

Nuffield Farming Scholarships Trust 2025 Trustee Report

Reference and Administrative Details

Patron

HRH The Duke of Gloucester KG GCVO

Trustee Directors

The Trustees serving during the year and since the year-end are as follows:

Chair

W Owen (retired 21 November 2024)
T G Rawson (appointed 24th November 2017)

Committee Membership

Ex-officio member of all
Ex-officio member of all

Vice Chair

J B Baird	(appointed 20 November 2020)	1, 2
T R Alcorn	(appointed 21 November 2024)	6, 7
A E Bowen*	(appointed 16 November 2023)	3, 6
Dr O L Champion	(appointed 21 November 2024)	2, 4, 8
D A Gardner	(retired 21 November 2024)	2
L C Maclennan*	(appointed 16 November 2023)	2, 4, 8
Prof T C MacMillan+	(appointed 8th December 2022)	3, 5, 8
J L McCoy	(appointed 21 November 2024)	6, 8
P J M Munro	(retired 21 November 2024)	3
T Robbins	(appointed 24 November 2022)	3
D A Rose	(appointed 20 November 2020)	3, 5
Dr J L Ross OBE	(appointed 24 November 2022)	3, 7, 8
N H Snell	(appointed 29 November 2019)	1, 3
J Speed	(appointed 29 November 2019)	3, 7
C P Taylor*	(appointed 16 November 2023)	3, 5
R B Taylor*	(appointed 21 November 2024)	3, 4

*Returning Scholar Trustee

+Non-Scholar External Advisor

Trustee Committee and Working Group Memberships

1. Nominations and Remuneration Committee Renamed 18 September 2025
2. Finance Committee
3. Communications and Operations Committee
4. Fundraising Working Group
5. Sustainability Working Group
6. Next-Gen Scholarship Working Group Established 21 November 2024
7. Conference Working Group Established 21 November 2024
8. Impact Working Group Established 4 June 2025

Selection Committee

W Owen (retired 21 November 2024)
T G Rawson (appointed 21 November 2024)
J B Baird (appointed 21 November 2024)
R Soffe (retired 21 November 2024)

C Snell (appointed 1 January 2021)
D Allen (appointed 1 January 2024)
Prof J Price (appointed 1 January 2025)

Chief Executive Officer (Director) R R Alers-Hankey

Charity Number 1098519

Private Company Limited by Guarantee 04787639

Principal Address and Registered Office Bullbrook Stables
West Charlton
Charlton Mackrell
Somerset, TA11 7AL

Auditors Albert Goodman LLP
Goodwood House
Blackbrook Park Avenue
Taunton
Somerset, TA1 2PX

Bankers CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
West Malling
Kent, ME19 4JQ

Solicitors Stone King LLP
13 Queen Square
Bath, BA1 2HJ

Investment Advisors CCLA Investment Management Ltd
One Angel Lane
London, EC4R 3AB

BNY Mellon Fund Managers Ltd
PO Box 366
Darlington, DL1 9RF

Forward from the Chair of Trustees

Firstly, I would like to start my report on the last year by showing my thanks and gratitude to all our Trustees and co-opted committee members; we have a very capable group of individuals who have come together to form a highly effective team to help steer our organization.

Over the course of the last twelve months, we have had four Board meetings including our annual Away Day held again this year near Coventry. Where we also welcomed sponsor representatives to a dinner, which is a great opportunity to catch up with the Trustees and be updated on activities. Can I also take this opportunity to thank Nuffield Australia Chair, Jane Bennett who gave us an invaluable insight into how their organization operates. We certainly share many of the same challenges.

When Jim Baird and I came into post last November, we decided to expand the number of working groups. All with Trustee leads looking at specific areas of Nuffield and then reporting back to the Board, this has worked well.

Several changes have been made to the workings of the Board this last year. All with the aim of greater transparency and improved governance. One such example is the Trustee Report that now fronts our statutory accounts, with more detail of Nuffield Farming's achievements and performance, giving increased transparency to our members.

We have many Trustees come to the end of their terms this November. So, special thanks go to Jo Speed, Nic Snell, Tanya Robbins, Tom MacMillan, Anna Bowen and Chris Taylor. Lucy MacLennan and Jenna Ross stand for reelection.

Your elected representatives and co-opted Board and committee members are working extremely hard on your behalf to help Nuffield Farming meet its aims and objectives.

This year we have had ninety one applications for scholarships of which the Selection Committee have put forty one forward for interview for a maximum of twenty five awards. We couldn't operate this Trust without the financial help of our sponsors, from our title sponsor Elizabeth Creak Charitable Trust (ECCT), scholar sponsors, Friends of Nuffield, Saffrey who let us use their amazing offices in London for the interviews, through to of course the annual donation given by our alumni.

The scholar report backlog, which had reached an unacceptable level of around seventy at our last AGM, I am glad to report is now down to just a handful. In the future, a Trustee led panel will vet any request for an extension. The Board have made some tough calls and sadly three individuals have been removed from the programme and in the majority of cases have already paid money back.

