

The logo consists of a dark blue square with a white 'N' shape cutout in the top-left corner. The text 'Nuffield Foundation' is written in dark blue inside the square.

**Nuffield
Foundation**

A large, thick dark blue arc that starts from the top right, curves down and to the left, and then curves back up and to the right, framing the central text.

Annual report and financial statements

A thick dark blue L-shaped line that starts from the bottom left, extends horizontally to the right, and then extends vertically upwards, framing the year.

2024

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Chair's foreword

The Nuffield Foundation was set up in 1943, six months after the publication of the *Beveridge report*. It was a time of extraordinary change and very obvious social need, but it was also a moment when those who had lived through two great wars hoped society could be improved for many of its citizens.

Eight decades on, the Foundation is still on that journey. Technological, demographic and social change have rendered the Britain of the 1940s unrecognisable in many ways, but there are those in our society who still find themselves struggling to overcome inherent barriers and disadvantages. It is the work of this Foundation to apply rigorous and trusted understanding to these issues, to understand not only the problems and people affected by them, but what might best enable change.

In this sense our strategy and programmes are always dynamic and at the service of those we were founded to help. Work like *Grown up? Journeys to adulthood*, which seeks to truly understand the journeys from adolescence to adulthood, or *Public right to justice*, which aims to inform and challenge thinking around the future of the justice system in England and Wales, and how it could work better. While continuing to fill crucial gaps in data and research evidence, the Nuffield Family Justice Observatory has focused on improvements in care for children with complex needs, seeding change in relation to the way family courts hear care cases involving babies, and testing ways to improve children's participation in proceedings. It also published the first research to identify the number of parents in care proceedings in England with learning disabilities or difficulties. From childhood to older adults, the Foundation and its research centres have sought to understand needs and shape action.

Nor have we stood back from rapid technological change. The Ada Lovelace Institute is well regarded for its work on how AI might be put to the service of society and individuals, with its successful contribution to the EU AI Act demonstrating significant impact in this space. The highly respected Nuffield Council on Bioethics has continued its commitment to conducting rigorous ethical analysis in the priority areas of reproduction,

parenthood and families, the mind and brain, and the environment and health.

All this is inspiring work of a high quality, trusted by government and practitioners for its rigour and independence, and for the collaborative approach that marks our culture. I am deeply grateful to our superb Trustees whose commitment to making a difference is genuine, to our directors and the Nuffield team, as well as the raft of experts across the UK whose work we fund, for a commitment to making society better. We all know that this work is very far from complete, and we continue to challenge ourselves about how to do it better.

And finally, this has been a year of change for us personally. We said farewell and thanked an outstanding CEO in Tim Gardam, and welcomed another highly experienced and purposeful leader in our new CEO, Gavin Kelly. It was a transition made easier by the fact that each is profoundly motivated to serve the purpose of the Foundation in making a meaningful difference to the lives of those in the greatest need and who are most exposed to society's inequalities.

I also want to pay a personal tribute to our former Chair, David Rhind FRS FBA, who died in January 2025. As an academic, David made a major contribution to the development of UK official statistics and how these are used by government, but he is remembered by his Nuffield colleagues as one who encouraged the contribution of all to the vision described in Lord Nuffield's two main objectives: the advancement of social well-being and of educational opportunity.

Eighty years on from the Foundation's inception, that founding purpose remains and, while we look back with pride, we are more focused than ever on drawing on this legacy for those in greatest need in our own times.



Professor Sir Keith Burnett
Chair of Trustees

Chief Executive's foreword

Formed amid the tumult of World War II, the Nuffield Foundation has a deep-rooted commitment to supporting rigorous inquiry that addresses the social challenges of both today and tomorrow. Now, perhaps as much as ever, the work we fund and lead is needed to address the inequalities and insecurities that so many people face.

It is this mission to deploy rigorous evidence in pursuit of a prosperous, fair and inclusive society that makes it such an honour to become Chief Executive. A few months into the job, I'm greatly impressed by the breadth and depth of our agenda, as well as the commitment the whole organisation shares to breaking new ground in pursuit of influence and impact.

We are now developing our strategic priorities for the next phase of the Foundation. We do this against a backdrop of geopolitical rupture, enduring economic stagnation, the accelerating possibilities and risks of AI, escalating climate crisis, depleted public services and low levels of trust in many public institutions. Despite all these challenges, we approach our next chapter with great confidence.

The Foundation's diverse portfolio of around 200 active grants continues to generate a river of new insight into key aspects of UK public life, and a range of our strategic grants are now bearing fruit. The *IFS Deaton review of inequalities*, and *The skills imperative 2035*, are due to conclude this year with landmark reports, joining the *Pissarides review*, which produced its final analysis in early 2025. Each provides a new understanding of key aspects of the social and economic challenge of the decade ahead. We will re-open our Strategic Fund to support a new wave of ambitious multi-year, multi-disciplinary, high-impact projects.

Our history also provides a well of inspiration as we look ahead. As well as backing deep scholarship across disciplines, there is also a tradition of supporting those operating at the cutting-edge of practice, resulting in the trialling of innovative approaches – “prudent pioneering” in the words of the Foundation's first ever annual report. We can also learn from Nuffield's track record of fostering

new and emerging institutions to fill gaps in the UK's civic and research infrastructure, deploying evidence and analysis to advance the public good.

Major in-house research projects – *Grown-up? Public right to justice*, and an exploration of the role of AI in education – signal the beginning of greater collaboration between the Foundation and its centres.

The Foundation's three centres have all emerged into highly respected institutions in their own right. This year the Ada Lovelace Institute will publish a new strategy, placing the interests of people and society at the heart of rapidly moving debates on AI. The Nuffield Family Justice Observatory will be championing new practice, for instance supporting the development of a 'baby court' in Blackpool, bringing a problem-solving approach to care cases involving newborn babies. And the Nuffield Council on Bioethics will lead a major review of the time limits for human embryo research.

Underpinning all of our work is a set of core values. We prioritise rigour and quality while our independence gives us the freedom to be objective, curious and to take the longer-view. We will collaborate and be open to working with others. And, crucially, we will embed equity, diversity and inclusion in the work we fund and lead – taking new steps to support a more diverse range of grant-holders and foster an inclusive workforce

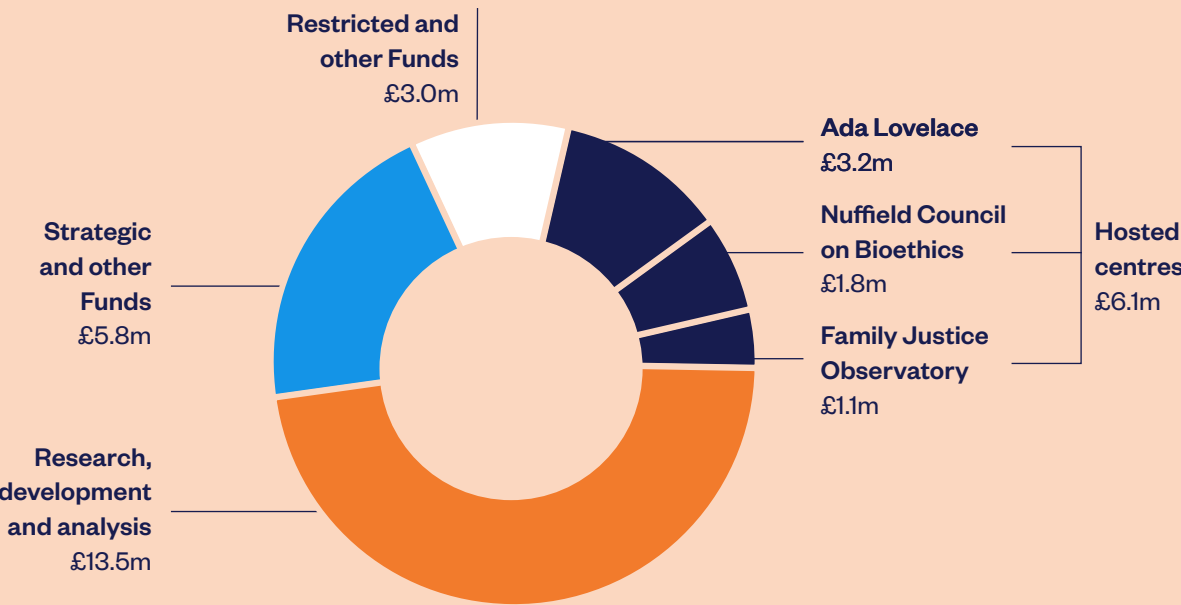
Finally, I'd like to thank the Board, led by our Chair, Sir Keith Burnett, for its warm welcome and invaluable support during my first months. I greatly look forward to working with all my colleagues on a new era for the organisation that faces into the future, anticipates emerging challenges and identifies the evidence that will help us advance social well-being in the decade ahead.



Gavin Kelly
Chief Executive

The year in numbers

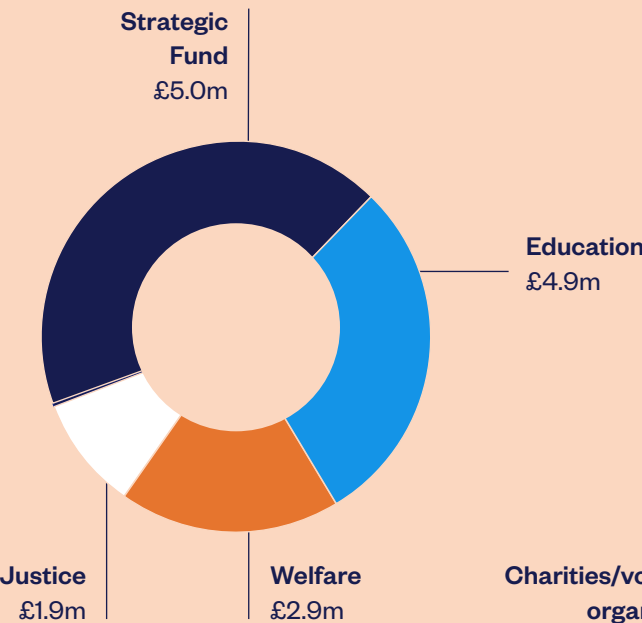
Charitable expenditure of £28.4m in 2024, up from £22.0m in 2023



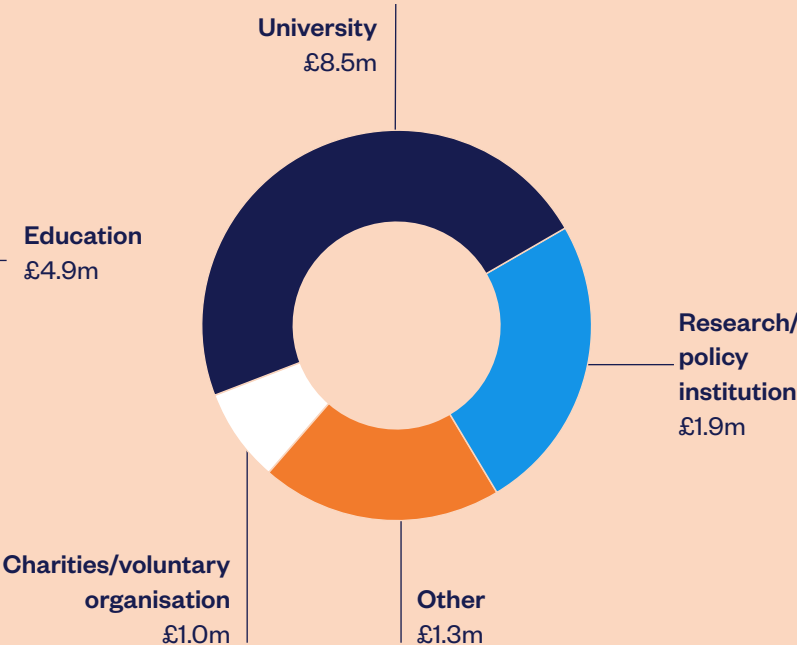
£14.7m

Total value of new research grants awarded during 2024

Split by domain (including Strategic Fund)

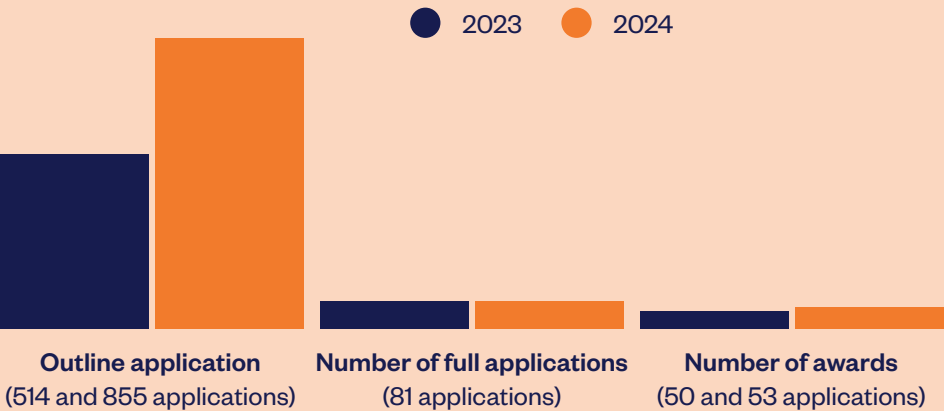


Split by organisation type



Applications

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.



£277k

Average grant awarded (incl strategic fund)

£194k

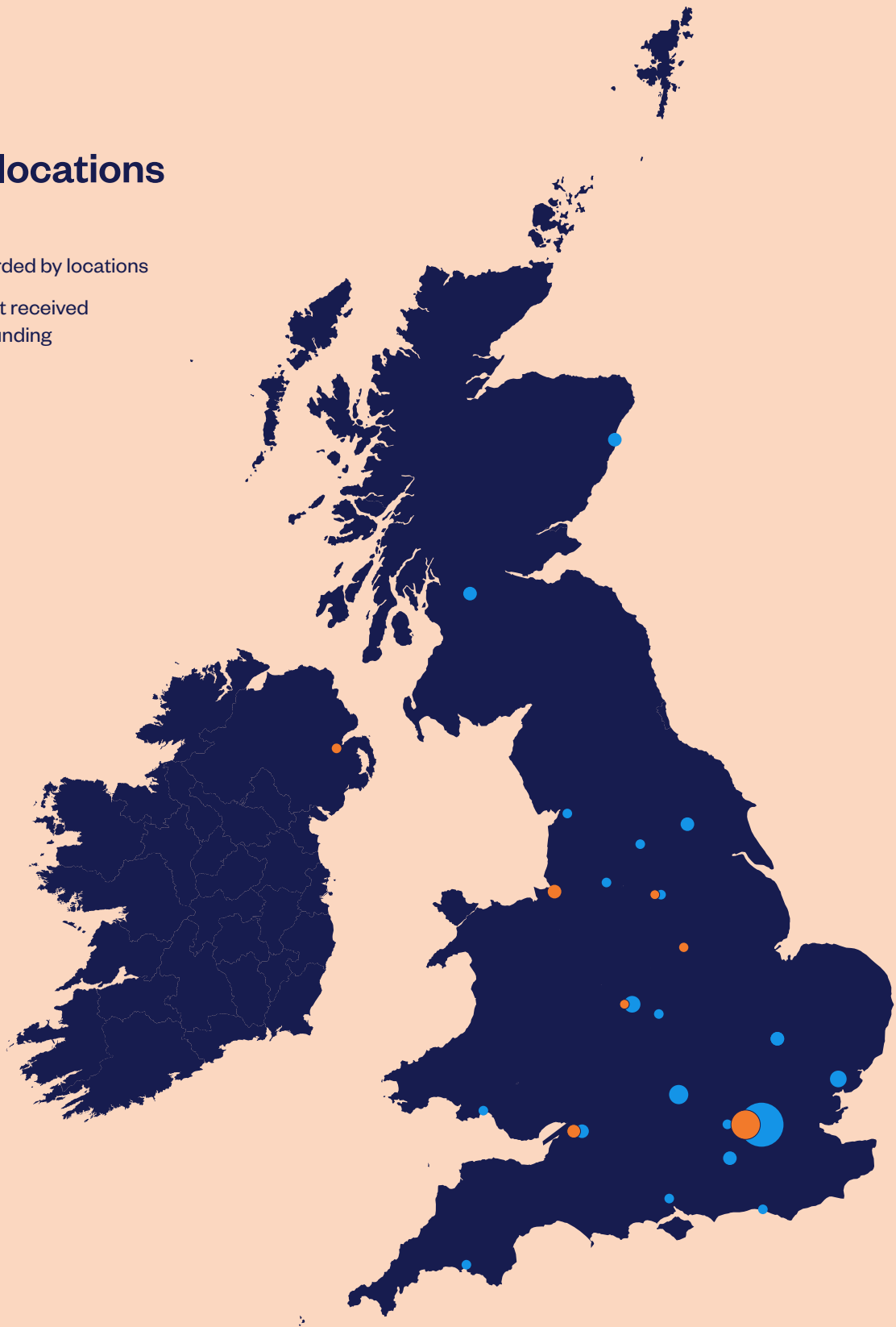
Average grant awarded (excl strategic fund)

£5k – £2.5m

Range of grants awarded

Grants locations

- Grants awarded by locations
- Projects that received additional funding



53
new projects funded

19
projects that received additional funding

In 2024, the Nuffield Foundation awarded 53 new grants and provided additional funding to 19 existing projects. In total, £15.4m was distributed to universities, think tanks, and third-sector organisations across the UK.

Communications and engagement

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



convened

469
face-to-face, hybrid and online events attended by more than

29,835 people



had

609,650 visits
visits to our websites



were referenced in broadcast, print and online media

7,714 times



increased our LinkedIn following by an average of

79.5% across our accounts to 25,439 followers

Research Placements and Experiences

(formerly Nuffield Research Placements, providing year 12 or equivalent students from disadvantaged backgrounds with STEM-related project experience)



875 students
were placed

93%
of Research Placement students were satisfied with their experience

95%
Experience Placement students were satisfied with their experience

2024 highlights

- Research into the *reliability and consistency of Ofsted inspections*, led by Dr Christian Bokhove at the University of Southampton, fed into Ofsted's proposed changes to their processes. Findings were timely, as they aligned with the Ofsted Big Listen consultation, announced by the new Chief Inspector. Following the general election, the Labour government announced the scrapping of single word judgements, citing this research as part of the evidence for the change.
- *Unpacking the disability employment gap*, led by Dr Mark Bryan of the University of Sheffield, investigated what is contributing to the longstanding gap in the employment rate between people with a disability and people without. It highlighted the role of education and the economic structure of an area.
- *The Institute for Fiscal Studies' (IFS)* research found that the removal of private schools' tax exemption status was likely to have little effect on pupil numbers in the private sector, and raise £1.3-1.5 billion in net terms. Its findings were cited by politicians and the media in the run up to the 2024 general election, and included in the Labour Party's manifesto. The Labour government subsequently set about turning its manifesto pledge into law.
- *The new Racial Diversity UK (RDUK)* grants programme launched in 2024, aiming to explore how patterns of racial diversity and disparity are developing and shaping the UK, and helping to map pathways to a racially just and inclusive society. A large number of outline applications across a wide range of topics were received. The first RDUK-funded research projects are expected to start in 2025, with the second outline application round in Autumn of that year.

- *Public right to justice*, an in-house research programme, will explore how the justice system in England and Wales could work better both to develop evidence-based proposals for reform and to inform thinking about the future of that system. It is led by the Justice team at the Foundation, with expert input from the Nuffield Family Justice Observatory (Nuffield FJO) and the Ada Lovelace Institute. Both this programme and the IFS project above represent a major new strategic investment in our work on justice, recognising the critical importance of the justice system and the challenges it faces.
- A team from the IFS, and Oxford and York universities, led by Professor Imran Rasul, was awarded a £2.5 million Strategic Fund grant for a new project, *Transforming justice: The interplay of social change and policy reforms*. The programme of interlinking economic and quantitative analysis studies will examine the implications of recent **justice system reforms** in England and Wales on outcomes, performance and experiences, and how demands on the justice system have changed.

