



**PROSTATE
CANCER UK**

WINDSOR

FELLOWSHIP

Enriching education, employment and citizenship

Windsor Fellowship Prostate Cancer UK Internship Programme

Host Guidance notes 2026/27

Introduction

Black people make up 4% of the UK working age population, yet only 0.6% of science professors¹, due to economic, institutional, structural, and cultural barriers that perpetuate inequalities. Although Black students in science subjects are relatively well represented at undergraduate level, making up 8% of undergraduates, this representation drops significantly to just 3.8% at the research master's and PhD level, and drops even further to 2.5% for junior research staff¹.

We believe positive action is needed to address this. We are focussed on finding ways to increase the number of Black researchers leading prostate cancer research, both now and in the future. To address this inequality and to foster the next generation of Black leaders in prostate cancer research, we're partnering with the [Windsor Fellowship](#) to launch this internship funding scheme for Black and mixed-Black heritage students in the UK as an intentional commitment to create more equitable opportunities.

Through our [Black Health Equity](#) work and strategy, we are aware that a lack of representation in the research workforce is a significant contributing factor towards

lower levels of involvement and participation of Black men in research. We know that it will take multiple actions to address this issue, and some will be long term.

In addition, we believe that this will help us achieve the aims set out in our [Black Health Equity strategy](#) and tackle the shocking fact that Black men face double the risk of a prostate cancer diagnosis than other men and twice the risk of dying from their disease.

¹ Gibney, EG. (2022) 'How UK science is failing on diversity', Nature, 612, 390-395.

Scheme remit

The Internship Programme is open to 2nd and 3rd year undergraduates (3rd or 4th year if in Scotland) and recent graduates who want to pursue a MSc and/or PhD and career in prostate cancer research. The internship will fund successful candidates to undertake an 8-week summer placement in a prostate cancer research group, and will provide them with the experience, skills, confidence and networks to successfully navigate and succeed in postgraduate study.

In this first phase, we are inviting proposals from host applicants working in prostate cancer research groups in UK host institutions. In the second phase, the Windsor Fellowship will lead the recruitment of interns and determine whether intern applicants are eligible to be part of this programme under Prostate Cancer UK guidelines. If successful, intern applications will be forwarded to the relevant successful (at the first stage) host institutions for the recruitment process to begin.

Through this programme, hosts, Prostate Cancer UK and the Windsor Fellowship will provide interns with:

1. Information, guidance and the confidence to make them more likely to apply for an MSc or PhD studentship.
2. Dry and/or wet lab skills and experience to make them more likely to successfully secure a PhD studentship.

3. Networks, relationships and mentorships that support them through to PhD study and beyond.
4. A stipend covering the real Living Wage for the duration of the 8-week internship.

Through this programme, Prostate Cancer UK and the Windsor Fellowship will provide hosts with:

1. Experience and training to become more aware of equality, diversity and inclusion (EDI) issues, allyship, positive action, and [Black Health Equity](#).
2. Opportunities for early career researchers to gain management and leadership experience, through support and mentoring of the intern.
3. A motivated and capable intern ready to undertake an 8-week summer project (designed and delivered by the host).
4. Funding of £600 to cover consumables costs throughout the 8-week internship.

Eligibility criteria

Host applicant eligibility

Host applications must be submitted by two lead applicants, identified on the application form as a lead applicant and a joint-lead applicant. It is expected that one lead applicant oversees the overall management of the application and Internship Programme, while the other lead applicant oversees the day-to-day management of the intern and their project, undertaking the majority of inductions, training and mentorship of the intern. However, the specific responsibilities of the lead and joint-lead applicant are flexible, and you should outline and describe in your application how this dynamic will work to best provide for and support the intern during the programme.

At least one of the lead or joint lead applicant must meet the below eligibility criteria:

1. Established researcher leading a laboratory (wet or dry lab) group working within a UK university or research institution. N.B. Prostate cancer research

should be a focus of the group; however, it does not necessarily need to be the main focus.

2. Should hold a contracted position at the host institution until at least 3-months after the end of the internship.
3. Must be free to host an intern in their laboratory for 8 weeks between July-August 2027.

