



Fair  
Education  
Alliance

**Information Pack 2023**

## About the Fair Education Alliance

The Fair Education Alliance is a coalition of 250 of the UK's leading organisations from business, the third sector and education, all working towards a world where our education system is fair – where no child's educational success is limited by their socio-economic background. This is a world where disadvantage no longer determines literacy and numeracy rates at primary school, GCSE attainment at secondary school, the emotional wellbeing and resilience of young people, participation in further education or employment-based training, or university admissions.



# The Problem

---

## Education is not fair

Young people from low-income communities are much less likely to succeed in education

## Progress is too slow

Progress in tackling educational inequality is too slow because work is fragmented and done in silos

# Our vision and mission

---

Our vision is a country where no child's success is determined by their socioeconomic background.

**No one organisation, sector or even government can fix these complex issues.**

**We need a new approach to tackle educational inequality collectively, and to work across sectors, organisations and individuals.**

## The case for change from young people

---

Supporting youth leadership is central to the work of the FEA and we are calling for a sector-wide shift in youth participation. Our youth steering group leads in bringing the perspective of young people to our work. Here's what young people had to say about why the sector should work with them as equal partners going forward:






"Young people should become partners with us to share their experiences explaining every little detail that can ultimately help more in the future. With the recent pandemic of COVID, they can offer their perspective and opinions on what they thought about COVID and how severely it affected them."  
– Anees, FEA Youth Steering Group

"Young people have the most up to date experience of how education affects them and actions that are needed for effective change. Furthermore, it is essential that young people are seen as equal collaborators rather than a tokenistic tool to be moulded to fit someone else's agenda. Equal partnership allows us to feel safe and be our authentic selves." – Denise, FEA Youth Steering Group

"Young people are the best experts on their own experiences. In an area such as education young people can provide the most accurate perspectives and ideas for improvement. Especially with recent events they can go past statistics and provide their opinions on situations like COVID." – Scarlett, FEA Youth Steering Group

## Our 5 Impact Goals

---

-  **Impact Goal 1:** Narrow the gap in literacy and numeracy at primary school
-  **Impact Goal 2:** Narrow the gap in GCSE attainment at secondary school
-  **Impact Goal 3:** Ensure young people develop social and emotional competencies, good mental health and wellbeing
-  **Impact Goal 4:** Narrow the gap in the proportion of young people taking part in further education or training after finishing their GCSEs
-  **Impact Goal 5:** Narrow the gap in university access

## What is needed to close the gaps

The FEA's four collective priorities were agreed across our membership in 2017, and these priorities remain as relevant now as they were then. Our recommendations for what is needed to secure a fairer education for every child focus on what we measure, value, and invest in.



Gives all young people a rounded education, ensuring that skills and wellbeing are prioritised alongside attainment



Engages parents and carers so education goes beyond the school gates

We want to see an inclusive education system which...



Supports, incentivises and rewards teachers and leaders to enable all children to thrive



Gives all young people the knowledge, skills and awareness to succeed in life after school

# How we work to close the gaps

## FEA outcomes

To speed up progress the FEA aims to create...

Shared a unified collective message about what we want for education in England and how we can achieve it

Increased connections and collaboration across the ecosystem so organisations learn from each other, avoid duplication and act together

Increase diversity of leadership in education by investing in young people as co-leaders of our movement, and ensuring underrepresented groups are given platforms to lead change

Scale initiatives systemically to tackle entrenched issues in the areas of greatest need

## Our activities

We do this by...

Overarching Campaign Group

Weekly Bulletin

Youth Engagement Strategy

Innovation Award

Report Card

Collective Action Working Groups

Award Winners

Intrapreneurship Award

Submissions

Flagship Events

Member engagement & promotion

Scaling Award

Digital Membership Tools

Digital Membership Tools



# Our strategy includes four clear aims

**1. Influencing policy and practice through our unified message**

through

Annual Report Card  
Working groups & roundtables  
Statements, letters and responses

outcome

We co-created our last annual report card with our members. We deliver a regular and consistent campaign of open letters, submissions and responses to government inquiries.

**2. Connecting and coordinating actors across the ecosystem**

through

Collective action  
Digital tools  
National events  
Weekly bulletin

outcome

Members are delivering collectively agreed strategies through their organisational activities and leveraging peer support to increase impact for young people.