2025, has seen the second year of the Next-Gen Scholarship with three dairy and three poultry scholars aged between eighteen and twenty four. 2026, will see another three dairy and for the first time, three scholars for the Regen Group. Thanks of course to our Next-Gen Scholarship sponsors the Trehane Trust, ECCT and CHK Foundation, and the organizing and hosting Alumni. We launch next year's programme on 1st November 2025, with a closing date of the end of January 2026.

The 2024 Nuffield Farming Conference in Belfast last November, was a huge success with thanks of course to our office team, but also the Northern Ireland committee. It was also great

to see around ninety younger farmers and budding agriculturalists in attendance with many places being sponsored. This year's conference is in Aberdeen, with a packed programme planned. Headed up by Trustee and committee lead Jenna Ross, as well as many of our Scottish alumni. 2026 will see us head to Leeds to the amazing Royal Armouries Museum, if you would like to be on the organizing committee, please contact Jo Speed.

I would also like to take the opportunity to urge you to attend the Nuffield International Triennial in May 2026 hosted by Nuffield Ireland, with help from our own Northern Ireland committee. Some 350 Nuffield alumni from around the globe are expected to attend.

As you would expect the finances of the Trust are at the front and center of our day-to-day operations with Rupert Alers-Hankey and the team being supported by the Finance Committee, headed up by Vice Chair Jim Baird. I am glad to say the operational deficit was far less than the previous year at around £85,000. However, our new auditors have made around £40,000 of adjustments from previous years to bring us back into line with our original budget of £125,000 deficit. Many savings have been made and credit due to Rupert in particular, however we are still committed to delivering a zero deficit. To support this, the Trustees have agreed to put up the cost of scholarship sponsorship to £21,000 to include the full economic cost and raise the annual donation to £150 per person. The increase cost of sponsorship will come into play for the scholarship awards in October 2026.

Finally, can I thank the Nuffield Farming team Claire Laidler, Charlotte Merson and Lindsay Woods for their hard work and dedication to the Trust they play a huge part in the ongoing success of this organization.

T G Rawson
Chair of Trustees
Sept 2025

Trustee's Annual Report and Financial Statements for the Year Ended 5 April 2025

The Trustees, who are also directors of the charity for the purposes of the Companies Act, present their annual report and the audited financial statements for the year ended 5 April 2025. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the charity's governing document and the Statement of Recommended Practice (SORP FRS 102- implemented 1 January 2019).

The Nuffield Farming Scholarships Trust is a charitable company limited by guarantee, incorporated on 4 June 2003. The company was established under its Articles of Association dated 4 June 2003 as amended on 21 November 2014 and 23 November 2022.

The Nuffield Farming Scholarships Trust was registered with the Charity Commission for England and Wales on 11 July 2003, charity number 1098519.

Structure, Governance and Management

The Trustee Board has 13 Trustee Directors (Trustees) and can co-opt up to 3 people with a maximum of 15 Board members. In addition to Scholar/Honorary Scholar members there can be up to 2 Non-scholar External Advisor Trustees and at least 2 Returning Scholar Trustees.

All Trustees (except Returning Scholar Trustees) stand for an initial 3 years and if re-elected can stand for a second 3-year term. Returning Scholar Trustees are elected by their year group and are co-opted to the Board for 2 years. Trustees are required to resign after 6 years on the board, unless they are elected as chair or vice chair. The Board will elect a chair and vice chair, each being a 2-year term. The vice chair will become the chair. All trustees have the same voting rights. See Articles of Association for detail.

All Trustees are registered at both Companies House and with the Charity Commission. They are members of the Company and guarantee to contribute £1 in the event of a winding up.

Trustee Recruitment

Recruitment of Trustees is managed through the Nominations and Remuneration Committee, which conducts an annual Trustee skills audit and makes recommendations to the Board.

Non-scholar External Advisor Trustee recruitment is conducted by promoting the role via LinkedIn and the Newsletter to Members and supporters. Candidates are shortlisted for interview and suitable candidates are recommended to the Board.

Member Trustee roles are promoted via the Newsletter. Candidates submit a written application and two-minute video. Members vote to select candidates in the run up to the AGM.

Returning Scholar Trustees are selected by an internal year group vote. The result and candidate are scrutinised by the Nominations and Remuneration Committee, who recommend the candidate to the Board.

Trustees are formally elected and or co-opted to the Board at the Nuffield Farming Scholarships Trust AGM.

Trustee Induction

All new Trustees receive a personalised induction programme and the Trustee Handbook. This is revised annually and is designed to cover: the Trustee Board, its function through Committees and working groups; the management of the Trust; the Trust's object, vision, mission and values; the Nuffield Farming Scholarships Trust's structure of regional and study groups; Nuffield International; the Strategic plan and objectives; summary of activities; and Trustee administration and support.

All new Trustees are required to complete AgDiversity, a new online learning course developed by the Nuffield Farming Scholarships Trust aiming to raise awareness of diversity, equity and inclusion (DEI) issues in UK agriculture.

Organisational Structure

The Board forms committees and working groups to oversee key functions. Committees and working groups can have co-opted members who are Members or are external advisors with a specialist skillset. The following Committees and Working Groups operated during the reporting period.

