



Annual Project Report

April 2024 to March 2025





The past year has been challenging in many ways. We were all horrified by the acts of violence and abuse perpetrated by people intent on stirring racial hatred and Islamophobia during the riots in summer last year. Like many organisations, we closed for the day and checked in on our young people, many of whom felt overwhelmed. We also had to postpone our scheduled film shoot to ensure the safety of our young people, staff and crew, leading to additional and unforeseen project costs. While it was heart-warming to see so many people take to the streets to counter protest and ensure that everyone in Bristol felt welcome, the impact of the riots has lasted longer and many of our young people from the global majority feel less secure, particularly those who came to the UK as refugees. The sense of belonging and community Integrate offers has been more important than ever, as has the opportunity to talk about these issues in a safe and welcoming space. The riots also prompted discussions and proposals for working more closely with young people who, through no fault of their own, might be vulnerable to racist ideologies.

Our young people

Over the 2024 - 2025 financial year we engaged 358 young people in a range of social action projects and creative and educational activities. As always, we offered one to one and small group mentoring and pastoral care, meaningful work experience and leadership opportunities, academic and career support, internal and external training and access to aspirational platforms for advocacy. We were proud to see some of our more active beneficiaries receive awards and those who completed A levels go on to further education or choose to take a gap year to explore their interests.

Demographics:

Minoritised and / or Muslim: 290
White British or white other: 68

Young women: 259
Young men: 88
Nonbinary: 11

Total: 358





Outputs and outcomes for Integrate's young people

Integrate's work is split between its intensive work with local young people and its national education and advocacy work. The two are interrelated as Integrate young people identify the issues that they consider to be a priority for themselves and their peers. They benefit from leadership opportunities as they use their media resources and lesson plans to facilitate peer education workshops nationally and access platforms for advocacy.

Creative and Educational Opportunities

Story development, art workshops, songwriting, scriptwriting and film production workshops on topics including:

- Serious youth violence
- Colourism
- Diversifying greetings cards
- The negative impact of porn on young people

Training Opportunities

40 young people were trained to deliver peer education workshops in different topics. Training topics included:

- FGM safeguarding (different resources for different ages / adults)
- Honour-based abuse & forced marriage
- Grooming (gang/drug culture and so-called Islamic extremism)
- The impact of girls growing up in honour culture and the challenges of identifying as LGBTQ+
- Right wing extremism
- Gang culture and knife crime
- Addressing racism in schools
- Sexual harassment and assault
- Coercive control and toxic relationships
- Toxic masculinity and the impact on the mental health of boys and young men
- GDPR
- Safeguarding
- Handling disclosures and difficult conversations



Resources produced

Theatre Boy - serious youth violence

The vast majority of our young activists involved in Project Fearless identified youth violence, in particular knife crime, as an issue they wanted to address both locally and nationally. Many of our young people voiced their fear and concerns around spending time out with friends, attending parks and going to social events in the community. They identified poverty, exclusion and fear as contributing factors. In small groups they spoke of the glorification of certain lifestyles, online harms, certain types of aggressive music and the fact that people can access violent weapons easily as major challenges. Some of our young people have been directly affected by some of the more recent incidences of knife crime, including two who lost a classmate. Many spoke of being frightened spending time out with friends, attending parks and going to social events in the community.

As well as developing an educational resource and lesson plan, our young activists told us that they believed interventions led by peers would be more impactful than those they had experienced in their schools. In response to this, we have planned a 'train the trainer' project with the aim of rolling out youth led workshops in Bristol schools. Following evaluation, we aim to secure funding to roll the programme out nationally.

"It's not enough to tell people to put the knives down, we also need to focus on challenging the driving factors that make young people more vulnerable to picking up a knife"

Consultations and partnerships:

As a part of our research we consulted Professor Craig Johnston, a senior lecturer of Criminology at University of West England, young people with lived experience and Faron Paul from Faz Amnesty. We have also met with and enjoyed much support from a local councillor, Bristol City Council, representatives from the NHS, Avon and Somerset Police and other youth organisations that support young people including Empire Fighting Chance and ACE. Young people from both Integrate and Empire talked about how easy it is for young people to buy weapons and felt there were little or no precautions in place to prevent youths from accessing them.

