



Cumberland Lodge

exchanging views, inspiring minds

Impact Report

1 Sept 18 – 31 Aug 19



Patron

Her Majesty The Queen

Visitor

The Rt Hon Sir John Laws, Lord Justice Laws (until April 2020)

Board of Trustees**Chairman**

The Rt Hon the Baroness Prashar of Runnymede CBE
Sir Stephen Wall GCMG LVO (until January 2019)

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The Baroness Pitkeathley of Caversham OBE
Lynne Berry OBE (until July 2019)

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John Lotherington (from July 2019)
JP Rangaswami (from January 2020)
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Canon Dr Edmund Newell

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Dame Sara Thornton DBE QPM
The Rt Rev and the Rt Hon the Lord Williams of
Oystermouth
Professor Tariq Modood MBE
Sir Stuart Etherington

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Lady (Poppy) Anderson
The Rt Hon the Lord Lloyd of Berwick DL
The Revd Canon Professor Richard Burridge
Christopher Mann (from 2020)
Dame Elizabeth Neville DBE, QPM, DL (from 2019)
Dr Alastair Niven LVO OBE
Helen Niven
The Rev Canon John Ovenden LVO
John Pool
Dr Hilary Richards
Maria Wallis QPM

Cumberland Lodge Scholars**2017–19**

Saeed Akkad,
School of Physical
Sciences, University
of Kent
Mahmood Ali,
Department of
Psychology, Manchester
Metropolitan University

Dr Sam Creavin,
School of Social and
Community Medicine,
University of Bristol
Amanda McBride,
Arts, Design and Social
Sciences, Northumbria
University
Celestin Okoroji,
Department
of Psychological and
Behavioural Science,
London School of
Economics and Political
Science

Jack Parsons,
Department of Plant
Sciences, University
of Oxford

Tamanda Walker,
School of Philosophy,
Religion and History
of Science, University
of Leeds

2018–20

Nour Al Kafri,
School of Pharmacy
and Biomedical
Sciences, University of
Portsmouth

Alexander Blower,
Institute of Education,
University of
Wolverhampton
Sarah Clowry,
School of Government
and International Affairs,
Durham University

Matt Dickinson,
Nuffield Department
of Medicine,
University of Oxford
Angelika Love,
Department
of Experimental
Psychology, University
of Oxford

Patricia O'Lynn,
School of Social
Sciences, Education and
Social Work, Queen's
University Belfast

Inna Thalmann,
Nuffield Department
of Population Health,
University of Oxford

Ishrat Hussain,
Department of Politics
and International
Relations, University
of Oxford (from
1 January 2019)

2019–21

Jessica Adams,
School of Arts and
Digital Industries,
University of East
London
Rachel Carlill,
School of International
Development,
University of East Anglia
Heather Hatton,
Department of History,
University of Hull
Anna Jungbluth,
Department of Physics,
University of Oxford
Anna Kumacheva,
Lancaster Institute for
the Contemporary Arts,
Lancaster University

Matthew Leavesley,
School of Social and
Political Science,
University of Lincoln

Aida Maaz,
Department of
Pharmacy and
Pharmacology,
University of Bath

Kristin O'Donnell,
Centre for Memory,
Narratives and
Histories, University of
Brighton

Linamaría
Pintor-Escobar,
Department of Biology,
Edge Hill University

Tyson Rallens,
Saïd Business School,
University of Oxford

**Amy Buller PhD
Scholar (2017–20)**

Amber Pierce,
Holocaust Research
Institute,
Royal Holloway,
University of London

Foreword

Baroness Prashar
of Runnymede



Cumberland Lodge has its roots in a time of national and international crisis, more than 70 years ago, and today, its work in bringing people together to discuss challenging issues that affect us all is perhaps more relevant than ever.

That is why I am delighted to have been appointed as Chair of the Board of Trustees, to help develop this important work further.

On the previous page you will see the names of some of the people who are involved in guiding and delivering this important work, including a broad spectrum of prominent people in public life, and research students from a wide range of countries, universities and academic disciplines, who we support through our scholarship programmes. What unites them is a common purpose: a desire to build more cohesive societies and to develop a deeper understanding amongst people of all backgrounds, ages and perspectives, through dialogue and debate.

In the current climate of political upheaval and disruption, Cumberland Lodge has a powerful role to play in challenging silo thinking and modelling how to 'disagree well'. It encourages people to think creatively and to collaborate on innovative approaches to the pressing challenges facing society.

The importance of this work cannot be overstated. By convening candid conversations that cut across sectors and academic disciplines, Cumberland Lodge is influencing and inspiring positive action by practitioners and policymakers.

Increasingly, we are striving to maximise the impact and reach of this work through the creative use of digital technologies, and I look forward to developing this further during my tenure as Chair. Cumberland Lodge is working tirelessly to generate a movement of people from around the world who are committed to promoting progress towards more peaceful, open and inclusive societies. It is providing transformative experiences for young people who will become our future leaders and change-makers. You will read about some of these inspirational stories on the pages that follow.

As a charity, Cumberland Lodge relies heavily on the generosity of its funders and supporters, and the individuals and organisations who hire its facilities in Windsor Great Park, to whom we are all extremely grateful.

I look forward to working with my fellow trustees, Edmund Newell and the team at Cumberland Lodge, to nurture this growing movement for positive change, in the years to come.

**The Rt Hon the Baroness Prashar
of Runnymede CBE PC**
Chair of Trustees (since January 2019)



Contents

3,603

subsidised places
for students on
study retreats

671

participants in
our conferences,
consultations,
panel discussions
and workshops

1.4k+

people welcomed
through our public
engagement events

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Fantastic organisation,
second to none in terms
of the people who are
brought together.
Conference participant, 2019



Most of us rarely get
the luxury of time
to collectively think
through problems, with
the view to offering
solutions. Cumberland
Lodge offers a curious mix
of a breathing space that
is also stimulating.
Conference participant, 2019



Perhaps the best
experience of my student
life. The Lodge has a
warmth of passion and
dedication: a home
away from home.
Study retreat participant, 2017



A unique mission and ethos



Founded in 1947, in the aftermath of World War II, Cumberland Lodge exists to empower people, through dialogue and debate, to make a positive difference to society.

For more than seven decades, we have been working with people of all ages, backgrounds and perspectives, to challenge 'silo thinking' and enable the open exchange of views and mutual learning. We embrace 'difficult conversations' and bring intergenerational and multi-sector perspectives, as well as an ethical dimension, to all of our work.

Dialogue and debate

Through roundtable conferences, panel discussions, residential retreats and interactive webinars, we respond to pressing issues facing society. We facilitate candid conversations between leaders and influencers, students and young people, civil society representatives, frontline community workers, and academics from all disciplines.

Research and review

These discussions are informed by rigorous, interdisciplinary research, commissioned from early-career researchers who benefit from our ongoing support and mentoring. The key themes that emerge from our roundtable conferences are refined through consultations involving leading experts and practitioners.

Published outputs

We present key findings and practical, policy-focused recommendations from our conferences, in clear and accessible reports, which are widely distributed for maximum impact. We also publish a wide range of digital resources – including podcasts, webinars, videos, audio recordings and blogs – to inspire deep reflection and critical thinking.

We recently relaunched our website, to highlight the scope and impact of our work more clearly, as well as our unique ethos and methodology.

[cumberlandlodge.ac.uk/
about-us/what-we-do](http://cumberlandlodge.ac.uk/about-us/what-we-do)

Students and young people have always been at the heart of our work, and we offer dedicated programmes to nurture their potential as future leaders and change-makers – including scholarships, bursaries, study retreats, workshops, interdisciplinary conferences and personal development opportunities.

All our programmes are crafted in ways that encourage people to work together collaboratively, to promote progress towards more peaceful, open and inclusive societies.

Annual review

Canon Dr Edmund Newell



This year's Impact Report provides a snapshot of how we carried out our charitable mission in 2018–19, and highlights our influence on the life and work of individuals, communities, organisations and policymakers, across the UK and beyond.

Between 1 September 2018 and 31 August 2019, we brought together nearly 700 people, of all ages, backgrounds and perspectives, to explore pressing issues relating to 'Identities and Belonging'.

We explored key questions relating to our pluralistic society today:

- Is it possible for society to accommodate diversity peacefully?
- How can society foster greater cohesion across social classes and different cultures?
- How can pluralism be promoted positively?

The outcomes of this work have been disseminated widely in reports and briefings that are freely available online, as well as through a wide range of audio-visual resources, including podcasts, videos, audio recordings and blogs.

Nationwide impact

Hard copies of our Cumberland Lodge Reports are also distributed far and wide, to people working at the forefront of the issues we tackle, including policymakers, students and academics, and practitioners.

This year, our reports have been read by MPs, Members of the House of Lords and All-Party Parliamentary Groups, senior civil servants and their teams, faith leaders and community representatives, academics at all stages of their careers, Chief Constables, Police and Crime Commissioners, and elected Mayors across the UK. They have also been shared amongst charity leaders, community workers, activists and campaigners, business executives, and the hundreds of people who participated in our conferences, consultations and report launches.

cumberlandlodge.ac.uk/read-watch-listen

The entrance door is a doorway to possibility – powerful, moving and transformative discussions take place inside.
 Larry Shulman, leadership consultant, December 2019

4,000

student visitors

16

doctoral students
intensively supported
through our scholarships

671

participants in our
conferences, consultations,
panel discussions and
workshops

3,603

subsidised places for students
on study retreats

257

guest events hosted

35

bursary places offered for
conferences and retreats

114

organisations welcomed
on guest bookings

International impact

Alongside our conferences and consultations, panel debates and retreats, we delivered our highly successful Emerging International Leaders programme on Freedom of Religion or Belief, for the third year running.

This programme provides an immersive experience for 50 international students from universities across the UK to explore the global human rights implications of challenging issues of religion and belief. As a result, we have already established a network of 150 young people from around the world who have expertise in this area and a commitment to promoting Freedom of Religion or Belief in their universities and home countries, both now and in the future.

We welcomed a further 104 students to our annual Commonwealth & International Student Christmas and Life Beyond the PhD conferences, which we are reshaping to focus on helping participants to explore how they can use their academic work and research skills to promote progress towards more peaceful, open and inclusive societies.

Future leaders and change-makers

This year, we expanded our Cumberland Lodge Scholarship scheme, which has supported 33 doctoral students with their public engagement, communications, event facilitation and networking skills, since its introduction in 2014. We are also benefitting from the involvement of former scholars in our work. These, together with alumni from programmes such as our Emerging International Leaders, are helping to create a movement for positive change around our work and mission.

We continued to support the three-year Amy Buller PhD Scholarship, in partnership with Royal Holloway, University of London, which funds and mentors a PhD student who is committed to promoting social progress and nurtures their personal development through a close involvement in our work and student retreats.

We also hosted residential study retreats for 3,603 students from 27 UK universities, and welcomed 114 organisations to use our facilities for conferences and meetings. Through the relationships that develop during these events, we often recruit participants for our own programme and develop new strategic partnerships. We rely on the income from these bookings to support our charitable work.

We have also started to take our Knowledge Café model into secondary schools, as well as higher education settings. These guided group discussion sessions draw on personal accounts of life in 1930s Germany, from our founder Amy Buller's 1943 book *Darkness over Germany*. These are used to inspire critical thinking about pressing issues facing young people and their communities today. Our first session for sixth-formers was well received, and we plan to expand on this work in the coming year.



