



Developing Cumbria's Leaders  
**for** Today and Tomorrow

# OUR **IMPACT**

April 2025 to March 2026



**PRIMARY**



**SECONDARY**



**EARLY CAREERS**



**WORKPLACE**

[www.cforlp.org.uk](http://www.cforlp.org.uk)

# EXECUTIVE DIRECTORS

## AN IMPACTFUL YEAR...

Everything CforLP does is rooted in a genuine passion for Cumbria and the people who live and work here.

As a not for profit organisation, we believe leadership has the power to create better lives, stronger communities and more opportunities for future generations.

What makes our way of working different is that any surplus generated through our commercial leadership programmes is reinvested directly back into the community. This advances our mission in supporting the development of leadership skills, confidence, aspirations and social value across Cumbria.

This year marks an exciting step forward with the introduction of our reinvestment plans, allowing us to deepen that impact even further and create more sustainable, long term change.

We are also evolving the way we work with businesses and partners. Rather than short-term, transactional relationships, we're focused on building long-term partnerships based on shared values, mutual benefit and collective commitment to the communities we care about.

Ultimately, we believe that better leadership creates better lives – and by working together, we can make a lasting difference across Cumbria.

*Sarah Glass and Catherine Eve*  
*Executive Directors*



# HEADLINES FOR 2025/26

## AN IMPACTFUL YEAR...

### PRIMARY

Inspired **12,710** primary pupils through work delivered across **130** primary school engagements, supported by over **60** businesses



CENTRE **for**  
LEADERSHIP  
PERFORMANCE

### SECONDARY

Supported **580** students and partnered with **35** secondary schools, colleges, sixth forms and other educational delivery partners across Cumbria, supported by over **65** businesses

### EARLY CAREERS

Supported apprentices, graduates, students and individuals at critical transition points in their education and employment journeys through focused, high-impact programmes, with support from over **49** businesses

### WORK PLACE

Engaged in leadership development training to over **284** people from businesses across Cumbria, supported by over **55** businesses

Undertaken bespoke,  
partnered projects

BESPOKE  
PROJECT

Read on to find out more  
about our **programme**  
**achievements** this year...

# REINVESTMENT AND VALUE CREATION

As a not-for-profit leadership company, our purpose is simple – to create lasting impact across education, business and communities in Cumbria. Any surplus we generate is reinvested to develop a leadership community that increases opportunities and deepens impact for communities and people in Cumbria. We champion everyday leadership and learning spanning over a lifetime, because we believe better leadership equals better lives for everyone.

## Where Value is Created

Our model generates value through:

- Partnerships with schools (primary through to post-16)
- Collaboration with businesses, industry leaders and stakeholders
- Leadership development programmes spanning early years to retirement
- Cross-sector community engagement and knowledge sharing



## How Income is Generated

We generate income through:

- Programme delivery and leadership development initiatives
- Strategic Partnerships and commissioned bespoke work
- Training, workshops and community-led activity



This income enables CforLP to operate sustainably whilst expanding our reach and impact.

## Our Reinvestment Approach

Over the past year, we have reinvested **£67,469** of surplus income generated from our commercial programmes, with complete transparency to produce positive outcomes for the communities we serve

## Access and Inclusion

– widening participation for underserved groups **£10,313**

We increased investment into Access and Inclusion by directing surplus into the Cumbria Future Generation brokerage platform, where we signpost anyone aged 16-30 in our leadership community to access opportunities and support from us and partners. We also enabled students who did not secure a week-long Dream Placement to participate in other development opportunities.



We funded places for charities and third-sector organisations on some of our programmes, where costs would be a barrier to them, including Dream Placement and our peer-to-peer First Line Manager programme.

# REINVESTMENT **AND** VALUE CREATION

## Programme Innovation and New Product Development

– strengthening our leadership programme pathway **£19,059**

Reinvested this year into our Flagship Young Leaders' programmes, First Line Manager and Leader 2 Leader, ensuring these programmes remained matched to local needs, as well as delivering quality and value. We also created more opportunities and clearer progression pathways for post-18s by co-funding a pilot extended placement, Placement+. This will result in up to **20** young people aged 18–25 being supported on their leadership journey.



