



Annual Report 2022

A clearer vision for a safer journey



CONTENTS

Welcome.....	4
Our Year In Numbers.....	6
Social Impact: Case Study 1.....	7
Flashbacks & Forecasts.....	8
Specialist Mentoring.....	15
Social Impact: Case Study 2.....	15
Social Justice.....	16
The Ether Programme.....	18
Social Impact: Case Study 3.....	19
Social Impact: Kelly's Story.....	20
Training & Consultancy.....	22
Company Overview.....	23
Partners & Supporters.....	24





"We managed to keep it moving and to our delight found not only balance but also new opportunities in the middle of every difficulty."

I believe Albert Einstein once said *"Life is like riding a bicycle. To keep your balance, you must keep moving."*

Indeed, 2022 felt like a year of perpetual motion with no shortage of challenges. In a year that saw three prime ministers, five changes of Education Secretary, and three changes of children's minister, amidst the backdrop of an intensifying cost-of-living crisis, we managed to keep it moving and to our delight not only found balance but found "new opportunities in the middle of every difficulty".

The terms co-production and co-design are increasingly common vernacular in the youth work space and present a challenge to any organisation attempting to authentically integrate these practices efficiently and consistently. We experienced the same challenges, which is why after many years of trial and error, we are very pleased to have established a forum which empowers us to embrace young people's voices and provide a vehicle for them to express and contribute whilst learning new skills and enhancing their confidence and self-esteem. Our Wipers Youth Advisory Board has been a welcomed addition in helping to shape our on-the-ground operations as well as our longer-term strategic objectives.

Speaking of strategic objectives, developing our 'pathways into employment' offer was one of our key themes for 2022 - 2025, and despite being only a year in, we've seen some extraordinary progress in building our relationships and networks with the private sector to provide work-experience opportunities to young people. Our Wipers Rise & Reach project started in March 2022 and proved very effective in helping young people get a taste of different types of workplace industries. From construction and agriculture to retail and engineering, these opportunities were vital for young people who in many instances, for one reason or another, missed out on opportunities to do any work experience during formal education years. This project is continuing and

expanding with more employers participating and we're excited to see the next stage of the journey as we look to make more inroads towards helping young people gain access to progressive apprenticeships and paid employment.

Nonetheless, with all the progress and successes we saw in 2022, the eternal enigma of survival and existence versus expansion and scaling-up remains the VCS conundrum that we still face. The youth sector has seen a £1bn decline in funding over the past decade, and thus with reduced pots of money available, obtaining funding support remains very difficult for smaller grassroots organisations who don't have the capacity to hire professional bid writers to complete the often dissertation-like application forms. That's why we are extremely grateful to City Bridge Trust, MOPAC, and Cripplegate Foundation who awarded us funding for our core costs and capacity building needs, which has enabled us to strengthen our organisational capacity and invest in our employee infrastructure and social impact evidence base.

Indeed, we extend our gratitude and appreciation to all our stakeholders and partners that have helped us along this journey, as we continue with optimism and eager anticipation for more success into 2023. And as I was reminded by one of our Youth Ambassadors who shared this quote with me *"Success is a journey, not a destination. Joy is found not in finishing an activity but in doing it."*

SAMMY ODOI

Founder & Managing Director
Wipers Youth CIC



Culture & Identity session with the Equality & Diversity Champions at Woodrush High School

OUR YEAR IN NUMBERS

2022

SOCIAL IMPACT: CASE STUDY 1



YP1 was referred for specialist mentoring support in January 2022, with concerns around his emotional well-being and safety in the community. Previously, he was assaulted in January 2021, which resulted in him being stabbed. The police closed the case due to the lack of evidence. Now there were concerns around possible gang exploitation and his personal safety. The referral also highlighted the need for a specialist mentor to support YP1 with his decision making, wellbeing, positive activities and to develop positive relationships with adults and peers.

YP1 and family were under the care of family social services. YP1 is the eldest of 6 children and is the only child out of his siblings who is of mixed heritage. YP1 lived in a two-bedroom home and was sharing a room with his siblings which contributed to YP1's regular missing episodes.

