

Evaluation of Futures for All IntoTech Programme

Memorandum of Understanding for Schools

This form sets out the responsibilities of Futures for All (previously known as Speakers for Schools), the National Foundation for Educational Research (NFER), ImpactEd Evaluation, Brightside and schools participating in the evaluation of the Futures for All IntoTech Programme from September 2025 – July 2028. Please read the information below, along with the [privacy notices](#) before signing this Memorandum of Understanding (MoU) on page 6. Please return the signed MoU to Futures for All by email to: carly.wright@futuresforall.org. As this form asks for the agreement on behalf of your school to share data, we request that the Headteacher or a member of your senior management team completes this form.

About the IntoTech programme

[Futures for All](#) is a social mobility charity in the UK, partnering with educators, speakers and employers from across the UK, to help young people reach their potential by providing work experience placements and inspirational talks.

The IntoTech programme is being jointly funded by Futures for All and The Hg Foundation and aims to address the UK's persistent diversity gap in the technology (tech) industry by providing inspirational talks, employer-led insight days and work experience in the tech sector to school students to inspire them to consider a career in tech. The programme will also involve Brightside providing online mentoring to selected Year 9 and 10 students. The trial will evaluate the impact of receiving the IntoTech programme on students' attitudes, perceived barriers, knowledge and behaviours related to tech. Learning from the evaluation will inform the development of the programme to maximise its impact.

This is a randomised controlled trial (RCT) so you are agreeing to your school being randomly assigned to either an intervention or control group. Teachers in both intervention and control schools will be required to administer a short online survey to their Year 8 students in autumn 2025, exploring their attitudes, knowledge and behaviours relating to the tech industry. These same students will complete a survey again in the summer term 2028 when they are in Year 10, this time administered by NFER Test Administrators. The assigned school co-ordinator in intervention and control schools will be asked to complete an online survey at the start of the evaluation to explore usual practice in terms of careers education relating to tech. School co-ordinators in schools assigned to the control group will also be asked to complete an online survey in summer 2027 and 2028, asking what has been delivered in the absence of the IntoTech programme.

In participating schools assigned to the **intervention group**, all Year 8 students (in 2025/26 academic year) will have access to tech-focused inspirational talks, selected Year 9 students (in 2026/27 academic year) will have access to tech-focused employer insight days and selected Year 10 students (in academic year 2027/28) will have access to tech-focused work experience. Inspirational talks, which last approximately one hour, will be delivered in person

in the school, insight days (c.3 hours) and work experience (3 days) will be facilitated either in person on the employer's premises or virtually. Selected Year 9 and 10 students will also access online mentoring through the Brightside online mentoring platform which allows students to choose a mentor and engage with them through asynchronous text-based mentoring conversations on their own schedule

The inspirational talks are open to all students in Year 8, whilst the insight days and work experience will target disadvantaged students, particularly girls. We would expect the whole Year 8 cohort to participate in inspirational talks, around 50 students per school to participate in insight days and mentoring in Year 9, and 20 of these students will also be involved in work experience and mentoring in Year 10 and therefore experience the whole programme. There will be an application process for insight days and work experience and disadvantaged students will be prioritised.

In addition, participating teachers in the intervention group will be asked to update student participation in IntoTech activities via the ImpactEd Evaluation School Impact Platform (SIP). The ImpactEd SIP will also host surveys for intervention students to complete pre- and post programme activities.

A small number of schools in the intervention group will also be invited to participate in a case-study in the third year of the programme when students are in Year 10, during which interviews will take place with key staff and students involved in the programme. This activity is optional, but to thank schools for participating they will be given £250 for an in-person researcher visit or £100 for online interviews.

In participating schools assigned to the **control group**, no tech interventions will be offered for that cohort or for the year groups in the table below, although tech activities may be offered to the following year group and non-tech opportunities will be permitted.

