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Sections

March 2023

Programmes and Activities Update: Paper 3a

This paper is for information
Purpose:
This paper provides Sections with information on the Academy’s Programmes and Activities, and covers the period November 2022 to March 2023.
Recommendation(s):
<i>Sections are invited to note this report.</i>
Author
Contributions are from British Academy Heads and Teams (edited by Nickolas Lambrianou, Head of Fellowship Engagement & Governance).
Financial or resource implications, and/or risks to consider

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.
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.
3. This paper covers the period November 2022 to March 2023, to follow from Paper 3.

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Programmes and Activities, November 2022 to March 2023

To Speak Up for the Humanities and Social Sciences

Research and Higher Education Policy

4. The long-awaited publication of Sir Paul Nurse’s Research Development and Innovation Organisational Landscape Review (to which we submitted in Spring 2022) was published on 7 March, alongside a further extension to the guarantee to UK’s Horizon Europe applicants, and the unveiling of the new Science and Technology Framework. The Academy swiftly responded to welcome the Government’s reaffirmed ambition to put the UK at the forefront of global research, development and innovation (RDI) this decade.
5. Last year the Academy convened an R&D ‘Challenge Group’, chaired by Professor David Sweeney, to consider our work on understanding R&D in the humanities and social sciences. The group are supported by a wider reference network, to help challenge conventional thinking on R&D, and the role of SHAPE. In February and March we are holding a series of small meetings with members of both groups to discuss and challenge our synthesis of the existing work. We will then incorporate feedback and publish work on the measure and value of SHAPE R&D in the UK, and in comparator countries. Our commissioned R&D research has been utilised by the ONS in their next phase of development for their R&D assessment, including the BERD survey. In addition, Policy Director Dr Molly Morgan Jones gave oral evidence based on our R&D research at the House of Lords Communications and Digital Committee’s inquiry into skills and the UK’s creative industries.
6. Following the completion of commissioned briefing papers on the role of SHAPE in supporting local places and place-based policy in 2022, the Academy is organising a series of events across the UK in 2023 to help inform future outputs on the role of SHAPE and place. The first event, held in Sheffield in January, in collaboration with the University of Sheffield’s Faculty of Arts and Humanities, focused on the role of student and community knowledge exchange in place-based policy making. A second event will be held in Glasgow in March, in collaboration with the University of Strathclyde’s Faculty of Humanities and Social Sciences, focusing on the role of SHAPE in regional innovation and regional development policy. Additional events will be held in other UK cities and regions on this topic throughout 2023.

Skills

7. The third report in the British Academy’s Skills Programme - following *The Right Skills* (2017) and *Qualified for the Future* (2020) – was published in November 2022. *SHAPE Skills at Work* presents 12 case studies that bring to life the many ways in which SHAPE skills are utilised across the economy, showcasing the careers and successes of a broad collection of SHAPE graduates. The report builds on previous

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research by exploring how roles in the UK workforce depend on the skills acquired through SHAPE education and showcasing the careers of SHAPE graduates across a range of sectors, from financial services and technology to media and education. Professor Sir Ian Diamond FBA wrote an op-ed for [WONKHE](#) to coincide with publication.

8. The Academy has been engaging with the Department for Education’s new Unit for Future Skills (UFS), which has been set up to improve the quality and accessibility of jobs and skills data. Dr Molly Morgan Jones, Director of Policy, is a member of the Unit’s External Advisory Group, and the Unit is chaired by Professor Sir Ian Diamond. The Academy’s HE & Skills team has also been interacting with UFS staff, with the aim of feeding into its future work in areas such as non-salary measures of graduate outcomes and returns.
9. 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 \(TNLS\)](#) published in 2020.
10. One such proposal was the formation of the Strategic Committee for Languages in Higher Education, which was formed in summer 2021 and is co-convened with the University Council of Modern Languages (UCML). This Committee is co-chaired by Professor Charles Forsdick FBA and last met in November 2022. The Academy is supporting the Committee on work related to the assessment of languages in the REF, the non-acceptance of home and community languages in higher education, and risks to the provision of less widely studied languages.
11. A further proposal from TNLS included the need for greater understanding of the provision and uptake of languages in further education, examining long term trends and geographic variances. This work was subsequently tendered to a team from Queen’s University Belfast. The final report, [‘Languages Provision in UK Further Education’](#), was launched in January 2023 at a joint meeting of the APPG on Modern Languages and the APPG on Further Education and Lifelong Learning. The report has also been covered in a piece by [The Guardian](#). Following publication, the policy team are working with the Lead Languages Fellow and other involved Fellows to consider options for future work, based on the report’s findings and recommendations.
12. At the end of November 2022, the Academy and other stakeholders successfully soft-launched a beta-version of [‘The Languages Gateway’](#), which provides a free one-stop-shop for people in the UK looking for information, opportunities, and digital resources on languages. The website has been shared with our networks and we are encouraging feedback from users, so that we can continue to refine the site. An Editorial Group, composed of a range of stakeholders, has been convened to steer the ongoing development and content of the website, with high-level oversight from the languages Strategy Governance Group (SGG).

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13. In November 2022, the Academy published '[Languages Learning in Higher Education: Granular Trends](#)', in collaboration with the University Council of Modern Languages (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. Members of the Higher Education and Skills policy team presented the report findings at a UCML plenary event in January.
14. A briefing paper on '[Visas for Language Assistants and Lectors](#)' was published by The British Academy in early December 2022. This paper seeks to clarify the situation regarding the employment of language assistants and lectors in UK higher education in the light of current, post-Brexit visa regulations. We are maintaining a watching brief on this matter, in case of future visa announcements from the Home Office.
15. An Invitation to Tender for 'Understanding languages skills and capabilities in the UK research base' closed for bids in early February. This research will address the primary question: What is the evidence base for the role, appreciation and usefulness of language skills in academic research disciplines outside Modern Languages and cognate fields in UK universities? The Academy expects to notify the successful tenderer by mid-March and a final draft report is expected to be delivered to the Academy by the end of July 2023.

