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# Sections

March 2023

Programmes and Activities Update: Paper 3

<b>This paper is for information</b>
<b>Purpose:</b>
This paper provides Sections with information on the Academy's Programmes and Activities, and covers the period June 2022 to November 2022.
<b>Recommendation(s):</b>
<i>Sections are invited to note this report.</i>
<b>Author</b>
Contributions are from British Academy Heads and Teams (edited by Nickolas Lambrianou, Head of Fellowship Engagement & Governance).
<b>Financial or resource implications, and/or risks to consider</b>

## Introduction

1. These reports are regularly refreshed and circulated to Council, Sections and Academy committees, for information. Fuller information on many of the items referred to in this paper, including texts of reports etc, is available on the Academy's website, [www.thebritishacademy.ac.uk](http://www.thebritishacademy.ac.uk).
2. The headings reflect the priorities in the [Strategic Plan 2018-2022](#). Comments on the format and content of this report are welcomed. Please send to [n.lambrianou@thebritishacademy.ac.uk](mailto:n.lambrianou@thebritishacademy.ac.uk).
3. This paper covers the period June to November 2022 so some information may be a little out of date. Council will receive a new Programmes and Activities Update at their March meeting.

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## Programmes and Activities, June to November 2022

### To Speak Up for the Humanities and Social Sciences

#### *Research and Higher Education Policy*

4. The Academy continues to engage in discussion with Government about a sustainable, long-term settlement for the research ecosystem. In 2022 we have submitted responses to the Grant Review of UKRI, the [Nurse Review of the Research, Development and Innovation Landscape](#), the Tickell Review of Bureaucracy, the House of Lords Science and Technology Committee Review of Inquiry on ‘[Delivering a UK Science and Technology Strategy](#)’, and the Future Research and Assessment Programme, which includes a review of the REF.
5. Last year the Academy commissioned Nesta to explore the nature of R&D in the service sector. This work was published in the Academy Journal in May 2021 and will shortly be followed by the publication of a subsequent piece of research analysis international comparator approaches to counting R&D. To take this work forwards, the Academy commissioned three further pieces of work to deepen our understanding of R&D in the humanities and social sciences. This research has now concluded, and the reports have been shared with a newly convened R&D ‘Challenge Group’, chaired by Professor David Sweeney. The group are supported by a wider reference network, to help challenge conventional thinking on R&D, and the role of SHAPE.
6. Related, the Academy will shortly be running a series of ‘place’ workshops to explore the relationship between SHAPE disciplines and the place agenda, including the role of SHAPE expertise in designing strong local policies for innovation. The first of these will take place at the University of Sheffield and the University of Leeds in the coming months.
7. Earlier this year, as part of a series on the new website for the Researcher Development Concordat, the Academy contributed a blog post showcasing the pilot of the Early Career Researcher Network. In July, Universities UK hosted a joint online forum for the Researcher Development Concordat and the Research Integrity Concordat, with a focus on research and practice. As part of this the Academy took part in a panel on research career paths beyond academia and presented on the Early Career Researcher Network in a panel sharing examples of good practice in research culture. Planning for the 2023 forum is now underway and the Academy will have opportunity to feed into this process. The Academy will also shortly be required to complete its annual reporting as a signatory to both the Researcher Development Concordat and the Research Integrity Concordat. The templates for reporting on both Concordats are currently being finalised by Universities UK and the Academy has contributed discussions on their development.

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### *Skills*

8. The Academy has continued to work with ASCL (the Association of School and College Leaders), Universities UK, the British Council and AHRC to take forward the proposals for a [national strategy for languages](#) published in July 2020. A small governance group from the partner organisations coordinates further activity, which includes the creation of the Languages Gateway portal which aims to launch in autumn 2022.
9. To take forwards this languages work, the Strategic Committee for Languages in Higher Education meets in November to discuss the issue of ‘lesser taught languages’ and the need to stabilise their provision. In addition, the Academy commissioned Queen’s University Belfast to undertake research on the provision and uptake of languages in further education, examining long term trends and geographic variances. This work has been concluded and our Languages Executive Group (comprising of Fellows and the policy team) are determining next steps.
10. In July 2022 the Academy published, *‘What Works: Languages Mentoring and Ambassador Programmes’*. This briefing paper provides case studies, outlines the practical aspects, and explores the effectiveness of such schemes delivered to secondary school students in England, Wales and Northern Ireland.
11. The Academy is in the final stages of preparing a report on ‘Language Learning in Higher Education: Granular Trends’, in collaboration with UCML. This work analyses UCAS admissions data between 2012-2021 in closer detail and explores trends not just in traditional language courses but the study of languages in combination with other subjects i.e., in combination with social sciences; all courses with a named language in the title; and variations in language learning by UK region. The report is due for publication in late November.
12. In broader skills work, the final report of our Skills Programme is to be published on 7 November. SHAPE Skills at Work presents 12 case studies that showcase and bring to life how SHAPE skills are hard at work across the UK economy, supporting the UK’s recovery from the COVID pandemic. The report builds on previous research by exploring how roles in the UK workforce depend on the skills acquired through SHAPE education and showcasing the careers and successes of a range of SHAPE graduates.

### *Health of disciplines*

13. Our [SHAPE Observatory](#), which aims to ensure the sustainability and capacity of the SHAPE research base, by providing regular accounts of the health of our disciplines, remains live on the website. This work will also further build on analysis and reaction provided by the Academy at moments such as [A level](#) and [GCSE results](#) days, where trends in subject uptake this year painted a relatively mixed picture. This analysis will shortly be joined by a new series of data visuals, called *SHAPE Indicators*.

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14. The first phase of *SHAPE Indicators*, which aims to provide objective data on the picture for SHAPE disciplines in the UK, focuses on gathering and presenting data on the uptake of SHAPE subjects in the UK in secondary and tertiary education. Interactive visualisations will present the number of entries into SHAPE subjects at levels 2 and 3 (GCSE and A level) in England, Northern Ireland and Wales over the past decade, and at Scottish Credit and Qualifications Framework levels 5, 6, and 7 (National 5, Higher and Advanced Higher) since the introduction of these qualifications. This data will be updated on an annual basis and users will be able to filter and sort the data to give them visualisations by discipline, jurisdiction, timeframe etc. Future phases of the *SHAPE Indicators* work will provide data on other SHAPE qualifications, over a longer period, and on the impact of SHAPE in research and engagement.
15. The Academy has also produced the first in what it is planned to be an annual series of annual, data-driven reports providing a snapshot of the number of students studying SHAPE subjects at levels 2 and 3 (GCSE and A level) in England, Northern Ireland, and Wales, and at levels 5, 6, and 7 (National 5, Higher, and Advanced Higher) in Scotland. The *Studying SHAPE* report also looks at trends in the number of UK domiciled students accepted into SHAPE subjects in higher education. As the first report of this kind, a more longitudinal approach has been taken, looking at numbers over the past decade. This report is intended to compliment the SHAPE Indicators work and will be published concurrently. Both *Studying SHAPE* and the *SHAPE Indicators* will be released concurrently, later in November.
16. Following the successful launch of our assessment of the health of Business and Management Provision earlier this year, work is now underway on delivering our next subject deep dive exercise, which will be on English Studies. An Advisory Group of Fellows and key community stakeholders has been appointed, and meets regularly to advise on content, methodology, and provide feedback on drafts. The work will report in this winter, using a mixed methods approach of student, staff and finance data, stakeholder interviews, and desk research.
17. The Academy continues to work in partnership with the Royal Society to support the development of the educational research ecosystem and improve coordination around strategic priorities. Research commissioned to map the distribution of research funding in education and the nature and priorities of research outputs has been completed, and the project team are working on an accessible summary and associated policy briefing which brings together several years of work in this area, for publication later in the New Year.
18. The Academy has released a report examining the existence and impact of a teaching-research nexus in SHAPE disciplines, evaluating the extent to which the two could be considered to exist in a kind of symbiotic relationship. The report presents the findings of longitudinal and comparative research undertaken for this project and aims to contribute to wider debate about and help advance discussions on the relationship