	2025-26 year groups	2026-27 year groups	2027-28 year groups
Y7			
Y8	No tech		
Y9	No tech	No tech	
Y10	No tech	No tech	No tech

All participating schools (**intervention and control group**) will be required to share a range of data on student characteristics that will be collected via the ImpactEd Evaluation School Impact Platform (SIP) to support project delivery. This will include pupil name, school, unique pupil number (UPN), year group, age, DOB, gender, eligibility for free school meals (FSM) and Student Premium (PP). This data will be shared with NFER for evaluation purposes, and Futures for All for delivery purposes.

Intervention group schools will be required to share pupil SEND status, EAL status and LAC status, via the SIP, which is a requirement of the standard delivery for Futures for All programme monitoring activity. Pupil email addresses will be requested and shared with

Futures for All and Brightside for the purpose of programme delivery. This data will not be shared with NFER.

Who can take part in the evaluation?

To take part in the evaluation, your school must be:

- A state-maintained secondary school in England with a Year 8 cohort in 2025/26
- Above free school meals average of 15%
- Willing to be randomly assigned to with the intervention or control group and complete all evaluation activities

Each school will be assigned a Futures for All Programme Coordinator and will nominate a School Lead/Coordinator as a key contact for the evaluation.

Further information about this evaluation can be found [here](#):

When will my school need to get involved?

Timescale	Activity
July - September 2025	• Headteacher or Senior Leader sign-up to the trial via the MoU and provide a School Lead (main contact for the programme and its evaluation in the school)
October 2025	• Technical onboarding of recruited schools to the ImpactEd Evaluation School Impact Platform (SIP) • All recruited schools provide ImpactEd with access to participating Year 8 pupil data
November - December 2025	• All schools complete baseline activities, consisting of a school coordinator/school lead survey and a Y8 pupil survey
January 2026	• All schools notified of their allocation to the control or intervention (IntoTech) group
February – July 2026	• Year 8 students in intervention schools attend Inspirational Talks and complete a post activity survey • MI data collected on student attendance/participation in IntoTech activities in intervention schools • Control schools continue as usual
September – October 2026	• Intervention schools encourage and support students to apply for Insight days
November – June 2027	• Selected Year 9 students in intervention schools attend Insight days and complete pre and post activity surveys • Selected Year 9 students in intervention schools access Brightside online mentoring • MI data collected on student attendance/participation in IntoTech activities in intervention schools

	• Control schools continue as usual
July 2027	• School coordinator/school lead in control schools complete short online survey
September – October 2027	• Intervention schools encourage and support students to apply for Work experience
November – June 2028	• Selected Year 10 students in intervention schools attend Work experience and complete pre and post activity surveys • Selected Year 10 students in intervention schools access Brightside online mentoring • MI data collected on student attendance/participation in IntoTech activities in intervention schools • Control schools continue as usual
Summer term 2028	• Year 10 student survey administered by NFER Test Administrators
July 2028	• School coordinator/school lead in control schools complete short online survey
April – July 2028	• Evaluation case studies completed in a small number of intervention schools
Spring 2029	• NFER evaluation report published and shared with participating schools

Use of data

All data gathered as part of the evaluation will be held in accordance with the Data Protection Act 2018, and UK GDPR, and will be treated in the strictest confidence by Futures for All, NFER, ImpactEd and Brightside.

The legal basis for processing personal data is covered by: Article 6 (f) **Legitimate interests**: the processing is necessary for the legitimate interests of Futures for All, unless there is a good reason to protect the individual's personal data which overrides those legitimate interests. We've carried out a Legitimate Interest Assessment to ensure there's a clear and balanced reason for processing this information.

Futures for All is the data controller and will make decisions about how and what personal data is used for the evaluation. Brightside is an independent data controller for the purpose of delivering online mentoring. NFER and ImpactEd are both data processors and will process data under instruction from Futures for All to deliver the evaluation.

All confidential data that will be shared between Futures for All, Brightside, ImpactEd and NFER will be done via a secure data portal.

No school, teacher, or student will be named in any report arising from this work, nor will we include any information that might mean that someone else could identify them.

