



# ANNUAL REPORT



**For the year ended  
31 December 2024**

**JOSEPH ROWNTREE FOUNDATION**

## OUR MISSION



**The Joseph Rowntree Foundation (JRF) is an independent social change organisation, working to support and speed up the transition to a more equitable and just future, free from poverty, where people and planet can flourish. The Joseph Rowntree Housing Trust (JRHT) is a housing association that is sustainable and engaging, provides high-quality services, good, affordable homes and well-managed neighbourhoods.**

# CONTENTS

## 01 – REPORT OF THE BOARD

Structure, governance and management  
Introduction – Carol Tannahill, Chair of Trustees  
Governing document 2024  
Objectives and activities  
Achievements and performance  
How JRF’s activities deliver public benefit  
Risks and uncertainties  
Financial review  
Plans for the future  
Carbon emissions  
Section 172(1) statement  
Trustees’ statement of responsibility

## 02 - FINANCIAL STATEMENTS

Independent auditors’ report to Trustees  
Statement of financial activities  
Balance sheet  
Statement of cash flows  
Statement of accounting policies  
Notes to the accounts



## Trustees and Statutory Directors



**Professor Carol**  
Tannahill OBE  
Chair from April 2023



**Terrie Alafat**



**Saphié Ashtiany**



**Anita Bhatia**



**Deborah**  
**Cadman OBE**



**Dr Hilary**  
**Cottam**



**Farah Elahi**



**Paul Jenkins**



**David Lunts**



**Gillian Russell**



**Professor Jo**  
**Swaffield**



**Kené**  
**Umeasiegbu**



# Structure, governance and management

## Executive Directors



**Paul Kissack,**  
Group Chief  
Executive



**Sophia Parker,**  
Director of Emerging  
Futures



**Frank Soodeen,**  
Director of  
Communications &  
Public Engagement



**Tracey Preece,**  
Director of Finance



**Chris Simpson,**  
JRHT Executive  
Director



**Clare Aynsley,**  
Interim Director  
of People



**Alfie Stirling,**  
Director of Insight  
and Policy  
(interim from March to  
August 2024, permanent  
from September 2024)



**Stuart Coe,**  
Interim Director of  
Corporate Services  
(to July 2024)



**Graeme Cooke,**  
Director of Insight  
and Policy  
(to March 2024)

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# Introduction

## Carol Tannahill, Chair of Trustees

I am very pleased to be introducing this Annual Report, my second as chair of Trustees for JRF. It has been a year of significant change for the organisation, with Trustees working closely with the Executive to make important decisions about the strategy that JRF should pursue to deliver its mission.

As we reflect on the past year and look forward to marking the centenary of Joseph Rowntree's death during 2025, we find ourselves at a critical juncture. Rowntree, a visionary social pioneer, laid the foundation for our work during a period of profound economic and social change. Today, we face challenges that, while different in specifics, echo the uncertainties and disruptions of Rowntree's time.

2024 was a year of significant change nationally and internationally. The general election in July saw a new government come to power. We welcomed the new Government's first King's Speech, with its ambition to address some of the leading drivers of poverty through the legislative programme – including through a commitment to building more affordable and social housing, and strengthening the rights of workers and tenants.

However, Trustees became increasingly concerned over the course of the year about the depth of poverty in the country. Our Poverty in the UK report, published in January, showed that poverty was climbing back to pre-pandemic levels and that it has been almost 20 years since the last period of sustained reduction in poverty in the UK. JRF's research findings published in September demonstrated that even with the most optimistic assumptions about growth and employment, relative poverty is unlikely to fall over the life of this Parliament. Those assumptions, which appeared ambitious in September, seem, at the time of writing, increasingly out of reach following the broader geopolitical uncertainty and upheaval that we have experienced in the intervening months.

Rowntree's era saw the emergence of the welfare state amidst unprecedented economic, technological, and social transformation. His focus was on addressing the root causes of social injustices, particularly how wealth translated into power. This perspective remains crucial as we navigate the complexities of the 21st century.

A century later, we recognise that we are at a point of even greater transition. Economic inequality, climate emergency, and technological advances present profound challenges and risk marginalising even further those already at the



edges of society. The welfare state seems increasingly incapable of acting as the safety net it was designed to be. The political and media discourse often mirrors the inequality and extractive capitalism Rowntree opposed, pushing ordinary families into deeper economic insecurity and poverty.

Those concerns have weighed heavily on us as Trustees over the course of the year and we have thought deeply about how we fulfil our charitable objectives and use the wealth of JRF to support the change that we want to see in the world.

We committed in October to 3 new routes for change which will run through everything the organisation does in support of our mission:

- **Shifting the terms of the debate:** Refocusing our policy work on challenging dominant economic systems by highlighting their failures and proposing policy ideas to enhance household economic security and catalyse change.
- **Supporting and shielding the new:** Resourcing grassroots movements and supporting practical alternatives to the economic status quo through funding, tools, and initiatives that foster new models and mindset shifts.
- **Building infrastructure for transition:** Investing in grassroots movements to support those living with injustice, helping them shape change and shift mindsets.

Furthermore, we recognised that JRF has a wealth of assets, including our substantial financial endowment. During 2024 Trustees agreed to fundamentally reconsider how we use that endowment in support of our mission by:

- **Spending more:** committing to significantly higher spending on mission-aligned activities, including through our new Grounding and Unfurling Funds
- **Investing wisely:** moving our wealth into social, impact, and transformational investments better aligned with our mission.

None of these decisions have been easy and I am grateful to my fellow Trustees for the time, support and care that they have put in to helping us plot this new way forward. I am looking forward to seeing the first fruits from this new approach during 2025: one of the areas that we will have as a focus is ensuring an excellent understanding of the impact that we are making and the learning that we can share.

For JRHT too it has been a significant year. The new executive team, led by Chris Simpson, is now in place and driving forward work in support of the Trust's strategic objectives. This has included making sure that there is a clear understanding of tenant views, including through a door-knocking campaign that took place over the summer, and through reinvigorating the Residents Assembly. In October, we were one of the first Housing Associations in the country to receive the new Consumer judgement from the Regulator of

Social Housing (RSH), and we were pleased to secure a C2 grade alongside a reconfirmation of our G1 grade for governance. Further improving our work on consumer standards for the benefit of our tenants will be a focus during 2025.

We have continued work to ensure that our care services are sustainable for the future, and I am pleased that all of our Care Quality Commission (CQC) registered services continue to have a good rating. We have also made significant progress on our development work to secure our ambition of 1,000 new social and affordable homes. I am grateful to Terrie Alafat and the rest of the JRHT Board for their continued dedication and hard work.

## Conclusion

As we remember Joseph Rowntree's legacy, we are committed to honouring his radical intent and determination. The crises we face demand nothing less. We are dedicated to advancing our mission, supporting profound social and economic changes, and ensuring that people and the planet can flourish. Despite the challenges we face I am optimistic about 2025 and the part that JRF will play in shaping the future.

I would also like to thank the many people and organisations who worked with us during 2024. We greatly value these partnerships and the spirit of collaboration and joint learning: none of what we seek to achieve can be done by JRF alone. Finally, my thanks go to my fellow Trustees, members of the JRHT Board, our Independent Committee Members, and most importantly to all JRF and JRHT staff for their considerable efforts, care and achievements over the past year. I would like particularly to pay tribute to Stuart Coe and Christine Frame who have provided the Trustees with huge amounts of support and good counsel over many years.

# Governing document 2024

The Joseph Rowntree Foundation (JRF) was formed by a Deed of Foundation dated 13 December 1904, originally under the name of the Joseph Rowntree Village Trust. There have been a number of changes to the Deed since then, the most significant being effected under the Joseph Rowntree Memorial Trust Act 1959. The name was changed to the Joseph Rowntree Foundation in 1990.

Following a review of governance structures and an incorporation process in 2020, JRF is now constituted as a Company Limited by Guarantee and its governing document is the JRF Articles of Association.

As per the Articles of Association, JRF is the parent organisation of the Joseph Rowntree Housing Trust (JRHT).

Trustees set the strategy for JRF and the wider Group; day-to-day management functions are the responsibility of the Executive Directors.

## Recruitment of Trustees

As per the Articles of Association, JRF Trustees are appointed by existing Trustees to serve 3-year terms. There is a maximum of 3 terms for each Trustee, so each may serve for up to 9 years.

All recruitment drives are conducted in partnership with external specialists, with diversity, skills and continuous improvement pivotal to the brief. A skills matrix is maintained for all Trustees, which informs the recruitment of Trustees and nominations to other governance committees in the Group.

Trustee induction and personal development arrangements are regularly reviewed, and a specific budget has been established for this purpose. Each Trustee has an annual review with the chair, where strengths and areas for development are discussed and action plans put in place. Trustees also have an annual development day as a group.

Some individuals are both JRF Trustees and members of the Board of the JRHT.

## Organisational Structure

JRF is governed according to its Articles of Association by JRF Trustees. JRHT, a Community Benefit Society and subsidiary of JRF, is governed by its Board in accordance with its rules.

JRF is responsible for setting strategy and Group operations and there is an Intra-Group Agreement that specifies the relationship between the 2 organisations.

There are 2 sub-committees that support both JRF and JRHT:



- **The Audit and Risk Committee (ARC)** is responsible for ensuring that there is a robust and independent control framework across JRF and JRHT. It ensures compliance with the risk-management strategy and that there is best practice in the approach to internal audit. At the beginning of 2024, the Committee consisted of 3 JRF Trustees, 2 JRHT Board members and 2 independents (5 individuals).

- **The Nominations and Governance Committee** is responsible for ensuring that best practice in governance is adopted across JRF and JRHT. It is also responsible for recommending the appointment of all governance committee members to Trustees. At the start of Q1, there were 4 members of this committee, one of whom was a JRF trustee, one was a JRHT Board Member and 2 of whom were joint JRF Trustees and JRHT Board members.

In addition to the subcommittees that are shared with JRHT, there are 3 further committees that report directly to JRF Trustees alone:

- **The Investment Committee** oversees the management of the financial investments in line with any financial and non-financial objectives or ethical constraints in the endowment and investment strategy set by JRF Trustees. The Committee consists of a minimum of 3 JRF Trustees and a maximum of 3 independent members. At the start of 2024, there were 3 JRF Trustees and 2 independent members.

- **The Social Investment Committee** oversees the implementation of the social investment strategy in line with any financial and non-financial objectives or ethical constraints in the endowment and investment strategy set by JRF Trustees. The membership consists of up to 4 JRF Trustees and up to 4 independent members. At the start of 2024, there were 2 JRF Trustees on the committee and 3 independent members.

- **The People and Culture Committee** is a new committee, established in March 2024, and is responsible for providing oversight of people and culture policies and performance for JRF: including pay, performance and progression; learning and development; Equality, Diversity and Inclusion; and staff engagement. Its membership consists of 3 JRF Trustees and one independent member.

Trustees are committed to delivering best practice in the governance of the Group. Board effectiveness work was undertaken with an external partner, to review and enhance board performance. Trustee appraisals, including for the Chair of Trustees, and light-touch effectiveness reviews are conducted annually – the latest of which is planned for early 2025. The design of this process was developed in 2020 in conjunction with external experts.

JRF Trustees have adopted the Charity Commission Code of Governance and self-assess against this annually.

Pay and remuneration are set by JRF Trustees, on the recommendation of the Nominations and Governance Committee and in consultation with the JRHT Board.





# Objectives and Activities

JRF's charitable objectives, as set out in our incorporated memorandum and articles, are to:

- prevent and relieve poverty and other necessitous circumstances
- relieve those in need because of youth, age, ill-health (whether mental or physical), disability, financial hardship or other disadvantage
- undertake and carry on such activities as are calculated to ameliorate unsatisfactory living conditions, social unrest or disharmony among the public
- provide or assist in the provision of facilities for recreation or other leisure-time occupation in the interests of social welfare for the public at large.

Nothing in these articles shall authorise an application of the property of the charity for purposes which are not charitable in accordance with Section 7 of the Charities and Trustee Investment (Scotland) Act 2005 and/or Section 2 of the Charities Act (Northern Ireland) 2008.

Our analysis of the present overlapping crises afflicting the UK and the refreshed organisational strategy and mission statement for delivering our objectives that flowed from it, recommitted us to addressing the most urgent and pressing manifestation of poverty today, while sowing the seeds of a more equitable future. The organisation's mission is to be an independent social change organisation, working to support and speed up the transition to a more equitable and just future, free from poverty, where people and planet can flourish.

In 2024, Trustees agreed to a new framework comprising 3 routes for change which will run through everything the organisation does in support of our mission:

- **Shifting the terms of the debate:** Refocusing our policy work on challenging dominant economic systems by highlighting their failures and proposing policy ideas to enhance household economic security and catalyse change.
- **Supporting and shielding the new:** Resourcing grassroots movements and supporting practical alternatives to the economic status quo through funding, tools, and initiatives that foster new models and mindset shifts.
- **Building infrastructure for transition:** Investing in grassroots movements to support those living with injustice, helping them shape change and shift mindsets.

These new routes for change will replace the 3 impact pathways that we have been using since 2023.

Furthermore, Trustees have agreed to fundamentally reconsider how we use our endowment in support of our mission by:



- **Spending more:** Committing to significantly higher spending on mission-aligned activities, including through our new Grounding and Unfurling Funds
- **Investing wisely:** Moving our wealth into social, impact, and transformational investments better aligned with our mission.

In 2024 JRHT launched its updated strategy and core purpose and in doing so now strives to be a housing association that is **sustainable** and **engaging**, provides **high quality and continuously improving services** and **decent affordable homes** in **well managed communities** prioritising **those in greatest need**.

During the summer of 2024, JRHT underwent an inspection and assessment by the RSH. We are pleased to say that JRHT received updated grades for Governance, Viability, and the new Consumer Standard confirming our compliance across all assessed areas:

- G1 for Governance – retained top grade
- V2 for Viability – retained position
- C2 for the new Consumer Standard.

Our commitment to understanding residents' needs, strengthening engagement, and refining our approach to learning from complaints remains at the core of what we do. To support this work, we sought direct feedback from residents about their experiences with JRHT and the services we provide. Between 5 June and 10 October 2024, more than 70 colleagues knocked on over 2,200 doors and spoke with over 1,000 residents. We visited homes in York, Leeds, Scarborough, Hartlepool, and places in between. The response was fantastic, with residents sharing their concerns, opinions, and welcoming us into their homes.

Additionally, we developed and aligned our Equity, Diversity, and Inclusion (EDI) strategy within JRHT's corporate plan. This strategy focuses on creating inclusive and welcoming services, challenging discrimination, and increasing diversity and representation of staff at all levels.

# Achievements and performance

## JRF

At the start of 2024, we set ourselves 2 main objectives. First, given the near certainty of a general election we knew we needed to stay sharply focused on policy and politics. Our aim was to shape the public and political conversation around hardship and economic security, and to offer ideas and propositions that spoke to the major challenges facing society. 2024 was also the second year of a self-imposed learning journey as we sought to define more clearly our role in fostering the conditions necessary to meet our ambition to ‘support and speed up the transition’ in the fullest possible way.

To support our work we continued to utilise our endowment, in line with our agreed financial objective. We drew down £46 million from our investments to support our charitable activities, with the balance of our financial endowment being held primarily in equities. At the end of 2024, £11 million of our endowment was held in social investments. The overall value of the endowment reduced from £419.8 million to £418.8 million between 31 December 2023 and 31 December 2024. This is a 0.2% decrease over the year and remains 1% ahead of JRF’s internal target. Further detail on our financial performance is described in the Financial Review section below.

As in 2023 we organised our activity under 3 impact pathways agreed by our trustees – directional change, systemic change and infrastructure for change. In this section we elaborate on the different strands of work we have either delivered or set in train under the 3 headings.

	<b>Directional Change</b>	<b>Systemic Change</b>	<b>Infrastructure for Change</b>
<b>Description</b>	Where we are taking a concrete stance and advancing an argument or a clear proposition for a particular direction of change. This could take the form of a specific action or change we want to see, or a directional shift in the way an issue is thought about or responded to	Where we are looking to explore, define and support deeper, more foundational shifts needed for a more equitable and just future, based around values, principles and culture rather than defined or particular policy changes.	Where we are not goal oriented, other than an ultimate connection back to the mission, but are instead acting as a Foundation to invest in and nurture the conditions and capabilities for others to shape change, with our support
<b>Key partners &amp; audiences</b>	Those with the power to act including central and local government, businesses	Those building alternative futures and countervailing sources of power	Those seeking both defined/directional and systemic change
<b>JRF playing the role of...</b>	<b>Expert –</b> generating insights, arguments and ideas to mobilise support and influence	<b>Explorer –</b> as a curious, values-driven field-builder and risk-taker	<b>Builder –</b> as a generous infrastructure builder and convener
<b>How do we know we are making a difference?</b>	<b>Impact –</b> are we persuading those with the power to act to make the specific changes or shifts we are advocating for?	<b>Learning –</b> are we deepening understanding about the necessary conditions of change and the more radical shifts needed?	<b>Usage –</b> are others using the infrastructure, tools and resources we build to create change?





## Directional change

Main signs of impact:

- The April 2024 review of Homes England mirrored several JRF recommendations on the need for a public sector master developer.
- The SNP, Liberal Democrat and Plaid Cymru manifestos committed either to stretching targets to end deep poverty and destitution or to adopting our flagship ask of enshrining an Essentials Guarantee into law.
- The Labour Party committed to ‘end mass dependence on emergency food parcels’ as well as to review Universal Credit, so that it better tackles poverty, in its manifesto.
- The Labour Party also pledged to give local authorities a central role in managing local care markets while taking sufficiency gaps more seriously.
- The Conservative, Labour and Liberal Democrat manifestos collectively hinted at an emerging consensus around the need for more publicly led development while the Conservative manifesto echoed our calls to use the tax system to shift the balance of tenures away from renting to a higher rate of home ownership.
- The Ministry of Housing, Communities and Local Government (MHCLG) consultation on Right to Buy echoed some of our recommendations to fix right to buy discounts and extend the period in which discounts need to be repaid if tenants sell to 10 years from 5 years.
- In addition to some more money for social housing, following representations from JRF, Trussell and others, the Government agreed at the October Budget to reduce the level of debt repayments that can be taken from Universal Credit. Our contribution to their deliberations was publicly credited by the Chancellor in her speech.
- The Spring 2025 Green Paper introduced a ‘right to try’ guarantee that will prevent people receiving health-related benefits from having their entitlements automatically reassessed if they enter employment.

## Activity in 2024

### Hardship and destitution

UK Poverty was successfully published in January with an accompanying

webinar. This 'state of the nation' publication format set out key trends, with the aim of leading and defining the national conversation on poverty. The report had impressive reach and immediate impact, drawing on our new brand and website, including 5 factor increases in social media platform click throughs and impressions (with over a million impressions across Twitter, LinkedIn and Facebook). We also secured endorsements from high-profile figures including Martin Lewis, Andrew Marr and James O'Brien, and recorded nearly 1,000 webinar attendees.

In April we published a series of essays looking at different aspects of how working in neighbourhoods can protect people from hardship. The series covered building social connection, strengthening community power, providing emergency support and accessing practical help and advice. We discussed the work at New Local's major community power conference in June and released a series of award-nominated films featuring some of the projects namechecked in the essays, to elevate their work and show what it looks like in practice.

In May we launched a pledge action asking all parliamentary candidates to, if elected, use their voice as an MP to 'advocate for changes which would help ensure our social security system protects people from needing a food bank to survive'. Over 3,000 people wrote to their local parliamentary candidates, leading to signatures from 237 candidates, including 33 Labour candidates, 26 Lib Dems and one Conservative. Many more engaged positively, thoughtfully and constructively with us, even when they were not in a position to sign the pledge.

After the snap election was called our Insight and Policy team adapted and brought forward several existing projects and programmes, including work on the cost-of-living tracker survey, analysis of 'poverty proximity' and the qualitative work on the impact of hardship on primary healthcare and primary schools to increase the salience of hardship and destitution during the short campaign. This led some journalists to ask politicians more probing questions about their plans for tackling poverty.

In early September we put on a parliamentary event jointly with Trussell for more than 50 MPs. Engagement across the room was very positive, with MPs wanting to find out more about the Minimum Floor, the Essentials Campaign, and the work of JRF and Trussell more generally. There was much to follow up on, including requests for Parliamentary Questions and local statistics, providing a strong foundation for parliamentary engagement ahead of the Budget.

At the start of that month, we also published the latest Minimum Income Standard, which led the Observer front page with new findings on supplementary private health care entering the basket of minimum standard items. The work will form the basis of new Real Living Wage rates later this year, and the latest paper also included constructing standards for what people need for all population groups for the first time since the first report in 2008, meaning we now have a robust base for the next 4 years of reports.



Later in September we published new modelling of possible paths for poverty across the Parliament, based on conditional scenarios for the macro economy using Office for Budget Responsibility (OBR) and Bank of England forecasts. The work showed that relative poverty – which we believe is likely to be a key metric for the new government – is unlikely to fall due to growth alone. Even in a scenario where the Government met their targets for the fastest growth in the G7 and achieved an 80% employment rate, poverty is likely to be no lower by the end of the current Parliament than it is today. The findings were published on the day of the Chancellor's conference speech and led to broadcast coverage and reporting online.

The Institute for Fiscal Studies also published the final Living standards, poverty and inequality in the UK report that we have been funding, with particular deep dives into mortgages and differential inflation by income and poverty rates among pensioners. The work on mortgages in particular received strong media coverage and the work on pensioners helped to inform the debate around Winter Fuel Payments.

### Care

In March, we published our report, A new social contract in the childcare system, setting out our vision for a childcare system which met the needs of children, parents, workers, providers, and the taxpayer. Alongside this we worked with The Guardian on novel analysis looking at the finances of the 50 biggest childcare providers to explore the stability and profiteering of private equity-backed providers, resulting in several pieces in the paper and online as well as mentions in the months following.

In August we published The future of care needs, which estimated the number of people who would be undertaking unpaid care in 10 years and called for a cross-government taskforce to think in the round about evolving paid care services and unpaid care to meet growing and changing demand.

We ran 2 well-attended events at Labour and Conservative conferences on the need to centre care in any programme for government, partnering with Progressive Britain and Bright Blue. 4 parliamentarians, 2 national journalists, and the Children's Commissioner contributed on our panels, and we continued to deepen our relationships with government ministers, special advisers and Department for Education (DfE) and Department of Health & Social Care (DHSC) officials.