The Nominations and Remuneration Committee manages Trustee succession planning, including an annual skills audit and makes recommendations in accordance with the Articles of Association for the appointment of new trustees (Member, Non-scholar External Advisor Trustee and Returning Scholar) to the Board. The Committee manages the appointment of new Selectors to the Selection Committee. The Committee oversees employee remuneration. The Committee is required to meet at least two times during the year. This Committee met three times during the reporting period.

The Finance Committee advises the Board on matters relating to finance and financial procedures. It regularly reviews financial policy, reserves and investment policies, monitors in year financial progress and recommends an annual budget. The Committee is required to meet four times each year before the corresponding Board meeting and is led by the Vice Chair. The Committee met four times during the reporting period.

The Communications and Operations Committee advises the Board and manages on its behalf all matters relating to Communications and Operations. A panel of Trustees from the Committee also judge the Nuffield Farming Best Report. The Committee is required to meet four times each year before the corresponding Board meeting. The Committee met four times during the reporting period.

The Selection Committee shortlists candidates for interview and awards Nuffield Farming scholarships. The five-person Committee is led by the Chair, with the Vice Chair and two external people and one Nuffield Farming Scholar. The Committee also interviews candidates for the Frank Arden Leadership Award. The Committee is required to meet two times per year to shortlist and select applicants. The Committee met three times during the reporting period.

The Fundraising Working Group reports to the Finance Committee on matters relating to fundraising in line with the Fundraising Strategy. The Working Group met five times during the reporting period.

The Sustainability Working Group reports to the Communications and Operations Committee on matters relating to sustainability. A panel from the Working Group judges the Greener Future Award. The Working Group met four times during the

reporting period.

The Next-Gen Scholarship Working Group was established in November 2024 to steer the Next-Gen Scholarship programme and reports to the Communications and Operations Committee. The Working Group met three times during the reporting period.

Employee Remuneration

Nuffield Farming Scholarships Trust is committed to recruiting the correct high-calibre people and rewarding them fairly for the work they do. It is extremely important to Nuffield Farming Scholarships Trust to use the resources available for the remuneration of its employees effectively and to recruit, retain and develop people with the necessary skills and knowledge to deliver positive contributions that support the charity's objectives.

The salary of the Chief Executive and other members of the Team is reviewed annually during the budget setting process and is approved by the Finance Committee.

From 18 September 2025, the Nominations and Remuneration Committee will oversee all staff remuneration.

In 2023, the Auditors recommended that the charity changed from a team that were engaged on a consultancy to an employed basis. This change took effect on 1 January 2024.

Management

The management of the Nuffield Farming Scholarships Trust is delegated to the Chief Executive who reports to the Trustee Board.

The Office Team, has four part time members of staff, including the Chief Executive, who all work a 32 hour week. PR and management accounts are outsourced. All work from home, with the Office Manager spending 2-3 days a week in the registered office.

Membership and Networks

On 1st January 2025, there were a total of 913 Nuffield Farming Scholar alumni in the United Kingdom. This represents the Nuffield Farming Scholarships Trust membership.

Each year, we invite our alumni to contribute to support the running costs of the Nuffield Farming Scholarships Trust. This annual donation enables the Charity to deliver the scholarship programme through funding core cost, such as the staff and systems that make the Nuffield Farming Scholarship programme possible.

In September 2024, Trustees decided to increase the annual donation from £120 to £150. They also introduced monthly direct debit payments and options for members who are 70 or over to pay a 'lifetime' donation of £1,500, and for members to pay 10 years of donations at £1,500.

In 2024, 250 (2023, 381) members had contributed towards the annual donation.

All members who have paid their annual donation are eligible to vote at the AGM.

Nuffield Farming Scholars are expected to use all means at their disposal to spread the

knowledge they have gained within their industry and beyond. The Nuffield Farming Scholarships Trust facilitate this by organising regional and topic specific study groups for alumni that enable them to share best practice by engaging in peer-to-peer learning on a regional and national basis. There are ten regional groups covering the whole of the UK and twelve study groups covering: Aquaculture, Arable, Beckett, Beef and Sheep, Business, Dairy, Horticulture, People, Pigs, Poultry, Regenerative Agriculture and Reputation and Public Outreach.

Nuffield International

The Nuffield Farming Scholarships Trust (Nuffield UK) is a founding member of Nuffield International Scholarships Trust (Nuffield International), which has 17 member and affiliate countries from across 5 continents.

In January 2025, there were a total of 2,038 Nuffield Farming Scholars world-wide: 913 from the United Kingdom; 494 from Australia; 146 from New Zealand; 122 from Ireland; 107 from Canada; 62 from France; 59 from The Netherlands; 51 from Zimbabwe; 31 from Brazil; 25 from the USA; Nuffield International has a total of 28 Scholars: 12 from Chile; 7 from Japan; 3 from Germany; 3 from Poland; 1 from Belgium; 1 from South Africa; and 1 from Romania.

Each country has a representative on the Nuffield International Board, that representative is supported by a country executive. The Nuffield Farming Scholarships Trust Chair and Chief Executive hold these responsibilities.

