

WINDSOR FELLOWSHIP

England & Wales · Charity number 1089681

Details

Status	Registered
Legal form	Charitable company
Company number	04271633
Registered	2001-12-06
Register	View on the Charity Commission register

Contact

Address	Canopi Unit A Arc House 82 Tanner Street London SE1 3GN
Phone	02072508444
Email	office@windsor-fellowship.org
Website	www.windsor-fellowship.org

Activities

Objects: THE CHARITY'S OBJECTS ARE TO EDUCATE AND TRAIN YOUNG PEOPLE WHO ARE STUDYING, AND PEOPLE OF ETHNIC MINORITY ORIGIN, IN LEARNING SKILLS AND IN SKILLS AND QUALITIES SUCH AS DECISION-TAKING, LEADERSHIP, TEAM-BUILDING, ORGANISATION, PLANNING, SELF-MOTIVATION AND EFFECTIVE COMMUNICATION WITH A VIEW TO: (A) IMPROVING THEIR ACADEMIC ACHIEVEMENT; AND (B) ENCOURAGING AND ENABLING THEM TO TAKE ACTIVE PART IN CIVIC LIFE IN ACCORDANCE WITH THE PRINCIPLES OF GOOD CITIZENSHIP; AND (C) ASSISTING THEM TO ENTER AND PROGRESS IN CAREERS IN INDUSTRY, COMMERCE, THE PROFESSIONS OR PUBLIC ADMINISTRATION AND THE ARTS; AND (D) GUIDING AND ASSISTING THEM CONCERNING THE OPTIONS AVAILABLE TO THEM FOR EDUCATION AND EMPLOYMENT AND IN THE EXPLOITATION OF SUCH OPTIONS.

Activities: 1. Improve academic achievement of young people2. Encourage and enable them to take active part in civic life in accordance with principles of good governance3. Guide and assist them in exploiting their educational and employment options4. Enhance their ability to secure and progress in employment opportunities focused around careers in industry,commerce the professions

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Economic/community Development/employment
- **Who:** Children/young People, People Of A Particular Ethnic Or Racial Origin, Other Defined Groups

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-09-30	£612,656	£565,735	£571,080	10
2024-09-30	£466,982	£456,961	-	-
2023-09-30	£620,708	£511,255	£512,872	10
2022-09-30	£440,402	£375,648	-	-
2021-09-30	£261,129	£147,286	-	-
2020-09-30	£119,818	£121,570	-	-

Trustees

Name	Role	Appointed
KEVIN SAVIO COUTINHO	Chair	2012-10-26
MR FAEEM NORI		2012-10-27
MR RAJ SHAH		2012-10-27
SINIT ZERU		2023-06-30

Accounts

WINDSOR

FELLOWSHIP

Enriching education, employment and citizenship

Windsor Fellowship Financial Statements & Annual Report

for the year ended 30th September 2024

Registered Charity No. 1089681

Registered Companies House No. 4271633



WINDSOR

FELLOWSHIP

Enriching education, employment and citizenship

Financial Accounts

for the year ended 30th September 2024



Registered Charity No. 1089681

Registered Companies House No. 4271633

Accountant Report to the Board of Trustees

For the Year Ended 30th September 2024

I report on the accounts of the charity for the year ended 30th September 2024 which are set out on the attached pages.

Respective Responsibilities of Trustee and Examiner:

As the charities trustees you are responsible for the preparation of accounts. You consider the audit requirement of S144 (2) of the charities act 2011 does not apply, and that an independent examination is needed.

It is my responsibility to examine the accounts under s145 of the 2011 Act to follow the procedures laid down in the general directions given by the Charity Commission under S145(5)(b) of the 2011 act and to state whether matters have come to my attention.

Basis of Accountant Report:

My examination was carried out in accordance with the General Directions given by the Charity Commissioners.

An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking of explanations from you as trustees concerning any such matters.

The procedures undertaken do not provide all the evidence that would be required in audit and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Accountant qualified statement:

In connection with my work, no matter has come to my attention.

1. Which gives me reasonable cause to believe that, in any material respect, the requirements:
 - To keep accounts records in accordance with the CC S130 of the 2011 Act.
 - To prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 -Act.

Signed: *Mohammedchowdhury*

Date: 16th May 2025

MOHAMMED CHOWDHURY FMAAT

Chadwell Accounting Services Limited
T/A Alam & Co
Office 6, 65B London Road Green Lane
Romford
RM7 9QA

Statement of Financial Activities

For the Year Ended 30th September 2024

Incoming Resource	Notes	Unrestricted	Restricted	Total 2024	Total 2023
Higher Education & Employment					
Leadership Programmes	2	£ 383,154	£ -	£ 383,154	£ 302,116
HE - GEEP	2				£ 212,781
Pre-19 Access to HE	2			£ -	£ 133,153
Pre-19 - Other	3	£ 55,225	£ 24,500	£ 79,725	£ 59,900
Investment & Other Income	4	£ 4,103	£ -	£ 4,103	£ 22,655
Total Income		£ 442,482	£ 24,500	£ 466,982	£ 730,605
Resources Expended	5				
Governance & Overhead cost		£ 35,858	£ 2,286	£ 38,144	£ 216,573
Charitable Activities cost		£ 396,890	£ 21,927	£ 418,817	£ 294,682
Total Expenses		£ 432,748	£ 24,213	£ 456,961	£ 511,255
Net Incoming/Outgoing		£ 9,734	£ 287	£ 10,021	£ 219,351
Unrealised gain/Loss		£ 618		£ 618	£ 726
Net Surplus/ Loss		£ 10,352	£ 287	£ 10,639	£ 220,077
Balance b/fwd. YE2023		£ 513,524	-£ 652	£ 512,872	£ 292,796
Balance c/d. YE2024		£ 423,876	-£ 365	£ 523,511	£ 512,872

Windsor Fellowship

Balance Sheet on 30th September 2024

Details	Notes	2024		2023	
Investment	4	£	4,355	£	2,825
Current Assets					
Debtors	5	£	51,665		
Bank & Cash	5	£	496,980	£	617,883
		£	553,000	£	620,708
Less: Liabilities					
Amount Falling within 1 Year	6	£	29,489	£	107,836
Total Assets Less Liabilities		£	523,511	£	512,872
Unrestricted Reserve		£	523,876	£	513,524
Restricted		-£	365	-£	652
Total Restricted & Unrestricted		£	523,511	£	512,872

For the Year Ended 30th September 20~~22~~²⁴, The Company was entitled to Exemption from audit under section 477 of the companies act 2006 relating to small companies.

The members have not required the company to obtain an audit of its accounts for the Year in question in accordance with section 476.

The Directors acknowledge their responsibilities for complying with the requirements of the act with respect of accounting records and the preparation of accounts.

The accounts have been prepared in accordance with the provisions applicable to companies subject to small Company act.

The Financial statement was approved by the trustees on 18th June 2025 and signed on their behalf by

Kevin S. M. Coutinho Kevin Coutinho, Chair, Board of Trustees.

Windsor Fellowship Notes to the Accounts

For the Year Ended 30th September 2024

Note 1: Accounting Policies:

- **Basis of accounting:** This Accounts have been prepared without an audit, on the basis of smaller charities below the charities audit threshold, the accruals accounts are prepared as per Charity Commission requirement in accordance with applicable Accounting Standards SORP FRS 102, 2015 and in accordance with the statement of Recommended Practice (Accounting by Charities) issued by the Charity Commissioners and Companies Act 2006.
- **Depreciation of Tangible Fixed Assets:** Provision is made for depreciation on tangible fixed assets. All cost calculated to write off the cost of each asset over its expected useful life. Assets purchased from restricted funds are capitalised as good practice and charged over the project life.
 - Office Equipment – 25% straight line or over project term if shorter.
 - Assets costing more than £1,000 are capitalised. No fixed assets registered.
- **Funds:** Unrestricted funds are donations and other incoming resources received or generated and can be used at the discretion of the trustees for charitable purposes.
- **Restricted Funds:** Comprises of funds received for specific programmes and activities, as laid down by the grantors. Expenditure that meets these criteria is charged to the fund.
- **Expenditure:** Resources expended are accounted for on an accrual basis. These include, where relevant, VAT not recoverable by the charity. Overhead costs are allocated between the headings of generating funds, charitable activities and governance costs based on Income allocated to these activities.
- **Investment Income:** Interest is credited to the accounts in the Year in which it is receivable. Dividends are included in the accounts in the Year in which they are received, together with any associated tax credits.
- **Donations:** Donations are credited to the accounts in the Year in which they are received.
- **Value added tax:** The charity is not registered for VAT, and accordingly, where applicable, all expenditure incurred is disclosed inclusive of VAT.
- **Cash flow and Reserve Policy:** The charity has reasonable cash flow and reserve, nothing worried about on -going concern. Reserve policy based on SIX months cost.
- **Governance costs:** Comprises of all costs involving the public accountability of the charity and its compliance with regulation and good practice.

Windsor Fellowship Notes to the Accounts...continued

	Unrestricted	Restricted	Total 2024	Total 2023
Note 1: Accounting Policies - see above				
Note2: Higher Education & Employment Income analysis				
Leadership	£383,154		£383,154	£302,116
Pre 19 Access HE				£133,153
HE - GEEP				£212,781
Total	£383,154		£383,154	£648,050
Note 3: Pre 19 Other				
Pre 19 Other	£55,225	£24,500	£79,725	£59,900
Total	55,225	24,500	£79,725	£59,900
Note 4: Investment and Other Income				
	£4,103		£4,103	£22,655
Total	£4,103		£4,103	£22,655
Grand Total	£442,482	£24,500	£466,982	£730,605
Note 5: Current Assets				
Bank & Cash	£553,000			
Note 6: Current Liabilities				
Creditors:	£29,489			

WINDSOR

FELLOWSHIP

Enriching education, employment and citizenship

Annual Report

for the year ended 30th September 2024

Registered Charity No. 1089681

Registered Companies House No. 4271633

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Introduction

On behalf of the Board, I am delighted to welcome you to our 2023-24 Financial Statements.

The Windsor Fellowship has continued to consolidate and innovate its services, delivery and operations. We have:

- Continued to refine online delivery of seminars and workshops to support Fellows and partners, providing high-quality hybrid services
- Launched a new programme, the Destination STEMM (John Lyons Charity)
- Consolidated our partnerships with existing sponsors and partner institutions to support the delivery of our Mission

Whilst the increase in visible leadership from minoritised backgrounds suggests that the country has made progress in supporting the development of individual leaders, data and information from education and employment continue to show disparities in access, retention, progression and outcomes for people from minoritised ethnic communities. These societal and systemic challenges are deep-seated and exacerbated by intersectional impacts of, for example, racism, gender, disability, socio-economic background, region and subject/discipline biases. Windsor Fellowship proactively strives to include these factors in our work and, thereby, target support for talented individuals who are most likely to be disadvantaged or underrepresented. These *efforts* underpin our commitment to realise our vision of 'a nation in which the talents of all people truly shine.'

Our work would not be possible without our partners, who demonstrate leadership by using data that shows inequalities, to engage with the positive action provisions of the Equality Act 2010 to catalyse societal change, one individual at a time. Similarly, I want to thank the 165 volunteers whose personal commitment has helped to shape the education and employment journeys of our Fellows. In 2023-24 Windsor Fellowship supported 1676 young people and adults, a three percent decrease on 2022-23. This small decrease was due to the Royal Academy of Engineering Programme coming to an end in 2023.

Our continued success is underpinned by a dedicated staff team who relentlessly exceed expectations to deliver for the organisation. Whilst much uncertainty looms in the economy and political world, it is helpful to recognise organisational and individual achievement.

Kevin Coutinho
Chair, Board of Trustees

Sponsors/Funders/Partners

Cancer Research UK
Deloitte
Elsevier
Google (DeepMind)
Heritage Fund
House of Lords
John Lyons Charity
Royal Society of Chemistry
Syncona
University College London
Visa
Welsh Senedd
Westminster Council - Adult Education

Staff

Bernadette Winney
Brian Channer
Ho Yan Wayne Wu
Karlene Mahoney
Ronu Riaz
Rukiya Khan
Sumitra Rao
Trevor Hall, CBE

Volunteers

Volunteers from organisations (86)

Boeing

Clip Energy

Johnson Matthey

Max Fordham

Methods

National Theatre

NatWest

WSP

Individuals (79)

Abdirahman Aw-musse

Abdirahman Ismail

Alejandro Garcia-Miranda

Ferrari

Alice Bryce

Amera Hussain

Amy Ruddlesden

Ana Jorge Sobrido

Ana Monteiro

Andia Roumina

Andrew Kerridge

Andrew Lim

Andrew Sellars

Andy Kowalski

Anuoluwakitan Oni

Ashok Chand

Ayhan Celik

Azzedine Dabo

Bercesté Beyribey Price

Bhaven Patel

Camille Corti-Georgiou

Carlos Lledo-Fernandez

Ceri Hammond

Christina Biggs

Claire Vallance

David Gurden-Williams

David Weller

Eashaal Mahmood

Ella White

Emma Fadden

Fero Ibrahim

Freda Tait

George Sierros

Gurprit Khanba

Hassan Majiya

Jake Surman

Janet Kumita

Jenny Zhang

Jerry Lehane

Jessica McLean

Joseph Folkes

Jude Onwudili

Julio Corral Serrano

Kajal Sohanta

Karen Pardoe

Katiane Oliveira

Kimberley Dennis

Lata Gautam

Libu Manjakkal

Maria Kalli

Marina Maican

Mark Kawesa

Misbah Sarwar

Mohammad Abdul Mateen

Nabiha Khanom

Obinna Victor Onuoha

Omma Habiba

Philip Gardiner

Priyanka Ganguly

Rana Abdalla

Rhys Bright

Richard Brett

Richard Stevenson

Rosmita Borthakur

Samuel Perry

Samuel Yaroson

Sandra Appiah

Santosh Kumar

Sharon Williams

Simone Mahoney

Stefano Biagini

Svemir Rudic

Uche Ekwuozor

Uchenna Oty

Veronica Sofianos

W. David Hong

William King

Yi Jin

Yun Jin

Yuseffa Sanyang

Thank you to all the volunteers including those not listed above, who collaborated with us during this period.

Reference and Administrative Details

Address: Canopi, 82 Tanner Street, London SE1 3GN
Telephone: 020 7250 8444
Email: office@windsor-fellowship.org

Trustees

The Trustees (who are also directors for Companies Act purposes) who served to the date of approval of the financial statements are:

- Kevin Coutinho – Chair
- Rajnikant Shah – Treasurer
- Abdul Faeem Nori
- Sinit Zeru

Bankers

Barclays Bank UK PLC
1 Churchill Place
London, E14 5HP

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

Accountant

Chadwell Accounting Services Ltd
T/A: Alam & Co
65B London Road
Romford, RM7 9QY

Solicitors

Bates, Wells & Braithwaite
Cheapside House
138 Cheapside
London, EC2V 6BB

Board of Trustees Report

Structure, Governance and Management

The Board of Trustees is the Charity's governing body and is responsible for the overall strategic direction and performance of the Charity. Trustees have lead responsibility in specific areas of the organisation e.g., Finance, Alumni Engagement and Pre-19 work.

Recruitment of new Trustees is an ongoing process to ensure a balance of experience and fresh ideas. Each new trustee is given a welcome pack containing a trustee's handbook, Trustees' essential guide, Windsor Fellowship Policies, Articles and Memorandum of Association and other essential documents.

As part of the continuous training and development for the whole Board members attend an Annual Board Strategy Day. They receive presentations from the management team on key new legal developments and discuss and review key Windsor Fellowship policies and procedures for the current and following year paying attention to business development and finance.

Management

The day-to-day management of the charity is delegated to the Head of Operations Manager who together with the Heads of Programmes constitutes the Senior Management Team (SMT), meeting fortnightly with the Chair.

Risk Management

The Board reviews the risk register at least twice a year and risk owners will be delegated by the Board to manage and mitigate those risks.

The Trustees have considered the risks to which Windsor Fellowship is exposed, and the major risk is the possibility of being unable to obtain sufficient unrestricted funding to enable it to continue to fulfil its objectives. The Trustees have put in place the following measures to mitigate this, and other risks identified:

- Regular and effective reporting to the Board ensures proper review of all finances and operations
- Effective and comprehensive internal control systems and procedures
- Maintaining good relations with core funders and sponsors ensuring all obligations are met in accordance with service level agreements and contracts agreed
- Continuing efforts to seek alternative sources of funding
- Policies and Procedures are in place to ensure compliance with health and safety, equal opportunities, data protection, and child protection legislation

Statement of Trustees' Responsibilities

Company law requires the Trustees to prepare financial statements for each financial year that gives a true and fair view of the state of affairs of the Company and of the incoming resources and resources expended, including the net income of the company for the year.

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

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on an ongoing basis unless it is inappropriate to presume that Windsor Fellowship will continue in operation.

The Trustees are responsible for keeping correct accounting records which 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 company and hence for taking reasonable steps for the prevention and early detection of fraud and other irregularities. The Directors confirm that they have taken appropriate steps to ensure that there is no relevant financial reporting information that has not been disclosed to the assessor.

Objectives and Activities

Our vision is for *'a nation in which the talents of all the people truly shine. A nation in which there are no barriers to success because of race or creed, and where the brightest and the best can take their rightful place as leaders in their workplaces and their communities.'*

Our mission is to help realise this vision through 'enriching the education, citizenship and employment' of people, particularly those who are of Black and Minority Ethnic (BME) origin. This mission involves promoting excellence in education, employment, and citizenship by developing the leadership and life skills of our beneficiaries.

Our purpose and charitable objective are to educate, train and develop people, particularly young people of BME origin, who are studying, with skills and qualities such as decision-making, leadership, team building, organisation, planning, self-awareness, motivation and effective communication to:

1. Improve their academic achievement;
2. Encourage and enable them to take an active part in civic life in accordance with the principles of good citizenship;
3. Guide and assist them in exploiting their educational and employment options; and
4. Enhance their ability to secure and progress in employment opportunities focused on careers in industry, commerce, the professions, public administration, and the arts.

In reviewing the Charity's aims and objectives and in planning future activities, the Trustees referred to the Charity Commission's general guidance on public benefit which states that all charities must demonstrate that they are established for public benefit. The Trustees believe that the charity meets both of these principles:

- There must be identifiable benefits, or benefits and benefits must be to the public or a section of the public.
- Each programme clearly sets out its target group and the benefit they receive from the programme.

We work with teenagers and young adults of predominantly BME heritage with demonstrable talent and potential, who nevertheless face barriers to success.

Helping them secure their progress and inspiring them to achieve senior roles in business, the professions and civic life is our purpose. Our aim is to ensure the successful entry of talented young BME adults into employment that is both professional and career focused. Talent needs to be nurtured in a structured way to ensure it is cultivated, motivated and inspired with a single purpose - to ensure it grows to realise its full potential and develops to be the best that it can be. Whilst based on similar principles, Windsor Fellowship's approach is unique.

