



# Windrush National Organisation

WNO 3<sup>rd</sup> Annual  
International  
Conference

24<sup>th</sup> October 2024

**‘Setting the Narrative’**

**Conference &  
Workshop Reports**

# WNO 3<sup>rd</sup> ANNUAL INTERNATIONAL CONFERENCE

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Left to Right - Reverend Clive Foster MBE Vice-Chair WNO ; Bishop Dr Desmond Jadoo MBE Chair WNO; Seema Malhotra MP Parliamentary Under-Secretary of State in the Home Office & Under Secretary of State (Minister for Equalities) in the Department for Education; Lorna Markland Director & Company Secretary WNO

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# Windrush National Organisation (WNO) 3rd Annual Conference Report

## ‘Setting the Narrative’

**Edgbaston Park Hotel and Conference Centre – 24th October 2024**

### **Preface**

We extend our deepest gratitude to all those who contributed to making this year’s Windrush International Conference our most successful yet. Our heartfelt thanks go to the Home Office, advocates, survivors, lawyers, and campaigners who attended, participated in discussions, and shared their invaluable insights. Your voices and experiences remain at the heart of this ongoing fight for justice and recognition.

We are especially grateful to all who engaged in our workshops, enriching the conversations with their expertise and lived experiences. The presence of the Minister, who remained throughout and actively interacted with attendees, was a significant and encouraging aspect of this year’s conference. It demonstrated a commitment to listening, learning, and, we hope, taking meaningful action.

A special note of appreciation goes to our sponsors, whose support made this event possible. In particular we express our sincere thanks to our main sponsor, ASLEF and The Home Office, The West Midlands Police & Crime Commissioner, Age (UK), Independent Age, Leigh Day, Windrush Housing Development Partnership, Action for Race Equality for their generous and unwavering commitment to this cause.

The update from the scheme as of October 2024 was as follows using figures up to the end of the quarter November 2024:

**Total Compensation Paid:** Over £99 million has been disbursed across 2,826 claims.

**Claims Processed:** Out of 9,322 claims received, approximately 8,500 (over 96%) have received a final decision. The remaining claims are either less than six months old or still under review.

**Process Improvements:** On 8 July 2024, a new system was introduced where each claimant is assigned a single, named caseworker. This change aims to streamline the process, improve consistency, increase transparency, and eliminate unnecessary delays.

**Total Applications Received:** Over 23188 individuals have applied for documentation confirming their status or British citizenship and 18003 were granted.



## Setting the Narrative

The ultimate message would be one of closure and restoration. The Windrush scandal, which has hurt many individuals, would be acknowledged, and the commitment to right the wrongs must be reaffirmed. This conference the need for the closing of a painful chapter with all of the appropriate and recommended remedies fully delivered in an efficient manner, but it would also mark the beginning of a new era of recognition, empowerment, and support for the Windrush generation and their descendants.

The Windrush National Organisation is here to solidify its role as a champion for justice, and the global community would unite to ensure that the injustices of the past never repeat themselves.

### 1. Introduction

The 3rd Annual Windrush National Organisation (WNO) International Conference took place on 24th October 2024 in Birmingham. This conference remains a key event in the ongoing mission to address the injustices faced by the Windrush Generation and their descendants, as well as to engage with policymakers, advocates, and community representatives. The primary objective of this year's conference was to drive forward the narrative for meaningful reform, particularly in light of the UK General Election and the appointment of a new government. The WNO's advocacy efforts have remained steadfast, focusing on securing immigration status, fair compensation, and systemic policy changes that will bring justice to those impacted by the Windrush scandal.

Key themes for the 2024 conference included:

- Government engagement and policy reforms – including dialogue with the Home Office and key ministers.
- Ongoing challenges with the Windrush Compensation Scheme and status applications.
- Strengthening community advocacy and support networks for those still struggling with documentation and legal status.
- Expanding engagement with faith groups, legal professionals, and the wider community to support victims.

This report provides an overview of the conference proceedings, key discussions, and the strategic action points that will inform WNO's advocacy and engagement efforts in the coming year.



## 2. Government Engagement and Ministerial Participation

The change in government in July 2024 presented an opportunity for renewed discussions on Windrush-related policies. Ahead of the conference, Home Secretary Yvette Cooper and Parliamentary Under-Secretary of State for Migration and Citizenship, Seema Malhotra MP, engaged in preliminary discussions with WNO and partner organisations.

At the conference, Seema Malhotra MP delivered the keynote address, marking the third consecutive year that a government minister has participated in the event. Her presence reaffirmed the government's commitment to addressing Windrush-related concerns, fostering greater collaboration, and ensuring that policy decisions reflect the needs of those affected.

