



# **WE BELONG**

## **Chair Candidate Pack 2025**



INCLUSIVE **BOARDS**



# WE BELONG WE BELONG WE BELONG WE BELONG

## Welcome from the CEO

Dear Prospective Chair,

Thank you for your interest in joining We Belong.

We are a young migrant led organisation with a bold and urgent mission: to create a UK where young migrants are treated equally and justly, and where the hostile environment is replaced with dignity and fairness. Our story began with personal experience — young people like myself, blocked from accessing university due to our immigration status, who decided to take action. What began as a grassroots campaign has grown into a national charity achieving real policy change and empowering young leaders across the UK.

Over the years, we have successfully improved the rights and entitlements of children and young people growing up in the UK with precarious status — from influencing the introduction of university scholarships, to halving the 10-year route to settlement for long-resident young migrants. Today, we are a growing team of 10 dedicated staff and 14 Core Group members — young people with lived experience who help shape our strategy, campaigns, and leadership.

As we look to the future, we are seeking a Chair who shares our values and who can support our next stage of development. You will play a vital role in leading board development, with a focus on succession planning and ensuring our governance evolves in line with our youth-led ethos. We are looking for someone who will be a critical friend, offering thoughtful challenge, strategic insight, and unwavering support. Just as importantly, we need a Chair who will champion of our mission, helping to amplify the voices of young migrants and represent our work with influence and integrity.

This is a pivotal time for We Belong — one of reflection, growth, and bold ambition. If you're inspired by the power of lived experience and committed to creating a more just society, I would be thrilled to welcome your application.

Warmest regards,



**Chrisann Jarrett MBE**  
*Chief Executive Officer, We Belong*



# About We Belong

## 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.

WE BELONG



# Our Vision, Mission & Values

## Vision

We fight for all young migrants in the UK to be treated equally and fairly by the society they call home. We fight to help end the hostile environment around immigration and ensure the barriers preventing full integration for migrants are removed.

## Mission

We foster relationships with parliamentarians and we advocate for young migrants by calling for a shorter, more affordable route to settlement.

We raise awareness of the hostile immigration environment and the issues around equal access to higher education.

We champion leaders by providing a platform for voices to be heard so young migrants can become change agents

## Values

### 1. BOLDNESS

We stand up and speak out for migrants' rights and we challenge the status quo.

### 2. INTEGRITY

We uphold virtuous and honest principles to create a stable and transparent environment for young migrants.

### 3. LIVED EXPERIENCE

We build connections through the power of shared experiences by utilising storytelling to create meaningful change.

### 4. EMPATHY

We listen, understand and show compassion, creating a safe space for young migrants to build community.

### 5. JUSTICE

We advocate for young migrants and collaborate with allies to create systemic change.

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# WE BELONG

## Our Commitment to Equality, Diversity & Inclusion

# WE BELONG

At We Belong, equality, diversity and inclusion (EDI) are core to who we are and how we work. We are committed to creating a workplace where everyone feels respected, valued, and able to thrive — regardless of their background or identity.

We believe in equal opportunities for all. That means ensuring everyone has the same chance to reach their full potential, free from discrimination or barriers. We value diversity in all its forms — including race, ethnicity, gender identity, sexual orientation, disability, religion or belief, age, socio-economic background, and lived experience — and strive to create an inclusive culture where individual differences are celebrated and respected.

We are actively working to build an environment where discrimination, bullying or harassment of any kind is not tolerated. We want all our team members, applicants, partners and stakeholders to feel confident being their authentic selves at work.

This commitment applies to all aspects of employment — from recruitment and selection to training, career development and progression. Everyone involved in our organisation, whether permanent, temporary, agency, or contractor, is expected to support and uphold these principles.

We Belong is deeply committed to inclusive working practices, so during the application process we commit to:

- Offering a guaranteed first stage interview for disabled applicants who meet the minimum criteria for the role.
- Paying for childcare costs if interviews take place in person.
- Covering travel costs to and from in-person interviews.
- Making reasonable adjustments at every stage of the process — for example, arranging a BSL interpreter or accessible interview format as needed.
- Providing recruitment documents in alternative formats, such as accessible Word versions, on request.

