

INTEGRATE



Annual Project Report

April 2023 to March 2024





Summary

Having renewed one multi-year, high net worth grant and secured the PH strategic investment fund (PHSIF), Integrate is more financially secure. Through the PHSIF, we very much appreciated the opportunity to meet other organisations in the fund and to learn more about how the investment can help us amplify the impact of our work with young people.

Additional training, HR and monitoring and evaluation software has streamlined our systems, reduced administrative tasks and freed up valuable time to focus on improving our service. We also benefited from IT upgrades and made improvements to the physical space.

Staff training / learning includes:

- **Breaking Stereotypes: Navigating Misogyny with Young Men**
- **Incel Awareness Training**
- **DSL Advanced Safeguarding Training**
- **Sustainability and SDGs**
- **Campaigning in the lead up to an election**
- **Engage: Influencing Policy and Politicians**
- **Developing an Online Media Strategy**
- **Comms and Marketing**
- **Building confidence to Challenge honour based abuse (HBA)**
- **Emergency First Aid at Work level 3**
- **Promoting Healthy Relationships in Adolescence**

With the support of external consultants and in collaboration with our youth board and Junior Trustees, we have developed a Communications and Marketing strategy and are in the process of developing a five year organisational strategy, a new website and a rebrand. We are now in a position to increase our investment in our young people, focus and evaluate our work and increase our impact locally and nationally.

In summer we welcomed three new Project Leads and a Project Intern; we also recruited a new PA and Admin support staff member who has taken on much of our office administration and policy development, freeing up time for the CEO and Finance Manager.

Over the 2023 - 2024 financial year, we engaged 277 beneficiaries in social action and a wide range of creative and educational activities. In addition to one to one and small group mentoring and pastoral care, we provided meaningful work experience and leadership opportunities, academic and career support, training and access to high profile platforms for advocacy. Older youth members act as peer mentors and have the opportunity to train as Outreach Workers, delivering peer education workshops locally and nationally and representing Integrate at high profile events.

Our youth board has continued to grow and we welcomed 3 new Junior trustees who represent our young people and inform our approach.

Demographics:

Minoritised and / or Muslim: 242

White British or white other: 60

Young women: 190

Young men: 75

Non binary: 12

Identify within the LGBTQ+ community: 8

Total: 277



Outputs for Integrate UK's young people

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.

Creative and Educational Opportunities for Integrate UK's young people:

Story development, poetry writing, scriptwriting and film production workshops on topics including:

The impact on girls growing up in honour culture

31 young people joined the objectives, concept and story development sessions. They then worked with a writer from an affected community with whom they shared their lived experiences, fears and frustrations. 23 acted in the video production and 3 presented the rationale and the film at our annual conference.

Toxic masculinity and the impact on the mental health of boys and young men

88 young project participants joined workshops, developed the story and script, acted in the film or presented the project at our annual conference.

Representation within the curriculum

106 young people contributed ideas and shared lived experience and 23 attended small group workshops, wrote poetry and / or acted in the video.

Changemakers project and event

focusing on Black Mental Health and addressing loneliness - This project was led by a beneficiary. 5 young people developed the project and 40 attended the event.



Resources produced

[IncludeThe36%](#)

This CIN funded project focused on our young activists' views regarding the lack of representation and historical integrity in the national curriculum. 106 young people benefited from an increased sense of belonging and community through sharing their lived experience, carrying out research and comparing findings and contributing insights and ideas during the development of the project. 23 took on leadership roles, benefitting from increased confidence, research and organisational skills and learning how to better articulate their views and arguments.