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between teaching and research in higher education. It makes use of both quantitative and qualitative data and discusses challenges to the idea of a teaching-research nexus, including from the COVID-19 pandemic, as well as presenting a series of opportunities for a closer and beneficial relationship between teaching and research.

### *Networks*

19. The Strategic Forums for Social Sciences and Humanities will meet again in November, with agendas including the REF2021 reactions and follow-ups, EDI, and the strategic priorities of members. We are pleased to welcome new Vice President for Humanities, Professor Judith Still, to chair her first Strategic Forum for the Humanities.
20. The Higher Education and Policy Development Group met on 26 October to discuss the current political uncertainty, a new piece of work on subject choice in SHAPE which will explore trends in A level combinations, and how the Group would like to collaborate on work regarding 'value' in higher education.

### *Events*

21. The fifth British Academy Summer Showcase took place in June returning to an in-person event for the first time since 2019. Attended by over 1,500 people, the Showcase was particularly well received. It delivered valuable outcomes for its target audience segments and elicited useful learning points that can inform the Academy's planning and delivery of future events
22. Applications for the 2023 Summer Showcase open in November 2022. Due to the building project at 10-11CHT, the 2023 Showcase will host a programme of engaging events, workshops and participatory activities, drawing from academic research and designed for a range of audiences.
23. The 2022-23 British Academy Lectures programme starts in November continuing with the university partnership model, delivering events across the UK. Two new partners have joined this academic year – Cardiff University and the University of Leicester.
24. The public events programme is still under review with limited events taking place both in-person and online. Recent highlights have included three events at Hay Festival and an event celebrating Black History Month featuring 2021 British Academy Book Prize nominee Professor Eddie S Glaude Jr.
25. Plans for the 2023 public programme are likely to remain limited given the building renovation at 10-11CHT.
26. Work is ongoing throughout the autumn to develop the 2024 launch strategy and programme for the opening of the new event spaces.

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27. A restructure in the events team which expands the number of roles began in Autumn 2022 and is due for completion early 2023.

### *Prizes and Medals*

28. The winners' list of the disciplinary specific prizes and medals for the 2022 cycle was published on 6 September in a [dedicated news piece](#). To best celebrate this year eleven awardees, prizes and medals were presented at an in-person event on Tuesday 11 October, during the Fellowship Engagement week.

29. The six shortlisted books for the 2022 British Academy Book Prize for Global Cultural Understanding were [announced via press release](#) on Tuesday 6 September. The books are:

- *The Invention of Miracles: Language, Power, and Alexander Graham Bell's Quest to End Deafness* by Katie Booth (Scribe UK)
- *Aftermath: Life in the Fallout of the Third Reich* by Harald Jähner (WH Allen/Ebury Publishing)
- *Osebol: Voices from a Swedish Village* by Marit Kapla (Allen Lane)
- *Horizons: A Global History of Science* by James Poskett (Viking)
- *When Women Kill: Four Crimes Retold* by Alia Trabucco Zerán (And Other Stories)
- *Kingdom of Characters: A Tale of Language, Obsession, and Genius in Modern China* by Jing Tsu (Allen Lane)

30. The authors shortlisted for the 2022 British Academy Book Prize took part in a special in-person and online event on Monday 24 October 2022, organised in partnership with the London Review Bookshop. The six shortlisted authors were in conversation with award-winning journalist Rosie Goldsmith, for an exploration of urgent and globally significant topics. This hybrid event can be [rewatched on the British Academy YouTube channel](#).

31. *When Women Kill: Four Crimes Retold* by the Chilean writer Alia Trabucco Zerán is [the 2022 winner of the 10th British Academy Book Prize for Global Cultural Understanding](#). The announcement was made by Chair of the jury, Patrick Wright FBA, at a celebration at the British Academy on Wednesday 26 October. *When Women Kill: Four Crimes Retold* forensically examines four homicides committed by everyday Chilean women over the course of the 20th century. Taking these four cases in Chile as her starting point, Alia Trabucco Zerán introduces a wholly original and globally significant feminist perspective to the study of women murderers. It is translated by Sophie Hughes, and is published in the UK by independent press, And Other Stories.

32. Planning for the opening of the 2023 cycle of prizes and medals is in progress, and currently set for 1 December 2022. Next year the Academy will present 14 prizes and medals.

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### *Media and Public Affairs*

33. In this period, we have engaged with a range of Ministers during a tumultuous period in politics with numerous administrations and subsequent reshuffles. This has included British Academy approaches to the new Prime Minister, Rt Hon Rishi Sunak MP, and with key Secretaries of State and ministers, as well as cross-National Academy letter to the Chancellor.
34. Hetan Shah gave evidence at a Science and Technology Select Committee session on research and development policy in which he reasserted that “association to Horizon Europe must be the priority” for Government. This committee appearance was captured on the [Comment section of the Academy website](#).
35. During the party-political conferences Hetan met with shadow Education spokesperson Matt Western, shadow science minister Chi Onwurah and the Labour Party’s Executive Director of Policy. He also spoke at several fringe events on wide-ranging issues including levelling up, data and Artificial Intelligence, and governing in a digital age.
36. Furthermore, the four National Academies joined forces during the party-political conferences to stage exhibitions collectively where we engaged with scores of MPs including Secretaries of State, ministers, shadow ministers and members of key select committees about the importance of investment in research and development.
37. We have continued to foster strong relationships with our community press. The President wrote for [Times Higher Education](#) on what should be done to secure strong take-up of SHAPE subjects at A-Level and Hetan argued for the importance of Research & Development investment in [Research Professional](#). [Research Professional](#) also covered the extension of the Early Career Researcher Network, as well as that of the new BA/Cara/Leverhulme Research Support Grants. Christina Boswell, VP for Public Policy, wrote for [Times Higher Education](#) on the sector’s policy impact frameworks.
38. We are working to speak up for the SHAPE disciplines beyond the HE press. The President gave an interview to [LBC](#) on the work of the British Academy and Horizon Europe – the latter of which Hetan was quoted on in the [Daily Telegraph](#).
39. The British Academy Book Prize for Global Cultural Understanding enjoyed another successful year. The shortlist featured on [BBC Radio 2](#) (from 07:17) and [BBC Radio 3](#), and shortlist and winner announcements received pick-up in the book trade media including in [The Bookseller](#), [Publishing Perspectives](#) and [Books + Publishing](#). Winner Alia Trabucco Zerán was interviewed on BBC [Newshour](#).
40. Following its launch in March, we published [an update](#) to the Researchers at Risk programme, brought to life with some [first-person profiles](#) of some of the scheme’s Fellows. We are working to continue shining a spotlight on the Fellows’ stories. The

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programme was mentioned in student paper [The Tab](#), under the headline “What UK universities have actually done to help Ukrainian refugees”.