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→ Five of the six projects funded from the £1.1 million *Understanding Communities* grants programme, launched in partnership with the British Academy, completed in 2024. The research explores how local communities function and can improve people's lives.

→ *Grown up? Journeys to adulthood*, another in-house collaboration, was launched in 2024. Exploring the challenges and opportunities facing the 8.6 million young people in the UK aged 14–24 ('Generation Z'), the programme follows the Nuffield Foundation's *Changing face of early childhood* series, which continues to impact policymaking.

→ Working with the Home Office to influence biometrics policy, the Ada Lovelace Institute (Ada) was invited by the Science, Innovation and Technology Committee to advise on **procurement practices around AI**. It also provided insights to the Information Commissioners Office to shape its work on generative AI, and gave a presentation to the Equality Human Rights Commission to inform strategy development. Ada saw over half of its recommendations included in the groundbreaking **EU AI Act**, the first comprehensive regulation of AI anywhere in the world.

→ A Nuffield Council on Bioethics (NCOB) report recommended a phased approach to the governance of **human stem cell-based embryo models** research to provide reassurance that ethical concerns are considered. These findings have already fed into the work of key stakeholders such as the Human Fertilisation and Embryology Authority, who have responsibility for enacting the changes recommended.

→ Nuffield FJO research findings showed at least **one in three parents in care proceedings in England involving a baby have learning disabilities or difficulties**, but that in most cases these were not identified until care proceedings had started. The research raised concerns about the fairness of proceedings and the lack of support for families. The implications for practice were debated throughout the year.

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.

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

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

Our work addresses the inequalities, disadvantages 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 informed 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 Nuffield 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 we fund to assess their value and impact as a portfolio 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.
- Continuing to steer new ways of working across the Foundation, including the development of an Equity, Diversity and Inclusion Action Plan.
- Joining up our communications and public affairs activities – 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.

We assess the overall impact we have on social well-being by focusing mainly on measuring the reach, engagement and impact of our communications and public affairs activities with target audiences.

Strategic priorities

We are developing our strategic priorities for the next phase of the Foundation and we will set these out later in 2025.

We do this against a backdrop of fast-paced geopolitical developments, the acceleration of the possibilities and risks of AI and other technologies, the climate crisis, economic stagnation and inequality, depleted public services, and an increasingly polarised public debate.

This changed context, and the scale and complexity of the challenges we face, have reinforced the need for our funded research to build independent and rigorous evidence that informs policy, improves practice and drives meaningful change.

Alongside new strategic priorities, we will this year set out in more detail what we mean by impact and how this can be achieved in different ways. In the next phase of our work, we will particularly look to fund research proposals, programmes and organisations which can clearly articulate the difference that they expect to make.

Changing Lives for the Better

The Changing Lives for the Better programme of events and activities, launched in 2023 to celebrate our 80th anniversary, continued in 2024 to explore the big themes that will define our strategic priorities in the future.

The programme enabled us to consult with a wide range of stakeholders to identify the most pressing challenges facing society, determine the urgent research questions that need to be answered, and contribute to our strategic direction.

The future of work and skills

In January 2024, in partnership with the Resolution Foundation, the National Foundation for Educational Research and the Institute for the Future of Work, we hosted a high-profile webinar on the future of work and skills. The event, attended by 296 people, featured key insights from three Nuffield-funded programmes presented by research leads from the partner organisations. The full event, combined with separate presentations, had 765 views online.

Through a panel and audience discussion with local authority and business experts, the event addressed critical questions about the implications of automation technologies, regional disparities in employment and the key skills needed for the labour market of tomorrow. A central theme was how to bridge research, government and employers to tackle the UK's pressing employment challenges. This discussion will help shape our strategic focus on work and skills in the context of devolution and the impact of 'place' on people's life chances.

The future of the justice system

In March 2024 we hosted an event exploring the challenges facing the UK's justice system, and opportunities for reform. Experts from across the country convened to examine the system's current state, and to propose strategies to improve legal experiences and outcomes for individuals and communities.

Nuffield Foundation Trustee Sir Ernest Ryder opened the event with a keynote speech, followed by Dr Natalie Byrom who shared the findings from a Nuffield-commissioned report on accessing justice. Throughout the event, discussions highlighted the pressing need for evidence-based reform that prioritises those who rely on the justice system. This event marked a pivotal step in defining the Foundation's future work

on justice, including our *Public right to justice* programme.

Our insecure society: Risks across the life course

In June 2024, we held a major conference to examine the various risks and insecurities people face throughout their lives. This event brought together key thinkers and partners from research, policy and practice to discuss critical issues affecting society today.

One central theme of the conference was the distinction between the collective pooling and individual bearing of risk, and the difficult choices this presents for policymakers on questions of taxation and investment in public services. Our keynote speaker, Sir Andrew Dilnot, set out this framing and linked it to the changing demography of the UK, especially our ageing population.

Another key theme that emerged was the importance of geography when it comes to inequality, and the extent to which the place where people live continues to shape their opportunities and life course. This felt particularly salient when we looked at the experience of young people and their transition from education into work.

The conference highlighted the need for public institutions which can engage with the range of complex circumstances faced by individuals, rather than seeing people



through a single lens or their interactions with one public service alone. This was illustrated clearly by Dame Clare Moriarty of Citizens Advice who spoke about the complexity of lives, and the substantial increase in the numbers of people seeking urgent advice on multifaceted issues. We discussed some of the ways technologies might potentially help, as well as the associated risks.

The event underscored the importance of building a prosperous, fair, inclusive and sustainable society. It also underlined the need for effective, accountable and trustworthy institutions. Insights from this conference are helping to shape our strategic priorities.

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Strategic goal one – research portfolio

We fund research that advances educational opportunity and social well-being across the United Kingdom. We 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 – across 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 2024

What: Bedtime Boost trial
Who: Professor Tim Smith, University of the Arts, London, et al.
Headline findings: This world-first randomised controlled trial found that removing screen time an hour before bed improves toddler sleep quality. Bedtime Boost involved 105 families with toddlers aged 16–30 months. Families were randomly assigned to one of three groups: bedtime box and no screens, bedtime box and may or may

not have used screens, or their usual routine. Sleep was tracked using motion sensors. Toddlers in the screen-free group had better sleep quality, with fewer night awakenings. The study was co-created with parents and early years experts to ensure inclusivity.

What: Raising educational outcomes for pupils with SEND and disabilities
Who: Dr Jo Van Herwegen, UCL Institute of Education, et al.
Headline findings: The number of students diagnosed with special educational needs and disabilities (SEND) has increased in recent years, and students with SEND are on average at least two years behind their peers by the end of secondary school. This study found that targeted interventions can improve educational outcomes for these students by an average of five months, compared to teaching-as-usual or standard interventions. The research found a slightly bigger effect on mathematics than reading overall – six months of additional progress compared to five months. The study led to the creation of MetaSENse, a first-of-its-kind database to help teachers

find evidence-based interventions. The team also made several policy recommendations.

What: Exploring female computing performance and subject choice in English schools
Who: Dr Peter Kemp, King's College London, et al.
Headline findings: The report examined the impact of a curriculum change in England that replaced the Information and Communications Technology (ICT) GCSE with Computer Science, which shifted focus to computer theory and programming skills. The number of girls taking a GCSE in computing has more than halved since 2015 when 43% of ICT GCSE students were female, compared to just 21% in 2023 taking GCSE Computer Science. To ensure computing appeals to more young people, the authors recommended including curriculum reform, improving support for computing teachers, and changing the current narrative around computing to focus beyond male tech entrepreneurs.

What: Post-16 pathways to the labour market for lower attaining learners at Key Stage 4
Who: Professor Peter Urwin, University of Westminster, et al.
Headline findings: This project explored the post-16 educational pathways taken by learners who achieve grade 3 (D) or below in Maths and/or English GCSE at Key Stage 4. It used linked National Pupil Database and Longitudinal Education Outcomes administrative data to carry out three quantitative investigations:

1. Post-16 pathways of the 2011 Key Stage 4 cohort.
2. Comparison of the 2011 and 2016 KS4 cohorts.
3. Analysis of impacts of reforms that followed the Wolf Review.

Researchers drew together findings from these studies to understand the labour market destinations of lower attainers. Findings identified a pressing need to improve outcomes for these learners, who are predominantly from disadvantaged



Strategic goal one

backgrounds and often have special educational needs.

What: Education priorities in the next general election

Who: Jon Andrews, Education Policy Institute, et al.

Headline findings: Ahead of the general election, researchers published an analysis of the education plans in the manifestos of the main political parties in England. The report provided an independent, evidence-based assessment of the extent to which the main parties committed to addressing five priority areas: the early years; school organisation and outcomes; post-16 and higher education; education funding; and the education workforce. Overall, it found that manifesto commitments did not go far enough in addressing the key challenges facing the system. It highlighted that all parties should have been clearer on how they would tackle the soaring costs of provision for children with SEND, recruit and retain the education workforce, and address widening disadvantage gaps through targeted interventions and funding.

What: Education spending across different stages of education

Who: Luke Sibieta, Institute for Fiscal Studies, et al.

Headline findings: This project delivered six reports across the year, including outputs linked to the general election – *The uncertain course for school and college funding over the next parliament; School spending in England: A guide to the debate during the 2024 general election; The state of education: What awaits the next government; and Higher education finances: How have they fared, and what options will an incoming government have?* There was also a report on spending on SEND, and one on challenges facing education in Wales. The seventh annual report on education spending in England rounded off the year with a warning that schools and colleges faced another round of belt tightening in the next spending review.

What: Teacher recruitment and retention challenges in England

Who: Jack Worth, National Foundation for Educational Research

Headline findings: The teacher workforce in England is facing major challenges in attracting and retaining enough teachers. NFER’s 2024 annual report, *Teacher labour market in England*, highlighted how the latest data showed that teacher supply was in a critical state, representing a substantial risk to the quality of education, with teacher training recruitment numbers well below what’s needed to maintain adequate staffing levels in schools. At the same time, there has been little progress in reducing high teacher workload since the pandemic, an issue which has a strong impact on retention. The report, which came out just before the general election, set out four recommendations to tackle the issues, including that the gap should be narrowed between teacher pay growth and the wider labour market, and that political parties should consider introducing a Frontline Workers Pay Premium to compensate public sector workers for the lack of remote and hybrid working in their roles compared to the wider graduate workforce. The report was also highlighted to the School Teachers’ Review Body which determines teacher pay.

What: Evaluating the short- and medium-term impacts of Sure Start

Who: Dr Sarah Cattan, the Institute for Fiscal Studies, et al.

Headline findings: This project follows on from a grant that reported in 2021 which identified significant long-term health impacts of Sure Start. This new research was funded to meet a need from policymakers to learn more about other areas where Sure Start might have had a positive impact. Interim reports revealed that Sure Start also had a positive effect on children’s academic attainment and reductions in special educational needs, and showed benefits for children’s social care and youth justice outcomes. Findings contributed directly to policy via submissions to the Bell Review of Early

Strategic goal one

Education, discussions with senior officials at the Department for Education, and presentations to the Family Hubs Division. A final overarching report will be published in 2025.

Policy and practice impact of Education projects

Early years language intervention NELI funded for a fifth year

Government support for the Nuffield Early Language Intervention (NELI) programme continued, with new Education Secretary Bridget Phillipson agreeing funding for a fifth year, for reception pupils in England who started school in September 2024.

NELI is a well-evidenced catch-up programme for four- and five-year-olds who need extra support with their speech and language development.

Research shows that babies born during the COVID-19 pandemic have poorer communication skills compared with babies born before Covid. The September 2024 reception intake consisted of children who were babies during the second lockdown, so NELI has a crucial role in supporting pupils still impacted by the pandemic’s legacy.

The 20-week intervention is delivered by specially trained teaching assistants. Small-group sessions feature ‘Ted’, the NELI puppet, and games that help children to concentrate on speaking, listening and learning.

An evaluation by the Education Endowment Foundation found NELI boosts young children’s language skills by an additional four months, and that children eligible for Free School Meals made up to seven months’ additional progress. This means NELI could have a significant role in helping to close the language development gap between

socio-economically disadvantaged pupils and their peers.

More than 11,100 primary schools in England are registered for NELI, and more than 200,000 pupils have benefited from the programme.

How school attendance affects educational attainment and future employment prospects

A project led by Dr Markus Klein at the University of Strathclyde investigated the impact of different types of school absence on educational attainment and labour market outcomes, factors that mediate absence and outcomes, and variations by gender, socio-economic background and ethnic group.

The researchers successfully engaged policymakers. Findings were presented at Westminster at a Department for Education roundtable on school absence, and at the APPG on Parental Participation in Education, and to the Scottish Government. The insights have contributed to strategies aimed at improving school attendance.

Knowledge exchange workshops were held in Glasgow, Manchester and Cardiff to influence strategy at a local level. The project was also part of a Nuffield-hosted event on school absence which reached a broad policy, practice and research audience.

Findings were presented at events attended by headteachers and other practitioners, providing opportunities to share best practice. The grant-holders also reached academics through numerous conference presentations, engaged with governments internationally, and produced four academic papers. They achieved media coverage, including three articles in Tes.

Exploring educational provision for 14–16-year-olds in further education (FE) colleges in England

A grant led by the Association of Colleges (AoC), the national membership body for England's FE colleges, and University College London focused on a key group of learners: 14–16-year-olds studying in FE colleges. Little is known about these students, who are often overlooked in policy discussions. Through their research, they highlighted the diverse pathways into FE provision, the challenges students faced in school, and the experiences and benefits of studying in a college environment. The recommendations focused on funding, vocational learning and support for high-need students.

The final report was launched in November 2024 at the AoC national conference, attended by over 1,000 college and business leaders. It was featured in Education Programme Head Dr Emily Tanner's panel discussion on the main stage, launched at a lunchtime session, and referenced in a breakout session on 14–16 learners. The findings were included in the AoC's and Nuffield's submissions to the government's Curriculum and Assessment Review.

Understanding early education entitlements for three- and four-year-olds

The three organisations involved in the grant – Centre for Evidence and Implementation; Coram Family and Childcare; and the Centre for Education Policy and Equalising

Opportunities, University College London – are all extremely highly regarded in the early years sector, and used their excellent links into local and central government to amplify the findings of this project. One of the authors was invited to contribute to the Bell Review of Early Education (which took place before the election and fed into Labours' plans for early years). The findings were discussed with the Department for Education and informed decision-making around the funded entitlements. For example, evidence from the grant was used to shape new clarifying guidance on additional charges. There was also considerable interest in the research from local authorities, and over 100 people attended a webinar organised by the Local Government Association. The final report also received widespread news coverage, including in the national and regional press.

How Universal Free School Meals impact children in England

This work, led by Professor Angus Holford at the University of Essex, has improved public understanding and awareness of the effects of providing Universal Free School Meals (UFSM).

The research found that UFSM reduces obesity at age 4–5 and age 10–11, and that it adds about two weeks' progress to children's reading scores but does not affect levels of school absence.

We hosted a launch event that framed the research within the broader context

The research found that Universal Free School Meals (UFSM) reduces obesity at age 4-5 and age 10-11, and that it adds about two weeks' progress to children's reading scores.

of children's nutrition in the cost-of-living crisis. Donna Ward of the Strategic Policy Directorate at the Department for Education chaired the panel discussion. The event and wider media coverage have fostered good engagement with the project findings.

The research has been used in campaigns by the third sector to promote UFSM provision, and by local government officers and councillors who already offer UFSM to back the policy. For example, evidence continues to be cited in England-based campaigns for the expansion of FSM entitlement, as indicated by the School Food Review Working Group to Andrea Leadsom, then a minister. Findings were also used in a campaign in Northern Ireland and cited in Dutch media, demonstrating the potential for the project to impact policy decisions internationally.

New learnings on Ofsted inspections

This project sought to answer important questions about Ofsted inspections to better understand the variation and consistency of judgements, and to prompt Ofsted to consider changing their processes to improve inspections.

The research, led by Dr Christian Bokhove at the University of Southampton, coincided with the launch of Ofsted's Big Listen consultation by the new Chief Inspector, creating a receptive environment and making it an opportune time to achieve influence.

Co-investigator Professor John Jerrim at UCL's Institute of Education served as an academic advisor to Ofsted during the project, providing opportunities to share research findings. Ofsted officials were also represented on the project advisory board and were aware of the research as it progressed.

Co-investigator Dr Sam Sims, also from the Institute of Education, presented evidence in person to the Education Select Committee's Ofsted Inquiry.

The team contributed to a roundtable we convened to discuss research findings and potential improvements to the inspection process.

Following the general election, the Labour government announced the scrapping of single word judgements, citing this research as part of the evidence for the change.

The researchers have also reached broader audiences by publishing several blogs via FFT Education Datalab, which has a wide readership. They also received significant coverage in the sector press, including Tes magazine and Schools Week. Additionally, they contributed to two BBC productions: *Analysis – What makes a good school?* (BBC Sounds) and *The Briefing Room – What's the point of Ofsted?* (BBC Radio 4).

Analysing the impact of COVID-19 on the life chances of children and young people

There were two elements to this grant, led by Professor Lee Elliot Major from the University of Exeter. The researchers conducted an international review of pandemic-related learning loss and the major strategies adopted by countries for education recovery, providing a useful summary of how different governments responded.

Next, the team used a skills formation model, to identify how cognitive and socio-emotional skills develop across childhood and adolescence, predicting the likely impact of Covid-related learning loss on GCSE results by 2030. Based on the evidence, six 'low-cost policy solutions' were put forward aimed at addressing the disadvantage gaps in attainment through a broad range of school engagement approaches.

Ofsted's proposed new report card system, which aims to increase focus on support for disadvantaged and vulnerable children, responds to a recommendation from this

project to rebalance the inspection system. The scorecard has attracted interest from the Welsh and Scottish governments and school leaders in several countries. Outcomes from the pilot are being presented to officials at the Department for Education. The researchers have published a self-evaluation toolkit to enable schools to assess their equitable practice and outcomes for pupils from disadvantaged backgrounds. More than 50 secondary schools in England signed up for the pilot and it will be rolled out to schools across the country. A version for primary schools is also in the pipeline.

The report also recommended a UK-wide programme of undergraduate students tutoring and mentoring school pupils to help develop their foundational skills. This has been trialled by the University of Exeter, and other higher education sector leaders have shown interest in promoting the scheme across the university sector. Universities UK has also highlighted it as an exemplar of social mobility work in higher education.

Professor Elliot Major was also a panellist at an event we convened to explore the evidence base around, and potential solutions for, rising cases of school absence.

The report findings and the event attracted sector and general media coverage, ensuring the grant’s findings reached policy and practice audiences as well as those with a wider interest in the issues covered, such as parents.

Examination of higher education (HE) fees and funding

Higher education fees and funding are complex and poorly understood. Supported by our General Election Analysis and Briefing Fund, this project aimed to improve the level of understanding across policymakers, sector leaders and the public.

This project, which was led by Dr Gavan Conlon at London Economics, carried out a range of in-depth analyses on higher education fees and funding arrangements across the four home nations of the UK. Findings were presented to policy stakeholders via

five reports and four well-attended events in Belfast, Edinburgh, London and Cardiff, co-organised with the Higher Education Policy Institute.

Researchers explored the main parties’ manifesto commitments on higher education fees and funding for England. The Labour Party and the Scottish Labour Party subsequently approached the team for a more in-depth discussion of the analysis for England and Scotland, and modelled several options ahead of the election.

Engagement with policymakers included discussions with the Department for Education in Westminster and the Welsh Government to go through findings for England and Wales respectively; high-level discussions with the Department for the Economy in Northern Ireland; and presenting evidence to the Scottish Parliament’s Education, Children and Young People Committee session on the Scottish HE fees and funding system.

