





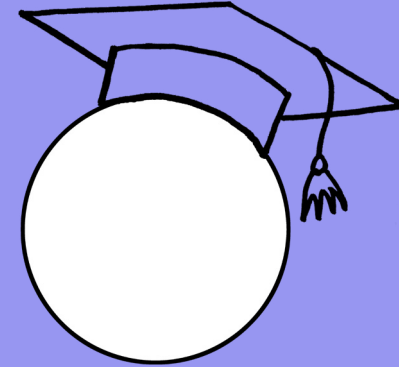
Our work in 2023-24

In 2023-24, we accelerated our mission to develop the next generation of leaders, to champion dialogue, inspire change, and create a lasting social impact.

Through our programmes and partnerships, we've:

- **empowered participants** with the knowledge and skills to understand the drivers of social division and conflict;
- **promoted ethical leadership** to find equitable solutions to real-world challenges;
- **fostered collaboration and social cohesion** by creating opportunities for peer-to-peer interaction, intercultural, intergenerational, and cross-sector dialogue; and
- **built strong national networks** among young leaders, paving the way for longer-term global partnerships.

By bringing together diverse groups – from youth to industry leaders – we sparked impactful conversations on pressing societal issues.



“In Flitcroft, where many of our discussions took place, a framed quote on the wall read: ‘We can’t change what we don’t understand’. This quote encapsulates the essence of our time at Cumberland Lodge.

The opportunity to learn, reflect, and engage with diverse perspectives is the first step toward meaningful change in our lives and the world around us.”

– Life Beyond the PhD Conference participant, August 2024



Developing future leaders

Our educational programmes are designed to inspire and equip the leaders of tomorrow. From one-off workshops on ethics, intercultural understanding, and communication skills to immersive cohort programmes, we provide transformative learning experiences.

In 2023-24, we launched our **Rule of Law** cohort programme for early-career professionals, police officers and law students, exploring over three residential weekends the challenges facing the law today. Our flagship **Youth & Democracy** project began engaging 16-20-year-olds nationwide to discuss the barriers to democratic participation. Additionally, the **Youth Arts Takeover** harnessed creativity to explore our heritage, bringing young people from Hackney and Slough to the Lodge.

Across **10 events** we welcomed **over 370 participants**, and **60 guest speakers**.

Ongoing support is essential to expand these programmes, increase their reach, and provide even more opportunities for young people.



Simi's story

Simi, 17, took part in our Youth Arts Takeover in 2024, through Slough-based youth charity Together As One (Aik Saath).

"I found my time at Cumberland Lodge very engaging, empowering, and insightful. The skills that I learnt here allowed me to know myself better and therefore go for opportunities that I wouldn't usually even consider.

I was quite uncomfortable in the beginning when I went in [to the Lodge] because I thought places like these were only reserved for regency and royalty, but the people telling us the stories made us feel like we belonged.

Before I did this Youth Arts programme I didn't even know opportunities like these were a possibility here, but it's been such an educational experience and mostly it's been motivating, I know I've been motivated to write a lot more and I couldn't be more grateful."

Our inaugural Youth Arts Takeover was supported with a grant from The National Lottery Heritage Fund, raised by National Lottery players, which went towards supporting the creative workshops and event facilitation.



Strengthening social cohesion

Our **Exploring Ethics** sessions encourage critical reflection on the moral, cultural, and intergenerational dimensions of contemporary social challenges. We encourage all visiting student groups to include an Exploring Ethics session in their programme.

In 2023-24, we delivered **18 Exploring Ethics sessions** to **more than 700 students** from universities across the UK, on themes including AI, freedom of speech, and disagreeing well.



Creating lasting change

The **Cumberland Lodge Fellowship** is a cornerstone of our ambition to empower leaders, both nationally and internationally. With a network of **over 80 alumni**, the Fellowship creates new ambassadors for our work.

In 2023-24, we welcomed our 10th cohort of 10 new Fellows joining the two-year leadership programme. It focuses on developing an in-depth understanding of contemporary social issues, public engagement, and interdisciplinary skills.





Josh's story

Dr Josh Rice was a Cumberland Lodge Fellow and the Amy Buller Scholar from 2020-23.