**Community Growth** – strengthening and expanding the networks across schools and businesses, as well as enabling greater Cross Sector Collaboration **£15,152**

**Funding additional outreach** to bring new schools, educators and business partners into our community has resulted in:



- **17** new primary schools and **675** pupils taking part in our primary leadership programmes
- **3** fully funded places for third sector and charities on Dream Placement, generating **7** more placements that showcase careers to young people in the third and SME sectors
- **12** new young professionals joined our CFG Steering group
- supported nearly **50** young people to receive more intensive support to meet their individual requirements

Partnerships and funding from local businesses do, of course, enable us to deliver inclusive leadership programmes that add value to our leadership community – opening doors to opportunities and igniting ambitions, as well as building confidence and skills in tomorrow's leaders. We are committed to going the extra mile to support both partners and participants, prioritising purpose and impact for everyone involved.

**Delivering collaborative projects** that connect education and real-world projects with Cumbria Tourism, CACN (Cumbria Arts and Culture Network) and Future Proof Cumbria. When delivering youth leadership programmes with partners, we seek only to recover project delivery staff time, which can then be used to support work with other partners and learners.



This year we gave **53** days of staff time to other projects

# REINVESTMENT **AND** VALUE CREATION

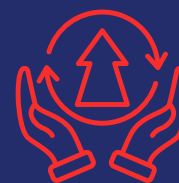
**Investing in community events, roundtables and leadership forums** through Cumbria Future Generation (CFG) and First Line Manager (FLM) network events. In January we supported both Steering Groups to organise a joint intergenerational networking and leadership event on the topic of Imposter Syndrome. The CforLP team helps to organise quarterly CFG Steering Group committee meetings, supporting them to drive change and be a collective youth voice for Cumbria, as well as monthly free FLM online lunch and learn events for everyone in our community. These will continue each month this year and we look forward to welcoming ideas on topics to cover. We have also provided the CFG with a marketing budget to plan their own events and networking activities.



## **Capability Building**

– investing in our team, our resources and systems **£16,968**

This year, we have reinvested in developing better connectivity between our community programmes, making progression pathways and connections between learners a priority by streamlining operational processes and enabling increased efficiency in our operations.



We have also created time and space for our team to have internal knowledge sharing sessions. We have implemented inclusivity plans into all our flagship programmes, organised the CforLP team to work across workteams, enhanced our CFG brokerage platform and created sustainable alumni building activity to strengthen our community. We will be investing in our website, digital capabilities and automation to save time and money and enable our team to do the work that really matters.

We decided to move offices this last year, making savings of nearly £20k, to create a hot desking option, to ensure our small but mighty team had a base, whilst redirecting these savings into strengthening our leadership community activities. This year as we expand our activities into South Cumbria, we will be seeking other hot desking options and forming new partnerships with delivery partners and stakeholders. By doing this we will expand our reach and impact, and continue to deliver Positive Enterprise in partnership with Cumbria Community Foundation, as well as working in partnership with local businesses to build on our pilot Placement+ programme and our more established programmes – Primary Bright Stars, Dream Placement and Leading Change.

# REINVESTMENT **AND** VALUE CREATION

## Long-Term Impact

– supporting initiatives that create lasting change **£5,977**

We have high ambitions for the people of Cumbria and believe better leadership equals better lives. Long-term data is collated and analysed to measure the impact of the community and leadership skills which we have helped to develop.



We will continue working to forge and strengthen our partnerships with local businesses and, next year, are moving away from transactional one-off programme support to creating long-term, sustainable and mutually beneficial partnerships. This will enable more meaningful investment by partners in our mission and community, as well as encouraging partners to benefit from helping to shape and co-create activities.



Two examples of our commercial partnerships are:

A continued, but strengthened, NEW partnership agreement with ATOS:

“We’re delighted to partner with CforLP and help support the West Cumbrian community. This partnership reflects our commitment to being inclusive and society-motivated, building on a relationship we’ve built up over the last couple of years. We share the passion and ambition of Sarah and the team at the CforLP, and we look forward to helping them continue to develop future leaders at every stage of life.”

*Leigh Seaman, Client Executive Partner, Atos UK*

[Click here to view the CforLP/Atos announcement and film](#)

Our continued partnership with NWS, an organisation that has not only invested in and benefited from our leadership activities, but has invested in CforLP over the last two years to deliver outreach activities and coaching to young people facing additional barriers to being part of our community.

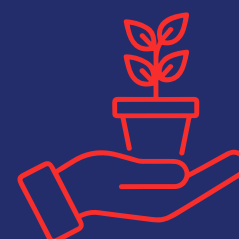


We are giving our time to support new emerging Skills Advisory Boards, input into the Local Skills Improvement Plans and continue to share intel and information that shapes future strategies and plans. We see our community partnerships expanding over the next few years, working alongside other delivery partners to create a sustainable and robust collaborative skills eco system. Our team will continue to refer and signpost people to other partner opportunities, to overcome fragmentation and create a more coherent skills landscape and learner pathways.

