



# Annual Report 2025-2026

Led by diversity to inspire social change





## Introduction

This year has been one of deepening purpose and strengthening foundations. As young people across the country faced rising racism, misogyny, Islamophobia, online harms and the emotional impact of far-right mobilisation, our work became not only relevant but essential. The year brought a lot of uncertainty for young people and many told us they were feeling the impact of racism, misogyny, online harms and the rise in far-right activity. What they needed from Integrate was somewhere they felt safe, understood and able to talk openly about what was happening around them. They needed somewhere they could stay connected, build confidence and keep growing as leaders.

Guided by our 2025–2030 strategy, we focused on building the systems, partnerships and organisational capacity required for a youth-led organisation to thrive in uncertain times. At the same time, we continued to deliver creative, educational and community-based work that centred young people's voices and leadership. This report reflects both sides of that journey; the strengthening of our internal foundations, steps towards delivering the strategy and the impact of our youth-led work across Bristol and nationally.

Our project team engaged 270 young people through a total of 196 Project Fearless workshops, covering a range of issues relating to gender and racial equalities, challenging violence against women and girls and serious youth violence.

## Beneficiaries & Demographics

This year, we worked with 497 young people aged 11 to 25, including 451 who engaged intensively. More than 80% were under 19, reflecting our continued focus on early intervention and long-term support. Our work remained rooted in the equalities that define our purpose: 79% of the young people we supported were from racialised and minoritised communities, 71% were girls, and 80% experienced economic disadvantage.

These demographics reflect the communities most affected by the issues we address, from misogyny and online harms to racism, exclusion and community-based pressures such as so called honour-based abuse. They also reflect the trust young people place in Integrate as a safe, youth-led space where they can grow, lead and be heard.

## Strategic Development

This year marked a significant period of organisational strengthening as we continued to embed our 2025–2030 strategy. Much of our focus centred on building the infrastructure required for a youth-led organisation to thrive in a rapidly changing social landscape.

We completed our rebrand and launched a new website that better reflects the energy, creativity and diversity of our young people. The site now offers clearer navigation, improved accessibility and a more accurate representation of who we are and the issues our young people care about. Further refinements will continue into the next financial year as we expand our digital resources and creative outputs, including a new “About Us” video, blogs written by our young people and case histories.

To support the delivery of our strategy, we strengthened our operational capacity by recruiting a Head of Operations, who took on HR and key organisational processes. This has already freed leadership time for strategic development, partnership building and fundraising. We also welcomed two new interns into the project team, both of whom integrated quickly and contributed meaningfully to delivery across schools, partnerships, creative projects and cohesion initiatives.

Staff development remained a priority. We invested in a wide range of training including anti-racism, digital literacy, leadership in uncertainty, M&E, sexual harassment training, employment law, media training, neuroinclusive management and AI-related risks. We introduced a new appraisal system, individual development plans and a competence framework covering leadership, communication, time and organisational management, problem-solving and adaptability. These tools are now embedded into monthly supervision and will support staff progression over the coming year.

We made strong progress on our new Monitoring & Evaluation framework, which is close to completion and is mostly integrated into Upshot. This will enable us to produce more meaningful, qualitative reporting and track our progress against strategic priorities with greater accuracy.

In line with our strategy, we took deliberate steps to diversify our income and increase the proportion of earned income within our funding model. Our commissioned work with Barnardo’s on harmful practices contributed to our earned income while amplifying youth voice in safeguarding. Our partnership with Manor Gardens and the Andover Estate in Islington enabled us to trial the transfer of the Integrate approach within their youth group, with our Junior Trustee leading weekly sessions to build leadership, skills and aspirational project work. This work generated earned income while demonstrating the adaptability and national relevance of our model.

Our partnership with The Advocacy Academy through the Roots to Rise climate-action programme further strengthened our national connections and created new leadership opportunities for young people.