41. We are collaborating with HEPI on a series of blogs written by members of our Early Career Researchers on the changing face of academia. 5 have been published so far, with 5 to come. Following this, the collaboration will continue with a series of essays to be published as BA-HEPI report in Spring 2023.
42. In September we launched an innovative new trial of partial randomisation in Small Research Grant selection. Simon Swain FBA wrote a [comment](#) piece for our website on what we hope to achieve through the trial, and the news was covered by [Times Higher Education](#). Leading scientific journal [Nature](#) published a glowing editorial in support of the change, and the news was also received positively by the [Financial Times](#).
43. There were also lots of opportunities in this period for Fellows to apply their expertise to key contemporary issues. Lawrence Freedman FBA wrote several pieces for [the New Statesman](#) on Putin’s war in Ukraine, appearing on [Channel 4 news](#) to discuss the Ukrainian counter-offensive. A number of FBAs contributed to the media coverage surrounding the death and reactions to the death of Her Majesty Queen Elizabeth, including David Cannadine for the [Guardian](#) and BBC’s live coverage, [Joan Bakewell](#), [David Edgerton](#), and [David Olusoga](#) for the Guardian, and David Edgerton was interviewed in the [New York Times](#). Diarmaid MacCulloch contribute to a discussion of the late Hilary Mantel for [BBC Radio 4 Today](#). Corresponding Fellow, Pratap Bhanu Mehta, wrote for [The Indian Express](#) on the post-war international order.
44. British Academy-funded researchers have also featured prominently in the national media and the consumer press. Postdoctoral Fellow Bysshe Coffey worked on a [BBC Radio 4 series](#) to mark the bicentenary of Percy Shelley’s death presented by Benjamin Zephaniah. BA/Wolfson Fellow Dr Hannah Bows’ research into sexual violence at music festivals was covered by [ITV](#), [The Times](#) and the [Daily Telegraph](#) – she penned a piece on her findings for [The Conversation](#). Dr Peter Howson, a researcher funded by our Just Transitions to Decarbonisation in the Asia-Pacific scheme, wrote [a piece for The Conversation](#) on cryptocurrency Ethereum’s plans to reduce energy expenditure. Small Research Grant holder Professor Elizabeth Hurren’s research on growing up in the public eye was covered by the [Guardian](#). Fellow SRG awardee Dr Emma Milne wrote a [piece for the New Law Journal](#) drawing from her research into infant killings. BA/Wolfson Fellow Dr Daniel Edmiston’s research into deep poverty in the UK was covered in the Yorkshire Post. Postdoctoral Fellow Dr Richard Ashby (KCL) had a piece in *History Today*’s September issue on why King Lear has emerged as the Shakespeare play ‘for a world of capitalism and catastrophe’. Tolu Olarewaju (Special Research Grants: Covid-19) explained in the *Conversation* why [Tory tax plans need to be more strategic to tackle the cost of living crisis](#). The *Conversation* also published an [article by Ananya Jahanara Kabir](#) (awarded a British Academy/Leverhulme Senior



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Research Fellowship in 2011) on the works of Salman Rushdie in light of the attack on him.

45. We continue to promote voices within our Senior Management Team. Molly Morgan Jones had a [letter published in the Times](#) responding to news that Sheffield Hallam University plans to axe its English Literature degrees. Hetan [wrote a piece](#) for the Chartered Institute of Personnel and Development on the opportunities and challenges posed by artificial intelligence for business leaders. The President wrote to the chancellor urging him to support the UK's R&D sector. The letter was covered by [Times Higher Education](#), [Research Professional](#) and [University Business](#). In June Hetan featured in a [Financial Times article](#) on the vices and virtues of "thinking".
46. Over summer the Academy's policy work reached a variety of audiences. An [editorial in Nature](#) quoted the British Academy on the importance of association to Horizon Europe. A [WonkHE comment piece](#) on what current debates about English get wrong referenced the Academy's [Qualified for the Future](#) report. The Academy's co-authored National Languages Strategy featured in a segment on BBC Radio Coventry and Warwickshire on the costs of language barriers to the British economy, and an [opinion piece by Neil Bernel](#), Professor of Russian and Slavonic Studies at the University of Sheffield. Dr Joanna Thornborough, Senior Policy Adviser at the Academy, penned a [blog for HEPI](#) on the [Teaching-Research Nexus](#) report. Andrea Brady refers to the Academy's recently published Nexus report in a [blog post](#) for the *London Review of Books*. *The Times* referred to the Academy's analysis in its [coverage of GCSE results](#). Research Professional covered the news that from now on [all British Academy monographs will be published open access](#).
47. There was extensive coverage of the Summer Showcase, which featured in "Things to do in London this week" lists by [Conde Nast Traveller](#) and the [Londonist](#). The President spoke to BBC Radio London on the morning of the event and Robert McKenzie and Andrew McNeill's project "Speaking of prejudice: mapping accent variation and bias in the UK" received coverage in [the Telegraph](#), [LBC](#), [Yahoo News](#), [Daily Mirror](#), [BBC Radio York](#) (segment from approx. 14:20), [The Times](#), [Daily Mail](#), [Eastern Eye](#), [The Guardian](#), [The Manc](#), [GB news](#) and [the Northern Agenda](#) podcast. Voice of Islam covered the event and interviewed Hetan, while FE News covered our polling story showing that [academics are the most trusted profession](#) and published an [opinion piece](#) by Rana Mitter FBA on the need for academics to build on the public's renewed trust in them.

### *Digital Communication*

48. Between 1 June and 23 October 2022, the Academy's website was visited by 170,600 individual users across 568,000 sessions. The Funding section of the website was the most visited during this period, with Small Research Grants (21,000 views by 11,000 individual users) and Postdoctoral Fellowships (21,000 views by 11,500 users) attracting particularly high engagement, and Mid-Career Fellowships, the Knowledge

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Frontiers: International Interdisciplinary Research programme and Researchers at Risk Fellowships also among the 10 most-visited pages on the website. The Academy's 2022 Summer Showcase received significant online engagement, with 26,400 views by 1,400 users during May and June.