The combination of five factors gives our programmes their distinctive high impact. These are:

- Firstly, targeting young adults at key stages in their lives – for example, the transition from being recent graduates to employment (Passport to Employment and Careers Focus programmes); critical stages of undergraduate study (Leadership programmes), the making of career choices during further education (Succeeding in STEM programme), the commencement of GCSE courses (Junior Fellowship programme), and the risk of exclusion from school (AIMS and NEET programmes);
- Secondly, by associating participants with others of similar talent, aspiration and motivation but of different ethnic, cultural or social origins they are encouraged to freely express themselves, examine their history, and enhance/develop the skills that will help them navigate the challenges they will face as they embark on the next phase of their educational or professional careers;
- Thirdly, focusing on more than just participants' academic development and employment. We focus on their personal growth as citizens of contemporary UK society through programmes that encourage independent thinking and challenge participants to be fully conscious of their responsibilities as well as their rights. Diversity, Excellence, Community, Integrity, and Leadership, known as our five tenets, are the organisation's core beliefs/behaviour. Together they represent our 'DNA' and serve as our competency framework;
- Fourthly, providing participants with 'tutoring' and 'guiding' by programme leaders whose credibility comes in part from having themselves succeeded, and often, have done so in the face of institutional racism or other bias; and
- Fifthly, partnering with leading employers, educators and parents and carers.

Our range of programmes targets the complete spectrum of talents, from those whose talent is often latent (the disaffected and alienated) who may be on the verge of exclusion from school and need to be re-engaged; to those individuals who are performing well and already demonstrate the clear potential to be amongst the highest performing in our society.

Programmes for Pre-19-Year-Olds

Our Pre-19 Programmes aim to support the achievements of all children and young people in England under the age of 19, specifically 'Enjoying & Achieving', 'Making a Positive Contribution' and 'Economic Well-being'. Our work has two core strands, re-engagement of disaffected and marginalised groups of young people ('helping talent to emerge'), and Gifted and Talented ('ensuring talent succeeds'). The Trustees set three core objectives for the Pre-19 area of work. These were to increase the number of young people accessing our services, increase the coverage of programmes to include the further education sector, and build the foundations to extend Windsor Fellowship programmes into another major UK city.

AIMS Programmes 'Helping Talent to Emerge'

Across the UK the areas of lowest educational achievement and highest rates of exclusion are often in areas with the highest BME populations. Achievement, Improvement, and Motivation for Students (AIMS) programmes directly address this poverty of aspiration and achievement, particularly within the latent talent pool. AIMS is a school-based personal development programme targeting underachieving pupils many of whom display challenging behaviour and attitude problems. AIMS programmes complement the work of teachers and enthuses parents about the academic and social performance of their children. We know from experience that facilitating the three-way relationship of parents, teachers and students can produce accelerated progress. At the centre of the programme there is a skilled facilitator who challenges pupils to reflect on their attitudes, behaviour and motivation and who seeks to inspire them to positively engage with their teachers and with their parents and to achieve greater levels of success.

Windsor Fellowship Junior Programmes 'Helping to Ensure Talent Succeeds'

The second strand of our Pre-19 work is helping to ensure that young people demonstrating the potential to achieve good GCSEs do go on to attain that success. Whilst it can be noted that the majority of participants in the Junior Fellowship programme obtain a Year 9 SATs result in English, Mathematics and Science which predicts that they should get good GCSEs.

We know, however, that too often individuals with the potential to achieve success, for whatever reasons, do not go on and achieve the grades of which they are capable. Whether it is negative peer pressure that debilitates their aspirations; poor teaching that arrests their progress; the impact of others' low expectations which limits their horizons; or simply, them as individuals not having the motivation to accomplish their potential, the result remains the same - underperformance at GCSE examinations. Through a combination of working with them, their parents and their schools, the Junior Fellowship complements students' school experience and helps to ensure that participants achieve five aims:

1. Improve their projected grades and obtain a minimum of five GCSEs at 9 - 4 grade
2. Continuing their education post-16

3. Make informed career choices
4. Develop their personal skills, effectiveness and develop an interest in community involvement
5. Active citizenship, enabling Windsor Fellows to participate in their communities

Destination STEMM Programme – John Lyons

Windsor Fellowship in with John Lyon's Charity is delivering an 18-month Destination STEMM Programme for students from Black, Asian, and Minoritised Ethnic backgrounds living in the Greater London boroughs of Barnet, Brent, Camden, Ealing, Hammersmith & Fulham, Harrow, Kensington & Chelsea, the City of London and the City of Westminster. The Programme is designed to support students who are studying A level or equivalent STEMM subjects at college/Sixth form and considering a career in a STEMM subject through their key educational journey in Years 12 and 13. Each participant (Mentee) is matched with a STEMM Mentor recruited through the Windsor Fellowship's network.

Destination STEMM Programme, Chemical Sciences – Royal Society of Chemistry

Whether studying the chemistry of life or developing advanced science behind modern technology, chemical scientists use their expertise to improve our health, our environment and our daily lives. Collaboration is essential. The Royal Society of Chemistry, (RSC), connect scientists with each other and society as a whole, so they can do their best work and make discoveries and innovations happen. RSC publish new research, and develop, recognise and celebrate professional capabilities. They bring people together to spark innovative ideas and new partnerships. They support teachers to inspire future generations of scientists. They speak up to influence the people making decisions that affect us all.

The Windsor Fellowship is working in partnership with the RSC to deliver Destination STEMM - Chemical Sciences, a mentoring Programme for year 12 students from Black, Asian and Minority Ethnic backgrounds.

Destination STEMM, Mathematics and Statistics Programme – University College London

The Department of Statistical Science has played a significant role in the development of the subject ever since its foundation in 1911 as the Department of Applied Statistics. Destination STEMM is a blended mentoring/tutoring two-year programme for level three (A-Level or equivalent) students who live at a school in Greater London who are currently in Year 12, planning to study A-level or equivalent in Mathematics/Statistics subjects and considering continuing into Higher Education with a STEMM degree subject.

Higher Education & Employment Programmes

Our Higher Education & Employment (HE&E) work is geared to facilitate engagement with businesses and enterprises. To address the challenges of today that even when successful in higher education, BME graduates are still twice as likely to be unemployed as white graduates and even when employed ethnic minorities are relatively underemployed and under-utilised. Our HE&E programmes play a critical role in supporting BME undergraduates and graduates, particularly in their transition from higher education into immensely competitive professions and fields of graduate employment.

Windsor Fellowship Leadership Programme for Undergraduates (LPU)

The Leadership Programme for Undergraduates is designed for Black, Asian and minority ethnic undergraduates who have already exhibited talent and potential. The programme is composed of intensive residential seminars, a Personal Enhancement Programme (PEP), a summer internship and each fellow are required to undertake 2 hours of community/voluntary work each week. Fellows also undertake a minimum of six weeks of paid placement with their sponsoring organisations after which some of them start their careers with their sponsoring organisations.

University College London (UCL) Undergraduate Aspire Scholarship Programme

Windsor Fellowship is working with University College London (UCL) to provide an undergraduate scholarship that reduces financial barriers and improves representation of students from Black or mixed Black ethnic backgrounds within the department. The scholarships are available to prospective undergraduate students who identify as the target group and intend to the Computer Science BSc Undergraduate, Robotics and Artificial Intelligence MEng or Computer Science MEng programmes.

University College London (UCL) Bartlett – The Promise Scholarships

The Bartlett Promise Scholarship aims to attract students from a broader range of backgrounds to increase diversity in disciplines related to the built environment, ensuring a university education for all regardless of means. We see the development of further scholarship opportunities for those following a master's or PhD pathway.

University College London (UCL) – DeepMind MSc Scholarship Programme

The Windsor Fellowship, working in partnership with University College London (UCL) offer scholarships funded by DeepMind to students holding offers for several master's degree courses at UCL.

The DeepMind Scholarships are positive action initiatives to help UCL ensure that they can attract and support students from all sections of the community, particularly those groups that are under-represented in post-graduate studies.

The studentships aim to diversify the academic pipeline of those participating in the master's programmes using the S158 Positive Action provisions of the Equality Act 2010. Based on data and information held by the UCL students will be awarded up to £25,000 each based on one of the applicants' characteristics: 1. Women 2. Black African or Caribbean background 3. From a low household income background.

Cancer Research UK, Black Leaders in Cancer PhD Scholarship Programme

The Windsor Fellowship is working in partnership with Cancer Research UK to grow a scholarship programme expanding to those groups which are under-represented in the cancer research community and supporting them to drive their career forward and realise their full potential to beat cancer.

The programme aims to provide a fully funded four-year PhD studentship, a place on one of the doctoral training programmes at a CRUK Centre. A comprehensive programme of mentoring, career support, leadership training and networking in addition to the support provided by the CRUK Centres.

University College London Research Opportunity Scholarship, PhD, (UCL-ROS)

The Windsor Fellowship, working in partnership with University College London (UCL) launched a scholarships programme to support BME postgraduate research degree students. The scheme offers full financial support and a skills development programme, both designed to promote academia as a more attractive career option.

Syncona Scholarship Programme

Syncona in partnership with Windsor Fellowship is delivering a scholarship programme focusing on widening access for candidates into the life sciences from under-represented backgrounds, particularly participants from Black African, Black Caribbean and Mixed Black backgrounds. During the fourth year of the scholarship programme scholars will undertake a paid internship with Syncona for six months.

Visa Scholarship Programme

Visa recognises the power of difference and diversity of thought, they value every individual for their unique background, experiences and view of the world. As part of their ongoing commitment to this belief, Windsor Fellowship is working in partnership with Visa to support students from under-represented and socially disadvantaged backgrounds to achieve their full potential. The successful candidates will receive a full scholarship and an ongoing programme of support throughout their academic studies. They will also have the opportunity to connect with experienced Visa employees through their scholar coaching/ mentoring programmes.

Career-Focused Opportunities

Elsevier - Rising Tide Internships

Elsevier is a global information analytics force, propels healthcare and open science, aiding researchers in discoveries. With solutions like ScienceDirect and Scopus, they optimise research and education. They provide digital solutions and tools in the areas of strategic research management, R&D performance, clinical decision support, and professional education, including ScienceDirect, Scopus, SciVal, ClinicalKey and Sherpath. They help governments and universities evaluate and improve their research strategies. They help doctors save lives, providing insight for physicians to find the right clinical answers, and we support nurses and other healthcare professionals throughout their careers. Publishing over 2,500 journals, Elsevier invites diverse contributions to their impactful mission. With a wide range of technology jobs, commercial and business jobs, and graduate jobs, there is a part for everyone to play.

Graduate Destination STEM (Science, Technology, Engineering & Mathematics) Pilot Programme – Windsor Fellowship

In partnership with NatWest, Boeing, Johnson Matthey, Clip Energy, National Theatre Methods and WSP, Windsor Fellowship is delivering Graduate Destination STEM, for undergraduates, graduates and postgraduates. aimed at addressing inequality in engineering. This UK-wide programme aims to increase the transition of UK STEM graduates from diverse backgrounds and under-represented groups into STEM employment.

Our Partners commit to building a truly diverse STEM workforce across the UK. They are champions for equality, diversity and inclusion, demonstrated in the policies, practices, outcomes, and advocacy embedded in their companies.

The House of Lords Administration's Ethnic Minority Internship Programme

The House of Lords Administration has partnered with the Windsor Fellowship to support with the second cohort of the Ethnic Minority Internship Programme, offering opportunities to individuals aged 18 and over from an ethnic minority background. The House of Lords' wider programme of initiatives aims at elevating the voices and experiences of those from underrepresented backgrounds within the Parliamentary community. The ethnic minority internship programme is a part of this and will provide individuals with a short-term internship within the House of Lords Administration.

This internship aims to highlight the wide variety of opportunities available within the House of Lords and celebrate the diversity of people working in parliament. The internship programme is a great way to gain experience of what it is like to work in an exciting and unique environment at the heart of UK parliamentary democracy.

The programme aims to provide development opportunities for ethnic minority individuals at the beginning of their career (or those who may be changing career), who may otherwise not consider a role at the House of Lords. It is hoped the programme will also raise the profile of the House of Lords Administration as an employer of choice and raise awareness of the breadth of roles available.

Heritage Fund Graduate Traineeship Programme

The National Lottery Heritage Fund has partnered with the Windsor Fellowship to offer graduates the opportunity to experience working in the largest dedicated grant funder of the UK's heritage. The 12-month internship programme provides a great way to gain paid work experience, employability support and guidance to individuals from communities that are currently underrepresented in heritage sector. The programme is designed to equip interns with the skills and knowledge necessary to apply for full-time positions in the Heritage Fund on completion of the programme.

Welsh Senedd/Senedd Cymru Internship Programme

The Commission (Senedd) has partnered with the Windsor Fellowship to provide an internship programme, offering opportunities to individuals from a Black, Asian or Ethnic Minority background. The Senedd is committed to attracting talent from a wide range of backgrounds and recognises the value in reflecting the diversity of the Welsh population.

The internship programme is a great way to gain paid work experience in an exciting and unique environment at the heart of Welsh democracy.

Westminster Adult Education Services, (WAES)

Windsor Fellowship is working with WAES to deliver the London Mayor's Academies programme, specifically a digital hub. The coronavirus pandemic has taken a huge toll on London's economy and communities. Around 250,000 jobs have been lost across our city, leaving London's unemployment rate almost two percentage points above the UK average. Pre-existing inequalities have also worsened, especially for young people, Deaf and disabled Londoners and those from Black, Asian and Minority Ethnic groups. Therefore, the Mayor's Academies Programme has been implemented to help Londoners get new skills, retrain and progress into good jobs.

Assessment Development Centres

Windsor Fellowship Assessment Development Centres (ADCs) is an opportunity for students and people applying for our Programmes who are either undergraduates or recent graduates to gain exposure to key components of recruitment competitions. Designed for up to 100 participants, exercises include presentations, teamwork, task management and interviews. The sessions are run by Assessors who are professionals drawn from a cross-section of industries. The workshops can be used to supplement existing employability initiatives.

The aim is to close the gap between talented graduates and their employers by empowering participants to successfully navigate into their chosen careers and professions. To do this Windsor Fellowship focuses on meeting three key criteria:

- Give students and graduates the confidence to attend assessment centres and perform well in front of their prospective employers
- Create development opportunities for students by helping them identify their strengths and areas for development when attending assessment centres. This will allow them to plan and prepare better
- Provide access to professionals from a cross-section of sectors so that participants can make informed decisions about career choices

Additional Projects

Boeing Insight Event

Boeing is a leading global aerospace company that designs, manufactures, and services commercial aeroplanes, defence systems, and space technologies across more than 150 countries.

Boeing, in partnership with Windsor Fellowship, hosted a Career Development Networking Session in Summer 2024. The career development session was led by Boeing's Director of Diversity & Inclusion and was attended by up to 20 senior leaders from Boeing's Global HR team.

Alumni from the previous GEEP were invited to attend the exclusive event. The event included speed mentoring, personalised coaching, networking, helping support the expansion of professional and peer networks and exploring careers in HR and the aerospace industry, all with the support of Boeing HR leaders and Networking opportunities enabling participants to gain personalised coaching from senior HR professionals, explore and more about Boeing.

Accounts

Financial Statements

for the year ended 30th September 2023



Registered Charity No. 1089681

Registered Companies House No. 4271633

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Introduction

On behalf of the Board, I am delighted to welcome you to our 2022-2023 Financial Statements.

The Windsor Fellowship has rebounded strongly from the pandemic with continued innovation in the services, delivery and operations. We have:

- Continued to refine online delivery of seminars and workshops to support Fellows and partners, providing high-quality hybrid services
- Launched new programmes, The House of Lords Administration's Ethnic Minority Internship Programme and Destination STEMM (John Lyons Charity)
- Consolidated our partnerships with existing sponsors and partner institutions to support the delivery of our Mission, resulting in a 65% increase in income.

Whilst the increase in visible leadership from minoritised backgrounds suggests that the country has made progress in supporting the development of individual leaders, data and information from education and employment continue to show disparities in access, retention progression and outcomes for people from minoritised ethnic communities. These societal and systemic challenges are deep-seated and exacerbated by intersectional impacts of, for example, racism, gender, disability, socio-economic background, region and subject/discipline biases. Windsor Fellowship proactively strives to include these factors in our work and, thereby, target support for talented individuals who are most likely to be disadvantaged or under-represented. These efforts underpin our commitment to realise our vision of **'a nation in which the talents of all the people truly shine.'**

Our work would not be possible without our partners, who demonstrate leadership by using data that shows inequalities, to engage with the positive action provisions of the Equality Act 2010 to catalyse societal change, one individual at a time. Similarly, I wish to thank the 187 volunteers whose personal commitment has helped to shape the education and employment journeys of our Fellows. In 2022/23, Windsor Fellowship supported over 1,723 young people and adults, a seven-fold increase on 2021/22. This success is underpinned by a dedicated staff team who relentlessly exceed expectations to deliver for the organisation.

Whilst much uncertainty looms in the economy and political world, it is helpful to recognise organisational and individual achievement.

Kevin Coutinho

Chair, Board of Trustees

Sponsors/Funders/Partners

Cancer Research UK

Charities Trust

Deloitte

Elsevier

Google (DeepMind)

Heritage Fund

House of Lords

John Lyons Charity

Royal Academy of Engineering

Royal Society of Chemistry

Syncona

University College London

Visa

Welsh Senedd

Westminster Council - Adult Education

Staff

Brian Channer

Ho Yan Wayne Wu

Johan Cespedes

Karlene Mahoney

Roda Aden

Ronu Riaz

Rukiya Khan

Sumitra Rao

Trevor Hall, CBE

Vanessa Coutinho

Volunteers 187

139 Volunteers for the following organisations	Individual Volunteers	Individual Volunteers
Adarga	Abdirahman Ismail	JL Kiappes
Amey	Alejandro Garcia-Miranda Ferrari	Jonathan Oppenheim
Atelier Ten Ltd	Amy Ruddlesden	Jude Onwudili
bp	Andrew MacAskill	Julius Hafalla
chapmanbdsp	Andrew Sellars	Kim Jelfs
Fugro	Ashok Chand	Lata Gautam
Heriot-Watt University	Ayhan Celik	Libu Manjakkal
Inductosense	Azzedine Dabo	Lucy Walker
Johnson Matthey	Bhaven Patel	Max Telford
KwickScreen	Camilla Alexander-White	Misbah Sarwar
MicrofluidX	Celine Moreira	Oliver Fenwick
Mott MacDonald	Ceri Hammond	Peter Wadley
National Grid	Chris Chan	Peter Munro
Niaxo	Claire Vallance	Rajat Narang
Rolls-Royce	Delphine Ryan	Ralph Schoenrich
Terafac Technologies	Didem Berceste Beyribey Price	Richard Brett
Two Sigma	Dionysios Anninos	Sam Gilbert
Whitby Wood	Fero Ibrahim	Samuel Perry
Wluper Ltd	Frances Platt	Sandra Appiah
WSP	Funmi Marquis	Santosh Kumar
	Giulia zanetti	Simon Freakley
	Gurprit Khanba	Stewart Kirton
	Hamera Khaliq	Thomas Ouldrige
	Janet Kumita	Viki Male
	Jenny Zhang	Zoë Ayres

Thank you to all the volunteers including those not listed above who worked with us during this period.

Reference and Administrative Details

Address: Canopi, 7-14 Great Dover Street, London, SE1 4YR

Telephone: 020 7250 8444

Email: office@windsor-fellowship.org

Current Trustees:

The Trustees (who are also directors for Companies Act purposes) who served to the date of approval of the financial statements are:

- Kevin Coutinho - Chair
- Rajnikant Shah - Treasurer
- Melissa Coutinho
- Akilah Jeffers
- Abdul Faeem Nori

Bankers:

Barclays Bank PLC
P.O. Box 90
357 Strand
London, WC2R ONX

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

Accountant: Chadwell Accounting Services Ltd

T/A: Alam & Co
65B London Road
Romford
RM7 9QY

Solicitors:

Bates, Wells & Braithwaite
Cheapside House
138 Cheapside
London, EC2V 6BB

Board of Trustees Report

Structure, Governance and Management

The Board of Trustees is the Charity's governing body and is responsible for the overall strategic direction and performance of the Charity. Trustees have lead responsibility in specific areas of the organisation e.g. Finance, Alumni Engagement and Pre-19 work.