The Nuffield International Board meets in person each year during the Contemporary Scholars Conference, which is held in a different Nuffield country each year; 2024- Campo Grande, Brazil, 2025- Auckland, New Zealand.

Objectives and Activities

Nuffield Farming Scholarships Trust Objects: To promote agricultural, horticultural, forestry and countryside management education in the UK and abroad and to advance the standard of farming (including the food supply chain, horticulture, forestry and countryside management and associated topics) in the UK by the provision of scholarships to persons who fulfil the conditions set out in clause 4 of the governing document to enable them to study the practices and techniques employed anywhere in the world.

Our Vision: Inspire passion in people and develop their potential to lead positive change in farming, food, horticulture, and rural industries.

Our Mission: Leading positive change in farming, food, horticulture, and rural industries; inspiring passion and potential in people.

Our Values:

- Humility: Respect the views and positions of others. Embrace difference.
- Integrity: Inspire participants to make a difference and be true to their word.
- Reciprocity: Commit to giving back to others and continue engagement in the Nuffield network and wider industry.
- Respect: Respect the earth's resources and inhabitants for future generations.
- Diversity: Embrace human and agricultural diversity.
- Open Mindedness: Be curious, change-able and solution oriented, with a continuous learning mindset.

5 Year Strategic Plan

The Strategic Plan 2024 – 2029, has a five-year horizon and sets out objectives, and key associated activities to deliver them. It is reviewed annually, by Trustees and adapted as necessary to meet new challenges. There are four key objectives:

- **Energise the Groups and the Alumni.** To enable every scholar to feel part of at least one vibrant Nuffield Farming Scholarships Trust group which provides its members with valued events at which to keep in touch, socialise, network, learn and celebrate the achievements of Nuffield Farming scholars as well as fostering new and potential scholars.
- **Expand the Nuffield Scholar Programme.** To enable the industry to benefit from Nuffield Farming scholarships thereby enhancing lives and businesses, through leading positive change in the farming, food, horticulture, and rural industry sectors and providing an increasing flow of new scholars.
- **Secure the Trust's Future.** For the Nuffield Farming Scholarships Trust to thrive and remain relevant, we must continue to adapt to the changing demands of the industry. This will require the Nuffield Farming Scholarships Trust to develop and deliver an effective long term fundraising strategy; identify opportunities to collaborate through partnering with other charities to expand reach and achieve more. We must also embrace diversity and be leaders in sustainability and positive environmental impact.
- **Build the Nuffield Farming Brand.** To build the reputation and reach of Nuffield Farming across the farming, food, horticulture, forestry and rural industry sectors.

Public Benefit Statement

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit.

The Nuffield Farming Scholarships Trust is a charity organisation whose aim for the public benefit is to bring positive change in the food, farming, horticulture and rural industries through the development of its future leaders.

In 2024, twenty-four Nuffield Farming Scholarships are awarded to deserving individuals aged 25-45 working in the food, farming, horticulture and rural industries. Our life changing scholarships unlock individual potential through study and overseas travel, as well as develop the farming and agricultural industries through the sharing of ideas.

In 2024, the Nuffield Farming Scholarships Trust launched the Next-Gen Nuffield Farming Scholarship, for young people aged 18-24, part of the developing young talent programme. Awarding three dairy Next-Gen Nuffield Farming Scholarships.

The Nuffield Farming Conference was held in Belfast, 19-20 November 2024

The Nuffield Farming Scholarships Trust carries on certain other activities in addition to promoting, fundraising and administering the scholarships. These include: facilitating further learning and knowledge exchange; supporting the regional and study groups for existing scholars; and hosting the Global Focus Programme.

Achievements and Performance

Board

The Board Away Day was held at the Nailcote Hall Hotel, Warwick in June 2024. Trustees revised the Strategic Plan 2024 –2029 objectives. With deep dives into the main scholarship delivery, the Next-Gen scholarship, reducing the deficit, communications and engaging the alumni.

In addition to Board, committee and working group commitments Trustees also support the Nuffield Farming Conference as session chairs. There are typically eight sessions over two days. Each session will have up to five presenting scholars followed by a question and answer session. This is a significant commitment and links the Trustee directly with presenting scholars. Two months before the conference, Trustees meet up with the presenting scholars in Leeds and this relationship builds as presentations are rehearsed and advice is given by the session chair Trustee.

Trustees gain oversight of a key output from each scholarship, the study report, when they judge the annual best report award. In 2024, sixteen reports were judged by a Trustee led panel.

Nuffield Farming Scholarship

Demand for the Nuffield Farming Scholarship remains strong with 94 people applying in 2024 and 91 people applying in 2025 (2023 – 89). In both 2024 and 2025, forty-one candidates were shortlisted by the Selection Committee for interview. The Selection Committee can award up to 25 Nuffield Farming Scholarships. In 2024, the Nuffield Farming Scholarships Trust awarded twenty-four Nuffield Farming scholarships (2023 – 23).