49. The Digital team worked collaboratively with the wider Communications directorate to promote the Summer Showcase 2022, using print ads, paid social advertising, organic social media, listings, printed flyers and email marketing. This promotion attracted over 1,500 visitors to the Summer Showcase.
50. Between June and October, social media advertising resulted in 36,900 page views to the British Academy website promoting the Summer Showcase, public events, conferences, lectures and funding schemes.
51. To celebrate the 10th anniversary of the British Academy Book Prize, the Digital team worked with the Prizes and Medals team to commission a special anthology of essays by previously shortlisted authors. These were handed out during the Summer Showcase and the Book Prize shortlist event. A special 10th anniversary giveaway was also held which received around 400 submissions. To promote the Book Prize shortlisting event in October, the Digital team compiled and published extracts of the shortlisted books on our website as well as a Q&A article with the shortlisted authors.
52. The team has produced video content for a variety of projects. Throughout June – October, team members commissioned and worked with videographers to produce videos from the Summer Showcase, placing the researchers talking about their projects at the forefront. The resulting videos explore the value of public engagement with the SHAPE disciplines and serve as a lasting record of the 2022 Showcase, as well as a promotional tool for future Showcases.
53. Meanwhile, the Digital and International teams worked together to commission a video series, 'Meet the Researchers', to serve as a public engagement tool for the funded researchers exploring vaccine hesitancy in the UK and USA, and Asia-Pacific.
54. In September, the team collaborated with the Research Funding and Press & Public Affairs teams on the announcement of a partial randomisation trial as part of the process by which Small Research Grants are allocated. The Digital team produced a video featuring Dr Ken Emond, Head of Research Funding, explaining the rationale for the trial for potential funding applicants.
55. In July, the Digital team collaborated with the Fellowship and Press & Public Affairs teams to support the announcement of the election of new Fellows. The Digital team prepared 87 webpages in advance of the announcement so that every new Fellow was represented on the Academy's site as soon as their election was confirmed. To coincide with the announcement, the team delivered an organic social media campaign which

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aligned with the work of the Press & Public Affairs team to highlight and celebrate the election of a record number of female Fellows in 2022.

56. The Digital team has worked with the Development team throughout July-October to support the fundraising campaign for the redevelopment of 10-11 Carlton House Terrace. Together the teams have worked to align the Academy's online donation process with the project and produce web content that visualises and explains the redevelopment.
57. Working with the Development team, the Digital team set up a targeted campaign to promote the Honor Frost Foundation's funding for the BA/Leverhulme Small Research Grants. With improvements to the funding scheme page and paid targeted social advertising, the Honor Frost Foundation page received almost 6,000 page views by the end of June.
58. The Digital team continues to support and promote the Academy's research funding work in collaboration with the Research Funding and International teams via our website, email marketing and social media channels. Over June-October, this included the Talent Development Awards, Senior Research Fellowships, Researchers at Risk Fellowships and new Researchers at Risk Research Support Grants.

## **To Invest in the Very Best Researchers and Research**

### *Research Funding*

59. The Research Awards Committee met virtually in August 2022 and confirmed the latest offers of awards in the Small Research Grants scheme. 188 awards were offered and accepted.
60. The launch of a Partial Randomised Allocation Trial was endorsed and the call for applications to be assessed on this basis was opened on 7 September. The deadline for submissions is 9 November. Currently there is no evidence that the launch of the trial has had any adverse impact on the numbers. On the contrary, the hope that the randomisation might attract more applicants from a wider pool than previously would have considered the Academy as a possible funder seems to be met. The previous 2022 round attracted 1,209 applications that were started of which 643 eligible applications (53%) were ultimately submitted. So far in the current round, 1,368 applications have been started.
61. A very positive editorial on the partial randomised allocation was published in *Nature*, the world's leading scientific journal on 21 September:  
<https://www.nature.com/articles/d41586-022-02959-3>. It encouraged other funders to trial this approach 'because it is becoming clear that randomization is a fairer way to allocate grants when applications are too close to call...'.

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62. Further positive coverage appeared in the *Financial Times* on 18 October - <https://www.ft.com/content/421705ea-2ada-4ed8-a4e8-2b84f4d61763> (NB this link will probably only work for those who have an FT subscription). Again it encouraged other funding agencies to consider this approach and ‘rethink how they can best spread their bets’ ensuring that bias against radical new thinking, geography, ideology and gender can be reduced.
63. Concerns expressed by some individual Fellows and by some Sections at their recent meeting are being considered by the Research and HE Policy Committee at its November meeting.
64. The call for Mid-Career Fellowships for 2022-23 was issued as usual in July for a deadline in early September and 259 eligible applications were submitted for the outline stage – a marginal decrease on the 266 submitted in 2021-22. Assessment of these outline stage applications is nearly complete and invitations will be issued in November to the shortlisted applicants to submit second stage applications. It is anticipated that 38 awards will be offered at the end of the process.
65. The call for Postdoctoral Fellowships for 2022-23 was also issued on a similar timetable to last year. Interestingly, in this scheme we received only 411 eligible applications this year – a drop of around 22% compared to last year’s 528 – and the smallest number of submissions for several years. Initial analysis has not suggested there is a shared characteristic most affected by the decline – gender, ethnic origin and institutional diversity all seem to be in fairly similar proportions to last year. The proportion of British nationals at over 41% (170/411) has dropped compared to 46% last year (247/528); while the proportion of EU nationals at exactly one third, 33% (137/411) has risen from 28% (148/528). 66 nationalities are represented this time compared to 54 nationalities last time. So the field, though smaller, is more international. Additional funding has been obtained for this scheme, largely with the intention of diversifying the pool of award-holders and 55 awards are expected to be made at the end of the process – giving an anticipated success rate of around 13%.
66. The call for the BA/Leverhulme Senior Research Fellowships and Thank-Offering to Britain Fellowship has also been issued as scheduled for a deadline on 16 November.
67. A further round of Innovation Fellowships is in progress, offered on the Route A basis where the applicants identify a suitable partner organisation themselves. This knowledge exchange award attracted 42 eligible applications which are currently being assessed. A further Route B call for partnerships where the British Academy has pre-identified a strategically valuable partner is expected to be issued shortly.
68. Another programme successfully piloted in 2021-22, the Talent Development Awards is also in progress again. This opportunity for early to mid-career researchers to develop skills provision in quantitative, data science or language skills has a deadline on 16 November.

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69. The calls for BA/Wolfson Fellowships and for new projects to be adopted in the Academy Research Project portfolio are also currently open. The Wolfson Fellowships close on 30 November. And the ARP call closes on 9 December. As the ARP call is not offered on an annual basis and is rather different in nature to the other programmes, special efforts continue to be made to promote awareness of this scheme through all contacts, including Learned Societies and the Early Career Research Network.

