



Westpac Social Change Fellowship Application Guidelines & Frequently Asked Questions

Thank you for considering applying for a Social Change Fellowship from the Westpac Scholars Trust. We hope these guidelines provide you with the information you need to support your application.

1. Introducing Westpac Scholars Trust

The Westpac Scholars Trust was established as a gift to Australia in celebration of Westpac Group's 200th anniversary. Through the Westpac Scholars Trust we aim to back those with the drive and imagination to shape our nation's future, by awarding 100 scholarships, every year, forever.

Scholarships are awarded across five programs: Asian Exchange, Young Technologists, Social Change, Future Leaders and the Research Fellows. If you are interested in learning about our Westpac Scholars [visit our website](#).

Please do not hesitate to contact us if you have further questions about the program or the application process: westpacscholars@westpac.com.au

Best wishes,

Westpac Scholars Trust Team

2. The Westpac Social Change Fellowship

2.1 Overview

The objective of the Westpac Social Change Fellowship is to create positive social change in Australia by investing in people who have the drive, the commitment and the innovative ideas to improve the wellbeing of Australians.

Westpac Social Change Fellows come from all walks of life and are involved in social change in a variety of ways. For them, passion and commitment is just the start. They have a thirst for knowledge and a unique ability to see opportunities where others do not. They have found their purpose in life, and with it, an idea that can help solve one of Australia's entrenched social problems. You can learn more about our previous Westpac Social Change Fellows by visiting our [website](#).

The Fellowship will provide funding to support experiences that directly invest in your skills, leadership capabilities and networks. Our aim is to help you explore, refine and drive the success of your social change initiative. Your Fellowship experience may involve study tours, work experience, short courses, coaching, stakeholder engagement or building stronger connections.

"I love that this fellowship is about growing the innovator not the project. It is an investment in developing the game changers, giving us the space and time to grow and connect with the world."

Mary Freer, 2016 Social Change Fellow

2.2 The Fellowship Program

Each year, up to 10 successful candidates will receive:

- *An investment up to the value of \$50,000 in their personal capacity to lead social change*

The Fellowship will enable you to create and put in place a personalised development plan designed to build your capability, knowledge and networks. The aim of the program is to give you the time and space to invest in yourself, to become an even more effective leader. The funding may be directed towards covering:

- Costs associated with overseas or domestic travel to attend conferences or study tours;
 - Meetings with organisations delivering leading practice in your field of social change;
 - Short courses;
 - Research, stakeholder engagement and networking opportunities to build stronger connections with relevant people and organisations; and
 - Mentoring and coaching.
- *Lifelong membership of Westpac 100 Scholars Network*

Fellows will be invited to join the Westpac 100 Scholars Network, a network that connects those with bold ideas to build a better future for all Australians. Growing by 100 Westpac Scholars each year, the Westpac 100 Scholars Network offers lifelong access to networking, mentorship, collaboration, learning and development opportunities. The W100 is an incredible platform that will enable every Westpac Scholar to surround themselves with a diverse group of other inspiring leaders. This is a community driven network, where Scholars actively support each other to help achieve their goals.

- *Invitation to the Westpac Scholars Summit (2-3rd April 2020)*

Westpac Scholars from our five scholarship programs will come together in Sydney in April 2020 to participate in tailored workshops, hear from business and academic luminaries, and form connections with fellow scholars.

- *Leadership Development Program*

All 2020 Social Change Fellows will complete a leadership development program together. Dates will be confirmed with successful Fellowship recipients in December. The expected time commitment in-person is 4 days. Costs of this program and travel are included within the final Fellowship budget.

2.3 Funding Period

The personal development plan funded by the Fellowship may be conducted on a part time or full time basis. It must also commence and complete in the year following the award (i.e. 2020).

2.4 Funding Exclusions

To ensure the Fellowship program meets its objectives, the following uses of funds are specifically excluded from the Fellowship:

- Funding of the actual initiative (i.e. delivery of projects, programs or salaries);
- Tertiary qualifications and/or long course fees;
- Initiatives for the benefit of communities outside of Australia;
- Initiatives that promote religion, animal welfare or change in law, government policy or practice are not eligible;
- Medical research; and
- Capital items, refurbishments, sponsorships or fundraising activities.

