

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

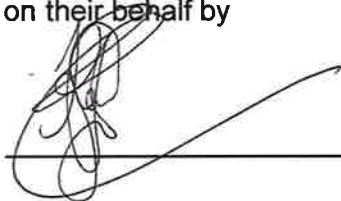
For the Year Ended 30th September 2022, The Company was entitled to Exemption from audit under section 477 of the companies act 2006 relating to small companies.

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				
(Dated on 30/09/2022)				
				2,113

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