70. The Academy is a partner with ESRC, on behalf of UKRI, various other research councils and Innovate UK in a new initiative, the EDI Caucus. Applications were invited from UK-based academics to lead on providing high quality research evidence on EDI that informs policy and practice in the research and innovation system. Bids were received from 16 groups to form the leadership team which will establish the caucus by recruiting an interdisciplinary network and delivering a programme of work following an initial three-month co-design phase with UKRI and the Academy. The decision in the winning bid is expected to be confirmed in November 2022.

71. Recent visits have been made online to Staffordshire University and in person on 26 October to the University of the West of Scotland at Paisley to promote awareness of the research funding opportunities offered by the Academy. Further visits are already planned to the University of East Anglia in person on 17 November and to the University of Reading on 7 February. Discussions on dates are in progress with the Universities of Lincoln and Wolverhampton. And it is hoped that there will be increased link-ups with the Academy's wider programme of lectures being staged at universities across the UK, to form a more coherent programme of awareness of the Academy's regional presence. In addition, Dr Ken Emond recently represented the Academy at an ARMA (Association of Research Managers and Administrators) online study tour organised by the Leverhulme Trust in partnership with the four national Academies focussing on EDI issues. And we have a further ARMA virtual study tour scheduled for 25 January specifically with the Academy itself. These offer excellent opportunities to extend awareness across a much wider group of organisations than individual or regional visits.

### *Early Career Research Network*

72. The Early Career Research Network, with funding for a pilot stage granted by the Wolfson Foundation since supplemented by BEIS funding, is now open in three areas of the UK – the Midlands where the hub is led by the University of Birmingham, the South-West of England where the hub is led by the GW4 Consortium, and in Scotland co-led by the universities of Stirling and Glasgow. The Network now has 2,120 members, of which 1,889 are not funded by fellowship awards from the Academy. Overall 42% of the Network members are actively engaging in some way, either by attending online events or using the online platform which is now up and running. The launch of the Scotland hub took place on 25 October at a very well-attended and warmly received event at the University of Stirling.

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73. An evaluation of the first year of operation of the Network has been completed by Technology Development Group. It found there was clear demand for what was an undoubted success with Early Career Researchers. There is good engagement with a diverse range of offerings. The decision to approach this through regional delivery has been sensible and generally successful, though greater clarity moving forward on roles and relationships with the centre in the Academy is recommended. The evaluators have made a number of suggestions for the Academy and its funders to consider.

#### *UK Young Academy*

74. The British Academy is a partner with the other national Academies and the Royal Society of Edinburgh, Learned Society of Wales and the Royal Irish Academy in the setting up of a UK Young Academy, as previously reported to the Committee. Following a model that other countries have also used, the senior Academies have organised the selection process for the initial cohort of the UKYA. 404 eligible applications were submitted to become members of the UK Young Academy, and it is expected that 60 will be chosen to form the first cohort. Of the eligible applicants, 121 (30%) are in the Arts, Humanities and Social Sciences, with a further 61 (15%) in Business, Public Service and Communications. Applicants were able to select multiple options for this question of the application form, so some of these may regard themselves as very interdisciplinary in their approach. The selection process is currently underway and a number of FBAs have generously agreed to provide time to help with the initial assessment. An induction meeting for the first cohort is planned for 24-25 January 2023.

#### *BIRI*

75. The Academy's engagement with the British International Research Institutes (BIRI) has continued with regular meetings during the past few months, including the BIRI Oversight & Engagement Committee, which will meet again in November. The bids for 2023-24 are currently being invited. The BIRI Forum, which was last held in May, is scheduled to meet again on 17 November and a series of 1:1 meetings with each BIRI will take place in December to discuss the funding bids and review progress reported in the six-month reports to September 2022.

#### *Academic publications and conferences*

76. Six new *Proceedings of the British Academy* volumes have appeared: *Collaboration in Authoritarian and Armed Conflict Settings*, edited by Juan Espindola and Leigh A Payne (PBA 248); *Imagining Andrew Marvell at 400*, edited by Matthew C Augustine, Giulio J Pertile, Steven N Zwicker (PBA 249); *Judicial Independence Under Threat*, edited by Dimitrios Giannouloupoulos and Yvonne McDermott (PBA 250); *Data Science for Migration and Mobility*, edited by Albert A Salah, Emre E Korkmaz and Tuba Bircan (PBA 251); *Roberto Gerhard: Re-Appraising a Musical Visionary in Exile*,

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edited by Monty Adkins and Rachel E Mann (PBA 252); *Sovereignty: A Global Perspective*, edited by Christopher Smith (PBA 253).

77. In a significant new development, *British Academy Monographs* by Academy-supported early career researchers are now published as Open Access. The first two to benefit from this approach are: *Towards a Vigilant Society: From Citizen Participation to Anti-Migrant Vigilantism*, by Matthijs Gardenier; *Feminist Transformations and Domestic Violence Activism in Divided Berlin, 1968-2002*, by Jane Freeland.
78. Five more volumes arising from Academy Research Projects have been published: *Thomas Tallis: Latin Church Music I*, edited by David Skinner (EECM 64); *'History of Ashanti' by Otumfuo, Nana Osei Agyemen Prempeh II*, edited by Tom McCaskie (FHA 21); *Africa's Gold Coast Through Portuguese Sources, 1469-1680*, edited by Kwasi Konadu (FHA 22); *The Household Accounts of Lady Margaret Beaufort (1443-1509)*, edited by Susan Powell (RSEH 63); *The Cantelowe Accounts: Multilingual merchant records from Tuscany, 1450-1451*, edited by Megan Tiddeman (RSEH 64).
79. Seven new articles have been posted to the open access *Journal of the British Academy*, and there have been two more special issues: Foundations of the Future of the Corporation programme report 'Policy & Practice for Purposeful Business', edited by Colin Mayer; Language, Culture and Society in Postcolonial Angola, edited by Aleida Mendes Borges and Toby Green. And Biographical Memoirs have been posted for Andrew Barker, Oliver Braddick, James Crawford, Simon Gaunt, James Higgins, Michael Howard, John Lucas, and Christopher Taylor.
80. 13 conferences have taken place in 2022 with five taking place outside London and three online. The first 'reactive' British Academy Conference took place in September, focussing on The Russo-Ukrainian War.
81. 14 conferences have been selected for the 2023-24 Conferences programme. The renovations to 10-11CHT will limit the number of 'home' conferences so the majority of events will be run as 'away' conferences. Nine Conferences will take place outside of London with one taking place online-only.
82. Applications for 2024-25 Conferences open in November.

## To Inform and Enrich Debate Around Society's Greatest Questions

### *Social and cultural infrastructure*

83. The Academy's Understanding Communities partnership with the Nuffield Foundation held a launch event for the six funded projects on 3<sup>rd</sup> October. The event was well attended by a mixture of researchers, policymakers and practitioners within the scheme's network. The aim of the event was to reconvene the Understanding

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Communities network, foster connections across the funded projects and wider communities of policy and practice, and kick-off an ongoing programme of synthesis, dissemination, and engagement including opportunities that continue to engage the wider Understanding Communities network as well as project teams. The Academy has also been working with Nuffield on a continuing programme of activities, in partnership with the Institute for Community Studies, designed to enable relationships to develop throughout the programme.