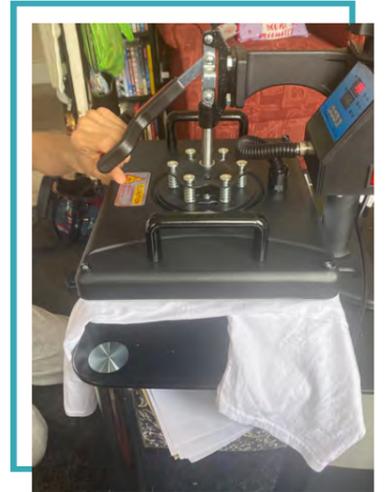
Initially YP1 was not consistent at attending mentoring sessions. The mentor observed that YP1 struggled with his emotional well-being with signs of trauma from the knife attack. YP1 would not respond to any communication via text messages or phone calls from the mentor and he found it difficult to meet new professionals. Eventually with the support of staff at the school, YP1 agreed to meet the mentor after school. When YP1 attended sessions, he engaged well in discussions, however, YP1 would struggle to communicate his feelings and would often just say 'yes' to things to appease professionals, family and peers.

The mentor observed that YP1 would often say yes to activities that he had no interest in. Initially the activity YP1 chose was to attend the studio to create music tracks. However, when YP1 was given the opportunity to write lyrics and create music, he would often procrastinate and avoid writing a track. It became apparent to the mentor that his interest was not in music but in other areas, one of them being creative arts and graphic design.

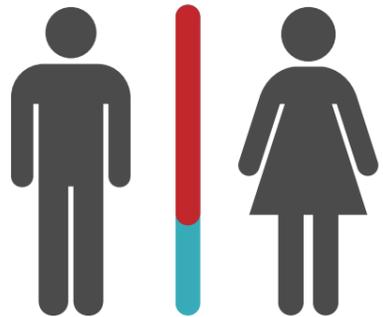
The mentor helped YP1 to explore and develop his interest in creative design and learning how to customise trainers through the processes 'hydro-dipping'. YP1 was also supported to develop a business plan of designing and printing t-shirts which he greatly enjoyed.

Once YP1's family moved to a new property, he had no further missing episodes. Challenges still remained around YP1's safety as intelligence arose about individuals in the area known to police that had made threats to YP1. Wipers collaborated well with all agencies involved, including social services and police to review the situation regularly and ensure safety plans and risk assessments were updated promptly.

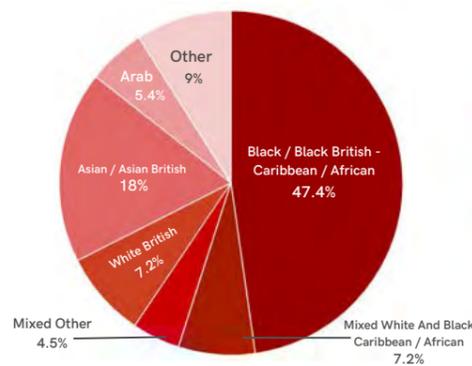
YP1 engaged with mentoring support for a total of 16 weeks. He is now able to demonstrate more resilience and emotional intelligence around his decision making as well as self-reporting an improvement in his overall confidence. The mentor observed that YP1 was able to better determine what direction he would like to go in terms of his personal life aspirations and his passion, discipline and application to creating his own brand designs has been remarkable.



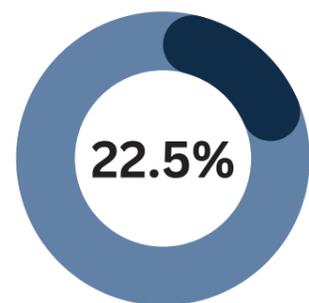
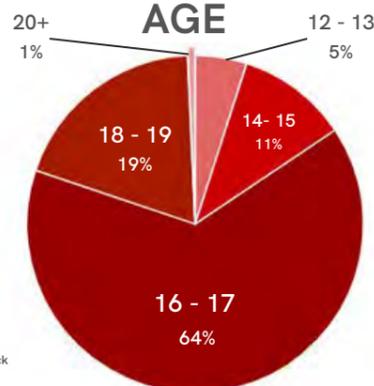
MALE 71% **29% FEMALE**