The Autumn Budget, Employment Rights Bill and Child Poverty Strategy offered further opportunities for the care programme with reforms to Carer's Allowance and the possibility of further change around care and work. We held a session in early December with MPs and No. 10 advisers on our paternity leave asks and modelling (with the Centre for Progressive Policy and Dad Shift); hosted an exploratory round table with care workers and experts with the Raye Foundation exploring care worker power and how we can bolster it; and published the results of a long-running research project with Gingerbread on

creating a Child Maintenance Service that would tackle child poverty.

### Housing

In March we published a report looking at the contribution that strategic acquisitions of homes in the secondary market could play in rebalancing the distribution and tenure mix of housing. The paper appraised the growth of acquisition programmes – covering their potential but also their limitations – before recommending 3 scenarios where they should be deployed. These are: to reduce the cost of providing temporary accommodation, while driving up quality; growing a community-owned sector in lower-cost housing markets which are otherwise plagued by poor conditions, poor management, and where rental payments are not benefiting local communities, and; as part of a wider plan to reform the ‘right to buy’ to arrest the decline of social housing and prevent the leakage of public subsidies.

Ahead of the MHCLG consultation on the Right to Buy we engaged with advisers and officials on the report’s proposals and can see some impact from our thinking on where ministers have landed.

In the run-up to the October Budget, we published analysis on the impact of maintaining the freeze on Local Housing Allowance (LHA) rates. We shared this analysis with officials in the Department for Work and Pensions (DWP) and HMT. Unfortunately, LHA was not re-linked but our analysis did feature in media coverage of the Budget – adding scrutiny in this area that would likely not have happened without this intervention. It was also used by the MP for Dewsbury, Iqbal Mohamed, in a post-Budget parliamentary debate.

### Work

The primary focus in this area was on generating insight and policy propositions capable of gaining political influence and moving the dial on employment entry rates for those struggling with the hardship caused in part by being without a job. We were concerned both about those who are inactive (with projects underway on those Not in Education, Employment or Training (NEETs) and the capability to work for people with ill-health or a disability) and the unemployed (with work underway on how to design mutual obligations in the system in ways that support strong employment outcomes).

To frame this work, and to influence government and opposition thinking ahead of the election, we published a major research and policy briefing in February on the previous Government’s Jobcentre Plus/DWP approach and proposals for change. This argued for a shift from enforcing compliance to facilitating engagement and employment as the driving motivation for the system.

Our analytical findings were offered as an exclusive to The Times, featuring prominently online and on page 2 of the paper. They were also shared widely on social media. Our influencing strategy involved engaging actively with key advisers and politicians in the Opposition and senior officials at DWP during the course of the project. An early sign of impact from this line of argument was Keir Starmer’s message to ‘end the tick-box culture’ in Jobcentres.



## Scotland

In April we published a report on expanding childcare for low-income families. This was a multi-faceted piece of work that explored both parental attitudes towards the current childcare offer in Scotland and what more they might want, as well as analysing the impact an increased offer of childcare might have on relative poverty levels and disposable income. While presenting what parents are calling for (around 20 hours a week for 1- and 2-year-olds and 35 hours for 3- and 4-year-olds all year), it also made the case for changing the way childcare is funded to increase the possibility of the Scottish Government supporting such a significant expansion. This work has also opened avenues for other parts of the third sector to explore alternative approaches than the currently campaigned for universal 50-hour offer.

In October we published *Poverty in Scotland 2024*, a deep dive into the impacts of the social security in Scotland. The report encouraged the UK Governments and Scottish Governments to work more closely together on social security and reiterated cross UK calls on the adequacy of the system as a whole. The report was launched at the start of Challenge Poverty Week with both the Secretary of State for Scotland and the Scottish Government's Cabinet Secretary for Social Justice in attendance.

Later that month we also published qualitative research into how people with lived experience of poverty have been supported and empowered to deliver change in Dundee. We hope this will provide a template for other public authorities to take similar approaches to long-term commitments to citizens' participation in local decision-making.



## Systemic change

Main contributions to knowledge:

- Insights into the levers and interventions needed to shift the finance system in service of people and planet, and the work already being done in the UK.
- The early steps needed to create alternative governance models that enable financial resources to flow towards shared, strategic missions across ecosystems of organisations.
- A map and social network analysis of the ecosystem of around 2,000 alternative future builders across the UK.
- A set of principles for ethical storytelling.
- The role of existing narratives (such as meritocracy) in shaping public perception and opinion; the role of images in shaping public perception and opinion; and the role of data visualisation and storytelling in shaping public perception and opinion.

## Activity in 2024

### Wealth in service of people and planet

Much of our efforts here focus on ‘field-building’: convening people and ideas in new ways, to open UK conversations about how wealth can be better directed towards people and planet. In the first part of the year, we established a group of strategic partners – organisations and individuals who are asking similar questions to us, and who represent a vital part of the ecosystem – to whom we offered core funding. They included the Good Ancestor Movement (£50,000), the Impact Investing Institute (£50,000), Share Action (£20,000), Patriotic Millionaires (£20,000), the Funders Collaborative Hub (£30,000) and the Purpose Foundation (£50,000). We have also resourced 2 Associates – Iris Brilliant for her expertise in wealth redistribution and Dimple Abichandani for her expertise in progressive philanthropy – both of whom are writing books in related areas.

In our home city of York, we sought to build coalitions around the possibility of bringing the practices of community wealth building to the city. We co-hosted (with York St John University) a Fairer Futures event on community ownership and wealth building which brought in experts in this area as well as practitioners from other councils who have implemented the approach.



In April we published a new article series on reimagining wealth. The articles shared the findings from interviews with 25 people working across the finance system, conducted in summer 2023 with New Constellations, to identify the levers and interventions needed to shift the finance system in service of people and planet, and the work already being done in the UK. The main summary piece lays out the findings, followed by reflections by key collaborators: Creating global financial systems that value people and planet (Gemma Mortensen), To shift wealth, we need to change how we talk about money (Megan Lucero) and Building a new asset class for people and planet (Emma Shaw).

We continued throughout the year to actively build coalitions and networks with wealth-holders. The 'Next Frontiers' conference that took place in June was the most public example of that, attracting around 900 people in person and online.

Less publicly, we developed partnerships with Next Generation wealth holders and networks interested in shifting their capital into impact. Since March we have co-hosted events and round tables with:

- Resource Transformation (next gen wealth holder networks) in Europe and Canada to better understand what would support these infrastructures to grow in their influence
- The Trottier Foundation (Canada) to bring together next gen wealth holders who are playing new roles related to their family offices to explore both what the roles are and the potential of family offices as sites of change and influence
- CREO, a network of family offices who together have £1 trillion of assets under management, all of whom are seeking to move their money in service of planet.

We also continued to explore alternative finance and governance structures as critical civic infrastructure that can enable communities to drive systemic change and transition to regenerative and distributive futures. To do this, we instigated a new partnership with Platform Places and Footwork to explore the financial vehicles needed to scale a transition of asset ownership from private hands to community asset developers seeking to transform neighbourhoods.

In Sheffield, work progressed exploring the development of civic infrastructure to enable people across the city to reimagine multiple systems, as well as how decisions are being made, how capabilities are recognised, and how capital flows. A core aim of the work is to seek to learn and understand what the sum impact could be if, through and alongside the development of civic infrastructure, various transitions across multiple systems such as food, care, nature, and energy are demonstrated in parallel in a city, and to trial approaches that can potentially be adapted and replicated elsewhere.

Separately, we concluded in June a 4-part workshop series co-hosted with the London School of Economics (LSE's) International Inequalities Institute. Over 80 participants responded to the findings of a JRF-funded literature review on the effects of frames on the public understanding of, and engagement with, the topic of wealth inequality. Our aim is to turn this nucleus into a vibrant

community of practice that collaborates on ideas for impactful and ethical framing and storytelling around wealth.

In September, the Wealth Hackers Initiative, a group of innovators working in radical wealth planning and investment advisory to dismantle the so-called 'Wealth Defence Industry', designed and launched the first Wealth Hackers Challenge with JRF funding. The purpose was to crowdsource from a global network the tools, technologies, ideas and innovations that are already moving money differently. We received 31 submissions – 11 from the UK, 6 from the US, 2 from Belgium and one each from Australia, Canada, Mexico and South Africa. 6 hacks were chosen and awarded £15,000 each to develop their idea further over a 4–8-week period.

### Supporting a visionary ecosystem

In January we confirmed to all the existing Pathfinder organisations that we would fund them for the second year of this learning cycle. We added several new organisations this year as well, including Hastings Commons, Devon Bioregional Centre, Opus, Library of Things, and the Stour Trust. In 2024, JRF made financial commitments of £1.2 million to Pathfinder organisations. As in 2023, we used the pathfinder characteristics we developed to identify organisations to extend this invitation to; in addition, we sought out work that would bring 2 specific capabilities that have emerged as significant for future-building work over this last year. These were active experimentations with alternative governance models and financial instruments (beyond grant funding) and stewardship of systemic place-based transformation at the scale of cities and bioregions.

In the middle of the year, we hosted a 2-day gathering where 10 Pathfinders met to co-create a new vehicle and governance model for financial resources to flow towards shared, strategic missions that respond to the polycrisis. Drawing upon the excellent work of Beyond the Rules, with the Pathfinders, we developed a form of 'many to many governance' and sought legal advice to ensure that everything being proposed is compatible with the scope of Trustees' current legal duties.

We also continued to build partnerships with other funders seeking to support transformative work, including a relationship with major global funder NoVo Foundation who have now co-funded 3 of the Pathfinders. Finally, to support the movement of resources into this field we commissioned a social network analysis of the ecosystem of alternative future builders across the UK. The work revealed a network of around 2,000 organisations engaged in this kind of work. While the network showed a healthy distribution of nodes and connections, it also revealed a level of financial precarity that underlines how poorly resourced this kind of system change work can be. The mapping underlined the critical role that Pathfinder organisations and infrastructure organisations like JRF are playing, acting as connectors and convenors of this ecosystem



Following 2 scoping reports from Perspectiva and Jo Wells we convened a decision-making group to identify participants for our prototype Visionaries programme. The purpose of this programme is to resource a small group of individuals who are signalling what might be required for deep transformation in current systems. We plan to resource these individuals for a period of 18 months, supporting them through individual funding, as well as convening them as a group to explore how their practices and thinking might weave together in ways that tell powerful stories about what it will take to shift our mindsets and values towards regenerative futures. In total, we received 68 nominations, which our decision-making group honed down to a final group of 6. The group will be supported by a network steward, who will work alongside them for the duration of the programme.

### Stigma-free futures

Since the start of 2023 JRF has been exploring through a form of cooperative inquiry the issue of poverty stigma and what to do about it with a diverse team of external experts nearly all of whom have first-hand experience of the phenomenon. The first major report from the project team was published in May: *Stigma; the glue that holds poverty in place*, generated supportive coverage in *The Big Issue* and the *Metro*, and registered more than 1,000 readers in its first 7 days on the website, a level of interest more commonly associated with major statistical outputs such as *UK Poverty*.

We also published accompanying blogs from design team members Heather Coady and Nkechi Deborah Adeboye, the latter (co-written by JRF staffer Ryan Heeley) describing how the project has influenced JRF's own visual portrayals of poverty. This completes phase 1 of the work which shares learning and tentative recommendations to government, charity sector, and funders. Phase 2 of the work over 2024 involved the design team developing a manifesto with grassroots organisations led by people affected by injustice. The idea is to test out whether the shared experience of being stigmatised could be a potential tool for mobilisation.

The goal is to build a more powerful and larger voice around the issue which can then be used to act at different levels – embracing the ‘coalitional’ approach that this project has sought to embody by bringing different forms of expertise to make change.



## Infrastructure for change

Main indicators of usage:

- More than 150 charitable organisations contributed data and insight to our scoping project for the Charity Data project.
- More than 800 practitioners joined the Collective Imagination Practice Community, and 241,000 people have viewed the programme toolkit since its launch in October 2024.
- Our Cost-of-Living Dashboard attracted 1,100 views in the first 2 weeks after launch.

### Activity in 2024

#### Data infrastructure

Building on the discovery work carried out in 2023 the focus in 2024 has been to operationalise key pillars of our insight infrastructure and engage target audiences who we believe will want to harness our data, tools, networks and platforms for their own impact. Over the year the team developed tools to help:

- Enrich understanding of household income volatility using close to real time banking data in conjunction with Smart Data Foundry.
- Build an up-to-date picture of poverty in London in conjunction with Policy in Practice, using unpublished local authority administrative data.
- Create local level estimates of poverty using open-source administrative data via the Northern England Insight Finder (NEIF) in conjunction with Open Innovations.
- People access adult social care by trialling with Access Social Care the application of machine learning to quantitative and qualitative data.
- Make JRF's cost-of-living data more accessible through the creation of an accessible dashboard.

#### Collective Imagination

The Collective Imagination Practice Community now represents 800 practitioners spanning the fields of local government, art and culture, and community development. The community gathers around 'huddles' focused on specific shared inquiry questions. In March, we opened 3 huddles, one looking at



imagination and local government; one looking at imagination and government innovation; and the last taking a more place-based lens to look at applying imagination practice in the London borough of Newham. 55 local government teams from across England and Wales applied to take part.

Alongside these action-focused huddles, we curated a speaker series, which launched in April with an opening conversation between Paul Kissack and Sir Geoff Mulgan on the topic of imagination in government. This work attracted co-funding from a European funder, Arising Quo, enabling us to take an international perspective on these questions.

In June we previewed the collective imagination toolkit at the annual local government Stronger Things conference. The toolkit is an online resource which introduces a range of imagination practices that have been developed by 19 experts from around the world. To mark the moment we also published a special supplement of the Local Government Chronicle, focused on civic imagination, with contributions from council leaders and officers, as well as imagination practitioners. At the official launch in September over 1,100 people from 52 countries registered to join the webinar.

### Narrative infrastructure

Following the positive, if overwhelming, response to the pilot fund in 2023 we launched the Storytellers Fund 2024 in October. With insight and experience from the first round we adapted our approach, particularly in relation to managing demand and improving communications. Despite narrowing the criteria and shortening the application window this year, we again had an overwhelming response. In the 4-week application window we received 386 submissions from all regions and countries in the UK, with an overall grant ask of £12.6 million for an available budget of £400,000. We funded 5 exciting and impactful projects including plays, podcasts and immersive virtual reality exhibitions and AI-generated art.

Earlier in 2024 we commissioned cultural strategist Iris Andrews to interview 18 narrative and culture experts about how we might build belief that better futures are possible. This informed a strategy and a set of experiments we wanted to take forward, including Seeds of Hope; a series of 18+ place-based and experiential commissions stewarded with Work and Class over the autumn. Each was designed to help people experience new possibilities in their communities, and to connect to the hope and collective action we know exists. Collectively they generated over 180 media pieces.

Our joint initiative with Nationwide Foundation, Talking About Homes, continued to equip stakeholders who have voices in the housing debate to become more effective storytellers. Our ambition is to provide them with knowledge, skills and motivation to use a new narrative capably and confidently. Over 2024 we developed a bank of easy-to-use, practical guides, provided practical framing guidance through webinars and more in-depth tailored coaching sessions organisations with particularly large shares of voice.



Ahead of the October Budget a group of more than 60 charities came together to write publicly to the Chancellor urging her to move away from her predecessors' stigmatising language around social security. The initiative, organised by the charity Turn2Us, was sparked by conversations within the network of organisations working together (with funding from JRF) to push against negative narratives about social security.

### Response to the riots

In the immediate aftermath of the anti-migrant riots JRF agreed a small package of emergency funding. We thought it important to act speedily, given the needs arising in real time. Therefore, much in the early stages was slanted towards existing partners and patterns of funding, with which we are familiar, and align with our wider strategy. The main elements were: £30,000 from JRF which joined £10,000 from Civic Power Fund and £20,000 from Paul Hamlyn Foundation towards an ad hoc fund (administered by Civic Power Fund) that more than 60 community organisations working with refugees, migrants, asylum seekers, racialised communities, and other communities facing hate could draw on quickly in the form of £1,000 emergency grants.

This went towards convening and supporting groups and individuals directly affected by the violence, as well as to help, to a small degree, to cover financial shortfalls as groups repurpose their own money to respond to the crisis.

This was complemented by £25,000 in unrestricted funding to Hope not Hate to support general running costs around policy and engagement, research, community organising and education. Given their expertise we suspect they are going to be an important voice in the debates to come about the role of online platforms in fomenting hatred and violence, and any necessary regulations that should follow.

We also agreed to fund a series of 'deep listening' community conversations with a range of local and national partners to listen to the views from across Hartlepool, including those involved in rioting, and subsequently agreed to partner with Esmée Fairbairn to develop 'deep listening' exercises in two other sites, Middlesbrough and Oldham, to understand similarities, differences and share learning.



## JRHT’s updated strategy and core purpose, and progress made in 2024

In 2024 launched its updated strategy and core purpose and in doing so now strives to be a housing association that is sustainable and engaging, provides high quality and continuously improving services and decent affordable homes in well managed communities prioritising those in greatest need.

JRHT have subsequently focussed on establishing the 4 core objectives that sit within this strategy and on the aims that underpin each of these. The below table provides an overview of our progress against these objectives, highlighting the key initiatives and outcomes that have driven us forward as well as the major achievements and advancements made in alignment with our strategic objectives.





<b>Objective 1</b> <b>Decent affordable homes and well managed communities</b>	<b>Priorities and progress made</b>
<p>A safety-first approach for people, places and homes</p>	<p><b>Stock Quality</b> – over 99% of homes meet decency standards</p> <p><b>Health and Safety compliance</b> – good compliance but some slippage in fire risk assessment completions, review of checks in care, increase in resident satisfaction on maintenance (80%) and safety of home (87%)</p> <p><b>Repairs, maintenance and planned improvements</b> – all measures on target. Increase in resident satisfaction with the time taken to complete the most recent repair (72%)</p> <p><b>Adaptations</b> – new policy in development, approval with Board</p> <p><b>Anti-social behaviour</b> – new policy agreed by Board, improvement in satisfaction with handling of ASB cases (60%)</p> <p><b>Safeguarding</b> – satisfactory performance in care services, further development work needed in housing-related services. Procedure to be reviewed</p>
<p>Investment in our communities and neighbourhoods to deliver improvement and ensure sustainability</p>	<p><b>Investment</b> – Completion of planned improvement programme in year</p> <p><b>Communal areas</b> – Satisfaction with safety of communal areas has increased (77%)</p> <p><b>Retrofit and carbon reduction</b> – improved data through surveys and consortium in place for funding application</p>
<p>Grow our housing stock</p>	<p><b>JRHT land</b> – good progress with planning consent on key sites in York</p> <p><b>S106 and bulk purchase</b> – increase in number of these schemes agreed and handed over in year</p> <p><b>Development goal</b> – 631 homes committed in our development pipeline, out of our 1,000 target by 2029, that are at various stages, for example, site identified, planning process, in tender, in contract, on site and delivered</p> <p><b>EDI</b> – development activity embedded in EDI strategy</p>
<p>Prioritising social rent, with affordable rents options where that's not possible</p>	<p>Significant majority of existing and proposed homes are social rent</p> <p>Overall JRHT rents compared to other organisations and LHA – JRHT rents are consistently below Local Housing Allowance in our areas of operation</p>



Objective 2 High quality, continuously improving services	Priorities and progress made
High performing and accessible core services for all residents	Core areas of performance
Services that reflect the needs of all our residents	Improved understanding of our residents (who they are, and their needs) – boosted by Neighbourhood Profile System, ‘In Your Communities’ door-knocking and work on understanding additional needs
To be inclusive and welcoming. To actively challenge discrimination	JRHT appointed a dedicated Head of EDI in April and JRHT Board agreed a new EDI Strategy in December 2024
An excellent resident experience	<b>Overall satisfaction</b> – increased (60% to 78%) <b>Tenants Satisfaction Measures</b> – show progress <b>Key complaints data</b> – number of complaints per 1,000, has increased (49%), response time has not reached target (86.5% against a target of 95%)

Objective 3 A sustainable and engaging organisation	Priorities and progress made
Well-run, financially sustainable housing trust	<b>Regulatory judgements</b> – G1, V2, C2 confirmed in October, all care services rated ‘good’ <b>Corporate and Strategic plan progress</b> – we have approved and embedded our plan <b>Financial plan</b> – our financial position remains precarious, and we are dependent on support from JRF <b>Policy Assurance Framework targets</b> – we have established a process <b>Independent audit plan and programme</b> – completed <b>Risk strategy</b> – reviewed and updated <b>Data management</b> – strategy in development

A voice and influence for residents, staff and stakeholders	<p><b>Resident voice</b> – we have appointed 2 tenant board members, have established local resident groups and the resident assembly and have resident satisfaction surveys in place as well as a formal process for complaints and compliments in place</p> <p><b>Colleague voice</b> – we have well-established Staff Council who are engaged at a senior level, we have held our first colleague engagement survey</p> <p><b>Stakeholders</b> – we have established increased engagement with Hartlepool, North Yorkshire and York Councils</p>
Clear, honest, transparent and timely communication	<p><b>Communication strategy</b> – strategy in development</p> <p><b>Resident communication group</b> – established to improve how we communicate on key issues. Increased satisfaction that we keep residents informed about things that matter to you (80%)</p>
Spend on the right things, in the right way, at the right cost, at the right time	<p><b>VfM strategy and metrics</b> – in place and reported through annual report</p> <p><b>Procurement</b> – new strategy approved by Board</p> <p><b>Resident voice</b> – resident assembly feedback on 2025 budget</p>

Objective 4 New directions for JRHT Care Services	Priorities and progress made
All services rated good by the CQC	All JRHT Care services are currently rated ‘Good’ by CQC
A clear understanding of the opportunities and challenges facing JRHT care services	<p><b>Plaxton Court and Hartfields options appraisals completed</b> – transition plan is in progress</p> <p><b>Hartrigg Oaks</b> – initial consultation completed with residents on their reflections on the first 25 years of Hartrigg Oaks</p>
A sustainable future for all care services that meets the needs of local communities	Care strategy will explore options and outcomes available for each service







# How JRF's activities deliver public benefit

JRF's main activities are described above. Our charitable activities focus on working with others to speed up and support the transition to a future free from poverty, in which people and planet can flourish.

JRHT's objectives and activities are all intended to provide a public benefit. This is achieved through services such as:

- the provision of affordable homes in local communities
- designing and building new affordable homes
- providing care services that are tailored to people's needs, offering residential and nursing care as well as care within people's homes.

Trustees have had due regard to guidance on public benefit produced by the Charity Commission and are of the opinion that undertaking these activities fully meets the requirements of Section 17 of the Charities Act 2011 to deliver public benefit.

## The role of social investments

Since 2015, 5% (currently notionally set at £20 million) of JRF's endowment has been allocated to fund social investments.