## Why it Matters

Reinvestment ensures that every contribution made to our community directly:

- supports the next generation of leaders
- enhances collaboration between education and businesses
- builds a more resilient, future-ready society
- empowers and enables Cumbrian communities to thrive



# REINVESTMENT **AND** VALUE CREATION

## A Final Word on Reinvestment

**We believe transparency builds trust**

By clearly showing how CforLP reinvests our surplus, we aim to demonstrate not just financial responsibility, but our unwavering commitment to our mission and the delivery of meaningful, measurable impact.

**We are proud that our success is measured not by profit,  
but by impact**

Every pound reinvested represents a commitment to shared growth, opportunity and leadership at every stage of life.

Over the next few years we will work to:

- ensure we can deliver our mission
- strengthen our partnerships with our business partners in new ways
- form a re-investment panel, where community members get to influence how and in what we reinvest

Looking ahead, we remain committed to creating lasting impact across Cumbria through leadership development, collaboration and reinvestment into the communities we serve.

**We continue to ensure that leadership is seen as a quality that is  
open to everybody**

## And finally...

Our impact is only possible because of the dedication, care and professionalism of our CforLP delivery team. Their commitment to supporting individuals, organisations and communities across Cumbria is reflected in the relationships they build and the difference they help create every day – read the following project reports to see what they helped to achieved in 2025-26.



### **The CforLP Team:**

*left to right top row:*

**Michelle Jackson, Heidi Clements, Sarah Glass, Catherine Eve,  
Rhianna Smith, Sophie Reynolds, Rebecca Day, Nicola Woolley**

*left to right bottom row:*

**Claire Johnson, Lucy Teasdale**

Inspired **12,710** primary pupils through work delivered across **130** primary school engagements with some schools participating in multiple programmes



## BRIGHT STARS

Bright Stars is an award-winning competition aimed at primary school children across Cumbria. Each school receives £50 in seed funding with a simple instruction to set up their own mini social enterprise over the course of 8 or 9 weeks and, through creativity, grow that investment, making a difference to their world and the lives of people around them. CforLP links a local business to its local school to offer guidance and encouragement throughout the trading period. The programme aims to raise aspirations, ignite interest in the world of work, and nurture creativity in primary pupils.

SCHOOL

"We recently had Ofsted, who noted the high level of learning that has furthered the children's learning and enhanced our curriculum (from taking part in Bright Stars)."



The Primary Business Partnership provides a free matchmaking service between primary schools and businesses in the areas formerly known as Allerdale and Copeland. We want to inspire the next generation of young people by helping primary schools and businesses to work together. We recognise the need to equip local young people with knowledge, skills and aspirations relevant to the modern world.



**42** school and business partnerships across Cumbria worked with **1,199** primary school pupils to set up **42** social enterprises delivering long term impact back into their communities, raising over **£15.4k**.



**100%** teachers and business mentors want to take part in Bright Stars again



**100%** teachers and businesses achieved the outputs they wanted



**99%** of pupils had fun  
**94%** learnt new skills  
**90%** understood more about leadership



**86%** of pupils wanted to continue to make a difference

Click to see Celebration films for:



[Bright Stars Autumn/Winter 2025](#)



[Bright Stars Spring/Summer 2025](#)

School project reports for:



[Bright Stars Autumn/Winter 2025](#)



[Bright Stars Spring/Summer 2025](#)

[cforlp.org.uk/bright-stars-primary](http://cforlp.org.uk/bright-stars-primary)

SCHOOL

*"The programme has had a hugely positive impact on our school, developing pupils' confidence, teamwork, leadership and communication skills while strengthening links with our community. Pupils showed real ownership and pride in their work, applied learning in meaningful real-life contexts, and demonstrated empathy and social responsibility through their fundraising and charitable decisions."*

BUSINESS


*"Bright Stars makes business concepts accessible, but more importantly, it encourages children to think about purpose, responsibility and the wider impact their actions can have."*


For more detailed feedback read the Impact Reports: [Winter/Autumn 2025](#) and [Spring/Summer 2025](#)

PBP Funding Partners:



PBP activities reached **11,511** pupils and engaged with **88** of the 99 schools in the partnership. **279** sessions were brokered (263 in-school sessions on STEAM and careers, plus 16 cluster career and STEAM events), supported by **2,013** volunteer hours from **815** volunteer engagement opportunities across **125** businesses.

