



**Impact Report**  
**2021 - 2022**

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## Introduction

In 2021-22, as Covid restrictions lifted, Integrate UK began transitioning to post-pandemic delivery. However, many challenges remained. With the risk of failing to make up for the learning loss from the pandemic rated as “critical or very likely” by the Department for Education, schools prioritised core subjects, at the expense of subjects such as PSHE.

*“After Covid, there’s no focus on PSHE; it’s just academic attainment. So there’s a huge gap of support and there’s only so much teachers can do. Some of the schools haven’t had a PSHE lesson throughout the pandemic. They rely on us to fill the gap but we only reach 30 kids in a class and there’s a whole year group who miss out.” – Integrate UK staff member*

The needs of young people, especially those facing socioeconomic disadvantage, have grown during the pandemic. There has been an increase in mental health conditions affecting children and young people (The Health Foundation, '22), alongside a rise in inequalities including in educational attainment, child poverty, and health and wellbeing outcomes (BMJ 2021, Nuffield Trust '21). It is also suspected that Covid 19 provided cover for harmful practices across the UK, including FGM, forced marriage and honour-based abuse. Reports from campaigners, specialist charities, and national data reinforce these concerns; In 2021, Karma Nirvana saw a 200% increase in calls to its national forced marriage helpline. Data collected by NHS Digital reported a 30% drop in the average number of new reported cases of FGM during the pandemic, compared to the three preceding years.

In this context, Integrate UK provided intensive support to 369 young people, more than ever before. The work that Integrate UK does for young people experiencing multiple disadvantage is transformative. Young people shared how their lives changed since joining Integrate UK. They talked of new friends, increased confidence, greater empathy, new skills, better grades, and pride in their achievements. A couple of young people said they “wouldn’t be here” were it not for Integrate. The organisation’s work was nationally recognised with a Charity of The Year award (Prestige Awards) and by being a runner up for the 2022 GSK IMPACT Awards (Kings Fund).

Last year, Integrate UK also trained 335 professionals and provided peer education to 4580 students across the country. Schools value the organisation's work greatly, especially as they struggle to address equalities issues whilst dealing with the aftermath of the pandemic.

*"The impact Integrate has had has been phenomenal. They've changed the lives of some students, their experience and ambitions. The fact that the resources are accessible is invaluable. It provides training for us as much as for our students." – School Vice Principal*

Integrate UK's outreach work and the training of professionals increased compared to its lockdown output but has yet to reach pre-pandemic levels. Yet the challenges for both schools and the organisation are possibly greater than ever before. The charity alone cannot meet the significant gaps Covid19 has left on relationship, sex and health education. At the same time, influencing change at a policy level on equalities issues is more challenging at a time of remote meetings and diverted attention. Young people expressed excitement and gratitude about all the organisation achieved last year, but also the hope that Integrate UK can continue to support more of their peers across the country at a time of great need.

### Methodology

- Interviews with six Integrate UK young people
- Interviews with three Integrate UK frontline members of staff
- Interview with the Vice Principal of one Integrate UK partner school
- Statistical analysis of before & after evaluation questionnaires used after every session
- Analysis of monitoring data collected by Integrate UK
- Anonymised feedback questionnaires completed by 16 young people
- Feedback from two partner schools

Limitations: There has been less feedback from school partners than normal due to the Easter half-term coinciding with the writing of this report. It is possible that the young people who respond to questionnaires and interview requests are the ones who are already more engaged in the organisation, and/or those who have better English.

**"Nudes are shared a lot in school, teachers hear us talking about it but they don't do anything and they should report it."**

**"I don't want to send nudes, but when the boy I like asks me to send nudes, I say that I can't because I am eating dinner or with my family, I make excuses because I can't say no..."**

**"He made me send nudes or he'd get mad..."**

**'Girls asked for nude photos up to 11 times a night' - OFSTED report**

**More than 50% of the girls we work have told us they are regularly asked for nude photos.**

**#IUKYouthConference2021**



### The Year in Numbers

#### Demographics of Integrate UK young people

Total number of beneficiaries: 369 young people up to the age of 25

Nearly 2/3 were from racialised communities

58% were Muslim

70% were girls

2/3 were on free school meals and/or pupil premium

Integrate UK worked with YP from 32 different backgrounds from 3 continents.