Health of disciplines

16. 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. We have created live data dashboards on the Observatory which allow users to interact with data. The pilot covers common 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). In 2023/24 we will be expanding this to cover other qualifications, and exploring the feasibility of increasing the longitudinal range of the data.
17. In January we published the first *Studying SHAPE* report. This initial report focuses on those subjects in the humanities and social sciences which are aligned with the subject Sections into which the Fellowship is organised. Student subject entry data is considered for A level and GCSE entries in England, Northern Ireland and Wales, as well as at National 5, Higher and Advanced Higher in Scotland. Trends have been analysed over a ten-year period, in order to account for the introduction of new and updated qualifications in Scotland between 2013 and 2016, and the report looks at changes in absolute numbers as well as relative shifts in the popularity of subjects over this period. This report and accompanying resources represent a pilot, and we

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will build upon the methods and nature of the analysis across subjects for future years.

18. A project analysing changes in patterns of post-16 subject choice has been on the radar of this committee for some time, in collaboration with members of the Education Section. Due to resource constraints, this work has been delayed, but we are delighted to say work has now begun. Subject Pathways will address the primary research question: What are the main trends and patterns in subject choice over the past 20 years, with respect to the social sciences and humanities disciplines for level 3 qualifications in England? While this report is limited to level 3 qualifications (A levels, BTECs) in England due to data availability, there is scope for the Academy to explore equivalent research for the devolved administrations in the future.
19. Subject Pathways provides a valuable opportunity for the Academy to explore trends in subject choice in finer detail, to complement existing Academy analysis of individual subject uptake that is published on the SHAPE Observatory. It will allow for exploration of subject combinations taken both within the social sciences and humanities, as well as with arts and STEM subjects, and the factors that may affect subject choice e.g., student characteristics (sex, ethnicity etc) or education policy changes (AS and A level reform). Initial work (phase 1) will consist of quantitative research and analysis. An invitation to tender for this work is currently open to proposals and we are due to appoint a successful tenderer by the end of March, with an interim report due by the end of June. Phase 1 outputs will inform phase 2 of the project, which will consist of qualitative research and analysis, notably a series of semi-structured interviews with key stakeholder groups, to further understand subject choice and the consequences for the study of SHAPE disciplines.
20. Two workstreams on REF have commenced over recent months. The first of these is a series of roundtables organised with colleagues from Research England who are leading on the Future Research Assessment Programme (FRAP). These events will provide opportunity to discuss key issues relating to research assessment from the perspective of our disciplines. It is important that the voice of the SHAPE disciplines is heard as this process develops. The first of these events was held in December and focused on the theme of interdisciplinary research. The second took place in January and focussed on bureaucratic burden. A third and final event will take place in late March and will focus on Open Access. These events have so far produced productive and interesting discussions. The Academy will be putting together a short briefing paper to synthesise notes from each.
21. The second workstream that is underway is a project exploring impact across the SHAPE disciplines, through the lens of REF2021 impact case studies. In January the [Academy announced the award of a tender for this exciting new project](#). The Academy are delighted to be conducting this project in association with the Academy of Social Sciences. A research team from the Leverhulme Centre for Demographic Science, led by Professor Melinda Mills FBA FAcSS, will be analysing the REF2021

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impact case studies to generate new insights on the impressive array of impact that takes place across our disciplines. The announcement was [covered in Research Professional](#). A steering group has been set up for this project, chaired by Professor Chakravarti Ram-Prasad FBA (and member of RHEPC). This steering group includes representatives from key funders in the social sciences and humanities, Fellows of the British Academy, and other notable external stakeholders. This project will run until September and will present interim findings to RHEPC in May.

22. Work is nearing completion on our English Studies deep-dive, which aims to report in April 2023. The Advisory Group of FBAs and external members is currently undertaking a second review of the draft report, before the report will be shared with the Research and Higher Education Policy Committee as part of our governance processes.
23. As a culmination of the current phase of work on Educational Research, the British Academy and the Royal Society have jointly commissioned an accessible synthesis and summary of work undertaken on the project to date. This will include a summary of the thinking up to now around the concept of an Office for Educational Research (OER) and what this or an equivalent body could look like. Where relevant and based on existing project evidence, this work will also provide additional policy proposals for the Academies to take forward in discussions with key policymakers and other stakeholders. A final draft summary and synthesis report is due to be delivered to the Academies in late March 2023.

Networks

24. The Strategic Forums for Social Sciences and Humanities will hold their next full meetings in late spring/early summer 2023. To provide additional opportunities for engagement between Strategic Forum members, as well as comprehensive discussion on specific strategic topics of interest, the first of pilot 'mini-Forum' meetings will be held this spring.
25. 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. HEPDG next meets on 17th April. Work is ongoing in developing a piece of work on the value of higher education. The group will continue to be used as a reference point for the work on subject choice, for which an invitation to tender has now been sent out.

Events

26. The 2022-23 British Academy Lectures programme began in November continuing with the university partnership model, delivering events across the UK. Six lectures have taken place, featuring Professor Stephen Machin FBA, Professor Anna Vignoles,

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Professor George Lewis FBA and Professor Jodi Magness (who delivered the three-part Schweich lecture series on Biblical archaeology).

27. Due to nationwide industrial action, a number of lectures have had to be postponed. Where possible, events have been rescheduled during the 2022-23 academic year but some will need to be postponed until autumn 2023.
28. Applications for the 2023 Summer Showcase closed in December with over 100 submissions. 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.
29. Due to the ongoing building renovation at 10-11CHT, the public programme has been limited with most events taking place in partnership outside of London. Events over this period have included the debate ‘Vegan vs Vegan’ (as part of Being Human festival), a Global Perspectives event on nation and migration delivered by Professor Brenda Yeoh FBA, and book festival events at Cambridge Literary Festival, Imagine! Belfast Festival and Oxford Literary Festival.
30. Work is ongoing to develop the 2024 launch strategy and programme for the opening of the new event spaces with updates given to Communications and Engagement Committee and Standing Committee of Council.
31. The restructure in the events team is nearing completion with two new managers in post and recruitment for two producers and an assistant being completed in March.

