



## Invitation to tender

# An evidence review of racial demography and outcomes in the UK from 1948 to 2048

### Summary

**Commission:** An evidence review of racial demography and outcomes in the UK from 1948 to 2048.

**Commissioner:** Nuffield Foundation

### Timescales and key dates

**Deadline for submission of clarification questions:** Friday 5 September 2025

**Deadline for submissions:** Friday 3 October

**Start date for research:** January 2026

**Budget:** £40,000 to £60,000 (excluding VAT)

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## Introduction and background

The Nuffield Foundation is an independent charitable trust with a mission to advance social well-being by funding research, encouraging innovation, and supporting the use of sound evidence to improve people's lives. The Nuffield Foundation is the founder and co-funder of three centres: the Nuffield Council on Bioethics, the Ada Lovelace Institute, and the Nuffield Family Justice Observatory.

The Nuffield Foundation's [Racial Diversity UK](#) (RDUK) programme was launched in summer 2024 to fund research investigating the barriers and pathways to a racially just and inclusive society. As set out in our recently released [Strategic Review](#), our work on racial diversity aligns with our commitment to improve understanding of barriers and pathways to a racially just and inclusive society.

A [Steering Group](#) for the programme comprises three Foundation trustees and three external experts. A primary role for the Steering Group is to develop the future vision and ambitions for the programme.

An opening Statement of Purpose for the RDUK programme is annexed. The vision and intended impacts of the programme are still in development, and we expect these will continue to evolve over the coming years.

## Purpose of the review

A primary purpose of the review is to inform the development of the RDUK programme. We want to understand what is already known and what is not known about racial diversity in the UK, in order to best target the RDUK programme to support the most relevant, useful, and impactful research in this field.

The RDUK programme is particularly interested in the UK's racial diversity as shaped by the migrations and settlements of people from colonies and former colonies. This framing should not restrict the evidence collection (we want all racial/ethnic groups to be included in this study) but should be reflected in the analysis, synthesis, and presentation of findings. The broad timeframe for the study, from 1948 to 2048, reflects this colonial framing and the Foundation's interest in how racial diversity contributes to the future well-being of UK society.

The review will be an aid to the RDUK Steering Group's planning and decision-making regarding the future direction and priorities for the programme, as well as providing an important contribution to public understanding of the history and future of racial diversity in the UK.

In more detail, the purposes of this evidence review are to enable a better understanding of the following:

1. The current state of racial diversity in the UK, both demographically (i.e. the composition of the UK population by racial/ethnic groups) and by outcomes (i.e. differences by racial/ethnic group in key socio-economic areas such as education, employment, justice).
2. Patterns and trends in racial demography and outcomes in the UK since the beginnings of post-war migration from Britain's colonies and former colonies (roughly since 1948) to the current time.
3. Future trajectories for racial demography and outcomes in the UK in the coming decades (roughly to 2048).
4. Where there are gaps in the evidence on racial demography and outcomes in the UK.

## Specification

### *Research questions*

The research questions which will guide the evidence review are:

1. What do we know about racial diversity in the UK, in terms of both demography and outcomes?
2. What are the historical trends and future trajectories of racial diversity in the UK?
3. What don't we know, and where are the evidence gaps that the RDUK programme might seek to fill?

### *Scope*

The review should identify what **quantitative** data on racial diversity in the UK and analyses of these data are available, and identify any gaps in the evidence relating to the demographics and outcomes of interest. We are not expecting any primary data to be collected nor any qualitative data to be included in this study.

This should include data on racial **demography** (i.e. population size, composition, location etc) and racial differences in **outcomes** (to include education, employment/unemployment, income, wealth/poverty, health, crime and justice, and housing). The final list of outcomes will be agreed with the contactor.

The study should **synthesise the available evidence** to provide an overview of what the evidence shows on the demographics and outcomes of interest.

The review should include data and analysis that zoom in on the **dynamics of geographic changes in racial demography and outcomes** i.e. looking at where in the UK racial diversity and outcome disparities have changed most and least rapidly over a defined period, and what has driven these changes. The period for this element of the review will be narrower than the broad 1948 to 2048 framing. It should be suggested in the proposal, and will be agreed with the selected contractor.