Recruitment of new Trustees is an ongoing process to ensure a balance of experience and fresh ideas. Each new trustee is given a welcome pack containing a trustees' handbook, Trustees' essential guide, Windsor Fellowship Policies, Articles and Memorandum of Association and other essential documents.

As part of the continuous training and development for the whole Board members attend an Annual Board Strategy Day. They receive presentations from the management team on key new legal developments and discuss and review key Windsor Fellowship policies and procedures for the current and following year paying attention to business development and finance.

Management

The day-to-day management of the charity is delegated to the Operations Manager who together with the Programmes Managers constitutes the Management Team (MT), meeting fortnightly with the Chair.

Risk Management

The Board reviews the risk register at least twice a year and risk owners will be delegated by the Board to manage and mitigate those risks.

The Trustees have considered the risks to which Windsor Fellowship is exposed and the major risk is the possibility of being unable to obtain sufficient unrestricted funding to enable it to continue to fulfil its objectives. The Trustees have put in place the following measures to mitigate this, and other risks identified:

- Regular and effective reporting to the Board ensures proper review of all finances and operations
- Effective and comprehensive internal control systems and procedures
- Maintaining good relations with core funders and sponsors ensuring all obligations are met in accordance with service level agreements and contracts agreed
- Continuing efforts to seek alternative sources of funding
- Policies and Procedures are in place to ensure compliance with health and safety, equal opportunities, data protection, and child protection legislation

Statement of Trustees' Responsibilities

Company law requires the Trustees to prepare financial statements for each financial year that gives a true and fair view of the state of affairs of the Company and of the incoming resources and resources expended, including the net income of the company for the year.

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

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on an ongoing basis unless it is inappropriate to presume that Windsor Fellowship will continue in operation.

The Trustees are responsible for keeping proper accounting records which 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 company and hence for taking reasonable steps for the prevention and early detection of fraud and other irregularities. The Directors confirm that they have taken appropriate steps to ensure that there is no relevant financial reporting information that has not been disclosed to the assessor.

Objectives and Activities

Our vision is for 'a nation in which the talents of all the people truly shine. A nation in which there are no barriers to success because of race or creed, and where the brightest and the best can take their rightful place as leaders in their workplaces and their communities.'

Our mission is to help realise this vision through 'enriching the education, citizenship and employment' of people, particularly those who are of Black and Minority Ethnic (BME) origin. This mission involves promoting excellence in education, employment, and citizenship by developing the leadership and life skills of our beneficiaries.

Our purpose and charitable objective are to educate, train and develop people, particularly young people of BME origin, who are studying, with skills and qualities such as decision-making, leadership, team building, organisation, planning, self-awareness, motivation and effective communication in order to:

1. Improve their academic achievement;
2. Encourage and enable them to take an active part in civic life in accordance with the principles of good citizenship;
3. Guide and assist them in exploiting their educational and employment options; and
4. Enhance their ability to secure and progress in employment opportunities focused on careers in industry, commerce, the professions, public administration, and the arts.

In reviewing the Charity's aims and objectives and in planning future activities, the Trustees referred to the Charity Commission's general guidance on public benefit which states that all charities must demonstrate that they are established for public benefit. The Trustees believe that the charity meets both of these principles:

- There must be identifiable benefits, or benefits and benefits must be to the public or a section of the public.
- Each programme clearly sets out its target group and the benefit they receive from the programme.

We work with teenagers and young adults of predominantly BME heritage with demonstrable talent and potential, who nevertheless face barriers to success.

Helping them secure their progress and inspiring them to achieve senior roles in business, the professions and civic life is our purpose. Our aim is to ensure the successful entry of talented young BME adults into employment that is both professional and career focused. Talent needs to be nurtured in a structured way to ensure it is cultivated, motivated and inspired with a single purpose - to ensure it grows to realise its full potential and develops to be the best that it can be. Whilst based on similar principles, Windsor Fellowship's approach is unique. The combination of five factors gives our programmes their distinctive high impact. These are:

- Firstly, targeting young adults at key stages in their lives – for example, the transition from being recent graduates to employment (Passport to Employment and Careers Focus programmes); critical stages of undergraduate study (Leadership programmes), the making of career choices during further education (Succeeding in STEM programme), the commencement of GCSE courses (Junior Fellowship programme), and the risk of exclusion from school (AIMS and NEET programmes);
- Secondly, by associating participants with others of similar talent, aspiration and motivation but of different ethnic, cultural or social origins they are encouraged to freely express themselves, examine their history, and enhance/develop the skills that will help them navigate the challenges they will face as they embark on the next phase of their educational or professional careers;
- Thirdly, focusing on more than just participants' academic development and employment. We focus on their personal growth as citizens of contemporary UK society through programmes that encourage independent thinking and challenge participants to be fully conscious of their responsibilities as well as their rights. Diversity, Excellence, Community, Integrity, and Leadership, known as our five tenets, are the organisation's core beliefs/behaviour. Together they represent our 'DNA' and serve as our competency framework;
- Fourthly, providing participants with 'tutoring' and 'guiding' by programme leaders whose credibility comes in part from having themselves succeeded, and often, have done so in the face of institutional racism or other bias; and
- Fifthly, partnering with leading employers, educators and parents and carers.

Our range of programmes targets the complete spectrum of talents, from those whose talent is often latent (the disaffected and alienated) who may be on the verge of exclusion from school and need to be re-engaged; to those individuals who are performing well, and already demonstrate the clear potential to be amongst the highest performing in our society.

Programmes For Pre-19-Year-Olds

Our Pre-19 Programmes aim to support the achievements of all children and young people in England under the age of 19, specifically 'Enjoying & Achieving', 'Making a Positive Contribution' and 'Economic Well-being'. Our work has two core strands, re-engagement of disaffected and marginalised groups of young people ('helping talent to emerge') and Gifted and Talented ('ensuring talent succeeds'). The Trustees set three core objectives for the Pre-19 area of work. These were to increase the number of young people accessing our services, increase the coverage of programmes to include the further education sector, and build the foundations to extend Windsor Fellowship programmes into another major UK city.

AIMS Programmes 'Helping Talent to Emerge'

Across the UK the areas of lowest educational achievement and highest rates of exclusion are often in areas with the highest BME populations. Achievement, Improvement, and Motivation for Students (AIMS) programmes directly address this poverty of aspiration and achievement, particularly within the latent talent pool. AIMS is a school-based personal development programme targeting underachieving pupils many of whom display challenging behaviour and attitude problems. AIMS programmes complement the work of teachers and enthuses parents about the academic and social performance of their children. We know from experience that facilitating the three-way relationship of parents, teachers and students can produce accelerated progress. At the centre of the programme is a skilled facilitator who challenges pupils to reflect on their attitudes, behaviour and motivation and who seeks to inspire them to positively engage with their teachers and with their parents and to achieve greater levels of success.

Windsor Fellowship Junior Programmes 'Helping to Ensure Talent Succeeds'

The second strand of our Pre-19 work is helping to ensure that young people demonstrating the potential to achieve good GCSEs do go on to attain that success. Whilst it can be noted that the majority of participants in the Junior Fellowship programme obtain a Year 9 SATs result in English, Mathematics and Science which predicts that they should get good GCSEs.

We know, however, that too often individuals with the potential to achieve success, for whatever reasons, do not go on and achieve the grades of which they are capable. Whether it is negative peer pressure that debilitates their aspirations; poor teaching that arrests their progress; the impact of others' low expectations which limits their horizons; or simply, them as individuals not having the motivation to accomplish their potential, the result remains the same – underperformance at GCSE examinations. Through a combination of working with them, their parents and their schools, the Junior Fellowship complements students' school experience and helps to ensure that participants achieve five aims:

1. Improve on their projected grades and obtain a minimum of five GCSEs at A* – C grade
2. Continue their education post-16
3. Make informed career choices
4. Develop their personal skills, effectiveness and develop an interest in community involvement
5. Active citizenship, enabling Windsor Fellows to participate in their communities

Royal Society – Destination Science, Technology, Engineering, Mathematics and Medicine (STEMM) Programme

The Royal Society is the independent scientific academy of the UK and the Commonwealth, dedicated to promoting excellence in science. The Society is committed to increasing diversity in STEMM by seeking out talent from all parts of our society, to build and develop a world in which studying and working in science is open to all. The origins of the Royal Society lie in a 1660 'invisible college' of natural philosophers and physicians. Today the society is the UK's national science academy and has a Fellowship of some 1,600 of the world's most eminent scientists.

Destination STEMM is a mentoring programme targeted at Black students currently in Year 12 who are living/studying in Greater London. The programme matches each participant with a Mentor from the Royal Society and includes key skills and competency workshops.

Royal Society of Chemistry – Destination Science, Technology, Engineering, Mathematics and Medicine (STEMM) Programme, Chemical Sciences

Whether studying the chemistry of life or developing the advanced science behind modern technology, chemical scientists use their expertise to improve our health, our environment and our daily lives.

Collaboration is essential. The Royal Society of Chemistry, (RSC), connect scientists with each other and society as a whole, so they can do their best work and make discoveries and innovation happen.

RSC publish new research, and develop, recognise and celebrate professional capabilities. They bring people together to spark innovative ideas and new partnerships. They support teachers to inspire future generations of scientists. They speak up to influence the people making decisions that affect us all.

The Windsor Fellowship is working in partnership with the RSC to deliver Destination STEMM – Chemical Sciences, a mentoring programme for year 12 students from Black, Asian and Minority Ethnic backgrounds.

University College London - Destination STEMM, Mathematics and Statistics Programme

The Department of Statistical Science has played a significant role in the development of the subject ever since its foundation in 1911 as the Department of Applied Statistics. Destination STEMM is a blended mentoring/tutoring two-year programme for level three (A-Level or equivalent) students who live or school in Greater London who are currently in Year 12, planning to study A-level or equivalent in Mathematics/Statistics subjects and considering continuing into Higher Education with a STEMM degree subject.

Higher Education & Employment Programmes

Our Higher Education & Employment (HE&E) work is geared to facilitate engagement with businesses and enterprises. To address the challenges of today that even when successful in higher education, BME graduates are still twice as likely to be unemployed as white graduates and that even when employed ethnic minorities are relatively underemployed and under-utilised. Our HE&E programmes play a critical role in supporting BME undergraduates and graduates, particularly in their transition from higher education into immensely competitive professions and fields of graduate employment.

Windsor Fellowship Leadership Programme for Undergraduates (LPU)

The Leadership Programme for Undergraduates is designed for Black, Asian and minority ethnic undergraduates who have already exhibited talent and potential. The programme is composed of intensive residential seminars, a Personal Enhancement Programme (PEP), a summer internship and each fellow are required to undertake 2 hours of community/voluntary work each week. Fellows also undertake a minimum of six weeks of paid placement with their sponsoring organisations after which some of them start their careers with their sponsoring organisations.

Syncona Internship

Syncona in partnership with Windsor Fellowship is delivering an internship, and mentoring programme focusing on widening access for candidates into the life sciences from under-represented backgrounds, particularly participants from Black African, Black Caribbean and Mixed Black backgrounds.

The internship programme includes participation in the Windsor Fellowship Leadership Programme, which is a one-year personal and professional development programme that includes a paid six-month internship and structured mentoring support for participants. The internship will target recently graduated PhDs in the life sciences and stipend costs are based on the salary range of post-docs/research staff in the HE sector. Internships will be recruited independently of the scholarship programme between 2021-2024. Thereafter, participants in the scholarship programme will undertake an internship in year four of their scholarship.

Heritage Fund Internship Programme

The Senedd Commission (Senedd) has partnered with the Windsor Fellowship to launch a new internship programme, offering opportunities to individuals from a Black, Asian or Ethnic Minority background. The Senedd is committed to attracting talent from a wide range of backgrounds and recognises the value in reflecting the diversity of the Welsh population.

The internship programme is a great way to gain paid work experience in an exciting and unique environment at the heart of Welsh democracy.

Scholarship Programmes

University College London (UCL) Undergraduate Aspire Scholarship Programme

Windsor Fellowship is working with University College London (UCL) to provide a undergraduate scholarship that reduces financial barriers and improves representation of students from Black or mixed Black ethnic backgrounds within the department. The scholarships are available to prospective undergraduate students who identify as the target group and intend to the Computer Science BSc Undergraduate, Robotics and Artificial Intelligence MEng or Computer Science MEng programmes.

University College London (UCL) Bartlett – The Promise Scholarships

The Bartlett Promise Scholarship aims to attract students from a broader range of backgrounds to increase diversity in disciplines related to the built environment, ensuring a university education for all regardless of means. We see the development of further scholarship opportunities for those following a master's or PhD pathway.

University College London (UCL) – DeepMind MSc Scholarship Programme

The Windsor Fellowship, working in partnership with University College London (UCL) offer scholarships funded by DeepMind to students holding offers for several master's degree courses at UCL. The DeepMind Scholarships are positive action initiatives to help UCL ensure that it can attract and support students from all sections of the community, particularly those groups that are under-represented in post-graduate studies.

The studentships aim to diversify the academic pipeline of those participating in the master's programmes using the S158 Positive Action provisions of the Equality Act 2010. Based on data and information held by the UCL students will be awarded up to £25,000 each based on one of the applicants' characteristics: 1. Women 2. Black African or Caribbean background 3. From a low household income background.

Cancer Research UK, Black Leaders in Cancer PhD Scholarship Programme

The Windsor Fellowship is working in partnership with Cancer Research UK to grow a scholarship programme expanding to those groups which are under-represented in the cancer research community and supporting them to drive their career forward and realise their full potential to beat cancer.

The programme aims to provide a fully funded four-year PhD studentship, a place on one of the doctoral training programmes at a CRUK Centre. A comprehensive programme of mentoring, career support, leadership training and networking in addition to the support provided by the CRUK Centres.

University College London Research Opportunity Scholarship, PhD, (UCL-ROS).

The Windsor Fellowship, working in partnership with University College London (UCL) launched a scholarships programme to support BME postgraduate research degree students. The scheme offers full financial support and a skills development programme, both designed to promote academia as a more attractive career option.

Syncona Scholarship Programme

Syncona in partnership with Windsor Fellowship is delivering a scholarship programme focusing on widening access for candidates into the life sciences from under-represented backgrounds, particularly participants from Black African, Black Caribbean and Mixed Black backgrounds. During the fourth year of the scholarship programme scholars will undertake an internship with Syncona for six months. See the above Syncona internship.

Visa Scholarship Programme

Visa recognises the power of difference and diversity of thought, they value every individual for their unique background, experiences and view of the world. As part of their ongoing commitment to this belief, Windsor Fellowship is working in partnership with Visa to support students from under-represented and socially disadvantaged backgrounds to achieve their full potential. The successful candidates will receive a full scholarship and an ongoing programme of support throughout their academic studies. They will also have the opportunity to connect with experienced Visa employees through their scholar coaching/ mentoring programmes.

Career-Focused Opportunities

Elsevier - Rising Tide Internships

Elsevier is a global information analytics force, propels healthcare and open science, aiding researchers in discoveries. With solutions like ScienceDirect and Scopus, they optimise research and education. They provide digital solutions and tools in the areas of strategic research management, R&D performance, clinical decision support, and professional education, including ScienceDirect, Scopus, SciVal, ClinicalKey and Sherpath. They help governments and universities evaluate and improve their research strategies. They help doctors save lives, providing insight for physicians to find the right clinical answers, and we support nurses and other healthcare professionals throughout their careers. Publishing over 2,500 journals, Elsevier invites diverse contributions to their impactful mission. With a wide range of technology jobs, commercial and business jobs, and graduate jobs, there is a part for everyone to play.

Graduate Engineering Engagement Programme (GEEP)

The Windsor Fellowship is partnering with the Royal Academy of Engineering to deliver GEEP; aimed at addressing inequality in engineering. This UK-wide programme aims to increase the transition of UK engineering graduates from diverse backgrounds and under-represented groups into engineering employment.

GEEP Partners commit to building a truly diverse engineering workforce across the UK. They are champions for equality, diversity and inclusion, not only through GEEP but in the policies, practices, outcomes, and advocacy embedded in their companies. GEEP 2022-23 company partners include: Adarga, Amey, Atelier Ten Ltd, bp, chapmanbdsp, Furgo, Heriot-Watt University, Inductosense, Johnson Matthey, KwickScreen, Mott MacDonald, National Grid, Niaxo, Rolls-Royce, Terafac Technologies, Two Sigma, Whitby Wood, Wluper Ltd and WSP.

Greenpeace Internships

The Windsor Fellowship in partnership with Greenpeace is offering full-time paid internships in a range of areas within the organisation.

House of Lords

The House of Lords are rolling out a programme of initiatives aimed at elevating the voices and experiences of those from currently underrepresented backgrounds within the Parliamentary community. As part of this, they are introducing an ethnic minority focused internship programme that provides individuals with a short-term internship within the House of Lords Administration.

The programme aims to provide development opportunities for ethnic minority individuals at the beginning of their career (or those who may be changing career), who may otherwise not consider a role at the House of Lords. It is hoped the programme will also raise the profile of the House of Lords Administration as an employer of choice and raise awareness of the breadth of roles available.

The internship programme is a great way to gain paid work experience in an exciting and unique environment at the heart of British democracy.

Westminster Adult Education Services, (WAES)

Windsor Fellowship is working with WAES to deliver the London Mayor's Academies programme, specifically a digital hub. The coronavirus pandemic has taken a huge toll on London's economy and communities. Around 250,000 jobs have been lost across our city, leaving London's unemployment rate almost two percentage points above the UK average. Pre-existing inequalities have also worsened, especially for young people, Deaf and disabled Londoners and those from Black, Asian and Minority Ethnic groups. Therefore, the Mayor's Academies Programme, has been implemented to help Londoners get new skills, retrain and progress into good jobs.

Assessment Development Centres

Windsor Fellowship Assessment Development Centres (ADCs) is an opportunity for students and persons applying for our Programmes who are either undergraduates or recent graduates to gain exposure to key components of recruitment competitions. Designed for up to 100 participants, exercises include presentations, teamwork, task management and interviews. The sessions are run by Assessors who are professionals drawn from a cross-section of industries. The workshops can be used to supplement existing employability initiatives.

The aim is to close the gap between talented graduates and their employers by empowering participants to successfully navigate into their chosen careers and professions. To do this Windsor Fellowship focuses on meeting three key criteria:

- Give students and graduates the **confidence** to attend assessment centres and perform well in front of their prospective employers
- Create development opportunities for students by helping them identify their **strengths and areas for development** when attending assessment centres. This will allow them to plan and prepare better

- Provide access to **professionals from a cross-section of sectors** so that participants can make informed decisions about career choices

Additional Projects

Royal Society of Chemistry - Passport to Success

The project seeks to assess impact of application preparatory support on post-1992 university students. To realise an increase into the understanding amongst the academic community and service providers on how positive action initiatives can effectively support students from socio-economically disadvantaged backgrounds to raise confidence and awareness of graduate level applications processes. To also increase the confidence/engagement by delivering workshops to chemical sciences students on goal setting, application form and interview skills and evaluating participants' confidence/willingness to applying to other initiatives

Accountant Report to the Board of Trustees

for the Year Ended 30th September 2023

I report on the accounts of the charity for the year ended 30th September 2023 which are set out on the attached pages.

