



Chair of We Belong Board of Trustees

Position Description

We Belong: Empowering Young Migrants

Immigration is one of the key topics of discussion across the globe. Within the UK, immigration law is in a constant state of change, with many groups, politicians and the media reinforcing a hostile environment for migrants.

We Belong is a UK charity established and led by young migrants. It is the first charity of its kind, and our mission is to campaign for equal treatment of young migrants and to put an end to the hostile immigration environment through a shorter and fairer path to settlement. We empower young people to become leaders by providing a safe platform for them to collaborate, raise their voice, and receive one-on-one advice, training, and opportunities in areas like education, leadership, employability and immigration support.

Our Story and Ongoing Commitment

We Belong was co-founded in 2019 by Chrisann Jarrett MBE and Dami Makinde, who were fuelled by their own experiences of battling unfair immigration policies that blocked access to university. The project began in 2014 as "Let Us Learn" when we challenged a rule in the Supreme Court that blocked **thousands of young people** from accessing higher education. The campaign was victorious, and it highlighted the enormous capability that young people have to ignite positive social change. Chrisann Jarrett MBE is now sole CEO of We Belong.

Since "Let Us Learn," we have influenced **over 25 universities** to establish scholarships for young people of different immigration statuses who would otherwise have been blocked from accessing university. Our "Chasing Status" campaign (2019-2021), **halved the 10-year route to settlement**, securing a 5-year route for these young people who have lived in the UK for most of their lives.

Our most recent campaign, "Out of the Loop," calls on the Home Office to help young migrants secure their permanent status in the UK by allowing young migrants to apply for fee waivers and to raise awareness on the **spiralling fees** that are placing extra financial

strain on young people who call the UK home and have already been recognised by the UK Government as having a right to settlement.

What We Offer

- **Immigration Support:** Through our Legal advice clinic and interactive training for organizations that work with young people of different immigration status, we provide resources for better supporting young migrants.
- **University and Career Support:** We support with university and scholarship applications, student finance cases, work experience placements, as well as workshops on personal statements and career guidance.
- **Leadership Development:** Emerging young leaders is a six-week CPD-accredited course that develops young people's leadership style by matching participants with experienced mentors based on their interests, motivations, and aspirations.
- **Engagement Opportunities:** Co-producer, core group, and volunteer roles assisting our Outreach and Community engagement team.
- **Safe Space & Community:** We are always here to help with guidance, one-on-one support, and opportunities to connect with other young migrants.

We are in an exciting phase of growth, poised to remain a beacon of light for many years to come. Join us on this incredible journey, and together, we can shape a brighter future for young migrants in the UK.

The Opportunity:

We Belong seeks a professional with experience of working within the migration field to serve as voluntary Chair of the We Belong board of Trustees. The Chair will work closely with the CEO of We Belong as well as other board members to ensure the ongoing success of the charity.

The purpose of the We Belong board of Trustees is to support and direct the charity in a way that ensures impact and change within the migration sector. At present the board consists of professionals from the legal and charitable world as well as local government and individuals with lived experience of migration.

We Belong seeks to ensure that Trustees have an appropriate mix of skills, experience and expertise to enable the board to discharge its responsibilities effectively. The Trustee Board also endorses and adheres to the values set out in **We Belong's Equality, Diversity and Inclusion policy** which can be referenced at Annex A.

As well as an overall commitment to diversity, the We Belong Board is committed to prioritising leadership rooted in Lived Experience. Youth leadership and empowerment are core to our approach. This is an exciting opportunity for the right individual to lead We Belong into our next phase of development.

Experience, Skills and Key attributes:

We are looking for an individual who has the ability to think strategically and identify and critically assess opportunities and threats (and support the development of effective strategies) in the context of the charitable purpose of We Belong.

Previous governance experience is essential, and experience as a Chair is highly desirable. This role will be particularly rewarding for an individual with knowledge or experience in Immigration law, policy, and advice, the charitable sector and related law and policy, research and policy influencing, campaigning and community activism or leadership and youth development.

We are looking for a new Chair who has the experience, skills, commitment and time to lead We Belong through this next exciting stage of growth.