84. The British Academy and Power to Change have jointly funded a collaborative programme of research focused on social infrastructure, delivered by the Institute for Community Studies (ICS) and the Bennett Institute at the University of Cambridge. The joint programme, which began in April, will run until the end of 2022 and aims to better understand what constitutes strong social infrastructure and how it can contribute to key policy agendas such as Levelling Up. The programme is composed of two complementary strands of research: an international review funded by the British Academy and a project looking at community perspectives in England, funded by Power to Change.
85. The programme will produce three main published outputs: one report on the international review with deep dive case studies (ICS and Bennett Institute published, with option for BA logo as we were sponsors), one report on community perspectives (ICS and Bennett Institute published, with Power to Change logo) and one overarching executive summary highlighting the policy analysis and syntheses coming out of the projects (jointly published by the Academy, Power to Change, ICS and Bennett Institute). The Academy has now received three interim reports including an initial state of the issue report, a literature review and interview analysis report.

#### *Sustainability for people and planet*

86. The Academy's latest report in the *Policy Histories* series, which focuses on environmental policy in the UK, was published on 6th October. The development of the report has been overseen by Susan Owens FBA, with each chapter reviewed by the team and at least two Fellows.
87. *Lessons from the History of UK Environmental Policy* provides a structured, rigorous and objective account of the history of policies affecting the environment and includes a chronology of key environmental policy milestones in the UK from the 1960s until now. The report highlights several key lessons from history for policymakers:
- The significance of culture and society in environmental policymaking
  - The challenge of making environmental decisions that meet diverging stakeholder interests
  - The importance of understanding the implications of short-term policies on long-term environmental protection
  - The need for policies to be made holistically and collaboratively
  - The crucial role civil society organisations can play in shaping policies.



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88. The Academy is in the final stages of producing an evidence synthesis report from the commissioned research for the *Where we live next* project and discussions at the research roundtables earlier in the year. A small working group of staff and Fellows is being established to review this output and provide advice on the development of the project. Following a mapping of stakeholders and an evaluation of the key findings of the research, the Academy will be organising a series of events to engage key stakeholders in discussion over the research with the aim of drawing up a set of principles for delivering a place-sensitive approach to environmental sustainability.
89. The Academy has also been invited by Chris Skidmore MP, who is chairing a review of government's approach to net-zero, to organise a series of roundtables to feed in evidence over the next three months. One such roundtable is likely to focus on 'community approaches and local place-based delivery' which fits well with the aims of WWLN and will be an opportunity to engage policymakers in the early findings of the project.
90. Following an evaluation of the 2021-22 round of *SHAPE sustainability impact projects*, the Academy has launched a new round in October/November 2022, taking on board points raised in the evaluation to help improve the scheme. We are looking to involve the Academy's ECR networks further in the next round, as the involvement of ECRs from the West Midlands network was highly beneficial in the latter stages of the 2021-22 scheme and received positive feedback. A total of 12 funded projects that came out of the 2021-22 round of the scheme are now underway at five institutions and will report back in summer 2023.
91. Following the completion of eight funded research projects under the *Shared Understandings of a Sustainable Future* scheme, a new programme which aims to explore the role of people in the transition to net zero is under development. Analysis of completed research projects highlighted three connected areas for further enquiry:
- What approach to policymaking best balances the range of impacts of changes resulting from net zero policies on different communities?
  - What factors motivate people and organisations to make decisions in support of net-zero objectives?
  - What type of policy support enables people and institutions to set feasible, inclusive, and joined-up goals at different levels of society?
92. Ongoing follow-up on the *Future of the Corporation* programme has included continued collaboration with the Standing International Forum of Commercial Courts, which resulted in a short discussion paper being presented by Professor Colin Mayer to their 4th full meeting in Sydney, Australia on 20 October 2022. This network comprises some of the world's leading figures from commercial courts who are exploring the notion of corporate legal responsibility and its implications for private law decisions on matters linked to climate change and other major challenges. Our findings are providing an important basis for their deliberations which may have an impact on how current corporate law is interpreted.

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93. The Academy's Research and Higher Education Policy Committee in consultation with the VP Public Policy has approved for publication a briefing paper on Teaching Purposeful Business in UK Business Schools. This brings together findings from the Future of the Corporation programme and a short series of follow-up roundtables with business school stakeholders. The briefing highlights the importance of a focus on problem solving within business schools and business teaching.

### *Digital Society*

94. The Academy continues its project on *Technology and Inequality* which was commissioned by Sir Patrick Vallance to identify best practice and emerging opportunities relating to how government can harness emerging digital technology to improve policies that address inequality, including how different forms of data can be integrated to better understand and tackle digital and social inequality.

95. The project team has compiled a synthesis report of evidence and insights from the portfolio of projects we commissioned on Digital Poverty in the UK. This features alongside an analysis of submissions to a recent call for evidence in relation to two core questions:

- What mechanisms are available for government to support access, uptake, and investment in digital technology in a way that doesn't entrench or exacerbate inequality?
- How can digital technologies be harnessed to improve policies that tackle inequality, their design, and the equitable delivery of public services?

A series of roundtables is taking place in November to explore how digital technologies can be harnessed to improve policies. Each roundtable will convene a specific set of stakeholders to focus upon different aspects of the question, namely: 1) The role and relevance of local authorities, 2) Digital technology within and across government departments and 3) Private sector partnerships and place. Hetan Shah, Professor Helen Margetts and Professor James Nazroo are chairing the respective discussions. Summary outputs will be produced following the roundtables.

96. The Academy has organised a series of events on the future of Public Service Media to coincide with the BBC centenary in October. Two virtual workshops, on 31st October and 7th November will convene experts to discuss issues of funding and regulation, and cultural contribution of public service media respectively. These are followed by an in-person event at the Academy on 8th December, which will aim to rethink the principles for public service media for the digital age. A written output will be produced to capture the discussions from the events. The events and outputs are being overseen by a working group of three Fellows: Georgina Born FBA, Ian Christie FBA, and Sonia Livingstone FBA.

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### *Governance, Trust and Voice*

97. The Prime Minister's Council for Science and Technology (CST) asked the British Academy to explore and provide recommendations on the issue of citizen engagement, trust, and public interaction with science to address global challenges. The British Academy agreed to take on this project as an independent programme of work that will provide its findings and final recommendations to CST. The programme is overseen by a Working Group which helps to guide the intellectual direction and framing of the programme. The project also has an External Reference Group made up of topic experts, and the British Academy project team has had several preliminary interviews with members of the Group.
98. The programme encompasses two workstreams. The first workstream is research-led and provides a comparative analysis of case studies of the conditions, factors and scenarios under which scientific claims are seen as authoritative, credible, legitimate and trustworthy. Two project teams have been funded under this workstream and will use different but complementary methods to explore the research question.
99. The second workstream aims to synthesise the evidence and draw out insights for policymakers. As part of this workstream, a series of roundtables were held in October 2022: *The Use of Science in Policymaking* – Chaired by Professor Peter Jackson FBA, *Publics and Engagement with Science-based Policy* – Chaired by Professor Susan Owens FBA, *Trust in Science* – Chaired by Professor Christina Boswell. Participants from across academia, civil society and government have already confirmed their participation in these events. A series of interviews with leading experts in the field are also taking place in the latter months of 2022.

