

# The Foundation Practice Rating 2024/25

*Year Four*

**Assessing diversity, accountability and  
transparency in grant-making foundations**

*Full report*

**Friends Provident Foundation  
March 2025**



## Further information

This full report (and a summary version) can be downloaded free of charge from the Foundation Practice Rating website ([www.foundationpracticering.org.uk](http://www.foundationpracticering.org.uk)).

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## About Friends Provident Foundation

Friends Provident Foundation is an independent charity that makes grants and uses its endowment towards a fair and sustainable economic system that serves people and planet. We connect, fund, support and invest in new thinking to shape a future economy that works for all. Since 2004, we've pioneered the creation of a fair economy for a better world. Already, we've helped improve access to financial services for people who were once excluded, and supported the development of resilient economic communities across the UK.

We're a catalyst for wider change, making an impact through continuous experimentation and shared learning. And we do all we can to embody the change we want to see. We invest in great social enterprises, and use our money in line with our values. Tomorrow, we'll continue to fund more new thinking, connect new ideas, invest our capital in line with our aims and values, and create better systems so that in the future the economy will serve both people and planet.

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### **Foundation Practice Rating:**

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## Example feedback on Foundation Practice Rating

The comments that follow were made by trusts and foundations in the current cohort. They were made, unsolicited, to the research team at the data verification stage of the process. They were selected as reflecting the range of views expressed.

‘We appreciate you selecting the Trust...we were very excited to be selected for review...we are always looking to improve what we do and had already looked at the Foundation Practice Rating criteria to help highlight areas that we could focus on. It is such a helpful resource for funders and there is much that we can learn from reviewing the criteria further...The feedback has already proved to be invaluable for our future development.’

*People's Postcode Lottery*

‘Thank you for giving us the space to respond. I think that this is a fair picture of where we stand at the moment. It will be a very useful tool to help us decide how to develop our governance and accountability going forward.’

*Connolly Foundation*

‘Thank you for your message and for letting us know that the Wimbledon Foundation has been included in this year’s Foundation Practice Rating Assessment. I think that this is a fantastic project and I am pleased that we have been included and look forward to receiving and reviewing our results.’

‘We are really pleased to have been chosen for inclusion in the 2024/25 Foundation Practice Rating and even just from the process so far, have identified some areas in which we can improve our practices. We look forward to continuing to work with you to improve.’

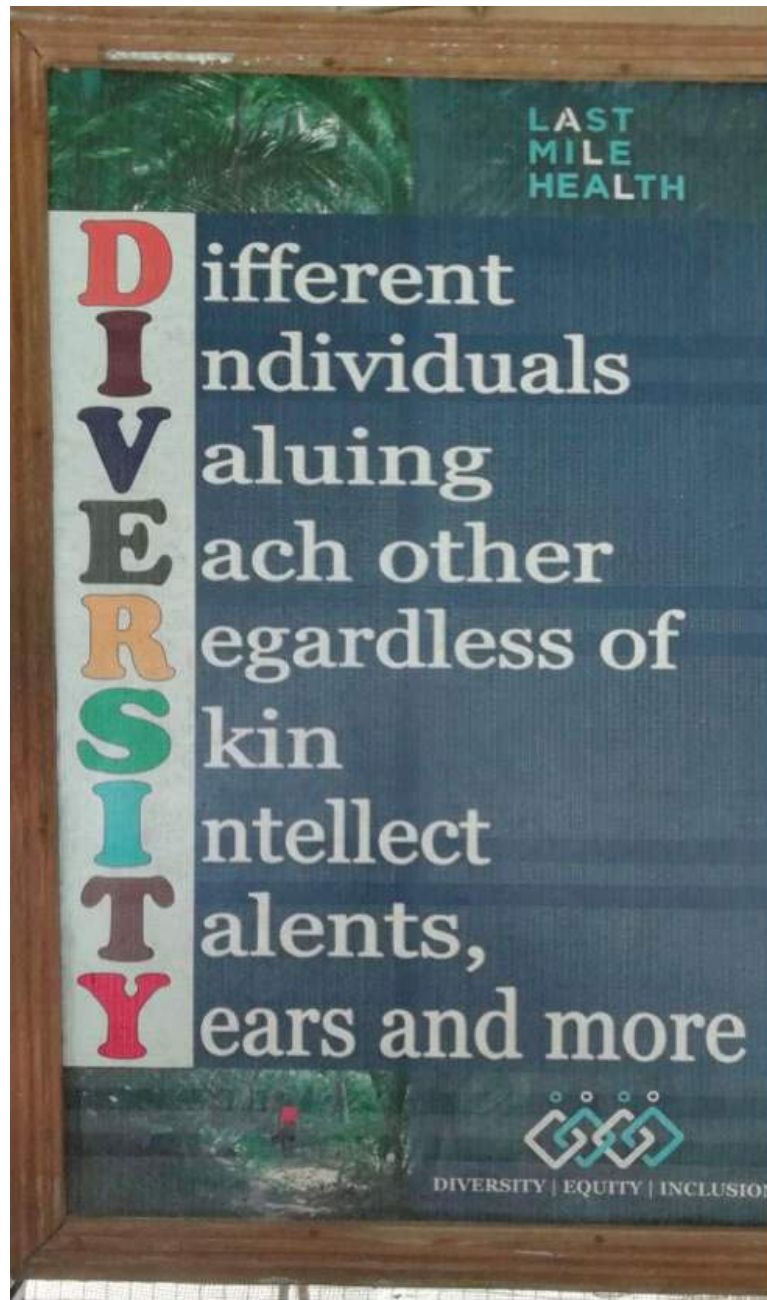
*Wimbledon Foundation*

‘The...Trust welcomes initiatives that seek to improve diversity, transparency and accountability in the Foundation Sector.’

*Portal Trust*

‘Thank you for the feedback and your review which was very helpful to see, and timely given ongoing discussions here to both develop the openness of our work, and to improve our website...More broadly, whilst we do welcome the process, the tone of the approach feels more like an audit than a collegiate approach to support improvement.’

*The Linbury Trust*



Notice in a staff dining area, Last Mile Health in Liberia.

*Photo credit: Caroline Fiennes*

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# Acknowledgements

The Foundation Practice Rating requires considerable collaboration by many people and organisations. We would like to thank:

- the foundations whose financial support enables this work. This Funders Group now comprises 10 foundations, as listed in this report;
- various membership bodies which support the FPR in various ways. The Association of Charitable Foundations and UK Community Foundations are two of them;
- the researchers and statistician. They are in the UK, Uganda and Kenya, and all bring relevant expertise and diligence;
- the designer and editor who help to produce the report, data visualisations and explanatory graphics; and
- the press and journalists who help to bring the findings to a wider audience.



# Foreword

Welcome to the fourth Foundation Practice Rating (FPR) full report.

The purpose of the FPR is to shine a light on practice of UK foundations in three areas valued by civil society organisations that participated in our first consultation – diversity, accountability and transparency. We aim to incentivise practice improvement and behaviour change through applying a common set of criteria of good practice drawn from a range of sources – public, private and not for profit.

This fourth year of the FPR has been one of change in the context into which the findings of this report emerge.

In the UK, the cultural and technical context in which giving and philanthropy is undertaken has also shifted over the past year. In the UK, increasingly many private foundations have ‘paused’ programmes or operations while they consider their strategies and approaches, or have decided to expend their capital in the foreseeable future. Each organisation is considering their position based on their individual circumstances and rationales. And such changes are not necessarily negative and may well lead to increased giving in the future. However, the climate in which giving is happening feels new and uncertain for both fellow funders and those we support. Our hope is that the FPR provides a useful helicopter view of our practices of giving against established standards of good practice for social purpose organisations.

Many foundations are more than givers of grants – many of us also have most of our financial assets in investment markets. This year, the Charity Commission of England and Wales revised its regulatory guidance to clarify aspects of charity practice with regard to investment. In addition, the Charity Finance Group and others have sponsored a project to set new standards in relation to Charity Investment Governance Principles; these were published in November 2024 at the same time as the data for this report was being collected and verified. The changes are still being worked through by charities and so are not expected to be evident in the current cohort but we expect to apply these new standards as they relate to income transparency in future assessments.

Although the cohort of foundations assessed is drawn from a wider pool of grant-makers than in previous years, analysis outlined in this report suggests that year-on-year improvement continues. We hope that foundations continue to learn from each other and from the many resources available from infrastructure bodies such as the Association of Charitable Foundations, UK Community Foundations and country regulators and sector bodies that exist to support their practice.

And finally, there has been a notable shift in the ‘mood music’ in the cultural narratives swirling around US and UK philanthropy, suggesting a rowing back from a commitment

to diversity and addressing inequities in our society. This is in marked contrast to the year 2020 when the FPR launched came to fruition: just after the Black Lives Matter movement, though its genesis pre-dates this. There is widespread concern about the implications of this marked shift in rhetoric for the quality of our discourse, the social media platforms on which it happens and the rights of those most vulnerable to violence and discrimination. For us as funders, although our language has not changed, diversity remains an area of relatively poor practice compared to the other domains measured by the FPR – accountability and transparency.

In these uncertain times, it feels important for us all to redouble our efforts to do better here. We need to keep asking ourselves how we can move our collective practice forward to provide a better – more transparent, more accessible and more challenging – service to those whose work is even more needed by society today.

**Danielle Walker Palmour**  
**Friends Provident Foundation**  
**March 2025**

# Executive summary

## About the Foundation Practice Rating and this report

This is the fourth year of the **Foundation Practice Rating (FPR)**. It is an objective assessment of UK-based charitable grant-making foundations.\* It looks at foundations' practices in three important and interlinked domains of practice: **diversity, accountability and transparency**. It runs and publishes annually, in order to incentivise foundations to improve their practices. The first set of results was published in March 2022, based on data gathered in autumn 2021 (September–December), and then on an annual cycle.

This report covers the ratings from the FPR's Year Four, and is based on data gathered in Autumn 2024. It describes how the FPR works and why, the findings from Year Three and comparisons with previous years. The report is designed to be self-standing, so, as with the previous reports, it explains for new readers the development of the rating and the principles by which it operates.

In many respects, the FPR operated in Year Four as it did in previous years, although importantly this year it was necessary to change the list (sampling frame) from which foundations are randomly selected for inclusion. This means that many foundations are assessed this year which could not have been included before, and hence making year-on-year comparisons needs more care than usual, which is discussed in this report.

The main body of this report comprises the background to the FPR, and the Year Four results and analysis: all details about the research method are in Appendix A.

The Foundation Practice Rating is a ground-breaking initiative which assesses grant-making charitable foundations on their diversity, accountability and transparency. It is unlike anything else in the foundation sector in any country (as far as we know), in that foundations do not opt in and cannot opt out of the main cohort: it therefore gives a more representative view of the performance of the sector than most analyses of funders. It uses only publicly available information, and the included foundations have no influence over the findings.

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\* In fact, one non-charitable grant-making foundation is included: the Joseph Rowntree Reform Trust. This is because it contributes funding to FPR, i.e. it is in the Funders Group. The research and analysis of JRRT is exactly the same as for the charitable foundations, including for its investment policy.

Each year, the FPR assesses a cohort of 100 UK-based charitable grant-making foundations. Each year's cohort\* comprises:

- the foundations funding this work (nine of them this year);<sup>†</sup>
- the five largest UK foundations by giving budget; and
- a random sample of other grant-making foundations, including community foundations. This random sample was taken from the data published by UK Grantmaking:<sup>‡</sup> specifically the organisations which it classifies as 'grant-makers', which are active, give over £1 million per year and are not benevolent funds.

By chance, in the random selection in Year Four all of the assessed foundations were based in England or Scotland, except one in Northern Ireland. None was based in Wales.

Each included foundation is assigned a rating (or grade) (of A, B, C or D: A is top) on each of the three 'domains' of diversity, accountability and transparency, and also given an overall rating.

This project was initiated by Friends Provident Foundation. The research and assessment are carried out each year by Giving Evidence, a consultancy specialised in the production and use of rigorous evidence in charitable giving.

The FPR's research involves answering 101 questions about each of those 100 foundations. That is over 10,000 data points. Fifty-six of those questions are 'criteria' which contribute to the foundation's score and rating. The others are either information used in the process (e.g. noting the web address used); or testing questions on which scoring criteria may be added in future: these latter come up through the consultation process (discussed later).

In fact, the FPR gathers many more than 10,000 data points. Several criteria have multiple parts with multiple data points (e.g. which of a list of five communications channels the foundation uses). Each is scored by two researchers – so that is >20,000 – and there is a moderated answer – so that is 30,000. Plus moderation sometimes

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\* Though we refer to the set of foundations assessed in each year as that year's 'cohort', FPR is not a cohort study. Rather, it is a repeated cross-sectional study: the sample being drawn afresh each year. A repeated cross-sectional study is the correct method for assessing population-level changes, which is one of FPR's aims. This method is very similar to that used in political polling. This article explains why the method is robust: [www.foundationpracticering.org.uk/fpr-sampling](http://www.foundationpracticering.org.uk/fpr-sampling)

† Friends Provident Foundation; Barrow Cadbury Trust; John Ellerman Foundation; Joseph Rowntree Reform Trust; Paul Hamlyn Foundation; Indigo Trust; The Robertson Trust; City Bridge Foundation; and John Lyon's Charity.

Joseph Rowntree Charitable Trust was in the Funders Group in Years One to Three, and we are delighted that it continues its support: however, its confirmation of continued support came after the cut-off for inclusion in this year's main cohort. So, though Joseph Rowntree Charitable Trust is funding FPR this year, it is not this year included in the research or analysis of the Funders Group, but rather is treated as an opt-in.

‡ [www.ukgrantmaking.org](http://www.ukgrantmaking.org)

involves a third researcher, and debate between researchers. Furthermore, foundations are given their data and invited to 'appeal' it, which some do, prompting further research and decisions about those. So FPR probably uses ~33,000 data points each year. The FPR has now run for four years, so there are now over 130,000 data points. This report contains a graph showing most findings over the full period that summarises all of them.

In addition to the selected cohort, any foundation can 'opt in' to be assessed. They are researched in the same way as the main cohort of 100 foundations, but reported separately. This year, three foundations chose to opt in: BBC Children in Need, The Mercers' Charitable Foundation and Maitri Trust. Joseph Rowntree Charitable Trust was treated as an opt-in this year. So four foundations were treated as 'opt in' this year.

A fresh sample of foundations is drawn each year, so the cohort changes each year. In Year Four, 73 foundations were assessed for the first time. Of the other 27, 11 had been assessed in just one previous year, five in two previous years, and 11 had been assessed in all three years. This year saw a major change, because the sampling frame (the list from which the research team drew the cohort) had to be changed. The FPR had hitherto used the annual Foundation Giving Trends report published by ACF ('the ACF list'), but that discontinued this year and therefore the research team used UK Grantmaking in Year Four. This change is detailed elsewhere in this report.

The FPR uses only publicly available information because this is all that is visible to outsiders such as prospective applicants for grants or work: just as astronomers have to infer what is happening inside a distant star based only on the light that emanates from it, outsiders can only infer how a foundation works and what it values from publications and statements that emerge from it. The criteria are determined as objectively as possible, drawing where possible on other rating systems in the voluntary sector and beyond. Each year the research team run a public consultation to inform the criteria and process. That is described in detail in Appendix A.

The method and criteria used in Year Four were deliberately very similar to those in previous years. The sole changes were (a) to the criteria about foundations' investment policies, to align with the recent new guidance from the Charity Commission for England and Wales, and (b) a couple of the definitions were tightened up: for instance, the research team required that feedback from grantees be across all of a foundation's programmes. These tightenings reflect the research team's own learning and progressing insights about this work.

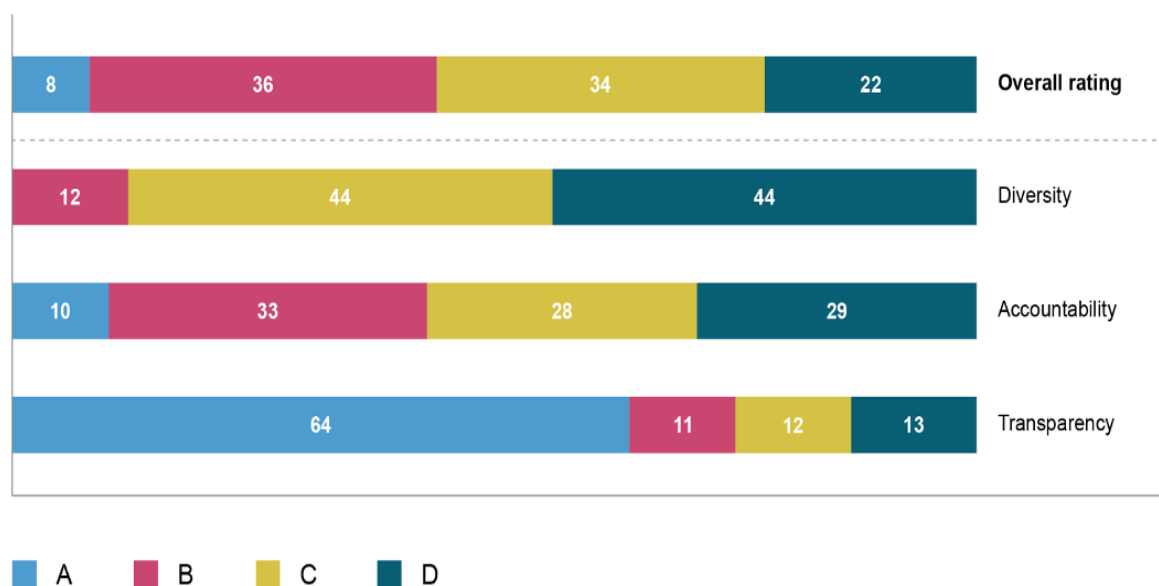
Because of the unavoidable change in the sampling frame, care is needed to compare the results from Year Four with those of previous years. This is discussed in the report when examining year-on-year changes, and graphs showing results of multiple years include a reminder of that change. Where possible, results for a more comparable set are shown alongside results for the full cohort.

## Headline findings

In Year Four, every criterion was achieved by at least one foundation in the cohort. This was also true in previous years. This shows that the FPR does not require anything impossible. Appendix E lists each criterion and, for each, a foundation which achieves it. Foundations can use that to find strong practice to emulate.

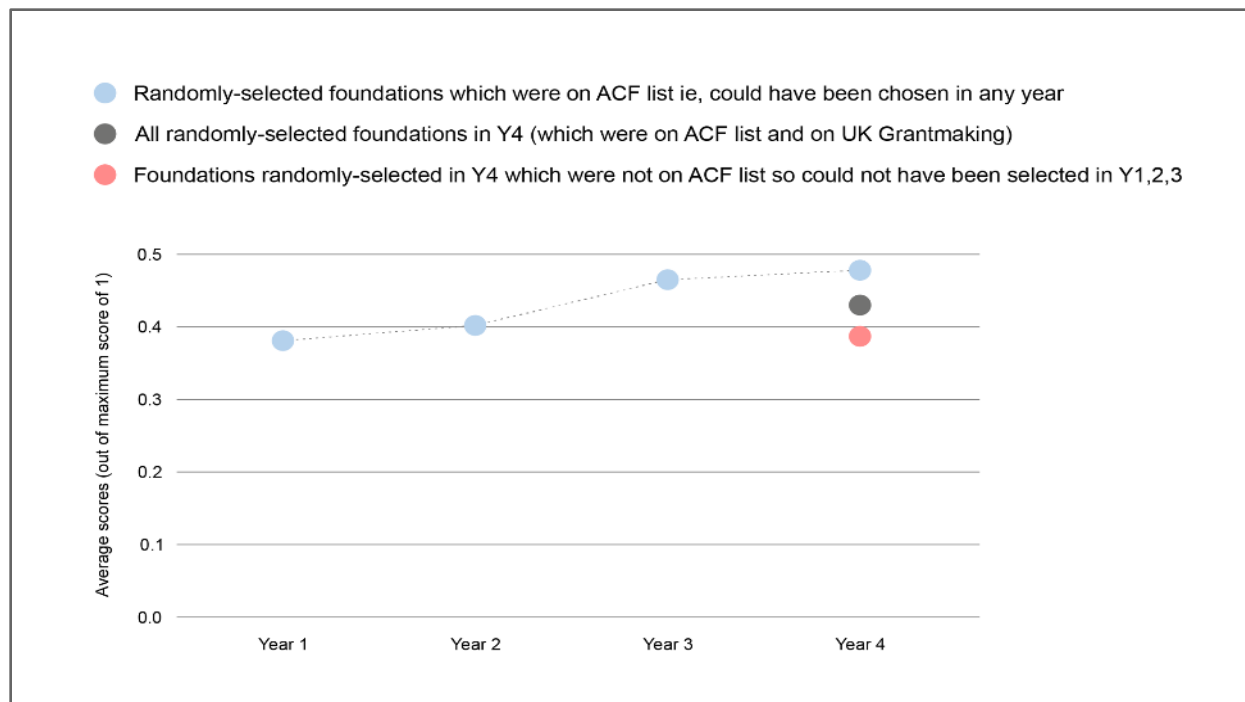
The results for this year's cohort are summarised in Figure 1.

**Figure 1: Summary of ratings in Year Four (2024/25)**



At first sight, the performance of this year's cohort looks less good than previous years. But this was due to the unavoidable major change this year which prevents straight comparisons. This year's sampling frame (referred to in this report as 'UK Grantmaking') is materially different from the ACF list: despite significant overlap and having the same range of giving budgets, it includes many more smaller foundations, and many more with no website. That latter is a strong predictor of poor FPR performance: no foundation without a website has ever scored above D overall. To make a fair comparison over time, the research team looks at foundations which were chosen randomly from the ACF list (i.e. which could have been selected in any year), and reviews their numerical scores over time: Figure 2 shows that their performance has tracked gradually upwards every year. The performance of the 'new' foundations (on the UK Grantmaking list but not on the ACF list, i.e. which could not have been assessed previously) is lower and has pulled downwards the performance of the Year Four cohort overall.

**Figure 2:** Overall scores in each year of the FPR, showing the effect of the set of foundations newly included because of the change of sampling frame in Year Four



In all three FPR domains, the performance of these ‘newly in-scope’ foundations is lower than that of the foundations which were on the ACF list, i.e. foundations which could have been assessed in previous years.

Other main findings:

- **The improvement in performance since the FPR began is material and statistically significant.\***
- As in previous years, **the foundations scoring A overall are diverse in size and structure.** As in previous years, they include the largest foundation (Wellcome, formerly called Wellcome Trust), a mid-size one (such as Corra Foundation) and at least one with few staff, such as John Ellerman Foundation. In other words, **the FPR is not a tacit measure of a foundation’s size. Some small foundations score well, and some large ones score relatively poorly:** two of the largest foundations (by giving budget) scored C overall. Last year, three of the five largest did so.
- **Diversity remains the weakest domain.** This is consistent with all three previous years. Only one foundation has ever achieved A on diversity: that was in Year Three; and this year, again none did so. By comparison, over half achieved A on

\* This refers to the average numerical scores of the randomly selected foundations which were on the ACF list, i.e. which could have been selected in any of the FPR’s four years.

transparency. 44% of the assessed foundations got D on diversity, and 13 foundations scored nothing at all on diversity (in Year Three, 11 did so).

- **A foundation's ratings can vary quite markedly on the various domains.** Some foundations get A on one domain but only C or D on another. This also happened in previous years.
- **Financial size does not predict a high rating.** Some small foundations scored highly, whereas two of the UK's five largest foundations (by giving budget) scored only C overall (Gatsby Charitable Trust and Quadrature Climate Foundation), and only one of them (Wellcome) achieved A overall.
- **Number of trustees seems to matter.** Foundations with few trustees (five or fewer) are much more likely to rate D than are foundations with more trustees. And conversely, ratings of A overall are unique to foundations with six or more trustees.\*
- **Number of staff also matters.** Poor ratings (D overall) were unique to foundations with ten or fewer staff (last year, overall Ds were almost unique to them. However, the relationship is such that, on average, foundation's scores rise only with many more staff, whereas they rise faster as the number of trustees rises.†
- **Community foundations continue to outperform the broader sector,** and by an appreciable margin. By Year Three, there were enough data for the research team to be confident that this is statistically robust; and the difference in scores in Year Four remains marked.
- **The paucity of foundations' websites was striking.** 21 of the included foundations had no website (vs 13 in Year Three and 22 in Year Two, none of them community foundations). Some other foundations have overly cluttered or limited websites that impede finding basic information. This matters because often the website is how potential applicants view a foundation, as well as how others see the sector. None of the 12 foundations rated D on all three domains had a website.
- **Few foundations publish quantitative analysis of their own effectiveness** (as opposed to just where their grants go). In Year Four, only seven did, down from 16 last year. Of those, most were feedback from grantees: the FPR gives credit for feedback from grantees or applicants only where it is collected systematically – so not just a few quotes with no logic for how those voices were chosen – and across all the foundation's work – so not for isolated programmes, as this may be a biased choice of what to publish. A handful of foundations publish full grantee surveys, together with the management's response and actions arising. But overall, as in previous years, these 100 foundations publish little from which others

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\* There are 30 of the 100 foundations in the cohort which have 10 or more trustees. So if D ratings were equally spread, three or four foundations with 10 or more trustees might score D. See also Appendix F for detail on correlations.

† In other words, the gradient on the graph of staff numbers against scores is much lower than that of the similar graph for trustees. This is partly because the range of staff numbers is so much higher: they go from zero to >2000, whereas trustee numbers go from 1 to about 50.



can learn how to give well. So foundations could usefully investigate their own impact – as opposed to that of their grantees – and how to improve it.

Collectively, the criteria on which the 100 included foundations scored best were:

- whether the foundation gave any information on who or what it has funded: 98% did so. This was also the top scorer in Year Three at 99%);
- whether the foundation publishes on its website who its staff are: 86% of those foundations that had staff did so (this was not in the top five scoring questions in Year Three, although in that year the score was very similar at 85%);
- whether the foundation publishes any information about its funding priorities: 79% did so (this was 85% last year);
- whether the foundation had a website: 79% did so (in Year Three this was 87%); and
- whether the foundation had an investment policy: 78% did so (in Year Three, 91% did). Note that the regulator in England and Wales, the Charity Commission for England and Wales, ‘expects all charities that invest to have a written [investment] policy’.\*

Conversely, they collectively scored worst on:

- having a plan with numerical targets to improve the diversity of trustees or board members: fewer than 2% of available points scored (down from just 3% in Year Three);
- having ways to contact the foundation for people who have disabilities: 4% of points scored by non-exempt foundations (compared to 2% in Year Three);
- having a plan to improve the diversity of staff with numerical targets: 4% of possible points scored;
- where a foundation funds recipients in Wales, whether Welsh language material is provided: 5% of available points scored; and
- having targets to improve the diversity of staff, where applicable: 6% of available points scored (compared to 4% in Year Three).

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\* From guidance ‘CC14: Investing charity money: A guide for trustees’, [www.gov.uk/government/publications/charities-and-investment-matters-a-guide-for-trustees-cc14/charities-and-investment-matters-a-guide-for-trustees](http://www.gov.uk/government/publications/charities-and-investment-matters-a-guide-for-trustees-cc14/charities-and-investment-matters-a-guide-for-trustees). The guidance from the Charity Commission for England and Wales changed during the research period. The research team used the previous guidance, because clearly foundations’ investment policies cannot change instantaneously when the guidance changes.

# 1. Recap of the background to the FPR

Charitable grant-making foundations are highly unusual, in that most of them do not need to compete for their resources. They can and do fund a broad array of charitable work – some of which involves funding UK registered charities, though not all: they also fund charities overseas and/or charitable work delivered by other types of organisation. Most foundations are at liberty to take a long-term view, and respond to crises such as climate-related disasters or the war in Sudan by increasing their giving even when their income falls.

Trusts and foundations highly value their independence from government. Many do not need to raise funds, and so don't rely on any other entity for anything. This enables them to operate with little transparency about what they do and how they do it. This can be a strength – it allows them to fund important but possibly unpopular causes, and can unlock charitable funding from people who wish to give but are not comfortable with publicity. It also gives them the option to 'speak truth to power', regardless of fashions or political interests.

But the sector has clearly lacked diversity in the past. The most recent study of diversity of trustees of foundations in England and Wales seems to be from 2018.<sup>1</sup> It found that:

- men outnumber women 2:1;
- 60% are over 65 years old;
- two-thirds are recruited informally; and
- 92% are white (against 87% nationally<sup>2</sup>).

The FPR's own research found that few foundations report publicly about the diversity of their boards: in Year Four (2024–25), only 8 out of 100 assessed did.

A study from 2022 of the boards of the UK's largest 500 charities by income (so a wider group than just foundations) found some progress in board diversity since 2018, but still plenty of scope for improvement.<sup>3</sup> The study suggested that the number of white trustees (in this wider group) fell from 93% in 2018 to 84% in 2022, and that the proportion of all-white boards fell from 62% to 29% over the same period. But this compares to just 4% of all-white FTSE 100 boards.

Plenty of research shows that less diverse groups make less good decisions than more diverse groups.<sup>4</sup> Foundations often seek to support less advantaged people, yet homogeneity within foundation staff teams could prevent them from finding, recognising or funding the best work and organisations. Undiverse teams – of staff and/or trustees – may not fully understand the issues they seek to ameliorate. Equally, if foundations' materials and processes are not accessible to diverse groups, the foundation will be

unlikely to reach these groups. This is why the FPR's diversity 'domain' includes foundations' accessibility.

We all have a stake in how well foundations perform because of their ability to do good through supporting the rest of civil society through their grants and investment, and also because they are in effect supported by the taxpayer. However, foundations lack accountability to donors or the public, other than through charity law and their regulators.\* Beside regulators, most foundations are accountable only to their boards, which do not always reflect the population as a whole or the communities they serve.<sup>5</sup>

Among other effects, this weak accountability reduces the potential for learning and improvement. Charities and nonprofits seeking or receiving funding are often unwilling to tell a foundation how they really feel about its practices, even if things have gone wrong, or if there are important lessons for a foundation. Non-profits can understandably worry that feedback could impair their relationship with a foundation, jeopardising future funding, and even, thereby, the viability of their organisation.