Respective Responsibilities of Trustee and Examiner:

As the charities trustees you are responsible for the preparation of accounts. You consider the audit requirement of S144 (2) of the charities act 2011 does not apply, and that an independent examination is needed.

It is my responsibility to examine the accounts under s145 of the 2011 Act to follow the procedures laid down in the general directions given by the Charity Commission under S145(5)(b) of the 2011 act and to state whether matters have come to my attention.

Basis of Accountant Report:

My examination was carried out in accordance with the General Directions given by the Charity Commissioners.

An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking of explanations from you as trustees concerning any such matters.

The procedures undertaken do not provide all the evidence that would be required in audit and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Accountant qualified statement:

In connection with my work, no matter has come to my attention:

1. Which gives me reasonable cause to believe that, in any material respect, the requirements:

- To keep accounts records in accordance with the CC S130 of the 2011 Act.
- To prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 Act.

Signed: *Mohammad chowdhury*

Date: 11/06/2024

MOHAMMED CHOWDHURY FMAAT

Chadwell Accounting Services Limited

T/A Alam & Co

Office 6

65B London Road Green Lane

Romford

RM7 9QA

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Statement of Financial Activities

For the Year Ended 30th September 2023

Incoming Resources	Notes	Unrestricted Fund (£)	Restricted Fund (£)	Total 2023	Total 2022
Higher Education & Employment	2	514,897	-	514,897	381,206
Pre-19 Access to HE	2	133,153		133,153	
Pre-19 School Programme	3	59,900		59,900	35,113
Investment & other Income	4	22,655		22,655	24,083
Total Income		£730,605		£730,605	£440,402
Resources Expended: Note 5					
Governance & Overhead cost		216,573		216,573	33,237
Charitable Activities cost		285,701	8,981	294,682	342,411
Total Expenses		£502,274	£8,981	£511,255	£375,648
Net Incoming/Outgoing		228,331	(8,981)	219,351	64,754
Unrealised gain/Loss		726		726	(354)
Net Surplus/ Loss		£327,892	(£8,981)	£220,076	£64,400
Balance b/fwd.		£284,467	£8,329	£292,796	£228,396
Balance c/fwd.		£513,524	(£652)	£512,872	£292,796

Windsor Fellowship
Balance Sheet
For the Year Ended 30th September 2023

	Notes	2023	2022
Investment	6	2,825	2,113
<u>Current Assets</u>			
Debtors	7		34,807
Bank & Cash		617,883	262,160
		620,708	299,080
Less: Liabilities			
Amount Falling within 1 Year	8	107,836	6,284
Total Assets Less Liabilities		£ 512,872	£ 292,796
Unrestricted Reserve		513,524	284,467
Restricted		(652)	8,329
Total Restricted & Unrestricted		£ 512,872	£ 292,796

For the Year Ended 30th September 2012, The Company was entitled to Exemption from audit under section 477 of the companies act 2006 relating to small companies.

The members have not required the company to obtain an audit of its accounts for the Year in question in accordance with section 476.

The Directors acknowledge their responsibilities for complying with the requirements of the act with respect of accounting records and the preparation of accounts.

The accounts have been prepared in accordance with the provisions applicable to companies subject to small Company act.

The Financial statement was approved by the trustees on 28/06/2024 and signed on their behalf by **Kevin Coutinho, Chair, Board of Trustees**

Signed: 
Kevin Coutinho (Jun 28, 2024 19:52 GMT+1)

Windsor Fellowship
Notes to the Accounts
For the Year Ended 30th September 2023

Note 1: Accounting Policies:

- **Basis of accounting:** This Accounts have been prepared without an audit, on the basis of smaller charities below the charities audit threshold, the accruals accounts are prepared as per Charity Commission requirement in accordance with applicable Accounting Standards SORP FRS 102, 2015 and in accordance with the statement of Recommended Practice (Accounting by Charities) issued by the Charity Commissioners and Companies Act 2006.
- **Depreciation of Tangible Fixed Assets:** Provision is made for depreciation on tangible fixed assets. All cost calculated to write off the cost of each asset over its expected useful life. Assets purchased from restricted funds are capitalised as good practice and charged over the project life.
 - Office Equipment – 25% straight line or over project term if shorter.
 - Assets costing more than £1,000 are capitalised. No fixed assets registered.
- **Funds:** Unrestricted funds are donations and other incoming resources received or generated and can be used at the discretion of the trustees for charitable purposes.
- **Restricted Funds:** Comprises of funds received for specific programmes and activities, as laid down by the grantors. Expenditure that meets these criteria is charged to the fund.
- **Expenditure:** Resources expended are accounted for on an accrual basis. These include, where relevant, VAT not recoverable by the charity. Overhead costs are allocated between the headings of generating funds, charitable activities and governance costs based on Income allocated to these activities.
- **Investment Income:** Interest is credited to the accounts in the Year in which it is receivable. Dividends are included in the accounts in the Year in which they are received, together with any associated tax credits.
- **Donations:** Donations are credited to the accounts in the Year in which they are received.
- **Value added tax:** The charity is not registered for VAT, and accordingly, where applicable, all expenditure incurred is disclosed inclusive of VAT.
- **Cash flow and Reserve Policy:** The charity has reasonable cash flow and reserve, nothing worried about on -going concern. Reserve policy based on SIX months cost.
- **Governance costs:** Comprises of all costs involving the public accountability of the charity and its compliance with regulation and good practice.

Note2: Higher Education & Employment

Income analysis	Unrestricted	Restricted	Total 2023	Total 2022
Leadership Pre 19 Access HE HE - GEEP	648,050	-	648,050	381,206
Total	648,050	-	648,050	381,206

Note 3: Pre 19

Pre 19 Other	59,900	-	59,900	35,113
Total	59,900	-	59,900	35,113

Note 4: Investment and Other Income

Other Income	22,655	-	22,655	24,083
Unrealised Gain	726	-	726	(354)
Grand Total	731,331	-	731,331	440,048

Note 5: Resources Expended

Governance & Overhead cost	216,573		216,573	33,237
Charitable Activities cost	285,701	8,981	294,682	342,411
Total Expenses	502,274	8,981	511,255	375,648

Note 6: Investment

Barclays Bank Share Value 2,825 (Dated on 30/09/2023)

Note 7: Current Assets

Bank & Cash £617,883

Note 8: Current Liabilities

Creditors: £107,836

Accounts

WINDSOR FELLOWSHIP

FINANCIAL STATEMENTS FOR THE YEAR ENDED
30TH SEPTEMBER 2022

Registered Charity No. 1089681

Registered Companies House No. 4271633

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INTRODUCTION

On behalf of the Board, I am delighted to welcome you to our 2021/2022 Financial Statements.

The continued COVID-19 pandemic resulted in significant disruption to the work of the Windsor Fellowship. Although not unique to Windsor Fellowship the Financial Statements are an opportunity to acknowledge the specific challenges encountered over the year, which included:

- Being unable to deliver the skills development workshops due to lockdown and social distancing
- Being able to provide online recruitment and provide service delivery to those organisations offering work placements/internships and mentoring programmes
- All staff coming to the end of furlough, and back into active service delivery

Notwithstanding these challenges, during the year we:

- Continued to develop online services and workshops to support Fellows during placements as well as reintroducing in-person services, so providing hybrid service delivery options
- Delivered our new programmes, including partnerships to develop undergraduate and postgraduate studentships (Syncona, Visa and DeepMind), the new Destination STEMM programme (The Royal Society of Chemistry), The Academy of Engineering, Graduate Engineering Engagement Programme (GEEP) and an AIMS Programme to the London Oratory School
- Delivered two schools-based programmes
- Secured funding to launch new projects in partnership with UCL The Bartlett, and Cancer Research UK

The continued impact of the Windrush scandal and the tragic murder of George Floyd highlighted the ongoing challenges of realising our vision of **‘a nation in which the talents of all the people truly shine’**. As we approached the 40th anniversary of the 1981 riots in Brixton, Toxteth, Handsworth, Moss Side, Chapeltown and many other cities, our minds were once again focused on the need to strive for racial justice so that there are no barriers to success because of race or creed, and where the brightest and the best can take their rightful place as leaders in their workplaces and their communities.

Receiving The Guardian Public Service Awards for leadership excellence¹ was a personal highlight of the year. However, this recognition would not have been possible without the unwavering support and dedication of our staff team, volunteers, partners and board members who have shown incredible commitment over 35 years. As a result, despite the challenges, over the past year, Windsor Fellowship has supported over 240 young people and adults and engaged **10** volunteers to assist in our work. Thanks to them, we can look back on successes that have helped to place the organisation in a healthy position from which we can seek future growth.

Kevin Coutinho
Chair, Board of Trustees

Sponsors/Funders/Partners

BBC Children in Need

Charities Trust

Deloitte

Elsevier

Fieldfisher

Google (DeepMind)

Heritage Fund

House of Commons

London Oratory School

Partners Group

Royal Academy of Engineering

Royal Society

Royal Society of Chemistry

Syncona

University College London

Visa

Welsh Senedd

Westminster Council - Adult Education

Staff

Joshua Lacumbre-Gibbs

Karlene Mahoney

Roda Aden

Rukiya Khan

Sumitra Rao

Trevor Hall, CBE

Vanessa Coutinho

Waseem Woozeer

Volunteers (57)

34 Volunteers from the - organisations listed	Individual Volunteers	Individual Volunteers
AECOM	Aarushi Somani	Sam Ahmed
Amey	Abdirahman Ismail	Siyuan Qian
BBC	Anqi Jian	Sonal Bharadva
bp	Beiyi Pan	Teresa Williams
chapmanbdsp	Brian Channer	Vivian Huang
GSK	Brian Wijayananda	Weishi Chen
Johnson Matthey	Daniel McIntosh	Yan Chen
National Grid	Debi Roberts	Yiqianqian Liu
Rolls-Royce	Gloria Guo	Yuhe Wang
Slingshot Simulations	Hodan Buraleh	Leah Ashante
TWI	Rithee Pandya	D Adeoshun
Two Sigma	Sammy Gecsoyler	
WSP		

Thank you to all the volunteers including those not listed above who worked with us during this period.

Reference and Administrative Details

Address: Canopi
7-14 Great Dover Street
Southwark
London
SE1 4YR

Telephone: 020 7250 8444
Email: office@windsor-fellowship.org

Current Trustees Details:

The Trustees (who are also directors for Companies Act purposes) who served to the date of approval of the financial statements are:

- Kevin Coutinho - Chair
- Rajnikant Shah - Treasurer
- Melissa Coutinho
- Akilah Jeffers
- Abdul Faeem Nori

Bankers:

Barclays Bank PLC
P.O. Box 90
357 Strand
London, WC2R ONX

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

Accountant:

Chadwell Accounting Services Ltd
T/a: Alam & Co
65B London Road
Romford
RM7 9QY

Solicitors:

Bates, Wells & Braithwaite
Cheapside House
138 Cheapside
London, EC2V 6BB

Windsor Fellowship
Board of Trustees Report
For the Year Ended 30th September 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Board of Trustees is the Charity's governing body and is responsible for the overall strategic direction and performance of the Charity. Trustees have lead responsibility in specific areas of the organisation e.g. Finance, Alumni Engagement and Pre-19 work.

Recruitment of new Trustees is an ongoing process to ensure a balance of experience and fresh ideas. Each new trustee is given a welcome pack containing a trustees' handbook, Trustees' essential guide, Windsor Fellowship Policies, Articles and Memorandum of Association and other essential documents.

As part of the continuous training and development for the whole Board members attend an Annual Board Strategy Day. They receive presentations from the management team on key new legal developments and discuss and review key Windsor Fellowship policies and procedures for the current and following year paying attention to business development and finance.

Management

The day-to-day management of the charity is delegated to the Operations Manager who together with the Programmes Managers constitutes the Management Team (MT), meeting fortnightly with the Chair.

Risk Management

The Board reviews the risk register at least twice a year and risk owners will be delegated by the Board to manage and mitigate those risks.

The Trustees have considered the risks to which Windsor Fellowship is exposed and the major risk is the possibility of being unable to obtain sufficient unrestricted funding to enable it to continue to fulfil its objectives. The Trustees have put in place the following measures to mitigate this, and other risks identified:

- Regular and effective reporting to the Board ensures proper review of all finances and operations
- Effective and comprehensive internal control systems and procedures
- Maintaining good relations with core funders and sponsors ensuring all obligations are met in accordance with service level agreements and contracts agreed
- Continuing efforts to seek alternative sources of funding
- Policies and Procedures are in place to ensure compliance with health and safety, equal opportunities, data protection, and child protection legislation

Windsor Fellowship
Board of Trustees Report
For the Year Ended 30th September 2022

STATEMENT OF TRUSTEES RESPONSIBILITIES

Company law requires the Trustees to prepare financial statements for each financial year that gives a true and fair view of the state of affairs of the Company and of the incoming resources and resources expended, including the net income of the company for the year.

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

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on an ongoing basis unless it is inappropriate to presume that Windsor Fellowship will continue in operation.

The Trustees are responsible for keeping proper accounting records which 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 company and hence for taking reasonable steps for the prevention and early detection of fraud and other irregularities. The Directors confirm that they have taken appropriate steps to ensure that there is no relevant financial reporting information that has not been disclosed to the assessor.

Windsor Fellowship
Board of Trustees Report
For the Year Ended 30th September 2022

OBJECTIVES AND ACTIVITIES

Our vision is for 'a nation in which the talents of all the people truly shine. A nation in which there are no barriers to success because of race or creed, and where the brightest and the best can take their rightful place as leaders in their workplaces and their communities.'

Our mission is to help realise this vision through 'enriching the education, citizenship and employment' of people, particularly those who are of Black and Minority Ethnic (BME) origin. This mission involves promoting excellence in education, employment, and citizenship by developing the leadership and life skills of our beneficiaries.

Our purpose and charitable objective are to educate, train and develop people, particularly young people of BME origin, who are studying, with skills and qualities such as decision-making, leadership, team building, organisation, planning, self-awareness, motivation and effective communication in order to:

1. Improve their academic achievement;
2. Encourage and enable them to take an active part in civic life in accordance with the principles of good citizenship;
3. Guide and assist them in exploiting their educational and employment options; and
4. Enhance their ability to secure and progress in employment opportunities focused on careers in industry, commerce, the professions, public administration, and the arts.

In reviewing the Charity's aims and objectives and in planning future activities, the Trustees referred to the Charity Commission's general guidance on public benefit which states that all charities must demonstrate that they are established for public benefit. The Trustees believe that the charity meets both of these principles

- There must be identifiable benefits, or benefits and benefits must be to the public or a section of the public.
- Each programme clearly sets out its target group and the benefit they receive from the programme.

We work with teenagers and young adults of predominantly BME heritage with demonstrable talent and potential, who nevertheless face barriers to success. Helping them secure their progress and inspiring them to achieve senior roles in business, the professions and civic life is our purpose. Our aim is to ensure the successful entry of talented young BME adults into employment that is both professional and career focused. Talent needs to be nurtured in a structured way to ensure it is cultivated, motivated and inspired with a single purpose - to ensure it grows to realise its full potential and develops to be the best that it can be. Whilst based on similar principles, Windsor Fellowship's approach is unique. The combination of five factors gives our programmes their distinctive high impact. These are:

- Firstly, targeting young adults at key stages in their lives – for example, the transition from being recent graduates to employment (Passport to Employment and Careers Focus programmes); critical stages of undergraduate study (Leadership programmes), the making of career choices during further education (Succeeding in STEM programme), the commencement of GCSE courses (Junior Fellowship programme), and the risk of exclusion from school (AIMS and NEET programmes);
- Secondly, by associating participants with others of similar talent, aspiration and motivation but of different ethnic, cultural or social origins they are encouraged to freely express themselves, examine their history, and enhance/develop the skills that will help them navigate the challenges they will face as they embark on the next phase of their educational or professional careers;
- Thirdly, focusing on more than just participants' academic development and employment. We focus on their personal growth as citizens of contemporary UK society through programmes that encourage independent thinking and challenge participants to be fully conscious of their responsibilities as well as their rights. Diversity, Excellence, Community, Integrity, and Leadership, known as our five tenets, are the organisation's core beliefs/behaviour. Together they represent our 'DNA' and serve as our competency framework;
- Fourthly, providing participants with 'tutoring' and 'guiding' by programme leaders whose credibility comes in part from having themselves succeeded, and often, have done so in the face of institutional racism or other bias; and
- Fifthly, partnering with leading employers, educators and parents and carers.

Our range of programmes targets the complete spectrum of talents, from those whose talent is often latent (the disaffected and alienated) who may be on the verge of exclusion from school and need to be re-engaged; to those individuals who are performing well, and already demonstrate the clear potential to be amongst the highest performing in our society.

EDUCATIONAL JOURNEY

PROGRAMMES FOR PRE-19-YEAR-OLDS

Our Pre-19 Programmes aim to support the achievements of all children and young people in England under the age of 19, specifically 'Enjoying & Achieving', 'Making a Positive Contribution' and 'Economic Well-being'. Our work has two core strands, re-engagement of disaffected and marginalised groups of young people ('helping talent to emerge') and Gifted and Talented ('ensuring talent succeeds'). The Trustees set three core objectives for the Pre-19 area of work. These were to increase the number of young people accessing our services, increase the coverage of programmes to include the further education sector, and build the foundations to extend Windsor Fellowship programmes into another major UK city.

AIMS Programmes 'Helping Talent to Emerge'

Across the UK the areas of lowest educational achievement and highest rates of exclusion are often in areas with the highest BME populations. Achievement, Improvement, and Motivation for Students (AIMS) programmes directly address this poverty of aspiration and achievement, particularly within the latent talent pool. AIMS is a school-based personal development programme targeting underachieving pupils many of whom display challenging behaviour and attitude problems. AIMS programmes complement the work of teachers and enthuses parents about the academic and social performance of their children. We know from experience that facilitating the three-way relationship of parents, teachers and students can produce accelerated progress. At the centre of the programme is a skilled facilitator who challenges pupils to reflect on their attitudes, behaviour and motivation and who seeks to inspire them to positively engage with their teachers and with their parents and to achieve greater levels of success.

Windsor Fellowship Junior Programmes 'Helping to Ensure Talent Succeeds'

The second strand of our Pre-19 work is helping to ensure that young people demonstrating the potential to achieve good GCSEs do go on to attain that success. Whilst it can be noted that the majority of participants in the Junior Fellowship programme obtain a Year 9 SATs result in English,

Mathematics and Science which predicts that they should get good GCSEs, we know, however, that too often individuals with the potential to achieve success, for whatever reasons, do not go on and achieve the grades they are capable of. Whether it is negative peer pressure that debilitates their aspirations; poor teaching that arrests their progress; the impact of others' low expectations which limits their horizons; or simply, them as individuals not having the motivation to accomplish their potential, the result remains the same – underperformance at GCSE examinations. Through a combination of working with them, their parents and their schools, the Junior Fellowship complements students' school experience and helps to ensure that participants achieve five aims:

1. Improve on their projected grades and obtain a minimum of five GCSEs at A* – C grade
2. Continue their education post-16
3. Make informed career choices
4. Develop their personal skills, effectiveness and develop an interest in community involvement
5. Active citizenship, enabling Windsor Fellows to participate in their communities

Fieldfisher LLP – 'Your City' Programme

Windsor Fellowship developed and delivered a programme to raise the aspirations of Year 7 students transitioning into secondary school. The Programme seeks to attract participants from economically and socially disadvantaged backgrounds that are under-represented in the profession and attending a school in the London Borough of Southwark. Participants were offered sessions that aimed to develop their aspirations, goal setting and action-planning skills and other key competencies to enhance their personal effectiveness (such as team building, working with others, and managing conflict). Programme participants can meet with professionals to find out about their life journeys and identify how role modelling can support their personal and professional development.