 Significant skill Improvement for pupils in problem solving, teamwork, creativity and aiming high

 100% of teachers thought learning outcomes were met and included meeting positive role models and positive links between learning and future career skills

 100% of businesses enjoyed taking part in an event and would volunteer again

Click to see PBP:

[Committed volunteer recognition scheme](#)



[Case studies from schools, volunteers and companies](#)



[Collaborative Cluster event films](#)



[www.primarybusinesspartnership.org.uk](http://www.primarybusinesspartnership.org.uk)

*“A fabulous way to raise aspirations and instil ambition into younger children.”*

**SCHOOL**

*“A fantastic event which really helped to expose our pupils to a wide and interesting range of occupations which they may choose to enter in the future. Thank you!”*

**BUSINESS**

*“It was great to see young children being curious and asking questions about the role and what my organisation did. I wish I had these events when I grew up as I had no idea that the career I do was an option!”*

With thanks to all our Primary Programme Supporters this year:




**A Collaboration between Cumbrian Businesses, Educators and Primary Pupils**






































**Sponsors**









**A Collaboration between Cumbrian Businesses, Educators and Primary Pupils**
























**Sponsors**










## Primary Pledge Partners 2025-26



Large Delivery Partnerships			SME Delivery Partnerships		
<p><b>PLATINUM Partnership</b></p>   <p><b>GOLD Partnership</b></p>  	<p><b>SILVER Partnership</b></p>    	<p><b>BRONZE Partnership</b></p>      	<p><b>GOLD SME Partners</b></p>   	<p><b>SILVER SME Partners</b></p>      	<p><b>BRONZE SME Partners</b></p>    

Supported **580** students and partnered **35** schools, colleges, sixth forms and other educational delivery partners across Cumbria

 **DREAM PLACEMENT**

Dream Placement is a six month leadership development programme for all 16-18 year olds across Cumbria, with some progressing to a week-long placement. It creates opportunities for employers across various sectors and sizes to engage and invest in future talent, contribute to social value and support wider sector participation, as well as strengthen their team's leadership skills and motivation. We also fund charities, VSCOs and other sectors to showcase the breadth of opportunities to young people, all supported through a high-quality, fully managed programme.

In response to growing concerns around a lost generation we look forward to partnering with more forward-thinking businesses and opening doors to opportunities and networks for more young people as we launch Dream Placement 2027.



STUDENT

*"I realised I hadn't outgrown Cumbria, I had underestimated it."*

 **LEADING CHANGE**

The Leading Change programme aims to support young people to develop their leadership skills, have their voices heard on issues that matter to them and influence positive change in their local communities through the campaigns that they own and shape. It puts sustainability at the heart of the curriculum, providing young people with opportunities to lead change and increase their awareness of the UN Sustainable Development Goals.

The programme provides opportunities for employers to seek the views of young people on some of today's key challenges and gives them the chance to be part of the solutions.

 **PROJX**

This innovative work awareness programme offers students the opportunity to work with a range of local businesses, giving an insight into the range of roles and skills needed to deliver against any professional project.

The programme provides students with an opportunity to develop and hone a range of skills and explore different interests as it provides exposure to a range of businesses, job roles and skills sets. This will help develop a number of transferable skills, including communication, problem solving, leadership and teamwork, as well as the use of platforms which have become more relevant to the modern way of working.

ProjX offers students applying the chance to get their ideas heard, think about the future and gives them an opportunity to explore different sectors, whilst working on a meaningful project.

## The Dream Placement Journey...

Applications

School Visits

Widening Participation

Development Events

Selection Event

Sharing the News

Planning

Placement Week

Cumbria Future Generation



**302** young people applied from schools and colleges across Cumbria, participating in a series of development events that included contact with **32** host companies. **160** students were shortlisted and **81** students went on to spend a full week on a leadership placement across all the host companies.

**82** young people took part in a series of Widening Participation sessions to break down barriers to engagement in the programme and other opportunities.