The other lead applicant must have at least 1-year postdoctoral experience by the time of the start of the internship.

Prostate Cancer UK Career Acceleration Fellows are encouraged to apply to this programme, however they must submit their application with their primary mentor as a lead or joint-lead applicant.

Intern eligibility

This information is not relevant to the host application but is provided for your information.

1. Must be a 2nd or 3rd year undergraduate (3rd or 4th year if in Scotland), or a graduate who has yet to, but wants to pursue a MSc and/or PhD and career in prostate cancer research.
2. Must be currently studying towards, or hold, a relevant STEM undergraduate degree in the UK. Graduates must have received a minimum 2:2 grade.
3. Must be a permanent resident in the UK, be eligible for home fee status and not have any restriction on their right to work in the UK.
4. Must self-identify as being from a Black background, including a mixed background, for example: Black British, Black Welsh, Black African, Black Caribbean, Black Other and Mixed Black background.
5. Must be a British citizen and have 'Home' tuition fee status.
6. Must be free to attend a laboratory placement between July-August 2027.

Scientific Remit

While the primary aim of this Internship Programme is to provide training, support and development for the interns, the 8-week project should nevertheless align with the broad remit of Prostate Cancer UK's [research strategy](#). The project can focus on wet or dry lab research, or both.

The intern project can be a stand-alone piece of work, or a bolt-on to an already ongoing project/grant (does not need to be a Prostate Cancer UK grant). Applications are assessed on their own merit and prior funding from us is not factored into final decisions.

Budget Remit

The grant award for this Internship Programme will include £600 for consumables towards the 8-week research project.

The intern stipend will be paid by the Windsor Fellowship directly to the intern. The stipend will cover the real Living Wage of £13.45/hour for 35 hours/week for interns at host institutions outside of London, adjusted to £14.80/hour for those inside London.

If they meet the criteria, interns can apply for relocation costs to allow them to relocate to the location of your host institution during the programme. If your host institution is able to provide accommodation for relocating students, please do declare this where prompted in the application form.

Application form guidance

Applicant details

Answers in this section should be provided for both the lead and joint-lead applicant. This section aims to gather information pertaining to your expertise and experience, as well as how the lead and joint-lead applicant will supervise the intern throughout

the programme, including how line management will be structured. Please note, leaves of absence are permitted, however, there should never be a time throughout the programme when both the lead and joint-lead applicants are on planned leave.

Internship research project

The primary aims of the project are to provide the intern with hands-on experience in a research environment, develop essential wet and/or dry laboratory skills, and foster the confidence and a sense of belonging required to pursue postgraduate study.

The 8-week project should have basic, but clearly defined hypotheses, aims, methods, objectives and milestones. You should also consider what the expected results/outputs are, as well as the outcomes for the intern.

When considering the breadth and timelines for the 8-week project, you should factor in what can be achieved in this time with the support available in your lab. You should also consider the intern's competing priorities, such as time for 1:1s with lead applicants, career guidance sessions, inductions, involvement with lab meetings, Windsor Fellowship training for host organisations and pastoral support for interns (further details on this can be found later in this guidance document p9/10).

The project should also be designed to introduce the intern to some key practical research techniques, skills and activities (see question 'Skills developed during the research project' in application form for list of examples).

Support, training and guidance

As well as completing the research project, a key aim of the programme is for the intern to gain the information, guidance, networks and confidence to make them more likely to apply for and secure a MSc or PhD studentship. You should consider what you, your staff, networks and department can offer the intern in this aspect of the programme.

Additional information

Part-time internship – please consider whether you would be able to offer a contingency plan in the event you are matched with an intern that wishes to complete the Internship Programme on a part-time basis (e.g. 0.5–0.8 FTE). This may involve extending the duration of the placement. How would you alter the research project, support, training and guidance detailed in the rest of this application to fit a part-time programme? If a part-time internship would not be possible, please state this.

Institutional accommodation – please confirm whether your host institution could provide accommodation for relocating interns, including the rough cost of this accommodation for 8 weeks during the period July-August 2027, if known.

