



# ANNUAL REPORT 2023

—  
Clear Vision. Safe Journey.



## CELEBRATING OUR 10 YEAR ANNIVERSARY!

We are a youth justice social enterprise specialising in working with vulnerable and disenfranchised young people. Our mission is to engage with our beneficiaries to empower them – increasing their personal and social development, confidence and self-esteem.



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# A WORD FROM OUR DIRECTOR

10 Years? Wow! How time flies when you're having fun!

It's almost mind-boggling to think it's been 10 years since Wipers delivered our first-ever project. In that time, we've seen so many amazing young people find their path and progress and achieve with a little support and guidance from Wipers along the way.



**Sammy Odoi**  
Founder and Director

**We are immensely proud of the impact we've had on our beneficiaries and our community over the past decade.** In periods of both challenges and triumphs, we have remained steadfast in our mission to engage and empower young people by providing them with a clearer vision for a safer journey.

**Together, we've been able to help one child and young person at a time,** always prioritising quality over quantity and understanding the critical difference we can have in the lives of others when we build authentic relationships and develop genuine connections.

**One area that really encapsulates the spirit of our work and the resilience of the individuals we serve, is our Youth Advisory Board (YAB).** The vast majority of our Wipers Youth Ambassadors are current or former Wipers mentees, with a varied range of academic abilities, challenging life experiences and often unnoticed skills and potential.

It has been one of my personal highlights to see various cohorts of the YAB come and go, with an increased sense of self confidence and self-belief to control their own destiny and positively change the world around them.



**"The lived experience, compassion and empathy that these individuals bring to their roles every day is inspiring and a testament to our longevity and success."**



I'm also incredibly honoured to work alongside our highly talented and dedicated staff team. The lived experience, compassion and empathy that these individuals bring to their roles every day is inspiring and a testament to our longevity and success.

**Indeed, we owe our success to each of you — our dedicated funders, stakeholders, and community partners. Your unwavering support empowers us to continue our vital work and inspires us daily.**

Looking ahead, many of the same challenges present 10 years ago remain, though some have worsened. Our beneficiaries still face a ridiculously high cost of living, reduced national and international employment opportunities in post-Brexit Britain, and extreme racial disparities in the criminal justice system. As the new Labour government begins to grapple with these challenges, we plan to be a part of the conversation and continue our policy and advocacy work to champion the rights of young people as well as the underserved and overlooked.

We are optimistic and hopeful that the new government will find new approaches and creative solutions to better fund the Voluntary and Community Sector and utilise the expertise that we offer.

## **So, what next for Wipers?**

We have some exciting new collaborations and mergers on the horizon, as well as a revamp of our services and activities for the coming year. We will continue to seek long term investment and are increasing our focus on building corporate relationships to enhance our employment and training offer, as well as becoming an established provider of apprenticeships in youth work.

Thank you for being an essential part of our journey. However, the journey continues and there's still much to be done. Still, if the next 10 years are anything as rewarding as the past 10, I'm happy to take the scenic route!

**Peace and blessings,**  
Sammy



# OUR YEAR IN NUMBERS

2023



302

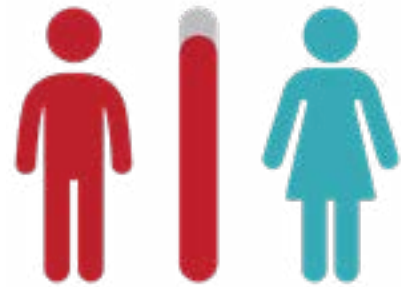
Children and Young People Received a Wipers Service



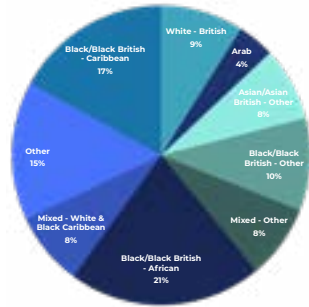
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Hours of 1-2-1 Mentoring and Support Delivered

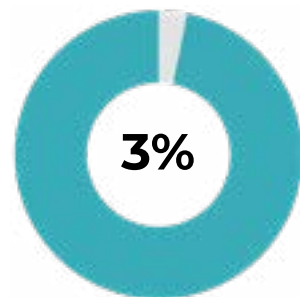
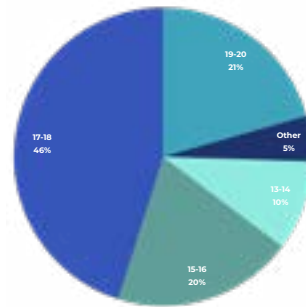
MALE 91% FEMALE 9%



