

Training and employment opportunities to build a diverse heritage sector

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Photo credit: Windsor Fellowship

We've launched a programme in partnership with Windsor Fellowship to help Black, Asian and minority ethnicity (BAME) graduates kickstart their careers.

The National Lottery Heritage Fund and the [Windsor Fellowship](#) have created this paid graduate traineeship programme to play our part in increasing diversity within the heritage sector, better reflecting and representing the diversity of the British public.

"In these difficult times I'm delighted that we are working with the Windsor Fellowship to offer these new opportunities for graduates as part of our efforts to increase the diversity of the sector."

Ros Kerslake, Chief Executive

Why we're helping BAME graduates

We are committed to ensuring we are [inclusive](#) within all areas of The Fund, from projects to employees. We recently pledged to do more to drive greater equality, diversity and inclusion in heritage, initiating a diversity review and taskforce to accomplish this.

Chief Executive, Ros Kerslake was pleased to see the action following the launch of the review: "In these difficult times I'm delighted that we are working with the Windsor Fellowship to offer these new opportunities for graduates as part of our efforts to increase the diversity of the sector."



Participants of a Windsor Fellowship programme

BAME communities are widely under-represented within the heritage sector; both as visitors to heritage and within the workplace. A [2017 report](#) revealed that engagement with heritage was proportionately higher from white people than the BAME groups across all types of heritage sites, with the exception of sporting heritage. In one of our recent [Future Heritage blogs](#), Dr Anjana Khatwa shared evidence that the environmental sector (natural heritage) is the whitest in the UK, with just 0.6% of the workforce identifying as non-white.

This opportunity aims to provide BAME graduates with invaluable work experience to kickstart their future careers in the sector. The Fund will support the graduates through a 12 month period, offering mentoring, guidance and real work experience, which will increase their employability.

About the Windsor Fellowship

The Windsor Fellowship are experts in enabling people from Britain's diverse communities to reach their potential, and connecting organisations and employers with these talented individuals. They have successfully trained and supported over 15,000 people from a variety of backgrounds to achieve their educational and professional goals.

The Windsor Fellowship have partnered with many organisations in the UK, including Greenpeace, The Royal Society, the Welsh Government and many universities.



Participants of a Windsor Fellowship programme

The opportunity

The traineeship programme is a 12 month, paid opportunity based in any of The National Lottery Heritage Fund UK sites (Belfast, Cardiff, Edinburgh, London, Exeter, Birmingham, Nottingham, Cambridge, Leeds, Manchester and Newcastle).

Successful applicants will complete modules of work within several of our departments, including HR, Finance, Legal and Governance, Investment Management, Engagement Management, and more.

Who can apply

To be eligible for this traineeship programme, candidates must:

- be from a BAME background
- be a recent graduate from an undergraduate or post-graduate course (max 3 years)
- have no restrictions on living/working in the UK

- be able to commit to all aspects of the programme
- be able to work in the cities offering an internship position (see below for further information)

How to apply

The closing date for applications is 18 October 2020, and interviews will be held in late November.

Please [visit the Windsor Fellowship website](#) to find out more about the opportunity, including salary details, job description, and how to apply for a position.



[We want to do more to eliminate racism and drive greater equality, diversity](#)



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