foundation Trustees Professor Ash Amin, Professor Ann Phoenix, John Pullinger and Professor Lorraine Dearden each wrote a short provocation on what they regard as the most defining issues of our age, while Fran Bennett, Interim Director of the Ada Lovelace Institute, and Professor David Archard, Chair of the Nuffield Council on Bioethics, shared their insights on society's future trends.



**“Since 1943 the Foundation has demonstrated the power of evidence to change people’s lives for the better. Eighty years later, in a fast-changing world, our challenge is to reshape the Foundation’s original purpose for the remainder of the 21st century.”**

Tim Gardam, CEO

**“The point is that inequities are complex, inequalities are increasing, and policy solutions to address precarity over the next 30 years will increasingly have to recognise that one size does not fit all.”**

Professor Ann Phoenix, Trustee

Drawing on their collective expertise, their provocations prompted us to think about the urgent questions posed by widening inequalities, weakened institutions and a prescriptive education system, demographic change including migration, while encouraging us to consider the benefits and risks of rapid breakthroughs in bioscience, AI and data-driven technology.

Their reflections, along with those of our partners and stakeholders, will help to inform the Foundation's strategic priorities in the years ahead.

## Intersectionality

In November 2023 as part of the anniversary programme, we hosted a knowledge exchange afternoon exploring intersectionality and its implications for research, policy and practice. Delegates brought a wealth of expertise and experience, with the event specifically interrogating the benefits of, and barriers to, undertaking intersectional research.



At the event we shared a film featuring Professor Ann Phoenix in conversation with Carey Oppenheim, our Early Childhood Lead, discussing what intersectionality means, how intersectional approaches can help us to understand inequalities, and what the implications are for policy and practice.



## Early career researchers

The Nuffield Foundation Emerging Researchers Network launched in October 2023 at a special event held at the Foundation as part of the 80th anniversary programme.

The network was founded to support early career researchers (ECRs) working on Nuffield-funded projects. It represents a proactive initiative from the Foundation to nurture and develop the next generation of future research talent from a wide range of disciplines, institutions and backgrounds.

The launch event aimed to facilitate skills development, grow connections with peers and provide an opportunity to contribute ideas to the development of the Foundation's new strategy and future research priorities.

The day included presentations from ECRs and a keynote speech from Professor Ruth Patrick of the University of York. She spoke about some of her landmark Nuffield-funded research on poverty, social security and welfare reform, as well as the value of participatory approaches and routes to achieving policy impact.

A 'planning for impact' session provided ideas on how to engage with policymakers, parliamentarians and general audiences. There was also an opportunity to meet the Foundation's grants team.



**“Establishing a network for our early career researchers has been a long-held ambition of the Foundation. I am delighted to see it in place to support the professional and career development of our future social research leaders.”**

Tim Gardam, CEO

## Strategic goal one – research portfolio

We fund research that advances educational opportunity and social well-being across the United Kingdom. We will shape our research portfolio by bringing together researchers and users of research to identify the larger questions in our core areas of Education, Welfare and Justice

### Education

Within our Education domain, our objective is to identify ways to improve educational outcomes – at all life stages – through policy change and approaches to teaching and learning that are grounded in robust evidence. We also want to understand wider influences on education and skills, such as the role of families and socio-economic context.

#### Key Education outputs published in 2023

**What:** An analysis of the demand for skills in the labour market: Working paper 3 (The skills imperative 2035: Essential skills for tomorrow's workforce)

**Who:** Jude Hillary, National Foundation for Educational Research

**Headline findings:** The research assessing future skills demand identified a set of six generic, transferable and harder to automate 'Essential Employment Skills': Collaboration;

Communication; Creative thinking; Information literacy; Organising, planning and prioritising; and Problem-solving and decision-making. These skills will be vital for powering the economy and careers in 2035. Employment in occupations that use these skills most intensively is also projected to increase, the majority in professional and associate professional occupations. A limited supply of these skills in the future could hold back economic growth, increase friction in the labour market and put some groups at significant risk of unemployment, resulting in widening inequality.

**What:** Digital skills in apprenticeships

**Who:** Dr Stefan Speckesser, University of Brighton

**Headline findings:** Acquiring relatively advanced digital skills has benefits for earnings and employment in jobs with mid-level skills, often accessed via apprenticeships. Vocational education should go beyond Functional Skills to provide advanced digital skills, this research implies, for apprenticeships standards in the UK.

**What:** Education priorities in the next general election

**Who:** Dr Jon Andrews, Education Policy Institute

**Headline findings:** The first report has proved a valuable resource, outlining some of the key challenges and research evidence across policy areas – from early years to higher education, school and college funding, and the education workforce.

Recommendations include:

- Increase per pupil revenue funding.
- Ensure funding is targeted to help close the disadvantage gap and extend the reach of funding to particularly vulnerable groups.
- Deliver consistent and sustained funding from secondary education onwards.
- Reform allocation of the high needs block of school funding.
- Support schools to deliver their wider role.

**What:** Digital equality in education

**Who:** Professor Morag Treanor, Heriot-Watt University

**Headline findings:** Scholar is an online digital platform delivering online e-learning to 97% of publicly funded secondary schools in Scotland. There have been patterns of increasing participation and student engagement in deprived schools, and the school environment influences this, data from 2018/19 to 2020/21 in all subjects (except English) shows. However, there remain socio-economic inequalities in participation and engagement. Students from the most deprived schools are still less likely to engage with Scholar. Students in rural schools engage with online learning between a quarter and a third more than students in urban schools.

**What:** Choice, attainment and positive destinations: Exploring the impact

of curriculum policy change on young people

**Who:** Dr Marina Shapira, University of Stirling

**Headline findings:** This project identified 'curriculum narrowing', particularly in areas of high deprivation, impacting the likelihood of progressing to higher education in Scotland. Fewer subjects are studied in S4 in Senior Phase (ages 16–18), despite the aim of the Scottish Curriculum for Excellence (CfE) to improve the breadth and depth of learning for young people. Significant variation in the number of subjects studied in the broad general education phase was also found, both between schools and in different year groups. Project findings inform CfE's future direction and implementation, and other similar curriculum policies, that are being developed in the UK and internationally.

**What:** The kids are alright: Adolescents and their fathers in the UK

**Who:** Adrienne Burgess, Fatherhood Institute

**Headline findings:** We are not living in a 'fatherless' society, the latest in the series of research on contemporary fathers in the UK shows. In 2022 in England, more than 95% of mothers and fathers registered the birth of their baby together (similar across the UK); and of the 95% of fathers who were present in their baby's life in the year 2000, nine in ten were still part of their lives when they were teenagers. Both 'time with dad' and the 'closeness' of the father-adolescent relationship during adolescence is also significant, associated with fewer risk behaviours and with teenagers' positive attitudes to school and better grades. The need for data-systems (from birth notifications on) to include fathers' details is highlighted. And further evidence showed that collecting equivalent data about fathers and mothers is central to researching the lives and development of children, including adolescents.

**What:** The effects of COVID-19 on families' time-use and child development: How did parents' experiences in the labour market shape children's social and emotional development during the pandemic?

**Who:** Dr Sarah Cattan, Institute for Fiscal Studies

**Headline findings:** The importance of protecting families during periods of significant economic uncertainty is demonstrated in this research. Overall, the socio-emotional skills of children whose parents had stable labour market experiences throughout the pandemic (whether employed or unemployed the whole time) held up better on average than the skills of children whose families faced more economic instability. This suggests that it was the *stability* of parents' labour market experiences, rather than being in any particular economic category, which was an important determinant of children's socio-emotional development during the pandemic.

**What:** The influence of headteachers on their schools

**Who:** James Zuccollo, Education Policy Institute

**Headline findings:** Effective headteachers significantly improve pupil attainment, teacher retention and teacher absenteeism, this research shows. Enhancing the quality of school leadership may be a cost-effective way of improving school performance and more work should be done on how to achieve it. Specifically, if the government wishes to close the attainment gap, it could encourage more high-quality headteachers to work in the most disadvantaged schools and in areas outside London.

**What:** Cost of living crisis: The impact on schools

**Who:** Jenna Julius, National Foundation for Education Research

**Headline findings:** Cost of living pressures are having a profound impact on schools, creating a self-perpetuating cycle of negative impacts on their pupils and settings, this report shows. Many mainstream and special schools are currently providing urgent support to pupils and their households. Looking to the future, these challenges cannot be fixed by schools working in isolation. Cost of living pressures are affecting schools' core teaching and pastoral provision. This is only likely to widen longstanding attainment gaps between disadvantaged pupils and their peers. Recruitment and retention challenges among teachers, teaching assistants and support staff are only compounding the situation.

## Policy and practice impact of Education projects

### Setting teacher pay and Department for Education teacher workforce policy

Research led by Jack Worth at the National Foundation for Education Research analysed teacher supply, shortages and working conditions in England and Wales. Through eight written reports over three years, and an interactive website reporting regional and subject breakdowns, this research provides accessible and impartial information set within the wider policy context.

**Many mainstream and special schools are currently providing urgent support to pupils and their households**



The research has had direct influence on the School Teacher Review Body's decisions on setting teacher pay and on Department for Education (DfE) teacher workforce policy. The team engaged directly with the Education Select Committee inquiry on the teacher workforce, special advisors, shadow ministers, parliamentarians and teaching unions. It has also had considerable coverage in the sector and mainstream press.

### **Education spending reports shaping policy and public debate**

The series of annual reports on spending in all phases of education, from the project team led by Luke Sibieta at the Institute for Fiscal Studies, is now a well-established, authoritative and influential flagship in the education policy calendar. The briefing papers are all also curated on: [ifs.org.uk/microsite/education-spending](https://ifs.org.uk/microsite/education-spending)

The work has played a key role in shaping policy and public debate. The outputs have placed direct pressure on decisions around spending settlements for schools, Further Education and other parts of the system, evidenced by DfE and Treasury reports. Examples of significant impact have been seen in the determination of student loan interest rates, and the recent use of the team's analysis of the implications of VAT status for private schools and education budgets. Media coverage and policy engagement activity for the programme were extensive. The work is also regularly cited in reports from government, select committees, official and independent inquiries and think-tanks, and in opinion pieces.

### **Improving education for children from ethnic minority and migrant backgrounds**

For this project, researchers from Queen's University Belfast conducted a review of literature, policy and data. Qualitative interviews were conducted with 62 children

and 53 parents from diverse minority ethnic backgrounds across the region. Interviews and focus groups were also conducted with 43 professional stakeholders. Research findings are presented in the report *Experiences of education among minority ethnic groups in Northern Ireland*, written by Dr Rebecca Loader, Dr Erika Jiménez, Dr Aisling O'Boyle and Professor Joanne Hughes. Recommendations include:

- Review 1) standard school admissions procedures, including school transfer and the applications process, and 2) 'in-year' admissions processes to address inequalities for minority ethnic and migrant families.
- Introduce anti-racism and anti-bias training as a core element of teacher education and development.
- Prioritise investment in initiatives that support parental engagement in schools with large migrant and newcomer populations, including the provision of family support services.

The main report, shared with people who make decisions about education, was launched in June 2023. A parents' and children's version, as well as summary versions in various languages, are also available at: [qub.ac.uk/Research/Our-impact/ethnic-minorities-ni/resources/](https://qub.ac.uk/Research/Our-impact/ethnic-minorities-ni/resources/)

The team have engaged with policymakers and third sector organisations to shape policy and public debate. For example, their work has informed the Department for Education in Northern Ireland's revisions to guidance on Supporting Newcomer Pupils, fed into the work of the Racial Equality Subgroup at The Executive Office, and has helped shape some of the recommendations within the Independent Review of Education in Northern Ireland. Academic activities via journals and conferences are expected to achieve significant reach.

### Early years language interventions boosting language development

The Nuffield Foundation launched its special early years interventions funding call in 2017, in collaboration with the Education Endowment Foundation (EEF). It was prompted by the recognition of a lack of high-quality evidence about intervention programmes aimed at improving cognitive development in the early years. Two of the grant-funded projects evaluated oral language interventions for children attending maintained nurseries in socio-economically deprived areas. These research projects were both successfully carried out despite considerable setbacks due to Covid. Both research teams have now gone on to secure funding from the EEF for effectiveness trials that will test the impact of the interventions at scale with a range of different early years providers.

NELI Preschool – the nursery equivalent to the Nuffield Early Language Intervention (NELI) – was trialled in the project *Development and evaluation of a preschool language programme*, led by Professor Charles Hulme. NELI

Preschool is a 20-week programme delivered by teaching assistants to nursery classes with additional targeted support for children with the weakest oral language skills. Children receiving the intervention made the equivalent of three months' additional progress in their language development, as shown by findings from the successful randomised controlled trial with 3–4-year-olds in 65 nurseries between 2021 and 2022.

UCL's Faculty of Education and Society, IOE, trialled a universal language-focused intervention. Talking Time empowers staff in early years education settings to boost oral language skills for 3–5-year-olds in the lowest quintile for social deprivation. The 16-week programme is delivered to all children within a nursery class, through small group activities complemented by a professional development element aiming to improve early years practitioners' knowledge and skills in supporting children's language development.

Both programmes have been covered in the sector and mainstream press, and social





media. We commissioned journalist Nicole Weinstein to write an article and case studies for [our website](#) on [NELI](#) and [NELI Preschool](#).

### **Fostering children's resilience through executive challenge in early maths**

Researchers, led by Professor Gaia Scerif at the University of Oxford, worked with teachers as co-researchers to develop a combined maths and executive function intervention for preschool children. Findings show knowledge gains for early years practitioners, and preliminary evidence of improved early numeracy, particularly for disadvantaged children.

Early numerical abilities are one of the best predictors of children's later academic achievement. They are highly interrelated with executive functions, a set of cognitive processes related to self-regulation. These skills appear to influence each other and support growth reciprocally, highlighting the importance of bringing them together rather than targeting them separately.

The intervention is built on the Preschool Situational Self-Regulation Toolkit (PRSIST), an evidence-based Australian executive function intervention with both practitioner and child-focused elements. A shortened four-week version of the new intervention was first piloted in classrooms and then refined before the main study. Alongside promising results, findings highlighted barriers to implementation in early years settings and opportunities for future

refinement. The intervention is being further evaluated in a larger scale trial funded by the EEF and the Stronger Practice Hubs.

### **Love to Read**

*Love to Read: A co-designed intervention to motivate and engage child readers*, led by Dr Sarah McGeown from the University of Edinburgh, has shown promise based on positive feedback from both children and teachers. Qualitative evidence shows changes in children's attitudes, skills and behaviours relating to reading motivation and engagement.

In the UK, reading daily outside of class is reported by only 39.1% of children aged 8–11. But there is little existing research-informed guidance for teachers on how to foster reading motivation. Previous reading interventions have tended to neglect the issue of motivation, focusing instead on reading comprehension. Co-developed with researchers, teachers, children and other professionals, *Love to Read* aims to increase children's desire to read in collaboration with teachers, interweaving their knowledge and expertise.

More research is needed to understand the contexts and conditions under which *Love to Read* is optimally effective. Also, on whether it can lead to measurable and sustained positive changes in children's reading motivation and engagement. And, in the longer term, whether this has an impact on children's reading and/or language skills.

**Early numerical abilities are one of the best predictors of children's later academic achievement. They are highly interrelated with executive functions, a set of cognitive processes related to self-regulation.**

# Welfare

Within our Welfare domain, our objective is to improve people's lives by understanding how their well-being is affected by different social and economic factors. We want to understand the ways in which some people and groups are potentially vulnerable to adverse outcomes, and to identify how those risks can be mitigated or channelled more positively.

## Improving work and well-being for people with musculoskeletal conditions

Musculoskeletal (MSK) conditions are the greatest cause of pain and disability in the UK, affecting people's ability to work, care for a family and live independently. In 2023, six research projects began aiming to inform policy and practice interventions to improve the well-being and working lives of people with MSK conditions. The projects were awarded grants in 2022 totalling £1.94 million. The new research grants are the second round of awards from the Foundation's Oliver Bird Fund which is dedicated to improving the lives of people with MSK conditions. We continue to work in partnership with Versus Arthritis, who are contributing £250,000. The charity's support means we can involve people with MSK conditions for the duration of the projects, ensuring the research has a basis in real life experience.

## Key core Welfare outputs published in 2023

**What:** Connecting pensions, health and care

**Who:** Dr Olena Nizalova, University of Kent

**Headline findings:** Launched in September 2023, *Connecting pensions, health and care* is one of our latest strategic grants and will investigate how a joined-up approach to old-age support systems might ensure that they are financially affordable and support well-being in later life. As the UK

population ages, the three systems that work together to support older people – pensions, healthcare and social care – are becoming even more important, but pressure on them is increasing. However, policy rarely considers the interdependency between them. This project brings together academics and non-academics in a transdisciplinary approach to finding a solution. It aims to answer important questions including: What are people's preferences for support later in life? What are their attitudes towards key features of the support systems? How are the support systems linked through the combined effects of individual choices that people make at different stages of their lives?

**What:** History of the United Kingdom's planning and control of public expenditure

**Who:** Professor Christopher Hood, University of Oxford

**Headline findings:** Based on over 100 in-depth interviews and official archival material, this project examined UK public expenditure control over the period 1993–2015 and showed how spending numbers were 'gamed' (shaped and finessed), having real-world impacts on the decisions public institutions made and how policy was delivered. The findings were engaged with by large numbers of public officials wishing to learn lessons from history on how to administer public spending most effectively in the context of the UK's current challenging economic and fiscal circumstances.

**What:** Social policies and distributional outcomes in a changing Britain

**Who:** Dr Polly Vizard, London School of Economics

**Headline findings:** The report comprehensively examined developments in 10 major areas of social policy (social security; employment; early childhood; compulsory school age education; higher education; health; social care; physical safety and security; homelessness / complex needs; and social mobility) over the 2015–2020 period. The research found overwhelming evidence that a break in social progress

in multiple critical areas of life had already occurred, triggering economic and social shocks, prior to the advent of the COVID-19 pandemic. Many key indicators of social progress slowed down, stalled or went into reverse over the period. The report set out five key cross-cutting social policy challenges for the 2020s, including finding sources for sustained increases in public spending as a foundation for the welfare state; strengthening social rights and accountability mechanisms; joining up of social policy areas; giving priority to the needs of the most disadvantaged; and integrating dignity and respect, recognition, and social value into social policy.

**What:** Redesigning labour market policies for the future of work: Lessons from the 'Intermittents du Spectacle' scheme in France

**Who:** Dr Guillaume Wilemme and Dr Piotr Denderski, University of Leicester

**Headline findings:** Twenty per cent of British workers have non-standard work arrangements. The team drew learning from a safety net developed for art workers in France. The scheme offers unemployment benefits based on a different criterion than for standard employees. It distorts workers' behaviours by generating individual eligibility cycles. Workers target the eligibility threshold of hours worked to become eligible for the benefits. The team suggest that a blanket adoption of a similar policy fully closing the protection gap in the UK may risk displacing workers from regular to unstable jobs where standard employment is prevalent, and therefore suggest a sector specific approach.

**What:** Understanding family and community vulnerabilities in transition to net zero

**Who:** Emily Morrison, Young Foundation

**Headline findings:** This research reviewed current data and evidence, worked with people in community-based workshops, and with stakeholders in local and national government, and social, welfare, energy and environmental sectors. It finds that the current patchwork of policies aiming to enable the transition to net zero is in danger of exacerbating existing inequalities and

identifies their impact on already vulnerable households and communities. But it also points to opportunities to create a just transition. National and local government, employers and the voluntary and community sectors should take note of the framework the team have developed to support them in building collective place-based strategies that unlock greater, inclusive participation in transition.

## Key Oliver Bird Fund outputs published in 2023

**What:** Arthritis, work and well-being: A mixed methods study with policy recommendations

**Who:** Adam Martin, University of Leeds

**Headline findings:** The typical person living with arthritis in the UK is 20% less likely to be in work than their equivalent without the condition. And non-university educated women aged 60-plus are at least 37% less likely to be in work if they have arthritis, compared to matched individuals without the condition. Engagement with stakeholders indicates that potential interventions could involve making appropriate adjustments to the working environment, tackling workplace discrimination and supporting changes in people's roles especially cost-effective if they are designed for, and targeted at, the people identified as being most at risk of poor work outcomes.

