

# INTEGRATE



## Project Report 2022 - 2023

Overview

Projects

Films:

- Smile More
- Love Bomb
- Switched

2022 Youth  
Conference

The young people  
we are working  
with

Connections  
and partnerships

Media, awards and  
recognition

The impact our project is making





## Overview

Project Fearless exceeded our expectations in terms of reach, impact and opportunities for young people. Through their insight, activism and the opportunities offered, our beneficiaries have achieved impressive change in their educational institutions, in their communities and in their own lives. They have discovered commonalities and made lasting friendships with young people from very different backgrounds and different areas of the city, collaborated on powerful projects and disseminated their work and learning across the country. Almost all have raised attainment and aspirations and have acted as role models for their peers. For the first time, two of our long term beneficiaries are applying to

Oxbridge; previously this was something our cohort felt 'wasn't for them'. We are particularly proud that other organisations approach our young activists for advice; some have been asked to go into schools to provide support around incidents of racism and are seen as experts in their field. Our young activists have recently been invited to deliver training from a 'youth perspective' to Ofsted South West; two young people will be addressing the delegates for 90 minutes on the importance of embedding gender and racial equalities in schools. Their chosen focus will be the need to make changes to policy and practice around the many different aspects of racism, sexual harassment and assault. Over the last financial year, we engaged 225 young people and embedded the

project in 6 schools through more than 450 hours of youth engagement in our centre, in schools and different locations. We also provided one to one and small group pastoral care, ran monthly youth board meetings and ensured all service users had access to safe space.

Project Fearless participants work with us for a year or more. In addition to the creative, educational and advocacy projects, they have the opportunity to gain work experience, to join our youth board, access training, become Junior Trustees and later, peer mentors and Outreach Workers. For clarity, the total number of young people engaged over the 4 year period is also given.



## Demographics:

Minoritised and/or Muslim: 143

White British: 73

White other: 9

Young women: 150

Young men: 66

Gender defined differently: 9

## Projects

Over the course of the year, our young activists explored a range of issues relating to gender and racial inequalities and discussed the wider implications. During Equalities Council sessions, they identified areas of policy and practice they felt needed addressing and proposed solutions to challenges they and their peers were facing. These included:

- Institutional and structural racism
- Underachievement and over representation of boys of colour in the youth justice system (including many discussions about the causes)
- Colourism, micro-aggressions and lack of representation in the curriculum
- Mental health and the challenges accessing support
- Honour based abuse and control
- Toxic relationships and coercive control

Through the Project sessions, the youth board and small group meetings, the following decisions were made:

1. Develop a resource and lesson plan aimed at addressing different aspects of racism in schools
2. Develop a resource to help young people recognise the signs of a toxic and coercive relationship
3. Include more boys in the project (while remaining women and girl led as an organisation)
4. Discuss the possibility of developing wellbeing peer support hubs in schools to support young people struggling with their mental health issues early on
5. Consider different approaches to supporting young people at risk of permanent exclusion

## Challenges

Three of our core grants had either ended or were ending soon and one high net worth funder closed to applications for several months. With the additional pressures of the cost of living crisis and the associated increase in costs, we need to secure additional project funding to ensure that all young people had the opportunity to be fully involved in development and production. We were fortunate to secure The Golden Award from the Rank Foundation to cover media project costs of the coercive control production; this allowed us to run two creative media projects.



## Smile More

Our young people wanted to develop an educational resource that they could use to lead a campaign across learning federations, encouraging discussions around inequalities and challenges faced by racialised young people. Issues they highlighted included the over representation of young boys of colour in the youth justice system, inequalities in terms of how students of colour are more quickly and harshly reprimanded than their white peers, the fact that many teachers felt ill equipped to understand and address covert racism and micro-aggressions and the lack of racial and cultural representation in the curriculum.

While it is not possible to include all these issues in one short film, the lesson plan ensures that workshop participants are able to raise and discuss issues relating to racism that they feel need addressing in their own schools and wider communities.

Although Love Bomb and Smile More were only launched in November, 2022 they have already attracted over 14,000 hits on YouTube.

### Development and production:

**107 young people worked on story and script development**

**56 young people acted in the production**

**8 young people gained work experience**

## Love Bomb

During early discussions, several young women disclosed lived experience of coercion and they felt there was a lack of awareness amongst peers and little or no support in schools. They wanted to develop an educational resource that would help young people recognise and challenge these patterns of behaviour so victims could access help. We ran intensive focus groups throughout May and June. Throughout this process, project participants did a lot of research to make sure the final outcome was something that survivors of this type of abuse could relate to and that we were being sensitive to their lived experience. Project participants learnt so much, not least that coercive control is widespread; some recognised patterns in their own relationships or in those of family members

Coercive control completely destroys the victim's sense of self, their confidence, their independence and their self-esteem. Domestic abuse is not always physical. In developing the lesson plan, the young people work thought about their intended aims, the audiences they wanted to reach and the impact they wanted their resource to have. Our young activists will use this video with a lesson plan to deliver workshops in schools

nationally, helping others recognise the signs of a toxic and damaging relationship. They will encourage young people to support peers who are going through this form of abuse. During inset days, they will deliver training to teachers and encourage schools to recognise the harms of coercive control so all young people at risk can access appropriate support.