Our social investments are a mix of direct and fund investments, supporting organisations that further JRF's overarching mission and strategy to support the transition to a more equitable and just future, free from poverty.

Social investment spans across JRF's impact pathways of directional change, systemic change and infrastructure for change. This breadth is illustrated by the following examples from our work in 2024.

In line with JRF's focus on specific directional change, we completed an investment into Ascension Fund III which funds ventures providing solutions to the cost-of-living crisis for those on below average incomes in the UK. Another highlight among our portfolio organisations included Lightning Reach (an online portal which enables individuals in financially vulnerable situations to access a range of personalised support) attaining 158,000 registered users and facilitating their access to £17 million of grants since inception. There was also recognition for Generation UK's programmes in an analysis by the DWP's Employment Data Lab which found high levels of job placement and retention for participants in its Skills Bootcamps.

To contribute to systemic change, we have funded organisations creating the deeper, more foundational shifts needed for a more equitable and just future. This includes our investments in Resolution Foundation's Workertech Partnership and BelleVie Care, both of which aim to foster new models of work that improve pay and conditions associated with typically low-paid jobs.

We also recognise the need to build much-needed infrastructure for change in the social investment and wider financial sectors. In 2024 we approved investments in Ethex, a crowdfunding platform that democratises access to impact investing in community and social enterprises and in Fair Tax Foundation, which promotes high standards of responsible corporate tax behaviour through its Fair Tax Mark. JRF also provided further funding to Pathway Fund, the UK's first impact investment wholesaler dedicated to catalysing opportunities for black and ethnically minoritised communities across the UK. We are particularly proud to have funded the launch of Pathway's groundbreaking First-time Fund Manager Incubator and the initial cohort of 3 fund management teams.

Alongside meaningful social impact, social investments are also expected to deliver a modest financial return. However, the overriding purpose of the commitments is to contribute towards the achievement of JRF's vision and mission.

## Our investments

From 2015 through 2024, JRF committed £16.5 million to 37 social investments.

The following 33 investments were active as of December 2024, with values shown reflecting the total original commitment made by JRF. Over the years we have made social investments aligned with JRF's current focus areas, from housing, deep poverty and destitution, to care and work.

### Housing

#### **Funding Affordable Homes (FAH) – £500,000**

FAH is a fund of approximately £90 million, which was launched in 2015, investing in general needs and specialist affordable housing in the UK. The fund currently has deployed capital across several schemes.

#### **Hartlepool Housing Heroes (HHH) – £75,000**

The HHH project is run by Hartlepool NDC Trust with Let's Connect Hartlepool, in partnership with JRHT and the Hartlepool Action Lab. HHH purchases properties for young care leavers to refurbish and move in to, and supports the young people's transition to adulthood.

#### **London Community Land Trust (London CLT) – £100,000**

London CLT works with teams of local residents to create permanently

affordable homes that are priced according to local income and are owned by local people.

#### **London Rebuilding Society (LRS) – £250,000**

LRS helps older homeowners, who are income poor, to manage and finance the refurbishment of their homes to a safer and greener standard so that they can live longer and better in their own homes.

#### **Micro Rainbow International – £400,000**

Micro Rainbow International provides safe temporary housing, move-on support and social inclusion activities for LGBTQI asylum seekers and refugees in the UK.

#### **National Homelessness Property Fund I (NHPFI) – £500,000**

NHPF provides move-on accommodation for people at risk of homelessness. The £44 million fund has purchased homes in Oxford, Bristol and Milton Keynes, and works with St Mungo's and Developing Health and Independence to support tenants so that they can transition into the private rented sector.

#### **Social and Sustainable Housing (SASH) – £1,000,000**

The £65 million SASH fund provides flexible loans to small- and medium-sized charities across the UK to finance the purchase of properties to house people experiencing poverty and hardship.

#### **Women in Safe Homes (WISH) – £300,000**

The £29 million WISH fund provides safe, secure and affordable homes to women and their children across the UK. It works with women's sector organisations that provide specialist support to women who are survivors of domestic abuse, are leaving prison or have complex mental health problems.

#### **York Refugee Housing – £500,000**

This investment is for the purchase of up to 3 homes for refugees in York. The properties aim to provide housing for those facing complex situations, such as those with disabilities, who would otherwise struggle to access suitable accommodation.

## **Social impact funds**

#### **Ascension Fund III - £250,000**

Ascension Fund III is a tech-for-good impact fund which has reached first close at £20 million. It aims to invest in tech solutions that can significantly mitigate the effects and drivers of the cost-of-living crisis with its disproportionate impact on lower income households. The fund's impact themes are 1) increased income opportunities, 2) reducing costs of essential goods and services, and 3) improved health outcomes for UK households in the lower half of income brackets.



### **Big Issue Invest Social Enterprise Investment Fund II (SEIF II) – £500,000**

SEIF II is a £24 million fund that invests in social enterprises and charities with sustainable business models. The fund has invested in organisations operating in areas such as social care, early years education, financial inclusion, mental health and employment.

### **Bridges Inclusive Growth Fund (BIGF, formerly known as Bridges Evergreen Holdings) – £500,000**

BIGF makes long-term investments in for-profit organisations with a clear social mission. The fund size is approximately £60 million. BIGF has invested in organisations operating across impact areas including fuel poverty, affordable housing, healthcare for older people, education and care for young people with complex needs.

### **Fair by Design – £3,000,000**

Fair by Design is a £15 million fund, which was set up by JRF and Big Society Capital in 2015 to invest in early-stage ventures that find fairer ways to serve low-income consumers, tackling the poverty premium in key sectors such as financial services, energy, insurance, household goods and food.

### **Growth Impact Fund (GIF) – £250,000**

GIF is a fund that invests in early-stage, growing organisations that tackle inequality in the UK and which have diverse representation at board and leadership level. The fund and an associated grant-funded technical assistance programme are jointly managed through a partnership between Big Issue Invest and UnLtd.

### **Key Fund, Northern Impact Fund II – £500,000**

Key Fund has a 20-year track record of investing in communities and social enterprises working in disadvantaged areas in the north and Midlands of England. Northern Impact Fund II is a fund that supports organisations to develop or grow trading activity in the north and Midlands with blended grant and loan financing.

### **Mustard Seed – £500,000**

JRF has invested in a managed account, run by Mustard Seed, which invests in for-profit social purpose enterprises.

### **North East Social Investment Fund (NESIF) – £500,000**

NESIF is a £10 million fund that supports charities and social enterprises across the north-east of England. The fund has invested in approximately 30 organisations across impact areas including social care, education and mental health.

### **Pathway Fund – £120,000 (repayable grant)**

Pathway Fund is a new initiative founded in 2022 to catalyse opportunities for black and minority ethnic communities, across England, through social investment. It aims to act as a wholesaler in the social investment sector.

## Financial inclusion

### **Fair Finance – £180,000**

Fair Finance provides microlending and financial advice to individuals excluded from mainstream banking. It is particularly focused on serving areas of need in London.

### **Fair For You – £500,000**

Fair For You offers loans for the purchase of white goods and other essential household goods. This has enabled low-income consumers to benefit from the provision of flexible, low-cost credit.

### **Five Lamps – £500,000**

Five Lamps is a microlender based in the north-east of England providing low-cost flexible loans.

### **Great Western Credit Union – £350,000**

Great Western Credit Union (previously, Bristol Credit Union) is a community credit union committed to serving Bristol, Bath and the surrounding areas.

### **Leeds City Credit Union – £250,000**

Leeds City Credit Union is one of the largest credit unions in the UK.

### **Lightning Reach – £100,000**

Lightning Reach is a fintech-for-good start-up, which connects individuals in financially vulnerable situations to the personalised financial support (including benefits and discretionary support schemes in the UK) they need through its online platform.

## Work and care

### **BelleVie – £400,000 (2 investments)**

BelleVie is a home-care provider applying a Buurtzorg (Netherlands)-inspired operating model in the UK. This approach facilitates home care workers to work in small self-managed teams, thereby increasing flexibility and autonomy. This in turn translates into improved employee wellbeing, satisfaction and patient care, as well as providing cost savings. BelleVie is also an accredited Living Wage employer in a low-paying industry.

### **Generation – £200,000**

Generation offers practical training bootcamps and employment support to help people into life-changing careers that would otherwise be inaccessible. It focuses on supporting people who face multiple situational or demographic barriers to work and are disproportionately affected by un- or underemployment.

### **Glasgow Together – £250,000**

Glasgow Together has created employment opportunities for ex-offenders in the construction sector by building new affordable homes and bringing empty properties back into use.

### **London Early Years Foundation (LEYF) – £187,010**

LEYF operates a cross-subsidy model for children's early years education that makes it more accessible to children from lower-income households. Over half of LEYF's nurseries are rated 'outstanding' by Ofsted and over 70% operate in deprived areas.

### **RefuAid – £420,000 (2 investments)**

RefuAid helps those with refugee status to access language tuition, education, finance and employment. Its Equal Access Loan scheme provides support by offering interest-free loans of up to £10,000 for refugees to pay for UK accreditation, requalification or training, thereby facilitating people to return to employment in their professional fields.

### **Resolution Foundation (Workertech) – £150,000**

The Resolution Foundation's Workertech Partnership aims to finance and support new social ventures that are seeking to use technology to improve the prospects of workers in the UK.

### **Timewise – £250,000**

Timewise is a social consultancy working to unlock the flexible jobs market in the UK to enable those who need flexibility to find good-quality jobs. By tackling the lack of decent flexible work, Timewise aims to reduce in-work poverty and gender inequality.

## **Community**

### **Fair Tax Foundation – £100,000**

Fair Tax Foundation's mission is to see business everywhere make a fair tax contribution and to recognise and celebrate responsible enterprises leading the way through its Fair Tax Mark accreditation scheme.

### **YMCA Robin Hood Group – £500,000**

YMCA Robin Hood Group is the largest YMCA in the Midlands, with services including supported housing, residential care for children, health and fitness,



and support programmes for children and families. JRF has committed funding to develop the Community and Activity Village in Newark and Sherwood. The project seeks to tackle root causes of underlying social and health problems to provide better opportunities for young people from deprived backgrounds, while also creating new jobs in an economically disadvantaged area.

# Risks and uncertainties

Trustees are responsible for setting the risk appetite for JRF. All staff have a responsibility to identify and manage risk throughout the Group. Separate risk management strategies are in place for JRF and JRHT.

Each risk, whether in JRF or JRHT, is assessed for its likelihood and its impact both before and after controls ('inherent risk' and 'residual risk'). Controls are identified together with responsibility for the management of each risk. Where necessary, actions to improve the management of the risks are identified.

The following principal risks and uncertainties have been identified for the Group. These include the most significant risks within JRHT. JRF Trustees and the JRHT Board have considered the risks to which the 2 organisations are exposed and have taken appropriate steps to ensure controls reflect the level of risk appetite.

RISK		MITIGATION	
REPUTATION			
Risk to the credibility of, and trust in, the organisation		Risks arising from JRHT activity are reported to the JRHT Board by the Managing Director.  There are strong internal quality assurance processes in place in JRF teams and a robust strategic communications planning process to structure the roll-out of external-facing outputs and messages.	
COMPLIANCE AND REGULATION			
Failure to comply with any regulator's requirements		As a charity, JRF is registered with and is regulated by the Charity Commission for England and Wales and the Scottish Charity Regulator.  JRHT is regulated by the Regulator of Social Housing and Care Quality Commission. Regulatory requirements are tracked, and gap analyses undertaken on at least an annual basis and regulators are notified where needed. A standing report is presented to the Audit and Risk Committee each quarter, providing details of any regulation or inspection reports received and highlighting key risk areas communicated with the regulators. Inspection by the Regulator of Social Housing (RSH) during 2024 returned compliant gradings for Governance, Financial Viability and Consumer Standards.  Dedicated compliance roles are established. Actions arising from inspections and audits are tracked and monitored, with progress regularly reported to the relevant leadership teams and the Audit and Risk Committee (ARC).	

RISK	MITIGATION
<p>Safety and wellbeing of our residents, employees, visitors, contractors or members of the public</p>	<p>The Audit and Risk Committee (ARC) receive annual reports on Health and Safety in both JRF and JRHT and agree priorities for the forthcoming year. JRHT Board receive regular health and safety reports.</p> <p>Compliance framework for “Big 6” (Fire, Lifts, Electrical, Gas, Asbestos and Legionella) has been developed with external legal support.</p> <p>In JRF and JRHT policies are in place for safeguarding, and health and safety. These are supplemented by training at induction and on a refresher cycle.</p>
<p>Failure to adequately comply with the General Data Protection Regulation (GDPR), other UK laws, sector-specific regulations and contracts relating to data and technology</p>	<p>Information governance and security policies are in place.</p> <p>A dedicated Information Security Manager is supported by other sector-specific compliance managers.</p> <p>Retention policies have been established.</p> <p>There is mandatory data protection training for all staff.</p>
<p>Business critical systems no longer being supported and/or technology platforms no longer being maintained, or with key gaps in functionality/coverage</p>	<p>We have a comprehensive picture of which systems are at or close to end-of-life and contingency plans are developed where indicated.</p> <p>Replacement Housing, Finance and Purchasing systems went live in 2024 and a programme to replace Asset Management, repairs and compliance systems is underway and due to go live in 2025.</p> <p>Core elements of technology infrastructure upgraded and provide improved resilience.</p> <p>Agreement to replace internal intranet reached for action in 2025</p>
<p><b>OPERATIONAL/SERVICE DELIVERY</b></p>	
<p>Operations disrupted by external factors beyond our control. This includes disruption as a result of a cyber-attack and / or lack of readiness when outages or emergencies occur</p>	<p>A corporate emergency protocol is in place with local disaster recovery and business continuity plans developed at department and operational level.</p> <p>Suite of technology system controls in place to reduce the likelihood of a successful cyber-attack. Response plan maintained and tested for a cyber-attack.</p> <p>A programme of phishing simulation tests underway to raise colleague awareness of and response to such threats.</p>
<p>Risk of being unable to achieve the Government's Decarbonisation targets due to associated costs, complexity of solutions and resource needed to deliver change</p>	<p>Active window, door and boiler replacement programme and insulation measures to deliver energy efficiency measures are underway.</p> <p>A condition survey of all of our housing stock including Energy Performance Certificate (EPC) and associated thermal performance data surveys has been completed.</p> <p>EPC C and Net Zero scenarios are being modelled for budgeting and planning purposes.</p> <p>A detailed analysis of energy consumption across the JRF Group has been conducted and an action plan to comply with ESOS Phase 3 is being prepared.</p>



RISK	MITIGATION
<b>FINANCE</b>	
<p>Pension risks</p> <ul style="list-style-type: none"> <li>• Cost of defined benefits pension deficit payments increases materially</li> <li>• Current defined contributions pension scheme does not deliver desired and required benefits for staff</li> </ul>	<p>Our defined benefits scheme is now closed and we only have defined Contributions pension schemes available.</p> <p>A comprehensive report prepared by a leading independent pension adviser with particular experience in the SHPS scheme was presented to the ARC. This included a review of the effectiveness of current defined contribution arrangements, oversight of legacy obligations in relation to defined benefits and outlined changes to arrangements that align with organisational objectives. Further discussions will be progressed with Trustees including the desired/ required benefits for staff.</p> <p>To mitigate the risk of payments increasing materially, JRF has, since 2019, applied defined benefit accounting, which means that the scheme assets are measured at fair value and liabilities on an actuarial basis. At the end of 2024, there was a decrease of the pension liability from £8.4 million to £6.3 million.</p>
<b>PEOPLE AND CULTURE</b>	
<p>Our approach to EDI does not match up to our stated ambitions and principle on equity.</p>	<p>Heads of EDI appointed in both JRF and JRHT to provide expertise.</p> <p>A JRHT EDI strategy approved by the JRHT Board and JRF EDI strategy is being prepared aligned to new strategic approach and will be approved by Trustees during 2025.</p> <p>We have active Race Equity, LGBT+, Disability and Women's Staff networks.</p>
<p>Failure to achieve and sustain a fully engaged, skilled, motivated and high- performing workforce</p>	<p>Regular review and discussion take place of workforce data and recommendations in relation to strategies to mitigate risk areas and identify opportunities.</p> <p>Employee Value Proposition prepared in both JRF and JRHT.</p> <p>Colleague surveys completed in both JRF and JRHT with action plans in place to address any areas of concern.</p> <p>Annual review process with performance and development discussions embedded.</p>

RISK	MITIGATION
<b>INVESTMENTS</b>	
<p>Investments fail to deliver the 'total return' that is required to meet JRF financial objectives, and deliver our strategy</p>	<p>Our Investment Committee is informed by independent members and advisers.</p> <p>We have an Investment Policy approved by Trustees with an emphasis on real assets, sustainability and responsible investment.</p> <p>A review of asset allocations is undertaken annually, with a more strategic review every 4 to 5 years. Decisions are taken outside of this if circumstances demand it.</p> <p>Trustees have approved a new approach to the Endowment which includes a move to more mission-aligned investment over time.</p> <p>A financial planning mechanism ('available income') has been established to guide the level of drawdowns without eroding the real value of the overall endowment over time.</p> <p>Stress-testing of financial plans to extreme conditions is undertaken to ensure that JRF will have access to sufficient liquid funds to meet its commitments.</p>
<b>SOCIAL INVESTMENTS</b>	
<p>Failure of a social investment risks loss of our investment in full or part, damage to our reputation with investees and/or partners and failure of the investment to deliver any impact</p>	<p>A Social Investment policy is in place with the need to perform risk assessments being a key part of this. The policy is reviewed annually.</p> <p>An impact framework has been agreed by the Social Investment Committee.</p> <p>There is monitoring of investments both regular and intensive as needed.</p> <p>Suitably skilled individuals manage the portfolio – a Head of Social Investment supported by two Investment Portfolio Managers and retained external specialist expertise.</p>

# Financial review

## TRUSTEES' POWERS AND RESERVES POLICY

The Trustees have power to spend both income and capital. There are no restricted or designated reserves and all JRF's capital is regarded as free reserves.

### OBJECTIVES

JRF's financial objectives are:

- to maintain the level of expenditure on achieving its mission and outcomes
- to ensure that the value of JRF capital is maintained in real terms over the long term.

The Trustees monitor the level of the endowment against the target on a quarterly basis. The endowment's performance against the long-term target is the key factor in determining the sustainable level of spending.

### INVESTMENT POLICY AND STRATEGY

The majority of JRF's investments are held as financial investments, although Trustees have decided to allocate £20 million of the fund for social investments, of which £11 million was invested at the end of 2024.

The objective for JRF's financial investments is to maximise the 'total return' over the long term, subject to not taking undue risk. This 'total return' represents the combination of changes in capital values and income received. Thus, a neutral position is taken as to whether a return is received by way of capital growth or distribution of income: it is the total which is important.

We have determined that investment in real assets, principally equities, represents the most appropriate strategy for meeting JRF's financial and investment objectives. As the chart below shows, equities account for 90% of the investment portfolio.

Trustees appreciate that this approach will result in short-term volatility in the market value of the portfolio, but they consider that the organisation's financial strength and absence of significant fixed liabilities mean that JRF is able to withstand such fluctuations. The Investment Committee reviews the asset allocation policy on at least an annual basis, taking appropriate professional advice.

Although the financial investments are designed to maximise returns, at JRF we believe strongly in investing our funds responsibly. We define 'responsible



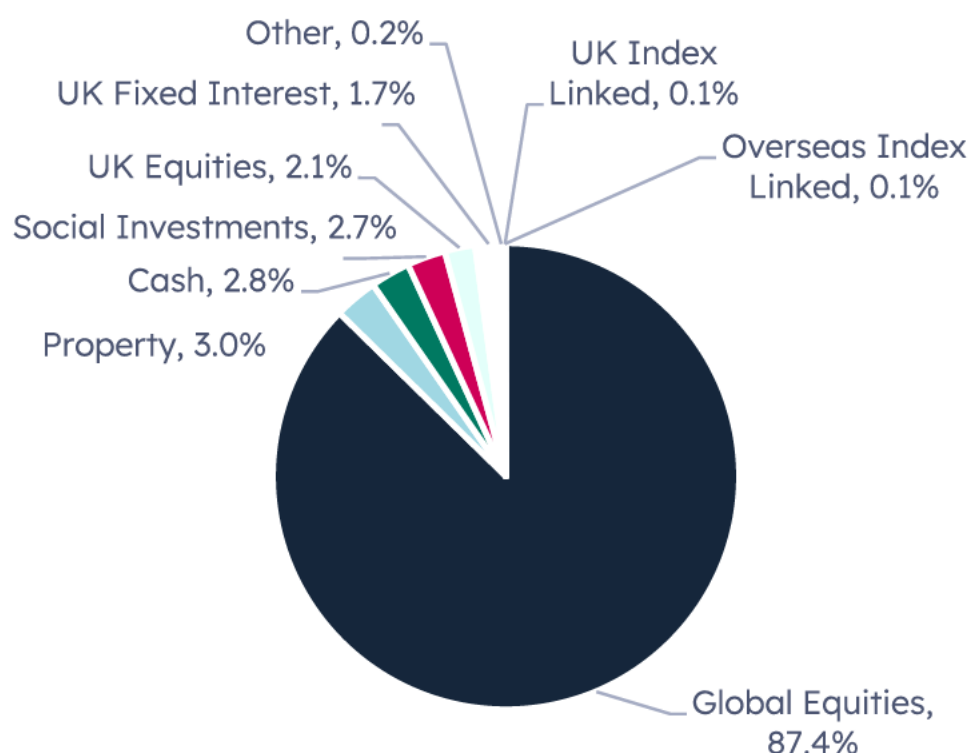
investment’ as an investment approach which is based on the view that the effective management of environmental, social and governance (ESG) issues is not only the right thing to do but is also fundamental to creating value. We believe that companies that are successful in avoiding ESG risks and/or capturing ESG opportunities will outperform over the longer term. This longer-term view is consistent with JRF’s investment time horizon.

JRF seeks to incorporate ESG issues fully in its investment activities. We do this by:

- including an assessment of the approach to responsible investment in the selection of Fund Managers and subsequent monitoring of their performance
- authorising Fund Managers to exercise the vote with JRF shares in accordance with agreed policies but subject to an over-ride by JRF in circumstances where there would be a conflict with JRF’s charitable objectives
- within available resources, engaging with companies on ESG issues and also those issues that are directly relevant to the strategic priorities and work of JRF, which may be through the Fund Managers or in partnership with other investors – JRF is a member of the Charities Responsible Investment Network.