## Policy and practice impact of Welfare projects

### Shaping economic policy

In December 2023, the Resolution Foundation and the Centre for Economic Performance at the London School of Economics released the final report of *The Economy 2030 Inquiry – Ending stagnation: A new economic strategy for Britain*. It was the product of nearly three years of dedicated research, analysis and strategic policy formulation. It shone a spotlight on the UK's economic stagnation, marked by low growth and high-income inequality, and set a path to prosperity and equality through leveraging the nation's strengths as a services exporter, increasing public and private investment, and improving job quality. The research also examined how to unlock the huge potential of Britain's second cities. The project engaged influential national and local policymakers, received significant and ongoing coverage in the media and brought in new audiences through its regional events programme. Policy developments informed by the inquiry's activities include changes to the pensions system, and a new emphasis in government policy on raising private investment.

The Institute for Fiscal Studies' Green Budget remains one of the major outputs of the economic year, supported by the Nuffield Foundation for the last 11 years. The *IFS green budget 2023* achieved widespread attention from the media and political commentators. It emphasised the risks of an upwards 'ratchet' effect on borrowing and debt, through the debt forecast for the next five years being based on tax and spending assumptions that appear unlikely to be maintained in practice. These assumptions include fuel duty rising with inflation, tight spending controls and continued freezes in personal tax thresholds through to 2027/28. Also highlighted in 2023 were the major implications of the NHS workforce plan and the need for reform of inheritance tax.

Both *The Economy 2030 Inquiry* and the Green Budget recommended that the temporary 'full expensing' arrangement, where there is a 100% corporation tax deduction for all qualifying plant and machinery investments, should be made permanent. Such a change was announced in the Autumn Statement in November 2023.

In June 2023, The Food Foundation produced the fifth edition of their *Broken plate* report, updating key metrics regarding the state of the nation's food system. The report was viewed over 8,000 times in its first four weeks, resulted in broad media coverage and was sent to civil servants in central government departments, agencies, and non-departmental government bodies. Their commitment to tracking household food insecurity continued, and the results were widely covered in the media and mentioned in an Environment, Food and Rural Affairs Committee report on food security.

### Online safety policy

For the past four years, the Nuffield Foundation has supported the independent fact-checking organisation Full Fact in producing annual reports, used to press for changes to policy and practice, combined with other outputs and activities. In 2023, Full Fact secured two major policy changes stemming from arguments in those reports.

The 2022 report had called on the government and Parliament to strengthen online media literacy in the Online Safety Bill, and Full Fact campaigned on this issue alongside concerned MPs and Peers. Following agreed government amendments to the legislation, the Online Safety Act of October 2023 required Ofcom to introduce new objectives relating specifically to social media and search platforms. Ofcom is now required to focus specifically on helping the public establish the reliability, accuracy and authenticity of information they encounter online, and to understand



how to better protect themselves and others from misinformation and disinformation.

The 2023 report set out the case for MPs to agree to new parliamentary rules that make it easy to correct mistakes. In October 2023, MPs voted for changes so that all MPs, rather than only Ministers, will be able to correct the official record.

#### **Improving collection of information on domestic abuse**

The *Children living with domestic violence: Effects on children's well-being* project, led by Dr Valeria Skafida at the University of Edinburgh, used the dataset from the longitudinal study *Growing up in Scotland*. The aim was to explore the prevalence of domestic abuse for mothers and how domestic abuse is associated with young children's outcomes. Findings have been shared with policymakers, third sector organisations and professional groups, including all the members of the British Association of Social Workers. They have informed discussions with those who run large population surveys which collect

information on domestic abuse, with recommendations on how to improve them.

## Justice

Within the Justice domain, our aim is to explore how the real-world application of law and the administration of justice meets the needs and expectations of individuals and wider society. Our particular focus is on issues of justice that have the most significant effect on the lives, opportunities and well-being of people who are vulnerable or disadvantaged in some way. We believe that the challenges currently facing the justice system make critical examination of who the system serves, and how it operates, more important than ever. We want the research we fund to help improve the effectiveness of the justice system and outcomes for the people who need to access it or are drawn into it. We are especially keen to encourage proposals for impactful research that takes an interdisciplinary approach and examines the effects



of involvement with the justice system on people's wider life chances.

## Key Justice outputs published in 2023

**What:** Delivering administrative justice after the pandemic

**Who:** Professor Naomi Creutzfeldt

**Headline findings:** This research explored the effect of rapid service digitalisation, prompted by the pandemic, on the delivery of justice in respect of people's legal needs in the areas of special educational needs and disabilities (SEND) and housing, identifying the effects on access for marginalised groups and exploring how trust can be built and sustained in parts of the justice system. The team partnered with housing and SEND organisations to collect quantitative and qualitative data.

Findings suggest that processes to seek help through different pathways (including tribunals and ombudsmen) are difficult to understand. Those people who would not easily access the justice system in an offline setting are often faced with greater, in some cases unsurmountable, difficulties online. Continued monitoring and evaluation of online courts and tribunals systems to identify pain points and improvement measures is recommended. Sharing of data in the wider justice sphere and collaboration with other organisations will help to develop better strategies.

**What:** Forced marriage: Enhancing protection and prevention responses

**Who:** Professor Sundari Anitha

**Headline findings:** Forced Marriage Protection Orders (FMPOs) are civil injunctions introduced in England and Wales in 2008 to prevent forced marriage





and protect its victims/survivors through prohibitions, restrictions, or requirements such as limits on contact and passport seizures. This first comprehensive study of FMPOs finds that despite offering great potential, the court order can sometimes increase the risk of honour-based violence and other forms of abuse by the parents and family against those seeking its protection. Factors including a lack of knowledge about the complex coercive pressures on the victims/survivors, gaps between agencies, miscalculations in multi-agency working and the gatekeeping of services due to financial constraints, often impeded the provision of effective support.

## Policy and practice impact of Justice projects

### New evidence on financial settlements in divorce

Despite the prevalence of divorce – around 42% of marriages in the UK end this way – very little was known about how couples divide their assets, and the value of those assets, until this new research. The *Fair shares?* project, led by Professor Emma Hitchings at Bristol University, provides the first detailed insight into what happens to assets when a marriage breaks down. Surprising findings include the relatively small sums involved in most divorce cases; median total assets of £135,000 and almost a fifth of couples had no assets at all to divide. Just one-third of divorcing couples finalise their finances through a court order, and only 10% go to court. Only two in five divorcees used a lawyer, often due to fears of the cost. Worryingly, more than one in ten people sought no advice or information to help them with their divorce.

The research report comes during a review by the Law Commission of England and Wales into the 50-year-old laws that govern how assets are shared

after a divorce, with potential to influence change to make the system fairer. Reforms based on Professor Hitchings' findings could include:

- Making financial arrangements that properly recognise and value non-monetary contributions to a marriage and family.
- Promoting fairness by considering vulnerability and inequity between separating parties, most often the woman.
- Ensuring both parties are fully informed about the assets involved and the decisions made about their division.

Demonstrating the importance of the research to the Law Commission's review, *Fair shares?* is specifically referenced in the review's Terms of Reference. This is the first time that a single piece of research has so fundamentally underpinned a Law Commission review from the outset and demonstrates the centrality of the research to their work.

### Ground-breaking research into children's experiences of the criminal process

The Foundation funded Dr Vicky Kemp from the University of Nottingham to examine the impact of the Police and Criminal Evidence Act (PACE) 1984 on child suspects detained and questioned by the police. She is the first researcher to be given access to talk to children about their legal rights while detained in police custody. Thirty-two case studies were carried out in three police force areas. Diverse perspectives were examined from research interviews with those involved in the questioning of child suspects, recordings of police interviews and the experience of police custody from a child's viewpoint. The research concluded that children are processed through a punitive and adult-centred system of justice, the antithesis of a 'Child First' approach.

With further Nuffield funding, and based on the recommendations set out in this report, the research team will work with the police and other agencies in piloting a comprehensive set of measures aimed at achieving a Child First approach for child suspects in England and Wales. This will also include working with government and public bodies – particularly the Home Office, Ministry of Justice and Youth Justice Board – to identify what changes are required to PACE to promote a Child First approach in police custody. The team will also work with the Welsh Government and other Welsh agencies to ensure that the approach adopted is based on the country's own distinctive policies. Researchers are engaging with analysts in the Ministry of Justice so that fully anonymised electronic custody record data can be shared in the future (subject to data-sharing agreements with individual forces), which is needed to increase transparency and fairness regarding PACE safeguards.

### **Supporting legal participation for people going to court without a lawyer**

Previous Nuffield-funded research on *Litigants in person in Northern Ireland*, led by Professor Gráinne McKeever at Ulster University, identified the barriers to legal participation for people going to court without a lawyer and how this can jeopardise their right to a fair trial. Building on this, practical tools have been developed for assisting litigants in person (LiP) to address barriers to participation. Using a human-centred design (HCD) method for tackling design and reform exercises in the justice system is recommended, offering a new way to conceptualise and tackle problems not previously solved. The HCD process takes participants through six stages: Discover, Synthesise, Brainstorm, Prototype, Test & Refine, and Evolve. Officials from the Department of Justice for Northern Ireland (DoJ) and Northern Ireland Courts and Tribunals Service (NICTS) engaged with the HCD process and provided positive feedback.

*Understanding and supporting legal participation for litigants in person* has brought LiPs into view. They are now being considered as part of a range of policy developments that have aligned with the research recommendations, including:

- A Litigant in Person Reference Group, with equal numbers of LiPs and other court stakeholders, was established by the DoJ in 2019 to identify ways to improve user experience in the court system. The group has been part of the shadow Civil Justice Council and Family Justice Board, and the NICTS modernisation stakeholder group.
- NICTS created LiP-specific procedures in the migration to remote hearings during COVID-19. This included the introduction of separate forms for LiPs, and LiPs being contacted directly by NICTS about their remote hearings.
- The DoJ has commissioned Ulster University to maintain and update the Northern Ireland Family Court Information website. Workshops on the research and website have been delivered through the Judicial Studies Board, and through the NICTS for court service staff involved in family proceedings services.

### **Born into care: Best practice guidelines**

*Born into care* data shows that the number of newborn babies in care proceedings increased by 20% in England and 40% in Wales between 2012/13 and 2019/20. This project developed and tested evidence-informed guidelines to help improve practice when the state takes action to safeguard a newborn baby by initiating care proceedings. The aim of the research team, led by Professor Karen Broadhurst at Lancaster University, and working in partnership with the Nuffield Family Justice Observatory (see page 39), was to help professionals and parents navigate an emotionally difficult and ethically challenging situation.



Available on the Nuffield Family Justice Observatory website, the guidelines are designed to be adapted by local authorities, health trusts and other partner organisations to meet their local contexts and develop local area action plans and guidelines. The guidelines aim to inform multi-agency practice when the state takes safeguarding action pre-birth, at birth and in the immediate follow-up period, after discharge from hospital.

The project has had a range of impacts to date, with a number of emerging bespoke projects incorporating learning from the study. A project called *Giving hope* grew out of the study. This new practice initiative was developed and delivered collaboratively with a group of birth mothers who had worked on the guidelines, aiming to support mothers around separation at birth – it has been rolled out to multiple health trusts in England, with plans to adopt in Wales, and interest internationally. In addition, there has been an expansion of dedicated pre-birth teams in England and Wales reflecting a growing awareness of the need to improve practice in this area.

#### **Substituted parenting: What does this mean in the family court?**

The term ‘substituted parenting’ has been used by local authorities when they believe the support provided to parents is excessive, asserting that it is detrimental for children who become confused about who the parent is. A project, led by Beth Tarleton at the University of Bristol, sought to develop a common understanding of, and clarity about, the meaning and use of the term ‘substituted parenting’ by legal and social work professionals. It also aimed to ensure that parents with learning disabilities, who are often subjected to the concept, could understand the term, associated risks and how to mitigate them.

The project has highlighted the issue of ‘substituted parenting’ and the lack of clarity around the term’s use in the family

court. It confirmed the routine absence of any analysis of perceived risk or options to address that risk – an issue identified by the Court of Appeal in February 2023. The study has highlighted how problematic and unfairly ‘substituted parenting’ is applied in practice. It has led to the Official Solicitor instructing her case workers to be aware of the findings from the study, in their consideration of future cases.

## Nuffield Council on Bioethics

The Nuffield Council on Bioethics (NCOB) is a leading independent policy and research centre, and the foremost bioethics body in the UK. The NCOB identifies, analyses and advises on ethical issues in biomedicine and health so that decisions in these areas benefit people and society.

In 2023 the NCOB secured joint core funding for 2024–2028 from the Nuffield Foundation, the Medical Research Council and Wellcome, and finalised its ambitious new strategy to embed ethics at the centre of decision-making in biomedicine and health.

Alongside this integral piece of work, the NCOB provided decision-makers with an ethical framework to ensure that the needs of older people are at the heart of ageing-related research and innovation, and continued advice towards achieving a gold standard in ethics in genomics-related research and healthcare. It also led work to improve how disagreements between families of critically ill children and healthcare teams are managed and began a major new project exploring public views on assisted dying in England.

**A new strategy direction for 2024–2028**

2023 was a significant year for NCOB in which it developed its new five-year strategy *Making ethics matter* and appointed its new Chair, Professor Sarah Cunningham-Burley to oversee the change in strategic direction.

NCOB's new strategy builds upon its strong history of influencing policy (evidenced in its *impact report 2018–2023*), but with greater emphasis on ensuring that ethics becomes integral to the Government's bioscience and innovation agendas.

It's horizon-scanning function will evolve to better anticipate the scientific developments and health trends that pose fundamental ethical questions to society. This will be done through strengthening and expanding its networks to enhance its ability to prioritise where NCOB should focus efforts and highlight where others should focus theirs.

New priority areas have been identified to provide greater focus for NCOB's trademark independent and high-quality ethical

analysis. Within these, a greater range of outputs is planned, tailored to decision makers' needs, to help ensure that advice and information is given to decision makers at the right time and in a useful format that will enable them to embed ethics into their work more readily.

A blog from NCOB's Chair and Director has been published which explains more about how the NCOB will *change tactics to embed ethics in decision-making*.

**The future of ageing**

The NCOB published the findings from *The future of ageing* report in April 2023. The in-depth enquiry links to the UK government's grand challenge to help meet the needs of an ageing society.

The NCOB's report identifies the values, principles and factors that are most at stake in the context of research and innovation connected with ageing, noting that research is often influenced by negative attitudes



to ageing, and by assumptions about the attributes and roles of older people in society. The report calls for the diversity, values and agency of older people to be placed at the heart of research related to ageing. It also proposes an 'ethical framework' to help everyone involved in conducting research relating to ageing to think through the ethical implications of their work.

The NCOB held a launch event in April 2023 bringing together key stakeholders from different the research sectors, to build support for collective action in the sector, taking forward the ethical framework for ageing-related research. The panel included Sir Chris Whitty, Chief Medical Officer for England, who went on use the NCOB's work to inform his 2023 Annual report *Health in an ageing society*. The NCOB's work was referenced a number of times in his report.

One of the aims of the ethical framework was to have some impact on the development of technology to support living well in older age. NCOB recommended that the British Standards Institution (BSI), the MHRA and Innovate UK, should collaborate to develop accredited standards for promoting ethical research practices for technologies designed to support people to live well in older age.

In line with this recommendation, the BSI have now established an Innovate UK-funded programme called the BSI/UK Standards Challenge Fund. This fund will support the creation of new standards including in the "Healthy Living & Ageing space". Professor Peter Gore, a member of the NCOB's working group on ageing, has been invited to join the Governance Board and will help ensure that the ethical framework and principles from NCOB's work are represented within these new Standards.

#### **Disagreements in the care of critically ill children in England**

In September 2023, the NCOB published an independent review into the disagreements that can arise in the

care of critically ill children. The review was commissioned by the Secretary of State for Health and Social Care in December 2022.

The review focused on the relationship between parents/carers and healthcare teams in the care of a critically ill child and why, in some cases, the relationship breaks down. It also looked at how disagreements, once they have come to light, can be resolved as collaboratively and sensitively as possible, with all involved able to have their voices heard.

The key recommendation to emerge from the NCOB's review was the need for the government to convene a new taskforce with responsibility for overseeing the implementation of changes in the NHS in England and the Courts – to improve the experience of families and healthcare professionals in navigating disagreements.

The Government has since agreed to implement the NCOB's recommendations in full and has established an implementation taskforce to oversee progress. Amongst the progress to date, NHS England has introduced regional conflict champions, new resources and conflict management training for healthcare professionals, and the Ministry of Justice has committed to exploring how less adversarial court models could be used in these distressing cases.

#### **Genomics in healthcare and research**

The NCOB is playing a leading role in coordinating ethics in the genomics healthcare and research sectors, through a partnership with the Office for Life Sciences (OLS).

An initial report with the OLS and equivalents in the devolved administrations, to share best practice in applying ethical standards to genomics initiatives, and a collection of case studies, were published in July 2023.

The next phase, funded by the OLS, saw the NCOB begin crucial work to map all current resources and guidance on ethical

considerations in the use of genomics in healthcare and research in the UK. The analysis found that there are gaps in guidance that need addressing and the NCOB called for UK-wide coordination to facilitate the embedding of ethics in UK policy and practice within genomics.

This work supports the Government's vision for a gold standard UK model for genomics, as set out in its Genome UK Strategy. NCOB presented it to the National Genomics Board, who endorsed this work. Following this, NCOB has secured funding to develop and host this co-ordinating function, which will be developed and hosted by NCOB. The aim of this work is to encourage individuals and organisations across genomics research and healthcare to share their knowledge and work, towards achieving a higher degree of consistency in ethical approaches to ensure that the UK is making the most of genomic technologies.

#### **Assisted dying**

In October 2023 the NCOB announced a major piece of work to explore public views on assisted dying in England.

Separately, there was a flurry of media coverage about assisted dying in December 2023, prompted by Esther Rantzen's call for a change in the law, sparking renewed debate on the issue. The Daily Express ran an article on 28 December 2023 about the NCOB's plans for a Citizen's Jury. It opened with the line "The campaign to reform assisted dying laws is set to be one of 2024's most important debates" and referenced the NCOB as follows: "The Nuffield Council on Bioethics, an internationally-recognised charitable body advising law makers, says it will run a citizens' jury so that voters have all the information they require on assisted dying. It plans to publish a report on recommendations from it." This media attention led to a petition in England for a parliamentary vote on assisted dying, with a debate taking place in Spring 2024 or April 2024.

The NCOB is continuing to engage with key journalists and parliamentarians to ensure that its surveys and Citizens' Jury, and their exploration of public views on assisted dying, will receive appropriate attention in the media and parliamentary debates on the issue.



## Strategic goal two – evidence, data and digital society

We will work to improve the accessibility, use and collection of the evidence and data necessary to understand the issues affecting people's life chances. We will consider the broader implications of a digital society.

### Justice

#### Children's information: Improving lives through better listening and better data

Good statistical and administrative information are vital for effective policy and practice in children's services. How the views and experiences of children and families are represented within that information is a critical issue, as is how the information is used. This Strategic Fund project, led by Professor Leon Feinstein at the University of Oxford, aims to ensure the voices of children, families and practitioners are better heard and used to improve services, experiences and outcomes in ways that are effective and ethical.

The project involves an innovative collaboration between four local authorities, five universities and the organisation Research in Practice, with researchers working closely with practitioners, children and families. It focuses primarily on children and families needing additional support from local authority children's services – who are often the most vulnerable and disadvantaged in society – but also considers universal services.