Key responsibilities:

- Chair We Belong board meetings
- Provide leadership to the charity and its Board of Trustees
- Ensure that the governing documents and charitable objects are complied with
- Engage fully with board papers, leading board discussions and provide guidance on new initiatives
- Provide guidance and support to the We Belong CEO on strategy and best practice to achieve agreed objectives
- Scrutinise CEO and organisational performance against agreed goals and objectives
- Ensure that the Board regularly reviews major risks and associated opportunities and put in place systems to mitigate risks
- Address and resolve conflicts on the board and ensure decisions are made in a timely fashion

Time commitment and location:

There are quarterly Board meetings, usually two are held in person in London, and two are held remotely. The Chair will also meet with the CEO on a regular basis (to be agreed as required) and will have the opportunity to participate in Board Committees if desired. There will also be the opportunity for the Chair to represent We Belong at sector events from time to time.

Timeframe:

- Expression of interest opens – May 2024
- Interviews – Friday 14th June
- Successful candidate notified – 17th June 2024 (with a view to attending the Board Meeting on 20 June as an observer)

Start date – From 20th June (depending on availability)

Interested candidates are invited to email info@webelong.org.uk with a cover letter stating their reasons for applying as well as attaching their CV by Wednesday 5th June 2024. Any questions about the role can be addressed to raewynjones@webelong.org.uk

Annex A: We Belong Equality, Inclusion and Diversity Policy

EQUALITY, INCLUSION AND DIVERSITY

We Belong is committed to the principle of equal opportunity in employment.

The terms equality, inclusion and diversity are at the heart of this policy. Equality means ensuring everyone has the same opportunities to fulfil their potential free from discrimination. Inclusion means ensuring everyone feels comfortable to be themselves at work and feels the worth of their contribution. Diversity means the celebration of individual differences amongst the workforce. We will actively support diversity and inclusion and ensure that all our employees are valued and treated with dignity and respect. We want to encourage everyone in our organisation to reach their potential.

We value people as individuals with diverse opinions, cultures, lifestyles and circumstances. All job applicants, employees and workers, including agency workers, are covered by this policy and it applies to all areas of employment including recruitment, selection, training, career development, and promotion. These areas are monitored, and policies and practices are amended if necessary to ensure that no unfair or unlawful discrimination, intentional, unintentional, direct or indirect, overt or latent exists.

Equality of opportunity, valuing diversity and compliance with the law is to the benefit of all individuals in our organisation as it seeks to develop the skills and abilities of its people. While specific responsibility for eliminating discrimination and providing equality of opportunity lies with managers and supervisors, individuals at all levels have a responsibility to treat others with dignity and respect. The personal commitment of every employee to this policy and application of its principles are essential to eliminate discrimination and provide equality throughout the organisation.

Management will ensure that recruitment, selection, training, development and promotion procedures result in no job applicant, employee, or worker receiving less favourable treatment because of a protected characteristic within the Equality Act 2010 which are race, including colour, nationality, ethnic or national origin and caste; religion or belief; disability; sex; sexual orientation; pregnancy or maternity; gender reassignment; marriage or civil partnership; and age. In accordance with our overarching equal treatment ethos, we will also ensure that no one is treated less favourably on account of their trade union membership or non-membership, or on the basis of being a part-time worker or fixed-term employee. The organisation's objective is to ensure that individuals are selected, promoted, and otherwise treated solely on the basis of their relevant aptitudes, skills and abilities.

We will ensure that the policy is circulated to any agencies responsible for our recruitment and a copy of the policy will be made available for all employees and made known to all applicants for employment.

The policy will be communicated to all private contractors reminding them of their responsibilities towards the equality of opportunity.

The policy will be implemented in accordance with the appropriate statutory requirements and full account will be taken of all available guidance and in particular any relevant Codes of Practice.

Management has the primary responsibility for successfully meeting these objectives by:

- *not discriminating in the course of engagement against employees, workers or job applicants;*
- *not inducing or attempting to induce others to practise unlawful discrimination;*
- *bringing to the attention of our workforce that they may be subject to action under the disciplinary procedure, or other appropriate action, for unlawful discrimination of any kind.*

You can contribute by:

- *not discriminating against fellow employees, workers, customers, clients, suppliers or members of the public with whom you come into contact during the course of your duties;*
- *not inducing or attempting to induce others to practise unlawful discrimination;*
- *reporting any discriminatory action to your manager.*

The successful achievement of these objectives necessitates a contribution from everyone, and you have an obligation to report any act of discrimination known to you.

If you consider that you are a victim of unlawful discrimination, you may raise the issue through the grievance procedure.