125 young people benefitted from an increased sense of belonging and community through sharing their lived experience, including several who had lost friends to knife crime. They made new friends, carried out research, compared findings and contributed insights and ideas during the development of the project. **75** young people from five schools developed the story and script and **30** young people acted in the film.



Shade - Understanding the negative impact of colourism

Colourism is a pervasive form of prejudice and discrimination that prioritises lighter skin tones and Western beauty standards over darker complexions, manifesting in both intra-racial and inter-racial contexts. Intra-racial colourism occurs within the same racial or ethnic group, driven by societal norms and beauty standards that equate lighter skin with attractiveness, wealth and higher social status. Inter-racial colourism involves biases between different racial groups, such as employers showing preference for lighter-skinned candidates, affecting job prospects for darker-skinned individuals.

Our young people were particularly interested in the gendered impact of colourism, specifically how colourism influences young women and girls' sense of confidence, beauty, and desirability. They wanted to explore the impact of beauty products perpetuating unrealistic, Eurocentric standards of beauty as well as products (specifically, skin bleaching) that reinforce the idea that fairer skin is more beautiful. They also wanted to explore how colourism impacts young men and boys who feel they are perceived as more hostile or aggressive if they are darker skinned, and are more susceptible to being reprimanded in school and/or stopped and searched by police.

“Colourism is an issue that impacts young people differently and is a topic that is not talked about enough. Many struggle to differentiate colourism from racism and much of the discrimination they face comes from within their own families and communities.” Young woman

Having identified colourism as a form of prejudice and discrimination that has a considerable negative impact on their confidence, self esteem and sense of wellbeing, our young activists decided this was an issue that needed to be addressed. They also felt teachers and parents needed to be involved in the conversations to understand how their behaviours were affecting young people.

66 young people, 55 of whom are young women, shared their experiences of colourism, recounting instances where teachers could not distinguish between students of the same skin tone, despite their different clothes, hair, and personalities. This often led to collective punishment or the punishment of the wrong student. They also shared stories of being told by their relatives not to play outside in the sun to avoid darkening their skin. White students confirmed that darker skinned peers are punished more severely than white or lighter skinned peers. While dark skinned girls are often seen as more 'masculine', darker skinned boys are seen as dangerous or aggressive. Inter-racial colourism results in some young people 'looking down' on others who are darker skinned.

The young activists wanted their film to reflect the different ways colourism affects people belonging to different racial and ethnic groups. The film explores the stories of two young women: One a dark-skinned black woman, and the other from a South Asian background. By highlighting their unique experiences, the film aims to show how colourism impacts people in diverse ways across different communities.

40 young people participated in creative development workshops, including story and script development, costume, casting and rehearsal sessions; 29 acted in the video. The script writer was a South Asian woman who identified with and had lived experience of colourism.

Art workshops

41 young people attended art workshops to address the lack of representation in greetings cards and to challenge the 'Westernisation' of religious figures, they created diverse greetings cards which they sold at our annual youth conference. They now plan to widen their range of greetings cards, write a business plan and find partner shops to sell the cards.





Chatham House - Grassroots to Global

In October, our young activists presented their video “Theatre Boy” at the Chatham House in London. The event included speeches from young people who shared their personal stories and emphasised the importance of their project, as well as their views on what might be the motivators of serious youth violence. Following the screening, there was a panel discussion moderated by author and commentator Nels Abbey.

The panel included contributions from Henry Chan, Dr. Calvin Moorley and two of our young activists. Their perspectives, rooted in lived experiences, provided insights into the societal and systemic factors that might contribute to serious youth violence and the importance of involving young people in grassroots-led solutions.

By providing access to high profile platforms like these, Integrate UK continues to empower young people to represent themselves, their views and concerns and to advocate changes to policy and practice.