Prizes and Medals

32. After the [announcement on 26 October](#), a follow up event was dedicated to the 2022 British Academy Book Prize for Global Cultural Understanding’s winner, Alia Trabucco Zerán for her book *When Women Kill: Four Crimes Retold*. The event was hosted on Zoom Webinar, and saw the Chilean writer in conversation with Fatima Manji, author, journalist and Book Prize’s jury member. The event, organised in partnership with the London Review Bookshop, remains available on the [British Academy’s YouTube channel](#).
33. The submission window for the 2023 Book Prize has recently closed, and we have received a record number of 194 nominated titles. The Jurors will meet at the end of March to decide on a longlist of approximately 30 titles.
34. In 2023 the British Academy is awarding 14 Prizes and Medals, including the partnership prize in collaboration with Cambridge University Press and *British Journal of Political Science*. The nomination cycle run from 1 December 2022 to 31 January 2023. We received a total of 45 nominations from Fellows and open call. Most of the nominations were for the Brian Barry Prize and the Peter Townsend

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Prize. Nominations will be reviewed by specialist prizes and medals panels and winners chosen by the end of May. The list of awardees will be sent to Council in June.

Public Engagement

35. The Events Team is developing a new public engagement programme for 2023-24. The pilot scheme will invite researchers to develop innovative public engagement activity delivered in their localities in partnership with an organisation from the galleries, libraries, archives and museums (GLAM) sector.
36. Up to ten awards of £8,000 each will be made, with an emphasis on innovation, co-production and creative partnership working. The programme will launch in late April 2023 with activity completed by autumn 2024.
37. The pilot offers an opportunity to deliver activity across the UK, supporting researchers to develop their skills. There is a hope that awarded researchers may be able to be featured in future public events programming.

Media and Public Affairs

38. In December, the Academy held its first parliamentary Christmas reception, something we hope will now be an annual moment. The event was sponsored by Chris Skidmore MP and included a speech from the Science Minister George Freeman. It was also attended by Shadow Universities Minister Matt Western and Shadow Science Minister Chi Onwurah.
39. In this period, the Academy has seen the creation of its new sponsor department – the Department for Science, Innovation and Technology. Hetan and Julia have met with the new Secretary of State, Michelle Donelan, as well as the Science Minister George Freeman in February and March, to stress the importance of association to Horizon Europe and of sustained investment in R&D.
40. In February, Adam Wright, Head of Public Policy, gave evidence at a Culture, Media and Sport Select Committee [hearing](#) on Misinformation and Trusted Voices, alongside representatives from the other national academies.
41. In March, Hetan met with Clive Betts MP, Chair of the Levelling Up, Housing and Communities Select Committee, to discuss the Academy’s work on social infrastructure following the publication of the report [Space for Community: Strengthening our Social Infrastructure](#).
42. We have continued to foster strong relationships with our community press. Simon Swain, VP for research and higher education policy, wrote for [Research Fortnight](#) on the Academy’s £100,000 fund providing additional support to researchers. Professor

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Sir Ian Diamond wrote [a piece for WonkHE](#) introducing the Academy’s SHAPE Skills at Work report. Research Professional covered a variety of the Academy’s activities and initiatives including the launch of the [SHAPE Indicators resource](#), [the cross-Academy Young Academy initiative](#), the outcome of the Academy’s [REF21 data analysis tender](#), the Academy’s [partial randomisation trial](#) as well as a [Journal of the British Academy article](#) warning that the government risks ignoring the full value of R&D by excluding arts, humanities and social sciences from the scope of R&D tax credits.

43. The Academy’s work has also garnered interest from the national media with the Guardian covering this year’s [President’s Medal award announcement](#) as well as the Academy’s [“Languages Provision in UK Further Education”](#) report which also received coverage in the [Belfast Telegraph](#), the [Irish News](#), [FE News](#) and [GB News](#).
44. The Academy’s Researchers at Risk programme continues to attract media attention in the likes of [Nature](#), [Research Professional](#), and [Ukrainian \(Dnipro-based\) channel D1](#).
45. There were also lots of opportunities in this period for Fellows to apply their expertise to key contemporary issues. Lawrence Freedman FBA continues to contribute pieces for [the New Statesman](#) on Putin’s war in Ukraine. Also in the pages of the New Statesman, Rowan Williams FBA wrote on [‘why Rome had no culture wars’](#) and Duncan Bell FBA on [‘how the Victorians bequeathed us their ideology of technoscientific progress’](#). Emily Grundy FBA spoke to the Guardian about [“boomerang” adults’ mental health](#) and David Edgerton FBA regularly contributes [to the outlet](#). Mary Beard continues to be a familiar fixture across the media, not least [on Radio 4](#) and Fellows populate the pages of the London Review of Books with pieces by [Stefan Collini FBA](#), [Christopher Clark FBA](#), [Marina Warner FBA](#), [Terry Eagleton FBA](#), [David Runciman FBA](#), [Linda Colley FBA](#) and others being published over the past months.
46. British Academy-funded researchers have also featured prominently in the national media and the consumer press. Innovation Fellow Jason Lee appeared on [BBC Radio Leicester](#) to discuss his Academy-supported work to improve the state of diversity and inclusion in the film and tv industry. Academy Postdoctoral Fellow Emily Joan Ward provided [an A-Z of medieval childhood](#) for HistoryExtra. Daniel Edmiston research into the impact of the cost-of-living crisis was covered by [the Yorkshire Evening Post](#). Dieter Declercq’s project “Stand-up as recovery: Comedy workshops for eating disorders” was picked up by [Metro](#), [BBC Radio 5 Live](#), and [BBC Kent](#). Olga Onuch, principal investigator of Academy-funded project “Identity and Borders in Flux: The Case of Ukraine” spoke to [the New York Times](#) about ‘the Zelensky effect’.
47. We continue to promote voices within our Senior Management Team. Hetan and Julia have consistently provided comment on a range of topics including

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governmental reshuffling, the Young Academy initiative, the 2022 autumn statement, and the value of putting purpose at the heart of UK business education.