Lack of transparency about what foundations do can leave charities and individuals in the dark about how foundations work – meaning that dealing with foundations can be unnecessarily costly, which wastes scarce resources. Over 300 UK funders (including public sector funders) publish their grant data in an accessible format through 360Giving,<sup>6</sup> and there are no common standards for reporting on grants, investment holdings or other activities, other than the regulatory standards. This has been addressed at various times, most recently by the Association of Charitable Foundations (ACF) as part of its Stronger Foundations initiative.<sup>7</sup>

At the heart of these issues is power – independent funders tend to be powerful in the relationships in which they operate. Organisations seeking funds are rarely able to question the source of funds, or the legitimacy or practices of the funder. According to the figures from UK Grantmaking, the set of 625 foundations which formed the FPR's sampling frame this year had net assets of £97 billion (including Wellcome: £63 billion excluding Wellcome), and accounted for annual giving of £5.6 billion (including Wellcome: £4.6 billion excluding Wellcome).<sup>†</sup>

However, in the era of big data and the increasing democratisation of information (think how easy it is now to find customers' opinions of hotels or restaurants compared to 25 years ago), these traditional relationships are shifting. Foundations increasingly recognise that their effectiveness and responsibility require diversity and inclusivity, demonstrating results, being accountable to the organisations that they seek to support and to society more widely, and increasing their transparency.

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\* The regulators are: the Charity Commission for England and Wales; the Charity Commission for Northern Ireland; and the Office of the Scottish Charity Regulator.

† This report uses the terms 'trust' and 'foundation' interchangeably.

## The genesis of this project

The Foundation Practice Rating was launched in mid 2021. Ten UK foundations recognised the importance of diversity, accountability and transparency for foundations, and wanted to support the trust and foundation sector to improve on them, encouraging and celebrating examples of good practice, and challenging current practices where necessary. They were the FPR's initial funders. Since then, some have joined and others have left.\*

These funders commissioned Giving Evidence to develop and implement a system for rating UK foundations on diversity, accountability and transparency. The result is the FPR's objective third-party assessment of foundations. The FPR uses a technique often used to increase accountability amongst corporates: a published rating, created using only publicly available information. It draws on other ratings and indices, such as the Social Mobility Employer Index.<sup>8</sup>

This report describes how the FPR was developed and implemented, its Year Four results, and some patterns of changes from previous years.

## The foundations assessed in Year Four

### The main cohort

The 100 foundations assessed in the Year Four main cohort collectively had:

- net assets of £48.6 billion, compared to £61.6 billion in Year Three (which is a further reduction on the £68.1 billion in Year Two);
- annual giving of £2.25 billion, compared to £2.0 billion in Year Three (and £1.8 billion in Year Two); and
- an average pay-out rate (i.e. the amount given annually as a proportion of assets) of 4.6%, compared to 3.2% in Year Three (and 2.6% in Year Two).

The changes year-on-year partly reflect the change in the sampling frame, which is detailed elsewhere in this report.

Eleven foundations were included in all four years, including:

- three large foundations that were in the top five by giving budget in each year so included automatically (e.g. Wellcome, the UK's largest foundation);

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\* One of the foundations that funded FPR in its first three years (and was therefore automatically included in the cohort for those years) was randomly selected for inclusion in the Year Four cohort: Lankelly Chase.

- six who have consistently been part of the Funders Group from Year One, and one (Indigo Trust) that was randomly selected for Year One and then joined the Funders Group since then;
- one that was randomly selected in each of four years (the Legal Education Foundation).

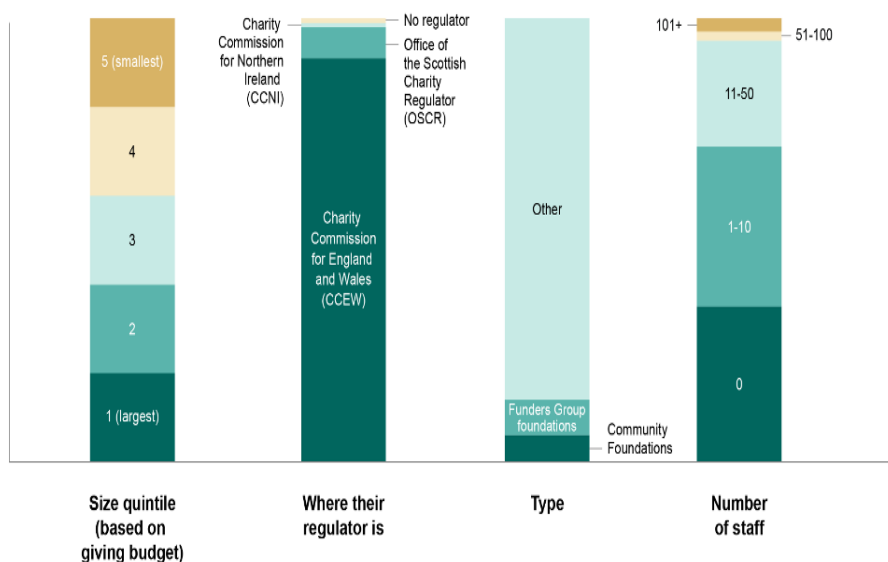
Overall, in Year Four, 14 foundations were automatically included (by being either amongst the five largest in the UK or in the Funders Group), meaning 86 were selected randomly. Of the random ones, 15 had been included by random chance in at least one previous year. Lankelly Chase was included by random chance, after being previously automatically included as part of the Funders Group.

In total over its four years, the FPR has assessed 302 foundations. Of those, 28 were repeated between Year One and Year Two, 45 foundations assessed in Year Three had been assessed at least once in Year One and Year Two, and 27 foundations in Year Four had been assessed at least once in the past three years. This means that, by this point, just under half of the foundations in-scope (from the new sampling frame which uses the UK Grantmaking list) have been assessed at least once.

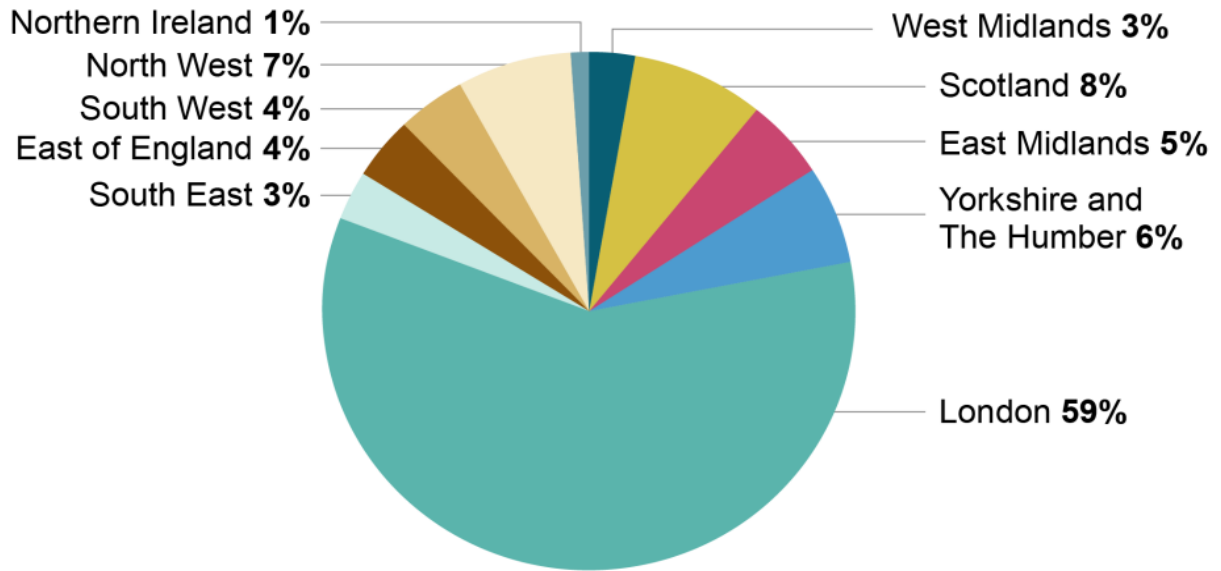
Appendix G sets out the composition of the cohort each year, indicating which foundations were included in more than one year.

Figure 3 shows the composition of the Year Four cohort. Figure 4 shows the location of the headquarters of the Year Four foundations. As in previous years, London was the most common location for foundations included (59, compared to 47 in Year Three). Eight had headquarters in Scotland (Year Three had nine), one in Northern Ireland (Year Three had none) and none in Wales.

**Figure 3: Composition of the Year Four cohort (of 100 foundations)**



**Figure 4:** Location of the foundations in the Year Four cohort



Each year, the FPR draws a fresh cohort. In other words, this is not a panel/cohort study which tracks a particular set of foundations year-on-year. This approach has pros and cons. On the one hand, a foundation which is randomly selected for assessment one year may not be included the following year, so may not get the benefit of repeated assessment (though it can opt in if it wants that and is not randomly selected). On the other hand, the results more accurately show the progress of the foundation population as a whole. Plus, all UK foundations know that they *could* be rated, which provides an incentive to improve. The latter matters because the FPR is fundamentally about influencing behaviour, rather than simply documenting it.

## The foundations which opted in

Some foundations requested to be assessed: normally in order to aid their understanding of where their practice could improve. In response to these requests, the FPR started in Year Two to allow any UK-based foundation to 'opt in': they pay a small fee to cover the research and analysis work, and are assessed in exactly the same way as the main cohort of 100 foundations.

Obviously, foundations which opt in are likely to be unusually motivated to have good practices. Therefore the results for 'opt-in foundations' are reported separately from the results of the main cohort in order to avoid biasing the data set. If a foundation which wants to opt in happens to be selected through the random process for inclusion in the main cohort, then it stays in the main cohort (in order to preserve the randomness): in that case, it does not pay to be assessed, and its results are included in the main cohort.

This year, three foundations chose to opt in: BBC Children in Need, The Mercers' Charitable Foundation and Maitri Trust. The Joseph Rowntree Charitable Trust funds the FPR but confirmed that only after the main cohort of 100 foundations had been finalised, so it is also treated in this report as an opt-in. The results for opt-in foundations are reported in this document, but they are not compared or analysed as a set because they are self-selecting.

All data in this report refer to the main cohort of 100 foundations (or subsets of it, such as the Funders Group or community foundations) unless otherwise stated.

## Changes to the FPR method in Year Four

The FPR method is described in detail in Appendix A. The method has been deliberately kept stable from year to year as far as possible, to enable year-on-year comparisons. However, there have been some changes in criteria that may affect scores, and which follow from the annual consultations.

## Selecting the cohort

Each year, the cohort includes:

- the Funders Group;
- the five largest foundations by giving budget. Those were identified from the UK Grantmaking list (see below);
- a stratified random sample of other foundations, including community foundations.\*

Two significant changes were made this year (these are explained in full detail in Appendix A):

### ***Stabilising the number of community foundations***

First, the research team stabilised the number of community foundations included each year.

Hitherto, each year the list of community foundations (from UK Community Foundations) was combined with the list of foundations published by the ACF in its (then annual) Foundation Giving Trends report ('the ACF list'). The sample was drawn from that combined list, such that a fifth of the whole cohort was in the top quintile, a fifth in the second quintile, etc. This meant that the number of community foundations included fluctuated: five in Year One; eight in Year Two; and 16 in Year Three. In all previous years, community foundations scored better in the FPR on average than other foundations. Consequently, the random changes in the number of them in the cohort can influence the overall performance of the cohort.

To reduce this noise, henceforth the FPR will keep the number of community foundations each year at the number which corresponds to their proportion in the total sampling frame for random selection. For FPR Year Four that number is six community foundations, which is fewer than in the two most recent years.

### ***Other foundations***

The second change was to the list used to identify other (non-community) foundations from which the research team drew the cohort. This change was necessary because in previous years the ACF's Foundation Giving Trends report was used, but that report ceased production. For Year Four, the data source used was UK Grantmaking,<sup>†</sup> produced by 360Giving, which launched in 2024.

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\* The random selection is drawn such that a fifth of the whole cohort is in the top quintile, a fifth in the second quintile, etc. Some 'slots' are filled non-randomly by the biggest five foundations and Funders Group. So the cohort could perhaps more accurately be called a stratified mainly random sample.

† <https://www.ukgrantmaking.org/>



Figure 5 shows the relationship between the set of foundations on the ACF list and the sampling frame that the FPR selected from the UK Grantmaking list. The latter is much bigger: it includes 625 foundations, whereas the ACF list had only 341. **Foundations (in the blue area) were on the ACF list but not in our new sampling frame: some of that is due to foundations falling below the £1 million giving budget threshold for the sampling frame.** It is useful for the FPR to now draw from this larger set of trusts (i.e. to have more that are newly in-scope: shown in red) because this makes the FPR more representative of the foundation sector.

In all previous years, the foundations which could have been included in the FPR were:

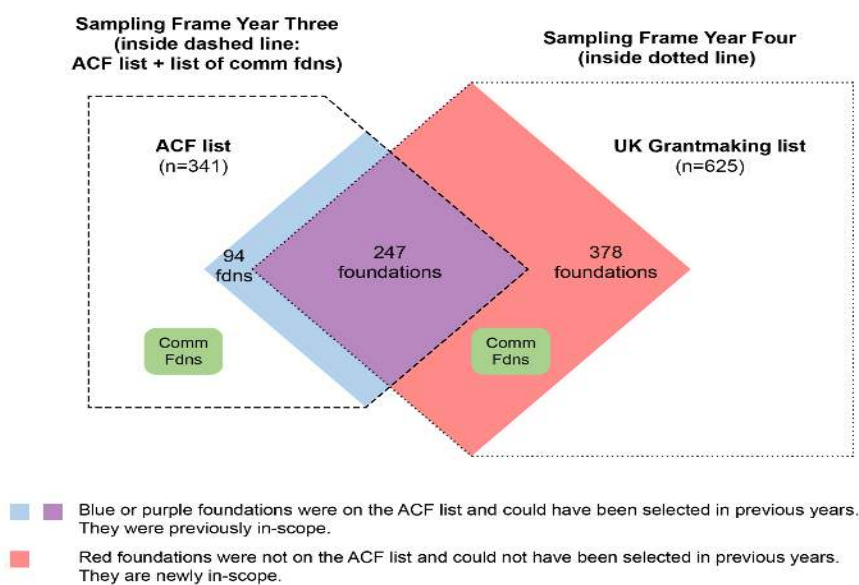
- those on the ACF list;
- community foundations;
- foundations funding the FPR (the Funders Group).

They all could have been selected to be assessed in the FPR, so had an incentive to improve.

The unavoidable change from the ACF list to the UK Grantmaking list means that there are 378 foundations which could have been selected this year but which could never have been selected before: they are 'newly in-scope'. These newly in-scope foundations are the red part of the Venn diagram in Figure 5.

**Figure 5: The relationship between the FPR's sampling frame in Year Three and Year Four**

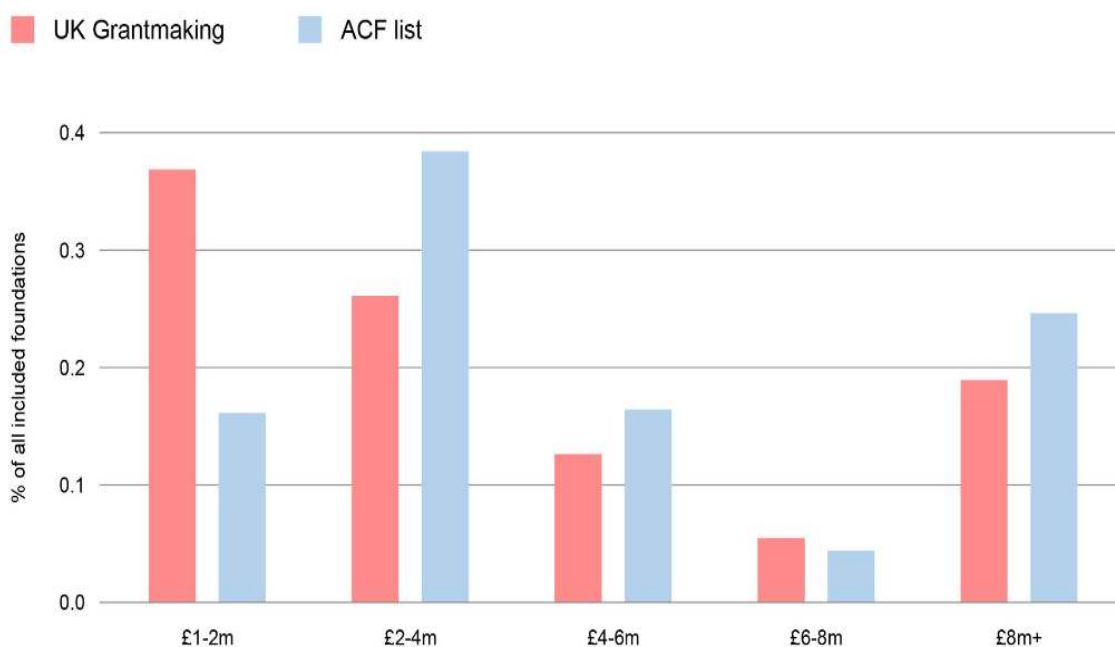
**Relationship between the Sampling Frame in Year Three and That for Year Four**



Note: "ACF list" here means the ACF Giving Trends report of 2022. That was used for FPR's Y3 cohort as it was the most recent. There was some churn amongst foundations listed in the various ACF Giving Trends lists over time. "UK Grantmaking list" here means the subset which FPR took from that (= charitable fnds with giving budget £1m+ pa; not inactive and not benevolent funds).

As mentioned, the newly in-scope foundations turn out to be rather different to foundations on the ACF list. Despite the size range (by giving budget) being the same (by design), the size distribution is quite different: the Year Four sampling frame (red and purple boxes in Figure 5) has many more smaller foundations than the ACF list (see Figure 6). Furthermore, of the foundations selected in Year Four which were previously on the ACF list (i.e. in the purple box), more had websites than did newly in-scope foundations selected in Year Four (i.e. ones in the red zone): this is detailed in Figure 12. Hence, comparing results year-on-year could be misleading, because they consider different sets of foundations. So though this report presents straightforward year-on-year comparisons, as previously, it also provides what the research team consider to be more robust comparisons between the part of the Year Four cohort that was previously on the ACF list with that in previous years.

**Figure 6:** Distribution of foundations in the Year Three vs Year Four sampling frames (by giving budget)



## Criteria

Two non-scoring criteria were added this year (question number is cited for ease of reference):

- The foundation has made a public commitment to be a Living Wage Funder (Q50a).
- The foundation provides a comment/explanation about its payout rates (Q80).

The criteria for investment policies were changed to reflect the new CC14 guidance from the Charity Commission for England and Wales about 'investing charity money'. Changes to the criteria are mainly small: most changes to the CC14 guidance simply make the language clearer. But it adds two new factors: for Year Four, the FPR will monitor how many foundations report about these but will not score foundations on them. The changes are detailed in the appendices.

The research team tightened the evidence required to score points around how foundations assess their own effectiveness. This would have the effect of reducing accountability scores a little, other things being equal. First, they required that any analysis or feedback from grantees or applicants covered all the foundation's work, not just selected programmes or funding streams. This is to avoid selection bias (i.e. foundations only reporting on the programmes which get most positive feedback). Note that feedback from grantees or applicants needs to be systematic, e.g. from a survey of all grantees or applicants, and not just quotes (or snazzy videos!) with no detail of how those particular voices were chosen. This has always been the FPR's rule. Second, there is a question (Q65) about whether the foundation publishes feedback from grantees/applicants, and another question (Q67) about whether the foundation publishes any analysis of its own effectiveness. In the past, sometimes foundations were erroneously given credit at Q67 for grantee feedback, i.e. that was double-counted. This year, feedback from grantees/applicants only counted for Q65, and Q67 required some other analysis of effectiveness, e.g. analysis of the proportion of grants which succeeded vs did not.

A set of Charities' Investment Governance Principles was due to be published in Autumn 2024. This was too late for FPR Year Four, for which research was conducted in August and September 2024, so the Year Four criteria do not reflect that.

## Why the research is not done by AI

Artificial intelligence (AI) is – as yet – too inaccurate. For instance, in a little experiment, Giving Evidence asked ChatGPT for a list of community foundations in the UK: the list that it returned included most of them but not all. A common comment about generative AI is that it is 'designed to predict the next word or sequence based on observed

patterns. Their goal is to generate plausible content, not to verify its truth.’\* Clearly, statements which are simply plausible are inadequately reliable for the FPR.

Furthermore, answering many of the FPR’s questions requires judgement. For instance, it asks whether a foundation has a ‘policy’ for recruiting trustees. Many foundations publish some information about whether and how they recruit trustees – that might include where they advertise, and/ or the selection process, and/ or the induction process – and the FPR team has to decide whether any particular set of such information is adequate to count as a ‘policy’.

As AI improves, the FPR may be able to make more use of it. In this Year Four, all the research and analysis were done by people.

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\* MIT Management (no date) When AI gets it wrong, <https://mitsloanedtech.mit.edu/ai/basics/addressing-ai-hallucinations-and-bias/>. Also, *The Economist* said that ‘LLMs [large language models] are known to “hallucinate” – which is to say that they generate plausible-sounding but factually incorrect information’ (Sound of Mind, 4 October 2024).

## 2. Results (ratings) for individual foundations

Figure 7 sets out the ratings for each included foundation in Year Four, by domain and overall. It presents the Funders Group first, then the five largest foundations by giving budget, then the set of randomly selected foundations other than community foundations, and then the set of randomly selected community foundations.

**Figure 7: Ratings of foundations assessed in Year Four in the main cohort**

	Diversity	Accountability	Transparency	Overall rating
<b>Funders Group</b>				
Barrow Cadbury Trust	C	B	A	B
City Bridge Foundation*	C	A	A	B
Friends Provident Foundation	B	A	A	A
John Ellerman Foundation	B	A	A	A
John Lyon's Charity	C	B	A	B
Joseph Rowntree Reform Trust	C	B	A	B
Indigo Trust	B	B	A	B
Paul Hamlyn Foundation	B	A	A	A
Robertson Trust	C	B	A	B
<b>The UK's five largest foundations by giving budget</b>				
Children's Investment Fund Foundation	C	B	A	B
Gatsby Charitable Foundation	D	C	A	C

\* City Bridge Trust rebranded to City Bridge Foundation in September 2023. In this report, we refer to it as City Bridge Trust when discussing FPR actions in Year Two and Year Three.

	Diversity	Accountability	Transparency	Overall rating
Leverhulme Trust	C	B	A	B
Quadrature Climate Foundation	D	C	A	C
Wellcome Trust	B	A	A	A
<b>Randomly selected foundations (other than community foundations)</b>				
A W Charitable Trust	D	D	D	D
Absolute Return for Kids (Ark)	C	B	A	B
Archie Sherman Charitable Trust	D	D	D	D
Architectural Heritage Fund	B	A	A	A
Aurum Kaleidoscope Foundation	D	D	C	D
Baily Thomas Charitable Fund	C	C	A	B
Bank of Scotland Foundation	D	C	A	C
Barratt Developments PLC Charitable Foundation	C	B	A	B
Blue Thread	D	C	A	C
Booth Charities	D	D	C	D
Brian Mercer Trust	C	B	A	B
Cannon Charitable Trust	D	D	D	D
Caring Family Foundation	C	C	A	C
Charitworth Limited	D	D	D	D
Charles Wolfson Charitable Trust	D	D	C	D
CO Research Trust	C	C	A	B
Connolly Foundation (UK) Limited	C	D	B	C
Corra Foundation	B	A	A	A
CRIS Cancer Foundation	C	D	C	C

	Diversity	Accountability	Transparency	Overall rating
Daphne Jackson Memorial Fellowships Trust	C	C	B	C
Dulverton Trust	C	A	A	B
Eighty Eight Foundation	D	D	C	D
England and Wales Cricket Trust	D	D	D	D
Ernest Cook Trust	D	C	B	C
Evelyn Trust	C	C	A	B
Francis C Scott Charitable Trust	C	B	A	B
Global Charities	C	D	A	C
Global Fund for Children UK Trust	C	B	A	B
Gower Street	D	B	A	C
Grand Charity	C	C	B	C
Haddad Foundation	D	D	C	D
Helen Hamlyn Trust	D	D	B	C
HG Foundation	D	B	A	C
Hurdale Charity Limited	D	D	D	D
Ichud Mosdos Gur Limited	D	D	C	D
Impetus – The Private Equity Foundation	C	C	B	C
JCA Charitable Foundation	D	C	C	C
Jones 1986 Charitable Trust	C	C	A	C
Kolyom Trust Limited	D	D	C	D
Lankelly Chase	D	B	A	C
Lloyds Bank Foundation for England & Wales	B	A	A	A
Lucille Foundation	D	D	A	C
Mercaz Chasidei Wiznitz Trust	D	D	D	D

	Diversity	Accountability	Transparency	Overall rating
Michael Bishop Foundation	D	C	B	C
Millennium Trust	D	D	C	D
Morrisons Foundation	C	C	A	B
Muriel Jones Foundation	D	D	D	D
NFU Mutual Charitable Trust	C	B	A	B
NNS Foundation	D	D	C	D
Old Dart Foundation	C	C	B	C
P27 Trust	D	D	D	D
Parkwill Limited	D	D	D	D
People's Postcode Trust	B	B	A	B
Portal Trust	C	B	A	B
Postcode Animal Trust	C	C	A	B
Postcode Global Trust	C	C	A	C
Power of Nutrition	D	C	C	C
R S Macdonald Charitable Trust	D	B	A	C
Road Safety Trust	C	B	A	B
Rosa Fund	C	B	A	B
Rothesay Foundation	D	D	B	C
Samworth Foundation	B	B	A	B
Segelman Trust	D	C	A	C
Smallwood Trust	B	B	A	B
Start Upright	D	C	D	D
The Legal Education Foundation	C	B	A	B
The Linbury Trust	C	C	A	C
Trust Foundation	D	D	D	D
Tuixen Foundation	C	C	B	C
Two Hands Charitable Trust	D	D	D	D
Valencia Communities Fund	C	B	A	B
Vardy Foundation	D	D	B	C



	Diversity	Accountability	Transparency	Overall rating
Walcot Educational Foundation	B	B	A	A
Watches of Switzerland Group Foundation	D	D	A	C
Wellbeing of Women	D	C	A	C
Wellington Management UK Foundation	D	C	A	C
Whitley Fund for Nature	C	C	A	B
Wimbledon Foundation	C	C	A	B
Woodsmith Foundation Limited	C	B	A	B
Young Westminster Foundation	D	B	A	C
<b>Randomly selected community foundations</b>				
Community Foundation for Northern Ireland	C	B	A	B
Hertfordshire Community Foundation	D	B	A	C
Cambridgeshire Community Foundation	C	B	A	B
Cornwall Community Foundation	C	A	A	B
Community Foundation for Calderdale	C	B	A	B
Cheshire Community Foundation Limited	C	B	A	B

## Foundations which opted in

The results for the four opt-in foundations are shown in Figure 8. As mentioned, they are not compared to each other, nor to the set which in previous years opted in, because the set itself is small and self-selecting, which prevents meaningful conclusions about the set. Where they were included in a previous year, the change in performance is shown.

**Figure 8: Ratings of opt-in foundations assessed in Year Four**

	Diversity	Accountability	Transparency	Overall rating
BBC Children in Need	C	B	A	B
Joseph Rowntree Charitable Trust	B	B	A	B
Maitri Trust	D	B	A	C
The Mercers' Charitable Foundation	C	B	A	B
Average for foundations randomly selected in Year Four cohort	C	C	B	C

The final line in Figure 8 provides, for comparison, the average grade for the foundations randomly selected for the Year Four cohort. As can be seen, the opt-in foundations were rated significantly higher on accountability, transparency and in their overall rating than the average foundation in the cohort.

BBC Children in Need was automatically included in FPR Year One as one of the largest five foundations by giving budget at that point.

Joseph Rowntree Charitable Trust was a member of the FPR Funders Group for Years One to Three, so was automatically included in those years. It renewed its funding in Year Four, but after the main cohort had been selected, and so this year is treated as an opt-in.

Maitri Trust was randomly included in the Year One cohort, when it was rated D on diversity and accountability, and B on transparency, with C overall. This means that its rating has significantly improved on accountability and transparency, but its overall rating has been held down by its performance in the diversity domain.

The Mercers' Charitable Foundation has been assessed in each of the FPR's four years (in Years One and Two by random inclusion, and as an opt-in in Years Three and Four). Each year, its overall numerical scores have increased a little, though mainly within the FPR's grade boundaries. Between Year Three and Year Four there was a notable improvement in performance on transparency, although that was already graded A, so is simply building on an existing strength.

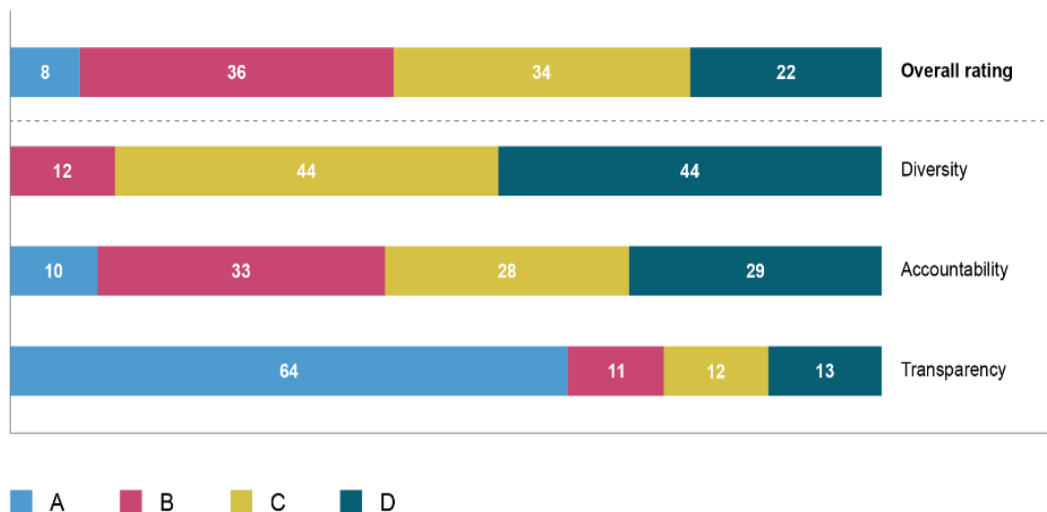
To reiterate, unless otherwise stated, all data in this report refer to the main cohort of 100 foundations (or subsets of it, such as the Funders Group or community foundations), i.e. exclude the opt-in foundations.

### 3. Analysis of ratings results

#### Year Four: Distribution of overall ratings, and domain ratings

Figure 9 shows a breakdown of the ratings for the Year Four cohort, with the distribution of As to Ds in both the overall ratings and in each domain.