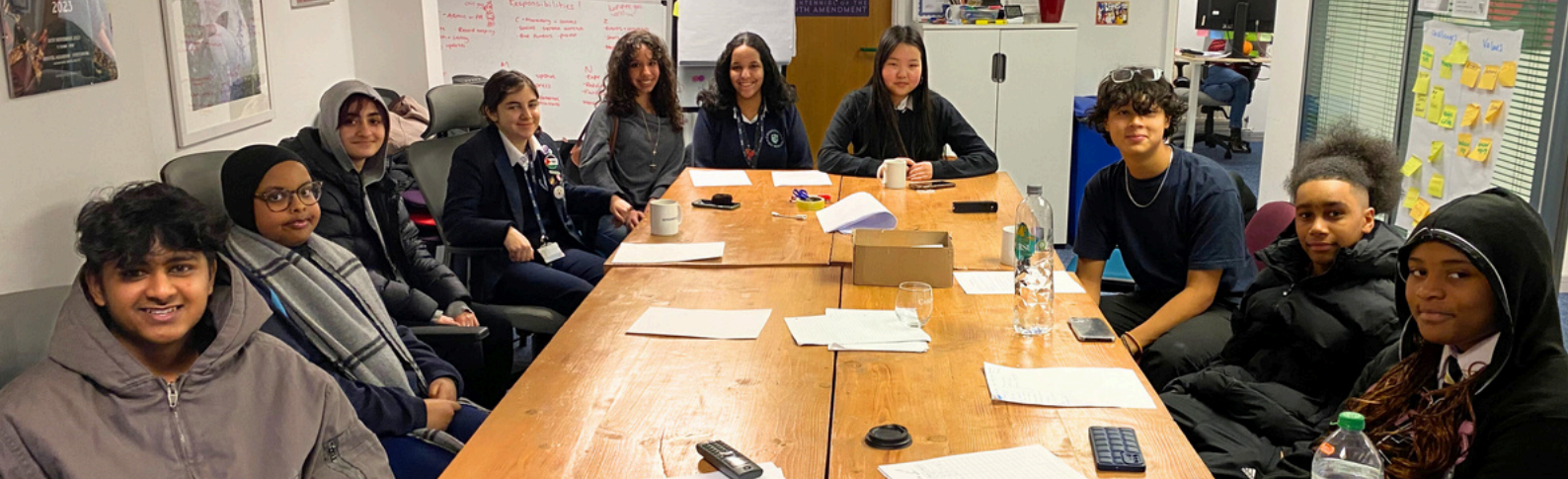
Integrate's Annual Youth Conference

Our 2024 youth conference was held on 13th December at Bristol Aquarium. As always, our keynote speaker is one of our young people and they can choose the topic about which they wish to speak. Rabea spoke passionately about the impact of the conflicts in Gaza, Lebanon and Ukraine as well as her own country, Sudan. Ann spoke of the devastating impact on civilians and explained the historical context. She also emphasised the importance of truthful and honest reporting about the causes and background to conflict - including colonisation.

"I was so glad to be able to speak about my country in front of the people at the conference. It was an amazing experience and afterwards, quite a few people came up to me to ask questions about the conflict which has helped me to believe I've made more people aware of the situation."

It was an inspiring day spent celebrating our young people's achievements - with speeches on social justice, performances, films and awards for our young people. As a part of our young activists' ongoing campaign to diversify the curriculum, two of our young people joined a panel discussion with Ben Spence, Headteacher of Montpelier High School, and Nasra Ayub, former beneficiary and trustee and Programs Officer at Global Fund for Children. The panellists discussed the lack of representation in education, the importance of embedding diverse perspectives into lessons and strategies for creating an inclusive and diverse curriculum that reflects the backgrounds and experiences of all students. Discussions highlighted a vision for Britain's future curriculum - one that celebrates diversity, fosters mutual understanding and cohesion and equips young people with a well rounded view of literature, history and sociology. While some schools in Bristol actively introduce books by writers of colour at KS3, exam boards continue to focus on the British canon of literature at GCSE and A level. Additional asks include ensuring history is taught truthfully and that the impact of colonisation is included.