NFER and ImpactEd will delete any personal data within one year of publication of the final report, which is scheduled for spring 2029. At the latest, all personal data will be deleted by Spring 2030. Futures for All and Brightside will maintain personal data in accordance with their respective retention policies.

Full details of how personal data will be processed is available in our privacy notices covering students and school staff which are available [here](#). You will also find further information about the evaluation itself on the same page.

Information about how Futures for All uses personal data to deliver its day to day activities (referred to as programme delivery in evaluation information) is available here: <https://www.speakersforschools.org/privacy-centre/>

We are considering archiving data from the evaluation into a trusted national archive so it can be used to support other educational research. If data is archived direct identifiers (such as names) will be removed but others personal data will be retained so it can be matched to other administrative datasets such as the National Pupil Database. Any further use of the data would be subject to strict controls and reviewed to ensure no research participants can be identified in any outputs. Once a decision is made privacy notices will be updated (if required) and published on the project web page.

Memorandum of Understanding - Responsibilities Futures for All will:

- Log school recruitment data and share this with ImpactEd Evaluation and NFER via secure portals.

In addition, if your school is allocated to the **control group**, Futures for All will:

- Offer a variety of Futures for All activities in 2025/26, 2026/27 and 2027/28. No tech activities will be offered to Year 8 students in 2025/26, Year 9 students in 2026/27 or year 10 students in 2027/28.

In addition, if your school is allocated to the **intervention group**, Futures for All will:

- Arrange for the provision of inspirational talks to Year 8 students, insight days and online mentoring for selected Year 9 students and work experience and online mentoring for selected Year 10 students between January 2025 – July 2028. The target group for insight days, work experience and mentoring will be disadvantaged young people.
- Assign each school with a Programme Coordinator at Futures for All who will help to understand the school's specific needs at set-up and support them throughout the evaluation.
- Liaise with schools to arrange suitable dates and times for IntoTech activities.
- Ensure that all members of the Futures for All team and associated speakers and employers visiting the institution and/or hosting student visits to employer premises are familiar with the safeguarding procedures and have received appropriate training on safeguarding protocols.

Futures for All will receive the results of the trial in the form of a publishable report from NFER. No individual or school will be identifiable in the report, unless permission has

explicitly been given by the data subject. Findings from the evaluation will only be shared in anonymised form.

NFER (the lead evaluators) will:

- Provide a key contact who will be available to support schools during the evaluation.
- Set up and provide a secure portal to be used for the sharing of data.
- Support schools to carry out all evaluation activities and provide all necessary materials to do so.
- Randomly assign schools to the intervention and control groups
- Carry out visits to case studies and interviews in intervention schools as agreed
- Provide case-study schools with £250 (for in-person visits) or £100 (for online interviews) to thank them for their participation.
- Send NFER-trained Test Administrators with Disclosure and Barring Services (DBS) clearance to all schools to administer the student survey to Year 10 students in summer 2028.
- Ensure all NFER staff visiting schools to interview staff and students, and who have access to evaluation data, have enhanced DBS clearance.
- Ensure that all members of the evaluation team visiting/contacting the school are familiar with the school's safeguarding procedures and have received appropriate training on safeguarding protocols.
- Pay £500 incentive on completion of all trial activities
- Analyse all data from the project using secure systems.
- Write the report and disseminate research findings.
- Provide schools with links to the published report (anticipated in Spring 2029).

ImpactEd Evaluation will:

- Provide a key contact who will be available to support schools during the evaluation with using the School Impact Platform (SIP).
- Collect student characteristic data from **all** participating schools

Intervention schools only:

- Collect MI on student participation in IntoTech activities using the SIP form
- Administer Futures for All surveys for students post Inspirational Talk in the first year, and then pre- and post- Insight Days and Work Experience in year 2 and year 3.