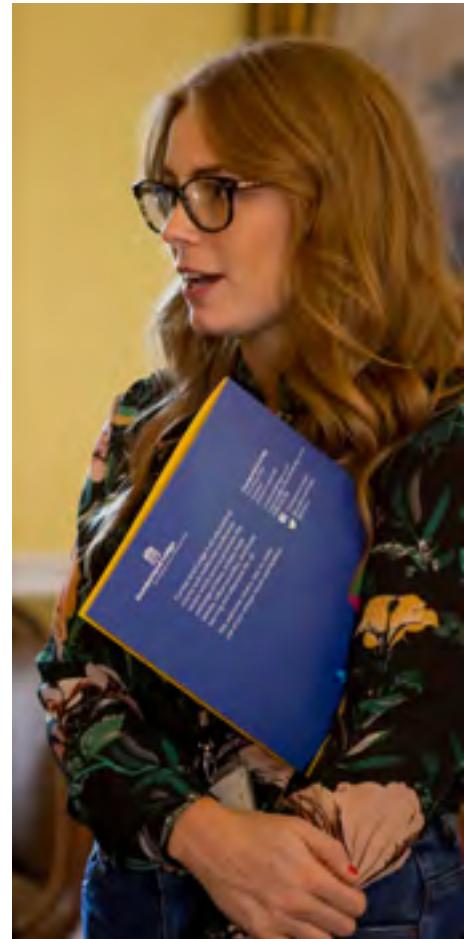
Growing networks

The ongoing growth of our networks is reflected in membership of the [Friends of Cumberland Lodge](#), which rose from 192 to 265 in 2018–19. Our Friends benefit from a close association with our work and help to support our scholarships and educational programmes. In return, we invite them to a range of social and cultural events, including our ever-popular [Cumberland Conversations](#), which bring notable figures from a range of sectors to the Lodge, to talk openly about their life and work.

We continue to build networks in the wider community, by offering a range of thought-provoking and educational opportunities, such as literary retreats and seminars, art exhibitions, recitals and public lectures. Many of these events help to raise money to support our charitable programmes, and where possible, we live-stream or record our public events, to allow everyone to get involved.

Digital opportunities

This report highlights the ways in which we have been responding to the challenges and opportunities of a digital society. As the development of social media encourages rapid and sometimes confrontational communication, we firmly believe in the importance of providing a space where people have the opportunity to reflect on issues and cultivate the ability to ‘disagree well’. At the same time, we recognise the value of harnessing the latest digital technologies to reach and engage with more people, and with this in mind, we have created a small multi-media studio and appointed a Digital Communications Officer to help us expand the reach and impact of our work through digital channels. This has helped us to launch [Dialogue & Debate](#), a new series of interactive webinars on topical issues relating to our work and ethos, in 2020.



Networking opportunities



Alan Gemmell, Trustee

Governance

The year 2018–19 saw significant changes to our governance, as we welcomed a new Chair of Trustees, The Right Honourable the Baroness Prashar of Runnymede. Baroness Prashar succeeds Sir Stephen Wall, who retired after 10 distinguished years of service. Sir Stephen was instrumental in driving change, and Baroness Prashar has taken up this mantle readily, already challenging us to develop our work further and become more agile in responding to the pressing issues emerging in our rapidly-changing world.

We also said farewell to our Vice-Chair of Trustees, Lynne Berry, and to Salley Vickers, both of whom stood down after completing their ten years in office. More recently, in January 2020, Professor Sir Malcolm Evans also stood down after serving two five-year terms, and Baroness McGregor-Smith stepped down due to competing commitments. We are extremely grateful to them for all that they have contributed to the work of Cumberland Lodge.

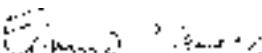
We have since welcomed three new trustees to the Board – Alan Gemmell, John Lotherington and JP Rangaswami – each of whom brings a wide range of expertise and experience that will be invaluable, both in terms of ensuring effective scrutiny of how the charity operates and in continuing to develop our work. We will be seeking to make further appointments in the coming year.

People

As well as significant changes to our Board of Trustees, there were also changes to our staff in 2018–19. Amongst these, Sharon Alloway stepped down as Dining Room Supervisor after working at the Lodge for 35 years, and Sue Shuttlewood retired from her role as Dining Room Assistant after 25 years of service. We also had a change of Finance Director, with the departure of Sue Brown and the arrival of Linda Webber to our Executive team in May 2019. Meanwhile, we have been benefitting from the time and commitment of a small but growing group of volunteers, and we are extremely grateful to them for all they contribute to our work.

After nearly seven years in post, it remains an honour and a privilege to work alongside a talented and dedicated team of colleagues; trustees who provide oversight, support and challenge; and an ever-expanding number of scholars, alumni and supporters who, by contributing to the life and work of this remarkable and unique institution, are helping to shape our societies for the better.

As our new Chair reports above, a movement for social progress is emerging, thanks to our expanding work, and I am grateful to all who are making this happen.

**Canon Dr Edmund Newell**

Chief Executive



JP Rangaswami, Trustee



Linda Webber, Finance Director

Inspiring minds towards positive action

Our 2018–19 series, ‘Identities and Belonging’, explored how our individual and collective identities and sense of belonging affect the way we live and work in the UK today.



I was not sure what to expect, and came back very impressed by the calibre of the speakers, conversations and the safe atmosphere created by the organising team.
Conference participant, November 2018



The method of working developed by Cumberland Lodge allows for the exploration of new and perhaps contentious ideas, in a safe environment. I thoroughly enjoyed the opportunity to debate with others with such a wide variety of experience. There is no ‘reinventing the wheel’ here. I hope to be able to return!
Conference participant, June 2019

In all our discussions, we sought to challenge ‘silo thinking’, incubate fresh ideas, and explore new avenues for collaboration, to bring about lasting, positive change.

As part of this series, we undertook four main projects. Each one followed the same five-step methodology:

- 1 **Recruiting** a freelance, early-career Research Associate with doctoral or postdoctoral expertise in the field, to support our work over 12 months
- 2 **Sharing** independent, interdisciplinary research, to provide an accessible overview of current academic research and thinking, with case-studies of best practice
- 3 **Convening** a multi-sector roundtable conference at Cumberland Lodge, involving participants of diverse ages, backgrounds and perspectives
- 4 **Hosting** a smaller consultation at Cumberland Lodge, involving leading experts and conference representatives, to review and refine key themes of discussion
- 5 **Publishing** a Cumberland Lodge Report, accompanied by a report launch with panel discussion and networking reception in central London, to highlight our findings and recommendations.

This year, we refreshed the look and feel of our reports, publishing them in e-book format for the first time, as well as in print and pdf, and presenting them at launch events in central London. We established a profile on [academia.edu](#), to take our findings and recommendations to an interdisciplinary audience of academics and research students. The four Cumberland Lodge Reports from our ‘Identities & Belonging’ series have been viewed 360 times on [academia.edu](#), and downloaded by more than 200 academics around the world, at the time of writing.

Participation in this series involved people working in, or retired from: education, health, criminal justice and policing, social services and community support provision, central and local government, policymaking, academia and research, the charity sector, social enterprises, grant-making organisations, trade unions, religious leadership, advocacy groups, business and industry, think tanks, the media, the creative arts, legal services and the judiciary.

[**cumberlandlodge.ac.uk/identities-belonging-series**](http://cumberlandlodge.ac.uk/identities-belonging-series)



Conference in
partnership with



Race in Britain: Inequality, Identity & Belonging

The first of our four cross-sector conferences this year was delivered in partnership with The Runnymede Trust, in November 2018. It examined how inequality, identity and belonging intersect with ideas of 'race' in Britain today.

We convened academics from a range of disciplines, with policymakers, business leaders, charity representatives, community practitioners and activists, for discussions held over two days at Cumberland Lodge.

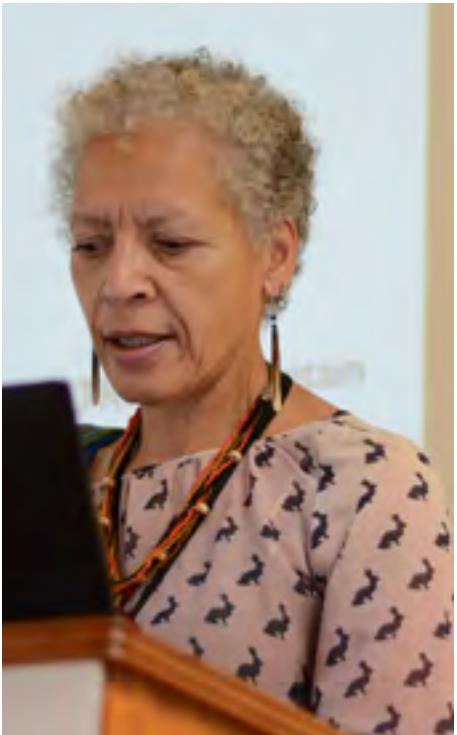
Our draft report, on the key themes that emerged, was later reviewed and refined at a consultation in May 2019, and our subsequent Cumberland Lodge Report was launched at Mary Sumner House in Westminster, in October 2019, offering a series of practical, policy-focused recommendations for tackling racial inequalities that persist in society. You can find out more about our report launch [here](#).

This project was supported by freelance Research Associate, Dr Farhan Samanani, a social anthropology researcher from the Max Planck Institute for the Study of Religious and Ethnic Diversity in Germany, who wrote our conference briefing and final report.

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This conference covered areas of national interest that we should be exploring more, on the ground and between communities, encouraging sensitive conversations for stronger communities.
Conference participant, November 2018

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Published outputs

- Interdisciplinary briefing document; participant blogs; podcasts with conference participants and guest speakers Dr Omar Khan and Dr Sunny Singh
- Cumberland Lodge Report

You can access our digital resources from this project [here](#).

What participants said

- **100%** agreed that the conference helped to facilitate new networks between individuals and organisations
- **93%** agreed that the conference supported learning between delegates from different academic disciplines, sectors, backgrounds and professional roles
- **100%** felt the consultation encouraged and facilitated interdisciplinary dialogue in an open, peaceful and inclusive environment
- ‘This conference covered areas of national interest that we should be exploring more, on the ground and between communities, encouraging sensitive conversations for stronger communities.’
- ‘An excellent and thought-provoking conference, bringing together academic research from different disciplines with policymakers and practitioners.’
- ‘It is very unusual to have the chance to follow up properly from a conference, and I found the consultation a really interesting and stimulating way to do so.’



Loving everything about @RunnymedeTrust #CLTRTRaceinBritain. Every word has been gold. Sunny Singh, author, journalist, and Lecturer at London Metropolitan University, @sunnysingh_n6



Many thanks to @RunnymedeTrust and @CumberlandLodge for an inspiring and insightful evening. Proud to speak and outline this Government's work on the #RaceDisparityAudit and support our diverse communities. Lord Bourne, former Minister for Faith and Parliamentary Under-Secretary for Wales, @lordnickbourne

Report
Race in Britain: Inequality, Identity & Belonging
Author: Farhan Samanani

cumberlandlodge.ac.uk

#CLTRTRaceinBritain
@CumberlandLodge



Difficult Histories & Positive Identities

This project examined 'difficult' aspects of the UK's social history, in relation to identities and forms of belonging. Supported by interdisciplinary research, we hosted a multi-sector residential conference in February 2019, followed by a smaller expert consultation to review and refine our key findings, four months later.