The entire day was hosted by 4 young people. 16 young people planned and organised the conference and 21 performed or spoke at the event. In total, 285 delegates attended. Police and Crime Commissioner Clare Moody distributed certificates of achievement to our young people as a recognition of their work addressing serious youth violence and colourism.



Training and work experience

63 young people benefitted from more than 1,204 hours of paid and unpaid work experience, including:

- Monitoring and evaluation
- Facilitating peer education workshops
- Administrative tasks
- Running IUK social media
- Designing and leading projects
- Runner on film set
- Make up artist on film set
- Representing Integrate at high profile events
- Delivering training for peer educators
- Co-creating lesson plans
- Event planning and hosting
- Preparing and delivering presentations for trustees and stakeholders
- Developing a code of conduct for young people

In addition to the above, one young woman took a gap year to complete a year long internship as a project worker. Another has started a Time to Shine leader placement as Marketing and Comms Coordinator and is completing a marketing apprenticeship. Both are former beneficiaries.

Training accessed:

- Right wing extremism
- FGM (various resources for professionals and young people)
- Toxic masculinity
- Coercive relationships
- Racism in schools
- Racial micro-aggressions and how to challenge them
- Honour culture and the challenges faced by young people who identify as LGBTQ+
- Honour based abuse and forced marriage
- Sexual harassment and assault in schools
- GDPR
- Safeguarding level 2
- Safeguarding level 3

Events and outreach

63 young people accessed training and gained valuable, paid work and leadership experience through delivering peer education workshops and assemblies in schools nationally using Integrate's resources:

Peer education workshops delivered: 142

Young people reached: 5,147

Young people reached through public speaking, conferences etc: 422

Total young people reached: 5,469

Professionals reached: 1,053

Total reach: 6,522

Impact for external beneficiaries:

Analysis of the feedback forms completed by participants at the start and end of the workshops show the very impressive impact of the workshops facilitated by our team of young outreach workers. Responses to the questions below show the percentage of positive change as a result of the intervention:

Love Bomb - coercive relationships:

- I feel that I understand the impact of coercive control on a victim: **576% positive change**

Switched - FGM and the role of men and boys:

- I feel knowledgeable discussing FGM with my peers: **350% positive change**
- I would speak to a teacher if I thought a girl was at risk of FGM: **500% positive change**

What Was She Wearing - Sexual harassment and assault in schools

- I can explain the difference between sexual harassment and assault: **700% positive change**
- I know where I can get support if I have experienced sexual harassment or assault, or if someone I know has experienced sexual harassment or assault: **1800% positive change**

Onur - HBA and forced marriage

- I am aware of confidential telephone numbers I could call if I needed support for myself or a friend at risk of HBA: **360% positive change**

Blame Her - honour culture and the challenges of belonging to the LGBTQ+ community

- I can describe what honour culture is and how it can disproportionately impact girls: **417% positive change**

Big Man - Toxic masculinity

- I am confident that I could respond appropriately to toxic masculinity and misogynistic behaviours: **329% positive change**

Vitriol - right wing extremism:

- I understand how young people could be drawn into extremism: **525% positive change**



Some of the feedback from workshops facilitated for front line professionals:

"Colleagues have shared that the focus on the importance of precise language and clear definitions related to racism was incredibly enlightening. The idea of codifying our anti-racism policy for staff, including scripts and action/response flow charts, will be a valuable resource for staff moving forward.

They also noted that the session was fantastic, and the discussions on teaching the wording and impact of micro-aggressions were both informative and eye-opening. Understanding these subtle yet harmful behaviours is crucial in ensuring we create a more inclusive and respectful environment for all students."

"The session today was extremely powerful, facilitated by highly impressive young people. It gave me hope in a world that is becoming scarier by the day."

"Great session, very thought provoking"

"Thank you again to the presenters for sharing their expertise and experience. We greatly appreciated their time and expertise."