Together, these developments have laid strong foundations for the next phase of our growth, ensuring that Integrate remains a stable, youth-led organisation capable of responding to rising inequalities, supporting young people’s leadership and driving systemic change locally and nationally.



## Key Performance Indicators

Across the year, we delivered over 3,200 hours of creative activities, providing young people with opportunities to explore identity, challenge harmful narratives and build confidence through performance, filmmaking and collaborative projects. Alongside this, we provided 875 hours of mentoring and pastoral care, offering consistent, trusted support to young people navigating complex challenges.

Leadership development remained a core focus, with 55 young people benefiting from 173 hours of leadership training. We also supported young people into meaningful work experience, with 55 young people completing 1,621.5 hours of paid and unpaid placements and three long-term internships.

These numbers reflect the scale and depth of our work and the commitment young people show when they feel safe, valued and supported.

## Strategic Outputs (by Strategic Aim)

### A. Reaching Vulnerable Young People

Across the year, we supported young people facing racism, misogyny, Islamophobia, online harms, exclusion and community-based pressures. The rise in far-right activity nationally and locally had a direct emotional impact on many of our beneficiaries, who described increased anxiety, fear and a sense of vulnerability. Our role was to provide reassurance, safe spaces and trusted relationships where young people could process these events and stay connected to positive networks during periods of heightened tension.

We increased the number of 1:1 mentoring sessions for young people at risk of exclusion in partner schools and were invited to begin a partnership with a Pupil Referral Unit - work we hope to start and expand on in the next financial year. In response to reports of some quite alarming incidents of racism, we supported a primary school in Henbury to develop an anti-racism video that will be shared nationally, ensuring younger children had access to safe, age-appropriate conversations about racism and belonging.



## B. Influencing Change

Young people played an important role in shaping both local and national conversations on safeguarding, misogyny, online harms, racial inequality and community cohesion. Their influence will culminate in June 2026, when they will speak in parliament about misogyny and VAWG at an event expected to draw more than 100 policymakers and sector leaders.

Our partnership with Bristol City Council deepened significantly. Young people contributed to Shadow Board meetings, sat on interview panels for senior leadership roles, facilitated workshops on misogyny and online harms and took part in civic events including the Community Festival, an ethics discussion on protest, a meeting with the Executive Director of Children's Services and the Bristol City Council Youth Conference. Their insights directly informed policy discussions and strengthened our relationship with the Council.

Nationally, we delivered an interactive safeguarding workshop at Barnardo's "Changing the System" Conference, attended by 120 frontline professionals. Our Junior Trustee used theatre to demonstrate best practice in responding to a young woman disclosing fears about a potential forced marriage. Following this session, Integrate was invited to present at Scotland Yard, showing the credibility and impact of our youth-led approach. Our young people also presented at A&S police HBA conference.



### C. Increasing Leadership Opportunities

Youth leadership remained at the heart of everything we delivered. Young people led topical and very relevant creative projects, shaped conversations and represented Integrate across a range of platforms. Leadership development was strong across the board. Young people chaired their own Youth Board meetings, set agendas, took minutes, developed their own code of conduct and held each other to account. They shaped the direction of the charity, influenced decision-making and modelled professional behaviour to new members. This level of youth governance is rare, and it speaks to the depth of trust, skill and maturity they developed.

Young people who once struggled to speak in a group facilitated workshops, led discussions, performed on stage, challenged harmful narratives and represented their communities in national spaces. They developed skills in public speaking, facilitation, creative production, campaigning, research and policy engagement, skills that will stay with them long after they leave Integrate.

Examples of youth leadership:

One of our Junior Trustees who had just started her law degree at SOAS lead our partnership with the Andover youth group and Barnado's and trained as an Ambassador for the MOPAC funded Barnado's project addressing harmful practices.

Eighteen youth board members and 9 Junior Trustees took part in 10 youth board meetings. Forty three young people benefitted from speaking or presenting at a total of 42 high profile events including A&S police HBA conference and the FGM symposia at Oxford University.