2024 saw a review of the Scholarship leadership programme. The key driver was cost reduction, while maintaining a high standard of delivery. All contracts were retendered, and new agreements were made with the Reporters Academy to deliver video training and editing, and Audrie Woodhouse from Honestly Speaking for presentation training. Training delivery was synchronised with Board meetings, allowing Trustees to meet current scholars and see the leadership training in practice.

In March 2025, twenty four 2025 Nuffield Farming Scholars had four days of leadership development training in London which included a visit to the Houses of Parliament hosted by Rt. Hon. Robbie Moore MP, 2016 NSch. They were privileged to gain an insight from Agri leaders such as Tom Bradshaw NFU President and 2011 NSch, Emily Norton, 2018 NSch, founder of Farm Foresight Ltd, Jim Chapman MBE Chair Farm Safety Foundation, Jude McCann, 2017 NSch and CEO FCN, Caroline Lewis McDonald's UK & Ireland, Steve McLean Head of Agriculture and Fisheries M&S Food, Abi Reader NFU Cymru President, Professor David Hughes, aka Dr Food, Katie Doherty CEO International Meat Trade Association, and Stephanie Berkeley Farm Safety Foundation.

This was followed by the Nuffield International Contemporary Scholars Conference, 8 to 16 March 2025, hosted by Nuffield New Zealand supported by the New Zealand Rural Leadership Trust in Auckland, New Zealand. There were over 130 delegates from 15 countries from across five continents. A real melting pot of diversity of thought, cultures, experience and opinion.

Nuffield Farming Scholar Report Backlog

In November 2024, there were 67 scholars from the 2019-2023 year groups who had yet to complete their study report. Covid had a significant impact on the 2020 and 2021 year groups and created a scholar backlog, which has been actively addressed. This has had a significant negative financial and administrative impact over 2023-2025.

A report action plan was put in place with Trustees setting a deadline of 31 May 2025 for reports from this group to be submitted. The backlog has been reduced to a very small number of Scholars, some whom have valid reasons for a delay in completing their report.

Trustees have removed two people from the programme and their bursaries have been recovered.

Global Focus Programme

The Global Focus Programme (GFP) is an international study tour that facilitates an in-depth understanding of global agriculture. It offers a unique opportunity for UK Scholars to benefit from exposure to a broad range of very different political and social environments while traveling in a small group of international Nuffield Scholars. For the GFP to remain an option for UK Scholars, the Charity is always looking for additional sponsorship, as very few scholars are able to self-fund.

In 2024, four Scholars joined one of the six Global Focus Programmes (GFP 2, GFP 3 and GFP 7) delivered by Nuffield Australia. Each GFP lasts for 5 weeks, with 8 to 12 Scholars participating from different countries. They visit six countries on multiple continents, investigating agricultural marketing, trade, production, environmental and industry issues and experiencing different social and cultural aspects of each region. The Charity also hosted a leg of GFP 5 in June 2024.

Nuffield Farming Post Graduate Certificate

In partnership with IBERS Distance Learning, Aberystwyth University, Nuffield Farming Scholars have the opportunity to undertake a Nuffield Scholarship Post Graduate Certificate (PGCert), worth 60 credits. This is often used as a first step to a Masters Degree (MSc).

In 2024, the requirements for both the standard and IBERS accredited Nuffield Farming report were harmonised, resulting in both 5,000 word report requirements being very similar.

Since 2020, twenty one Nuffield Farming Scholars, including one from Ireland and one from Australia, have taken up this Nuffield Farming Scholarship PGCert opportunity, with five graduations; three PGCerts and two MSc.

Next-Gen Scholarship – Developing Young Talent

The Next-Gen Nuffield Farming Scholarship was launched in Northern Ireland in 2024. The scholarship is for young people aged 18-24, part of the Charity's initiative to develop young talent. We know the challenges that young people face to establish themselves in our industry, and this scholarship uses the Nuffield Scholar network to link successful applicants directly to farmers. The aim of the Next-Gen Scholarship is to provide a pathway to the Nuffield Farming scholarship.

Three young people from Northern Ireland were awarded a dairy 2024 Next-Gen Scholarship. They undertook a 28-day study tour organised by the Nuffield Farming Dairy group in June 2024; staying on farm with Nuffield Farming scholars, visiting 44 businesses and travelling over 3,000 miles across the UK. They presented at the 2024 Nuffield Farming Conference in Belfast.

One of the challenges for young people taking up a Next-Gen Scholarship is getting released from work, especially if on a family farm. The scholarship includes a financial incentive of £1000, to part cover replacement labour cost, to enable a young person to leave the farm.

Next-Gen Nuffield Farming Scholars will be made associate members of Nuffield Farming Scholarships Trust, encouraged to attend networking events, including farm walks, regional and study group events, talks, tours and the Annual Conference. They will be mentored by their respective Nuffield Farming Study groups, with the aim of progressing to one day become a Nuffield Farming Scholar.

Funding Scholarships

Scholars need to be sponsored, and we have a loyal pool of 38 sponsors¹. Several sponsors have been engaged with the Trust for over 20 years.

