

# UpRising

Leadership  
Programme



## UpRising QMU Leadership Programme

### 2015

### End of Year Report

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# 1. Executive Summary

- Queen Mary University Leadership programme had a successful six month pilot programme.
- **46 young people joined the QMU Leadership Programme** in January 2015, of which 56% were students.
  - Problems of participant retention (28% drop out rate) was due to the challenges surrounding recruitment and the lack of understanding of the leadership programme by QMU students.
  - 53% of participants were female, with **9 different ethnic backgrounds**, none surpassing 20% with 19% being Black African, 17% White British.
- Participants received **102 hours of contact time** with UpRising staff and external stakeholders, not including individual coaching and mentoring.
- The programme supported participants to develop **5 social action campaigns**, campaigns are being delivered over the summer months.



## 2. Programme report 2014-15

In January 2015 the UpRising team launched a leadership programme in partnership with Queen Mary University. The cohort consisted of 26 current Queen Mary students and 20 East London residents. The programme lasted 6 months and replicated the UpRising leadership programme.

The UpRising team were aware of the unique challenge of having such a student heavy cohort and were aware of the potential for division between the students and non-students. We have attributed the incredible success of bringing students together to work in partnership with local community residents to the demand for increased community engagement activities within the University.

Of the 25 recruited QMUL Students 9 were bursary holders, highlighting the widening participation focus of the programme.

### 2.1 Highlights of the programme

- Successfully delivering a 6 month programme with 24 speakers, 19 mentors, 15 sessions, 10 coaches and 5 Social Action Campaigns.
- A **visit to the Churchill Room in the Cabinet Office**, with speakers from five different governmental departments, including the Cabinet Office and Ministry of Defence.
- Successfully **recruiting and matching 19 diverse mentors**, examples include an a Dean at a local University and an Architect.
- We successfully **supported our first young deaf man throughout the programme**, with the generous support of the Snowden Trust and Queen Mary University.

### 2.2 Challenges

- The programme was confirmed and subsequently launched in 4 weeks.
- Recruitment was completed in a short time frame, limiting capacity to engage relevant target groups under the widening participation theme.

In light of these challenges, if the programme were to be delivered again we would ideally allow for a longer planning period and recruitment phase to ensure wider reach and engagement of specific target groups.

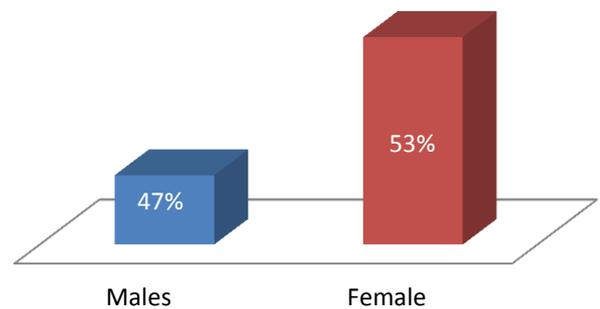
### 3. Participant Recruitment

Through the university we received 39 applications, all of which were invited to assessment centres, of which 26 attended. In order to ensure we reached our target we invited all the students to join the programme.