**Figure 9:** Number of foundations achieving each rating in Year Four

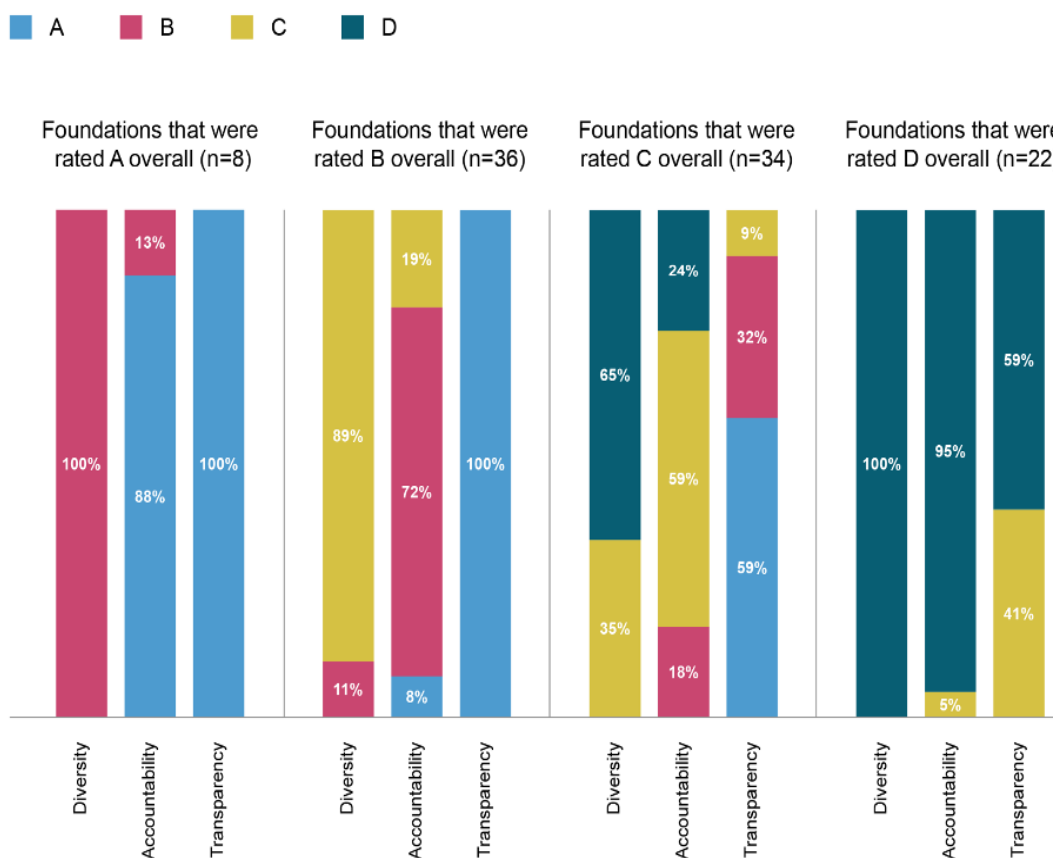


The major headlines are:

- as in previous years, the foundations rated A overall in Year Four are diverse in financial size, number of personnel and focus areas;
- as in previous years, the strongest domain was transparency; and
- as in previous years, the weakest domain by far was diversity (which includes accessibility).

Figure 10 shows the breakdown of domain ratings for foundations achieving each overall rating. Notice that all the foundations which scored A overall scored A on transparency and most of them did so on accountability, and that all of them scored B on diversity. Foundations which score D overall (many of which have no website) all score either C or D on every domain.

**Figure 10: Breakdown of domain scores of foundations with each overall rating in Year Four**



### Are the criteria reasonable?

Every item that the criteria sought (e.g. a diversity plan with numerical targets, a complaints policy, an analysis of its own performance) was found in at least one foundation in Year Four. This shows that they are all attainable.

As discussed elsewhere, criteria vary widely in the number of foundations who meet them. This implies (but does not prove) that some are easier to meet than others.

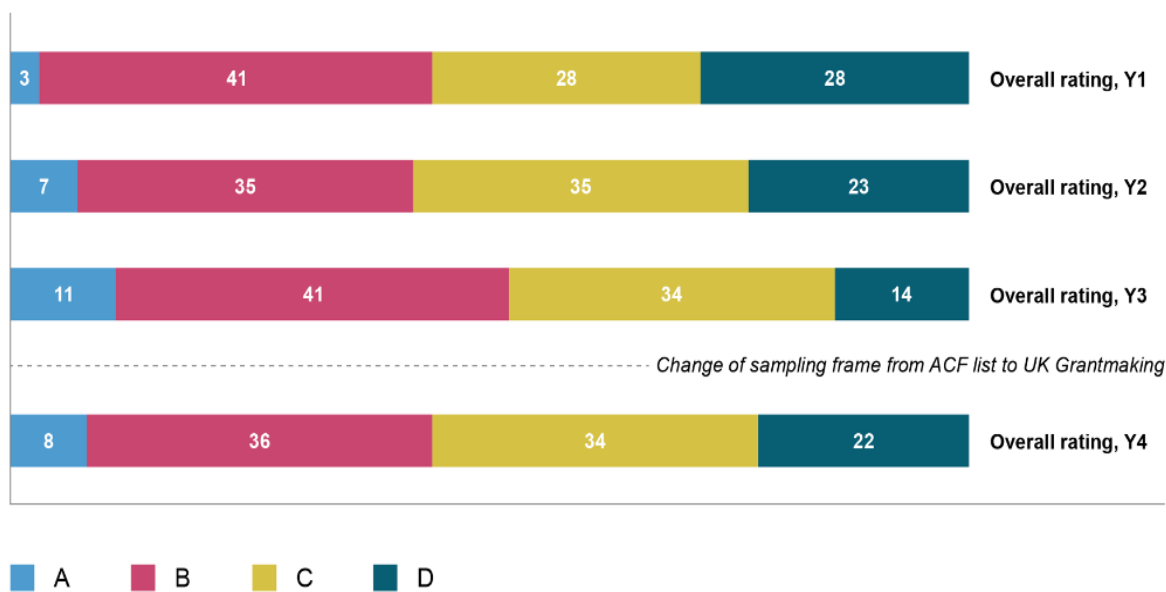
Appendix E lists the criteria and, for each, cites a foundation which met it. Readers looking for examples or guidance on meeting the criteria can use that table.

## Observations from overall ratings and domain ratings

### Overall ratings and relationship with domain ratings

Figure 11 compares the overall ratings in each of the FPR years. As discussed, there has been an important change this year in the sampling frame. This means that simple year-on-year comparisons are not valid: below results for more comparable sets of foundations are examined.

**Figure 11:** Comparison of overall ratings in Years One to Four



In Year Three, it was noted that the results provided accumulating evidence of an improvement in overall practice, including statistically significant evidence of improvement on transparency (between Year One and Year Three) and on diversity (between Year Two and Year Three).

As a whole, the ratings have fallen this year. But, as noted above, this is because of the unavoidable change in sampling frame. To make fair year-on-year comparisons of results, the characteristics and performance of two groups are compared:\*

- the randomly selected foundations in the Year Four cohort that were previously on the ACF list (in the blue or purple box in Figure 5: i.e. which could have been assessed in previous years); and
- the randomly selected foundations in the Year Four cohort that are newly in-scope, i.e. were not previously on the ACF list (in the red box in Figure 5: i.e. which could not have been assessed in previous years).

Figure 12 shows that these two groups are materially different: on average, the latter foundations (red box) are financially smaller, have fewer staff and are less likely to have a website. Having fewer staff correlates with weaker performance,<sup>†</sup> and having no website is a strong predictor of poor performance.

**Figure 12:** Comparing characteristics of the randomly selected foundations in the Y4 cohort, aside from community foundations

Average...	Randomly selected foundations in Y4 cohort that were on previous ACF list (blue box: N=24)	Randomly selected foundations in Y4 cohort on UK Grantmaking but not the previous ACF list (red box: N=56)
...giving budget	£5.9 million	£3.9 million
...net assets	£87 million	£19 million
...number of staff	14	6
...number of trustees	7	7
% with a website	83%	70%

\* This comparison leaves aside: (a) the foundations that are included automatically (the largest five by giving budget and the Funders Group), and (b) community foundations.

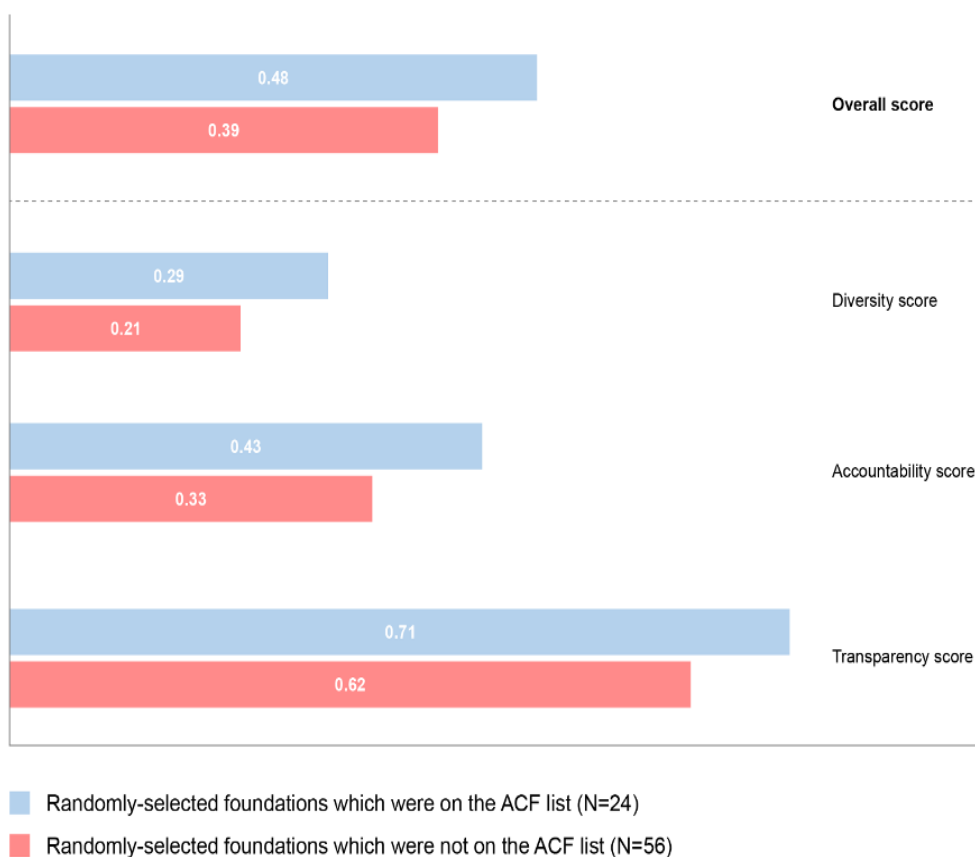
†  $p=0.01$  but with a shallow gradient.

In previous years, the FPR found that foundations with no staff tended to score lower than foundations with some staff; and to some degree foundations with few staff tended to score lower than foundations with more staff.

The actual Year Four performance of these two groups is set out in Figure 13.

**Figure 13:** Performance of randomly selected foundations in Y4 cohort, aside from community foundations: those which were in scope in previous years vs those which are newly in-scope

(In this graph and others below like it, the blue are randomly selected foundations which were on the ACF list. That is, they could have been on the blue or purple part of the Venn diagram at Figure 5. That is shown here as just blue for simplicity.)

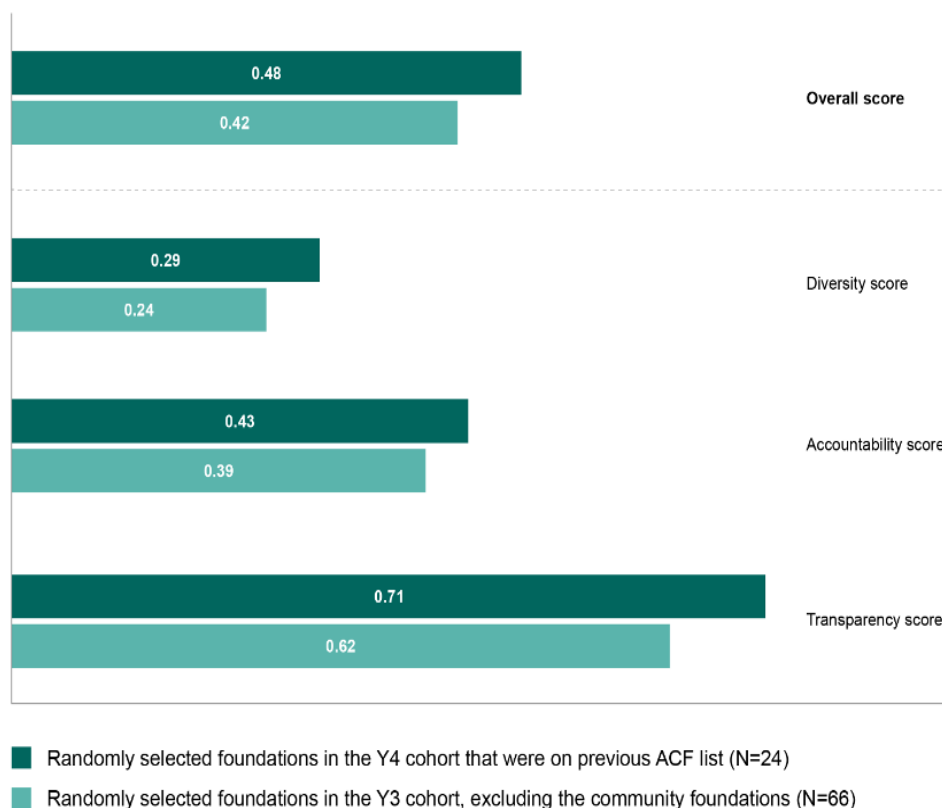


This shows that the newly in-scope foundations selected performed less well than the others. Does this reflect a lower (average) performance across the foundations on the UK Grantmaking list overall? It looks likely that it does, for both overall scores, and scores on diversity and accountability, although there is not enough data to draw a firm conclusion. But a fair year-on-year comparison would be between the results from previous years (i.e. previous performance of foundations previously on the ACF list) with performance this year of foundations which were previously on the ACF list (i.e. purple box), because all of those foundations could have been selected previously.

That comparison is shown in Figure 14. (Community foundations are omitted because they were not on the ACF list.)



**Figure 14:** Comparing performance of Y4 randomly selected ACF list foundations, with randomly selected Y3 ACF list foundations



This shows that the performance of randomly selected foundations from the ACF list has improved, on average.

Statistical analysis confirms that there has been improvement in practices (scores) of the assessed foundations on the ACF list since the FPR began.

### Individual foundation performance by domain

In previous years, it was noted that individual foundations could show quite different levels of performance in the various domains that the FPR assesses. The same was true this year.

The graphs in Figure 15 show the numerical scores in each domain for each included foundation. The bars are coloured according to the foundation's overall rating (i.e. not its rating on that domain). The graphs all have the same y axis scale: notice how the scores on diversity are lower than those on the other domains.

The graphs show that performance on the various domains is not consistent between individual foundations. On all three domains, some foundations which score B overall are out-performed on that domain by foundations which score C overall. And on both

diversity and accountability, some foundations which score C overall are out-performed on that domain by at least one foundation which scores D overall.

The graphs also show that there are not big gaps in the scores: it is not the case that there are, say, foundations which score 50–60% and then none scoring 60–68% before scores resume at 68–85%.

Interestingly, for the first time, there is a foundation which scored nothing on transparency. By contrast, many foundations scored over 90 per cent on transparency.

Of the 22 foundations rated D overall this year:

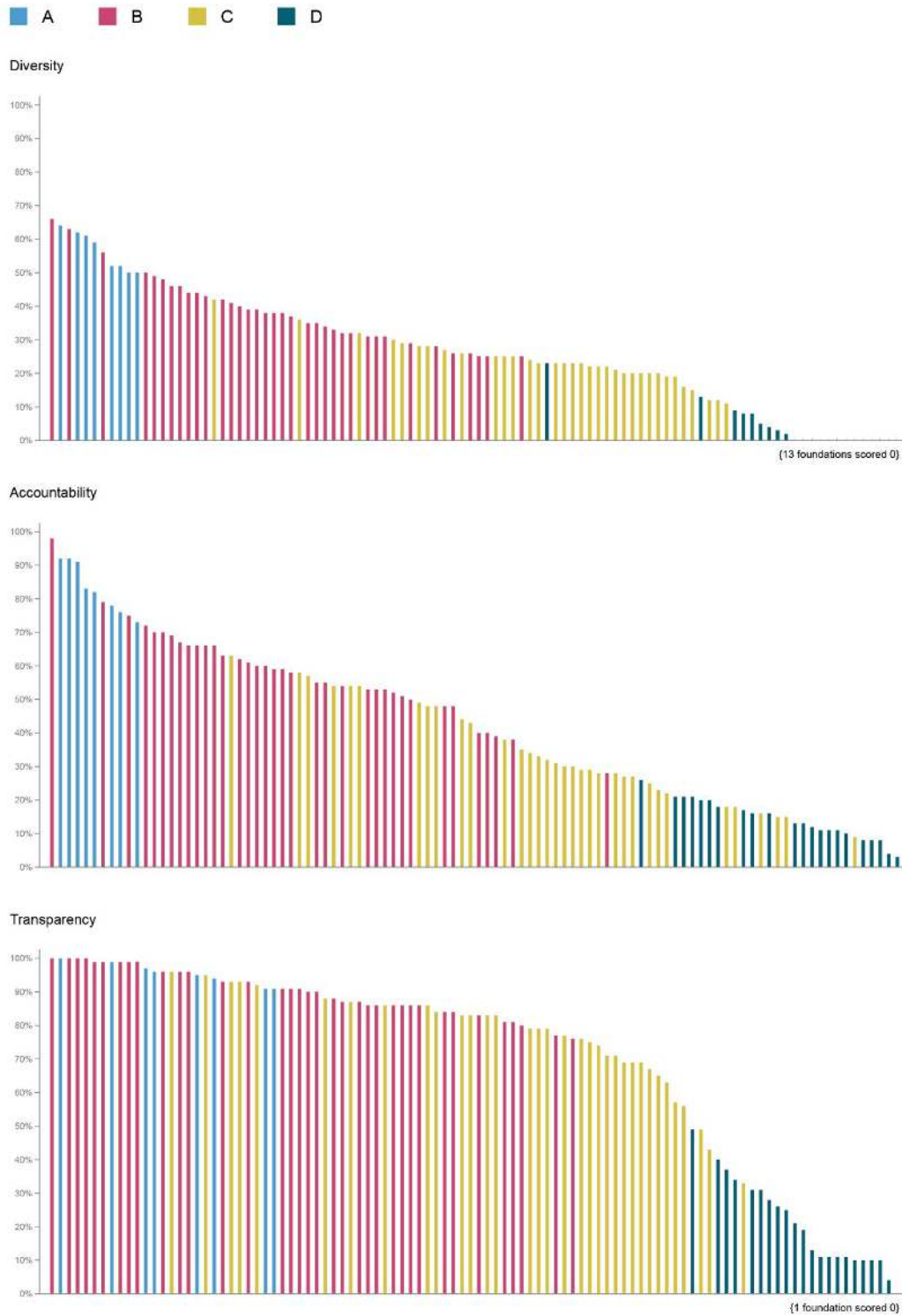
- 12 were rated D on all three of the domains (compared to nine of 14 in Year Three);
- 19 had no staff (compared with 12 of 14 in Year Three);
- there were foundations from each quintile of giving income, as there were in every previous year.\*

None of the 12 foundations rated D on all three domains had a website. (In Year Three this was eight of nine foundations), and half of those did not provide an email address – so the data about them had to be sent to them by post (in Year Three, the equivalent figure was 22%). Eight out of these 22 foundations (36%) published no email address. (In Year Three, five out of 14 foundations rated D overall did not provide an email address – also 36%).

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\* Example foundations rated D overall in each quintile by giving budget: NNS (in the top quintile); Start Upright; P27 Trust; Hurdale Charity; Booth Charities (the bottom quintile).

**Figure 15:** Numerical scores in each domain in Year Four, with overall score indicated by colour



## Diversity

Figure 16 shows the ratings in diversity each year.\*

**Figure 16: Diversity ratings in Years One to Four**  
(Number of foundations in the cohort of 100 which achieve each rating)

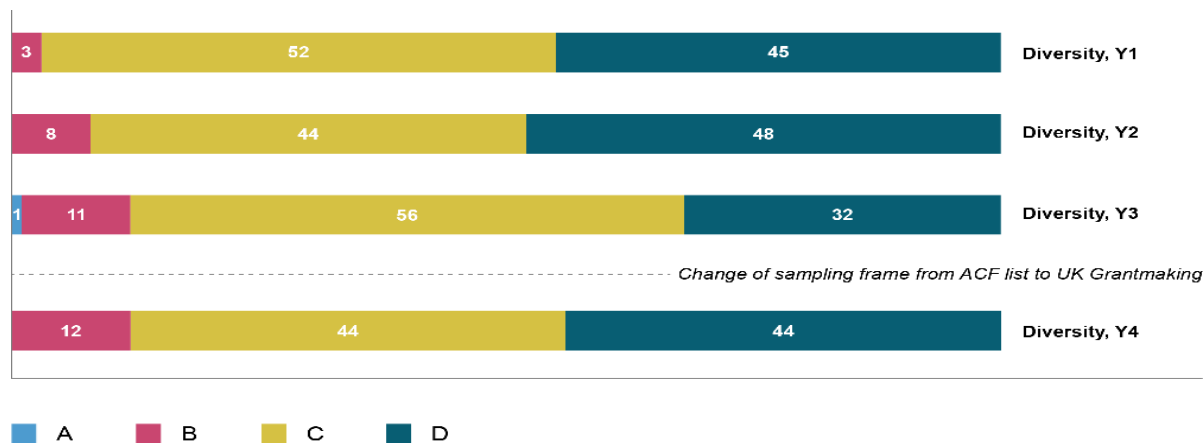
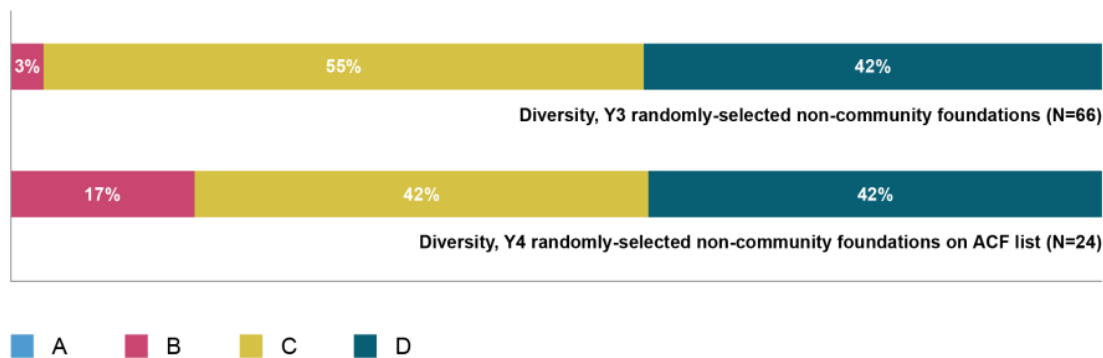


Figure 17 shows the like-for-like comparison between Year Three and Year Four, which again implies improvement.

**Figure 17: Performance on diversity between randomly selected Year Three and Year Four foundations that were previously on the ACF list**



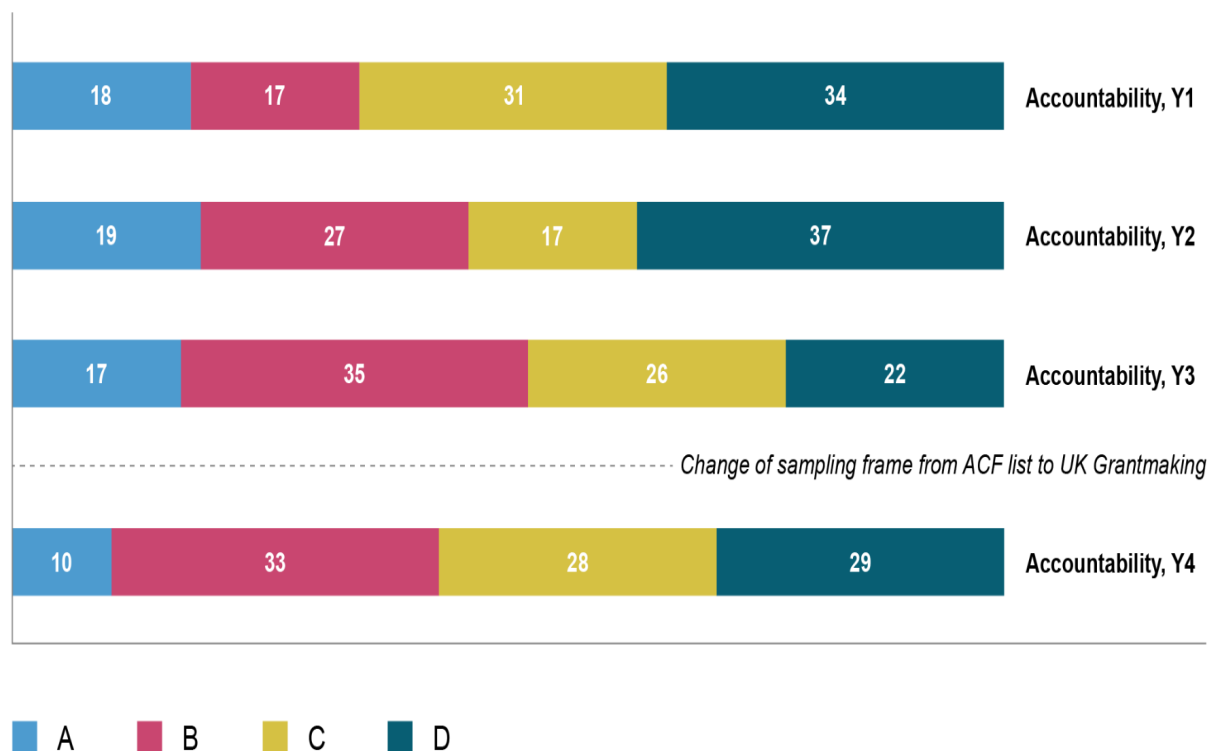
\* As mentioned in last year’s report, in Year Two one criterion in diversity was changed: the exemption for reporting staff diversity breakdowns was reduced from 10 or fewer staff in Year One, to five or fewer staff. That change affected some foundations’ scores: it caused four foundations to drop by one grade in their diversity score in Year Two; and five foundations to drop by one grade in their overall assessment (those four, plus one other whose numerical average score fell because of that change, but this foundation still received the same grade as in Year One). Year-on-year comparisons of diversity should be read with this in mind.

Because poor performance on diversity has been a theme in every year of the FPR, there is a more detailed commentary in the section ‘Poor performance on diversity’.

### Accountability

Figure 18 shows the ratings achieved in accountability in the four years of the FPR.

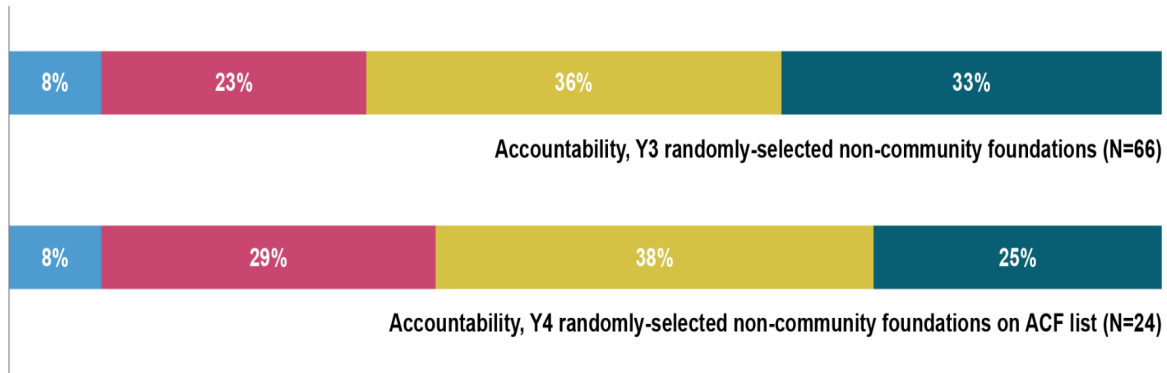
**Figure 18:** Accountability ratings in Years One to Four  
(Number of foundations in the cohort of 100 which achieve each rating)



As noted above, the change in sampling frame has brought in a set of foundations that probably perform less well on the FPR than in the sampling frame in previous years.

A fairer comparison is between the grades of randomly selected non-community foundations in Year Four, and the grades of randomly selected non-community foundations in Year Three. This is shown in Figure 19, and implies a slight improvement. (The numbers here are small, so the pattern is not definitive.)

**Figure 19:** Performance on accountability between randomly selected Year Three and Year Four foundations that were on the ACF list

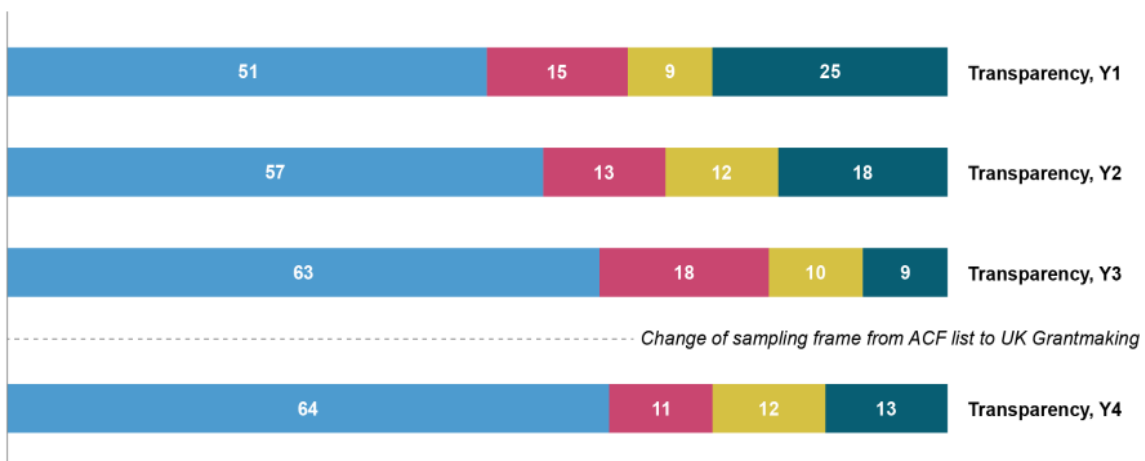


■ A ■ B ■ C ■ D

### Transparency

Figure 20 shows the ratings in transparency in each year.