Experts and practitioners from diverse educational institutions and civil society were brought together to explore: how we teach history in schools and how that affects the formation of identities; how national and community identities are expressed in the built environment; how we present difficult histories and articulate community identities in museums, and how we can reconcile 'difficult histories' to nurture more positive identities and feelings of belonging.

Our [Cumberland Lodge Report](#) on this topic was launched at Broadway House, Westminster, in November 2019. You can find out more about the report launch [here](#).

We were supported in this project by freelance Research Associate, [Dr James Wallis](#), an Honorary Research Fellow at the University of Exeter.

We have continued these conversations, as part of our [Dialogue & Debate webinar](#) series, to help maintain the momentum, and we are currently exploring avenues for convening further discussions, with a view to supporting the implementation of some of our key recommendations around the teaching of history.

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Unequalled opportunities for revisiting entrenched assumptions and embracing new ideas. The panellists and the audience questioners drove the boundaries to imagining and exploring different thinking, firmly and effectively.

Baroness Nicholson of Winterbourne

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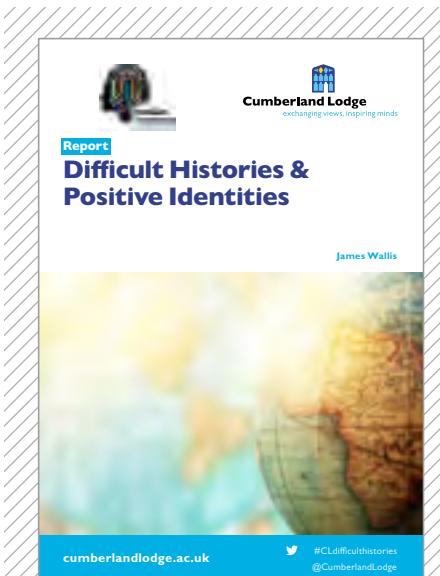
Published outputs

Briefing document; podcast with Lisa Power, Dr Roland Loeffler and Sean Pettis; audio recordings of three guest presentations; participant blogs; Cumberland Lodge Report; report launch live-stream and on-demand video

You can access digital resources from this project [here](#).

What participants said

- **93%** agreed that the conference helped to facilitate new networks between individuals and organisations
- **80%** agreed that the conference supported learning between delegates from different academic disciplines, sectors, backgrounds and professional roles
- **100%** of consultation participants felt that the event supported learning between delegates from different academic disciplines, sectors, backgrounds and professional roles
- ‘It was refreshing and thought-provoking to take time out of my day-to-day schedule, and engage in open enquiry with people from different backgrounds. This kind of inter-disciplinary reflection cannot be valued highly enough.’
- ‘A timely intervention to initiate dialogue and encourage frank discussions. Bringing together such a diverse group created a network of thinkers, asking the right questions. This conference is the catalyst.’



It's a debate that has switched on a lot of people regarding how to deal with the less salubrious side of our history and how we teach it (or, currently, don't). Definite reading if you are curious as to how to better the situation.

Sheldon Goodman,
Masters student, and
trustee of Pride in STEM,
@SheldonKGoodman



Back after an inspiring, challenging, surprising & heartening few days @CumberlandLodge exploring 'Difficult Histories & Positive Identities'.

Looking forward to next steps & connecting with fascinating connections made. Alice Purkiss, National Trust Partnership Lead, University of Oxford, @AlicePurk



Have you read @CumberlandLodge's new report on #DifficultHistories?

They would love to know what you think, and if it will influence your work.

It offers insight into how episodes of the past can be engaged with to bring about meaningful experiences of political & social belonging.

Heritage 2020 initiative for England, @heritage2020



Working Identities

Our exploration of Working Identities this year delved into the rapidly changing world of work and the impacts of structural discrimination, and the way in which these impact on peoples' identities and sense of belonging.

Drawing on input from trade union representatives, working rights campaigners, academics from a range of disciplines, non-governmental organisations, policymakers and community practitioners, our discussions focused on five key aspects of working life: 'working-class' identities; 'precarious' work and young people; digital revolutions (including digitalisation and automation); meaningless ('bullshit') jobs; and youth unemployment and worklessness.

We commissioned interdisciplinary research, held a two-day conference in March 2019, an expert consultation in July 2019, and a launch event for our [Cumberland Lodge Report](#) at the Queen Elizabeth II Centre in Westminster, in November 2019. You can find out more about this report launch [here](#).

We were supported by freelance Research Associate, [Dr Eva Selenko](#), a Senior Lecturer in Work Psychology at Loughborough University.

More recently, we have been invited to join a new project that seeks to develop a digital support framework for digital-platform workers in the UK's gig economy, drawing on the networks and key findings of our Working Identities project. Partners involved in this work hope to produce a white paper on how gig-economy workers have been affected by COVID-19, with practical recommendations for how best to support them.

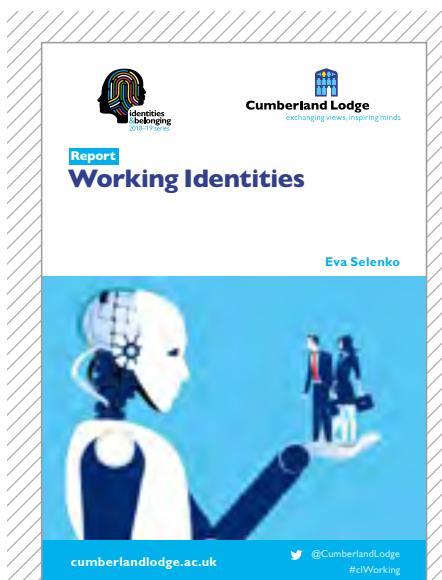
I loved the peaceful atmosphere of this consultation, and the level of the open debate and conversation among participants. I think it worked particularly well for encouraging reflections and discussion.
 Guest expert at our consultation, July 2019



Published outputs

Briefing document; podcast with Sietske van der Ploeg and Anna Thomas; audio recording of Frances O'Grady's opening address; participant blogs; Cumberland Lodge Report; report launch live-stream and on-demand video

You can access digital resources from this project [here](#).



What participants said

- **100%** agreed that the conference helped to facilitate new networks between individuals and organisations
- **100%** were satisfied or very satisfied with the diversity of discussions covered within the topic
- **92%** agreed that the conference encouraged and facilitated interdisciplinary dialogue in an open, peaceful and inclusive environment
- 'Very enjoyable and well-organised event. Good quality discussions. Great to see highly salient and policy-orientated work being commissioned and publicly discussed.'
- 'This conference was really useful in terms of making relevant contacts in a discursive and open environment.'



Lots of food for thought... We need to help shape better futures for young people and create a more inclusive society... Thank you to @CumberlandLodge and participants for the opportunity and challenging questions!

Sietske van der Ploeg,
Head of Evidence & Impact at
The Mayor's Fund for London,
@SvdP10



Great discussions, thanks to such an energetic audience @CumberlandLodge. STYLE Research EU, an EU research project on 'Strategic Transitions for Youth Labour Europe', @StyleEU



Highly insightful report with important recommendations. Particularly interested in how to support young people as they transition into adulthood. Food for thought.
Conference participant, November 2019





Conference supported by

KBR

Conference bursaries
funded by

The Dawes Trust

‘

A hugely impressive, informative and balanced weekend. Being at the start of my policing journey, I have no doubt that it will be as formative as Commissioner Dick expressed on Saturday night. Cumberland Lodge produced an environment that enabled a hugely impactful experience, full of experts of their fields discussing an extremely challenging topic.

Lewis Lincoln-Gordon,
Patrol Inspector,
West Mercia Police

Understanding and Policing Gangs

Our 38th Cumberland Lodge Police Conference, in June 2019, explored the attraction of criminal gangs, to improve understanding and support effective policing, and to identify best practice in early intervention and prevention strategies. This work was convened in response to the rising levels of knife crime and drug-related gang activity in the UK, including the growth of 'county lines' drug running.

We brought together 64 participants, from a range of agencies involved in frontline community work and criminal justice, with police officers of all levels, for two days of discussion. This was followed by a smaller expert consultation in October 2019, to review key themes and recommendations. Our keynote conference speaker was Commissioner Cressida Dick CBE QPM of the Metropolitan Police Service.

Our [Cumberland Lodge Report](#) on this topic was published in January 2020, at New Scotland Yard, London. You can find out more about our report launch [here](#).

We were supported in this project by our freelance Research Associate, [Dr Robert McLean](#), a Lecturer in Criminology at Northumbria University.

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Published outputs

Briefing document; participant blogs; podcast with Sherry Peck and Junior Smart; audio recordings of guest presentations by Professor John Dickie, Dr Keir Irwin-Rogers, Junior Smart, Professor John Pitts, Lord Victor Adebowale, Sherry Peck, Will Linden and PCC Mark Burns-Williamson; participant blog; Cumberland Lodge Report; report launch webcast and audio recording

You can access digital resources from this project [here](#).



What participants said

- **96%** agreed that participants could influence the discussions and voice their ideas
- **96%** agreed that new networks were facilitated between different ranks and professional roles
- **100%** were satisfied or very satisfied with the range of speakers and diversity of discussions within the topic
- ‘Fantastic event for the sharing of controversial, off-the-wall ideas, and potentially game-changing policies. I’m not sure how you manage to get some of these high-profile, busy people to attend, but keep doing what you’re doing so well.’
- ‘A wonderful conference and a breath of fresh air. All issues were on the table for discussion, and attendees were encouraged to respect one another’s opinions whilst ‘disagreeing well’. Each session produced lively exchanges on the back of interesting, and sometimes controversial, presentations.’



Did you catch this last night? The culmination of fascinating work and a methodology that just makes sense. You don't need to be an academic to appreciate the work @CumberlandLodge does. Cate Moore, Independent Chair of Lincolnshire Police Ethics Panel, @cate_a_moore



Well done @ CumberlandLodge for bringing together an impressive line-up of academics including @KeirIrwinRogers, practitioners like @sherrylynnp & @martinpgriff, plus senior cops to solve the growing problem of gangs. This report will inform the @YouthViolenceUK #YVCFinalReport. Leroy Logan MBE, retired Superintendent in the Metropolitan Police Service, and former Chair of the Black Police Association, @LeroyLogan999



Everyone is being so kind releasing these key reports as I’m writing my dissertation! Fantastic and well done. This is truly great and will form part of my dissertation.

Ben Forbes, Thurrock Town Centre Sergeant, @SgtBenForbes



Highly recommend. Hope this report is a step forward in building policies that work for people and communities. Kerrin Wilson, Assistant Chief Constable of Lincolnshire Police, @Kerrinwilson999

A lasting impact

Cumberland Lodge has been providing transformative experiences for people of all ages, for more than 70 years.

The conversations we spark, and the networks and collaborations our programmes give rise to, have far-reaching and long-lasting impacts on policy and practice, in the UK and beyond.

Many of these impacts go undetected, but we are starting to build a library of tangible case-studies and feedback, to demonstrate the manifold ways in which we are helping to make a positive difference.

You can find out more at
cumberlandlodge.ac.uk/our-impact

‘

Cumberland Lodge distinguished itself, yet again, in assembling insightful speakers in a supportive environment that challenged my thinking. My work on Home Office strategy will have been influenced materially by this conference.