We think it likely that most of the available data providing ethnic/racial breakdowns in demography and outcomes has already been analysed, and that this study would synthesise findings from those analyses. However, it is probable that some secondary data analysis will be required for the forecasting element of the study, and bids should clearly explain how this requirement would be approached.

The review should include data on all ethnic groups, including white ethnic groups. The RDUK programme has a particular interest in the racial diversity of the UK as shaped by migrations to the UK from Britain's colonies and former colonies. This programme interest should be reflected in how the study findings are presented.

We are not expecting that the review will synthesise findings from all data and analyses across the broad timespan. Rather, that a number of time points will be selected to show historical trends in demography and outcomes. The number of time points and basis for selection should be determined by the bidder and explained in the proposal and of course will be guided by the availability of data.

The study should include demographic and outcomes forecasts to 2048 (or similar date point) where these are available. Where existing forecasts are not available, it should use the historical and contemporary data trends to give estimated projections to 2048.

## *Methods*

Tenderers are free to suggest whichever approach they feel is most appropriate to the task and which fits with available resources and timetable. Irrespective of the chosen approach, the search, extraction, and synthesis of the data and research evidence should be systematically conducted.

The choice of an appropriate methodology, both for reviewing the evidence and presenting demographic trends, should be clearly explained in the tender response.

## *Outputs*

The review outputs will be:

1. An evidence and gap map, setting out the identified evidence and showing where there are evidence gaps.
2. A report of what the available evidence tells us about racial demography and racial disparities in outcomes, from 1948 to the present day, and with projections to 2048. We would like two versions:
  - A written report setting out the study findings, presented visually wherever possible (i.e. with data presented in graphs, charts, maps etc).
  - An interactive, online-only version of the study findings with links to a greater number of maps, charts and graphs than could be usefully shown in the offline version, and using interactive graphics to enhance the accessibility and usability of the data wherever possible.

As a guide, we would expect the main report to be around 25-50 pages in length (excluding appendices), with a standalone Executive Summary of no more than 3,000 words. In the interest of accessibility and as part of our commitment to equality, diversity and inclusion, we expect outputs to be clear and accessible to a wide range of audiences. We encourage authors to follow these guidelines:

- Write in short, clear sentences and paragraphs.
- Avoid using unnecessarily complex words and phrases.
- Make content unambiguous.
- Expand acronyms on first use.
- Consider providing a glossary for terms readers may not know.
- Use list formatting as appropriate.
- Use short blocks of text.
- Use images, illustrations, video, audio, and symbols to help clarify meaning.
- Complex diagrams will require a text description that can be used as an alt text tag on images for screen readers.
- Use inclusive language.

It may be helpful to refer to the [gov.uk guidance](#) on content design for further information.

## *Audiences*

The primary audience for this report is the RDUK Steering Group who will use it to inform their development of the programme's future vision and priorities. The report should therefore include clear information about where there are gaps in the existing evidence on racial demography and racial inequalities in outcomes.

The study may also be used to inform prioritisation of research on racial diversity and inequalities in policy areas supported through the Foundation's other grants programmes.

The report will be published on the Nuffield Foundation website, making it publicly accessible to a wider audience. It may also be communicated on social media and shared with the media more broadly.

## Budget

Proposals should be within the range of **£40,000 to £60,000** (excluding VAT).

Please note, as detailed in the assessment criteria (below) there is a price competitive element to our assessment of tenders, so it is important that the budget being applied for is clearly explained.

We are very open to ideas for interesting and innovative ways to deliver the required online research output and could consider additional budget if there is a higher cost attached to this element of the work. This should be costed separately and shown as an additional cost in the budget section of the submission.

## Indicative timetable

Publish invitation to tender	12 August 2025
Deadline for submission of clarification questions	11 am 5 September
Final response to clarification questions	11 September
Deadline for submissions	11 am 3 October
Appoint contractors	December
Agree contract	By early Jan 2026
Inception meeting	Mid-January
Fortnightly contract management meetings	January to May
Discussion with RDUK Steering Group	10 February
Draft research outputs	March to April
Research findings presentation to RDUK Steering Group	12 May
Research outputs finalised	June

## Project management

The contractor team will be required to meet fortnightly with the Foundation's contract manager. The purpose of these meetings is to plan and review the work and ensure that decisions about the research scope and focus are made jointly. The Project Manager, who should be named in the submission, must attend these meetings.