The project is establishing Information Use Projects (IUPs) in the four local authority sites (North Yorkshire, Hampshire, Oldham and Rochdale), actively testing ways to address the challenges of incorporating user voice in and about data, and improving the uses of data. These projects will be evaluated over two years. A network has been established of policy and practice leads from other local authorities interested in the themes of voice and data use, to test and co-develop wider learning from the project. Findings and insights from the project are being disseminated through different routes including podcasts, roundtables, webinars, academic conferences and submissions to policymakers.



## Welfare

### Developing a Minimum Digital Living Standard for households with children

Digital inequalities in access, skills and capabilities impact all aspects of peoples' lives, be that work, education, leisure, health or well-being. This research, led by Professor Simeon Yates at the University of Liverpool, has developed a Minimum Digital Living Standard (MDLS) for households with children. MDLS sets a benchmark, or 'basket', of digital goods,

services and skills which people agree households with children should be able to reach to have an adequate quality of life and participate in society.

The MDLS research establishes that the approach can provide not only a meaningful and accessible definition of an adequate standard of digital living, but also that members of the public can agree on what is needed for that to be reached.

The final report in 2024 includes: a UK-wide survey; statistical and geographic analysis to explore variation in reaching MDLS; and stakeholder consultations to explore the relevance and intersectionality of the standard

across key dimensions such as disability, ethnicity, rurality and poverty. Throughout the research, the team are engaging with policymakers and practitioners to share their learning and consider implications for policy and practice development.

## Influence of social capital on life outcomes in the UK

The year also saw funding for a pioneering study, led by Dr Antonio Silva at the Behavioural Insights Team, that will shed light on how social connections – social capital – can shape individual opportunities and well-being throughout someone's life. Researching social capital at scale has been historically difficult, so research has often been conducted in specific closed-group environments, limiting the generalisability of the findings.

The research will be the first of its type to use Facebook and Instagram social connections data for the UK. In partnership with [Meta](#) and supported by [Opportunity Insights](#) and [Stripe Partners](#), anonymised data from 50 million Facebooks users and 30 million Instagram users, combined with other public datasets, will be used to identify the impact of social capital and the factors that facilitate its creation.

Later project phases, in partnership with [Neighbourly Lab](#) and [The Royal Society of Arts](#), will provide qualitative insights into how social capital is experienced and created, and develop actionable approaches for building it. Expanding on the work of Professor Raj Chetty at Harvard University, this project will establish the evidence base for how social capital drives outcomes in the UK, where and how it is created and, ultimately, what policymakers and communities can do to foster social capital and improve individual quality of life.

The work of the Behavioural Insights Team, the RSA, Stripe Partners and Neighbourly Lab on this project is funded by the Nuffield Foundation. Contributions from Meta and Opportunity Insights are self-funded.

# The Ada Lovelace Institute

The Ada Lovelace Institute (Ada) was established by the Nuffield Foundation in 2018 as an independent research institute with a mission to make data and AI work for people and society.

We do this by building evidence through our research, convening diverse voices, and shaping policy and practice on AI and data in the UK, EU and internationally. We amplify the voices of people to ensure that public opinions, attitudes and concerns inform debates and decision-making about data and AI.

2023 was the year that AI went mainstream. For example, OpenAI's ChatGPT became the fastest-growing digital service in history, reaching an estimated 100 million users in just two months. Public and policymaker awareness of AI and its potential impacts for people and society has never been greater, and this has implications for the scope and direction of Ada's work.

Ada responded by engaging in research and discussions about AI risk, safety and regulation, continuing to centre affected people and communities. We produced timely evidence in response to the needs of policymakers and informed and influenced emerging policy responses, both in the UK and the EU.



## Putting people at the centre of AI

In 2023, Ada worked to understand and to amplify what people feel about and want from AI through empirical public attitudes and participation research. In a year of rapid AI expansion, this research reminded policymakers to listen to diverse publics, and to involve them in decision-making.

In June 2023, Ada and the Alan Turing Institute published a nationally representative survey of public attitudes to AI in Britain. We asked people about their awareness of, experience with, and attitudes towards, 17 different uses of AI, including facial recognition, welfare eligibility and cancer risk assessment. This research was presented to the All-Party Parliamentary Group on AI at their meeting on UK AI regulation.

In October 2023, we published a rapid review of evidence about public attitudes towards AI, looking at a broad range of studies.

The review found some clear and consistent public views on AI, such as strong support for the protection of fundamental rights (like privacy) and the belief that AI needs to be regulated. This helped to strengthen Ada's case for regulation ahead of the AI Safety Summit and highlight the need for meaningful public engagement.

We also reconvened the Citizens' Biometrics Council for their views on the Information Commissioner's Office's (ICO) proposed approach to biometric data. The council's reflections on the proposals provide detailed recommendations around practicalities of consent, transparency and accessibility, as well as purpose, data collection and storage, and opt-out processes. In August 2023, the ICO confirmed that the Council's perspectives and recommendations had been used to inform its guidance on biometric technologies.





## Influencing policy

In 2023, Ada pushed against the narrative that AI technologies are too fast-moving and complex to regulate. Instead, we are building evidence and engaging with policymakers behind the scenes to make a case for effective AI and data governance that works for people and society.

In March 2023, the UK government published a white paper on AI regulation proposing a “contextual, sector-based regulatory framework”. [Ada’s blog post on the value chain of general-purpose AI](#) was cited three times in the paper. Our initial response – welcoming the engagement with AI harms but highlighting the failure to include legislation – was covered by [BBC News](#), [The Times](#) and [The Guardian](#), and we authored an opinion piece for the [New Statesman](#).

Ada’s evidence to the Commons Science and Technology Select Committee inquiry into the governance of AI was referenced multiple times in the Committee’s report, calling for “greater urgency in enacting the legislative powers” needed to regulate AI. We also gave oral evidence to the Lords Communications and Digital Select Committee’s inquiry into large language models. The report cited Ada’s evidence, as well as our research on foundation models and UK AI regulation.

Our report [Regulating AI in the UK](#) recommended strengthening the government’s proposals by improving legal protections, empowering regulators and addressing urgent risks. We also published two reports – on [monitoring AI](#) and [assessing AI risk](#) – to directly support policymakers

through the Government’s Science and Analysis R&D Programme.

2023’s highest profile forum for AI policy was the UK’s AI Safety Summit, held at Bletchley Park in November, and attended by representatives from governments, industry, civil society and academia.

In the run-up to the summit, [we published a blog post](#) providing suggestions for how to make the summit meaningful by expanding its focus and centring people, as well as [a policy briefing exploring examples of other sectors with safety-based regulation](#). We used the briefing to facilitate discussions with policymakers about the importance of effective AI governance, including Peter Kyle MP, Shadow Secretary of State for Science, Innovation and Technology.

Francine Bennett, Ada’s Interim Director, was one of a handful of civil society representatives to attend the Summit and she spoke about the importance of centring people and society during the closing plenary session. She was also interviewed by BBC News, Radio 4’s Today programme and ITV’s Good Morning Britain. Addressing the Summit’s initially narrow definition of ‘AI safety’, we partnered with the AI Fringe, a parallel series of events convening more diverse voices and discussing a broader range of risks. Ada’s participation helped build a broad coalition of voices around public deliberation and accountability and helped to amplify these voices in the national media and through a [joint communique](#).

The Data Protection and Digital Information Bill was a focus for our parliamentary engagement in 2023. We gave evidence

# In 2023, Ada pushed against the narrative that AI technologies are too fast-moving and complex to regulate.

to the Commons Public Bill Committee, and briefed MPs and peers on proposals for amendments based on our research. The Institute was mentioned 13 times in Bill debates. As a result of our engagement, Labour tabled several of our drafted amendments on biometrics, which were debated in Committee stage. These were not successfully passed (as expected) but provided a platform for cross-party engagement and built momentum for further work in the House of Lords and the next Parliament.

In Brussels, our EU policy engagement continued to focus on the AI Act, the world's first example of comprehensive regulation legislation. Our views on the implications of general-purpose AI for the legislation were cited in a European Parliament explainer (and the UK government's proposals). Ada published a discussion paper on the role of technical standards in the AI Act, examining barriers to civil society participation in standards development. We held an expert roundtable, attended by the EU Commission, to discuss how the findings of the report could inform the AI Act. The final Act text reflects our recommendation to ensure diverse expertise in standards.

In the autumn we published updated recommendations for the AI Act trilogues, a critical stage of EU lawmaking involving Parliament, Commission and Council. Ada engaged EU policymakers across the political spectrum, most notably the Spanish Presidency of the Council. The trilogues concluded successfully with political agreement in December 2023.

Several policy outcomes in the final Act relate to specific recommendations or themes identified in Ada's research and engagement on the Act: over half of our 18 recommendations were implemented in some form. The inclusion of 'affected persons' as a legally significant category is something that Ada has been advocating for since 2021. We also saw our recommendations reflected

in the AI Act's approach to the AI value chain, with specific obligations for developers of general-purpose AI, and post-market monitoring and enforcement through the EU AI Office.

## Building evidence

The research we published in 2023 explains core concepts of AI and data, offers concrete policy recommendations, and helps to make sense of a highly technical and rapidly evolving landscape, as well as addressing urgent questions relating to the intersection of AI with climate technologies, genomic science, health inequalities and public services.

Ada's work on foundation models – general-purpose model powering services like ChatGPT – examined the risk and opportunities of this technology and explored the principles, regulations and practices necessary to deploy them in the public sector safely, ethically and equitably. Our explainer *What is a foundation model?* has been widely cited, notably referenced in the government's AI Safety Summit discussion paper, and used to inform its AI white paper consultation response.

We concluded our three-year project with the Health Foundation with the publication of *Access denied?*, a report on socio-economic inequalities in digital health services. This set out recommendations for policymakers to overcome several key challenges, including digital exclusion, lack of public confidence in data use and poor data quality. Using a participatory research method, we trained six people with experience of poverty to become 'peer researchers' who conducted interviews in their communities. As a result of this, Ada was invited to give oral evidence at a roundtable in March 2023 as part of the Independent Review on Equity in Medical Devices. In November 2023, *Access denied?* was referenced in a House of Lords debate on the COVID-19 Committee report.

In our report *Going public*, we examined how commercial AI labs are involving the public to make AI systems more accountable. Through a series of interviews with industry professionals, we explored how these labs understand public participation, the approaches they take, and the obstacles they face when implementing these approaches. The paper was accepted into the Association of Computing Machinery's *Fairness, accountability and transparency in machine learning* (FAccT) conference and has been cited by the *World Economic Forum*.

We also published research with the NCOB looking at the cutting edge of healthcare, which investigated the ethical and societal issues raised by the convergence of AI and genomics. *DNA.I.* sets out early findings and emerging questions and it has been referenced in the ICO's *Tech horizons report*.

## New partnerships and collaborations

As well as pursuing our own research agenda, much of Ada's influence comes through working in partnership with other organisations as an effective way to amplify our capacity, broaden our expertise and ensure the impact of our work. In 2023 we entered into several new partnerships, with academia, civil society and policy:

- Alongside the University of Edinburgh and the BBC, Ada launched *Bridging Responsible AI Divides (BRAID)*, a national research programme funded by the Arts and Humanities Research Council.
- We contributed to the strategy group and public participation working group of UKRI-funded *Responsible AI (RAI)*.
- Ada joined *Partnership on AI*, a non-profit, bringing together diverse voices from within the AI community.
- We partnered with *Digital Good Network* and *Liverpool Civic Data Cooperative*

to launch a new Participatory and Inclusive Data Stewardship project.

Ada also joined the special advisory committee for an AI taskforce launched by the *Trades Union Congress* to draft a Bill regulating the use of AI in the workplace. The draft Bill was published in April 2024. Other members of the advisory committee included techUK, the British Computer Society and the Chartered Institute of Personnel and Development.

- Through our 2023 research, we also worked with the AI Law Consultancy, the Alan Turing Institute, the APLE collective, AWO, the EU AI Fund, the Generation Foundation, the Health Foundation, the Information Commissioner's Office, Luminate, Minderoo, NCOB, Omidyar, and the Open Society Foundation.

# Nuffield Family Justice Observatory

The Nuffield Family Justice Observatory (Nuffield FJO) has continued to break new ground in how data and evidence can be used to improve the lives of children and families in the family justice system.

We have sought out and analysed previously unstudied data as part of a journey towards understanding how a child or family's ethnicity affects their experience of the family justice system. Working with partners, we have brought parents and practitioners together to reimagine what humane practice should look like when a baby is at risk of being removed from its mother at birth. We have pushed for the growing number of vulnerable children deprived of their liberty in unregulated placements to be given a place in administrative data, and for the system to urgently find a way

to better support them. We have used evidence to shift the narrative in private law cases to focus on the needs of children and their families, and how we meet those needs.

Our relentless pursuit of rigorous, independent evidence continues to draw unseen issues out of the shadows and prompt reflection. We are also bringing people together to innovate and pilot solutions to complex and sometimes longstanding challenges.

Our work is focused on four themes:

- Separating families and private law proceedings.
- Babies who are subject to care proceedings.
- Young people and the care system.
- Inequalities in the family justice system.

We work with others – from judges and lawyers to local authorities, third sector organisations and academics – to gather insights and convene discussions about how evidence can be used to initiate change. We hold events to share evidence and innovation with thousands of professionals on the frontline of the family justice system, provoking connection and conversation.

The team took part in a ‘practice week’ – sitting in on public and private law proceedings, Family Drug and Alcohol Courts, private law pilot sites, magistrates’ courts and legal meetings, and visiting services across England and Wales.

Experts from academia, science and the early years sector – including the Nuffield FJO’s Beverley Barnett-Jones – were appointed to offer strategic advice to The Princess of Wales and provide oversight of the work of her Royal Foundation Centre for Early Childhood.

Throughout it all, it is our partners – the organisations and individuals working within

or alongside the family justice system – and, above all, the families whose lives have been affected by it, who have brought our work to life. We are grateful to those who have attended our events, shared our research, and contributed ideas and experiences.

### Private law

The family court has a role when families cannot agree arrangements for children – most usually following parental separation – known as private law cases. Little is known about the children and families appearing in the system, their background and particular issues, or the services available to them on their journey towards the courtroom.

We have been working to better understand the families that go to court following separation, why they use the court, and how their needs can be better met. We are also looking at how children’s participation in proceedings could be improved. This is in response to our research which has highlighted both the benefits of good participation and the current limits to children having a voice in decisions made about their lives.

In 2023 we published two reports: *Uncovering private family law* and *What do we know about adults in private law proceedings?* At the same time we convened conversations with practitioners and leaders working in the system to explore ways of bringing about change.

### What do we know about adults in private law proceedings? Spotlight series

This paper, designed for policy and practice audiences, synthesises key evidence on what we know about the adults involved in private law cases, how their characteristics may affect their needs when they go through court, and the type of information and support that could improve their experiences.

### Uncovering private family law: Exploring applications that involve non-parents

Around 10% of private law applications feature people who aren't parents. This new research explores the types of orders being applied for and the characteristics of the people involved. In response to publication of this research, the President of the Family Division convened a working group of senior judiciary and other stakeholders to address how this previously overlooked group can be better served by the family courts. The Nuffield FJO sits on this working group and continues to support policy and practice level responses to the issues raised by this research.

### Babies who are subject to care proceedings

As rising numbers of babies are being removed from their parents at birth (many of whom have previously had a child taken into care), we have continued to explore what needs to change to reverse this trend. Where it is considered necessary to take a baby into care, we have been providing evidence to help inform more humane experiences and lessen the likelihood of the subsequent removal of a child from the parent's care.

### Born into care: Best practice guidelines for when the state intervenes at birth

We finalised and published guidelines developed and refined through work in eight pilot sites in England and Wales. In each pilot area, children's social care and health services worked together with parents with lived experience, to change and improve practice and the approach to pre-birth assessment and intervention where there are safeguarding concerns in relation to an unborn child. The final guidelines drew on these pilots to help professionals working in this complex and challenging area to better support the parents involved, who are likely to be experiencing extreme anxiety and trauma.

The activity in the pilot sites, particularly the involvement of mothers with lived experience, led to the development of HOPE ('hold on, pain eases') boxes. The boxes are given to mothers separated from their babies after birth. They contain items to help the mother feel connected with her baby, and a similar box goes with the baby so that memories can be shared. If the baby is permanently separated from the parents, the boxes provide important memories for both child and parent. The HOPE box project has been taken on in a wide range of health authorities with a positive response from midwives.

We also published a summary of a report that provides new evidence about entry routes to care, pathways through care, and placement outcomes for babies in the care system in Wales: *Understanding care pathways and placement stability for babies in Wales*.

Our bulletin to share research and emerging good practice in relation to newborn babies at risk of care proceedings has almost a thousand subscribers after only nine editions.

### Young people and the care system

The sharp increase in the number of older children and young people who are being taken into care has prompted concerns about the ability of the family justice system to respond to their needs. We have been using data to shine a spotlight on this group of children and young people, and convening discussions across the family justice system on how to facilitate change.

From July 2022 to July 2023 the President of the Family Division oversaw the National Deprivation of Liberty (DoLs) Court, in part influenced by Nuffield FJO data on the rising numbers of DoLs orders being sought. Based at the Royal Courts of Justice, it dealt with all new applications seeking authorisation to deprive children of their liberty under the inherent jurisdiction and ran for a 12-month period.



**Briefing: Children subject to deprivation of liberty orders**

Nuffield FJO collected and published data on these applications and released monthly briefings highlighting high-level data trends. In addition, we published an analysis of applications, revealing who is making applications, the characteristics and needs of children who are involved, and the common reasons for a DoL order being sought. We also looked at the legal outcomes of applications. At the end of the period we summarised our key findings, and to support the change we believe is needed we developed five principles of care in collaboration with a panel of leading academics.

**Inequalities in the family justice system**

To be effective and fair, the family justice system needs to understand how the system is used and experienced by children and

adults, and how this experience differs for different families. We have been working to contribute to the knowledge base around ethnic diversity in the family justice system.

**Ethnicity of children in care and supervision proceedings in England**

This briefing paper mapped inequalities that exist between ethnic groups in the family justice system and showed how we can monitor and measure this using data.

**How might our ethnicity affect our experience of the family justice system?**

By following a child's journey through the family justice system – before court, through court proceedings and after court – we show that ethnic disparities exist across the spectrum. We summarised our learnings in this paper looking at how our ethnicity affects experiences of the family justice system



## Strategic goal three – profile and influence

We will increase the profile and influence of our research portfolio and of the Nuffield Foundation as a whole.

Central to our grant-making ethos is that we are more than just a funder. We work with our grant-holders at all stages of their projects to plan and deliver communications and engagement activity to maximise the profile and influence of the work we fund. The result of that collaborative way of working is evidenced in the impact examples provided under strategic goal one.

We also produce syntheses – in different forms – bringing together findings from individual projects to strengthen their collective impact and to provide new opportunities for engagement. Our events programme convenes audiences to facilitate productive debate, and the public affairs team connects politicians and policymakers with the work of the Foundation, its centres and our grant-holders.

We provide access to outputs from all our grant-holder's research projects on our website, and work to strengthen their collective impact. We use our own communications platforms to make the research we fund accessible to a wider audience and to amplify its message. We convene and connect in our fully accessible office, while continuing to recognise the value of the online space so that as many people as possible can engage with our work.

### Teacher workforce crisis event

Our event in June 2023 about the causes and consequences of the teacher workforce crisis explored issues including teacher supply and school accountability. We had a total of 231 event registrations – 148 online, 83 in person – with attendees including researchers, policymakers, sector leaders and education practitioners.

The seminar featured presentations covering trends in teacher pay, subject teacher shortages, teacher workload and well-being, Ofsted inspections, the pandemic's legacy, and the impact of academisation.

A report was submitted by our public affairs team to the Education Select Committee investigating these issues. The event generated media coverage and significant traction on social media, enabling us to proactively set the research within the context of the live news agenda.

### Digital engagement and reach

2023 was the year we pivoted more towards digital channels, including social media, growing our audiences and delivering increased reach and profile for our grant-holders.



# About Nuffield Foundation and our research grants

With Tim Gardam



We held our first *Grants outreach* webinar in May 2023. The event reached a much bigger audience than anticipated, with 1,001 unique viewers of the live event, and an additional 906 views of the recording.