JRF also follows an ethical investment policy within the overarching theme of responsible investment. It does not invest in stocks and shares in companies that are significantly associated with the manufacture of armaments, tobacco, brewing and gambling. ‘Significant’ is defined as 10% of either profits or turnover.

The asset allocation at the end of 2024 was:









## 2023 ACCOUNTS AND FINANCIAL PERFORMANCE

### Balance sheet

The Group balance sheet brings together both JRF and JRHT assets and liabilities. The latter includes housing properties, care homes and other fixed assets.

As an endowed foundation, the majority of JRF's reserves are held as investments. Group long-term creditors include JRHT's loans (£38 million) and refundable fees (£36 million) associated with Hartrigg Oaks continuing-care retirement community.

	GROUP		PARENT	
	2024	2023	2024	2023
	£M	£M	£M	£M
Fixed assets (tangible and intangible)	220.1	204.9	3.3	3.6
Investments (market value)	414.3	423.5	410.9	420.7
Programme Related Investments	11.1	11.1	11.1	11.1
Home-by loans (market value)	1.9	2.0	-	-
Net current (liabilities)/assets, excluding pension liabilities	10.9	0.2	0.2	(6.1)
Long-term creditors, excluding pension liabilities	(86.0)	(83.8)	(0.5)	(0.6)
Pension liability	(6.3)	(8.4)	(6.3)	(8.4)
<b>Foundation capital</b>	<b>566.1</b>	<b>547.4</b>	<b>418.8</b>	<b>419.8</b>

The value of JRF's investment portfolio reduced by £9 million during 2024. This was, however, after £46 million was drawn from the investment portfolio to fund JRF's charitable operations, provide revenue support to JRHT to resolve legacy-related issues and provide a capital grant to JRHT as part of its £50 million commitment to fund the affordable housing development programme. £46 million of this has been drawn, leaving £4 million ring-fenced in JRF's investment portfolio, which is expected to be fully drawn by in the first half of 2025.

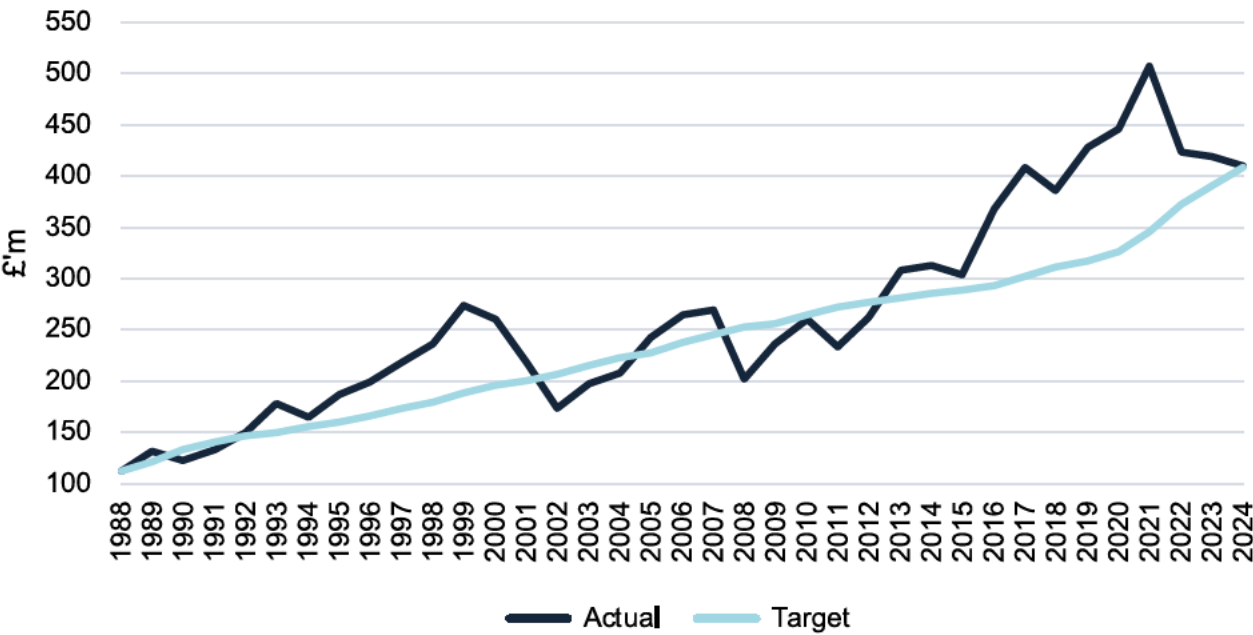


Global equity markets performed strongly in 2024, driven by resilient economic data in the United States, development of artificial intelligence (AI) pushing up technology enabled company valuations, the stabilisation of interest rates and global economic recovery, particularly in the Asian region, following COVID-19 legacy restrictions and supply chain issues.

JRF is a long-term investor and does not react to short-term market movements by making changes to its investment strategy. The year-end positions held in the balance sheet are after allowing for spending of capital as shown in the Statement of Financial Activities (see below).

The endowment, which is the value of the investment portfolio less outstanding liabilities, reduced from £419.8 million to £418.8 million between 31 December 2023 and 31 December 2024. This is a 0.2% decrease over the year and remains 1% ahead of JRF’s internal target. This is the primary key performance indicator for financial performance, although individual investment manager performance is tracked against agreed benchmarks.

A chart showing the long-term performance of the endowment versus the target is provided below:



## Statement of financial activities (JRF company only)

	2023	2022
	£M	£M
<b>Total Income</b>	<b>4.3</b>	<b>4.7</b>
Grant commitments	(31.2)	(28.4)
Support and governance costs	(12.5)	(10.5)
Cost of raising funds	(2.4)	(2.4)
<b>Total expenditure</b>	<b>(46.1)</b>	<b>(41.3)</b>
Net expenditure, funded from capital	(41.8)	(36.7)
Re-measurement of pension scheme obligations	0.6	(0.5)
Gains / (losses) on investments	40.1	33.8
Net movement in funds	(1.0)	(3.3)
Net movement in funds	(3.3)	(74.9)

There were notable increases to grant commitments in 2024, compared to 2023, which was driven by increased JRF activity and legacy- related grants to JRHT, as part of JRF's commitment to fund legacy- related issues. In addition, support costs were 19% higher in 2024 compared to the previous year, driven by an increase in staff headcount across JRF tTeams, higher office costs, increased travel and subsistence, and additional consultancy and legal fees associated with the second phase of the Central Services review.

The audited financial statements can be found on the JRF website at [www.jrf.org.uk](http://www.jrf.org.uk). The financial statements have also been filed with the Charity Commission. JRHT's financial statements can be found at [www.jrht.org.uk](http://www.jrht.org.uk). As a Community Benefit Society, these are filed with the Financial Conduct Authority.

## Pensions

Since the end of 2019, JRF has been able to identify its share of assets and liabilities held within the defined benefit element of the industry-wide Social Housing Pension Scheme (SHPS). The defined benefit option has been withdrawn although there remain legacy members. With the availability of this data from SHPS, JRF has, since 2019, applied defined benefit accounting, which means that the scheme assets are measured at fair value and liabilities on an actuarial basis. At the end of 2024, the fair value of JRF's proportion of

scheme assets had decreased to £32.8 million from £33.9 million at the end of the previous year. Over the same period, the actuarial value of scheme liabilities decreased to £39.1 million from £42.3 million. The overall impact of these changes resulted in a decrease of the pension liability from £8.4 million to £6.3 million.

## Group Shared Services

JRF and JRHT are both supported by a small number of central teams, including Technology and Change, HR and Payroll, Accounting Services, Procure to Pay, and Facilities. These central teams contribute to the delivery of JRF's and JRHT's objectives through:

- provision of operational services that are utilised by both JRF and JRHT. Examples are payroll and invoice processing;
- core IT systems provision;
- specialist skills – for example, specialist procurement, and technical finance support.

## Going Concern

The financial statements show that:

- At the end of 2024, the charity had investments of £422.0 million compared with its annual expenditure of £46.1 million.
- Unrestricted capital reserves remained relatively flat during the year, decreasing by £1.0 million, to £418.8 million, with investment gains offset expenditure.
- Most of the investment portfolio (97%) is invested in easily tradeable assets. As such, these funds are relatively easy to access.
- The charity has no debt.

In December 2024, JRF's Trustees formally approved the charity's budget for 2025. Separately, the amount of cash required to fund activities over the year was calculated and arrangements were put in place to liquidate investments. Provisional calculations have also been prepared for 2026 (with indicative expenditure figures calculated up to 2029) to ensure there is sufficient liquidity within the portfolio. The arrangements with investment managers allow the amounts scheduled to be drawn down to be reduced or increased at short notice should cash requirements change.

Despite JRF's significant investment holdings, management has:

- produced a stressed cash-flow forecast to test that, in all situations, JRF will have access to sufficient liquid funds to meet its commitments
- satisfied itself that it will continue to be possible to draw funds down from its investment portfolio even in a stressed scenario.



JRHT undertook its own scenario analysis to understand the financial impacts of adverse changes to the external and internal environment. In addition, an assessment has been undertaken to understand how extreme scenarios would need to become before covenants were breached. This shows that there would need to be a very significant deterioration in performance to breach the interest covenant and a rapid and substantial increase in debt to risk a breach of the gearing covenant. Although deemed unlikely these scenarios have been tested and a mitigation strategy has been put in place.

At the end of the financial year, JRHT had unused borrowing facilities of £50 million. All of the total unused facilities relate to a loan facility with JRF and this is detailed in the related party transactions note to the accounts.

Based on the above, Trustees are of the opinion that the Group has adequate resources to continue to operate without disruption for the foreseeable future, this being at least to 31 December 2026. As such, it is appropriate to adopt a going- concern basis for the 2024 financial statements.

# Plans for the future

## JRF

December 2024 marked the end of our initial 2-year learning journey following the adoption of a reframed mission and Trustees affirmed then the obligation it creates for us to pose more radical questions about what it will take to reshape the political economy and support a deeper transition.

As part of this process, we refined our impact pathways further and will from this point be reporting progress under 3 new headings:

### **Shifting the terms of the debate**

Our insight, policy and advocacy programmes focus on destabilising dominant systems by shining a light on the ways that they – and the assumptions that underpin them – are increasingly failing people and planet. We propose credible policy ideas that challenge views on what is possible, bridge to new norms and catalyse effective coalitions to make them a reality. The common theme across this work is household economic security; its constituent parts (including the worst forms of poverty and hardship), its dynamics and drivers, and its relationships with the wider economy.

### **Supporting and shielding the new**

We believe that practical examples of real-world alternatives can drive real change. Whether that be new models for delivering public goods or different operating systems (such as forms of contracts, investment vehicles and governance frameworks) that resist the economic status quo in favour of a more democratic approach to the ownership and management of assets, wealth and ideas.

We are therefore making sizeable commitments to resourcing an emerging ecology of organisations working in this vein, through a combination of unrestricted funding, help accessing other important sources of financial, intellectual and relational support, the provision of tools to capture and share insights, and other field-building initiatives.

Simultaneously we are committed to creating less hostile environmental conditions for this work, by building new institutional capacities and capabilities, creating new resource flows and fostering the mindset shifts needed to mainstream the ideas represented in the field.







## **Building infrastructure for the transition**

As a relatively wealthy, independently endowed foundation, we have a responsibility to enable many others who broadly share our aims to advance their efforts. Our insight infrastructure programme is designed to simplify and democratise access to high-quality data on poverty – transforming knowledge into meaningful action against injustice and inequality.

We are also resourcing efforts to grow the capacities and capabilities needed for deep system change. Our movements work aims to strengthen grassroots organising in the UK, especially where it is led from positions of marginality. And we nurture work that is supporting system change through tackling issues that are below the surface: backing work that unlocks shifts in mindsets, in cultural narratives and in the ‘hidden wiring’ that keeps the status quo in place.

## **What we aim to do in 2025**

### **A new approach to our endowment**

In October 2024, Trustees agreed to a new approach to our endowment, with an intention to put all our wealth in service to our mission over time – through a combination of increased spending and mission-aligned investment; and, in time, moving some of the endowment into emerging new transformative investment. Putting more mission-aligned investing into practice will take time, but during 2025 we will:

- Establish the governance needed to oversee the Endowment Strategy work during the initial phases of the work and the transition to any new structures and arrangements needed in the longer term (first half of 2025).
- Work to an interim financial objective, agreed by Trustees in December 2024, of ‘JRF’s mission is to support and speed up the transition to a more equitable and just future, free from poverty, where people and planet can flourish. Its primary objective is to invest JRF capital in service of this mission. A mission ‘lens’ will therefore be applied first in exploring new investment opportunities. In parallel to this, JRF trustees and delegated authorities/committees are responsible for monitoring and managing the charity’s finances to ensure the long-term success of its mission. Balancing the commitment to mission-aligned investments with the need for liquidity in the endowment and honouring financial commitments to programmes, workers and subsidiaries is of equal importance.’
- Develop a new Investment Policy and Strategy and a refreshed Social Investment Policy to incorporate a framework for blended finance.
- Empower the Investment Committee to explore the possibility of making early moves in line with the new strategy – applying a mission-first lens and moving some wealth towards more mission-aligned approaches during 2025.

- Build in-house capacity. Build the teams we need to support Trustees and implement the new endowment strategy, with a more ‘hands-on’ approach to investment. Building links to the Transforming Wealth Lab work to strengthen the innovations we are backing to our own practice.

### **Shifting the terms of the debate**

2025 will see an evolution of existing programmes, with a refreshed goal of demonstrating the links between economic and social policy. To that end we will double down and thicken out our work on household economic security; its constituent parts, its dynamics and drivers, and its relationships with the wider economy. Specifically, this will mean:

- Spotlighting the links between the personal and social dimensions of economic security and growth. Using the window prior to the Comprehensive Spending Review and working through the prism of pre-existing policy recommendations around care, social security and energy.
- Agreeing clear outcome statements across all 4 dimensions of economic security. Establishing a set of clear design principles and theories of change for achieving them.
- Developing 3–4 new major ‘stretch’ policy propositions, in line with the principles agreed (above) to act as vehicles for securing change.
- Continuing to build support for the Essentials Guarantee and lobbying for meaningful action on hardship and deep poverty.
- Funding external campaigns that are aligned with our policy objectives and provide the opportunity to move the public and political debate.
- Scoping a programme of real-world pilots and demonstrations.
- Refreshing our public affairs and media strategies to account for shifts in the external landscape.

In 2025, the focus will be on linking economic and social policies to enhance household economic security through policy propositions, pilots, campaigns, and media strategies.

### **Supporting and shielding the new**

Over 2025 we will continue to support and shield pioneers who are building alternative futures across a range of domains including housing, land and ownership; economic justice and wealth; health and healing; arts, culture and community development, and connect these efforts to our wider engagement with regime actors, to support efforts to mobilise around system change. Specifically, this means:

- Providing stabilisation funding to sustain and support the network.

- Designing a new unfurling fund to enable the flow of further funding to grow the ecosystem.
- Deepening and sharing our learning to demonstrate how others holding power/wealth can support system change efforts through their own work.
- Deepening connections between different niches and building bridges to regime actors. Enhancing the power and resilience of the whole, consolidating and aggregating multiple niche experiments and strengthening the common voice. Growing our role as an effective intermediary between the pioneering work we are resourcing, and those operating within incumbent systems, focusing in particular in the domains of housing and wealth.
- A specific focus on wealth and the finance system. Creating the Transforming Wealth Lab to deliver the market-shaping and field-building work required to rewire how and where wealth flows in service of JRF's mission.
- A specific focus on our home city and region. Drawing on JRF's own – and the wider region's – rich history, to nurture and resource a network of pioneers building regenerative futures. Supporting those operating within current institutions to comprehend and act towards bigger and deeper systemic issues.

### **Building infrastructure for transition**

An important assumption in our strategy is that reshaping the political economy will not happen without broad-based, social movements pushing for change, as well the imaginative and visionary capacities to do so, and insights into how the current systems operate. We will continue to invest in infrastructure we believe can support work towards system change:

- As part of a new 5-year £5 million funding programme, we will move money to grassroots social activists through intermediaries, and to some of the infrastructure organisations they depend on. We will continue to financially back those developing the UK narrative change field. We will explore what JRF might do over the medium term to support more effective movement leadership, with a particular focus on confronting the cultural and practical barriers that obstruct collaboration between grassroots and national movement leaders.
- We will conclude our learning cycle on understanding the capacities required to support the transition. Specifically, seeding new practices to grow hope and belief in better futures; how to reimagine leadership in times of complexity; and how to grow capacities in communities to lead transitions.
- Our insight infrastructure will continue to work on 4 tracks: improving and linking existing data; unlocking new data sources, creating the social fabric needed for those working on this transition to work together; learning from each other and break down siloes; and democratising access to and use of the data we produce.



## Organisational change

Supporting that work, during 2025, we will also:

- Work with the ARC and Trustees to ensure our approach to resourcing Emerging Futures work manages risk well, while also honouring the intent of the work and our JRF principles – shielding small organisations from unmanageable risk and sharing power through creative ecosystem governance (for example, many-to-many governance).
- Use the evolved 3-track framework (Shifting the terms of debate; Supporting and shielding the new; Building infrastructure for transition) to develop a clearer approach to describing our contribution to mission in each track – all with a stronger focus on system change. We will develop clearer indicators and measures for judging success and failure, to be agreed with Trustees, and reported regularly.
- We will continue to implement our People and Culture plan, embedding the Employee Value Proposition and focusing work on Reward, Management Development, Organisation Development and recruiting a permanent People Team for JRF.

We will offer more internal training and development opportunities to build confidence around equitable practice.

## JRHT

JRHT's plans are very much centred upon progressing our core objectives of decent, affordable homes and well-managed communities, high quality, continuously improving services, a sustainable and engaging organisation and exploring new directions for our care services.

This means that as we progress towards building and acquiring new, high-quality and efficient, affordable homes we will continue to invest in our established communities to ensure they meet the safety and decency standards that residents have to come to expect. Underpinning our journey will be a strong commitment to engagement with residents and colleagues.

As we look ahead, the Joseph Rowntree Housing Trust (JRHT) is dedicated to evolving and expanding our services to meet the changing needs of our residents, colleagues and communities.

Through these efforts, JRHT is poised to make investments and deliver services that make a meaningful difference in people's lives.

Join us as we continue this exciting journey.

# Carbon emissions

Disclosures required under the Streamlined Energy and Carbon Reporting (SECR) legislation are set out below. These include all subsidiaries.

MEASURE	2023	PRIOR YEAR
Total UK energy use	10,066MWh	10,220MWh
Total carbon emissions	1,962 tonnes	1,951 tonnes
Intensity ratio 2024 1 (property)	0.81 tonnes/property	0.80 tonnes/property
Intensity ratio 2024 2 (community)	3.13 tonnes/full- time employee	3.12 tonnes/full- time employee

The breakdown of carbon emissions is as follows:

	ACTIVITY	ANNUAL kWh	ANNUAL CO <sup>2</sup> e	PRIOR YEAR ANNUAL CO <sup>2</sup> e
<b>Scope 1 (sources that are owned and controlled by JRF and JRHT)</b>				
	Gas (CNG)	7,045,923	1,291	1,360
	Vehicles	376,772	95	86
	Renewable generation	40,067	0	0
	<b>Total</b>	<b>7,462,761</b>	<b>1,386</b>	<b>1,446</b>
<b>Scope 2 (indirect emissions associated with the indirect purchase of energy)</b>				
	Electricity	2,581,671	535	513
	Electricity from PV	22,172	0	0
	<b>Total</b>	<b>2,603,844</b>	<b>535</b>	<b>513</b>
<b>Scope 3 (indirect emissions within the value chain)</b>	<b>Transmission and distribution</b>	<b>2,581,671</b>	<b>46</b>	<b>41</b>
	<b>Total</b>	<b>2,581,671</b>	<b>46</b>	<b>41</b>
<b>Gross Emissions</b>		<b>12,648,276</b>	<b>1,967</b>	<b>1,960</b>
<b>Exported</b>	Renewables	17,895	4	9
	<b>Total</b>		<b>1,962 tonnes</b>	<b>1,951 tonnes</b>



## **Key environmental impacts**

The primary factor in relation to environmental impact is the combustion of gas for heating purposes across the estate. The vehicle fleet was responsible for less than 5% of the total annual emissions for the Group. In 2025 we will focus on:

- Developing an appropriate method and proposing a budget to be able to accurately measure consumption, enabling the identification of any excessive usage and forward action planning across the JRF estate
- Undertaking a PV audit of JRHT existing assets and recovery of lost tariff income
- Applying for Heat Network Efficiency Scheme government funding for fully funded surveys of heat networks at Hartfields and Plaxton Court
- Upgrading of lighting to LED and renewing gas boilers on a break-fix basis.

## **Quantification and reporting methodology**

In preparing this SECR report, the Group has followed the 2019 UK Government Environmental Reporting Guidelines to include Streamlined Energy and Carbon Reporting Guidance.

The information used was gathered from energy bills from the current supplier for the fuel type specified. Where only unaligned estimated meter readings were available, the consumption for the period was determined by dividing the number of units by the billing period and multiplying by period for the data collection. This figure was checked for accuracy to consider additional seasonal use where data was not available and ensure the estimates were an accurate reflection of actual consumption.

Some aspects of the GHG Protocol Value Chain (Scope 3) have also reported although we are not yet able to report on all categories that may be relevant. UK Government GHG Conversion Factors for Company Reporting (2024) have been used.

## **Organisational boundary**

The Group has reported on all sources of environmental impact over which it has financial control. An organisation has financial control over an operation if it has the ability to direct the financial and operating policies of the operation with a view to gaining economic benefits from its activities.

## Section 172(1) statement

As directors of a large company limited by guarantee, registered as a charity, the Trustees are required to report how they have performed their duty under s172(1) of the Companies Act 2006. This provides that (for charitable companies where the purpose of the company is something other than the benefit of its members), the Trustees must act in the way they consider, in good faith, would be most likely to achieve its charitable purposes and, specifically, they must have regard (among other matters) to the factors (contained in s172(1) (a) to (f)) set out in the table below.