3. Eligibility Criteria

To be eligible, you must:

- Be over the age of 18.
- Be an Australian Citizen or Permanent Resident.
- Be leading an existing social change initiative to address a clearly defined social need in an Australian community at a local, state or national level.
- Seek funding for your personal development and learning.
- Be able to demonstrate support from the community that your initiative is seeking to benefit.
- Be able to demonstrate that your proposed personal development will directly benefit your ability to deliver your initiative.
- Be able to demonstrate how your initiative is an innovative approach to the social problem you are trying solve.
- Be able to provide contact details for a community referee and an expert referee who are familiar with your work and will support your Fellowship application.
- Be able to complete the Fellowship in 2020.

Your Fellowship application must not include costs directly related to running your social change initiative or delivering projects.

Please note that all successful applicants will be subject to criminal record checks.

4. Selection Criteria

We are looking for people from all walks of life that have the ability, ideas and drive to make a difference.

Selection will be based on your ability to meet the Westpac Social Change Fellow Attributes (refer to Section 9) and your progress to date in your chosen field, the innovativeness of your social change initiative and the relevance of your proposed Fellowship development plan in enhancing your capability to create social change.

Successful candidates will be able to demonstrate the following:

- Level of commitment and experience to creating positive social change;
- Ability to understand the complexities involved in social issues;

- Capacity to make connections, work collaboratively with others and build networks;
- Ability to articulate how your proposed Fellowship has the potential to meaningfully enhance your capacity to address a social change issue affecting Australians; and
- A strong sense of connection to Australia and commitment to improving the lives of others.

5. Application Form

All applications must be submitted through Westpac Scholars online application system. This can be accessed via the Social Change Fellowship page on our web site. You will be prompted to complete an eligibility survey before commencing your application.

<https://scholars.westpacgroup.com.au/scholarships/social-change-fellowship/>

Supporting information is required as part of the online application:

- A CV of no more than three pages.
- A picture of yourself (headshot) no larger than 2MB;
- Contact details for a Community Referee who is familiar with your work in the community you are looking to impact and who can comment on your suitability for this Fellowship; and
- Contact details for an Expert Referee who is familiar with your social change initiative and who can comment on the importance and relevance of your work in this field.

You may be required to present proof of citizenship or permanent residency at any time during the selection process.

6. Reporting Requirements

Fellows will be required to submit a Report to the Westpac Scholars Trust within three months of completing their Fellowship. A guide will be provided around the structure of this report.

7. Selection Process & Key Dates

Applications open on the 17th June 2019 and close on the 2nd August 2019 at 5:00PM AEST.

Applications go through Eligibility & Quality Screening before being reviewed by Regional Selection Panels. Finalists who reach the Regional Panel stage will be invited to complete a video interview early September.

Following the Regional Panels, 16 finalists will be shortlisted across Australia and will be invited to Sydney for an interview with the National Selection Panel on Wednesday 6th November.

Successful Fellows will be notified by mid December 2019 following the approval of the Westpac Scholars Trust Board.

8. Application Questions

The key questions of the application are focused around:

Your Social Change Profile

- a) Explain how your achievements and life experiences to date demonstrate your capacity to lead social change. Providing specific examples of leadership including relevant achievements, recognitions and/or endorsement for progress made in leading social change. (150 words)
- b) Demonstrate your contribution and commitment to driving social change in your field? Please provide key examples to outline your commitment to social change over the years (can be in Australia or abroad). (150 words)
- c) Describe how you engage the community benefitting from your initiative? Please provide specific examples including but not limited to your own social change initiative. (150 words)

Your Social Change Initiative

- a) What is the social issue you are trying to solve and why is it of significance to Australia? Please be specific about the social issue and its context. (150 words)
- b) Describe your initiative and its social impact. (150 words)
- c) Why is your approach innovative and how does it compare to other existing initiatives in this field? Please demonstrate that you have researched the market and considered the needs of your community. (150 words)
- d) What have you done to date to progress your initiative? Please demonstrate that you have already been working hard on your idea. (150 words)
- e) Target group and location

Development Plan

- a) Describe your intended Fellowship experience. Tell us what you will learn, where you will go, and why. (150 words)
- b) Why do you believe 2020 is the right time in your development to conduct the Westpac Social Change Fellowship? Tell us why this would be a game-changer in your development. (150 words)
- c) Can you outline strategies you will undertake to manage the Westpac Social Change Fellowship while leading your initiative in 2020? (100 words)
- d) Why do you think you are a good fit for a Westpac Scholar? Consider the selection criteria outlined in our Funding Guidelines. (100 words)
- e) What are the three main personal development objectives you wish to meet through your fellowship experience?
- f) You will also be asked to submit a Fellowship Plan and approximate budget – if successful the Westpac Scholars Trust will work with you to refine this.

