

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:

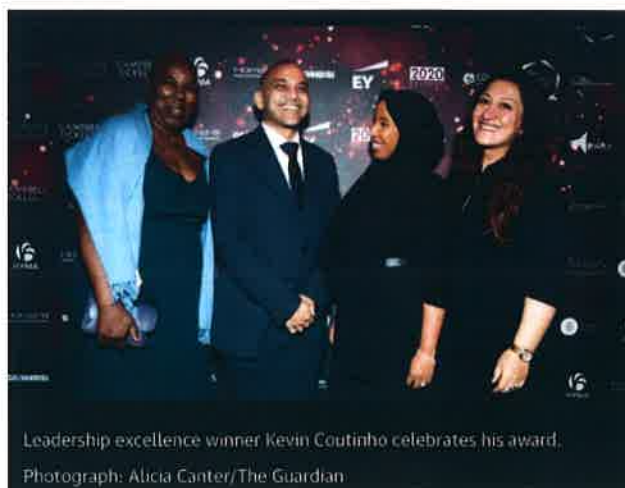
- Being unable to provide services for our schools-based programmes
- Being unable to deliver the skills development workshops due to lockdown and social distancing
- Being unable to recruit and provide service delivery to those organisations offering work placements/internships and mentoring programmes
- 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.

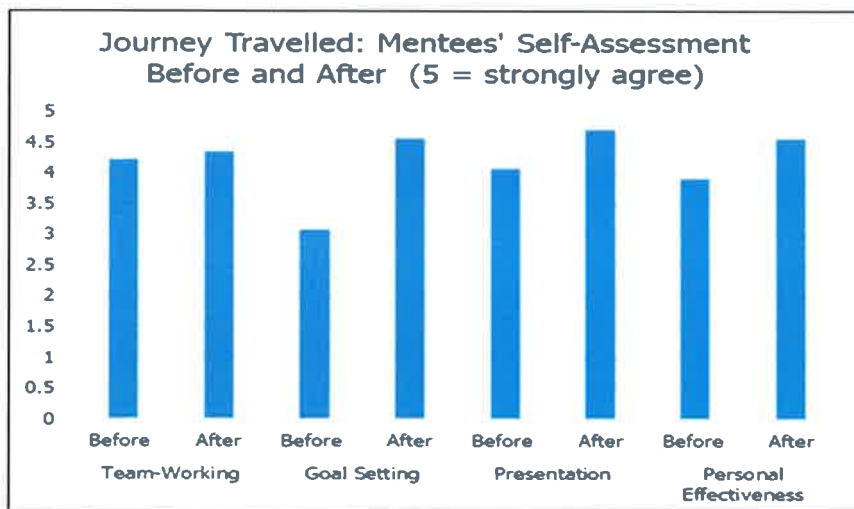
The Windsor Fellowship recruited and matched 21 pairs. The programme produced a range of development opportunities with all mentees having experienced tours of their mentors' workplace/university including engaging with a diverse range of people working in STEMM, students at Cambridge, taken part in 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

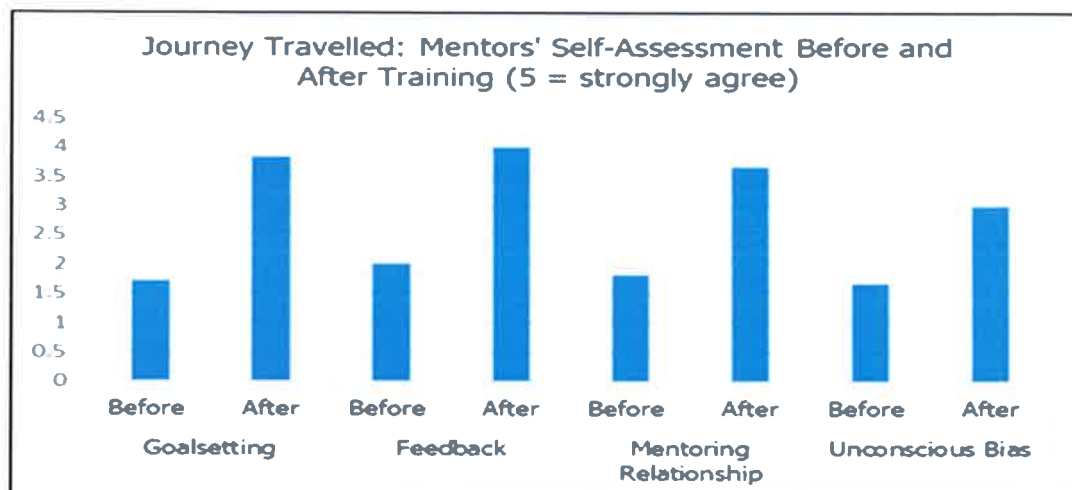
Outcome Results

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
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Total	47,300		47,300	101,254

Note 3: Pre 19

Pre 19 Other	-	39,061	39,061	102,567
Walcot Foundation				10,789
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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	
<hr/>				
	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
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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
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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