Funded by:



**98%** of placed students would definitely recommend Dream Placement to other 16–18 year olds



**92%** of employers felt that Dream Placement improved their connection to future talent



**100%** felt it improved their feeling of giving something back and would recommend Dream Placement to other organisations

Click to see Dream Placement:

[Selection Event film](#)



[Placement Showcase film](#)



Case studies for:

[Students](#)



[Host companies](#)



[Alumni](#)



[cforlp.org.uk/dream-placement](http://cforlp.org.uk/dream-placement)

*“Dream Placement was a brilliant opportunity to be able to gain valuable work experience with companies matching your interests. I loved my week and feel it has better prepared me to both make decisions about my future and reach the goals I do decide on, through developing my skills and knowledge.”*

STUDENT

*“Dream Placement is a brilliant opportunity to meet fantastic students and partners and network with them. Students and other partners can offer fresh insights and perspectives. The placement and events are a learning opportunity, not just for the students, but for us too. It is a lovely programme to be part of.”*

BUSINESS

### The Leading Change Journey...

School/College and Mentor Recruitment

School/College Group Matching with Mentors

Launch

Campaign Ideas Development

Student Pitches to Panel


Campaign Implementation


Celebration Showcase Event


Final Implementation for Continued Campaign Impact




**2** 12-week programmes (funded by Sellafield SiX and UKSPF) for **184** students (aged 11-18) in **15** groups from **12** Cumbrian schools and colleges, supported by **25** mentors from **18** businesses.


 **94%** of students enjoyed being part of Leading Change

 **88%** of students would volunteer or take future action to support a cause that mattered to them

 **96%** of students would recommend taking part in Leading Change

 **88%** of businesses intended to stay in touch with the school to continue the project

 **63%** of businesses would engage with Leading Change again

 **75%** of businesses had increased awareness of sustainability issues and/or had made different decisions

Click to see Leading Change:

[UKSPF Celebration Film](#)



[Sellafield SiX Celebration Film](#)



More info and impact for:

[Students](#)



[Businesses](#)



[Long-term](#)



[cforlp.org.uk/leading-change](http://cforlp.org.uk/leading-change)

*"The Leading Change programme allowed my students to take ownership of their own research and develop awareness and understanding of sustainability issues."*

**TEACHER**

*"I can see the impact it is having on my students – they love working on the project."*

**Why do businesses get involved:**

**BUSINESS**

*"To engage with a local school or college and young people."*


*"To understand important issues facing young people."*


*"A sense of giving back to the community."*


*"Networking with other professionals and businesses."*




**8** work experience weeks (funded by Sellafield SiX and Cumbria Tourism) for **92** young people from **8** schools and colleges, supported by **32** businesses, across Cumbria.

 **90%** of students enjoyed being part of ProjX

 **98%** of students felt more informed about the world of work

 **67%** of students felt that taking part in ProjX had influenced the job or sector that they would like to work in

 **97%** of students would recommend taking part in ProjX

Click to see ProjX 2025 project videos:

[ProjX Tourism Sandgate School project](#)



[ProjX Tourism George Hastwell School project](#)



[ProjX Tourism James Rennie Sixth Form project](#)



[cforlp.org.uk/projx](http://cforlp.org.uk/projx)

*"I think that the teamwork went well, facing different problems was a challenge and I think we were able to overcome them."*

STUDENT

*"Pupils were able to reflect back on their experiences and share their highlights from the week. Many of our pupils are now more open to the idea of pursuing a career in the hospitality sector as a result of the ProjX week. This immersive opportunity provided pupils with a comprehensive introduction to professional workplace environments and practical skill development."*

TEACHER

*"I really enjoyed being part of the ProjX programme. It was a great opportunity for personal growth, and it felt good to give back by showing the kids the variety of careers that are out there. Over the course of the sessions, I developed my presentation and public speaking skills, going from no experience to feeling confident in front of a group. It's been a rewarding journey both personally and professionally."*

MENTOR



Real projects led by young people








With thanks to all our Secondary Programme Supporters this year:



## DREAM PLACEMENT 2026



**CENTRE for LEADERSHIP PERFORMANCE**

A Collaboration between Cumbrian Businesses, Educators and Young People



























Supported by:



















## Leading Change UKSPF 2025 Programme



## LEADING CHANGE



Funded by UK Government







In partnership with:














Also supported by:

## Leading Change Sellafield SiX 2025 Programme



## LEADING CHANGE



Sellafield Ltd











In Partnership with:



















Also Supported by:

Supporting apprentices, graduates, students and individuals at critical transition points in their education and employment journeys through focused, high-impact programmes, with support from over **49** businesses.

*Your Future Here*

## Cumbria FUTURE GENERATION

Cumbria Future Generation (CFG) is led by a steering group of young people and delivered by the Centre for Leadership Performance in collaboration with Enterprising Cumbria. It supports 16-30 year olds as they transition into employment or higher education, offering tailored support, opportunities and resources to help them take their next steps with confidence. CFG also works with other partner networks to maximise the support to young people in Cumbria.