### Examples of youth leadership:

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Another achievement was **Butt Naked**, a youth-led project challenging the accessibility of pornography through a jazz style music video. Pornography is a challenging and controversial topic and for most young people, speaking about this issue feels awkward and shameful, if not taboo. All participants told us that they want schools to facilitate lessons on this issue. They also said that the topic isn't covered at all and that sex education is inadequate and out of date in the vast majority of schools, resulting in many young people learning about sex from explicit, pornographic sources. They spoke about the link to sexual violence, the normalisation of abusive and often violent relationships, with some disclosing that even their younger, primary school aged siblings are also being exposed to extreme content.

Twenty-five young activists shaped the project, fourteen recorded the song and fifteen performed in the video. The film reached thousands of viewers within days, won the Youth Empowerment Award at the Big Syn International Sustainability Film Festival, was screened at Piccadilly Lights and became a finalist in the Smiley Charity Film Awards. Young people used the project to call for accountability from tech platforms and improved sex education.



A second project, **Flagged** , provided leadership for 114 young people. Their film promotes discussions around rising xenophobia, racism and the impact of the racist riots on people of colour, particularly on Muslims. Working with a professional scriptwriter and a film crew, they developed an educational resource that supports schools and communities to have more honest conversations about identity and belonging.

Young people delivered powerful work in schools, demonstrating leadership and acting as role models for younger peers by facilitating workshops on serious youth violence across four schools and reaching 472 students. They used our resource Theatre Boy to initiate conversations around the pressures that lead to knife-carrying. Feedback highlighted increased understanding of warning signs, consequences and peer support.

Once again, UWE commissioned Integrate young people to present to students of midwifery – this is a different presentation that includes information relevant to medical professionals. As always, feedback from delegates was excellent.

*“The presentation was really engaging and thought-provoking i though the videos used were really helpful in thinking about FGM in a different way.”*

*“I thought I knew a lot but the presentation taught me so much. Everyone needs to learn in this amount of details.”*

Young people and staff also represented Integrate at two FGM Colloquia at Oxford University, two International Women’s Day events and the Big Syn Film Festival. They gave interviews on Ujima and BCFM.



## Youth Conference 2025

The Integrate 2025 Youth Conference was a major highlight. After weeks of preparation and rehearsals, our young activists welcomed more than 300 delegates, including students from 17 schools and colleges to Curzon Arts and Culture in Clevedon. Young people screened their two new films, gave performances, delivered moving speeches and facilitated a panel discussion. The keynote speakers addressed the increasing divisions in society and the need for cohesion and allyship. Feedback was overwhelmingly positive, with parents, teachers and young people describing the event as inspiring, empowering and “the best conference yet.”

Additional information and outcomes from peer-education workshops and outreach is given later.



## D. Raising Aspirations and Attainment

Young people gain a good understanding of how a charity works by taking on meaningful responsibilities that build their skills and raise their aspirations. They contribute to monitoring and evaluation, write blogs for our website, support script development and take part in youth board meetings where they learn professionalism, how to communicate clearly, make decisions and take minutes. They also gain practical experience through leading outreach work and managing tasks that require organisation, teamwork and problem solving. When needed, we organise or offer tutoring and support with academic work which helps them stay on track and feel more confident in their learning; we also provide help with CVs, job applications and advice around career options.



We are delighted that our marketing and comms lead completed her apprenticeship and look forward to seeing her progress in her career as her journey shows younger members what can be achieved through commitment and the opportunities available within the charity. Over the past financial year we have also welcomed three interns who have each grown in confidence, developed strong transferable skills and gained valuable insight into the different roles that keep a charity running. These opportunities help young people achieve more in education and future employment. By seeing the wide range of roles within the charity, they develop insight into different career pathways while staff and older peers act as positive role models who help broaden their sense of what is possible.