Intern matching – in order to match interns with the relevant interests and expertise to undertake your specific research project, please list all of the STEM undergraduate degrees that would be suitable for an intern matched with your project to hold or be undertaking.

Recruitment process – The lead applicants and host institution will be expected to plan and undertake interviews with shortlisted intern candidates. In answering this question, you should outline the recruitment process you plan to put in place. Please include information about the interview process and any pre-interview tasks. When considering the timelines for this process, please refer to the ‘Application process and timelines’ section of this guidance document. Please also consider the support that will be provided by the Windsor Fellowship during the recruitment process, which is also outlined later in this guidance document in the ‘What to expect from the Windsor Fellowship and Prostate Cancer UK before, during and after the programme’ section.

Application and review process timeline

Call open for host applications:	22 June 2026
Host application deadline:	Midday on 28 August 2026
Host application panel review and outcome:	September 2026
Call open for intern applications:	October 2026 (exact date TBC)
Intern application deadline:	November 2026 (Exact date TBC)
Interns matched with hosts:	November-December 2026
Intern interviews with hosts:	January 2027
Confirmation of successful candidates:	February 2027
Issuing of Internship Programme awards:	March 2027
Windsor Fellowship-led training for intern and host lead applicants	April-June 2027
Internship Programme:	July-August 2027

Unlike our other funding schemes, we will not be using our online Grant Management System for the 2026/27 round of the Internship Programme. Please therefore use the corresponding Microsoft Word application form.

Once you have completed all sections of the application form (in the MS Word template) please email the form to research@prostatecanceruk.org. All applications must be received by the Research Team at Prostate Cancer UK before the submission deadline. You will receive an email response from the team to confirm receipt of your application.

Assessment criteria

Host applications will be assessed by an independent panel of experts convened and administered by Prostate Cancer UK.

The panel will assess your application based on the following criteria:

1. The clarity and detail within your answers
2. Your ability to demonstrate relevant experience, expertise and recognition in the development of early career researchers.
3. Your ability to demonstrate relevant experience, expertise and recognition in EDI and positive action.
4. The clarity with which you can describe a thorough and appropriate plan for supervision, management, and mentorship of the intern.
5. The clarity, relevance and quality of the research project you have designed, including the opportunities it presents for the learning and development of skills and experience for the intern.
6. The support, training, resources and guidance you and your department can offer the intern, including how you will enable them to form relationships and networks that last beyond the programme and (hopefully) into postgraduate study.
7. The considerations made in your recruitment process and plan.

What to expect from the Windsor Fellowship and Prostate Cancer UK before, during and after the programme

The Windsor Fellowship and Prostate Cancer UK will assist, guide and manage certain aspects of Internship Programme.

The Windsor Fellowship will:

1. Provide support for host institutions, including with intern recruitment, queries, timelines, and on-going placement relationship during the programme. In addition, training and development for host applicants will include:
 - a. EDI awareness and inclusive workplace culture
 - b. Understanding barriers faced by under-represented groups
 - c. Inclusive recruitment and talent pipelines
 - d. Supporting early-career professionals from minority backgrounds

2. Facilitate shortlisting and interviews with intern candidates.
3. Run Assessment and Development Centres for intern candidates, in order to increase their awareness of recruitment processes and support longer-term employability skills. This includes pre-recruitment guidance and preparation for interviews.
4. Provide regular support to intern candidates throughout the recruitment process.
5. Provide pastoral support to interns throughout the programme, including but not limited to personal and professional development throughout the duration of the internship.
6. Administer funds to host institution and intern.

Prostate Cancer UK will:

1. Provide a code of conduct for both hosts and interns.
2. Provide a Grants Manager assigned to manage your Internship Programme award, and assist with any queries before, during or after awarding.
3. Provide training for hosts on the charity's [Black Health Equity strategy](#).
4. Provide and manage pre and post internship surveys for hosts and interns.
5. Provide engagement and development opportunities for both hosts and interns, during and after the programme. For example, invitations to Prostate Cancer UK events and conferences, our [Researcher Mentoring Scheme](#), and lab visits.

Contact Us

If you have any queries with regards to your eligibility or application, please contact the Prostate Cancer UK Research Team at research@prostatecanceruk.org.