Additionally, the Parliamentary Ombudsman Service participated for the first time, presenting their role in addressing appeals and the challenges that claimants face in accessing their services. This was a welcome step toward greater transparency and accessibility.

## 3. Key Issues Raised at the Conference

### 3.1 Windrush Compensation Scheme

While notable progress has been made, significant challenges persist within the Windrush Compensation Scheme, including:

- Delays in processing claims, despite the introduction of a single caseworker model aimed at reducing decision times from six months to two and a half months.
- Difficulties in claiming compensation for loss of earnings, National Insurance contributions, and private pensions, requiring further policy interventions.
- The need for a reformed appeal process, with enhanced transparency and input from independent advisory groups.

The Home Office acknowledged these concerns and committed to expanding engagement efforts to ensure victims receive the support and compensation they deserve.



### 3.2 Legal Status and Documentation

A recurring issue highlighted was the difficulties faced by individuals born in the UK after 1983 in obtaining British passports. With the planned rollout of E-Visas, concerns were raised that this could lead to a future documentation crisis if proactive measures are not taken.

- Conference delegates called for:

A dedicated campaign to assist individuals born after 1st January 1983 in securing their documentation.

- Policy changes to prevent further injustices, ensuring that those eligible for citizenship can access it without undue barriers.
- Greater Home Office accountability in processing status applications, particularly for Windrush descendants.

### 3.3 Community Engagement and Advocacy Expansion

The Windrush National Organisation's National Tour has been a major success, engaging over 500 individuals through community events and media outreach. This tour has enabled more claimants to come forward and receive the support they need for status and compensation applications.

Additionally, WNO outlined plans to:

- 1.Reinforce collaboration with faith groups, legal professionals, and social workers to expand advocacy networks.
- 2.Enhance training for independent advocates, ensuring better community-led support for Windrush claimants.
- 3.Increase public awareness about the Windrush Scheme and its importance.

Workshops held during the conference covered key areas affecting the Windrush community, including:

- **Education**
- **Criminal Justice Reform**
- **The Proposed Windrush Act and Civil Rights**
- **Civic Engagement**



## 4. Home Office Commitments and Next Steps

The Home Office reaffirmed its commitment to addressing Windrush-related issues and announced several policy adjustments, including:

- A “reset” approach to Windrush engagement, focusing on greater community dialogue.
- More funding for engagement and advisory services, ensuring wider access to the compensation scheme.
- Expanding community-based outreach, including partnerships with hospitals and public services to improve awareness of Windrush support mechanisms. The presence of Home Office officials throughout the day allowed for direct dialogue with delegates, an essential step toward building trust between government agencies and those affected by the scandal.

## 5. Key Action Points and Strategic Priorities for 2025

The following action points will guide WNO’s strategy in the coming year:  
Engagement with the Home Office

- Work with the Home Office to define the role and remit of the newly appointed Windrush Commissioner.
- Collaborate on criteria and delivery expectations for the Windrush Advocacy Fund.
- Continue policy dialogue to improve the compensation process and appeals system.

### Advocacy and Community Support

- Expand partnerships with faith communities to increase advocacy and engagement.
- Launch a targeted campaign to support individuals born after 1983 in obtaining British passports.
- Develop a clearer strategy to combat the risks posed by the E-Visa scheme.



## National and International Engagement

- Restart the WNO National Tour in Spring 2025, ensuring outreach to key communities.
- Host an expanded set of WNO events, including:
  - o A National Windrush Vigil at Windrush Square.
  - o A Faith Conference for Faith Leader & Organisations
  - o A dedicated Intergenerational Event.
  - o The 2025 Windrush International Conference.

## Policy and Legislative Reform

- Seek meetings with the Parliamentary Ombudsman to improve victim access to the appeals process.
- Advocate for full implementation of Recommendation 3 of the Wendy Williams Review
- Push for further amendments to the Windrush Compensation Scheme, including loss of future employment opportunities and private pensions.
- Re-establish the Windrush Stakeholders Advisory Group.
- Advocate for the full implementation of the 12-Point Election Plan issued by WNO.

## 6. Conclusion

The 2024 Windrush National Conference served as a powerful platform for progress, discussion, and advocacy. The participation of government ministers, legal experts, and community representatives reaffirmed the importance of continued engagement and strategic reform. The Windrush National Organisation remains committed to ensuring justice, recognition, and systemic change for the Windrush Generation and their descendants. Through collaborative efforts, strategic advocacy, and policy engagement, WNO will continue its mission to secure full reparative justice and meaningful reform.



