

Sharing our impact with Britain

Progress to June 2023



MIGRANT LEADERS

connections • capabilities • courage



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The problem

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The problem

PARKER REVIEW 2017

Citizen Directors of colour represent

2%

of FTSE 100 Boardrooms
compared to

14%

of UK population
A further 6% are non-British whites

MIGRANT LEADERS REVIEW

Citizen Directors of colour who
migrated to Britain represent only

1.3%

of FTSE 100 Boardrooms

ALL PRIVATELY EDUCATED

Citizen Directors of colour who
migrated and grew up in Britain
who made it into that 1.3% were all

privately
educated

apart from one person

WE ARE GOING TO CHANGE THIS ...

2022

THE POSITION IN 2022 HIGHLIGHTS FURTHER PROGRESS NEEDED

PARKER REVIEW 2022

Citizen Directors of colour represent

16%

of FTSE 100 Boardrooms

*Progress will next need to focus
on key executive board roles and
maintaining pipeline momentum
across organisations. Only six CEOs
and 12 other executive directors
across the FTSE 100 come from a
minority ethnic group.*

FTSE 250

FTSE 250 Boards which have
no ethnic minority Directors:

45%

ONE BY 2021

89

of FTSE 100 achieved One
by 2021. Target now for
FTSE 250 to have One by 2024



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Inclusion needs to start early in life

The Institute for Fiscal Studies Deaton Review 2021

Immigrant children outperform in attainment of higher education despite less advantaged economic backgrounds but this success is not reflected in the employment market



ATTAINMENT OF UNIVERSITY DEGREE

Overall second generation ethnic minorities*

39-55%

White British majority

26%

*Across a range of ethnic minority groups, gender and social classes. The four ethnic minority groups reviewed include Indian, Pakistani, Bangladeshi and black Caribbean



EMPLOYMENT RATES

Overall 1-7% lower than white British majority*

1-7% ↓



PROFESSIONAL OR MANAGERIAL OCCUPATIONS

Varies across ethnic minority groups and gender. Among second generation Pakistani and Bangladeshi women 39-50% attained a university degree.

39-50%

But overall the same group performed 9-12% lower in attaining professional or managerial occupations than white British majority.



We have a targeted approach to address the root causes of ethnic inequality...



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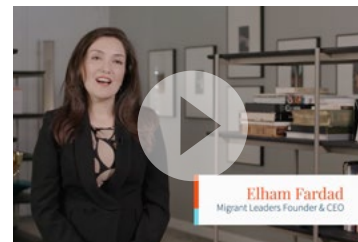
“There is an endless source of energy to use to the advantage of the UK economy and communities: first and second generation migrants are hungry for achievement. They are driven to prove themselves and gain recognition in their host country. I know from my own experience that 30 years after moving to the UK, I still have a strong sense that I want to do something for this country that welcomed me as a young person.”

Elham Fardad,
Migrant Leaders Founder & CEO



About Migrant Leaders

Migrant Leaders is an independent UK registered charity programme, which works directly with young people from deprived backgrounds, educational institutions, communities and large corporates to inspire and develop disadvantaged young people and in particular young migrants. Our aim is to provide bespoke support to equip talented young migrants with the knowledge, skills and confidence to enter and take on leadership roles in major public and private sector organisations.



Beyond 1000 Mentors

Our mission

Our mission is to equip every young migrant regardless of their background, with the leadership mindset and capabilities they need to capture opportunities to fulfil their potential. Concurrently they will feel productive and valued members of British society, thereby boosting social mobility, tackling discrimination and strengthening communities.

About The Fardad Foundation

The Fardad Foundation's aim is to support ethnic minorities and social mobility in Britain. The foundation comprises of Migrant Leaders and also includes Mentee Mentor which aims to bridge the gap that starts early in the lives of disadvantaged families, through this scheme we provide role model tutors who the young children can relate to and aspire to emulate their life and educational success and EduTech Kids which helps alleviate digital poverty by providing digital equipment.



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Words from our Patron

A dynamic, entrepreneurial, award winning Top 100 BAME Leaders in Business, Yvonne has a proven record for building high performing teams. Since starting her own PR company over 30 years ago she has been involved in many successful firsts in the UK. She also has over 20 years' experience for which she is well known on public sector boards, which includes, Chairing, DTI's Ethnic Minority Business Forum, African Caribbean Business Network, and many others to where she brings energy and experience. Often called upon for media interviews, on issues concerning small businesses, women and minorities; Ms Thompson is no stranger to engaging with Prime Ministers, Ministers, and high profile personalities in business.



“As a patron of Migrant Leaders it gives me enormous pleasure to provide a message of support of the work that our charity carries out to develop and help young migrants fulfil their potential.

The valuable Parker Report highlighted that citizens of colour represent only 2% of FTSE100 Boardrooms compared to 14% of UK population. Migrant Leaders carried out further research and looking

at the same population this number goes down to only 1.3% who migrated to Britain and almost all were privately educated. Migrant Leaders sets out to change this.

The value of this diversity to the growth of the British economy and the benefit to everyone in British society is immense. I wholeheartedly believe in the Migrant Leaders mission and the intelligence and resilience it has taken to bring it to where it is today.”

Dr Yvonne Thompson CBE FKCL,
The Parker Review Steering
Committee Member



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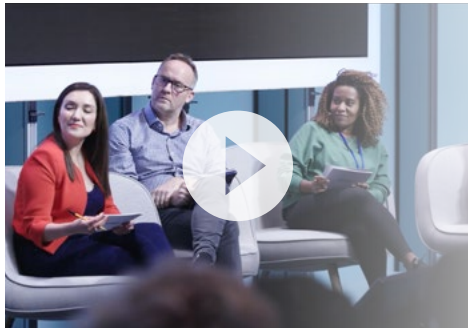
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Our vision and outcomes

Our programme aims to 'Give Back to Britain' by sharing the programme with all young people from under-represented and deprived backgrounds. We deliver this development programme at no cost to young people or educational institutions:





“Diversity is really important to Meta and one way is this idea of Migrant Leaders to support them to actually bring out their best.”