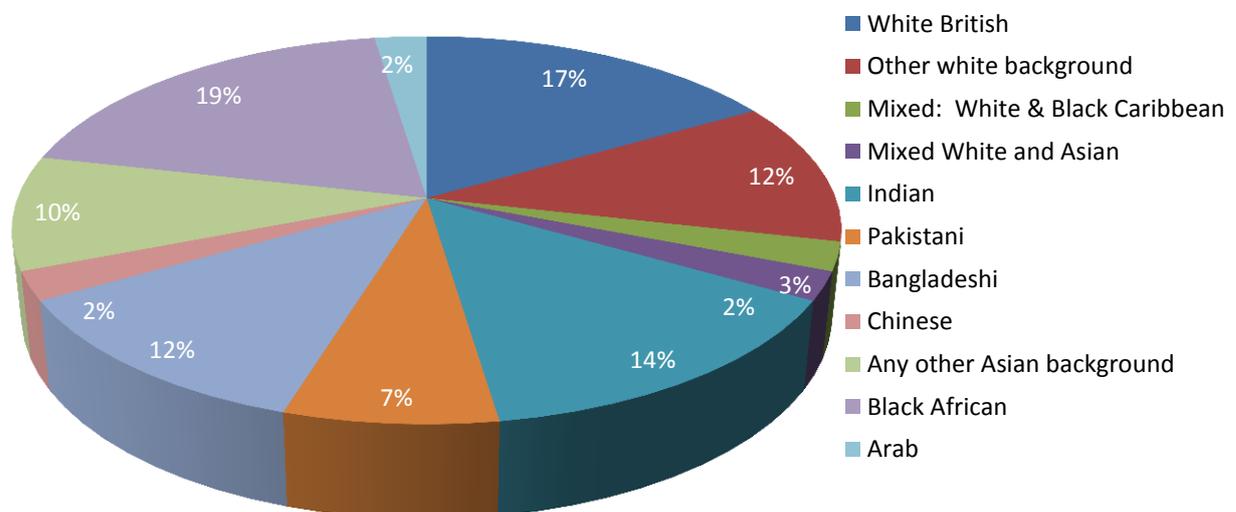
#### 3.1 Demographics of participants

We collected demographic data from all the participants enrolled onto the programme

The cohort had 24 females (53%) and 21 males (47%) – with 45 participants in total.

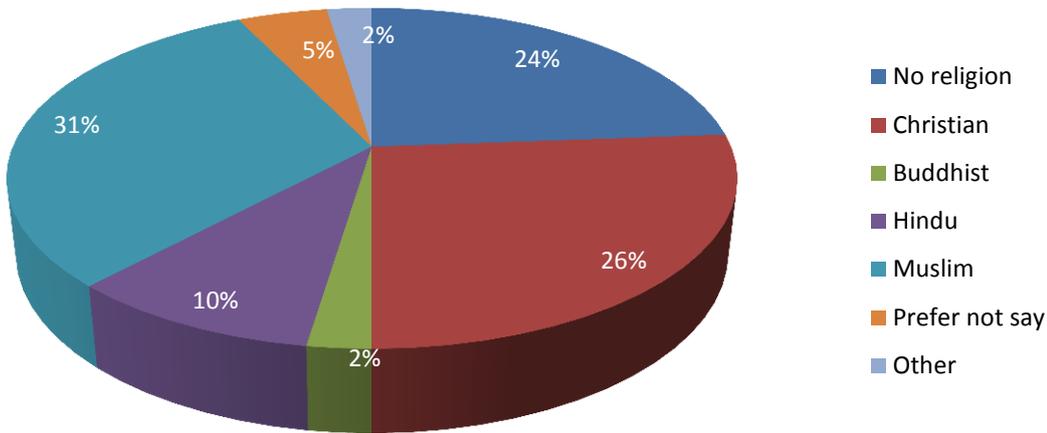


**Figure 3.1.1** Illustrating the gender mix of the programme



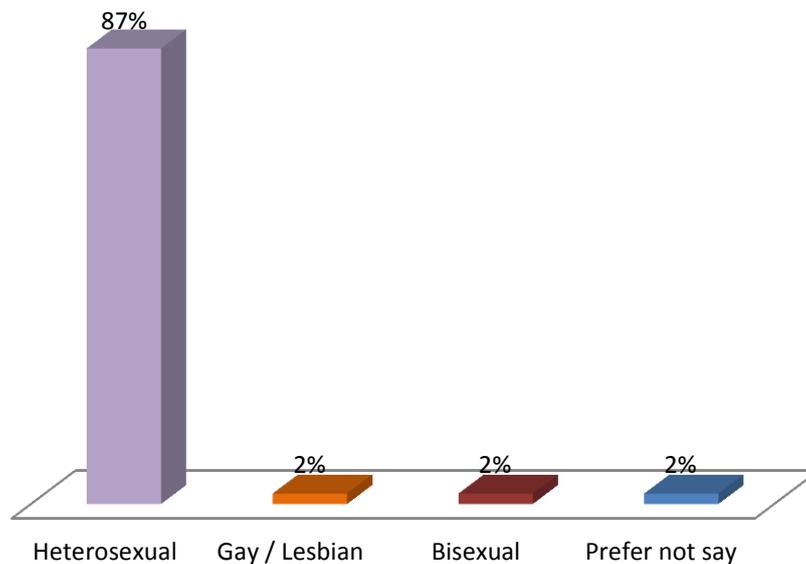
**Figure 3.1.2.** Illustrating the ethnic backgrounds of participants

