

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

CONTENTS.....	1
INTRODUCTION	3
STRUCTURE, GOVERNANCE AND MANAGEMENT	6
STATEMENT OF TRUSTEES' RESPONSIBILITIES	7
OBJECTIVES AND ACTIVITIES	8
EDUCATIONAL JOURNEY – PROGRAMMES FOR PRE-19-YEAR-OLDS.....	9
CITIZENSHIP & SOCIAL COHESION PROGRAMMES	11
HIGHER EDUCATION & EMPLOYMENT PROGRAMMES.....	11
CAREER-FOCUSED OPPORTUNITIES.....	13
OTHER PROJECTS.....	14
INDEPENDENT EXAMINERS REPORT	15

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.



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

Resources Expended: Note 5

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
<hr/>				
Total	151,111		151,111	47,300

Note 3: Pre 19

Pre 19 Other	57,221	24,377	81,598	39,061
<hr/>				
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
<hr/>				
Total	28,421		28,421	33,457
Unrealised Gain	874		847	1,141
<hr/>				
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