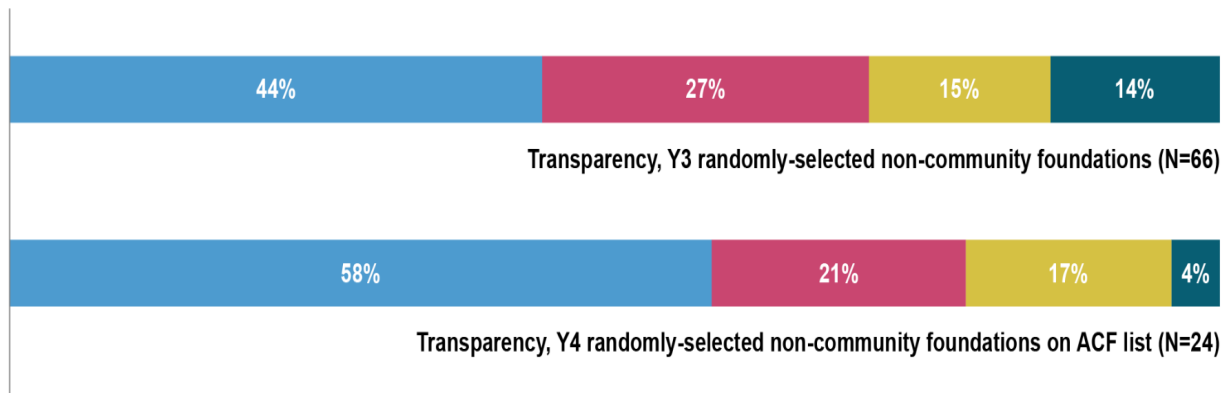
**Figure 20:** Transparency ratings in Years One to Four (Number of foundations in the cohort of 100 which achieve each rating)



■ A ■ B ■ C ■ D

Making the fairer comparison between ratings of randomly selected non-community foundations in Year Four, and randomly selected non-community foundations in Year Three as was done for accountability shows a different picture (Figure 21). **This implies that the performance of the foundations previously on the ACF list has improved.**

**Figure 21:** Performance on transparency between randomly selected Year Three and Year Four foundations that were on the ACF list



■ A   ■ B   ■ C   ■ D

## Results for particular groups of foundations

### The five largest foundations by giving budget: one A, two Bs and two Cs

There is a fair amount of churn amongst the five foundations with the largest giving budgets: as Figure 22 shows, two are unchanged during the FPR’s four years, some others have joined this set and others left.

**Figure 22:** The UK's largest grant-making foundations (by giving budget) over the four years of the FPR

		Year One	Year Two	Year Three	Year Four
Largest by giving budget	1	Wellcome	Wellcome	Wellcome	Wellcome
	2	The Children's Investment Fund Foundation	The Children's Investment Fund Foundation	The Children's Investment Fund Foundation	The Children's Investment Fund Foundation
	3	The Leverhulme Trust	The David and Claudia Harding Foundation	The Leverhulme Trust	Gatsby Charitable Foundation
	4	Comic Relief	The Leverhulme Trust	Garfield Weston Foundation	Quadrature Climate Foundation
Smallest by giving budget	5	BBC Children in Need Appeal	Garfield Weston Foundation	Reuben Foundation	The Leverhulme Trust
Source:		ACF Giving Trends 2019	ACF Giving Trends 2021	ACF Giving Trends 2022	UK Grantmaking

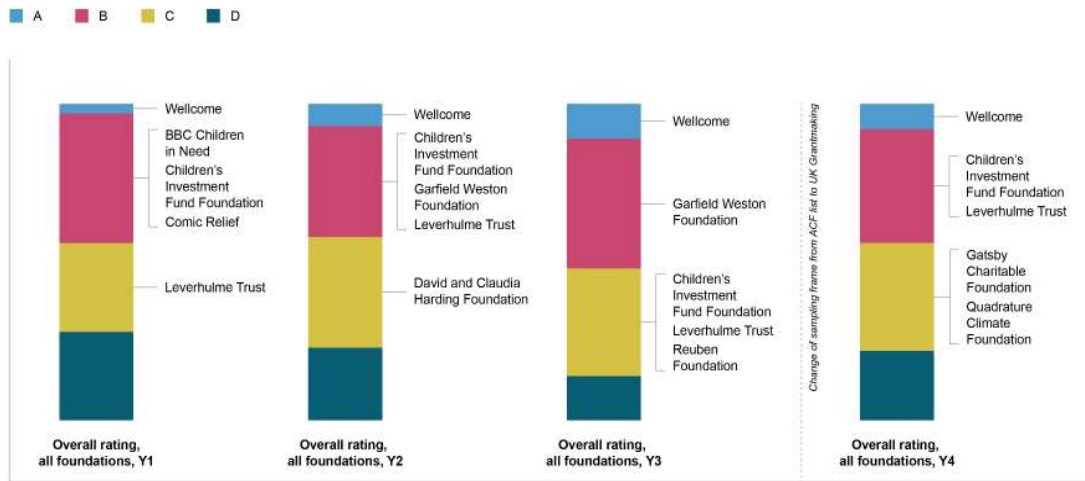
Figure 23 shows how the five largest foundations (by giving budget) performed relative to the rest of the cohort in each year. It shows the distribution of overall ratings of the full cohort, and the overall ratings of those five largest foundations.

Wellcome has been rated A in every year so far. The Children's Investment Fund Foundation and Leverhulme Trust are this year both rated B again, which they attained in Year Two, after a dipping to C last year. Two others were included for the first time in the largest five.

As in previous years, it is clearly possible to be very large and still score poorly, and it is possible to be quite small and score well. FPR ratings do not reflect a foundation's financial size.



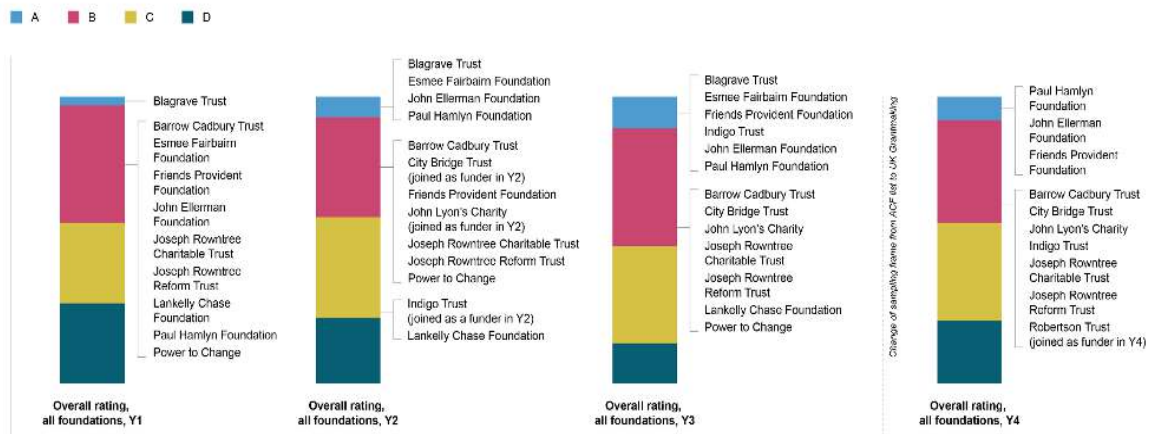
**Figure 23:** Overall ratings of the five largest foundations by giving budget in each year (Number of foundations in the cohort of 100 which achieve each rating)



### Foundations which fund the FPR

Figure 24 shows how the Funders Group performed relative to the rest of the cohort: it shows the distribution of overall ratings in each year, and the overall ratings of the Funders Group.\*

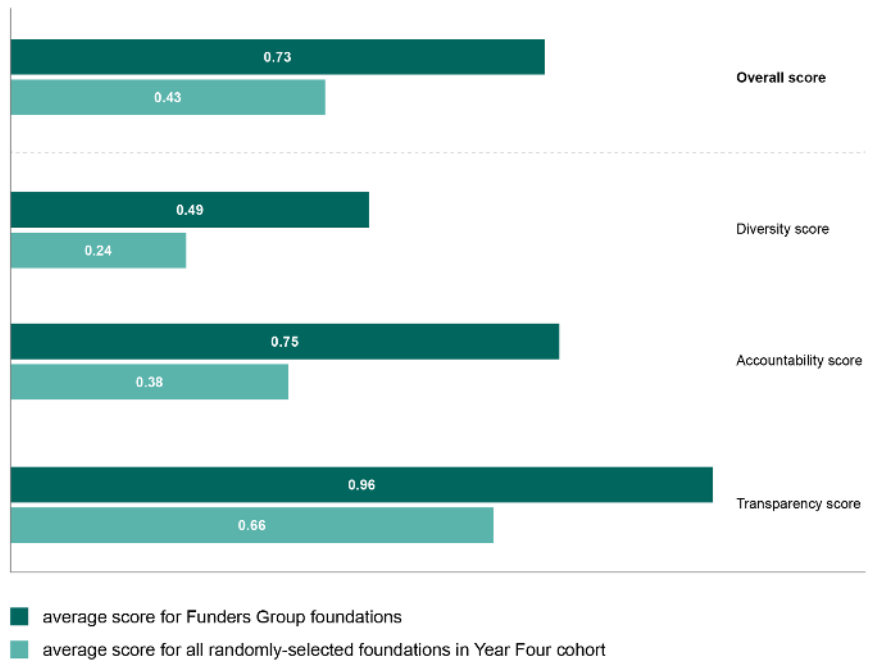
**Figure 24:** Overall ratings of Funders Group in Years One to Four (compared to the overall ratings for the whole cohort) (Number of foundations in the cohort of 100 which achieve each rating)



\* This section refers to foundations which were in the Funders Group in both Year Three and Year Four. Robertson Trust joined in Year Four and was not assessed in Year Three, so is not in this analysis.

Foundations funding the FPR continue to perform better than the average foundation. Of the nine funders this year, three achieved A, and the others achieved B.

**Figure 25:** Numerical scores of the Funders Group compared to the randomly selected foundations (including community foundations)



However, the picture is different when the scores are examined in detail. Figure 26 shows in more detail how the ratings for the Funders Group changed between Year Three and Year Four. There are few changes: some of these foundations were caught by tightening up how some criteria were applied. Laudably, City Bridge Foundation increased its numerical scores in all three domains, achieving almost perfect scores in both accountability and transparency. Its diversity score also increased by a large amount, but to just below a grade boundary: if it had been above that boundary, its overall grade would have risen to A, and would have made City Bridge Foundation one of the best performing foundations in this year’s cohort.

**Figure 26:** Changes in ratings of Funders Group foundations between Year Three and Year Four\*

	Overall grade	D grade	A grade	T grade
Barrow Cadbury Trust	Same	Same	Same	Same
City Bridge Foundation	Same	Same	Improved	Same
John Lyon's Charity	Same	Same	Same	Same
Paul Hamlyn Foundation	Same	Same	Same	Same
John Ellerman Foundation	Same	Same	Same	Same
Indigo Trust	Declined	Same	Declined	Same
Friends Provident Foundation	Same	Same	Same	Same
Joseph Rowntree Reform Trust	Same	Same	Declined	Same
Joseph Rowntree Charitable Trust	Same	Improved	Same	Same

### Community foundations: Continue to out-perform

Figure 27 shows how community foundations performed relative to the rest of the cohort: it shows the distribution of overall ratings in each year, and the overall ratings of the assessed community foundations.

As a reminder, during Years One to Three, the number of community foundations included was random, and they changed each year: in Year One there were five, in Year Two there were eight, and in Year Three there were 16. This year, the number of community foundations was fixed at a proportionate level: that number is six.

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\* Robertson Trust is not on this list because it was not assessed in Year Three. It joined the Funders Group this year.

**Figure 27: Overall ratings of community foundations in Years One to Four**



**In general, community foundations continue to out-perform other foundations, and by an appreciable margin.**

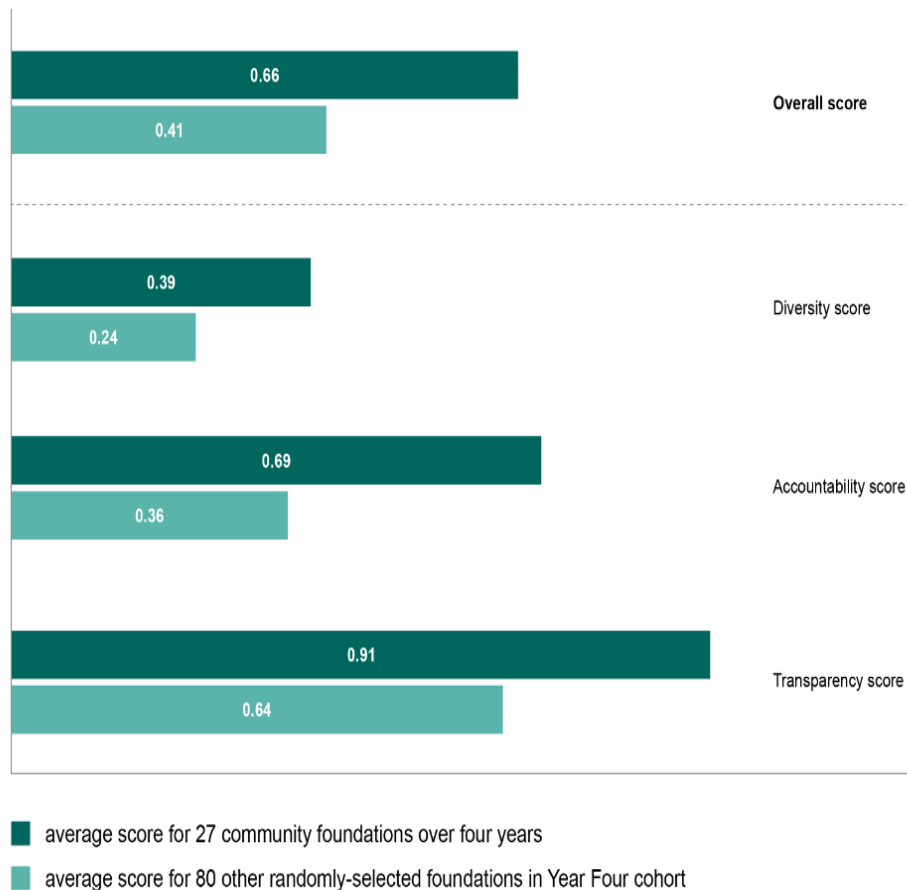
All community foundations in the Year 4 cohort were rated B or C overall. In previous years, in each instance that a community foundation was rated C, it was because of the FPR’s rule that a foundation’s overall grade cannot be more than one grade above its lowest domain grade: both the foundations that scored C overall were rated D on diversity (both were near the top of the range for that), which capped their overall ratings at C. This year, those rated C were given that rating without the operation of that rule.

Over the FPR’s four years, 27 community foundations have been assessed. Figure 28 shows the average score for that set, as compared to the rest of the random sample from Year Four. Where community foundations have been included more than once, the average takes their most recent score.

**Community foundations’ scores are noticeably higher in all three domains.** This may be because, unlike most foundations (endowed ones, family ones or corporate foundations), community foundations compete for most of their resources, and therefore

are scrutinised and have strong incentives to perform well. The difference in scores is statistically significant.

**Figure 28:** Comparison of average numerical scores of community foundations with those of other randomly selected foundations in Year Four



### First time vs repeated assessments of randomly selected foundations

Do foundations which have been assessed before perform better than those which are assessed for the first time? Answering this might indicate any effect of being assessed in the FPR.

Last year, the research team investigated whether the scores of foundations which were assessed (on random selection) for the first time were different from those of foundations which had been assessed before. At that stage, the differences were small, with the exception of the average score on accountability, but even the score on accountability was not large enough, given the sample size, to demonstrate any effect.

This year, the comparison is impeded by the change of sampling frame. But the research team constructed a relevant set of foundations,\* and compared the performance of the foundations that were previously assessed and those that were assessed for the first time in Year Four. Figure 29 shows that the results are very similar. (Note the small sample sizes.)

**Figure 29:** Comparing the performance of randomly selected non-community foundations on the ACF list that were assessed for the first time in Year Four, with randomly selected non-community foundations (on the ACF list) which had been assessed previously

	Overall average score	Diversity score	Accountability score	Transparency score
Non-community foundations that were randomly selected in Year Four, which had been included in a previous year (nine foundations)	0.49	0.29	0.43	0.74
Non-community foundations that were randomly selected in Year Four, which had not been previously included but were on the ACF list (14 foundations)	0.47	0.30	0.43	0.68

In Year Three, the evidence about the effect of being assessed in FPR repeatedly was limited, but it suggested that any change in practice over the period of the FPR may be sector-wide, rather than just amongst foundations that were assessed. This year's data does not add much to that picture – the results for the two groups are pretty similar. The change in sampling frame means that there are only a few data points, and the difference in performance between the two groups is too small to be conclusive.

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\* The research team took the Year Four randomly selected foundations that were on the ACF list (which excludes community foundations, which are different and tend to perform better) and then excluded Lankelly Chase because it had been in the Funders Group so could also be expected to perform better than average.

## Performance by criteria in Year Four

### Criteria on which foundations scored highest overall

Figure 30 shows the 10 scoring criteria on which the foundations collectively performed best, taking into account that some foundations were exempt from some criteria.\* As in previous years, none of these criteria concerns diversity.

High-scoring questions are fairly consistent between Years One, Two and Three.

**Figure 30:** The 10 criteria on which the foundations collectively scored highest in Year Four, ordered by score achieved, with the highest first

Question (with question number for ease of reference)	Domain	% of points scored by non-exempt foundations	Top 10 scoring question in Year One?	Top 10 scoring question in Year Two?	Top 10 scoring question in Year Three?
26. Does the foundation give any information on who or what it funded?	T	98%	Yes	Yes	Yes
36. Does the foundation publish who its staff are on its website? N/A if they have no staff.	A	86%	Yes	Yes	Yes
2. Does the foundation have a website?	T	79%	Yes	Yes	Yes
8. Does the foundation publish on its website any information about its funding priorities? Answer N/A if there is no website.	T	79%	Yes	Yes	Yes
75. Does the foundation have an investment policy?	A	78%	Yes	Yes	Yes

\* Note that Q17 and Q37 are the top 10 in Y4, although its actual score is lower than in Y3. In other words, the scores on them have dropped, but scores on other criteria have dropped more.

Question (with question number for ease of reference)	Domain	% of points scored by non-exempt foundations	Top 10 scoring question in Year One?	Top 10 scoring question in Year Two?	Top 10 scoring question in Year Three?
58. Is there contact information provided on the foundation's website? If the foundation has no website the answer is 'N/A'.	T	77%	Yes	Yes	Yes
15. Does the foundation publish any eligibility criteria for what it funds? (that is, who as a potential recipient would be eligible for a particular grant) Answer N/A if the foundation only accepts solicited proposals.	T	76%	No	Yes	Yes
25. For approximately what percentage of the foundation's funding is information given on who makes the funding decisions? (Does the foundation specify the individual, or, if it is a panel, who is on that panel?) 0=none, 1=1-25%, 2=26-50%, 3=51-75%, 4=76-99% or 5=if this information is provided for all funding.	A	76%	No	Yes	Yes
17. For approximately what percentage of all funding are eligibility criteria presented? Please select one of the following scores: 0=none, 1=1-25%, 2=26-50%, 3=51-75%, 4=76-99% or 5=eligibility information provided for all funding. Answer N/A if the foundation only accepts solicited proposals	T	75%	No	No	No



Question (with question number for ease of reference)	Domain	% of points scored by non-exempt foundations	Top 10 scoring question in Year One?	Top 10 scoring question in Year Two?	Top 10 scoring question in Year Three?
37. Does the foundation provide a bio for its senior staff? 'N/A' if there are no staff.	A	74%	No	No	No

### Criteria on which foundations scored lowest overall

Figure 31 shows the 10 criteria on which the foundations collectively performed least well, again taking account of the fact that some foundations were exempt from some criteria. As with previous years, most of them concern diversity.

**Figure 31:** Questions on which the foundations collectively scored lowest in Year Four, ordered by score achieved with lowest first

Question (with question number for ease of reference)	Domain	% of points scored by non-exempt foundations	Lowest 10 scoring question in Year One?	Lowest 10 scoring question in Year Two?	Lowest 10 scoring question in Year Three?
55. Targets that are included in the diversity plan for trustees.	D	0.5%	Yes	Yes	Yes
54. Any specific, numerical targets to improve the diversity of its trustees or board members?	D	1.6%	Yes	Yes	Yes
60. Does the foundation give ways to contact them for people who have disabilities?	D	4%	Yes	Yes	Yes
47. Any specific, numerical targets to improve the diversity of its staff?	D	4.4%	Yes	Yes	Yes
31. If the foundation funds recipients in Wales, is a Welsh language format provided?	D	4.8%	Yes	Yes	Yes

Question (with question number for ease of reference)	Domain	% of points scored by non-exempt foundations	Lowest 10 scoring question in Year One?	Lowest 10 scoring question in Year Two?	Lowest 10 scoring question in Year Three?
48. Targets that are in the diversity plan for staff.	D	5.9%	Yes	Yes	Yes
64. Different ways given for contacting the foundation concerning malpractice.	D	6%	Yes	Yes	Yes
69. Does the foundation publish some information of what it is doing differently as a consequence of analysis of its own effectiveness?	A	6%	No	No	Yes
67. Does the foundation publish any analysis of its own effectiveness? (This is effectiveness of the foundation not analysis from the grantees of what they are doing with the funding.)	A	7%	No	No	No
63. Is there a mechanism to report malpractice concerns (whistleblowing)?	A	12%	Yes	Yes	Yes

## Criteria which showed most change in Year Four

To examine changes between Year Three and Year Four, the research team identified the criteria with the greatest increases and decreases in scores. These are shown in Figure 32.

**Figure 32:** Criteria showing largest percentage increase in scores (i.e. greatest proportional improvement) between Year Three and Year Four, ordered by change in score

Question	Domain	Change between Year Three and Year Four (%)
56. Does the foundation publish its recruitment policy for staff?	D	143%
60. Does the foundation give ways to contact them for people who have disabilities?	D	100%
53. Does the foundation have a plan to improve the diversity of its trustees / board members?	D	56%
48. Targets that are in the diversity plan for staff.	D	53%
46. Does the foundation have a plan to improve the diversity of its staff? This can include tackling systematic racism or sexism within the institution.	D	52%

Interestingly, these all concern diversity. But that may be because they had low baseline scores, so any change in performance creates a high percentage change. To complement it, Figure 33 looks at where there have been absolute changes in scores.

**Figure 33:** Criteria showing largest absolute increase in scores (i.e. most absolute improvement) between Year Three and Year Four, ordered by size of absolute change

Question	Domain	Absolute change in score between Year Three and Year Four
46. Does the foundation have a plan to improve the diversity of its staff? This can include tackling systematic racism or sexism within the institution.	D	0.159
53. Does the foundation have a plan to improve the diversity of its trustees / board members?	D	0.107
56. Does the foundation publish its recruitment policy for staff?	D	0.100
28. Information provided about previously awarded grants?	T	0.049
32. Are funding success rates provided?	T	0.040

The questions showing the highest absolute changes from Year Three to Year Four variously concern diversity and transparency, which is interesting because it suggests some general performance shift on these issues. Last year, the same comparison showed that the largest improvements were on some diversity and accountability questions. It is particularly interesting to see such a large shift on question 46 – about plans to improve staff diversity – and we look forward to seeing whether higher scores are repeated in future years.

**Figure 34:** Criteria showing the largest percentage decrease in scores between Year Three and Year Four, ordered by change in score

Question	Domain	Change in score between Year Three and Year Four
55. Targets that are in the diversity plan for trustees.	D	-76%
67. Does the foundation publish any analysis of its own effectiveness? (this is effectiveness of the foundation not analysis from the grantees of what they are doing with the funding)	A	-56%
54. Does this plan include specific, numerical targets to improve the diversity of its trustees or board members? Answer N/A if there are 5 or fewer trustee / board members	D	-50%
31. If the foundation funds recipients in Wales, is a Welsh language format provided? 'N/A' if the foundation does not have a presence in Wales.	D	-49%
69. Does the foundation publish some information of what it is doing differently as a consequence of this analysis?	A	-45%

The largest proportionate fallers were criteria about diversity and accountability.

**Figure 35:** Criteria showing the largest absolute decrease in scores (i.e. greatest deterioration) from Year Three to Year Four

Question	Domain	Absolute change in score between Year Three and Year Four
4. Can you navigate the foundation's website using only the keyboard (without a mouse)? Answer N/A if there is no website.	D	-0.15
41. Does the foundation provide a bio for its trustees/board members?	A	-0.15
71. Does the foundation cite any evidence that it has consulted the communities it seeks to support in determining its funding priorities?	A	-0.15
76. Coverage of the published investment policy.	A	-0.14
11. Does the foundation state how to apply for funding?	T	-0.14

The criteria where scores fell the most are mixed, but most relate to accountability.

## Update on themes identified in Years One to Three

### Poor performance on diversity

As in previous years, practice on diversity was weaker than practice on the other domains. No foundation scored A on diversity, whereas many were rated A on the other two domains: 64 for transparency and 10 for accountability.

To provide a sense of how average performance changes across foundations, the research team worked out the average numerical score across all 100 foundations on each domain in each year. Then they translated that into grades. The results are shown in Figure 36.

**Figure 36:** Grade by domain for the average foundation, in Years One to Four

	Diversity	Accountability	Transparency
Average grade Year One	D (near the border for C)	C	B
Average grade Year Two	D (near the border for C)	C	B
Average grade Year Three	C	B (on the borderline with C)	B (near the border for A)
<b>Change in sampling frame</b>			
Average grade Year Four	C (near the border for D)	C	B (near the border for A)

The number of foundations scoring zero in each domain is shown in Figure 37.

**Figure 37:** Number of foundations scoring zero in each domain

	Diversity	Accountability	Transparency
Year One	16	0	4
Year Two	22	0	4
Year Three	11	0	0
<b>Change in sampling frame</b>			
Year Four	13	0	1

Clearly, zero scores are more prevalent for diversity than for accountability or transparency. It is of course conceivable that the diversity criteria are more difficult than those in other domains. In some cases, there seems no way of knowing this in absolute terms – though each item sought by the criteria is clearly possible, because each item was found in at least one foundation.

## **Does size matter?**

In all previous years, the FPR found that financial size did not correlate with foundations' ratings, but that size by trustees did. This year, there is a similar pattern. More information is in Appendix F.

## ***Scores by giving budget***

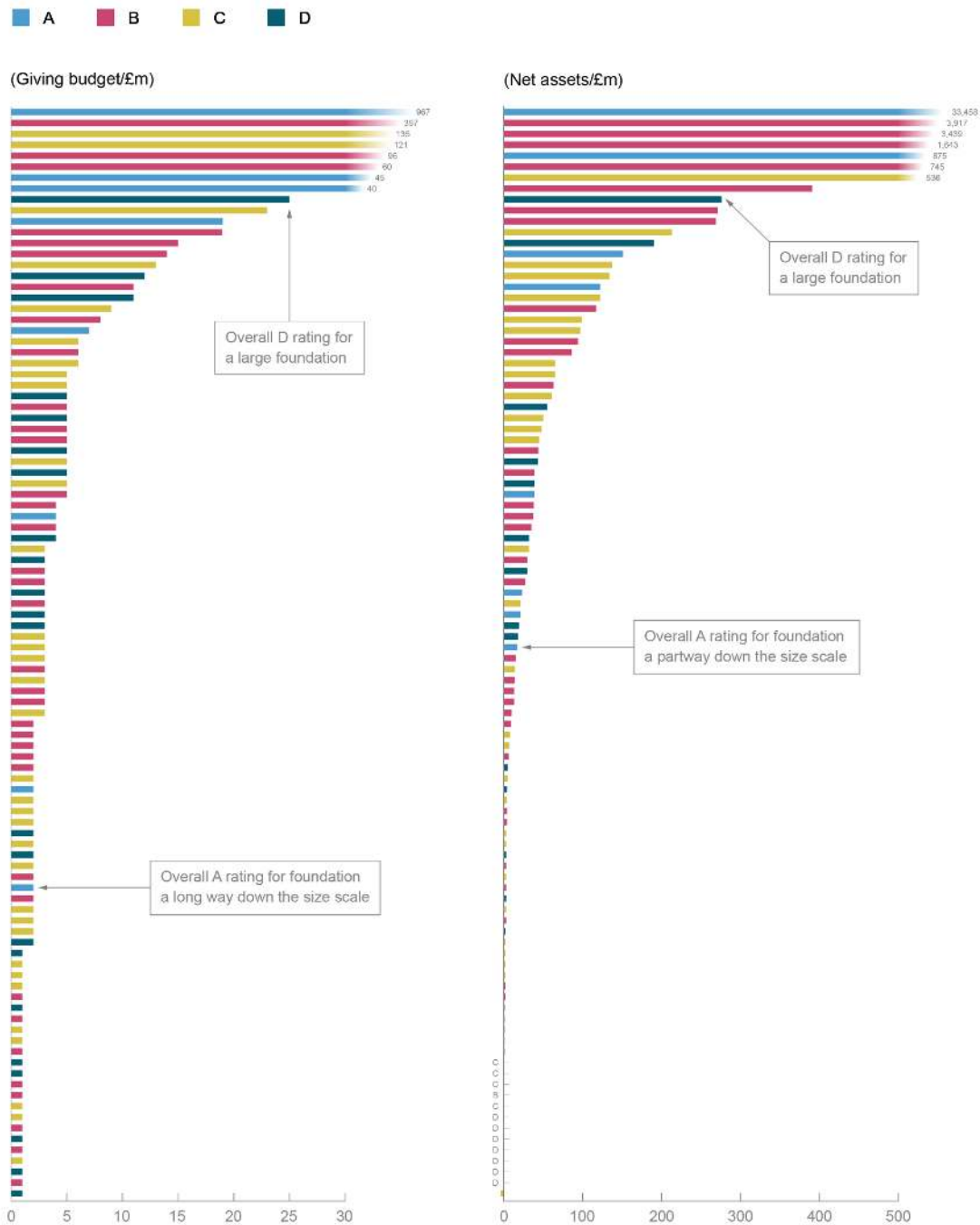
As last year, the research team looked at the overall ratings for foundations divided into quintiles – first by giving budget and then by net assets.

