



Chair of Trustees Information pack



NOVEMBER 2023

Introduction

With Insight Education seeks to advance the educational and professional prospects of black heritage students so that they are empowered to have a more prosperous future. A future where they have fairer access to top universities, professional employment and opportunities for social mobility.

Studying at a good university is recognised as a means to achieve social mobility yet black-heritage pupils have the lowest entry rates to top universities. On a personal level, this means that many young people are not benefiting from the transformational opportunities that going to a top-tier university brings. In addition, the progression of black-heritage students into professional jobs lags that of their peers, they experience a salary deficit and promotion through the ranks is woeful.

With Insight Education was born out of frustration at the lack of progress in tackling these enduring problems.

The charity connects black heritage students across England, many from schools in areas of deprivation, with top tier universities and companies through innovative, tailor-made mentoring and skill development programmes.

Since 2018, we have helped over 1,000 black heritage students to find their voice, develop transferable skills and equip them with the contacts and resources they need to get into higher education, navigate university life successfully and fulfil their potential.

Our work also plays a key role in upskilling mentors and broadening their perspective. "It was so useful connecting with people a lot younger than are in my team as it helps me stay relevant in my role." Jo Bland, mentor at Lexis Nexis Risk Solutions.



"I want to thank you for all your help and support. This programme has really helped me so much. I don't think I would have been as prepared or confident in applying to university or completing my A- levels without my mentor's support."

Lydia, who has secured a place at the University of Sheffield to study Law and Spanish.

We are seeking a credible and influential individual with a belief in and passion for our mission and purpose. The successful candidate will have a strong background in change management, possess excellent business acumen, have experience of the sectors in which we operate and display a thorough understanding of good governance.

The overall time commitment for the Chair is expected to be a maximum of one day per month. The position is voluntary and unremunerated.

Applications should consist of a CV, accompanied by a covering letter addressing the criteria in the Person Specification. If you found out about this opportunity through Reach Volunteering, please respond through the platform.

Applicants are also asked to complete our Equal Opportunities form.

Please submit your applications by **26th January 2024**.

Our Approach

"Being able to speak to my mentor eased my concerns about studying at these higher ranking universities and gave me a greater understanding of what it will entail."

We strive to make a tangible difference to the young people that we interact with, so our programmes are designed to build their confidence, knowledge and ability to succeed.

There are currently three key programme strands to our work:

Insight2Uni

Aimed at high potential black-heritage pupils in Year 12, this programme provides them with a black-heritage university student mentor who supports them to successfully apply to leading universities.

Elevate

Our careers-focused mentoring programme offers companies enriching employee engagement opportunities that develops their employees' leadership skills whilst supporting sixth formers to build a host of transferable soft skills.

We also deliver career webinars and run Career Insight Days.

Foresight

Under the stewardship of black-heritage student mentors, this programme provides intensive guidance to Year 9 to 10 pupils to broaden their world of possibilities and inspire them to know that a higher education future is within their reach.

Tackling the inequality that our young people experience is a mammoth task. We are therefore proud to collaborate with others to amplify our efforts. For example, we have delivered the mentoring element of the Cowrie Scholarship Foundation programme for the past two years. More recently, we designed and run a mentoring programme for the University of Manchester PhD Diversity Scholars.



Our impact

"This was a great opportunity to not only empower students with essential interview skills and resume-building techniques through insightful sessions, but also provide an opportunity for our employees to give back."

Although With Insight Education is a relatively young charity, we have an enviable track record of delivering impactful programmes for black heritage students.

Last year the University of East Anglia commissioned AlterLine to research the effectiveness of our Insight2Uni programme. They found that, "The Insight2Uni programme has been shown to be impactful both in terms of students' knowledge & confidence around university, and their progression to top third ranked universities."

Our own monitoring and evaluation shows:

87%

of our mentees secure top third university offers

78%

of our mentees feel more comfortable about studying at a top university

80%

of our mentees agreed that they feel better prepared to apply to a top third ranked university

80%

of our Elevate mentors state that participating in our programme helps with their professional development

Our black-heritage university student mentors also find the programmes incredibly rewarding, enabling them to build their own leadership, communication and general employability skills. Feedback from mentors shows a 100% satisfaction rate.





SHARON'S STORY

Sharon, an A-Level student interested in Biomedical Sciences, was mentored by Shibrha from Aon, who had volunteered with us on two previous occasions.

As the Head of Employee Relations Leadership, Shibrha was able to provide valuable insights and help prepare Sharon for the working world.

TESTIMONIAL

"I genuinely appreciate the time Shibrha has devoted to assisting me in overcoming challenges, identifying strengths, providing constructive feedback and helping me to navigate through different aspects of my career aspirations."

OUTCOMES

Throughout the mentoring programme, I have gained valuable insights, guidance, and support that have greatly contributed to my personal and professional growth.

Discovering that passion is the driving force behind impactful communication has encouraged me to connect more authentically with my audience and emphasized the importance of showcasing my personality during speeches.