Nuffield Farming attracts new sponsors each year. 2024; Farming Community Network, Journal of Horticultural Science and Biotechnology, CHK Foundation, Milking Goat Association, British Goat Society and in 2025; Sainsburys PLC and Arwain DGC. This demonstrates that external organisations see the value to the industry in a Nuffield Farming scholarship and also changing farming practice and the impact of mental health on farmers. It also demonstrates agility as the Trust adapts to change.

Nuffield Farming Conference

In 2024, the Nuffield Farming Conference was held in Belfast. The two-day conference attracted over 400 delegates on each day with 450 people attending the annual Nuffield Farming dinner. Andrew Muir MLA, Minister of Agriculture, Environment and Rural Affairs gave the keynote speech. AHDB was the main conference sponsor and Famers Guardian was the media partner.

Twenty-seven scholars presented their study topic findings, and the three Next-Gen Nuffield Farming scholars gave a presentation on their study tour, which attracted a new younger audience at the conference.

Nuffield Farming Awards

The 2024 Nuffield Farming Awards took place during the 2024 Nuffield Farming Conference and

¹ AHDB, Beckett Award, Alastair and Margaret Miller Charitable Trust, BEMB Research & Education Trust, Central Region Farmers Trust (CRFT), British Goat Society, CHK Foundation, Company of Merchants of the Staple of England, Dartington Cattle Breeding Trust (DCBT), East Sussex NFU, Elizabeth Creak Charitable Trust, Farming Community Network (FCN), Food Chain Scholarship, John Oldacre Foundation, Journal of Horticultural Science and Biotechnology (JHSB), MacRobert Trust, Malcolm Isaac Charitable Trust, McDonald's UK & Ireland, Arwain DGC, Milking Goat Association, NFU Mutual Charitable Trust, Poultry Meat Group, Proagrica, Richard Lawes Foundation, Royal Highland & Agricultural Society of Scotland (RHASS), Royal Norfolk Agricultural Association, Royal Welsh Agricultural Society (supported by the Eira Francis Davies Bursary), Sainsbury's PLC, Studley College Trust, Thatchers Cider, Thomas Henry Foundation, Three Counties Agricultural Society, Trehane Trust, Worshipful Company of Butchers, Worshipful Company of Farmers, Worshipful Company of Fruiterers, Worshipful Company of Gardeners, Yorkshire Agricultural Society.

celebrated Innovation, Leadership and Sustainability in agriculture.

The Bullock Award for Innovation was won by Jonty Brunyee, 2015 NSch. He was judged by the Award panel, which includes the editor from Farmers Weekly, to be the Scholar who has demonstrated the most successful application of the experience they have gained. This award was open to Nuffield Farming Scholars from the 2014, 2015 and 2016 year groups, the winner receives £1000.

The Frank Arden Leadership Award was won by Tim Stephens, 2017 NSch. He has a fully funded place on the Emerging Strategic Leaders programme delivered by the Windsor Leadership Trust.

The LEAF Greener Future Award was won by Lorna Davis, 2017 NSch. This award is judged by a panel drawn from the Sustainability Working Group and included on farm visits by panel members.

There were also awards for the Best Report and Best Presentation.

The 2024 Nuffield Farming Best Report was won by Liz Cresswell, 2022 NSch. Sixteen reports were judged by Trustees from the Communications Committee. Her report was submitted as the Nuffield UK entry to the inaugural 2025 Nuffield International Jim Geltch Award – Best Nuffield Report. There were nine entrants from Australia, Canada, Ireland, Chile, USA, Brazil, Netherlands, New Zealand and the UK. The Jim Gelch Award was won by Nuffield Chile.

The Nuffield Farming Best Presentation at the 2024 Nuffield Farming Conference was won jointly by Roisin Taylor 2023 NSch and Claire Whittle 2021 NSch. This award was judged by Anna Bowen Trustee and a representative from the Farmers Guardian.

AgDiversity: Positive growth towards a more inclusive sector

23 October 2024, saw the AgDiversity launch at Romshed Farm, Kent by the Nuffield Farming Reputation and Public Outreach group. The launch included a panel session with leading advocates in the farming sector speaking about their experiences in the industry and why advocating for Diversity, Equity and Inclusion (DEI) in the industry is so important.

AgDiversity is a practical online course tailored for the food and farming sector, designed to educate and empower both individuals and organisations. It is also more than just a course – it is a catalyst for creating a more resilient future for farming, guiding participants to understand, reflect, and take meaningful action on DEI.

Recognising that agriculture remains one of the UK's least diverse industries, particularly concerning race and ethnicity, this programme aims to increase awareness of these issues and encourages participants to assess their own thinking. The course comprises three modules:

- An introduction to DEI and its significance in British agriculture
- Understanding common biases and their implications
- Practical guidance on allyship and fostering inclusion in daily interactions

Upon completion, participants receive a certificate and may opt to be listed in the 'AgDiversity Database,' a growing network of conscious individuals and organisations committed to being open, inclusive, and ready to support diverse talent entering the industry.

The course requires approximately 60 minutes to complete and is accessible for a fee of £30. Discounts for group bookings are also available.

AgDiversity has seen good take up from organisations such as Red Tractor, Twig, McDonald's UK & Ireland, National Federation of Young Farmers' Clubs, FCN, BCVA, NFU Education, Rookhay Estate.