#### Outputs for Integrate UK's young people

##### Education support

###### Tutoring

19 YP participated in 490 tutoring sessions delivered on the core subjects of science, maths, and English

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##### Creative and Educational Opportunities

Scriptwriting and film production workshops on topics including:

**Female Genital Mutilation (FGM) and Honour-Based Abuse (HBA)** – 37 young people developed the script for a new resource. 14 young people participated in film production

**Sexual Harassment and Assault** – 160 young people participated in script development workshops for a new film resource. 44 young people participated in film production

**Racism** – 12 young people developed the script. 18 young people participated in film production. 14 young people participated in mentoring sessions on film directing.



*Earned A Seat, music video directed by 16 year old Shaheim*

#### Ambassador Programme:

Social action project with 9 young women who participated in 20 development and educational workshops to produce welcome and wellbeing packs for newly arrived students. These packs were distributed to their secondary schools.

#### **Training Opportunities**

##### Training for Outreach workers

44 Outreach workers were trained in delivering Peer education workshops using our resources in topics including:

- FGM safeguarding (different resources for different ages / adults)
- Honour-based abuse & forced marriage
- Grooming (child sexual exploitation)
- Grooming (gang/drug culture and so-called Islamic extremism)
- Gender inequality & gender stereotyping
- Right wing extremism
- Gang culture and knife crime
- Addressing racism in the classroom
- Sexual harassment and assault
- Disclosures and difficult conversations

External training and development opportunities

42 YP attended 5 training sessions by external providers on topics including:

1. Safeguarding training
2. Project Management training
3. Body image and confidence workshop
4. Film directing training
5. Creative writing and journalism workshop

**Empowerment, influencing and leadership opportunities**EmpowHer programme

86 girls participated in weekly workshops on topics including:

- Body image
- Sexual Health
- Inspirational Women

Public speaking and influencing opportunities

- Participated in Home Office roundtables on VAAWG, domestic violence and FGM
- Participated in FGM safeguarding meetings
- Two young women invited to attend the Global Goals event in Dubai
- 12 young people under the age of 16 delivered training on sexual harassment and assault to teachers during an inset day
- Delivery FGM Safeguarding training for 30 frontline professionals
- Speaking about the impact of Covid on women and girls in Bristol
- Speaking at a UK Youth role model event
- Speaking and performing at the launch of our FGM resource Switched at the Tobacco Factory
- Speaking and performing at our national youth conference
- One 16 year old young man was trained to direct Earned A Seat, a BLM music video
- Guest speaker at The Evolving Thread of Radicalisation event (remote)
- One young man had several articles published was also trained and mentored to direct the BLM music video Earned A Seat

Press Opportunities

10 young people appeared in 23 separate press opportunities

**Promoting Equalities**Youth-led Equalities Councils

30 YP from 3 schools participated in bi-weekly sessions to influence decision making in their schools in matters relating to gender and racial equalities

15 young people participate in monthly Integrate UK youth board meetings to influence project development, evaluation and delivery

Mentoring and pastoral care:

Mentoring and pastoral care for 22 young people

**Employability support**

42 YP were given the following paid work experience opportunities:

- Film production
- Running music and song writing development workshops
- Monitoring and evaluation
- Tutoring
- Delivering training for outreach workers
- Leading creative / educational workshops
- Journalism
- Delivering 72 Peer-to-peer training delivery opportunities
- Delivering 490 online tutoring sessions

## Resources Produced

### What Was She Wearing:

An educational resource addressing sexual harassment and assault in schools and addressing inappropriate or dismissive responses from teachers.



### Switched:

An educational resource aimed at engaging men and boys in ending HBA and FGM, de-racialising the issues and initiating inter-generational conversations about 'honour', virginity and community pressures.

Earned a Seat: A BLM music video project started during the first lockdown but which had to be postponed due to the pandemic.



### **Outputs for external young people and professionals**

Total number of beneficiaries:

4,580 students

283 teachers

52 other professionals including health & safeguarding professionals such as medical students, junior doctors, allied health professionals, police officers

### **Promoting gender, religious and racial equality**

#### Project Fearless

237 students explored gender, religious and racial equality issues via creative collaboration between 5 schools with very different cohorts and from different areas in the city through weekly workshops

82 workshops delivered exploring sexual harassment and abuse via focus groups, story development and scriptwriting between 4 schools.