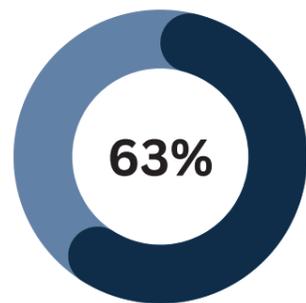
ETHNICITY



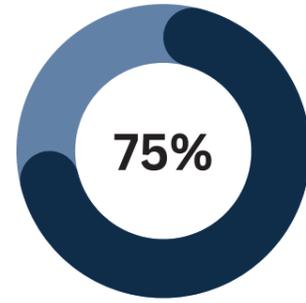
AGE



Special Education Needs (SEN)



Involved with youth offending or statutory children's services



Experienced domestic abuse



Groupwork programmes & workshops delivered



Completion rate of all groupwork participants

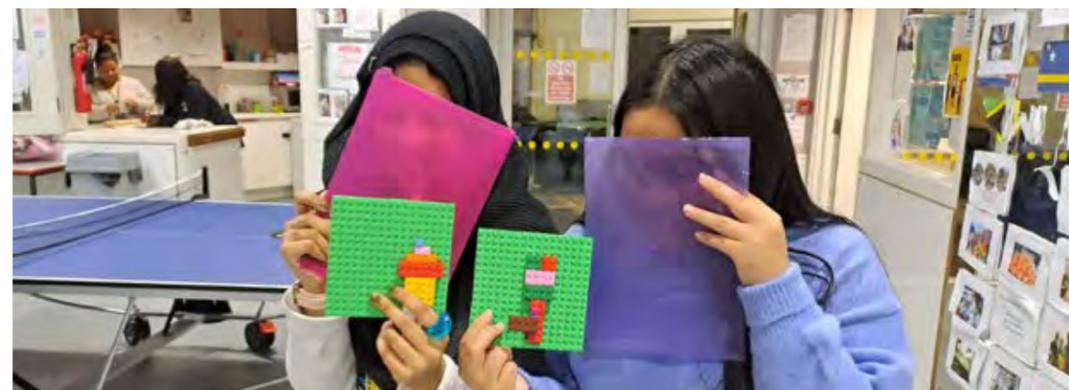


62 Young people obtained AQA qualifications

Time flies when you're having fun! 2022 was a packed year of power and progress for Wipers and our amazing beneficiaries. Here are some of our highlights and forecasts as we reflect on the year behind and look forward to the year ahead...



Over the past year, we teamed up with REIN (Rights and Equalities in Newham) to deliver targeted youth activities funded by Newham Council's Youth Empowerment Service. Our GEMS (Girls Empowerment Motivation Success) group supported young girls and women who were residents or attended education in the Plaistow area aged 9-19 (25 if SEND). GEMS provided a safe space for young women to share, discuss and grow as they learnt new skills and participated in fun creative activities and events which included the Wipers driving theory test workshops and our business enterprise sessions.



MAYOR OF LONDON
VIOLENCE REDUCTION UNIT



The Stronger Futures Programme

The VRU's Stronger Futures programme provided significant investment to organisations delivering prevention and early intervention work with young people aged between 10-18 who may be at risk of violence, exploitation or grooming. Alongside delivery partners, Rocket Science and Action for Race Equality (formerly the Black Training Enterprise Group) support was provided to 17 targeted projects working with young people after school and at weekends, to improve educational outcomes and reduce school exclusions, as well as to improve employability prospects and mental health and wellbeing. Wipers Youth CIC and The Safety Box were amongst the successful applicants and as a result were able to form a working partnership to deliver the Ascension project.

The Ascension Project

The Ascension Project was a joint initiative between Wipers Youth CIC and The Safety Box to deliver their flagship AQA accredited leadership and personal development programmes - The Ether Programme and the Aspire Higher programme - to young people at risk of violence, exploitation, grooming or facing other vulnerabilities or disadvantages.