The webinar promoted our grant funding opportunities to new audiences:

- 72% of attendees had never applied for our funding before.
- 81% said they are now more likely to apply for funding.

Levels of interest and engagement during the event were high. We received more than 200 questions throughout the webinar. Data shows a wide spread of organisations attended, and following the webinar there was a 40% increase in applications to our Research, Development and Analysis Fund, and a more diverse pool of applicants.

We also received new newsletter subscribers from the event – a 26% increase on our subscriber base. As well as continuing our contact with those who attended the

webinar, this is a significant increase in the numbers of people who will hear about future events, funding opportunities, grant outputs and impact stories. The Nuffield Foundation website landing pages also saw sharp increases in unique page views following the outreach webinar, reflecting the proactive communications campaign in support of the Foundation funding offer.

## Media profile and opportunities

The Foundation was mentioned in the media 3,502 times in 2023 and comments from our spokespeople featured more than 1,270 times. A range of projects attracted significant media interest throughout the year, reflecting the broad scope of the work we fund.



In January, the Nuffield Foundation's Carey Oppenheim and the Nuffield FJO's Beverley Barnett-Jones were announced as members of the Advisory Group for the Royal Foundation Centre for Early Childhood.

Their appointments, and Carey Oppenheim's early childhood work, received extensive media coverage with more than 200 mentions. The Royal Foundation also launched its 'Shaping Us' campaign to raise awareness of the importance of the first five years in a child's life. Carey Oppenheim authored an article for early years education professionals to support the campaign.

In April, a report by The Institute for Fiscal Studies into education spending in the four nations of the UK received wide national and local media coverage. Josh Hillman was quoted in several Scottish and Welsh media outlets and other specialist media.

Alongside extensive social media coverage of our [teacher workforce event](#) in June, a Tes journalist attended and reported on it. The article included research insights and quotes from the National Foundation

for Educational Research (NFER) school's workforce lead, Jack Worth.

In the same month, The Food Foundation released their annual *Broken plate* report, containing a quote from the Nuffield Foundation, achieving national and specialist media coverage. Analysis by The Food Foundation was also covered by the national press, with The Food Foundation's Executive Director Anna Taylor interviewed on Channel 4's *Steph's Packed Lunch*.

The EEF published its [final evaluation](#) of NELI at-scale in September 2023. This analysis is the culmination of almost 20 years of rigorous trials underpinned by high-quality research. It finds that four- and five-year-olds who received the targeted oral language intervention made an additional four months' progress in language skills, compared to those who did not receive it. Children receiving Free School Meals benefited the most, with a seven-month boost to their language skills. The findings achieved extensive media coverage.



In November, Professor Emma Hitchings from the University of Bristol published the final report of *Fair shares? Sorting out money and property on divorce*. She was interviewed on national radio about the report and co-wrote an article for academic media with fellow report author, Professor Gillian Douglas. The study was also referenced in national newspapers, featured in blog posts by several leading law firms, and was picked up by local news titles.

December saw the culmination of the Resolution Foundation and LSE's strategic fund grant, *The Economy 2030 Inquiry*. Their final report received significant media attention, including featuring on a BBC Panorama episode: *Surviving the pay squeeze*. Alex Beer, the Foundation's Head of Grants Operations and Portfolio Development, spoke at the conference to launch the report and was quoted widely in the media.

## Public affairs

The public affairs team works across the Nuffield Foundation, the Ada Lovelace Institute, NCOB and the Nuffield FJO. Many of the policy and practice impact stories in this report are the result of our engagement and influencing strategies.

We share and promote the work of the Nuffield Foundation and its centres with parliamentarians, policymakers in all relevant government departments, public bodies and the third sector.

In 2023, the Nuffield Foundation continued to engage with political parties on the findings of the *Changing Face of Early Childhood in Britain* series of evidence reviews. We contributed to a significant Education Select Committee inquiry into support for childcare and the early years, and our evidence was heavily cited in its final report published in July.

*"The Nuffield Foundation, among others, argued that there is 'a strong case for additional investment in the early years, as a foundational stage of early development' and as 'lifelong inequalities have their roots in early childhood, this would be investment in social and individual well-being over the long term.'" (para 16)*

*"The Nuffield Foundation said in written evidence that 'given that lifelong inequalities have their roots in early childhood' investing in quality 'would be investment in social and individual well-being over the long term.'" (para 105)*

The committee has also echoed our recommendation on the need to create a long-term strategy for childcare and the early years, "encompassing supply side reforms, workforce development, and a considered focus on improving the quality of ECEC [Early Childhood Education Care] provision for children in all areas."

We work also work directly with grant-holders, by advising on engagement opportunities, stakeholder mapping and management, and helping them develop outputs best suited to a policy audience. Where appropriate, we draw together research from current and past work we have funded to respond to live policy developments such as select committee inquiries and consultation responses.

In 2024, we plan to take an even more strategic and active approach to bringing our grant-holders together to respond and engage directly with policy developments. We are also developing resources on engagement and influencing plans to enable the research we fund to be as impactful as possible.

## Strategic goal four – opportunities for young people

Our student programmes are direct interventions to create opportunities for young people to develop the quantitative literacy and critical thinking necessary to be engaged citizens in modern Britain.

### Research Placements and Experiences

For more than 25 years, Research Placements and Experiences (RPE – formerly Nuffield Research Placements, NRPs) have supported students from the UK to develop a wide range of skills through engaging, real-world placements.

The programme continues to provide opportunities for year 12 (or equivalent) students from disadvantaged backgrounds to take part in authentic and meaningful science, technology, engineering and maths (STEM) and STEM-related projects, gaining a unique experience through their participation.

The programme is funded by the Nuffield Foundation, but from October 2020 it has been delivered by STEM Learning, the UK's leading provider of STEM education and careers support.

There are now two options offered: a two-week Research Placement or five-day Experience Placement. Research Placements are collaborations with a STEM-related knowledge expert on a live research question or area of development. While producing a scientific or technical report and poster, the students benefit from the opportunity to contribute meaningfully to the host organisation's current work. The Experience Placements are explorations with industry experts to identify essential skills needed for employment in STEM sectors. While producing a workbook and reflective report, students gain insight into working in professional environments, as well as knowledge of the challenges for different sectors, in turn preparing them for employment.

Evaluation of the 2022/23 placements was positive:

- **Overall satisfaction with the scheme was high.** 95% of students were satisfied with their experience, and 97% would recommend RPE to others. All teachers surveyed would recommend placements to future students, teachers and parents/carers, and 100% of providers would recommend placements to others.





- **Students and teachers reported benefits for participants.** 93% of students agreed that their confidence in their own abilities had been positively influenced, 94% of teachers agreed with this statement and 94% of students agreed their ability to work as part of a team improved.
- The majority (75%) of students said they want to go on to study a STEM or STEM-related degree after completing their placement. 48% said that their placement had confirmed they were happy with their plans, while 24% said that it helped them to decide which option was right for them.

## POST Fellowships

We offer PhD students – in their final or penultimate year of studying within a scientific, natural or social science field at a UK university – the opportunity to undertake a three-month fellowship

at the Parliamentary Office of Science and Technology (POST).

POST Fellows benefit from the Foundation's expertise throughout the three months. Staff share their networks and make connections to other experts, and Fellows have access to our wide array of public outputs and historic research. Fellows are also given the opportunity to present to an engaged audience at the Foundation's offices.

In 2023 we increased the number of places offered in the year from four to six. Fellows co-author a POSTnote or briefing on a range of topical issues.

Stephanie Hartgen-Walker summarises child food insecurity and Free School Meal initiatives in England, highlighting relevant research evidence and stakeholder, and Jahnvi Bhaskaran summarises the emerging technology of human stem cell-based embryo models. Dugald Foster

was offered a place in 2023, and in 2024 will publish a report on *Reform of the Mental Health Act: People with learning difficulties and autism*.

POST Fellowships are increasingly touching on topics that are of interest to the Nuffield centres (the Ada Lovelace Institute, NCOB and Nuffield FJO). This includes Hannah Wolmuth-Gordon who writes about the One Health approach, its key features, and the challenges to and opportunities for implementation. One Health recognises that human, animal and environmental health are closely interlinked. Laura Heath's fellowship and POST briefing on gender incongruence and gender dysphoria is another example. As part of her Fellowship, she met with staff of the Health and Social Care Committee and attended a committee hearing.

Katerina Mentzou's fellowship was on *Problem-solving courts* (PSC), a problem-solving approach targeting the complex needs of individuals within the criminal or family justice systems. In her POSTnote she outlines the key components and outcomes of different PSCs, highlighting the opportunities for and challenges to implementation in England and Wales. Finishing her POSTnote early, she conducted scoping work for future POSTnotes and helped with the human trafficking inquiry of the Home Affairs Select Committee.

Devyani Gaijjar started her fellowship in 2022, examining the debate around assisted dying. After submitting her PhD thesis, she started working at the Parliamentary Office for Science and Technology in 2023 as a physical sciences and digital adviser.

**“I knew I was working on something that would have an impact and be used by parliamentarians – that the POSTnote I produced could help decision-makers make informed choices on laws directly affecting people.”**

POST Fellow

# Grants awarded in 2023

Principal Investigator and Institution	Project Name	Value (£)	Term (months)
<b>New Education projects funded in 2023</b>			
Sara Baker, University of Cambridge	A feasibility and pilot trial of the Early Years Library	460,193	36
Danielle Matthews, University of Sheffield	Can digital parenting interventions benefit early language development?	402,673	24
Matt Dickson, University of Bath	The Raising of the Participation Age (RPA) to 18 in England – has it worked?	357,978	20
Maria Cockerill, Queen's University Belfast	Vocabulary for reading: the power of words	319,754	33
Luke Sibieta, Institute for Fiscal Studies	Spending across different stages of education	303,459	36
Jack Worth, National Foundation for Educational Research (NFER)	Teacher recruitment and retention challenges amid market structure reform	248,393	18
Kirsty Dunn, University of Lancaster	Investigating the origins of the 'achievement gap': the effects of adversity	242,810	22
Tammy Campbell, Education Policy Institute	What has 'Free School Meals' measured? Implications for research and policy	236,661	24
Victoria Simms, Ulster University	Improving early mathematical skills by supporting the home learning environment	223,580	24
Veruska Oppedisano, University of Westminster	The impact of exclusion on peers' educational and labour market outcomes	205,279	30
Joanne Hughes, Queen's University Belfast	Exploring academic selection and grammar schools in NI, and advancing the debate	204,077	24



## Grants awarded in 2023

Principal Investigator and Institution	Project Name	Value (£)	Term (months)
Kirsten Abbot-Smith, University of Kent	Developing a classroom intervention to improve conversation skills in primary	195,108	24
John Jerrim, UCL Institute of Education	Long-term outcomes of high-achieving disadvantaged children	161,482	24
Carol Brown, Oxford Brookes University	Unequal access to higher learning: can the EPQ help with levelling up?	151,103	24
Jenna Julius, National Foundation for Educational Research (NFER)	Cost of living crisis: impact on schools	129,720	11
John Jerrim, UCL Institute of Education	Investigating variation in performance across the Key Stage 2 maths curricula	98,728	18
Jon Andrews, Education Policy Institute	Education priorities in the next general election	80,021	20
Funding for one project less than £50,000		15,091	
<b>Additional funding for Education projects funded in previous years</b>			
Additional funding for six projects, each less than £50,000		79,954	
<b>Total Education grants</b>		<b>4,116,064</b>	
<b>New Justice projects funded in 2023</b>			
Vicky Kemp, University of Nottingham	PACE and child suspects: piloting a 'Child First' approach in police custody	334,151	24
Lorna Stabler, Cardiff University	Special guardianship families: experiences and support needs	326,288	24
Jo Garstang, University of Birmingham	Improving safeguarding outcomes after adoption or special guardianship	306,329	18

## Grants awarded in 2023

Principal Investigator and Institution	Project Name	Value (£)	Term (months)
Rick Hood, Kingston University	Linking household benefits, financial precarity and child welfare	298,770	27
Olive Diaz, Cardiff University	Parental advocacy in England: a realist evaluation of implementation	295,145	30
Lucy Welsh, University of Sussex	Exploring the experiences of Criminal Cases Review Commission (CCRC) applicants	122,900	20
Paolo Campana, University of Cambridge	Breaking networks of youth serious violence in the UK	115,843	18
Funding for one project less than £50,000		25,205	
<b>Additional funding for Justice projects funded in previous years</b>			
Additional funding for nine projects, each less than £50,000		98,287	
<b>Total Justice grants</b>		<b>1,922,918</b>	
<b>New Welfare projects funded in 2023</b>			
Antonio Silva, Nesta	Revealing social capital	488,008	24
Ashwin Kumar, Manchester Metropolitan University	Universal Credit, good work and progression	393,230	36
Nick Davies, Institute for Government	Performance tracker: are public services meeting people's needs?	308,666	41
John Armstrong, King's College London	Collective defined contribution pensions with investment choice	303,360	24
Gavin Parker, University of Reading	Just Neighbourhoods? Under-representation in UK Community-led planning	269,614	30

Principal Investigator and Institution	Project Name	Value (£)	Term (months)
Caroline Oliver, University College London	Afghan resettlement in England: outcomes and experiences	268,792	18
Geraldine Lee Treweek, Birmingham City University	Gypsy, Roma, Traveller youth: mitigating exclusions using the digital?	268,436	33
Harriet Churchill, University of Sheffield	Virtual parent support portals: towards a new research and practice agenda	229,519	26
Jan-Emmanuel De Neve, University of Oxford	Reliability and validity of crowdsourced workplace well-being data	76,623	12
Funding for three projects, each less than £50,000		63,432	
<b>Additional funding for Welfare projects funded in previous years</b>			
Additional funding for five projects, each less than £50,000		31,434	
<b>Total Welfare grants</b>		<b>2,662,682</b>	
<b>New Strategic Fund projects funded in 2023</b>			
Calum Davey, National Institute of Teaching Teaching	Improvement through Data and Evaluation (TIDE)	2,435,909	54
<b>Additional funding for Strategic Fund projects funded in previous years</b>			
Additional funding for one project less than £50,000		25,484	
<b>Total Strategic Fund grants</b>		<b>2,461,393</b>	
<b>Understanding Communities Fund</b>			
Funding for two projects, each less than £50,000		27,070	
<b>Total Understanding Communities Fund grants</b>		<b>27,070</b>	

Principal Investigator and Institution	Project Name	Value (£)	Term (months)
<b>General Election Analysis and Briefing Fund</b>			
Andy Summers, London School of Economics and Political Science	Reforming capital gains tax: Detailed modelling and tax simulator	73,000	16
Paul Johnson, Institute for Fiscal Studies	IFS general election analysis	70,000	19
Mike Brewer, Resolution Foundation	Briefings on UK general election 2024	69,429	11
Gavan Conlon, London Economics	Examination of higher education fees and funding	65,627	17
Jagjit Chadha, National Institute of Economic and Social Research	General election briefings on key economic and social issues	50,000	15
Funding for three projects, each less than £50,000		118,790	
<b>Total General Election Fund grants</b>		<b>446,846</b>	
<b>Other</b>			
Funding for six projects, each less than £50,000		49,000	
<b>Total Other grants</b>		<b>49,000</b>	

# Future plans

## Nuffield Foundation

### New strategic focus

Life in Britain today has changed beyond recognition in many ways since the Foundation was established in 1943. But there are persistent themes that continue to connect the present to the past – access to opportunities, inequalities, family and working life, and how we can improve well-being in our society.

In 2024 we will continue to apply the independence, authority and trust we've built since 1943 to new research ideas that will contribute to shape all our futures. To this end, we are working towards finalising our next five-year strategy which we anticipate will launch in the next year.

Towards this strategy, we have:

- Mapped our stakeholders in research, policy and practice and conducted interviews and surveys with them. In 2024 this will help us focus the themes of our new strategy, and consider how we work and how we can have most impact.
- Ran a strand of work on futures and horizon scanning involving teams from across the Foundation, NCOB, the Nuffield FJO and Ada.
- Set up staff groups to discuss how we might improve the ways we work and to ensure that the strategy development is an inclusive process.
- Worked on a new approach to portfolio development which will identify gaps, trends and untapped talent, creating opportunities to enhance and inform the research and innovation we fund, to better meet new strategic priorities.

We also ran *Changing Lives for the Better* – a year-long series of events and activity to celebrate our 80th anniversary, and to contribute to our new strategic direction. This is ongoing and topics featuring in 2024 include:

- The future of work and skills – a webinar with key grant-holders, and regional policy and business leaders.
- The future of the justice system.
- AI and the public sector.
- Risks across the life course: Meeting the challenge of change and insecurity – a major Nuffield Foundation conference.

### Synthesis projects, strategic grants and new funds

Our *Changing Face of Early Childhood* series demonstrated the tangible benefit in bringing research together across the Nuffield Foundation's domains and centres. The important series of evidence reviews – of our funded and other research – synthesises new insights, answers larger questions beyond those of individual projects, identifies knowledge gaps, and develops priorities for policy and practice. In 2024, we begin the exploratory phase for a new synthesis project, *Grown Up?*, exploring transitions from adolescence to adulthood.

Our Strategic Fund continues to make possible our most ambitious projects, including four new grants awarded in 2023 for research starting in 2024.

The first is an innovative five-year project from the National Institute of Teaching (NlOT). *Teaching Improvement through Data and Evaluation (TIDE)* aims to improve outcomes for pupils by improving teacher development practices. Analysing a wealth of strictly anonymised data from the NlOT's founding school trusts, the project is the first of its kind tried at this scale in the UK on approaches to teacher training, classroom practice and

continued professional development (CPD) – and the impact of these on pupil outcomes.

There is a knowledge gap around the impacts of major reductions in funding and procedural reforms in the justice system in England and Wales. *Transforming justice: The interplay of social change and policy reforms* is a major integrated research project from the IFS, led by Professor Imran Rasul. It has the potential to revolutionise public understanding of the role and impacts of the justice system and to improve the quality of policy through high-quality evidence and independent challenge. The project will also seek to build research capacity, ensuring that economic and quantitative methods are better represented within the study of the justice system.

Research led by Professor Ruth Patrick at the University of York, alongside a four-nation team, will be the first major programme to examine the extent of devolution and impact on people's everyday lives. A single UK social security system has not existed for some time, with significant differences depending on where you live. Decisions made at Westminster and at the national, regional and local level all affect the social security a family will receive. *Social security in a devolved UK: Realities, risks & opportunities for families*

will build an understanding of what works, in what contexts, and for whom – with scope to improve policymaking and, subsequently, the lives of millions of families in the UK.

The *Well-being in later life in Bradford* (WeLL-Bradford) study, led by Professor Andrew Clegg, will focus on the experiences of older people with frailty who experience multiple, avoidable disadvantages. These groups of people are often missed by current national studies (for example, older females with a low income and from a minority ethnic group). Data will be used to identify groups of people at higher risk of certain life events – needing carers at home, falling, being admitted to a care home or nearing end of life. This project will provide valuable insights to inform further national studies to investigate how policymakers, services and communities can find ways to address these longstanding unequal opportunities.

A current Strategic Fund project, *Understanding Communities*, is working towards a major report in 2024. Launched in 2022 in partnership with the British Academy, the project brings together several pieces of research exploring how to enhance people's lives in the context of their communities. Funding was awarded

**“The next government will need to confront significant and challenging decisions regarding matters such as the economy, taxes, and public services. Our general election projects aim to ensure that political promises are grounded in robust evidence and subject to expert and public scrutiny.”**

Mark Franks, Welfare Director and lead for the General Election Analysis and Briefing Fund



to early or mid-career researchers, policymakers and practitioners, and applicants were encouraged to create multi-disciplinary teams, capture residents' lived experiences and, alongside traditional methods, use innovative methods like art-based approaches and social network mapping.

