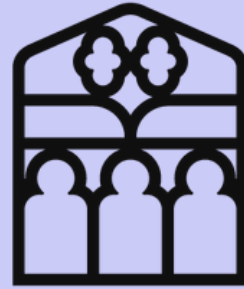


Our impact

2024-25



Cumberland Lodge

Empowering conversations



In a world that often feels divided, giving young people the space, skills, and confidence to lead with hope, empathy, and integrity has never been more vital.

At Cumberland Lodge, we believe the path to a more cohesive and compassionate society is forged by its future leaders. That's why, in 2025, we committed to developing 5,000 emerging leaders by 2030 through our educational programmes.

This work is made possible thanks to our social enterprise operations as a historic venue for hire, proceeds from ticket sales for our outreach events, and our Friends of Cumberland Lodge membership scheme.

We're building a community of supporters who share our dedication to creating more peaceful, just, and inclusive societies – one conversation at a time.



Our Programme

Our commitment to developing the next generation of leaders is brought to life through a range of impactful educational programmes.

In 2024-25, we worked with **1,760 young people and early career professionals**, providing them with the space and skills to tackle complex issues, build unlikely friendships, and discover their own leadership potential. This included:

- directly engaging nearly **200 young people** through our core programmes on Youth & Democracy and Intergenerational Dialogue, our Fellowship and student conferences;
- reaching over **200 people** through partnership events with organisations such as the Yad Fellowship, the Attorney General's Office, and the John Smith Trust;
- delivering 42 Exploring Ethics sessions and How to Argue Better/Navigating Cultural Differences workshops to **over 1,300 people**.



1,760

young people and early career professionals who worked with us

200

young people engaged in our core programmes on dialogue and democracy

1,300

participants who joined us across 42 workshops delivered by our team

“I've been part of things in the past where it's felt as if young people are just there to tick a box. The Youth & Democracy Network is made by young people, for young people, which I found really significant.”



April, 18, is a member of the Cumberland Lodge Youth & Democracy Network – a three-year project involving young people from across the UK. The experience empowered her to co-create Education for Our Generation, a campaign now taking shape in her local community.

“I think something young people are constantly told is that they are the future. We're also the present, and our voices and our experiences now really matter. And I think Cumberland Lodge is really good for accommodating that, they listen to young people, they listen to what young people have to say, and it gives them their own space where they can share their own ideas.

Being part of the Youth & Democracy project, to me, is all about a formation of a community of like-minded young people that come together. Sometimes we don't agree on everything. Sometimes there's differences in what we believe, but it's all about being able to voice our opinions and make effective, lasting, real change.

Taking part in workshops that were all surrounding youth politics, democracy, depolarising political discussions. It's so common, in a digital age where there are so many echo chambers and there are so many political divisions, it can be really easy for us to just concentrate on what we think and ignore, or completely just disagree with other people's points of views. So I think that the skills we learned in that workshop were really useful. And I've used those skills on a couple of occasions.

I've been a part of things in the past where it's felt as if young people are just there to tick a box. The Youth & Democracy Network is made by young people, for young people, which I found really significant. I think in a world where young people can feel so often undermined and overlooked, it is so easy for us to think that our voices don't matter. But I think having that belief and having that knowledge that actually they do and we deserve that attention is really important.

Belonging to me means having a safe space and having a community that brings people together that really want to listen to each other and share ideas. I have found that at Cumberland Lodge.”

Watch a video of April talking about the Youth & Democracy Network:





“Belonging to me means having a safe space and having a community that brings people together that really want to listen to each other and share ideas. I have found that at Cumberland Lodge. ”

April, Youth & Democracy Network member

“One of the strengths of this programme is that you are in a space that is beyond your comfort zone. And seeing that there is so much more that unites people than divides people.”



The Cumberland Lodge Fellowship helped Cee find a community that not only welcomed him, but helped him redefine leadership itself. His experience over the two-year programme is fuelling his ambition to launch a social enterprise tackling systemic housing challenges in sub-Saharan Africa.

“I had been thinking about what it is I wanted to do after my PhD. I was looking for opportunities to be amongst like-minded people, who are also thinking about some of the bigger questions in life.