Findings from the project achieved significant national media coverage, including in the *Financial Times*, and the team was also invited to submit an article to an academic journal for a special edition on fees and funding.

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.

Key Welfare outputs published in 2024

What: The IFS Deaton review of inequalities
Who: Professor Richard Blundell, et al.
Headline findings: Launched in 2019, this review by the Institute for Fiscal Studies (IFS) is a comprehensive study of inequalities: how they arise, which matter and why, and how they should be addressed. The collection of analysis and commentaries covers a multitude of topics including inequalities of income and wealth, health, political participation, geography, race and gender; and the role of early childhood, families, education, the world of work, firms, trade and globalisation, tax, welfare, and public services. They were published in their entirety this year in a special edition of Oxford University Press’ journal *Oxford Open Economics*. The conclusions of the Review are forthcoming.

What: Understanding Communities
Who: Six multi-institution, multi-discipline teams
Headline findings: Understanding Communities is a £1.1 million grants

Welfare

Within our Welfare domain, our objective is to improve people’s lives by understanding

This review by the Institute for Fiscal Studies is a comprehensive study of inequalities: how they arise, which matter and why, and how they should be addressed.



programme in collaboration with the British Academy aimed at exploring how local communities function and can improve people's lives. The six funded projects were developed in 2021 at workshops co-hosted by the Nuffield Foundation and the British Academy for early to mid-career researchers, policymakers and practitioners. Five of the six projects completed this year, highlighting the importance of understanding local contexts in community initiatives, the value of natural settings and public spaces in fostering social connections and community integration, the importance of accessible, in-person services, and the strengths and limits of volunteer-led activities.

What: Unpacking the disability employment gap
Who: Dr Mark Bryan, University of Sheffield, et al.
Headline findings: The employment rate of disabled people in the UK is substantially lower than for non-disabled people. Analysis of nationally representative data shows that most of the disability employment gap (DEG) is related to 'structural' barriers

encompassing the workplace and society in general. However, eliminating the educational disparities between disabled and non-disabled people could close the DEG by 12%. The DEG varies significantly between areas, with a strong correlation with levels of economic deprivation. Strong local labour markets characterised by low unemployment and a thriving knowledge sector, coupled with good availability of elementary jobs, can disproportionately improve the employment prospects of disabled people and narrow the DEG.

What: Welfare access, assets and debts of LGBT+ people in the UK
Who: Dr Peter Matthews, University of Stirling, et al.
Headline findings: This was the first project to explore the experiences of LGBT+ people accessing social security benefits in the UK, and it highlighted a complex picture of disadvantage and advantage. While bisexuals tend to have lower amounts of wealth and are more likely to report having financial problems, gay men and lesbian women tend to have higher



wealth compared to their heterosexual counterparts. The research also highlighted that some LGBT+ people delay benefit claims due to fear of discrimination and encounter heteronormative biases in the system, particularly trans individuals, who face specific administrative barriers. To address these issues, the team made recommendations for government departments around LGBT+ inclusion training, improved data collection and gender-neutral administrative processes.

What: Evidencing the outsourcing of social care provision in England
Who: Dr Anders Bach-Mortensen, University of Oxford, et al.
Headline findings: Following a new comprehensive, longitudinal data resource on outsourcing trends in the adult and children's social care sectors, this research provides a more complete picture of the care crisis than ever before. It found dramatic increases in the outsourcing of residential care services to private providers, although public and third sector adult care homes and children's care homes were also found to have higher regulatory inspections ratings. For-profit operators also experience more frequent involuntary closures and cancellations by the Care Quality Commission and Ofsted. Findings also show disparities in the geographical distribution of services. For-profit adult care homes increasingly cater to self-funded residents in affluent areas. Children's social care for-profit homes are, however, often concentrated in areas with lower property prices. This raises concerns about children placed far from their local authority areas. The findings highlight the need for more effective market oversight, realigned incentive structures and a transparent data-driven approach to policymaking.

Improving work and well-being for people with musculoskeletal conditions
Musculoskeletal (MSK) conditions are the leading cause of pain and disability in

England, affecting people's ability to work, care for a family and live independently. Our Oliver Bird Fund (OBF) is dedicated to improving the lives of people with MSK conditions.

In Spring 2024 we launched a third funding round inviting applications to the OBF. The call invited applications focused on the challenges of living with MSK conditions at any life stage and tackling inequalities. The focus of the new £6 million funding is on enabling children and adults who have an MSK condition to participate as fully as possible in society.

The Fund is already supporting 12 research projects worth more than £6 million from two previous funding rounds. This third round is an important opportunity to further grow an evidence base of research.

We are pleased to be working in partnership and co-funding with Versus Arthritis again. People with MSK conditions, who volunteer as Versus Arthritis Research Partners, have contributed to the development of this funding call. They will be involved in assessing applications to ensure that the projects receiving funding are those that can lead to real benefits for the community.

Key Oliver Bird Fund outputs published in 2024
What: How arthritis affects earnings over time
Who: Dr Adam Martin, University of Leeds, et al.
Headline findings: Over 30 million working days are lost due to MSK conditions every year in the UK. However, few studies have used individual-level data to explore the relationship between arthritis and employment. This project investigated how labour market experiences differ for people with arthritis when compared to similar individuals without arthritis. Published findings in 2024 also showed that the employment of people with arthritis, as with others with long-term

conditions, was disproportionately affected by the pandemic.

What: Assembling the data jigsaw: Powering robust population research in MSK disease

Who: Professor Will Dixon, University of Manchester, et al.

Headline findings: This project brings together existing and innovative health and social care data in Greater Manchester to fill gaps in knowledge around living with a MSK condition. Results revealed that the use of over-the-counter supplements, pain relief and sleep aids is common in patients with rheumatic and musculoskeletal diseases. It is recommended that healthcare professionals should proactively ask about these during consultations.

Policy and practice impact of Welfare projects

Multiple low-paid employment (MLPE) among women in the UK

This project, led by Louise Lawson at the University of Glasgow, examined the prevalence and impacts of MLPE among women in the UK through analysis of existing data and interviews with 105 women. They found that around 3% of working women were in MLPE each year in the 2010s, and nearly one in five of all working women experienced it at some point in that decade. Hence, MLPE is often a temporary situation, but one which disproportionately affects older women, carers and those with school-age children. Contrary to expectations, almost half of women in MLPE are university-educated, and have their primary job in the public sector.

The team's recommendations for the UK government and Scottish Government were developed through a workshop with policy experts in government, research institutions and charities. They focus on reducing financial insecurity and improving work-life balance for women in MLPE through:

- Reforms to social security to make benefits more accessible.
- Increased investment in childcare and social care to support with caring responsibilities.
- Stronger workplace protections to ensure fair pay and job security.

The launch of the final report in May 2024 was accompanied by a roundtable event chaired by members of the Scottish Parliament, and members of the team appeared on both Scottish radio and television to discuss their findings and recommendations. Throughout the project, the team also presented their research to relevant teams within several government departments and alongside exhibitions of artwork made by women in MLPE in Glasgow Women's Library.

Improving intervention around exploitation among adults with cognitive impairment

This project has been the first robust exploration of the links between cognitive impairment (including intellectual disability, dementia, brain injury, and autistic spectrum disorders) and exploitation of adults in England. The team, led by Dr Alison Gardner at Nottingham Rights Lab, conducted statistical analysis of available data, reviewed safeguarding reports, and captured the experiences of people living with cognitive impairments and of practitioners. The findings highlight the potential scale of exploitation, and what policy and practice improvements might prevent further cases.

The team has worked in partnership throughout with the Ann Craft Trust and the Human Trafficking Foundation, both leading organisations in this area. As well as helping shape the research, these relationships have supported wide dissemination to large audiences of practitioners. Emerging findings were shared with the Director of Labour Market Enforcement, the CEO of Gangmasters and Labour Abuse Authority, safeguarding leads at the Department of Health, and the Network of Safeguarding Adults Board Chairs.

Main findings were launched during Adult Safeguarding Week in late November 2024.

A key date in the calendar for practitioners, the team took the opportunity to give face-to-face and online presentations. The UK Anti-Slavery Commissioner, Eleanor Lyons, endorsed the findings: "(by) stitching together diverse data, the authors have created a compelling account of the ways in which cognitive impairment can heighten risk for exploitation". She called for their report to mark "the start of a new conversation about the way we recognise and act on adult exploitation". The team will continue to share learning with frontline practitioners, and extend their conversations to policymakers and practitioners in Scotland, Wales and Northern Ireland.

Supporting tenancy sustainment in social housing

Professor Paul Hickman, Dr Kesia Reeve and colleagues at Sheffield Hallam University have been concerned by how pressures on tenants in social housing – most recently the cost-of-living crisis – are affecting their ability to pay rent. *Holding on to home* took a multi-dimensional approach to exploring who, how and why tenants struggle to make housing payments. Crucially they wanted to understand how to improve support and prevent tenancy failure.

They surveyed and interviewed tenants in case study areas, interviewed staff working for social landlords, analysed rent payment records, and assessed conversations between tenants and housing officers. They have generated recommendations for national policymakers, for social landlords and for activities to benefit individual tenants.



Throughout the project emerging findings have been shared with the social housing sector supported by organisations including the Chartered Institute of Housing and the Housing Quality Network (HQN). The team was centre stage at the Rent Income Excellence Network annual conference in the autumn. They have provided impactful training to housing association staff, with requests to do more. Their final report was published in January 2025, with accompanying guidance. They have presented findings at events run by the National Housing Federation and the Department of Work and Pensions, and will contribute to future events organised by the National Federation of Arm's Length Management Organisations and HQN. They will also deliver podcasts for HQN and Voicescape.

General Election Analysis and Briefing Fund

Prior to the 2024 general election, we funded eight projects to improve the use of reliable and accurate research and data in political debate, and to support well-informed voting decisions. This was through impartial assessment to improve understanding of the factual evidence on key issues among the public and the media in the run-up to the election. Across the work we funded, there was coverage of a large range of topics, including public spending, taxation, social security, compulsory and higher education, housing, and health and social care. Different formats were used to inform and engage with the debate, including detailed briefings, international case studies, interactive data visualisation and podcasts. In total, the

eight projects produced nearly 100 written outputs, received over 30,000 media mentions and held 14 public events over a five-month period.

Justice

Within our 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 the wider public. While our overarching interest is in supporting an effective, fair and accessible justice system that serves society, a 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.

Key Justice outputs published in 2024

What: Mapping the changing face of cross-examination in criminal trials

Who: Professor John Jackson, University of Nottingham, et al.

Headline findings: The process of cross-examination in court can be distressing, particularly for the most vulnerable: children, complainants in sexual offence cases, and witnesses with learning

Holding on to home took a multi-dimensional approach to exploring who, how and why tenants struggle to make housing payments.

disabilities. 'Best evidence' measures have been increasingly introduced to ease the burden of testifying. For the first time, this research looks systematically at the cross-examination of vulnerable witnesses in criminal cases across the UK and Ireland. Recommendations were made around emerging broad conclusions:

- All practitioners across jurisdictions broadly supported adjustments aimed at making the participation in trials more accessible for vulnerable witnesses. Few objected in terms of them being incompatible with the right to a fair trial.
- The effectiveness of the measures is being thwarted by poor technology, delays in bringing cases to trial and a lack of resources.
- There is both good and bad practice. Overall, the changes have yet to result in a coherent and consistent set of practices applicable to all types of vulnerable witnesses.

What: Understanding the health and social needs of mothers and children in family court cases

Who: Professor Ruth Gilbert, Administrative Data Research Centre for England, UCL Institute of Child Health, et al.

Headline findings: This study examined the risk of first-time mothers in England being involved in care proceeding and their social and health characteristics, by analysing linked administrative family court and healthcare records using data from the Children and Family Court Advice and Support Service (Cafcass), local health records and national Hospital Episode Statistics (HES) for all women giving birth in England. The findings show how national population analyses can benefit from data linkages between healthcare and family justice to inform policy and preventative interventions. Specifically, the research revealed:

- The 10-year risk of involvement in care proceedings for all first-time mothers was 1.3%. The risk was increased

for young mothers living in deprived neighbourhoods, and those with health problems at their first birth. Mothers with intellectual disabilities, or a history of an adversity-related hospital admission or mental illness, were at the highest risk of care proceedings.

- There was a marked level of health and social need among mothers involved in care proceedings. Over half had a mental illness requiring specialist care; they were seven times more likely to die within 10 years of their first birth than other mothers of the same age. One-third of mothers faced a second care proceeding within eight years. Overall, the analysis highlighted the importance of improved access to, and continuity of, mental health services for these vulnerable mothers and, more widely, the need for joint working between social care, family courts and health services for mothers before, during and after care proceedings.

What: Child First – examining children's collaboration in the Youth Justice System

Who: Professor Stephen Case, Loughborough University, et al.

Headline findings: The number of children aged 10–17 years entering the Youth Justice System (YJS) is decreasing, but those remaining often have multiple, complex and unmet needs. Despite the importance of understanding these needs and children's experiences, their voices have often been downplayed or neglected. However, the adoption by the Youth Justice Board and wider YJS of 'Child First' as its guiding principle and key strategic objective, is placing much greater emphasis on the importance of the participation and engagement of children. Child First is an evidence-based framework for working with children incorporating four tenets: see children as children; develop pro-social identity for positive child outcomes; collaborate with children; and promote diversion away from the justice system. The focus for this project was 'collaboration with children'. Researchers explored children's

Strategic goal one

views and experiences of collaboration in youth justice decision-making processes.

Findings revealed that their experiences of Child First collaboration practice were inconsistent. For local authority youth justice services, experiences were generally positive. Within youth custody settings, they varied depending on the establishment and incentive scheme level. Interactions and engagement with the police, courts and children's social care services were mostly negative. The research set out a range of recommendations for youth justice agencies on how they could improve the way they collaborate with children to more fully embed Child First principles into practice.

What: The effects of youth clubs on education and crime

Who: Carmen Villa, the IFS

Headline findings: This was the first output from our Strategic Fund grant *Transforming justice: The interplay of social change and policy reforms* led by Professor Imran Rasul. The project provided the first robust estimates of the impact on education and crime outcomes of the closure between 2010 and 2019 of nearly one-third of youth clubs in London, which provided free after-school programmes for local teenagers. Children and young people in areas affected by youth club closures performed nearly 4% worse in GCSE exams and became 14% more likely to commit criminal offences. The study emphasised the important role that youth clubs can play in assisting young people, particularly those from low-income backgrounds, by offering amenities that support positive behaviours. It also indicates that closing youth clubs was not cost-effective; for every £1 saved from



Strategic goal one

closures, there were associated societal losses of nearly £3 due to forgone education benefits and costs of crime.

Policy and practice impact of Justice projects

More findings on financial settlements in divorce

In 2023, the *Fair shares?* project, led by Professor Emma Hitchings at The University of Bristol, provided the first detailed insight into what happens to assets when a marriage breaks down. In 2024, two further reports were published exploring subsets of the dataset. They considered:

- The prevalence of regional disparities of spousal maintenance.
- The profile, experiences and outcomes of divorcees who experienced domestic abuse during their marriage (report and briefing paper).

The research was singled out in the Law Commission's 2024 review of the laws governing finances on divorce as being critical to their consideration for reform proposals. The report received extensive media coverage, informing public debate and driving forward legal reform.

Better understanding the needs and experiences of children in care

Children in care face many vulnerabilities and disadvantages. Increasing understanding of their situation, experiences and needs – and informing policy and practice to assist them – has been one of our priority issues for many years. Two major studies funded by us were particularly impactful in this respect.

Despite children with complex identities often needing extra help to make sense of their identity, the Children and Families Act 2014 no longer requires English adoption

agencies to give due consideration to a child's race, religion or cultural birth heritage, and wider and intersectional dimensions of identity are not captured in existing data.

Race, religion and representation among care-experienced children, led by Dr Sariya Cheruvallil, Contractor of Coventry University, has developed an evidence base of how young people from minoritised backgrounds experience and express their identities, to inform theoretical and practical work with children in care. The research uses an 'Identities in-flux' model, integrating intersectionality and 'Lived religion' theories to develop a more nuanced and complex framing of these children's identities. The research is shaping inclusive and sensitive frontline practice and national policy to respond to the increasing diversity of children and young people entering care.

As well as a final research report and academic papers, a range of other outputs included policy and practice briefing documents, an animated film and practice tools. The team also delivered knowledge exchange workshops to over 400 frontline social workers and family practitioners, and presented to key government departments and agencies, including the Department for Education and the Youth Justice Board.

Permanently progressing? Building secure futures for children: Phase 2 middle childhood, led by Dr Helen Whincup of University of Stirling, is following a cohort of 1,836 children who became looked after in the Scottish care system in 2012/13 when aged five or under. This phase of the study revisits children in middle childhood (aged between 9 and 16 years old). By 2022, 79% of the 1,836 children were living in homes where it is anticipated they will remain until adulthood, the majority with their parents. Findings show:

- It took too long for children to achieve stability in their home arrangements, with the average time to permanence

being over two and a half years. Too many children (more than one in ten) were still in impermanent placements.

- The level of emotional and behavioural problems for these children is five times higher than seen in the general population of children.
- Family, friends and school are the main sources of support for children and caregivers, but the research found that caregivers want and need more support. The demand for mental health support for children has increased, with some experiencing lengthy delays.

On publication, the research received widespread coverage in the news media and generated interest among Members of the Scottish Parliament and senior Scottish Government officials. The research has been used to inform and support calls for practice reform around maintaining contact with a child's family, to highlight a lack of support to kinship carers, and to identify improvements in children's data and tracking their outcomes. Practitioners – including social workers, psychiatrists, mental health specialists and family lawyers – have welcomed the research, with high levels of attendance at professional knowledge exchange events and coverage of the research within specialist publications.

Nuffield Council on Bioethics

The Nuffield Council on Bioethics (NCOB) was established by the Nuffield Foundation in 1991. It 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 2024 the NCOB launched its five-year strategy, *Making ethics matter*, strengthening its commitment to rigorous ethical analysis and to building networks to amplify bioethics' influence and impact in decision-making across policy and practice. The strategy introduced three priority areas: reproduction, parenthood and families; the mind and brain; and the environment and health.

The NCOB also engaged in topics outside of its priority areas, with the aim of embedding ethics in policymaking. In 2024 it ran a major project exploring public views on assisted dying, which included commissioning England's first Citizens' Jury on the subject. The NCOB's focus in 2025 will be to reach those involved in shaping the Terminally Ill Adults (End of Life) Bill, making sure they are aware of this evidence and draw on it to ensure that the Bill reflects public priorities.

Additionally, the NCOB has further established itself within the field of genomics. It has secured funding to establish and coordinate a UK ethics network to build consensus, encourage expert knowledge exchange and co-create resources to support the genomics sector as a whole.

Alongside these projects, the NCOB published its first impact report within the new strategic period and launched its new website and brand in November 2024. Evolving its horizon scanning activities, it published a 2024 Horizon Scan in a new time-framed presentation and has progressed a project to develop an ethical lens for horizon scanning and foresight.

The NCOB also provided written evidence to the UK COVID-19 Inquiry's module 4 on Vaccines and Therapeutics, in which they set out the NCOB's ethics advice and engagement with government during the pandemic.

Developing the NCOB's priority areas

The mind and brain

In 2024, the NCOB partnered with the Nuffield Foundation on a project exploring links between genomics and neuroscience in education, in particular the development of predictive tools for educational attainment, such as polygenic indices (PGIs). In the context of research, PGIs offer potential to help explore genetic influences on educational attainment in more depth. However, these also raise significant ethical questions relating to the translation of this research into classroom applications, amid concerns that it could further reinforce inequities experienced by marginalised groups if not managed appropriately. The scoping paper, published in early 2025, describes key scientific developments in the field, touching on the ethical issues that arise.