"I have gained so much knowledge about FGM that will be beneficial to take forward in my practice and best support the women in my care"

"Will look to develop a whole school policy, in collaboration with parents groups, to show how we respond to incidents of racism in our school, and continue to celebrate diversity within the school for minority ethnic groups (e.g. Hindus). Continue to challenge the predominantly white ethnic group."



20 young activists represented Integrate at a range of aspirational events, including:

Oxford University - FGM research colloquium

We were invited to speak at an FGM research colloquium hosted by Tobe Levin at Oxford University. One of our Junior Trustees spoke about Integrate's recent anti-FGM work and showed "Switched", our resource aimed at encouraging men and boys to play an active role in challenging the practice. During the event they met activists from other organisations and heard academics present their research findings.

Bristol City Council shadow board

Four young people are part of Bristol City Council's shadow board. They meet policy makers and representatives from other organisations to discuss concerns or issues they experience growing up in Bristol. Examples include the lack of youth spaces, increased youth violence and incidents of harassment when using public transport

Derby City Council

Two young people delivered a presentation for staff working in 12 schools in Derby on how to approach conversations on difficult topics with young people. We've since been invited to deliver workshops in two different schools in Derby on toxic masculinity, coercive relationships, FGM and honour based abuse.

The Deanery CE Academy School, Swindon

Two of our Junior trustees delivered a workshop on right-wing extremism to 40 members of staff at a school in Swindon.

Trust in Learning Academies (TiLA) inset day

Two young people facilitated a workshop on recognising and addressing micro-aggressions at a cross Academy inset day for teaching staff from 8 schools. Feedback from staff attending the workshop was extremely positive; we were contacted by a primary school asking if we could work with their children who frequently use racial slurs. While our funding and work is aimed at young people and young adults, we hope to support the primary school in developing strategies and/or a project to address the issues their children are facing.

International Women's Day event hosted by Bristol Women's Voice

One young woman presented our film Shade and gave a presentation about colourism at this annual event. Two Integrate staff hosted an open mic session.

One young woman spoke at a **Children and Young People's Mental Health Conference** in collaboration with UK Youth.

Awards, press and recognition

Diana Awards

We were all very proud to hear that two of our beneficiaries, Priya and Mariama, won the Diana award. Priya has been with Integrate for 10 years, having started as a participant in our Project Fearless programme and co-developed Vitriol, one of our most popular and powerful educational resources challenging Islamophobia and xenophobia.

From 2023-2024 she completed a year long internship as a project worker and facilitated workshops with young people on a weekly basis. Priya also led the knife crime project and developed partnerships with organisations working on serious youth violence. She also starred in "Love Bomb", Integrate's film on coercive control which attracted more than half a million views and won a Silver Smiley Film award at the BFI.

Mariama was a lead participant in Integrate's campaign to diversify the curriculum. In collaboration with UK Youth, she led two Change Makers projects which focused on empowering black young people through various initiatives on mental health and wellbeing.

Both Mariama and Priya have started their university courses and we look forward to watching their progress.

To celebrate 10 years since their launch, Bristol 24/7 featured an article about Fahma and our Guardian backed FGM campaign - the story was in their first publication. They reported on Integrate's ongoing FGM campaigns including #MyClitoris and Switched. They also mentioned our young activists' two latest resources, "Theatre Boy" and "Shade".

An article about our annual Youth Conference and Integrate's new videos was published in the Bristol Post in December.

Integrate and the National Film Archives!