Dr Robert Arnott, then Director of Strategy and Transformation at the Home Office, April 2017

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Case study **Tackling modern slavery**

In April 2017, we convened a multi-agency conference on Eliminating Slavery: Enhancing the Police Response, involving almost 60 representatives from police, non-governmental, academic, private sector and government backgrounds.



Changes in the political landscape have brought modern slavery to the forefront of legislation, policy-making and policing. Whilst it used to be viewed chiefly in terms of sexual exploitation, it is now recognised to cover a range of exploitative offences, such as labour exploitation and forced marriage.

Our 2017 conference addressed the pressing issue of modern slavery, its implications for policing, and priorities for the police response. It highlighted progress made in the previous decade – for example in strengthening legislation and improving awareness of slavery amongst front-line service providers – but it also acknowledged that there is still much to be done.

Participants analysed the unique challenges that modern slavery presents for policing, and devised cross-sector recommendations for law enforcement, first responders, Police and Crime Commissioners (PCCs), Chief Constables, prosecutors, private-sector organisations, policymakers and partnerships.

In June 2017, we published a report that presented key findings and recommendations that emerged from these conference discussions, and six months on, in October 2017, progress was reviewed in a seminar we convened at the House of Commons, involving 50 stakeholders. This discussion was chaired by Chief Constable Sara Thornton, then Chair of the National Police Chiefs' Council (NPCC).

Delegates at the seminar reported grounds for optimism in the 157% rise in policing operations on slavery since April 2017, and the general sense of growing understanding about the scope of modern slavery and its deep links to organised crime. They reported a surge in proactive policing efforts, including 110 modern slavery arrests made in the two months following the Cumberland Lodge conference, across the UK. They also discussed areas requiring further improvement.

Reflecting on progress since April 2017, two-and-a-half years on, in her new role as the UK's Independent Anti-Slavery Commissioner, Dame Sara Thornton commented:

'Reading the Cumberland Lodge Report again, I realise just how much has moved on since then. Progress is being made on the policing-focused recommendations it highlighted and, as a result, many more victims have been identified, crimes recorded, and fresh investigations undertaken.'

'The report made suggestions for strengthening the UK's Modern Slavery Act, and action was taken in regards to the point on domestic worker visas, later in 2017. Previously, these visas had bound workers to their employers in a way that made them more vulnerable to exploitation.'

'Another of the report's recommendations was about improving public awareness, in order to support victim identification in the community, and I am pleased to see that levels of sensitivity are gradually increasing.'

'With hindsight, I believe we can be reassured that we were on the right lines in 2017, and I look forward to seeing further progress in the years to come.'

Christian Guy, Chief Executive of Justice and Care, an organisation that helps to rescue victims of slavery and human trafficking and empower them to rebuild their lives, was rapporteur for our April 2017 conference. He is a former Special Adviser to the Prime Minister's Number 10 Policy Unit.

Writing in June 2019, two months after our 'Eliminating Modern Slavery: Enhancing the Police Response' conference, Christian said:

'Much good has come from that weekend, including new programmes in the UK that involve the police and my non-governmental organisation partnering in new ways to fight modern slavery on the front-line. These came directly from ideas and connections formed at the Cumberland Lodge conference.'

'One of the projects underway, as a result, is a landmark multi-agency 'live case' scenario – run over three separate, 24-hour periods, involving top leaders and experts in the field of modern slavery – to help define best practice responses across the police, agencies, the Crown Prosecution Service and other organisations.'

'This is a terrific example of how Cumberland Lodge can spark practical solutions to complex problems.'

Exploring ideas and perspectives

As part of our wider mission of promoting progress towards more peaceful, open and inclusive societies, we hosted five thought-provoking discussions in 2018–19.

Each one attracted a diverse audience – including people of different ages, faiths, and professional and academic backgrounds – to exchange views on pressing concerns facing societies today, and to learn from one another.

In partnership with the
International Panel on
Social Progress (IPSP)



Supported by
Cambridge University
Press



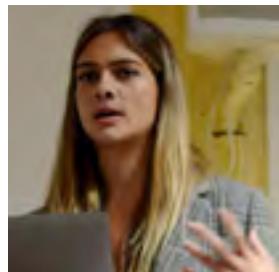
Audience questions for our guest panellists



Professor Ottmar Edenhofer



Sofie Wolthers



Rethinking Society for the 21st Century

9 October 2018

We hosted a panel discussion to launch the three-volume International Panel on Social Progress (IPSP) report, *Rethinking Society for the 21st Century*.

Published in June 2018, this report distils the work of 269 social science and humanities researchers, into accessible accounts that present the best of what social science has to say about positive social change in the world today. It covers the key socio-economic, political and cultural dimensions of social progress, on a global as well as a regional scale.

Our guest panellists were:

- Professor Grace Davie, Professor Emeritus in the Sociology of Religion at the University of Exeter, and a Senior Adviser to the Impact of Religion Research Programme at Uppsala University
- Professor Ottmar Edenhofer, Director of the Potsdam Institute for Climate Impact Research, and Professor of the Economics of Climate Change at the Technical University Berlin
- Sofie Wolthers, multimedia journalist and filmmaker, and director of the 2018 IPSP film *A New Society*

‘The launch brought together an eclectic mix of people. The lively discussion that ensued explored new ideas and new collaborations: between academics and policymakers, between different disciplinary approaches, and between different presentational forms.’

Professor Grace Davie, University of Exeter



What Should it Mean to be British?

22 October 2018

The 2018 Cumberland Lodge Debate took place in central London for the first time, at the KPMG offices in Mayfair. It was also filmed and recorded, to bring it to a wider audience.

The debate was moderated by BBC presenter [Evan Davis](#). Our guest panellists were:

- [Magid Magid](#), Lord Mayor of Sheffield
- [Anthony Heath](#), Emeritus Professor of Sociology at the University of Oxford
- [Patricia O'Lynn](#), PhD candidate (Cumberland Lodge Scholar) and Alliance Party of Northern Ireland candidate
- [Anne Wafula Strike MBE](#), British Paralympian wheelchair racer

Our panellists debated what it is that binds us together as a nation today, when populist attitudes towards multiculturalism and diversity – as well as political polarisation – are creating new lines of division.

You can watch the discussions [here](#) and read a summary blog post [here](#).

What participants said

‘Weird things seem to be happening in the world at the moment: we are all struggling to process the daily flow of news events, but we'll never understand what is driving all this, unless we appreciate the importance of identity and belonging as motivators of human behaviour. This debate was a timely way into that topic.’

[Evan Davis, BBC Radio 4 PM presenter, and former BBC Two Newsnight host](#)

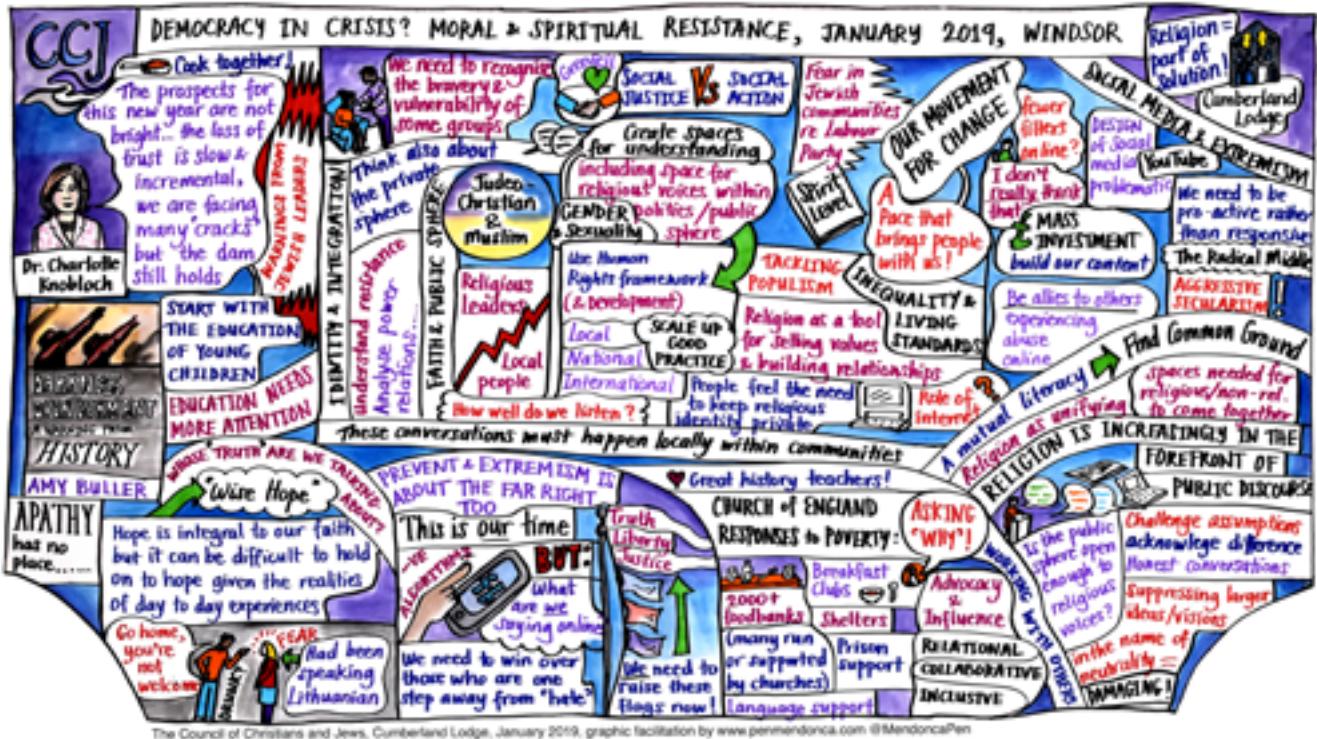
‘The event was not only thoughtful and engaging; it's something we as a country have been grappling with for a while. With our country going through such a polarising time, trying to figure out what it should mean to be British and find that one thing we could shape our British identity around is vital. The discussion was very healthy and brought about and highlighted many important factors which left everyone thinking, even when the debate had finished.’

[Magid Magid, Lord Mayor of Sheffield](#)



A timely debate... Cumberland Lodge did an amazing job, providing a platform for all the frustrations and nuances to be expressed!’

[Dr Neli Demireva, Lecturer in Sociology, Essex University, @DemirevaNeli](#)



In partnership with
The Council of
Christians and Jews (CCJ)



Dr Charlotte Knobloch, Head of the Jewish Community of Munich and Upper Bavaria, Germany; former President of Central Council of Jews in Germany; and Vice President of the European Jewish Congress and the World Jewish Congress



Democracy in Crisis? Moral & Spiritual Resistance

7 January 2019

This one-day symposium brought together 54 representatives of faith groups, community groups, universities and other organisations, to address contemporary faith-based responses to the dangers of populism, extremism and nationalism. Delegates explored case-studies of how faith communities across the UK are successfully tackling democracy and civic engagement issues. You can find out more about this event [here](#).

Digital resources

We commissioned the graphic illustrator Pen Mendonca to produce a [graphic recording](#) of the discussions, which is now on display at Cumberland Lodge for guests to see. We also published an [audio recording](#) of Rabbi Jonathan Wittenberg's opening reflections, a [blog post](#), and a [summary report](#) in collaboration with the CCJ.