In March 2024 the NCOB published a briefing note summarising current developments in research using human neural organoids and highlighting the ethical issues that may arise. Human neural organoids – used to model aspects of the developing brain – are promising research tools that could help improve understanding of brain conditions and treatments. Although research is in its early stages, it is moving at pace, raising ethical questions such as whether the moral and legal status of neural organoids warrant special ethical consideration, and how best to design informed consent processes for research. A second report, providing insights on these issues and the next steps for governance and regulation, will be published in 2025.

Also in 2024, the NCOB opened a call for evidence to help assess significant developments around neurotechnology use in healthcare. Recognising that the use of neurotechnologies in healthcare raises ethical questions around informed consent, voluntariness, risk, environmental impacts,

privacy and (in)equity – and that the range of such technologies has expanded hugely since its last report on the subject in 2013 – the call for evidence will help to inform the NCOB's next steps in delivering ethical advice to decision makers in this field.

Reproduction, parenthood and families

In 2024, the NCOB established an interdisciplinary expert working group to assess the ethical and regulatory questions raised by research using human stem cell-based embryo models (SCBEMs). As a research tool, SCBEMs have the potential to bring public benefit through new insights around early human development. However, questions have been raised regarding how they should be regulated. The NCOB published a report in November 2024 which tackles these questions head on. It recommends a phased approach to the governance of SCBEM research to provide reassurance that ethical concerns – for instance relating to the transferring of a SCBEM into a human or other animal – are taken into account. These findings have already fed into the work of key stakeholders such as the Human Fertilisation and Embryology Authority, who have responsibility for enacting the changes that the NCOB have recommended.

The environment and health

In 2024, the NCOB built on its previous background paper which provided an overview of – and examination into – ethical issues arising in climate change and health. It published a report in January 2025 highlighting the need to address the intersection between climate change and health, and demonstrating how embedding ethics into decision-making can help policymakers to develop proportionate measures to tackle climate change and its widespread effects.



Assisted dying

In 2024, the NCOB commissioned England’s first Citizens’ Jury to explore public views on assisted dying. This provided policymakers with their first opportunity to understand what people in England think about assisted dying and how their reflections may be shaped by hearing evidence and engaging in deliberation. In the autumn, the NCOB published two reports summarising the Jury’s conclusions and recommendations and the results of two nationally representative surveys. The findings indicate that people in England support legalisation for assisted dying when it is limited to adults with a terminal illness who have capacity to decide. The jury were united in a desire for improvements to our nation’s palliative care and social services. These findings were presented to the media, and the resulting media coverage reached an estimated 2.5 billion people.

At the end of 2024, MPs voted in favour of Labour MP Kim Leadbeater’s Terminally Ill Adults (End of Life) Bill for England and Wales passing onto committee stage. In 2025, the NCOB will work to ensure those sitting on the Bill committee are aware of the evidence so that they can use it appropriately.

Genomics

The NCOB has continued its leading role in coordinating ethics across the genomics healthcare and research sectors. The NCOB’s work in 2024, in partnership with the Office for Life Sciences, focused on mapping existing ethics guidance in the sector to identify areas where further work is needed.

In January 2024, the NCOB published its second report on the topic, making the case for coordinated action to address gaps

in ethical guidance relating to genomics healthcare and research. The NCOB are now engaging with key stakeholders in the sector on the next steps and hope to announce further work in 2025.

In September 2024, the NCOB published a joint report with the Ada Lovelace Institute examining the use of AI-powered genomic health prediction (AIGHP) in the NHS. This is a set of AI-driven techniques that assess genetic variations in someone’s DNA to calculate whether they are more likely to develop a particular disease. AIGHP has the potential to transform our healthcare system by offering a more preventative and personalised approach. However, the report urges caution, concluding that the potential harms of widely adopting AIGHP across the NHS at a population level – such as exacerbating genetic discrimination – would outweigh its potential benefits. The report makes recommendations to be considered by decision makers who are responsible for the introduction of this technology into the NHS.

Horizon scanning

The NCOB embarked on an ambitious project in 2024 to develop an ethical lens for horizon scanning and foresight. It is now working with UK policymakers and international foresight experts to develop four different tools and approaches which can help embed ethics into the foresight process. These are:

- A rapid ethical assessment tool, which will enable the rapid surfacing and consideration of ethical implications within an acute policy development process.
- An ethically sensitive sandbox, which will assist regulators in their design of pro-innovation frameworks that can help science thrive while maintaining public trust.
- A series of ethical tipping points, which will identify where in the innovation pipeline ethical considerations would be of most benefit.
- A moral deliberative tool, which will create a new way to deliver and facilitate a future scenario workshop, enabling participants to grapple with ethical implications. A pilot of this was tested at the 2024 *Dubai Future Forum* conference, which provided useful insights into how to further develop this scenario-based approach.

The NCOB also produced a ‘time-framed’ evolution of their annual Horizon Scan – this new iteration was published in November and has so far received very positive feedback.

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.

AI in the public sector workshops

In response to concerns about the potentially far-reaching impact of AI on people’s lives, and in collaboration with the Ada Lovelace Institute, we commissioned four workshops to explore the opportunities and risks of using AI in the public sector.

They were led by Professor Diane Coyle at the Bennett Institute for Public Policy and Professor Wendy Hall at the Web Science Institute.

AI’s rapid development raises questions about data privacy and decision-making, which could lead to biases and unequal treatment of citizens. But there are also likely to be positives, such as improving the responsiveness of public services, and better data analysis.

The workshop topics were:

- Just outcomes: AI and administrative justice.
- AI and Public Health.
- Civic AI for place-based solutions.
- Market failures: What will Silicon Valley not do?

Each workshop brought together leading stakeholders, experts and policymakers from a range of sectors and disciplines to discuss the issues within the context of how AI can enable public services to be delivered effectively, equitably and responsibly.

The research questions that emerged will help inform our new Foundation-wide strategic priorities.

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.

The team is developing an important new body of knowledge about good, democratic and effective use of children’s information in local authorities, and reaching receptive audiences in central and local government. Project partner Research in Practice is holding events for practitioners to share emerging learning and explore common barriers and facilitators around good information use.

Engagement included a series of video resources produced by the team about the ethics and principles of data governance, and a policy brief on measuring outcomes for care leavers.

We commissioned a journalist to write an overarching narrative about the project, to help to tell the story of the work being undertaken, to provide cohesion between the project’s various constituent parts, and to set out the potential scope and scale of its findings.

The project has now entered a two-year impact activity phase, which will include a major report of findings and learning so far, to be launched at a conference in 2025.

Minimum Digital Living Standard for households with children

This research, led by Professor Simeon Yates at the University of Liverpool, 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 to participate in society.

The final report was published in 2024 and the appetite for developing MDLS to inform policy and practice among devolved nations has been substantial. At the same time as we made the award, the Welsh Government tendered for development of an MDLS for Wales. The team was awarded that contract, with complementary work happening alongside our grant, involving partners in Wales. In May, a launch event in Cardiff brought together the Welsh Government and third sector stakeholders to consider how MDLS will inform partnership working. The Scottish Government are also contracting with the team to produce an MDLS for Scotland, and

the Welsh Government have commissioned a second stage.

A launch event was held at the Foundation in March, with representatives attending from the Department for Work and Pensions; the Department for Digital, Culture Media & Sport; and the Department for Science, Innovation and Technology.

Professor Yates also gave evidence to the House of Lords Communications and Digital Committee Enquiry into Digital Exclusion on the cost-of-living crisis. Local government, including the Liverpool City Region and the Greater Manchester Combined Authority, has been very engaged, and the London Borough of Camden are already using MDLS to shape their digital strategy.

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.

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

Last year was rife with narratives about AI driving progress. But to ensure that these technologies actually work for people and society, Ada sought to bring calm, caution and evidence to hype cycles.

AI, society and public services

2024 brought into sharp relief the societal and democratic impacts of data-driven technologies – from the fallout of the Horizon scandal to the varied worries about and actual use of AI in elections around the world. We also saw great desire for AI to solve longstanding issues affecting the delivery of public services.

Despite the growing enthusiasm about the promise of AI technologies, we still lack adequate information about their reliability, efficacy, safety and impacts on people. There is a growing need to ask the right questions about these technologies: First, do they work? Second, do they work well enough for everyone? And finally, do they work well in context – not just under test conditions, but in the real world, on the street, in the hospital or in the classroom?

Ada has been examining these questions through work on the intersection of data, AI and public services. It had the rare opportunity to get under the bonnet with the London Borough of Barking & Dagenham and published an observational study of their early use of the OneView data system and predictive analytics tools. Ada's research uncovered several prerequisites for data analytics to be used and trusted by frontline workers:

- Required outputs from the system must be clearly specified and understood for all users.
- Tools must be seen by the public as legitimate.
- The accuracy of the system must be high enough to be trusted.

Ada built on that research with two reports on the procurement of AI in local government, the culmination of a year-long research project to analyse the complex guidance landscape available to local government procurers and engage with a variety of stakeholders involved in

procurement on the ground. Throughout Ada's research it's become clear that it's crucial to get procurement right if we want AI in public services to work well for people and society. With this in mind, Ada has called for a National Taskforce for the Procurement of AI in Local Government to address the multiple challenges in this area in a joined-up way, which has received an enthusiastic response from across the local government procurement landscape.

Ada has also focused on the impacts of AI and data-driven systems that may entrench inequalities in society. It engaged with health data experts, doctors, and transgender and non-binary patients to understand the way gender is coded in the data-driven systems used in primary care in England. Ada's research highlighted that the way these systems are set up can sometimes have unintended consequences on the people the data represents. Because of this, any move to predictive or AI-driven healthcare must be carefully thought through.

Ada also wrote to the Home Secretary on the case for biometrics regulation and was subsequently quoted by the Policing Minister in a recent Westminster Hall debate. It also participated in a Home Office roundtable on this vital issue and is looking forward to seeing what proposals may be brought forward.

The safety conversation

The conversation about what it means to keep AI safe has continued since the UK AI Safety Summit in 2023. 2024 saw two more global meetings of international policymakers in Seoul and San Francisco. The network of global AI safety institutes has grown from two at Bletchley to more than 10 now, with Kenya, Singapore, Korea, Canada and Australia – along with the EU AI Office – joining the fold.

The focus on safety has largely remained a narrow one – on model evaluations, and

on a narrow set of risks such as bioweapons or the prospect that humans will lose control of these systems. However, for Ada, this is not enough. Ada's view is that 'AI safety' should mean keeping people and society safe from the range of risks and harms that AI systems cause, from deepfakes and disinformation to discrimination in hiring or public service provision.

At the Seoul summit and the San Francisco convening, Ada argued for a renewed focus on context-specific evaluations of AI systems in collaboration with sectoral regulators and new statutory powers to replace the existing voluntary approach. It also conducted and published research looking at the evaluation of foundation models, which found that current evaluations are not enough to prevent unsafe products from entering the market.

The governance landscape

2024 saw the passing of EU AI Act, the first comprehensive regulation of AI anywhere in the world. Many of Ada's key recommendations were included in the Act, such as the establishment of a new AI Office to ensure coordinated regulatory oversight, the inclusion of Global Partnership on Artificial Intelligence (GPAI) models so that accountability is more logically distributed along the value chain, and the requirement for public bodies to undertake fundamental rights impact assessments.

Ada's work did not stop with the passage of the Act, as preparation for implementation quickly got underway. It supported the EU Code of Practice on General Purpose AI models, which will detail the obligations for GPAI models via a co-regulatory approach – joining working groups covering transparency and copyright, risk assessment and mitigation, and corporate governance.

Outside of the EU, 2024 also saw some successful and unsuccessful attempts at US state level to pass legislation on AI technologies. After a change in government,

the UK introduced a new data bill (on which Ada briefed Parliament), began to implement its online safety Act, and set out its intention to pass a new bill to regulate frontier models, on which a consultation is expected early next year. Given the bill's likely narrow focus, Ada has been working with other civil society organisations to identify what else might be needed from this bill to ensure it addresses the vast range of technologies that currently impact people's lives.

Indeed, debates on governance and regulation often tend towards the ideological – but when it comes down to it, we need evidence on what works and what doesn't. Ada worked to build this evidence throughout 2024 – from examining the effectiveness of a first-of-its-kind third-party AI auditing regime, to publishing a landscape review of the current state of participatory

and inclusive data stewardship, to exploring what lessons can be learned for AI regulation from three other regulated sectors. Government took notice: Ada's diagram of the foundation model supply chain was featured in the consultation response paper on AI regulation.

Listening to the public

Listening to people is essential if we want to think about how new technologies are woven into the fabric of society. We still need to understand more about how AI and other data-driven technologies impact different people's lives, livelihoods, relationships, safety and well-being. And we need to have a better sense of what real people want from data and AI, and how they want it to fit into their lives.



In 2024 Ada commissioned an update of its 2023 survey 'How do people feel about AI?', published in March 2025. This vital evidence will help to understand people's views of technologies from autonomous weapons to cancer-predicting AI tools. It will also enable Ada to track attitudes over time and see where legitimacy and trust might be changing.

Public good, or public benefit, is a buzzword in almost every policy conversation right now. In 2024 Ada began new research asking people what they think is the relationship between AI and public good, so that policymakers can take real people's views into account early in decision-making, and service- and process-building.

New Partnerships and Collaborations

Much of Ada's influence comes through working in partnership with other organisations to amplify its capacity, broaden its expertise and ensure the impact of its work.

In 2024 Ada entered into several new partnerships with academia, civil society and policy, and strengthened existing ones:

- Ada embarked on an ambitious programme of collaborative research with the Nuffield Foundation as part of *Grown up? Journeys to adulthood*. Within this, Ada is leading on multidisciplinary research to understand the interface between young people's online and offline lives.
- Ada partnered with the Digital Good Network, the Alan Turing Institute and UCL Science & Technology Studies on the Public Voices in AI (PVAI) programme that aims to ensure that public voices are attended to in AI research, development and policy.
- Through its 2024 research, Ada also worked with the Alan Turing Institute, Luminate, Minderoo, Responsible

AI UK, Open Society Foundations, Omidyar, MacArthur Foundation, Ford Foundation, European AI Fund and the Mozilla Foundation.

Nuffield Family Justice Observatory

The Nuffield Family Justice Observatory (Nuffield FJO) was established by the Nuffield Foundation in 2019. Funding currently extends to 2029.

While continuing to fill crucial gaps in data and research evidence, the Nuffield FJO has increased its focus on using data and research evidence to bring about changes in policy and practice by convening discussions and working alongside changemakers. In 2024 its focus was on catalysing improvements in the care for children with complex needs, seeding change in the way family courts hear care cases involving babies, and testing ways to improve children's participation in proceedings. It also published the first research to identify the number of parents in care proceedings in England with learning disabilities or difficulties.

The Nuffield FJO's 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.

The Nuffield FJO works 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. It holds events to share evidence and innovation with thousands of professionals on the frontline of the family justice system, provoking connection and conversation. The Nuffield FJO takes an active advisory role contributing to a variety of working groups and taskforces on a range of subjects and topics, including private law, adoption, children with care experience, child participation within the family courts, deprivation of liberty orders, media and court transparency.

The family justice system is under immense pressure. Children and families, and the professionals working in and with the court, face ongoing difficulties. Yet in this challenging system, there are green shoots of inspiration that demonstrate how a child's best interests can be at the heart of everyday practice. The Nuffield FJO was proud to launch its *Seeding change* stories series in which it is gathering and sharing examples of positive experiences and innovative practice, to show what is being achieved against the odds.

In 2024 the Nuffield FJO marked five years since its founding with its five-year impact report. This detailed its impact against five system goals. Three new board members also joined the Nuffield FJO: Her Honour Judge Carol Atkinson; Her Honour Judge Carole Burgher; and Ben Collins, director of system development for the Southeast London Integrated Care System. They bring a wealth of experience in turning research,

collaboration and new ideas into better experiences for children and families in the family justice system in England and Wales, and complement the existing board members, chaired by Jenny Beck KC (Hon).

The Nuffield FJO 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 the breadth of England and Wales. This experience provided invaluable first-hand insights for the team.

It is the Nuffield FJO's partners – the organisations and individuals working within or alongside the family justice system – and, above all, the families whose lives have been affected by this system who have brought this work to life. All at the Nuffield FJO are grateful to those who have attended its events, shared its research, and contributed ideas and experiences.

Private law

The family court has a role when families cannot agree on arrangements for children – most usually following parental separation – known as private law cases. Not much 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.

Children and families, and the professionals working in and with the court, face ongoing difficulties. Yet in this challenging system, there are green shoots of inspiration.



In 2024 the Nuffield FJO worked with partners to improve how children are heard within court proceedings, and how they are helped to participate in ways that uphold their legal rights and promote their welfare.

In April it published a report which highlighted that children in private law proceedings are only offered the opportunity to share their views in just over a half of cases – and that this doesn't radically change as children mature – with more than 40% of 12-, 13- and 14-year-olds having no obvious means for involvement.

Working with partners across England and Wales, the Nuffield FJO has been exploring how children's participation might be better supported. It created training opportunities for practitioners in Cardiff and Birmingham as they launched their private law Pathfinder courts – a new initiative being introduced in the family justice system, focusing on the voice of the child.

The Nuffield FJO has been working with the judiciary, children and young people, and other family justice practitioners to develop a toolkit for judges on writing to children when decisions about their futures have been made in court. This will launch in early 2025.

As active members of the working group of the President of the Family Division, the Nuffield FJO has been focusing on families involved in applications which include those other than parents in private law proceedings, in particular 'kinship care' situations, where friends or family members have stepped in to care for children. This working group was convened in response to research the Nuffield FJO published in 2023, highlighting the unmet needs of this group.

Babies

The number of babies being removed from their parents at birth remains high, and many of these parents have previously had

Strategic goal two

a child taken into care. The Nuffield FJO has continued to explore what needs to change to reverse this trend. Where it is considered necessary to take a baby into care, it has been providing evidence and guidance to help inform more humane experiences and lessen the likelihood of the removal of a subsequent child from the parent's care.

The Nuffield FJO is working with parent groups, children's services, the family court and local specialist services to develop a 'baby court' in Blackpool, which is informed by its evidence and seeks to improve outcomes for babies and their families.

The Nuffield FJO bulletin to share research and emerging good practice on newborn babies at risk of care proceedings has almost a thousand subscribers. In 2024 it published four editions.

It continued to work with its partners Research in Practice, Birth Companions, Family Rights Group and Lancaster University, to improve practice in this crucial perinatal period, and push for improved cross-government statutory guidance.

Young people and the care system

The continued 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. The Nuffield FJO has 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 June 2023, the Ministry of Justice began publishing, for the first time, data about applications for deprivation of liberty (DoL) orders under the inherent jurisdiction of the high court. This followed 12 months of the Nuffield FJO collecting and publishing this data during the pilot phase of the national DoL court. In 2022, it called for data about DoL orders to be published in national administrative data, to ensure that some of the most vulnerable children in society are counted in national statistics. It continues to monitor, provide a light analysis and publish quarterly summaries of this data.

The Nuffield FJO's research about children on DoL orders continues to be the go-to evidence. In 2024 it informed the work of the Department for Education, NHS England and the Office of the Children's Commissioner, and it featured in a growing amount of media coverage. The research inspired the Department for Education and NHS England to establish a Task and Finish Group to identify ways to improve practice. Alongside this, the Nuffield FJO has been instrumental in setting up a 'Peer Collaborative' of local authorities and health trusts seeking to improve care for children with complex needs. The Children's Wellbeing and Schools Bill, published in December 2024, includes new measures relating to children on DoL orders.

The Nuffield FJO has been instrumental in setting up a 'Peer Collaborative' of local authorities and health trusts seeking to improve care for children with complex needs.

Strategic goal two

Working through Somerset Council, the Nuffield FJO published a report sharing the thoughts and views of 13 young people who are in care, have care experience or are subject to a DoL order.

In 2025 the Nuffield FJO will organise and host the UK's first ever national conference on children with complex needs and the use of DoL orders.

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.