**3. Increasing diverse leadership of the education agenda**

through

Youth Steering Group  
Youth Engagement Working Group  
Ensuring equity, diversity and inclusion in FEA activities

outcome

A youth engagement strategy embeds youth voice, enabling young people to participate in decision making and support youth social action.

**4. Scaling impactful solutions systemically**

through

Innovation Award  
Intrapreneurship Award  
Scaling Award

outcome

Impactful and innovative solutions are supporting more young people from disadvantaged backgrounds

# The Fair Education Alliance's work is made possible thanks to the generous support of:

---

ALLEN & OVERY

 **BARCLAYS** | LifeSkills

**Bloomberg**

CREDIT SUISSE 

 **Paul Hamlyn  
Foundation**



 **UBS**

 **#iwill** |  Department  
for Culture  
Media & Sport

 **COMMUNITY  
FUND**





# And our members....



# Board of Trustees



## Chair of Trustees



Dr Vanessa Ogden

## Vice Chair of Trustees



Dame  
Julia Cleverdon

Read the Trustees' bios [here](#).



Natalie Perera



Richard Hardie



Lamide Odanye



Brett Wigdortz



Zulum Elumogo



Russell Hobby

# The Secretariat

Q3 2022/23



**Sam Butters**  
Co-CEO (Phased return  
from 8th Feb 23)



**Gina Cicerone**  
Co-CEO

Read the Secretariat's bios [here](#).



**Naomi Turner**  
Team Coordinator and  
Exec Assistant



**Janeen Hayat**  
Director of Collective  
Action



**Marika Johanson**  
Head of Impact and  
Evaluation



**Siwan Davies**  
Director of  
Scaling Impact



**Becca Weighell**  
Youth  
Engagement  
Manager



**Zoë Morgan**  
Membership  
Engagement  
Manager



**Christine Fleming**  
Head of  
Communications



**Daniel Rooney**  
Digital Project  
Manager



**Dan Vogel**  
Impact and  
Evaluation  
Coordinator



**Tisha Verma**  
Head of  
Intrapreneurship  
Award



**Hannah Feld**  
Awards Manager

# Board of Advisors

Key champions of the FEA, including funders, high profile educationalists, policymakers, senior social entrepreneurs, young people and collective action expert

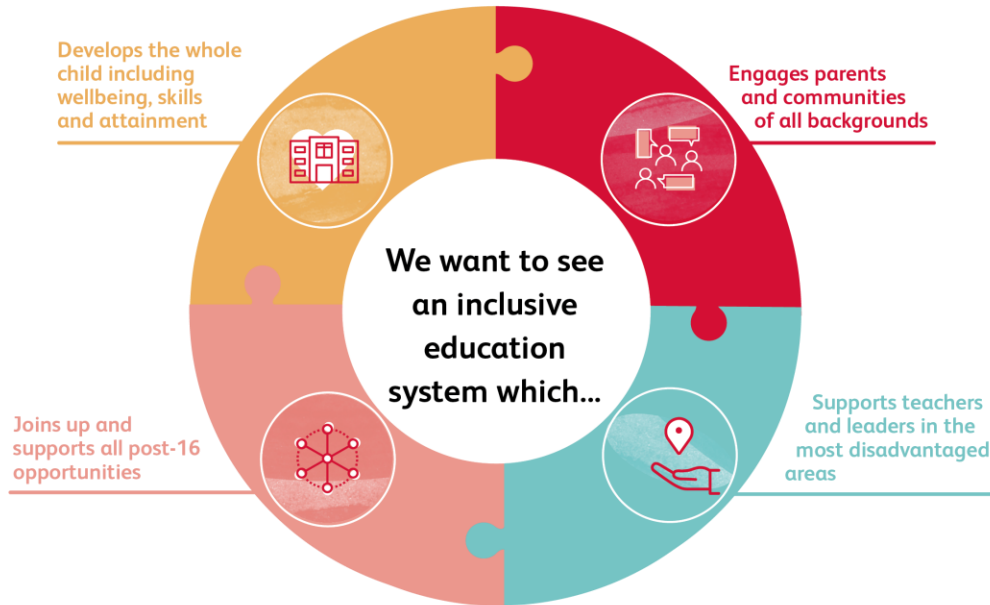
# Steering Group

A subset of our member organisations, including business supporters, who meet quarterly to input on the FEA's strategic direction.