As in previous years, it is not the case that larger foundations (by giving budget or net assets) invariably outperform smaller ones: each quintile had a mix of overall scores. In other words, some foundations with pretty large giving budgets score badly, and some foundations with relatively small giving budgets score well.

As in previous years, the graphs in Figure 38 show that some foundations which score A overall have relatively small giving budgets and net assets. There are Bs and Cs throughout the range of giving budgets; and foundations scoring D overall start to appear remarkably high up.



**Figure 38: Overall scores of foundations ordered by financial size (Year Four)\***



Sources: Giving budgets from UK Grantmaking, and annual accounts for JRRT and Community Foundations; FPR research process for net assets.

\* The bars for the largest quintile are curtailed to prevent the smaller foundations' bars being illegibly small.

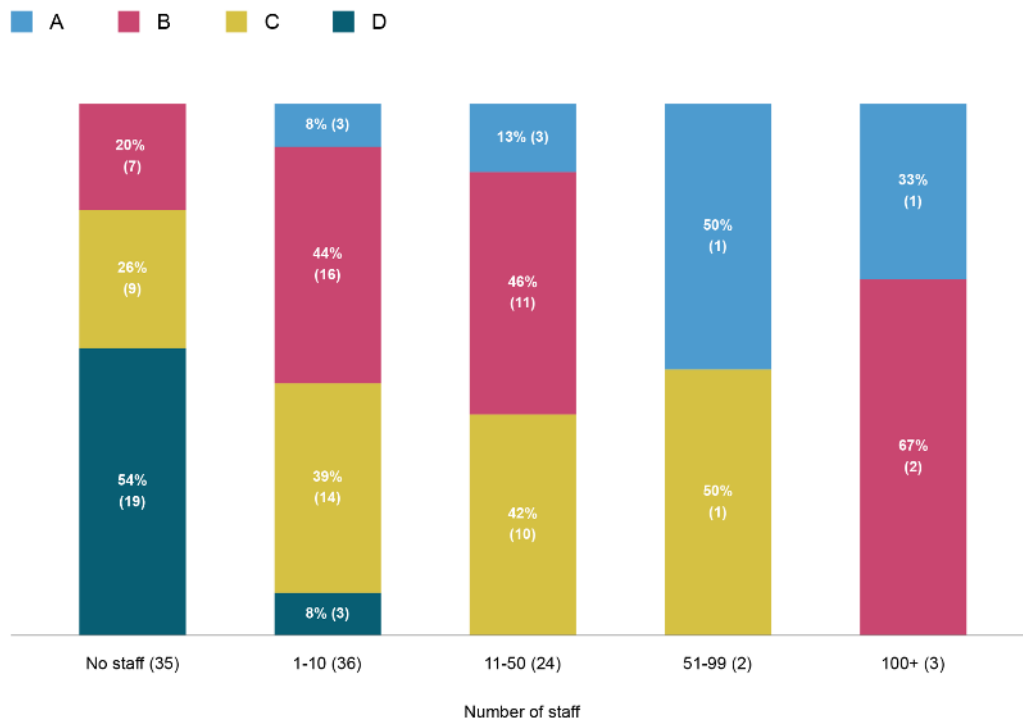
**Results by size of team – staff and trustees**

First, let’s look at staff. In previous years, foundations with no staff tended to score lower than foundations with some staff; and to some degree foundations with few staff tended to score lower than foundations with more staff.

Much the same was observed in Year Four as in Year Three: **the lowest rating of D was disproportionately concentrated in foundations with no staff, and no foundation with more than 11 staff members scored D. The correlation between staff numbers and overall numeral score is statistically significant,\* though quite flat.** This supports the hypothesis that good practices in these three important domains require work, and having too few people prevents foundations from doing that work. Remember that the number of staff that a foundation has is a choice (unlike the size of its financial assets): foundations can choose to have more or fewer.

Figure 39 shows how overall scores vary by the number of staff in each foundation in Year Four.

**Figure 39: Breakdown of overall scores by number of staff in each foundation (Year Four)**



\* Numbers in brackets denote number of foundations

\* p=0.01.

Turning now to trustees, in previous years, the number of trustees showed a similar pattern to number of staff: foundations with five or fewer trustees tended to perform worse. The same was found in Year Four, as Figure 40 shows. Ds are much more common amongst foundations with five or fewer trustees. The correlation between numerical scores and number of trustees is statistically significant\* – and steeper than between that and number of staff (i.e. one more trustee is associated with a greater improvement in score than is one more staff member).

Again, a foundation can choose the number of trustees that it has, and it can have too few to do the work required for good practices in these important domains.

**Figure 40: Breakdown of overall scores by number of trustees at each foundation**



\*Numbers in brackets denote number of foundations.

**Why do foundations with few personnel score badly?**

Though this result has been found in each year of the FPR, the cause is unclear. As a reminder, foundations with few staff and/or few trustees are exempt from many criteria (e.g. publishing pay gap data) so the FPR does not penalise foundations for deciding to have few staff and/or few trustees.

\* p=0.01.

It may be because disclosing the information which the FPR requires – and which comes from other organisations' benchmarks and two consultations with the sector, i.e. seem to be information that the sector wants – takes work, and having too few personnel means that foundations lack the labour to do that work. Clearly, funds spent on staff are funds not available for grants, but there could be false economies: perhaps foundations with few staff could improve their performance and effectiveness by having more.

On which, remember that the FPR does not assess tiny foundations. In Years One to Three, the FPR's cohort was a subset of the largest 300 foundations in the country – plus community foundations and foundations which fund the FPR. In Year Four this is almost any foundation giving £1 million plus, and yet the pattern persists.

Some corporate foundations appear to have few staff – few are employed by the foundation itself, though there may be several people involved who are employed by the company. They are presumably noise in these data.

## 4. Other findings, aside from the ratings

### Non-scoring questions

The FPR also gathered data – but did not score foundations – on several factors (question numbers are cited for ease of referencing).

First, whether they make a **public commitment to be a Living Wage Funder**, and do so on their website or in their annual report (Q 50a). 14 in the Year Four cohort did so, compared with 26 who stated a commitment to being a Living Wage Employer. Given the effect that funders (can) have on grantee practices, including salaries, it would be excellent if more foundations committed to funding Living Wages.

Second, **staff and trustee diversity targets for LGBTQIA+ and social class or lived experience** (Qs48 and 55 – only gender, ethnicity and disability score here).

Foundations having any targets around staff diversity remains the exception rather than the rule, whether for the more established categories of gender, ethnicity and disability or for newer categories. Wellcome assesses whether its staff have demonstrated ‘inclusive leadership’. Targets around trustee diversity are even rarer. Only one was noted (Impetus) with a target,\* which was around ethnic diversity. Some foundations have said that they have consciously decided against numerical targets: for small teams this is clearly reasonable.

Third, whether the foundation publishes **data about the diversity of applicants or grantees** (Q73), and if so, what it publishes (Q74). In this cohort, nine foundations that did so were identified. This is few, though some foundations have consciously decided against reporting on this (even for sizable teams), in the interests of privacy or other concerns. The foundations which did publish on this were: Wellcome (on success rates for BAME and disabled applicants);<sup>9</sup> Leverhulme Trust (which publishes data on ethnicity and gender for its awarded grants); John Lyon’s Charity (which provides information on the age of grant recipients, and has previously published information on ethnicity); Paul Hamlyn Foundation (which has published a racial justice audit of its grant-making); Barrow Cadbury Trust (which has published information on the proportion of its grants going to organisation led by people from racialised groups);

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\* JRCT, which was included as an opt-in foundation in Year Four, has a target that ‘At least one trustee should be a person of colour’.

Joseph Rowntree Reform Trust (which published information about the percentage of its grants awarded to organisations designed to benefit BAME communities, and on whether organisations awarded grants had a majority of their board or staff from BAME groups); the Bank of Scotland Foundation (which published data on the percentage of Reach grant awards to communities in the top 20% of deprived areas in Scotland); the Smallwood Trust (which reports on beneficiary ethnicity, disability status and gender); Global Fund for Children UK Trust (which says when its grantees are youth-led, women-led or led by young women).

Lastly, whether the foundation **comments on its payout rate** (Q80). In applying this question, a judgement was needed about whether a payout rate was relevant / meaningful: some foundations are not endowed, and receive money and disburse it quite quickly. Some are a mixture of the two. For this reason, payout rate was only considered when more than half of a foundation's income was from investments.

In the analysis, 31 of the Year Four foundations met this test. Of these, 25 provided some comment which, in the research team's view, relates to (but may not concern explicitly) their payout rates or a link between investment policy and grants: this is sometimes quite limited, e.g. 'The charity intends to continue to make grant payments at a level that utilises the anticipated annual income from its investment.' A handful explicitly state their intended payout rate. Even doing this analysis was not straightforward, and required judgement. For instance, some foundations did not meet the 50% test this year but did so in other recent years.

As an experiment, the research team looked to estimate payout rates for the foundations. This was remarkably difficult:

- Some foundations said they are spending out, so could be expected to have unusual apparent payout rates.
- Others appeared to have very high payout rates because they had just made a very large grant.
- When others were observed with lower apparent payout rates, that could be because of a business decision to do that, or because they had recently made a large grant.
- The calculation was also difficult where foundations had a mix of income from donations and from investments. (For instance, suppose that a foundation with £100 million makes £10 million investment income. Suppose that it receives a £5 million donation and then makes a £5 million grant. What is its payout rate? One could argue that it is 5% (it gave £5 million against £100 million of assets), but one could also argue that it is nil (that it donated what it was given but nothing related to its investments.)

Overall, clear conclusions cannot be drawn.

## Foundation websites

In general, foundations with websites were good about publishing their funding priorities, eligibility information and information about who and what they have funded. Having a website is essential to performing well, both in the domains and overall: no foundation without a website scored above D overall.

As in both previous years, many foundation websites could be much better:

- 21 foundations in the Year Four cohort had no website at all.
- When navigating using the keyboard, some websites did not highlight the position of the cursor, leaving one to read the small navigation text in the bottom left corner. This increases the navigation difficulty for anyone with a disability.
- Some websites are very 'busy', impeding finding information quickly and easily. This is a concern because the FPR researchers operate as if they were potential applicants, who might also be unable to find information that they need.
- Other websites shared only very limited information. Some of the foundations included this year had just a single webpage.

Foundation websites are almost continually undergoing change. So important documents sometimes 'fall off' websites: e.g. they were there when the foundation was assessed one year but not the following year and the foundation had not realised that.

## Foundations' reporting about lived experience and social class

For Year Four, as for the last two years, data were collected on whether or not foundations reported about the 'lived experience' and/or 'social class' of their staff and trustees. Foundations were not scored on this, i.e. this does not contribute to ratings (though it may in future). Rather, they were collected as a 'toe in the water', to see whether foundations report on these issues, and if so how and what definitions they use. Specifically, information was collected on whether either of these categories were included in staff and trustee biographies, in the staff and trustee diversity reporting, and/or as targets for staff and trustees in any diversity plans.

Both issues present definitional challenges, and clear independent definitions would help.

## Lived experience

There is not yet a clear, agreed definition of ‘lived experience’. This creates some difficulty in collecting data. For example, one foundation cites a trustee who has lived in the country where it conducts most of its activities. Does that count as lived experience? On the one hand it implies (but does not prove) a better understanding of local communities, but on the other hand this person may not have dealt with the barriers themselves so may not really have ‘lived’ them or understand them. Similarly for a staff member who has ‘caring responsibilities’.

This year, only one foundation provided information about the lived experience of its trustees, and none reported this about its staff. The NFU Mutual Charitable Trust reported which of the trustees are farmers.<sup>10</sup> This was much lower than Year Three, when six foundations reported lived experience information about trustees or staff.

Aside from having staff and trustees with lived experience, some foundations make the effort to ensure that voices of individuals with lived experience are represented in the grant-making or implementation process. Strategies here include having an advisory board for a specific fund/programme, e.g. Blgrave Trust,<sup>11</sup> with lived experience in the area of implementation to advise in the development of the programme and implementation. Other foundations set up grants panels which provide input on grantee selection. These are community members, e.g. Cambridgeshire Community Foundation,<sup>12</sup> or known experts in a particular sector, as with Wellcome.<sup>13</sup>

## Social class

In Year Four, five foundations had information on the social class of trustees and staff or included as an area of focus in the DEI strategy. This finding was comparable to Year Three.

Two of these five foundations used the type of school which a person attended to define their social class.\* Barratt Developments PLC Charitable Foundation reports on the proportion of staff that are the first generation to go to university, type of school attended (state funded or fee paying), and were eligible for free meals; Friends Provident Foundation further qualifies for people who attended a private school and whether they had a scholarship. Two foundations used the occupation of the main household earner when the person was 14 years old as the measure of social class: Paul Hamlyn Foundation and Barratt Development PLC.

Two foundations – Cheshire Community Foundation and Absolute Return for Kids – included social class as an area of focus in their DEI strategies. However, neither specified how they define social class.

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\* Indigo Trust reports the proportion of trustees who attended an independent or fee-paying school. This does not indicate social class because students can attend such schools on scholarships.



## Foundations' reporting about the diversity of the organisations they fund

In Year Three, the FPR collected data on whether foundations reported on the diversity of their grantees. This was a non-scoring question included in response to the consultation, to find out what foundations are reporting about diversity, and what tools or standards they were using.

In Year Four, the FPR found that of the nine foundations which reported about this, none of which were community foundations. This was a reduction from 13 in Year Three, five of which were community foundations.

As with Year Three, assessed foundations varied in the characteristics of diversity that they reported, and in whether or not they stated the definitions that they used, e.g. the DEI Data Standard, or the Race Equality Audit. This year, the FPR reports the two ways in which foundations present diversity data of their grantees.

Most foundations report grantee diversity as a paragraph or sentence in annual or impact reports. Bank of Scotland Foundation reports in its strategy document the proportion of grantees which are in deprived areas, whilst Smallwood Trust's annual report disaggregates grantees by ethnicity, disability and gender. The Global Fund for Children UK Trust has a graphic in its annual report to describe the proportion of grantees which were youth-led or women-led.<sup>14</sup> Similarly, Leverhulme Trust publishes gender and ethnicity of grantees.<sup>15</sup>

Some foundations publish an article or report about grantee diversity. Barrow Cadbury Trust published an article on racial justice funding,<sup>16</sup> John Lyon's Charity publishes the age category of beneficiaries of grantees in the 360Giving data, and Paul Hamlyn Foundation publishes its Racial Justice Audit Analysis report.<sup>17</sup>

Overall, there is still very little published information on diversity of grantees, which does not give a reliable picture of funding flows in the sector.

## Evidence and analysis of foundations' own effectiveness

Many foundations require grantees and applicants to produce evidence of their effectiveness, yet few foundations publish such analysis of their own effectiveness. In Year Four, **only seven of the 100 foundations in the main cohort were scored as providing analysis of their own effectiveness.**

### Definitions and decision – rules

Clearly, grant-makers' effects are mainly vicarious through their grantees, so identifying their effects is complicated. But it is possible to gain a 'line of sight' through various

types of analysis, all of which Giving Evidence has seen foundations produce and publish. A foundation's effectiveness analysis was counted using evidence such as the following. (Giving Evidence has written previously about what counts.<sup>18</sup>)

**Views of grantees and/or applicants, collected systematically.** There is a whole criterion and point for this (Q65). The research team did not count ad-hoc quotes or case studies published without a statement that all grantees / applicants were surveyed, because there is no way of knowing whether the foundation has cherry-picked only the most flattering examples). To count, this feedback needs to cover all the foundation's work, not just a sub-set (e.g. some but not all of its programmes). This is to avoid bias if foundations only publish feedback about those programmes for which feedback was positive.

**Other analysis.** There is a separate criterion and point for this (Q67). Analyses which might count here include:

- analysis of the proportion of grants which (at some level) succeeded vs those which did not; and
- analysis of the costs created by the foundation's funding processes and borne by grantees / applicants: ideally this would be expressed as a proportion of the amount given, i.e. the net grant. This matters because clearly if a foundation is a net drain on the sector it seeks to support, then it is not helping.

The research team were open to counting other relevant analyses if they found them.

Points were not awarded for:

- simple breakdowns of the grant portfolio, e.g. by grant size, geography or sector, because these do not relate to effectiveness. Again, many of these were found, and they are useful for other analysis, but do not relate to effectiveness;
- statements of changes that are being made in response to feedback but without publishing what that feedback is. Though improving in response to feedback is clearly valuable, it is not analysis visible to outsiders of the foundation's effectiveness;
- claiming some benefit but without explaining the input data or calculation method (since such data could simply be fabricated). For instance, one foundation claimed that its effects include '[e]conomic value of 117 jobs created or maintained' (which it gives as £3.2 million), but no source data or calculation is given. There was a similar example last year;
- stories of grantees' effects. Grantees might have achieved that impact despite their funders! (This will certainly happen if the grant is net negative – costing more to deal with the funder than is granted, as happens sometimes).
- citing activities / outputs;
- describing or counting changes created by grantees. This is because it is unclear whether the funder(s) contributed to those changes: sometimes grantees achieve things despite meddling funders!

As for other criteria, the material needed to have been published in the last three years.

## Findings

Most foundations (93 out of the 100) published no analysis of their own effectiveness. This is a huge shame, given that much more must be known than is shared for others to learn from.

Of those that do, most analyses were grantee feedback – systematically gathered and across all the foundation’s work. This evidently does not require large staff teams; the foundations which do this included:

- Walcot Foundation publishes the full report, with analysis, all 47 pages of it, and a list of changes that it had made / is making / will make in response. It has seven staff.<sup>19</sup>
- John Ellerman Foundation also publishes the full report of systematic survey of grantees and applicants, and management responses, and next steps / areas where it has already changed in response.<sup>20</sup> It also has seven staff.
- Global Fund for Children publishes full details of surveys of grantees, using the Constituent Voice and Net Promoter Score methods. It also publishes a detailed rationale about why it uses those methods, and actions they are taking as a result, e.g. ‘Improve the quality, consistency, and tracking of interactions with our partners. In 2020, GFC launched a new methodology to internally track major interactions and important conversations with partners. This system helps better support them and ensure smoother transitions when a partner’s GFC contact changes.’ GFC has 11 staff.

Some other ‘honourable mentions’ go to the following:

- Paul Hamlyn Foundation commissions an independent grantee survey (the Grantee Perception Report) every four years. The FPR requires data to be within three years, so inevitably Paul Hamlyn Foundation will not score in those fourth years.
- City Bridge Foundation publishes, among other things, the average time taken to apply (12 hours). Sharing this is useful, accountable and rare.

Several foundations publish a form on which they collect feedback, but not the feedback itself. A couple of included foundations appear to be commissioning new surveys of all their grantees – it is hoped that they are eventually published in full.

As in previous years, foundations could do much more to analyse and understand their own effects – as opposed to those achieved by their grantees – and to publish the methods and findings of those analyses. If a new funder were to read all the impact reports published by the cohort of 100 foundations, it is doubtful that they would learn much about how to give well.

## It's very difficult to contact some foundations

In each of the FPR's four years, the research team sent to each assessed foundation the data about it, for it to check. They used the contact details that foundations provide. For about one in ten of the foundations, that is not email but a postal address – so the information was sent by post. For more than half of all the foundations, the email address is a generic one – such as info@ or enquiries@ – and sometimes it is for a lawyer. Foundations quite often feed back that those emails are not received: presumably they go to spam and are not checked. That is, for many foundations, the contact details which a prospective applicant might use go to some place which is not checked.

All charitable foundations operate in the public interest and are subsidised by the taxpayer. It seems not unreasonable that outsiders should be able to contact them.

## Examples of great practice

As last year, the research encountered some practices that seem particularly strong. Some are cited in Figure 41 to inspire other foundations and to show what is possible.

**Figure 41:** Examples of particularly good practice

Practice	Foundation
Provides success rates by year and grant scheme	Wellbeing of Women
Provides information on the grant application process in various formats including Webtext, PDF, Word and videos	The Wimbledon Foundation
Gives comprehensive information on how the foundation prioritises applications	Legal Education Foundation
Has multiple accessibility options for one programme, including programme guidance in Easy Read format, Large Print format, BSL signed video, accessibility support for BSL interpreters, language translation, scribes and dyslexia software. Also has a widget to translate the whole website into Welsh	Lloyds Bank of England and Wales Foundation
Gives a list, with explanations, of reasons why the foundation has turned down applications in the past	Friends Provident Foundation
Has informative pictorials in the annual report that show which grants were awarded by theme of work	The Dulverton Trust

Practice	Foundation
Publishes its recruitment policies for staff and trustees	John Ellerman Foundation
Presents eligibility requirements in a summary table that indicates which organizations can apply under specific circumstances	Corra Foundation
In addition to eligibility criteria, the foundation gives examples of the outcomes that they would like to achieve through their funding	Evelyn Trust
Where the foundation has one corporate trustee, who is also the employer for all staff, it provides links to relevant information on the corporate trustee's website, e.g. whistleblower policy, diversity data etc.	City Bridge Foundation

This report does not list bad practice, largely because most 'bad practice' is simply that things are absent: for instance, that a foundation does not publish its funding priorities, or its website cannot be read without a mouse. It was often found that, where a foundation has a funding stream but it is not open for applications at the current time, there can be no information about it published at all. That prevents charities from seeing whether they might be eligible and planning to apply when that becomes possible again.

## 5. Reactions from foundations

The discussion of foundations' reactions has been split into: their technical reactions to the data about them, which they are each sent to check; and comments about the FPR more broadly.

### Foundations' reactions to the data about them

Each included foundation was sent the information gathered about it, so that it could point out anything that had been missed, or provide relevant context or interpretation. They had at least three weeks to respond. The research team ran three public webinars during this period, open to anybody and to which the included foundations were invited.

As a reminder, most (86) of the 100 included foundations had not asked to be included: rather, they were chosen randomly.

Responses were received from 19 foundations. That is a reduction on Year Three, which saw 35 responses. Interestingly, most of the foundations that responded had not been assessed before.

A few of the responses simply confirmed that the data were accurate. Several included positive comments that the foundations were glad to have been assessed and find it useful: the quotes atop this document are examples of that.

The comments were all in one of the following categories:

- Updated information where it differed from that shown by the regulator, e.g. on number of staff. The FPR only uses publicly available data, therefore revisions were made only if the change was reflected in the regulator's or foundation's website.
- Some foundations noted that the exercise had highlighted some website functionality or content issues that had gone unnoticed, e.g. a broken link or a change in practice that was not yet reflected on the site. Where the foundation had made the correction, the scoring was revised.
- Some provided explanations for why certain information is not available, e.g. diversity data or a whistleblower policy is not made public. One foundation reported that it has not made a commitment to be a Living Wage Employer because all of its staff earn way above the Living Wage.
- Some foundations provided links to data, e.g. multiple locations where grantee information is stored, or documents that the research team had missed.

- There were a few instances where the foundations mix up closely related criteria, e.g. a complaints policy and a whistleblower policy, or feedback from grantees and analysis of effectiveness.

In Year One, some foundations replied saying that they did not think they were grant-making foundations. There were no such responses in Years Two or Three, but there was one such this year: one foundation said that it is not a foundation in the same way as others on the list, which could have a material effect on some assessment criteria. The FPR does not second-guess the lists from which the cohort is drawn (now UK Grantmaking and formerly the ACF list).

## Feedback from foundations about FPR feedback

Many pieces of feedback were again provided this year. Some were recounted verbally; others in writing. Some were from foundations which have been assessed (either this year or previously), others were from foundations which have never (yet) been assessed.

At the top of this report are some examples: these were provided – unsolicited – when foundations wrote in response to the data about them that they were sent to check. That is the full set of written responses received at that stage: we have not cherry-picked in any manner.

The FPR team has also heard many such views verbally.

These views are very heartening because the FPR was created and designed to influence behaviour, rather than simply a research exercise.

Clearly, this feedback is not definitive proof of systematic change across the board, but it is nonetheless heartening in terms of indicating that the FPR is having its desired effect of encouraging foundations to improve their practices.

## 6. Next steps

### Next year's research and analysis

The Foundation Practice Rating will run again in 2025–26 (which will be Year Five). The details have yet to be finalised but the following is envisaged.

The cohort of foundations will be defined in the same way: that is, it will comprise:

- the foundations funding the work;
- the five largest UK foundations by giving budget; and
- a fresh sample of other foundations drawn from an independently published list of UK grant-making foundations, and the most recent list of UK community foundations. It will, again, be a stratified random sample.

There is a good chance that foundations in the cohort in Year Four or before will be included again in future, simply by weight of numbers.

It is likely that the criteria for Year Five will be largely the same. That is for reasons of continuity and direct comparison. That said, the questions may be refined in the light of experience and feedback. At some point – perhaps after Year Five – the criteria may be completely overhauled, reviewing them ‘from the ground up’.

The ‘grade boundaries’ are likely to remain the same in Year Five as for Years One to Four. An alternative is to raise the bar for the rating bands, on the basis that, by Year Five, foundations have had time to improve their practice and disclosure, and expectations should accordingly be higher.

### Assessing the effect of the FPR

As set out before, accurately and comprehensively identifying FPR's entire effect will be impossible. This is because there is no counterfactual: the FPR ‘operates on’ the whole UK foundation sector – and does so quite deliberately – for instance by publishing the FPR criteria and stating publicly that the rating is being carried out, and that any foundation might be included in any year. There are therefore no foundations that are outside what researchers call the ‘treatment group’ (i.e. who are not affected by the project). This precludes any comparison of changes in performance of foundations who



are ‘treated’ (i.e. assessed) with changes in performance of foundations who are not – everybody is ‘treated’.

Furthermore, there is no ‘baseline’ data. The FPR Year One data in effect are the baseline, but they were gathered *after* the criteria and guidance on ‘how to do well’ were published: that is, after the intervention started. As a result, it is possible that some foundations may have changed practices and public documents in response to the criteria and guidance but before the formal data gathering. And that is great! – the FPR team and funders are more interested in encouraging change than in documenting and attributing it.

Consequently, it is not possible to rigorously distinguish between the effects of this rating and the effects of (the many) other factors that affect foundations. Any observed changes could be due to factors that affect all foundations.

However, as mentioned, there are encouraging signals and examples from various foundations that they are changing their practices in response to the FPR (and probably other factors too). Many foundations have said that they find value in this process and the criteria. The FPR will continue to track these anecdotes and hope that the process continues to create value for the sector. The FPR may commission some systematic qualitative work to hear from foundations about whether they are aware of the FPR, their experiences of it and whether / where / how it has affected their practices. This might illuminate both the kinds of effects that the FPR is having, and how it could be amended to be more consequential.

## How to provide feedback

Friends Provident Foundation welcomes feedback about this project. That can include your views about the process or the results; or if your foundation is now changing its practice as a result.

Please contact Friends Provident Foundation:

**[enquiries@friendsprovidentfoundation.org.uk](mailto:enquiries@friendsprovidentfoundation.org.uk)**

# Appendices

## A. Method: How the Foundation Practice Rating works

This section describes who is involved in the FPR and their roles, the principles underpinning the design of the FPR, how the rating process was developed, how research was undertaken, and how the data collected about the foundations were converted into ratings.

### **Principles which inform the FPR method**

#### ***A rating, not a ranking or index***

The FPR is a *rating* of foundations, not a *ranking*.

A rating is an absolute measure of performance. In a rating system, everybody can get top marks, or everybody can get bottom marks.

The FPR is not a ranking, because rankings show relative performance (who is top, who is second, and so on). The FPR intends to assess what prospective applicants experience, which is a foundation's absolute performance, not relative performance. If all the foundations with which a charity deals are brilliant, it doesn't much matter which one is slightly more brilliant than the others; and if all the foundations are awful, it doesn't matter who is marginally the worst. Furthermore, a ranking is a zero-sum system: if somebody rises, somebody else must fall: in other words, one organisation's gain is at somebody else's expense. This is not how foundation practice works.

A rating shows foundations' performance on an absolute scale so gives a stronger signal for improvement than a ranking would, and is also capable of indicating the improvement of the sector overall.

Equally, the FPR is not an index. An index – such as the Retail Price Index – solely tracks changes over time, rather than showing the absolute level.

#### ***Objectivity***

A key principle in the FPR is objectivity. Hence the decisions are based on external sources whenever possible. For example:

- An existing list of foundations is used, rather than creating a new one.

- The FPR criteria draw on other self-assessment tools and ratings in the private, public and non-profit sectors – such as GlassPockets’ Transparency Standard, Give.org’s BBB Standards for Charity Accountability, the Social Mobility Employer Index and the Racial Equality Index. These sources are detailed in previous years’ reports. There was also a public consultation about the criteria and process.
- Each criterion is given equal weighting within its domain. Hence the FPR is neutral as to the relative importance of the various criteria within a domain.
- Each domain – diversity, accountability and transparency – is equally weighted in the overall score: the FPR is neutral as to the relative importance of the various domains.
- On assessing foundations’ investment policies and whether they should have them, the FPR used the fact that GlassPockets features a criterion that foundations should include an investment policy, and the Charity Commission for England and Wales publishes guidance on what investment policies should contain.

Nonetheless, some scores unavoidably involved subjective judgements. For instance, one criterion asks whether a foundation had published any analysis of its own effectiveness (distinct from listing grantees or the budgets of its various funding streams). The researchers had to judge whether any particular document constitutes analysis of that foundation’s effectiveness.

### ***Taking the stance of a prospective applicant***

Grant-making foundations create social change through the organisations that they fund. The FPR puts those organisations centre-stage. The research process is designed to mimic the experience of prospective applicant by acting as they do:

- **Only publicly available data are used.** The sources used are those most likely to be used by a prospective applicant, i.e. the foundations’ websites and their annual reports and accounts filed with the regulator. Other materials, such as those presented at events or on social media, are not taken into account.
- **A time limit is set for the research.** Each researcher spends up to 90 minutes researching each foundation, a plausible time that a charity might spend initially researching a possible funder. Sometimes the information was hard to find: sometimes it took 90 minutes to find it all, at other times it was faster. A prospective applicant may not take (or have) as much as 90 minutes, so, even if the information was found and the foundation scored well on that aspect, there is scope to make it easier to find.

### ***The FPR uses only public information***

Because the FPR takes the perspective of a prospective applicant, it uses only publicly available data: from foundations’ websites (including reports on there) and their annual reports as published by their regulator. For a few criteria, the information must come from the website, such as ‘Does the foundation say who its staff are on its website?’