Fikerte Woldegiorgis, Director of Country Business Marketing EMEA, Meta



“Our partnership with Migrant Leaders is really important to us at Meta because we want to work with the younger generation and bring different backgrounds to the work that we do.”

Riccardo Scotti, Global Business Marketing Lead, Meta



“Having people from all walks of life is really important to us because we believe that everybody should have a fair chance at any opportunity and be able to belong and thrive.”

Chris Williams, Global Director DE&I, CBRE Global Workplace Solutions



“We are really excited to be partnering with Migrant Leaders who share our vision and our values.”

Kirsten Bradbury, Group President, CBRE Global Workplace Solutions



“We will be going back to Meta with the Migrant Leaders team to actually implement the marketing campaign we came up with!”

Elijah Olanipekun, Mentee



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“We are delighted to be welcoming the Migrant Leaders mentees whose aspirations we want to help achieve. Together we can make a difference to the world.”

Cheng Eng Ang, Director Revenue Operations, Illumina

“We are looking forward to exposing Migrant Leaders mentees to everything that Illumina does and to open their eyes to the many paths and opportunities.”

Jason Betley, VP Scientific Research, Illumina



“When I joined Migrant Leaders, they introduced me to different mentors to make sure I find a mentor I feel connected to and trust. I applied for Oxford feeling safe, and I got in!”

Adrienne Larmond, Mentee



“The leadership in the FTSE100 is not as diverse as it should be. That is why I chose Migrant Leaders to be my programme of choice.”

Diego Henriques, General Manager, Anglo American



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“I really believe in the cause that Migrant Leaders supports which is to create a landscape where there is equality of opportunities for 1st and 2nd generation migrants to really succeed.”

John Ashworth, Senior Vice President, Smith & Nephew



“Migrant Leaders should have access to advice and connections in order to realise their ambitions and aspirations.”

Trinh Tu, Managing Director Public Affairs, Ipsos UK



“We need people from such a diverse range in society to do the research if we are going to give that understanding to our clients. Diversity underpins who we are and what we do.”

Kelly Beaver MBE, Chief Executive, Ipsos UK



“This programme has given me the drive to succeed and hopefully making my family and Tamil community proud.”

Jeevana Thavarajah, Mentee



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“Migrant Leaders has created a great opportunity for our UK employees to mentor Migrant Leaders mentees.”

Jenny Shiers, VP Employee Success, Salesforce

“Our CEO says ‘use business as a platform for change’ and we are so pleased to be partnering with Migrant Leaders. We want the mentees to feel excited about the future and to believe that they can achieve anything.”

Shirley Morrison, Regional Sales Director, Salesforce



“As a Black woman from a Ghanaian background, seeing the representation of diverse fellow students at Migrant Leaders allowed me to realise my true potential.”

Michelle Opoku-Agyemang, Mentee



“I have been really impressed by the Migrant Leaders team and their work supporting young migrant adults.”

Runa Macleod, Vice President Marketing, Westcon-Comstor



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“If we could get one or two people thinking that ‘I never thought of myself doing this but now I can see how I could’, that would be really amazing.”

Andrew Lentin, Partner, Swan Partners

“We love working with Migrant

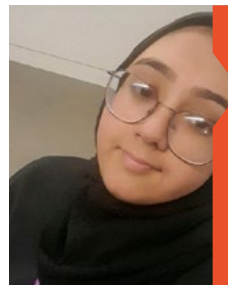
Leaders because they are giving young people an opportunity to gain access to professional networks.”

Eva Mulligan, Partner, Swan Partners



“When I joined Migrant Leaders, Elham Fardad convinced me to accept the support and opportunities so that I can reach even higher. I know now that I mustn’t let the neighbourhood I came from limit my dreams.”

Emmanuel Adepoju, Mentee



“I am a young carer for my beautiful siblings and my mum. Today I received an offer to study Psychology at the University of Manchester, which makes me both excited and nervous.”

Laiba Waseem, Mentee



“Hopefully their takeaway will be that there is opportunity for everyone from any background.”

Sanum Selli, HR Lead for Sector Consulting, KPMG

“It is important for us to collaborate with the Migrant Leaders charity because we want to bring in that diverse pool of talent.”

Victoria Brown, Partner, KPMG



“Coming from a working class immigrant background, and the first person in my extended family to attend higher education, the support from Migrant Leaders has been incredible.”

Izabella Végh, Mentee



“There are so many high potential people who come from circumstances which makes it hard for them to fulfil their potential. The Migrant Leaders programme is a perfect example of how to bridge this gap and we look forward to continuing this partnership.”

Philip Smiley, Chief Executive Officer,
Kantar Consulting



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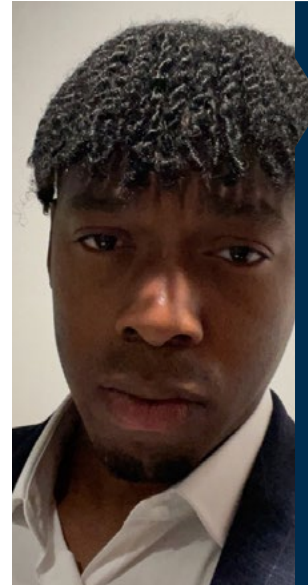
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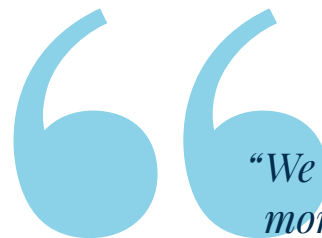
“A number of our Kingfisher colleagues are part of the Migrant Leaders mentoring programme and it’s great to be able to empower these young people to navigate their careers and support their development.”