### *Childhood policy programme*

100. The childhood policy programme concluded with the launch of the [final report](#) on 20<sup>th</sup> July. The hybrid launch engaged a wide range of stakeholders from research, policy and practice. We included a group of young people in the launch (organised with Participation People) which was very well received, and the event received positive feedback overall. A professional illustrator attended the launch and created a summary poster of the report findings and the discussion at the launch. The production of a child-friendly version of the Phase I childhood synthesis report is also underway.
101. On 28<sup>th</sup> September, the Academy hosted a high-level dinner for senior stakeholders to discuss the findings of the report and its seven policy principles. Attendees included senior civil servants from DfE and DWP.
102. On 6<sup>th</sup> October, the final report was launched in Wales at an event organised in partnership with CASCADE and sbarc|spark at Cardiff University. A Welsh language version of the report's executive summary has been produced for the event, and the event will include a keynote speech from the Welsh Government's Deputy Minister

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for Social Services, Julie Morgan MS. The event was co-chaired by Professor Ruth Lister and former Children’s Commissioner for Wales, Professor Sally Holland.

103. On 13<sup>th</sup> October, Adam and Nicola presented findings of the report to the Children’s Rights Advisory Group, which brings together representatives from civil society and civil servants to discuss matters relating to the implementation of the UN Charter on the Rights of the Child.

## To Ensure Sustained International Engagement and Collaboration

104. In partnership with [Cara \(Council at-risk academics\)](#), the Academy of Medical Science, the Royal Academy of Engineering and the Royal Society, the British Academy has so far supported 89 researchers from Ukraine and across the physical and biological sciences, medical sciences, engineering, humanities, social sciences and the arts through the [Researchers at risk programme](#), which allows the researchers to continue their research in association with a UK host institution for up to two years. The programme has been supported by the Department for Business, Energy and Industrial Strategy, the Foreign, Commonwealth and Development Office, the Nuffield Foundation and SAGE Publishing Ltd. The next deadline for applications is 23 November. The Leverhulme Trust is providing funding of £1,000,000 over five years targeted at providing research support for researchers at risk with grants available to support research project activities for eligible researchers in all disciplines except medical and health sciences.
105. The Academy has awarded 14 new *Newton International Fellowships* to early career postdoctoral researchers from overseas. All awards will start between October 2022 and March 2023. Following both the internal British Academy panel meeting on 14 June and a joint British Academy and Royal Society Final Awards Panel held on 6 July, the 14 projects chosen include topics ranging from trade between Italy and England in the Late Fifteenth Century to exploring the social learning and tool-use flexibility in savanna chimpanzees and the analysis of Indian Shakespeare adaptations in South Asian diasporic communities in the UK, USA, and Canada.
106. In the programme’s fourth round, the Academy has made seven new awards under the *Global Professorships* programme. The Final Awards Panel meeting was held on 28 July 2022, and the seven funded projects include topics ranging from the exploration of the indigenous knowledges of gender and sexuality among the Shona of Zimbabwe, to the issues of policymaking around the greening of African economic development and the new culinary Archaeology of chocolate. This round is unique in that the Academy is not requesting a host institution contribution, with the Academy providing up to £900,000 per award. All awards will be starting between January and February 2023 and will last for four years.
107. In March the Academy, in partnership with the FCDO’s Science and Innovation Network in Latin America, held a workshop on the role of SHAPE in policy-making

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and policy-shaping, bringing together award holders from across the Academy's international funding programmes with a delegation from Argentina, Brazil, Chile, Colombia and Peru comprising parliamentarians, senior civil servants, academics and journalists who were taking part in a knowledge exchange and networking mission to the UK to support the development of evidence-informed policy-making and policy-shaping in Latin America.

108. As part of the Academy's *Innovation Fellowships* scheme, the Academy opened a call for applications for a specific route for researchers to apply for a fellowship hosted by the FCDO in the context of the Integrated Review, with applications invited to work on: the global role of the USA; the regional politics of Southeast Asia; Law, values and ethics in the international digital and telecommunications environment; levelling up and diplomatic influence and its evidence base. Three fellowships were offered, with two of the fellows focusing on law, values and ethics in the international digital and telecommunications environment, with the third focusing on the regional politics of Southeast Asia. Awards are for a period of 12 months, with a maximum award value of £120,000.
109. The Academy opened a second call for applications in partnership with the FCDO in the context of the UK Government's response to the war in Ukraine. One Fellowship was offered on the topic of Russia's Economy and Sanctions, and the applicant is currently undergoing the security clearance processes required by the FCDO in advance of formally beginning the Fellowship.
110. The Academy held an International Forum in partnerships with the FCDO's Education Research focussing on the recent Global Education Evidence Advisory Panel report [Prioritizing learning during COVID-19 - The Most Effective Ways to Keep Children Learning](#) on 18 May in the run up to the Education World Forum (22-25 May). Linked to this, in the margins of the Education World Forum the Academy hosted a side event that explored how to institutionalise evidence use, contributing to understanding how countries have built institutional capacity to strengthen in-country academia in knowledge generation that responds to contextual issues and restores the power of evidence production and translation, while strengthening mechanisms for evidence use in policy and practice.
111. The Academy held a second International Forum focused on the Ukraine conflict on 7 June 2022. The attendees discussed the nature of the war, methods of deterrence, the possibility for and structure of negotiations, the relationship between the war and international law, as well as the aims of both Russia and Ukraine.
112. The Academy has delivered three *Knowledge Frontiers Symposia* so far in 2022: in partnership with the Accademia dei Lincei on the theme of Inequalities in January; with CIFAR on the theme of What is a good city? in February and March; and with the Alexander von Humboldt Foundation on the theme of Mobilities in May. The Academy is in the process of organising three upcoming symposia. These are in

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partnership with the British Institute in Eastern Africa, the Royal Irish Academy, and the Alexander von Humboldt Foundation.