FACTOR	HOW THIS IS CONSIDERED
a) The likely consequences of any decision in the long term	With direct involvement of the Trustees, the Group develops long-term plans that focus on the charitable objectives of the organisation. These are translated into shorter-term strategic and operational plans. Decisions are anchored to these plans to ensure that they contribute to the overall charitable objectives.
b) The interests of the Trust's employees	The Trustees have due regard to the interests of employees, underpinned by a set of values and expected behaviours. Regular staff surveys are undertaken and the results are cascaded across the organisation. Colleagues are directly involved in developing action plans. Investment is made in colleague learning and development as well as supporting colleague support groups. Pay awards are benchmarked externally each year and Trustees are directly involved in this decision-making.
c) The need to foster the organisation's business relationships with suppliers, customers and others	A key focus of JRF is delivering its work in collaboration with partners with similar objectives. For JRHT, its 'customers' are primarily service users including tenants and residents of its homes. Feedback from tenants and residents is captured and acted upon. Relationships are held with key suppliers through the Group's approach to contract management.
d) The impact of the organisation's operations on the community and the environment	The Group seeks to achieve a prosperous UK without poverty. JRF delivers this through its programmes of focused initiatives and JRHT through delivery of housing and care services.
e) The Group is cognisant of its impact on the environment as set out in its carbon emissions statement.	The Group adopts the highest corporate governance standards, complying with relevant legislation and codes that are applicable at the time. JRHT is also subject to the Regulator of Social Housing's standards. In April 2021, the regulator advised that it had rated JRHT's governance as G1 – the highest rating possible.
f) The desirability of the organisation maintaining a reputation for high standards of business conduct	The Group adopts the highest corporate governance standards, complying with relevant legislation and codes that are applicable at the time. JRHT is also subject to the Regulator of Social Housing's standards. In April 2021, the regulator advised that it had rated JRHT's governance as G1 – the highest rating possible. This was reassessed and confirmed as unchanged in October 2024.
g) The need to act fairly as between members of the organisation	As a company limited by guarantee, JRF has no members. In JRHT, the Directors are the only members. Notwithstanding this, the governance structure and associated strategy ensure there is fairness across the Group and those that benefit from the charitable activities of both material legal entities.

# Trustees' statement of responsibility

The Trustees (who are also Directors of JRF for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations. The Trustees' Annual Report is a combined report, incorporating a directors' report as required by company law.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including FRS 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and the Group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP (FRS 102)
- make judgements and accounting estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going-concern basis unless it is inappropriate to presume that the charitable group will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees confirm that:

- So far as each Trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware, and
- The Trustees have taken all the steps that they ought to have taken as Trustees



in order to make themselves aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

### **Approval**

This report and, specifically, the strategic report were approved by the Board of Trustees and are signed on behalf of the Trustees.

Carol Tannahill



10 July 2025

# Independent auditor's report to members and Trustees of the Joseph Rowntree Foundation

## Opinion

We have audited the financial statements of The Joseph Rowntree Foundation (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2024, which comprise the consolidated statement of financial activities, Balance Sheet, Consolidated Statement of Cash Flows, the Statement of Accounting Policies and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102; The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 December 2024 and of the group's incoming resources and application of resources including, its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Statement of Recommended Practice: Accounting and Reporting by Charities, 2019 Edition; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

## Basis for opinion

We have been appointed as auditor under the Companies Act 2006 and report in accordance with regulations made under that Act. We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the 'Auditor's responsibilities for the audit of the financial statements' section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the Financial Reporting Council's

(FRC's) Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### **Conclusions relating to going concern**

We are responsible for concluding on the appropriateness of the Trustees' use of the going- concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group's and the parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify the auditor's opinion. Our conclusions are based on the audit evidence obtained up to the date of our report. However, future events or conditions may cause the group or parent charitable company to cease to continue as a going concern.

In our evaluation of the Trustees' conclusions, we considered the inherent risks associated with the group's and parent charitable company's business model including effects arising from macro-economic uncertainties such as the cost-of-living crisis, recent periods of high inflation and the impact of ongoing conflicts in Ukraine and the Middle East, we assessed and challenged the reasonableness of estimates made by the Trustees and the related disclosures and analysed how those risks might affect the group's and parent charitable company's financial resources or ability to continue operations over the going-concern period.

In auditing the financial statements, we have concluded that the Trustees' use of the going- concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group's and parent charity's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

### **Other information**

The other information comprises the information included in the Trustees' Annual Report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the Trustees' Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated



in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### **Opinion on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Strategic Report and the Directors report, prepared for the purposes of company law, included in the Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Strategic Report and the Directors' Report included in the Trustees' Annual Report have been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report under the Companies Act 2006**

In the light of the knowledge and understanding of the group and parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report or the Directors' Report included in the Trustees' Annual Report.

### **Matters on which we are required to report by exception**

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or
- returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

## **Responsibilities of the Trustees**

As explained more fully in the Trustees' Responsibilities Statement set out on page 63, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the group and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going-concern basis of accounting unless the Trustees either intend to liquidate the group or parent charitable company or to cease operations, or have no realistic alternative but to do so.

## **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below:

- We obtained an understanding of the legal and regulatory frameworks that are applicable to the charity, and the sector in which it operates. We determined that the following laws and regulations were most significant; financial reporting legislation (Charities SORP (FRS102), United Kingdom Generally Accepted Accounting Practice including Financial Reporting Standard 102). The engagement team remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.
- We understood how the Charity is complying with these legal and regulatory requirements by making inquiries of management, internal audit and those charged with governance. We enquired of management and those charged with governance whether there were any instances of non-compliance with laws and regulations, or whether they had knowledge of actual or suspected fraud. We corroborated the results of our inquiries through our review of board meeting

minutes and trustee meeting minutes, papers provided to the Audit and Risk Committee and through our review of Legal and Professional Expenditure.


- To assess the potential risks of material misstatement, including how a fraud might occur, we obtained an understanding of:
  - o The Charity's operations, including the nature of its sources of income, expected financial statement disclosures and risks that may result in risk of material misstatement; and
  - o The Charity's control environment, including the adequacy of procedures for authorisation of transactions.
- Audit procedures performed by the engagement team included:
  - o Evaluating the process and controls established to address the risks related to irregularities and fraud;
  - o Testing manual journal entries, in particular journal entries relating to management estimates and entries determined to be unusual;
  - o Challenging assumptions and judgements made by management in its significant accounting estimates;
  - o Identifying and testing related party transactions; and
  - o Completion of audit procedures to conclude on the compliance of disclosures in the financial statements with applicable financial reporting requirements.
- These audit procedures were designed to provide reasonable assurance that the financial statements were free from fraud or error. The risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error and detecting irregularities that result from fraud is inherently more difficult than detecting those that result from error, as fraud may involve collusion, deliberate concealment, forgery or intentional misrepresentations. Also, the further removed non-compliance with laws and regulations is from events and transactions reflected in the financial statements, the less likely we would become aware of it.
- We communicated relevant laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud, or non-compliance with laws and regulations, throughout the audit.
- We assessed the appropriateness of the collective competence and capabilities of the engagement team, including consideration of the engagement team's knowledge and understanding of the sector in which the Charity operates, and their practical experience through training and participation on audits of a similar nature. All team members are qualified accountants, or working towards their qualifications, and are considered to have sufficient knowledge and experience of companies of a similar size and complexity, relative to their role within the team.



- A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

### **Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



### **Stephen Dean**

Senior Statutory Auditor

for and on behalf of Grant Thornton UK LLP

Statutory Auditor, Chartered Accountants

London

Date: 10/7/2025

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES**  
**for the year ended 31 December 2024**

		<b>Restricted</b>	<b>Unrestricted</b>	<b>2024 Total</b>	<b>2023 Total Restated</b>
	<b>Note</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
<b>INCOME AND ENDOWMENTS FROM:</b>					
Investments	1	293	4,514	4,807	5,136
Charitable Activities					
Housing Trust turnover	9	30,095	-	30,095	24,644
Other income	2	-	155	155	14
<b>TOTAL</b>		<b>30,388</b>	<b>4,669</b>	<b>35,057</b>	<b>29,794</b>
<b>EXPENDITURE ON:</b>					
Raising funds - investment management	3	(8)	(2,403)	(2,411)	(2,468)
Charitable activities					
Grant commitments	4	-	(9,670)	(9,670)	(9,400)
Support and governance costs	5	-	(13,867)	(13,867)	(12,903)
Housing Trust operating costs	9	(31,167)	-	(31,167)	(24,408)
<b>TOTAL</b>		<b>(31,175)</b>	<b>(25,940)</b>	<b>(57,115)</b>	<b>(49,179)</b>
<b>NET EXPENDITURE BEFORE INVESTMENT GAINS/(LOSSES)</b>		<b>(787)</b>	<b>(21,271)</b>	<b>(22,058)</b>	<b>(19,385)</b>
<b>Other Comprehensive income</b>					
Actuarial Gain/(Loss) in respect of Social Housing Pension Scheme	8	-	568	568	(455)
<b>TOTAL OTHER COMPREHENSIVE INCOME</b>		<b>-</b>	<b>568</b>	<b>568</b>	<b>(455)</b>
<b>Net Gains on Investments</b>					
Gain on Quoted Investments	13	-	35,833	35,833	33,704
Gain on Other Investments	13	-	4,302	4,302	75
<b>TOTAL INVESTMENT MOVEMENTS</b>		<b>-</b>	<b>40,135</b>	<b>40,135</b>	<b>33,779</b>
<b>NET MOVEMENT IN FUNDS</b>		<b>(787)</b>	<b>19,432</b>	<b>18,645</b>	<b>13,939</b>
Total Funds brought forward at 1 January		99,098	448,318	547,416	533,477
<b>TOTAL FUNDS CARRIED FORWARD AT 31 DECEMBER</b>		<b>98,311</b>	<b>467,750</b>	<b>566,061</b>	<b>547,416</b>

The Statement of Financial Activities includes all gains and losses recognised in the period. All income and expenditure derives from continuing activities.

**BALANCE SHEET**  
**as at 31 December 2024**

	Note	Group		Parent	
		2024	2023	2024	2023
		£'000	£'000	£'000	£'000
<b>Fixed Assets</b>					
Tangible Assets	10	218,995	203,655	2,167	2,430
Intangible Assets	11	1,139	1,198	1,134	1,192
Homebuy Loans	12	1,913	1,962	-	-
Investments	13a	414,258	423,469	410,858	420,069
Programme Related Investments	13b	11,145	11,140	11,145	11,140
		647,450	641,424	425,304	434,831
<b>Current Assets</b>					
Properties held for sale	14	3,135	2,263	-	-
Stock		88	85	-	-
Debtors	15	2,733	2,657	602	725
Cash and Cash Equivalents		16,588	5,339	5,829	-
		22,544	10,344	6,431	725
<b>Liabilities</b>					
Creditors: Amounts falling due within one year	16	(11,683)	(12,130)	(6,230)	(6,821)
<b>Net Current Assets/(Liabilities)</b>		10,861	(1,786)	201	(6,096)
<b>Total Assets Less Current Liabilities</b>		658,311	639,638	425,505	428,735
<b>Creditors: Amounts falling due after more than one year</b>					
	17	(85,970)	(83,848)	(470)	(565)
<b>Net Pensions Liability</b>	8	(6,280)	(8,374)	(6,280)	(8,374)
		566,061	547,416	418,755	419,796
<b>Funds</b>					
Restricted Funds		98,311	99,098	-	-
Unrestricted Foundation Capital		467,750	448,318	418,755	419,796
<b>Total Funds</b>		566,061	547,416	418,755	419,796

The Financial Statements were approved by the Board of Trustees . They were signed on its behalf by :

Trustee

*Carol Tannahill*

**Carol Tannahill**

10 July 2025



**CONSOLIDATED STATEMENT OF CASH  
FLOWS**  
**for the year ended 31 December 2024**

		2024		2023 Restated	
	Note	£'000	£'000	£'000	£'000
<b>Net cash outflow from operating activities</b>	19		(22,897)		(20,997)
<b>Cash flows from investing activities</b>					
Interest received		182		112	
Purchase of other fixed assets		(19,440)		(12,759)	
Proceeds from disposal of other fixed assets		2,361		2,373	
Homebuy Loans redeemed		49		60	
Purchase of quoted investments		(50,951)		(73,317)	
Sale of quoted investments		95,685		112,267	
Purchase of other investments		(49,356)		(45,427)	
Sale of other investments		48,575		46,684	
Social housing grant received		2,610		1,460	
Social housing grant repaid		(15)		-	
			29,700		31,453
<b>Cash flows from Financing activities</b>					
Interest paid		(2,388)		(2,456)	
Taxation		-		23	
Increase in Capitalised community fees		15		309	
Increase in Hartrigg Oaks residence fees		1,505		2,899	
Decrease in bank loans		(24)		(9,021)	
Bonds and loan stock repaid		(50)		(25)	
			(942)		(8,271)
<b>Management of liquid resources</b>					
Decrease/(Increase) cash held for investment			5,388		(3,326)
<b>Net change in cash and cash equivalents</b>			11,249		(1,141)
<b>Cash and cash equivalents at 1 January</b>			5,339		6,480
<b>Cash and cash equivalents at 31 December</b>			16,588		5,339

**Analysis of changes in net debt**

	At 1.1.24 £'000	Cash Flows	Other non cash changes	At 31.12.24 £'000
Cash	5,339	11,249	-	16,588
Bank Loans due within one year	(24)	24	(26)	(26)
Bank Loans due greater than one year	(37,640)	-	26	(37,614)
Net debt	(32,325)	11,273	-	(21,052)

## STATEMENT OF ACCOUNTING POLICIES

### 1 Legal status

Joseph Rowntree Foundation (JRF) is a charity registered with the Charity Commission.

JRF is the parent of a Group comprising the following:

Joseph Rowntree Housing Trust (JRHT) is a charity registered with the Regulator for Social Housing (registration number 5079) and the Charity Commission. JRHT is a Community Benefit Society (registration number 8209) and its registered office is The Homestead, 40 Water End, York, YO30 6WP.

Clifton Estate Limited (CEL) is a private company limited by share capital, registered under the Companies Act 2006 and incorporated in England. Its registered office is The Homestead, 40 Water End, York, YO30 6WP. JRF owns 100% of the share capital of CEL.

### 2 Basis of accounting

The Financial Statements of JRF meet the requirements of its Articles of Association and have been prepared under the historic cost convention modified to include the valuation of investments in accordance with applicable accounting standards, the Charities Statement of Recommended Practice effective 1 January 2019, Financial Reporting Standard 102 (FRS 102) and comply with the Charities Act 2011.

JRF is a public benefit entity in accordance with FRS 102.

CEL has not been consolidated into these financial statements on the basis that its results are immaterial to the Group.

JRF has taken advantage of the exemption under section 408 of the Companies Act 2006 from presenting its own statement of financial activities. JRF's net expenditure before investment movements was £22.05m (2023: £19.4m).

The Financial Statements are presented in Sterling (£).

### 3 Fund Accounting

The JRF endowment is an expendable endowment fund, with no restricted or designated reserves. Trustees have power to spend both income and capital, but have set a financial objective that the level of spending and the value of the endowment should be maintained in real terms. A sustainable level of annual spending is determined to meet this objective by reference to projected total return from the investments and future inflation. The distribution rate for 2024 was 4.6% per annum.

The JRHT fund is a restricted fund whereby funds can only be spent to further the specific objectives of the Community Benefit Society.

### 4 Going Concern

The financial statements show that:

- at the end of 2024, the charity had investments of £422.0 million compared with its annual expenditure of £57.1 million.
- unrestricted capital reserves remained relatively flat during the year, decreasing by £1.0 million to £418.8 million, investment gains offset expenditure.
- the vast majority of the investment portfolio (95%) is invested in easily tradeable assets. As such these funds are relatively easy to access.
- the charity has no debt.

In December 2024, JRF's Trustees formally approved the charity's budget for 2025. Separately, the amount of cash required to fund activities over the year was calculated and arrangements were put in place to liquidate investments. Provisional calculations have also been prepared for 2026 to ensure there is sufficient liquidity within the portfolio. The arrangements with investment managers allow the amounts scheduled to be drawn down to be reduced or increased at short notice should cash requirements change.

Despite JRF's significant investment holdings, management has:

- produced a stressed cash-flow forecast to test that, in all situations, JRF will have access to sufficient liquid funds to meet its commitments.
- satisfied itself that it will continue to be possible to draw funds down from its investment portfolio even in a stressed scenario.

JRHT undertook its own scenario analysis to understand the financial impacts of adverse changes to the external and internal environment. In addition, an assessment has been undertaken to understand how extreme scenarios would need to become before covenants were breached. This shows that there would need to be a very significant deterioration in performance to breach the interest covenant and a rapid and substantial increase in debt to risk a breach of the gearing covenant.

At the end of the financial year, JRHT has unused borrowing facilities of £50 million. All of the total unused facilities relates to a loan facility with JRF and this has been disclosed in the related party transactions to the accounts. The facility was increased to £75million in January 2025.

Based on the above, Trustees are of the opinion that the Group has adequate resources to continue to operate without disruption for the foreseeable future, at least until to 31 December 2026. As such, it is appropriate to adopt the going concern basis for the 2024 financial statements.

**STATEMENT OF ACCOUNTING POLICIES (continued)****5 Significant Management Judgements**

The following are the significant management judgements made in applying the accounting policies of JRF that have the most significant effect on the financial statements:

**Judgements****(i) Timing of grant commitments**

Management estimates the value of grant commitments payable within one year by looking at the average expenditure over previous years and applying this as a percentage to the year end creditor. Since expenditure varies from year to year this represents an estimate of sums due. The liability at 31 December 2024 due within one year was £5,050,000 and more than one year was £470,000.

**(ii) Impairment**

As part of JRHT's continuous review of the performance of assets, management identify any properties or schemes that have increasing void losses, are impacted by policy changes or where the decision has been made to dispose of these properties. These factors are considered to be an indication of impairment.

Where there is an indication of impairment, the assets are written down to the recoverable amount and any impairment losses are charged to operating surpluses. Management consider there to be no indicators of impairment in either 2024 or 2023.

**(iii) Merger Accounting**

Management, having reviewed the true and fair override implicit in the Charities SORP, considered it appropriate to prepare the financial statements on a merger accounting basis when the Group began operating on 1 January 2020.

**Estimation Uncertainty**

Information about estimates and assumptions that have the most significant effect on recognition and measurement of assets, liabilities, income and expenditure is provided below. Actually results may be different.

**(i) Useful lives of depreciable assets**

Management reviews its estimate of the useful lives of depreciable assets at each reporting date based upon the expected utility of the assets. Uncertainties in these estimates relate to technological obsolescence that may change the utility of certain software and IT equipment, housing property assets which are split into different components that are depreciated using different useful economic lives requiring estimation and the useful economic life of office buildings. Group accumulated depreciation at 31 December 2024 was £46,685,000 (2023: £42,105,000). Parent accumulated depreciation at 31 December 2024 was £2,493,000 (2023: £2,054,000).

**(ii) Retirement Benefits**

Scheme assets are measured at fair value. Scheme liabilities are measured on an actuarial basis using the projected unit credit method and are discounted at appropriate high quality corporate bond rates.

As at the year ended 31 December 2024, the net defined benefit liability in respect of SHPS-DB was £6,280,000 which has been recognised in full in the balance sheet. The movement in the Scheme deficit is charged or credited to the actuarial gain or loss reported on the face of the statement of financial activities.

Management review the assumptions applied to the actuarial valuation each year and consider the sensitivity of the valuation to the variables thereon. The independent actuary appointed to value the schemes assets and liabilities estimates that a 0.3% shift in the discount rate could result in an increase in the overall deficit, amounting to £1.40m. Similarly, a 1% increase in pay inflation above actuarial assumptions would increase the overall deficit by £0.05m and a rise in general inflation of 0.3% more than that assumed results in an increased deficit of £1.1m. Management is comfortable that the assumptions it has used are appropriate for use in calculating the scheme's deficit.

**(iii) Recovery of Social Investment**

Management have included social investments at their book cost or market value (where there is a reliable source) less any provisions and revaluations. Social Investments that are loans are accounted for at the outstanding amount of the loan less any provision for unrecoverable amounts. Unquoted equity or bonds, social investment funds and partnerships, and similar social investments are held at cost, less any provision for diminution in value, unless JRF is able to obtain a reliable estimate of fair value. Judgements on reliable estimate takes on a range of factors including availability of independent verification of the underlying holdings, recent entrants to and exists from funds.

For the year ended 31 December 2024, the value of social investments net of new provisions of £409,000 and revaluations in the year of £410,000, was £11,146,000. Management has assumed that social investments will be fully recoverable unless, through routine monitoring, there is evidence of impairment.



## STATEMENT OF ACCOUNTING POLICIES (continued)

### 5 Significant Management Judgements (continued)

#### Estimation Uncertainty (continued)

##### (iv) Fair value measurement

Management uses valuation techniques to determine the fair value of financial instruments (where active market quotes are not available) and non-financial assets including investment properties. This involves developing estimates and assumptions consistent with how market participants would price the instrument or asset. Management bases its assumptions on observable data as far as possible but this is not always available. In that case management uses the best information available such as comparable market data and discounted future cash flows. Estimated fair values may vary from actual prices. Fair value measurements have been applied to bonds and loan stock and investment properties. The total values of these at 31 December 2024 were £765,000 (2023: £837,000) and £3,400,000 (2023 £3,400,000) respectively.

##### (v) Shared ownership sales percentages

Future shared ownership sales are estimated at 45% reflecting the percentage of each property expected to be sold at completion. This percentage is assumed when projects are appraised. This estimate influences the value of work in progress properties held for sale within debtors and shared ownership assets under development in housing land and buildings. The total value of both these at 31 December 2024 was £674,000.

### 6 Turnover and revenue recognition

Income from UK and Overseas Equities is brought into account on the date that the stock is declared ex-dividend. Income from overseas equities are stated in sterling at the prevailing exchange rate. All other income is accounted for on an accruals basis. Income which is received directly into managed funds is accounted for within the Statement of Financial Activities with a corresponding amendment being made to the movement on the market value of the investment.

Housing Association turnover comprises rental and fee income receivable in the year, income receivable from shared ownership first tranche sales, other goods and services supplied in the year (excluding VAT) and grants receivable in the year.

Rental income is recognised at the point when properties under development reach practical completion or otherwise become available for letting, net of any voids. Rental income is then recognised in line with the tenancy agreement and for the period this is in existence.

Service charge income is recognised in the period to which it relates, net of any voids.

Charges for care and support services funded under supporting people and local authority care contracts are recognised as they fall due under the contractual arrangements with the Administering Authorities.

Government grant income received for the acquisition or development of properties is credited to restricted funds when receivable providing any conditions attaching to the grants are fulfilled. Where, at the balance sheet date, conditions remain unfulfilled, the grants are deferred pending satisfaction of these conditions.

Sales of Housing Land and Buildings are recognised on the date of the legal completion of the sale. The proceeds of sale of the first tranche of shared ownership properties are stated net of any contribution required to cross subsidise other elements of the scheme concerned and are included in turnover.

