



MIGRATEFUL



JOIN MIGRATEFUL'S
BOARD OF TRUSTEES

WHO WE ARE

Migrateful is an award-winning, innovative social enterprise and registered charity.

We exist to help the UK's asylum seeker, refugee and migrant community on their journey to employment and independence and promote integration – and we do that through food.

Food draws people together. Our shared love of it is a powerful bond. Migrateful runs cookery classes led by refugees, asylum seekers and migrants facing barriers to integration. The classes provide ideal conditions not just for learning English and building confidence, but also for promoting contact and cultural exchange with the wider community. They are attended by the food-loving general public as well as corporates. Cooking food together, rather than just eating it, presents a wonderful opportunity to tell stories and build a sense of belonging.





Migrateful trainee chefs go through an initial 12-week training programme. During this time, they learn public speaking, gain a food hygiene qualification and learn to become cookery class teachers. Alongside, we also offer them holistic support, signposting and a welcoming community.

Migrateful's business model involves selling cookery class tickets to the public. We run both in-person cookery classes (predominantly in our cookery school in Farringdon) and online cookery classes. The organisation has a turnover of circa £1 million. In the last financial year, 72% of Migrateful's income came from trading income, with the remaining 28% from fundraising income. Two-thirds of the classes are attended by the general public, and the remaining third by businesses.

WHO WE'RE LOOKING FOR

Our board steers the work of the organisation, helps to make strategic decisions and acts as a critical friend. A strong board is key to a strong charity. You can read about our current board members and staff team [here](#). We're now looking for new trustees to challenge, inspire and lead us as we enter the next phase of our development.

We are seeking trustees with the following experience:

1. Knowledge and experience of growth/replication particularly in a social enterprise context
2. Knowledge of the immigration and integration policy and research space
3. Food industry experience
4. IT/Digital/CRM experience
5. Financial qualifications and experience, ideally with some experience in charity finance and fundraising



Above all, we're seeking individuals who share our mission to create a fairer, more integrated society and who have the passion and commitment to champion our cause. We particularly welcome people with lived experience of displacement, the UK immigration system or of seeking refuge in the UK.

We are looking for trustees who have:

- A commitment to our aims and values
- The ability and willingness to provide inspiration and advice to Migrateful's executive team
- A willingness to challenge constructively
- An understanding of the challenges faced by a small team pursuing a highly ambitious vision
- The desire and ability to champion Migrateful at all opportunities
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- Sufficient time available to make an effective contribution

The deadline for applications is 30th September 2024. The initial appointment would be for a renewable term of three years.

MIGRATEFUL HISTORY & IMPACT

We've come a long way since 2017; we've supported 93 migrant chefs and have run over 4,000 classes with almost 50,000 participants.

We have our own cookery school in Farringdon, London and run classes in other venues in London, Bristol and Brighton, as well as online. Our classes are very popular with participants – 97% say they would recommend them to a friend.

But what gets us up in the morning is the impact beyond the numbers - the profound effect that classes have on chefs and participants.

We know that the experience of teaching classes is often transformational for chefs. While each chef faces their own individual challenges, the key benefits they talk about time and again are feeling more integrated into British society thanks to improved well-being, language skills, networks and access to job opportunities. In the chefs' own words:

"Migrateful has changed my life. What it gives chefs is priceless: self-esteem, acceptance and love in the midst of the hostility."

**ELIZABETH FROM
NIGERIA, CHEF
SUPPORT OFFICER
AND FORMER CHEF**





"Migrateful gives you confidence and brings out your creative side. It also gives you a wider social network that is amazing! At Migrateful I meet and talk to people I would never talk to, or meet, in my normal life. I know without Migrateful I would not be able to do what I am doing today. Thank you Migrateful for being there for me and making me to be proud of myself and giving me the confidence to be who I am today."

**STELLA FROM NIGERIA,
MIGRATEFUL CHEF**

"The social experience of teaching the cookery classes was a really great way to address my loneliness. The classes allowed me to meet British people, which I really valued as I am going to live in this country for the rest of my life. Migrateful has been like a family to me, it filled me with love, it was a place where I could belong and people made me feel valued and trusted. I had to leave behind my family so it was so important for me to find a new one."