The cohort was very diverse, with the participants classing themselves with **9 different ethnic backgrounds**, none surpassing 20% with 19% being Black African, 17% White British others classifying themselves as Asian or Mixed.



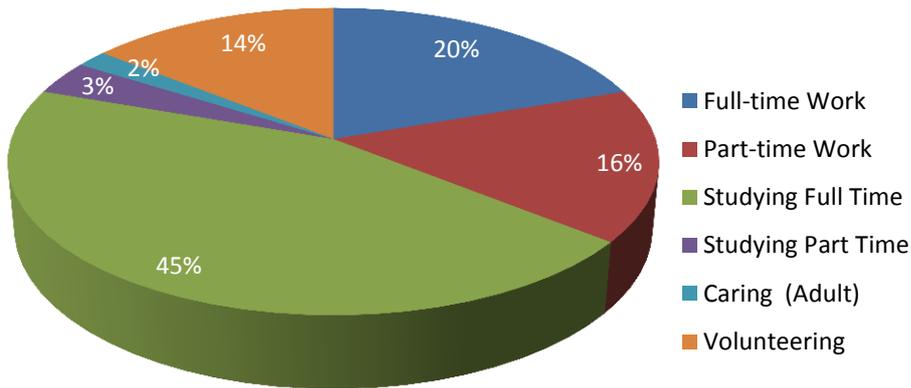
**Figure 3.1.3**  
**Illustrating the religion of participants**

31% of participants are Muslim, while 26% are Christians, and 24% classed themselves as 'having no religion'. Of the remaining participants, 10% are Hindu



**Figure 3.1.4**  
**Illustrating the sexual orientation of participants**

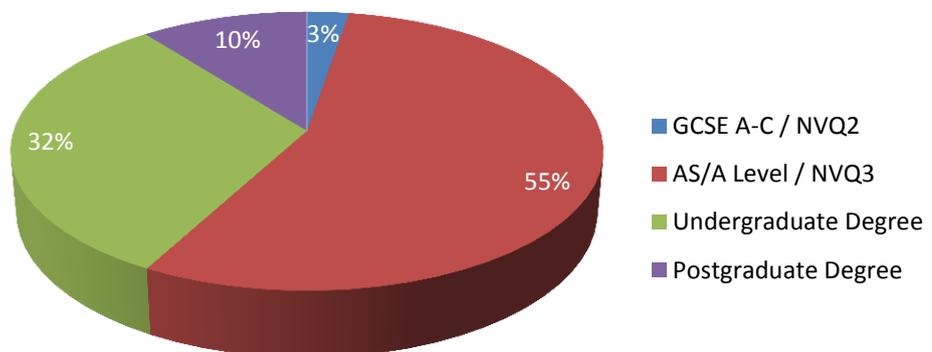
87% of the cohort is heterosexual, while the rest either preferred not to say or were Gay/Lesbian or bisexual.



**Figure 3.1.5**  
**Illustrating**  
**work/studying**  
**status of participants**

As expected, we have a high percentage of students, 48% in total, while only 20% are working full time.