Digital Communication

48. Over November – December 2022, the Digital, Brand & Marketing team invited design agencies to tender to become the Academy’s design partner for a period of three years. Teams across the Academy were involved in shortlisting agencies and participated in the pitch panel before deciding to proceed with a new design partner, Bond and Coyne. In January, Bond and Coyne began their onboarding process and have started four new projects:
 - a. a brand review,
 - b. a narrative and storytelling proposition for the building project,
 - c. design and print of the new strategic plan,
 - d. design and print for the Summer Showcase 2024
49. Between 1 November 2022 and 1 March 2023, the Academy’s website was visited by 99,000 individual users, who generated 363,000 pageviews. Research funding schemes accounted for the highest proportion of traffic during this period, with Small Research Grants (10,300 views by 5,500 individual users) and International Fellowships (9,500 views by 6,000 users) attracting particularly high engagement, while Visiting Fellowships, Postdoctoral Fellowships, Newton International Fellowships, and Researchers at Risk Fellowships were also among the 10 most-visited pages on the site. The Fellows of the British Academy section (18,400 views) and the Academy’s events programme (6,300 views) also generated significant traffic.
50. During this period, the website received over 1,000 sessions through paid social media ad campaigns promoting a range of activities including public events, conferences, lectures, research funding schemes and prizes and medals submission calls. The Academy’s regular newsletters were delivered to 279,000 recipients, resulting in 17,000 clicks and over 296,000 opens
51. Between June and October, social media advertising resulted in 36,900 pageviews to the British Academy website promoting the Summer Showcase, public events, conferences, lectures and funding schemes.
52. 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.

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53. To mark the opening of submissions for the British Academy Book Prize for Global Cultural Understanding 2023, the Digital, Brand & Marketing team worked with the Prizes and Medals team to raise awareness of the nominations. Book Prize pages received a total of 1,600 page views between 16 January (the start of the 2023 nominations process) and 23 February. Our promotional work contributed to the highest ever number of nominations being submitted for the 2023 Prize. The teams also promoted an online event featuring the author, Alia Trabucco Zerán, of the 2022 prize-winning book *When Women Kill*.
54. In preparation for the 2023 prize cycle, the team refreshed the Book Prize webpages to increase their prominence on the site, reflecting the Book Prize’s status as the Academy’s flagship public-facing prize. We believe this work has made the Book Prize section of the site more visually appealing and easy to navigate, and that it supports our narrative of the Prize as an increasingly established event in the literary calendar by foregrounding past winners and the story of the Prize’s development.
55. The Digital team worked with the Summer Showcase team to promote the open call for applications for the Summer Showcase 2023. The call was shared on our social media channels as well as through e-bulletins to our researcher community, resulting in over 100 applications.
56. In collaboration with the Development team, we augmented the Academy’s comms around the building redevelopment project, replacing the webpage we produced to help visualise the project and encourage philanthropic contributions with a more visually dynamic version in partnership with our web developers, Numiko.
57. There has been extensive collaboration between the Digital team and the Policy directorate during this reporting period. In addition to our continued work to publish and promote the Academy’s policy reports and other outputs over this period, in January we published a new video series, ‘Meet the Researchers’, exploring a range of Academy-funded research projects on the themes of just transitions to decarbonised economies, and COVID-19 vaccine engagement. The series has so far accumulated over 1,500 views on the Academy’s YouTube channel.
58. Continuing the development of the Academy’s SHAPE Observatory, over November-January we worked closely with the HE & Skills team to create data visualisations exploring the uptake of SHAPE subjects among GCSE, A-level and Scottish National 5, Higher and Advanced Higher students.
59. To mark COP27, the Digital and International teams delivered a social media campaign amplifying the Academy’s policy content, which we aligned with the specific themes explored on different days of the conference.
60. 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

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website, email marketing and social media channels. Over November 2022 – March 2023, this included the launch of the Academy’s additional needs funding pot; the Pandemic Preparedness: Lessons to Learn from COVID-19 across the G7 scheme; the Neil Ker Memorial Fund; the Stein-Arnold Exploration fund; and the JSPS Postdoctoral Fellowships scheme. We also collaborated with the Research Funding scheme to publish six new case studies exploring researchers’ projects across the Academy’s various funding schemes and how receiving an award through the Academy impacted them.

To Invest in the Very Best Researchers and Research

Research Funding

61. The Research Awards Committee met at the end of February 2023 and confirmed the outcomes of the latest rounds of Mid-Career Fellowships, Senior Research Fellowships and Small Research Grants.
62. 259 eligible applications were submitted at the Outline Stage for this year’s Mid-Career Fellowships. 99 applicants accepted the invitation to submit Second-Stage applications. Although the original possibility that more funding might have been found to enable additional awards to be made was not fulfilled, the revised budget for 2023-24 was confirmed as enabling 43 awards. These awards have now been offered to be taken up in the autumn of 2023. A full list will be published online and shared with the Research and HE Policy Committee and the Section Co-ordinators when the list has been finalised and all of the awards accepted. The overall success rate of the competition was 17%.
63. The British Academy/Leverhulme Senior Research Fellowships attracted 105 applications. We were able to confirm 11 offers of award on this occasion. The Leverhulme Trust had already generously increased their support to enable 10 awards to be made (compared to 7 previously). On this occasion, although we were not able to find an award-holder suitable for the Thank-Offering to Britain Fellowship, the Committee welcomed the additional commitment of the Leverhulme Trust to enable 11 awards to be offered as planned. This gave an overall success rate in this round of 10.5%.
64. The British Academy/Leverhulme Small Research Grants attracted a significantly increased pool of applicants for this round (up 22%) to 784. This was the first round to be awarded using the partial randomisation approach. 59% of applications were judged to be ‘above the quality threshold’ and suitable therefore for entering into the randomised allocation. So far, 244 awards have been offered giving an overall success rate of 31%. It is, however, often possible that additional funding can be made available to this scheme at the end of the financial year and all of the applications that were entered into the randomisation have been ranked and can therefore be supported as far as the ultimate funding pot will allow. The Academy

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has continued to be able to maximise the use of non-governmental sources of funding through our partnerships, for example with EY (for research on AI and disruptive technologies), the Honor Frost Foundation (for research on maritime archaeology) and the Sino-British Fellowship Trust (for research involving partnerships with, or travel to, China). We have also been able to maximise the use of endowed funds including the Browning Fund for research on early modern British history.

