

Annex 1

2.1 Mission and Strategy

Please summarise your general approach and commitment to long-term development in relation to your mission and strategy, making reference to the supporting documentation you have provided.

Bhagavat Educational Trust is fully committed to the long term development of the international mobility projects that we implement. We see this as integral to securing the long term development of our internationalisation strategy and of our institution as a whole. Below are the main points that summarise our general approach to long term mobility development.

A continued focus on our target groups

As is set out in both our mission policy and internationalisation and mobility strategies, we place a significant emphasis on personal development, the professional development of the individual and being able to contribute to a greater skilled workforce within the European Union.

Our approach to long term development in this field is to continue to focus on our identified target groups as set out in our 'Mission and Strategy'. The aim is to develop an ever increasing understanding of the needs and potential solutions for our target group, to be able to assist them more effectively and to develop the mobility projects accordingly. Through increased and effective dissemination of our projects we aim to make our international mobility projects both well known and accessible to all eligible young people.

Strengthening relationships with existing partners

We have shown a commitment to long term development by forging strong relationships with partners. We have established partners with whom we enjoy excellent cooperation. These strong ties are essential long term as they allow us access to those who can benefit most from the mobility projects. These partners have shown their support by preparing over thirty groups who are ready and have committed to participating in our Living and Learning Abroad programme over the course of the next year. This strong pool of partners possesses both the resources and the will to forge long term partnerships with us and our mobility projects.

Expanding Network

Of course, we are always looking to expand and develop. For this reason we are constantly looking for new partners, both as sending and host organisations. A recent example of this is our expansion and first mobility project in Turkey where we established a strong working relationship with the host partner - the local municipality - and a new UK partner - a group of British Muslims. We feel expansion is vital to long term development.

Consolidation of current mobility project

As outlined in our mission policy our main focus is the 'Living and Learning Abroad' mobility project. This is also crucial to development as the projects embody the very essence of our internationalisation and mobility strategies. Via these projects we are able to promote the flow and exchange of ideas, knowledge, skills and peoples across borders. Our approach is to consolidate and improve these projects over the long term to increase both accessibility and effectiveness. We aim to stay loyal to our principal theme of mutual assistance where we facilitate marginalised and disadvantaged social groups to assist each other.

Constant Improvement to Projects and New Innovations

A sure way to develop is to improve and innovate. In recent years our project has seen numerous innovations such as the establishment of online forums for peer to peer support, the establishment of online resource centres for the provision and sharing of information and guidance, the embracing of new social groups in the UK such as British Muslims, MENCAP and the British Deaf Association. We continue to commit to innovation and improvement in the preparation, implementation and post project support of our transnational mobility projects.

An innovation currently under consideration is the push to develop a spirit of entrepreneurship within our projects. In past projects we have touched on this by helping the host country's social groups to establish self sustainable workshops like a printing press or the development of ceramic arts and crafts. This has many far reaching effects – the development of a spirit of entrepreneurship, an increased focus on the acquirement of new skills and a greater flow of ideas, knowledge and skills between countries.

Continued Investment

An indicator of our commitment to long term development of the projects as outlined in our mission policy is the significant investment we commit to. This includes the setting up of new international offices and branches to facilitate and optimise mobility programmes. This is coupled with increased levels of recruiting both in the UK and abroad. This is in line with our internationalisation policy of striving to make the organisation more multicultural and multilingual.

The ever present elements built into our organisation and transnational mobility projects remain constant: to focus on the personal and professional development of the individual; an emphasis on intercultural exchange and increased understanding and awareness of different cultures; the theme of mutual assistance.

2.1 Quality Management

Please summarise your general approach and commitment to long-term development in relation to quality management.

Approach and Commitment to Long Term Development in Quality Management

A Continued Focus on Participants

When determining methodology and assessing quality management it is vital for us to remember that at the core of all our transnational mobility projects stand the participants who complete the programme. Our long term commitment to quality management runs alongside our long term commitment to our participants and their needs. This means the optimisation of effective learning pathways for each individual and ultimately working towards the best possible outcomes for each young person. This is achieved by thorough and ongoing evaluation of the transnational mobility projects, canvassing of opinions and recommendations of all stakeholders.

Leadership

Underpinning our approach to long term development in quality management is ongoing clear and strong leadership. To this end Bhagavat Educational Trust has in place well defined leadership channels (refer to organisational chart for an illustration) that direct and assess quality on a constant basis. Our long term approach is demonstrated here by a commitment to maintaining clear and strong leadership on a long term basis as consistent methodology and management of quality is seen as a priority.