Kate Seljeflot, Chief People Officer, Kingfisher



“Migrant Leaders has played an instrumental role in my personal and professional development particularly when it came to making challenging decisions that could have significantly impacted my career trajectory.”

Terry Clement, Mentee



“We know that the more diverse our talent pool the more likely that we would be able to innovate and that’s why we were attracted to Migrant Leaders.”

Jade Starrett, Group Director, Talent, Capability and Organisation Effectiveness, Kingfisher



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“First Mode has decided to partner with Migrant Leaders because we are really passionate about bringing diversity into our business.”

Julian Soles, Chief Executive Officer, First Mode



“My fantastic mentor Heerali supported me throughout my sixth form years, connecting me to some of her colleagues when advice became very career-path specific.”

Stella Mortarotti, Mentee

“To disrupt we need a diverse set of talent, opinions and ideas. The Migrant Leaders interns come with lots of engineering talent and are definitely the sort of people we want to join our business.”

Mark Freed, Chief Commercial Officer, First Mode



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“Diversity & Inclusion is hugely important to ABB. We need the broadest range of thinking so that we can follow markets and change things for the better.”

Troy Stewart, Lead Manager,
ABB Process Automation UK



“Talking to them individually has brought home to us the barriers that they have faced. The UK has a tech skills gap and they can use Sparta Global as a platform to set up their careers.”

Purnima Sen, Chief People &
Compliance Officer, Sparta Global



“The Migrant Leaders programme is a source of inspiration for a lot of young people who would have been otherwise marginalised.”

Omar Kanyi, Mentee



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Key impact numbers:

WHAT WE HAVE ACHIEVED SINCE 2017:

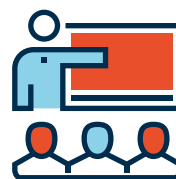
1,330

senior mentors
from more than 95
FTSE100 and leading
organisations



7,400

Corporate experiences &
workshop participants



200

UK locations



27,500

Digital Modules and Content Views

1,550

mentees between
16 and 25 years old



96%

Ethnic minority mentees

£205,000

Migrant Leaders Opportunity Fund

allocated to funding all tuition fees to enable exceptional
migrant students to attend top universities



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Our mentors

We have over 1,330 volunteer mentors who have joined us to support our programme and the talented young mentees we select. Our mentors work in senior roles in FTSE100 and leading organisations including:

FINANCIAL SERVICES

HSBC
Barclays
Goldman Sachs
Morgan Stanley
JP Morgan
UBS
Citi
RBS
AXA
Mastercard
American Express
Lloyds BG
NatWest
Blackrock
Barclaycard
Moody's
Visa
Lloyd's of London

PROFESSIONAL SERVICES

SAP
Oracle
Microsoft
Salesforce
Cisco
HP
EY
PwC
KPMG
Deloitte
Clifford Chance
Capita
IBM
Accenture
Wipro Consulting
Tata Consulting
GENPACT
Infosys
Grant Thornton
Alvarez & Marsal
Kantar
Ipsos

INDUSTRY SECTORS

GSK
Pearson
Thomson Reuters
IHS Markit
Sky
G4S
Conduent
Anglo American
Experian
Kantar
SAS
Tata
Intertek
Black & Decker
Unilever
Astra Zeneca
Smith & Nephew
Diageo
Whitbread
GKN Aerospace
Vodafone
Jaguar Land Rover
BAT
Emirates
Mind Tree

Uber
The Telegraph
BP
GE
Gartner
BT
Ciena
Travelers
Mitie
Aon Risk Solutions
Nissan
Fujitsu
Travis Perkins
Jacobs
Vodacom
Penguin
Burberry
Chanel
Pfizer
Tarmac
BAE Systems
Airbus Group
Coats Group
JLL
Merlin

Illumina
Rio Tinto
Hitachi
Transport for London
AECOM
NHS
Thames Water
Network Rail
BBC World
Cambridge Uni
Dyson
ABB
Rolls Royce
Ericsson
eBay
Essentra
Balfour Beatty

Royal Mail
Amazon
Direct Line Group
Toyota
Emergen
Dixons Carphone
Boots
Omnicom
Atos
Air Products
KBR
WNS
IBEX
PepsiCo
Westcon-Comstor
Kingfisher
British Land

"I am delighted and humbled to have been asked to support the great work that is being led by Migrant Leaders."

Michael Brennan
Transformation Director, BAE Systems



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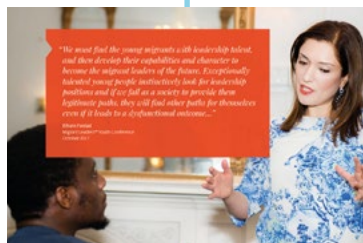
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Our story:

2017

JULY



Design: Elham developed the charity programme proposal on a family holiday in China. Hit by jetlag, Elham saw this as her luck that the jet lag gave her 5 hours a day to work on this while her children slept.

Consultation: Migrant Leaders Youth Conference to introduce programme and seek feedback from potential participants.



OCTOBER

2018

JANUARY



Launch: Migrant Leaders Leadership Conference with representatives from Accenture, Deloitte and EY among more than 100 attendees from private and public sector to seek further consultation.