Ahead of the next general election, the Foundation funded eight projects through its General Election Analysis and Briefing Fund. The high-quality work that we are enabling in 2024 aims to drive up the reliability and accuracy of political parties' claims through impartial assessment, and to improve understanding of the factual evidence on key economic and social policy issues among the public and the media in the run-up to the election.

The Institute for Fiscal Studies, the Resolution Foundation and the National Institute for Economic and Social Research will produce a range of outputs that will examine different aspects of the economy and public finances in the context of the election, while a team from the London School of Economics is examining in detail the issues around Capital Gains Tax. The Education Policy Institute is looking closely at the implications of the parties' manifestos on our education system, while London Economics will examine different models of funding higher education. We are also supporting the Nuffield Trust to summarise evidence on key issues around health and social care in England, and the Social Market Foundation to carry out an international comparison of housing policy in light of the UK's housing crisis. Finally, the Fraser of Allander Institute at the University of Strathclyde will draw out the implications of the parties' manifesto commitments for Scotland.

2024 will also see the launch of a new research programme focused on racial diversity in the UK. This exciting new grant funding programme will explore the influence of migration and ethnic diversity on present-day UK society and its future

trajectory, improving understanding of pathways to a racially just and inclusive society.

### Developing our people and organisation

In 2023, following a period of slow but steady expansion in staffing numbers, we focused on developing our people, as part of a refreshed people-development strategy and plan. The plan encompassed the development of core soft skills, a management development programme and Equity Diversity and Inclusion training for all staff (see Equity, diversity and inclusion section). We also joined the recently launched Charity Mentoring Network to provide opportunities for our staff to be mentored and/or become a mentor to others, and continued to support personal development through access to online training and regular reading and development days.

At the end of the year the focus moved to engagement and two staff surveys – the first on staff inclusion, and the second (carried out in January 2024) being a full staff engagement survey. The findings from both surveys will inform actions to be taken forward in 2024.

In line with our ambitions for creating opportunities for graduates and those earlier in their careers, in 2023 we partnered with local universities and recruited two new Research Assistant positions within the Ada Lovelace Institute.

### Emerging Researchers Network

For 2024 we have a new programme of events and opportunities to support early career researchers (ECRs) on Nuffield-funded projects. The Nuffield Foundation's Emerging Researchers Network, launched in October 2023, furthers our aim to support ECRs to develop successful careers. Training events include how to write about research for the media, facilitated by The Conversation UK, and an insight session on policy and parliamentary engagement. The network's



LinkedIn group members are connecting with each other, and sharing learning and opportunities.

#### Fellowships at POST

We continue to offer PhD students – in their final or penultimate year of studying within a scientific, natural or social science field at a UK university – the opportunity to undertake a three-month fellowship at the Parliamentary Office of Science and Technology (POST). Six Fellowships will be awarded in 2024 – four in POST’s Social Sciences team and two in the Biology and Health team.

POSTnotes being published in 2024 include Jahnvi Bhaskaran’s summary of the emerging technology of human stem cell-based embryo models, their regulation, and wider ethical and societal implications; and Dugald Foster’s report on *Reform of the Mental Health Act: People with learning difficulties and autism*, part of a series of reports by POST on the reform of the Mental Health Act.

## Nuffield Council on Bioethics

The new NCOB strategy ‘Making ethics matter’ sets out three priority areas of work for the next two to three years:

- Reproduction, parenthood and families.
- The mind and brain.
- The environment and health.

These three areas represent some of today’s most urgent and important developments in biomedicine and health. They each raise critical ethical, social and policy issues on which the NCOB will offer a distinctive contribution. Work on the ethics and regulation of ‘model embryos’, and a briefing note on the use of ‘brain organoids’ in research are among the planned outputs of 2024.

Meanwhile, the NCOB’s horizon scanning programme is set to evolve. In partnership with the Government Office for Science (GO-Science), the Council of Europe and the Ada Lovelace Institute, the NCOB has secured an Oxford Policy Engagement Network Fellowship. This is enabling a Fellow from the Ethox Centre at the University of Oxford to join the NCOB and senior methodologists from the National Institute

for Health and Care Research Innovation Observatory to design a new horizon-scanning approach that explores ethical considerations from the outset.

Also in 2024, the NCOB will be sharing findings from its public engagement project on assisted dying, and from a partnership with the Ada Lovelace Institute on AI and genomics. It will be welcoming a new researcher in the second half of the year to work on an international collaboration led by the University of Birmingham on 'ethical expertise in times of crisis'.

## Nuffield Family Justice Observatory

In 2024 a significant focus will be on:

- Increasing children's participation in family court proceedings.
- Supporting the pathways of the 10% of private law applicants who are not parents.
- Raising awareness of the prevalence of learning disability among parents in care proceedings.
- Working with partners to develop a Baby Court to bring a problem-solving approach to care cases involving newborn babies.

We will be drawing attention to the lived experience of 'care' under deprivation of liberty (DoLs) orders, and facilitating the development of 'system change' pilots to change the way young people under DoLs orders are cared for.

We will be pushing for young people's voices to be heard in the family justice system. We will also look for ways to communicate a problem-solving approach to practitioners, and champion what it will take to achieve change throughout England and Wales.

We will continue to develop and disseminate research about families' experiences of the family justice system by ethnicity.

## The Ada Lovelace Institute

The Ada Lovelace Institute ends the year with a new Chair and new Board members, and with renewed purpose from evidence of the urgency and impact of our work. 2024 will be exciting with our new Director, Gaia Marcus, appointed and as we work to refine our future strategy for 2025 and beyond.

There's no doubt that 2024 will bring more headline-grabbing jumps forward in the technical capabilities of AI systems. This is alongside growing concern about negative impacts, including generative AI's contribution to political disinformation in a year in which both UK and US elections take place.

The policy landscape will continue to evolve, with attention in the EU likely to turn to the implementation and enforcement of the AI Act. 2024 will also see two further AI Safety Summits in South Korea and France.

We'll continue to invest resource in understanding, translating and working with others to explore how data and AI can contribute to creating better, fairer societies for everyone – and our core principles and mission will continue to inform everything we do.

## Equity, diversity and inclusion

We continue our programme of work to ensure equity, diversity and inclusion is embedded in all aspects of our work.

For our work to effectively recognise and reflect these issues, diversity and inclusion must be embedded in all aspects of what we do as a Foundation, including the people we employ, the projects we fund and those with whom we work and engage.

In support of this, we monitor the diversity of our staff and job applicants so that we can understand where we need to take further steps to ensure we are an inclusive employer.

Table 1 presents data on four protected characteristics for Nuffield Foundation employees as of 31 December 2023. During the year there has been an increase in the proportion of staff from ethnic minority backgrounds (from 17.5% to 20.0%). We've also seen an increase in the number of staff declaring a disability, which has increased from 3.8% in 2022 to 10.5% as of December 2023. We continue to look at actions and initiatives that might address areas of under-representation.

We have recently started collecting diversity monitoring data on those people holding governance roles in the Foundation. 75% of the Foundation's Trustees have provided this information. Of those disclosing, 57% are male and 43% are female, 71% are White and 29% are from other ethnic backgrounds. Incorporating members of our wider governance bodies (the Trustees, our committees, and the members of the governing boards for the Ada Lovelace Institute, NCOB and the Nuffield FJO), 58% have disclosed this information. From those disclosing, 50% of members are female and 50% are male, and 83% of members are White with 17% from other ethnic backgrounds.

During 2023, staff attended in-house equity, diversity and inclusion training workshops. We also undertook a staff inclusion survey, the feedback from which has been developed into actions that will be taken forward during 2024. We have signed up to the 10,000 Interns Foundation's scheme which provides paid internships for Black and disabled students and graduates, and we will be hosting four placements in the summer of 2024. We will continue to identify other opportunities that support young people (or returners) into work. We continue to use accreditation schemes to provide a framework for our employment activities.

We are still signed up to the RNIB's Visibly Better standard, we're signed up to the Age-Friendly Employer pledge, and during 2023 we were able to progress our Disability Confident standard from Level 1 to Level 2.

We want to ensure that our applicants and grant-holders reflect the diversity of society. Since 2021 we have introduced voluntary diversity and inclusion monitoring of applicants, grant-holders and their teams to find out more about the people who apply for – and are awarded – funding. Tables 2 and 3 present data on four protected characteristics for Principal Investigators and Co-Investigators named in applications and those who were grant-holders in 2023, comparing these against the same in 2021 and 2022. Overall, there has been little change in the rates in the three years. As can be seen in Table 2, there are noticeably more applicant respondents who completed the survey in 2023, reflecting the significant increase in the number of applications received when compared to 2022 (numbers for 2021 are low due to monitoring only beginning in the second of our two annual funding rounds in that year). Across all rounds on monitoring, the response rate to our diversity and inclusion monitoring survey has been high, exceeding 75%.

Over time, the data gathered helps inform what steps we can take to ensure our funding opportunities are accessible to all potential applicants.

In 2023 we undertook some foundational steps to broaden the diversity of the people we fund, our networks and our audiences, with a particular objective to increase applications and their success rate from Black researchers, as this has been identified as a key gap. The Foundation's data about the ethnicity of its applicants and grant-holders is in its infancy but preliminary analysis shows that for White applicants, one in every seven outline applications is invited to full application; whereas for racially minoritised applicants, this drops

to one in every nine outline applications being invited to full application.

We have noted the absence of Black or Black British. Principal Investigators within our current grant portfolio according to our data. This is broadly consistent with UK Research and Innovation data which shows that Black researchers are particularly underrepresented among their grant-holders, accounting for only 1% of awards in 2020/21.<sup>1</sup>

We are considering what steps the Nuffield Foundation can take to increase the number of applicants and grant-holders who are Black or Black British. A project team conducted interviews with 10 organisations to learn about how they were approaching the challenge of increasing the number of Black grant-holders. The team also conducted some desk-based research.

Separately we commissioned Hello Brave to run focus-group research to gather initial insights about what is and is not currently designed well for Black researchers seeking Nuffield Foundation funding, and what could be done to make the Foundation's grant-making processes equitable and inclusive for Black researchers.

The findings and insights from these initiatives were discussed by the Foundation's Leadership Team, the Equality and Diversity Working Group and Nuffield Foundation's Board of Trustees in October. The Trustees strongly endorsed proposals to explore means of increasing the racial diversity of the Foundation's grant-holders, including a particular initial focus on Black researchers, given the lack of Black PIs among our grant-holders.

As a first step, the Foundation is reaching out to, and working with, representatives from Black-led networks to improve our communications and outreach programme. The Foundation has also recently launched

an Emerging Researchers Network and we will ensure this is inclusive and supportive for Black early career researchers.

**Table 1:**  
**Our staff as of 31 December 2023 (%)**

<b>Age</b>	
29 or under	22.1
30–39	31.6
40–49	25.3
50–59	16.8
60+	4.2
Prefer not to say	0
<b>Ethnicity</b>	
Asian or Asian British	7.4
Black or Black British	4.2
Mixed	5.3
Other ethnic group	3.1
White	76.8
Prefer not to say	3.2
<b>Disability</b>	
No	84.2
Yes	10.5
Prefer not to say	5.3
<b>Gender</b>	
Female	73.6
Male	23.2
Use another term	3.2
Prefer not to say	0

<sup>1</sup> UKRI (2022) UKRI diversity data for funding applicants and awardees (UKRI diversity data for funding applicants and awardees 2020–21 update; accessed 30 January 2024)



Table 2: Applicant protected characteristics

	Principal Investigator			Co-Investigator		
	2023 (%; n=509*)	2022 (%; n=446*)	2021 (%; n=130*)	2023 (%; n=839*)	2022 (%; n=742*)	2021 (%; n=177*)
<b>Age</b>						
29 or under	2	3	3	3	2	0
30-39	25	28	31	25	24	24
40-49	36	40	38	37	35	36
50-59	27	21	19	24	28	30
60+	9	7	8	9	9	8
Prefer not to say	1	1	0	2	2	2
<b>Ethnicity</b>						
Asian or Asian British	6	9	5	9	6	5
Black or Black British	3	1	1	2	1	0
Mixed	4	3	2	2	3	2
Other ethnic group	3	2	2	4	2	2
White	83	84	88	81	86	90
Prefer not to say	1	1	2	2	1	1
<b>Disability</b>						
No	78	83	85	80	80	83
Yes	19	12	10	14	17	15
Prefer not to say	3	5	5	6	3	2
<b>Gender</b>						
Female	63	62	55	59	58	53
Male	35	35	42	38	40	46
I use another term	0	2	2	0	1	1
Prefer not to say	2	1	1	3	1	1

\* Sample sizes (the number of respondents) are denoted by the 'n' value.

**Table 3: Grant-holder protected characteristics**

	Principal Investigator			Co-Investigator		
	2023 (%; n=74*)	2022 (%; n=100*)	2021 (%; n=107*)	2023 (%; n=143*)	2022 (%; n=186*)	2021 (%; n=191*)
<b>Age</b>						
29 or under	1	0	1	4	4	5
30–39	26	21	21	22	18	16
40–49	31	33	32	37	40	42
50–59	27	30	29	22	23	23
60+	14	15	17	13	12	12
Prefer not to say	1	1	1	2	3	3
<b>Ethnicity</b>						
Asian or Asian British	3	3	4	1	2	2
Black or Black British	0	0	0	1	1	1
Mixed	5	4	4	1	1	1
Other ethnic group	1	2	2	1	1	1
White	83	86	86	96	94	95
Prefer not to say	8	5	5	1	2	2
<b>Disability</b>						
No	85	86	87	81	80	81
Yes	14	14	13	15	16	15
Prefer not to say	1	0	0	4	5	5
<b>Gender</b>						
Female	60	61	62	58	60	61
Male	38	37	36	41	38	37
I use another term	1	1	1	0	0	2
Prefer not to say	1	1	1	1	2	0

\* Sample sizes (the number of respondents) are denoted by the 'n' value.

# Financial Review

2023 is the first year of our next five-year financial framework, which sees an increase in our charitable spending to achieve our strategic goals.

Our two key financial metrics are annual charitable expenditure and the value of our investment portfolio, which decreased and increased respectively compared to the previous year.

Our charitable expenditure in 2023 was £22.0 million; a reduction of £1.2 million from 2022's charitable expenditure of £23.2 million. This reduction is predominately explained by an accounting adjustment in 2023 to discount our long-term grant commitments, in line with accounting standards (a £0.5 million reduction). With this adjustment removed, the comparable year-on-year reduction is £0.8 million. This is explained by the 2022 Oliver Bird Fund grant round which is not on an annual cycle (£2 million reduction in 2023), offset by increased spend in both Strategic Fund commitments and the NELI programme.

Our investments were valued at £518 million at the end of December 2023, a £20 million increase against the December 2022 valuation of £498 million. Against our longer-term financial targets we remain significantly ahead of our target position, and so market volatility does not yet cause any concern for our long-term ability to spend at our intended levels.

## Expenditure

Key components of our 2023 expenditure include:

- £9.2 million of research grants to higher education institutions and other organisations, including £0.4 million for our General Election Analysis and Briefing Fund round.
- £2.5 million of Strategic Fund grants, including *Teaching Improvements through Data and Evaluation (TIDE)* with the National Institute of Teaching, which is looking to develop a measure of teacher quality for England.
- Increased expenditure for the Ada Lovelace Institute (including third-party funding support such as from the Open Society Foundations).

These activities indicate some of the ways in which we are using our financial resources to deliver the aspirations laid out in our strategy.

## Investment management and governance

Our financial objectives are:

- To have the ability to spend at a sustainable rate over the medium-term (five years +).
- With the actual timing of expenditure being variable, driven by the Foundation's risk appetite and quality criteria.
- While seeking to maintain in real terms the value and purchasing power of the endowment in the longer term.
- By reflecting our mission of advancing social well-being in how we invest.

Our investment objective remains to have a diversified portfolio that will allow for high and stable long-term spending, earned in a way that is consistent with our values.

The portfolio return of 8.5% (2022: –5.4%) was significantly behind its market-based benchmark of 14.2% (–7.3%), which is based on a portfolio invested with 90% in global equities and 10% in short-dated gilts. Private equity was the largest contributor to this under-performance (returning –7.7% compared with a benchmark return of 15.3% for listed equity). Private equity valuations always take longer to feed through than in public markets, so this under-performance against its listed equity benchmark is not surprising and reflects the losses in public markets of 2022. Public equities also under-performed their benchmark by returning 12.0%, 3.4% less than the MSCI ACWI index (15.3%). The individual performance of listed equity managers was once again varied, as expected, putting behind them the too-close correlations experienced in the market hiatus of 2022 as it digested interest rate changes quickly.

50% of the US Dollar exposure in the portfolio is being hedged back to sterling to protect some of the historic currency gains. The hedge was introduced at £1 to \$1.15. When GBP recovers towards its more normal value, we will return to our unhedged strategy.

During the year we decided to increase our strategic allocation to venture capital and private equity from 20% to 25%, by reducing the allocation to global equities

from 70% to 65%, to take advantage of the current dislocation in the market and to provide a fillip to our long-term returns.

We dedicate one Investment Committee meeting a year to understanding better how our managers are implementing our expectations as responsible investors, reflecting our underlying principle of 'know what we own'. As part of this, we examine our portfolio against a number of metrics to ensure that we are not earning our returns by exploiting vulnerable people (a key test for us), or in an unsustainable way, and discuss with our managers how they express our policy in what they own, how they vote and how they engage.

We continue to carefully watch inflation (both globally and in the UK), which would affect us by increasing the rate at which our Capital Maintenance Index (CMI) rises while potentially decreasing market values of our investments. The impact of this would be to reduce the amount of excess reserves that we are holding over the CMI target and our level of spending.

Our Investment Committee is made up of three Trustees and two independent investment professionals, and it fulfils a key governance role by monitoring and overseeing this area on behalf of the Board of Trustees.

### Responsible investing policy

Our policy is based on three principles:

- We aim to achieve our financial returns in a way that is consistent with our charitable purpose of advancing social well-being. This includes being an engaged investor as well as avoiding businesses that are either unsustainable or seek to exploit vulnerable people.
- We aim to know what we own or be confident that our managers know what they own on our behalf, and why they own it. When investing in private equity we will seek reassurance on environmental, social, and governance (ESG) matters in line with our policy.
- We will disinvest from a manager where on balance its approach is incompatible with our interests described above.

Our full responsible investing policy is available on our website: [www.nuffieldfoundation.org/our-policies](http://www.nuffieldfoundation.org/our-policies)

### Asset allocation and ranges

Asset class	Target	2023 Actual
<i>Real assets</i>		
Global equities	65%	71%
Private assets	25%	18%
Currency	-	1%
<i>Total real assets</i>	90%	90%
Short-dated gilts and cash	10%	10%
<i>Total assets</i>	100%	100%

### Manager structure and principal benchmarks

Investment performance is assessed against total returns relative to a composite benchmark based on asset allocation at the beginning of each period. Performance is also compared to an appropriate peer group index (previously WM Charities Unconstrained Index). Individual manager benchmarks are set out below.

Asset class	Manager
<i>Real assets</i>	
Global equities	Arrowstreet, Harding Loevner, GMO, Magellan, Maj Invest, Veritas
Private assets	Various illiquid funds
<i>Nominal assets</i>	
Short-dated gilts	Internally managed

Asset class	Benchmark	Target
Total equities	MSCI ACWI	+ 1%
Private assets	MSCI ACWI	+ 3%
Fixed interest	0–5yr ML Gilt index	-

Investment performance				
Total returns (annualised %)	1 Year	3 Years	5 years	10 Years
Nuffield Foundation	8.5%	7.3%	9.4%	10.0%
Bespoke benchmark	14.2%	7.7%	11.0%	10.3%
Inflation (annual weekly earnings)	6.0%	5.5%	4.7%	3.14%
ARC Steady Growth Index	7.5%	3.0%	5.5%	5.0%
Key				
<i>Nuffield Foundation</i>	Actual performance			
<i>Bespoke benchmark</i>	90% MSCI ACWI; 10% UK 1–5 year Gilts			
<i>ARC Steady Growth Index</i>	Commonly used index for charity funds			

## Reserves policy

The primary focus of our reserves policy is to monitor the long-term health of the Nuffield Foundation's financial outlook. Our strategy is to preserve the endowment's value over the very long term while releasing the funds required to meet our short-term spending commitments.