Professor Katy Burch of the Institute of Public Care looked at care proceedings of babies which involve parents with learning disabilities or difficulties, and the broader characteristics and circumstances of these parents, gaining insight into their experiences of care proceedings. The study found that one in three parents at risk of having their

babies removed from their care have learning disabilities or difficulties, and that this is often not identified until court proceedings are well underway. The BBC reported on this new data, and the Nuffield FJO was grateful to work with several mothers with learning disabilities who felt able to tell their stories.

The number of babies being removed from their families has been rising for many years. Uncovering that such a significant proportion of the parents in these cases are likely to have learning disabilities or difficulties has a profound impact on how we should be thinking about the type of support they need. The pre-proceedings period is a vital chance for parents to learn or prove their parenting ability. If services are not being adapted to meet the needs of people with learning disabilities or difficulties, then they may not be receiving the support they need and, at worst, be treated unjustly.

Originally incubated by the Nuffield FJO, The Racial Justice Family Network launched at a joint event with CoramBAAF, bringing together social work and legal professionals,



Strategic goal two

judges, academics, and people with lived experience to promote anti-racist practice in family justice. The network will promote anti-racist initiatives and anti-discriminatory practices throughout the family justice system to address systemic discrimination, racism and inequities. Its goal is to improve outcomes for Black, Global Majority and other ethnically minoritised children, families and professionals.

Placing a spotlight on data

In 2024 the Nuffield FJO began shining a light on data and its use within the family justice system. It published a briefing paper, *Improving lives – the power of better data in the family justice system*, which set out some challenges and opportunities for improving data. This has prompted a conversation with officials at the Ministry of Justice about how improvements can be made. In 2025 the Nuffield FJO will continue to highlight this topic, by comparing data in the youth justice field with that in the family justice field.

The Nuffield FJO’s briefing paper *AI in the family justice system* also prompted discussion and reflection about AI and its potential to improve experiences for families and professionals. The paper outlined the challenges and risks involved, and discussed options for governance supporting safe and fair usage.

In 2025 the Nuffield FJO will work towards presenting data visually via a chart of the month and a data tracker, to make data more accessible, agile and engaging for those working in this field.

Strategic goal three

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.

We are an open, collaborative and engaged funder that offers more than money. We collaborate with our grant-holders throughout their projects to plan and execute communications and public affairs strategies, and engagement activities. This approach ensures the work we fund gains maximum visibility and influence. The success of this collaboration is demonstrated in the impact examples listed under strategic goal one.

We create various syntheses that compile findings from individual projects to enhance their collective impact and open new avenues for engagement. Our events programme brings together diverse audiences to foster productive discussions, while our public affairs team links politicians and policymakers with the Foundation’s work, that of the centres, and our grant-holders.

We make all research outputs from our grant-holders available on our website to bolster their collective impact. Utilising our communication platforms, we ensure the research we fund reaches a broader audience and amplifies its message. We facilitate connections and engagements in our fully accessible office and recognise the importance of online spaces to involve as many people as possible in our work.

Grown up?

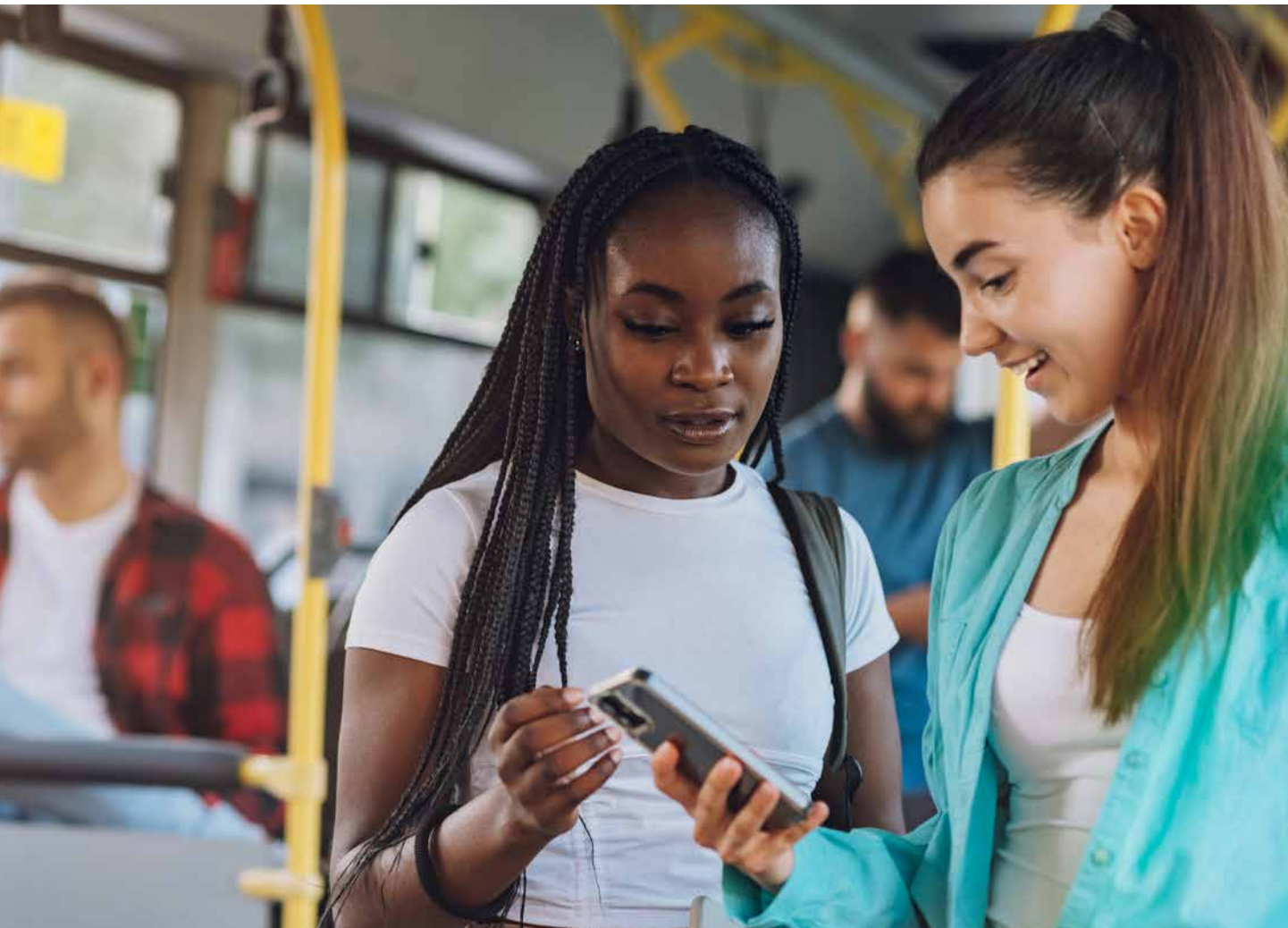
Grown up? Journeys to adulthood is a major new Nuffield project exploring the challenges and opportunities facing the 8.6 million young people in the UK aged 14–24.

The programme, a collaboration between the Foundation and its research centres, aims to deepen our understanding of how this generation navigates adolescence, and to provide insights that inform policy and practice.

It follows on from the *Changing face of early childhood* series which produced a number of reviews focusing on infants and preschool children, highlighting issues facing families of the under-5s. Findings and recommendations continue to influence policymaking.

For current 14–24-year-olds, traditional milestones such as completing education, entering the workforce and leaving home are being reached later than previously. Yet, knowledge gaps remain in what we know about young people’s experiences today.

A set of inter-connecting issues and concerns are shaping the themes



and focus of *Grown up?*; the pathways, barriers and opportunities for young people navigating education and employment; the role of technology in shaping young people's well-being and social connections; and the pressures young people face and the support systems available to them.

Grown up? brings together the Nuffield Foundation, Nuffield Family Justice Observatory, Ada Lovelace Institute and Nuffield Council on Bioethics. This multidisciplinary approach allows us to draw on a wide range of expertise from colleagues across a range of relevant, specialist areas.

Central to *Grown up?* is ensuring that young people's voices shape the research.

A specially commissioned Youth Insight Group and deep-dive workshops with young people across the country are capturing shared and common experiences of this generation, as well as unpacking differences and inequalities by group and by place.

We are also mindful of the increasing divergence in youth policy across the governments of the UK, which provides valuable opportunities to learn and think in new ways.

By creating a deeper understanding of young people's journeys through life, the Nuffield Foundation aims to improve the systems that affect them. The insights generated by *Grown up?* will guide future research, grant funding and policy development.

Public right to justice

In recognition of the challenges facing the justice system, we have set up a new programme, *Public right to justice* (PRTJ). It will inform and provoke thinking on the future of the system in England and Wales, explore how it could work better, and establish a robust case for reform. As with our wider work on Justice, we are interested in all aspects and stages of the administration of justice, and how people resolve their legal problems more widely. Our priorities here are the administrative, civil, family and youth justice systems – parts of the system that can often get overlooked in public debates about the state of justice.

The programme will develop further our longstanding belief in the salience of the justice system to everyday social and economic life, and the important role that research can play in supporting and improving that system. The catalyst for the programme was a Nuffield Foundation conference held in Spring 2024, entitled

'Where has my justice gone?'. The event vividly surfaced many of the challenges facing the workings of the justice system, focusing particularly on the negative impacts on those encountering that system. The multiple strains on the system are raising questions about its effectiveness, causing public confidence to diminish, and prompting growing calls for change.

The first phase of PRTJ will focus on gathering evidence to shine further light on some of these critical challenges and to inform priorities for focus in the rest of the programme. The work will include several specially commissioned evidence reviews on a range of key issues, along with a collection of scene-setting essays from expert authors with diverse backgrounds and experiences, exploring the theme *Why justice matters* from different perspectives. These materials, together with some planned stakeholder engagement, will inform a Phase one final report in 2026.

The project is being led by our Justice team with expert input from colleagues at the Nuffield FJO and the Ada Lovelace Institute.

A specially commissioned Youth Insight Group and deep-dive workshops with young people across the country are capturing shared and common experiences of this generation, as well as unpacking differences and inequalities by group and by place.

Other projects

Early childhood

We remain engaged with policymakers on our *Changing face of early childhood* series, which continues to have salience alongside the major portfolio of research we fund on the early years. In June we brought together a range of academics, experts and officials from the Department for Education to consider how evidence and practice can be used to embed and enable a longer-term holistic approach to early childhood over the next 10 years.

Through our response to Sir David Bell's review into the early years, we stressed the importance of integrated services, making the case for inter-agency working that links childcare to other services which can support children's development, including outreach initiatives, evidence-based interventions and programs that work with parents and children. Research we funded by the IFS made clear the longer-term benefits of Sure Start for children and young people's health and educational outcomes in later childhood and adolescence.

We have contributed to the growing awareness of the damaging effects of experiencing poverty in early childhood, particularly on children's long-term well-being and opportunities. Carey Oppenheim, who led the *Changing face of early childhood* review, is a member of the Child Poverty Strategy Analytical Expert Reference Group, which advises on and scrutinises the Government's Child Poverty Strategy.

Ofsted

We responded to the major Big Listen consultation, which sought views on Ofsted's work, from schools and children's social care to teacher training and early years, with

a particular focus on disadvantaged children. We submitted a cross-Foundation response which incorporated relevant grants, as well as our own synthesis work on early childhood and the work of the Nuffield FJO.

In April we brought together high-level officials from Ofsted, the Department for Education and our grant-holders, to discuss the evidence base on Ofsted's role as a regulator, the importance of school improvement, the accountability framework and alternative judgement processes, with consideration of the effects that any changes would have on interventions.

Curriculum development

In March we responded to the consultation on the Conservative government's proposals for an Advanced British Standard, a new 16–19 qualification combining aspects of A levels and T levels into a single qualification. In November we provided written evidence to the Curriculum and Assessment Review, led by Professor Becky Francis CBE. The review is examining the existing national curriculum and statutory assessment system in England, to ensure they are fit for purpose and meeting the needs of children and young people. We drew on 32 Nuffield-funded projects to inform our response.

School absence event

In July 2024, we hosted an event to address the challenges posed by school absences, closures and learning loss on young people. The event had a total of 150 attendees across in person and online audiences, including researchers, policymakers, sector leaders and education practitioners.

Delegates heard findings from a number of Nuffield-funded research projects on how missed school is affecting young people, the implications for social mobility and the solutions that are most likely to be effective. An expert panel emphasised the need for

both targeted attendance interventions and broader strategies to address systemic issues, such as school inclusion, family support and home–school relationships. Discussions also explored how learning loss impacts long-term educational outcomes and contributes to inequalities.

The event highlighted the importance of evidence-based policies to reduce disparities and support the recovery of the education system. The event identified potential areas for further research to support policy and practice aimed at improving attendance.

Early career researchers

Following its launch event in the autumn of 2023, we have continued to build the Nuffield Foundation Emerging Researchers Network, with 335 early career researchers (ECRs) on the email mailing list. The Network was instigated to support early career researchers (ECRs) working on Nuffield-funded projects. Its purpose is

to provide capacity-building opportunities for skills development, to grow connections with peers, and to nurture future research talent. Across 2024 we've engaged the network via newsletters, social media, and targeted resources and training that focused on working with policymakers and Parliament, and reaching non-academic audiences.

We ended 2024 with a second event that brought network members together to consider how to achieve research impact in a changing context. Dr Rajnaara Akhtar, Associate Professor at the University of Warwick, and Dr Arun Advani, Director of the Centre for Analysis of Taxation, shared insights on achieving impact with research, emphasising the importance of ongoing conversations with key policymakers and maintaining a long-term dialogue that extends beyond the finish date of a project.

Susannah Bowyer at Research in Practice, and Alaster Smith, Head of Research Evidence and Engagement at the Department for Education, joined a panel discussion. Workshops explored building



partnerships with the third sector, how to ensure research is heard in Parliament, and writing for non-academic audiences. The feedback on the event was very positive, and the opportunity to meet in person was welcomed.

We are really pleased to have three ambassadors working with us to build the network in 2025. They are Dr Cristina Sechel and Emily Hancock from The University of Sheffield, and Dr Fiona Long from Cardiff University. They will ensure that the network's activities are effectively tailored to meet members' needs.

Digital and media profile and opportunities

The Foundation's communications activities aim to expand our influence and impact, increase awareness of our in-house research work and grant funding opportunities, and support grant-holders to enhance the reach and visibility of their Nuffield-funded projects.

In 2024 we had 133,525 visits to our website. Core web pages like the homepage and funding section continued to attract stable traffic, indicating a healthy performance. Additionally, the average number of pages visited per user has increased by an impressive 65%, reflecting heightened interest in deeper exploration of our site.

We appointed digital agency William Joseph to help us deliver a series of website optimisations to resolve user challenges and align our website with our new strategy. The strategy will provide a framework to guide further website development to reflect the growth of the organisation, improve the

site's structure and align it more closely with organisational goals.

We also increased newsletter subscribers 17% to 8,211, and followers on LinkedIn by 36% to 5,598. Top performing posts in terms of impressions and engagement on LinkedIn in 2024 included:

- The announcement of a Strategic Fund grant to Professor Ruth Patrick at the University of York for *Social security in a devolved UK* - the first comprehensive study of its kind.
- A [blog post](#) from Josh Hillman about the launch of strategic fund grant, *Teaching improvement through data and evaluation*.
- A [blog post](#) by Emily Tanner on our Nuffield at 80 'Place and opportunity' webinar, which looked at how place was a determinant of economic growth and productivity.

We were mentioned in the media 4,686 times in 2024 and comments from our spokespeople featured more than 1,686 times, an increase of 33% and 32% respectively. A range of projects attracted significant media interest throughout the year, reflecting the broad scope of the work we fund. Highlights across the year included:

- In January, the Institute for Fiscal Studies (IFS) published their annual review of education spending which was reported on by [PA News](#) and syndicated across 200 outlets. The IFS review also reported in [Tes](#) and [About Manchester](#) where a quote from Josh Hillman featured. Catherine Dennison's quote about the *Holding on to home* project was included in an article by [The Big Issue](#).
- *Fair shares? Sorting out money and property on divorce* maintained media interest, and in January was mentioned in a piece in the [Sunday Times](#) about divorce, followed by a comment piece from Professors Hinchings and Douglas in [The Times](#). In the same month, the Institute for

Fiscal Studies (IFS) released *Constraints and trade-offs for the next government*, which within the first week of publication had more than 850 media mentions. Findings were leading news stories on the BBC online and The Guardian and an article including mention of Nuffield funding and a quote from Mark Franks was also syndicated 265 times, appearing in the [Independent](#) and [Daily Mail](#).

- In February there was considerable interest in the General Election Analysis and Briefing Fund report from London Economics about higher education fees. It was reported on by the [Financial Times](#), [The Telegraph](#) and [Times Higher Education](#). An article on *Long-term outcomes for care-experienced parents and children* was also syndicated more than 250 times, including in the [Independent](#), featuring a quote from Ash Patel. *Teaching improvement through data and evaluation (TIDE)*, a 2024 strategic grant, was reported on in an exclusive with [Tes](#).
- In May, after the election announcement, findings from the Economy 2030 Inquiry report were included in a [Reuters](#) article. This was syndicated on several small national and international news sites. With the election campaign in full swing in June, the IFS published their analysis of the education challenges facing the next government. This was reported on by the [Independent](#) and [The Telegraph](#), and a later report on higher education finances was picked up by the [Guardian](#), all featuring quotes from Josh Hillman. The [Independent](#) also covered the Education Policy Institute's report on priorities for the election with a quote from Josh Hillman.
- Dr Gavan Conlon, from London Economics, was quoted in a [BBC InDepth](#) feature around *Examination of higher education fees and funding*. The IFS also published numerous reports on their [election microsite](#), which received extensive media coverage, including [Bloomberg](#), [Independent](#) and [The Telegraph](#). The

Foundation's Mark Franks was quoted in the [Independent](#), the [Telegraph](#) and on ITV's [Good Morning Britain](#). General election publications by the Resolution Foundation were reported on by the [Independent](#), [London Evening Standard](#), [BBC](#) and [The Telegraph](#).

- Research from the *Changing face of early childhood* was also mentioned in a [Guardian](#) opinion piece during May.
- Findings from *The impact of additional learning needs identification in Wales* were reported in [The Times](#) and the report's lead authors wrote a piece published by [The Conversation](#). National Foundation for Educational Research's (NFER) findings on teacher retention were reported in the [Independent](#) and syndicated across local news.
- In July, Emily Tanner wrote an exclusive for [FE News](#) with evidence-based insights to support the new government's skills agenda. Ruth Patrick's *Benefit changes and larger families* project received significant press coverage from July to September. Highlights include an [analysis piece](#) in [The Times](#), an [opinion piece](#) in the [Guardian](#) and participant quotes on Radio 4 news.
- A chapter from the Deaton Review was cited in a [Financial Times](#) article about UK immigration in August. Lee Elliot Major's project, *COVID-19 and social mobility*, and its proposal to shorten school holidays continued to be mentioned throughout the summer, in [The Times](#) and international news outlets.

- *Permanently progressing? Building secure futures for children: Phase 2 middle childhood*, led by Dr Helen Whincup of the University of Stirling, earned significant media coverage in Scotland in September, including articles by [BBC Scotland](#) and [The Herald](#). The announcement of a new grant, *Exploring school–college partnerships for 14–18 learners in Scotland*, was also reported on by [Tes](#). Another article was published in [Tes](#) on findings from the *COVID-19 and the impact of school closure* project, following their attendance at our school absence event.
- In October, the IFS Green Budget received national and international media coverage in the run-up to the government’s budget statement. This [article in the Independent](#) was syndicated 255 times across local news. Oxford University’s project *Evaluating the outsourcing of social care in England* was reported on in the [Observer](#), and findings discussed in an [opinion piece](#) and a letter in the [Guardian](#). A report from IFS’s *Evaluating the short- and medium-term impacts of Sure Start* was reported in the [Sunday Mirror](#) and several opinion pieces referenced the research, including the [Guardian](#) and the [Yorkshire Post](#). An article about the *Understanding the take-up of early education entitlements* project was reported on by the [Independent](#) and syndicated across local news 256 times.
- In November, an article about the proposed impact of inheritance tax on farmers in [The Telegraph](#) featured Arun Advani’s research.