#### Equality Councils

Equality Councils were established in 3 schools

A fourth school has invited Integrate UK to advise on issues relating to race and cohesion

### **Safeguarding**

#### Peer Education

219 sessions in 10 schools on topics including:

- 66 sessions on Radicalisation, Islamophobia and different forms of extremism
- 58 sessions on Sexual Harassment and Assault
- 31 sessions on Honour-based Abuse

- 25 sessions on FGM awareness
- 23 sessions on Racism and knife crime
- 2 sessions on Gender Stereotyping

#### Training for teachers

3 sessions, 2 including the whole of the Cabot Learning Federation schools on topics including:

- Sexual Harassment
- FGM

2 Webinars for teacher training purposes on the topic of FGM and HBA

#### Training for other professionals

Training delivered to the police on FGM Safeguarding

Training delivered to medical students, trainees and allied health professionals on FGM Safeguarding

#### Education Conference

One national youth conference attended by 240 delegates.

### **Why do young people join Integrate UK?**

Integrate UK prides in being meaningfully youth-led. To assess the organisation's impact, it was important to understand why young people join the organisation and if they achieve what they set out to. An anonymised evaluation form was sent out to Integrate UK young people. Sixteen completed forms were returned. In addition, six semi-structured interviews with Integrate UK young people were conducted. Young people provided a wide range of reasons for joining the organisation, that broadly fall in the following categories, listed in order of popularity (some young people offered more than one of the reasons below):

1. The organisation tackles issues that are important to me

*"I already considered myself a feminist but didn't have a space to discuss the problems women face. Integrate helped me expand on my knowledge and brainstorm with other people my age. I wanted to use my confidence to talk about these topics because not many of my peers were aware of how their own internalised misogyny and actions in general contributed to things like rape culture. I want to teach other young people how the patriarchy affects us all."*

*"I was horrified at the thought of FGM existing and is something that is still being practiced in the UK. It really hit close for me as someone that comes from a community that practices it and personally know of people that have been subjected to it. I just wanted to join so that I could help make a difference in any way I can. I also joined as for the first time ever, I felt seen as a Muslim Somali girl as I didn't believe that anyone had campaigned and were fighting for the rights of women who look like me."*

2. The organisation tackles issues that I have experienced

*"I saw that (Integrate) had a strong focus on women's issues which I was very passionate about due to my own experiences and my friends' experiences. The fact they deal with race and gender issues that are part of my experience connected with me."*

3. I joined the organisation for my personal development



*"The main reason I joined integrate is because I was interested in the opportunity that it offered such as public speaking."*

*"I realised how much I didn't know about certain topics that affected the community I was in and I really wanted to learn more so I can be part of the way to fix things."*

4. I wanted to make a difference

*"I always had a passion for activism. When I started using social media I noticed a lot of nasty bigoted comments in feminist pages I was following and I was wasting my time posting endless comments underneath that no one was reading. Integrate gave me a platform and a way to make a difference in issues that matter to me."*

*"I felt like there was finally an output and a way for action to be taken, things in my school felt stagnant - like they were saying things and not acting on them. Integrate actually takes those actions and makes things happen."*

5. I was looking for a safe environment

*"I was struggling to fit in, I was bullied for not knowing English and I couldn't read or write. Integrate was a place where I was happy and made friends."*

*"I liked the fact that i thought of it as a safe and respected space where i could discuss problems i face as a woman."*

Other reasons mentioned were curiosity, boredom because there was nothing to do during the pandemic and being recommended by others.

### 2021 -22 Impact

Integrate UK'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 UK young people identify the issues that they consider to be a priority for themselves and their peers.

The two areas are examined separately to assess the organisation's 2021/22 impact.



### Outcomes for Integrate UK's young people

How well does Integrate UK serve the purpose for which young people join the organisation?

#### 1. Tackling issues that are important to young people

These are the issues young people identified as a priority for themselves and their peers listed by number of mentions (most young people listed more than one):

- Racism
- Islamophobia

- Drugs, gangs and knife crime
- Gender-based violence and abuse
- Mental health

**This is how Integrate UK addressed the identified issues over the past year:**

- 369 young people were given opportunities to increase their knowledge, confidence and advocacy skills on issues that matter to them including racism, Islamophobia, drugs, gangs and knife crime, homophobia and gender-based violence and abuse. They accessed training, accessed safe spaces to discuss the issues affecting them and developed resources with guidance from experienced professionals.