We celebrated our young people's fantastic exam results and supported young people progressing to Post 16 or going to university, knowing they had the confidence and skills to thrive in new environments. Throughout the year, young people developed a wide range of transferable skills, from public speaking and facilitation to campaigning, research, creative production and policy engagement. These experiences not only strengthened their academic and professional pathways but also deepened their sense of agency and ambition.





## E. Promoting Community Cohesion

Cohesion became an increasingly urgent priority this year as heightened tensions, far-right mobilisation and incidents of racism contributed to rising anxiety among young people. In response, we focused on creating safe, youth-led spaces for dialogue, understanding and solidarity.

We delivered three cohesion events across the city, including in Windmill Hill and Henbury. The Henbury event brought together 160 parents, community members, teachers, young people and children from diverse backgrounds. Our young activists facilitated discussions, performed and screened *Flagged*, creating a space where people could connect across difference.

The need for this work is urgent. Since the 2024 riots, far-right activity in Bristol has escalated and divisive narratives have gained mainstream platforms. A school in Henbury (shared with permission for use in private documents and applications but not wider distribution) illustrates both the need and the impact:

*"Over the past 3 years, Henbury Court has seen a dramatic increase in admissions from children from diverse family backgrounds. The school historically served a white British intake with families from non-white British backgrounds at 16-18%. In the past 2.5 years, children that speak EAL has increased to 46% and families from non-white British backgrounds making up 60% of the school's intake. As a result of this, incidents of racism towards families have increased due to tension in the community and historic attitudes towards 'foreign' families, particularly from Black African, Black Caribbean and Muslim backgrounds." (...). "Racist incidents have escalated: one family's car was firebombed on their driveway while they slept; another left the school after their child used a racist term and refused to recognise it as racist. The school regularly encounters xenophobic views from parents. (...)"*

*"(...)there is also a need for on-going work to be done around building connections, education and celebration of diversity, which we have started but benefit greatly from support and partnerships of organisations such as Integrate. What is so powerful about Integrate is the young person leadership model which is so inspiring for our children – they can see who they can become! Integrate also provide expertise, knowledge and of course films which really supports us in this work."*

*"Two mothers from different ethnic backgrounds said they see each other in Asda but never acknowledge each other. At the event, they got to know each other and swapped numbers for playdates for their children. A parent who had felt isolated joined a table, shared a meal and made connections with other parents." (...)*

And one attendee summed up the heart of the work simply: *"Community is the antidote to hate."*

## Additional outcomes:

The most meaningful outcomes this year were the shifts young people described in their own sense of power, agency and leadership. Many began the year feeling overwhelmed by racism, religious discrimination, misogyny, online harms or the rise in far-right activity. Over time, they spoke about feeling more able to respond to these challenges by stepping forward, organising, speaking out and influencing change in their schools, communities and online spaces. They spoke of the confidence and skills they'd gained from public speaking, organising and hosting events and facilitating discussions on challenging topics.

Young people told us they felt more able to instigate change, particularly around racial and religious division. They described feeling equipped with the skills and peer support needed to challenge harmful narratives, call out injustice and create spaces where others could feel seen and understood. Several young people spoke about feeling "more able to do something positive" when tensions rose in their communities.

A particularly significant outcome this year was the shift among boys and young men. More boys described feeling comfortable being seen to speak out against misogyny, being visible, leading conversations and advocating for equalities. They talked openly about the impact of pornography on sexual violence, consent and young people's understanding of healthy relationships. For many, this was the first time they had felt confident enough to challenge harmful attitudes among peers – even during the music film shoot, boys had opted to wear masks to hide their identity. This is a major cultural shift and one that young people themselves identified as both impactful and necessary.

Young people who once struggled to speak in a group facilitated workshops, led discussions, performed on stage, challenged harmful narratives and represented their communities in national spaces. They developed skills in public speaking, facilitation, creative production, campaigning, research and policy engagement, skills that will stay with them long after they leave Integrate.