Royal Society – Destination Science, Technology, Engineering, Mathematics and Medicine (STEMM) Programme, Mathematics and Statistics

The Royal Society is the independent scientific academy of the UK and the Commonwealth, dedicated to promoting excellence in science. The Society is committed to increasing diversity in STEMM by seeking out talent from all parts of our society, to build and develop a world in which studying and working in science is open to all. The origins of the Royal Society lie in a 1660 'invisible college' of natural philosophers and physicians. Today the society is the UK's national science academy and has a Fellowship of some 1,600 of the world's most eminent scientists.

Destination STEMM is a mentoring programme targeted at Black students currently in Year 12 who are living/studying in Greater London. The programme matches each participant with a Mentor from the Royal Society and includes key skills and competency workshops.

Royal Society of Chemistry – Destinations Science, Technology, Engineering, Mathematics and Medicine (STEMM) Programme, Chemical Sciences

Whether studying the chemistry of life or developing the advanced science behind modern technology, chemical scientists use their expertise to improve our health, our environment and our daily lives.

Collaboration is essential. The Royal Society of Chemistry, (RSC), connect scientists with each other and society as a whole, so they can do their best work and make discoveries and innovation happen.

RSC publish new research, and develop, recognise and celebrate professional capabilities. They bring people together to spark new ideas and new partnerships. They support teachers to inspire future generations of scientists. They speak up to influence the people making decisions that affect us all.

The Windsor Fellowship is working in partnership with the RSC to deliver Destination STEMM – Chemical Sciences, a mentoring programme for year 12 students from Black, Asian and Minority Ethnic backgrounds.

HIGHER EDUCATION & EMPLOYMENT PROGRAMMES

Our Higher Education & Employment (HE&E) work is geared to facilitate engagement with businesses and enterprises. To address the challenges of today that even when successful in higher education, BME graduates are still twice as likely to be unemployed as white graduates and that even when employed ethnic minorities are relatively underemployed and under-utilised. Our HE&E programmes play a critical role in supporting BME undergraduates and graduates, particularly in their transition from higher education into immensely competitive professions and fields of graduate employment.

Windsor Fellowship Leadership Programme for Undergraduates (LPU)

The Leadership Programme for Undergraduates is designed for Black, Asian and minority ethnic undergraduates who have already exhibited talent and potential. The programme is composed of intensive residential seminars, a Personal Enhancement Programme (PEP), a summer

internship and each fellow is required to undertake 2 hours of community/voluntary work each week. Fellows also undertake a minimum of six weeks of paid placement with their sponsoring organisations after which some of them start their careers with their sponsoring organisations.

Syncona Internship

Syncona in partnership with Windsor Fellowship is delivering an internship, and mentoring programme focusing on widening access for candidates into the life sciences from under-represented backgrounds, particularly participants from Black African, Black Caribbean and Mixed Black backgrounds.

The internship programme includes participation in the Windsor Fellowship Leadership Programme, which is a one-year personal and professional development programme that includes a paid six-month internship and structured mentoring support for participants. The internship will target recently graduated PhDs in the life sciences and stipend costs are based on the salary range of post-docs/research staff in the HE sector. Internships will be recruited independently of the scholarship programme between 2021-2024. Thereafter, participants in the scholarship programme will undertake an internship in year four of their scholarship.

SCHOLARSHIP PROGRAMMES

University College London (UCL) Bartlett – The Promise Scholarship

The Bartlett Promise Scholarship aims to attract students from a broader range of backgrounds to increase diversity in disciplines related to the built environment, ensuring a university education for all regardless of means. We see the development of further scholarship opportunities for those following a master's or PhD pathway.

University College London (UCL) – DeepMind Scholarship Programme

The Windsor Fellowship working in partnership with University College London (UCL) offer scholarships funded by DeepMind to students holding offers for several master's degree courses at UCL. The DeepMind Scholarships are positive action initiatives to help UCL ensure that it can attract and support students from all sections of the community, particularly those groups that are under-represented in post-graduate studies.

The studentships aim to diversify the academic pipeline of those participating in the master's programmes using the S158 Positive Action provisions of the Equality Act 2010. Based on data and information held by the College, four studentships of £25,000 each were to be awarded based on one of the applicants' characteristics: 1. Women 2. Black African or Caribbean background 3. From a low household income background.

Cancer Research UK, Black Leaders in Cancer PhD Scholarship Programme

The Windsor Fellowship is working in partnership with Cancer Research UK to grow a scholarship programme expanding to those groups which are under-represented in the cancer research community and supporting them to drive their career forward and realise their full potential to beat cancer.

The programme aims to provide a fully funded four-year PhD studentship, a place on one of the doctoral training programmes at a CRUK Centre. A comprehensive programme of mentoring, career support, leadership training and networking in addition to the support provided by the CRUK Centres.

University College London Research Opportunity Scholarship (UCL-ROS).

The Windsor Fellowship working in partnership with University College London (UCL) launched a scholarships programme to support BME postgraduate research degree students. The scheme offers full financial support and a skills development programme, both designed to promote academia as a more attractive career option.

Syncona Scholarship Programme

Syncona in partnership with Windsor Fellowship is delivering a scholarship programme focusing on widening access for candidates into the life sciences from under-represented backgrounds, particularly participants from Black African, Black Caribbean and Mixed Black backgrounds.

During the fourth year of the scholarship programme scholars will undertake an internship with Syncona for six months. See the above Syncona internship.

Visa Scholarship Programme

Visa recognises the power of difference and diversity of thought, they value every individual for their unique background, experiences and view of the world. As part of their ongoing commitment to this belief, Windsor Fellowship is working in partnership with Visa to support students from

under-represented and socially disadvantaged backgrounds to achieve their full potential. The successful candidates will receive a full scholarship and an ongoing programme of support throughout their academic studies. They will also have the opportunity to connect with experienced Visa employees through their scholar coaching/ mentoring programmes.

CAREER-FOCUSED OPPORTUNITIES

Graduate Engineering Engagement Programme (GEEP)

The Windsor Fellowship is partnering with the Royal Academy of Engineering to deliver GEEP; aimed at addressing inequality in engineering.

This UK-wide programme aims to increase the transition of UK engineering graduates from diverse backgrounds and under-represented groups into engineering employment.

GEEP Partners commit to building a truly diverse engineering workforce across the UK. They are champions for equality, diversity and inclusion, not only through GEEP but in the policies, practices, outcomes, and advocacy embedded in their companies. GEEP 2021-22 company partners include: AECOM, Amey, BBC, bp, chapmanbdsp, GSK, Johnson Matthey, National Grid, Rolls-Royce, Slingshot Simulations, TWI, Two Sigma and WSP.

Greenpeace Internships

The Windsor Fellowship in partnership with Greenpeace is offering full-time paid internships in a range of areas within the organisation.

Assessment & Development Centres

Windsor Fellowship Assessment Development Centres (ADCs) is an opportunity for students and persons applying for our Programmes who are either undergraduates or recent graduates to expose participants to key components of recruitment competitions. Designed for up to 100 participants, exercises include presentations, teamwork, task management and interviews. The sessions are run by Assessors who are professionals drawn from a cross-section of industries. The workshops can be used to supplement existing employability initiatives.

The aim is to close the gap between talented graduates and their employers by empowering participants to successfully navigate into their chosen careers and professions. To do this Windsor Fellowship focuses on meeting three key criteria:

- Give students and graduates the **confidence** to attend assessment centres and perform well in front of their prospective employers
- Create development opportunities for students by helping them identify their **strengths and areas for development** when attending assessment centres. This will allow them to plan and prepare better
- Provide access to **professionals from a cross-section of sectors** so that participants can make informed decisions about career choices

BBC Children in Need – Passport to Employment

A Passport to Employment (PtE) programme for 18-24-year-olds across England to secure employment or transition into an educational programme. The programme included online skills development workshops and access to a personal development mentor providing support to create and maintain an individual personal development plan with targets to apply for jobs or to upskill/enrol in a course. The workshops focused on skills and competency development.

OTHER PROJECTS

Deloitte Multicultural Network Online 'Come and Meet Deloitte'

Windsor Fellowship worked with the Deloitte Multicultural Network to offer our undergraduate and recent graduate students the opportunity to find out more about Deloitte. The initiative was an opportunity for those interested in professional services and who wanted to start planning for the graduate recruitment cycle and network with relevant professionals.

Deloitte Digital Connect Programme

Deloitte Digital Connect was an invitation-only programme. The Windsor Fellowship application was assessed as being fit for the programme. The Windsor Fellowship was successful in gaining the opportunity to work with Deloitte partner, CAST, which is a charity helping organisations use digital technology for social good. The Windsor Fellowship project was to redesign and upgrade the current website to strategically allow us to engage our stakeholders more effectively and to reach new audiences. We successfully upgraded our [website](#) and are utilising its enhanced functions to engage with our stakeholders.

INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES OF WINDSOR FELLOWSHIP

I report on the accounts of the charity for the year ended 30th September 2022 which are set out on the attached pages.

Respective Responsibilities of Trustee and Examiner:

As the charities trustees you are responsible for the preparation of accounts. You consider the audit requirement of S144 (2) of the charities act 2011 does not apply, and that an independent examination is needed.

It is my responsibility to examine the accounts under s145 of the 2011 Act to follow the procedures laid down in the general directions given by the Charity Commission under S145(5)(b) of the 2011 act and to state whether particular matters have come to my attention.

Basis of Independent Examiners Report:

My examination was carried out in accordance with the General Directions given by the Charity Commissioners.

An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking of explanations from you as trustees concerning any such matters.

The procedures undertaken do not provide all the evidence that would be required in audit and consequently no option is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiners qualified statement:

In connection with my examination, no matter has come to my attention.

1. Which gives me reasonable cause to believe that, in any material respect, the requirements:

To keep accounts records in accordance with the CC S130 of the 2011 Act.

To prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 Act.

MOHAMMED CHOWDHURY FMAAT

Chadwell Accounting Services Limited, T/A Alam & Co
Office 6, 65B London Road Green Lane,
Romford
RM7 9QA

Signature



Date

15/03/2023

Statement of Financial Accounts
For the Year Ended 30th September 2022

Incoming Resources	Notes	Unrestricted Fund (£)	Restricted Fund (£)	Total 2022	Total 2021
Higher Education & Employment					
Pre -19	2	£ 369,017	£ 12,189	£ 381,206	£ 151,111
	3	£ 35,113		£ 35,113	£ 81,597
Investment & other Income	4	£ 24,083		£ 24,083	£ 3,109
HMRC JRS Grant					£ 25,312
Total Income		£ 428,213	£ 12,189	£ 440,402	£ 261,129
Resources Expended	5				
Governance & Overhead cost		£ 32,239	£ 997	£ 33,237	£ 23,031
Charitable Activities		£ 324,659	£ 17,752	£ 342,411	£ 124,255
Total Expenses		£ 356,898	£ 18,749	£ 375,648	£ 147,286
Net Incoming/Outgoing		£ 71,315	-£ 6,561	£ 64,754	£ 113,843
Unrealised gain/Loss		-£ 354		-£ 354	£ 874
Net Surplus/ Loss		£ 70,961	-£ 6,561	£ 64,400	£ 114,717
Balance b/fwd.		£ 216,315	£ 12,081	£ 228,396	£ 113,678
Balance c/fwd.		£ 287,276	£ 5,520	£ 292,796	£ 228,395

Balance Sheet
On 30th September 2022

	Notes	2022	2021
<u>Investment</u>	6	£ 2,113	£ 2,233
Current Assets			
<u>Debtors</u>	7	£ 34,807	£ 22,633
<u>Bank & Cash</u>	8	£ 262,160	£ 212,994
		£ 299,080	£ 237,860
Less: Liabilities			
<u>Amount Falling within 1 Year</u>	9	£ 6,284	£ 9,465
<u>Total Assets Less Liabilities</u>		£ 292,796	£ 228,395
Unrestricted Reserve		£ 284,467	£ 213,505
Restricted		£ 8,329	£ 14,890
Total Restricted & Unrestricted		£ 292,796	£ 228,395

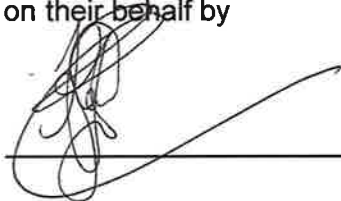
For the Year Ended 30th September 2022, The Company was entitled to Exemption from audit under section 477 of the companies act 2006 relating to small companies.

The members have not required the company to obtain an audit of its accounts for the Year in question in accordance with section 476.

The Directors acknowledge their responsibilities for complying with the requirements of the act with respect of accounting records and the preparation of accounts.

The accounts have been prepared in accordance with the provisions applicable to companies subject to small Company act.

The Financial statement were approved by the trustee on 13th May 2023 and signed on their behalf by



Kevin Coutinho, Chair, Board of Trustees.

Windsor Fellowship Notes to the Accounts For the Year Ended 30th September 2022

Income Analysis

	Unrestricted		Restricted		Total 2022		Total 2021	
<u>Note2: Higher Education & Employment</u>								
Leadership	£	335,731	£	12,189	£	347,920	£	151,111
Pre 19 Access to HE	£	33,286			£	33,286		
Total	£	369,017	£	12,189	£	381,206	£	151,111
<u>Note 3: Pre 19</u>								
Pre 19 Other	£	35,113			£	35,113	£	81,598
Total	£	35,113			£	35,113	£	81,598
<u>Note 4: Investment and Other Income</u>								
Other Income	£	24,083			£	24,083	£	3,109
HMRC JR Grant							£	25,312
Total	£	24,083			£	24,083	£	28,421
Unrealised								
Gain /Loss	-£	354			-£	354	£	847
Grand Total	£	427,859	£	12,189	£	440,048	£	262,003

Continued....

Note: 5: Resources Expended		Unrestricted		Restricted
Percentage Allocation		95%		5%
Governance & Overhead Costs	£	32,239	£	997
Charitable Activities	£	324,659	£	17,752
Total	£	356,898	£	18,749

Note 6: Barclays Bank		
Share Value		2,113
(Dated on 30/09/2022)		

Note 7:			
Debtors:	Prepayment	£	1,521
	The Royal Academy of Engineers	£	26,386
	UCL, DeepMind Scholarships	£	6,900

Note 8:		
At Bank & Petty cash 0/09/2022		£ 262,160

Note 9:		
Creditors: Accruals YE 2022		£ 6,284

Accounts

WINDSOR

FELLOWSHIP

Enriching education, employment and citizenship

WINDSOR FELLOWSHIP

FINANCIAL STATEMENTS FOR THE YEAR ENDED
30TH SEPTEMBER 2021

Registered Charity No. 1089681

Registered Companies House No. 4271633

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INTRODUCTION

On behalf of the Board, I am delighted to welcome you to our 2020/2021 Financial Statements.

The continued COVID-19 pandemic resulted in significant disruption to the work of the Windsor Fellowship. Although not unique to Windsor Fellowship, the Financial Statements are an opportunity to acknowledge the specific challenges encountered over the year, which included:

- Being unable to deliver the skills development workshops due to lockdown and social distancing
- Being able to provide online recruit and provide service delivery to those organisations offering work placements/internships and mentoring programmes
- Staff being on furlough for much of the year

Notwithstanding these challenges, during the year we:

- Continued to develop online services and workshops to support Fellows during placements
- Delivered our new programmes, including partnerships to develop undergraduate studentships (UCL Bartlett - The Promise Scholarship) and the new Destination STEMM programme (UCL Mathematics & Statistics), the Heritage Fund and Children in Need for 2020/21.
- Were able to deliver one schools-based programme in and around the period of the second lockdown
- Secured funding to launch new projects in partnership with The Royal Academy of Engineering, Syncona, Visa and DeepMind.

The 40th anniversary of the 1981 riots in Brixton, Toxteth, Handsworth, Moss Side, Chapeltown and many other cities refocused our minds on the challenge of realising racial justice in Britain, particularly given the combined impact of COVID-19 and growing inequalities. Whilst there has been progress, society is still challenged to be inclusive and realise **'a nation in which the talents of all the people truly shine'**. The legacy of the Windrush scandal and the murder of George Floyd still reverberate in our communities.

As our work over the past year demonstrates, by working together in partnership with our partners and volunteers we have been able to impact positively on the life outcomes of our Fellows. The leadership and commitment of our partners to use the permissive and enabling 'positive action' provisions of the Equality Act 2010 enable us to work towards realising our vision. Over the past year, the Windsor Fellowship has supported over 358 young people and adults and engaged over 20 volunteers to assist in our work. The board thanks each person who has supported our work. This includes our partners, volunteers and our dedicated staff team.



Leadership excellence winner Kevin Coutinho celebrates his award.

Photograph: Alicia Carter/The Guardian

Kevin Coutinho
Chair, Board of Trustees

Sponsors/Funders/Partners

BBC Children in Need
DeepMind
Fieldfisher LLP
House of Commons
National Lottery Fund
Royal Society

Syncona
The Royal Academy of Engineering
University College London
Visa
Welsh Government

Staff

Joshua Lacumbre-Gibbs
Karlene Mahoney
Roda Aden
Rukiya Khan

Sumitra Rao
Trevor Hall, CBE
Vanessa Coutinho
Waseem Woozeer

Volunteers

Aarushi Somani
Abdirahman Ismail
Anqi Jian
Beiyi Pan
Brian Channer
Brian Wijayananda
Deborah Roberts
Felix Fasesin
Gloria Guo
Kingsley Boateng

Mayu Harvey
Niccolo Salvatori
Patrick Graham
Rithee Pandya
Siyuan Qian
Sukhil Patel
Weishi Chen
Yan Chen
Yiqianqian Liu
Yuhe Wang

Apologies if you have worked with us during this period and we have not mentioned your name.

Reference and Administrative Details

Address: Canopi
7-14 Great Dover Street
Southwark
London
SE1 4YR

Telephone: 020 7250 8444
Email: office@windsor-fellowship.org

Current Trustees Details:

The Trustees (who are also directors for Companies Act purposes) who served to the date of approval of the financial statements are:

- Kevin Coutinho - Chair
- Rajnikant Shah - Treasurer
- Melissa Coutinho
- Akilah Jeffers
- Abdul Faeem Nori

Bankers:

Barclays Bank PLC
P.O. Box 90
357 Strand
London, WC2R ONX

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

Accountant:

Chadwell Accounting Services Ltd
T/a: Alam & Co
65B London Road
Romford
RM7 9QY

Solicitors:

Bates, Wells & Braithwaite
Cheapside House
138 Cheapside
London, EC2V 6BB

Windsor Fellowship
Board of Trustees Report
For the Year Ended 30th September 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Board of Trustees is the Charity's governing body and is responsible for the overall strategic direction and performance of the Charity. Trustees have lead responsibility in specific areas of the organisation e.g. Finance, Alumni Engagement and Pre-19 work.

