

WINDSOR

FELLOWSHIP

Enriching education, employment and citizenship

Windsor Fellowship Financial Statements & Annual Report

for the year ended 30th September 2024

Registered Charity No. 1089681

Registered Companies House No. 4271633



WINDSOR

FELLOWSHIP

Enriching education, employment and citizenship

Financial Accounts

for the year ended 30th September 2024



Registered Charity No. 1089681

Registered Companies House No. 4271633

Accountant Report to the Board of Trustees

For the Year Ended 30th September 2024

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

Respective Responsibilities of Trustee and Examiner:

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

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

Basis of Accountant Report:

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

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

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

Accountant qualified statement:

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

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

Signed: *Mohammedchowdhury*

Date: 16th May 2025

MOHAMMED CHOWDHURY FMAAT

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

Statement of Financial Activities

For the Year Ended 30th September 2024

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

Windsor Fellowship

Balance Sheet on 30th September 2024

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

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

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

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

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

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

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

Windsor Fellowship Notes to the Accounts

For the Year Ended 30th September 2024

Note 1: Accounting Policies:

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

Windsor Fellowship Notes to the Accounts...continued

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

WINDSOR

FELLOWSHIP

Enriching education, employment and citizenship

Annual Report

for the year ended 30th September 2024

Registered Charity No. 1089681

Registered Companies House No. 4271633

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Introduction

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

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

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

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

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

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

Kevin Coutinho
Chair, Board of Trustees

Sponsors/Funders/Partners

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

Staff

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

Volunteers

Volunteers from organisations (86)

Boeing
Clip Energy
Johnson Matthey
Max Fordham
Methods
National Theatre
NatWest
WSP

Individuals (79)

Abdirahman Aw-musse
Abdirahman Ismail
Alejandro Garcia-Miranda
Ferrari
Alice Bryce
Amera Hussain
Amy Ruddlesden
Ana Jorge Sobrido
Ana Monteiro
Andia Roumina
Andrew Kerridge
Andrew Lim
Andrew Sellars
Andy Kowalski
Anuoluwakitan Oni
Ashok Chand
Ayhan Celik
Azzedine Dabo
Berceste Beyribey Price
Bhaven Patel
Camille Corti-Georgiou
Carlos Lledo-Fernandez
Ceri Hammond
Christina Biggs
Claire Vallance
David Gurden-Williams

David Weller
Eashaal Mahmood
Ella White
Emma Fadden
Fero Ibrahimi
Freda Tait
George Sierros
Gurprit Khanba
Hassan Majiya
Jake Surman
Janet Kumita
Jenny Zhang
Jerry Lehane
Jessica McLean
Joseph Folkes
Jude Onwudili
Julio Corral Serrano
Kajal Sohanta
Karen Pardoe
Katie Oliveira
Kimberley Dennis
Lata Gautam
Libu Manjakkal
Maria Kalli
Marina Maican
Mark Kawesa
Misbah Sarwar

Mohammad Abdul Mateen
Nabiha Khanom
Obinna Victor Onuoha
Omma Habiba
Philip Gardiner
Priyanka Ganguly
Rana Abdalla
Rhys Bright
Richard Brett
Richard Stevenson
Rosmita Borthakur
Samuel Perry
Samuel Yaroson
Sandra Appiah
Santosh Kumar
Sharon Williams
Simone Mahoney
Stefano Biagini
Svemir Rudic
Uche Ekwuozor
Uchenna Oty
Veronica Sofianos
W. David Hong
William King
Yi Jin
Yun Jin
Yuseffa Sanyang

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

Reference and Administrative Details

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

Trustees

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

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

Bankers

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

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

Accountant

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

Solicitors

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

Board of Trustees Report

Structure, Governance and Management

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

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

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

Management

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

Risk Management

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

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

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

Statement of Trustees' Responsibilities

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

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

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

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

Objectives and Activities

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

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

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

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

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

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

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

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

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

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

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

Programmes for Pre-19-Year-Olds

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

AIMS Programmes 'Helping Talent to Emerge'

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

Windsor Fellowship Junior Programmes 'Helping to Ensure Talent Succeeds'

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

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

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

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

Destination STEMM Programme – John Lyons

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

Destination STEMM Programme, Chemical Sciences – Royal Society of Chemistry

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

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

Destination STEMM, Mathematics and Statistics Programme – University College London

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

Higher Education & Employment Programmes

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

Windsor Fellowship Leadership Programme for Undergraduates (LPU)

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

University College London (UCL) Undergraduate Aspire Scholarship Programme

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

University College London (UCL) Bartlett – The Promise Scholarships

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

University College London (UCL) – DeepMind MSc Scholarship Programme

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

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

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

Cancer Research UK, Black Leaders in Cancer PhD Scholarship Programme

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

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

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

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

Syncona Scholarship Programme

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

Visa Scholarship Programme

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

Career-Focused Opportunities

Elsevier - Rising Tide Internships

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

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

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

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

The House of Lords Administration's Ethnic Minority Internship Programme

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

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

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

Heritage Fund Graduate Traineeship Programme

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

Welsh Senedd/Senedd Cymru Internship Programme

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

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

Westminster Adult Education Services, (WAES)

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

Assessment Development Centres

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

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

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

Additional Projects

Boeing Insight Event

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

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

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