Public affairs

The public affairs team works across the Nuffield Foundation, making connections with grant-holders, the Ada Lovelace Institute, the Nuffield Council on Bioethics and the Nuffield Family Justice Observatory. Many of the impact stories in this report are the result of our engagement and influencing strategies. We promote the work of the Nuffield Foundation by engaging with government departments, parliamentarians, public bodies and the third sector. The public affairs team also advises grant-holders directly. We bring together those we fund to respond and engage directly with policy development through meetings and policy workshops, and write responses to government consultations, select committee inquiries and parliamentary debates.

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 26 years, Research Placements and Experiences (RPE, formerly Nuffield Research Placements) 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. Students can develop a range of personal, research and data skills during their placement.

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 (RP) or five-day Experience Placement (EP). RPs 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 EPs 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 2023/24 placements was positive:

- 875 placements were delivered in total; 717 bursary and 158 first in family.
- Overall satisfaction with the scheme was high. 93% of RP students and 95% of EP students were satisfied with their experience, and 96% of both would recommend RPE to others. All teachers surveyed would recommend placements

to future students, teachers and parents/ carers, and 95% and 100% of providers would recommend RP and EP placements, respectively, to others.

- Students and teachers reported benefits for participants. 96% of RP and 95% of EP students agreed that their confidence in their abilities had been positively influenced, 92% of teachers agreed with this statement. 90% of RP and 92% of EP students agreed that their problem-solving skills had been positively influenced by their placement experience, and 92% of teachers agreed.
- The majority (83% RP, 79% EP) of students said they want to go on to study a STEM or STEM-related degree after completing their placement. 50% RP and 58% EP students said that their placement had confirmed they were happy with their plans, while a further 24% RP and 19% EP students said that it helped them to decide which option was right for them.

Nuffield Foundation Fellowship at POST UK

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.

“The people I met were amazing and intelligent people who were willing to share their knowledge and expertise with me. I was able to develop coding skills I wouldn’t have considered gaining otherwise. I produced something that will be of use to my supervisors, something that will be of significance and importance.”

Feedback from RPE student

Four Fellows published their work in 2024. Hannah Romanowski wrote about digital disengagement and impacts on exclusion, and conducted horizon scanning on extremism and hate crime. Xavier McNally explored the policy implications of housing insecurity in the private rented sector in England, and did a horizon scan on UK foreign policy in a changing world. Emma Cary researched children’s well-being in schools. Hannah Gardiner examined the opportunity and delivery considerations of AI and mental healthcare, and separately the ethical and regulatory considerations.

Vedang Narain is working on his Fellowship on the health opportunities and challenges of wearable technologies, with one other Fellow due to start in 2025.



Grants awarded in 2024

Principal Investigator and Institution	Project Name	Value (£)	Term (months)
New Education projects funded in 2024			
Christine O'Farrelly, University of Cambridge	Implementing effective early education interventions at scale	447,865	24
Lynn Ang, University College London	Examining the challenges and benefits of childminding in England	370,244	22
Loic Menzies, Education Policy Institute	Accountability and curriculum international review and CES exemplar	367,216	20
Ludovica Gazze, University of Warwick	Clear skies, clear minds: Air quality and children's welfare	319,100	36
Clara Joergensen, University of Birmingham	Pupil School Mobility – types, pathways and implications for education	311,468	29
Matt Walker, National Foundation for Educational Research (NFER)	The uneven distribution of pupils with SEND in mainstream schools	301,095	17
Emily Jones, Learning and Work Institute	Employer investment in upskilling and reskilling in a changing economy	299,436	25
Anne Green, University of Birmingham	Youth transitions to good employment: East Birmingham & North Solihull	280,385	24
Mona Sakr, Middlesex University	Achieving high-quality provision in the baby room of English nurseries	278,089	26
Chris Wellings, Thrive at Five	The evaluation of Thrive at Five's sites in Stoke and Redcar	249,482	36
Ozan Aksoy, UCL Institute of Education	Evaluating the Fundamental British Values initiative of the DfE	224,529	36

Principal Investigator and Institution	Project Name	Value (£)	Term (months)
Stephanie Thomson, University of Aberdeen	Exploring school–college partnerships for 14–18 learners in Scotland.	203,750	24
Susana Castro-Kemp, University College London	An international analysis of SEND policy and practice: ScopeSEND	203,293	24
Beth Bell, University of York	Improving well-being–focused online media literacy in schools	199,216	20
Sandra Mathers, University of Oxford	Assessing and improving language-supporting practice in the early years	183,922	24
Sam Tuckett, Education Policy Institute	Beyond teacher assessed grades: Post-16 education choices and COVID-19	177,647	16
Marion Heron, University of Surrey	Educational dialogue for improving Foundation Year student outcomes	167,664	16
Dave Thomson, FFT Education Datalab	Out of sight: Exclusions, alternative provision and later life outcomes	116,908	31
Birgitta Rabe, University of Essex	Impact of school breakfast programmes	69,091	15
Sonia Ilie, University of Cambridge	Choices, chances, and transitions around creative further and higher education	52,620	18
Funding for two projects, each less than £50,000		75,103	
Additional funding for Education projects funded in previous years			
Additional funding for three projects, each less than £50,000		51,209	
Total Education grants		4,949,332	
New Justice projects funded in 2024			
Linda Cusworth, Lancaster University	'The forgotten 10%': Private family law cases involving non-parents	382,174	24

Grants awarded in 2024

Principal Investigator and Institution	Project Name	Value (£)	Term (months)
Chris Gill, University of Glasgow	Understanding and developing user-focused tribunal hearings	332,369	21
Linda Mulcahy, University of Oxford	Developing a mixed funding model for free legal advice	295,449	24
Nina Vaswani, University of Strathclyde	Challenging justice inequalities with children in conflict with the law	285,989	27
Helen Hodges, Swansea University	Understanding the circumstances of children involved in breach proceedings	177,868	28
Renee Luthra, University of Essex	Immigrant families in the family justice system	171,899	24
Robert Thomas, University of Manchester	SEND complaints and the Local Government and Social Care Ombudsman	108,046	18
Jean-Pierre Gauci, British Institute of International and Comparative Law	Immigration detention and the rule of law	95,859	12
Funding for three projects less than £50,000		72,433	
Additional funding for Justice projects funded in previous years			
Samantha Parsons, University College London	Long-term outcomes for care-experienced parents and children: Evidence of risk and resilience from two British cohort studies	51,235	53
Additional funding for five projects, each less than £50,000		89,675	
Total Justice grants		2,062,996	
New Welfare projects funded in 2024			
Anders Bach-Mortensen, University of Oxford	Evaluating the outsourcing of social care in England	349,154	30

Grants awarded in 2024

Principal Investigator and Institution	Project Name	Value (£)	Term (months)
Susan Harkness, University of Bristol	Family change, wellbeing and social policy	340,107	36
Chris Morris, Full Fact	Full Fact: Evidence-based responses to harmful misinformation	308,366	36
Gabriella Conti, University College London	All women are born (un) equal: Menopause, HRT and women's well-being	295,386	24
Malte Jansen, University of Sussex	Distributional impacts of net zero on electricity consumers	273,656	19
Max Ghenis, PolicyEngine	Enhancing, localising and democratising tax-benefit policy analysis	251,296	12
Aiman El Asam, Kingston University	A Digital Lives' Framework for counsellors and psychotherapists	232,162	30
Su-Min Lee, London Economics	Impact of the cost of childcare on parental mobility	160,000	15
Neave O'Clery, University College London	Food banks as hubs in the crisis ecosystem	151,141	18
Laura Fumagalli, University of Essex	Roots of problem debt and policies to mitigate its consequences	149,350	36
Vivien Burrows, International Longevity Centre UK	Tackling the information gap in retirement saving decisions	140,117	18
Tim Pike, Pensions Policy Institute	How can low earners afford a commensurate retirement income?	132,811	18
Nanya Coles, SafeLives	Safety routes: Enhancing domestic abuse referrals to make victims safer, sooner	64,874	12
Additional funding for Welfare projects funded in previous years			
Anna Taylor, The Food Foundation	Changing the story of dietary inequality	99,511	50

Grants awarded in 2024

Principal Investigator and Institution	Project Name	Value (£)	Term (months)
Simeon Yates, University of Liverpool	Developing a Minimum Digital Living Standard for households with children	99,203	46
Caroline Oliver, University College London	Afghan resettlement in England: Outcomes and experiences	79,026	24
Steve Nowottny, Full Fact	Full Fact: Evidence-based responses to harmful misinformation	73,462	39
Additional funding for two projects, each less than £50k		27,185	
Total Welfare grants		3,226,807	
Other grants			
Funding for four projects, each less than £50,000		28,000	
Total other grants		28,000	
New Strategic Fund projects funded in 2024			
Imran Rasul, Institute for Fiscal Studies	Transforming justice: The interplay of social change and policy reforms	2,503,751	48
Ruth Patrick, University of York	Social security in a devolved UK: Realities, risks and opportunities for families	1,579,679	42
Andrew Clegg, Bradford Teaching Hospitals NHS Foundation Trust	The Wellbeing in Later Life in Bradford (WeLL-Bradford) Study	892,518	46
Additional funding for Strategic Fund projects funded in previous years			
Christopher Pissarides, Institute for the Future of Work	The Pissarides Review into the future of work and wellbeing	79,432	44
Total Strategic Fund grants		5,055,380	
Additional General Election Analysis and Briefing Fund projects funded in 2024			
Additional funding for three grants each under £50,000		34,750	

Future plans

Future plans

Nuffield Foundation

In 2025 we will set out strategic priorities for the whole Foundation, taking account of the thinking, convening, research and other work set out in this report that has helped us to shape our approach.

We will also publish outputs from some of our new programmes of work:

AI in UK education

The Nuffield Foundation and the Ada Lovelace Institute (Ada) are collaborating on a project to inform conversations around the use of AI in UK education. This initiative is part of a new approach to joint working between our centres and grants teams that allows us to combine our expertise.

In early 2025, this work produced a landscape review, *A learning curve?*, which drew on existing and emerging evidence to highlight the opportunities and challenges posed by AI in our classrooms.

A learning curve? presents several key findings on the opportunities and barriers, the pedagogical evidence base, social impact, regulation and governance, and support for procurement. It provides greater clarity on the role of AI in education, supports policymakers and education experts to navigate issues, and highlights priority areas for further research.

Given the significance of the impact that AI is set to have on education, the Nuffield Foundation and Ada are continuing to collaborate on work that adds to the evidence base.

The next stages of this project will be deep dives into three areas:

- The role of AI in assessment.
- The role of AI in careers advice and guidance.
- Developing evaluation frameworks for AI.

Project outputs will also help shape grant funding calls for further research.

Synthesis projects, strategic grants and new funds

The Foundation’s in-house research projects, *Public right to justice* and *Grown up? Journeys to adulthood*, will start releasing their outputs in 2025. Both projects will also continue into 2026.

The keynote essays on *Why justice matters* will be published, followed by the commissioning and then the findings of the series of evidence reviews.

A series of publications that stimulate the debate on young people’s journey through adolescence will be produced as part of *Grown up?* There will also be findings from the Youth Insight Group and deep-dive workshops with young people.

In the coming two years, both projects will begin developing inputs into policy and practice, sharing key learnings and influencing decision makers.

Our Strategic Fund drives meaningful change in policy or practice by supporting researchers to tackle big, original and ambitious ideas. Grants of between £750,000 and £3 million enable multi-year, cross-disciplinary work that spans institutions. In 2025 we will re-open applications to the Strategic Fund for projects that will address some of the biggest challenges facing society, and which will align with our new strategic priorities.

The second and final volume of the *IFS Deaton review of inequalities* is set to be published and launched in 2025. Drawing on the work of the hundreds of scholars who contributed to the review, the book will

examine the moral relevance of inequalities as well as the importance of early life experiences and education. It will consider the implications of earnings inequalities and economic stagnation on the importance of wealth and social mobility, and their intersection with inequalities in health and political power. The book will conclude with lessons and principles for how policymakers should think about and address inequalities.

We have funded a growing portfolio of research in post-16 education and skills, which we will continue to engage with policymakers on into 2025. In March we are bringing together researchers and policymakers from across the four UK nations to consider how we can improve meaningful participation in post-16 education and training. In the autumn, *The skills imperative 2035* will draw to its conclusion, providing recommendations for policymakers, employers, educators and other stakeholders on how young people can be supported to develop the essential skills the future workforce needs. In the interim, there will be specific reports on understanding the factors that affect skills development through childhood, international variation in skills development and outcomes, and the significance of educational pathways and employment history for skills development.

The *Children's information* project, with Professor Leon Feinstein leading a consortium of universities and local authority partners, enters a two-year impact activity phase. 2025 will see the release of a major report to share advice, insight and learning from the project to date, for both national policy and local practice audiences in children's services, as well as the full evaluation of the local site pilots exploring different ways of developing information use. A series of events throughout the year will support stakeholder engagement efforts through targeted convening and output dissemination.

In 2024 we awarded a £2.5 million Strategic Fund grant to a team from the Institute for Fiscal Studies, Oxford and York universities, led by Professor Imran Rasul. The project, *Transforming justice: The interplay of social change and policy reforms*, is a programme of interlinking economic and quantitative analysis studies, examining the implications of the past decade's justice system reforms in England and Wales on outcomes, performance and experiences, and how demands on the justice system have changed. The research fully gets into its stride in 2025 with a wide range of individual projects planned that will address various aspects of the justice system's performance and the demands on it. These will include work on different features of offending by children, public perceptions of justice, and the impacts on case outcomes of court closures and legal representation.

Professor Rasul was appointed President-Elect of The Royal Economic Society (RES) for 2024/25. In 2025, we will partner with the RES on its annual conference in Birmingham, and host its prestigious summit event at our offices later in the year.

Teaching improvement through data evaluation, led by the National Institute of Teaching, will develop a measure of teaching quality, and start to identify the characteristics and practices of high-quality teachers and schools, with a longer-term view of improving outcomes for pupils by improving teacher development practices.

Professor Ruth Patrick at the University of York is leading *Social security in a devolved UK*. The research is focused on evidencing the differences in the design, delivery and implementation of social security at the devolved level and its impact on families, with regular policy briefings planned and state of the nation policy reports for governments in Holyrood, the Senedd, Stormont and Westminster, as well as for devolved regions and local authorities.

Racial Diversity UK Fund

The Foundation's new Racial Diversity UK (RDUK) grants programme launched in June 2024. Drawing on funding from the 'Commonwealth Relations Trust', RDUK look to the future of a racially diverse UK as shaped by its colonial past, and marked by the 1948 British Nationality Act and arrival of the Empire Windrush.

Headed up by Liz Gilfillan, who joined the Foundation in April 2024, RDUK aims to explore how patterns of racial diversity and disparity are developing and shaping the UK, and helps to map pathways to a racially just and inclusive society.

A large number of outline applications across a wide range of topics were received for the fund in October, demonstrating the interest, relevance and potentially important contribution of the RDUK programme towards achieving racial justice and understanding the effects and potential of the UK's changing diversity.

In the same year, the RDUK Steering Group was established comprising three Nuffield Foundation trustees (Ash Amin, Ann Phoenix and Brian Bell) and three external experts (John Solomos, Deborah Cadman, Raj Patel).

The Steering Group will meet regularly each year to further develop the vision and ambitions of the RDUK programme and steer the programme to achieve these.

We expect the first RDUK-funded research projects to get started by summer 2025, and we will be publishing information about the focus and expected impacts of these projects later in the year, along with updates about the programme's vision, ambition, scope and priorities as these evolve. The second outline application round for the programme will be in Autumn 2025.

Equity, Diversity and Inclusion Action Plan

We will continue to use our learning from the RDUK programme and our engagement with researchers in the racial diversity field to develop and deliver our Equity, Diversity and Inclusion (EDI) Action Plan, and to consider how racial inequality issues are addressed in other areas of our work. Work on this includes ensuring that learning from RDUK is embedded in our five-year EDI Action Plan; building RDUK learning into the EDI staff seminars, which will continue their 2024 focus on race inequality into 2025; and joining up RDUK's outreach and engagement work with the race-focused activity supported by Hello Brave, who are continuing to support us in creating strong, equitable relationships with Black researchers across the UK.

Genomics, neuroscience and education

A focus area in 2025 is a collaboration between the Nuffield Foundation and the Nuffield Council on Bioethics on developments in genomics in education, resulting in a scientific scoping report, an ethics deep-dive workshop, and published outcomes from the workshop.

The project is an example of the Foundation and one of its centres combining their expertise on a topical issue affecting society, with findings from this work providing a base for further exploration of the ethical and policy implications of applying genomic insights to education, while also identifying research gaps.

New Podcast Series for 2025

We are collaborating with the Academy of Social Sciences (AcSS) on its podcast series, the *We society*.

Hosted by AcSS president, journalist and author Will Hutton, the podcast features conversations with expert guests and public figures, exploring timely topics and society's big challenges through a social science lens.

Future plans

With podcasts increasing in popularity, it gives us and our centres a great opportunity to reach new audiences, share our in-house expertise, and raise the profile of the work we do – as well as those we fund and partner with – via an increasingly influential form of communication. The Leverhulme Trust is also part of the collaboration with the AcSS.

The *We society* has more than 300,000 all-time listens and is available on podcast platforms including Apple and Spotify. The first episodes featuring us will be broadcast in May–July 2025. Two other series will follow in the autumn and early 2026.

Developing our people and organisation

Our focus for 2025 is ensuring we are prepared to deliver on our new strategic priorities.

Building on our engagement survey (carried out in early 2024), as part of our strategic planning project, we focused on refreshing our overarching values to provide a consistent and unifying framework for our work, and one which will support our future ambitions. These values will be published in 2025, and we will be focusing on how these can be embedded in and reflected in the way that we work.

As referenced elsewhere in this report, 2025 will see us launching our new EDI Action Plan, continuing to look at initiatives that diversify our workforce and ensuring that inclusion is reflected in all aspects of our work. Related to this, we continue to look at opportunities to create opportunities for those earlier in their careers (or changing careers) and will continue to provide paid internships and apprenticeships.

Our learning and development programme will also support our EDI work and the embedding of our values, through further staff training that supports inclusion in our day-to-day work, including a focus on inclusive leadership. We will also use a re-launched system of personal reviews

and objective setting to develop a culture of continuous feedback and development.

With a new Chief Executive, and forthcoming new strategic priorities, the second part of the year will see us focusing on ensuring that our resourcing model will enable us to meet our future needs.

In line with good practice, we will also conduct a Board Effectiveness review this year to ensure our Trustee board is working as effectively as possible.

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).

At the end of 2024, we awarded seven new placements, the highest number yet, and these Fellows will start their Fellowships in 2025/2026. The amount of the Fellowship award has been increased from £7,000 to £8,000.

Nuffield Council on Bioethics

Having launched its new strategy at the beginning of 2024, in 2025 the Nuffield Council on Bioethics (NCOB) will continue its work to embed ethics in policymaking and deliver the high-quality research it is known for.

The first report in 2025 is from the environment and health priority area and demonstrates the value of embedding ethics into decision-making to support policymakers in the UK to implement effective and fair climate measures. Later in 2025 the NCOB will publish case studies which illustrate how decision makers can approach ‘trade-offs’ in this area of policy.

Future plans

In the reproduction, parenthood and families priority area, the NCOB will embark on a major new project to deliver a comprehensive review of the 14-day rule for embryo research to inform future policy in this area. This innovative piece of work will draw on the NCOB’s research, futures and engagement expertise to combine and analyse views of international scientists, policymakers and the UK public.