AgDiversity is a collaborative initiative by Nuffield Farming Scholarships Trust, McDonald's UK & Ireland, School of Sustainable Food and Farming at Harper Adams University, AHDB and the Frank Parkinson Agricultural Trust.

Bitesize Guide Project

Last year in collaboration with the Royal Agricultural Society of England and Innovation for Agriculture, we launched the Bitesize Guide pilot. Each Guide covers a topic using about 10 reports from Nuffield Farming scholars. In 2024, three Bitesize Guides were produced covering; Teams, Young people and Succession Planning, Nutrients & Water. In 2025, with funding from the Elizabeth Creek Charitable Trust, Central Region Farmers Trust and the Gloucestershire Agricultural House Foundation a further 10 Bitesize Guides will be produced over the next two years.

Sustainability

The Trust is committed to support initiatives to enhance sustainability and the environment. Understanding that international travel is at the core of the Nuffield Farming Scholarship and is necessary for a rich learning experience; it is the USP of the Nuffield Farming scholarship experience.

Nuffield Farming Scholars are environment and sustainability leaders. The collective impact they have both locally and at the national level is significant. We celebrate this through the annual Nuffield Farming Greener Future Award with our partner LEAF.

Through the Sustainability Working Group, current Nuffield Farming Scholars have been given guidelines on carbon considerations when travel planning and, will baseline Scholar's carbon footprint when conducting their study travels.

In 2024, the Nuffield Farming office went paperless. All Trustee Board, committee, working group meetings and the 2024 AGM used e-papers to support the meetings. Resulting in savings of paper, time and cost.

Communications

Trustees oversee and monitor the Charity's communications through the Communications Committee. PR and social media have for a number of years been outsourced to Reverberate PR, who rebranded in 2025 to Twig. In June 2025, Steph Rogers from the Social Farmhouse was selected by the Committee to deliver the Charity's PR and social media.

Feedback from Nuffield Farming Scholarship applicants shows that over 90% of applicants have heard about the scholarship from a Nuffield Farming scholar.

The fortnightly Nuffield Farming Newsletter is used to inform and engage with Members,

Sponsors and Supporters. The Newsletter sent to 673 Members has an email open rate of 55%. The Newsletter is also sent to 159 Sponsors and Supporters and has an email open rate of 44%. A good open rate is between 17-28%.

In 2024, the 'Tales of a Nuffield Scholar' podcast, hosted by Wallace Currie, 2025 NSch and funded by Howden, was launched. Season 1, June to December 2024, and Season 2, January – August 2025 saw over 50 Nuffield Farming Scholars take part. The response has been good with listeners increasing to about 7,000 across all episodes.

The Charity renewed its partnership with Farmers Guardian for the 2024 Nuffield Farming Conference.

Followers continue to grow across all Nuffield Farming social media channels, LinkedIn, Instagram, X, Facebook and YouTube. The aim is to grow reach and engagement in a move from purely informational posts to more personal people-focused storytelling with emphasis on community and engagement and increased short-form video.

The 2024 Annual Report was produced containing promotional opportunities for sponsors of Presenting Scholars and Friends of Nuffield sponsors, as well as the Charity's updates, Regional and Study Group reports and the Presenting Scholar's Executive Summaries. The 112 page report was posted to members who paid their Annual Donation and the Charity's sponsors and supporters.

Financial Review

The consolidated accounts for the year should be read in conjunction with this section of the Trustees' Report. A summary of the financial results and the work of the Charity are set out below.

The operations of the Nuffield Farming Scholarships Trust, excluding investment income, have made an operating deficit this year on its charitable activities. The operating deficit was - £124,485 against a budget of -£124,789.

The gross resources arising in the year amounted to £804,127 (2024: as restated² £547,592). Total charitable expenditure was £928,612 (2024: as restated £763,038).

Total funds of the Nuffield Farming Scholarships Trust as at 5 April 2025 amounted to £3,207,663 (2024: as restated £3,353,640) whilst free reserves (which include surplus funds held as unrestricted investments in order to generate income) stand at £1,388,018 (2024: as restated £1,451,221). The market value of the Nuffield Farming Scholarships Trust's investments at 5 April 2025 were £3,163,010 (2024: £3,386,424).

Trustees are satisfied with the Nuffield Farming Scholarships Trust's financial performance for FY 2024-25. Recognising that while the Charity has reserves that enable it to continue to run a year-on-year deficit, this is not sustainable in the medium term.

² Restated: auditors have changed the prior year figures in the current set of accounts, so if one were to compare the 2024 comparatives in the 2025 accounts, to the signed 2024 accounts, they will differ. By restating the 2024 comparative in the 2025 accounts, there is no requirement for an updated set of accounts for 2024 to be refiled.

2024, was a period of transition: Following past audit recommendations, the Charity employed four part time staff, including a new Chief Executive from 1 January 2024; Delivering within budget the scholarship programme to about 80 current scholars and managing the scholar backlog, which has had a significant financial and administrative impact; Reviewing and retendering existing contracts, including PR, and leadership development training; Building on the 2023 Conference to deliver the 2024 Nuffield Farming Conference in Belfast, at scale, attracting a new younger audience and making a financial return; Successfully launching the Next-Gen scholarship; and re-establishing the Fundraising Committee with a coherent plan to raise unrestricted funds.