Overwhelmingly, the young people felt that Integrate UK addressed the issues they care about well:

*"The workshops and the messages they bring across – I feel like I've learned a lot with the lessons they taught us."*

*"It was amazing to see that these activities were run in the first place. I don't see these things happening very often. A lot of these subjects are taboo. It is refreshing that they're trying to make a difference on these issues."*

*"I've grown more confident with challenging people/systems that don't stand for my beliefs/rights"*

- 369 young people were supported to improve their mental health through access to pastoral care, increasing their feeling of belonging and social connectedness.

Overwhelmingly, the young people said that being part of Integrate UK helped them make friends with like-minded individuals, feel more connected and increase their feeling of belonging. Some young people said that Integrate UK provided an invaluable outlet during the pandemic when they were experiencing strain on their mental health and wellbeing. A few young people also mentioned the importance of having someone check on them to make sure they were okay or ask if they needed support.

*"There's a community at Integrate, we all get to know each other. We meet a lot of like-minded people. I become extroverted whereas I'm more introverted at school. Even if I have a bad week there's someone I can talk to about it. It brings positivity into my life."*

*"Integrate has helped with my confidence, especially over lockdown, not being with a lot of people really affected me. Integrate helped me get my confidence back. I met so many new people and it's broaden my horizons. It's been entirely positive."*

**2. Tackling issues that young people are directly affected by**

Many young people Integrate UK works with have experienced/are experiencing threats to their safety and wellbeing due to their gender, sexual orientation and/or race.



In the past year, Integrate UK safeguarded 12 young people who faced risks including through referrals to social care. This is what young people said about how well Integrate UK supports those experiencing risks:

*"(Before I joined Integrate) I was not aware that what had happened to me was wrong. in my culture I was taught FGM was normal for girls to get done so being educated about after going Integrate was an eye opening for me. it really helped me in lots of ways. my parents still control me too much but I know how to deal with and I can make my own choices."*

*"I've had a personal experience of HBV and I don't think I'd be in the place I am now without (Integrate UK) support. They've been with me every step of the way and supporting me. When I first got involved, I didn't think that HBA was as big of a deal as it is. I thought it was more about 'how would my family react if I wore a mini skirt.' Now I realise that small things can lead to bigger things. Now I don't let things slide because it has impacted me a lot. Understanding that has helped me open up conversations (with my family) about boundaries and about respect."*

### **3. Supporting young people's personal development**

Integrate UK provided a range of opportunities for personal development to its young people over the past year. These included:

132 young people were given the opportunity to increase their employability in the following ways:

- 106 young people gained volunteering experience
- 36 young people were given paid work experience as Peer Educators
- 42 young people increased their knowledge and skills through in-house and external training opportunities

*"It was a rewarding experience from which I have picked up many skills and I hope to put into place as my life as a medical student. It also allows me to stand out in my profession through adding such rewarding work experience during the pandemic on my CV, which allows me to have better prospects in the future."*

- Integrate UK Tutor aged 21

369 young people developed their soft skills including their confidence, creative thinking, team working, leadership and public speaking skills.

19 young people increased their educational attainment through access to 1-2-1 peer mentoring and educational support.

All the young people said that their involvement with Integrate UK had helped their personal development and future opportunities:

*"(My teachers) have been very impressed with the work we've been doing (with Integrate). They want me to get involved with a lot more stuff now. They've asked me to deliver a lot more assemblies. I now run my own inclusion group at school."*

*"Back in year 11 I wasn't very good at English. (With tutoring) I started getting better and better. I was a 2 and I went to 6 – from a D to a B."*

*"I'm a very talkative person so I always thought I'd be good at public speaking. The first time I tried it at an Integrate event it caught me off guard. I was cocky and I felt embarrassed. (Integrate staff) were there to support me and the second time I got a lot better."*

*"Integrate has helped me feel empowered, made me feel like my voice is being heard. It has helped with my education. I got grade beyond my own wildest dreams. I have more confidence and people can't push me around."*