Arriving at Cumberland Lodge for the first time, my first impression was, what the heck am I doing here? A little boy from a township in South Africa. I was thinking, I'm very far from home. And do I even belong in a space like this? And as soon as I walked in, I remember meeting another Fellow. And we just struck off an amazing conversation straight away.

The weeks spent here at the Lodge where, as Fellows, we've had to grapple with really interesting and contentious topics sometimes. Being exposed to different ideas, different speakers. And it's been really, really, amazing just to be connected to a Fellowship like this.

I think at times, I've felt like I've had to be a certain way or conform to a certain style of leadership. Most pertinently, what we see in politics, how leaders are, whoever talks the most, is the most brash, sometimes the most brazen. These are the leaders we see. I always knew that wasn't me. But I never had a space to really understand that, but also grapple with that.

Being at the Lodge has really been an amazing place to see different people who are on different journeys and paths in life, who are working in different fields and who are learning how to utilise their strengths and authenticity to lead in the spaces they're at. Just knowing to be myself and knowing that my difference is actually my strength, and that I don't have to be like everyone else to be a good leader. Those are really great traits for leadership and something I've learned to hone and expand on whilst being here at Cumberland Lodge.

I think one of the strengths of this programme is that you are in a space that is beyond your comfort zone. And seeing that there is so much more that unites people than divides people. And only in a space like Cumberland Lodge can you experience that.”

Watch a video of Cee talking about the Cumberland Lodge Fellowship:





“Being at the Lodge has really been an amazing place to see people who are on different journeys and paths in life... who are learning how to utilise their strengths and authenticity to lead in the spaces they're at. ”

Cee, Cumberland Lodge Fellow
2023-25



“We can have those very honest, open conversations here. And I think that those are incredibly important because they're quite transformational for people.”

Julie Siddiqi MBE and Dr Lindsay Simmonds met at Cumberland Lodge as a Muslim woman and a Jewish woman committed to building bridges. Their friendship has inspired collaborative interfaith work, and they returned in 2025 to share their story at the Student Christmas Conference.

Julie: “We first met here at Cumberland Lodge back in 2012 or 2013, and we were part of an interfaith programme with Jews, Muslims, and Christians. Although we had a lot to talk about with regard to interfaith relations, we also bonded on very personal stuff. That friendship has just blossomed and grown.”

Lindsay: “I think, as with all friendships, you hold each other to account. So when there are difficult times, especially, Julie and I certainly found in each other, a respite, the ability to talk about really difficult things.”

Julie: “I loved coming back here at Christmas, because it was the first time that we'd actually come back together. So I've been here a number of times, and I love it, it's honestly one of my favorite places. So when we were invited together to come here, I was thrilled. I always feel it's really good to be able to model the friendship, and it was wonderful.”

Lindsay: “Certainly for me I feel very privileged but also joyful that I can say: ‘No, it's OK. Julie and I disagree and we're still friends.’ We can have those very honest, open conversations here. And those are incredibly important because they're quite transformational for people.”

Julie: “Cumberland Lodge, for me, has always been more than a venue - because there's a sincere intention for bringing people together to have difficult conversations that does make a difference, because it feels like we're all part of that.”

Watch a video of Julie and Lindsay in conversation:





“Having a voice matters – standing up for what you believe can change a whole system.”

Through our partnership with the Attorney General's Office, we've empowered more than 100 young people to engage directly with the Rule of Law. We delivered two workshops, bringing students from across the UK to reimagine Magna Carta and the future of human rights.



Harnessing the energy and ideas from these sessions, we co-created two free facilitation guides for educators: [Reimagining Magna Carta for Today](#) and [A Human Rights Charter for the Future](#). These resources equip teachers and youth workers to help young people explore contemporary challenges – from digital rights to political literacy.

This partnership is an example of how we work with government and policymakers to ensure young voices are not just heard but are central to shaping the laws that govern us all.

Watch some of our human rights students talking about the workshop:





Hire Cumberland Lodge as a venue

We operate the Lodge as a social enterprise venue for hire. This is the engine that powers our charitable work.