"Elham's vision for what can be achieved for young people by working collaboratively and empowering them is highly motivating. Her efforts have seen top business leaders come together to support incredible young people to achieve great things."

Kate Kettle
Migrant Leaders Advisory Board
Kings College Participation Department

Future Britain Young Leaders Workshop:



Opened programme to encourage economic participation from all ethnicities across Britain, in consultation with our Young Leaders Panel and Kings College Widening Participation Programme.

JUNE



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APRIL



First Connect Conference:

Connecting our Mentors and Mentees.

Leaders Like Us

Campaign: Interviews with leaders as relatable role models to inspire and share experience with diverse young people across the country.



JUNE

Migrant Leaders Opportunity Fund:

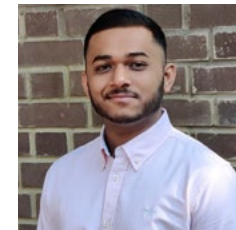
Establishment of our charity's fund to enable exceptional migrant students to attend top universities.

Charity Times Awards:

Selected as Finalist for Charity Times Awards 2019.



JULY



2020

SEPTEMBER

"I have always dreamt of studying engineering to solve global challenges, I believe as an engineer I will be able to help countless people. I was born in India and moved to the UK aged 10. After tackling many other challenges, I wasn't able to access student finance, therefore I decided to take a job as a Chef. Migrant Leaders have now given me an opportunity to access higher education, allowing me to study Mechanical Engineering at The University of Manchester."

Dhyey Ghetia
Migrant Leaders, Mentee



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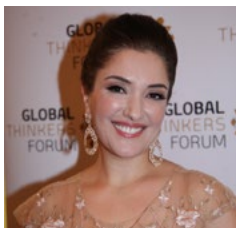
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"I am proud of our Mentee Mentor programme which aims to bridge the gap that starts early in the lives of disadvantaged families. Through this scheme we provide role models who the young children can relate to and aspire to emulate their life and educational success. This is also a valuable leadership opportunity for our charity's established mentees to become mentors and to earn an income during their time at university. They will build confidence and feel proud of their social impact and giving back to Britain."



Elham Fardad
Migrant Leaders
Founder & CEO

"Mentee Mentor is a unique and hugely valuable scheme that not only bridges the educational attainment gap, but also helps build aspiration in children through mentoring with role models. I am very excited to be part of this team."

Kerry Scott
Migrant Leaders Advisory Board
Headteacher, Ainslie Wood Primary School

Sponsored by
Swan Partners



Mentee Mentor Programme: Launch of our charity's mentoring and tuition programme to support disadvantaged primary school children and help close the educational attainment gap which has widened further due to Covid-19.



NOVEMBER

"EduTech Kids donations to our school is helping families with multiple siblings, giving them access to remote learning during this lockdown and beyond."

Raphael Moss
Headteacher, Elsley Primary School

DECEMBER



EduTech Kids Scheme:

Launch of our charity's scheme to help alleviate digital poverty in education by providing laptops, smart phones and other digital equipment for their homes, by mobilising our network of corporate partners.



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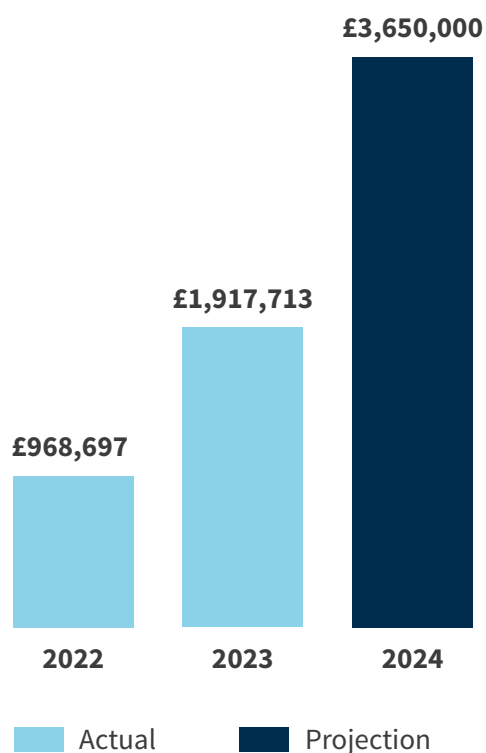
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Income & charity effectiveness:

In the 12 months to March 2023 the charity increased its income by 98%, achieved mostly through corporate partnerships:



We continue to work to deliver our programme as cost effectively as possible, while supporting more young people each year. We are committed to delivering high quality and impactful programmes to even more disadvantaged young people across the UK.

In the 12 months to March 2023 the charity increased the number of young people it supports by

58%



In the 12 months to March 2023 the charity increased the number of mentors by

30%

We formed deep relationships with corporate partners, together delivering workshops, work experiences, internships and opportunities to our young people.

Westcon Comstor

smith&nephew

AngloAmerican

SWAN PARTNERS

ABB

SPARTA GLOBAL

KANTAR

salesforce

Kingfisher

FIRST MODE

bp

Meta

Starbucks

illumina

CBRE

Ipsos



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A bright future through collaboration:

Our vision is to scale up the charity's impact to reach out to more young people across Britain. We will concurrently continue to build further corporate partnerships to widen young people's horizons and provide them with opportunities and work experiences.



In response to the disproportionate impact of Covid-19 and economic downturn we are addressing the deeper root causes of the challenges migrants and ethnic minorities face by launching a mobile app to deliver further support and connections to the wider economy. Furthermore, in 2020 we launched our EduTech Kids scheme and Mentee Mentor programme to help alleviate digital poverty and to close the educational attainment gap which has widened further for disadvantaged communities due to Covid-19.