65. The Research and HE Policy Committee will receive a full report on the outcomes and will be taking into account all of the views expressed by assessors, Section Co-ordinators and Sections.
66. The Postdoctoral Fellowships 2022-23 competition is progressing as expected. 411 eligible applications were submitted at the Outline Stage this year – a drop of around 22% compared to last year’s 528 – and the smallest number of submissions for several years. 119 applications have been submitted to the Second Stage and 55 awards are expected to be offered at the end of the process. The Humanities and Social Sciences Panels are scheduled to meet in late April and the final decisions will be confirmed by the Research Awards Committee in late May.
67. The Academy introduced a new scheme of Innovation Fellowships in 2021 focussing on knowledge exchange and partnership. This is divided between two ‘Routes’ – a ‘Researcher-led’ Route A where the applicant is free to propose the partner organisation with whom they will work; and a ‘Policy-led’ Route B where the Academy has pre-identified the partner. 1 award was made earlier in 2022-23 through Route B for work with the Foreign Commonwealth and Development Office (FCDO). A competition to award 6 further Route B awards in partnership with the Office for National Statistics (ONS) and the Department for Levelling Up, Housing and Communities (DLUHC) is in progress. 24 awards were offered through Route A, and a small number of reserves are being held pending final decisions on Route B to see if further awards might be supported. The first reports from the initial cohort of award-holders are beginning to be submitted and one example is Dr Martin Harris, University of Essex, who worked on *Building Project Identity in Health and Social Care Partnerships* with Essex County Council. The research highlighted the cultural and organizational factors that contribute to the successful management of large service innovation projects in the UK health and social care system. Findings were shared with managers working at different levels in Essex Adult Social Care and further dissemination to the Chief Scientific Officer for the county of Essex, selected care commissioners and other relevant personnel will follow.
68. Another programme successfully run again following a pilot in 2021-22 is the Talent Development Awards. Disappointingly, this scheme attracted only 14 applications, and only 9 awards were considered strong enough for support on this occasion. Discussions about increased promotion of awareness of this scheme for 2023 are in progress. Again, first reports on completed awards are beginning to be received, and one example is Dr Lucy Donaldson, University of St Andrews, whose work is on

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Videographic Scholarship: Innovation and Collaboration in Research Practice. Dr Donaldson was enabled to take part in a two-week international workshop during which participants were given intensive skills training in video editing methods while learning to make videographic essays and developing their own project.

69. The 2022-23 BA/Wolfson Fellowships scheme attracted 133 applications and the final panel was held recently. 6 awards have been offered to bring the total cohort being supported through this scheme to 24.
70. The Projects Committee met in early February to discuss the submissions received for adoption into the portfolio of Academy Research Projects. There has not been an annual call for new projects (the last was in 2014). On this occasion 45 project proposals were considered, and 4 new projects adopted including the *Corpus of Early Medieval Latin Medicine (CEMLM)* and *Border Criminologies*.
71. 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. The successful team selected after a rigorous selection process is led by Dr Kate Sang, Heriot-Watt University - [Major new study aims to help underrepresented groups - Heriot-Watt University \(hw.ac.uk\)](#). The programme of work is beginning with the current co-design phase where the researchers and the funders partnering in the initiative are working together to develop priorities for the first year of the project.
72. We hosted a very successful ARMA virtual study tour on 25 January offering an excellent opportunity to extend awareness across a much wider group of organisations than individual or regional visits. More than 130 participants joined us for the event. In addition to the general update about the Academy's research funding work, we also had more specific sessions focussed on EDI, the Early Career Research Network and on international activities. University visits also continue to take place and an online visit to the University of Reading took place on 7 February. A planned in person visit to the University of Lincoln had to be postponed by mutual agreement and will now take place in July. We will also present at Cardiff Metropolitan University in April, and Ken Emond has been invited to speak at the Socio-Legal Studies Association Conference also in April in Derry/Londonderry.

Early Career Research Network

73. The Early Career Research Network, launched in Autumn 2021, with funding for a pilot stage granted by the Wolfson Foundation, which has since been supplemented by BEIS funding. The Network currently operates in three areas in 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 has 2,397 members, of which 2,163 are not funded by fellowship awards from the Academy. Overall, 42% of the membership is actively engaging in some way, either by attending events or using the online community platform. 49% of members are signed up to the Online

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Community platform, which also includes ECR Network staff, Hub, and Consortium partners, there platform has over 1,200 users. 82% of Online Community platform users are returning – meaning they are actively engaging with the platform which is great. In November 2022, the Network commissioned an external evaluation, the findings were very positive and helped inform our request for further funding from the Wolfson Foundation. We are pleased to report that the Wolfson Foundation have agreed to continue funding Network for the further three years, which is very positive and will allow the Academy to scale up and expanding, by rolling the Network out nationally over the next few years. BEIS funding will also continue to supplement the Network.

74. 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

75. 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. The first cohort of 67 members of the UKYA has now been appointed - [Shaping a better future together | UK Young Academy](#). An induction meeting for the first cohort took place on 24-25 January 2023, and was attended by the members themselves and several members of the senior Academies who had been involved in the initial set-up of the new organisation. The UKYA is currently working on setting its new governance structures in place, in particular, an Executive Committee.

BIRI

76. The Academy's engagement with the eight British International Research Institutes (BIRI) has continued with the awarding of funding for each School or Institute for 23-24 following their submission of proposals. The BIRI Forum and the next meeting of the BIRI Oversight & Engagement Committee will both take place on 23rd May. The 12-month reports from the BIRI for 22-23 will be reviewed by the Committee at this meeting and the proposed agenda for the BIRI Forum will include a range of topics for discussion including the potential and feasibility of the collective IRO status following the proposed completion of the exploratory project at the end of March.