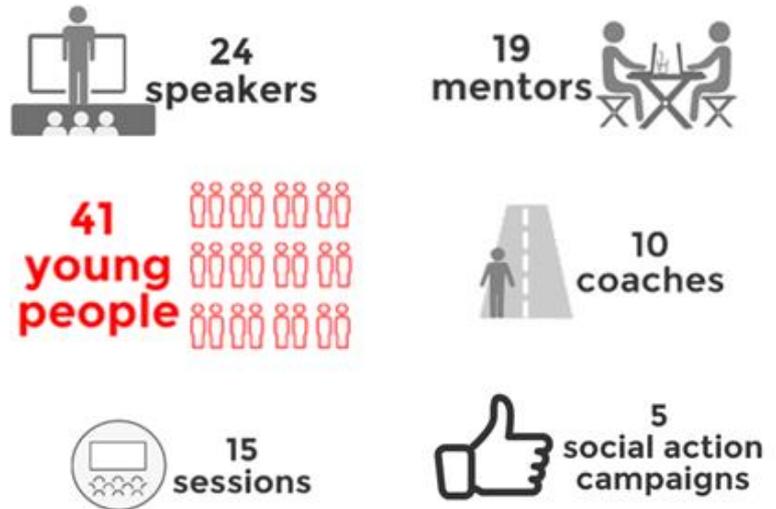
**Figure 3.1.6**  
**Illustrating the**  
**highest level of**  
**qualifications of the**  
**participants**



55% of the participants' highest qualification is at A-level, while 32% have received an undergraduate education, while only 3% have received GCSE level education.

## 4. Programme Delivery

The programme was run successfully with a mixture of old and new stakeholders – each session is designed to encourage the UpRisers to expand their networks and knowledge through a diverse range of speakers.



**Figure 4.1. Numbers relating to the programme**

### 4.1. Sessions and Speakers

The participants had a total of 15 sessions, including knowledge, skills sessions and events. Session themes have included media and communication, local services, Westminster and Whitehall, public speaking and project management. The ‘access behind the scenes’ sessions were designed to give participants an experience of the sector but also the chance to explore the relationship between different sectors.



The QMU leadership programme **hosted over 24 speakers** from a wide-range of sectors, backgrounds and experiences. Examples included representatives from 5 different governmental departments in a session where we discussed important policy decisions, an Editor for the BBC and the CEO of the Young Foundation.

The cohort also **received Deaf Awareness training** as one of the participants was Deaf and was in need of British Sign Language Interpreting, this was an eye-opening and deeply educational experience that follows UpRising mission of diversity.

Some of the venues we were welcomed at this year include Hackney Pirates, the Churchill room in the Cabinet Office and the Young Foundation.

Speakers and deliverers on the programme this year included:

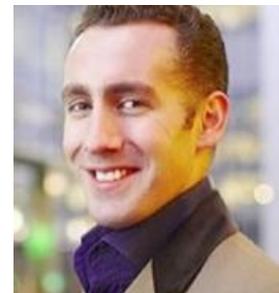
- Simon Willis, CEO of the Young Foundation
- Duncan Exley, CEO of the Equality Trust
- John Biggs, East London Assembly Member for East London
- Erik Stein, Barking and Dagenham Council



“As someone who has always tried to lead change, I've often found it difficult to know where to start. But, through UpRising, I've developed strategies to plan a social action campaign, ensuring I can achieve a realistic time frame. With UpRising I have learnt new ways to make effective change within my local community and it has shown me that I can work with others to achieve a mutual goal.”

**Jasmine Martins**, UpRising participant

“The group are all passionate, enthusiastic people who really want to learn. They ask great questions, they commit to every activity and they are always keen to have thought provoking conversations afterwards.”