In horizon-scanning, the NCOB will build on 2024’s groundwork to develop and refine a range of tools and approaches for policymakers to implement into foresight processes. This includes developing a rapid ethical assessment tool as part of [an international collaboration](#) led by the University of Birmingham exploring ‘ethical expertise in times of crisis’.

Publishing final reports from its work on assisted dying, and a report on the ethics and regulation of neural organoids, are among other planned outputs of 2025.

Finally, the NCOB plans to develop its international approach in the year ahead, aiming to strengthen the voice of bioethics in policy and public debate on the global stage.

Nuffield Family Justice Observatory

In 2025 a significant focus will be on:

- Supporting the development of a ‘baby court’ in Blackpool, working with partners to bring a problem-solving approach to care cases involving newborn babies.
- Promoting ways to increase children’s participation in family court proceedings, including encouraging the use of a toolkit for judges to assist with writing to children, and sharing the findings of an initial pilot to increase the voice of young people in care proceedings.

- Promoting better ways to care for children with complex needs, including those subject to deprivation of liberty orders by working with a group of local authorities and health trusts who are testing new ways of working, as well as holding a national summit to share good practice.
- Developing a new strategy for 2026–29.

Ada Lovelace Institute

Having welcomed the new Director Gaia Marcus in the summer of 2024, Ada spent the latter half of the year speaking to the team, board and wider stakeholders about where it is best to put its energies and focus for the next few years. Looking ahead to 2025, Ada’s independence feels even more vital than ever, allowing Ada to stand as an ‘honest broker’ or bridge – adding value to ongoing discussions, undertaking research without capture from vested interests in the private or public sectors, and continuing to work on mechanisms for rebalancing power.

The lack of a positive democratic vision for data and AI technologies in society is ever more pressing. These technologies are not value-neutral: the way they are designed and implemented matters and has profound ripple effects on people and institutions. Despite this, there is a ‘vision gap’ where AI technologies are being developed and deployed without democratic input or a clear sense of what kind of society we are seeking to build.

Ada will continue its work with different publics to understand the issues that crop up when technology intersects with various aspects of their lives. It will also ask what interventions in regulation, policy or practice are needed to make sure technologies align with the public’s idea of what ‘good’ looks like.

Ada will also drive work that asks how and if AI tools are working for us all, evaluating and documenting the real-world impacts of AI and data-driven technologies on communities and society. As new

technologies and use cases gain prominence, Ada will look to interrogate their use and impact – for example, in their forthcoming research on AI assistants, liability and AI agents.

With an expected acceleration of calls to roll out AI across the public sector, Ada will double down on bringing calm, curiosity and evidence to the table. Their research will look to identify conditions for success and how to best balance the needs of users, professionals, services and society in decisions about the use of AI and other data-driven technologies in public services. Ada is keen to engage with different publics and workers to critically examine the values embedded in AI implementation and understand what kinds of uses of AI are effective, seen as publicly legitimate and achieve positive outcomes.

And finally, Ada will build on its work on public compute and AI industrial policy. The institute will aim to uncover how current concentrations of power are impacting people and society, and support the development of credible policy and market levers for rebalancing power, distributing benefits and protecting those hit the hardest.

Equity, diversity and inclusion

Embedding equity, diversity and inclusion (EDI) into all aspects of our work is a key priority, aligns with our values and is central to our purpose of advancing well-being and improving people's lives. Understanding the systemic inequalities, disadvantages, discrimination and vulnerabilities that people face, how they intersect and what should be done about them is a core focus of the work that we fund and do. Our focus is on EDI in the substance of our work, funding

a more diverse range of grant-holders and diversifying our workforce and embedding an inclusive culture.

As part of the development of our new strategic approach, we decided to provide a much more comprehensive and specific account of our EDI work and develop an EDI Action Plan, to help focus our work over the next five years. This was developed through reviewing the progress we have made on EDI to date, examining the data we hold and engaging with our staff to understand what progress on EDI for the Foundation should look like. This plan will be published in 2025 and progress regularly reported on.

In support of our EDI work, 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 2024. The proportion of staff from ethnic minority backgrounds has remained stable (19.8% in December 2024, 20.0% in December 2023). There has been a small increase in the number of staff declaring a disability, which has increased from 10.5% in 2023 to 11.5% as of December 2024. The EDI Action Plan incorporates actions and initiatives that might address areas of under-representation within our workforce.

We continue to ask those people holding governance roles in the Foundation to provide their diversity monitoring information. 75% of our 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, the NCOB and the Nuffield FJO), 58% have disclosed this information. From those disclosing, 52% of members are female and 48% are male, 82% of members are White with 18% from other ethnic

backgrounds, and 7% have disclosed a disability.

During 2024 we hosted three interns as part of the 10,000 Interns Foundation's scheme, which provides paid placements for Black and disabled students and graduates, and we will offer further placements again in the summer of 2025. We also host two apprentices, and we will continue to identify other opportunities that support young people (or returners) into work. Finally, we continue to use accreditation schemes to provide a framework for our employment activities and remain signed up to the RNIB's Visibly Better standard, the Age-Friendly Employer pledge, and we are a Disability Confident Level 2 employer.

Since 2021 we have introduced voluntary diversity and inclusion monitoring of applicants, and 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 2024, comparing these against the same in 2021, 2022 and 2023.

Overall, as can be seen in Table 2 and 3, trends across different protected characteristics have remained mostly stable across both applicants and grant-holders since 2021. It should be noted that there is some early tentative evidence that we are attracting a more diverse range of applicants in terms of ethnicity (with the proportion of Principal Investigator applicants identifying as not White rising from 10% to 19% between 2021 and 2024), although there is not yet clear evidence of this feeding through to a higher proportion of grants being held by non-White individuals.

Table 1:
Our staff as of 31 December 2024 (%)

Age	
29 or under	20.8
30–39	34.4
40–49	24
50–59	16.7
60+	4.1
Prefer not to say	0
Ethnicity	
Asian or Asian British	7.3
Black or Black British	5.2
Mixed	4.2
Other ethnic group	3.1
White	73.9
Prefer not to say	6.3
Disability	
No	80.2
Yes	11.5
Prefer not to say	8.3
Gender	
Female	72
Male	26
Use another term	2
Prefer not to say	0

Table 2: Applicant protected characteristics								
	Principal Investigator				Co-Investigator			
	2024 (%; n=426)	2023 (%; n=509*)	2022 (%; n=446)	2021 (%; n=130)	2024 (%; n=698)	2023 (%; n=839)	2022 (%; n=742)	2021(%; n=177)
Age								
29 or under	3	2	3	3	3	3	2	0
30–39	22	25	28	31	26	25	24	24
40–49	38	36	40	38	36	37	35	36
50–59	26	27	21	19	22	24	28	30
60+	10	9	7	8	11	9	9	8
Prefer not to say	2	1	1	0	2	2	2	2
Ethnicity								
Asian or Asian British	6	6	9	5	9	9	6	5
Black or Black British	3	3	1	1	2	2	1	0
Mixed	6	4	3	2	4	2	3	2
Other ethnic group	4	3	2	2	5	4	2	2
White	80	83	84	88	78	81	86	90
Prefer not to say	1	1	1	2	3	2	1	1
Disability								
No	75	78	83	85	79	80	80	83
Yes	20	19	12	10	16	14	17	15
Prefer not to say	4	3	5	5	5	6	3	2
Gender								
Female	67	63	62	55	60	59	58	53
Male	31	35	35	42	37	38	40	46
I use another term	0	0	2	2	1	0	1	1
Prefer not to say	2	2	1	1	3	3	1	1

Table 3: Grant-holder protected characteristics								
	Principal Investigator				Co-Investigator			
	2024 (%; n=147)	2023 (%; n=74)	2022 (%; n=100)	2021 (%; n=107)	2024 (%; n=255)	2023 (%; n=143)	2022 (%; n=186)	2021 (%; n=191)
Age								
29 or under	2	1	0	1	4	4	4	5
30–39	26	26	21	21	21	22	18	16
40–49	42	31	33	32	36	37	40	42
50–59	22	27	30	29	29	22	23	23
60+	8	14	15	17	8	13	12	12
Prefer not to say	0	1	1	1	2	2	3	3
Ethnicity								
Asian or Asian British	5	3	3	4	2	1	2	2
Black or Black British	0	0	0	0	0	1	1	1
Mixed	2	5	4	4	3	1	1	1
Other ethnic group	3	1	2	2	2	1	1	1
White	86	83	86	86	93	96	94	95
Prefer not to say	3	8	5	5	0	1	2	2
Disability								
No	81	85	86	87	82	81	80	81
Yes	16	14	14	13	13	15	16	15
Prefer not to say	3	1	0	0	4	4	5	5
Gender								
Female	58	60	61	62	56	58	60	61
Male	39	38	37	36	42	41	38	37
I use another term	0	1	1	1	2	0	0	2
Prefer not to say	2	1	1	1	0	1	2	0

Financial Review

2024 is the second year of our current seven-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, both of which increased compared to the previous year.

Our charitable expenditure in 2024 was £28.4 million, an increase of £6.4 million from 2023’s charitable expenditure of £22.0 million. This increase is predominately explained by increased spend in our Strategic Fund commitments (£3.2 million increase from 2023), the Nuffield Early Language Intervention programme (£0.9 million increase from 2023) and smaller increases across our remaining programmes.

Our investments were valued at £542 million at the end of December 2024, a £24 million increase against the December 2023 valuation of £518 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 2024 expenditure include:

- £10.3 million of research grants to higher education institutions and other organisations.
- £5.1 million of Strategic Fund grants, including *Transforming justice: The interplay of social change and policy reforms* with the Institute of Fiscal Studies, which aims to impact justice policy and public perception, supported by empirical evidence and analysis.
- Increased expenditure for the Ada Lovelace Institute and the Nuffield Council on Bioethics, alongside an increase in the level of third-party funding support.

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 our 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 9.5% (2023: 8.5%) was a fair return for the year on long term measures but it was significantly behind, by 8.3% (5.7%), its market-based benchmark of 17.8% (14.2%), which is based on a portfolio passively invested with 90% in global equities and 10% in short-dated gilts. Private equity contributed 3.5% of this under performance, reflecting that it works on a different valuation cycle to its public equity benchmark. An investment in the GMO Climate Change fund fell in value by 24% over the year, which together with mixed contributions from other managers contributed to the remaining under performance against the market benchmark.

In many ways 2024 was an extraordinary year for financial markets, with seven companies representing half the value of the US S&P 500 index at various times of the year, while the US market represented 70% of the world market. This situation led to our active managers viewing such concentrated positions as too undiversified for a long-term investor and continued with a more diversified approach. This prudent position limited our exposure to these seven companies resulting in a lower performance than the market index described here. The Investment Committee remains confident in its approach.

During the year, the Trustees commissioned an independent view of our investment strategy. It made several observations which the Investment Committee will consider in 2025. Overall, the committee are content with the performance of its return maximising strategy, and that its approach of prudently embracing

risk remained the best way of supporting the charity’s purposes.

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. We anticipate that when GBP recovers towards its more normal value (\$1.35 to \$1.40), we will return to an unhedged strategy.

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 several metrics to ensure we are not earning our returns by exploiting vulnerable people, or in an unsustainable way, and discuss with our investment managers how they express our policy in what they own, how they vote and how they engage with their underlying investments.

We continue to carefully watch inflation, both globally and in the UK.

Our Investment Committee is made up of three Trustees and two independent investment professionals and 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/about/governance

Asset allocation and ranges

Asset class	Target	2024 Actual
<i>Real assets</i>		
Global equities	65%	75%
Private assets	25%	17%
Currency	-	-2%
<i>Total real assets</i>	<i>90%</i>	<i>90%</i>
Short-dated gilts and cash	10%	10%
<i>Total assets</i>	<i>100%</i>	<i>100%</i>

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, Metropolis, Sparinvest, 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 <i>(annualised %)</i>	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%	3.9%
ARC Steady Growth Index	8.2%	1.7%	4.1%	5.4%
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 2024, the ‘target value’ of our endowment was £474 million, with an upper range of £550 million and lower range of £398 million. The actual value of the endowment was £542 million, in excess of what we consider to be the usual volatility range. This has allowed us to look at accelerating our level of expenditure beyond our standard rate of Capital Maintenance Index (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 2024 level is (£6.9) 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 from the Trustee board to the Audit, Risk and Governance Committee and supported by senior staff. We have developed a risk management approach that ensures we consider the gap between our risk appetite and the actual profile of a given risk, as well as developing mitigations and assurances for each area of risk. Our strategic risk areas, together with key notes and actions, are:

Strategic risk area	Status and key actions
Are we alert to our external environment and key issues? Are we innovative, trying new things?	We horizon scan in the course of our work and are exploring how we can better build this into annual cycles. We challenge ourselves regularly on whether we are sufficiently open to innovation and change. Our <i>Grown up?</i> and <i>Public right to justice</i> projects are two examples of new approaches.
Do our research and programmes sufficiently contribute to our strategic purpose of improving people’s lives?	Ada, the NCOB and the Nuffield FJO have clearly defined change frameworks in place. Grant funding has set out five dimensions of impact and tests all grant applications against these. Our communications and public affairs teams work to connect the evidence that we produce with policy and practice, and we are prioritising further building our networks this year. This area is core to our purpose and kept under ongoing review.
Are we alert to and managing any issues that might negatively affect our reputation?	We have appropriate checks and balances in place to prevent misconduct, fraud, mismanagement and conflict of interest. We are transparent about who we fund and use our Guide for Applicants to explain our funding criteria and how decisions are taken.
Do we have the right leadership and organisational culture?	Our Leadership Team represents the whole organisation and meets regularly to agree priorities and take decisions. Our new strategic priorities will create a clearer thread between organisational, team and individual objectives, and our new values framework means we will be able to be more consistent about living by a coherent set of values.
Do we have the right workforce capability and capacity?	We keep our capability, capacity and ability to recruit under regular review including though the appropriate Board sub-committee. We conduct an annual key person risk assessment to identify single points of failure and to identify risk mitigation actions.
Are we making sufficient progress in embedding equity, diversity and inclusion (EDI) into our work and reflecting it in our workforce?	We continue to take steps to embed equity, diversity and inclusion in our work and our working practices. We have developed our EDI Action Plan, which we will publish in 2025, in consultation with our staff, and plans are in place for monitoring and reporting our progress.
Are our finance, assurance and compliance approaches clear, robust and fit for purpose?	We are satisfied that this risk is being well managed; we have made our approach to assurance reporting clearer and have undertaken a third-party review of data protection policies and practices.
Do we do have the right governance and funding structures and approaches in place?	We have governance structures in place for the Foundation and for each of the centres. In 2025, we will undertake a review of these, including checking our governance against the updated Charity Commission Governance Code. We are also updating our policy on third-party funding.

Does our investment strategy allow us to fulfil our strategic purpose?	Our investment model has proved resilient to date; this will require continued careful monitoring over the coming period, and we are considering additional protections in 2025.
Do our systems support effective working and decision-making? Are we alert to the opportunities and risks of recent technologies?	We are undertaking third-party reviews of some of our systems to verify factors such as value for money, operational effectiveness and security. We have a programme to consider whether and how to use AI tools within our organisation.

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 several occasions, most recently in 2016.

Trustees

The Foundation has eight Trustees, who act jointly as a corporate body. Trustee appointments are overseen by the Staff, Nominations and Governance Committee. Appointments are made for an initial five-year term with the option for a mutually agreed second term of up to four years.

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 several committees. There are also 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	Current Membership
Board sub-committees		
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.	John Pullinger (Chair) Ash Amin Clare Tickell <i>Claire Brown</i>
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 <i>David Balance</i> <i>Gary Steinberg</i>
Staff, Nominations and Remuneration	Oversight and development of the Foundation's staffing policies, including Trustee personnel matters.	Keith Burnett (Chair) Deirdre Carty + Gavin Kelly + Ann Phoenix Ernest Ryder + Clare Tickell +
Entity boards		
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>Julie Maxton (Chair)</i> <i>Francine Bennett +</i> Rocio Concha Galguera Alix Dunn Shakir Mohamed Ali Shah <i>John Thornhill</i> Chris Todd <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>Jane MacNaughton (Chair of the Board) +</i> <i>Sarion Bowers +</i> <i>Sarah Dickson +</i> <i>Tim Gardam +</i> <i>Graham Hart #</i> <i>Adam Hedgecoe +</i> Gavin Kelly + <i>Katherine Littler</i> <i>Dan O'Connor +</i> <i>Vivienne Parry #</i> <i>Dave Archard (Chair of Council) #</i> <i>Sarah Cunningham-Burley (Chair of the Council) +</i>

Nuffield Family Justice Observatory	Provides independent oversight, ensuring that the work of the Nuffield Family Justice Observatory 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.	<i>Jenny Beck (Chair)</i> <i>Clare Carter</i> <i>Sally Jenkins #</i> <i>Chris MacDonald</i> <i>Eamon McCrory</i> <i>Andrew Powell</i> Rob Street <i>Andrew Webb #</i> <i>Theresa Williams #</i> <i>Carol Atkinson +</i> <i>Carole Burgher +</i> <i>Ben Collins +</i>
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.	<i>Claire Brown (Chair)</i> Deirdre Carty <i>+ ad hoc members</i>

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

The Foundation has employed an average of 86 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) during the year. 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 Jane MacNaughton and a Council chaired by Sarah Cunningham-Burley. 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.

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 position entails. Annual pay increases are agreed by the Trustees based on recommendations from the Staff, Nominations and Remuneration Committee, taking inflation and national average earnings and any other relevant internal and external 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 last 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.

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

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 2024, the mean gender pay gap has reduced; mean average male pay is now 9.7% higher than average female pay (down from 14.8% in 2023, and 15.7% in 2022). 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 female median pay being 1.9% higher than male median pay in 2024.

For reference, our overall staff base is 72% female, 26% male and 2% non-binary/other gender identity.

Ethnicity pay gap

Looking at the average pay of employees who have disclosed themselves as being from a White background compared with those staff from ethnic minority backgrounds, our mean pay gap has increased over the last year. Mean average pay for White employees is now 22.8% higher than those from ethnic minority backgrounds (up from 19.0% in 2023) and the median pay gap has increased from 7.0% in 2023 to 17.0% in 2024.

For reference, 74% of our staff have disclosed that they are of a White background and 20% are from an ethnic minority background (unchanged from 2023).

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.

	2024	2023
UK energy use (kWH)	1113,975	117,229
Associated greenhouse gas emissions (Tonnes CO ² equivalent)	40.34	39.72
Intensity ratio (emissions per square metre)	0.04	0.04

‘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 each year we use the respective government emission conversion factors for greenhouse gas company reporting.