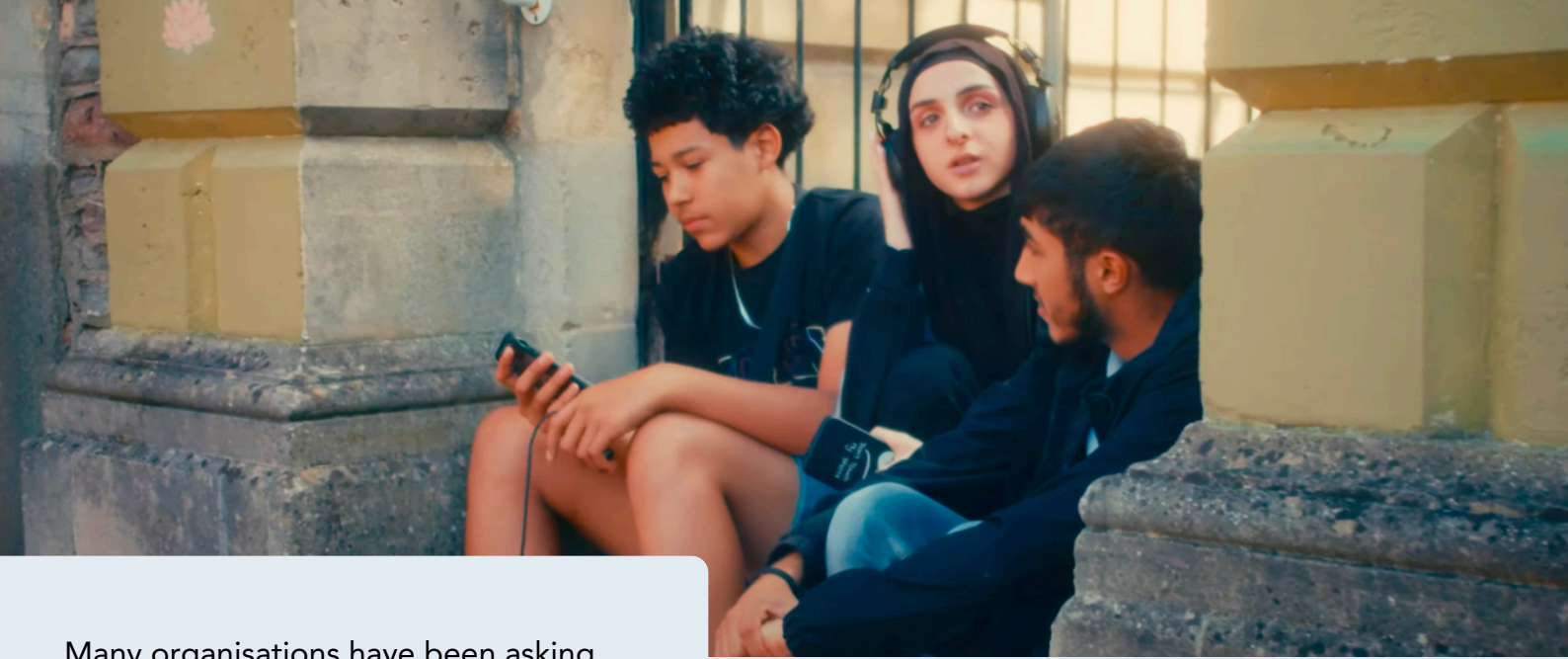
Following many workshops, discussions and activities, our young people told us they wanted exam boards to set texts by writers of colour, to include the impact of colonisation on people and countries in history lessons and to ensure the contributions of people of colour are included across all subjects up to and including GCSE and A level.

They also felt the curriculum is very out of date in terms of the lived experiences of young people today:

“Social issues that young people are facing aren't being addressed - for example, there needs to be more discussion around misogyny and youth violence” (young woman)

“Speaking at a roundtable meeting about the lack of representation in the curriculum was so important, the vast majority of people were older white men - where was the representation? ” (young woman)





Many organisations have been asking for the curriculum to be updated so it reflects, acknowledges and celebrates the diverse student population, however, the Dept. of Education is reluctant to engage in this issue, having rejected multiple petitions over the years. Our young activists took on many roles in this campaign, including:

- *Leading and carrying out research into exam board content, student lived experience and teachers' views*
- *Developing the campaign, its content and approach*
- *Joining a poetry workshop with the poet Gabriel Griot and writing and performing spoken word poetry in the video*
- *Assisting with media production, co-directing and performing in the videos*
- *Presenting the campaign and videos at our annual youth conference*
- *Speaking at two OCR (Oxford, Cambridge and RSA) exam board round table meetings*
- *Writing to policy makers*