Belonging remained a powerful outcome. In a year marked by division and tension, young people described Integrate as a 'community' or a 'family'. At Integrate they felt understood, valued and part of something bigger than themselves. They built friendships across backgrounds, challenged stereotypes and created spaces where difference was something to learn from rather than fear.

These individual outcomes fed directly into broader community outcomes. Our cohesion work helped rebuild trust in neighbourhoods experiencing tension, creating moments of connection between families who might never otherwise have spoken. Parents and teachers described feeling hopeful after seeing young people lead conversations about identity, belonging and solidarity.

Young people shaped local and national conversations on safeguarding, misogyny, online harms, racial inequality and community cohesion. Their insights influenced decision-makers, and their upcoming event in Parliament will ensure their experiences continue to shape policy at the highest level.

Later in the report, we will also include outcomes from our peer-education workshops, where young facilitators lead sessions on serious youth violence, misogyny, violence against women and girls, harmful practices, online harms, xenophobia and racism. These workshops consistently show strong outcomes for both the young facilitators and the students they work.



## Events and Outreach:

Over the 2025-2026 financial year, 53 young activists facilitated workshops and/or spoke at conferences and other events. A total of 149 workshops were delivered, reaching 4,986 young people and 985 front line professionals. Topics facilitated include FGM, Racism and micro-aggressions, pornography and sexual harassment and assault.

## Examples of feedback:

### FGM:

*"We would like to thank you for the excellent workshops held yesterday. The sessions were highly engaging, and it was clear that the students were able to connect with the content and the presenter. The thoughtful questions raised by the students demonstrated how they wanted to fully understand the topics discussed. The workshops were delivered in a sensitive and calm environment, which allowed for open discussion and understanding. P's facilitation played a key role in creating a positive atmosphere. A big thank you to her from both us and the students."*

(Teacher at London school)

### Racism and micro-aggressions:

*"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."*

(Teacher at federation inset day)

### Pornography:

*"It made me feel that pornography shouldn't be allowed as it really harms people and destroys people's mental health"*

*"Annoyed and slightly confused as to why porn exists"*

*"It makes me happy that it is being discussed"*

### Sexual harassment and assault:

*"I have learnt different ways to challenge sexual assault/harassment. I also know where to get help."*

## Statistics:

### FGM (Switched)

I feel knowledgeable discussing FGM with my peers: 1300% positive change

Men and boys should play a key role in ending FGM: 400% positive change

### Toxic masculinity (Big Man)

I can explain what makes boys vulnerable to misogynistic online influencers: 2100% positive change

### Right wing extremism and ideologies (Vitriol)

I understand how young people could be drawn into extremism: 300% positive change

Islamic extremism and right-wing extremism are equally dangerous: 200% positive change

### Sexual harassment and assault in schools (What Was She Wearing)

I can explain the difference between sexual harassment and assault: 1600% positive change

### Racism (Smile More)

I can recognise my own learnt behaviour and biases: 300% positive change

I can explain the different aspects of racism: 200% positive change

### Stats for Project Fearless (PF24/25 & PF25/26 Up to 31st of March 2026):

No. of YP: 270

Sessions Delivered: 196

Contact Hours: 2627.92

Attendance: 2655

### Special Events for the last FY (From 1st of April 25 to 31st of March 26):

In the last financial year we had 11 special events, including the IUK Youth Conference, Henbury Hangout and The Space we Make at Windmill Hill community centre.

Reach: 990

Young people involved: 43 (Including Tayyab and Cynthia)

### Youth Board Meetings in the last FY ((From 1st of April 25 to 31st of March 26):

Number of Meetings: 10

Youth Board members: 17

Junior Trustees: 9



## Looking to the future:

Since the conference, our project team have been working with young people on their two projects for 2026:

1) **Racism in Immigration laws** and 2) **the safety of women and girls**. We very much look forward to seeing how their vision comes to life and are confident that, as always, their work and campaigns will be very impactful. This year we are incorporating more leadership, with young people taking roles on the crew as well as in front of the camera.