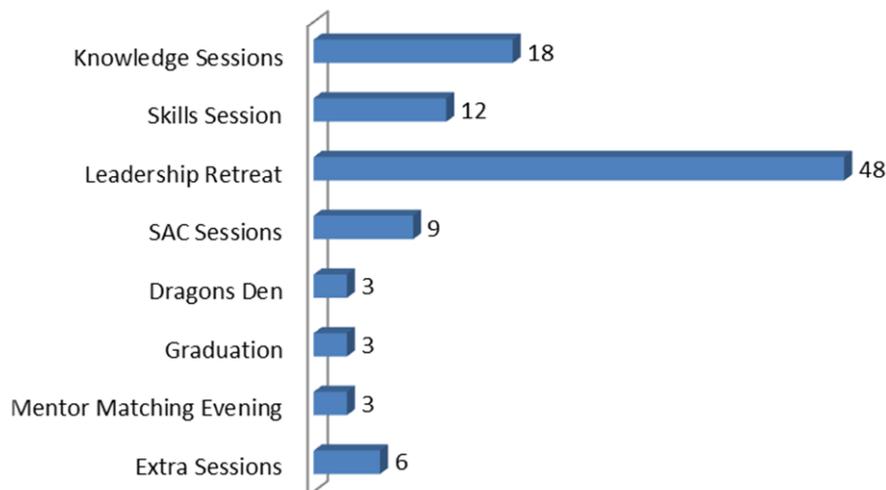


**Richard Newman**, founder of Body Talk UK



## 4.2 Contact Hours

In total the participants had contact time with both the core team and external parties of **102 hours across the programme**. This works out at 17 hours a month per participant. The graph below shows the breakdown of how those hours worked across the programme.



In addition to the above contact time, participants had further contact throughout their coaching and mentoring and time spent working in groups on their social action campaigns.

## 4.3 Coaching

In addition to the formal delivery sessions, each participant was offered coaching sessions at the start of the programme through volunteer coaches provided by the International Coaching Federation. The coaching is designed to help the participants identify areas that they want to improve for their career and personal development. **10 UpRisers took this opportunity and were paired with a coach.**

## 4.4 Mentoring

Mentoring offers the opportunity to the UpRisers to be matched with a mentor who has experience relevant to the participant's professional aspirations. Participants applied for a mentor who met with them once a month for six months. We successfully **matched 19 mentors whose diversity represented the diverse interests of the participants**. Examples of mentors this year included:

- Linda Amrane Cooper, Dean at Glasgow Caledonian University in London
- Yasemin Kologlu, Architect at Skidmore, Owens & Merrill Inc
- Kate Likely, CEO at Free the Children



“I'm really looking forward to being a media mentor to Marsha - and see where the journey goes, for both of us. But great effort from you guys on the night, I think the sessions worked very well and it was really good to understand what mentoring actually is compared with training or coaching. Exciting times!”

**Douglas Keighley**, News Manager at Gorkana

“Our meeting was incredibly positive, from my perspective. We had a really constructive discussion, and I felt as though we both understand what we can do with the mentoring process and how we can build momentum. She was kind enough to email me afterwards and thank me – and said that she’d put into action one or two of the things we had discussed and that they had already had a positive effect.”



**Georgina Pattinson**, Editor, BBC Democracy Live

## 4.5 Social Action Campaigns

The cohort was divided into **five social action campaigns**. The Social Action Campaigns were introduced at the start of the programme, and were supported through the delivery of specific Social Action Campaign sessions.



### Stepping Stones

A 3 week programme taking place in schools exploring life skills.

### **Bizpresso**

Pop up mentoring sharing opportunities for QM students in local cafes.



### **DevelUp**

Encouraging young people to explore social entrepreneurship as an option.

### **Art Rising**

A project running workshops in local communities to encourage young people to think about creative careers, in particular architecture.





### Bare Necessities

Providing children from low income families with winter supplies in Tower Hamlets.

## 4.6 Graduation and Alumni/ELAB

The graduation event was hosted in the Chamber at the Greater London Authority

As a thank you for the work of the UpRising staff the **UpRisers surprised the team with a video about their experiences.** The video can be found here: <https://www.youtube.com/watch?v=tU6jpCH6xY0>



Upon graduation all QMU participants join the Emerging Leaders Network, offering them the opportunities and experiences to build on their leadership journeys and develop their confidence, skills and networks.