Surpluses on subsequent tranches and from other sales are recognised in their entirety in the Statement of Financial Activities on the date of the legal completion of the sale. At JRHT's Extra Care schemes the Trust is committed to buying back property on the termination of the lease. The price paid to the outgoing resident is the original price paid plus a percentage of the equity appreciation and is included in surpluses on sale. The remaining equity appreciation is retained by JRHT.

### 7 Investments

#### (i) Quoted Investments, Property Unit Trusts and Other Investments

Quoted Investments, Property Unit Trusts and other investments are included in the Balance Sheet at market value on the Balance Sheet date. Overseas investments are included at market value at the prevailing exchange rate at the Balance Sheet date. Income from overseas investments is shown at the prevailing exchange rate at the time of receipt.

**STATEMENT OF ACCOUNTING POLICIES (continued)****7 Investments (continued)****(ii) Properties Held for Investment**

Properties held for investment are held at fair value within the Statement of Financial Position with gains and losses recognised in the Statement of Financial Activities. A formal independent valuation of directly managed investment properties in accordance with the RICS Valuation Standards guidelines is obtained every three to five years. The historic cost of properties includes directly attributable finance costs which were capitalised until the property reached practical completion.

**(iii) Social Investments**

Social Investments are programme related investments, as defined by the Charity Commission and represent funding to organisations in order to further JRF's charitable objects. The primary purpose of Social Investments is to provide a social return rather than a financial return. Social Investments that are loans are accounted for at the outstanding amount of the loan less any provision for unrecoverable amounts. Unquoted equity or bonds, social investment funds and partnerships, and similar social investments are held at cost, less any provision for diminution in value, unless JRF is able to obtain a reliable estimate of fair value.

**8 Fixed Assets****(i) Housing Land and Buildings**

Housing Land and Buildings, which includes properties for letting, residential care homes and extra care schemes, are stated at cost and includes properties in the course of construction which are being developed with a view to JRHT retaining a long-term interest. Cost of Housing Land and Buildings includes directly attributable management expenses and directly attributable finance costs which are capitalised until the property reaches practical completion.

The cost of pre-1990 rented property in New Earswick was re-stated at the Existing Use Value - Social Housing as at 31 December 2013, in accordance with the SORP at that time. The increase in cost is reflected through a Revaluation Reserve.

Costs of modernisation and improvements to existing properties are capitalised if they result in the replacement of a component or the enhancement of the economic benefit of the structure.

**(ii) Shared Ownership Properties**

Included within Housing Land and Buildings is JRHT's retained interest in dwellings developed on Shared Ownership terms. Under Shared Ownership arrangements the purchaser acquires a portion of the equity of the property and has an option to acquire at any time further portions up to a limit determined by JRHT. The price payable is a corresponding portion of the market value of the property at the date of the initial purchase or the exercise of the option. A rent is payable on any portion of the equity which is retained in the JRHT's ownership.

At the discretion of JRHT, the terms of tenure between rent, shared ownership and outright ownership can be varied over time.

The book value of JRHT's retained interest in Shared Ownership properties is stated at cost, plus cost of equity subsequently repurchased by JRHT.

The book value of the equity in Shared Ownership Properties held for resale is included within Current Assets as Housing Stock Held for Resale.

**STATEMENT OF ACCOUNTING POLICIES (continued)****8 Fixed Assets (continued)****(iii) Deferred Land**

JRHT has a number of housing schemes where land has been purchased on deferred consideration terms. Where the terms allow for final payment of the land value to be made by a specified date, the liability has been recognised at the net present value of estimated future cash flows and the value of land within Housing Land and Buildings has been increased accordingly. Where no date for the purchase of the land exists, the liability is shown within contingent liabilities.

**(iv) Hartrigg Oaks**

Hartrigg Oaks represents the cost of construction of 152 bungalows, 43 rooms in the Care Centre, and communal facilities, together with apportioned management expenses, start-up costs, and directly attributable finance costs incurred up to completion.

On subsequent sales, when a new lease for the occupation of a bungalow at Hartrigg Oaks is entered into, the cost of the bungalow is restated at the Fully Refundable Residence Fee, or equivalent sum, included in the lease for that bungalow.

**(v) Other Land and Buildings**

Other Land and Buildings, which are held to support the wider social housing community or which are let at sub-market rents, are treated as 'property, plant and equipment' and are stated at cost. Cost of Other Land and Buildings includes directly attributable management expenses and directly attributable finance costs which are capitalised until the property reaches practical completion.

**9 Homebuy**

Under the Homebuy loan arrangements JRHT has made loans to individuals to enable them to purchase a property. The loan is equivalent to a specified percentage, ranging from 12½% to 30% of the market value of the property. No interest is charged on the loan but JRHT is entitled to receive the specified percentage of the market value of the property which is credited in full to interest receivable in the Statement of Financial Activities when it is sold. The loans are secured on the properties to which they relate. This scheme is supported by Homes England through the provision of Social Housing Grant which has been recognised as a revenue grant when received.

**10 Depreciation and Amortisation****(i) Housing Land and Buildings**

No depreciation is provided on freehold land.

Housing Properties are categorised into their main components and these components are depreciated over their estimated useful economic lives to their estimated residual value. Depreciation of Housing Properties and their components are calculated at the following rates:

Structure of Housing Properties built since 1 January 2000: over 100 years

Structure of Housing Properties built prior to 1 January 2000:-

Housing Properties built before 1950: over 50 years from 1 January 2000

Housing Properties built since 1950: over the balance of 100 years from 1 January 2000

Roofs: over 45 years

Windows: over 35 years

Boilers : over 15 years

Kitchens: over 25 years

Mechanical Systems: over 20 to 40 years

Bathrooms: over 30 years

Lifts: over 30 years

Fire Protection: over 20 years

Resident Safety and Security Equipment: over 20 years



**STATEMENT OF ACCOUNTING POLICIES (continued)****10 Depreciation and Amortisation (continued)****(ii) Shared Ownership Properties**

No depreciation is provided on freehold land.

Shared Ownership properties are depreciated over their estimated useful economic lives to their estimated residual value. Under shared ownership, residents may acquire additional shares in the property and ultimately own the property outright, known as 'staircasing out'. The useful economic life is therefore dependent upon choices made by residents. Based on past experience of 'staircasing out', an estimated useful economic life of 70 years has been applied to the structure of shared ownership properties.

**(iii) Hartrigg Oaks**

The buildings at Hartrigg Oaks are depreciated on a straight line basis, so as to write down the net book value of the buildings to their estimated residual value over their estimated useful economic lives. Depreciation is calculated over the balance of 100 years from 1 January 2000.

**(iv) Other Land and Buildings**

Other Buildings are depreciated on a straight line basis, so as to write down the net book value of the buildings to their estimated residual value over their estimated useful economic lives at rates ranging from fifteen to fifty years.

Other Buildings more than 50 years old at 1 January 2000 and those from which no financial benefit is received have been fully depreciated.

The Group's freehold offices at The Homestead, 40 Water End, York are maintained to a high standard by carrying out a continuing and planned programme of refurbishment and maintenance. As a consequence, the buildings are estimated to have an outstanding economic life of a minimum of 100 years: the charge for depreciation is, therefore, immaterial so no provision has been included in the Accounts.

**(v) Vehicles, Furniture and Equipment**

Vehicles, Furniture and Equipment are written off over five years by a straight line method. Computer Equipment is written off over three years by a straight line method. Kitchen fittings and equipment at the newly refurbished Folk Hall New Earswick are written off at various rates ranging between 8 and 40 years by a straight line method.

**(vi) Intangible Fixed Assets**

Computer software is written off over five years by a straight line method.

**11 Government Grants**

Government grants includes grant receivable from Homes England, local authorities and other government agencies. All government grants received are credited to restricted funds providing any performance conditions have been met. Government grants released on sale of a property may be repayable but are normally available to be recycled and are credited to a Recycled Capital Grant Fund and included in the Balance Sheet in creditors. Where properties are under construction at the reporting date, associated government grant is shown in the Balance Sheet as deferred government grant.

**STATEMENT OF ACCOUNTING POLICIES (continued)****12 Other Grants**

Other Grants, which includes legacies and other donations, are recognised as revenue when the grant is receivable

**13 Deferred Income- Amounts Received in Advance**

JRHT has entered into Leases in which it is required to defer income to match against future expenditure on maintenance and repairs and equipment from sums collected via the service charge. Interest is added to the sums set aside at JRHT's marginal cost of borrowing.

**14 Hartrigg Oaks Capitalised Community Fees**

Hartrigg Oaks Capitalised Community Fees represent sums paid in advance by residents at Hartrigg Oaks towards the Community Fee. Capitalised Community Fees are not refundable when a resident leaves Hartrigg Oaks on a permanent basis. If they leave within the first 56 months of residence, a partial repayment is made. Capitalised Community Fees are amortised in the Accounts over the anticipated lives of the residents at a rate based on advice from JRHT's actuaries.

**15 Recycled Capital Grant Fund**

Following the full sale of a rented property (other than under the Voluntary Purchase Grant or Social Homebuy programmes), the demolition of a property, the partial sale of a shared ownership property or upon a Homebuy redemption, the Social Housing Grant attributable to that property is transferred to the Recycled Capital Grant Fund. Sums in that Fund must be applied in accordance with criteria established by Homes England.

**16 Hartrigg Oaks Residence Fees**

Hartrigg Oaks Residence Fees represents sums received from residents under the Lease and Care Agreements at Hartrigg Oaks. Fully Refundable Residence Fees are refundable in the original sum within 14 days of a resident leaving Hartrigg Oaks on a permanent basis. No interest is payable by JRHT on the sums received. Non-refundable Residence Fees are not refundable when a resident leaves Hartrigg Oaks on a permanent basis. If they leave within the first 56 months of residence, a partial repayment is made. Non-refundable Residence Fees are amortised in the Accounts over the anticipated lives of the residents at a rate based on advice from JRHT's actuaries.

**17 Bonds and Loan Stock**

JRHT has issued Bonds and Loan Stock at its Residential Care Homes. Residents who take up Bonds or Loan Stock are entitled to a rebate on their fee. Any interest which is earned on the Bonds or Stock in excess of the rebates given is available to provide Bursary Support to those residents in the Homes who are unable to meet the full fee. Repayments are made when a resident ceases to be in occupation or following a re-assessment of a resident's financial position.

Bonds and Loan Stock are recognised in the Statement of Financial Position at the Net Present Value of the estimated future cash flows. The timing of future payments, which will be triggered when a resident ceases occupation, are uncertain and it has been assumed that one in eight residents will cease occupation in any one year based on past experience

**18 Cost of raising funds - Investment Management Costs**

Investment management costs consist of fees paid to investment managers, for investment advice, costs incurred in managing JRF's portfolio and costs of direct property investments.

Certain fees are performance related and are payable if an investment manager delivers an out-performance versus the relevant benchmark. An accrual has been raised for amounts which relate to past performance and which fall due for payment within the following accounting year.

Where fees paid or due to investment managers have been deducted from either distributions or the asset value and are available from asset managers, these are all adjusted to ensure that the financial statements reflect the gross amounts.

**STATEMENT OF ACCOUNTING POLICIES (continued)****19 Charitable activities - Grant Commitments**

Grant commitments are recognised in full in the year where there is a legal or unconditional obligation to the third party. Grant commitments for which expenditure was outstanding at the year-end are shown as liabilities in the Balance Sheet.

**20 Charitable activities - Support and Governance Costs**

Support costs comprise staff costs and associated overheads incurred on staff directly engaged in the management, dissemination, influencing and demonstration of the results of work funded by JRF, together with staff costs and associated overheads incurred by teams providing central services.

**21 Employee costs**

Employee costs include liabilities for the cost of all benefits which employees are entitled to but which were unpaid at the Balance Sheet date.

**22 Retirement, Redundancy and Exit payments**

Retirement, redundancy and exit payments are recognised as an expense in the Statement of Financial Activities and a liability on the balance sheet immediately at the point the Group is demonstrably committed to either: terminate the employment of an employee or group of employees before normal retirement date; or provide termination benefits as a result of an offer made in order to encourage voluntary redundancy. The Group is considered to be formally committed only when it has a demonstrable formal plan for the termination and is without realistic possibility of formal withdrawal from the plan. In 2024 group redundancy and termination costs totalled £136,000 (2023: £97,000)

**23 Retirement Benefits**

JRF participates in the Social Housing Pension Scheme (SHPS) which is a multi-employer defined benefit scheme which is in actuarial deficit and JRF is committed to meeting the cost of past service deficits at a pre-determined rate until March 2028. These contributions are accounted on a defined benefits basis. (see 5 ii above)

The defined benefit scheme was closed on 1 April 2017. Employer contributions to direct contribution schemes are charged to the Statement of Financial Activities in the year they are incurred.

**24 Debtors**

Short term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs and are measured subsequently at amortised cost using the effective interest method, less any impairment.

**25 Creditors**

Short term trade creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest rate method.

**26 Cash and cash equivalents**

Cash and cash equivalents comprise cash balances with banks and any funds held as cash with investment managers.



**Joseph Rowntree Foundation**  
**Registered Charity**

**NOTES TO THE ACCOUNTS****1 Investment Income**

	Restricted	Unrestricted	2024 Total	2023 Total Restated
	£'000	£'000	£'000	£'000
<b>Quoted Investments</b>				
UK Fixed Interest and Index Linked	-	5	5	57
UK Equities	-	30	30	53
Overseas Fixed Interest and Index Linked	-	87	87	218
Overseas Equities	-	3,470	3,470	3,590
<b>Other Investments</b>				
Other Investments	-	338	338	235
Property Unit Trusts	-	588	588	775
Social Investments	-	220	220	211
<b>Directly Managed Investment Properties</b>				
Rents and other income net of	111	63	174	216
<b>Other income</b>				
Interest receivable/(payable) (net)	182	(287)	(105)	(219)
	293	4,514	4,807	5,136

Interest payable/(receivable) represents sums received on Hartrigg Oaks loans and cash held for investment net of overdraft interest.

The restatement arises from an incorrect annualisation yield percentage being used within one of the overseas investment funds, resulting in overstated income and an understatement of gains on quoted investments of £6,187,000. Group unrestricted foundation capital was unaffected by this adjustment remaining at £448,318,000. Parent unrestricted foundation capital was also unaffected remaining at £419,796,000.

Prior year income was previously stated as follows:

	2023 Total £'000
<b>Quoted Investments</b>	
UK Fixed Interest and Index Linked	57
UK Equities	53
Overseas Fixed Interest and Index Linked	218
Overseas Equities	9,777
<b>Other Investments</b>	
Other Investments	235
Property Unit Trusts	775
Social Investments	211
<b>Directly Managed Investment Properties</b>	
Rents and other income net of	216
<b>Other income</b>	
Interest receivable/(payable) (net)	(219)
	11,323

**2 Other Income**

	Restricted	Unrestricted	2024 Total	2023 Total
	£'000	£'000	£'000	£'000
Other	-	155	155	14
	-	155	155	14

**3 Raising funds - investment management**

	Restricted	Unrestricted	2024 Total	2023 Total
	£'000	£'000	£'000	£'000
Investment management fees	-	2,377	2,377	2,373
Expenditure on directly managed investment	8	22	30	62
Expenditure on Social Investments	-	4	4	33
	8	2,403	2,411	2,468

#### 4 Grant Commitments

The Group funds external activity to support its outcomes, details of which are included in the Trustees' Annual Report. All grant commitments relate to unrestricted funds and individual projects committed during the year within the Group's programmes, in excess of £25,000, are set out below.

Project	Organisation	£'000
Minimum Income Standards 2025-2028	Loughborough University	823
Destitution in the UK 2026	Heriot-Watt University	491
Organisational Resilience	Held Collective	190
Pathfinder convenings/commissions	JRF	150
Pathway Fund	The Pathway Funding Body	150
Fiscal hosting for New Constellations York Crew	YorSpace CLT Limited	121
Cost of Living Fund 2024	Two Ridings Community Foundation	120
Health Benefits	Institute for Employment Studies	118
Trussell/ JRF Lobby Day	The Trussell Trust	100
Fiscal Sustainability Beyond the Debt Ratio	IPPR	100
Next Frontiers Conference 2024	JRF	100
Talking about Housing: mobilisation phase	Partnership: JRF & Nationwide	91
Aligning a pro social security drumbeat	Warwick Institute for Employment	80
Hardship and public services	Thinks Insight & Strategy	75
Redhills Community Network	Redhills Durham	74
Getting the child poverty strategy right	IPPR	73
Smart Data Foundry - Banking Data	Smart Data Foundry	72
Futures Lab	AKO Storytelling Institute	70
Care Public Attitudes	Focalldata	69
Chatbot Development	Access Right to Care	67
Reviewing the effectiveness of 'work first' employment support	Institute for Employment Studies	63
LPC Activation (GoE Campaign)	Media Lab	62
Wonderbox	Rubber Republic	60
Alternative to bright-line fiscal rules	Institute for Fiscal Studies	60
Pathfinders Project 2024	Healing Justice London CIC	55
Pathfinders Project 2024	Participatory City Trading	55
Pathfinders Project 2024	Civic Square Birmingham	55
Pathfinders Project 2024	Watershed Arts Trust	55
Pathfinders Project 2024	Knowle West Media Centre	55
Pathfinders Project 2024	Onion Collective CIC	55
Pathfinders Project 2024	Open Systems Lab	55
Pathfinders Project 2024	MAIA Collective CIC	55
Pathfinders Project 2024	Library of Things Limited	55
Pathfinders Project 2024	Dark Matter Labs	55
Pathfinders Project 2024	Bioregional Learning Centre	55
Pathfinders Project 2024	Hastings Common CLT LTD	55
Pathfinders Project 2024	Stour Trust CIC	55
Pathfinders Project 2024	Dudley Council for Voluntary Service	55
Pathfinders Project 2024	Doughnut Economics Action Lab	55
Pathfinders Project 2024	Centre For Alternative Technologies	55
Narrative Power Collective Impact Programme - Participation	JRF	55
Delivering the National Care Service	IPPR	54
Re-imagining Wealth	Good Ancestors Movement	50
Growing & improving the effectiveness of impact investing	Impact Investing Institute	50
Advancing JRF's thinking on Re-imagining Wealth, Funding & Investment	Purpose Foundation	50
Museum of Austerity	English Touring Theatre	50
Spoken Futurism Live	Poetry Prescribed	50
HOST Youth Organising Framework	The Advocacy Academy	50
Transformative Organising	New Economy Organisers Network	50
Funding for the We're Right Here campaign	Locality	50
Research into regenerative, community-led, place-based transformation	Really Regenerative Centre	50
Visionaries Programme Network Steward	Spaceship Dot Earth	50
Core funding - the development of a long-term funding ecosystem for community asset developers	Footwork Trust	50
Emerging Futures Visionaries Programme Member	Shrishtee Bajpai	50
Emerging Futures Visionaries Programme Member	Jyoti Fernandes	50
Emerging Futures Visionaries Programme Member	Jack KY Tan	50
Emerging Futures Visionaries Programme Member	Gathoni Blessol	50
Emerging Futures Visionaries Programme Member	Community Centred Knowledge	50
Emerging Futures Visionaries Programme Member	Ace and Clover Inc	50
Funding a community journalist in Bradford	The Bureau of Investigative Journalism	50
Leveraging the Government balance sheet to increase the supply of affordable housing	Social Finance	49
Wealth, Poverty and Enduring Inequality: Let's Talk Wealthy	London School of Economics	49
Seeds of Hope launch + publicity	Ready Media Limited T/A Work & Class	48
Transformative Organising	Act Build Change	47
Narrative Infrastructures to build hope and belief that other worlds are possible with a broader audience	JRF	47

**4 Grant Commitments (continued)**

Seed Guardians	Mandala Theatre Company	47
Voter Expectations of Labour on tackling hardship	More in Common	45
Sea Change Hartlepool	Peoples Economy	45
Storythings - Production of a Microsite	Storythings	44
Cost of Living Tracker waves 7 and 8	Savanta	44
WCA REFORMS	Scope	43
Shaping good work through social security	New Economics Foundation	41
Quantifying the cost of low pay for care workers	Cordis Bright	40
Demonstrating the Transformational Capabilities of Cities in Sheffield	Opus Independents	40
York Space Scoping	Acollective	40
After the Riots - Deep Listening	Wharton Trust	39
Consultancy Work for Insight Infrastructure	Giselle Cory	38
Pathfinders Project 2024	Opus Independants	35
Changing the face of the UK's food system	Stir to Action	35
Scottish Budget Analysis Report	University of Strathclyde	34
Pathfinders Project 2024	Noble Research	33
Pathfinders Project 2024	Freedom and Balance	33
Pathfinders Project 2024	Resolve Studios	33
Pathfinders Project 2024	East Marsh United	33
Pathfinders Project 2024	Kin Structures	33
Pathfinders Project 2024	Kionda CIC	33
Pathfinders Project 2024	Gentle Radical	33
Pathfinders Project 2024	Multitudes Cooperative	33
Pathfinders Project 2024	Land in Our Names CIC	33
Pathfinders Project 2024	Black Farmers Market CIC	33
Developing a new model for funding childcare	New Economics Foundation	32
Narrative Power Collective Impact Programme	Collective Impact Agency CIC	30
The power of narrative and storytelling for social change	TEDxLondon LTD	30
Emergency Action Fund	Civic Power Fund	30
Reimagining Funding, Philanthropy and Investments	ACF	30
The Fete of Britain: On Tour	Absurd Intelligence Ltd	30
Port Talbot Gotta Banksy	Theatr3	30
Public attitudes towards child poverty in Scotland	Save the Children Scotland	30
Next Frontiers Conference: Content Curator	Learning 2 Unlearn Pty	28
Licence for use of the IPPR Tax Benefit Model	IPPR	27
Navigating Political Change	British Future	25
Adaptive Action & Learning Lab Programme	School of International Futures	25
Scotland Demands Better	The Poverty Alliance	25
Unrestricted funding for Hope Not Hate	Hope Not Hate	25
Seeborn Rowntree Community Theatre Show	York Theatre Royal	25
Grants under £25,000		1,482
Total grants linked to JRF objectives		8,348
Other Non Research and Development Grants made were:		
Strategic Support		968
The Homestead Park		418
Write-back projects approved in previous years no longer required		(64)
		9,670

Further information on the grant commitments in the year is available in the Trustees' Annual Report and on the JRF website. Where JRF is identified as the organisation it is holding funds on behalf of others to distribute.



**4 Grant Commitments**

Individual projects committed during 2023 within programmes, in excess of £25,000 all of which relate to unrestricted funds, are set out below.