## Moving Forward:

The closing remarks, made by leaders from the Windrush National Organisation, encapsulated the conference's core message: "The Windrush generation is not defined by the injustices they endured, but by the strength, courage, and resilience they have shown in the face of adversity."

While the scandal cannot be undone, the conference marks further progress in the movement for justice.

Setting the Narrative at this event is one of healing, of building a future where such wrongs are never repeated, and where the contributions of the Windrush generation and their descendants are embraced, respected, celebrated and preserved for future generations.

The commitment to justice, reparations, and cultural recognition, paired with a collective resolve for systemic change, lays the foundation for a favorable and lasting resolution. The Windrush scandal may have marred history, but through the voices of those who fought for justice, it has set the stage for a legacy of dignity, respect, and unity.

As the conference concludes, the collective call for a fair and just future for the Windrush generation and their descendants resonates powerfully—the fight is not over, but the path forward is clearer than ever.



## WNO Conference 24<sup>th</sup> October 2024

### Education Workshop

At the Windrush National Organisation International Conference in October 2024, the Education Workshop brought to light the crucial role of the Windrush Generation in shaping modern Britain and the urgent need to embed their legacy into the national curriculum.

The discussion, chaired and facilitated by Rev. Clive Foster MBE with a distinguished panel delved into systemic challenges faced by the Windrush Generation and their descendants, the misrepresentation and omission of Black British history in mainstream education, and the pressing need for a curriculum that reflects the realities of British identity in a diverse society.

### The Importance of Windrush in the Curriculum

Lyndon Mukasa, a key contributor to the discussion, emphasized that understanding the Windrush Generation is essential to grasp the political, cultural, and economic evolution of Britain. "The contributions of Black people from the Caribbean to the NHS, British Transport, politics, education, and civil service must be acknowledged and celebrated," he stated. "Without this, we risk perpetuating a national identity that is romanticized, exclusionary, and disconnected from the realities of our past and present."

Mukasa further highlighted that the absence of Windrush from the curriculum creates a vacuum in young people's understanding of British history, leaving them ill-equipped to critically engage with issues of race, migration, and belonging. "It is through this lens that young people can conceptualize a modern and progressive understanding of British identity," he noted.

### Overcoming Systemic Challenges in Education

The panel also explored the discrimination and systemic barriers faced by the Windrush Generation in education. Sean Deer, representing the Christian educational charity Excell3, shared his family's personal experience of overcoming these challenges. "My father, Dr. Ainsley Deer, was the first Black person from the Windrush Generation in Nottingham to attend university," he recounted. "Despite his abilities, school authorities attempted to place him in a subpar stream. It was only through my grandmother's determination that he was given the opportunity to excel. By the end of the term, he was the highest-achieving student in his year and became the first Black Head Boy of his secondary school."



Deer also emphasized the need to empower Black parents as co-educators to bridge the attainment gap. "Many Black parents are disengaged from the school system and unaware of the key educational milestones their children must meet," he explained. "We need to equip them with the knowledge and tools to support their children's learning at home."

### **Windrush as British History, Not Just Black History**

One of the most insightful discussions revolved around whether Black History should be a standalone module or integrated into the broader curriculum. "Black history and British history are not mutually exclusive," Deer asserted. "Windrush is an essential part of British history and informs today's British society. It must be incorporated into the national curriculum, not treated as an optional add-on."

Beverley Hillman, Equalities Officer for the National Education Union, echoed this sentiment, stressing the importance of representation in education. "The absence of Windrush and Black

British history in schools is not just an oversight; it is a form of erasure," she stated. "It is our duty as educators to ensure that Black children see themselves reflected in their education and that all children understand the contributions of Black communities to Britain."

### **A Lifelong Commitment to Advocacy**

June-Elizabeth White-Smith-Gulley, a retired health counsellor, nurse, and International Windrush Advocate, shared her lifelong commitment to ensuring Windrush heritage is preserved in educational institutions. "We must continue to advocate, train, and consult so that schools, universities, and policymakers recognize the centrality of Windrush to Britain's story," she said. "Education is a powerful tool for change, and we must wield it wisely."

The workshop concluded with a unanimous call for action: embedding Windrush in the national curriculum, empowering parents and communities, and ensuring that Black history is recognized as an integral part of British history. As Mukasa aptly put it, "Only through education can we truly move forward as a nation that acknowledges, respects, and celebrates its full history."

The Criminal Justice workshop at the Windrush International Conference provided an insightful and important discussion surrounding the complex relationship between the police and the Windrush generation, as well as their descendants.