As at 31 December 2023, the 'target value' of our endowment was £447 million, with an upper range of £518 million and lower range of £375 million. The actual value of the endowment was £518 million, in excess of what we consider to be the usual volatility range – this has offered us the opportunity to look at accelerating our level of expenditure beyond our standard rate of CMI plus 4.5%.

The short-term reserves level (General Fund expenditure reserve) is a secondary focus within our financial management. The nature of our expenditure is that we make commitments (either in grants to third parties or in the designation of funds for our in-house programmes) well in advance of the funds being drawn down, and so we expect this expenditure reserve to be negative. The December 2023 level is –£2.9 million.

As our endowment is managed on a total return basis, and as a significant proportion of our accounting commitments will not be realised for several years and are fully covered by cash and cash-like holdings within our investment portfolio, we are satisfied that our current reserves position is appropriate and is a good indicator of our strategic intent.

## Principal risks

We are responsible for the management of risks, with detailed consideration delegated to the Audit, Risk and Governance Committee and supported by senior staff.

In setting out our risk management approach we recognise that, for strategic risk management at least, the somewhat formulaic 'probability' and 'impact' approach can lead to more emphasis on the scoring mechanisms than on the deeper implications of the risks identified.

To avoid this trap, we have developed an approach that frames each conversation to consider the gap between our risk appetite and the actual profile of a given risk. This has a number of advantages in comparison to some more widely used approaches, including:

- It recognises that risk assessment is more of a continuum than a precise point on a chart. It allows space to acknowledge the degree of uncertainty in evaluating risks.
- At its centre is the knowledge that failing to take sufficient risk can be as much of a problem as failing to mitigate against downside risks.
- As the primary question is 'where are we furthest from our aspiration in terms of risk appetite?', the discussions naturally become action-oriented and forward-looking.

Our strategic risk areas, with current status and key actions, are:



Strategic risk area	Status and key actions
Is our strategy on track and sufficiently flexible and responsive to changing circumstances?	The strategy has proved itself to be an important and valuable guide in framing our activity and flexing our approach to circumstances over the past five years. Our next five-year strategy is currently in development and is expected to be published in late 2024/early 2025.
Are we funding work of the quality and relevance required to advance our purpose?	We continue to make good progress in strengthening our approach to impact, evaluation and learning, including through the creation of our Grants Committee, appointment of a Director of Strategy and Engagement, and through our strategy development.
Are we taking the right level of risk to achieve the desired outcomes?	Our continued development of larger 'strategic' grants and more cross-cutting and synthesis workstreams allows us to check ourselves on this area.
Does our funding have the appropriate impact on policy and practice over the short, medium and long-term?	We continue to build our profile as a convenor and to explore how best to connect with policymakers and practitioners.
Does our reputation among key stakeholders reflect our purpose and enable us to build effective partnerships?	We are evaluating the results of stakeholder research to determine how well our self-understanding lines up with external voices, an important aspect in the development of our next five-year strategy.
Are we managing the Foundation's range of activities in a way that prevents exposure to undue reputational damage?	We are satisfied that this risk is being well-managed; we continue to refine our governance and leadership approach as our work develops across its multiple streams.
Are we reaching our key audiences effectively?	This will also be covered in the stakeholder research. We have an ongoing programme of communication activity that is making great progress in how we present ourselves externally.
Does our equity, diversity and inclusion work strike the right balance between representation, engagement and the authority of research?	This is an emerging and newly identified risk in 2023 and we will be working to embed this through the strategy refresh and EDI workstreams already in place.
Is our leadership governance fit for purpose, in line with best practice, and alert to the dangers of 'group think'?	Our refined governance and leadership structure has been operational since mid-2023, including the establishment of a Grants Committee and revised remit for the Audit, Risk and Governance Committee.
Do we have the staffing capacity and culture to deliver on our strategic commitments?	The extensive changes to our systems and our working environment over recent years is well embedded. An increase in external/convening-type events has given us increased confidence that the environment is fit for purpose.
Do our systems, processes and environment facilitate and enable our work?	We have focused on aspects of culture including diversity and inclusion in the past year; this remains work in progress, as does ensuring we have the right levels of capacity and engagement.
Is our current and long-term strategy adequately supported by our investment portfolio?	Our financial model is so far proving itself to be resilient in the face of market volatility and inflationary pressures; this will require continued careful monitoring over the coming period.

# Structure, governance and management

## The Trust Deed

The Nuffield Foundation is a charity registered with the Charity Commission (206601). It was established by Trust Deed on 9 June 1943 by Lord Nuffield. The Trust Deed details the objects of the Foundation which include: the advancement of health; the advancement of social well-being; the advancement of education; the care and comfort of the aged poor; the relief of handicaps; the benefit of the Commonwealth and ‘such other charitable purposes as shall be declared in writing by all the Trustees’.

A Common Investment Fund was established by a Charity Commission scheme and took effect on 1 January 1980. It allowed the investments of different charities (but for which the Foundation Trustees were also responsible) to be invested as one unit. Subsequently, these funds (the Oliver Bird Fund, the Elizabeth Nuffield Educational Fund and the Commonwealth Relations Trust) have been classified as ‘subsidiary charities’ of the Foundation and are only identified separately in the notes to these accounts.

The Trust Deed has been amended on a number of occasions, most recently in 2016.

## Trustees

The Foundation has eight Trustees, who act jointly as a corporate body. Trustees are appointed by other Trustees for a standard tenure of two five-year terms. The Board of Trustees meets five times a year and retains overall responsibility for all activities of the Foundation. All strategic and policy decisions are taken by Trustees collectively, advised by a number of committees. We also have oversight boards for the Ada Lovelace Institute, the Nuffield Family Justice Observatory and the Nuffield Council on Bioethics – these do not have formal fiduciary duties.

Committee / oversight board membership is as follows:

<i>Italics</i>	External to / independent of Nuffield Foundation
+	Joined in year
#	Left in year

	Remit	2023 Membership
<b>Board sub-committees</b>		
Audit, Risk and Governance	Responsible for the process leading to the preparation of the annual financial statements the control environment, the oversight of risk management and all corporate governance matters.	<i>Claire Brown (Chair)</i> Ash Amin + John Pullinger Clare Tickell
Finance	Oversight of financial planning and performance monitoring; oversees the management of significant initiatives.	John Pullinger (Chair) Ash Amin + Clare Tickell <i>Claire Brown</i>
Investment	Considers the Foundation's asset allocation and monitors investment performance; can appoint and dismiss investment managers.	Keith Burnett (Chair) James Banks # Brian Bell + John Pullinger David Balance <i>Gary Steinberg</i>
Staff, Nominations and Remuneration	Oversight and development of the Foundation's staffing policies, including Trustee personnel matters.	Keith Burnett (Chair) Ann Phoenix
Nominations and governance	Examines the way the charity is governed and recommends changes to Trustees. It also identifies potential new Trustees.  Following a review of our governance and leadership structure in 2023, this committee was disbanded and all duties were subsumed into the other committees listed above.	Keith Burnett (Chair) # Ash Amin # Ernest Ryder #
<b>Entity boards</b>		
Ada Lovelace Institute	Lead the strategic development of the Ada Lovelace Institute, responsible for securing long-term sustainability. Board members also play a leading role in identifying questions or projects relating to the use of data and AI for investigation and deliberation.	<i>Wendy Hall (Chair) #</i> <i>Julie Maxton (Chair) +</i> <i>Francine Bennett #</i> <i>Rocio Concha Galguera</i> <i>Alix Dunn</i> <i>Helen Margetts #</i> <i>Shakir Mohamed +</i> <i>Huw Price #</i> <i>Ali Shah +</i> <i>Hetan Shah #</i> <i>John Thornhill</i> <i>Chris Todd</i> <i>Shannon Vallor +</i>
Nuffield Council on Bioethics	Responsible for reviewing and challenging the Nuffield Council on Bioethics' work, providing assurance that it is operating within its remit and committing expenditure in line with the terms of the funding grant and the goals of the Strategic Plan.  (Note that the Council has a deliberative function, with responsibility for developing the Nuffield Council on Bioethics' strategy)	<i>Brian Scott (Chair of the Board)</i> <i>Graham Hart</i> <i>Katherine Littler</i> <i>Vivienne Parry</i>  <i>Dave Archard (Chair of Council)</i>

Nuffield Family Justice Observatory	Provides independent oversight, ensuring that the work of the Nuffield FJO resonates with the wider family justice sector, reflects its England and Wales remit, and provides assurance to the funders on value for money and impact.	James Munby (Chair) # Jenny Beck (Chair) + Clare Carter Sally Jenkins Sophie Kershaw-Miller # Chris MacDonald + Eamon McCrory + Lesley Newton # Carey Oppenheim # Andrew Powell Rob Street Andrew Webb Theresa Williams
Panel for Trustee Remuneration	Periodically reviews the principles and levels of remuneration of Trustees and other members of our governance environment and makes recommendations to the Chair of Trustees.	Claire Brown (Chair) Deirdre Carty + ad hoc members
<i>Italics</i>	External to / independent of Nuffield Foundation	
+	Joined in year	
#	Left in year	

We set terms of reference for all committees and panels, and parameters for the delegation of authority to senior staff. Senior staff set further levels of delegation for operational matters. New Trustees receive an induction – including a series of meetings with other Trustees and senior staff – and a handbook for Trustees, containing information about procedures, committees, meetings, decision-making and financial procedures at the Nuffield Foundation.

## Organisational structure and management of the Foundation

During the year, the Foundation has employed an average of 82 full-time equivalent staff (including staff of the Nuffield Council on Bioethics, the Ada Lovelace Institute and the Nuffield Family Justice Observatory, all of whom are employed by the Foundation). The Chief Executive, supported by a Leadership Team, is responsible for the management of the Foundation and for advising Trustees on strategic and operational matters. Trustees are responsible for grant-making decisions, with delegated authorities in line with agreed procedures.

We house several semi-autonomous bodies which, although legally part of the Nuffield Foundation, have their own governing structures with distinct terms of reference.

The Nuffield Council on Bioethics is a longstanding example, with a Governing Board chaired by Brian Scott and a Council chaired by Professor David Archard. For our newer bodies, the Ada Lovelace Institute has a Governing Board chaired by Dame Julie Maxton and the Nuffield Family Justice Observatory has a Governing Board chaired by Jenny Beck.

In 2021 we set up a wholly owned subsidiary, Nuffield Foundation Education Ltd, as a 'special purpose vehicle' for the management of the grant from the Department for Education to roll out the Nuffield Early Language Intervention. The results of the subsidiary have been consolidated into the group accounts.

The Foundation is a Living Wage Employer accredited by the Living Wage Foundation.

## Statement of grant-making policy

We seek to be an open, collaborative and engaged funder that offers more than money. We are not simply an academic funding body, though the research we fund must stand up to rigorous academic scrutiny. We publish details of available funding and the relevant application process on our website and promote these opportunities through our stakeholder engagement and communications.

Grants are peer-reviewed by independent referees, who include representatives from the policy and practice worlds, as well as research experts. We require ethical scrutiny of proposals involving primary research and evidence of a commitment to the communication of research findings. Trustees make final decisions on these applications.

Once a grant has been awarded, we will work with grant-holders to ensure an advisory board is in place to provide a range of technical, subject, policy and practice expertise. We also require grant-holders to report on progress and to produce at least one publicly available output that sets out how they used their grant and what they achieved. We also require an end of project assessment, including feedback on the Foundation's performance as a grant-maker.

## Statement of policy on staff remuneration

We aim to recruit and retain able staff to deliver the operational activities of the organisation. Staff are paid on a pay band commensurate with the responsibility their post entails. Annual pay increases are agreed by the Staff, Nominations and Remuneration Committee, taking inflation and national average earnings and any other relevant factors into account. We do not have a system of bonuses or other variable rewards but will occasionally make additional payments to staff to recognise additional levels of responsibility or contribution.

Periodically, staff pay is independently benchmarked to external comparators. We undertook a full benchmarking exercise in the summer of 2021, to ensure that our remuneration remained in line with our external markets, and that there was appropriate internal parity. Details of senior staff pay are contained in note 4 to the accounts.

## Pay gap reporting

The Nuffield Foundation is below the headcount requirement for statutory reporting on our gender pay gap, but we choose to share the gender and ethnicity pay gaps in our annual report for transparency and accountability. We are conscious that these figures are sensitive to fluctuation due to our relatively small workforce. We, however, recognise the importance

of understanding what they may tell us about our recruitment and retention practices and we will continue to monitor them.

### Gender pay gap

As of 31 December 2023, the mean gender pay gap has reduced; mean average male pay is now 14.8% higher than average female pay (down from 15.7% in 2022, and 19.5% in 2021). Looking at the median pay gap, this has now reduced from median male pay being 4.3% higher than female median pay in 2022, to the female median pay being 0.5% higher than male median pay in 2023.

For reference, our overall staff base is 73.6% female, 23.2% male and 3.2% non-binary/other gender identity.

### Ethnicity pay gap

Looking at the average pay of employees disclosing themselves as from a White background compared with those staff from ethnic minority backgrounds, our mean pay gap has reduced. Mean average pay for White employees is now 19.0% higher than those from ethnic minority backgrounds (down from 24.4% in 2022) and the median pay gap has reduced from 16.1% in 2022 to 7.0% in 2023.

For reference, 76.8% of our staff have disclosed that they are of a White background and 20% are from an ethnic minority background (up from 17.5% in 2022).

## Statement of policy on fundraising

Section 162a of the Charities Act 2011 requires us to make a statement regarding fundraising activities. We do not undertake any fundraising activities, although we can accept offers from partners to contribute to work that we undertake. We show these sums in our accounts as 'donation income'. We do not use professional fundraisers or 'commercial participators' or, indeed, any third parties to solicit donations. We are therefore not subject to any regulatory scheme or relevant codes of practice; nor have we received any complaints in relation to fundraising activities nor do we consider it necessary to design specific procedures to monitor such activities.



## Charity Governance Code

We have carried out a review of our activities against the Charity Governance Code, a tool designed to help charities and their Trustees develop high standards of governance. We have an action plan to implement any relevant findings against this code.

## Streamlined energy and carbon reporting

Although not required for charities of our size, we have elected to report our energy utilisation as a part of our wider commitment to responsible operations.

	2023	2022
<b>UK energy use (kWh)</b>	117,229	216,191
<b>Associated greenhouse gas emissions (Tonnes CO<sub>2</sub> equivalent)</b>	39.72	55.5
<b>Intensity ratio (emissions per square metre)</b>	0.04	0.02

'UK energy use' covers gas and electricity use from our UK office plus the annual emissions from IT equipment.

'Associated greenhouse gas emissions' has been calculated using the GHG Reporting Protocol and use the 2023 government emission conversion factors for greenhouse gas company reporting.

The bulk of our energy demand comes from our office use. In late 2022, we sold our Grade 1-listed Georgian property and the associated reduction in energy use is reflected for the first time in 2023. This has reduced our energy utilisation significantly. We use cloud-based and mobile technology solutions, so our in-house IT requirements (servers etc.) have been reduced to a minimum.

We have limited energy usage other than our office and IT commitments (Foundation travel is limited and is almost entirely by public transport). We have not attempted to calculate the power consumption of staff while working from home.

## Public benefit

In preparing this report, Trustees have referred to the Charity Commission's general guidance on public benefit and are satisfied that the activities undertaken by the Foundation meet the Commission's requirements. As a research funder, the immediate beneficiaries are the organisations that we fund; universities, research institutes, voluntary organisations and others. Ultimately, the beneficiaries are much wider, since the aim of our grant-making is to improve the design and operation of social policy so that the lives of potentially every person in the UK benefit.

Individual young people are the immediate beneficiaries of our student programmes including the roll-out of the NELI; the public benefit reaches beyond the individuals directly supported, for example by ultimately seeking to address the skills gaps needed for the UK to flourish.

## Going concern

We monitor our going concern position throughout the year, with regular formal reviews.

Our general outlook on going concern is that the nature of the Foundation's endowment management and its future financial commitments mean that the Trustees remain satisfied that the Foundation has sufficient reserves to continue as a going concern for the foreseeable future.

Our most recent review confirms that, as our investment value is significantly in excess of long-run target, our asset allocation is intentionally overweight on nominal / liquid funds (so strengthening our resilience to short-term adverse shocks), and as cash and gilt holdings are double the requirement to meet forecast outflows over the next 24 months, our general outlook remains positive.

## Statement of Trustees' responsibilities

The Trustees are responsible for preparing the Annual Report and the Financial Statements in accordance with applicable law and regulations. Charity law requires that Trustees prepare financial statements for each financial year, in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under charity law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and apply them consistently.
- Make judgments and accounting estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions, to disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and, therefore, for taking reasonable steps for the prevention and detection of fraud and other irregularities.

These financial statements are published on the Foundation's website, in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the Foundation's website is the responsibility of the Trustees. The Trustees' responsibility also extends to the ongoing integrity of the financial statements contained therein.

## Disclosure of information to auditors

In so far as the Trustees are aware:

- There is no relevant audit information of which the charity's auditors are unaware.
- The Trustees have taken all the steps that they ought to have taken as a Trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Approved by the Trustees on 17 May 2024 and signed on their behalf by:



Professor Sir Keith Burnett  
Chair

# Independent auditor's report

## Independent Auditor's Report to the Trustees of Nuffield Foundation

### Opinion

We have audited the financial statements of Nuffield Foundation (the 'Charity') and its subsidiary ('the Group') for the year ended 31 December 2023 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Charity Balance Sheets, the Consolidated Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- Give a true and fair view of the state of the group and the charity's affairs as at 31 December 2023 and of the group's income and receipts of endowments and expenditure, for the year then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- Have been prepared in accordance with the requirements of the Charities Act 2011.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the Financial Reporting Council's (FRC) Ethical Standard, and we have

fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's or the group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

### Other information

The Trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### **Matters on which we are required to report by exception**

In light of the knowledge and understanding of the group and charity and their environment obtained in the course of the audit, we have not identified material misstatements within the Trustees' report.

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- Adequate and proper accounting records have not been kept; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of Trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit.