Of course, this may not completely capture what foundations are doing. For example, if they did an excellent job involving a diverse group of stakeholders but did not mention that on their website or in their annual report, the rating gave no credit for that. The research team did not look at material posted on social media, simply because of the difficulty of searching through it.

Clearly, foundations may have materials or processes which are not public, e.g. one has diversity goals which are not public, and one told the research team privately that it is willing to talk with prospective grantees before they apply. Those are not counted because they are not visible to outsiders.

Some foundations wrote to the research team saying that they have considered publishing particular material and there is a good reason why they do not publish it. Again, that information – and usually the rationale for not publishing it – are not visible to outsiders, so it is not counted. (Some of these decisions seemed curious. For instance, one foundation said that it does not put trustee names on its website for reasons of ‘privacy’ or ‘avoiding bias’, though they are – by law – published by its regulator.)

## Roles

### *Funding*

The FPR is funded by 10 foundations:

- Friends Provident Foundation;
- Barrow Cadbury Trust;
- John Ellerman Foundation;
- Joseph Rowntree Reform Trust;
- Paul Hamlyn Foundation;
- Indigo Trust;
- Joseph Rowntree Charitable Trust;
- The Robertson Trust
- City Bridge Foundation; and
- John Lyon’s Charity.

These foundations, collectively called the Funders Group, meet periodically to advise. The Association of Charitable Foundations also joins these meetings.

### *Research*

The design and refinement of the rating system (including defining the criteria and research process) is led by Giving Evidence, an independent consultancy and research house. Giving Evidence works to encourage and enable *giving* based on sound *evidence*. It developed the FPR rating system, including the criteria and scoring system, and produces the research and analysis for the ratings each year.

Giving Evidence’s role covers:

- determining the criteria (including running a public consultation each year);
- determining the cohort of foundations to be assessed;
- gathering the data about each included foundation and ensuring its accuracy;

- turning the data into scores in each of the three domains, and from that ratings on each domain, and from that an overall rating; and
- analysis of the results.

### **Decisions**

The Funders Group has no control over the detail of the assessment, nor the data about or ratings assigned to individual foundations, including themselves. All operational decisions are made by Giving Evidence; discrepancies on the research findings are resolved by the research team; and the scores are determined by the scoring system set up by Giving Evidence.

### **Scope: How the assessed foundations are chosen**

The FPR looks at UK charitable grant-making foundations.\* Public grant-making agencies (such as local authorities or the research councils) are not included because they have other accountability mechanisms.

There are hundreds of charitable foundations in the UK, so a sample is taken. Each year's cohort comprises 100 foundations, which are:

1. **the foundations which fund this project.** This project does not aim to criticise other foundations, but instead to improve the whole sector. The Funders Group comprise nine foundations, and each is assessed using the same criteria and process as the other foundations. They are listed elsewhere in this report;
2. **the five foundations with the largest giving budgets** in the UK, because they so dominate UK grant-making overall; and
3. **a stratified random selection of community foundations and other foundations** listed in the most recent ACF Foundation Giving Trends report. For the latter, the foundations' giving budgets are taken from the ACF report. (The research team adopt ACF's determination of what is a foundation. Some organisations which have been assessed by the FPR because they are included in ACF's list have written to the research team disputing that they are grant-making foundations.) For community foundations, their revenue is taken as the figure on the relevant regulator's site listed as 'charitable expenditure': of course, this might include non-grant expenditure. The cohort is organised so that a fifth is in the top quintile by giving budget; a fifth in the second quintile, etc. Consequently, there are fewer randomly selected foundations in the top quintile (because five of those 'slots' are already taken by the UK's five largest foundations).

Two major changes were made this year, explained below, both of which affect the Year Four results. First, the number of community foundations in the cohort was stabilised at six: that number will be stable every year henceforth. Second, the data source changed

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\* The FPR includes the organisations that fund it. One of these, the Joseph Rowntree Reform Trust, is a non-charitable grant-making foundation. It is the sole non-charity included.

to UK Grantmaking. Details of these changes – and those to the criteria – were published before research started.

### ***The number of community foundations***

Hitherto, each year the list of community foundations (from UK Community Foundations) was combined with the list of foundations published by the (UK) Association of Charitable Foundations in its (then annual) Foundations Giving Trends report ('the ACF list'). A stratified random sample of that combined list was taken, such that a fifth of the whole cohort is in the top quintile, a fifth in the second quintile, etc. (Account is taken of the fact that, for example, five 'slots' in the top quartile are already taken by the five largest foundations, which are included automatically. The whole sample is such that a fifth of the whole cohort is in each quintile, not just a fifth of the randomly selected foundations.)

This meant that the number of community foundations included fluctuated: five in Year One; eight in Year Two; and 16 in Year Three. In all previous years, community foundations scored better in the FPR on average than other foundations. Consequently, the random changes in the number of them in the cohort can influence the overall cohort performance.

To reduce this noise, henceforth the FPR will assess the same number of community foundations each year: specifically, the number which corresponds to their proportion in the total sampling frame for random selection. That number for Year Four is six community foundations, a reduction on the two most recent years.

How community foundations are selected was also changed, to ensure a representative spread of them by giving budget. FPR Year Four used the list of community foundations in the UK Grantmaking list (see below), arranged by giving budget. A systematic random sample of six community foundations was drawn such that at least one is in each quintile, with one quintile having two foundations.

### ***Using UK Grantmaking data***

For Years One, Two and Three the cohort of non-community foundations was drawn from the Foundations Giving Trends report published annually by the Association of Charitable Organisations. ACF has now ceased producing the Giving Trends report. For Year Four, the data-source used was UK Grantmaking, produced by 360Giving and which launched in 2024.

The lists are very different. The research team aimed to find the subset of the UK Grantmaking list which is most aligned with the ACF list in order to minimise disruption to the time-series of FPR results.

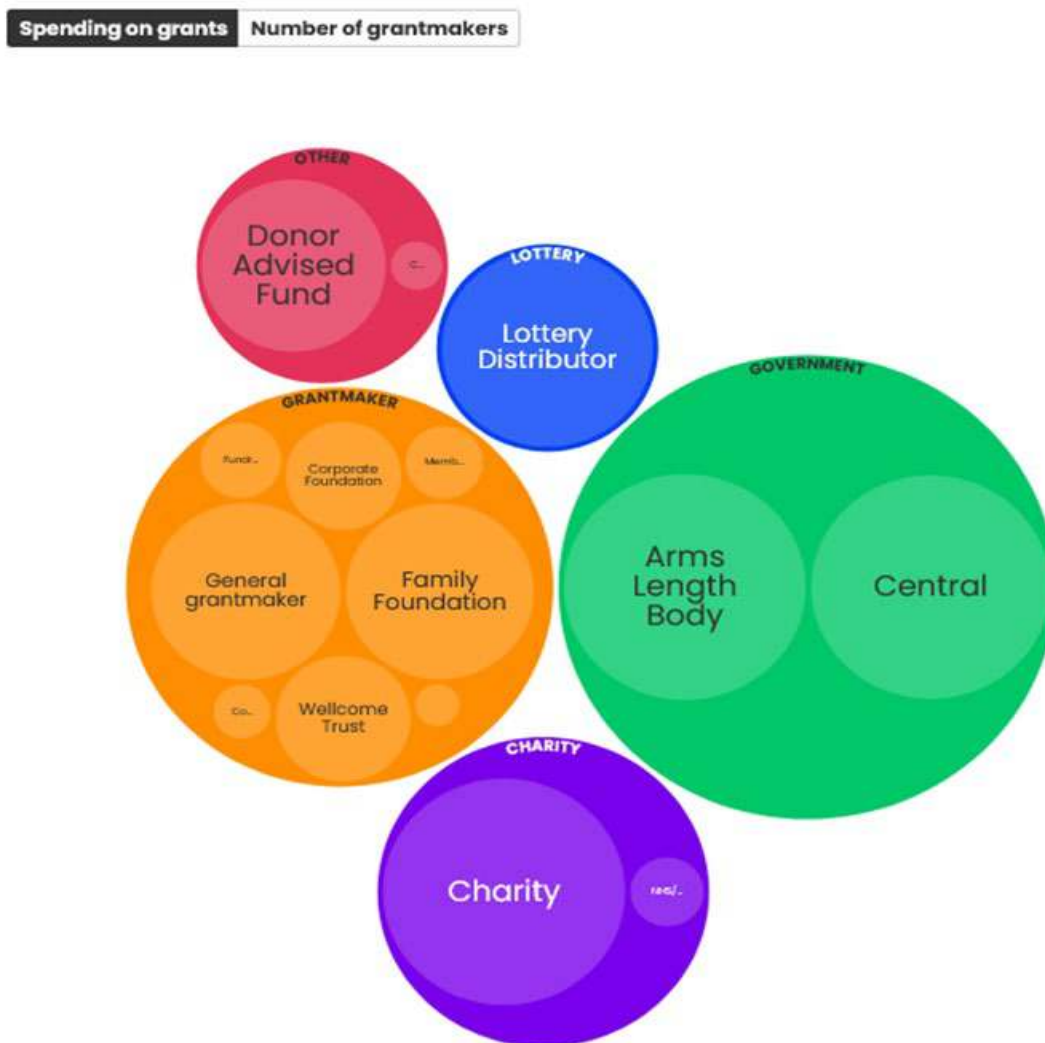
UK Grantmaking categorizes the funders into five segments (see Figure 42):<sup>21</sup>

1. Grant-makers: include community foundations, family foundations, Wellcome Trust, fundraising grant-makers (e.g. BBC Children in Need), member/trade funded foundations (e.g. the livery company foundations), foundations endowed

by government or lottery (e.g. Education Endowment Foundation) and general grant-makers.

2. Charities: include NHS/hospital foundations and international aid agencies which transfer funds in the course of their work, e.g. AMREF.
3. Government foundations: include central government, local government, devolved government and Arm’s Length bodies.
4. Lottery distributors.
5. Other foundations including donor advised funds, and companies.

**Figure 42:** Number and size of UK grant-makers, by segment, 2022–23



Source: 360Giving analysis of data from charity regulators, charity and other accounts, and 360Giving publishers • Excludes local authorities and devolved governments - estimated to be over 400 organisations contributing over £1bn in grants

At launch, UK Grantmaking listed 12,498 charities and foundations. The FPR is concerned with UK charitable grant-making foundations, which primarily support organisations, as distinct to supporting individuals. Hence the sub-set of interest to the FPR, and which best matches the ACF list, was chosen.

The FPR was mainly interested in grant-makers in the mustard-coloured (Grantmaker) circle of Figure 42. This eliminated 662 foundations.

One foundation – Guy's and St Thomas' Foundation – had been coded as a 'charity'. 360 Giving said that it would move it to the 'Grantmaker' category, so it was added back to the FPR dataset. Unlike many foundations attached to hospitals, it funds work outside that hospital.

Then foundations not relevant to the FPR were removed.

**Figure 43:** Categories of foundation on UK Grantmaking removed to form the FPR's sampling frame

Category	Description	Rationale for exclusion	Outcomes: excluded foundations
Any foundation that is not active	All foundations for which the column titled 'Active' is FALSE or Blank	Inactive foundations cannot be held to account.	117
Spending below threshold	Spending budget on grant-making to institutions is less than £1 million	This is about matching the foundation size to the set of foundations analysed in previous years. The smallest listed foundation on ACF Giving Trends reports had giving budgets of £1.17 million (in the 2023 report), £0.79 million (in the 2022 report). For consistency, the threshold for giving budget was set at £1million.	11,046
Does not qualify to need a full audit <sup>22</sup>	Income over £1 million* or have gross assets over £3.26 million and income over £250,000	The FPR uses full annual reports, which are required only from charities of this size.	47
Any foundation with the word 'Benevolent', 'Chorister', etc. in the name		Not a general purpose grant-maker: these make grants just for specific communities, and mainly to individuals.	1
<b>Total excluded</b>			<b>11,211</b>



That left the following list which was the sampling frame for non-community foundations:

Grant-making charities with a budget over £1 million: community foundations (CFs)	39
Grant-making charities with a budget over £1 million grant-making foundations (non-CF)	586
<b>TOTAL</b>	<b>625</b>

The giving budget threshold chosen was £1 million, because this aligns with the ACF lists, though the size cut-off on those has moved somewhat over time (Figure 44).

**Figure 44:** Giving budget of the smallest foundation included on the ACF list which was most recent for each FPR year

FPR Year Three (research done in 2023)	FPR Year Two (research done in 2022)	FPR Year One (research done in 2021)
£1.17 million	£0.79 million (£0.88 million – inflation adjusted)	£380,331 (£399,815 – inflation adjusted)

### **Anomalies**

After drawing the sample, some foundations in the sample didn't really fit the FPR's criteria and should have been excluded (i.e. they are not charitable foundations which provide grants to other organisations rather than to individuals). These included:

- ARK (Absolute Return for Kids), which was listed by UK Grantmaking as a 'grantmaker'. It was included in the random sample and assessed. Towards the end of that process, the researchers realised that, though it began life as mainly a funder, it is really now an operational charity. UK Grantmaking requests feedback about its dataset and categorisation. The research team alerted them to that anomaly and henceforth it will categorise ARK as a 'charity'. However, ARK remains in the FPR's cohort for Year Four;
- the Royal Air Force Central Fund, which is a benevolent fund that only supports serving members of the RAF and their families;
- the Reed Foundation, which runs the BigGive.

The latter two foundations were replaced in the FPR with others from the same quintile in the Year Four cohort.

One foundation which came up in the random selection is a longstanding Giving Evidence client. This was a unique situation and created an unmanageable conflict of interest, so that foundation was replaced by another randomly chosen foundation from the same size quintile.

### ***Opt-ins***

In response to feedback, foundations can now opt-in to the FPR to be assessed. Such foundations pay a small fee to cover the research work. They are assessed in the same way as the main cohort, and their results reported here but separately from the main analysis to avoid the selection effect skewing the results. Four foundations were included in this category in Year Four: BBC Children in Need, The Mercers' Charitable Foundation, Maitri Trust, plus Joseph Rowntree Charitable Trust, which is treated as an opt-in this year.

## **The process for gathering the data**

### ***Gathering and checking the data***

Giving Evidence's research team comprised six researchers plus a research manager: some had worked on the FPR in previous years whereas others were new. No assessed foundation, including the Funders Group, is a Giving Evidence client. The researchers are chosen to have enough experience of charities, foundations or similar organisations and/or fundraising to understand the dynamics and perspectives of a prospective applicant, but not to know the UK foundation scene so closely that they have relationships and hence conflicts of interest. Several of the researchers are based outside the UK, deliberately, because some prospective applicants are outside the UK and have little or no contact with UK foundations. Each year, each researcher declares whether they have any relationship with any of the foundations included in the FPR: none did.

Each foundation is researched by two researchers operating independently. Each researcher is given 90 minutes to research the non-financial questions on each foundation (the financial points are scored by a separate, specialised researcher). This is to mimic a charity researching a prospective funder: such a charity is unlikely to spend more than an hour and a half looking at any given foundation. On some occasions, researchers run out of time: they cannot answer all the questions within that time. In those cases, the questions which they have been unable to answer in that period are unanswered and the foundation will not score any points for those unanswered criteria. This is not a treasure hunt!

In order for data or reports to count, they must be published within the last three years.\* This rule was introduced in Year Three and is to avoid foundations getting credit for material that may be very old and hence no longer relevant or even accurate. The Year Two report stated that this change was being considered.

Data were gathered relating to the criteria, which contribute to the scores and ratings, and also questions, which do not. A 'question' is a piece of information that is collected but which does not contribute to the score, such as 'website address'.

The two researchers' answers are compared by Giving Evidence's Research Manager, who moderates them, possibly involving a third researcher to resolve discrepancies.

The data were gathered from August 2024. Each included foundation was sent its data during October 2024 to check, and given three weeks to do so. The foundation's published preferred contact method was used: that was mostly email, but some foundations had no email address so the material was sent by post. Included foundations were also offered webinars, in October 2024, to discuss the FPR and answer their questions.

When a foundation raises a valid point, e.g. cites a relevant public document which the researcher had missed, the data were amended.

### ***Making exemptions***

Foundations are only scored on criteria which are relevant to them, and are exempt from criteria which are not. For example, a foundation which has few (or no) staff cannot be expected to publish gender pay gap data, and so is exempt from that criterion.† A full list of the FPR's exemption rules is in Appendix D.

Equally, some foundations have programmes which are not grant-making programmes but rather campaigns with which the foundation is involved. Those programmes and that spending were excluded from the analysis because the FPR is about grant-making. So, for example, when assessing the percentage of a foundation's giving for which success rates are published, only the foundation's grant-making budget was included (as denominator): that may be less than its total spend.

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\* As mentioned, reports that were undated were assumed to be current and hence were counted. Research related to consulting with communities to determine the foundation's priorities was given a five-year window.

† For instance, one criterion was whether foundations published a plan for improving their staff diversity. Any foundation with five or fewer staff was exempt from this criterion.

The legal requirement, when the Year Two process started, was only for employers with over 250 staff. Very few foundations have that many staff. The researchers used 50 staff as the exemption ceiling, because that was the original recommendation to government by a report it commissioned in 2017 from Baroness McGregor-Smith: *The McGregor-Smith Review (2017) The Time for Talking is Over. Now is the time to act.*

<https://assets.publishing.service.gov.uk/media/5a7f81c6ed915d74e33f6dc4/race-in-workplace-mcgregor-smith-review.pdf>

As a result of these exemptions, the maximum score available within a domain varies between foundations: a foundation's maximum possible score in a particular domain was determined from only the questions relevant to that foundation.

## **Converting the data into domain scores, domain ratings and an overall rating for each foundation**

### ***Calculating the domain scores***

Because of the FPR's principle of objectivity, the criteria within a domain were all weighted equally in generating the domain score.

To obtain a foundation's numerical score for each domain, its actual score for that domain (i.e. the number of points it is awarded in that domain) was divided by the maximum possible score for it on that domain, which gave a percentage figure. The maximum possible score differed between foundations because of exemptions.

Each foundation's numerical score in each domain was then converted into a domain rating. FPR ratings have four grades, from A (the highest) to D. Four grades were chosen partly because various UK public sector rating/quality assessment systems have four (e.g. Ofsted, HM Inspectorate of Prisons, the Care Quality Commission). A to D were chosen because they are easy to understand.

Each foundation's rating on each domain is published, but not the numerical scores. This is to prevent a ranking being constructed from the data, which would be unhelpful for the reasons given earlier.

### ***Calculating a foundation's overall score***

Because of the FPR's principle of objectivity, the three domains are weighted equally to give the overall rating. A natural way to generate a foundation's overall rating would simply be to take an average of its scores of the three domains. However, really excellent performance requires a minimum level of achievement in all three areas, rather than just an outstanding score on one or two domains. So the FPR does not use a straight average.

This issue was addressed by the public sector comparators that were used. For example, in Ofsted's ratings, if a school is rated as 'inadequate' on any of the four domains of its criteria, it will be 'inadequate' overall: in other words, a school's overall rating will not be higher than its lowest domain score.<sup>23</sup> The Care Quality Commission regulates health and social care provision in England. It assesses providers on various aspects, and if a provider scores below 'good' on any aspect, it cannot get an 'outstanding' rating overall.

The FPR uses a similar principle. If a foundation scores badly on any domain, it cannot be said to be excellent. For instance, if a foundation is graded A in both accountability and transparency but D in diversity, it does not warrant an overall grade of A.

**The FPR rule is that a foundation's overall rating can be at most one grade higher than its lowest domain score.** That is, if a foundation scores D in any domain, the best overall score it can get is C. Similarly, if a foundation scores C in any domain, the best overall score it can have is B. The overall rating of a foundation is determined by taking the lower of:

- what the overall grade would be if the foundation's average score from the three domains were converted into one number, and then into a grade; and
- the lowest grade that a foundation achieved for an individual issue, increased by one.

This is illustrated in Figure 45.

**Figure 45:** Illustration of rating system used by the FPR

Foundation	Diversity rating	Accountability rating	Transparency rating	Rating based on the numerical average of its domain scores	Actual overall rating	Reason
1	A	B	A	A	A	Lowest grade (B) raised by one is the same as the simple average.
2	A	C	A	A	B	Lowest grade (C) raised by one is B, which is lower than the average score.
3	B	B	B	B	B	The simple average is B, and there is no reason to lower it.
4	D	A	A	B	C	The lowest grade (D) raised by one is C. This is lower than the simple average (B). This foundation's grade is affected by its poor performance on diversity.

In Year Three, there were only seven foundations whose overall ratings were different under the rule described above than if a simple average had been used (in Year Two there were 10 foundations.) They were all pulled down by their ratings on diversity, moving from B overall to C overall because of a D rating on diversity.

### ***Analysis and statistical tests***

The research team did various analysis on the ratings and also on the numerical scores. They used statistical analysis to check whether apparent changes from year to year in the numerical scores are statistically significant or just likely to result from random chance. To examine changes in overall and domain scores from year to year, they used two-tailed t-tests. These analyses were checked for accuracy and method by an independent statistician.

## **How the criteria were defined**

### ***Changes to criteria around investment policies***

#### **Summary**

The Charity Commission for England and Wales issued updated guidance about 'investing charity money' for charities in its jurisdiction.<sup>24</sup> This followed a High Court ruling in 2022.<sup>25</sup> The new guidance was published in August 2023, during the research for FPR Year Three. The FPR's criteria on investment policies were not amended for Year Three because the research for those criteria uses foundations' annual reports for completed financial years, which obviously pre-dated this new guidance. However, having looked at the new guidance the researchers made some minor changes to the FPR criteria.

Not all the foundations included in the FPR are regulated by the Charity Commission for England and Wales: some are in Scotland or Northern Ireland. In addition, foundations' financial year ends, and their annual accounts, are written at different times; and it will take time for investment approaches to alter, where they do, and still longer for investment portfolios to reflect that.

### ***Criteria to date***

For Years One, Two, Three and Four, the FPR has had two criteria related to investment policies. Both sit in the accountability domain:

Q75. Does the foundation have an investment policy? *(this is worth one point)*

Q76. Does this policy include the following (Please write down all that apply): *(this is also worth one point: foundations score 1/8th of a point for each item)*

- a) the scope of its investment powers;
- b) the charity's investment objectives;
- c) the charity's attitude to risk;

- d) how much is available for investment; timing of returns and the charity's liquidity needs;
- e) the types of investment it wants to make; this might include ethical considerations;
- f) who can take investment decisions (for example trustees, an executive, an investment adviser or manager);
- g) how investments will be managed and benchmarks and targets set by which performance will be judged;
- h) reporting requirements for investment managers (if applicable).

The eight items in the FPR's Q76 were taken directly from the Charity Commission's then-current guidance on investment policies (called CC14). That is because the FPR has an overall stance of using definitions from other relevant entities wherever possible. Also note that Charity Commission guidance is just that: guidance, rather than being mandatory. FPR does not rate foundations on simply whether they adhere to legal requirements, since that is the regulator's role.

The Charity Commission also issues 'charity reporting and accounting' (CC15d).<sup>26</sup> The FPR does not use that because the relevant parts about investments are mandatory.

### ***The new guidance***

This has clearer language than previously, and also adds some items which should/may be stated in investment policies. Figure 46 compares the two sets.

For Year Four, the FPR again used the current CC14 (i.e. the updated version): this is to be consistent with previous years and minimise changes.

**Figure 46:** *Changes in CC14 investment guidance, and consequent changes to FPR criteria*

<b>Former CC14 guidance (verbatim: numbering has been added)</b>	<b>Updated CC14 guidance (verbatim)</b>	<b>Comment</b>
A charity's investment policy will normally contain the following:	Your policy should include your charity's purposes and plans and how your investments fit with these.  It may also include the following, depending on the size and complexity of your charity:	Update uses plainer language and is more directive ('should' rather than just 'will normally').  So a criterion has been added to the FPR about whether the investment policy states the foundation's purposes and plans and how its investments fit with these; for Year Four, this factor will not contribute to scores.

Former CC14 guidance (verbatim: numbering has been added)	Updated CC14 guidance (verbatim)	Comment
a) the scope of its investment powers;	what, if anything, your charity's governing document says about how you must invest	Update similar but using plainer language: the FPR will now use this.
b) the charity's investment objectives	your charity's investment objectives, including any relevant reputational and other non-financial factors	The updated guidance is expanded: the FPR will now use this.
	any sectors or organisations which you consider are in conflict with your charity's purposes	This is new – the previous version mentioned positive, ethical choices (bullet below); this is about exclusions. The FPR will use this. For Year Four, this factor will not contribute to scores.
c) the charity's attitude to risk	your charity's attitude to risk	No change
d) how much is available for investment; timing of returns and the charity's liquidity needs	how easily or often you need access to your charity's money	These next two updated sections are split-out parts of the former bullet 'd'. Its first part – 'how much is available for investment' – has been dropped, and the two others are split out. The FPR will use the new, more plainly expressed version.
	your timeframe for investment – short, medium or long-term	The update has clarification of the previous item about 'timing of returns'. The FPR will add this.
e) the types of investment it wants to make; this might include ethical considerations	your approach, if any, to ESG factors and to your engagement with the companies you invest in	Update drops the first part about 'types of investment'; is more explicit about licensing foundations to take ESG factors into account; and mentions engagement with investments too. The FPR will now use this.



Former CC14 guidance (verbatim: numbering has been added)	Updated CC14 guidance (verbatim)	Comment
f) who can take investment decisions (for example, trustees, an executive, an investment adviser or manager)		This former point 'f' is not replicated in the updated guidance. It is partly mentioned in the updated final bullet, 'who your investment advisers and managers are, their responsibility and remit, and how you will work with them'. Trustees'/executives' own decision-making on investments is not mentioned explicitly – often in previous FPR research, researchers looked for the foundations' investment committees to partly answer this point (and former point 'a').
g) how investments will be managed and benchmarks and targets set by which performance will be judged	how you will monitor and review your investments, including key benchmarks	These final two updated bullets each partially map onto the former bullets 'g' and 'h'. Although they don't cover precisely the same questions, the language is plainer. The FPR will now use them.
h) reporting requirements for investment managers	who your investment advisers and managers are, their responsibility and remit, and how you will work with them	These final two updated bullets each partially map onto the former bullets 'g' and 'h'. Although they don't cover precisely the same questions, the language is plainer. The FPR will now use them.

### New criteria about investment policies:

Q75: Does the foundation publish an investment policy?

Q76: Does the investment policy include: *(These come from the new rubric. Again, each is worth 1/8 of the point: the last two are only applied where relevant to the individual foundation.)*

a) what, if anything, the foundation's governing document says about how it must / can invest

b) the foundation's investment objectives, including any relevant reputational and other non-financial factors

c) the foundation's attitude to risk *(no change)*

d) how easily or often the foundation needs access to its money

e) the timeframe for investment – short, medium or long term. *(This is newly split out to match the new guidance.)*

f) the foundation’s approach, if any, to ESG factors and to engagement with the companies in which the foundation invests

g) how the foundation monitors and reviews its investments, including key benchmarks

h) who the foundation’s investment advisers and managers are, their responsibility and remit, and how the foundation works with them

In previous years, part (h) was only scored if it was relevant to a particular foundation – and not if a foundation had no investment manager, or was a company rather than a charity. A similar approach was adopted in Year Four: foundations are exempt from the new (h) if appropriate.

The following items are also noted, because the new guidance calls for them, but will not be scored in this Year Four. They may be scored in future years.

Q77: Does the investment policy include / state:

i) the foundation’s purposes and plans and how its investments fit with these *(This comes from the new preamble.)*

j) any sectors or organisations which the foundation considers are in conflict with its purposes *(This is a new factor.)*

### ***Determining the criteria***

It is important to ensure that the FPR reflects what operational nonprofits want from foundations. So, each year, Giving Evidence runs a fresh public consultation, promoted to UK charities and foundations. Respondents can suggest new criteria, criteria to be removed or adapted, and any other changes to the process. The consultation influences the criteria for each year. In Years Two, Three and Four the consultation produced suggestions of additional issues to cover: such as lived experience. As a ‘toe in the water’, the research team added non-scoring questions on these topics, to see what foundations publish and test the feasibility of developing scoring criteria on them later. The results of this are discussed in this report, even though the data don’t contribute to the ratings.

All criteria are based on external definitions and thresholds, where possible. The process for determining the criteria is described in detail below.

The criteria, and guidance on how the criteria would be assessed, were published before the assessments were carried out. For Years Three and Four, some small refinements were made to some criteria and thresholds, but the criteria are largely unchanged to avoid moving the goalposts for foundations.

### ***The three domains of diversity, accountability and transparency***

The FPR covers three ‘domains’:

- **Diversity.** The extent to which a foundation reports on the diversity of its staff and trustees and its plans to improve its diversity, and how well it caters for people who prefer / need to communicate in different ways (i.e. accessibility). The FPR did not look at issues such as how well foundations hear and heed views from a diverse set of stakeholders to inform their work. On the issue of what or whom foundations fund, this was not covered in Years One and Two, but for Year Three data were gathered about whether and how foundations disclose who they fund. Those data are reported in the section 'Foundations' reporting about the diversity of the organisations they fund'.
- **Accountability.** How anyone who wants to examine the work or decisions of a foundation after the event can do so, and make their voice heard.
- **Transparency.** Whether a potential grantee has access to the information that they need to decide whether to apply for funding, or to ask the foundation for that, or to make other enquiries.

The FPR to date has not examined what the foundations actually fund. It is possible that a foundation with poor disclosure and undiverse staff might fund very diverse organisations and activities. This year, the research team started gathering data on this and may create scoring criteria on it in future.

On diversity of staff and trustees, the FPR measures whether foundations publish data about their diversity. Few do. They have previously attempted to assess what the reported diversity of staff and trustees is. But they have been unable (thus far) to find a sensible and objective way to assess it: to what should it be compared? For instance, should the racial diversity of a foundation funding across the UK but based in Norwich be compared to that of the UK as a whole, or just Norwich, or all of East Anglia? What about a foundation based in the UK but funding globally, or funding biodiversity? Deciding on such questions seemed to require opinion, which the FPR tries to avoid. In Year Two, data on the actual diversity of staff and trustees were collected (the FPR criteria only cover whether it is disclosed at all) and published.<sup>27</sup>

Some foundations did not disclose particular information – and sometimes this is for good reason, because of how they operate. For instance, some foundations that fund human rights work might want to avoid attracting attention – particularly to their grantees – because that may imperil them.

The rating does not imply that some ways of doing philanthropy are better than others. But it may prompt reflection about foundations' practices, their openness and accountability. Weaknesses in internal practices may 'spill over' into their funding approaches.