“My time at Cumberland Lodge was incredibly influential on what I do now for work. I was able to develop the skill of listening to people from different research backgrounds to myself, learning from lots of different pools of wisdom that people have, and being able to bring my own knowledge to the table in ways that I might not have thought that knowledge would have been useful.

One of the things I really loved about Cumberland Lodge was meeting with other PhD students to speak about their research backgrounds, and just having interdisciplinary conversations to try and solve common issues around social division. Cumberland Lodge is the perfect backdrop for those sort of conversations; you're in the serenity of Windsor Great Park, in a listed building, and can have brilliant conversations with brilliant people.

I know for the rest of my life I'll have a connection to the Lodge and I'll be coming back here for years to come.”



“There isn’t any other programme like this one anywhere that has such an impact and such networks available.”

– Rule of Law cohort member 2024

Working in partnership

Our partnerships have been instrumental in delivering impactful projects and publications. In 2023-24, we established new collaborations with St Paul’s Cathedral for our **Gen Z and the City** project, as well as the Commonwealth Scholarship Commission, Big Voice London, and the College of Policing as part of our Rule of Law programme.

We also partnered with a network of eight youth organisations across the UK for our Youth and Democracy project, onboarding 30 young changemakers into our democracy network, and continued our work with the Council for At-Risk Academics (Cara) through our Fellowship.

These collaborations enable us to remain at the forefront of addressing society’s most pressing challenges.





Hosting your events

In 2023-24, we welcomed nearly 10,000 guests, including over 3,000 university students, across 274 events (and serving around 50,000 meals!).

By **hiring our facilities**, you're not just hosting an event – you're supporting our mission to develop young leaders. Our guests return year after year for the Lodge's inspiring atmosphere, excellent hospitality, and the knowledge that their booking makes a difference.





Christa's story

Christa Richmond is Director of Education for Middle Temple - the Inns of Court regularly use the Lodge as a training venue.

“We’ve been coming here for very many years - decades in fact - I think it’s probably about 60 years now, although not all of the 60 years with me!

It’s got a good vibe about it. People who come for the first time feel instantly at home, those of us who’ve been coming back again and again feel like a homecoming, and the whole atmosphere is just very conducive to the kind of work we try to do here. Having your meal together, having a walk around the grounds together, all those kind of things are very conducive to making connections, talking to people in a way which perhaps they wouldn’t otherwise get an opportunity to talk to each other.

It’s just a wonderful place. The students always come away full of praise; we come here for a weekend and the students always say ‘can we stay longer?’.”

Looking ahead: 2024-25

In the coming year, we will:

- expand Youth & Democracy with new workshops and webinars
- launch a Freedom of Religion and Belief programme, partnering with emerging faith and community leaders
- re-launch the Fellowship scheme for 10 doctoral students and early-career professionals
- revitalise our calendar of public events like Cumberland Conversations, open days, and a Murder Mystery Weekend.

Supporting our work

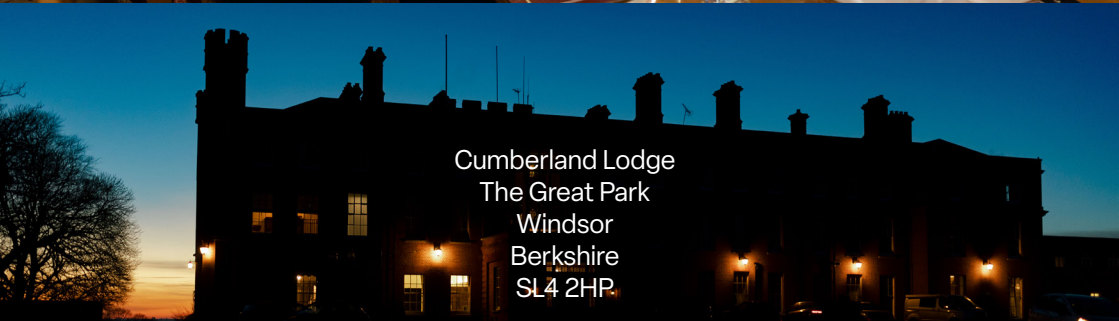
Our work is more important than ever, and we are ambitious about growing our impact – but we can't do it alone.

You can help us by:

- **hiring Cumberland Lodge as a venue**
- **joining us for one of our public events**
- **making a donation towards our Programme.**

Together we are working to build more just and inclusive societies - one conversation at a time.





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