Project	Organisation	£'000
Bevan Foundation Partnership 2024-2026	Bevan Foundation	541
Pathway Fund	Voice4Change England	530
JRF NPRC Economic Insecurity Panel Study	Nuffield Politics Research Centre	370
Enabling a movement to end 'no recourse to public funds'	Global Dialogue	242
Collective Imagination Community of Practice - Open Collective	Huddlecraft	190
Enabling a movement to end 'no recourse to public funds'	Global Dialogue	188
Participation, Policy, Possibilities: Poverty2Solutions 2023-2026	Thrive Teeside	186
A Writing Chance	New Writing North	144
Poverty and Stigma Programme	JRF	144
UK Mindset Project	Frameworks UK	125
Cost of Living Crisis Fund	Two Ridings Community Foundation	120
Smart Data foundry - banking data	Smart Data Foundry	108
Next Frontiers Conference	JRF	107
Finance for Systemic Change - core funding	University of Cambridge	100
Black Designers Guild	Hello Brave	100
Funding the Calculation of the Real Living Wage Rates	Living Wage Foundation	92
Report on living standards, poverty and inequality	Institute for Fiscal Studies	90
Demonstrating the Transformational Capabilities of Cities in Sheffield	Opus Independents Ltd	84
Challenge Poverty Week	The Poverty Alliance	75
Scaling Living Hours	Living Wage Foundation	70
The Social Media Listening Project	DEMOS	70
Northern Regional Mapping Project	JRF	70
Hosting Imagination Community in Practice	Huddlecraft	68
Talking About Poverty	Heard Organisation Ltd	67
Pre-election Public Attitudes Project (deep listening) Phase 1	Focaldata	67
Volatility in earnings and incomes	Policy in Practice	65
Reforming conditionality	New Economics Foundation	62
Warm Welcome Listening Campaign	Civic Power Fund	60
Youth Imagination	Peoples Economy	60
Participatory worldbuilding through music	EarchPercent	60
A Platform for Progressive Landowners	The Real Farming Trust	60
Volatility in earnings and incomes	Resolution Foundation	60
Enhancing the tax-benefit modelling functionality	Manchester Metropolitan	59
Gingerbread - Making the case for reform	Gingerbread	58
Visual Frames and Wealth Inequality	London School of Economics	57
Pathfinders Programme	Onion Collective CIC	56
Pathfinders Programme	Civic Square Birmingham	52
Pathfinders Programme	Dark Matter Labs	52
Pathfinders Programme	Dudley CVS	52
Pathfinders Programme	MAIA Creatives	52
Pathfinders Programme	Watershed Arts Trust	52
Pathfinders Programme	Centre for Alternative Technology	51
Pathfinders Programme	Healing Justice London	51
Pathfinders Programme	Knowle West Media Centre	51
Pathfinders Programme	Open Systems Lab	51
Pathfinders Programme	Participatory City Trading	51
Labour Together Ltd	Labour Together Ltd	50
Economic Change	Invest In Britain	50
Phoenix Riddels	Belfast Photo Festival	50
Garys Economics Youtube Channel	Climate 2025	50
Where next for UK welfare policy?	IPPR	50
Designing and testing approaches and tools with the UK's charity sector to build an insight infrastructure to tackle social and economic inequalities	Data for Action	50
North Insight Finder	Open Innovations	50
Imagination practice with communities	Project Tallawah	50
Good Ancestor Movement - Reimagining Funding, Philanthropy and Investments	Good Ancestors Movement	50
Pathfinders Programme	Doughnut Economics Action	50
Admin Data	Policy in Practice	49
Outsourced Workers	Opinium Research	48
Re-imagining the Homestead Park, York	Social Vision Communications Ltd	47
Comparing international Early Childhood Education and Care (ECEC) systems	The Fawcett Society	46
Cost of Living Survey Autumn 2023/Spring 2024	Savanta	44
Black, Queer and Done	Weusi Ltd	43
Quantifying the short and medium term effect on demands on NHS services from poverty and/or the cost of living	The Kings Fund	43
Round our way	Round our Way	42
Social Finance - Building a care sector that delivers for users and workers	Social Finance	41

**4 Grant Commitments (continued)**

Social Media Review Implementation	Empower Agency	40
Debt Justice - Together against Debt - Core Funding	Debt Justice	40
Social Change Nest CIC - Help Desk	Social Change Nest CIC	40
Core funding for Healing Justice London Rehearsing Freedoms festival	Healing Justice London	40
Growing and Improving the effectiveness of impact investing	Impact Investing Institute	40
Advancing JRF's thinking on Re-imagining Wealth, Funding & Investment	Purpose Foundation	40
Emerging Futures Continued Support	Shared Infrastructure Ltd	40
Talking About Housing - Learning & Evaluation	JRF & Nationwide	36
Communication & advocacy work to amplify the impact of the PSC	Centre for Social Policy Studies	36
Where are the Third Horizon grants?	Onion Collective CIC	36
Strategic Roadmap for the UK (in partnership with UKRI and others)	Design Museum	36
Hidden wiring - wealth and law	ClientEarth	36
Stanford Social Innovation Review	Stanford Social	35
Pathfinders Programme - extension	JRF	33
Pre-election public attitudes project (deep listening) Phase 2 & 3	Public First	33
Focus groups to test attitudes to hardship for the Essentials Guarantee campaign	Public First	32
Pathfinders Programme	East Marsh United	32
Pathfinders Programme	Multitudes Co-Operative	32
Pathfinders Programme	Black Farmers Market CIC	31
Pathfinders Programme	Freedom and Blance	31
Pathfinders Programme	Kin Structures	31
Pathfinders Programme	Kiondo CIC	31
Bradford Storytelling	The Bureau of Investigative Journalism	30
Epistemic Justice	Greater Manchester CVO	30
IFS Retirement Saving Consortium 2023-25	Institute for Fiscal Studies	30
Making Sense of Data Gaps	Insightano	30
Imaginations of the Forest	University of Victoria	30
Black Imagination Exploration	Free Black Uni	30
Building the research base: infrastructure of the impagination	University of Bristol	30
Fieldbuilding for the ecological impagination	Black Mountains College	30
Systems Leadership for Transitions	Living Wholeness Institute	30
Leadership for hospicing	Wolf Willow Institute for Systems Learning	30
An alternative stewardship and funding model	Library of Things	30
Creating an Extreme Wealth Line	Patriotic Millionaires International	30
Pathfinders Programme	Gentle Radical	30
Pathfinders Programme	Land in Our Names	30
Pathfinders Programme	Noble Research	30
A Fairer kind of housing in York	YorSpace CLT Limited	30
Core funding for Thrive Outside CIC	Thrive Outside CIC	30
She could fly	Wowbagger Productions	30
Childcare 2023 - Scotland	Fraser of Allander Institute	29
Lived Experience in Scotland	Adam Bennett	29
Emerging Futures Learning with Kerry McCarthy	Kerry McCarthy	28
Public attitudes towards child poverty in Scotland	Save the Children Scotland	27
User Testing and technical learning partnership	Social Finance	26
How to Accelerate depth learning for systemic transitions	Living Wholeness Institute	25
The Poverty Truth Community	Faith in Community Scotland	25
Grants under £25,000		998
Total grants linked to JRF objectives		8,531
Other Non Research and Development Grants made were:		
Strategic Support		539
The Homestead Park		359
Regional Grants (Note i)		133
Write-back projects approved in previous years no longer required		(162)
		9,400
Note (i)		
Regional Grants comprised:-		£'000
York		121
Hartlepool		12
		133

Further information on the grant commitments in the year is available in the Trustees' Annual Report and on the JRF website. Where JRF is identified as the organisation it is holding funds on behalf of others to distribute.

## NOTES TO THE ACCOUNTS

## 5 Support and Governance Costs

Group support and governance costs, all of which relate to unrestricted funds, are set out below:

	2024	2023
	£'000	£'000
Staff costs, including welfare, training and temporary staff	8,451	8,320
Office costs	3,702	3,143
Travel and subsistence	304	216
Consultancy and professional fees	1,238	1,008
Governance (Note i)	172	216
	<u>13,867</u>	<u>12,903</u>

## (i) Governance

	2024	2023
	£'000	£'000
Trustees' travel and subsistence	8	6
Trustees' meeting expenses and training	14	14
External Auditors' remuneration	106	93
External Auditors' Non Audit Fees	11	11
Internal audit	33	92
	<u>172</u>	<u>216</u>

All the above costs are inclusive of applicable VAT except for external auditors' remuneration and fees which are exclusive of vat. Audit fees charged for the parent were £59,566 (2023: £48,200). Parent Non audit fees comprised tax compliance and advisory services £3,955, (2023: Tax compliance and advisory services £3,815). Fees charged for the audit of subsidiaries, included in the table above are JRHT £41,839 (2023: £39,900) and CEL £4,865 (2023: £4,570). Non-audit fees in relation to subsidiaries not included in the above table and inclusive of vat were JRHT 3,955 (2023: £3,815) and CEL £3,130 (2023: £3,015).

## 6 Trustees' Emoluments

No Trustee received any emoluments or benefits in kind in respect of their services. Trustees are reimbursed for travel and subsistence costs incurred in carrying out their duties. The total sum reimbursed in the year was £8,117 (2023: £6,226) and is included within Governance (Note 5). The number of Trustees reimbursed during the year was 10 (2023: 9).

## 7 Employee Information

## (a) Staff Costs

Total staff costs incurred between the parent (JRF) and the subsidiary (JRHT) were:-

	2024			2023		
	Parent £'000	JRHT £'000	Group £'000	Parent £'000	JRHT £'000	Group £'000
Wages and salaries	6,692	13,231	19,923	6,831	10,990	17,821
Retirement, redundancy and exit payments	229	37	266	54	43	97
National insurance contributions	750	1,157	1,907	711	903	1,614
Other pension costs (Note 8)	420	711	1,131	409	582	991
	<u>8,091</u>	<u>15,136</u>	<u>23,227</u>	<u>8,005</u>	<u>12,518</u>	<u>20,523</u>

The average weekly number of Executive Directors and employees and full time equivalent (FTE) Officers and employees was:

	2024		2023	
	Headcount	FTE No.	Headcount	FTE No.
Parent				
Number of Executive Directors	8	8	8	8
Employees, including those on joint contracts with the subsidiary	<u>155</u>	<u>144</u>	<u>151</u>	<u>140</u>
	163	152	159	148
Subsidiary	<u>465</u>	<u>382</u>	<u>446</u>	<u>384</u>
	<u>628</u>	<u>534</u>	<u>605</u>	<u>512</u>

## (b) Higher Paid Employees

The number of employees, including directors, whose full year, full time equivalent emoluments, including pension contributions and benefits in kind, employed by the Group in the following ranges were:-

	2024	2023
£60,001 - £70,000	34	27
£70,001 - £80,000	12	11
£80,001 - £90,000	8	2
£90,001 - £100,000	4	1
£100,001 - £110,000	1	4
£110,001 - £120,000	1	-
£120,001 - £130,000	1	-
£130,001 - £140,000	2	-
£160,001 - £170,000	-	1
£170,001 - £180,000	1	-

The above bandings includes five employees who left during the year. Equivalent annual remuneration places one of these employees in the banding £60,001 to £70,000, three of these employees in the banding £70,001 to £80,000 and one employee in the £80,001 to £90,000 banding. In addition six employees who joined during the year are included within the equivalent annual remuneration band £60,001 to £70,000, one employee who joined during the year is included in the equivalent annual remuneration band £70,001 to £80,000 and one employee who joined during the year is included in the equivalent annual remuneration band £90,001 to £100,000. There are a further two employees who joined the executive team during the year one is included in the equivalent annual band £70,001 to £80,000 and the other in the equivalent annual band

## (c) Executive Directors and Key Management Personnel

	2024				2023			
	Basic Salary £'000	Benefits in kind £'000	Pension contributions £'000	Total Benefits £'000	Basic Salary £'000	Benefits in kind £'000	Pension contributions £'000	Total Benefits £'000
Group Chief Executive	162	-	10	172	156	-	9	165
JRHT Managing Director	132	-	7	139	103	-	6	109
Director of Insight and Policy to March 2024	25	-	1	26	103	-	6	109
Director of Insight and Policy Interim from March 2024 to August 2024 permanent from September 2024	83	-	5	88	-	-	-	-
Director of Emerging Futures (part time)	102	-	6	108	93	-	5	98
Director of Communication and Public Engagement	115	-	8	123	103	-	6	109
Group Director of Finance	110	-	6	116	103	-	6	109
Director of Corporate Services to July 2024	51	-	4	55	60	-	4	64
Director of People	131	-	8	139	31	-	2	33
Director of Care Services From May 2024	58	-	4	62	-	-	-	-
Director Of Asset Management From February 2024	79	-	5	84	-	-	-	-
Director of Finance, People & Technology From April 2024	65	-	4	69	-	-	-	-
Director of Communities from March to September 2024	53	-	3	56	-	-	-	-
Director of Communities From November 2024	10	-	-	10	-	-	-	-
	<u>1,176</u>	<u>-</u>	<u>71</u>	<u>1,247</u>	<u>752</u>	<u>-</u>	<u>44</u>	<u>796</u>

The aggregate remuneration of Key Management personnel was as follows:-

	2024 £'000	2023 £'000
Basic Salary	1,176	799
Pension Contributions	71	46
Employer's NIC	142	100
	<u>1,389</u>	<u>945</u>

The emoluments of the highest paid director, the Group Chief Executive, excluding pension contributions were £162,000, (2023: the Group Chief Executive £156,000)



**8 Social Housing Pension Scheme**

JRF participated in the Social housing Pension Scheme (SHPS), a multi-employer scheme which provides benefits to some 500 non-associated employers. The Scheme is a defined benefit scheme in the UK. The SHPS scheme was closed to staff from 1 April 2017.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the pensions regulator and Technical Actuarial Standards issued by the Financial reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The last triennial valuation of the scheme for funding purposes was carried out as at 30 September 2023. This valuation revealed a deficit of £700m. A recovery plan has been put in place with the aim of removing this deficit by 31 March 2028.

The scheme is classified as a "last-man standing arrangement". Therefore JRF is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the Scheme deficit following withdrawal from the Scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the Scheme.

JRF is meeting the past service deficit contribution which has arisen from the 2008 , 2011 , 2014 , 2017,2020 and 2023 actuarial valuations.

**a Deficit contributions schedule**

	2024	2023
	£'000	£'000
Year 1	1,822	1,878
Year 2	1,817	1,971
Year 3	1,853	2,069
Year 4	465	2,172
Year 5	-	549
Year 6	-	549
Year 7	-	-

**b Key financial assumptions**

	2024	2023
	% pa	% pa
Discount rate	5.10	4.80
Inflation (RPI)	3.18	3.06
Inflation (CPI)	2.84	2.69
Salary Growth	3.84	3.69

The allowance for commutation of pension for cash at retirement was 75% in both 2024 and 2023.

**c Average life expectations**

	2024	2023
	Years	Years
The mortality assumptions adopted at 31 December 2024 imply the following life expectancies at the age of 65:		
Male retiring in 2024	20.50	21.00
Female retiring in 2024	23.00	23.40
Male retiring in 2044	21.80	22.20
Female retiring in 2044	24.40	24.90

**d Amounts recognised in the statement of financial activities**

	2024	2023
	£'000	£'000
Expenses (note 5)	49	47
Interest cost (note 2)	358	420
Total charged to statement of financial activities	407	467

**e Reconciliation of defined benefit obligation**

	2024	2023
	£'000	£'000
Defined benefit obligation at beginning of year	42,312	41,528
Expenses	49	47
Interest cost	1,985	2,025
Actuarial losses due to Scheme experience	314	179
Actuarial gains due to change in demographic assumptions	(507)	(113)
Actuarial gains/(losses) due to change in financial assumptions	(2,916)	724
Benefits paid	(2,168)	(2,078)
Total charged to statement of financial activities	39,069	42,312

**Joseph Rowntree Foundation**  
**Registered Charity**

**8 Social Housing Pension Scheme (continued)****f Reconciliation of fair value of Scheme assets**

	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>
Fair value of Scheme assets at beginning of year	33,938	32,243
Interest income on Scheme assets	1,627	1,605
Experience gains/(losses) on plan assets (excluding amounts included in interest income)	(2,541)	335
Contributions by JRF	1,933	1,833
Benefits paid	(2,168)	(2,078)
Fair value of Scheme assets at end of year	<u>32,789</u>	<u>33,938</u>

**g Amounts recognised in the balance sheet**

	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>
Fair value of Scheme assets	32,789	33,938
Actuarial value of scheme liabilities	(39,069)	(42,312)
Deficit in the scheme	<u>(6,280)</u>	<u>(8,374)</u>

**h Analysis of assets**

	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>
Global Equity	3,790	2,765
Absolute Return	-	633
Distressed Opportunities	-	1,111
Credit Relative Value	-	1,082
Alternative Risk Premia	-	493
Liquid Alternatives	5,875	-
Emerging Markets Debt	-	544
Risk Sharing	-	2,008
Insurance-Linked Securities	135	165
Property	1,555	1,343
Infrastructure	5	3,171
Private Equity	29	-
Real Assets	3,725	-
Private debt	-	1,299
Opportunistic Illiquid Credit	-	1,502
Private Credit	4,182	-
Credit	1,214	-
Investment Grade Credit	838	-
High Yield	-	5
Cash	265	478
Long Lease Property	9	954
Secured Income	551	854
Liability Driven Investment	10,521	15,330
Currency Hedging	(47)	119
Net Current assets	142	82
Total Assets	<u>32,789</u>	<u>33,938</u>

**i Analysis of return on assets**

	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>
Interest on scheme assets	1,627	1,605
Actuarial gains/(losses)	(2,541)	335
Actual return on assets	<u>(914)</u>	<u>1,940</u>

**j Analysis of return on assets recognised in other comprehensive income**

	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>
Gains on scheme assets	(2,541)	335
Experience losses on scheme liabilities	(314)	(179)
Losses/(gains) on change in assumptions (financial and demographic)	3,423	(611)
Actual return on assets	<u>568</u>	<u>(455)</u>

**Joseph Rowntree Foundation**  
**Registered Charity**

**9 Joseph Rowntree Housing Trust Turnover and Operating Costs**

The results of JRHT, available on its website, prepared under the Housing SORP 2018 but modified to the Charities SORP, and by the removal of intercompany transactions, for the purpose of consolidation are :-

	<b>2024</b>		<b>2023</b>	
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
Turnover		27,335		23,184
Grants Received		2,610		1,460
Recycled grant utilised		150		-
		<u>30,095</u>		<u>24,644</u>
<b>Operating Costs</b>				
Staff Costs	(16,399)		(14,020)	
Other Costs	(9,522)		(5,284)	
Interest Payable	(2,226)		(2,231)	
Gain on Disposal of Fixed Assets	472		404	
Property Depreciation	(3,335)		(3,170)	
Taxation	-		23	
Grants Repaid	(15)		-	
Recycled grant repaid	(142)		(130)	
		<u>(31,167)</u>		<u>(24,408)</u>
Gain on revaluation of investment properties		-		-
Income from investment properties		111		153
Expenditure on investment properties		(8)		(41)
Interest Receivable		182		112
		<u>(787)</u>		<u>460</u>



## 10 Tangible Fixed Assets

### Group

	Properties £'000	Properties Held For sale £'000	Properties under construction £'000	Furniture and Equipment £'000	Total £'000
<b>Cost</b>					
At 1 January 2024	238,669	2,812	1,816	1,794	245,091
Additions	3,923	-	14,095	-	18,018
Disposals	(320)	-	-	(117)	(437)
Sales	(2,022)	(35)	-	-	(2,057)
Works to Existing Properties	2,719	-	-	-	2,719
Increase in valuation of deferred land	582	-	-	-	582
Completions	11,421	-	(11,421)	-	-
At 31 December 2024	<u>254,972</u>	<u>2,777</u>	<u>4,490</u>	<u>1,677</u>	<u>263,916</u>
<b>Depreciation</b>					
At 1 January 2024	39,067	836	-	1,533	41,436
Charge in the year	4,003	-	-	87	4,090
Disposals	(488)	-	-	(117)	(605)
Transfer to Assets held for sale	-	-	-	-	-
At 31 December 2024	<u>42,582</u>	<u>836</u>	<u>-</u>	<u>1,503</u>	<u>44,921</u>
<b>Net Book Value</b>					
At 1 January 2024	199,602	1,976	1,816	261	203,655
At 31 December 2024	<u>212,390</u>	<u>1,941</u>	<u>4,490</u>	<u>174</u>	<u>218,995</u>
<b>Properties are represented by:</b>					
Freehold Land and Buildings	204,490				
Long Leasehold Land and Buildings	7,900				
	<u>212,390</u>				

Properties consists of Social Housing Properties held for letting, business and office premises including solar panels, communal areas at extra care schemes, non- housing property in New Earswick and Derwenthorpe and the continuing care retirement community at Hartrigg Oaks, New Earswick.

### Parent

	Properties £'000	Furniture and Equipment £'000	Total £'000
<b>Cost</b>			
At 1 January 2024	2,342	673	3,015
Disposals	-	(117)	(117)
At 31 December 2024	<u>2,342</u>	<u>556</u>	<u>2,898</u>
<b>Depreciation</b>			
At 1 January 2024	-	585	585
Charge in the year	234	29	263
Disposals	-	(117)	(117)
At 31 December 2024	<u>234</u>	<u>497</u>	<u>731</u>
<b>Net Book Value</b>			
At 1 January 2024	-	88	2,430
At 31 December 2024	<u>2,108</u>	<u>59</u>	<u>2,167</u>

Properties consists of JRF's freehold offices at The Homestead, York.

JRF sold its reversionary interest in the property known as Ouse Lea during the year.

## 11 Intangible Fixed Assets

### Group

#### IT Software £'000

#### Cost

At 1 January 2024	2,669
Additions	235
Disposals	-
At 31 December 2024	<u>2,904</u>

#### Amortisation

At 1 January 2024	1,471
Charge in the year	294
Disposals	-
At 31 December 2024	<u>1,765</u>

#### Net Book Value

At 1 January 2024	<u>1,198</u>
At 31 December 2024	<u>1,139</u>

### Parent

#### IT Software £'000

#### Cost

At 1 January 2024	2,661
Additions	235
At 31 December 2024	<u>2,896</u>

#### Amortisation

At 1 January 2024	1,469
Charge in the year	293
At 31 December 2024	<u>1,762</u>

#### Net Book Value

At 1 January 2024	<u>1,192</u>
At 31 December 2024	<u>1,134</u>

## 12 Homebuy Loans

### Group

#### 2024 £'000

#### 2023 £'000

At 1 January	1,962	2,022
Repayments	<u>(49)</u>	<u>(60)</u>
At 31 December	<u>1,913</u>	<u>1,962</u>

There are no Homebuy Loans in the Parent.