*"It has completely changed the trajectory of my life. Before I had joined Integrate UK, I had no idea what I'd do in life and there was nothing that I felt passionate about. Now campaigning and activism has become my life's work. I also massively lacked confidence and didn't feel my voice would be taken seriously or that people would genuinely listen to what I have to say. Integrate UK was the first place that I felt comfortable to voice my opinions and allowed me to become a more well-rounded person."*

*"In the beginning, I didn't want to go to uni. I didn't think I was smart enough. I had huge self-esteem issues. I still do, but Integrate has reshaped how I view myself. I look at all the stuff I've done in the past four years and still can't believe it. I'm really proud of myself and I feel I have a lot to bring into the table."*

*"In some ways, I feel more strongly about speaking out, but I've learnt there's ways to go about things. So for example, rather than putting myself up and shouting, I can now explain why I disagree. I've learned a constructive way to do it."*

#### 4. Enabling young people to make a difference on issues that matter to them.

Integrate UK is a campaigning charity that aims to influence change on the issues that matter to the young people it engages. During 2021/22 it offered a number of opportunities to young people to achieve that aim. These included:

- Providing opportunities to 28 young people to challenge attitudes on issues that matter to them through 219 peer education sessions in schools

*'I think it makes a lot of impact on young students – at the start they don't know anything about the issues and by the end they completely get it.'*

- Empowering 369 young people to influence change amongst their peers, families and wider communities by giving them the knowledge and advocacy skills to challenge gender and race inequalities, as well as the platforms to influence change.

*"I've written for numerous publications, Bristol 24/7, Bristol Cable – I would have never been able to do that. It's empowered me to take on opportunities outside of Integrate on the issues that matter to me. I've been involved with Bristol City Youth Council which I wouldn't have done before."*

*"I've caught myself saying "you can't really say that to people" a lot more nowadays. I'm educating them where I wouldn't before."*

*"By joining Integrate, I have developed confidence in myself, especially when vocalising my desires for change. It has inspired me to demand action within my schools and the outer world and to make that change happen myself."*

*"Because of what I learned I was able to help a friend who also went through FGM."*

- Supporting 30 young people to set up and lead Equality Councils in 3 out of 4 partner schools, to address inequality issues affecting themselves and their peers.

#### **Change led included:**

- Introducing writers of colour within the curriculum
- Gender neutral toilets
- Including sexual harassment and assault within the school policies and for offenders, using restorative justice rather than punitive measures.



- Teacher training - students train teachers and hold teacher training on a variety of issues including micro-aggressions, racism and sexual harassment.
  - Establishing annual cultural celebration days, a month-long International Women's Day celebration and a much more comprehensive approach to Black History month.
- Supporting young people to develop three resources on the issues that matter to them, addressing subjects such as harmful gender norms, gender-based violence and abuse, and racism. These resources have been viewed hundreds of thousands of times over the course of the year, and they are being used in schools helping influence wider attitude change across the UK.
- "We did a presentation during our teacher training day about the changes we wanted to see on sexual harassment, showed them our film, it was very nice having our teachers getting involved. The Head of PSHE wanted to use our resources. I felt a lot of support from the school for what we've been doing."*
- Providing opportunities to 37 young people to influence policy through participation in local and national policy working groups, including the Home Office VAWG stakeholders group.

7 young people were recognised for their activism with prestigious awards including The Rising Star Award, The Diana Award, Young Hero category in the National Lottery Awards, Rife Magazine's 30 under 30 awards and one of the 137 most influential women in Bristol.

Overall, young people were very positive in how empowered they felt to be able to influence change on the issues that matter to them. However, a few young people expressed some disappointment in things “moving slower” compared to what they used to, either within their schools or at a national level. A couple of young people shared that they hoped Integrate could influence the type of change the organisation had achieved with their FGM campaigning on topics such as sexual assault or racism. One young person expressed disappointment that their school had not been able to support the same number of changes seen in other schools by setting up an Equalities Council.

Although young people will always want to drive change and do it fast, it is also true that the pandemic has made it harder for schools to engage in equalities issues as they are preoccupied with core subjects. Equally, the pandemic has made it harder to influence change at a wider local and national level on the issues that matter to Integrate UK’s young people. All Integrate UK staff members felt that Covid has dampened the organisation’s engagement with policy makers to some extent.