Recruitment of new Trustees is an ongoing process to ensure a balance of experience and fresh ideas. Each new trustee is given a welcome pack containing a trustees' handbook, Trustees' essential guide, Windsor Fellowship Policies, Articles and Memorandum of Association and other essential documents.

As part of the continuous training and development for the whole Board members attend an Annual Board Strategy Day. They receive presentations from the management team on key new legal developments, discuss and review key Windsor Fellowship policies and procedures for the current and following years paying attention to business development and finance.

Management

The day-to-day management of the charity is delegated to the Operations Manager who together with the Programmes Managers constitutes the Management Team (MT), meeting fortnightly with the Chair.

Risk Management

The Board reviews the risk register at least twice a year and risk owners will be delegated by the Board to manage and mitigate those risks.

The Trustees have considered the risks to which Windsor Fellowship is exposed and the major risk is the possibility of being unable to obtain sufficient unrestricted funding to enable it to continue to fulfil its objectives. The Trustees have put in place the following measures to mitigate this, and other risks identified:

- Regular and effective reporting to the Board ensures proper review of all finances and operations.
- Effective and comprehensive internal control systems and procedures.
- Maintaining good relations with core funders and sponsors ensuring all obligations are met in accordance with service level agreements and contracts agreed.
- Continuing efforts to seek alternative sources of funding.
- Policies and Procedures are in place to ensure compliance with health and safety, equal opportunities, data protection, and child protection legislation.

Windsor Fellowship
Board of Trustees Report
For the Year Ended 30th September 2021

STATEMENT OF TRUSTEES' RESPONSIBILITIES

Company law requires the Trustees to prepare financial statements for each financial year that gives a true and fair view of the state of affairs of the Company and the incoming resources and resources expended, including the net income of the company for the year.

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

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on an ongoing basis unless it is inappropriate to presume that Windsor Fellowship will continue in operation.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and early detection of fraud and other irregularities. The Directors confirm that they have taken appropriate steps to ensure that there is no relevant financial reporting information that has not been disclosed to the assessor.

Windsor Fellowship
Board of Trustees Report
For the Year Ended 30th September 2021

OBJECTIVES AND ACTIVITIES

Our vision is for 'a nation in which the talents of all the people truly shine. A nation in which there are no barriers to success because of race or creed, and where the brightest and the best can take their rightful place as leaders in their workplaces and their communities'.

Our mission is to help realise this vision through 'enriching the education, citizenship and employment of people, particularly those who are of Black and Minority Ethnic (BME) origin. This mission involves promoting excellence in education, employment, and citizenship by developing the leadership and life skills of our beneficiaries.

Our purpose and charitable objective are to educate, train and develop people, particularly young people of BME origin, who are studying, with skills and qualities such as decision making, leadership, team building, organisation, planning, self-awareness, motivation and effective communication in order to:

1. Improve their academic achievement;
2. Encourage and enable them to take an active part in civic life in accordance with the principles of good citizenship;
3. Guide and assist them in exploiting their educational and employment options; and
4. Enhance their ability to secure and progress in employment opportunities focused on careers in industry, commerce, the professions, public administration, and the arts.

In reviewing the Charity's aims and objectives and in planning future activities, the Trustees referred to the Charity Commission's general guidance on the public benefit which states that all charities must demonstrate that they are established for public benefit. The Trustees believe that the charity meets both of these principles

- There must be identifiable benefits, or benefits and benefits must be to the public or a section of the public.
- Each programme clearly sets out its target group and the benefit they receive from the programme.

We work with teenagers and young adults of predominantly BME heritage with demonstrable talent and potential, who nevertheless face barriers to success. Helping them secure their progress and inspiring them to achieve senior roles in business, the professions and civic life is our purpose. Our aim is to ensure the successful entry of talented young BME adults into employment that is both professional and career-focused. Talent needs to be nurtured in a structured way to ensure it is cultivated, motivated and inspired with a single purpose - to ensure it grows to realise its full potential and develops to be the best that it can be. Whilst based on similar principles, Windsor Fellowship's approach is unique. The combination of five factors gives our programmes their distinctive high impact. These are:

- Firstly, targeting young adults at key stages in their lives – for example, the transition from being recent graduates to employment (Passport to Employment and Careers Focus

programmes); critical stages of undergraduate study (Leadership programmes), the making of career choices during further education (Succeeding in STEM programme), the commencement of GCSE courses (Junior Fellowship programme), and the risk of exclusion from school (AIMS and NEET programmes).

- Secondly, by associating participants with others of similar talent, aspiration and motivation but of different ethnic, cultural or social origins they are encouraged to freely express themselves, examine their history, and enhance/develop the skills that will help them navigate the challenges they will face as they embark on the next phase of their educational or professional careers;
- Thirdly, focusing on more than just participants' academic development and employment. We focus on their personal growth as citizens of contemporary UK society through programmes that encourage independent thinking, and challenge participants to be fully conscious of their responsibilities as well as their rights. Diversity, Excellence, Community, Integrity, and Leadership, known as our five tenets, are the organisation's core beliefs/behaviour. Together they represent our 'DNA' and serve as our competency framework;
- Fourthly, providing participants with 'tutoring' and 'guiding' by programme leaders whose credibility comes in part from having themselves succeeded, and often, have done so in the face of institutional racism or other bias; and
- Fifthly, partnering with leading employers, educators and parents and carers.

Our range of programmes targets the complete spectrum of talents, from those whose talent is often latent (the disaffected and alienated) who may be on the verge of exclusion from school and need to be re-engaged; through to those individuals who are performing well, and already demonstrate the clear potential to be amongst the highest performing in our society.

EDUCATIONAL JOURNEY – PROGRAMMES FOR PRE-19-YEAR-OLDS

Our Pre-19 Programmes aim to support the achievements of all children and young people in England under the age of 19, specifically 'Enjoying & Achieving', 'Making a Positive Contribution' and 'Economic Well-being'. Our work has two core strands, re-engagement of disaffected and marginalised groups of young people ('helping talent to emerge') and Gifted and Talented ('ensuring talent succeeds'). The Trustees set three core objectives for the Pre-19 area of work. These were to increase the number of young people to access our services, increase the coverage of programmes to include the further education sector, and build the foundations to extend Windsor Fellowship programmes into another major UK city.

AIMS Programmes 'Helping Talent to Emerge'

Across the UK the areas of lowest educational achievement and highest rates of exclusion are often in areas with the highest BME populations. Achievement, Improvement, and Motivation for Students (AIMS) programmes directly address this poverty of aspiration and achievement, particularly within the latent talent pool. AIMS is a school-based personal development programme targeting underachieving pupils many of whom display challenging behaviour and attitude problems. AIMS programmes complement the work of teachers and enthuses parents about the academic and social performance of their children. We know from experience that facilitating the three-way relationship between parents, teachers and students can produce accelerated progress. At the centre of the

programme is a skilled facilitator who challenges pupils to reflect on their attitudes, behaviour and motivation and who seeks to inspire them to positively engage with their teachers and with their parents and to achieve greater levels of success.

Windsor Fellowship Junior Programmes ‘Helping to Ensure Talent Succeeds’

The second strand of our Pre-19 work is helping to ensure that young people demonstrating the potential to achieve good GCSEs do go on to attain that success. Whilst it can be noted that the majority of participants on the Junior Fellowship programme obtain a Year 9 SATs result in English, Mathematics and Science which predicts that they should get good GCSEs, we know, however, that too often individuals with the potential to achieve success, for whatever reasons, do not go on and achieve the grades they are capable of. Whether it is negative peer pressure that debilitates their aspirations; poor teaching that arrests their progress; the impact of others’ low expectations which limits their horizons; or simply, them as individuals not having the motivation to accomplish their potential, the result remains the same – underperformance at GCSE examinations. Through a combination of working with them, their parents and their schools, the Junior Fellowship complements students’ school experience and helps to ensure that participants achieve five aims:

1. Improve on their projected grades and obtain a minimum of five GCSEs at A* – C grade
2. Continue their education post-16
3. Make informed career choices
4. Develop their personal skills, effectiveness and develop an interest in community involvement
5. Active citizenship, enabling Windsor Fellows to participate in their communities

Fieldfisher LLP – ‘Your City’ Programme

Windsor Fellowship developed and delivered a programme to raise the aspirations of Year 7 students transitioning into secondary school. The Programme seeks to attract participants from economically and socially disadvantaged backgrounds that are under-represented in the profession and attend a school in the London Borough of Southwark. Participants were offered sessions that aimed to develop their aspirations, goal setting and action planning skills and other key competencies to enhance their effectiveness (such as team building, working with others, and managing conflict). Programme participants can meet with professionals to find out about their life journeys and identify how role modelling can support their personal and professional development.

Royal Society – Destination Science, Technology, Engineering, Mathematics and Medicine (STEMM) Programme

The Royal Society is the independent scientific academy of the UK and the Commonwealth, dedicated to promoting excellence in science. The Society is committed to increasing diversity in STEMM by seeking out talent from all parts of our society, to build and develop a world in which studying and working in science is open to all. The origins of the Royal Society lie in a 1660 ‘invisible college’ of natural philosophers and physicians. Today the society is the UK’s national science academy and has a Fellowship of some 1,600 of the world’s most eminent scientists.

Destination STEMM, DSTEMM, is a mentoring programme targeted at Black students currently in Year 12 who are living/studying in Greater London. The programme matches each participant with a Mentor from the Royal Society and includes key skills and competency workshops.

University College London - Destination Science, Technology, Engineering, Mathematics and Medicine (STEMM) Programme, Mathematics & Statistics

The Windsor Fellowship is working in partnership with the University College of London Department of Statistical Science, to deliver Destination STEMM - Mathematics & Statistics. The Department of Statistical Science has played a major role in the development of the subject ever since its foundation in 1911 as the Department of Applied Statistics. The programme is a blended mentoring/tutoring two-year programme for level three (A-Level or equivalent) students who live or school in Greater London who are currently in Year 12, planning to study A-level or equivalent in Mathematics/Statistics subjects and considering continuing into Higher Education with a STEMM degree subject.

CITIZENSHIP & SOCIAL COHESION PROGRAMMES

Youth Dialogue Programme (YDP)

The Hummer Tuttle Foundation sponsored the Windsor I to run the UK-US Youth Dialogue Programme in 2019-20. The twelfth programme was to take a group of 12 students to Chicago and Vermont in the USA. The programme offers a group of young people from diverse backgrounds the opportunity to visit and better understand the United States while creating an environment where their leadership and dialogue skills can be developed. Due to COVID-19, this year's programme was cancelled.

HIGHER EDUCATION & EMPLOYMENT PROGRAMMES

Our Higher Education & Employment (HE&E) work addresses the challenge of today that even when successful in higher education, BME graduates are still twice as likely to be unemployed as white graduates and that even when employed ethnic minorities are relatively underemployed and under-utilised. Our HE&E programmes play a critical role in supporting BME undergraduates and graduates, particularly in their transition from higher education into immensely competitive professions and fields of graduate employment.

Windsor Fellowship Leadership Programme for Undergraduates (LPU)

The Leadership Programme for Undergraduates is designed for Black, Asian and minority ethnic undergraduates who have already exhibited talent and potential. The programme is composed of intensive residential seminars, a Personal Enhancement Programme (PEP), a summer internship and each fellow is required to undertake 2 hours of community/voluntary work each week. Fellows also undertake a minimum of six weeks of paid placement with their sponsoring organisations after which some of them start their careers with their sponsoring organisations.

Windsor Fellowship Leadership Programme for Undergraduates (LPU Wales)

As part of the Welsh Governments' effort to reflect the diversity of the UK's population, it is partnering with the Windsor Fellowship to offer a Leadership Programme for Undergraduates studying or living in Wales and is designed for Black, Asian and minority ethnic undergraduates who have already exhibited talent and potential. The LPUW aims to provide work experience, employability support and guidance to individuals from communities that are currently under-represented in the Welsh Government graduate-level workforce. The programme is composed of intensive residential

seminars, a Personal Enhancement Programme (PEP), a summer internship and each fellow are required to undertake 2 hours of community/voluntary work each week. Fellows also undertake a minimum of six weeks of paid placement and following graduation, a 50-week paid Internship.

National Lottery, Heritage Fund

The WF working in partnership with the National Lottery Heritage Fund are offering recent graduates the opportunity to experience working in a UK wide, dynamic and client-oriented investment environment. The 12 month internship programme provides an opportunity to gain paid work experience, employability support and guidance to individuals from communities that are currently underrepresented in the Heritage Fund's workforce. The programme is designed to equip interns with the skills and knowledge necessary to apply for full-time positions in the Heritage Fund or the related sector on completion of the programme.

University College London (UCL) – DeepMind Scholarship Programme

The WF working in partnership with University College London (UCL) offers scholarships funded by DeepMind to students holding offers for several master's degree courses at UCL. The DeepMind Scholarships are positive action initiatives to help the UCL ensure that it can attract and support students from all sections of the community, particularly those groups that are under-represented in post-graduate studies.

The studentships aim to diversify the academic pipeline of those participating in the master's programmes using the S158 Positive Action provisions of the Equality Act 2010. Based on data and information held by the College, four studentships of £25,000 each were to be awarded based on one of the applicants' characteristics: 1. Women 2. Black African or Caribbean background 3. From a low household income background.

University College London Research Opportunity Scholarship (UCL-ROS).

The WF working in partnership with University College London (UCL) launched a scholarship programme to support BME postgraduate research degree students. The scheme offers full financial support and a skills development programme, both designed to promote academia as a more attractive career option.

University College London, The Bartlett Faculty of the Built Environment– The Promise Scholarship

The Bartlett Promise Scholarship aims to attract students from a broader range of backgrounds to increase diversity in disciplines related to the built environment, ensuring a university education for all regardless of means.

CAREER-FOCUSED OPPORTUNITIES

Greenpeace Internships

The WF in partnership with Greenpeace is offering full-time paid internships in a range of areas within the organisation.

Assessment & Development Centres

WF Assessment Development Centres (ADCs) are an opportunity for students and persons applying for our Programmes who are either undergraduates or recent graduates to expose participants to key components of recruitment competitions. Designed for up to 100 participants, exercises include presentations, teamwork, task management and interviews. The sessions are run by Assessors who are professionals drawn from a cross-section of industries. The workshops can be used to supplement existing employability initiatives.

The aim is to close the gap between talented graduates and their employers by empowering participants to successfully navigate into their chosen careers and professions. To do this Windsor Fellowship focuses on meeting three key criteria:

- Give students and graduates the **confidence** to attend assessment centres and perform well in front of their prospective employers
- Create development opportunities for students by helping them identify their **strengths and areas for development** when attending assessment centres. This will allow them to plan and prepare better
- Provide access to **professionals from a cross-section of sectors** so that participants can make informed decisions about career choices

We had 278 participate in an online WF ADC during this year.

BBC Children in Need – Passport to Employment

A Passport to Employment (PtE) programme for 18-24-year-olds across England to secure employment or transition into an educational programme. The project is currently six months into a fifteen-month programme.

- The target number of workshop participants - 75
- Number of Applications – 56
- Number attending workshop – 18
- Number proceeded to the mentoring programme – 14

At this stage of the programme, we had expected a higher number of participants, due to companies not hiring, people losing jobs, re-skilling, and retraining due to the pandemic. We did not expect the pandemic to lead to high levels of physical, psychological, and social stress among young adults. We have found it difficult to engage with young adults. This led to having a conversation with members of the employability team from Aston and De Montfort Universities. They both shared the same concerns about the low levels of student engagement during the Covid-19 period. There was a shared agreement of students being 'burnt out' and not wishing to engage with online service provisions.

We continue to engage with young people by looking at the lessons learnt from earlier workshops, feedback and conversations and modified the workshops to include more employability skills, support and demand-oriented solutions that improve job opportunities for the young adults. We have aimed the marketing at community colleges, social media and social groups including particular groups such as employability LinkedIn groups. By engaging directly and giving the participants a chance for face-to-face workshops, we believe it will give them a sense of normality which they have missed. By engaging with the participants, we were able to promote mental health issues which many participants experienced during the pandemic.

OTHER PROJECTS

Deloitte Multicultural Network Online 'Come and Meet Deloitte'

Windsor Fellowship worked with the Deloitte Multicultural Network to offer our undergraduate and recent graduate students the opportunity to find out more about Deloitte. The initiative was an opportunity for those interested in the professional services and who wanted to start planning for the graduate recruitment cycle and network with relevant professionals.

**INDEPENDENT EXAMINERS REPORT
to the TRUSTEES OF WINDSOR FELLOWSHIP**

I report on the accounts of the charity for the year ended 30th September 2021 which are set out on the attached pages.

Respective Responsibilities of Trustee and Examiner:

As the charity's trustees, you are responsible for the preparation of accounts. You consider the audit requirement of S144 (2) of the charities act 2011 does not apply, and that an independent examination is needed.

It is my responsibility to examine the accounts under s145 of the 2011 Act to follow the procedures laid down in the general directions given by the Charity Commission under S145(5)(b) of the 2011 act and to state whether particular matters have come to my attention.

Basis of Independent Examiners Report:

My examination was carried out in accordance with the General Directions given by the Charity Commissioners.

An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters.

The procedures undertaken do not provide all the evidence that would be required in an audit and consequently, no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiners' qualified statement:

In connection with my examination, no matter has come to my attention.

1. This gives me reasonable cause to believe that, in any material respect, the requirements:

To keep account records in accordance with the CC S130 of the 2011 Act.

To prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act.

MOHAMMED CHOWDHURY FMAAT
(Affiliated member of ACIE)

Chadwell Accounting Services Limited

T/A Alam & Co

Office 6, 65B London Road

Romford, RM7 9QA

Signature



Date 13th May 2022

Windsor Fellowship
Statement of Financial Activities
For the Year Ended 30th September 2021

Incoming Resources	Notes	Unrestricted Fund (£)	Restricted Fund (£)	Total 2021	Total 2020
Higher Education & Employment	2	151,111	-	51,111	47,300
Pre -19	3	57,221	24,376	81,597	39,061
Investment & Other Income	4	3,109		3,109	1,138
HMRC JRS Grant		25,312		25,312	
Total Income		236,753	24,376	261,129	119,818
<u>Resources Expended: Note 5</u>					
Governance & Overhead cost		19,576	3,455	23,031	20,248
Charitable Activities		106,142	18,113	124,255	101,322
Total Expenses		125,719	21,567	147,286	121,570
Net Incoming/Outgoing		111,034	2,809	113,843	(1752)
Unrealised gain/Loss		874		874	1,141
Net Surplus/ Loss		111,908	2,809	114,717	(612)
Balance b/fwd.		101,597	12,081	113,678	114,290
Balance c/fwd.		213,505	14,890	228,395	113,678

Windsor Fellowship
Balance Sheet on 30th September 2021

	Notes	2021	2020
Investment	6	2,233	2,468
<u>Current Assets</u>			
Debtors	7	22,633	50,026
Bank & Cash		212,994	79,152
		237,860	131,646
Less: Liabilities	8		
Amount Falling within 1 Year		9,465	17,968
Total Assets Less Liabilities		228,395	113,678
Unrestricted Reserve		213,505	101,597
Restricted Reserve		14,890	12,081
Total Restricted & Unrestricted		228,395	113,678

For the Year Ended 30th September 2021, The Company was entitled to an Exemption from audit under section 477 of the companies act 2006 relating to small companies.