The Criminal Justice workshop acknowledged the historic issues of mistrust and systemic racism that have affected this community's relationship with law enforcement in the UK.

### **Key Presentations and Speakers**

The workshop chaired and facilitated by Nigel Guy MBE featured presentations from key figures in policing and racial equality. West Midlands Police & Crime Commissioner, Simon Foster, delivered a compelling speech addressing the current state of policing, specifically focusing on how historical issues have contributed to the strained relationship between the police and the Windrush community. Foster, with his extensive background in law and a commitment to equality, made it clear that the conversation must go beyond just talking about the issue. He emphasized the critical need for concrete actions, stating that it is not enough for the police to acknowledge the problem without actively working to resolve it. Foster also discussed his plan to make West Midlands Police more reflective of the diverse community it serves, with a clear focus on ensuring that the police force better represents the people it serves. He stressed the importance of ensuring that all victims, regardless of their background, are served equally by law enforcement, aiming to build trust and foster greater inclusivity in policing. Both Foster and attendees acknowledged that the issues at hand are not right, and that they must be fixed to create a fairer, more inclusive system.

Dr. Allison Heydari, National Lead on the Race Action Plan from the National College of Policing and Deputy Commissioner of the Metropolitan Police, also spoke at length about the importance of embedding race equality into policing strategies. Dr. Heydari, whose parents are from Guyana, has a clear and personal understanding of the issues that the Windrush generation and their descendants have faced.

Her unique perspective informed her approach as she highlighted the need for reflective policing - ensuring that police officers are trained to understand and address the diverse needs of the communities they serve. Dr. Heydari emphasized that this process must go beyond simply acknowledging diversity and must include real structural changes to improve policing outcomes for marginalized groups.



Dr. Heydari, along with Foster, made it clear that the current state of affairs is unjust, and there is an urgent need to fix these systemic issues within policing to build trust and ensure fairness.

### **Several important themes emerged throughout the workshop:**

**Acknowledgment of Historic Issues:** Simon Foster and Dr. Heydari acknowledged the longstanding mistrust between the police and the Windrush generation and their descendants. This includes the historic mistreatment and wrongful targeting of Black communities, particularly in relation to the Windrush scandal, where many from the Windrush generation were wrongfully detained, denied legal rights, threatened with deportation, or wrongly detained by the Home Office.

**The Need for Reflective Policing:** A significant point raised during the session was the need for reflective policing. Dr. Heydari stressed that police forces must better reflect the communities they serve, not only in terms of demographics but also through adopting a more inclusive and compassionate approach to policing. This would involve better training, more diversity within police ranks, and a focus on cultural competency.

**Building Stronger Relationships:** A central topic was the need for the police to build stronger and more meaningful relationships with both the Windrush generation and their descendants, both within and outside the police force. There was consensus that progress could not be made unless the police acknowledged their past mistakes and worked toward healing the trust deficits that exist within the community.

**EDI in Policing:** Equality, diversity, and inclusion (EDI) were recurring themes throughout the workshop. It was highlighted that for meaningful change to occur, policing must fully integrate these principles not just as part of training but as a core value that influences decision-making processes, policies, and interactions with the public.

### **Substantive Debate and Respectful Challenge**

The workshop was marked by substantive debate and respectful challenge, with various attendees raising critical points about the systemic issues within policing. There was a call for more accountability, transparency, and measurable actions that would ensure real change in police-community relations.



Many participants voiced their concern that while there has been some positive change, the pace has been too slow, and that the police must commit to more than just surface-level engagement with communities of colour. The discussion also touched on the importance of community-led initiatives and greater collaboration between the police and grassroots organisations representing the Windrush generation and its descendants.

## **Conclusion**

The overall conclusion of the workshop was that there is still a long journey ahead in terms of building greater trust and confidence in policing. While there is recognition of the progress made, it is clear that meaningful change requires sustained commitment, openness, and a deep willingness to challenge the existing structures within law enforcement that perpetuate inequality.

The conversation at the workshop highlighted the need for continued dialogue and collaboration between the police and the Windrush generation. It was agreed that the path forward must involve a more inclusive, accountable, and culturally competent approach to policing, with a clear focus on rebuilding relationships and fostering trust. This journey, while difficult, is necessary for achieving long-term positive change in the criminal justice system.