What participants said

'Isolation, and a sense that nobody understands the gravity of the challenges that a pluralist liberal democracy faces, can often leave us with a sense of paralysis and hopelessness. This event proved that we are not standing alone.'

Anonymous feedback from a symposium participant, January 2019

'Grateful for this safe space, where people from different faiths and backgrounds were able to reflect on such contextual and pressing issues. Democracy is not in crisis, so long as there are people willing to have a prophetic voice, which contributes to the common good.'

The Revd Joseph Fernandes, Vicar of St Hilda's Church, Ashford

'This symposium provided us with an opportunity to meet different organisations and practitioners. It helped us to identify one another's strengths, in terms of promoting the wellbeing of our communities and enabling their role in protecting democratic values.'

Jaffer Abbas Mirza, Researcher, Al-Khoei Foundation

Tom Clark (right) chairing the panel with Professor Anthony Heath



Professor Pat Thane



Social Progress in Britain

18 June 2019

We welcomed three guest panellists to discuss the arguments outlined by Professor Anthony Heath and his team of researchers at the Centre for Social Investigation, Oxford, in *Social Progress in Britain* (Oxford University Press, 2018).

This discussion explored theories of social change, integration and social disadvantage, building on the findings of the landmark 'Beveridge Report' of 1942. It was followed by an intergenerational Q&A session.

Our guest panellists were:

- [Professor Anthony Heath](#), Emeritus Professor of Sociology, University of Oxford, and Emeritus Fellow of Nuffield College
- [Tom Clark](#), Editor of *Prospect* magazine
- [Professor Pat Thane](#), author of *Divided Kingdom: A History of Britain 1900 to the Present*, (Cambridge University Press, 2018), Research Professor at King's College London, and Professor Emerita of the University of London

Professor Martin Daunton



Contested Histories & Multiple Identities: The Place of the Past in the Present

26 February 2019

This public lecture, delivered by Professor Martin Daunton, Emeritus Professor of Economic History at the University of Cambridge and former President of the Royal Historical Society, attracted an audience of all ages to Cumberland Lodge.

Professor Daunton described competing ideas about how we should interpret and respond to 'difficult' aspects of British history, including legacies of imperialism and slavery. An audio recording of his lecture can be found [here](#).

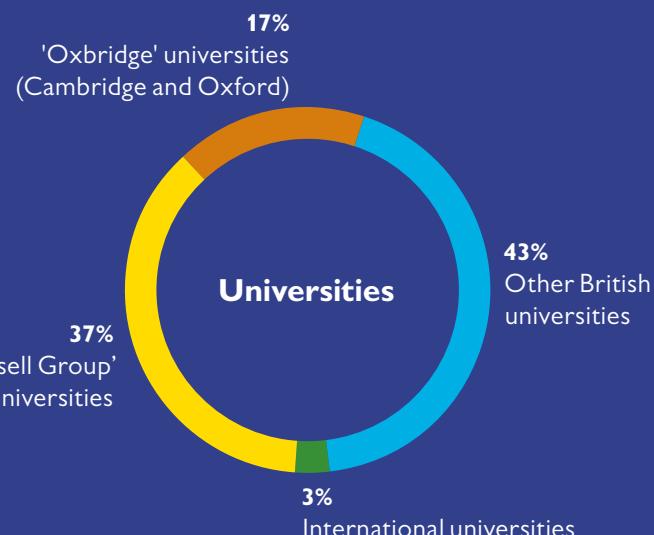
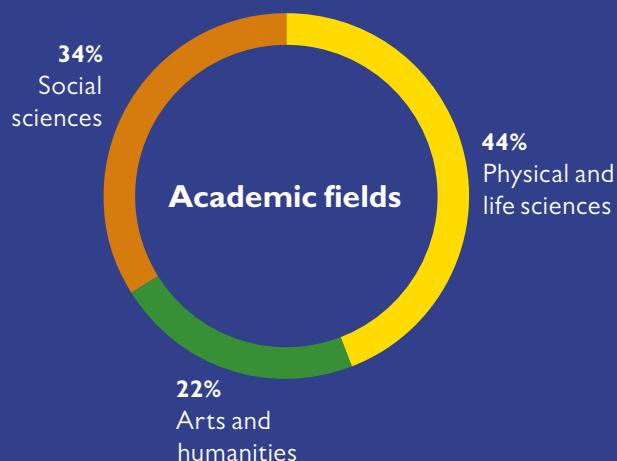
Nurturing future leaders and change-makers

Young people and students have always been at the heart of our work.

We seek to nurture and inspire a generation of future leaders and change-makers, through our cross-sector conferences and panel discussions, and a series of dedicated programmes such as: our subsidised study retreats for student groups; guided group discussions on pressing societal and ethical issues; student-focused conferences; and scholarships and personal development opportunities for PhD students and early-career researchers from any academic field.

We constantly strive to reach as broad a spectrum of students as we can, seeking participation from a wide range of institutions and academic fields, as well as socio-economic backgrounds.

This year, our student participation included:



Here are some of the highlights from our work with students and young people in 2018–19.

University study retreat participants, January 2019



Subsidised study retreats

In 2018–19, 3,603 students from 27 universities had the chance to take part in subsidised study retreats at Cumberland Lodge, and almost 1,000 took part in St Catharine's Sessions during their stay – guided discussions generally led by a member of Cumberland Lodge staff, exploring ideas and perspectives outside of their normal fields of study.

This year, we provided bursaries from our charitable funds, to help 21 students with limited financial means join study retreats with their peers.



Word cloud summarising participant feedback from a subsidised student writing retreat at Cumberland Lodge, in December 2018



Many of our doctoral students hadn't had any formal writing training since their early years of secondary school. Surrounding these students with nature, and a community of like-minded peers, for a writing retreat outside of the hustle and bustle of our central London setting, resulted in definite benefits, and allowed for improved skill sharing.

Dr Janet De Wilde, Head of Postgraduate Professional Development, Imperial College London (based on her November 2019 article for *FE News* magazine)





An insightful and educative weekend at Cumberland Lodge, learning ways to translate knowledge into practice, for development impact.

International student retreat participant, March 2019



Cumberland Lodge is a magical place, where people take care of the logistics to allow you to concentrate and be 'pure spirits' for a day or two... We could step back, reflect, write, talk, go away and come back, without thinking of anything else.

University business school study retreat participant, July 2019



In December 2018, a group of A-level students took part in a weekend writing retreat, convened by the University of Southampton and the University of Warwick, as part of a widening participation programme.

Afterwards, participants were asked to comment anonymously on, 'What three words would you use to describe the experience of visiting Cumberland Lodge?' The word cloud on page 23 summarises their responses.

Zoe Bushby, a sixth-form student at Christ the King College on the Isle of Wight, said:

'Reaching Cumberland Lodge marked the culmination of several weeks of fevered anticipation of the residential retreat at which I was fortunate enough to secure a place. I was determined to use it as an opportunity to strengthen my confidence by engaging in new activities which were outside of my natural comfort zone...

'Being in such a venue certainly helped focus our minds and engender creativity of thinking. I would certainly encourage anyone presented with the opportunity to attend a retreat at Cumberland Lodge to embrace it enthusiastically. The venue alone makes attending worthwhile, and this is only enhanced by the richness of the sessions and activities.

'I cannot fault the high quality of the catering and hospitality provided, which was far beyond anything I had previously experienced. I left Cumberland Lodge feeling inspired and motivated, and I am sure the other attendees felt the same.'



In July 2019, students from the Centre for the Understanding of Sustainable Prosperity (CUSP), an international research organisation based at the University of Surrey, held a study retreat at Cumberland Lodge.

Jo Kitchen, a CUSP doctoral researcher based at Middlesex University, London, wrote a blog post about the experience.

'This setting created spaces for discussion and exploration of the issues and challenges around sustainable prosperity... as well as the challenges we face in our respective PhD journeys.

'We were encouraged by the optimism of senior academics, through various philosophical, theoretical, practical and methodological discussions... empowering us to continue exploring potential solutions and developing our voices in dispersed, convoluted, loud, and problem-filled contexts. We had the opportunity to explore the Great Park, walk through the woods, and hold academic discussions under the sun in the Lodge gardens.

'[The] supportive environment stimulated discussions of students' varied and wide-ranging projects: such as those in relation to policymaking, cultural issues, creative arts, alternative businesses, economic modelling, social movements, accounting practices and the numerous philosophical views around sustainability.

'Three sun-filled days, surrounded by highly motivated individuals, collectively empowering ideas and great optimism that solutions are in sight.'



Conference bursaries

This year, we provided 14 fully-funded bursary places to help PhD students working in relevant fields to participate in our cross-sector conferences. Our conference bursary scheme is part of our commitment to bringing young people's voices into all the conversations we convene, and nurturing their potential to become future leaders and change-makers, in their academic work and wider life and careers.

Dr Jen Birks, Assistant Professor in Media,
University of Nottingham



Dr Michael Hannon, Deputy Director of the Institute of Philosophy,
University of London



Mentoring early-career researchers

In 2018, we supported a committee of five early-career researchers, from the University of Kent and the University of Hertfordshire, to organise a two-day, interdisciplinary colloquium on 'The Politics of (Post) Truth' at Cumberland Lodge.

The colloquium took place in October 2018, with 49 participants. It brought together academics from the fields of politics, philosophy and media studies, with journalists and civil society representatives, for a collaborative exchange of ideas. The programme explored new and shifting perspectives, and sought to establish an interdisciplinary understanding of the term 'post-truth' in relation to politics.

These discussions were supported by a resource pack prepared by the committee, summarising current research and thinking.

'The conference provided me with the chance to engage not only with fellow academics (which is often the case in PhD research), but with representatives from a wide range of organisations involved in tackling social justice issues. It has introduced me to new contacts to follow up, and opened up a range of opportunities for future collaboration.'

Kristin O'Donnell, PhD student at the University of Brighton and a bursary recipient for our 'Difficult Histories & Positive Identities' conference in February 2019. Kristin also successfully applied to become a Cumberland Lodge Scholar.

'I really valued this opportunity. There was a fantastic range of speakers and I felt lucky to meet and talk to so many interesting, intelligent and open-minded individuals. I felt I learned a great deal about the role that academics can play in shaping the way we talk, think and act on questions that don't have obvious answers.'

Jamie Knowles, PhD student from Swansea University and a bursary recipient for our 'Understanding & Policing Gangs' conference in June 2019.



This was a truly interdisciplinary event that was addressed in a thoughtful way. It provided fresh and useful perspectives and references on post-truth issues.

Student colloquium participant, October 2018





Connecting international students

Our annual Commonwealth & International Student Christmas Conference is our longest-running tradition. This year, it took place on 17–18 December 2018, attracting 43 international students of 21 nationalities, from 19 universities across the UK.

Our programme explored issues of identities and belonging through the lens of 'Digital Society', with workshops and panel discussions led by:

- **Professor Lionel Tarassenko CBE**, President of Parks College, University of Oxford
- **Inna Thalmann**, DPhil student at the University of Oxford, and Cumberland Lodge Scholar
- **Kal Turnbull**, Chief Executive Officer and Co-Founder of ChangeAView.com
- **Dr Neil Sadler**, Lecturer in the School of Arts, English & Languages, Queen's University of Belfast
- **Marceline Bresson**, Student at the University of Oxford and President of the Oxford Economics Society.