The members have not required the company to obtain an audit of its accounts for the Year in question in accordance with section 476.

The Directors acknowledge their responsibilities for complying with the requirements of the act with respect to accounting records and the preparation of accounts.

The accounts have been prepared in accordance with the provisions applicable to companies subject to small Company act.

The Financial statement were approved by the trustees on 26th May 2022 and signed on their behalf by

Kevin S. M. Coutinho Kevin Coutinho, Chair, Board of Trustees.

Windsor Fellowship Notes to the accounts
For the Year Ended 30th September 2021

Note 1: Accounting Policies:

- **Basis of accounting:** These Accounts have been prepared without an audit, on the basis of smaller charities below the charity's audit threshold, the accruals accounts are prepared as per Charity Commission requirement in accordance with applicable Accounting Standards SORP FRS 102, 2015 and in accordance with the statement of Recommended Practice (Accounting by Charities) issued by the Charity Commissioners and Companies Act 2006.
- **Depreciation of Tangible Fixed Assets:** Provision is made for depreciation on tangible fixed assets. All costs are calculated to write off the cost of each asset over its expected useful life. Assets purchased from restricted funds are capitalised as good practice and charged over the project life.
 - Office Equipment – 25% straight line or over project term if shorter.
 - Assets costing more than £1,000 are capitalised. No fixed assets registered.
- **Funds:** Unrestricted funds are donations and other incoming resources received or generated and can be used at the discretion of the trustees for charitable purposes.
- **Restricted Funds:** Comprises of funds received for specific programmes and activities, as laid down by the grantors. Expenditure that meets these criteria is charged to the fund.
- **Expenditure:** Resources expended are accounted for on an accrual basis. These include, where relevant, VAT not recoverable by the charity. Overhead costs are allocated between the headings of generating funds, charitable activities and governance costs based on Income allocated to these activities.
- **Investment Income:** Interest is credited to the accounts in the Year in which it is receivable. Dividends are included in the accounts in the Year in which they are received, together with any associated tax credits.
- **Donations:** Donations are credited to the accounts in the Year in which they are received.
- **Value-added tax:** The charity is not registered for VAT, and accordingly, where applicable, all expenditure incurred is disclosed inclusive of VAT.
- **Cash flow and Reserve Policy:** The charity has reasonable cash flow and reserve, nothing worried about the ongoing concern. Reserve policy based on three months costs.
- **Governance costs:** Comprises of all costs involving the public accountability of the charity and its compliance with regulation and good practice.

Windsor Fellowship Notes to the Accounts

For the Year Ended 30th September 2021

Note2: Higher Education & Employment

Income analysis	Unrestricted	Restricted	Total 2021	Total 2020
Leadership	151,111		151,111	17,250
Pre 19 Access to HE				30,050
Total	151,111		151,111	47,300

Note 3: Pre 19

Pre 19 Other	57,221	24,377	81,598	39,061
Total	57,221	24,377	81,598	39,061

Note 4: Investment and Other Income

Other Income	3,109	-	3,109	1,138
HMRC JR Grant	25,312	-	5,312	32,319
Total	28,421		28,421	33,457
Unrealised Gain	874		847	1,141
Grand Total	237,627	24,377	262,003	120,959

Windsor Fellowship:

At the Year-End 30th September 2021.

Note 4:

Other Income £3,109

Note 5:

Resources Expended	Restricted	Unrestricted
Governance & Overhead costs	3,455	19,576
Charitable Activities	18,113	106,142
Total:	21,567	125,719

Note 6:**Investment & Other****Barclays Bank:** Share Value £2,233**Note 7:****Debtors:** £22,633**Note 8:****Creditors:** £9,465**Note 9:****Bank**

At Bank 30/09/2021

Currency (Pound)

Barclays Bank	£24,555
CAF Bank	£175,674
CAF Gold	£12,765

Accounts

WINDSOR FELLOWSHIP

**FINANCIAL STATEMENTS FOR THE YEAR ENDED
30TH SEPTEMBER 2020**

**Registered Charity No. 1089681
Registered Companies House No. 4271633**

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INTRODUCTION

On behalf of the Board, I am delighted to welcome you to our 2019/2020 Financial Statements.

The COVID-19 pandemic resulted in significant disruption to the work of the Windsor Fellowship. This was not unique to Windsor Fellowship but the Financial Statements are an opportunity to acknowledge the specific challenges encountered over the year, which included:

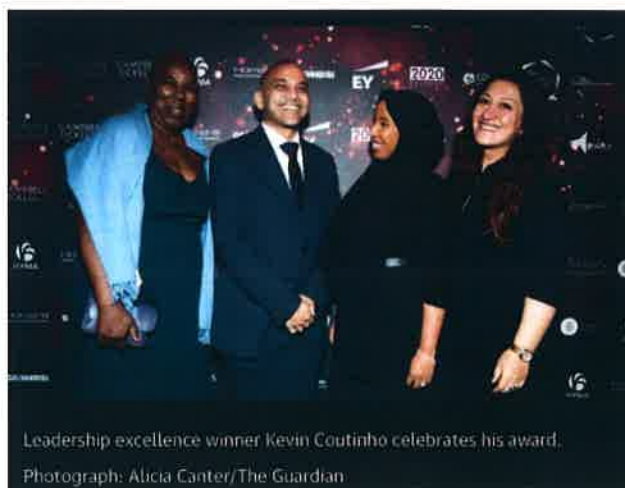
- Being unable to provide services for our schools-based programmes
- Being unable to deliver the skills development workshops due to lockdown and social distancing
- Being unable to recruit and provide service delivery to those organisations offering work placements/internships and mentoring programmes
- All staff being on furlough for much of the year

Notwithstanding these challenges, during the year we:

- Developed online services and workshops to support Fellows during placements
- Launched new opportunities, including partnerships to develop undergraduate studentships (UCL Bartlett - The Promise Scholarship) and a new Destination STEMM programme (UCL Mathematics & Statistics)
- Secured funding to launch new projects in partnership with the Heritage Fund and Children in Need for 2020/21.

The continued impact of the Windrush scandal and the tragic murder of George Floyd highlighted the on-going challenges of realising our vision of **‘a nation in which the talents of all the people truly shine’**. As we approached the 40th anniversary of the 1981 riots in Brixton, Toxteth, Handsworth, Moss Side, Chapeltown and many other cities, our minds were once again focused on the need to strive for racial justice so that there are no barriers to success because of race or creed, and where the brightest and the best can take their rightful place as leaders in their workplaces and their communities.

Receiving The Guardian Public Service Awards for leadership excellence¹ was a personal highlight of the year. However, this recognition would not have been possible without the unwavering support and dedication of our staff team, volunteers, partners and board members who have shown incredible commitment over 35 years. As a result, despite the challenges, over the past year, Windsor Fellowship has supported over 240 young people and adults and engaged **10** volunteers to assist in our work. Thanks to them, we can look back on successes that have helped to place the organisation in a healthy position from which we can seek future growth.



Kevin Coutinho
Chair, Board of Trustees

¹ www.theguardian.com/society/2019/nov/27/guardian-public-service-awards-leadership-excellence-winner

Sponsors/Funders/Partners

Fieldfisher LLP
House of Commons
Hummer Tuttle Foundation
London Borough of Hackney
Royal Society
University College London
Welsh Government

Staff

Joshua Lacumbre-Gibbs
Karlene Mahoney
Roda Aden
Rukiya Khan
Trevor Hall, CBE

Volunteers

Aarushi Somani	Phyllis Abebreseh
Abdirahman Ismail	Rithee Pandya
Anqi Jian	Sam Ahmed
Beiyi Pan	Sammy Gecsoyler
Brian Channer	Siyuan Qian
Brian Wijayananda	Sonal Bharadva
Daniel McIntosh	Sumitra Rao
Debi Roberts	Teresa Williams
Gloria Guo	Vivian Huang
Hodan Buraleh	Weishi Chen
Joseph Howes	Yan Chen
Lacara Barnes-Rowe	Yiqianqian Liu
Melissa Luk	Yuhe Wang
Patrick Graham	

Apologies if you have worked with us during this period and we have not mentioned your name.

Reference and Administrative Details

Address: CAN Mezzanine
49-51 East Road
London
N1 6AH

Telephone: 020 7250 8444
Email: office@windsor-fellowship.org

Current Trustees Details:

The Trustees (who are also directors for Companies Act purposes) who served to the date of approval of the financial statements are:

- Kevin Coutinho - Chair
- Rajnikant Shah - Treasurer
- Melissa Coutinho
- Akilah Jeffers
- Abdul Faeem Nori

Bankers:

Barclays Bank PLC
P.O. Box 90
357 Strand
London, WC2R ONX

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

Accountant:

Chadwell Accounting Services Ltd
T/a: Alam & Co
65B London Road
Romford
RM7 9QY

Solicitors:

Bates, Wells & Braithwaite
Cheapside House
138 Cheapside
London, EC2V 6BB

Windsor Fellowship
Board of Trustees Report
For the Year Ended 30th September 2019

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Board of Trustees is the Charity's governing body and is responsible for the overall strategic direction and performance of the Charity. Trustees have lead responsibility in specific areas of the organisation's e.g. Finance, Alumni Engagement and Pre-19 work.

Recruitment of new Trustees is an on-going process to ensure a balance of experience and fresh ideas. Each new trustee is given a welcome pack containing a trustees' handbook, Trustees' essential guide, Windsor Fellowship Policies, Articles and Memorandum of Association and other essential documents.

As part of the continuous training and development for the whole Board members attend an Annual Board Strategy Day. They receive presentations from the management team on key new legal developments, discuss and review key Windsor Fellowship policies and procedures for the current and following year paying attention to business development and finance.

Management

The day-to-day management of the charity is delegated to the Operations Manager who together with the Programmes Managers constitute the Management Team (MT), meeting fortnightly with the Chair.

Risk Management

The Board reviews the risk register at least twice a year and risk owners will be delegated by the Board to manage and mitigate those risks.

The Trustees have considered the risks to which Windsor Fellowship is exposed and the major risk is the possibility of being unable to obtain sufficient unrestricted funding to enable it to continue to fulfil its objectives. The Trustees have put in place the following measures to mitigate this, and other risks identified:

- Regular and effective reporting to the Board ensuring proper review of all finances and operations.
- Effective and comprehensive internal control systems and procedures.
- Maintaining good relations with core funders and sponsors ensuring all obligations are met in accordance with service level agreements and contracts agreed.
- Continuing efforts to seek alternative sources of funding.
- Policies and Procedures are in place to ensure compliance with health and safety, equal opportunities, data protection, and child protection legislation.

Windsor Fellowship
Board of Trustees Report
For the Year Ended 30th September 2019

STATEMENT OF TRUSTEES RESPONSIBILITIES

Company law requires the Trustees to prepare financial statements for each financial year that gives a true and fair view of the state of affairs of the Company and of the incoming resources and resources expended, including the net income of the company for the year.

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

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on an on-going basis unless it is inappropriate to presume that Windsor Fellowship will continue in operation.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and early detection of fraud and other irregularities. The Directors confirm that they have taken appropriate steps to ensure that there is no relevant financial reporting information that has not been disclosed to the assessor.

Windsor Fellowship
Board of Trustees Report
For the Year Ended 30th September 2019

OBJECTIVES AND ACTIVITIES

Our vision is for 'a nation in which the talents of all the people truly shine. A nation in which there are no barriers to success because of race or creed, and where the brightest and the best can take their rightful place as leaders in their workplaces and their communities'.

Our mission is to help realise this vision through 'enriching the education, citizenship and employment' of people, particularly those who are of Black and Minority Ethnic (BME) origin. This mission involves promoting excellence in education, employment, and citizenship by developing the leadership and life skills of our beneficiaries.

Our purpose and charitable objective are to educate, train and develop people, particularly young people of BME origin, who are studying, with skills and qualities such as decision making, leadership, team building, organisation, planning, self-awareness, motivation and effective communication in order to:

1. Improve their academic achievement;
2. Encourage and enable them to take an active part in civic life in accordance with the principles of good citizenship;
3. Guide and assist them in exploiting their educational and employment options; and
4. Enhance their ability to secure and progress in employment opportunities focused on careers in industry, commerce, the professions, public administration, and the arts.

In reviewing the Charity's aims and objectives and in planning future activities, the Trustees referred to the Charity Commission's general guidance on public benefit which states that all charities must demonstrate that they are established for public benefit. The Trustees believe that the charity meets both of these principles

- There must be identifiable benefits, or benefits and benefits must be to the public or a section of the public.
- Each programme clearly sets out its target group and the benefit they receive from the programme.

We work with teenagers and young adults of predominantly BME heritage with demonstrable talent and potential, who nevertheless face barriers to success. Helping them secure their progress and inspiring them to achieve senior roles in business, the professions and civic life is our purpose. Our aim is to ensure the successful entry of talented young BME adults into employment that is both professional and career-focused. Talent needs to be nurtured in a structured way to ensure it is cultivated, motivated and inspired with a single purpose - to ensure it grows to realise its full potential and develops to be the best that it can be. Whilst based on similar principles, Windsor Fellowship's approach is unique. The combination of five factors gives our programmes their distinctive high impact. These are:

- Firstly, targeting young adults at key stages in their lives – for example, the transition from being recent graduates to employment (Passport to Employment and Careers Focus

programmes); critical stages of undergraduate study (Leadership programmes), the making of career choices during further education (Succeeding in STEM programme), the commencement of GCSE courses (Junior Fellowship programme), and the risk of exclusion from school (AIMS and NEET programmes).

- Secondly, by associating participants with others of similar talent, aspiration and motivation but of different ethnic, cultural or social origins they are encouraged to freely express themselves, examine their history, and enhance/develop the skills that will help them navigate the challenges they will face as they embark on the next phase of their educational or professional careers;
- Thirdly, focusing on more than just participants' academic development and employment. We focus on their personal growth as citizens of contemporary UK society through programmes that encourage independent thinking, challenge participants to be fully conscious of their responsibilities as well as their rights. Diversity, Excellence, Community, Integrity, and Leadership, known as our five tenets, are the organisation's core beliefs/behaviour. Together they represent our 'DNA' and serve as our competency framework;
- Fourthly, providing participants with 'tutoring' and 'guiding' by programme leaders whose credibility comes in part from having themselves succeeded, and often, have done so in the face of institutional racism or other bias; and
- Fifthly, partnering with leading employers, educators and parents and carers.

Our range of programmes target the complete spectrum of talents, from those whose talent is often latent (the disaffected and alienated) who may be on the verge of exclusion from school and need to be re-engaged; through to those individuals who are performing well, and already demonstrate the clear potential to be amongst the highest performing in our society.

EDUCATIONAL JOURNEY – PROGRAMMES FOR PRE-19-YEAR-OLDS

Our Pre-19 Programmes aim to support the achievements of all children and young people in England under the age of 19, specifically 'Enjoying & Achieving', 'Making a Positive Contribution' and 'Economic Well-being'. Our work has two core strands, re-engagement of disaffected and marginalised groups of young people ('helping talent to emerge') and Gifted and Talented ('ensuring talent succeeds'). The Trustees set three core objectives for the Pre-19 area of work. These were to increase the number of young people to access our services, increase the coverage of programmes to include the further education sector, and build the foundations to extend Windsor Fellowship programmes into another major UK city.

AIMS Programmes 'Helping Talent to Emerge'

Across the UK the areas of lowest educational achievement and highest rates of exclusion are often in areas with the highest BME populations. Achievement, Improvement, and Motivation for Students (AIMS) programmes directly address this poverty of aspiration and achievement, particularly within the latent talent pool. AIMS is a school-based personal development programme targeting underachieving pupils many of whom display challenging behaviour and attitude problems. AIMS programmes complement the work of teachers and enthuses parents about the academic and social performance of their children. We know from experience that facilitating the three-way relationship of parents, teachers and students can produce accelerated progress. At the centre of the

programme is a skilled facilitator who challenges pupils to reflect on their attitudes, behaviour and motivation and who seeks to inspire them to positively engage with their teachers and with their parents and to achieve greater levels of success.

Windsor Fellowship Junior Programmes ‘Helping to Ensure Talent Succeeds’

The second strand of our Pre-19 work is helping to ensure that young people demonstrating the potential to achieve good GCSEs do go on to attain that success. Whilst it can be noted that the majority of participants on the Junior Fellowship programme obtain a Year 9 SATs result in English, Mathematics and Science which predicts that they should get good GCSEs, we know, however, that too often individuals with the potential to achieve success, for whatever reasons, do not go on and achieve the grades they are capable of. Whether it is negative peer pressure that debilitates their aspirations; poor teaching that arrests their progress; the impact of others’ low expectations which limits their horizons; or simply, them as individuals not having the motivation to accomplish their potential, the result still remains the same – underperformance at GCSE examinations. Through a combination of working with them, their parents and their schools, the Junior Fellowship complements students’ school experience and helps to ensure that participants achieve five aims:

1. Improve on their projected grades and obtain a minimum of five GCSEs at A* – C grade
2. Continue their education post-16
3. Make informed career choices
4. Develop their personal skills, effectiveness and develop an interest in community involvement
5. Active citizenship, enabling Windsor Fellows to participate in their communities

Fieldfisher LLP – ‘Your City’ Programme

Windsor Fellowship developed and delivered a programme to raise the aspirations of Year 7 students transitioning into secondary school. The Programme seeks to attract participants from economically and socially disadvantaged backgrounds that are under-represented in the profession and attending a school in the London Borough of Southwark. Participants were offered sessions that aimed to develop their aspirations, goal setting and action planning skills and other key competencies to enhance their personal effectiveness (such as team building, working with others, managing conflict). Programme participants can meet with professionals to find out about their life journeys and identify how role modelling can support their personal and professional development.

Royal Society – Destination Science, Technology, Engineering, Mathematics and Medicine (STEMM) Programme

The Royal Society is the independent scientific academy of the UK and the Commonwealth, dedicated to promoting excellence in science. The Society is committed to increasing diversity in STEMM by seeking out talent from all parts of our society, to build and develop a world in which studying and working in science is open to all. The origins of the Royal Society lie in a 1660 ‘invisible college’ of natural philosophers and physicians. Today the society is the UK’s national science academy and has a Fellowship of some 1,600 of the world’s most eminent scientists.

Destination STEMM, DSTEMM, is a mentoring programme targeted at Black students currently in Year 12 who are living/studying in Greater London. The programme matches each participant with a Mentor from the Royal Society and includes key skills and competency workshops. This report

provides an end of programme evaluation of the pilot DSTEMM programme from October 2018 to August 2020.