119
Number of young people



86%
Reduction in reoffending



82%
Improved mindsets towards carrying / using a knife



92%
improved self-esteem



92%
improved confidence



88%
mental health & wellbeing

These significant outcomes have helped us acquire further funding from the VRU Stronger Futures programme to extend our provision of the Ether Programme alongside community-based mentoring support, work experience opportunities and our ever-popular driving theory workshops.

[CLICK HERE TO SEE THE FULL REPORT](#)



Rise & Reach

As a Community Interest Company, part of our strategic objectives is reinvesting the majority of our profits back into the organisation for community based, non-profit initiatives for the social benefit. Last year we chose to fulfil this objective through our Rise & Reach project, which helped provide work experience taster day opportunities for young people in a variety of workplace industries. This included construction, bike mechanics, agriculture, retail and plastering.

All the young people that participated gained awareness in health & safety, planning, goal setting and other key skills needed to apply themselves within these industries, as well as transferable skills needed for ETE progression. The Rise and Reach project continues to grow from strength to strength as we increase vital links with private sector companies that are keen to offer more taster day opportunities for young people.

In 2022 – we successfully supported **23** young people to attend **10** R&R sessions



As the adage goes, a picture says a thousand words so click [here](#) check out some footage of our taster days.





The Islington and Camden Parent Champions are a group of motivated volunteer parents. The group often run coffee mornings in schools. They work in schools and community groups, in partnership with the integrated gang's team around community safety with young people. The group advocate against youth violence, reducing knife harm, they want to tackle violence against women and girls, and reducing school exclusions for young people.

Wipers were pleased to partner with the Islington and Camden Parenting Champions to support parents and carers through informative presentations and webinars around social issues such as Child and Criminal exploitation, social media awareness and County lines training.



Bail Mentoring



We have been commissioned by the London Accommodation Pathfinder (LAP) which is funded via the Youth Justice Board (YJB) to pilot a specialist mentoring support service for 15 children across North Central and East London that are subject to Court Bail conditions or Remanded into Local Authority Accommodation within the Youth Justice System. The children are aged between 10-18 years old and of mixed gender. The aims of the project included reducing reoffending rates, reducing risk of harm to self and others and the protection of the public and victims, as well as reduction in children experiencing remand custodial experiences. The pilot is due to end in April 2023 and preliminary evaluations show very positive indicators of success across all metrics including reducing the over-representation of ethnic minority children in custody.

Wipers is proud to partner with London Accommodation Pathfinder (LAP) in facilitating our Ether Leadership & Development programme to help young people increase their perception of identity and self-awareness, confidence, self-esteem and masculinity.



"Supporting children on bail included working with individuals with multiple risk factors and layers of vulnerability. We were able to match children to mentors in a culturally sensitive way, which led to developing very strong positive relationships based on trust, empathy, being authentic and mutual respect."



In August 2022 we received a Trailblazer grant from Youth Music, to launch our Sirius music project.

The project was co-designed with young people who helped shape the project and decided how it would be delivered, in ways that best meet their interests. This project invites young people to use their art and skills to showcase the genres of drill and hip hop in a positive light.



SPECIALIST MENTORING

221 children and young people referred to Wipers Youth for 1-2-1 specialist mentoring support

Wipers Specialist Mentoring service uses the **Mentoring Quality Framework** to guide our operations and ensure our mentoring is of the highest quality and utilises best practice approaches.

The Mentoring Quality Framework was developed by the Mayor of London's *A New Deal for Young Londoners* initiative alongside organisations from the voluntary and community sector, and support from **Bloomberg Philanthropies** and **Action for Race Equality**.

The Framework is a **self-assessment tool** co-designed to help organisations that provide mentoring for young people **reflect** and **develop** their practice, and highlights **key standards** around programme design, recruitment, induction & **training**, matching and **mentee voice**.

As an experienced VCS mentoring organisation, we were able to **promote** these standards and **share** our **expertise** to support the sector through our **Coaching and Mentoring Young People** training courses.

Social Impact: Case Study 2

YP2 was referred for specialist mentoring in January 2022. The referral highlighted concerns around his family relationships, including his relationship with his siblings and concerns around his controlling and aggressive behaviour and ability to manage his anger and other challenging emotions.