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Academic publications and conferences

77. Two new *Proceedings of the British Academy* volumes have appeared: *Rethinking Migrations in Late Prehistoric Eurasia*, edited by Manuel Fernández-Götz, Courtney Nimura, Philipp W. Stockhammer and Rachel Cartwright (PBA 254); *The Right against Rights in Latin America*, edited by Leigh A. Payne, Julia Zulver and Simón Escoffier (PBA 255).
78. Three new volumes by Academy-supported early career researchers have been published in the open access *British Academy Monographs* series: *Aum Shinrikyō and Religious Terrorism in Japanese Collective Memory*, by Rin Ushiyama; *Media, Religion, Citizenship: Transnational Alevi Media and Its Audience*, by Kumru Berfin Emre; *State Communication and Public Politics in the Dutch Golden Age*, by Arthur de Weduwen.
79. One more volume arising from an Academy Research Project has been published: *English Episcopal Acta 46: Rochester 1235-1318*, edited by Philippa Hoskin.
80. New articles posted to the open access *Journal of the British Academy* include: ‘Inflation, wages and equality: cross-disciplinary conversations’ by Paul Edwards (MBS, S4), Charles Baden-Fuller (MBS), Christopher Pissarides (S2), Jill Rubery (MBS, S4), Colin Crouch (S4) and Peter Taylor-Gooby (S4); and ‘Towards a history of compromise: comparing political unions in the British-Irish Isles and Poland-Lithuania’ by Robert Frost (H9). And Biographical Memoirs have been posted for [Peter Linehan](#), [Roger Lonsdale](#), and [George Steiner](#).
81. One conference took place in November 2022 which was held at the British Museum and formed part of their Hieroglyphs exhibition. The next two Conferences will take place on 30-31 March 2023, with one held at UEA on ‘Measuring Heritage Loss and Damage from Climate Change for Effective Policy Reporting’, and another at the Royal Society on ‘An aesthetic enquiry of the Anthropocene’.
82. Applications for 2024-25 Conferences closed in late January with 73 proposals submitted. 35 of these have applied for Wellcome Trust funding – the highest submission rate for this strand since its inception. Wellcome Trust conferences celebrate research related to animal, human and environmental health and wellbeing.

To Inform and Enrich Debate Around Society’s Greatest Questions

Social and cultural infrastructure

83. Following the launch of the package of support for the policy research projects in the Academy’s Understanding Communities partnership with the Nuffield Foundation, the Academy will host the first of a series of workshops on 23 March. Alongside the Academy’s policy-focused events, the Institute for Community Studies are providing a

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programme of capacity building and relationship development for the researchers involved in the projects.

84. The joint programme on social infrastructure between the British Academy and Power to Change launched three reports at an event at Toynebee Hall on 25 January 2023. The main report, *Space for community: strengthening our social infrastructure*, is a summary of the research from the programme, highlighting the policy analysis and syntheses coming out of the projects. This was published alongside the funded research from the programme: an international review of social infrastructure with deep dive case studies, and a review of community perspectives on social infrastructure. The research was conducted by the Institute for Community Studies and the Bennett Institute.
85. The Academy worked with the Centre for Science and Policy to hold seminar on the importance of social infrastructure for policymaking, in November 2022. The seminar involved researchers from the Bennett Institute for Public Policy and the Institute for Community Studies presenting the findings of their research, followed by a broader discussion.

Sustainable Futures

86. The Academy will be publishing its evidence synthesis report in March, which draws on the commissioned research for the *Where we live next* project and discussions at the programme's research roundtables in 2022. The launch is accompanied by a workshop organised with the Centre for Science and Policy, on 13 March, which will discuss the findings of the report with policymakers.
87. The first phase of the Academy's Net Zero Policy Programme has been completed. This scoping phase comprised of nine small research projects and a series of roundtables and expert interviews. The scoping work, programme strategy and framing dimensions have provided a basis for the programme's forthcoming research phase, which began in January 2023. A call for research – to examine the issue of multi-scalar governance through the lens of one of the key stakeholders, such as government or business – and has been successful in finding a suitable research team to take this work forward. Complementing this, a series of ten policy-focused discussion papers is being commissioned. These aim to develop depth on the framing dimensions from the governance angle and engage research, policy, and practice stakeholders.
88. A two-part workshop on disaster response, focusing on climate and conflict, is scheduled to take place in March 2023 as part of the Wellcome-funded health policy workshops.

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Digital Society

89. The Academy is concluding its project on *Technology and Inequality*, which was commissioned by Sir Patrick Vallance, and reporting back to the Chief Scientific Adviser in March 2023. The project has aimed to identify best practice and emerging opportunities relating to how government can harness 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. The project concludes with the publication of a briefing paper and a brown bag breakfast event with policymakers.
90. The Academy held a seminar in January 2023 with the Centre for Science and Policy on the findings of the Academy's report on Digital Poverty, published last year. The seminar was held at the Royal Society and was attended by senior policymakers and academics.
91. The Academy's Head of Public Policy, Dr Adam Wright, gave oral evidence to the Digital, Culture, Media and Sport Committee inquiry on misinformation and trusted voices on 21 February 2023. His comments on the Academy's policy findings on communicating information to children and young people during the Covid-19 pandemic received positive coverage in the national media.

Governance, Trust and Voice

92. The Academy's project on Science, Trust and Policymaking, commissioned by the Prime Minister's Council for Science and Technology (CST) is developing emerging insights from its funded research and stakeholder engagement. The two funded projects that were launched in October 2022 presented their interim reports in February 2023. A workshop was held in February 2023 to where the interim project findings were reported, and initial policy recommendations were explored. The Academy will be generating further insights as we continue this programme of work in the coming months. The programme of research will continue testing emerging hypotheses by running joint experiments and a series of focus groups, including producing recommendations based on the case study topics - precision breeding, clean air zones, and monkeypox.
93. The Academy ran a successful call for its Route A (researcher-led) Innovation Fellowships in January 2023. Of the funded awards, 11 Innovation Fellow Route A's will work closely with the Academy's Public Policy Team over the course of their Fellowships on matters relating to the Academy's four public policy themes. In addition, the final awarding panel for the Route B (policy-led) Innovation Fellowships meets on 9 March to decide on the fellowships to be placed in the Office for National Statistics and the Department for Levelling Up, Housing and Communities.