Reserves Policy

The policy setting out the overarching financial objectives, reserves allocations and investment strategy for the Nuffield Farming Scholarships Trust provides the strategic constraints within which the Charity's finances are managed. It is reviewed annually. In summary, the financial objectives of the Nuffield Farming Scholarships Trust are to: maximise the return on investments, both in capital growth and income, within the agreed level of risk; provide stable and consistent levels of investment income for the Charity to pursue its charitable objectives; and, always maintain a cash or near-cash reserve, the quantum to be recommended by the Nuffield Farming Scholarships Trust Finance Committee and approved by the Board of Trustees.

Given these objectives Trustees have established a Reserves Policy which divides the Charitable funds into each with an objective which can be monitored by the Finance Committee alongside performance data: a long term reserve; a liquidity reserve and funds held in the operating bank accounts:

The long term reserve will be invested to accrue capital growth and provide income. The net income is returned to the Charity's Operating Bank account for use by the Nuffield Farming Scholarships Trust to pursue its charitable objectives. Donations of capital in lump sums, such as legacies, will be invested in this fund. It will comprise unrestricted funds and restricted funds where the intention is to hold a lump sum for the long term with income used to provide scholarships.

The liquidity reserve is a cash or near cash reserve on deposit with one or more of the fund managers. The sum to be recommended by the Nuffield Farming Scholarships Trust Finance Committee approved by the Board of Trustees. The Board has authorised the minimum sum of £300,000 be held on deposit with CCLA.

The operating bank account receives investment income and is managed and operated by the Chief Executive. This account and an operating deposit account is expected to operate between £nil and £200,000 in credit.

Investment Strategy and Investment Risk

The detailed management of investments is the responsibility of the appointed professional investment managers. However, Trustees set an Investment Strategy as the mandate under which these operate:

The Board of Trustees want to see capital growth which is in excess of inflation over the long term and reliable and consistent investment income. The fund managers have growth objectives of CPI + 5% (CCLA) and RPI + 4% (Newton) as their targets in their investment strategy over the medium term. The Board of Trustees have accepted these objectives as being aligned to their aspirations for the Long Term Reserve.

The investment risk of volatility in capital values and the risk to reliable investment income are managed by the investment managers and reported to the Finance Committee. These risks have been mitigated by the policy to hold £300,000 in cash on deposit to smooth the Charity past difficult investment conditions and allow the Charity to adjust to unfavourable market circumstances.

Investment managers have ethical investment policies which have been approved by the Finance Committee and will be discussed with the managers during their annual meeting and reported to the Board in case of concern.

Risk Management Statement

The Nuffield Farming Scholarships Trust follows the Charity Commission's Charities and risk management (CC25) guidance. Trustees regularly review and assess the risks faced by the Trust in all areas of its work and provide assurance that operational risks are appropriately identified, mitigated and monitored by management. Risk is owned by the Board; the Vice-Chair has the lead for risk and management is delegated to the Chief Executive.

The Trustees have given consideration to the major risks to which the Charity is exposed and satisfied themselves that systems or procedures are established in order to identify, manage and mitigate those risks to an appropriate level.

Equity, Diversity and Inclusion (EDI)

Nuffield Farming Scholarships Trust is committed to being a diverse and inclusive charity.

AgDiversity, an online EDI course and Register, launched in October 2024, is gaining traction and marks out Nuffield Farming Scholarships Trust as a true change agent in the Agricultural sector.

Plans for Future Periods

The priority will be to reduce the deficit to zero over the next 2 to 3 years. This will be achieved through: efficiencies in delivering the Nuffield Farming scholarships and administering the Charity; re-valuing the scholarship to include the full economic cost. This will be introduced in 2026; the Next-Gen Nuffield Farming scholarship will be maintained at the 2025 level until the deficit has been reduced to zero before any further expansion; fundraising will focus on unrestricted grants for core costs.

Funds held as a Custodian Trustee

No funds are held as a custodian trustee.

Responsible Fundraising

The Nuffield Farming Scholarships Trust is reliant on raising voluntary income to support the work of the Charity and utilise all voluntary income within the provisions of charitable scholarship grants and support services.

The Fundraising Strategy was developed by Trustees through the Fundraising Working Group, which sets out the fundraising approach and is delivered through the Fundraising Action Plan. The Charity is advised by a professional fundraiser from Woodford & Poplar Ltd who assists in bid writing and development.

The Nuffield Farming Scholarships Trust is registered with the Fundraising Regulator and has committed to meeting the standards of the Code of Fundraising Practice. No formal complaints were received during the year regarding fundraising practices. (FY 2023-24: Nil).

The Charity's Friends of Nuffield Farming programme was refreshed. The Fundraising Committee increased the Friends of Nuffield Farming support from £2,500 to £5,000. In 2024, there were 10 Friends of Nuffield Farming.

Three Agricultural societies support the Charity on a three to five year agreement at £1000.