## Submitting a proposal

We welcome bids from individual organisations or consortia.

To submit a tender, you must first obtain an application form by completing the **Expression of Interest** form.

Upon receiving your Expression of Interest, the Nuffield Foundation will email an application form – please allow up to two working days to receive the application form.

Please note, tenders must be submitted using the emailed application form. Any tenders that are submitted not using the form will not be considered.

## Submitting clarification questions

We welcome clarification questions to be submitted in one of two ways.

1. When completing an Expression of Interest form
2. By sending an email to [RDUK@nuffieldfoundation.org](mailto:RDUK@nuffieldfoundation.org)

Any clarification questions must be submitted by 11am on Friday 5 September.

All questions and responses will be anonymised and made available to all potential bidders from 18 August to 11 September. An email notice announcing the publication of clarification question responses will be sent to anyone who has completed an Expression of Interest form.



## Assessment criteria

The assessment panel will comprise staff from the Nuffield Foundation.

Tender applications will be assessed using the criteria in the table below. We will apply a minimum threshold score to all of the key criteria except the budget. A tender which fails to meet ANY of the minimum thresholds will be excluded from further consideration.

Criteria	Max. score	Min. score	Weighting	What we are looking for
Understanding of the requirement	100	50	10%	<ul style="list-style-type: none"> <li>An understanding of what this review is seeking to achieve and its relevance to racial diversity research and policy.</li> <li>Knowledge of race and ethnicity quantitative data.</li> </ul>
Suitability, experience & expertise	100	50	25%	<ul style="list-style-type: none"> <li>Proven track record of delivering similar studies to collect and present existing quantitative data.</li> <li>Expert knowledge of racial demography and/or racial disparities data.</li> <li>Expertise in data projections.</li> <li>Expertise in data visualisation.</li> </ul>
Methodological approach	100	50	25%	<ul style="list-style-type: none"> <li>The application of an appropriate methodology to identify and synthesise available data and analyses.</li> <li>Time points selected and rationale explained.</li> <li>Appropriate methods to make reasonable projections based on current trends.</li> </ul>
Research team	100	50	20%	<ul style="list-style-type: none"> <li>Project manager experience.</li> <li>Overall capacity to deliver.</li> </ul>
Quality assurance & risk management	100	50	10%	<ul style="list-style-type: none"> <li>Processes in place to assure the quality of the research and outputs.</li> <li>Appropriate person with final QA responsibility.</li> <li>Risks identified and mitigations in place.</li> </ul>
Budget	100		10%	<ul style="list-style-type: none"> <li>Cost, value for money, and feasibility.</li> </ul>

## Invoice schedule

10% on signing of contract

45% on agreement of draft outputs

45% on publication of final outputs

## Legal and contracting

### *Confidential information*

You agree to keep confidential at all times, whether during or after the selection procedure, any confidential information, whether it's marked "Confidential" or deemed to be Confidential, and to take all necessary steps to preserve the confidentiality of such Confidential Information including, without limitation, by disclosing relevant material to your employees or agents only on a strictly 'need to know' basis, and only for the purpose of this selection procedure and on the basis that they maintain the confidentiality of the Confidential Information. You must not distribute externally or publish any Confidential Information provided by the Nuffield Foundation in connection with this ITT (save where required by law). Nuffield Foundation. You are not entitled to make any announcement relating directly or indirectly to this ITT, without the written consent of the Nuffield Foundation.

### *Warranty*

You warrant, represent and undertake to the Nuffield Foundation that all information provided, and representations made to us during the selection procedure (including, without limitation, all information and representations contained in your proposal) are true, accurate and not misleading. If, after submitting your proposal, there is any change in your circumstances which may substantively affect such information or representations made in your proposal to us, you shall promptly notify us in writing setting out the relevant details in full. The Nuffield Foundation shall be entitled to withdraw from any further co-operation with you without any requirement to give notice, and without any liability to you.