Project participants came from 5 schools and 3 colleges across Bristol; in developing their social action project, they discovered they had similar lived experiences of learning through a curriculum that excluded the contributions of people of colour. Young people from white, British backgrounds also acknowledged this during interviews in schools. Sharing these experiences fostered new relationships between young people from very different backgrounds and different areas of the city. They set up focus groups in their schools to get more students and teachers involved and contacted organisations, media, school federations to encourage support for their campaign.

Challenges included taking on a campaign that had so often been rejected by policy makers - in spite of this our young activists felt their work was important and that their views should be shared. We have also struggled to garner support for their petition and due to negative, racist posts under the video, we had to hide comments.

Our young people are determined to keep up their activism on this topic and we are looking forward to their next steps.



Integrate's got Talent

Accelerators and Changemakers projects on Black Mental Health

One of the beneficiaries of our Black Mental Health initiatives was invited to lead an additional UK Youth funded Young Changemakers project over a period of six months. 5 young people gained event planning, organisational, presentation and public speaking skills through working collaboratively to organise and host an event aimed at promoting positive black mental health. The event celebrated black and mixed-race artistry, celebrated allyship and was attended by 40 young people and young adults, artists, activists, charities and frontline professionals.



"Integrate has given me a community of people who want to create positive change and care about the things our society is going through (...)"
Young woman



“Aunties especially love to gossip and ruin other people’s character in their community by manipulating things. This has a huge impact on young people, especially girls.”

Young man

Blame Her

A project challenging honour culture and honour based abuse

Over the years, many of our young women have asked if we could run a project on the impact on girls of growing up in honour culture. During weekly workshops and small group discussions, they shared lived experience and talked about their frustrations and fears.

They discussed how honour culture impacts their prospects, puts limitations on their choices and opportunities and how the pressure of upholding the family’s “honour” puts unbearable pressure on them. All agreed that honour culture prevents them from disclosing many issues because of the culture of girl-blaming. In particular, they wanted to highlight the need to recognise early warning signs, to make front line professionals aware of the importance of language used when talking to family members and to give a voice to those from affected communities who are restricted, over-controlled and who have to conform to an identity set by their parents.

31 young people participated in creative development workshops, including story and script development, costume, casting and rehearsal sessions; of these, **21 young women** shared their lived experience of honour culture and benefitted from small group support sessions. **23** acted in the video and **1 young woman** benefitted from paid work experience as part of the film crew. **3 young people** presented the project and video at our annual youth conference.

“Women and girls of colour shouldn’t be disadvantaged by circumstances out of their control. Going to concerts, the cinema or even university might be forbidden because parents are worried about what the community might say”

“Whatever happens, we get the blame, even if we didn’t do anything. It’s different for boys.”
Young woman