Brightside will:

- Provide a key contact who will be able to support schools to prepare for the mentoring intervention
- Provide a key contact to onboard students to the mentoring platform via online induction sessions
- Provide schools with regular reporting on student engagement
- Collect student data directly from students at the point of account creation, **only** from those schools involved in mentoring
- Escalate any safeguarding concerns directly to the named contact within the school in line with Brightside's safeguarding procedures and policies

Our overall expectations of your school:

Please find below a summary of what will be expected from schools taking part in the evaluation. Please read the following statements and sign below to confirm you have read the document. Please also sign and keep a copy for your reference.

The school will:

- Allocate a Programme Lead/Coordinator (key contact for Futures for All, NFER, ImpactEd Evaluation and Brightside to liaise with). The key contact should have sufficient capacity to be able to respond promptly to communications and facilitate programme and/or evaluation activities. If they leave the school or are no longer able to meet the requirements for the role, Futures for All and NFER should be informed of this and provided details of a replacement contact. NFER will share any updated contact details with ImpactEd Evaluation and Brightside.
- Commit to the evaluation between September 2025 - July 2028.
- Be willing to be assigned to either the intervention or control group.
- Share the parent/carers letter provided by Futures for All with parents/carers of the students who will be participating in this evaluation.
- Be a point of contact for parents/carers, including providing them with full information about the program and informing NFER about any student withdrawal requests from parents/carers during the course of the evaluation.
- Share participating student data (name, school, unique pupil number, year group, age, DOB, gender, eligibility for free school meals (FSM) and Student Premium (PP). Additionally intervention group schools will also share student SEND status, EAL status and LAC status.
- Administer an online survey to all Year 8 students in autumn 2025
- Facilitate an NFER Test Administrator to visit the school to administer a short online survey to participating Year 10 students in summer 2028.
- Encourage your School Lead/Coordinator to complete an online survey in the autumn term 2025 (all schools) plus in summer 2027 and 2028 for schools assigned to the control group.
- Ensure that appropriate arrangements are made for the supervision of students when members of the delivery team and evaluation team are conducting activities with students.
- Inform any members of Futures for All (delivery team) or NFER (evaluation team) who are visiting the school about the school's safeguarding processes and provide details of the school staff member whom they should contact should a safeguarding disclosure need to be made.

In addition, intervention schools will also:

- Share student attendance/participation in IntoTech activities.
- Facilitate the attendance of Year 8 students at Inspirational Talks, filtering at least 50 students to Insights day and at least 20 students to Work Experience.
- Consider taking part in the evaluation as a case-study school or to undertake a telephone/virtual interview if invited.

Who to contact

For further information about the IntoTech programme, please contact the Futures for All project coordinator at Carly.Wright@futuresforall.org

NFER is responsible for the day-to-day management of the evaluation. Please contact the evaluation team at: futuresforall@nfer.ac.uk if you have any questions about the evaluation.

Confirmation

I confirm that I have read and understood the information provided about the project and I have had the opportunity to ask questions and have had these answered satisfactorily.

☐

I understand that if I withdraw my school from the evaluation, unless otherwise instructed, all parties will use any data that has been collected up to that point in their analysis. Please note that data deletion will not be possible once data analysis has commenced (from August 2028).

☐

I understand that my school's participation is voluntary and that I am free to withdraw my school at any time. I will let Futures for All and NFER know if I choose to withdraw from the research.

☐

I agree to either being assigned to the intervention or control group and am willing to comply with all evaluation activities.

☐

I know who to contact if I have any concerns or complaints about the project.

☐

My school **will** take part in this research and agrees to the conditions stated in this Memorandum of Understanding (MoU).

☐

Headteacher's signature: _____

Date: _____

Headteacher's name	
School telephone number	
School email address	
School name	
Address and post code	
School Unique Reference Number (URN)	

Please provide details of key contact person (programme lead/coordinator) for this study who Futures for All, NFER, ImpactEd Evaluation and Brightside will primarily liaise with:

Key contact's name	
Key contact's phone number	
Key contact's email	
Key contact job role	

Please return the signed MoU via email to carly.wright@futuresforall.org.

Last updated: 29th August 2025

Public

SFSE2
MoU