113. The Academy has continued to publish special issues of the [Journal of the British Academy](#) highlighting the range of research being undertaken in the humanities and social sciences, and increasing the impact of research undertaken in the International Programmes. These include [Language, Society and Culture in Postcolonial Angola](#), [Searching for the Everyday in African Childhoods](#), and [Human Rights Protection and Torture](#).
114. The British Academy has published [seven research studies](#) as well as a [summary and policy synthesis](#) as part of its programme related to COVID-19 vaccine engagement in the G7. The studies explore the contexts, causes and factors affecting engagement with the COVID-19 vaccine across the G7 countries. They address issues including the accessibility of vaccines, patterns of vaccine hesitancy, and how to tackle historical injustices and structural vulnerabilities.
115. The British Academy has also published [nine in-depth studies](#) exploring how global supply and value chains can transition to more sustainable and environmental models as part of the Just Transitions Within Sectors and Industries programme. The studies, as well as the [summary and policy synthesis](#), shed light on the complexities and unintended consequences of just transitions, examine how the benefits of decarbonisation can be widely shared and consider how best to support those who are and will be negatively impacted by such transitions.
116. As part of its programme focusing on Just Transitions to Decarbonisation in the Asia-Pacific, the British Academy publish seven [in-depth studies](#) as well as a [summary and policy synthesis](#) focusing on the needs and impacts of ‘just transitions’ (fair and inclusive transitions towards more sustainable economies and societies) for different groups across a variety of geographical, cultural, and social contexts. The studies highlight actions required in the Asia-Pacific to tackle climate change and biodiversity loss; identify some of the potential opportunities and disruptions associated with decarbonising economies and societies; and provide lessons learnt for policymakers, communities, workers, businesses, NGOs and the wider public to carry out fair transitions in the region.
117. The British Academy has awarded funding to [71 research and innovation projects](#) to support pump-priming collaboration between UK and EU partners to facilitate applications to upcoming Horizon Europe funding calls. The Pump Priming Collaboration between UK and EU Partners scheme aims to support collaborative activity between researchers at research institutes and universities in the UK and partners in EU/Associated Countries’ entities in advance of applications to Pillar 2 of Horizon Europe.

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118. The Academy, in partnership with the Royal Society, held a meeting of the International Science Council Europe members on 12-13 October. This included a business meeting, a high-level dinner as well as roundtables on *science advice and sustainability*, chaired by Paul Monks, Chief Scientific Adviser, Department for Business, Energy and Industrial Strategy, and on *crisis preparedness and the challenges of scientific advice*.

### To Make the Most of Our Assets to Secure the Academy for the Future

119. The Facilities Teams continues to ensure Health and Safety Regulations are met in collaboration with CITATION to support the Academy in fulfilling its legal requirements.
120. The team is continuously ensuring the maintenance regime for the Academy is to the highest standard and is working in conjunction with ARTIC Building Services to provide the Mechanical & Electrical Services for Academy.
121. We continue to support staff working from home and in the building conducting Self-Assessments forms, ensuring physical environment and adequate Display Equipment is assessed in line with our legal requirements
122. In line with the Academy Life Cycle plan the team has made improvements to upgraded plant and equipment and is currently undertaking repairs to the fabric of the building.
123. The team has delivered a program for decanting of lower floors spaces and is supporting building contractor with enabling works ahead of the lower floors Project.
124. The Facilities team have managed and implemented a plan to relocate the different departments of the Academy making best use of our office spaces and accommodating teams from lower floors ahead of the refurbishment project.

### People Strategy

125. Implementation of the People Strategy continues. Highlights during the period June – November 2022 include:
- The Applied recruitment platform is now in place, with a phased roll-out underway.
  - Recruitment activity has increased significantly, with additional roles supporting Horizon Europe Alternative resourcing
  - Pay action has been taken to help staff with the current cost of living pressures
  - Consulting staff on scheme for buying, selling, and banking annual leave options
  - Recognising the long service of five staff members – ranging from 10 to 30 years
  - The Insights Discovery programme is continuing to develop team effectiveness, with a schedule now in place for new staff. We are also designing a new learning pathway linked with our workplace values

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- Continuing our focus on staff wellbeing, providing ongoing mental health training, back care support and planning events to support financial wellbeing
- Following the How we Work review, minor changes to the hybrid-working framework will be implemented as part of action planning in response to the 2022 Staff Survey
- Employee engagement has increased to 84% (+7% compared with the 2021 Staff Survey), with the average scores for all engagement themes also higher.

### *Securing Fundraising Income for the Academy's Strategic Priorities*

126. During this financial year the Academy will see a step change in philanthropic income largely down to income which has been pledged by major donors over the last couple of years. The core income target this year is £4.9 million (vs £2.5 million in 2021/22). Income is largely backloaded to the end of the financial year and a projected £0.7 million has been banked to end of Q2.
127. Fundraising for the capital appeal is a core fundraising priority with the team continuing to work on major donor leads as well as planning for the Fellows and Friends Appeal. With a total project cost of £9.6 million and philanthropic funds of £6.7 million secured to date, there remains £2.9 million required from fundraising or the Academy's Strategic Development Fund. Whilst the outstanding amount can be underwritten by the Strategic Development Fund it remains a priority to narrow the gap.
128. We have been working on the Friends and Fellows appeal, which aims to secure a minimum of £500,000 for the capital project from those closest to the Academy. Funds raised will enable the creation of the new suite of spaces on the lower ground floors and improvements to physical access, thus transforming the Academy's home on Carlton House Terrace. We will be launching the appeal in January 2023, when we will be contacting all Fellows to ask them to support this once-in-a-generation project.
129. Other fundraising priorities including the Researchers at Risk programme, the Early Career Researcher Network, Summer Showcase and the British Academy Book Prize.
130. The British Academy deepened its relationship with two funders for our Researchers at Risk Programme. The Nuffield Foundation has given £0.5 million towards Researchers at Risk Fellowships. The Leverhulme Trust has agreed to contribute £1 million over 5 years to provide research grants for Fellows of the current scheme as well as Cara Fellows.
131. The Academy is grateful to all Fellows who have donated in the past and the President recently wrote to them thanking them for their donations. Of particular note, are those Fellows who choose to provide financial support in addition to



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spending many hours and much energy enabling the Academy's staff to deliver our core programmes and activities.

132. Fellows may also wish to consider including a gift in their Will to the Academy. More information, including on the free will-writing options the Academy offers, is available on our website: [thebritishacademy.ac.uk/support-us/legacies/](https://thebritishacademy.ac.uk/support-us/legacies/). If you would like to leave a gift for a specific purpose, or to discuss your plans confidentially please contact Jennifer Hawton ([j.hawton@thebritishacademy.ac.uk](mailto:j.hawton@thebritishacademy.ac.uk) or 020 7969 5258).
133. For the June to November period, the Development Team engaged over 60 key donors and prospects through several in-person events. These included: the Summer Showcase 2022 Private View in June (47 development guests); the British Academy General Meeting in July; and the Evening with a President & Helen Margetts in October (24 guests, including home team). In addition, we are holding the Honorary Fellows Portrait Unveiling in November 2022 (for whom 52 guests have currently accepted their invite). Various prospects were also engaged through targeted private events, including visits to the Carlton House Terrace to tour the premises prior to renovation. Because of planned building closures, the Team is currently in the process of planning an off-site events programme to continue to cultivate and steward relationships.
134. The Development Board, Chaired by Sir Victor Blank, met in October 2022. The Acceptance of Funds Group, Chaired by John Shakeshaft (external), postponed its September meeting, and will meet in December to conduct due diligence on prospective funders/donors to the Academy.
135. We continue to steward the Academy's donors through a number of mechanisms including regular meetings, personal contact, engagement through events and reporting specific to their giving.