**Windrush International Conference**  
**24<sup>th</sup> October 2024**  
**Report from Civic Engagement Workshop**  
**Presented by Bishop Dr. Desmond Jadoo MBE**

## **Introduction**

The participation of the Windrush Generation and their descendants in civic life is crucial for ensuring their voices are heard, their contributions are recognized, and their rights are protected. Engaging in roles such as MPs, councillors, school governors, or public appointments allows the community to influence policies, advocate for justice, and address systemic inequalities, especially in areas like immigration, racial equality, and social justice. Additionally, participation in civic duties like voter registration and jury service helps to ensure that the needs and experiences of the Windrush community are considered in decision-making processes, fostering a more inclusive and just society. By actively engaging in these areas, the Windrush Generation and their descendants can drive meaningful change, challenge discrimination, and shape a future that reflects their contributions to society.

### **1. Political Representation: MPs and Councillors**

Windrush descendants should take on roles as Members of Parliament (MPs) and local councillors to directly influence policies, represent their community, and advocate for fairness. Political representation is vital to make sure that issues affecting the Windrush Generation, such as immigration and racial equality, are addressed by the government.

### **2. Independent Monitoring Board (IMB) Members**

Serving as members of Independent Monitoring Boards provides an opportunity to oversee how people are treated in detention centres. Windrush community members can make sure that concerns like wrongful detention and racial discrimination are properly addressed.

### **3. Public Appointments**

Securing public appointments to boards, committees, and advisory bodies allows Windrush descendants to influence national policies, challenge unfair treatment, and work towards a more inclusive society. Holding these positions ensures that their concerns are included in the creation and implementation of policies affecting ethnic minority groups.



#### **4. School Governors**

Becoming school governors is important for influencing educational policies, shaping school curricula, and ensuring that the history and contributions of the Windrush Generation are accurately represented. It also helps to promote diversity and inclusion within schools, which benefits future generations.

#### **5. Running Community Forums**

Community forums provide a space for local residents to discuss their concerns, offer solutions, and engage with decision-makers. Windrush descendants can take on leadership roles in organising these forums to ensure the community's issues such as access to resources and racial inequality are addressed.

#### **6. Voter Registration and Participation**

Voter registration and participation are fundamental to making sure the Windrush Generation's voices are heard during elections. Voting allows individuals to influence local and national policies that directly impact their lives and hold elected officials accountable. By registering to vote and encouraging others to do the same, Windrush descendants can ensure their interests are represented in political decisions.

#### **7. Jury Service**

Serving as a juror is an important civic responsibility that allows Windrush descendants to contribute to the justice system. Participating in jury service ensures that the perspectives of ethnic minority groups are considered in courtrooms, promoting fairness and justice in legal proceedings.

#### **8. Building Stronger Civic Leadership**

Windrush descendants should aim to take on leadership positions in various sectors of society. Whether in politics, education, the justice system, or local community organisations, these roles allow individuals to advocate for their community, influence key decisions, and ensure better representation. It is also essential to mentor younger generations, helping them take on these roles and create a pipeline of future leaders who will continue to advocate for the Windrush Generation.



## 9. Advocacy and Support: Equality, Criminal Justice, and Social Justice

Advocacy and support for the Windrush Generation are vital in tackling issues of equality, criminal justice, and social justice. The Windrush Generation and their descendants have faced significant barriers in these areas, including systemic discrimination, racial profiling, and wrongful detentions. Advocacy efforts must focus on ensuring fair treatment, especially in the justice system, where ethnic minorities have historically been overrepresented and underrepresented in terms of rights and opportunities. Active participation in policy advocacy such as pushing for reforms in the criminal justice system, ensuring access to fair legal representation, and advocating for equality in social policies empowers the community to address the injustices they continue to face. Strong advocacy can help correct the injustices of the past, such as the Windrush Scandal, while also pushing for fairer treatment and better opportunities in education, employment, housing, and healthcare for future generations.

### Conclusion

In conclusion, active participation in civic life by the Windrush Generation and their descendants is vital to ensure their rights are protected, their history is recognised, and their voices are heard in decision making processes. By taking on leadership roles in politics, education, the justice system, and local community organisations, along with engaging in key civic duties like voter registration and jury service, they can drive meaningful change, challenge unfair treatment, and create a more just and inclusive society for future generations. Additionally, through advocacy and support, the Windrush Generation can continue to push for equality, justice, and fairness, ensuring that their community's rights are upheld and their contributions to society are fully acknowledged.



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# WNO

Windrush National Organisation

## Regional Reps 2024-2025

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A Better Outcome*

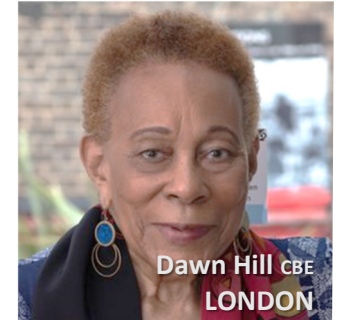
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