We were all very excited and honoured to hear that four of our young people's videos have been accepted into the BFI's national film archives. The films and topics selected were:

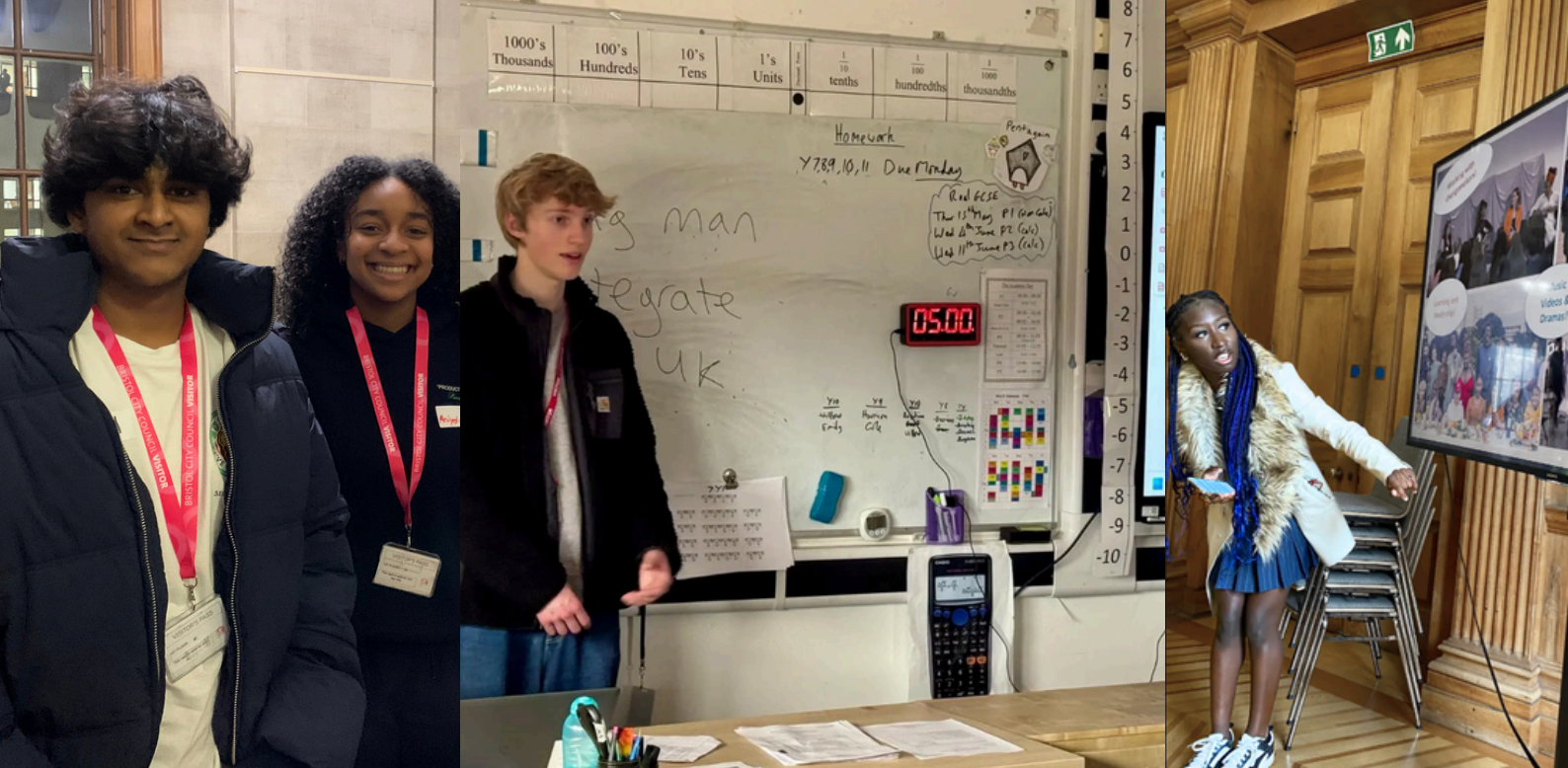
- **Everybody's Business** - (placing FGM in the wider VAWG agenda)
- **#MyClitoris** - (a music video making it clear that no form of FGM is acceptable)
- **What Was She Wearing** - (sexual harassment and assault in schools)
- **Smile More** - (racism in schools)

Ujima Radio

Two staff members were included a programme featuring artists and performers as part of International Women's Day. Our anti-FGM song #MyClitoris was played as part of the programme.