We regularly review and monitor our recruitment and employment practices to ensure fairness and compliance with the Equality Act 2010. We are committed to ensuring no one receives less favourable treatment on the basis of any protected characteristic, trade union membership or non-membership or due to being a part-time or fixed-term worker.

Our aim is to ensure that decisions are always based on aptitude, skills, and potential — not assumptions, bias or stereotypes. If there is anything else you're concerned about or think we could provide, please let us know.



# About the Chair 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.

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.





# Role Overview and Person Specification

## Key Responsibilities

- Chair We Belong board meetings.
- Provide leadership to the charity and its Board of Trustees, facilitating excellent, well-rounded and carefully considered strategic decision-making.
- 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.
- Represent the organisation as a spokesperson at appropriate events, meetings or functions.

## Knowledge and Experience

- Ability to think strategically and critically assess opportunities and threats in line with We Belong's charitable purpose.
- Experience supporting the development of effective organisational strategies
- Previous governance experience.
- Experience as a Chair. (highly desirable)
- Demonstrated experience, skills, commitment and time to lead We Belong through its next phase of growth.

Knowledge or experience in one or more of the following areas:

- Immigration law, policy, and advice
- The charitable sector and relevant law or policy
- Research and policy influencing
- Campaigning and community activism
- Leadership and youth development



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# **Additional**

# **Information**

# WE BELONG

## **TIME COMMITMENT:**

The Board meets quarterly, with two meetings typically held in person in London and two conducted remotely. In addition, there are four committees: Finance, Risk, HR, and Programmes & Safeguarding. The Chair is expected to join the Finance and Risk committees, which also meet quarterly and are held online.

The Chair will also meet regularly with the CEO, with the frequency to be agreed as needed. There may also be opportunities for the Chair to represent We Belong at sector events from time to time.

## **LOCATION:**

The Board meets mostly online, with 1:1 meetings with the CEO also typically held remotely. The Board aims to hold one in-person board session and one annual away day each year, which take place either at the main office in Angel, EC1 or at a central London location.

## **REMUNERATION AND EXPENSES**

The Chair role is a voluntary position. Reasonable travel expenses will be reimbursed.

## **TERMS OF APPOINTMENT**

The appointment will be for a term of 2 years, with a possibility of an extension for one further two-year term.

## **CONFLICTS OF INTEREST**

All candidates will be asked to declare any conflicts of interest. This will be examined to see if an actual conflict exists.

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# How to Apply

The recruitment process is being undertaken by Inclusive Boards on behalf of WeBelong. If you wish to apply for this position, please supply the following by 11.59pm on **03/08/2025**:

- A detailed CV, setting out your career history, with responsibilities and achievements.
- A cover letter (maximum two sides of A4) highlighting your suitability for the role for which you're applying and how you meet the person specification. Please note that the cover letter is an important part of your application and will be assessed.
- Details of two professional referees together with a brief statement of their relationship to you and over what period of time they have known you. Referees will not be contacted without your prior consent.

If you have further questions after reading this pack, please email [WeBelong@inclusiveboards.co.uk](mailto:WeBelong@inclusiveboards.co.uk) or call 0207 267 8369.

Please visit [www.inclusiveboards.co.uk](http://www.inclusiveboards.co.uk) to apply online or send your CV and cover letter to [WeBelong@inclusiveboards.co.uk](mailto:WeBelong@inclusiveboards.co.uk).



# INCLUSIVE BOARDS

## About Us

*Inclusive Boards* is the UK's leading board diversity practice. We have worked alongside over 300 organisations to provide support with Board recruitment, development and governance reviews. We strive to be at the forefront of equity and diversity, and believe that everyone should be represented at Board level. Additionally, we also provide bespoke training sessions on a variety of subjects including personal branding, inclusive recruitment practices and board structures and governance as well as delivering leadership development programmes for underrepresented leaders across a range of sectors.

## Contact us today

Improve diversity on your Board, please don't hesitate to contact us via [hello@inclusiveboards.co.uk](mailto:hello@inclusiveboards.co.uk).

To join a Board, sign up to become a candidate via our website and be notified of the latest opportunities as and when they become available.



[www.inclusiveboards.co.uk](http://www.inclusiveboards.co.uk)



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