The aim of the intervention was to help support YP2 to build his confidence, self-esteem and develop positive methods to manage his emotions and ultimately improve his well-being and engagement with positive community activities.

YP2 was passionate about mechanics and the mentor supported him to attend the Wipers Rise and Reach bike mechanics taster day. YP2 enjoyed the bike workshop, especially talking to the facilitator about their shared passion for motor cars.

The mentor also discovered that YP2 was a very talented artist and could draw exceptionally high quality cartoon characters.

During these sessions the mentor also explored discussions around thoughts, feelings, anger management and healthy relationships.

Mother and siblings informed the mentor on numerous occasions, that YP2 was less angry and aggressive in the home and Mother reported a significant improvement in her relationship with YP2.

At the end of the mentoring session YP2 stated that *"the mentoring intervention has prevented me from going down the wrong path"* and without the intervention *"I would have been in a lot of trouble on the street wearing a balaclava"*. YP2 also claimed to have gained a deeper perspective on how other people think and feel.

Wipers is committed to empowering young people by supporting them to discover their own special contributions and realise their full potential.





Youth Ambassadors for Social Action

We relaunched our Youth Advisory Board (YAB) and recruited 10 bold, courageous, and passionate Wipers Youth Ambassadors on a six-month paid contract, comprising a hybrid of in-person and virtual forums once a week. The YAB co-produce and co-design our services, activities and agenda for 2023 as well as participate in social action initiatives by sharing their voices and lived experiences.

The flexible and open approach of the YAB enables for full integration of the voices of young people, in an inclusive and representative way that empowers them to take social action on issues close to their hearts such as homelessness, racial equity, LGBTQ+ issues and mental health. The YAB also provides a safe environment for our ambassadors to participate in morale-building challenging activities, whilst enhancing their personal development skills, and increasing self-esteem and confidence.

Advocating for Racial Justice

Wipers were proud to join forces with ARE (Action for Race Equality) in raising awareness about the Metropolitan Police's controversial Gangs Violence Matrix – a secretive database of suspected gang members established as part of the response to the 2011 London riots.

Organisations Liberty and UNJUST launched a legal challenge to highlight police harassment caused by this discriminatory database, which was settled by the MET Police before it reached court. The Met acknowledged that the Matrix needs 'wholesale change,' conceding that the operation of it was unlawful, and admitted that the Matrix breached the right to a private and family life. The Met also recognised that there is an 'unacceptably high rate' of racial disproportionality in the Matrix, with nearly 80% of those named being Black.

Now, more than 1000 names have been removed. The Met Police have also agreed that those removed can apply to be informed of what data was held and who it was shared with.

Wipers facilitated a forum for young Black people affected by the gang matrix to share their experiences, and our Managing Director, Sammy Odoi, joined up with other criminal justice experts including Leroy Logan MBE (former Metropolitan Police Superintendent, a founder of the Black Police Association); Lana Adamou (Lawyer at Liberty UK); Katrina Ffrench (Director and Founder of UNJUST CIC); and Jeremy Crook OBE (CEO of Action for Race Equality) to produce a short film to highlight the emotional, psychological and social toll that the Matrix – and years of 'over policing' of Black communities – has had on young Black Londoners.

IT'S TIME TO **#SCRAPTHEMATRIX**. SHARE OUR MESSAGE. WATCH THE FILM AND READ MORE [HERE](#).





11

London boroughs

94

young people participated

44

young leaders that achieved a Level 1 AQA accreditation in Leadership & Personal Development

The Ether Programme is an award-winning leadership and personal development programme which inspires young leaders to enhance their emotional intelligence, confidence and self-esteem, attitudes, behaviour and independent thinking.

Social Impact: Case Study 3

YP3 is an 18-year-old female currently not in education. She emigrated from Italy to the UK. She has struggled with her mental health and suffers with anxiety and has a history of self-harming. She has missed time in education as well as extra-curricular activities due to illness.

YP3 started attending the Wipers girls group GEMS and took part in the driving theory workshop. YP3 stated that since she has been attending GEMS, she has a safe space to discuss emotional matters with other girls her age. She also enjoys participating in the various workshops provided at GEMS.