Mentee: James Rhodes
University Student

Mentor: Rena Patel
Chief Marketing Officer,
Kantar Consulting

“Born in Derby, I was the first person in my family to go to university. I took the difficult decision of moving down to London to fulfil my aspirations for a career in marketing. Migrant Leaders has given me all the opportunities I needed to seize in order to fulfil my potential. Elham Fardad saw something in me and connected me with Kantar and while at university I spent the next couple of years being mentored by the Kantar CMO Rena Patel, doing the Migrant Leaders Kantar Public Spring Internship and working with the Migrant Leaders team as their Marketing Intern. This really gave me the direction, skills and confidence I needed to do them and myself proud.”

Impact: Identifying greatest talents and passions, devising roadmap to a marketing career and gaining skills in quality internships. Now working in graduate role at Kantar.



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About the Founder



“Have courage and your capabilities will connect you”

Elham Fardad,
Accelerated Leadership Conference
The O2 London March 2017

Professional career

Elham’s professional career spans 25 years in senior leadership roles in blue chip multinationals including GE, News Corp and Ernst & Young, where she has advised clients on their most challenging operational problems. She is the Founder and CEO of the charity Migrant Leaders and is a member of multiple Advisory Boards. Elham has been selected as Finalist in awards for her work on Migrant Leaders, including Charity Times Charity of the Year, Charity Leader of the Year and the IoD Director of the Year. Elham had the honour of being selected as a Coronation Champion in 2023.

Personal values

Her philosophy is underpinned by her enduring personal values and vision for her family. Elham sees her role as helping develop the next generation of leaders both in her professional and personal life. She continues in her personal time to mentor many talented ethnic minorities in the UK from different walks of life to help them fulfil their true potential.



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Charity work

In 2017 Elham launched Migrant Leaders™ to identify talented young migrants and help them through a world class programme of bespoke modules, workshops, mentoring and quality work experiences at leading firms. She has designed this programme bringing the best of her experience and the network she has gained throughout her professional career and charitable work.

Commitment to family

Elham also devotes much of her time and care towards her two children who are aged 17 and 14 and she manages a 'dual career household' as her husband works in IT Advisory at Accenture. Elham's inspiration comes from her desire to help leave the world a better place for her children and for others to be able to succeed no matter where they come from.



Interview with
Rene Carayol MBE

2017



Fardad Foundation
Founder & CEO

2017



Migrant Leaders
Founder & CEO

2020



Mentee Mentor
Founder & CEO

2020



EduTech Kids
Founder & CEO



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Featured:



Charity Times
Leaders Forum

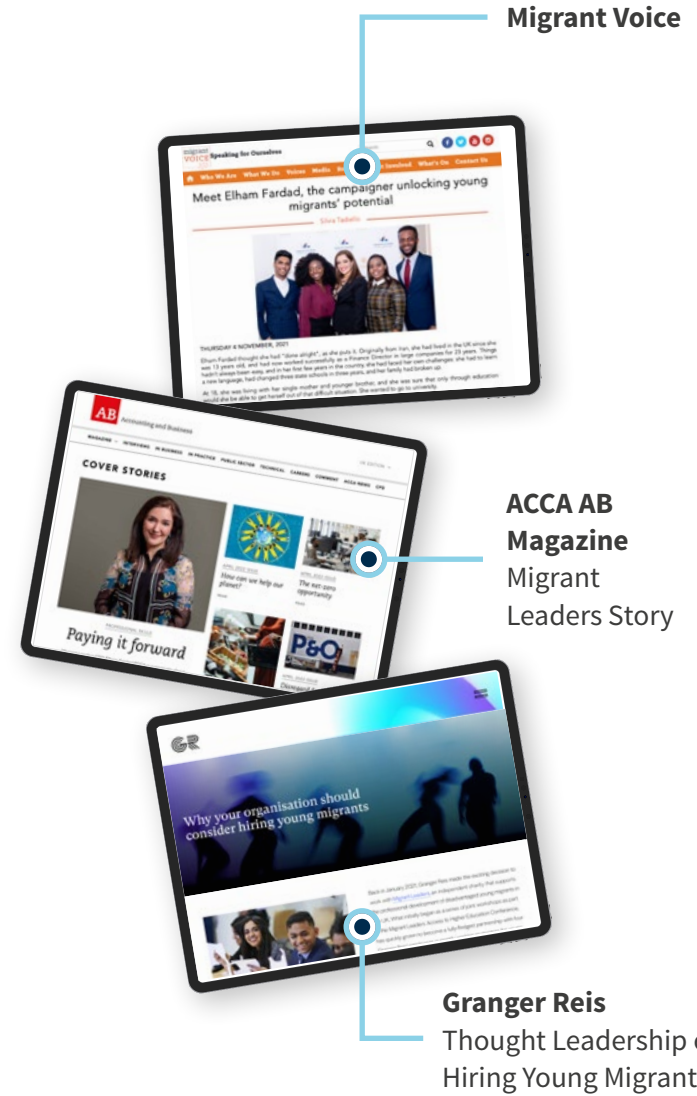
Charity Times
CEO Diary



Quilter Cheviot
Thought Leadership on
Charity Governance



Sparta Global
Thought Leadership
on Youth Employment



Migrant Voice

ACCA AB
Magazine
Migrant
Leaders Story

Granger Reis
Thought Leadership on
Hiring Young Migrants



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Thank you *Be part of the Migrant Leaders story.*

If you are as passionate as we are about helping young migrants fulfil their potential in the UK, then we want to talk to you about mentoring, sponsorship and partnership opportunities.