### **Responsibilities of the Trustees**

As explained more fully in the Trustees' responsibilities statement, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charity's and group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or

error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

### **Extent to which the audit was considered capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charity operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Charities Act 2011 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charity's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charity for fraud.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Audit, Risk and Governance Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

### Use of our report

This report is made solely to the charity's members, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Crowe U.K. LLP  
Statutory Auditor  
London





# Financial statements and notes



## Consolidated Statement of financial activities for the year ended 31 December 2023

	Note	Unrestricted Funds £000s	Restricted Funds £000s	Endowed Funds £000s	Total Funds 2023 £000s	Total Funds 2022 £000s
<b>Income and Endowments</b>						
Donations and legacies	2	174	4,045	-	4,219	2,579
Charitable activities	2	108	18	-	126	61
Investment activities	7	-	-	4,155	4,155	2,753
Other income	2	38	-	-	38	13
<b>Total income</b>		<b>320</b>	<b>4,063</b>	<b>4,155</b>	<b>8,538</b>	<b>5,406</b>
<b>Expenditure on:</b>						
<b>Raising funds</b>						
Investment management costs		-	-	1,182	1,182	1,721
<b>Charitable activities</b>						
Research, development and analysis		10,920	687	-	11,607	12,163
Student and Other Programmes		444	(31)	-	413	237
Nuffield Early Language Intervention		-	1,852	-	1,852	1,141
<b>In-house programmes</b>						
Ada Lovelace Institute		2,417	569	-	2,986	2,718
Nuffield Council on Bioethics		783	658	-	1,441	1,417
Nuffield Family Justice Observatory		1,001	-	-	1,001	981
Other in-house programmes		13	-	-	13	181
Total in-house programmes		4,214	1,227	-	5,441	5,297
<b>Strategic and Other Funds</b>						
Oliver Bird Fund		-	13	-	13	2,048
Strategic Fund		3,093	-	-	3,093	2,296
Commonwealth Relations Trust		-	21	-	21	5
Total strategic and other funds		3,093	34	-	3,127	4,349
Effect of discounting grant liability		(480)	-	-	(480)	-
<b>Total charitable activities</b>	3	<b>18,191</b>	<b>3,769</b>	<b>-</b>	<b>21,960</b>	<b>23,187</b>
<b>Total expenditure</b>		<b>18,191</b>	<b>3,769</b>	<b>1,182</b>	<b>23,142</b>	<b>24,908</b>
Net gains on investments		-	-	37,945	37,945	(30,960)
<b>Net (expenditure) / income</b>		<b>(17,871)</b>	<b>294</b>	<b>40,918</b>	<b>23,341</b>	<b>(50,462)</b>
Transfer between funds	14	17,617	2,054	(19,671)	-	-
Other recognised gains/(losses)		(6)	-	-	(6)	-
<b>Net (expenditure) / income after transfers</b>		<b>(260)</b>	<b>2,348</b>	<b>21,247</b>	<b>23,335</b>	<b>(50,462)</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward at 1 January		4,279	9,293	451,556	465,128	515,590
<b>Total funds carried forward at 31 December</b>	<b>14</b>	<b>4,019</b>	<b>11,641</b>	<b>472,803</b>	<b>488,463</b>	<b>465,128</b>

## Consolidated Statement of financial activities for the year ended 31 December 2022

	Note	Unrestricted Funds £000s	Restricted Funds £000s	Endowed Funds £000s	Total Funds 2022 £000s
<b>Income and Endowments</b>					
Donations and legacies	2	176	2,403	-	2,579
Charitable activities	2	36	25	-	61
Investment activities	7	-	-	2,753	2,753
Other income	2	13	-	-	13
<b>Total income</b>		<b>225</b>	<b>2,428</b>	<b>2,753</b>	<b>5,406</b>
<b>Expenditure on:</b>					
<b>Raising funds</b>					
Investment management costs		-	-	1,721	1,721
<b>Charitable activities</b>					
Research, development and analysis		11,558	605	-	12,163
Student and Other Programmes		320	(83)	-	237
Nuffield Early Language Intervention		-	1,141	-	1,141
<b>In-house programmes</b>					
Ada Lovelace Institute		1,588	1,130	-	2,718
Nuffield Council on Bioethics		771	646	-	1,417
Nuffield Family Justice Observatory		981	-	-	981
Other in-house programmes		181	-	-	181
<b>Total in-house programmes</b>		<b>3,521</b>	<b>1,776</b>	<b>-</b>	<b>5,297</b>
<b>Strategic and Other Funds</b>					
Oliver Bird Fund		-	2,048	-	2,048
Strategic Fund		2,296	-	-	2,296
Commonwealth Relations Trust		-	5	-	5
<b>Total strategic and other funds</b>		<b>2,296</b>	<b>2,053</b>	<b>-</b>	<b>4,349</b>
<b>Total charitable activities</b>	<b>3</b>	<b>17,695</b>	<b>5,492</b>	<b>-</b>	<b>23,187</b>
<b>Total expenditure</b>		<b>17,695</b>	<b>5,492</b>	<b>1,721</b>	<b>24,908</b>
Net gains on investments		-	-	(30,960)	(30,960)
<b>Net (expenditure)/income</b>		<b>(17,470)</b>	<b>(3,064)</b>	<b>(29,928)</b>	<b>(50,462)</b>
Transfer between funds	14	16,451	1,918	(18,369)	-
<b>Net (expenditure)/income after transfers</b>		<b>(1,019)</b>	<b>(1,146)</b>	<b>(48,297)</b>	<b>(50,462)</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward at 1 January		5,298	10,439	499,853	515,590
<b>Total funds carried forward at 31 December</b>	<b>14</b>	<b>4,279</b>	<b>9,293</b>	<b>451,556</b>	<b>465,128</b>



## Consolidated and Charity Balance sheet for the year ended 31 December 2023

		Group 2023 £000s	Group 2022 £000s	Charity 2023 £000s	Charity 2022 £000s
	Note				
<b>Fixed assets</b>					
Tangible fixed assets	5	1,510	1,522	1,510	1,522
Intangible fixed assets	6	240	438	240	438
Investments	7	517,658	497,607	517,658	497,607
Programme-related investments		85	85	85	85
		<b>519,493</b>	<b>499,652</b>	<b>519,493</b>	<b>499,652</b>
<b>Current assets</b>					
Debtors	8	4,659	2,647	3,100	3,361
Bank and cash		1,797	3,571	438	1,988
		<b>6,456</b>	<b>6,218</b>	<b>3,538</b>	<b>5,349</b>
<b>Liabilities: amounts falling due within one year</b>					
Grants payable	9	(15,620)	(17,814)	(15,620)	(17,814)
Creditors	10	(3,831)	(2,569)	(2,695)	(2,462)
		<b>(19,451)</b>	<b>(20,383)</b>	<b>(18,315)</b>	<b>(20,276)</b>
<b>Net current liabilities</b>		<b>(12,995)</b>	<b>(14,165)</b>	<b>(14,777)</b>	<b>(14,927)</b>
<b>Liabilities falling due after one year</b>					
Grants payable	9	(17,836)	(20,160)	(17,836)	(20,160)
Provisions	11	(199)	(199)	(199)	(199)
<b>Net assets</b>		<b>488,463</b>	<b>465,128</b>	<b>486,681</b>	<b>464,366</b>
<b>Funds</b>					
<b>Unrestricted funds</b>					
Designated fund	14	7,664	11,426	7,664	11,426
General fund	14	(3,645)	(7,147)	(3,645)	(7,147)
		<b>4,019</b>	<b>4,279</b>	<b>4,019</b>	<b>4,279</b>
<b>Restricted funds</b>	<b>14</b>	<b>11,641</b>	<b>9,293</b>	<b>9,859</b>	<b>8,531</b>
<b>Endowed funds</b>	<b>14</b>	<b>472,803</b>	<b>451,556</b>	<b>472,803</b>	<b>451,556</b>
<b>Total funds</b>		<b>488,463</b>	<b>465,128</b>	<b>486,681</b>	<b>464,366</b>

Notes 1–15 form part of these financial statements.

The surplus generated by the Charity in 2023 after gains was £23,335k (2022: loss £50,462k).

These financial statements were approved and authorised for issue by the Trustees on 17 May 2024 and were signed on their behalf by:



Professor Sir Keith Burnett  
Chair

## Consolidated Statement of Cash Flows

		2023	2022
	Note	£000s	£000s
<b>Net cash flows from operating activities</b>			
Net cash used in operating activities		(23,638)	(22,879)
<b>Cash flows from investing activities</b>			
Investment additions		(4,146)	(5,530)
Investment fees paid directly from portfolio		631	1,015
Investment cash withdrawals	7	21,409	18,000
Payments to acquire tangible fixed assets	5	(185)	(12)
Payments to acquire intangible fixed assets	6	-	(2)
Income from sale of tangible fixed assets		-	4,375
Investment income	7	4,155	2,753
<b>Net cash provided by investing activities</b>		<b>21,864</b>	<b>20,599</b>
<b>Reconciliation of cash and cash equivalents/net debt</b>			
Cash and cash equivalents at 1 January		3,571	5,851
Cash and cash equivalents at 31 December		1,797	3,571
<b>Change in cash and cash equivalents/net debt in the year</b>		<b>(1,774)</b>	<b>(2,280)</b>
<b>Reconciliation of net income to net cash flows from operating activities</b>			
Net income for the year		23,335	(50,462)
Adjustments for:			
Depreciation	5	197	252
Amortisation	6	198	198
Investment income		(4,155)	(2,753)
(Gains) on investments		(37,945)	30,960
Loss of disposal of fixed assets		-	86
Increase in grant commitments		(4,518)	(1,653)
(Increase) in stock		-	11
Increase in creditors		1,262	(128)
(Increase) in debtors		(2,012)	610
<b>Net cash outflows from operating activities</b>		<b>(23,638)</b>	<b>(22,879)</b>

There is £3.9m of cash held in investments (2022: £7.2m) which are not available for immediate use to further charitable activities, these are being held as part of the investment portfolio to generate investment returns.

# Notes to the financial statements

## 1. Principal accounting policies

### a. Basis of accounting

The financial statements have been prepared under the historical cost convention, as modified by the revaluation of investments and in accordance with applicable Accounting Standards. The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019 (the 'SORP'), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Charities Act 2011. The Nuffield Foundation is a public benefit entity and is registered with the Charity Commission in England and Wales (Charity number: 206601).

The financial statements have been prepared on a going concern basis and the accounting policies below are consistently applied. Based on the nature of the Foundation's endowment management and its future financial commitments, the Trustees remain satisfied that there are no material uncertainties that may cast significant doubt about the ability of the Foundation to continue as a going concern for the foreseeable future.

The Foundation's financial statements are presented in pounds sterling and rounded to thousands. The functional and presentation currency is the pound sterling.

### b. Basis of consolidation

Consolidated accounts have been prepared which include the Foundation and its subsidiary company, Nuffield Foundation Education Ltd. The Nuffield Foundation Education Ltd is a private company limited by guarantee that was incorporated on 5<sup>th</sup> May 2021.

The consolidation is on a line-by-line basis. Amounts owed and owing between the entities have been eliminated from the consolidated balance sheet and consolidated statement of financial activities.

### c. Estimates and judgements

The Foundation must make certain estimates and judgements that have an impact on the policies and amount reported in the annual accounts. The estimates and judgements are based on historical experiences and other factors including expectations of future events that are believed to be reasonable at the time such estimates and judgements are made. Actual results may differ from these estimates. These are reviewed on an ongoing basis and any revisions are recognised prospectively.

The key estimates and judgements made by the Foundation are addressed below.

#### *I. Investments*

The carrying value of investments is subject to estimates, assumptions and judgements of their fair value. In determining this amount, the Charity ensures its managers adopt the International Private Equity and Venture Capital Valuation Guidelines, applying the overriding concept that fair value is the amount for which an asset can be exchanged between knowledgeable willing parties in an arm's length transaction. The nature, facts and circumstance of the investment drives the valuation methodology.

#### *II. Fixed assets*

The actual lives of tangible and intangible fixed assets and their residual values are assessed annually. In re-assessing asset lives, factors such as economic and future market conditions are considered, as is the remaining life of the asset and projected disposal values.

#### *III. Dilapidation provision*

The dilapidation provision requires management's best estimate of the expenditure that will be incurred based on contractual requirements. The timing of cash flows and any discount rates used to establish net present value of the obligation

requires management's judgement. The provision was recognised in 2020 and will be assessed regularly for fair value.

#### *IV. Discounting of long-term grant commitments*

Grant awards are often paid out over a number of years and non-current liabilities are discounted to net present value based on expected future cash outflows. The discount rate used is taken from the interest rate earned on Foundation's cash accounts and is assessed annually. Due to historic low interest rates, this has become material for the first time this financial year and, therefore, presented in the 2023 accounts.

#### **d. Income**

Investment income represents dividends and interest generated from the investment portfolio, including any associated tax credits or recoverable taxation. This income is accounted for on an accruals basis and is allocated proportionally to the underlying funds.

Grants and donations are accounted for when the charity has entitlement to the funds, probable receipt and the amount is measurable. Where income is received in advance, it is deferred until the charity is entitled to that income.

#### **e. Expenditure**

Costs of raising funds represent amounts paid to the Foundation's external investment advisors and managers. This excludes private equity fees which cannot be identified separately and therefore are shown net of the income received.

Charitable expenditure comprises grants and other payments made by the Trustees in accordance with criteria set out in the trust deed.

Grants are charged to the Statement of financial activities when allocations are approved by the Trustees and confirmed to the recipient, less any awards cancelled or refunded. Grants awarded subject to conditions are included as expenditure at the point at which the Trustees make an unconditional offer of a grant to the applicant.

'Other costs' include staffing, hosting seminars and conferences, commissioned research or evaluations together with any direct costs immediately attributable to a specific activity. 'Support costs' reflect the apportionment of costs shared by all activities.

Redundancy and termination payments are recognised when there is a demonstrable commitment on an individual or group basis that cannot be realistically withdrawn.

#### **f. Basis of allocation of costs**

Investment management costs and charity administration costs are allocated to the funds in proportion to their holding in the endowment at the beginning of the year. Where identifiable, costs related to Charitable activities or governance are attributed to appropriate activities and funds in full or, where not separately identifiable, are apportioned using the most relevant allocation basis for that expenditure.

#### **g. Investments**

Quoted investments are included in the accounts at their bid price as at the balance sheet date. Unquoted (e.g. private equity) investments with no readily identifiable market price are included at the most recent valuations from their respective managers.

#### **h. Taxation**

The Foundation is a charity within the meaning of Paragraph 1 Schedule 6 Finance Act 2010. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains within categories covered by Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

No tax charge arose in the period.

**i. Exchange gains and losses**

All realised and unrealised exchange gains and losses on investments are accounted for in the Statement of financial activities.

**j. Financial instruments**

The Foundation has financial assets and financial liabilities of a kind that qualify as basic financial instruments apart from the derivative instruments held. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

**k. Fixed assets (tangible and intangible)**

Fixed assets are stated at cost less depreciation. Assets over a value of £5,000 are capitalised. Assets under construction are not depreciated until they are brought into use. Depreciation has been calculated at the following annual rates, in order to write off each asset over its estimated useful life.

Software	3 years
Computers	3 years
Equipment	5 years
Infrastructure/IT systems	5 years
Fixtures and fittings	10 years
Artwork/Antiques	20 years

**l. Stock**

Stock comprises of items provided to schools as part of the Nuffield Early Language Intervention programme. Stock is stated at the lower of cost and net realisable value.

**m. Total return accounting**

The Charity Commission permitted the Foundation to adopt the use of total return in relation to its permanent endowment on 7 February 2006. The power permits the Trustees to invest permanent endowments to maximise total return and to make available an appropriate portion of the total return for expenditure each year. Until this power is exercised, the total return shall be an 'unapplied total return' and remain as part of the permanent endowment. The Trustees have decided that it is in the interests of the Foundation to present its expendable endowment in the same manner in note 13, although

there is no legal restriction on the power to distribute the expendable endowment.

The Trustees have used the values of the permanent endowments at 31 December 2003 to represent the 'Preserved Value' of the original gift.

**n. Fund accounting**

Unrestricted funds are donations, investment income and other income received or generated for the objects of the charity without further specified purpose and are available as general funds. Some of these funds are designated by the Trustees to fund specific strategic programmes.

Restricted funds have arisen from restrictions applied by donors. Expenditure that meets these criteria is identified to the fund, together with a fair allocation of support and charity administration costs.

The endowed funds of the Foundation consist of both permanent and expendable capital funds. Income generated from the expendable endowment funds is applied to the general fund or, where specified, to restricted purposes. A total return distribution is made each year from the endowment funds to fund charitable activities.

**o. Pension costs**

The Foundation makes contributions into a defined contribution pension scheme for its employees. Pension costs are charged as they are incurred.

**p. Provisions for liabilities**

Provisions are recognised when the Foundation has a present obligation (legal or constructive) as a result of a past event, it is probable that the Foundation will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting period, taking into account the risks and uncertainties surrounding the obligation.



Where the effect of the time value of money is material, the amount expected to be required to settle the obligation is recognised at present value using a discount rate. The unwinding of the discount is recognised as a finance cost in profit or loss in the period it arises.

The Foundation recognises a provision for returning the new office at 100 St John Street back to its original state at the end of the 20-year lease term.

2. Income	2023			2022		
	Unrestricted £000s	Restricted £000s	Total £000s	Unrestricted £000s	Restricted £000s	Total £000s
<b>Donations and legacies</b>						
<i>Grants received in support of:</i>						
Nuffield Early Language Intervention	-	2,872	2,872	-	826	826
Nuffield Council on Bioethics	174	709	883	174	813	987
Ada Lovelace Institute	-	331	331	1	714	715
Oliver Bird	-	133	133	1	50	51
	174	4,045	4,219	176	2,403	2,579
<b>Charitable activities</b>						
Sales, royalties and fee income	108	18	126	36	25	61
Other income	38	-	38	13	-	13
	<b>320</b>	<b>4,063</b>	<b>4,383</b>	<b>225</b>	<b>2,428</b>	<b>2,653</b>

3. Expenditure a. Charitable expenditure	Direct costs		Support and governance costs	Total 2023
	Grants £000s	Other £000s	£000s	£000s
<b>Research, development and analysis</b>				
Education	4,116	512	979	5,607
Welfare	2,663	419	825	3,907
Justice	1,923	267	557	2,747
<i>New grants commitment sub-total</i>	8,702	1,198	2,361	12,261
Cancelled grants	(654)	-	-	(654)
	8,048	1,198	2,361	11,607
<b>Student and other programmes</b>	401	-	12	413
<b>Nuffield Early Language Intervention</b>	-	1,836	16	1,852
<b>In-house programmes</b>				
Ada Lovelace Institute	-	2,173	813	2,986
Nuffield Council on Bioethics	-	1,045	396	1,441
Nuffield Family Justice Observatory	-	745	256	1,001
Other in-house programmes	-	13	-	13
	-	3,976	1,465	5,441
<b>Strategic and other funds</b>				
Oliver Bird Fund	(28)	-	41	13
Strategic Fund	2,488	11	594	3,093
Commonwealth Relations	-	15	6	21
	2,460	26	641	3,127
Effect of discounting grant liability	(480)	-	-	(480)
<b>Total charitable expenditure</b>	<b>10,429</b>	<b>7,036</b>	<b>4,495</b>	<b>21,960</b>

<b>a. Charitable expenditure (comparative information)</b>	<b>Direct costs</b>		<b>Support and governance costs</b>	<b>Total 2022</b>
	<b>Grants £000s</b>	<b>Other £000s</b>	<b>£000s</b>	<b>£000s</b>
<b>Research, development and analysis</b>				
Education	3,824	402	1,003	5,229
Welfare	3,170	388	931	4,489
Justice	1,989	257	583	2,829
New grants commitment sub-total	8,983	1,047	2,517	12,547
Cancelled grants	(384)	-	-	(384)
	8,599	1,047	2,517	12,163
<b>Student and other programmes</b>	115	111	11	237
<b>Nuffield Early Language Intervention</b>	-	1,134	7	1,141
<b>In-house programmes</b>				
Ada Lovelace Institute	-	1,956	762	2,718
Nuffield Council on Bioethics	-	951	466	1,417
Nuffield Family Justice Observatory	-	753	228	981
Other in-house programmes	-	161	20	181
	-	3,821	1,476	5,297
<b>Strategic and other funds</b>				
Oliver Bird Fund	1,997	7	44	2,048
Strategic Fund	2,151	31	114	2,296
Commonwealth Relations	-	-	5	5
	4,148	38	163	4,349
<b>Total charitable expenditure</b>	<b>12,862</b>	<b>6,151</b>	<b>4,174</b>	<b>23,187</b>

<b>b. Support and governance costs</b>	<b>Total 2023</b>	<b>Total 2022</b>
	<b>£000s</b>	<b>£000s</b>
Staff costs	2,039	1,621
Office costs	1,721	1,862
Information technology	559	529
	<b>4,319</b>	<b>4,012</b>
<b>Governance costs</b>		
Auditors' remuneration (incl. VAT)	63	47
Trustees' remuneration	98	95
Trustees' expenses	10	1
Legal fees	5	19
	<b>176</b>	<b>162</b>
<b>Total support and governance</b>	<b>4,495</b>	<b>4,174</b>

See note f for basis of allocation

<b>4. Personnel costs</b>	<b>2023</b>	<b>2022</b>
	<b>£000s</b>	<b>£000s</b>
Wages and salaries	4,697	3,830
Social security costs	513	456
Other pension contributions	490	411
Redundancy and termination costs	50	-
	<b>5,750</b>	<b>4,697</b>
<b>Average number of staff employed in year:</b>	<b>Number</b>	<b>Number</b>
Grant-making	16.0	17.6
Ada Lovelace Institute	27.3	19.8
Nuffield Family Justice Observatory	7.0	6.1
Nuffield Council on Bioethics	12.5	13.3
Support services	26.8	21.8
	<b>89.6</b>	<b>78.6</b>
<i>Average number of full-time equivalent staff in year</i>	82.4	70.3
<b>Remuneration of higher paid staff</b>		
Between £60,000 and £69,999	8	3
Between £70,000 and £79,999	-	5
Between £80,000 and £89,999	3	-
Between £90,000 and £99,999	3	5
Between £100,000 and £109,999	4	1
Between £120,000 and £129,999	-	1
Between £130,000 and £139,999	1	-
Between £150,000 and £159,999	-	1
Between £160,000 and £169,999	1	-

Employer's pension contributions for higher paid staff were in total £182k (2022: £147k). Termination payments of £50k (2022: £nil) were made during the year.