*“Since Covid, Home Office meetings (VAWG steering group) have moved to Zoom and they are now more open and harder to influence. In person it was working better because it was easier to build relationships.” - Integrate UK staff member*

However, change around equalities issues moves slowly. Young people and staff who have been with Integrate for years, relayed the change the organisation was able to influence around FGM. For example, when the organisation screened its first film on FGM, they were met with protests by men from affected communities. Nowadays the organisation’s work on the topic is both accepted and welcomed.

*“I think it changes every few years. It didn’t use to be normal to be speaking about FGM before. The issue changes every single time. For example, when we did LGBTQ+ issues there was resistance from parents, kids told us they couldn’t come because of their parents, and they also felt conflicted about what community they could identify with. It’s improved because our young people are now better versed and can challenge these attitudes. There’s always that issue that’s a challenge. Resistance is there but it can break down, there’s always hope for change. By the end of the project, the same parents who resisted at first would be the parents who bring their kids to our projects.’ - Integrate UK staff member*

## 5. Providing safe spaces for young people

All the young people felt that Integrate UK provided safe spaces to talk about issues that matter to them. Many relayed that joining Integrate enabled them to speak about issues that weighed on their minds for the first time without feeling judged.

*“We’ve been able to bond through shared experiences, especially on female issues. It was helpful to realise that we’re not alone and that it’s a shared experience. It was very refreshing.”*

*“I get to be myself and it a comfortable atmosphere and lovely kind workers and I am glad that I took part in Integrate UK and I will never change that.”*

*“We have adults at Integrate but they can’t speak to our experiences. It’s helpful to have young people talk about their experiences. So we give feedback and it definitely gets taken on board.”*

## Outcomes for external young people

### Peer Education

Before and After surveys with young people participating at Integrate UK's peer education sessions showed that participation in the workshops led to a number of positive outcomes. After the workshops:

- There was nearly a 7-fold increase in the numbers of young people who felt knowledgeable about discussing FGM with their peers.
- There was a 3.6-fold increase in the number of young people who were aware of the confidential phone numbers if they needed support for themselves or a friend at risk of FGM.
- There was more than a 3-fold increase in the number of young people who knew how to challenge sexual harassment and assault after the workshop.
- There was more than a 2-fold increase in the number of students who felt knowledgeable about discussing racism with their peers.
- There was more than a 2-fold increase in the number of students who felt confident they could challenge racism in a constructive way.
- There was more than a 2-fold increase in the number of young people who knew where to get support around sexual harassment and assault for themselves and their peers.
- There was more than a 2-fold increase in the number of young people who knew what to do to help prevent honour-based violence or abuse
- There was 26% increase in the number of young people who thought they should report it if one of their peers was carrying a knife.

*"(The lesson) was really good at explaining what harassment is and how to tackle it."*



*“(The lesson) told me about the signs of gang behaviour. It told me about the ways to avoid fascist groups/ knife crime It showed the ways that vulnerable people can be manipulated into gang crime.”*

*“(The lesson taught me) If you know FGM is happening report it, dont think twice about doing it because its basically child abuse. This can cause a lot of trauma.”*

### **Outcomes for professionals and schools**

Over the past year, Integrate UK had to make some last-minute changes to the way sessions with professionals were delivered, moving some from in person to Zoom. This affected the number of evaluation forms that were collected. Below are some of the outcomes captured in Before and After surveys with professionals attending Integrate UK’s training sessions:

- 100% of teachers felt they knew what language to use when discussing FGM with a survivor compared to none before attendance to the training session.
- 90% of teachers understood the legal requirements for professionals around reporting FGM compared to none before attendance to the training session.
- 80% of teachers felt confident talking about FGM and the law with a survivor compared to none before attendance to the training session.
- 70% of teachers felt confident about delivering a session on Child Sexual Exploitation to their students compared to 30% before attendance to the training session.