Each year, **we welcome over 10,000 guests** who, through their bookings, directly support our programme. In 2024-25, this included **3,000 university students**, **over 1,000 charity professionals**, and more than **2,200 individuals from the medical and legal sectors** who chose the Lodge for their study retreats and professional training. We also hosted nearly **900 guests at special events**, from weddings to Windsor Festival talks.

When you host your event with us, you're not just securing a unique and inspiring space. You are actively investing in a more hopeful, inclusive society.

Contact our Meetings & Events team at enquiries@cumberlandlodge.ac.uk

10,000

guests welcomed through our doors for venue hire events

3,000

university students using the Lodge for retreats and residentials

2,200

individuals from the medical and legal sectors here for training



Our community outreach events

This year, we opened our doors to nearly 1,400 people from our local community for a range of public events.

Over **500 people joined us for Cumberland Conversations** with influential guests, including former Head of MI6 Sir Richard Moore and former *Dragons' Den* star Sarah Willingham, while others enjoyed Christmas wreath-making, afternoon teas, and ancient tree walks. Proceeds from ticket sales help to make our educational work possible.



Find out more about our upcoming events on our website:





What people said about us

“Since 2017, Cumberland Lodge has supported an at-risk Cara PhD student each year through a two-year Fellowship, reflecting our shared origins as organisations founded in response to the rise of Nazism in 1930s Germany. The Fellows supported through this partnership, from countries including Afghanistan, Myanmar, and Palestine, have gained enormously from the Lodge’s programmes, developing their critical thinking, communication, networking and public-engagement skills in ways that have strengthened both their research and their wider contribution to society.”

Tim, Team Leader, Cara (the Council for At-Risk Academics)

“The team and I have absolutely loved working with the Cumberland Lodge team in 2025. We appreciate your openness, curiosity and the collaborative approach that we’ve experienced first-hand in designing and delivering programmes together. There is so much overlap and complementarity in our aims and ambition that I am excited to think about how our partnership could develop further in the coming years.”

Maija, Executive Director, John Smith Trust

“For me, an evening out at a Cumberland Conversation is like a spa retreat for the mind. It’s an opportunity to step away from the day-to-day decision-making and barrage of opinions and bad news, and gain a deep insight into the experiences and reflections of someone who has shaped our society in some way. No matter who is speaking, it never fails to be refreshing, fascinating and thought-provoking, and there is always at least one gem I take away to ruminate. An added bonus is to be supporting the vital work of such a purposeful and worthwhile charity.”

Caalie, COO at SocialOptic



Supporting our work

Our work has never been more important, and we are ambitious about growing our impact. But we can't do it alone. You can help us strengthen social cohesion and develop the next generation of leaders in a number of ways.



Become a Friend of Cumberland Lodge

Join a special community of members who share our commitment to creating positive change, one conversation at a time. As a Friend, you'll enjoy exclusive access to our beautiful, historic Lodge in the heart of Windsor Great Park, while providing essential funding for our charitable mission.

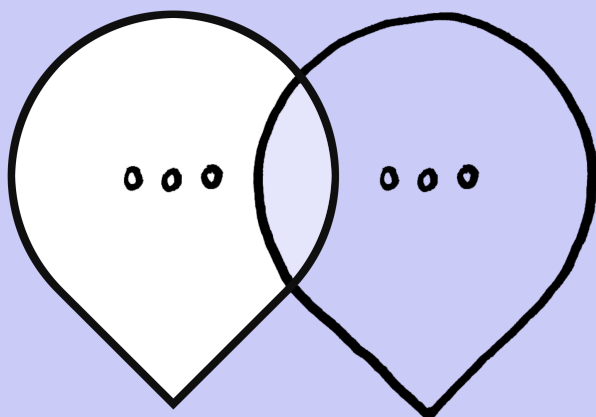
Memberships start from £75 per year.

Make a donation

By donating to Cumberland Lodge, you are investing in the conversations and programmes that build a more cohesive society – and in the young people and emerging leaders who will shape it. Every contribution, large or small, is a building block towards a better society.

Find out more and watch our short film:





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