### ***Selecting criteria, and developing them over time***

Criteria were developed in each of the three domains. They are listed in Appendix C, which shows the domain for each criterion.

In Year One, criteria were selected through a process which involved: discussions with the Funders Group; researching criteria used in other rating and ranking projects (UK

and international); testing a subset of these criteria through a public consultation; soliciting suggestions from the general public; interviews with sector and rating experts; and several rounds of feasibility testing. The final criteria were selected only if they met both the following requirements:

- **in scope.** The criteria must relate to diversity, accountability and transparency. Any that did not were out of scope. For example, criteria only about environmental sustainability or relating to an assessment of a foundation's impact or its strategy were out of scope; and
- **observable and measurable.** The rating process used only publicly available sources, and therefore the criteria had to relate to data that could be in the public domain. The evidence on whether a foundation met a criterion had to be measurable from the outside, and not require (for instance) interviews with staff or insider knowledge.

Most criteria remained the same into Year Four. The criteria received a favourable response in the consultations, and continuity aids comparisons over time. The detailed criteria are in Appendix C.

Some minor changes were made in Year Two to improve clarity and the research process. They include combining a couple of questions which turned out to be rather duplicative.

Information gathering questions were added which do not currently influence scores:

- from Year Two, information was collected on whether foundations cover the social class or lived experience of staff and/or trustees;
- from Year Three, information was collected on whether / what foundations publish about the diversity of their applicants and grantees; and
- in Year Four, information was collected whether a foundation is a Living Wage Funder, and whether it provides any comments on its payout rates.

Lastly, some changes have been made that may affect scores:

- in Year Two, the exemption threshold was changed for questions about staff diversity plans. In Year One, foundations with fewer than 10 staff were exempt from questions about staff diversity plans: in Year Two, that was changed to five or fewer staff. This had the effect of aligning it with the threshold applied for the equivalent questions for trustee diversity. That change resulted in four foundations scoring a grade on diversity lower than they would have scored using the Year One rules; those four plus another one also dropping a grade in their overall score;
- in Year Three the following adjustments were made:
  - taking a more robust approach to the evidence needed to score points on assessing their own effectiveness: more detail is in the section 'Evidence and analysis of foundations' own effectiveness'. This may reduce accountability scores a little, other things being equal;

- mostly only counting information published within the three years before the research period, which was autumn 2024. It was assumed that undated reports were still current. Details of how foundations had consulted with the communities they seek to help, and how that had influenced their strategies, could be up to five years old. These changes would also have the effect of reducing scores a little, other things being equal; and
  - whereas in previous years the research team assessed how many programmes had transparent eligibility criteria, decision-makers and time-frames associated with funding, in Year Three they assessed the percentage of a foundation's funding that had those, to avoid a situation where a foundation would be marked down if it had (for example) one very large and transparently run programme and several less transparent but much smaller programmes. This could either slightly increase or decrease scores.
- in Year Four, the following adjustments were made:
    - the criteria about foundations' investment policies were updated to align with the latest guidance from the Charity Commission for England and Wales on 'investing charity money'. The changes were minor, primarily aimed at improving clarity, and are not expected to significantly impact scoring. The new guidance introduced two additional factors, which were measured but not scored for Year Four;
    - for the criterion about foundations assessing their own effectiveness, the FPR required that feedback from grantees or applicants cover all of the foundation's work, rather than just select programmes or funding streams. This aims to prevent selection bias (i.e. foundations only reporting on the programs that get most positive feedback.) This change may slightly reduce accountability scores.

Some of the FPR's criteria are based on similar criteria used in other rating or ranking systems, e.g. GlassPockets, BBB Wise Giving Alliance, Standards for Charity Accountability, the Racial Equality Index, the Social Mobility Employer Index, and a range of reports produced by the Association of Charitable Foundations as part of its Stronger Foundations initiative.

Figure 47 shows two examples of the final criteria, related external benchmarks and comments from the public consultation.

**Figure 47: Examples of criteria, and related benchmarks**

Domain	Criteria	Used in other ratings or rankings tools / guidance?
Transparency	Does the foundation publish on its website any information about its funding priorities?	GlassPockets; ACF Transparency and Engagement
Transparency	Does the foundation publish any eligibility criteria for what it funds? (i.e. who as a potential recipient would be eligible for a particular grant?)	GlassPockets; ACF Transparency and Engagement

The final criteria were published on social media, along with advice on how foundations can achieve a high rating.<sup>28</sup>

### ***Treatment of foundations with a corporate trustee***

Some foundations have only a corporate trustee, e.g. a company of a livery company. If they are counted as having just one trustee, they would be exempt from the criterion on publishing about board diversity or a plan to improve trustee diversity, for which the threshold is five trustees. Instead, the FPR considers the number of people on the designated board/committee – because diversity pertains to the individuals involved. In Year Four, no foundation lost points because of this. The score of a foundation with five or fewer board members would not be affected because it is exempt. Foundations with more than five board members could gain a point by publishing about board diversity details or a plan. City Bridge Foundation did so this year.

### ***The diversity domain also includes accessibility***

In the Year One public consultation, several respondents suggested that the FPR assess how accessible foundations are, for example to people with disabilities. Therefore, various criteria related to accessibility are included in the diversity domain, because they are about enabling a diverse audience to engage with the foundation.

A foundation's accessibility was measured in several ways, including:

- **how accessible its website was.** An accessible website should meet the international Web Content Accessibility Guidelines (WCAG) that are recommended by the UK Government.<sup>29</sup> The WCAGs include things like: make sure your website is accessible to people who can only use a keyboard, ensure that it is compatible with a screen reader<sup>30</sup> and that web content is still legible in a

- single column when enlarged to 400%, so that it can be used by people with visual impairments;
- **whether it provided different ways for people to get in touch.** According to UK Government advice, the best way to make your information accessible to everyone is to ‘make effective use of accessible communication formats’.<sup>31</sup> This includes having alternative formats for people with visual impairments, such as audio descriptions, a Braille option, or, for those that have hearing impairments, using technology such as text relay, or making British Sign Language or a telephone contact option available;
  - **whether it provided eligibility information.** Some foundations provide this kind of information solely via PDFs. However, PDFs cannot always be used easily by screen readers. Alternatives include an interactive eligibility quiz, a video explaining who is eligible and who is not, or an in-person roadshow for potential applicants and others. In short, the more formats that a foundation offers, the more audiences it can engage with and the more accessible it will be; and
  - **whether it provided different ways for people to apply.** Similar to above, a foundation was assessed on whether it offered alternative ways in which people could apply for funding, such as offline or online application forms, in-person / virtual meetings, video application, etc.

It is possible that a foundation has various methods for people to get in touch or to apply for funding but which were not publicly advertised, e.g. through invitation-only events. In such cases, the foundations were not given credit for that variety because a prospective applicant may not benefit from it.

### ***The inter-relatedness of the three domains***

There are close relationships between the three domains, so a particular criterion may relate to two or even three domains. For example, if a foundation publishes information on the diversity of its staff, that is about diversity (encouraging diverse applicants) and transparency (who it employs). A commitment to a Living Wage could be accountability, transparency (about its practices / policies) or diversity (encouraging applicants and staff). Giving Evidence chose what seems the most reasonable domain for each criterion.

### **Issues of foundation practice on which data are gathered but which do not score (yet)**

The annual consultations in Year Two, Three and Four produced suggestions of a few additional aspects of foundation practice which the FPR could consider assessing. No criteria have been added, in order to avoid moving the goal-posts for foundations. Some issues are added as non-scoring questions in order to test their feasibility as eventual criteria

The additional issues on which non-scoring questions were gathered for the first time in Year Two were:

- **Lived experience of staff / trustees.** Lived experience refers to personal knowledge about the world gained through direct, first-hand involvement in everyday events rather than through representations constructed by other people, research or media.<sup>32</sup>  
For the FPR, this means that staff or trustees have experience of the communities that the foundation or its grantees serve. This can include experience with disability, deprived areas, LGBTQI+, and other protected categories.  
The research team looked at whether foundations disclose any information about this, and what they disclose, e.g. how they define or categorise the various types of 'lived experience', and whether they disaggregate data by staff vs trustees. As with the criterion around racial or gender diversity, the FPR does not form a view about whether any particular extent of diversity is 'enough': rather, it looks solely at whether the foundation discloses data on this.
- **Social class background of staff / trustees.** Publishing about this is possible – KPMG Foundation, which opted-in to Year Two, published this information.  
Here again, the research team looked at whether foundations disclose any information about this, and what they disclose, e.g. what definitions or categories they use, and whether they disaggregate data by staff vs trustees. And, again, the FPR does not form a view about whether any particular spread of backgrounds is 'enough'.

The sole additional aspect on which data were gathered for the first time in Year Three was:

- **The diversity of organisations which the foundations fund.** In Year Three the FPR noted, for each included foundation, whether and how it publishes about the diversity of the organisations which it funds. The research team noted whether each foundation uses any external categorisation for that (e.g. the DEI Data Standard developed by 360Giving<sup>33</sup>).



## B. Background on ratings systems from which some criteria were drawn

### **The Racial Equality Index**

The Racial Equity Index (REIndex) Group was formed by a group of BIPOC people (Black, Indigenous and People of Colour). The purpose of the Racial Equity Index<sup>34</sup> is to produce an index and advocacy tools that will 'provide greater accountability for racial equity within and across the global development sector in order to dismantle structural racism and create a more equitable system and culture, with justice and dignity at its core'.

### **Give.org's BBB Wise Giving Alliance: Standards for Charity Accountability**

Give.org's BBB Wise Giving Alliance is a 501(c)(3) public charity in the US that works to help the public to identify trustworthy national charities by evaluating them rigorously in relation to the 20 BBB Standards for Charity Accountability<sup>35</sup> (which address four areas of charity accountability: governance, results reporting, finances and transparent communications).

### **Funders Collaborative Hub: DEI Data Standard**

The DEI Data Group is an independent working group that includes a range of foundations and funders from across the UK. In August 2020 the DEI Data Group commissioned 360Giving and the Social Investment Consultancy to develop a framework to monitor equity considerations in grant-making, with a view to including the data in published grants information.

The DEI Data Group also included input, engagement and consultation with a diverse range of specialist infrastructure organisations, organisations working on social justice issues, and the wider sector to try to reflect, as far as possible in a unifying framework, how organisations identify themselves.

The final framework is not meant to judge organisations, but to help identify the different categories that funders could use to collect data in a systematic manner, to gauge how equitable their funding and funding practices are.

### **Social Mobility Foundation: Social Mobility Employer Index**

The Social Mobility Employer Index,<sup>36</sup> established in 2017, is a benchmarking initiative that ranks Britain's employers on the actions they are taking to ensure they are open to accessing and progressing talent from all backgrounds and it showcases progress towards improving social mobility. The method was developed in collaboration with the

Bridge Group, a non-profit consultancy that uses research to promote social equality. Employers are benchmarked against one another based on the results.

### **Candid: GlassPockets Transparency Standard**

The GlassPockets website is now retired.

When in existence, it stated that it 'champions philanthropic transparency in an online world'.<sup>37</sup> It provided the data, resources, examples and action steps foundations need to understand the value of transparency, be more open in their own communications, and help shed more light on how private organisations are serving the public good.

In order to participate, foundations needed to complete a self-assessment form concerning how their practice related to a suite of transparency indicators provided by GlassPockets. The team at GlassPockets would then review this self-assessment and publish it, if the foundation agreed.

## C. Detail of the criteria in the FPR

Figure 48 sets out the data that researchers gather about each foundation. Most of these translate into criteria on which the foundation is assessed; some criteria are contained in more than one question; and some questions are for information only and do not score. The figure also shows the domain (diversity, accountability or transparency) to which each criterion contributes.

As discussed, not all questions apply to all foundations. Some examples are foundations that only fund by invitation, have no staff, or have a low number of trustees. In such cases, that foundation is exempt from that criterion: it receives no marks, but the calculation of the overall percentage also removes those questions from the potential total score. This means that if foundations achieve a perfect score on all the questions that apply to them, they will receive 100%. The exemption criteria are set out in Appendix D.

Figure 48 lists the full set of questions / criteria which FPR's researchers see.

**Figure 48:** The FPR's questions and whether / how they score

Question	Domain	When does it score?	How does it score?
2. Does the foundation have a website?	T	Always	1 or 0
3. If yes, please insert the URL. If there is no website write 'none'.	None	Never	
4. Can you navigate the foundation's website using only the keyboard (without a mouse)? Answer N/A if there is no website.	D	Always	1 or 0
5. Can you zoom to 400% on any page within the foundation's website and still read ALL of the text in a single column (the text and images don't overlap or spill off the page)? Answer N/A if there is no website.	D	Always	1 or 0
Please enter any comments on web navigation here.	None	Never	
6. Is the foundation current on the Charity Commission for England and Wales, the Office of the Scottish Charity Regulator or The Charity Commission for Northern Ireland? (i.e. has it filed accounts within the last 24 months with at least one of those regulators?)	None	Never	

Question	Domain	When does it score?	How does it score?
7. Which charity regulator did you use to find the foundation's information? Charity Commission for England and Wales (CCEW), Office of the Scottish Charity Regulator (OSCR) or Charity Commission for Northern Ireland (CCNI)?	None	Never	
Please enter any comments on regulator website information here	None	Never	
8. Does the foundation publish on its website any information about its funding priorities? Answer N/A if there is no website.	T	Always	1 or 0
9. How many ways does the foundation present its funding priorities – PDF, web text, video, via public forums or other? Please tick all that apply.	D	Always	Up to 1, downloadable doc (0.25), web text (0.25), video/slides/audio (0.25), public meetings (0.25)
10. Does the foundation only fund proposals that it has invited? (e.g. it does not accept unsolicited applications)	None	No marks – just affects application of other qns	
11. Does the foundation state how to apply for funding? Answer N/A if the foundation only accepts solicited proposals	T	Not if funding by invite only (Q10 is 'yes')	1 or 0
12. Is it possible to submit funding proposals in a range of different formats? Enter 'no' if there is no information given about how to apply or if there is only one way to submit an application. Answer N/A if the foundation only accepts solicited proposals.	D	Not if funding by invite only (Q10 is 'yes')	1 or 0
13. What different types of formats are accepted for proposals by the foundation? Hand-written, paper, video, audio, in-person, online meetings? Please tick any that apply. If it is not clear how to submit a proposal, show that in the following question. Answer N/A if the foundation only accepts solicited proposals.	D	Not if funding by invite only (Q10 is 'yes')	Up to 1. 0.5 for first way, 0.25 each for up to two others
14. If it is not clear how to submit a proposal, please tick here.	None	Never	
Please add any comments on applications here.	None	Never	

Question	Domain	When does it score?	How does it score?
15. Does the foundation publish any eligibility criteria for what it funds? (that is who as a potential recipient would be eligible for a particular grant) Answer N/A if the foundation only accepts solicited proposals	T	Not if funding by invite only (Q10 is 'yes')	1 or 0
16. How are the eligibility criteria presented? PDF, eligibility quiz, web text, video? Please tick any that apply. Answer N/A if the foundation only accepts solicited proposals	D	Not if funding by invite only (Q10 is 'yes')	Up to 1. 0.5 for first way, 0.25 each for up to two others
17. For approximately what percentage of all funding are eligibility criteria presented? Please select one of the following scores: 0=none, 1=1–25%, 2=26–50%, 3= 51–75%, 4=76–99% or 5=eligibility information provided for all funding. Answer N/A if the foundation only accepts solicited proposals	T	Not if funding by invite only (Q10 is 'yes')	0.2 * number given in answer, up to 1
18. Is the foundation explicit about what it will not fund? The foundation must state 'we do not fund' or 'are not likely to fund' (or similar), to score 'yes'. Answer N/A if the foundation only accepts solicited proposals	T	Not if funding by invite only (Q10 is 'yes')	1 or 0
19. Is there an explicit mechanism to ask questions about funding? (e.g. contact details for the relevant people or general contact for funding questions) Answer N/A if the foundation only accepts solicited proposals	T	Not if funding by invite only (Q10 is 'yes')	1 or 0
Please add any comment about eligibility criteria here	None	Never	
20. Does the foundation give a time frame for when applicants will be informed about whether or not their application will be funded? (this is distinct from application deadlines) This must include either explicit dates or information such as 'within four weeks after proposal submission' or similar.	None	In next question	
21. For approximately what percentage of the foundation's funding is a timeline given? Please select one of the following scores: 0=none, 1=1–25%, 2=26–50%, 3= 51–75%, 4=76–99% or 5=timelines are provided for all funding. Answer N/A if the foundation only accepts solicited proposals	T	Not if funding by invite only (Q10 is 'yes')	0.2 * number given in answer, up to 1

Question	Domain	When does it score?	How does it score?
22. Does the foundation say how soon a successful applicant will receive the funds? Answer N/A if the foundation only accepts solicited proposals	T	Not if funding by invite only (Q10 is 'yes')	1 or 0
Please add any comment here on time frames.	None	Never	
23. Does the foundation cite any criteria on which its funding decisions are made?	A	Always	1 or 0
24. Does the foundation say who makes the funding decisions in its organisation? (the staff, the trustees, an external panel, or other)	None	In next question	
25. For approximately what percentage of the foundation's funding is information given on who makes the funding decisions? (does the foundation specify the individual, or, if it is a panel, who is on that panel?) 0=none, 1=1–25%, 2=26–50%, 3= 51–75%, 4=76–99% or 5=if this information is provided for all funding.	A	Always	0.2 * number given in answer
Please add any comment about funding decisions (time frames for decisions, and who makes them) here.			
26. Does the foundation give any information on who or what it funded?	T	Always	1 if answer to this question is yes, or if answer to next question is yes. Otherwise 0
27. If the answer to the question above is no, do they state why? Please enter 'N/A' if the answer to Question 26 is 'yes'.	None	Score captured in line above	
28. Is the following information provided about the awarded grants? Please tick any that apply. Name of grantee; award date; description/title; amount awarded; duration.	T	Not if answer to 27 is 'yes'	Cap at 1. 0.2 per item.
29. Does the foundation provide its data on awarded grants in a downloadable (open) format that doesn't require payment to access? (.xlsx, .csv, .jstor, or .txt) – The answer to this question is 'yes' if they have made their data available on 360Giving (see below). PDFs do not count.	A	Not if answer to 27 is 'yes'	1 if they provide (a) on their own website or (b) on 360Giving, and say so on their website or on the charity register. 0 otherwise

Question	Domain	When does it score?	How does it score?
30. Does the foundation say it has made data available for download at 360Giving?	None	No score – captured in line above	
Please add any comments on the information on previous funding decisions here.	None	Never	
31. If the foundation funds recipients in Wales, is a Welsh language format provided? 'N/A' if the foundation does not have a presence in Wales.	D	Not if foundation does not have a presence in Wales – answer N/A here	1 if answer is 'yes' (Welsh language provided), 0 if not.
Please add a comment if appropriate about why you concluded that the foundation does not have a presence in Wales.	None	Never	
32. Are funding success rates provided?	T	Always	1 if success rates are provided, or answer to 33 is 'yes' (i.e. there is a reason why not provided). 0 otherwise
33. If not, is there a reason why? (the foundation funds invite-only proposals or similar) 'N/A' if the funding success rates are provided.	None	Never – captured in line above	
Please add any comment on success rates here.	None	Never	
34. Does the foundation publish information about any grant reporting requirements for its grantees?	T	Always	0.5 or 0 (this and question 39 were consulted on as a single point, hence half mark for each)
35. Does the foundation publish information about branding requirements for its grantees?	T	Always	0.5 or 0
Please add any comment on reporting and branding requirements.	None	Never	

Question	Domain	When does it score?	How does it score?
36. Does the foundation publish who its staff are on its website? N/A if they have no staff, this can usually be verified on the relevant charity regulator's website.	A	Not if staff (qn 39) = 0	1 or 0
37. Does the foundation provide a bio for its senior staff? 'N/A' if there are no staff.	A	Not if staff (qn 39) = 0	1 or 0
38. Is the following information presented for the staff? Please tick any that apply.	A	Not if staff (qn 39) = 0	Cap at 1. 0.2 per item.
39. Please write down the number of staff. Please get this from the relevant charity regulator's website (in the Charity Overview, under People).	None	Never	
Please add any comment on staff here.	None	Never	
40. Does the foundation publish who its trustees / board members are on its website? This is 'no' if this information comes from a charity regulator's website. Answer N/A if the foundation has no website	A	Always	1 or 0
41. Does the foundation provide a bio for its trustees / board members?	A	Always	1 or 0
42. Is the following information presented for the trustees? Please tick any that apply. If none are provided, please indicate that in the next question.	A	Always	Cap at 1. 0.33 per item – no longer counting job title
43. Please write down the number of trustees / board members. Please get this from the relevant charity regulator's website (in the Charity Overview, under People).	None	Never	
Please add any comment on trustees / board members here.	None	Never	
44. Does the foundation publish a breakdown of the diversity of its staff against the following categories? Please tick as many as apply. Please tick 'N/A' if they have no staff or one member of staff.	D	Not if staff (qn 39) < 6	1 or 0
45. At what URL(s) did you find the breakdown of staff diversity for the previous question?	None	Never	
46. Does the foundation have a plan to improve the diversity of its staff? This can include tackling systematic racism or sexism within the institution. Please give details in the comments. 'N/A' if there are no staff or one member of staff.	D	Not if staff (qn 39) < 6	1 or 0



Question	Domain	When does it score?	How does it score?
47. Does this plan include specific, numerical targets to improve the diversity of its staff? 'N/A' if there are five or fewer members of staff.	D	Not if staff (qn 39) < 6	1 or 0
48. Please tick all of the following targets that are in the diversity plan for staff. 'N/A' if there are five or fewer members of staff.	D	Not if staff (qn 39) < 6	Cap at 1. 0.33 each for gender, ethnicity and disability. Others (LBGTQ+, lived exp, social class) collected for records only
Please provide any comments on any staff diversity plans here and provide the URL for this plan if there is one. Write 'none' if there is no plan.	None	Never	
49. Does the foundation publish information on any pay gaps (gender, ethnicity, disability)? 'N/A' if there are fewer than 50 members of staff.	D	Not if staff (qn 39) < 50	1 or 0
50. Has the foundation made a public commitment to be a Living Wage Employer? 'N/A' if there are no staff.	D	Not if staff (qn 39) = 0	1 or 0
50a. Has the foundation made a public commitment to be a Living Wage Funder?	None	Data collection only	
Please enter any comments on pay gap or Living Wage commitments here, if there are any.	None	Never	
51. Does the foundation publish a breakdown of the diversity of its trustees / board members against the following categories? Please tick as many as apply. N/A if there are 5 or fewer trustees / board members.	D	Not if trustees (qn 43) < 6	1 or 0
52. At what URL(s) did you find the breakdown of trustee diversity for the previous question?	None	Never	
53. Does the foundation have a plan to improve the diversity of its trustees / board members? Answer N/A if there are 5 or fewer trustee/board members	D	Not if trustees (qn 43) < 6	1 or 0

Question	Domain	When does it score?	How does it score?
54. Does this plan include specific, numerical targets to improve the diversity of its trustees or board members? Answer N/A if there are 5 or fewer trustee/board members	D	Not if trustees (qn 43) < 6	1 or 0
55. Please tick all of the following targets that are included in the diversity plan for trustees.	D	Not if trustees (qn 43) < 6	Cap at 1. 0.33 for women, BAME, disabled. Others are collected for info but not for scoring
Please add any comment on board / trustee diversity plans here and provide the URL for this plan if there is one. Write 'none' if there is no plan.	None	Never	
56. Does the foundation publish its recruitment policy for staff? 'N/A' if there are no staff.	D	Not if staff (qn 39) = 0	1 or 0
57. Does the foundation publish its recruitment policy for board members?	D	Always	1 or 0
Please add any comment on recruitment for staff or trustees here – including whether they have specific aims to recruit for diversity including social class and lived experience.	None	Never	
58. Is there contact information provided on the foundation's website? If the foundation has no website the answer is 'N/A'.	T	Always	1 or 0
59. Please tick the different ways mentioned on its website for contacting the foundation. Email, phone number, online form, mailing address, web-chat, Facebook, Twitter, Instagram etc. Use the next question if no contact information is provided.	D	Always	Cap at 1. Online / email (0.25), phone (0.25), physical address (0.25) and social media (0.25)
60. Does the foundation give ways to contact them for people who have disabilities? (text relay, BSL or other) Please tick the different types of accessible contact (do not repeat any information from above).	D	Always	1 for any mechanism, 0 otherwise
61. Does the foundation provide a mechanism for comments, complaints (feedback)? (this is over and above simple contact information)	A	Always	1 or 0

Question	Domain	When does it score?	How does it score?
62. Please tick the different ways given for contacting the foundation concerning complaints. Email, phone number, online form, mailing address, web-chat, or any others. Be sure to include BSL, text relay, etc. if available. Please add a comment in the next question if no contact for complaints is provided.	D	Always	Cap at 1 – 0.33 for each way (phone, email, written, BSL, etc.)
Please add any comment on ways to contact the foundation concerning complaints.	None	Never	
63. Is there a mechanism to report malpractice concerns (whistleblowing)?	A	Always	1 or 0
64. Please tick the different ways given for contacting the foundation concerning malpractice. Email, phone number, online form, mailing address, web-chat, or any others. Be sure to include BSL, text relay, etc. if available. Please add a comment in the following question if no contact for malpractice is provided.	D	Always	Cap at 1 – 0.33 for each way (phone, email, written, BSL, etc.)
Please add any comments on contacting the foundation concerning malpractice here.	None	Never	
65. Does the foundation publish any feedback it receives from grant seekers and/or grantees? (this must be feedback, e.g. suggestions for the foundation)	A	Always	1 or 0
66. Does the foundation publish any actions (however minimal) it will take to address this feedback (what they are doing differently as a consequence)?	A	Always	1 or 0
If you answered 'Yes' to the previous question, at what URL did you find evidence?	None	Never	
67. Does the foundation publish any analysis of its own effectiveness? (this is effectiveness of the foundation not analysis from the grantees of what they are doing with the funding)	A	Always	1 or 0
68. Please write down what this analysis is and where you found it (and the url, if possible) or 'none' if there is no analysis.	None	Never	
69. Does the foundation publish some information of what it is doing differently as a consequence of this analysis?	A	Always	1 or 0

Question	Domain	When does it score?	How does it score?
70. Please write down what this information is and where you found it (and the url, if possible), or write 'none'.	None	Never	
71. Does the foundation cite any evidence that it has consulted the communities it seeks to support in determining its funding priorities?	A	Always	1 or 0
72. Please write down what this information is and where you found it (and the url, if possible), or write 'none'.	None	Never	
73. Does the foundation publish data about diversity of its grantees or applicants, for example on gender, ethnicity or disability?	None	Never – info gathering only	
74. If so, what do they publish (e.g. on grantees or applicants, and on what categories do they publish, and using what definitions do they seem to use?) and at what URL?	None	Never – info gathering only	
Please add any comments on foundation effectiveness, self-examination and feedback.	None	Never	
75. Does the foundation have an investment policy?	A	Not if answer to 75 is N/A	1 or 0
76. Does this policy include the following (please write down all that apply)	A	Always	Cap at 1 – 0.125 point for each item that they have. 0 if none. Note (h) and (g) if not applicable in next question count as 0.25
77. Are points (g) & (h) from the previous question applicable?	None	In line with the above	
78. Please write down the income for the foundation from the most recent published accounts, in £.	None	Never	
79. Please write down the net assets for the foundation from the most recent published accounts, in £.	None	Never	
80. Does the foundation provide any comment / explanation about their payout rates?	None	Never	
Please add any comment on financials here, including URL for investment policy.	None	Never	

## D. Exemption rules

### Diversity exemptions

These questions are grouped such that those sharing an exemption criterion appear together.

**Figure 49:** Exemptions for diversity criteria

Question	Exemption rules
44. Does the foundation publish a breakdown of the diversity of its staff against the following categories? Please tick as many as apply. Please tick 'N/A' if they have no staff or one member of staff.	5 or fewer staff
46. Does the foundation have a plan to improve the diversity of its staff? This can include tackling systematic racism or sexism within the institution. Please give details in the comments. 'N/A' if there are no staff or one member of staff.	5 or fewer staff
47. Does this plan include specific, numerical targets to improve the diversity of its staff? 'N/A' if there are no staff or one member of staff.	5 or fewer staff
48. Please tick all of the following targets that are in the diversity plan for staff.	5 or fewer staff
49. Does the foundation publish information on any pay gaps (gender, ethnicity, disability)? 'N/A' if there are no staff.	49 or fewer staff*
51. Does the foundation publish a breakdown of the diversity of its trustees / board members against the following categories? Please tick as many as apply.	5 or fewer trustees / board members
53. Does the foundation have a plan to improve the diversity of its trustees / board members?	5 or fewer trustees / board members
54. Does this plan include specific, numerical targets to improve the diversity of its trustees / board?	5 or fewer trustees / board members

\* The legal requirement is only for employers with over 250 staff. Very few foundations have that many staff. The researchers used 50 staff as the exemption ceiling, because that was the original recommendation to government by a report which it commissioned in 2017 from Baroness McGregor-Smith: *The McGregor-Smith Review (2017) The Time for Talking is Over. Now is the time to act.*

Question	Exemption rules
55. Please tick all of the following targets that are in the diversity plan for trustees.	5 or fewer trustees / board members
31. If the foundation funds recipients in Wales, is a Welsh language format provided? 'N/A' if the foundation does not have a presence in Wales.	Does not fund in Wales
11. Is it possible to submit funding proposals in a range of different formats?	Solicits proposals
12. What different types of formats are accepted for proposals by the foundation? Write down all that apply.	Solicits proposals
16. How are the eligibility criteria presented? PDF, eligibility quiz, web text, video? Write down all that apply.	Solicits proposals
50. Has the foundation made a public commitment to be a Living Wage Employer?	No staff
56. Does the foundation publish its recruitment policy for staff?	No staff

## Accountability exemptions

*Figure 50: Exemptions for accountability criteria*

Question	Exemption rules
36. Does the foundation publish who its staff are on its website?	No staff
37. Does the foundation provide a bio for its senior staff?	No staff
38. Is the following information presented for the staff? Please tick any that apply.	No staff
75. Does the foundation have an investment policy?	If not applicable

## Transparency exemptions

*Figure 51: Exemptions for transparency criteria*

Question	Exemption rules
11. Does the foundation state how to apply for funding?	Solicits proposals
15. Does the foundation publish any eligibility criteria for what it funds (that is, who as a potential recipient would be eligible for a particular grant)?	Solicits proposals
17. For approximately what percentage of all funding are eligibility criteria presented?	Solicits proposals

Question	Exemption rules
18. Is the foundation explicit about what it will not fund? The foundation must state 'We do not fund' or 'We are not likely to fund' (or similar) to score 'Yes'.	Solicits proposals
19. Is there an explicit mechanism to ask questions about funding?	Solicits proposals
21. For approximately what percentage of the foundation's funding is a timeline given?	Solicits proposals
22. Does the foundation say how soon a successful applicant will receive the funds?	Solicits proposals

## E. Examples of foundations that exhibit each item assessed

Figure 52 lists an example foundation that met the conditions for each FPR question. Every question was met by at least one foundation assessed in Year Four: this shows that everything being sought is attainable.