## 13a Investments

## Group

	Market Value 1.1.24	Purchases/ Additions	Sales/ Repay- ments	Gains/ (Losses)	Market Value 31.12.24	Cost 31.12.24
	£'000	£'000	£'000	£'000	£'000	£'000
<b>Quoted Investments</b>						
UK Index Linked	3,182	121	(2,473)	(830)	-	-
UK Fixed Interest	1,903	2,203	(4,138)	32	-	-
UK Equities	2,103	820	(2,069)	(854)	-	-
Overseas Index Linked	-	2,850	(2,244)	(606)	-	-
Overseas Fixed Interest	7,530	3,090	(9,578)	(1,042)	-	-
Overseas Equities	376,135	41,867	(75,183)	39,133	381,952	190,088
	<u>390,853</u>	<u>50,951</u>	<u>(95,685)</u>	<u>35,833</u>	<u>381,952</u>	<u>190,088</u>
<b>Other Investments</b>						
Other	11,217	48,367	(48,014)	4,205	15,775	16,237
Property Unit Trusts	12,206	483	(59)	96	12,726	14,990
	<u>23,423</u>	<u>48,850</u>	<u>(48,073)</u>	<u>4,301</u>	<u>28,501</u>	<u>31,227</u>
<b>Investment Properties</b>						
Directly Managed	3,400	-	-	-	3,400	2,238
<b>Unquoted Investments</b>						
Clifton Estate Limited		-	-	-	-	17
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>17</u>
<b>Cash held for Investment</b>	<u>5,793</u>	<u>-</u>	<u>(5,388)</u>	<u>-</u>	<u>405</u>	<u>405</u>
	<u>423,469</u>	<u>99,801</u>	<u>(149,146)</u>	<u>40,134</u>	<u>414,258</u>	<u>223,975</u>

Other Investments represents holdings in unit trusts in gold and precious metals, credit and illiquid strategies and money market funds at the year end.

A formal revaluation of JRF's one investment property was carried out in December 2020 by an independent, qualified, chartered surveyor. The carrying value in the balance sheet reflects this valuation less a provision given that the current lease expired in 2023 and has only been renewed on a monthly rolling basis. The site is expected to be re-purposed.



## Parent

	Market Value 1.1.24 £'000	Purchases/ Additions £'000	Sales/ Repay- ments £'000	Gains/ (Losses) £'000	Market Value 31.12.24 £'000	Cost 31.12.24 £'000
<b>Quoted Investments</b>						
UK Index Linked	3,182	121	(2,473)	(830)	-	-
UK Fixed Interest	1,903	2,203	(4,138)	32	-	-
UK Equities	2,103	820	(2,069)	(854)	-	-
Overseas Index Linked	-	2,850	(2,244)	(606)	-	-
Overseas Fixed Interest	7,530	3,090	(9,578)	(1,042)	-	-
Overseas Equities	376,135	41,867	(75,183)	39,133	381,952	190,088
	<u>390,853</u>	<u>50,951</u>	<u>(95,685)</u>	<u>35,833</u>	<u>381,952</u>	<u>190,088</u>
<b>Other Investments</b>						
Other	11,217	48,367	(48,014)	4,205	15,775	16,237
Property Unit Trusts	12,206	483	(59)	96	12,726	14,990
	<u>23,423</u>	<u>48,850</u>	<u>(48,073)</u>	<u>4,301</u>	<u>28,501</u>	<u>31,227</u>
<b>Investment Properties</b>						
Directly Managed	-	-	-	-	-	1,464
<b>Unquoted Investments</b>						
Clifton Estate Limited	-	-	-	-	-	17
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>17</u>
<b>Cash held for Investment</b>	<u>5,793</u>	<u>-</u>	<u>(5,388)</u>	<u>-</u>	<u>405</u>	<u>405</u>
	<u>420,069</u>	<u>99,801</u>	<u>(149,146)</u>	<u>40,134</u>	<u>410,858</u>	<u>223,201</u>

## 13b

## Group and Parent

	Market Value 1.1.24 £'000	Purchases/ Additions £'000	Sales/ Repay- ments £'000	Gains/ (Losses) £'000	Market Value 31.12.24 £'000	Cost 31.12.24 £'000
<b>Programme Related Investments</b>	11,140	506	(502)	1	11,145	10,686

JRF owns 100% of the Ordinary Share Capital of Clifton Estate Limited. No value has been placed on this shareholdings in the Accounts: in the opinion of the Trustees, any sum would be immaterial in the context of the JRF's total investment portfolio.

A parcel of land has been retained following the sale of the investment property known as Beverley House in 2019 but no value has been placed upon this in these financial statements as it is considered as not material.

**14 Properties held for sale**

Group	
2024	2023
£'000	£'000
Shared ownership properties	
Completed properties	2,414
Work in progress	721
	<u>3,135</u>
	<u>2,263</u>

There are no properties held for sale in the parent undertaking.

**15 Debtors**

Group		Parent	
2024	2023	2024	2023
£'000	£'000	£'000	£'000
Rent arrears	539	-	-
Prepayments	929	405	283
Sundry debtors and accrued income	<u>1,265</u>	<u>197</u>	<u>442</u>
	<u>2,733</u>	<u>602</u>	<u>725</u>

**16 Creditors: Amounts falling due within one year**

Group		Parent	
2024	2023	2024	2023
£'000	£'000	£'000	£'000
Outstanding Grant Commitments (Note 17)	5,050	5,050	5,250
Amount due to JRHT	-	-	576
Recycled Capital Grant	1,728	-	-
Rents in advance	390	-	-
Accruals	2,186	502	260
Other Creditors	2,303	678	735
Debt (note 18)	<u>26</u>	<u>-</u>	<u>-</u>
	<u>11,683</u>	<u>6,230</u>	<u>6,821</u>

**17 Creditors: Amounts falling due after more than one year**

Group		Parent	
2024	2023	2024	2023
£'000	£'000	£'000	£'000
Outstanding Grant Commitments:			
At 1 January	5,815	5,815	4,460
New grant commitments during year (Note 4)	9,670	31,182	28,385
Grants paid during year	<u>(9,965)</u>	<u>(31,477)</u>	<u>(27,030)</u>
	5,520	5,520	5,815
Less: Amounts falling due within one year (Note 16)	<u>(5,050)</u>	<u>(5,050)</u>	<u>(5,250)</u>
At 31 December	470	470	565
Recycled Capital Grant	772	-	-
Deferred income- amounts received in advance	4,445	-	-
Deferred Land	3,672	-	-
Capitalised Community Fees	2,307	-	-
Residence Fees at Hartrigg Oaks	35,925	-	-
Bonds and Loan Stock	765	-	-
Debt (Note 18)	<u>37,614</u>	<u>-</u>	<u>-</u>
	<u>85,970</u>	<u>470</u>	<u>565</u>

The timing of grant payments is largely dependent upon the submission of claims from the receiving institution. The classification of outstanding grant commitments between those payable within one year and those payable after more than one year is, therefore, not certain. The classification between those payable within one year and those payable after more than one year is based on an estimate.

# 18 Debt Analysis

Group Borrowings are represented by :

	2024 £'000	2023 £'000
Housing Loans (Note i)	22,640	22,664
THFC Bond (Note ii)	15,000	15,000
	<u>37,640</u>	<u>37,664</u>

## Note i

The Housing Loans comprise:-

	2024 £'000	2023 £'000
Orchardbrook Ltd	640	664
Lloyds Banking Group plc Facility A	10,000	10,000
Lloyds Banking Group plc Facility B (Tranche 1)	8,000	8,000
Lloyds Banking Group plc Facility B (Tranche 2)	4,000	4,000
	<u>22,640</u>	<u>22,664</u>

- (a) The loans from Orchardbrook Ltd are settled by equal half-yearly instalments of capital and interest over the estimated life of the scheme for which the loan was provided. The final instalments fall to be repaid in the period 2025 to 2047. The rates of interest are fixed and range from 9.25% to 15.875%. The loans are secured against 65 of JRHT's properties.
- (b) Facility A from Lloyds Banking Group plc is for a 30 year term with a bullet repayment at a fixed rate of interest. The average rate charged during the year was 4.81%. The margins increase over the life of the loan so that from September 2030 the rate, including margins, is 4.83%. The loan is secured against 123 of JRHT's properties and is fully repayable on 9 December 2036.
- (c) Facility B (Tranche 1) from Lloyds Banking Group plc is for a 28 year term with a bullet repayment at a fixed rate of interest. The interest rate charged during the year was 4.34%. The margins increase over the life of the loan, so that from 24 March 2036 the rate, including margins, is 4.38%. The loan is secured against 119 of JRHT's properties and with a final repayment due on 24 December 2037.
- (d) Facility B (Tranche 2) from Lloyds Banking Group plc is for a 20 year term with repayments at 3 yearly intervals and a final repayment on 28 December 2034. Interest charged during the year was 3.59%. The margins increase over the life of the loan, so that from 28 March 2028 the rate, including margins, is 3.62%. The loan is secured against 86 of JRHT's properties.

The Housing Loans are repayable in the following periods:-

	2024 £'000	2023 £'000
In one year or less (Note 16)	26	24
Between one and two years	1,024	26
Between two and five years	59	1,068
In five years or more	<u>21,531</u>	<u>21,546</u>
	<u>22,614</u>	<u>22,640</u>
	<u>22,640</u>	<u>22,664</u>

## Note ii

A bond of £15m from THFC was taken out in 2013. Interest is charged at a fixed rate of 5.2%. The bond is secured against 240 of the JRHT's properties and is repayable in 2043.

The THFC Bond is repayable in the following periods:-

	2024 £'000	2023 £'000
In one year or less	-	-
Between one and two years	-	-
Between two and five years	-	-
In five years or more	<u>15,000</u>	<u>15,000</u>
	<u>15,000</u>	<u>15,000</u>
	<u>15,000</u>	<u>15,000</u>

**19 Cash Flow from Operating Activities**

	2024		2023	
	£'000	£'000	£'000	£'000
Net expenditure before investment movements in the year		(21,490)		(19,840)
Depreciation of tangible fixed assets	4,090		3,718	
Amortisation of intangible fixed assets	294		86	
Amortisation of Non-refundable Residence Fees	(369)		(326)	
Amortisation of Capitalised Community Fees	(212)		(203)	
(Decrease)/Increase in Net Present Value of Loan Stock	(6)		12	
(Decrease)/Increase in outstanding grant commitments	(295)		1,355	
(Increase)/Decrease in Stock of Materials	(3)		1	
Surplus on sale of properties	(1,744)		(3,547)	
Increase in housing stock held for sale	(872)		(1,925)	
Increase in debtors	(92)		(130)	
(Decrease)/Increase in creditors	(104)		713	
Decrease in Net Pension Liability	(2,094)		(911)	
		(1,407)		(1,157)
<b>Net cash outflow from operating activities</b>		<b>(22,897)</b>		<b>(20,997)</b>

**20 Leasing Commitments**

Total future minimum operating lease payments are set out below:

	Group		Parent	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Within one year	120	119	17	19
Between two and five years	110	204	3	7
	<u>230</u>	<u>323</u>	<u>20</u>	<u>26</u>

Leases relate to shared office space in one location, vehicles and photocopiers.

The annual charge for rental of office space under operating leases was £Nil (2023: £Nil)



21 Financial Assets and Liabilities	Group		Parent	
	2024 £'000	2023 £'000	2024 £'000	2023 £'000
Financial assets that are debt instruments measured at amortised cost	21,615	9,987	6,026	427
Financial liabilities measured at amortised cost	(96,757)	(95,040)	(6,590)	(7,285)
Financial liabilities that are measured at fair value through the surplus or deficit	(7,045)	(9,211)	(6,280)	(8,374)
	<u>(82,187)</u>	<u>(94,264)</u>	<u>(6,844)</u>	<u>(15,232)</u>

Financial assets measured at amortised cost are represented by current assets excluding prepayments and accrued income.

Financial liabilities measured at amortised cost are represented by all short and long term liabilities excluding those measured at fair value and liabilities to HMRC.

Financial liabilities measured at fair value are represented by the deferred pension liability and deferred bonds and loan stock. The difference between the carrying amount and contractually obliged payments is:-

	Group		Parent	
	2024 £'000	2023 £'000	2024 £'000	2023 £'000
Carrying amount	7,045	9,211	6,280	8,374
Contractual Obligations	7,088	9,248	6,280	8,374
	<u>(43)</u>	<u>(37)</u>	<u>-</u>	<u>-</u>

## 22 Restricted Funds

### Group

	Income and Expenditure Reserve	Sales Reinvestment Reserve	Revaluation Reserve	Total
	£'000	£'000	£'000	£'000
Balance at 1 January 2024	88,622	1,152	9,324	99,098
Income and movement in market value of investments	30,388	-	-	30,388
Expenditure	(31,175)	-	-	(31,175)
Transfer	(59)	59	-	-
Transfer of revaluation reserve to unrestricted reserve	70	-	(70)	-
Balance at 31 December 2024	<u>87,846</u>	<u>1,211</u>	<u>9,254</u>	<u>98,311</u>

	Income and Expenditure Reserve	Sales Reinvestment Reserve	Revaluation Reserve	Total
	£'000	£'000	£'000	£'000
Balance at 1 January 2024	88,144	1,100	9,394	98,638
Income and movement in market value of investments	24,909	-	-	24,909
Expenditure	(24,449)	-	-	(24,449)
Transfer	(52)	52	-	-
Transfer to income and expenditure reserve	70	-	(70)	-
Balance at 31 December 2024	<u>88,622</u>	<u>1,152</u>	<u>9,324</u>	<u>99,098</u>

The sales reinvestment fund arises from the surplus on sale over book cost arising from sales of property under the Government's Voluntary Purchase Grant and Social Homebuy programmes. Sums in the Fund will be released when they have been applied to provide replacement housing property.

The revaluation surplus of pre 1990 rented property in New Earswick has been transferred to a Revaluation Reserve.

There are no restricted funds in the parent entity.

## 23 Analysis of Net Assets between Funds

	Restricted Funds	Group Unrestricted Funds	Total	Parent Unrestricted Funds	Total
	£'000	£'000	£'000	£'000	£'000
<b>Fixed Assets</b>					
Properties	210,282	2,108	212,390	2,108	2,108
Property schemes in progress	4,490	-	4,490	-	-
Motor vehicles & equipment	115	59	174	59	59
Intangible Fixed Assets	5	1,134	1,139	1,134	1,134
Homebuy Loans	1,913	-	1,913	-	-
Investments	3,400	410,858	414,258	410,858	410,858
Current Assets Less Liabilities	(121,894)	53,591	(68,303)	53,591	53,591
<b>Total Net Assets</b>	<b>98,311</b>	<b>467,750</b>	<b>566,061</b>	<b>467,750</b>	<b>467,750</b>

## At 31 December 2023

	Restricted Funds	Group Unrestricted Funds	Total	Parent Unrestricted Funds	Total
	£'000	£'000	£'000	£'000	£'000
<b>Fixed Assets</b>					
Properties	197,260	2,342	199,602	2,342	2,342
Property schemes in progress	1,816	-	1,816	-	-
Motor vehicles & equipment	173	88	261	88	88
Intangible Fixed Assets	6	1,192	1,198	1,192	1,192
Homebuy Loans	1,962	-	1,962	-	-
Investments	3,400	420,069	423,469	420,069	420,069
Current Assets Less Liabilities	(105,519)	24,627	(80,892)	24,627	24,627
<b>Total Net Assets</b>	<b>99,098</b>	<b>448,318</b>	<b>547,416</b>	<b>448,318</b>	<b>448,318</b>

## 24 Capital Commitments and Contingent Liabilities

At the balance sheet date, commitments made by JRHT in relation to the construction or refurbishment of property amounted to £26,94m (2023: £13,77m). There is a contingent liability for deferred land payments with no fixed repayment date of £3,924,000.

JRF has been notified by the Trustee of the Social Housing Pension Scheme (SHPS) that it has performed a review of the changes made to the Scheme's benefits over the years and the result is that there is uncertainty surrounding some of these changes. The Trustee has been advised to seek clarification from the Court on these items. This process is ongoing and the matter is unlikely to be resolved before the end of 2025 at the earliest. It is recognised that this could potentially impact the Scheme liabilities, but until Court directions are received, it is not possible to calculate the impact of this issue, particularly on an individual employer basis, with any accuracy at this time. No adjustment has been made in these financial statements in respect of this potential issue.

**Ruling on amendment of Contracted out Salary Related pension schemes**

The Virgin Media Ltd v NTL Pension Trustees II decision, handed down by the High Court on 16 June 2023, considered the implications for section 37 of the Pension Schemes Act 1993. In a judgement delivered July 2024, the Court of Appeal unanimously upheld the decision of the High Court and the impact of the decision is likely to be that schemes who made amendments without getting the required certification from the actuary will have additional liabilities. This consequently impacts the financial statements (defined benefit pension obligation) of the sponsoring employer. There are plans in place by the Government Actuarial Department to review the potential implications, but at the current time it is not possible to estimate the impact on the Scheme liabilities.

## 25 Related Party Transactions

**Joseph Rowntree Housing Trust (JRHT) - Related Party Transactions****(a) Loan Facility**

At 31 December 2024 JRF provided a facility for up to £50,000,000 to JRHT. This facility was increased to £75,000,000 in January 2025. Interest will be charged at 0.85% above Bank of England base rate. As at 31 December 2024, none of this facility had been drawn (2023: £Nil).

**(b) Grants**

JRF provided a bursary support grant of £314,000 to JRHT in 2024. The amount provided in 2023 was £314,000.

JRF provided a revenue support grant to JRHT in 2024 of £3,892,000 (2023: £1,681,000).

JRF provided a grant to JRHT in 2024 as part of its house building programme of £16,843,000 (2023: £16,395,000). This is the fifth drawdown of grants of up to £50m agreed with JRHT to create 1,000 new homes over 10 years.

JRF provided a grant of £463,000 to JRHT in 2024 towards the direct running costs of heritage assets. The amount provided in 2023 was £595,000

**(d) Overhead Recharge**

An overhead recharge was charged by JRF to JRHT during the year. The amount of the recharge in 2024 was £1,402,000 (2023: £2,370,000)

**26 Clifton Estate Limited (CE) - Related Party Transactions**

JRF holds all the share capital of CE, a property management and development company operating in York. At the year end, two of the Directors of CE were also Trustees of JRF. No Trustee or Director received any payment in respect of this service.

**27 Trustees' Related Party Transactions**

The following Trustee related party transactions occurred in the year:

One grant for £50,000 in respect of the "Growing and Improving the effectiveness of impact investing" was made to the Impact Investing Institute where one Trustee, Anita Bhatia, was a Panel Member until 31 March 2024.

A jointly funded grant project £90,100 in respect of the "Talking about Housing; Mobilisation Phase" was agreed with the Nationwide Foundation where two Trustees, Saphié Ashtiany (Chair) and Terrie Alafat are Trustees.

One grant for £50,000 in respect of "Museum of Austerity" was made to The English Touring Theatre where one Trustee, Saphié Ashtiany, is a Trustee and Director.

The following Trustee related party transactions occurred in 2023:

One grant for £40,000 in respect of the "Growing and Improving the effectiveness of impact investing" was made to the Impact Investing Institute where one Trustee, Anita Bhatia, is a Panel Member.

One grant for £100,000 in respect of the "Finance for Systemic Change" was made to the University of Cambridge where one Trustee, Deborah Cadman, is a Fellow.

Two grants one for £51,000 in respect of "Pathfinders Programme" and another for £41,000 for "London Rehearsing Freedoms Festival" were made to Healing Justice London where the husband of one Trustee, Farah Elahi, received remuneration for the delivery of a workshop.

**28 Directors' Related Party Transactions**

One grant for £120,000 was made in 2024 (2023: £120,000) in respect of the cost of the "Cost of Living Fund" for the Two Ridings Charitable Foundation where the wife the Chief Executive, Paul Kissack, is an unpaid Trustee.

The Executive Director JRHT also holds a non executive post with Leeds Federated Housing Association (LFHA). LFHA provided cleaning services to JRHT of less than £5,000 during the year. The Executive Director JRHT is not involved in any aspect of the contract.

**COMPARATIVE CONSOLIDATED STATEMENT OF FINANCIAL  
ACTIVITIES**

		<b>Restricted</b>	<b>Unrestricted</b>	<b>2023</b>
	<b>Note</b>	<b>£'000</b>	<b>Restated £'000</b>	<b>Total Restated £'000</b>
<b>INCOME AND ENDOWMENTS FROM:</b>				
Investments	1	265	4,871	5,136
Charitable Activities				
Housing Association turnover	9	24,644	-	24,644
Other income	2	-	14	14
<b>TOTAL</b>		<b>24,909</b>	<b>4,885</b>	<b>29,794</b>
<b>EXPENDITURE ON:</b>				
Raising funds - investment management	3	(41)	(2,427)	(2,468)
Charitable activities				
Grant commitments	4	-	(9,400)	(9,400)
Support and governance costs	5	-	(12,903)	(12,903)
Housing Association operating costs	9	(24,408)	-	(24,408)
<b>TOTAL</b>		<b>(24,449)</b>	<b>(24,730)</b>	<b>(49,179)</b>
<b>NET INCOME/(EXPENDITURE) BEFORE INVESTMENT GAINS/(LOSSES)</b>		<b>460</b>	<b>(19,845)</b>	<b>(19,385)</b>
<b>Other Comprehensive income</b>				
Actuarial Loss in respect of Social Housing Pension Scheme	8	-	(455)	(455)
Re-measurement of Social Housing Pension obligation	8	-	-	-
<b>TOTAL OTHER COMPREHENSIVE INCOME</b>		<b>-</b>	<b>(455)</b>	<b>(455)</b>
<b>Net Gains/(Losses) on Investments</b>				
Loss on Quoted Investments	12	-	33,704	33,704
Gain on Other Investments	12	-	75	75
Gain/(Loss) on Directly Managed Investment Properties	12	-	-	-
<b>TOTAL INVESTMENT MOVEMENTS</b>		<b>-</b>	<b>33,779</b>	<b>33,779</b>
<b>TOTAL COMPREHENSIVE INCOME</b>		<b>460</b>	<b>13,479</b>	<b>13,939</b>
Total Funds brought forward at 1 January		98,638	434,839	533,477
<b>TOTAL FUNDS CARRIED FORWARD AT 31 DECEMBER</b>		<b>99,098</b>	<b>448,318</b>	<b>547,416</b>

The Statement of Financial Activities includes all gains and losses recognised in the period. All income and expenditure derives from continuing activities.