# Youth Steering Group

A group of 20 young people who provide youth leadership across FEA Secretariat and member activity. Find more information on our youth steering group [here](#).

# Collective Action



In order to create the inclusive education system that we want to see, we know that we cannot work in isolation. Therefore, we bring together members to take collective action.

We do this in the following ways:

- Capacity building support for member led collective action
- By joining up with others (Joining the dots), FED, Big Change, ASCL, Rethinking Assessment

# FEA working groups

---

We unite our members and key stakeholders in our Collective Action working groups.



## Youth Engagement

Young people and staff from the FEA and our members co-facilitate sessions about different elements of youth engagement practice.



## Literacy Advocacy

This group informs how we can advocate for a literacy system which benefits all young people, particularly the most disadvantaged. The group completed their manifesto and accompanying [strategy document](#) in Spring 2022.

# FEA working groups

---

We unite our members and key stakeholders in our Collective Action working groups.



## Parental Engagement

[Learning with Parents](#) leads this group to drive forward a shared understanding across the sector of effective parental engagement and its pivotal role in addressing the attainment gap, and to transform parents' and carers' roles in education.



## Wellbeing and Inclusion

Most recently, the group met to review the SEND and AP Green Paper and is likely to focus further on SEND in the coming months.

# FEA working groups

---

We unite our members and key stakeholders in our Collective Action working groups.



## Tackling Racial Inequality

This group looks at equality, inclusion and diversity in education.

They convened school and third sector leaders to respond to [research](#) by NFER on racial inequality in the teaching workforce and shared their ideas with the APPG for the teaching profession.



## Delivery

They meet to share best practice and support each other in working through challenges related to digital and in-person programmes with young people.



# FEA working groups

---

We unite our members and key stakeholders in our Collective Action working groups.



## Tuition Advocacy

This group, led by [Action Tutoring](#) CEO Susannah Hardyman advocates the value of tuition in supporting schools and colleges, both in the context of the National Tutoring Programme (NTP) and the wider vision for tutoring in closing the gap. The group contributed to significant improvements to the NTP and provided expertise for member CfEY's report, '[Levelling Up Tutoring](#)'.

# FEA Annual Summit

---



- This annual conference convenes FEA members and influential stakeholders to learn from each other to:
  - Gain practical knowledge and insights from within the network
  - Build organisational capacity
  - Expand your networks
- The conference is open to all staff from across FEA member organisations.
- Highlights from the 2022 Annual Summit [here](#).

# FEA Government Consultation and policy responses

---

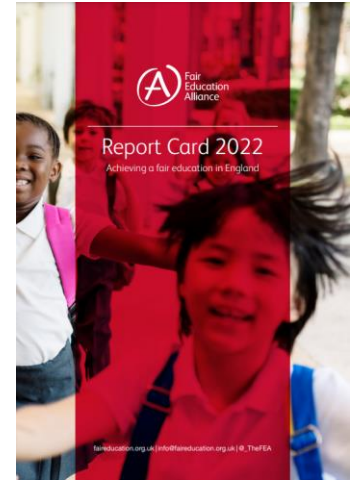
- We run events/meetings to hear about and input into government strategies and plans on education.
- Past consultations have included:
  - Recovery Open Letter to Prime Minister (2021)
  - National Tutoring Programme Open Letter (2020)
  - Home Learning Environment campaign consultation (2019)
  - Ofsted Consultation (2019)
- Please see a full list of our submissions and policy responses [here](#).



# FEA Report Card

---

- Every year the Fair Education Alliance produces an annual 'State of the Nation' Report Card measuring inequality from primary through to tertiary education.
- Members are encouraged to showcase this report to understand where the disadvantage gaps are and where to contribute to our collective effort.
- Read the 2022 Fair Education Alliance report [online](#).
- We also publish reports throughout the year in collaboration with our members, with our recommendations for change in key areas. These have received widespread news coverage.