As mentioned, the researchers gather data on all the *criteria* – which are used in the scoring – but also other *questions*. Foundations are not scored on the *questions* but those data are used in the process. For example, *questions* include its website URL, the date on which the data were gathered, and the number of staff. At the end of Figure 52 are some examples of these questions. There are also two questions about whether the foundation publishes data about the diversity of its grantees or applicants. These have not contributed to scores this year, but are clearly linked to the diversity domain, so they have been included in that part of the table.

**Figure 52:** Examples of foundations that exhibit each item assessed (categorised by domain)

Criterion	Example foundation meeting the criterion
<b>Diversity domain</b>	
4. Can you navigate the foundation's website using only the keyboard (without a mouse)? If the foundation doesn't have a website, enter 'no'.	The Linbury Trust
5. Can you zoom to 400% on any page within the foundation's website and still read ALL of the text in a single column (the text and images don't overlap or spill off the page)? If the foundation doesn't have a website, enter 'no'.	The Morrisons Foundation
9. How many ways does the foundation present its funding priorities – PDF, web text, video, via public forums or other? Please tick all that apply.	The Portal Trust
11. Is it possible to submit funding proposals in a range of different formats? Enter 'no' if there is no information given about how to apply or if there is only one way to submit an application.	Rosa Fund
12. What different types of formats are accepted for proposals by the foundation? Hand-written, paper, video, audio, in-person, online meetings? Please tick any that apply. If it is not clear how to submit a proposal, show that in the following question.	The Woodsmith Foundation



Criterion	Example foundation meeting the criterion
16. How are the eligibility criteria presented? PDF, eligibility quiz, web text, video? Please tick any that apply.	The Road Safety Trust
31. If the foundation funds recipients in Wales, is a Welsh language format provided? 'N/A' if the foundation does not have a presence in Wales.	Architectural Heritage Fund
44. Does the foundation publish a breakdown of the diversity of its staff against the following categories? Please tick as many as apply. Please tick 'N/A' if they have no staff or one member of staff.	Corra Foundation
45. At what URL(s) did you find the breakdown of staff diversity for the previous question?	<a href="https://www.corra.scot/wp-content/uploads/2023/07/DEI-Progress-Report-2023.pdf">https://www.corra.scot/wp-content/uploads/2023/07/DEI-Progress-Report-2023.pdf</a>
46. Does the foundation have a plan to improve the diversity of its staff? This can include tackling systematic racism or sexism within the institution. Please give details in the comments. 'N/A' if there are no staff or one member of staff.	The Smallwood Trust
47. Does this plan include specific, numerical targets to improve the diversity of its staff? 'N/A' if there are no staff or one member of staff.	Impetus – The Private Equity Foundation
48. Please tick all of the following targets that are in the diversity plan for staff. Gender; BAME; LBGQTQI+; Disability; Social class; Lived experience	Cheshire Community Foundation Ltd
49. Does the foundation publish information on any pay gaps (gender, ethnicity, disability)? 'N/A' if there are no staff.	Lloyds Bank Foundation for England and Wales
50. Has the foundation made a public commitment to be a Living Wage Employer? 'N/A' if there are no staff.	Barratt Developments PLC Charitable Foundation
51. Does the foundation publish a breakdown of the diversity of its trustees / board members against the following categories? Please tick as many as apply.	Walcot Educational Foundation
52. At what URL(s) did you find the breakdown of trustee diversity for the previous question?	<a href="https://www.walcotfoundation.org.uk/uploads/1/7/2/2/17226772/walcot_foundation_board_diversity_report_2022.pdf">https://www.walcotfoundation.org.uk/uploads/1/7/2/2/17226772/walcot_foundation_board_diversity_report_2022.pdf</a>
53. Does the foundation have a plan to improve the diversity of its trustees / board members?	Legal Education Foundation
54. Does this plan include specific, numerical targets to improve the diversity of its trustees or board members?	Impetus – The Private Equity Foundation
55. Please tick all of the following targets that are included in the diversity plan for trustees.	Impetus – The Private Equity Foundation
56. Does the foundation publish its recruitment policy for staff? 'N/A' if there are no staff.	Cornwall Community Foundation

Criterion	Example foundation meeting the criterion
57. Does the foundation publish its recruitment policy for board members?	John Ellerman Foundation
59. Please tick the different ways mentioned on its website for contacting the foundation. Email, phone number, online form, mailing address, web-chat, Facebook, Twitter, Instagram etc. Use the next question if no contact information is provided.	Global Fund For Children UK Trust
60. Does the foundation give ways to contact them for people who have disabilities? (text relay, BSL or other) Please tick the different types of accessible contact (do not repeat any information from above).	Lloyds Bank Foundation for England and Wales
62. Please tick the different ways given for contacting the foundation concerning complaints. Email, phone number, online form, mailing address, web-chat, or any others. Be sure to include BSL, text relay, etc. if available. Please add a comment in the next question if no contact for complaints is provided.	City Bridge Foundation
64. Please tick the different ways given for contacting the foundation concerning malpractice. Email, phone number, online form, mailing address, web-chat, or any others. Be sure to include BSL, text relay, etc. if available. Please add a comment in the following question if no contact for malpractice is provided.	Cornwall Community Foundation
<b>Accountability domain</b>	
23. Does the foundation cite any criteria on which its funding decisions are made?	Wellbeing of Women
24. Does the foundation say who makes the funding decisions in its organisation? (the staff, the trustees, an external panel, or other)	The Old Dart Foundation
25. For approximately what percentage of the foundation's funding is information given on who makes the funding decisions (does the foundation specify the individual, or, if it is a panel, who is on that panel?) 0=none, 1=1–25%, 2=26–50%, 3= 51–75%, 4=76–99% or 5=if this information is provided for all funding.	The Old Dart Foundation
29. Does the foundation provide its data on awarded grants in a downloadable (open) format that doesn't require payment to access? (.xlsx, .csv, .jstor, or .txt) – The answer to this question is 'yes' if they have made their data available on 360Giving (see below). PDFs do not count.	Samworth Foundation
30. Does the foundation say it has made data available for download at 360Giving?	Brian Mercer Trust

Criterion	Example foundation meeting the criterion
36. Does the foundation publish who its staff are on its website? N/A if they have no staff, this can usually be verified on the relevant charity regulator's website.	The Caring Foundation
37. Does the foundation provide a bio for its senior staff? 'N/A' if there are no staff.	The RS Macdonald Charitable Trust
38. Is the following information presented for the staff? Please tick any that apply. a) name; b) picture; c) previous job history; d) job title; e) contact information; f) social class; g) lived experience	The Hg Foundation
40. Does the foundation publish who its trustees / board members are on its website? This is 'no' if this information comes from a charity regulator's website.	Baily Thomas Charitable Fund
41. Does the foundation provide a bio for its trustees / board members?	Young Westminster Foundation
42. Is the following information presented for the trustees? Please tick any that apply. If none are provided, please indicate that in the next question. a) name; b) picture; c) previous job history; d) job title; e) contact information; f) social class; g) lived experience	The Evelyn Trust
61. Does the foundation provide a mechanism for comments, complaints (feedback)? (this is over and above simple contact information)	Rosa Fund
63. Is there a mechanism to report malpractice concerns (whistleblowing)?	Barrow Cadbury Trust
65. Does the foundation publish any feedback it receives from grant seekers and/or grantees?– This must be feedback, e.g. suggestions for the foundations	John Ellerman Foundation
66. Does the foundation publish any actions (however minimal) it will take to address this feedback (what they are doing differently as a consequence)?	Paul Hamlyn Foundation
67. Does the foundation publish any analysis of its own effectiveness? (this is effectiveness of the foundation not analysis from the grantees of what they are doing with the funding)	Architectural Heritage Fund
68. Please write down what this analysis is and where you found it (and the url, if possible) or 'none' if there is no analysis.	<a href="https://ahfund.org.uk/site/assets/files/4656/ahf_external_evaluation_report_final.pdf">https://ahfund.org.uk/site/assets/files/4656/ahf_external_evaluation_report_final.pdf</a>
69. Does the foundation publish some information of what it is doing differently as a consequence of this analysis?	Gower Street
70. Please write down what this information is and where you found it (and the url, if possible), or write 'none'.	<a href="https://www.gowerstreet.org/files/ugd/e87dab_a1be5da8eeba4627bbf01d0d7bb8333a.pdf">https://www.gowerstreet.org/files/ugd/e87dab_a1be5da8eeba4627bbf01d0d7bb8333a.pdf</a>

Criterion	Example foundation meeting the criterion
71. Does the foundation cite any evidence that it has consulted the communities it seeks to support in determining its funding priorities?	Friends Provident Foundation
72. Please write down what this information is and where you found it (and the url, if possible), or write 'none'.	<a href="https://friendsprovidentfoundation.org/projects/">https://friendsprovidentfoundation.org/projects/</a>
75. Does the foundation have an investment policy?	Haddad Foundation
76. Does this policy include the following (Please write down all that apply): a) the scope of its investment powers b) the charity's investment objectives c) the charity's attitude to risk d) how much is available for investment; timing of returns and the charity's liquidity needs e) the types of investment it wants to make; this might include ethical considerations f) who can take investment decisions (for example trustees; an executive; an investment adviser or manager) g) how investments will be managed and benchmarks and targets set by which performance will be judged h) reporting requirements for investment managers (if applicable. Please make a note in following question if it is not applicable)	JCA Charitable Foundation
<b>Transparency domain</b>	
2. Does the foundation have a website?	Daphne Jackson Trust
3. If yes, please insert the URL. If there is no website write 'none'	<a href="https://daphnejackson.org/">https://daphnejackson.org/</a>
8. Does the foundation publish on its website any information about its funding priorities? Answer no if there is no website	Global Fund for Children UK Trust
10. Does the foundation state how to apply for funding?	Cambridgeshire Community Foundation
15. Does the foundation publish any eligibility criteria for what it funds? (That is, who as a potential recipient would be eligible for a particular grant)	CRIS Cancer Foundation
17. For approximately what percentage of all funding are eligibility criteria presented? Please select one of the following scores: 0=none, 1=1–25%, 2=26–50%, 3= 51–75%, 4=76–99% or 5=eligibility information provided for all funding.	Francis C Scott Charitable Trust
18. Is the foundation explicit about what it will not fund? The foundation must state 'we do not fund' or 'are not likely to fund' (or similar), to score 'yes'.	CO Research Trust

Criterion	Example foundation meeting the criterion
19. Is there an explicit mechanism to ask questions about funding? (e.g. contact details for the relevant people or general contact for funding questions)	Connolly Foundation (UK) Limited
20. Does the foundation give a time frame for when applicants will be informed about whether or not their application will be funded? (This is distinct from application deadlines.) This must include either explicit dates or information such as 'within four weeks after proposal submission' or similar.	Whitley Fund for Nature
21. For approximately what percentage of the foundation's funding is a timeline given? Please select one of the following scores: 0=none, 1=1–25%, 2=26–50%, 3= 51–75%, 4=76–99% or 5=timelines are provided for all funding.	Joseph Rowntree Reform Trust
22. Does the foundation say how soon a successful applicant will receive the funds?	Community Foundation for Northern Ireland
26. Does the foundation give any information on who or what it funded?	Wellington Management UK Foundation
28. Is the following information provided about the awarded grants? Please tick any that apply. a) name of grantee; b) award date; c) description / title; d) amount awarded; e) duration	Tuixen Foundation
32. Are funding success rates provided?	Leverhulme Trust
33. If not, is there a reason why (the foundation funds invite-only proposals or similar)? 'N/A' if the funding success rates are provided.	Portal Trust
34. Does the foundation publish information about any grant reporting requirements for its grantees?	Walcot Educational Foundation
35. Does the foundation publish information about branding requirements for its grantees?	Hertfordshire Community Foundation
58. Is there contact information provided on the foundation's website? If the foundation has no website the answer is 'no'.	Segelman Trust
<b>Below are example 'questions'</b> (as opposed to criteria): the answers to questions are used in the research process, e.g. to determine exemptions, but do not contribute to scores directly:	
6. Is the foundation current on the Charity Commission for England and Wales, the Office of the Scottish Charity Regulator or The Charity Commission for Northern Ireland? (i.e. has it filed accounts within the last 24 months with at least one of those regulators?)	Blue Thread
10. Does the foundation only fund proposals that it has invited? (e.g. it does not accept unsolicited applications). The answer to this is usually 'no' if you have ticked at least one box in response to question 12.	Caring Family Foundation

Criterion	Example foundation meeting the criterion
73. Does the foundation publish data about diversity of its grantees or applicants, for example on gender, ethnicity or disability?	Smallwood Trust
74. If so, what do they publish (e.g. on grantees or applicants, and on what categories do they publish, and using what definitions do they seem to use?) and at what URL?	<a href="https://www.smallwoodtrust.org.uk/wp-content/uploads/2023/10/SWT-NEW-Impact-report-2022-FINAL1.pdf">https://www.smallwoodtrust.org.uk/wp-content/uploads/2023/10/SWT-NEW-Impact-report-2022-FINAL1.pdf</a>

## F. Correlations between scores and other foundation features

The research team examined the relationships between the scores achieved on each domain and various other factors:

- the net assets of the foundation;
- the giving budget of the foundation;
- the number of staff; and
- the number of trustees or board members.

In each case, foundations' numerical scores on the domain were used, rather than the A–D rating.

There were very weak positive correlations between each of the above factors. The strongest correlation (though it was still weak) was with the number of trustees.

**Figure 53:** Correlation coefficients between selected variables and overall and domain scores, Year Four

	Giving budget	Net assets	No. of staff	No. of trustees
<b>Overall scores</b>	0.19	0.18	0.19	0.48
<b>Diversity</b>	0.20	0.21	0.23	0.40
<b>Accountability</b>	0.20	0.19	0.20	0.52
<b>Transparency</b>	0.14	0.12	0.12	0.41

As with last year, this analysis did not look at overall grades. This is because they are not calculated simply from numerical scores, because of the rule that a foundation's overall score cannot be more than one band higher than its lowest domain score. It would therefore have been necessary to use the A–D ratings; and even if A = 4, B = 3, etc., were used, that is very imprecise for correlations: a particular foundation's numerical score which gives it a B rating might be a lot higher than the numerical score which gives it a C rating, or those numerical scores could be very close if they were both near the 'grade boundary'.

## G. Foundations included in each year

Figures 54–57 show which foundations were included in each year of the FPR, by category.

### Largest UK foundations

Three of the five largest foundations have been included in all four years (Figure 54, shaded green). Garfield Weston Foundation was included in two years (shaded blue). Others were included in just one year.

**Figure 54:** Foundations included by virtue of size of giving budget (the five largest UK foundations)

Year One	Year Two	Year Three	Year Four
Wellcome	Wellcome	Wellcome	Wellcome
Leverhulme Trust	Leverhulme Trust	Reuben Foundation	Children's Investment Fund Foundation
Comic Relief	Garfield Weston Foundation	Leverhulme Trust	Gatsby Charitable Foundation
Children's Investment Fund Foundation	David and Claudia Harding Foundation	Garfield Weston Foundation	Quadrature Climate Foundation
BBC Children in Need	Children's Investment Fund Foundation	Children's Investment Fund Foundation	Leverhulme Trust

### Community foundations

Community foundations are randomly selected each year. No community foundation has been selected for inclusion more than twice, but three selected in Year Four had been selected once previously. These are shaded in blue in Figure 55.



**Figure 55: Community foundations included in the FPR**

Year One	Year Two	Year Three	Year Four
Berkshire Community Foundation	Berkshire Community Foundation	Bedfordshire and Luton Community Foundation	Cambridgeshire Community Foundation
County Durham Community Foundation	Community Foundation for Calderdale	Community Foundation serving Tyne & Wear and Northumberland	Cheshire Community Foundation Limited
Cumbria Community Foundation	Gloucestershire Community Foundation	Community Foundations for Lancashire and Merseyside	Community Foundation for Calderdale
Foundation Derbyshire	Herefordshire Community Foundation	Cornwall Community Foundation	Community Foundation for Northern Ireland
Northamptonshire Community Foundation	Lincolnshire Community Foundation	County Durham Community Foundation	Cornwall Community Foundation
	Norfolk Community Foundation	Devon Community Foundation	Hertfordshire Community Foundation
	Oxfordshire Community Foundation	Gloucestershire Community Foundation	
	Suffolk Community Foundation	Herefordshire Community Foundation	
		Hertfordshire Community Foundation	
		Kent Community Foundation	
		Leeds Community Foundation (includes Bradford)	
		Leicestershire and Rutland Community Foundation	
		Lincolnshire Community Foundation	

Year One	Year Two	Year Three	Year Four
		London Community Foundation	
		One Community Foundation (The Community Foundation for the People of Kirklees)	
		South Yorkshire Community Foundation	

### Other randomly selected foundations

Foundations included in all four years are shaded green; those included in Year Four and two other years are shaded in yellow; those included in Year Four and one other year are shaded blue.

**Figure 56:** Other randomly selected foundations included in the FPR

Year One	Year Two	Year Three	Year Four
29th May 1961 Charitable Trust	4 Charity Foundation	29th May 1961 Charitable Trust	A W Charitable Trust
4 Charity Foundation	A B Charitable Trust	A B Charitable Trust	Absolute Return for Kids (Ark)
A M Qattan Foundation	Adrian Swire Charitable Trust	abrdn Financial Fairness Trust	Archie Sherman Charitable Trust
Aga Khan Foundation (United Kingdom)	African Medical & Research Foundation UK Ltd	Albert Hunt Trust	Architectural Heritage Fund
Albert Hunt Trust	AKO Foundation	Apax Foundation	Aurum Kaleidoscope Foundation
Asda Foundation	Amabrill Limited	Aurora Trust (formerly Ashden Charitable Trust )	Baily Thomas Charitable Fund
Asser Bishvil Foundation	Amanat Charitable Trust	Baily Thomas Charitable Fund	Bank of Scotland Foundation
Backstage Trust	Asda Foundation	Baring Foundation	Barratt Developments PLC Charitable Foundation
Bank of Scotland Foundation	Asfari Foundation	Barnabas Fund	Blue Thread

Year One	Year Two	Year Three	Year Four
Barnabas Fund	Banister Charitable Trust	Bauer Radio's Cash for Kids Charities (Scotland)	Booth Charities
Baron Davenport's Charity	Barbour Foundation	Beatrice Laing Trust	Brian Mercer Trust
Beit Trust	Baring Foundation	Beaverbrooks Charitable Trust	Cannon Charitable Trust
Bernard Lewis Family Trust	Bloom Foundation	Burdett Trust for Nursing	Caring Family Foundation
British Record Industry Trust	British Gas Energy Trust	Catherine Cookson Charitable Trust	Charitworth Limited
Burdett Trust for Nursing	British Record Industry Trust	Cattanach	Charles Wolfson Charitable Trust
Cadogan Charity	Buttle UK	CHK Foundation	CO Research Trust
Chalfords Ltd	Cadogan Charity	Co-operative Community Investment Foundation	Connolly Foundation (UK) Limited
Charitworth Ltd	Calleva Foundation	DHL UK Foundation	Corra Foundation
Charles Dunstone Charitable Trust	Chevras Mo'oz Ladol	Dunard Fund	CRIS Cancer Foundation
Chevras Mo'oz Ladol	Coldstones Charitable Trust	FIA Foundation	Daphne Jackson Memorial Fellowships Trust
Christian Vision	Credit Suisse EMEA Foundation	Fidelity UK Foundation	Dulverton Trust
Clergy Support Trust (formerly Sons and Friends of the Clergy)	David & Ruth Lewis Family Charitable Trust	Football Foundation	Eighty Eight Foundation
Drapers' Charitable Fund	Dollond Charitable Trust	Franciscan Missionaries of the Divine Motherhood Charitable Trust	England and Wales Cricket Trust
Dunard Fund	Dorfman Foundation	Gosling Foundation Ltd	Ernest Cook Trust
Dunhill Medical Trust	Earl Haig Fund (Scotland)	Greggs Foundation	Evelyn Trust
EBM Charitable Trust	Edward Gostling Foundation	Headley Court Charity	Francis C Scott Charitable Trust
Edward Gostling Foundation	Eranda Rothschild Foundation	Headley Trust	Global Charities

Year One	Year Two	Year Three	Year Four
Evan Cornish Foundation	Eureka Charitable Trust	Hugh Fraser	Global Fund for Children UK Trust
Eveson Charitable Trust	Four Acre Trust	Huo Family Foundation (UK) Ltd	Gower Street
Foyle Foundation	Gilmoor Benevolent Fund Limited	Jerusalem Trust	Grand Charity
Franciscan Missionaries of the Divine Motherhood Charitable Trust	Global Charities	John Armitage Charitable Trust	Haddad Foundation
Gilmoor Benevolent Fund Limited	Grace Trust	John Black Charitable Foundation	Helen Hamlyn Trust
Golden Bottle Trust	Health Foundation	John Booth Charitable Foundation	HG Foundation
Goodman Foundation	Henry Oldfield Trust	John Laing Charitable Trust	Hurdale Charity Limited
Greggs Foundation	Henry Smith Charity	Johnson & Johnson Foundation Scotland (formerly Johnson & Johnson Corporate Citizenship Trust)	Ichud Mosdos Gur Limited
Hadley Trust	Hintze Family Charitable Foundation	Joseph Rowntree Foundation	Impetus – The Private Equity Foundation
Halifax Foundation for Northern Ireland	Hollywood Trust	The Leathersellers' Foundation	JCA Charitable Foundation
Hugh Fraser	Hugh Fraser	Legal Education Foundation	Jones 1986 Charitable Trust
Hurdale Charity Ltd	IGY Foundation	Leprosy Mission International	Kolyom Trust Limited
Indigo Trust	Innocent Foundation	Lloyds Bank Foundation for England and Wales	Lankelly Chase (previously a Funder)
Islamic Aid	Jack Petchey Foundation	Michael Uren Foundation	Legal Education Foundation
JMCMRJ Sorrell Foundation	Joseph Rowntree Foundation	Nationwide Foundation	Linbury Trust
KPMG Foundation	Keren Association Limited	Oglesby Charitable Trust	Lloyds Bank Foundation for England & Wales
Legal Education Foundation	Kolyom Trust Limited	Peacock Charitable Trust	Lucille Foundation

Year One	Year Two	Year Three	Year Four
LHR Airport Communities Trust	Law Family Charitable Foundation	Phillips Education Foundation Ltd	Mercaz Chasidei Wiznitz Trust
Lloyd's Register Foundation	Legal Education Foundation	R&A Foundation	Michael Bishop Foundation
Lloyds Bank Foundation for England and Wales	Medlock Charitable Trust	Richmond Parish Lands Charity	Millennium Trust
London Marathon Charitable Trust Ltd	Mercers' Charitable Foundation	Said Foundation	Morrisons Foundation
M & R Gross Charities Ltd	Mike Gooley Trailfinder Charity	Severn Trent Water Charitable Trust Fund	Muriel Jones Foundation
Maitri Trust	Mission Aviation Fellowship UK Ltd	Society of the Holy Child Jesus CIO	NFU Mutual Charitable Trust
Maurice and Vivienne Wohl Philanthropic Foundation	Mohn Westlake Foundation	Sports Aid Trust	NNS Foundation
Mercers' Charitable Foundation	Monday Charitable Trust	Becht Foundation	Old Dart Foundation
National Gardens Scheme Charitable Trust	Nationwide Foundation	The Berkeley Charitable Foundation	P27 Trust
Nuffield Foundation	Newmarston Limited Group	Charles Wolfson Charitable Trust	Parkwill Limited
Oxford Russia Fund	One Foundation	The D'Oyly Carte Charitable Trust	People's Postcode Trust
Performing Right Society Foundation	Peacock Charitable Trust	The Goldman Sachs Charitable Gift Fund (UK)	Portal Trust
Rachel Charitable Trust	R S Macdonald Charitable Trust	The Hunter Foundation	Postcode Animal Trust
Resolution Trust	Restore Our Planet	The J Van Mars Foundation	Postcode Global Trust
Rhodes Trust	Reuben Foundation	The Jane Hodge Foundation	Power of Nutrition
Rotary Foundation of the United Kingdom	Rufford Foundation	The Keith Howard Foundation	R S Macdonald Charitable Trust
Royal Navy and Royal Marines Charity	S F Foundation	Tolkien Trust	Road Safety Trust
Scottish Catholic International Aid Fund	St John's Foundation	Trusthouse Charitable Foundation	Rosa Fund
Steve Morgan Foundation	Steel Charitable Trust	United Utilities Trust Fund	Rothsay Foundation

Year One	Year Two	Year Three	Year Four
Swire Charitable Trust	Steve Morgan Foundation	Volant Charitable Trust	Samworth Foundation
Becht Foundation	Stewards Company Ltd	Walcot Educational Foundation	Segelman Trust
The Charles Hayward Foundation	Stoneygate Trust	Zurich Community Trust (UK)	Smallwood Trust
The Charles Wolfson Charitable Trust	Swire Charitable Trust		Start Upright
The Desmond Foundation (formerly RD Crusaders Foundation)	The Hunter Foundation		Trust Foundation
The Dr Mortimer and Theresa Sackler Foundation	Tolkien Trust		Tuixen Foundation
The Goldman Sachs Charitable Gift Fund (UK)	Walcot Educational Foundation		Two Hands Charitable Trust
The James Dyson Foundation	Wolfson Foundation		Valencia Communities Fund
The Michael Bishop Foundation	Womankind (Worldwide) Limited		Vardy Foundation
The Northwood Charitable Trust	World Children's Fund		Walcot Educational Foundation
The Ogden Trust	Zurich Community Trust (UK)		Watches of Switzerland Group Foundation
The Raphael Freshwater Memorial Association Ltd			Wellbeing of Women
The Roddick Foundation			Wellington Management UK Foundation
Volant Charitable Trust			Whitley Fund for Nature
Yesamach Levav			Wimbledon Foundation
Zochonis Charitable Trust			Woodsmith Foundation Limited
Zurich Community Trust (UK)			

## Funders Group

Five of the nine members of the Funders Group have been included in all four years by virtue of their membership in each year.

One (Indigo Trust) joined as a Funders Group member in Year Two, having been randomly selected for Year One. Two others (City Bridge Trust and John Lyon's Charity) joined the Funders Group in Year Two, but were not part of the random sample in Year One. One (The Robertson Trust) joined in Year Four. Foundations included in all four years are shaded green; foundations included in three years are shaded yellow.

**Figure 57: Funders Group foundations in each year**

Year One	Year Two	Year Three	Year Four
Barrow Cadbury Trust	Barrow Cadbury Trust	Barrow Cadbury Trust	Barrow Cadbury Trust
Blagrave Trust	Blagrave Trust	Blagrave Trust	City Bridge Foundation
Esmée Fairbairn Foundation	City Bridge Foundation	City Bridge Foundation	Friends Provident Foundation
Friends Provident Foundation	Esmée Fairbairn Foundation	Esmée Fairbairn Foundation	Indigo Trust
John Ellerman Foundation	Friends Provident Foundation	Friends Provident Foundation	John Ellerman Foundation
Joseph Rowntree Charitable Trust*	Indigo Trust	Indigo Trust	John Lyon's Charity
Joseph Rowntree Reform Trust	John Ellerman Foundation	John Ellerman Foundation	Joseph Rowntree Reform Trust
Lankelly Chase Foundation	John Lyon's Charity	John Lyon's Charity	Joseph Rowntree Charitable Trust*
Paul Hamlyn Foundation	Joseph Rowntree Charitable Trust	Joseph Rowntree Charitable Trust	Paul Hamlyn Foundation
Power to Change	Joseph Rowntree Reform Trust	Joseph Rowntree Reform Trust	The Robertson Trust
	Lankelly Chase Foundation	Lankelly Chase Foundation	
	Paul Hamlyn Foundation	Paul Hamlyn Foundation	
	Power to Change	Power to Change	

\* Joseph Rowntree Charitable Trust was in the Funders Group in Years 1–3; its confirmation of continued support for Year Four onwards came after the cut-off for inclusion in this year's main cohort. So though JRCT is funding FPR for Year Four, it is not included in the research or analysis of the Funders Group, but rather is treated as an opt-in.

## H. Responses to the Year Three consultation

Each year, Giving Evidence runs a consultation process to inform the next iteration of the FPR. This year's consultation process and questions were deliberately similar to those in previous years. It asked the public about any additions, removals or changes that they would like to see in the FPR, either in general or in any of the three domains.

In Year Four, there was a slight increase in the number of responses: 18 as compared to 10 in Year Three and 14 in Year Two. Most respondents were from grant-making foundations. This is significant as the FPR is designed to scrutinize and influence the behaviour of foundations.

The feedback ranged widely, from complimentary (this is important and ongoing accountability work) to critical (need to increase buy-in from the sector). It was broadly grouped into:

- Criteria that the FPR should include, e.g. broadening the FPR to include: neurodiversity, diversity of thought; more social justice issues like commitment to anti-racism, and origins of funding; assessing whether foundations are Living Wage Funders; impact accountability; and payout rates. In response, this year, non-scoring questions on foundations' commitments to being a Living Wage Funder, and information that they report about payout rates, were added. About the other suggestions, the research team considered including them in future, looking at (a) the feasibility of objectively measuring them and (b) availability of existing definitions, such as for anti-racism.
- Suggestions to change the FPR methodology. These included:
  - Increasing the number of foundations assessed. This is a question of resources, so the number is unchanged this year.
  - Reviewing the same foundations each year. The FPR will not do this because it aims to track changes across the whole foundation sector and therefore needs to be a repeated cross-sectional study with a (mainly) random sample rather than a panel (cohort) study.
  - Publishing a list of 'crappy funding practices' that the researchers encounter. FPR may do this in future, though the FPR mainly works by focusing on good practice.



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