Westpac Scholars Network

- a) How do you view the broader W100 Scholars Network as part of your Fellowship experience and ongoing development? How can you contribute to the Network? (100 words)
- b) What support/activities would you find most valuable within the Westpac 100 Scholars Network? (50 words)

9. Westpac Social Change Fellow Attributes

We are looking for people who possess the following attributes. This is a comprehensive list and successful candidates may not have all of these. Applicants will be assessed on the demonstration of these attributes throughout the selection process.

Attribute	Description
Collaboration & Openness	<ul style="list-style-type: none"> Leads collaboration and proactively establishes meaningful connections and partnerships with others; Encourages positive relationships and remains open to the diverse views of others, willing and able to work with people from diverse backgrounds; Open to feedback, input and advice from others, even if contrary to own views; Shares successes, learning and failures, actively shares information in order to progress own and others' goals; Is open about plans, ideas and progress and inspires others
Self & Situational Awareness	<ul style="list-style-type: none"> Understands own strengths and weaknesses and their impact on others; Insightful, reflective and willing to accept feedback and suggestions; Has a good sense of own behaviour and recognises own limitations.
Resilience	<ul style="list-style-type: none"> Remains positive and focused when faced with setbacks and obstacles; Accepts failures and bounces back quickly in order to progress thinking and outcomes; Confident to take on challenges and to think differently from others
Initiative & Drive	<ul style="list-style-type: none"> Proactive and willing to take action to progress work and pursue better outcomes; Inspired to seize opportunities and work hard to deliver purposeful outcomes within chosen area; Committed to making progress, 'backs self' to make decisions and take next steps; Self-motivated and committed to long-term goals; Committed to long-term vision and goals, doesn't get caught up in short-term distractions.
Leading Change & Dealing with Complexity	<ul style="list-style-type: none"> Shows courage and takes responsibility to lead initiatives and change; Comfortable with ambiguity and navigating complex and sensitive situations and information, where the pathway or answer may be unclear; Supports others through complexity and change; Seeks to understand problems and barriers to success, and works through practical solutions; Willing to change course and direction, and remain flexible to shift plans when faced with new and changing situations
Planning & Judgement	<ul style="list-style-type: none"> Plans ahead, sets goals and has a good sense of what needs to be done to progress work; Balances planning with action, tolerating a level of risk whilst ensuring that consequences and other considerations are taken into account when making decisions; Comfortable juggling multiple priorities has a good sense of what's important and what will have the biggest impact.
Communication	<ul style="list-style-type: none"> Effectively communicates with others and articulates key messages; Listens attentively, shows patience and seeks to understand and relate to others; Puts forward a compelling and articulate story in order to bring others along.

Frequently Asked Questions

1. What is a Westpac Social Change Fellowship?

The Westpac Social Change Fellowship supports the development of individuals who have the vision and commitment to shape a better future for Australians. Each year up to ten Fellowships, worth up to \$50,000, are awarded to those candidates who are leading an initiative that tackles one of the Australia's social issues.

The Fellowship is unique in that it invests in the professional development of an individual. The award is designed to give recipients the time and space to develop the skills, knowledge and networks to accelerate their growth as a social innovator. This may involve engaging with global thought leaders and industry experts, training, mentoring and building stronger connections that will directly enhance your ability to lead social change.

2. How many Fellowships will be awarded each year?

There will be up to 10 Fellowships awarded each year.

3. What is the value of each Fellowship and who receives the funds?

The Fellowship will provide an individual with up to \$50,000 in funding. The value will vary depending on the applicant's proposed Development Plan. The funds are provided directly to the Fellow for their Development Plan.

4. What is the duration of the Fellowship?

The duration will depend on the proposed Fellowship Development Plan. The Development Plan may be conducted on a part time or full time basis. Any overseas travel must be conducted in a single block and the Fellowship must be completed in 2020.