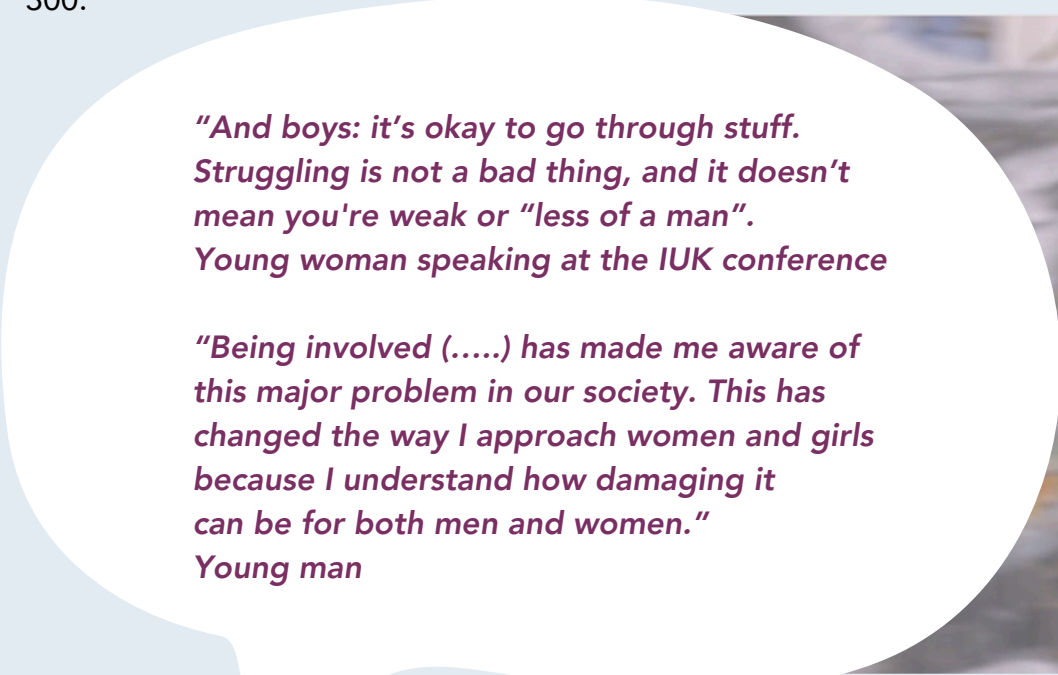
Big Man

Toxic masculinity and the impact on the mental health of young men

Our young people have regularly highlight the need to work with men and boys when challenging gender inequality and VAWG. The online pressures of social media influencers that set toxic masculinity as the standard for young boys and men to achieve, and they often do not have role models that advocate for positive expressions of masculinity. This leads to young men isolating themselves and suppressing aspects of their identities due to peer pressure, as they fear judgement and being deemed fragile.

Through this project, our young activists wanted to highlight the fact that many boys struggle with the pressure to conform to a stereotypical view of masculinity, and that rejecting these harmful narratives will allow them to acknowledge their own vulnerabilities, safeguard their mental health and reduce the risk of engaging in misogynistic and dangerous behaviours.

88 young people benefitted from meeting and forming positive relationships with peers from different areas of the city and from different backgrounds; they gained skills in creative writing, teamwork and public speaking. 20 young people acted in the video, gaining experience of media and other creative industries. In addition, 2 young people talked about the perspectives of young women and young men and introduced the video at our annual conference in front of an audience of almost 300.



“And boys: it’s okay to go through stuff. Struggling is not a bad thing, and it doesn’t mean you’re weak or “less of a man”.
Young woman speaking at the IUK conference

“Being involved (.....) has made me aware of this major problem in our society. This has changed the way I approach women and girls because I understand how damaging it can be for both men and women.”
Young man



Youth Conference 2023

Due to the ever increasing numbers of young people we engage and increased interest from external organisations, we hosted our 2023 conference at IMax located in Bristol Aquarium which has a considerably larger capacity than our usual venue.

We were delighted to celebrate our young people's achievements and to showcase their work on the huge screen. In total, 290 people attended, although some were only able to stay for part of the day. We were joined by funders, partner organisations, former service users and staff, representatives from the police, the NHS, teachers, social workers and other front line professionals.

As always, our young activists planned, organised and delivered the whole event including presenting, performing songs and poetry and delivering the keynote speech.



Employability

113 young people benefitted from more than 966 hours of paid and unpaid work experience, including:

- Monitoring and evaluation
- Delivering peer education workshops
- Administrative tasks
- Running IUK social media
- Designing and leading Projects
- Assisting on film set
- Representing Integrate at high profile events
- Tutoring younger peers
- Delivering training for peer educators
- Co-creating lesson plans
- Event planning
- Preparing and delivering presentations for trustees and stakeholders



In addition to the above, one of our beneficiaries is completing a year long internship with Integrate, working as a Project Intern, mentoring younger members, delivering workshops, completing all associated administrative tasks and developing partnerships. As the final task in her internship, she will engage 70+ young people and lead a project and media production focusing on the vulnerabilities faced by young people of colour who are at risk of becoming perpetrators of knife crime. This includes liaising with police, partner organisations, the NHS, Bristol Safeguarding Board and DSLs from several Bristol based schools.