Royal College of Obstetricians and Gynaecologists - World Congress

Between 15th and 17th October, our resource "Switched" was screened at the Royal College of Obstetricians and Gynaecologists (RCOG) World Congress in Muscat, Oman. 2,000 delegates from 80 countries attended the Congress.



Feedback on the service and support we provide from parents:

"It was the toughest time for my daughter and our family. My daughter, who was very shy and couldn't speak in front of the community, had experienced racism and peer bullying at school, and had been abandoned by her father when she was a child and experienced domestic abuse which left her frightened and not trusting. With the support of the organization, she discovered her own abilities, gained confidence, and continues her life as a happier child. The organization has taught us not to remain silent when something happens and to fight for our rights."

"My son has thrived since joining Integrate. Instead of hanging about he's running straight to the Integrate offices to get involved in whatever project they have going on. He's really engaged and dedicated to it (which amazes me for his age, he's only 14). His writing, speaking and debating has become confident and powerful. The creative processes he's been through making these films has left him excited and driven to do more with Integrate. He's proud of the work they do and really feels part of a community. I cannot thank them enough for lifting him and empowering him to get his very important voice heard."

Looking to the future

In terms of new work, our young people are in the process of developing a music video addressing a specific area of online harm. During development workshops, they discussed the impact of the accessibility of porn, acknowledged the many challenges taking on such a topic would present but stressed the importance of this issue as an area they feel is neglected and much needed. Several spoke about their siblings - some of whom are still in primary school, accessing harmful content. They also talked about how teenagers' understanding of healthy relationships has been very distorted and that the misinformation is contributing to sexual violence.

The second campaign will focus on xenophobia and the challenges faced by young people who identify with two cultures but feel unaccepted by both. We all look forward to the next stages of these important projects and campaigns.



Strategic Development

Strategic development:

While some of our plans in terms of strategic development have been delayed due to unforeseen challenges, we appointed experts and consultants for the following:

- **Avensure:** Expert HR services
- **Qlic:** IT services - including upgrading IT security
- **Bristol Community Accountants:** Finance service for accounts, bookkeeping and payroll
- **Eastside People:** Salary benchmarking

With input from staff and our youth board:

- **Pragmatic Radicals:** Organisational strategy - while this had to be put on hold, we are now close to completing the strategy with input from our staff, young people and our refreshed board of trustees. Following on from the strategy we will finalise our business plan and fundraising strategy.
- **Ald Design:** New website
- **Design & Tonic Ltd:** Rebrand & new logo

In September we welcomed three new Project Leads: Muktar, Nachiketa and Rhianna.

Cynthia Nchang, one of our alumni, has joined our staff as a Rank Foundation Time 2 Shine (T2S) Leader. As Marketing and Comms coordinator, Cynthia will be running our social media, writing press releases, representing Integrate at events and nurturing new relationships. She will also assist with copy for the website and will ensure our young people's voices and campaigns are shared widely. Cynthia will also complete a government funded apprenticeship in Marketing during her internship and will use what she learns in her role.

Additional training for staff:

- Fundraising
- Monitoring and evaluation
- Human Resources
- Anti Racist training
- Marketing & PR
- Comms Clinic - Pilot Workshop

Board of Trustees

We are delighted to welcome three new trustees to our board:

Henry Chan is a social worker and Safeguarding in Education Team Manager. He brings a wealth of safeguarding experience and has delivered level 3/4 Safeguarding training for our project team on several occasions.

Shabnam Grewal is an award winning media professional and anti-racist activist with experience working in the voluntary sector.

Daisy Miceli is a marketing and communications professional and content creator who has been leading youth initiatives for over three years.

Hana Farhat has completed her two year trusteeship and has decided to step down. On behalf of our young people and staff, we would like to thank Hana for her positivity, support and commitment. We'd also like to thank her for her ongoing support, including coming to our 2024 Youth Conference and her commitment to stay in touch and continue supporting our young activists' events and campaigns.