5. Who can apply?

We are looking for people from all walks of life, who are committed to making a difference and are eager to build on their own capabilities so they can maximise their potential to bring their initiative to life. To be eligible to apply, applicants must be:

- An Australian Citizen or Permanent Resident;
- Over the age of 18; and
- Be leading an existing innovative initiative to address a clearly defined social need in an Australian community at a local, state or national level.

6. What kind of initiative do I need to be working on to qualify for a Fellowship?

Your initiative must be an innovative approach to address a clearly defined social need in an Australian community at a local, state or national level.

The following initiatives and uses of funds are specifically excluded from the Fellowship:

- Initiatives for the benefit of communities outside of Australia;
- Tertiary qualifications and/or course fees;
- Initiatives that promote religion, animal welfare or change in law, government policy or practice are not eligible;

- Medical research; and
- Funding of the actual initiative, capital items, refurbishments, organisations, sponsorships, salaries or fundraising activities.

7. Do you provide funding for initiatives?

No. The Fellowship provides funding only to individuals for personal development and learning. The Fellowship funding cannot be used for program delivery.

If you are looking for funding for your initiative please explore other Foundation's in the Westpac Group – Westpac Foundation, St George Foundation, BankSA Foundation and Bank of Melbourne Neighbourhood Fund.

8. Do I need to have started work on my initiative?

Yes, your initiative needs to be more than just an 'idea'. You need to be able to demonstrate a clear understanding of the social problem you are trying to solve and that you have engaged and obtained the support of the community benefiting from your initiative. You should've already launched your initiative and have seen its impact in the community.

9. Can I use the funds to gain overseas work experience?

Yes, if the overseas experience will directly support the development of capabilities required to deliver your initiative in Australia.

10. Can I submit more than one application in a year?

An applicant may only submit one application per year.

11. If successful, can I defer the Fellowship?

No. Recipients will be notified in December 2019 and the Westpac Scholars Trust will work with successful applicants to finalise their Development Plan by February 2020. The approved Fellowship activities must be completed by 31 December 2020.

12. Can I apply in the future if I am unsuccessful?

As long as you meet the eligibility criteria you can apply for a Westpac Social Change Fellowship in future years but we do encourage you to seek feedback before reapplying. Also consider if you are applying for the Fellowship at an opportune time in your development and the growth of your social change initiative.

13. Do I, or the people who benefit from my initiative, need to be a Westpac customer?

No, provided you meet the eligibility criteria, we welcome applications from people from all walks of life working on initiatives that benefit Australian communities.

14. Do I need academic qualifications to apply for a Fellowship?

No, the Westpac Social Change Fellowship is not associated with academic pursuit.

15. My initiative supports communities overseas. Am I eligible to apply for a Westpac Social Change Fellowship?

No, your initiative needs to strengthen communities and help people in need in Australia.

16. Can I use the Fellowship to cover (or partially cover) the course costs at a University or educational institution?

No. Funding will not be provided for tertiary qualifications or tertiary courses.

17. How do I complete my proposed Fellowship Plan and budget?

The Westpac Social Change Fellowship provides funding to support educational experiences that directly invest in your skills, capabilities and networks. Your Fellowship experience may involve travel, study tours, work experience, research, short courses or building stronger connections (including meetings, networking and stakeholder engagement).

The value of your proposed Fellowship experience may range from \$20,000 - \$50,000. You will be requested to submit an initial Fellowship Plan with your written application – please spend time thinking through what your key development objectives are and how the proposed activities address these.

When developing your budget, please take into account exchange rates when travelling abroad and include sufficient time between activities / cities to allow for incidental meetings and opportunities that arise during your Fellowship experience. Whilst travelling please refer to the ATO guidelines in relation to per diems.

Applicants who reach the National Panel stage will also receive coaching from a previous Fellow to help guide the development of their Fellowship Plan. If your application is successful, the Westpac Scholars Trust will work with you to prepare a detailed costing of your itinerary prior to your Fellowship Agreement being finalised.