Public speaking and influencing opportunities

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

- Two OCR round table meetings
- Participating in Home Office roundtables on VAWG, domestic violence and online harms
- Joining Parliament House of Commons Roundtable meeting in London on Social Cohesion
- Speaking on the "The Future of 'Us': Majority and Minority relationships in a changing Britain" panel in London
- Delivering four training workshops on FGM awareness for students of midwifery at UWE, Bristol
- Delivering workshops at two Avon and Somerset Police conferences



Outreach work

52 young people accessed training and gained valuable, paid work and leadership experience through delivering peer education workshops in schools nationally.

Peer education workshops delivered: 96

Young people reached: 3,030

Professionals reached through workshops: 210

Special events, public speaking, conferences reach:

Young people reached: 1,242

Professionals reached: 942

Total reach: 5,424

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 former beneficiaries and staff, parents and members of the local community.

"We really get to interact with the people we are delivering to, and we can find out how much of a difference the session has actually made"

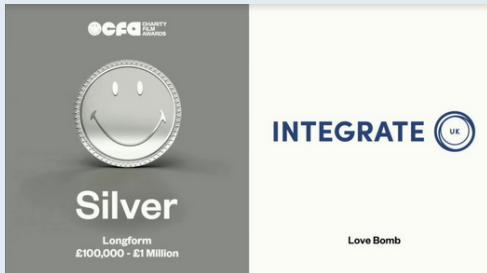
Young outreach worker



Collaborative work 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 have worked with include:

- 17 schools and colleges in Bristol and around the country to deliver Peer education, train staff, provide support around specific challenging issues and mentoring young people at risk of permanent exclusion.
- NHS England, the Royal College of Midwives and NHS North to develop resources for GPs
- The Green House Bristol - speaking at the Beyond Therapy festival
- The Home Office to advise on VAWG
- The Bristol Harmful Cultural Practices group to share learning on FGM and HBA safeguarding and policy
- NSPCC - engaging young people and delivering workshops
- Ofsted South West, delivering training for inspectors
- NHS North, developing resources for GPs
- Avon & Somerset Police
- EndFGM Canada, UK Youth, Bristol Women's Voice, Manor Gardens and many others to deliver or collaborate on projects, develop resources and advocate around equalities issues
- Keeping Bristol Safe Partnership - speaking at events, collaborative work and supporting young people to join the Shadow Board



Press, awards and recognition

- 'Love Bomb', our young people's film on coercive control and toxic relationships won Silver award in its category at the Charity Film Awards
- Two young people were runners up for the Voscur Social Impact Awards
- Two young people were shortlisted for the Bristol Young Heroes Awards
- One of our Project Leads was invited to join a roundtable about VAWG within tech. Disappointingly, she was the only person of colour and almost all participants were men.
- Two young women were invited to deliver a workshop at the Avon and Somerset Police HBA conference in Portishead
- Two Project Leads presented at the Harmful Cultural Practices conference in Barton Hill; we later presented our new workshop on honour culture and explained The Bristol Model (FGM Safeguarding)
- One of our Project Leads appeared on the Smiley podcast, speaking about intersectional feminism and presenting IUK young people's petition
- One young woman spoke on ITV about the Black British Voices survey and representation within British society
- Love Bomb, our video on Coercive control has been embedded in the social workers' training programme at Windsor University, Ontario, Canada
- 3 schools have asked for ongoing support and mentoring for young perpetrators of racism and/or misogyny or young people at risk of permanent exclusion

We continue to be inspired and encouraged by the achievements of our young people and the leadership they have shown.



*"There are always so many decisions being made about us and so many things that we are not included in, but actually we have the voice and we have the ability to be a part of these big decisions and advocating for these causes."
Junior Trustee*



As always, we would like to thank our trustees who stand alongside our young activists for all their guidance, support and encouragement.

We are also grateful to our funders who put their trust in our young people.