The bulk of our energy demand comes from our office use. 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, the 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 Nuffield Early Language Intervention; 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 16 May 2025 and signed on their behalf by:

Keith Burnett

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 2024 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 2024 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 FRC’s 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. 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 Trustee 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

Crowe U.K. LLP
Statutory Auditor
5 June 2025

Financial statements and notes

Consolidated Statement of financial activities for the year ended 31 December 2024

	Note	Unrestricted Funds £000s	Restricted Funds £000s	Endowed Funds £000s	Total Funds 2024 £000s	Total Funds 2023 £000s
Income and Endowments						
Donations and legacies	2	99	6,832	-	6,931	4,219
Charitable activities	2	10	36	-	46	126
Investment activities	7	-	-	5,334	5,334	4,155
Other income	2	45	-	-	45	38
Total income		154	6,868	5,334	12,356	8,538
Expenditure on:						
Raising funds						
Investment management costs		-	-	1,418	1,418	1,182
Charitable activities						
Research, development and analysis		13,213	179	-	13,392	11,607
Student and Other Programmes		45	20	-	65	413
Nuffield Early Language Intervention		-	2,743	-	2,743	1,852
In-house programmes						
Ada Lovelace Institute		1,617	1,617	-	3,234	2,986
Nuffield Council on Bioethics		769	1,022	-	1,791	1,441
Nuffield Family Justice Observatory		1,058	-	-	1,058	1,001
Other in-house programmes		235	-	-	235	13
Total in-house programmes		3,679	2,639	-	6,318	5,441
Strategic and Other Funds						
Oliver Bird Fund		-	38	-	38	13
Strategic Fund		5,605	-	-	5,605	3,093
Racial Diversity UK		-	150	-	150	21
Total Strategic and Other Funds		5,605	188	-	5,793	3,127
Effect of discounting grant liability		63	-	-	63	(480)
Total charitable activities	3	22,605	5,769	-	28,374	21,960
Total expenditure		22,605	5,769	1,418	29,792	23,142
Net gains on investments		-	-	43,762	43,762	37,945
Net (expenditure)/income		(22,451)	1,099	47,678	26,326	23,341
Transfer between funds	14	18,598	2,168	(20,766)	-	-
Other recognised gains/(losses)		8	-	-	8	(6)
Net (expenditure)/income after transfers		(3,845)	3,267	26,912	26,334	23,335
Reconciliation of funds:						
Total funds brought forward at 1 January		4,019	11,641	472,803	488,463	465,128
Total funds carried forward at 31 December	14	174	14,908	499,715	514,797	488,463

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


Consolidated and Charity Balance sheet for the year ended 31 December 2024

		Group	Group	Charity	Charity
		2024	2023	2024	2023
	Note	£000s	£000s	£000s	£000s
Fixed assets					
Tangible fixed assets	5	1,345	1,510	1,345	1,510
Intangible fixed assets	6	77	240	77	240
Investments	7	541,906	517,658	541,906	517,658
Programme-related investments		85	85	85	85
		543,413	519,493	543,413	519,493
Current assets					
Debtors	8	6,890	4,659	6,044	3,100
Bank and cash		2,504	1,797	1,439	438
		9,394	6,456	7,483	3,538
Liabilities: amounts falling due within one year					
Grants payable	9	(16,234)	(15,620)	(16,234)	(15,620)
Creditors	10	(3,398)	(3,831)	(3,390)	(2,695)
		(19,632)	(19,451)	(19,624)	(18,315)
Net current liabilities		(10,238)	(12,995)	(12,141)	(14,777)
Liabilities falling due after one year					
Grants payable	9	(18,179)	(17,836)	(18,179)	(17,836)
Provisions	11	(199)	(199)	(199)	(199)
Net assets		514,797	488,463	512,894	486,681
Funds					
Unrestricted funds					
Designated fund	14	7,027	7,664	7,027	7,664
General fund	14	(6,853)	(3,645)	(6,642)	(3,645)
		174	4,019	385	4,019
Restricted funds	14	14,908	11,641	12,794	9,859
Endowed funds	14	499,715	472,803	499,715	472,803
Total funds		514,797	488,463	512,894	486,681

Notes 1–15 form part of these financial statements.

The surplus generated by the Charity in 2024 after gains and losses was £26,213k (2023: gain £22,315k).

These financial statements were approved and authorised for issue by the Trustees on 16 May 2025 and were signed on their behalf by:


Professor Sir Keith Burnett
Chair

Consolidated Statement of Cash Flows

		2024	2023
	Note	£000s	£000s
Net cash flows from operating activities			
Net cash used in operating activities		(24,080)	(23,638)
Net cash flows from investing activities			
Cash flows from investing activities			
Investment additions		(5,216)	(4,146)
Investment fees paid directly from portfolio		729	631
Investment cash withdrawals	7	24,000	21,409
Payments to acquire tangible fixed assets	5	(60)	(185)
Investment income	7	5,334	4,155
Net cash provided by investing activities		24,787	21,864
Reconciliation of cash and cash equivalents/net debt			
Cash and cash equivalents at 1 January		1,797	3,571
Cash and cash equivalents at 31 December		2,504	1,797
Change in cash and cash equivalents/net debt in the year		707	(1,774)
Reconciliation of net income to net cash flows from operating activities			
Net income for the year		26,334	23,335
Adjustments for:			
Depreciation	5	225	197
Amortisation	6	163	198
Investment income		(5,334)	(4,155)
(Gains) on investments		(43,762)	(37,945)
Increase/(decrease) in grant payable		958	(4,518)
(Decrease)/increase in creditors		(433)	1,262
(Increase) in debtors		(2,231)	(2,012)
Net cash outflows from operating activities		(24,080)	(23,638)

There is £7.6m of cash held in investments (2023: £3.9m) 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 5th May 2021.

c. Estimates and judgements

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.

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 become material for the first time in the 2023 and was presented for the first time in those accounts. The movement on the balance is shown in 2024 as the second year of presentation.

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 fees (both public and private equity) 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 notified 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.

Multi-year grants are recognised at their present value where settlement is due more than one year from the end of the accounting period and where the effect of discounting is material. The discount rate used is the most current available estimate, as discussed in Note 1c.

‘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.

The non-charitable subsidiary of the group is subject to UK Corporation Tax. However, it is able to make a qualifying charitable donation (Gift Aid) to the Foundation to reduce any taxable profits following the Deed of Covenant signed in 2024.

No tax charge arose in the period.

i. Exchange gains and losses

All realised and unrealised exchange gains and losses 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. 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.

m. 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.

n. Pension costs

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

o. 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	2024			2023		
	Unrestricted £000s	Restricted £000s	Total £000s	Unrestricted £000s	Restricted £000s	Total £000s
Donations and legacies						
<i>Grants received in support of:</i>						
Nuffield Early Language Intervention	-	2,896	2,896	-	2,872	2,872
Nuffield Council on Bioethics	99	1,835	1,934	174	709	883
Ada Lovelace Institute	-	1,863	1,863	-	331	331
Oliver Bird Fund	-	133	133	-	133	133
General Grants	-	105	105	-	-	-
	99	6,832	6,931	174	4,045	4,219
Charitable activities						
Sales, royalties and fee income	10	36	46	108	18	126
Other income	45	-	45	38	-	38
	154	6,868	7,022	320	4,063	4,383

3. Expenditure		Direct costs		Support and governance costs	Total 2024
a. Charitable expenditure		Grants	Other		
		£000s	£000s	£000s	£000s
Research, development and analysis					
Education		4,949	584	1,000	6,533
Welfare		3,227	452	652	4,331
Justice		2,063	288	509	2,860
<i>New grants commitment sub-total</i>		10,239	1,324	2,161	13,724
Cancelled grants		(332)	-	-	(332)
		9,907	1,324	2,161	13,392
Student and Other Programmes		63	2	-	65
Nuffield Early Language Intervention		-	2,546	197	2,743
In-house programmes					
Ada Lovelace Institute		-	2,447	787	3,234
Nuffield Council on Bioethics		-	1,362	429	1,791
Nuffield Family Justice Observatory		(205)	992	271	1,058
Other in-house programmes		-	165	70	235
		(205)	4,966	1,557	6,318
Strategic and other funds					
Oliver Bird Fund		-	-	38	38
Strategic Fund		5,055	15	535	5,605
Racial Diversity UK		(24)	63	111	150
		5,031	78	684	5,793
Effect of discounting grant liability		63	-	-	63
Total charitable expenditure		14,859	8,916	4,599	28,374

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

	Total 2024	Total 2023
b. Support and governance costs	£000s	£000s
Staff costs	2,117	2,039
Office costs	1,754	1,721
Information technology	535	559
	4,406	4,319
Governance costs		
Amounts payable to statutory auditors (inc VAT):		
Statutory audit	54	51
Grant audit	13	6
Amounts paid to other advisors:		
External assurance work	3	6
IT audit	4	-
Trustees' remuneration	100	98
Trustees' expenses	5	10
Legal fees	14	5
	193	176
Total support and governance	4,599	4,495

See note 1f for basis of allocation.

	2024	2023
4. Personnel costs	£000s	£000s
Wages and salaries	5,274	4,697
Social security costs	569	513
Other pension contributions	526	490
Redundancy costs	53	50
	6,422	5,750
Average number of staff employed in year:	Number	Number
Grant-making	16.6	16.0
Ada Lovelace Institute	27.7	27.3
Family Justice Observatory	7.7	7.0
Nuffield Council on Bioethics	14.1	12.5
Support services	27.7	26.8
	93.8	89.6
<i>Average number of full-time equivalent staff in year</i>	85.8	82.4
Remuneration of higher paid staff		
Between £60,000 and £69,999	5	8
Between £70,000 and £79,999	8	-
Between £80,000 and £89,999	4	3
Between £90,000 and £99,999	-	3
Between £100,000 and £109,999	4	4
Between £110,000 and £119,999	2	-
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 £215k (2023: £182k). Redundancy payments of £53k (2023: £50k) 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) for starters prior to January 2022.

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, 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 £1,309k (2023: £1,338k). They received no benefits additional to those received by other staff.

5. Tangible fixed assets	Other assets	Assets under Construction	Total
Group and Charity	£000s	£000s	£000s
Cost or valuation			
At 1 January 2024	2,021	28	2,049
Additions	9	51	60
Disposals	-	-	-
Transfers	79	(79)	-
At 31 December 2024	2,109	-	2,109
Depreciation			
At 1 January 2024	539	-	539
Charge for year	225	-	225
Disposals	-	-	-
At 31 December 2024	764	-	764
Net book value			
At 31 December 2024	1,345	-	1,345
At 1 January 2024	1,482	28	1,510

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

Assets under construction are fit out costs relating to the creation of a new meeting space at 100 St John Street, which completed in early 2024.

6. Intangible fixed assets	Software	Total
Group and Charity	£000s	£000s
Cost or valuation		
At 1 January 2024	977	977
Additions	-	-
Disposals	-	-
Transfers	-	-
At 31 December 2024	977	977
Amortisation		
At 1 January 2024	737	737
Charge for year	163	163
Disposals	-	-
At 31 December 2024	900	900
Net book value		
At 31 December 2024	77	77
At 1 January 2024	240	240

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

7. Investments		2024	2023			
a. Investments at market values						
Group and Charity	£000s		£000s			
Market value at 1 January	517,658		497,607			
Purchases at cost	(354,411)		(184,669)			
Sales at market value	354,197		184,467			
Cash withdrawals	(24,000)		(21,409)			
Other	4,700		3,717			
Realised and unrealised gains	43,762		37,945			
Market value at 31 December	541,906		517,658			
Historic cost of listed investments at 31 December	486,478		449,151			
'Other' movements include fees and expenses paid directly from the investment portfolio, income received and accrued income charges.						
b. Disposition of investments	2024	Movement			2023	
		Purchases	Sales	Gains/ (Losses)	Other	
Group and Charity	£000s	£000s	£000s	£000s	£000s	£000s
Listed equities	404,651	(295,639)	282,026	46,325	1,794	370,145
Fixed income	45,275	(1,312)	-	(607)	1,492	45,702
Private equity	93,786	(8,457)	9,210	567	966	91,500
Currency hedging	(9,366)	(13,230)	-	(2,499)	-	6,363
Cash	7,560	(35,773)	62,961	(24)	(23,552)	3,948
Total	541,906	(354,411)	354,197	43,762	(19,300)	517,658
Total UK investments	220,293					188,518
Total overseas investments	321,613					329,140
Total	541,906					517,658

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

	2024	2023
c. Income from investments		
Group and Charity	£000s	£000s
Global equities	2,468	1,018
UK government bonds	1,429	1,399
Private equity	1,031	1,371
Cash	406	367
	5,334	4,155

d. Illiquid assets and investment commitments

At the year end, the Foundation had undrawn commitments to private equity funds of £33,238k, which are expected to be called at various dates between 2025 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 £93,786k reported above represents the latest valuations of the funds at or prior to 31 December 2024 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.

e. Currency hedging

At 31 December 2024, the charity had open forward exchange contracts to sell US dollars, with a total sterling value of £140m. The settlement date for all of these contracts was 31 March 2025. These contracts were entered into to reduce the charity’s currency risk arising from global diversification in its investment holdings.

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.

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 of Education.

The company has made a Gift Aid donation to the Foundation of £211k (2023: £nil). This payment is outstanding at the year end.

	2024	2023
Nuffield Foundation Education Ltd Profit and Loss	£000s	£000s
Total Income	2,779	1,856
Profit after tax	216	3

Nuffield Foundation Education Ltd Profit Balance Sheet

Net Liabilities	-	(5)
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8. Debtors and prepayments	Group 2024 £000s	Group 2023 £000s	Charity 2024 £000s	Charity 2023 £000s
Accrued income	4,239	3,693	2,343	769
Other debtors	2,651	966	1,651	509
Amounts owed by subsidiary	-	-	2,050	1,822
	6,890	4,659	6,044	3,100
Due within one year	6,890	4,659	6,044	3,100
	6,890	4,659	6,044	3,100

9. Grants payable	2024 £000s	2023 £000s
Grants awarded but not paid at 1 January	33,456	37,974
Grants awarded in the year	15,357	11,686
Grants cancelled in the year	(560)	(777)
Grants paid in the year	(13,902)	(14,947)
Discounting of grant liabilities	63	(480)
Grants awarded but not paid at 31 December	34,414	33,456
Payables within one year	16,234	15,620
Payables after one year	18,179	17,836
	34,413	33,456

For a list of research, development and analysis grants awarded in the year please see pages 56 to 60 of the report.

10. Creditors falling due within one year	Group 2024 £000s	Group 2023 £000s	Charity 2024 £000s	Charity 2023 £000s
Income Tax and National Insurance	165	182	165	182
Accruals	1,416	2,006	1,416	1,550
Other creditors (inc trade creditors)	777	1,416	769	736
Deferred income	1,040	227	1,040	227
	3,398	3,831	3,390	2,695

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

11. Provisions for liabilities	2024 £000s	2023 £000s
At 1 January	199	199
At 31 December	199	199

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.

12. Commitments under Operating Leases	2024 £000s	2023 £000s
At 31 December 2024 the Foundation had the following future minimum payments under non-cancellable operating leases:		
Not later than one year	822	822
Later than one year and not later than five years	3,282	3,282
Later than five years	7,795	8,616
	11,899	12,720

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 (2023: £684,000).

13. Statement of total return	Permanent endowments £000s	Expendable endowments £000s	Total £000s
Investment return			
Restricted and unrestricted investment income	-	5,119	5,119
Endowment investment income	215	-	215
Unrealised gains	1,763	41,999	43,762
Investment management costs	(57)	(1,361)	(1,418)
Total return for year	1,921	45,757	47,678
Less: application of return	(836)	(19,930)	(20,766)
Net total return for year	1,085	25,827	26,912
Unapplied total return			
At 1 January	11,583	272,907	284,490
As 31 December	12,668	298,734	311,402
'Preserved' value at 31 December 2003	7,581	180,731	188,312

14. Funds	Balance at 1 January 2024	Income	Expenditure	Gains/ (losses)	Transfers	Balance at 31 December 2024
a. Fund movements	£000s	£000s	£000s	£000s	Endowment £000s	Other £000s
Endowments						
Permanent endowments						
Elizabeth Nuffield Educational Fund	4,113	46	(12)	378	(179)	-
Commonwealth Relations Trust	15,052	169	(45)	1,385	(657)	-
	19,165	215	(57)	1,763	(836)	-
Expendable endowments						
Oliver Bird Fund	30,420	342	(91)	2,807	(1,332)	-
Main Fund	423,218	4,777	(1,270)	39,192	(18,598)	-
	453,638	5,119	(1,361)	41,999	(19,930)	-
Total endowed funds	472,803	5,334	(1,418)	43,762	(20,766)	-
Expenditure reserve						
Restricted funds						
Elizabeth Nuffield Educational Fund	-	-	(179)	-	179	-
Commonwealth Relations Trust	4,683	-	(150)	-	657	-
Oliver Bird Fund	4,045	133	(38)	-	1,332	-
Ada Lovelace Institute	322	1,899	(1,617)	-	-	-
Nuffield Council on Bioethics	225	1,835	(1,022)	-	-	-
Nuffield Early Language Intervention	1,782	2,896	(2,743)	-	-	-
Student and Other Programmes	584	105	(20)	-	-	-
Total restricted funds	11,641	6,868	(5,769)	-	2,168	-
Unrestricted funds						
Designated						
Strategic Fund	1,157	-	(5,605)	-	-	6,535
Ada Lovelace Institute	2,829	-	(1,617)	-	-	1,287
Nuffield Family Justice Observatory	3,628	-	(1,058)	-	-	(179)
Other	50	-	-	-	-	-
Total designated funds	7,664	-	(8,280)	-	-	7,643
General fund	(3,645)	154	(14,325)	8	18,598	(7,643)
Total unrestricted funds	4,019	154	(22,605)	8	18,598	-
Total expenditure reserve	15,660	7,022	(28,374)	8	20,766	-
Total funds	488,463	12,356	(29,792)	43,770	-	-

The transfer of £20,766k between the endowments and expenditure reserve is the total return distribution for 2024 (see note 13). This is comprised of £5,334k investment income from the endowments plus £15,432k of capital gains.

Other transfers of £7.6m include a designation from the General Fund to the Strategic Fund of £6m, plus £1.6m for designated funds support costs in year for Strategic Fund, Ada Lovelace Institute and Nuffield Family Justice Observatory.

b. Analysis of funds – 2024	Unrestricted funds	Restricted funds	Expendable endowment	Permanent endowment	Total
	£000s	£000s	£000s	£000s	£000s
Investments	-	-	521,656	20,250	541,906
Other fixed assets	-	-	1,507	-	1,507
Net current assets/(liabilities)	174	14,908	(25,320)	-	(10,238)
Liabilities due after more than 1 yr	-	-	(18,378)	-	(18,378)
Total funds	174	14,908	479,465	20,250	514,797

Analysis of funds – 2023	Unrestricted funds	Restricted funds	Expendable endowment	Permanent endowment	Total
	£000s	£000s	£000s	£000s	£000s
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)
Total funds	4,019	11,641	453,638	19,165	488,463

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 part 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. It is used to fund our Racial Diversity UK programme.
- 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

- The 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. It also receives additional external funding from other organisations which is held as restricted funds.
- 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 of 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 Nuffield Foundation’s designated commitment for major, longer-term projects.
 - Ada Lovelace Institute represents a commitment to further this work, as described above. Its funding 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 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 described 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 (2023: £11,000) and the chairman received £17,703 (2023: £17,703), with the total paid to active Trustees during 2024 of £100,000. In addition, Trustee Indemnity Insurance was purchased during the year.

	2024	2023
	£000s	£000s
Trustee remuneration	100	98
Travel expenses and accommodation paid to Trustees		
Trustee duties	5	10
CIFAR	2	-
Total	7	10
Number of Trustees receiving expenses	8	8

During 2023 one of our Trustees was appointed a Fellow of the Canadian Institute for Advanced Research (CIFAR). This Fellowship receives an annual grant, starting in 2024, for which the Nuffield Foundation will act as the administrator. During 2024, costs associated with the Fellowship came to £2k (2023: £300), and income was received of £18k (2023:nil). These are included in the SOFA and the expenses are included in the table above.

b. Transactions with subsidiary

The Foundation is expecting a Gift Aid donation of £211k receivable from Nuffield Foundation Education Ltd (2023:nil).

	2024	2023
	£000s	£000s
Intercompany balance at 1 January	1,822	1,787
Gift Aid donation to parent charity	211	-
Recharge of direct subsidiary costs charged to parent	17	35
Intercompany balance at 31 December	2,050	1,822

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
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 (until November 2024)
Gavin Kelly, Chief Executive (from January 2025)
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
Lisa Harker, Director of the Nuffield Family
Justice Observatory
Josh Hillman, Director of Education
Natalie Leon, Director of Finance and
Information Systems
Gaia Marcus, Director of the Ada Lovelace Institute
(since June 2024)
Rob Street, Director of Justice
Nicola Webb, Director for Strategy and Engagement

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