### Development and production:

**75 young people worked on research, story and script development**

**13 young people acted in the video**

**8 gained work experience**

## Switched

FGM film launch, February 2022

This video was developed and produced in 2021, we launched the video and lesson plan at a Zero Tolerance day event in February 2022.

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

In September 2022, we were delighted to hear that Switched had been accepted

**Fahma Mohamed, a project worker and former service user who has been involved in FGM activism since the age of 14, represented Integrate at the This Is England film festival screenings and Q&A on the 14th and 15th November.**

into the This Is England film festival in Rouen, France and that the organisers would cover the cost of an Integrate representative attending. Fahma Mohamed, a project worker and former service user who has been involved in FGM activism since the age of 14, represented Integrate at the screenings and Q&A on the 14th and 15th November.





# Integrate UK's 2022 Youth Conference

We celebrated our young people's achievements and showcased their work at our 2022 youth conference at the Tobacco Factory, Bristol. 220 delegates attended, including young people and staff from more than 10 schools and colleges, partners, former service users, partners and former trustees. Our young people planned and organised the whole event, including presenting, performing original songs, poems and spoken words and even giving the keynote speech; they chose the caterers based on the cultural background of our service users and ensured we stayed within budget. We were honoured to welcome Tony Mwebia, the CEO and founder of Men End FGM in Kenya, who spoke about the power of youth voice and the importance of involving men and boys in the campaign for

gender equality and ending VAWG.

Tony will be using Switched and some of our other resources in Kenya.

As always, our conference was the highlight of the year for our young people.

For the first time, we commissioned a videographer to capture highlights from the event, to gather feedback from delegates and beneficiaries:

[About Integrate](#)

[Feedback from beneficiaries and stakeholders](#)

[Clips from our conference](#)

## Outreach work:

**26 young people accessed training and gained valuable, paid work and leadership experience through delivering workshops in schools nationally.**

**Peer education workshops delivered: 167 (in 18 schools nationally)**

**Young people reached: 5,090**

**Professionals reached through workshops: 206**

## Special events, public speaking, conferences reach:

**Young people: 675**

**Front line professionals: 265**

**Total reach: 6,512**



## Cancellations

An additional 32 workshop bookings were cancelled due to Covid outbreaks or staff shortages.

This would have involved an additional reach of 800 (based on a conservative estimate of 25 young people per class).

## Volunteers involved in delivering the project

In addition to our young beneficiaries who volunteer on a regular basis, including preparing reports and presentations for the board, attending monthly youth board meetings and helping on film sets, we have been grateful for many hours of volunteering from more than 20 former members, former trustees and members of the local community. Additional volunteer support included a retired Cambridge lecturer mentoring one of our young women who is applying to study law at Oxford and a young Eritrean refugee who volunteered as our photographer. A group of young people organised fundraisers in their schools and raised £849 to put towards project costs.







## The young people with whom we are working

We continue to work with those we had planned to, however, over the past year our young people have asked us to increase the involvement of young men in our work. Two of their recent projects reflect this as outlined in the project summaries. Several schools have also asked for our support with some of their more challenging male students and have commented on the positive impact our work has had on the boys involved in Project Fearless. Young women feel that in order to bring about real and lasting change in terms of ending VAWG and gender

inequality, they need to work more with boys - all agree that gender inequality and gender stereotypes, particularly those associated with some cultures, greatly disadvantages boys as well as girls. Senior school staff told us that Project Fearless has had a very positive impact on some of the young people who were previously quite challenging previously. In response to this, we are about to trial and evaluate a non punitive approach to working creatively and collaboratively with young people at risk of permanent exclusion rather than the current system of internal exclusion or isolation.





# Connections and partnerships

**We work with local and national voluntary and statutory organisations to deliver our work and promote our vision. Some of the many partners we work with include:**

- 22 schools both in Bristol and around the country to deliver Peer education, train staff, provide support around specific challenging issues, establish Equality councils and run some projects sessions
- NHS England, the Royal College of Midwives and Royal College of Obstetricians & Gynaecologists to develop resources for healthcare providers and train staff
- The Home Office to advise on VAWG
- Young activists from the Equalities Councils introduced an annual culture day
- The Bristol FGM delivery group to share learning on FGM safeguarding and policy
- Avon & Somerset Police to advise on safeguarding incidents
- Safe Lives, to facilitate meetings with their young people
- UK Youth on collaborative projects and through two of our young women becoming iwillAmbassadors
- The Red Cross, Oxford Against Cutting, the Halo Project, The Five Foundation, Off the Record, Bristol Women's Voice, Manor Gardens and many others to deliver projects, develop resources and advocate around equalities issues
- Bristol City Council - two of our Junior Trustees joined as Youth Councillor
- We also shared our end FGM resources with the founder and CEO of Men End FGM in Kenya and were proud to welcome him at our youth conference in November. Our music video #MyClitoris was shown at The Vagina Museum in London and at a feminist, anti-VAWG performance in Mexico.