Corporates

We work with companies who share our vision of providing opportunities to disadvantaged young people. Our corporate partnerships deliver conferences, workshops, quality work experiences and access to job opportunities. Company volunteers work closely with our experienced team to change young people's lives, learn about the next generation of the workforce and develop by working with us on leading practice programmes. They find new purpose to work with their colleagues through a refreshed sense of common values and belonging.

Public sector

We collaborate with educational institutions, charities and the public sector to provide our programme free of charge to young people. We would like to continue to expand our partnerships with other organisations who would like to, with our support, give opportunity to their 16-25 year old students to apply to our programme.

Volunteers

Become a mentor, facilitator or join us in other volunteer roles. You will make a pivotal difference to the direction of young people's lives, will gain the opportunity for personal development and join our network of connections.

Support us

We are a registered charity with the Charity Commission. If you are a UK taxpayer, the charity will receive up to £250 through Gift Aid for every £1000 you donate to the charity.



Contact us:
enquiries@migrantleaders.org.uk



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Appendix A: Our programme

Our programme participants are guided through the learning journey designed to support and build their capability and character:

ORIGINAL HIGH LEVEL PROGRAMME DESIGN

YEAR 1

YEAR 2

YEARS 3-5

BEYOND

Capabilities

Bespoke structured learning modules will address the key factors determining the future success of migrants, delivered in classroom or as interactive online modules.



Workshop/Online Modules and Materials

How to Get the Best Out of Your Mentoring Programme On
Boarding Materials

Raise Aspirations ML
Think Big campaign

Build Confidence & Resilience ML online modules

Build Character & Integrity ML
Character Cards

Enable Education
Participation in Higher Education Conference

Build Future Leaders ML Leadership online Young Leader modules

Build Life Leadership
Life skills workshops and sustainable leadership

Boost Access ML Leaders Like Us campaign

Unlock Capability
Workshops on target topics and Leadership Conferences

Connect Conferences
Networking events with top firms – London & Regions

Show Possibilities
ML Mentees invited to corporate events

Share Leading Practice
Expert top firms speakers

Give Back to Britain ML alumni to mentor British in deprived areas

Strengthen Support ML
Community App for 24/7 support and mental health

Build ML Community
ML website members discussion forum

Courage

To build confidence and the courage to succeed, Migrant Leaders™ development programme is designed to match participants with the right trained mentor given the diverse needs and challenges of young migrants.



Bespoke Mentoring

Remote 1-2-1 Mentor monthly (or as agreed) voice/ video calls

Formal mentoring

Connection to other mentors based on specific personal and professional needs

Formal referrals

Graduation from Migrant Leaders™ Programme and Ongoing Support:

Participants who graduate from the programme successfully based on participation and achievement of individual targets would be given access to the network of contacts of all the registered mentors of the charity

Connections

Providing Migrant Leaders™ valuable network of contacts to enable the participants to gain quality work experiences in leading firms and public sector organisations of relevance to their chosen professional field.



Quality Work Experiences

1 Week formal work shadowing at mentor's or other place of work

Top 10% get further support to accelerate faster

Based on exam results, interview with Super Mentor and other criteria

Other informal work experience opportunities such as a day at a top firm or public sector events

Ongoing learning through formal work placements such as summer internships at top firms and public and voluntary sector organisations



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Appendix B: The Young Leader

Our model to develop success characteristics in young people and the sustainable leaders of the future

Adds Value

Attains the motivation and self discipline required for real focus on operationalising a vision, supporting plans and execution of those plans.

Builds Self

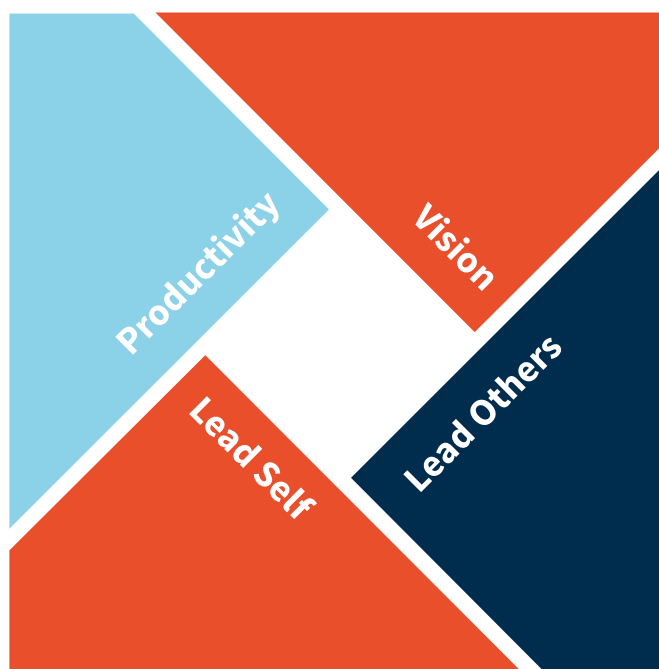
Develops self awareness and gains an understanding of own needs in order to achieve happiness. Maintains a positive attitude, builds resilience and patience in achieving own personal objectives.

Works at Pace

Demonstrates continued determination and the physical and mental endurance and momentum required to see through to the end objective and beyond.

Instils Trust

Demonstrates behaviours and strengths that instil trust in a leader. These include the ability to inspire, confidence, decisiveness and clear communication.



Intense Ambition

Attains a firm belief in own ability to achieve own objectives and has the courage to commit to that responsibility.

Builds Others

Demonstrates gratitude for opportunities and makes positive contributions to society. Sets an example through personal integrity, empathy, compassion and respect for others.