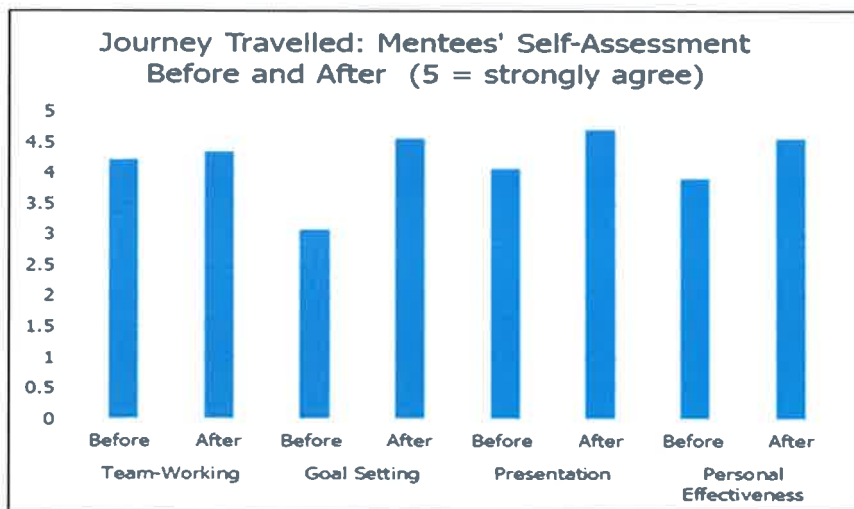
The Windsor Fellowship recruited and matched 21 pairs. The programme produced a range of development opportunities with all mentees having experienced tours of their mentors' workplace/university including engaging with a diverse range of people working in STEMM, students at Cambridge, taken part in interview practice for Oxbridge, attended Pharmaceutical Lectures, attended Imperial and Oxford Tours, and participated in an Engineering and Material Labs Summer Fair.

Programme Outcomes

1. Involve parents/family members in the scheme to increase the support provided to students as prescribed by Aspires
2. Students have gained specific skills and techniques to improve their overall marketability (incl. team-working, goal setting, presentation, and personal effectiveness)
3. Mentors have gained specific skills, techniques, and experience in mentoring (incl. goal setting and providing feedback)
4. Students are more aware of the breadth of options available when following a STEMM pathway (i.e. not just in the lab)
5. Students choose to progress to a STEMM course or apprenticeship programme
6. Students have been exposed to an actual STEMM environment

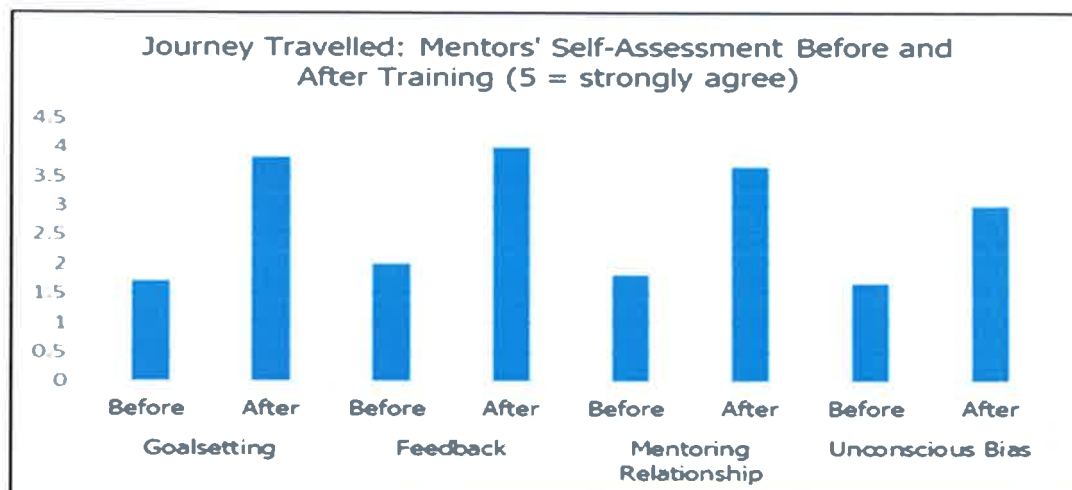
Outcome Results

1. 19/21 Parent/Guardians attended the Welcome event.
14/21 attended the Parent/Guardians Evening.
14/21 of Parent/guardians understand how they can contribute and support their child's participation in Destination STEMM.
2. Mentees' Journey Travelled



3. Mentors Journey Travelled

4.



5.

In September 18/18* answered:	In December 18/19* answered:
Biochemistry	Biochemistry
Biology	Biology x2
Medicine x 5	Medicine x 5
Chemical engineering	Chemical engineering
Engineering (General) x3	Engineering (General) x3
Human and Natural Sciences	Human and Natural Sciences
IT apprenticeship	Mathematics
Mathematics	Mechanical engineering
Mechanical engineering	Quantity Surveying
Quantity Surveying	Physics
Physics	Psychology
Psychology	
Software development	

**NB: Two people gave two responses*

Question - I have previously considered a career as a researcher?

a. The role of a researcher as a job title in STEMM was unknown to several Mentees. As most Mentors are researchers this led to an increase in Mentees considering this as a possible role for them in the future.

b. By December 7/19 respondents considered research as a possible career option.

6. When asked, of those who responded, 90% of Mentees stated that they are planning to either get a job in STEMM or continue with further studies after their first degree, such as Masters' or PhD.

Question - I have spoken to or interacted with people who are studying for a degree in a STEMM subject

a. In September 6/18 had spoken to or interacted with people who are studying for a degree in a STEMM subject. 7/18 had not spoken to or interacted with people who are studying for a degree in a STEMM subject and 2/18 were unsure.

b. In December all had spoken to or interacted with people who are studying for a degree in STEMM.

7. Question - I have been to a work environment where STEMM work is the primary activity

a. In September 9/18 stated they had been to a work environment where STEMM is the work is the primary activity. They named the following:

- 'Work experience at a paediatrician's surgery in America'
- 'Work experience at local GP'
- 'Hospital'
- 'BAE systems'
- 'Sexual Health Clinic'

b. In December 14/19 stated they had been to a work environment where STEMM is the work is the primary activity. In addition to the above, this included:

- 'Visiting a research lab'
- Visiting a STEMM company
- Visiting universities

The programme was updated to continue into year 13, 2019-2020, to allow a greater opportunity for continued support into the crucial UCAS application period. This has been a positive update for the programme as it allows the Mentees and Mentors the focus for some courses such as Medicine and early applications to Oxbridge. Mentees wanted support on how to budget and scholarship/bursary advice. They have also been matched and introduced to Mentees from the previous two cohorts to provide them with study support and sharing their UCAS application and university experience.

Destination as of November 2020		
Destination	Course	Start date
University of Cardiff	BSc Biological Engineering	2020/21
University of Manchester	MMBS Medicine	2020/21
Queen Mary, University of London	MMBS Medicine	2020/21
Manchester Metropolitan	BSc Biological Sciences	2020/21
Keele University	BSc Pharmacy	2020/21
Lancaster University	MMBS Medicine	2021/22
University of Warwick	BSc Computer Science	2021/22
University College London	BEng Mechanical Engineering	2021/22
Apprenticeship with UBS	Group Technology stream and will achieve a degree in Digital and Technology Solutions from the University of Exeter upon completion of the programme	2020-2024
Gap year	Did not receive the necessary teacher assessed predicted grades for their first-choice university and are taking a gap year to decide next steps	2020/21

Gap year	Did not receive the necessary teacher assessed predicted grades for their first-choice university and are taking a gap year to decide next steps	2020/21
Gap year	Did not receive the necessary teacher assessed predicted grades for their first-choice university and are taking a gap year to decide next steps	2020/21
Retaking year and has started year 13		2020/21
No response	The mentee was contacted in August, September and October and the Windsor Fellowship did not receive a response.	NA

CITIZENSHIP & SOCIAL COHESION PROGRAMMES

Youth Dialogue Programme (YDP)

The Hummer Tuttle Foundation sponsored the Windsor Fellowship to run the UK-US Youth Dialogue Programme in 2019-20. The eleventh programme was to take a group of 12 students to Chicago and Vermont in the USA. The programme offers a group of young people from diverse backgrounds the opportunity to visit and better understand the United States while creating an environment where their leadership and dialogue skills can be developed. Due to COVID-19, this year's programme was cancelled.

HIGHER EDUCATION & EMPLOYMENT PROGRAMMES

Our Higher Education & Employment (HE&E) work addresses the challenge of today that even when successful in higher education, BME graduates are still twice as likely to be unemployed as white graduates and that even when employed ethnic minorities are relatively underemployed and under-utilised. Our HE&E programmes play a critical role in supporting BME undergraduates and graduates, particularly in their transition from higher education into immensely competitive professions and fields of graduate employment.

Windsor Fellowship Leadership Programme for Undergraduates (LPU)

The Leadership Programme for Undergraduates is designed for Black, Asian and minority ethnic undergraduates who have already exhibited talent and potential. The programme is composed of intensive residential seminars, a Personal Enhancement Programme (PEP), a summer internship and each fellow are required to undertake 2 hours of community/voluntary work each week. Fellows also undertake a minimum of six weeks of paid placement with their sponsoring organisations after which some of them start their careers with their sponsoring organisations.

Windsor Fellowship Leadership Programme for Undergraduates (LPU Wales)

As part of the Welsh Governments' effort to reflect the diversity of the UK's population, it is partnering with the Windsor Fellowship to offer a Leadership Programme for Undergraduates studying or living in Wales and is designed for Black, Asian and minority ethnic undergraduates who have already

exhibited talent and potential. The LPUW aims to provide work experience, employability support and guidance to individuals from communities that are currently under-represented in the Welsh Government graduate-level workforce. The programme is composed of intensive residential seminars, a Personal Enhancement Programme (PEP), a summer internship and each fellow are required to undertake 2 hours of community/voluntary work each week. Fellows also undertake a minimum of six weeks paid placement and following graduation, a 50-week paid Internship.

University College London (UCL) – DeepMind Scholarship Programme

The WF working in partnership with University College London (UCL) offer scholarships funded by DeepMind to students holding offers for several master's degree courses at UCL. The DeepMind Scholarships are positive action initiatives to help the UCL ensure that it can attract and support students from all sections of the community, particularly those groups that are under-represented in post-graduate studies.

The studentships aim to diversify the academic pipeline of those participating in the master's programmes using the S158 Positive Action provisions of the Equality Act 2010. Based on data and information held by the College, four studentships of £25,000 each were to be awarded based on one of the applicants' characteristics: 1. Women 2. Black African or Caribbean background 3. From a low household income background.

University College London Research Opportunity Scholarship (UCL-ROS).

The WF working in partnership with University College London (UCL) launched a scholarships programme to support BME postgraduate research degree students. The scheme offers full financial support and a skills development programme, both designed to promote academia as a more attractive career option.

University College London Bartlett – The Promise Scholarship

The Bartlett Promise Scholarship aims to attract students from a broader range of backgrounds to increase diversity in disciplines related to the built environment, ensuring a university education to all regardless of means.

CAREER-FOCUSED OPPORTUNITIES

Greenpeace Internships

The WF in partnership with Greenpeace is offering full time paid internships in a range of areas within the organisation.

Partners Group

The WF in partnership with Partners Group is offering penultimate year undergraduates the opportunity to experience working in a global, dynamic, and client-oriented investment environment.

The internship with Partners Group will provide talented candidates with the ideal opportunity to develop additional skills and acquire hands-on experience in the world of finance. The internship will help candidates build a valuable professional network and key business relationships.

Two applicants successfully received internships. One went on to acquire a contract of employment with Partners Group and the second completing a great internship, developing skills and networks that got them into a job of their desire.

Proctor & Gamble

The Windsor Fellowship is working in partnership with P&G to offer a paid summer internship within their Sales team. The internship will give first-hand experience of what a career in sales with P&G involves, working on live business problems interns will be expected to make relevant contributions to the growth of the brands. Interns receive a customised learning plan to ensure they get the right levels of coaching, mentoring and formal training as they deliver their work.

Assessment & Development Centres

WF Assessment Development Centres (ADCs) is an opportunity for students and persons applying for our Programmes who are either undergraduates or recent graduates to expose participants to key components of recruitment competitions. Designed for up to 100 participants, exercises include presentations, teamwork, task management and interviews. The sessions are run by Assessors who are professionals drawn from a cross-section of industries. The workshops can be used to supplement existing employability initiatives.

The aim is to close the gap between talented graduates and their employers by empowering participants to successfully navigate into their chosen careers and professions. To do this Windsor Fellowship focuses on meeting three key criteria:

- Give students and graduates the **confidence** to attend assessment centres and perform well in front of their prospective employers
- Create development opportunities for students by helping them identify their **strengths and areas for development** when attending assessment centres. This will allow them to plan and prepare better
- Provide access to **professionals from a cross-section of sectors** so that participants can make informed decisions about career choices

We had 246 participate in a WF ADC during this year.

OTHER PROJECTS

Deloitte – Speed Networking

Windsor Fellowship worked with the Deloitte Multicultural Network to offer our undergraduate and recent graduate students the opportunity to find out more about Deloitte. The initiative was an opportunity for those interested in the professional services and who wanted to start planning for the graduate recruitment cycle and network with relevant professionals.

Independent Examiners Report to the Trustee of Windsor Fellowship:

I report on the accounts of the charity for the year ended 30th September 2020 which are set out on the attached pages.

Respective Responsibilities of Trustee and Examiner:

As the charities trustees, you are responsible for the preparation of accounts. You consider the audit requirement of S144 (2) of the charities act 2011 does not apply, and that an independent examination is needed.

It is my responsibility to examine the accounts under s145 of the 2011 Act to follow the procedures laid down in the general directions given by the Charity Commission under S145(5)(b) of the 2011 act and to state whether particular matters have come to my attention.

Basis of the Independent Examiners Report:

My examination was carried out in accordance with the General Directions given by the Charity Commissioners.

An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking of explanations from you as trustees concerning any such matters.

The procedures undertaken do not provide all the evidence that would be required in an audit and consequently, no option is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiners qualified statement:

In connection with my examination, no matter has come to my attention.

1. Which gives me reasonable cause to believe that, in any material respect, the requirements:

To keep accounts records in accordance with the CC S130 of the 2011 Act.

To prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 Act.

MOHAMMED CHOWDHURY FMAAT

(Affiliated member of ACIE)

Chadwell Accounting Services Limited

T/A Alam & Co

Office 6

65B London Road Green Lane

Romford

RM7 9QA

Chadwell Accounting Services Ltd

T/A: Alam & Co

Office 6

65B London Road

RM7 9QA

Signature 

Date 19/05/2021

STATEMENT OF FINANCIAL ACTIVITIES
Year Ended 30th September 2020

Incoming Resources	Notes	Unrestricted Fund (£)	Restricted Fund (£)	2020	Total 2019
Higher Education & Employment	(2)	47,300	-	47,300	101,254
Pre-19	(3)	-	39,061	39,061	102,567
Walcot Foundation					10,789
Other Income 1,353	(4)	1,138		1,138	
HMRC JRS Grant		32,319		32,319	
Total Income		80,757	39,061	119,818	215,963
<u>Resources Expended (5)</u>					
Governance & Overhead cost		12,121	8,127	20,248	16,647
Charitable Activities		59,920	41,402	101,322	196,372
Total Expenses		72,041	49,529	121,570	213,019
Net Incoming/Outgoing		8,716	10,468)	(1,752)	2,944
Unrealised gain/Loss		1,140	1,140		281
Net Surplus/ Loss		9,856	(10,468)	(612)	3,225
Balance b/fwd.		91,741	22,549	114,290	111,065
Balance c/fwd.		101,597	12,081	113,678	114,290

Windsor Fellowship
Balance Sheet on 30th September 2020

	Notes	2020	2019
Investment	(6)	2,468	2,460
<u>Current Assets</u>			
Debtors	(7)	50,026	20,039
Bank & Cash	(8)	79,152	110,463
		131,646	132,962
Less: Liabilities			
Amount Falling within 1 Year	(9)	17,968	18,672
Total Assets Less Liabilities		113,678	114,290
Unrestricted Reserve		101,597	91,741
Restricted		12,081	22,549
Total Restricted & Unrestricted		113,678	114,290

For the Year Ended 30th September 2020, The Company was entitled to Exemption from audit under Section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit of its accounts for the Year in question in accordance with section 476.

The Directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The accounts have been prepared in accordance with the provisions applicable to small companies in the Companies Act 2006.

The Financial statement were approved by the trustees on June 25th 2021 and signed on their behalf by



Kevin Coutinho, Chair, Board of Trustees

WINDSOR FELLOWSHIP NOTES TO THE ACCOUNTS

Year Ended 30th September 2020

Note 1: Accounting Policies:

- **Basis of accounting:** These accounts have been prepared without an audit, on the basis of smaller charities below the charities audit threshold, the accruals accounts are prepared as per Charity Commission requirement in accordance with applicable Accounting Standards SORP FRS 102, 2015 and in accordance with the statement of Recommended Practice (Accounting by Charities) issued by the Charity Commissioners and Companies Act 2006.
- **Depreciation of Tangible Fixed Assets:** Provision is made for depreciation on tangible fixed assets. All cost calculated to write off the cost of each asset over its expected useful life. Assets purchased from restricted funds are capitalised as good practice and charged over the project life.
 - Office Equipment – 25% straight line or over project term if shorter.
 - Assets costing more than £1,000 are capitalised. No fixed assets registered.
- **Funds:** Unrestricted funds are donations and other incoming resources received or generated and can be used at the discretion of the trustees for charitable purposes.
- **Restricted Funds:** Comprises of funds received for specific programmes and activities, as laid down by the grantors. Expenditure that meets these criteria is charged to the fund.
- **Expenditure:** Resources expended are accounted for on an accrual basis. These include, where relevant, VAT not recoverable by the charity. Overhead costs are allocated between the headings of generating funds, charitable activities and governance costs based on Income allocated to these activities.
- **Investment Income:** Interest is credited to the accounts in the Year in which it is receivable. Dividends are included in the accounts in the Year in which they are received, together with any associated tax credits.
- **Donations:** Donations are credited to the accounts in the Year in which they are received.
- **Value-added tax:** The charity is not registered for VAT, and accordingly, where applicable, all expenditure incurred is disclosed inclusive of VAT.
- **Cash flow and Reserve Policy:** The charity has reasonable cash flow and reserve, nothing worried about an ongoing concern. Reserve policy based on three months cost.
- **Governance costs:** Comprises of all costs involving the public accountability of the charity and its compliance with regulation and good practice.

Windsor Fellowship Notes to the Accounts
Year Ended 30th September 2020

Note2: Higher Education & Employment

Income analysis	Unrestricted	Restricted	Total 2020	Total 2019
Leadership	17,250		17,250	60,073
Pre 19 Access to HE	30,050		30,050	71,181
Total	47,300		47,300	101,254

Note 3: Pre 19

Pre 19 Other	-	39,061	39,061	102,567
Walcot Foundation				10,789
Total	-	39,061	39,061	113,356

Note 4: Investment

and Other Income

Other Income	1,138	-	1,138	1,353
HMRC JRS Grant	32,319		32,319	
	33,457	-	33,457	1,353
Grand Total	80,757	39,061	119,818	215,963

Restricted Funds Note 5:

Bal b/fwd.	Pre 19 other	Year 2020	Year 2019
	13,269	13,269	29,497
Income Resources	39,061	39,061	113,356
Total:	52,330	52,330	142,853

Windsor Fellowship Notes to the Accounts
Year Ended 30th September 2020

Expenses:

Staff Cost	8,126	8,126	33,566
Charitable Expenses	41,403	41,403	86,738
& Governance cost			

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Total Expenses	49,529	49,529	120,304
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Bal c/fwd.	2,801	2,801	22,549
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30-09-2020

Financial Year	2020	2019
=====	=====	=====

Note 6:

Barclays Share	2,468	2,460
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Note 7:

Debtors	50,026	20,039
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Note 8:

Bank	79,152	110,463
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Note 9:

Creditors	17,968	18,672
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BY ORDER OF THE BOARD OF TRUSTEES



Kevin Coutinho, Chair, Board of Trustees

June 25th 2021