**HABIB FROM AFGHANISTAN,
TRUSTEE AND FORMER CHEF**





As for participants, independent research commissioned in 2022 confirmed that as well as providing an enjoyable experience, Migrateful classes also offered excellent conditions for reducing bias and prejudice. The research found that the opportunity to have direct, personal contact with vulnerable migrants through the cookery class has a deeply humanising effect:

"It gives you an opportunity (contact with migrants/refugees) to learn about people. Somebody who's never met a refugee might just have this image in their heads of what it might be like and maybe it's a negative image. Maybe they think there's just a bad thing but when you get to know people, you can see the humanity behind. You know, that helps break down the stigma, negative thoughts, things like that."

PARTICIPANT FROM 2022 RESEARCH

The classes also help to reframe how vulnerable migrants are perceived, and their contribution to wider British society:

“You (Migrateful) are making them into providers rather than needy people, which I think we all need. Often as refugees as they're seen as needy people, aren't they and indeed are needy people but also have terrific skills and they come to our country with a lot of wonderful skills and certainly give as much as they take.”

PARTICIPANT FROM 2022 RESEARCH

WHERE NEXT?

We know our model works. We now need to streamline and consolidate our systems, so that we are ready for growth - taking the model and replicating it in other locations around the country.



SPECIFIC SKILLS:

The primary skills we are currently keen to recruit for are:

Knowledge and experience of growth/replication particularly in a social enterprise context.

As we have ambitious plans to scale our operations nationally, we recognize the importance of scaling strategically and sustainably. Therefore, we are looking for a trustee who can leverage their expertise to guide the organization through this process, ensuring that we achieve both impact and long-term viability. Specifically, we need someone who can assist us in developing an effective marketing and sales growth strategy to support our expansion efforts.

Food industry experience.

To support the development of our cookery class model and ensure compliance with health and safety regulations when running a hospitality operation.

IT/Digital/CRM experience

To support and advise staff maintaining our website and CRM system (Salesforce) and/or to offer digital marketing expertise to the marketing team.

Financial qualifications and experience, ideally with some experience of charity finance and fundraising

We are seeking someone to be part of our Finance Sub-Committee. The committee's remit includes reviewing budgets, monitoring financial performance, identifying and reporting on financial and operational risk and reviewing internal control systems.

Knowledge of the immigration and integration policy and research space.

We want to explore how we can influence policy to improve the lives of our chefs as well as influence the government to use behavioural psychology interventions to shift negative attitudes to migration amongst the public. We are seeking a trustee with policy and/or academic experience who can help us develop a strategy to influence systemic change effectively.



In addition to their statutory duties, Migrateful also expects its board members to contribute their particular skills and knowledge to the organisation, as active volunteers.

The expectation is that each board member would contribute a total of around 12 days of their time to Migrateful each year, including but not limited to: attendance at four annual Board meetings (50% of which will be in person in London) and one away-day, participating in sub-committees, and willingness and availability to be consulted by fellow trustees and members of the executive team, as required.

All trustees must comply with their statutory duties (as set out in the [Charity Commission's The Essential Trustee](#)) to ensure that Migrateful is complying with its governing documents, the law, statutory reporting and accounting requirements, and is adhering to its charitable purpose. Trustees must also always act in the best interests of the charity, manage its resources responsibly, and act with reasonable care and skill.



HOW TO APPLY

To apply for this position, please send a copy of your CV (of no more than two pages), and a covering letter (of no more than 500 words) to Migrateful's Founder & Co-CEO Jess Thompson:

jess@migrateful.org

In your cover letter, please outline your motivation for joining our Board and how your professional and/or vocational experience is relevant to the role. If you have any questions, please email jess@migrateful.org

We will interview on a rolling basis however the final deadline for applications is 30th September 2024.

LOCATION

Our head office, and our cookery school, are based near Exmouth Market, Farringdon, London. We hold our trustee meetings every three months. We aim to do 50% of our meetings per year in person at our office and 50% online.

RENUMERATION

As required by charity law, these roles are unpaid. However, Migrateful covers out-of-pocket expenses incurred by trustees in carrying out their duties.