CFG was made possible by initial funding from Sellafield SiX, with additional outreach activity funded by Cumbria Community Foundation. It now continues to run through CforLP's reinvestment of surplus revenue.

Collaborative Partner:

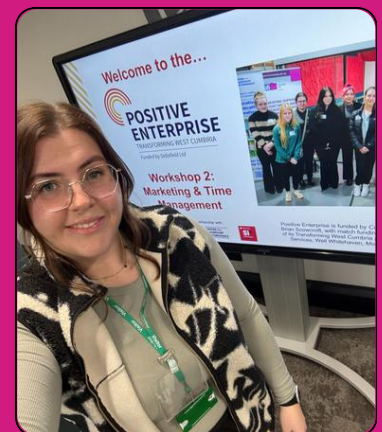


Delivered in partnership with Cumbria Community Foundation, Positive Enterprise supports 14-25 year olds starting their own businesses, with £1,000 in start-up funding and 6 months of support and guidance.

This programme strengthens CforLP's longitudinal enterprise pathway, offering real-life learning experiences that nurture changemakers and social entrepreneurs from Primary (Bright Stars) and Secondary (Leading Change) through to Positive Enterprise.



Some of the CFG Steering Group members at the December 2025 meeting (left to right):  
 Lettie Wareing (*ACTion for Cumbria, Deputy Chair of CFG and Economic Growth Board rep*)  
 Chloe Pennington (*Positive Enterprise alumnus, business owner and A-level student*)  
 Jonny Winter (*Forestry England and Economic Growth Board rep*)  
 Harry Basnett (*Amentum and Chair of CFG*)  
 Teddy Waning (*Nuclear Waste Services and former Chair of CFG, current member of CforLP's First Line Manager Steering Group*)  
 Lauren Allison (*Genesis Homes*)  
 Rhianna Smith (*CforLP*)



Collaborative Partner:





**CFG provides a digital platform that connects young people to opportunities across Cumbria, providing a personalised, accessible gateway to support them in navigating their early careers and next steps.**



Over 160 posted opportunities



12 new CFG members welcomed to the Steering Group



2 Economic Growth Board reps from the CFG Steering Group

CFG Steering Group poll:

100% had personally developed or benefitted from being part of CFG

100% have seen a noticeable diversification and expansion of the Steering Group membership in the last 12 months

Click to see Cumbria Future Generation:

[Current opportunities on CFG website](#)



[Hear from CFG Steering Group members](#)



[cforlp.org.uk/cumbria-future-generation-2](http://cforlp.org.uk/cumbria-future-generation-2)

Other significant CFG news:

Welcomed new Chair (Harry Basnett) and Deputy Chair (Lettie Wareing) to CFG Steering Group

Strengthened relationships between CFG and CforLP alumni groups, plus collaborated with Enterprising Cumbria

CFG Steering Group attended career events, delivered a workshop at the Dream Placement Selection Event and raised awareness of continued CforLP support to young people across Cumbria

**NEW CFG CHAIR**

*“Over the past year I’ve seen CFG grow significantly, both in terms of its reach and the opportunities it provides to early careers professionals. It feels like there’s been a real step forward in how the programme supports personal development, collaboration and exposure to meaningful work, which has made it much more impactful for those involved.*”

*Continued investment from CforLP and other partners is really important, because initiatives like CFG create opportunities that many early careers professionals wouldn’t otherwise have access to. It helps build confidence, develop technical and soft skills, and provides a platform for individuals to contribute ideas and grow within their roles. That kind of investment has a lasting impact not just on individuals, but on the wider organisation and community.”*



**In 2025, supported 10 young people (West Cumbria). In 2026, now supporting 5 young people with 6 business mentors (Furness) and 10 young people with 9 business mentors (West Cumbria) – setting up 15 new enterprises**

*Developed by Cumbria Community Foundation and delivered in partnership with CforLP. Initially funded by Cumbrian property developer, Brian Scowcroft, with match funding from Sellafield Ltd as part of the Transforming West Cumbria programme, alongside Nuclear Waste Services, Well Whitehaven, Morgan Sindall and Kaefer. This year, funding comes from Sellafield Ltd, Thomas Graham & Sons Ltd, the Printers Inc Social Mobility Fund and a private donor.*

-  100% of participants recorded increased levels of self-confidence
-  100% of participants gained the knowledge to develop ideas and enterprises
-  89% of participants improved their adaptability and resilience