### *Intellectual property*

You acknowledge that all intellectual property rights of the Nuffield Foundation remain our sole and exclusive property. Furthermore, any materials provided by the Nuffield Foundation to you shall belong and/or accrue exclusively to the Nuffield Foundation. You acknowledge that final outputs or foreground intellectual property generated during the performance of the project shall belong to the Nuffield Foundation. If needed, the Nuffield Foundation is willing to grant a non-exclusive license to use the outputs for research and non-commercial purposes.

## *Publications*

The Nuffield Foundation must be acknowledged in all outputs resulting from the project and any communications announcements must be agreed with the Foundation in advance. The acknowledgment of the Foundation must use our standardised acknowledgement / disclaimer text which will be provided by the Nuffield Foundation, along with our logo and guidance on its formatting and presentation. The Nuffield Foundation is committed to publishing, promoting and sharing outputs from this research, but reserve the right to request changes, edit and / or delay publication if an output is considered not to be of publishable standard. Outputs may also be subject to external peer review prior to publication being agreed.

## *Contracting*

Nothing contained in this ITT, nor any other communication made by or on behalf of the Nuffield Foundation or its representatives, shall constitute an offer capable of becoming a contract between you and the Nuffield Foundation. If your proposal is selected, you will enter into a Services Agreement with the Nuffield Foundation which will include the above stated.

# Annex

## *Racial Diversity UK: Statement of purpose*

**Racial Diversity UK:** Understanding the barriers and pathways to a racially just and inclusive society.

### *Purpose of the fund*

The Foundation has a new programme to support research on racial diversity within the UK.

The UK's racial diversity has changed considerably since the arrival of the Empire Windrush in 1948, marking the beginning of the post-war settlement of citizens from Britain's former colonies.

The 2021 Census shows that more than 25% of the population belong to ethnic groups other than White British. Patterns of growth in racial diversity have varied across the UK. Populations are becoming more racially diverse in most places, particularly in larger urban areas; people who identify as Black, Asian, Mixed or Other (not White) ethnicity now make up 20% of residents in Glasgow, 21% in Cardiff, 46% in London, and 52% in Birmingham. Meanwhile, some areas of the UK remain far less diverse; Black, Asian, Mixed and Other (not White) ethnic groups make up around 2% of the population of Redcar & Cleveland and 3% in Cornwall, for example.

The UK's growing racial diversity and continuing racial disparities bring opportunities and challenges. There is a substantial body of research evidencing racial inequalities in most areas of UK life; from health to housing, education to employment, crime and policing to criminal justice [e.g. Race Disparity Audit, 2018 [Race Disparity Audit - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/682207/rda-report-2018.pdf); Inequality: the IFS Deaton Review, 2022 [Inequality: the IFS Deaton Review](https://www.ifs.org.uk/publications/1142)]. However, there is less evidence for *why* some of the UK's differential racial outcomes persist while other disparities have closed. Nor is there much evidence of *what works* to end racial disparities, nor of *when, how or if* policy and programme interventions are effective in achieving this. Aside from some limited research on the positive impacts for business, there is little evidence of the wider benefits and opportunities that racial diversity can bring.

This programme is funded by an endowment that supports work relating to the Commonwealth, which sets some parameters for the research we will support. It means our interest is in the future of UK society as shaped by its colonial past; specifically, by the migration of people from former British colonies to the UK, and the accompanying dynamics of racialisation, resources and power which have produced the UK's distinct racial diversity and its patterns of racial discrimination and inequality. We wish to look forward, mindful of the imprint of this history on pathways towards a more racially just and inclusive society, in all its aspects - socioeconomic, political and cultural. Within the bounds of this colonial shaping, we take a broad view of racial diversity as covering all racial or ethnic groups [living in the UK], including White populations.

The RDUK programme aims to be broad in its reach, interested in questions of socio-economic equality, senses of place, belonging and identity, barriers to and opportunities for inclusion, demographic trajectories, and the interrelationship between these themes. Research may also address how the UK compares internationally. We are particularly interested in research that helps identify the future basis of social well-being in a racially just and inclusive society.