## Media, awards and recognition

The Royal college of Midwifery website published an article by one of our young women on her experience of [FGM](#) for Zero Tolerance day.

Three of our young people were featured in [Rife Magazine's 30 under 30](#) list

Two of our young women wrote articles for the Royal College of Midwifery during 16 days of activism, one on sexual harassment and the other on her [activism journey](#).

Bristol Post published an [article](#) about the launch of Integrate's new anti FGM resource.

One of our young women was featured in the Bristol Post after being included in the [137 most influential women](#) in Bristol list. Former service user and Junior Trustee Nasra Ayub gave a TedEx talk 'What If Young People Ran The World?' We also enjoyed the podcast with Amber Gill, Integrate UK: [Age of the Activists](#) featuring two of our young women. Bristol Post published an article about our young activists' [resource on sexual harassment](#)

One young man received the Diana award for his activism;

he was also invited to take part in Disobedient Survivors, a podcast on domestic abuse. One young person was on a panel at the launch of the book Representation Matters, by Aisha Thomas.

Two young women were invited to deliver a breakout workshop at the Avon and Somerset Police VAWG conference

Integrate UK was runner up for the 2022 GSK Impact Award.



# The difference our project is making

and case studies from people who have been involved in or benefitted

1. In our year 2 report to the NLCF, we gave a case study about three girls who were taken to Pakistan against their will and the consequences faced, including almost a year spent in care after their repatriation. The eldest daughter Zainab (not her real name) took her A level exams in the summer and started a degree in Sociology in September. She now lives in London and hopes to become a social worker. In cases like Zainab's, support is needed over a long period and seeing her flourish and make her own choices has been very rewarding.

2. As a Somali girl, Layla (not her real name) felt under constant pressure; her parents feared her reputation might be damaged if she were seen

meeting boys or behaving in a 'disreputable' manner. Her mother read her diary while she was at school and learned that her daughter didn't feel like a girl and was questioning her sexuality. Her parents were very angry and she felt she had no choice but to leave home, at which point she was referred to Integrate. Layla had been living with a friend for 3 weeks, police and social services were involved which brought further 'shame' to her family.

Layla's issues were complex, she felt over-controlled and felt she had to hide her sexuality because of her parents' strict religious beliefs; her mental health was suffering and she told us she thought about suicide on several occasions. Integrate staff provided regular one to one mentoring and after three weeks, she

decided to return home. Layla began joining small group activities and later, took part in several projects. Within a few weeks Layla gained confidence, made many new friends and began taking a more active role in the charity, including performing and giving interviews. Although her parents will not accept her identity, Layla now feels she is more in control of her life and her choices. She has recently joined our youth board and is training as an Outreach Worker in preparation for her time at university next year.

We have learned so much over the past four years, not least the about resilience and creativity of our project team and their ability to adapt and respond to the immediate and urgent needs during the lockdowns. We have learned that regular, long term

engagement is much more impactful than short term projects, particularly in terms of attainment and aspirations. For the first time, two of our young people have applied to Oxbridge and have since been invited for interview.



## Our young people are recognised as experts in their field and we are proud of the number of high profile invitations - in the past three months alone:

- Ofsted South West asked for Integrate's young people to deliver a 90 minute presentation on issues that affect young people
- On the advice of Avon and Somerset Police, Devon and Cornwall police have asked our young activists to give a presentation on FGM and honour based abuse to an audience of police officers, social workers and medical professionals in Plymouth
- Two young activists presented Switched and Integrate's approach to engaging youth at a conference hosted by Barnado's National FGM Centre.
- 5 schools have asked for ongoing support to address issues relating to racial inequalities and racism.
- We have also been asked to support a (much larger) organisation with a serious safeguarding issue; our activists will deliver two workshops, provide support to their youth workers around youth led creative and educational approaches to youth work.

There has been an interesting development in terms of our community. Our beneficiaries have always been involved in the decision to appoint new trustees and in previous years, they were reluctant to appoint trustees from their own communities for fear of recriminations relating to their work, much of which challenges perceived cultural norms. However, over the past two years this has changed and our youth board and Junior

Trustees wanted our board to be representative of our service users, but preferred trustees to be from other areas of the country. We see this very much as a positive progression that suggests trust and recognition. We were honoured when Janet Fyle MBE was appointed as our Chair and welcome the close relationship between the trustees, our staff and our young people.