# Weekly Bulletin

- Each bulletin helps members keep up with news from other members and the wider sector, share asks for help and offers of support and to create opportunities for collaboration.
- Sign up to receive the Weekly Bulletin [here](#).
- To contribute to the Bulletin, please email [info@faireductaion.org.uk](mailto:info@faireductaion.org.uk)





# Digital Tools


---

Our digital membership tools (launching Autumn 2022) support our members to target the areas of greatest need and **connect** and **collaborate** more effectively so that we **close the education gap** more quickly.

This **online**, secure platform will be **open to all staff** of all FEA members and includes the following:

 **Member directory** – where members can find out information about other members - what they do, where they work, who their beneficiaries are, etc

 **Collaborative workspace** – where members can access support, ask questions, and share resources with fellow members, either 1:1 or in groups

 **Ecosystem map** – where members can identify cold spots through data on education outcomes mapped against institutions where members work

# Youth Engagement



Thanks to funding from The Pears #iwill Fund we were able to co-develop a Youth Engagement Strategy with young people and our members in 2021. It outlines two strands of work we see as critical to achieving the goal set by the young people that is essential to our overall aim that no child's success is limited by their socio-economic background.

**Young people, including those who face barriers to accessing a fair education, are respected and heard in all decisions affecting their education.**

Young People are involved as equal partners in the work of the Fair Education Alliance.

This includes:

- Having two Young Trustees
- Establishing a Youth Steering Group
- Involving young people in our Collective Action & Policy Influencing
- Young people having leadership roles in our Communications, Events and Awards

The Fair Education Alliance improve, support, and celebrate Youth Social Action across society.

This includes:

- Youth Engagement Working Group.
- Leadership of #iwill Education Sector Group

# Awards

Supported by:  
**Bloomberg**



## INNOVATION

We are looking to support up to 6 individuals with new ideas that challenge the status quo and tackle the root causes of educational inequality in England

- ✓ OPEN TO THE PUBLIC & FEA MEMBERS
- ✓ ONE YEAR OF SUPPORT
- ✓ 120 HOURS OF TRAINING + 20 HOURS OF 1:1 EXPERT SUPPORT
- ✓ SIX MONTH SALARY CONTRIBUTION OF £22,500

Supported by:  
**CREDIT SUISSE**



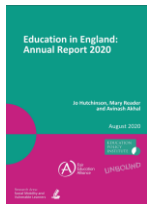
## SCALING

We are looking to support up to 7 members to scale proven impactful solutions to reach the young people in England who need it most

- ✓ OPEN TO FEA MEMBERS
- ✓ TWO YEARS OF SUPPORT
- ✓ BESPOKE SUPPORT TACKLING KEY CHALLENGES TO SCALE
- ✓ ANNUAL LEADERSHIP RESIDENTIAL



Find our previous report cards [here](#)



## 2012

**Teach First created the Impact Goals.** Our founding members came together to agree five Fair Education Impact Goals. These are targets which, if achieved, will substantially reduce educational inequality. The goals follow the educational journey of a child from primary school through to higher education and employment (see p.8 for our Impact Goals).

## 2014

**The FEA was launched** to bring together the hundreds of committed organisations and individuals across education, policy, third sector and business who believed that by working together, learning from each other, sharing evidence and amplifying our efforts through our networks, we can drive change more quickly. **Annual report cards.** Every year since 2014, we published our annual state of the nation report card, measuring educational inequality and putting forward our recommendations to close the gaps between the most disadvantaged children and their peers.

## 2015

**The secretariat was born.**

We had our first full-time staff member focused on connecting our growing membership and driving changes together. **We focused on our Impact Goals working groups.** We pushed forward our recommendations and published influential reports on numeracy, wellbeing, and contextualised university admissions. These received widespread news and our membership swelled to over 100.

## 2018

**Collective Action Priorities** were jointly decided on by members at our Annual Summit.

## 2019

**We merged with the Teach First Innovation Unit and launched three Scaling Impact Awards** to nurture and scale impactful solutions. We also launched our 3 year strategy and produced our first Annual Report.

## 2021

**We co-developed our Youth Engagement Strategy** with young people and members, and as a result, recruited our first Youth Steering Group cohort.

## 2022 and beyond...

**The changing social context around the FEA's work.**

A cost-of-living crisis, teacher retention crisis, and persistent post-Covid learning loss create greater challenges than ever, and unstable political leadership jeopardises funding and momentum. The FEA will pivot to influence where it can have the greatest impact.