YP3 completed all 6 sessions of the driving theory workshop and successfully passed her theory test. She was supported to arrange a college placement and also managed to secure a voluntary work opportunity abroad during the summer. Although she still struggles with anxiety, she continues to progress and achieve despite her challenges.



When I first left home and began sofa surfing, I didn't really associate my situation with the term of 'being **homeless**'. I thought the set up I had of jumping from house to house would sustain me, but it caught up to me in the end, until I found myself being kicked out of college. At the end of the day, I had no real **stability**, nothing to come back to, no **space** to myself and on top of all that, I was missing a very important feeling: the feeling of being safe, the feeling of having **security**. With being homeless, I have lost a lot - but I have also learnt a lot.

Now the housing process has been a long and tough one. After being in my situation for 2 years, it's not until the end of this year that I've made headway. In all honesty, I partly blame myself for why it took so long. I always felt like I could have been doing more though. I think everyone has situations in which they **reflect** and believe they should have done more, that's a universal feeling and I also couldn't say I could take all the blame - a lot of the process is waiting.

What I do know though, is that I wouldn't have been able to do it without the services I was referred to. I was first referred to TYS (Targeted Youth Support) and I'm so **grateful** they didn't give up trying to contact me, because without them I wouldn't be where I am now in terms of my housing process. I wasn't easy to get on the phone, so I can't thank them enough.

They then referred me to Wipers and my specialist mentor who really helped me through it. I have a knack of getting anxious and so in some situations I can be easily **overwhelmed**, but having someone who didn't sugar-coat things and told me things for what they were was something so needed in trying to navigate a situation like this.

I couldn't have done it alone, being young I was **worried** about getting screwed over. I was in a vulnerable position but being able to trust I had someone in my corner, meant everything. I was really **lonely**, and there's only so much that people in my life could do to help me but with my **mentor** I really felt like everything could be alright again for me.

I was struggling a lot with my mental health - and still am - but she made it all feel less heavy all the time, and what I appreciated the most about my experience with her, is that it wasn't one sided. It was a human interaction, it was **personal** and that was so needed in a situation where it can all be assessments and waiting. Just to have someone to chat to and it not be stressful, it was **genuine** and it makes me appreciate our time together more. It prepared me for being able to manage and do this on my own.

It's because of Wipers that I was also introduced to other great services, including Hillside Clubhouse and New Horizons Youth Centre. They were so **helpful** and easy to work with and clearly worked very hard to provide as much as they can for people.



Sometimes we know we can do something, but we still need a little **push** and that's okay. I wanted to do it all myself, but I accepted the help and honestly, it would be silly if I said I'm not in a better position now than I was. I still have **control**, the choice was still mine, the difference is, I have more choices than I started off with, more **opportunity** to steer myself into something I wanted and I was supported in that.

Now I can't say what will happen in the future or where I will decide to go, but at least now I'm in a much **better** place, with the **tools** to handle it and manage where I want to be. I've even restarted college this year so I know either way, there will always be a way to make something work, you just have to be **open** to the idea of that.

TRAINING AND CONSULTANCY

Our 2022 **Learning & Development (L&D) guide** successfully captured our values and ambitions towards enhancing the quality of CPD within the sector. From London to Manchester to Lancashire we delivered high quality **youth work and youth justice courses** to upskill and reskill the workforce.

Our *Approaches for Engaging and Empowering Young People* courses were popular amongst new employees entering the sector to start a career in youth work. We **responded** to the feedback we received from delegates in 2021 to ensure that our *Delivering Effective Group Work* and our *Coaching & Mentoring Young People* courses were prioritised for **in-person delivery** over virtual, which greatly facilitated better experiences and outcomes for participants to not only enhance their techniques and skills but also provided **valuable** peer-to-peer learning, support, and networking opportunities.

We further enhanced our reputation as **experts** in the Equality, Diversity and Inclusion space by continuing to explore uncomfortable conversations on topics of **race**, ethnicity and criminal justice; and in March 2022 we strengthened our alliance with Action for Race Equality (ARE) as we collaborated to revise our *Anti-Racism & Allyship* course and develop our new *Cultural Competency* course. These courses, alongside our *Unconscious Bias and Disproportionality* training are now part of our Courageous Conversations series, which help to raise awareness and provide better understanding of how to disrupt bias and develop action-based anti-racist strategies **grounded** in a solid foundation of cultural competency and increased cultural intelligence.