Participants also had the chance to experience traditional British Christmas celebrations. Nour Al Kafri, one of our Cumberland Lodge Scholars and herself an international student, wrote about her experiences in a [blog post](#) we published shortly after the conference.

What participants said

'A superb opportunity to mix with vibrant, engaging students from a myriad of nations across the globe, where discussion flowed freely in an atmosphere of openness and mutual interest, as we were challenged to discover what shapes our identities, and what filters how we view others, in order to recognise and minimise prejudice, and develop greater understanding when faced with differences.'

A great avenue for opening up debate on challenging issues. My only wish was that we had more time to go deeper into some of the challenging debates.
International student delegate, December 2018

Some of the questions and debates were sensitive and challenging, but they were had in a friendly, inclusive and comfortable setting.
International student delegate, December 2018



Supporting PhD students

Over five days at the end of August 2019, we hosted 57 PhD students and early-career postdoctoral researchers from 35 UK universities, with 17 guest speakers and facilitators, for our 'Life Beyond the PhD' conference. Many of the places at this annual conference are supported by universities that run competitive application rounds to select students to attend.

Participants had the chance to share their experiences of doctoral study, take part in valuable personal development opportunities to enhance their public engagement skills, and explore the wider social value of their research, in an inclusive and supportive environment.

Digital resources

Podcast hosted by Cumberland Lodge Scholars; podcast on 'The Role of Doctoral Research', featuring three of our guest speakers; audio recordings of guest presentations on 'Research Culture in the UK' and 'Why a PhD Still Matters'.

Digital resources from this conference can be found [here](#).

What participants said



Amazing people, workshops, advice, walks, setting & food! Hopefully back soon...
Jo Cutler, University of Sussex, [@DrJoCutler](#)



An eye-opening experience presenting to and getting feedback from a multidisciplinary academic audience...
Nicola Edwards, Manchester Metropolitan University, [@nedwards_sci](#)



A fantastic conference, with amazing people
Gillian Hebblewhite, University of Hull, [@Gillian_HH](#)



As someone who was a Life Beyond the PhD delegate as recently as 2014, Cumberland Lodge remains a special place for me. That conference gave me the final impetus needed to finish my thesis and make a late-career leap into academia. Five years on, it has gone pretty well!
Dr Mark Shanahan FHEA, Associate Professor and Head of Department for Politics and International Relations, University of Reading





CHEVENING



Promoting freedom of religion or belief

Our Emerging International Leaders programme equips international students from all over the world with the skills and insight necessary to drive debate, influence policy and build a powerful global network around Freedom of Religion or Belief (FoRB). Having been established with support from the Foreign & Commonwealth Office, from 2016 until 2018, this programme is now supported by our charitable funds.

Once again, we selected 50 high-potential postgraduate students through our partnership with Chevening and the Commonwealth Scholarships Commission, to take part in this year's programme.

Our 2019 cohort represented 28 nationalities, spread across the social sciences (28%), arts and humanities (20%) and physical and life sciences (52%), at 30 UK universities. Their religious and belief orientations included Atheism, Buddhism, Christianity, Deism, Hinduism, Islam and Pantheism.

Of the 50 participants, 90% were from countries eligible for Official Development Assistance from the UK Government, 32% from countries on the FCO's Human Rights Priority Countries list, and 60% from the United States Commission on International Religious Freedom's list of 'monitored countries'.

Participants joined us for three residential retreats in spring and summer 2019:

- **Understanding Freedom of Religion or Belief** (April 2019) – the contemporary relevance and importance of human right and FoRB around the world
- **Freedom of Religion or Belief in Conflict** (May 2019) – challenges faced by people who engage with issues of religion, faith or belief in their work and lives, around the world, through case-studies and testimonials
- **Freedom of Religion or Belief in Action** (July 2019) – new ideas and practical approaches to protecting and promoting FoRB.

We welcomed 19 guest speakers and facilitators to contribute to these conversations, and each retreat was supported by an updated briefing document, based on original copies written by our freelance Research Associate, [Dr Kat Eghdamian](#), a specialist researcher, consultant and facilitator on religion, forced migration and minority rights issues.

As part of the programme, participants had the opportunity to visit different places of worship, including the Jamia Masjid & Islamic Centre in Slough, Kingston Liberal Synagogue, and the Royal Chapel of All Saints in Windsor Great Park. After our June 2019 visit to the synagogue, [Rabbi Rene Pfertzel](#) said in an article for the Jewish News: 'They were truly a group of inspirational and amazing young leaders. We had great conversations on many topics. I was truly impressed with the level of their questions and the depth of their interest'.

[Lord Ahmad of Wimbledon](#), the Prime Minister's Special Envoy for Freedom of Religion or Belief, joined us for our final retreat in July 2019.

Digital resources

Audio recording of guest presentations on 'Religion & The Media'; and Lord Ahmad's address to participants on completion of the programme

Digital resources relating to this programme can be found [here](#).

What participants said



A #great weekend @CumberlandLodge... Great lessons, insights, experiences sharing & networking.
[Enock, Zimbabwe, @Enomark1979](#)

I'm so grateful to Kingston Synagogue for opening its doors to us, as part of this remarkable visit. It was a message of love, tolerance, respect, hope and interfaith dialogue for us all.

[María, from Colombia](#)



No matter what your religion or belief, the greatest test that you face as an advocate is the ability to stand up for the religion or belief of others. It was truly an honour to meet @tariqahmadbt today as he inspired us to be advocates of FoRB.
[Francis, from Nigeria, @ayomohfi](#)



Great time with international leaders @CumberlandLodge, to discuss practical approaches to advancing #FoRB internationally and on our doorstep. So important to get real about the challenges of this topic, especially in contexts where even raising the idea of it can be a threat.
[Rose Castle Foundation, @RoseCastleUK](#)



[Lord Ahmad of Wimbledon](#)



[Rabbi Rene Pfertzel](#)

'Such an amazing opportunity to attend. Thinking about how religion can conflict, sometimes, with human rights and women's equality, was the most inspiring session'.
[George, from Syria](#)

'It broadened my understanding and inspired me to be more vocal about FoRB discourse in my community'.

[Anonymous participant feedback](#)



Case study

Qazi Zulqurnain, Pakistan

Emerging International Leaders participant, 2017–18

Qazi completed our Emerging International Leaders programme in 2018. He came to the UK to study an MA in Public Administration and Public Policy at the University of York. Since returning to his home country of Pakistan, he has established the Youth Center for Research, a youth-led digital platform for encouraging and engaging young people in research, dialogue, policy analysis and advice, on socio-economic and political issues affecting Pakistan. The initiative has a cross-sector ethos, working with academics, businesses and a range of organisations and institutions to 'bridge the gap between knowledge and policy, and enable youth-spearheaded sustainable development'.

Qazi said, 'The Cumberland Lodge experience was extremely important in motivating me for this. Firstly, the nature of discussions carried out during the Emerging International Leaders programme, and the structure of the programme itself, motivated me to design the Youth Center for Research around the notion of research-driven discourses, through youth-expert dialogue.'

In autumn 2019, the Youth Center for Research ran a Summer Research Programme for 25 students from universities across Pakistan. Qazi arranged participants into groups based on thematic areas drawn from the UN's Sustainable Development Goals, each mentored by a Research Adviser from the UK, South Korea, India, Bangladesh, The Gambia or Pakistan, and discussions were carried out either virtually or in person.

Qazi added, 'Most importantly, two of the mentors who helped me to establish the Center and deliver its first Summer Research Programme – Nazneen from Bangladesh and Abhishek from India – were fellow participants in the Emerging International Leaders programme at Cumberland Lodge.'

The Youth Center for Research has since been selected for inclusion in the AMENDS programme run by students at Stanford University in the USA. AMENDS seeks to identify the most promising 'youth change assets' from across the Middle East, North Africa and the USA, to help people learn from one another and connect with global leaders and resources.

Alongside this work, Qazi has also got involved in a collaborative research project on 'How can Sufism, aligned with pluralistic cultural ethos, combat violent religious extremism in Sindh?' Sindh is a province in Pakistan that is closely associated with Sufi beliefs.

'It was particularly through the Cumberland Lodge programme that I became interested in this issue. It is an area of policy and research that is particularly sensitive and contentious in my home country.'





Cumberland Lodge Scholarships

Launched in 2014, the [Cumberland Lodge Scholarship](#) programme is designed to fit around the demands of doctoral research for two years, giving students who are committed to promoting social progress the chance to develop valuable skills and insight.

This year, we welcomed seven new Scholars, from universities across the UK, including one who was nominated by the [Council for At-Risk Academics](#), which supports international academics who are at risk of persecution, conflict or violence in their home countries to study or work in the UK. Our annual Scholars' Retreat took place in September 2018, giving our new Scholars the chance to get to know one another and meet our 2017–19 cohort.



Case study

[Kristin O'Donnell](#)

[Cumberland Lodge Scholar, 2019–21](#)

Kristin is one of our new cohort of Cumberland Lodge Scholars, having been appointed in the summer of 2019. She is working towards a PhD on the centenary commemorations of the First World War, at the Centre for Memory, Narrative and Histories, in the School of Humanities at the University of Brighton. She is researching the intersections of history, memory and art, with a focus on identity and the politics of war commemoration.

She said, 'I am really excited to contribute to the important conversations that Cumberland Lodge facilitates.'

'I recently attended the 'Difficult Histories & Positive Identities' conference and saw, first-hand, how Cumberland Lodge can create meaningful connections between scholars, activists and policymakers, working towards the betterment of society.'

'This scholarship will provide me with incredible opportunities to meet a wide range of people working towards social justice issues, as well as providing me with training in public speaking and mentoring in intellectual leadership.'



Case study

Laura Castells-Navarro

Cumberland Lodge Scholar, 2015–17

Laura was part of our second cohort of Cumberland Lodge Scholars. In September 2015 she had graduated with an MSc degree in Human Osteology and Palaeopathology from the University of Bradford, and was embarking on a PhD at Cranfield University, analysing archaeological human remains to improve our understanding about a medical condition in the present.

Outside of her studies she was also involved in projects aimed at improving health awareness amongst children by using archaeological examples of diet-related disease, and volunteering to support older people with autism, and university students with learning difficulties or disabilities.

Reflecting on her experience of the Cumberland Lodge Scholarship, three years on, Laura said: 'I have always tried to understand the root causes of social issues, so when I chose my academic path towards archaeology and the study of past populations, I felt disheartened that there was little I could do to have a true, positive impact on my community. That realisation saddened me deeply and I applied for the Cumberland Lodge Scholarship with the hope that I might learn what to do outside of my career that would benefit our community.'

'After two years of the Scholarship – and talking to dozens of fellow conferences participants at Cumberland Lodge – I started to realise the potential of my academic discipline as a vehicle to start discussions and raise awareness about issues that are nowadays considered to be sensitive or difficult.'

'As a result, in 2019, I designed a postdoctoral project that aims to understand how populations change and evolve. The project has the potential to make a very significant social impact, by using archaeological human remains and personal stories to talk about issues of migration, health and diet, and the importance of developing a sustainable relationship with our environment, in the present. Furthermore, it aims to bridge the gap between archaeological studies and the public, to help raise awareness in society about our shared past and challenge social divisions today.'