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To Ensure Sustained International Engagement and Collaboration

94. The eighth round of the *Knowledge Frontiers: International Interdisciplinary Research* programme closed in October 2022, and received 125 eligible applications. The theme for this round of the programme was ‘Global Dis(order)’. Following eligibility checks and the peer review process, a shortlist of 24 applications was sent to the Final Awards Panel, who met to assess the applications and discuss them at the Panel meeting on 31 January 2023. The Final Awards Panel was made up of: Professor Anne Gerritsen FBA, Professor Andrew Hurrell FBA, Professor Sarah Radcliffe FBA, Professor Shirin Rai FBA, Professor Arne Westad FBA, and Professor Noam Yuchtman, and was chaired by Professor Simon Goldhill FBA. Following this meeting, the Academy expects to make 13 awards and the International Team is currently working towards finalising these.
95. The second round of the *British Academy Visiting Fellowships* programme (first run in 2017) closed in November 2022. This programme enables academics from any country overseas to be based at a UK higher education or other research institution of their choice for up to six months and develop collaborative projects with UK colleagues. Awards of up to £33,000 are available. The Academy received 324 eligible applications. Following eligibility checks and the peer review process, a shortlist of 155 applications was sent to the Final Awards Panel, who met to assess the applications and discuss them at the Panel meeting on 20 February 2023. The Final Awards Panel was made up of: Professor Susan Banducci FBA, Professor Barbara Bombi FBA, Professor Joanne Conaghan FBA, Professor Daniel Freeman FBA, Professor Roger Matthews FBA, Professor Pablo Mukherjee FBA, Professor Catherine Steel FBA, and Professor Jane Wills FBA, and was chaired by Professor Simon Goldhill FBA. Following this meeting, the Academy expects to make 90 awards and the International Team is currently working towards finalising these.
96. 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 144 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.
97. The Academy has recently launched its *International Fellowships 2023* programme in January 2023 which is open to early career postdoctoral researchers from overseas

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in the fields of natural sciences, social sciences, and the humanities, and enables them to work for three years at a UK institution with the aim of developing independent research careers through gaining experience across international borders. This call is an enhanced version from previous rounds that both the British Academy and the Royal Society are offering. The key differences are that funding is now provided at 80% FEC rather than a stipend and for this round it is a 3-year fellowship as opposed to a 2-year fellowship. Following the previous update on the Newton International Fellowships 2022 programme where it was communicated that 14 awards had been made, we have been able to make a further 12 awards under this round which have all been accepted.

98. In July 2022, the Academy invited applications for costed extensions for those in the third cohort of the *Global Professorships* programme, to try to mitigate the disruption of the pandemic on their awards. They were invited to apply for extensions of up to 6 months (or 12 months in exceptional circumstances). Applications were received in September 2022 and were assessed internally by the Foreign Secretary & Vice-President, Professor Simon Goldhill FBA, and the Vice-President (Research and Higher Education Policy), Professor Simon Swain FBA. Following approval from the Vice-Presidents, the nine award holders from the third cohort of Global Professors were offered costed extensions in December 2022 and have all accepted.
99. In December, the Academy delivered the rescheduled Knowledge Frontiers Symposium in partnership with the British Institute in Eastern Africa on the theme of ‘Truth, Justice and Peace’. This was due to take place in March 2020, and following discussions with BIEA it was agreed that the symposium would be converted to an online symposium to ensure that the already-selected cohort of participants for the initial symposium would be able to participate.
100. Following on from a successful symposium held in Dublin in January 2020 on the theme of ‘Nature, Cultures and Communities’, the Academy will held a further symposium in partnership with the Royal Irish Academy in London on 31st January-1st February 2023 on the theme of ‘The Future’.
101. The Academy has continued to develop its work related to the COVID-19 vaccine engagement in the UK and USA programme. In November 2022, the Academy published in new video series on “Researcher Stories” video with researchers in these countries who have [engaged with frontline workers to investigate their responses to vaccines, analysed the impact of COVID-19 on the coalfields of Wales and Appalachia, investigated how the pandemic unfolded and what led to unrest and protests and collaborated with ethnic minority youth to explore their attitudes towards COVID-19 and vaccine engagement.](#) The Academy has also published translated summaries addressing issues including the accessibility of vaccines, patterns of vaccine hesitancy, and how to tackle historical injustices and structural vulnerabilities.

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102. The Academy has been taking forward a project to [digitally map NbS globally](#), working with the [Nature-based Solutions Initiative \(NbSI\)](#) and the [Urban Nature Atlas](#) to ensure representation of both urban and rural case studies. The latest versions of the platforms were launched at COP27. The Academy has built on this work and the associated networks by holding a series of discussions on 28 February on NBS in the context of COP27 and COP15, focusing on dealing with the challenges presented by implementing NBS, long term investment and monitoring and chaired by Professor Harriet Bulkeley FBA and brought together award holders and policymakers.
103. The [Global Convening Programmes](#) stage 1 call opened in May 2022 for applications across the themes of ‘Just Transitions’, ‘Global (Dis)Order’, and ‘What is a Good City?’. 9 applications were shortlisted and invited to apply to the second stage of the application process, involving a two-day workshop at the Academy in the autumn to develop and refine their proposals. Following a Final Panel meeting, 3 proposals were awarded funding with topics exploring anti-microbial resistance, temporality in the context of Just Transitions and Chinese global orders.
104. As part of Sir Patrick Vallance’s FRS FMedSci FRCP HonFREng review of emerging technology, the Academy held a roundtable on 27 February with Rt. Hon. Chris Skidmore OBE MP to examine challenges green technology regulation, bringing together Fellows of the Academy and researchers across disciplines.
105. As part of the Academy’s ongoing work related to the conflict in Ukraine, an International Forum was held on 28 November on the theme of transitional justice. The attendees discussed the impact of the collection of evidence of war crimes and application in court during the ongoing conflict; the potential role of – and interaction between - both national courts and multilateral bodies such as the International Criminal Court; transitional justice broadly, and questions around victor’s and redistributive justice. The Academy held a second roundtable on 27 February examining the social consequences of the War. Participants included Fellows of the Academy, as well as award holders with expertise in international and criminal law, transitional justice, gender and development (including award holders from the Researchers at Risk programme) as well as Foreign, Commonwealth and Development Office officials and staff from the British Red Cross.
106. The latest Route B (FCDO) Innovation Fellow, Dr Marc de Vore (University of St Andrews) awarded in the context of the UK Government’s response to the war in Ukraine started in his role at the Foreign, Commonwealth & Development Office (FCDO) on 1 January 2023, following a slight delay in the security clearance process. His work while at the FCDO will focus on Russian foreign policy.
107. The Academy has published another special issue from International Programmes showcasing funded research. [Language, Culture and Society in Postcolonial Angola](#) (ed. [Professor Toby Green](#) and Dr Aleida Mendes Borges) brings together five

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scholars based in universities in Angola to present an Angolan perspective on a diverse range of themes relevant to postcoloniality in Angola. Ranging from literature to social sciences, language and cultural studies, and approaching topics with an interdisciplinary lens, this special issue highlights the complex legacy of precolonial Angola. Future special issues from International programmes include [Youth Futures](#) (ed. [Dr Anna Barford](#)) and [Gender and Violent Extremism](#) (ed. [Dr Sahla Aroussi](#) and Professor Fatuma Ahmed Ali).