Involvement of people

To accurately evaluate and improve transnational mobility it is fundamental to gather opinions, appraisals and recommendations from all stakeholders of our mobility programmes and those involved either directly or indirectly. It is our clear intention to continue to ensure input into our quality management processes emanates from diverse sources, i.e. participants, team leaders, host partners, implementation managers, domestic and host target group representatives etc.

Factual approach to decision making

To ensure logical, methodical and effective analysis during quality management we are committed to maintaining at the centre of all our quality management operations close analysis of evaluation surveys and results. These results are acted upon by the Executive Committee and policy directed accordingly. It is via commitment to a factual approach to decision making that we also base our long term commitment to continual improvement to quality management and to mobility itself.

2.1 Organisational Issues

Please summarise your general approach and commitment to long-term development in relation to organisational issues.

Foreword

In order to effectively summarise our general approach and commitment to long-term development in relation to organisational issues we need first to explain our current organisational structure as illustrated in the adjoining organisational chart 'Transnational Mobility Organisational Flow' (uploaded with the name **organisational_chart.pdf**). Below we will also demonstrate how our continued development of our current organisational structure proves our commitment to long term development in this field.

Transnational Mobility on an organisation level is split into four clear areas.

(Please also refer to organisational chart)

1. Preparation Phase
2. Implementation Phase
3. Evaluation Phase
4. Policy

1. Preparation Phase

Responsible Bodies: International Relations Unit, UK Head Office

Responsibilities: Sourcing of target groups, provision of information and guidance re. Mobility projects, Upkeep and modernisation of online resource centres, Overseeing language programme, all practical arrangements i.e. flights, accommodation, signing off of preparation phase.

Long-Term Development Approach and Commitment to Organisational Structure in Preparation Phase:

The International Relations Unit (IRU) was recently established to coordinate, implement and oversee all international matters of the institution. The transnational mobility projects equal a wide reaching area of organisational responsibility for the IRU. The creation, continuation and development of the IRU represent a significant investment to ensure the long term development of soundly organised transnational mobility projects.

2. Two Week Project Implementation Phase

Responsible Bodies: Host Country Office, Overseas Manager, UK Representative

Responsibilities: Sourcing of host country target groups and Project site, Implementation and supervision of 2 week programme, Safety and welfare of all participants, on site quality control, Appraisal and recommendation report on close of project.

Commitment to Long-Term Development of Organisational Structure during Implementation Phase:

A key element to our organisational structure in relation to transnational mobility is the establishment of coordinating offices in each host country. Each office holds only key personnel involved directly in the implementation of the projects. These offices greatly enhance and facilitate our organisational, communication and coordination operations during the mobility projects. As illustrated in the adjoining 'Transnational Mobility Investment Indicator' chart we show an increasing commitment to the establishment and expansion of host country offices. This in turn demonstrates both our approach and commitment to attaining and building on an effective organisational structure within transnational mobility.

3. Evaluation Phase

Responsible Bodies: Evaluation Board, Executive Committee

Responsibilities: Production, distribution and review of all mobility questionnaires, surveys and feedback; Creation of action plans for recommendations and proposal submissions to Executive Committee.

Commitment to Long-Term Development of Organisational Structure during Evaluation Phase:

Evaluation of each mobility project is essential to improvement and development of our whole transnational mobility programme. The introduction of the Evaluation Board that reports to the Executive Committee secures current, accurate and ongoing feedback on all aspects of the mobility projects. This ensures that the Executive Committee that comprises of the Chief Executive and the Board of Directors can act quickly and appropriately to all matters, including organisational issues.

Policy

Responsible Bodies: Board of Directors, International relations Unit

Responsibilities: Implementation of executively agreed policy; ongoing monitoring and reporting of policy success and areas for further appraisal and action.

Commitment to Long-Term Development of Organisational Structure, directing and implementing policy:

The creation, direction and implementation of policy provide the foundation for all organisational issues.

All aspects of the mobility projects are reported back on extensively to the Board of Directors who along with the Chief Executive forms the Executive Committee. Accumulated feedback, reports, appraisals and proposed action plans allow the Executive Committee to direct policy accordingly and hence continue to optimise the very organisational structures supporting all transnational mobility projects.