'It is hard to overstate the role of the Cumberland Lodge Scholarship in shaping how I now think about and plan my projects. I truly believe that, without it, I would never have imagined that an archaeology project could be one of the ways to start a conversation and think about how, as a society, we can be healthier and more inclusive, more aware of our past and more respectful towards our environment.'

Personal development grants

Cumberland Lodge Scholars can apply for up to £300 during the course of their two-year scholarship, to further their personal development, through creative projects that support progress towards more peaceful, open and inclusive societies.

Case study

Amanda McBride

Cumberland Lodge Scholar, 2017–19

In 2019, we awarded a £300 Personal Development Grant to Cumberland Lodge Scholar, Amanda McBride, whose PhD at Northumbria University explored the ways that pleasure is constructed in social contexts, particularly around nights out with friends.

Amanda used her grant to collaborate with a local artist in Newcastle, to produce a short animated film. Her goal was to highlight one of the key findings from her PhD research, on 'pulling culture' and sexual harassment on student nights out, in a fun and accessible way. She hoped to positively influence the attitudes and behaviour of new students arriving in Newcastle.

The resulting YouTube video, called [How to Pull! \(Without inadvertently being a creep or a sex offender\)](#), was shared at the city's two Student Unions during Fresher's Week 2019, and more widely via social media. It was shared by the [Good Lad Initiative](#), and has been included in staff training for pubs, clubs, bars and other social venues, as part of the [Shout-up](#) initiative.



Case study

Lorna Hardy

Cumberland Lodge Scholar, 2015–17

Lorna Hardy is a psychologist from Southampton. She completed a PhD at the University of Exeter in 2018. Her research explored the relationship between mental illness and drug addiction, with a view to finding ways of reducing the number of people who develop addictive behaviours.

During her studies, she worked with chronically-ill smokers and heavy drinkers in the community, and with inmates struggling with substance abuse in prison. She also volunteered with adults with traumatic brain injuries and children with disabilities.

Reflecting on the value of the Personal Development Grant she received as part of her scholarship, Lorna said:

'Cumberland Lodge provided me with funding to work towards a certificate in counselling. Gaining this kind of clinical proficiency, alongside research skills, is absolutely invaluable in a field like psychology, and I was incredibly grateful to have the opportunity. The skills I gained proved vital in my first postdoctoral position. The experience influenced not only my practice within research, but also my voluntary work. I am now a befriender at my local hospital, and I use these skills to support individuals who may be anxious, depressed or isolated from friends and family.'

Lorna spent a year as a postdoctoral research associate on the University of Exeter's multi-disciplinary Ketamine for the Reduction of Alcoholic Relapse (KARE) trial in London and south-west England, after her PhD, and she was awarded an Economic and Social Research Council (ESRC) postdoctoral fellowship to continue her research at the university, in 2019.

Amy Buller PhD Scholarship

We offer an ongoing studentship with Royal Holloway, University of London, whose Egham campus is located a short distance from Windsor Great Park. The fully-funded Amy Buller PhD Scholarship helps an exceptional student to complete a PhD over the course of three years, on a topic that chimes with our charitable ethos, whilst getting involved in hosting visiting study retreat groups at Cumberland Lodge.



Our current Amy Buller PhD Scholar (2017–20) is [Amber Pierce](#). Amber is researching the changing nature of international criminal tribunals since 1945, focusing on the role of historians as expert witnesses in Holocaust trials. She is interested in the interdisciplinary relationship between historians and lawyers, and hopes to go on to become a human rights lawyer. She also volunteers at The Jewish Museum in London, and teaches history to first-year undergraduate students.



Our inaugural Amy Buller PhD Scholar (2014–17) was [Kitty O'Lone](#). We supported Kitty to undertake a PhD on the social and psychological benefits of confession. Kitty's research interests are in moral cognition and extremism, religion and pro-sociality, and religion and morality. Since March 2019, she has been working as a Researcher and Public Education Officer at the Woolf Institute, Cambridge. As part of this role, she is helping to develop a reliable set of indicators to measure the effectiveness of interfaith dialogue initiatives.

'Cumberland Lodge will stay with me for the rest of my life. The three years I spent as the Amy Buller PhD Scholar were some of my most formative. Throughout the course of the scholarship, Cumberland Lodge opened up its doors and, in doing so, allowed me to meet a wonderful variety of people, from many different backgrounds and fields. Many of the people I engaged with have since provided invaluable advice or help both during my PhD and after.'

'Cumberland Lodge itself is a remarkable place, but the people inside are more remarkable by far. I left with a real desire to translate the spirit into my professional life; to strive towards achieving a more tolerant and cohesive society.'

'Through meeting extraordinary people and having extraordinary experiences at the Lodge, I feel I am now well-equipped to deal with life, post-PhD. I will value the contacts I made, for the rest of my life. When I first started, I had little idea of what to do, but I left knowing that I want to build a professional life that, in some small way, encapsulates the ethos of Cumberland Lodge.'



In September 2020, we will welcome our third Amy Buller PhD Scholar, [Joshua Rice](#). Joshua has a first-class BA in History and an MA in Medieval Studies. He will be embarking on a PhD exploring relations between the Church and minority religious groups, through history. Josh is particularly interested in power systems and identity struggles, and the role of public discourse and debate in the dissemination of religious beliefs and ideas.

Supporting our
local community



Local musicians at our Summer Garden Party, July 2019

38%
increase in Friends
of Cumberland
Lodge membership

1.4k+
people welcomed
through our
public engagement
events

697
people attended
Open Days

**We continue to offer a range of stimulating
cultural and educational events for the wider
community, which are managed by our Friends,
Alumni and Outreach Officer.**

In 2018–19, we welcomed more than 89 new members to our **Friends of Cumberland Lodge** scheme. We also hosted fundraising dinners in December 2018 and June 2019, with a combined attendance of 81, and in May and June 2019 we ran a fundraising film series in The Vaults, our newly refurbished basement entertainment space, attracting a further 115 people. This series marked the **200th anniversary of the birth of Queen Victoria and Prince Albert**, whose third daughter, Princess Helena, lived with her family at Cumberland Lodge. Prince Albert was also Ranger of the Great Park.

During the summer, we supported three Year 12 history pupils from Charters School in nearby Sunninghill to complete a fortnight of **work experience**, learning about our ethos and operations, and helping us to prepare for some of our public events.



Professor June Purvis



Literary events

We continue to support the [Windsor Festival](#) by hosting public talks by guest authors as part of the autumn programme. In September 2018, we hosted talks on:

- *Of Women: In the 21st Century* – by Baroness (Shami) Chakrabarti
- *Christabel Pankhurst: A Biography* – by Professor June Purvis
- *The First Iron Lady: The Life of Caroline of Ansbach* – by Matthew Dennison
- *The Librarian* – by Salley Vickers

We welcomed in 2019 with our annual four-day [Shakespeare reading retreat](#), attended by 49 guests. This year's programme of study groups, guest talks, evening entertainment and creative workshops explored the contemporary resonance of key themes from *Macbeth*. We were joined by four group leaders:

- Reverend Dr Paul Edmondson
- Dr Amanda Piesse
- Professor Sir Stanley Wells CBE
- Dr Rowan Williams PC.

Guest speakers included the Shakespearean actors Niamh Cusak and Finbar Lynch, and the songwriter, composer and musician Nick Bicât.

Income from this retreat helps to support our charitable programmes.



I had been feeling low all day, and coming to the Lodge really lifted my spirits and made me think and realise that all the things we worry about are not that important. The students were so diverse and all had interesting and encouraging things to say, and Baroness Bakewell, what a delightful and clever lady she is. I feel so privileged to be part of the Friends. From the moment I drive into the Great Park, the outside world and all its problems disappear.
Friends member (October 2019)



Conversations and talks

We welcomed 88 people to this year's **public talks**, 'Remembering the Romanovs' (November 2018) and 'Sarah, Duchess of Marlborough' (January 2019), both of which highlighted key periods in the history of the Lodge and generated fundraising income from ticket sales.

Our **Cumberland Conversations** series brought a further 210 people to the Lodge to hear about the life and work of guest speakers with a significant public profile. This year, we welcomed:

- Baroness (Joan) Bakewell, in a special intergenerational Cumberland Conversation with some of our Cumberland Lodge Scholars, on 'Exploring Identities & Belonging' (September 2018)
- Tony Laithwaite, owner of locally-based Laithwaite Wines (October 2018)
- Sir John Madejski, the philanthropist and international business leader (April 2019)

You can find out more about our Cumberland Conversations series [here](#).



Tony Laithwaite



Sir John Madejski

Guests enjoying our Summer Garden Party, July 2019



Children's activities during our Family Storytelling Day, August 2019



Guided tours and open days

Once again, we opened our doors to the public at various points throughout the year, to bring new people to enjoy the building and its grounds, and learn about our charitable work.

We took part in the national [Heritage Open Days](#) festival in September 2018, offering free guided tours of the Lodge for 341 people of all ages. We also offered smaller, [themed tours](#) for smaller groups in December 2018 and February 2019, with 67 tickets sold.

In April 2019, we welcomed another 356 visitors for our [Spring Open Weekend](#), when our historic library was transformed from board room to tea room, and guided tours were available throughout the day. Tours were led by our team of volunteers. This open weekend, alone, generated £730 in ticket sales and a further £1,630 in merchandise, refreshments and new Friends membership subscriptions.

Two further income-generating events were held in the summer, including a [Garden Party](#) for our Friends, neighbours and the local community, and a [Family Storytelling Day](#) for local children and their families and carers, drawing on our fictional association with the much-loved children's story, *The BFG*. These allowed 381 people of all ages to enjoy the house and grounds, and to take part in educational and recreational activities.

cumberlandlodge.ac.uk/programmes/community-engagement

Speakers and contributors

Find out more about all the recent guests who have contributed to our events and activities as speakers, facilitators or panellists, at cumberlandlodge.ac.uk/about-us/guest-speakers

We are grateful to all the guest speakers and facilitators who gave up their time to help us deliver our charitable mission in 2018–19. Here are just a few of our notable contributors:



Lord Ahmad of Wimbledon
Prime Minister's Special Envoy on Freedom of Religion or Belief



Dame Cressida Dick DBE QPM
Commissioner, Metropolitan Police Service



Junior Smart
Founder of SOS Project, St Giles Trust



Sherry Peck
Chief Executive, Safer London



Professor Anthony Heath
Emeritus Professor of Sociology, University of Oxford and Emeritus Fellow of Nuffield College



Lisa Power MBE
Board member, Queer Britain



Tom Clark
Editor, Prospect magazine



Esmat Jeraj
Director of Operations, Patchwork Foundation



Bob Churchill
Director of Communications & Campaigns, Humanists International



Frances O'Grady
General Secretary, Trades Union Congress



Dr Wanda Wyporska
Executive Director, The Equality Trust



Jasvir Singh OBE
Barrister and Chair of City Sikhs



Sietske van der Ploeg
Head of Evidence and Social Impact, Mayor's Fund for London



Lord Victor Adebowale
Chief Executive, Turning Point



Professor Margot Finn
President, The Royal Historical Society



Rabbi Jonathan Wittenberg
Senior Rabbi to Masorti Judaism

Our financial position

As a charity, we rely on the generosity of our donors and supporters, and the income we make by hiring out our facilities to visiting groups and individuals, to fund our charitable work.