Vision of the Destination

Has the creativity, intuition and proactivity to devise a vision of the end result. Leverages curiosity and adapts vision to the environment and resources.

Trusts Others

Learns to trust others and give people a chance so we place trust in each other and demonstrates this through flexibility of approach, honesty and tact.

These 4 level 1 'capability components' describe our 'Young Leader Model' framework. No leader is the best in all these 8 level 2 traits, though the strongest leaders achieve a good level on all 8 traits while showing exceptional strength in particular traits. This framework aims to balance work and people skills. The critical factor determining young leaders' development is early self awareness and guidance on the level 3 behaviours, capabilities, values, emotional and social intelligence needed to succeed in their life, in Britain and their chosen career. It is assumed that 'technical functional expertise' to enable progression in their chosen career is developed during their education, work experience and employment when they are on the right path leveraging the above traits.



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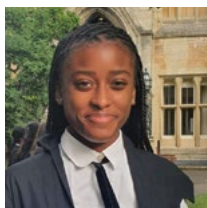
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Appendix C: Our mentees



Mentee: Adrienne Larmond
A Level Student

Mentor: Zeynep Arat
Strategy Director, Essence WPP

“My parents are from Jamaica. I can confidently say I am proud of the progress that my parents achieved immigrating to England, however, I felt that I lack the cultural capital needed to achieve my future goals. When I joined Migrant Leaders, they introduced me to different mentors to make sure I find a mentor I feel connected to and trust. My mentor Zeynep from Migrant Leaders, really encouraged me to aim high and reach for my dreams. This support and coaching together with the Migrant Leaders workshops and programme meant that I applied for Oxford feeling safe, and I got in!”

Impact: Guidance, training, advice and coaching support. Now studying for a Bachelors Degree in History at University of Oxford.



Mentee: Elijah Olanipekun
A Level Student

Mentor: Allan Mazura
Portfolio Implementation Manager,
Kleinwort Hambros

“I joined Migrant Leaders during my A Levels and the opportunities, mentoring and support they have given me has been amazing. Elham Fardad even personally invited a group of us to an awards ceremony at the Black Cultural Archives and introduced us to influential people. The recent Migrant Leaders event at Meta really topped it up with my team winning among multiple teams pitching to the Meta judges. We will be going back to Meta with the Migrant Leaders team to actually implement the marketing campaign we came up with!”

Impact: Connections, advice and quality work experiences. Now working as a Functional Consultant at Salesforce on a degree apprenticeship programme.



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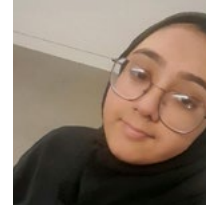


Mentee: Izabella Végh
University Student

Mentor: Gaia Caruso
Head of ED&I, Sparta Global

“Recently I graduated with first class honours in Sociology & Criminology. Attending university, let alone this achievement has been a dream of mine ever since I was a little girl. Coming from a working class immigrant background, and as the first person in my extended family to ever have the privilege to attend higher education, I knew this will be a challenging journey. The support from Migrant Leaders has been incredible. I was really happy with the introduction to my Migrant Leaders mentor Gaia Caruso and from their Migrant Leaders Kantar Public Internship to their Connect Conference, I felt sponsored, supported and connected.”

Impact: Guidance, mentoring and quality work experiences. Now completed a Bachelors Degree in in Psychology with 1st class honours at University of Ulster.



Mentee: Laiba Waseem
A Level Student

Mentor: Professor Jo Clarke PhD
Managing Director, Petros

“I am a young carer for my beautiful siblings and my mum. Today I received an offer to study Psychology at the University of Manchester, which makes me both excited and nervous. Moving out to university has never been an easy option for me. It has taken a lot of confidence to explain to those around me why I wanted to study at Manchester and why I loved it so much. I really would like to thank my mentor from Migrant Leaders, Professor Jo Clarke PhD for the help with UCAS and my personal statement. We made it, thank you for your support. Migrant Leaders even nominated me for a youth award, and then Elham and Fauzia took me to the House of Commons to celebrate the award and hear my speech.”

Impact: Guidance, support and mentoring. Now offer holder to study for a Degree in Psychology at University of Manchester.



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Mentee: Jeevana Thavarajah
University Student

Mentor: Sara Radenovic
Director, Managed Access Programs, GSK

“My parents ran away from their home country Sri Lanka due to civil war. They could not complete their studies and had to risk their lives to have a better and safer life in the UK. I am forever grateful and proud for what my parents have done but it was difficult trying to gain support from them with my studies and I had to work on my own to follow my future aspirations. I had to work really hard to get where I am today with many obstacles along the way. Migrant Leaders has been so beneficial in gaining new connections and has encouraged me to achieve my future goals. My mentor is Sara from GSK and Elham also gave me a great opportunity to come and see the Illumina company which will be something I will never forget. The programme has helped with my self-confidence, work-ethic, understanding more about how I want to achieve my future goals and not give up. As a Sri Lankan- Tamil, I think about how to stand out from the rest with my determination. This programme has even helped me push myself by starting my own new projects and giving me the drive to succeed and hopefully making my family and Tamil community proud. I would like to thank Elham, Fauzia and my mentor Sara for their support!”

Impact: Guidance, mentoring and quality work experiences. Now studying for a Bachelors Degree in Biology at Queen Mary University of London.



Mentee: Omar Kanyi
University Student

Mentor: Yousif Mohamed
Project Leader, Rolls Royce

“When I joined Migrant Leaders as an inexperienced student, I had a mixed feeling about taking on their internship opportunities such as at Granger Reis, but they proved to me that I am worth all the mentoring and support. I was even invited to all the social events which makes work life balance really cool as a university student. Recently I joined the Migrant Leaders First Mode internship and I could really imagine myself in such an innovative engineering company. The Migrant Leaders programme is a source of inspiration for a lot of young people who would have been otherwise marginalised.”

