



# National HE STEM Programme

## Generating Genius Diversity Training

### 1. Name and Full Contact Details of Project Leader

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<p>Dr Tony Sewell is CEO of the charity Generating Genius, which works with HEIs to encourage under-represented groups into STEM at our top universities. The charity is based at University College London. Formerly, Tony worked at the University of Leeds in the Education department and has published widely on issues concerning underachievement in schools and talent development.</p> <p>He has been a trustee at the Science Museum and helped to set up the Learning Trust in Hackney, the body that delivers educational services to Hackney. Tony has just been appointed by the Mayor of London to chair an inquiry body looking into how the capital's schools can be improved.</p>	

### 2. Project Title

Building the capacity of widening participation departments to be more effective in their outreach to under-represented groups.

### 3. Abstract

Generating Genius is an education charity that has successfully enabled inner-city pupils from state schools to gain places in Russell Group universities. It has developed a world-class methodology, which it has now developed into a training programme.

Generating Genius proposes a series of training sessions for WP departments and Admissions Tutors with the aim of improving their reach to target groups and the quality of their outreach activities and programmes.

For more information, visit the website at: <http://generatinggenius.org.uk/>

## 4. Aims, Objectives and Outputs

The key aim is to improve HEI understanding of how best to engage under-represented students.

The objective is to provide training and information for those working in the area of Widening Participation, from a best practice perspective. This would link into the university access plans and overall outreach strategy. Universities would have drawn up their strategic objectives but many will be uncertain as to how to effectively implement their goals. The training would be a bespoke tool, which would give WP officers much needed guidance.

The Generating Genius methodology has four key objectives:

1. How to identify academic talent in under-represented communities
2. The creation of out-of-school programmes to develop and enhance talented students (summer schools etc.)
3. How to encourage students to aspire to study at top-tier universities and how to help them if they decide to apply
4. How to develop a research and evaluation model that can track the effectiveness of interventions that are used.

In terms of output we would provide one day training workshops for WP staff and Admissions tutors, together with a 'Good Practice Guide' that outlines the main approaches that may be adopted by academic departments or WP offices. We would also demonstrate our e-mentoring capabilities and how this has supported our students.

We have manuals on the overall methodology and subject specific such as Computer Science, Financial Education, Chemistry, which would be available for purchase.

## 5. Stakeholder Analysis

Content of the One-day Workshop

**In the course we teach the WP teams and Admissions Tutors the benefits of using a stakeholder-based approach.**

**Some key benefits are:**

- You can use the opinions of the most powerful stakeholders to shape your

projects at an early stage. Not only does this make it more likely that they will support you, their input can also improve the quality of your project

- Gaining support from powerful stakeholders can help you to win more resources – this makes it more likely that your projects will be successful
- By communicating with stakeholders early and frequently, you can ensure that they fully understand what you are doing and understand the benefits of your project – this means they can support you actively when necessary
- You can anticipate what people's reaction to your project may be, and build into your plan the actions that will win people's support.

## **6. Rationale**

Universities are finding it difficult to successfully engage 'disadvantaged' and 'under-represented' groups in their widening participation programmes and outreach activities. WP departments complain that state schools send them the wrong students and many Russell Group Universities still populate their programmes with too many private school pupils. Universities rely on their own lecturers and academic staff to deliver courses and inspire teenagers.

There is evidence that in many cases this does not meet the needs of secondary school pupils. All universities have written Access Plans that purport to address these issues. There is clearly a training opportunity, if the university is serious about access.

Generating Genius has a proven track record in nurturing students from some of the hardest to reach backgrounds. It has packaged this methodology into a training programme.

The programme is based on how universities can find and engage academic/scientific talent of those from under-represented students by:

- 1 Identification : talented students from under-represented (in Higher Education Institutions) backgrounds**
- 2 Developing: the talent**
- 3 Delivering: talented students into top-tier universities.**

## 7. Next Steps

If you'd like to hold a free Generating Genius diversity workshop at your institution, please contact Dr Tony Sewell on 07956 598503 or by email at [generatinggenius@yahoo.co.uk](mailto:generatinggenius@yahoo.co.uk) to agree your preferred date and discuss your bespoke requirements.

Please note that funding from the HE STEM Programme for this workshop is dependent upon attendance by a minimum of 20 delegates. The training may be exclusive to your institution if you can guarantee to supply the minimum number of delegates internally. The event will be advertised via the National HE STEM Programme website and regional mailing lists if you are extending registration to external delegates from other institutions to reach the minimum number.

If required, administrative support for Generating Genius diversity training workshops is available from the London & South East spoke of the HE STEM Programme.