Between 1 September 2018 and 31 August 2019, we expended £2.3 million on delivering our charitable objectives. We provided 3,603 subsidised places for students to attend study retreats, funded 15 Cumberland Lodge Scholarships and our ongoing Amy Buller Scholarship in association with Royal Holloway, University of London. We also provided 14 travel bursaries to enable students to attend our conferences, consultations and panel discussions, and supported free places to allow 21 students with limited financial means to attend study retreats at Cumberland Lodge with their peers.

We operate on a not-for-profit basis, and our challenge is to ensure that we generate the right level of income to support our work. Our target is to break even, with a small surplus for development purposes.

One challenge we face is that we often appear wealthy to potential funders, due to our setting in Windsor Great Park and our reserves being equivalent to one year's income rather than the norm of six months. However, unlike most charities, as well as running the organisation, we are responsible for maintaining a large, listed Royal property that we were granted in order to carry out our charitable mission. As stewards of this wonderful resource, we have always known that it is prudent to have sufficient reserves, in case of a disaster or wider societal crisis.

2018–19 was a challenging year, in terms of income generation, both because of the economic uncertainty around Brexit affecting conference business, and a difficult fundraising environment. As a result, unusually, we made a small operating deficit. In response – even before the outbreak of COVID-19 – we had been looking carefully at our business model and fundraising activities, and working hard to ensure that we have the resources we will need to deliver and develop our work further.

cumberlandlodge.ac.uk/impact/support-our-work

Visiting groups and organisations



I would recommend Cumberland Lodge to any organisation that respects privacy, quality, and a core belief of creating a better society.

Jonathan Story,
Chief Operating Officer,
Windsor Leadership

There are few better venues for academic hosting, sharing knowledge, exploring ideas and meeting new people.

Deborah Bowman,
Professional Standards
Authority, March 2019,
@deborahbowman

Our charitable work is largely supported by the income we receive from individuals and organisations who book our facilities for conferences, meetings and special events, throughout the year.

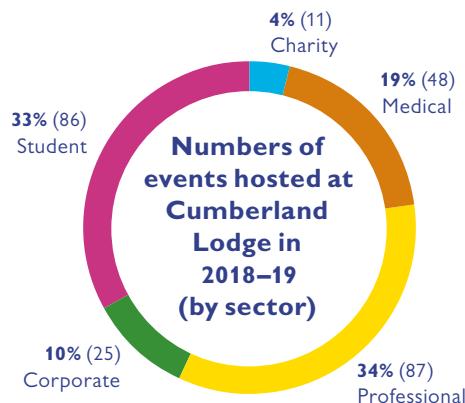
We particularly seek to attract organisations that align with our ethos and support progress towards more peaceful, open and inclusive societies.

We hosted 257 external events in 2018–19, alongside our own busy programme of events and activities. This involved welcoming 1,899 day delegates, and hosting 13,995 overnight stays.

A total of 161 organisations and individuals hired our facilities for their events, including 24 who chose us for their special events and celebrations. This figure includes 114 organisations who brought visiting groups of students to the Lodge.

We were pleased to once again retain our five-star rating on TripAdvisor. Whilst 17% of the visiting groups were booking for the first time, 83% were returning after previous successful visits.

cumberlandlodge.ac.uk/venue-hire/hire-our-facilities





Case study

Windsor Leadership

Jonathan Story, Chief Operating Officer, Windsor Leadership

‘Windsor Leadership has been coming to Cumberland Lodge for over 15 years. We hire its facilities to host numerous two- or three-day leadership development programmes every year, as well one-off events and our Board’s Annual General Meeting.

‘The ambience, and more importantly the ethos associated with Cumberland Lodge, totally complement our own ethos around ‘good leadership’ and ‘leadership for good’. We can be one of a few groups in residence, but we still value the feeling of private space.

‘The quality of the meeting rooms, bedrooms, food and service is always excellent, which gives us peace of mind and allows us to concentrate on our own programme delivery. We particularly like the relaxed and reflective environment, as well as the feeling of safety that complements some of the key values required to make our events work well.

‘I would recommend Cumberland Lodge to any organisation that respects privacy, quality, and a core belief of creating a better society.’

257

visiting groups
hosted

1,899

day delegates
welcomed

14K

overnight stays

161

organisations hired
our facilities

24

special events
and celebrations
hosted

114

organisations held
residential study
retreats

Visiting organisations

Some of the visiting organisations we welcomed this year include:

- Association of National Teaching Fellows
- Coalition for Epidemic Preparedness Innovations
- Conference of European Churches
- Coventry University
- Ecclesiastical Law Society
- Friends of the Earth
- Great Ormond Street Hospital
- International Institute for Environment and Development
- Perfetti Van Melle UK
- Solutions Not Sides
- Spirit of 2012
- University of Nottingham
- Vaccine Centre
- VisitBritain
- World Obesity Federation
- Zogenix International Limited

What our guests say

| September 2018 | October 2018 | November 2018 | December 2018 | January 2019 | February 2019 |
|--|--|--|---|--|--|
| <p>'Our trainees had so many superlatives about the well-organised course and beautiful venue. A fantastic time was had by all!'</p> <p>Medical training event</p> | <p>'Beautiful and relaxing setting, with lots of outdoor space and peace and quiet. Friendly staff, amazingly luxurious bedrooms and good conference facilities. The food was amazing.'</p> <p>Professional development course participant</p> | <p>'The team had a great time and were so impressed with your food and your amazing staff – we will definitely be back!'</p> <p>Management team away-day organiser</p> | <p>'A truly incredible experience for our students! We were delighted with how the programme ran.'</p> <p>University retreat leader</p> | <p>'Our winter conference was a roaring success; we received lots of feedback on how friendly and welcoming the staff were. The food was also fantastic – we had one of the best meals we have experienced during a conference.'</p> <p>Corporate conference organiser</p> | <p>'Everything ran very smoothly and we were brilliantly supported by all the staff. the food, in particular, was fantastic!'</p> <p>Barristers' training retreat leader</p> |

| March 2019 | April 2019 | May 2019 | June 2019 | July 2019 | August 2019 |
|---|---|--|--|--|--|
| <p>'Another successful event! It makes such a difference to know that we can always rely on you to make things work so smoothly.'</p> <p>Public sector conference organiser</p> | <p>'The best conference yet, largely down to the excellence of your provision. The food was outstanding.'</p> <p>Legal conference organiser</p> | <p>'Everything went as smoothly as possible, and all my guests were very impressed.'</p> <p>Corporate group leader</p> | <p>'As usual, everything ran smoothly; all arrangements were just right, so everything felt effortless! The food was delicious as usual, and the catering staff adeptly managed any last-minute requests we made. They really are so professional.'</p> <p>University business school conference organiser</p> | <p>'Cumberland Lodge is a unique and special venue, and offers delegates something out of the ordinary. I loved the fact that I could wake up every morning to be greeted by red kites flying overhead and look out over the fields, and yet we were still only a few miles from London.'</p> <p>University research conference leader</p> | <p>My lab goes to Cumberland Lodge every year and it's amazing... Beautiful setting, great facilities and rooms, good food.</p> <p>University researcher</p> |

Partners and supporters

We are extremely grateful to all who have generously provided financial support to Cumberland Lodge over the past year, through grants, sponsorship or donations:

- The Convocation Trust, University of London
- Dawes Trust
- KBR
- Leverhulme Trust
- Lincoln's Inn
- The Lord Lloyd of Berwick, DL
- The Runnymede Trust

The following people also very kindly supported our investment in new dining furniture in 2018–19, by sponsoring chairs or tables:

- Dr Daren and Mrs Jill Bowyer
- Kathleen Croft (in memory of Michael L Croft)
- Jane Furniss
- Dr Peter Hanrath and Mr Joep Hanrath (in memory of Rosemarie Bensmann)
- Paul Hampden Smith
- Christopher Mann
- Canon Dr Edmund Newell and Mrs Susan Newell
- The Baroness Nicholson of Winterbourne
- Christa and Bernard Richmond
- Cheryl Rowland
- The Revd C Scott and friends (in memory of The Revd Ruth Scott)
- Roy and Eva Strasburger
- The Lord Waldegrave of North Hill and Lady Waldegrave

This project was also supported by friends of Sir Stanley Wells, to recognise his long association with our annual Shakespeare reading retreat.

We are also grateful to the wide range of organisations with which we partnered in 2018–19, to help deliver our charitable activities, including:

- Cambridge University Press
- Chevening
- Council of Christians and Jews (CCJ)
- Council for At-Risk Academics (Cara)
- Commonwealth Scholarship Commission in the UK (CSC)
- International Panel on Social Progress (IPSP)
- Learn2Think Foundation
- National Police Chiefs' Council (NPCC)
- Nuffield College, University of Oxford
- Trustlab
- The Woolf Institute



Our 2019–20 series



Inclusion & Opportunity

2019–20 series

Our current series of multi-sector conferences, panel debates and retreats focuses on issues of 'Inclusion & Opportunity'.

Debates over Brexit, immigration, religious co-existence, the 'four nations' and, more recently, the impacts of the COVID-19 pandemic, have all highlighted an urgent need for more inclusive visions and blueprints for the future of the UK.

We are responding by exploring ways of ensuring that everyone in society has the opportunity to contribute positively to our collective future. This includes examining the roles that different groups and agents can play, regardless of backgrounds or perspectives.

Key areas for discussion include:

- Challenges for Democracy in the Digital Age
- Digital Inclusion: Bridging Divides
- Commonwealth Futures: Youth Perspectives
- Resilient Communities
- Faith & Belief 2040: Fostering Social Cohesion
- Towards Justice: Law Enforcement & Reconciliation

We are also considering inclusion and opportunity in each of the pressing topics we discuss in this year's series of Dialogue & Debate webinars. Our webinars can all be found [here](#), with audio-only versions available on SoundCloud [here](#).

cumberlandlodge.ac.uk/inclusion-opportunity





Getting involved

The generosity of our friends and supporters has always been invaluable to our charitable mission.

We invite you to support us in empowering people to promote more peaceful, open and inclusive societies.

Find out more at [**cumberlandlodge.ac.uk/impact/support-our-work**](http://cumberlandlodge.ac.uk/impact/support-our-work)

If you would welcome the opportunity to enjoy a closer connection to our work, and meet a like-minded community of supporters through membership of the Friends of Cumberland Lodge, please contact us at [**enquiries@cumberlandlodge.ac.uk**](mailto:enquiries@cumberlandlodge.ac.uk) or visit [**cumberlandlodge.ac.uk/friends**](http://cumberlandlodge.ac.uk/friends) to join today.

Membership subscriptions start from as little as £10 a year for students, or £35 a year for individual standard membership.



Cumberland Lodge

exchanging views, inspiring minds



Cumberland Lodge empowers people to tackle the causes and effects of social division.

Since 1947, we have been breaking down silo thinking and building interdisciplinary, cross-sector networks that make a difference. We are an incubator of fresh ideas that promotes progress towards more peaceful, open and inclusive societies.

We actively involve young people in all aspects of our work, and our educational programmes nurture their potential as future leaders and changemakers.

Our stunning facilities are available to hire for residential or non-residential conferences, meetings and special events. Every booking helps to support our charitable work.

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With grateful thanks to all who have supplied photographs