Impact: Guidance, mentoring and quality work experiences. Now studying for a Bachelors Degree in Electrical and Mechanical Engineering at University of Edinburgh.



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Mentee: Stella Mortarotti
A Level Student

Mentor: Heerali Shah
Account Controller, Pladis Global

“The extra obstacles of being both a woman and a migrant had worried me as a maturing student. I was increasingly interested in STEM but struggled to see my place within a technical workforce. Even the silly statistic that people with difficult-to-spell surnames tend to succeed less in job applications started to make everything seem more difficult, however hard I worked for my goals.

Being part of Migrant Leaders is teaching me how to overcome that self-doubt and channel that anxiety into constructive action. I have learnt that it is our very differences, increased resilience and strength of character that makes us such valuable, competitive professionals. My fantastic mentor Heerali supported me throughout my sixth form years, connecting me to some of her colleagues when advice became very career-path specific. I was also fortunate to recently take part in a sustainability internship with First Mode which sparked my interest in the engineering side of the green tech industry. Few first year students ever have such opportunities available, and for that I am particularly grateful to Migrant Leaders for seeing the potential in students and encouraging our enthusiasm, despite inexperience in a field.”

Impact: Guidance, mentoring and quality work experiences. Now studying for a Bachelors Degree in Mathematics at University of St Andrews.



Mentee: Emmanuel Adepoju
University Student

Mentor: Neill Forest
Senior Fellow, Rolls Royce

“I have always wanted to earn the opportunities I get in life and have worked in additional jobs to pay for my engineering degree at Imperial. When I joined Migrant Leaders, Elham Fardad convinced me to accept the support and opportunities so that I can reach even higher. She connected me to incredible mentors at ABB, Rolls Royce and Amazon and even invited me to an ABB event to meet their CEO. I know now that I mustn't let the neighbourhood I came from limit my dreams, and that precisely because of that I must fulfil my potential.”

Impact: Guidance, connections, advice and coaching support. Now studying for a Bachelors Degree in Mechanical Engineering at Imperial College London.



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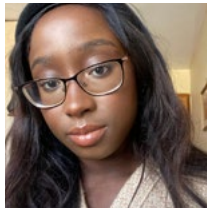
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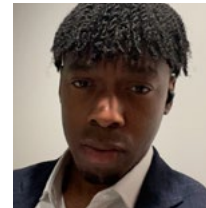


Mentee: Michelle Opoku-Agyemang
A Level Student

Mentor: Peddy Hashemi
EMEA Head of Programme Success, Taulia

“I had the privilege of joining Migrant Leaders during my A-Levels. I am more than grateful for the incredible opportunities Migrant Leaders, Elham Fardad, and the wider team have provided for me. As a Black woman from a Ghanaian background, seeing the representation of diverse fellow students at Migrant Leaders allowed me to realise my true potential. I have taken part in numerous Migrant Leaders webinars and work experience at the FRC, one of my most memorable work experiences to date! My Migrant Leaders mentor, Peddy Hashemi, has been inspirational and has consistently supported me throughout my journey. His advice has given me the confidence to navigate finance degree apprenticeship applications with a positive mindset, through catch-up calls, interview practice sessions, and encouragement. I now have a degree apprenticeship offer with a fantastic company that aligns with my values and interests, and I thank Migrant Leaders for supporting me to achieve this.”

Impact: Guidance, mentoring and quality work experiences. Now working in Finance & Investment at Bloomberg on a degree apprenticeship programme.



Mentee: Terry Clement
University Student

Mentor: Emmanuel Ofosu-Appiah
Associate Director, Edelman Smithfield

“Migrant Leaders has played an instrumental role in my personal and professional development through their mentoring program. My assigned mentor has been a vital layer of support, providing guidance and advice throughout my journey. His expertise and experience have been invaluable, particularly when it came to making challenging decisions that could have significantly impacted my career trajectory. Furthermore, I am immensely grateful to Migrant Leaders for their assistance in securing a sustainability internship at First Mode which proved to be an incredible learning experience. Their network and connections proved to be invaluable in opening doors and creating opportunities for me. Migrant Leaders has instilled in me a sense of confidence and resilience. Overall, Migrant Leaders’ mentorship and support have been transformative for my career. Their dedication to empowering individuals from migrant backgrounds is commendable, and I am grateful to have been a part of their program. Through their guidance, I have been able to make informed decisions, secure meaningful opportunities, and take significant strides toward achieving my professional goals.”

Impact: Guidance, mentoring and quality work experiences. Now studying for a Bachelors Degree in Economics at University of Birmingham.



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MIGRANT LEADERS

connections • capabilities • courage

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[linkedin.com/company/migrant-leaders](https://www.linkedin.com/company/migrant-leaders)

twitter.com/MigrantLeaders

[facebook.com/MigrantLeadersUK](https://www.facebook.com/MigrantLeadersUK)

[instagram.com/migrantleaders_](https://www.instagram.com/migrantleaders_)

Youtube: Elham Fardad



FARDAD
FOUNDATION

The Fardad Foundation (TFF) is a UK registered charity that works directly with young people from deprived neighbourhoods, educational institutions and employers to provide bespoke support pathways towards the fulfilment of their true potential. TFF develops and delivers programmes, working with third parties and volunteers. Incorporated independently, TFF is governed by a diverse Trustees Board.

The Fardad Foundation (TFF) is registered as a charity with the Charity Commission in England and Wales with registered charity number 1176049.