Outcomes reported back from partner schools include:

- Improvement in the behaviour and attainment of students from backgrounds experiencing disadvantage

*“The behaviour of several of the students that have been involved in Integrate projects this academic year, has really improved. An example would be SA in Year 10. SA has been known to come into conflict with staff due to several reasons and has previously been unable to deal with these situations without getting incredibly angry and losing her temper. As a result of her continued 1:1 mentoring with (IUK staff) throughout lockdown and now in school, we have seen a real positive shift in SA’s behaviour and the way that she manages situations that cause her frustration. In addition to this, she has been ‘using her voice for the power of good’ as opposed to arguing with staff and students. (...) Overall, her attitude to learning is hugely improved, she has become an advocate for young people in our school and she has also improved her attainment in several subjects due to her improved attitude. She is a real success of work with Integrate.*

*In addition to SA, other students such as SJ, KG & SB have improved their attitude around the academy due to their involvement in both Project Fearless and Equalities Council. All students are in Year 9 and have previously been on report for low level behaviour.”*

*“Student behaviour has improved for those involved in the projects in both Year 9 and Year 10, with some significant improvements in behaviour for some girls involved in the EmpowerHer sessions. Students’ feedback states that they feel much more*

positive and aspirational towards school and when staff have asked students to rate their mental health before and after the project, this has also greatly improved. Students appear to have higher self-esteem and are much more willing to share and be involved, supporting their peers and showing pride in being part of the projects.”

“Students are now a lot more focused on what they want to achieve long-term in terms of their academic progression. Their weekly contact with (Integrate UK staff) has helped them find that extra motivation and extra charge to keep moving forwards.”

- Improvement in the way the school addresses gender and race equalities issues.

“Support with running student leadership opportunities, like the Equalities Council, gives us more capacity with staffing where previously there’s been a gap and we’ve struggled to maintain anything so consistent.”

“In addition to EmpowHer, the Equalities Council and more recently the Feminist group, have combined and met with our school principal to share their concerns, ideas and solutions to having a more inclusive school in many respects. In developing our school community, the student reps from each group were asked to raise items that they feel are a concern for students and therefore affects their learning, wellbeing and how they feel in our school community. This was positive in giving these young people an opportunity to voice their concerns. (...) as a result, several changes have already been made to school policy, uniform policy, and the physical aspects of the building, to celebrate our community.”

“We’ve now had a more considered approach about equalities issues – for example, we dedicate a whole month in activities around the Women’s Equalities Day. We’re now planning our Pride events and we constantly reference Integrate in how we communicate things. We’ve had high level changes around our behaviour or uniform policy and changes down to the individual student.”

- Improvement in the school’s ability to address safeguarding concerns and provide a safe environment for their students

“We’ve had students who make disclosures after the workshops because they now have the language they needed to be able to disclose. They can now say I just realised I was being groomed or sexually assaulted. As a result, we had to follow up with training or safeguarding referrals. We’ve also been able to reflect on adult behaviour that in the past has made students feel uncomfortable or unsafe.”

“Some of our students are the ones we’d expect to be engaged with criminality due to their socio-economic backgrounds or personal circumstances. We’ve seen a massive change in the way they’ve been able to engage with school. These sessions are where they feel at home, safe and heard. It may be the only time in the week they feel like that so being able to provide it is really powerful.”

- Improvement in school culture and community

*“By starting and continuing several new initiatives at JCA, we have seen a development in the culture and community within our academy. One of our school values is to ‘raise a community’ and this been a key focus for many of the groups that Integrate have worked with.”*

School staff also told us that they regularly recommend Integrate UK services and resources to other schools.

*“When schools come and talk to us about how to tackle a range of equalities issues, we tell them to look at Integrate’s resources, their training and Project Fearless. We also say to schools that whether you feel your school is quite developed or it’s at the very early stages of tackling equalities, Integrate can provide the right resources to push you forwards. There are often organisations that can help schools that are just starting in the area and maybe some that can provide for those that are very advanced. I don’t think there’s an awful lot of organisations that can cater for both ends of the spectrum.”*

## **Outcomes for the wider public**

### Awareness Raising

In addition to its direct work with young people, students and professionals across the country, Integrate UK also has a good social media presence through which it promotes its messages around gender and racial equality issues. In the past year, this included nearly half a million impressions across its range of social media platforms.

### Safeguarding & Equalities

Integrate UK’s resources on safeguarding and equalities issues are free and distributed widely in schools around the country, reaching thousands more students. [\[HP1\]](#) Teachers we spoke with mentioned how greatly they valued these resources but also that they regularly recommended them to their peers in other schools.

Students, teachers and Integrate staff alike identified very similar positive outcomes from Integrate’s work over the past year. Integrate UK is a small charity that has an incredible impact. Its ability to change lives at an individual, community and even national level lies squarely at putting young people at the helm of everything it does.

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