Our L&D offer continues to grow from **strength to strength**, with regular quarterly training bulletins offering a wide range of courses that help raise **awareness** and provide better understanding of the context and issues across a range of sensitive and difficult subjects, resulting in healthier engagement, **mindfulness**, tolerance, and teamwork.

SIGN UP HERE FOR OUR QUARTERLY NEWSLETTERS AND TRAINING BULLETINS

21
training courses delivered

225
learners completed a Wipers training course

It allows you to understand that we all have biases, acknowledging it and ensuring that those biases are not impacting on our decision-making around young people.

Tricia Ramarozafy,
Head of Youth Justice
Manchester



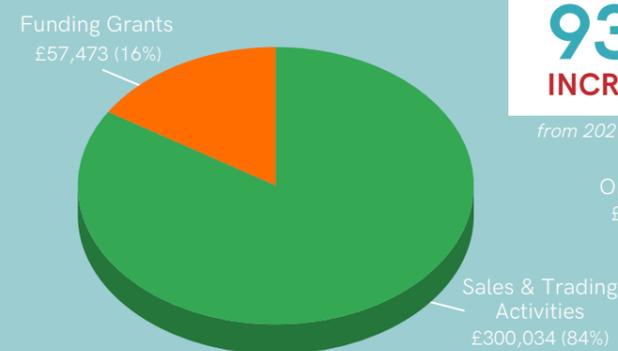
COMPANY OVERVIEW

Part time staff	6	Trustee / Board Members	6
Full time staff	10	% of senior management team / board that identify as Black, Asian or Global Majority	100%
Youth Advisory Board	10	% of senior management team / board that identify as female	50%
Active volunteers other than Trustee / Board Members	3		

FINANCIAL SUMMARY

TOTAL TURNOVER £357,507

TOTAL SPEND £325,496

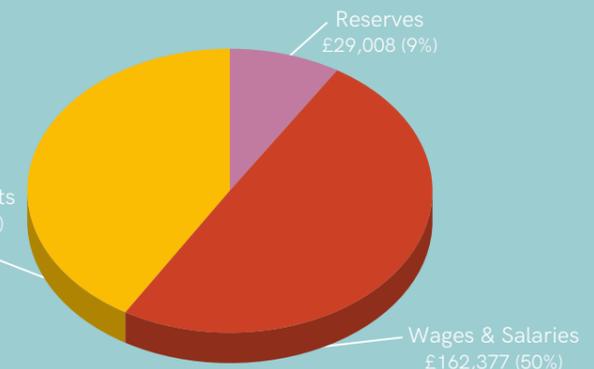


This pie chart shows our main sources of income. Our largest sources of income are sales and trade activities.

93%
INCREASE

from 2021 turnover

Operating Costs
£135,111 (41%)



As this pie chart shows our largest area of spend was on wages and salaries, followed closely by operational costs.

STRATEGIC PLAN 2022 - 2025



Our 3-year strategic plan encompasses overlapping objectives of:

1. increasing our sustainability.
2. enhancing our ability to capture and present our social impact.
3. developing our 'pathways into employment' offer.



2022 LONDON PARTNER BOROUGHES

**Barking &
Dagenham**

BARNET
LONDON BOROUGH

Bromley
THE LONDON BOROUGH

 **Ealing**


ROYAL borough of
GREENWICH

 **Camden**

 **Hackney**

h&f
hammersmith & fulham

Haringey
LONDON

 **Havering**
LONDON BOROUGH

 **Newham London**

 **ISLINGTON**

Southwark
Council


Waltham Forest


TOWER HAMLETS

 **City of
Westminster**



WIPERS YOUTH CIC

86-90 Paul Street, London, EC2A 4NE
0203 598 4109
info@wipers.org.uk

Company number 12634357
VAT no. 357085382

 @WipersYouth

 @WipersYouth

 Wipers Youth C.I.C

 Wipers Youth

WIPERS.ORG.UK