18. Are there any countries that cannot be included in a Fellowship Development Plan?

Travel to countries with a Level 3 (Reconsider your need to travel) or Level 4 (Do not travel) rating by the Australian Department of Foreign Affairs and Trade are not to be included in a Development Plan. Countries Alert Levels are listed on the smartraveller.gov.au website: <http://www.smartraveller.gov.au>

19. Will Westpac Scholars Trust provide Fellows with taxation advice?

Fellows are responsible and encouraged to seek taxation advice regarding their individual circumstances. Westpac Scholars Trust makes no representation or warranty in relation to the taxation implications of any funds provided by the Foundation to a Fellow.

20. Will Westpac Scholars Trust provide Fellows with travel insurance?

Fellows must be covered by appropriate health and travel insurance (including coverage for existing conditions) for the duration of their project. Subject to the terms and conditions of the Funding Agreement to be executed between the successful Fellow and Westpac

Scholars Trust, insurance expenses related to the project may be covered within the Fellowship funding.

21. Will the Westpac Social Change Fellowship cover travel for my spouse, partner or dependent(s)?

No. Fellowship funding will only cover costs for the Fellow.

22. Is there a Salary Allowance whilst on the Fellowship?

In the event that you expect to lose at least 50% of your total household gross family income while you are away, and your dependents will not be accompanying you during any part of your Fellowship, you may be eligible for a Salary Allowance. This amount will be payable to you directly and included in the total value of your Fellowship. Please review our Salary Allowance Policy.

23. When can I apply and when do applications close?

Applications open on Monday 17th June 2019 and close at 5:00PM AEST on Friday 2nd August 2019.

24. How do I apply?

All applications must be submitted through Westpac Scholars Trust online application system to be considered valid. This online system is accessed via the Westpac Social Change Fellowship webpage.

Before submitting your application please ensure you have checked your answers and supporting documents as applications cannot be re-submitted or amended after submission.

25. What supporting information is required?

Applications received without the below supporting information, will not be considered by the Westpac Scholars Trust.

- A 2-3 page version of your current Curriculum Vitae so that we understand your capabilities, experience and achievements.
- A picture of yourself (headshot) in JPEG format no larger than 2MB
- Contact details for a Community Referee who is familiar with your work in the community you are looking to impact and who can comment your suitability for this Fellowship.
- Contact details for an Expert Referee who is familiar with your social change initiative and who can comment on the importance and relevance of your work in this field.
- A proposed Fellowship Plan and associated budget.

26. What is required to be a strong applicant?

You must be able demonstrate:

- Why your initiative is an innovative approach to the social issue you are seeking to address;
- The support of the community that will directly benefit from your idea;
- That you have the commitment to deliver the initiative;

- How your Development Plan, funded by the Fellowship, will build your capability to deliver your initiative.

27. What makes a good application?

A good application takes time to develop. Please be aware many of the sections have specified word limits. A number of questions also contain guidance to assist you in formulating your response.

28. What could be some common reasons for unsuccessful applications?

- The application does not fall within our eligibility criteria.
- It is not clear as to the social need you are seeking to address.
- It is unclear how your initiative will address the social need.
- There is a lack of evidence of community support for your initiative.
- The request is to fund a project, organisation, sponsorship, capital works or major equipment.
- The application form is incomplete or has been completed incorrectly.
- You have not been able to articulate why now is the right time for you to undertake a Fellowship to enhance your development to be a social change leader.

29. How do I know if the Westpac Scholars Trust has received my application?

Once you have submitted your online application, you will receive an acknowledgement email confirming that your application has been received – please check that our emails are not going to spam.

30. When will applicants find out if they are successful?

Applicants will be notified as they progress through the selection process:

- Applicants who reach the Regional Panel stage will be notified early September and will be invited to complete a video interview. Unsuccessful applicants will also be notified by email in September.
- Applicants who progress to the National Panel will be notified in early October. The 16 applicants who reach the National Panel will be invited to Sydney for a face to face interview on Wednesday 6th November – Westpac Scholars Trust will cover domestic travel costs associated with the National Panel.
- Finalists will be notified mid-December following the approval of the Westpac Scholars Trust Board.

31. I missed the application window, can I still apply?

No, late applications will not be accepted, please consider applying in future years.

32. Can I get feedback on my application if I am unsuccessful?

Unfortunately Westpac Scholars Trust is unable to provide individual feedback due to the volume of applications we receive – top level themes will be provided as to why applications did not progress.

Applicants who reach the Regional and National Selection Panel stage will receive personalised feedback.