*“Before this, I saw business mostly as a way to make money. Now I realise how powerful it can be as a tool for solving real problems and helping people. It’s shown me that business and social impact don’t have to be separate – they can actually work hand in hand.”*



*“It has helped me develop my time management skills. It has also helped me practice negotiation which I will be able to use in different aspects of my life, including in my business studies qualification. You don’t get real life practice at school.”*

[Click to see info on Positive Enterprise on the CCF website](#)

## 

A pilot placement programme developed during 2025 to deliver in South Cumbria in summer 2026. It is fully coordinated by CforLP and funded by Ørsted, through the Walney Extension Skills Fund, and match funding from CforLP. It focuses specifically on STEM-focused placement opportunities for 18–25 year olds.

For more info: [cforlp.org.uk/placement-plus](http://cforlp.org.uk/placement-plus)

## 

A bespoke partnership project between NIS Ltd and CforLP, supporting young people through coaching, mentoring and shadowing experiences with positive role models. Now in its second year, the programme is supporting 5 young people and was officially launched in February with a site tour and resilience workshop at NIS. [Click to see the Year 2 launch event video](#)



# EARLY CAREERS

With thanks to all our Early Careers Supporters this year:

*Your Future Here*

**Cumbria FUTURE GENERATION**

**PLACEMENT +**  
*Initial partners signed up*

**I BELIEVE IN YOU**

Engaged in leadership development training to over **284** people from businesses across Cumbria



## FIRST LINE MANAGER

In 2024–25 we secured UKSPF shared prosperity funding from Westmorland and Furness Council and successfully delivered our FLM programme. This provided **50** fully funded places for local businesses in Westmorland and Furness, enabling participants from a range of businesses to help them to develop essential management skills, while building a supportive peer network.

The programme has strengthened collaboration across the local business community and created ongoing opportunities for shared learning and mutual support. This year our focus has been on creating a sustainable, supportive network between learners, so participants can continue to support each other. This has laid the foundation for a more connected and resilient local business community.

### The FLM Alumni Network... future plans

We have helped to set up the FLM Steering Group, who are now leading ongoing engagement through regular events, creating opportunities for continued learning, peer support and knowledge sharing. The network is expanding its reach by welcoming other people managers, further strengthening the local leadership community.




## LEADER 2 LEADER

Leader to Leader (L2L) enables middle managers and aspiring leaders to step out of operational firefighting and into purposeful, strategic oversight through powerful peer learning and shared insight. It challenges thinking, provides opportunities to observe other leadership styles, allows valuable feedback and stretches leadership skills to help managers lead with clarity and impact.




## CUMBRIA LEAN

The Cumbrian Lean Forum is a project managed by CforLP. It aims to give companies and organisations in Cumbria the opportunity to informally come together with a common focus and desire to collaborate, and share best practice and ideas across industries in the areas of Lean Processes and Continuous Improvement.



 **FIRST LINE MANAGER**

**1** cohort for **11** people  
from **5** companies

### Alumni Activities

Connected with **63** alumni  
and **4** events (3 online  
and 1 in person)

DELEGATE

*“Overall, the experience throughout the First Line Manager programme has been positive. It has been great to learn alongside other people of varying management experience, so the course content can be brought to life through real tangible examples.”*

Click to see:

[First Line Manager Case Studies and Films](#)



[cforlp.org.uk/first-line-manager-2](http://cforlp.org.uk/first-line-manager-2)

 **LEADER 2 LEADER**

**2** cohorts for **12** people  
from **11** companies

DELEGATE

*“Leader 2 Leader has enabled me to use tools to be an inspirational and effective leader.”*

*“I've really enjoyed my time on the course, unlocking new perspectives and connections that have inspired growth.”*

Click to see:

[Leader to Leader Case Studies, Podcasts and Films](#)



[cforlp.org.uk/leader-2-leader](http://cforlp.org.uk/leader-2-leader)

## Other CforLP WORKPLACE activities:

### Lunch and Learn Events

We have delivered a series of FREE online Lunch and Learn events that are building a more connected leadership community, with increasing engagement from partner businesses who are co-creating content and contributing speakers, creating a space for shared learning between businesses and communities across Cumbria.

See the [Calendar of Events](#) online for upcoming events.



### Peer to Peer Learning

Funders play a vital role in enabling diverse participation in our leadership programmes, bringing together SMEs, schools and charity leaders to enhance peer learning. Last year, OneAim and Sellafield funded **3** places. We invite more businesses to be part of this model, either by taking part or by helping to fund future learning and development opportunities.