108. On 7 February, the Academy held a series of activities with Professor Brenda Yeoh FBA as part of the Global Perspectives series. She spoke in conversation with the Foreign Secretary and Vice-President in the event titled [Global Perspectives: Nation and Migration in \(Im\)Mobile Times](#). The public event was preceded by a seminar, bringing together Fellows of the Academy and award holders, which will see Professor Brenda Yeoh FBA introduce a forthcoming paper on “*Migration and Diversity in the Asian context*”. The public event was followed by a high-level dinner with Fellows of the Academy, award holders and policymakers, including Baroness Lister of Butterset CBE and FBA and Baroness Ludford.
109. The Academy has continued to develop activities as part of its [Just Transitions to decarbonisation in the Asia-Pacific](#) programme. The Academy has published a series of videos showcasing some of the researchers. They see researchers in these countries [envision how a decarbonised transport sector might be possible in India](#), [explore Japan's climate change response so far and what can be done for a just and equitable transition](#) and [examine what a just and fair transition looks like for dispersed Pacific Island communities that are off the grid](#). The Academy has also published policy summaries across local languages.

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

110. The Facilities team continues to work in partnership with Artic our M&E Contractor to upgrade lighting systems to LED improving energy efficiency in the building
111. The Facilities Team in collaboration with CITATION is undertaking routinely inspection of construction areas ensuring the main contractor is adhering to H&S regulation and meeting construction standards during the Basement project.
112. 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.
113. 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

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114. 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.
115. The Facilities team in collaboration with other Academy departments is reviewing requirements ahead of the reopening of the building following the completion of the Basement project.
116. The Clio team delivered a busy autumn and Christmas period of events ahead of the building closing and took advantage of the changed building programme to maximise revenue in this period. With activity limited due to the building works the total generated funds can be safely projected as nearly £1.9 million.
117. Over this period the business mix continued to be varied with corporate clients including Cunard, Nordic Capital, The Government of Jersey and the Board of Deputies of British Jews where we hosted Prime Minister Rishi Sunak.
118. The return to Christmas parties was strong after 2 years of Covid disruption. 18 were hosted from late November to the middle of December, matching our pre covid 2019 total. Clients included Mil Hill School, KPMG, Politico and Koch Industries.
119. The filming and wedding business remains consistent with five bookings respectively over this period, including shoots for fashion brands Next and Asos.
120. With the building at 10-11 Carlton House Terrace now closed to events, from January 2023 – May 2023, the team are focussed on projects to ensure a successful reopening in May and launch of the new spaces in spring 2024. This work includes achieving a second sustainability accreditation, implementing an EDI policy, completing an approved supplier tender along with database and reporting improvements.

People Strategy

121. Implementation of the People Strategy continues. Highlights during the period November 2022 to March 2023 include:
 - Following successful implementation of the Applied recruitment platform, the contract has been renewed for a further 24 months, with an additional Global Reporting Tool to provide more detailed equality applicant data and reporting.
 - Workforce planning further embedded, with priorities identified.
 - 2023 pay award agreed, for payment in April.
 - Action taken to introduce new defined contributions pension scheme for new entrants, from April
 - Insights Discovery Team Effectiveness development delivered for leadership team and directorates, with a focus on improving collaboration and efficiency.
 - Continuing financial support for staff, through lump sum payments and financial wellbeing webinars.

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- Specification for new HR Management Information System issued to potential suppliers.
- Employee engagement – continuing to take staff survey action under the key themes of Ways of Working; Leadership, Management & Governance; and Valuing Each Other.

Securing Fundraising Income for the Academy's Strategic Priorities

122. During this financial year the Academy will see a step change in philanthropic income. This increase is the result of income related to the capital campaign and long-term work with major donors in recent years. We expect income to exceed £5 million this year (vs £2.6 million in 2021/22), with £1.8 million banked up to the end of Q3.
123. Fundraising for the capital appeal remains the top priority for the team continuing to work on major donor leads, as well as the public-phase of the appeal, which launched in January. We have also recently secured a £1 million gift from the estate of a recently deceased Fellow, which will support the Capital Programme. With a total project cost of £9.6 million and philanthropic funds of £7.8 million secured to date, there remains £1.8 million left to raise. Whilst the outstanding amount can be underwritten by the Strategic Development Fund it remains a priority to narrow the gap.
124. We have now launched the Public appeal to Fellows and other individuals, which aims to secure a minimum of £500,000. All Fellows have been asked to support this once-in-a-generation project. 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. Nearly £80,000 has been raised to date.
125. Other fundraising priorities including the British Academy Book Prize, the Researchers at Risk programme, the Early Career Researcher Network and the Summer Showcase.
126. We are delighted that Leverhulme have agreed to increase their annual funding for the Small Research Grants Programme as well as the Senior Research Fellowships. The Trust has also committed to funding £1 million in research funding for the Researchers at Risk Fellows and Cara Fellows over the next five years.
127. The Academy is grateful to all Fellows who provide financial support for the Academy, many in addition to time spent supporting our work through involvement in committees, assessing research applications and in many other ways.
128. 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/. If you

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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 or 020 7969 5258).

129. The Development Team has run several key development events engaging over 120 key donors and prospects. These included the Honorary Fellows Portrait Unveiling event in November 2022 and Wolfson Professorships Celebration event in February 2023. Looking ahead, we will be holding a Margaret McGowan Memorial Event in March 2023, taking place at the Society of Antiquaries of London.
130. The Development Board, Chaired by Sir Victor Blank, postponed its February meeting and will now meet in March. The Acceptance of Funds Group, Chaired by John Shakeshaft (external), met in February to conduct due diligence on prospective funders/donors to the Academy.
131. 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.