The Nuffield Foundation paid contributions during the accounting period at a rate of £2.20 for every £1 of member contributions up to a maximum of five times the member contribution, together with an additional flat rate sum regardless of contribution, of £1,284 per employee (pro rata to their hours).

The key management personnel of the Nuffield Foundation during the year were its CEO and Directors, including the Directors of the Nuffield Council on Bioethics, the Ada Lovelace Institute and the Nuffield Family Justice Observatory. They form the Leadership Team, responsible for planning, strategy and major decision-making within the organisation. Their combined remuneration during the year was £1,271k (2022: six key management personnel formed the smaller Executive Board, which was disbanded in 2023. Their remuneration for the year was £734k). They received no benefits additional to those received by other staff.



<b>5. Tangible fixed assets</b>	<b>Other assets</b>	<b>Assets under Construction</b>	<b>Total</b>
<b>Group and Charity</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>
<b>Cost or valuation</b>			
At 1 January	1,864	-	1,864
Additions	6	179	185
Disposals	-	-	-
Transfers	151	(151)	-
<b>At 31 December</b>	<b>2,021</b>	<b>28</b>	<b>2,049</b>
<b>Depreciation</b>			
At 1 January	342	-	342
Charge for year	197	-	197
Disposals	-	-	-
<b>At 31 December</b>	<b>539</b>	<b>-</b>	<b>539</b>
<b>Net book value</b>			
<b>At 31 December</b>	<b>1,482</b>	<b>28</b>	<b>1,510</b>
<i>At 1 January</i>	<i>1,522</i>	<i>-</i>	<i>1,522</i>

All tangible fixed assets are held for continuing use in the Foundation's activities.

Assets under construction during the year include new AV equipment and fit out (completed in September 2023) and the creation of a new meeting space at 100 St John Street.

<b>6. Intangible fixed assets</b>	<b>Software</b>	<b>Total</b>
<b>Group and Charity</b>	<b>£000s</b>	<b>£000s</b>
<b>Cost or valuation</b>		
At 1 January	977	977
Additions	-	-
Disposals	-	-
Transfers	-	-
At 31 December	977	977
<b>Amortisation</b>		
At 1 January	539	539
Charge for year	198	198
Disposals	-	-
At 31 December	737	737
<b>Net book value</b>		
At 31 December	<b>240</b>	<b>240</b>
At 1 January	438	438

Intangible assets include infrastructure systems such as our CRM system, accounting ERP system, HR system and website.

<b>7. Investments</b>	<b>2023</b>	<b>2022</b>
<b>a. Investments at market values</b>		
<b>Group and Charity</b>	<b>£000s</b>	<b>£000s</b>
Market value at 1 January	497,607	542,052
Purchases at cost	(184,669)	(52,377)
Sales at market value	184,467	55,152
Cash withdrawals	(21,409)	(18,000)
Other	3,717	1,740
Realised and unrealised gains/(losses)	37,945	(30,960)
<b>Market value at 31 December</b>	<b>517,658</b>	<b>497,607</b>
Historic cost of listed investments at 31 December	449,151	437,064

'Other' movements include fees and expenses paid directly from the investment portfolio, income received and accrued income charges.

<b>b. Disposition of investments</b>	<b>2023</b>	<b>Movement</b>				<b>2022</b>
		<b>Purchases</b>	<b>Sales</b>	<b>Gains/ (Losses)</b>	<b>Other</b>	
<b>Group and Charity</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>
Listed equities	370,145	(101,086)	94,506	39,390	611	336,724
Fixed income	45,702	(12,275)	1	765	1,435	55,776
Private equity	91,500	(4,058)	10,020	(8,571)	1,174	92,935
Currency hedging	6,363	(7,469)	2,396	6,504	-	4,932
Cash	3,948	(59,781)	77,544	(143)	(20,912)	7,240
<b>Total</b>	<b>517,658</b>	<b>(184,669)</b>	<b>184,467</b>	<b>37,945</b>	<b>(17,692)</b>	<b>497,607</b>
 Total UK investments	 188,518					 189,797
Total overseas investments	329,140					307,810
<b>Total</b>	<b>517,658</b>					<b>497,607</b>

'Other' movements include cash withdrawals, fees and expenses paid directly from the investment portfolio, income received and accrued income charges.

c. Income from investments	2023	2022
Group and Charity	£000s	£000s
Global equities	1,018	844
UK government bonds	1,399	1,246
Private equity	1,371	619
Cash	367	44
	<b>4,155</b>	<b>2,753</b>

**d. Illiquid assets and investment commitments**

At the year end, the Foundation had undrawn commitments to private equity funds of £30,371k, which are expected to be called at various dates between 2024 and 2035. Over a similar period, the current investments in private equity funds are expected to be realised by a return of capital. The carrying value of the private equity investments of £91,500k reported above represents the latest valuations of the funds at or prior to 31 December 2023 as provided by the relevant fund managers. However, it is not possible for the Trustees to liquidate these investments prior to the future return of capital.

The forward exchange contracts have all been revalued at the applicable year end exchange rates and the resulting unrealised translation gains of £7m are included within the overall value of the equity investments above.

**f. Programme-related investments**

The Foundation holds 100,000 Ordinary Shares in Charity Bank Ltd with a nominal value of £50,000 and its net asset value is valued at £85,000. This is a company with a mission to tackle marginalisation, social injustice and exclusion and facilitate social change through investment.

**e. Currency hedging**

At 31 December 2023, the charity had open forward exchange contracts to sell US dollars, with a total sterling value of £135m. The settlement date for all of these contracts was 31 March 2024. These contracts were entered into to reduce the charity's currency risk arising from global diversification in its investment holdings.

**g. Investment in subsidiary**

The Incorporated Trustees of the Nuffield Foundation is the sole subscriber of the Nuffield Foundation Education Ltd (a company limited by guarantee), which is registered in England and Wales (Company Number 13377195). Each member is liable to contribute an amount not exceeding £1 towards the assets of the company in the event of liquidation.

The company's principal activity is delivering the NELI programme to schools with support via a grant from the Department for Education.

Nuffield Foundation Education Ltd Profit and Loss	2023	2022
	£000s	£000s
Total Income	1,856	1,338
Profit after tax	3	205

Nuffield Foundation Education Ltd Profit Balance Sheet		
Net Liabilities	(5)	(8)

<b>8. Debtors and prepayments</b>	<b>Group 2023 £000s</b>	<b>Group 2022 £000s</b>	<b>Charity 2023 £000s</b>	<b>Charity 2022 £000s</b>
Accrued income	3,693	1,957	769	884
Other debtors	966	690	509	690
Amounts owed by subsidiary	-	-	1,822	1,787
	<b>4,659</b>	<b>2,647</b>	<b>3,100</b>	<b>3,361</b>
Due within one year	4,659	2,647	3,100	3,361
	<b>4,659</b>	<b>2,647</b>	<b>3,100</b>	<b>3,361</b>

<b>9. Grants payable Group and Charity</b>	<b>2023 £000s</b>	<b>2022 £000s</b>
Grants awarded but not paid at 1 January	37,974	39,627
Grants awarded in the year	11,686	13,667
Grants cancelled in the year	(777)	(805)
Grants paid in the year	(14,947)	(14,515)
Discounting of grant liabilities	(480)	-
Grants awarded but not paid at 31 December	<b>33,456</b>	<b>37,974</b>
Payables within one year	15,620	17,814
Payables after one year	17,836	20,160
	<b>33,456</b>	<b>37,974</b>

All grants were awarded to higher education institutions and other organisations as detailed within the Trustees report.

For a list of research, development and analysis grants awarded in the year please see pages 48 to 52 of the report.

<b>10. Creditors falling due within one year</b>	<b>Group 2023 £000s</b>	<b>Group 2022 £000s</b>	<b>Charity 2023 £000s</b>	<b>Charity 2022 £000s</b>
Income tax and National Insurance	182	147	182	147
Accruals	2,006	1,746	1,550	1,746
Other creditors (inc. trade creditors)	1,416	478	736	371
Deferred income	227	198	227	198
	<b>3,831</b>	<b>2,569</b>	<b>2,695</b>	<b>2,462</b>

Deferred income brought forward has been fully utilised in the year.

<b>11. Provisions for liabilities</b>	<b>2023</b>	<b>2022</b>
<b>Group and Charity</b>	<b>£000s</b>	<b>£000s</b>
At 1 January	199	199
<b>At 31 December</b>	<b>199</b>	<b>199</b>

The Foundation recognised a provision during 2020 for returning the new office at 100 St John Street back to its original state at the end of the 20-year lease term.

<b>12. Commitments under Operating Leases</b>	<b>2023</b>	<b>2022</b>
<b>Group and Charity</b>	<b>£000s</b>	<b>£000s</b>
At 31 December 2023 the Foundation had the following future minimum payments under non-cancellable operating leases:		
Not later than one year	822	821
Later than one year and not later than five years	3,282	3,282
Later than five years	8,616	9,436
	<b>12,720</b>	<b>13,539</b>

The Foundation's operating lease is in relation to the new office building at 100 St John Street which was leased in August 2020 for a 20-year term.

Lease payments recognised during the year total £684,000 (2022: £684,000).



<b>13. Statement of total return</b>	<b>Permanent endowments £000s</b>	<b>Expendable endowments £000s</b>	<b>Total £000s</b>
<b>Investment return</b>			
Restricted and unrestricted investment income	-	3,988	3,988
Endowment investment income	167	-	167
Unrealised gains/(losses)	1,528	36,417	37,945
Investment management costs	(48)	(1,134)	(1,182)
<b>Total return for year</b>	<b>1,647</b>	<b>39,271</b>	<b>40,918</b>
Less: application of return	(792)	(18,879)	(19,671)
<b>Net total return for year</b>	<b>855</b>	<b>20,392</b>	<b>21,247</b>
<b>Unapplied total return</b>			
At 1 January	10,728	252,516	263,244
<b>As 31 December</b>	<b>11,583</b>	<b>272,908</b>	<b>284,491</b>
<b>'Preserved' value at 31 December 2003</b>	<b>7,581</b>	<b>180,731</b>	<b>188,312</b>

14. Funds	Balance at	Income	Expenditure	Gains/	Transfers	Balance at
a. Fund movements	1 January			(losses)		31 December
	2023					2023
	£000s	£000s	£000s	£000s	Endowment £000s	Other £000s
<b>Endowments</b>						
<b>Permanent endowments</b>						
Elizabeth Nuffield Educational Fund	3,929	36	(10)	328	(170)	-
Commonwealth Relations Trust	14,379	131	(37)	1,201	(622)	-
	18,308	167	(47)	1,529	(792)	-
<b>Expendable endowments</b>						
Oliver Bird Fund	29,057	267	(76)	2,434	(1,262)	-
Main Fund	404,191	3,721	(1,059)	33,982	(17,617)	-
	433,248	3,988	(1,135)	36,416	(18,879)	-
<b>Total endowed funds</b>	<b>451,556</b>	<b>4,155</b>	<b>(1,182)</b>	<b>37,945</b>	<b>(19,671)</b>	<b>-</b>
<b>Expenditure reserve</b>						
<b>Restricted funds</b>						
Elizabeth Nuffield Educational Fund	-	-	(170)	-	170	-
Commonwealth Relations Trust	4,082	-	(21)	-	622	-
Oliver Bird Fund	2,663	133	(13)	-	1,262	-
Ada Lovelace Institute	560	331	(569)	-	-	-
Nuffield Council on Bioethics	174	709	(658)	-	-	-
Nuffield Early Language Intervention	762	2,872	(1,852)	-	-	-
Student and Other Programmes	1,052	18	(486)	-	-	-
<b>Total restricted funds</b>	<b>9,293</b>	<b>4,063</b>	<b>(3,769)</b>	<b>-</b>	<b>2,054</b>	<b>-</b>
<b>Unrestricted funds</b>						
<b>Designated</b>						
Strategic Fund	3,656	-	(3,093)	-	-	594
Ada Lovelace Institute	4,284	-	(2,417)	-	-	962
Nuffield Family Justice Observatory	2,573	-	(1,001)	-	-	2,056
Other	913	94	(31)	-	-	(926)
<b>Total designated funds</b>	<b>11,426</b>	<b>94</b>	<b>(6,542)</b>	<b>-</b>	<b>-</b>	<b>2,686</b>
<b>General fund</b>	<b>(7,147)</b>	<b>226</b>	<b>(11,649)</b>	<b>(6)</b>	<b>17,617</b>	<b>(2,686)</b>
<b>Total unrestricted funds</b>	<b>4,279</b>	<b>320</b>	<b>(18,191)</b>	<b>(6)</b>	<b>17,617</b>	<b>-</b>
<b>Total expenditure reserve</b>	<b>13,572</b>	<b>4,383</b>	<b>(21,960)</b>	<b>(6)</b>	<b>19,671</b>	<b>-</b>
<b>Total funds</b>	<b>465,128</b>	<b>8,538</b>	<b>(23,142)</b>	<b>37,939</b>	<b>-</b>	<b>-</b>

The transfer of £19,671k between the endowment and expenditure reserve is the total return distribution for 2023 (see note 13). This is comprised of £4,155k investment income from the permanent endowments plus £15,516k of capital gains.

Other transfers of £2.7m include a designation from the General Fund to the Nuffield Family Justice Observatory (£1.8m) for agreed additional funding, £1.8m for designated funds support costs in year which are netted off by a release of unspent funds for the Q-Step programme (£0.9m).

<b>b. Analysis of funds – 2023</b>	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Expendable endowment</b>	<b>Permanent endowment</b>	<b>Total</b>
	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>
Investments	-	-	498,493	19,165	517,658
Other fixed assets	-	-	1,835	-	1,835
Net current assets/(liabilities)	4,019	11,641	(28,655)	-	(12,995)
Liabilities due after more than 1 yr	-	-	(18,035)	-	(18,035)
<b>Total funds</b>	<b>4,019</b>	<b>11,641</b>	<b>453,638</b>	<b>19,165</b>	<b>488,463</b>

<b>Analysis of funds – 2022</b>	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Expendable endowment</b>	<b>Permanent endowment</b>	<b>Total</b>
	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>
<i>Investments</i>	-	-	479,308	18,299	497,607
<i>Other fixed assets</i>	-	-	2,045	-	2,045
<i>Net current assets/(liabilities)</i>	4,279	9,293	(27,737)	-	(14,165)
<i>Liabilities due after more than 1 yr</i>	-	-	(20,359)	-	(20,359)
<b>Total funds</b>	<b>4,279</b>	<b>9,293</b>	<b>433,257</b>	<b>18,299</b>	<b>465,128</b>

### c. Description of funds

- The Elizabeth Nuffield Educational Fund is a permanent endowment, established for the advancement of education and in particular the award of scholarships, grants or loans to women and girls who require financial assistance. It is used to fund the Education grant programme.
- The Commonwealth Relations Trust is a permanent endowment, held for the purposes of promoting a common understanding between the unity of ideals in the United Kingdom and the other members of the British Commonwealth of Nations.
- The Oliver Bird Fund is an expendable endowment, restricted in its use for research into the prevention and cure of rheumatism and associated diseases. It is used to fund research into musculoskeletal conditions.
- The Ada Lovelace Institute is funded both from restricted external funding and from unrestricted designated funds (Nuffield's commitment). It is an independent research and deliberative body tasked to ensure data and AI work for people and society.
- Nuffield Council on Bioethics is part-funded by The Wellcome Trust and by the Medical Research Council; this is managed as a restricted fund, held for the purpose of funding an independent body that informs policy and public debate about the ethical questions raised by biological and medical research.
- The Nuffield Early Language Intervention (NELI) is a restricted fund held for the purpose of delivering the NELI programme to schools and is solely funded by the Department for Education. Unspent income is not expected as this is claimed in arrears by DfE.
- Student and Other Programmes is a restricted fund comprising commitments made to the Nuffield Research Placements and restricted royalties received for the Nuffield Early Language Intervention programme.
- The Main Fund includes Lord Nuffield's original endowment and a variety of subsequent gifts that have been subsumed into this fund.

- The 'Expenditure Reserve' is that part of the Foundation's net assets that the Trustees have determined to be currently available for future expenditure. It comprises a general fund and a number of designated funds:
  - The Strategic Fund represents the unallocated portion of the £20m set aside in our strategy for major, longer-term projects.
  - Ada Lovelace Institute represents the Nuffield Foundation's designated commitment to further this work, as described above. Its funding was extended in 2021, and now covers the period to 2026 (8 years from inception).
  - The Nuffield Family Justice Observatory represents a commitment to the development and pilot delivery phases of an initiative to support the best possible decisions for children by improving the use of data and research evidence in the family justice system in England and Wales. Its funding was extended in 2021, and now covers the period to 2026 (8 years from inception).
  - Other designations include commitments made to co-funders for the Nuffield Council on Bioethics.
- For all restricted funds, unspent income is restricted to the purpose describe above.

## 15. Related party transaction

### a. Transactions with Trustees

Each Trustee is entitled to an annual allowance by virtue of the provisions of the Trust Deed. During the year, Trustees received £11,000 (2022: £11,000) and the chairman received £17,703 (2022: £16,780), with the total paid to active Trustees during 2023 of £98,000. In addition, Trustee Indemnity Insurance was purchased during the year.

	2023 £000s	2022 £000s
Trustee remuneration	98	95
<b>Expenses paid to the Trustees</b>		
Travel expenses and accommodation	10	1
Number of Trustees receiving expenses	8	2

### b. Transactions with subsidiary

No management charges have been made from the Nuffield Foundation to Nuffield Foundation Education Ltd.

	2023 £000s	2022 £000s
Intercompany balance at 1 January	1,787	1,697
Recharge of direct subsidiary costs charged to parent	35	90
<b>Year end balance at 31 December</b>	<b>1,822</b>	<b>1,787</b>

# Reference and administrative details

## Trustees

Professor Sir Keith Burnett CBE, FRS, FAPS, FOSA,  
FInstPhys, FLSW FRS (Chair)  
Rt Hon Sir Ernest Ryder TD, DL, FRSA (Deputy Chair)  
Professor Ash Amin CBE, FBA, FACSS  
Professor Brian Bell (from October 2023)  
Professor Lorraine Dearden FACSS  
Professor Ann Phoenix FBA, FACSS  
John Pullinger CB, CSTAT, FACSS  
Dame Clare Tickell DBE, FRSA, FCGI

## Senior staff

Tim Gardam, Chief Executive  
James Brooke Turner, Investment Director  
Deirdre Carty, Director of HR and Office Services  
Mark Franks, Director of Welfare  
Danielle Hamm, Director of the Nuffield Council  
on Bioethics  
Ian Hanham, Director of Finance and Information  
Systems (until December 2023)  
Natalie Leon, Director of Finance and Information  
Systems (from January 2024)  
Lisa Harker, Director of the Nuffield Family Justice  
Observatory  
Josh Hillman, Director of Education  
Rob Street, Director of Justice  
Nicola Webb, Director for Strategy and Engagement  
(from June 2023)

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Charity number 206601

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## Global Custodian

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