 **CUMBRIA LEAN**

**23** member companies  
and **3** events attended by  
over **75** people

### Sellafield Sprints



**5** cohorts for over  
**120** people

# WORK PLACE

With thanks to all our Workplace Supporters this year:














**Lunch and Learn Events**


















**LEADER 2 LEADER**














*Campion Creative*



**CUMBRIA LEAN**











































# EXECUTIVE DIRECTORS

## LOOKING AHEAD...

### Developing Cumbria's Leaders for Today and Tomorrow

As we look ahead, we remain committed to investing in people, partnerships and communities across Cumbria.

Our focus will continue to be on creating meaningful, long term impact through leadership development, collaboration and reinvestment back into the communities we serve.

We know there is still more to do, but we remain optimistic about what can be achieved when businesses, communities and individuals work together with a shared purpose.

Together we continue to develop, enhance and build an inclusive intergenerational leadership community that brings people together to help create support networks, a sense of belonging and champion lifelong learning.

CforLP provides leadership opportunities every day for everyone and, ultimately, creates better lives for people of all ages across Cumbria.

Finally, a huge THANK YOU to all of our partners and supporters in the last financial year for supporting and being such an important part of our mission to develop Cumbria's leaders for today and tomorrow.

To plan your future engagement with us, please see the 2026-27 Leadership Community Activity Calendar overleaf. We look forward to working with you in the future, as with your support we will continue to achieve our goals.

*Catherine Eve and Sarah Glass, Executive Directors*

If you have any questions or would like a conversation about CforLP, please contact:

[Catherine.Eve@cforlp.org.uk](mailto:Catherine.Eve@cforlp.org.uk) (07949 568895)

or

[Sarah.Glass@cforlp.org.uk](mailto:Sarah.Glass@cforlp.org.uk) (07809 436190)

# 2026-27 ACTIVITY CALENDAR

## LOOKING AHEAD...

CENTRE for LEADERSHIP PERFORMANCE		Annual Programme Activity Calendar											
		For full details about specific project dates see links throughout the Impact Report											
2026-2027	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	
<b>PRIMARY</b>													
BRIGHT STARS	← Spring/Summer Programme →				Ongoing recruitment	← Autumn/Winter Programme →				Ongoing recruitment			
(activities in West Cumbria)	← Ongoing year-round activities →					← Ongoing year-round activities →							
<b>SECONDARY</b>													
DREAM PLACEMENT			Business recruitment (May – Oct) Student recruitment (Sep – Oct)			← Registration/Recruitment to Placements and Celebration →							
LEADING CHANGE	← Current Programme →												
<b>EARLY CAREERS</b>													
Cumbria FUTURE GENERATION	← Year-round free signposting and matching service, plus support and opportunities →												
PLACEMENT + (2026 pilot project)	← Pilot including 6-week placement (Jul-Aug) →												
POSITIVE ENTERPRISE	← Projects can be undertaken anytime in the year →												
<b>WORKPLACE</b>													
FIRST LINE MANAGER			← Cohort 7 → 4 Jun to 13 Aug 2026				← Cohort 8 → 1 Oct to 10 Dec 2026		← Cohort 9 → 14 Jan to 25 Mar 2027				
LEADER 2 LEADER			← Cohort 20 and 21 → 1 Jul to 2 Dec 2026 and 25 Nov 2026 to 21 Apr 2027										
<b>OTHER COMMUNITY ACTIVITY</b>													
<b>Alumni Networks</b>	← Year-round alumni activities and networking →												
<b>Lunch and Learn Events</b>	28 Apr 2026	26 May 2026	30 Jun 2026	28 Jul 2026	25 Aug 2026	29 Sep 2026	27 Oct 2026	24 Nov 2026		26 Jan 2027	date tbc	date tbc	
<b>Mentoring Programmes</b>	← Train business mentors and match to mentees can be undertaken anytime in the year →												
<b>BESPOKE and SPONSORED</b>													
<b>As required</b> For more information, please contact: Sarah.Glass@cforlp.org.uk	← Projects can be undertaken anytime in the year →												
<b>Sellafield Mentoring Programme</b>	← Mentee matching workshops Sep, Nov and Jan, with ongoing mentoring throughout the year →												

[www.cforlp.org.uk](http://www.cforlp.org.uk)

If you would like to be involved please contact:  
[Sarah.Glass@cforlp.org.uk](mailto:Sarah.Glass@cforlp.org.uk) (07809 436190)