My mentor's guidance and feedback provided me with a clear understanding of how to structure my CV and showcase my strengths.

The feedback I received from the mock interview highlighted my strengths and identified areas for improvement. I now have a clear roadmap for enhancing my interviewing skills and I am confident that, with continued practice, I will excel in actual interviews.

LASTING LEGACY

Although this chapter has come to a close, I am excited to apply the lessons and insights gained from our sessions as I continue to progress in my educational and career endeavours. I hope to remain connected and have further conversations in the future.

Strategic Aims and Delivery

From an initial number of 16 mentees and mentors and one university partner in 2018, the Charity has grown considerably to support over 1000 mentees, hundreds of mentors and establish long-term relationships with a host of top-tier universities and leading corporates including Imperial College London, University of Manchester and the Bank of England.

We wish to build on this momentum and are now in the first phase of achieving a five year vision of:

- Being the leading charity (by number of students) providing mentoring support for black-heritage students to access top third ranked universities and aspirational careers.
- Being respected as an authentic and credible voice of authority that can advocate for black-heritage students.
- Being a nationwide provider with clusters of young people in the top locations of black-heritage student population: Greater London, Birmingham, Manchester, Nottingham and Leeds/Sheffield.

Realising these strategic aims will entail:

- Enhancing our programme offering to enrich the lives of an increasing number of young people.
- Building a robust alumni network that operates as its own eco-system of inspiration and support.
- Developing a strong and resilient internal infrastructure.
- Raising our profile amongst those whose decisions have the power to transform our young people's experiences.

Governance

With Insight Education started life as a Community Interest Company in 2018. We became a registered charity in 2022 and the existing Board of Directors evolved into the current Trustee Board. The Board is currently chaired by Pancham Gajjar and meets quarterly with two meetings per year taking place in person in London.

Trustees actively support the organisation with their expertise which has entailed them helping to scope projects and make introductions. The current Trustees will reach the end of their first term of office in February 2025. Discussions regarding succession planning and broadening the skill set of the Board have already started. The new Chair will be expected to take these discussions forward to shape the Board in line with their own vision.

The Role

"I feel accomplished having helped my mentees. I know they appreciated the sessions and so did I."

We wish to appoint a new Chair to replace Pancham Gajjar who is stepping down. The overall time commitment for the Chair is expected to be no more than one day per month. This commitment encompasses attendance at the Board meetings and regular catch ups with the Chief Executive Officer.

The appointment of a new Chair comes at a pivotal time for With Insight Education. We are ambitious about scaling and need a steady hand that can remain calm and resilient throughout the journey.

Role Description:

- Leading the Board of Trustees to make sure that it fulfils its responsibilities for the governance of the organisation, including agreeing and monitoring strategic objectives. In particular:
 - Tracking the financial health of the organisation.
 - Ensuring compliance with all statutory requirements.
 - Identifying risks and monitoring the implementation of appropriate mitigations.
- Chairing Board meetings and setting the agenda in consultation with the Chief Executive Officer.
- Maintaining an effective and close relationship with the Chief Executive Officer, acting as a sounding board, critical friend, and source of advice and support.
- Providing appropriate performance management of the Chief Executive, as required.
- Ensuring decisions made advance the purpose and values of the organisation.
- Managing potential conflicts of interest to ensure probity is maintained and there is appropriate transparency.
- Lead on the recruitment of new Trustees and create the environment for a high performing board team.



Person specification

This is an unpaid voluntary, but highly rewarding, opportunity to drive social change for someone that cares deeply about the issue of tackling the disparity in the educational and professional progression of black-heritage students.

The successful candidate will be expected to demonstrate evidence of the following skills, capabilities, and experience:

- A strong personal commitment to diversity and inclusion.
- Excellent chairing skills, including the ability to facilitate discussion, draw out a range of views in a way that values diversity of experience, and synthesise and reach collective decisions on the best way forward.
- Strong understanding of governance best practice.
- The ability to build a supportive, motivational and coaching relationship with the CEO in which constructive challenge is used to facilitate positive outcomes.
- Formulation of a strategic vision, informed by good independent judgement.
- Strong influencing, relationship building and advocacy skills.
- The ability to lead an organisation through change.
- Ability to objectively analyse information to arrive at creative solutions.
- Effective business acumen.
- Practical experience of engaging with strategy and leadership, and of helping to develop and grow an organisation towards high performance.
- Solid financial literacy.
- A proven track record in one or more of the following areas:
 - The social mobility sector.
 - Working within or selling to the higher educational sector.
 - Working within the Equality, Diversity and Inclusion field.
 - Scaling a start-up organisation.

Prior experience of being on a Board is essential, although it is not a requirement that you have Chaired a board before.

Given the nature of our work, we particularly welcome candidates who have lived experience of the inequalities that we seek to address and/or have experience of working closely with the community that With Insight Education serves.

Application information

If you found out about this opportunity through Reach Volunteering, please respond through the platform.

Applications close on **Friday 26th January.**

Interviews will be held in early February. Shortlisted applicants will also be offered a face to face meeting with the CEO.