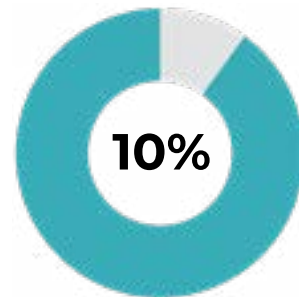
ETHNICITY



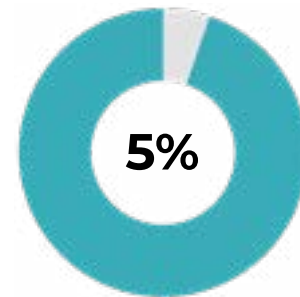
AGE



SPECIAL EDUCATION NEEDS (SEN)



INVOLVED WITH YOUTH OFFENDING OR STATUTORY CHILDREN'S SERVICES



EXPERIENCED DOMESTIC ABUSE

92



Groupwork Programmes and Workshops Delivered



89%

Completion Rate of all Groupwork Participants



112

Young People Obtained AQA Qualifications





# SOCIAL IMPACT:

## CASE STUDY 1



A Wipers mentor lifted a young person's spirits by visiting them in the hospital and gaming together, bringing comfort and connection when it was needed most.

**14-year-old YP1 suffered with rumination disorder, causing chronic, repetitive and automatic regurgitation of recently eaten food.**

The condition hindered YP1 from attending school, as he was often in and out of hospital, and there were concerns that he would fall behind the rest of his academic year. YP1 was required to have a tube in his nose to help manage his weight, making him self-conscious and fearful that other pupils would ridicule him.

This also made him reluctant to attend school. YP1 was subsequently referred to Wipers for mentoring, with the aim of encouraging his attendance, where possible, to build his confidence and self-esteem and to support him to access and engage in positive activities.

YP1 had a strong and supportive family. He lived at home with his mother and siblings and whilst his parents were separated, YP1's father remained present in his life. Both parents visited him in hospital, so too his older brother, who was identified as a positive role model.

The mentor provided YP1 additional support and encouragement, outside of his existing network, and their shared interest in gaming and football enabled the mentor to open up conversations, including around schooling.

**YP1 was very receptive to mentor visits, appearing happy and appreciative of the contact. The mentor focused on motivating YP1, lifting his morale, and liaising with medical professionals to help YP1 cope with his condition.**

The mentor sought to encourage YP1 to follow medical instructions and engage with medical staff, as there were occasions when he would give up hope and disengage from professionals, which was not beneficial to his health or progress. As the relationship developed, if YP1 was too ill to meet his mentor, he was proactive in notifying him.

During the half-term break, YP1 enjoyed attending Oxygen Jump Space, a trampoline park, demonstrating great endurance and flexibility on the apparatus. Whilst off school due to his condition, YP1 would receive his education online at home and be motivated by his mentor to engage with his studies remotely.

The mentor provided YP1 opportunities to engage in everyday fun activities too. During the World Cup, YP1's mentor attended the family home to watch football games with him and YP1 also enjoyed their time playing on his PlayStation together. Additionally during his time at GOSH, YP1 created a welcome banner to brighten up his hospital ward.

During the mentoring relationship, the mentor observed an improvement in YP1's confidence and communication. YP1's health also improved, due to specialist care he received and encouragement from his mentor, which in turn boosted his morale. There was some improvement in YP1's school attendance and he was able to participate in learning away from the classroom.

**Alongside YP1's mentoring programme, the mentor also supported his mother to balance the care of her younger children with hospital visits. The mentor routinely liaised with the allocated social worker to explore areas of assistance for mum, including travel cost support.**





# FLASHBACKS AND HIGHLIGHTS

## The Disproportionality Leadership Project

Wipers was pleased to collaborate with researchers at University of Essex and City University of London to deliver the Disproportionality Leadership Project; a 12-month intensive mentoring programme in the London boroughs of Islington, Camden, Hackney and Haringey.

The project aimed to increase the confidence, self-esteem and leadership skills of Black and global majority young people by providing them access to positive activities and education, training and employment (ETE) opportunities, to develop their CVs and work-ready skills.

The research element of the project aimed to capture the lived experiences of discrimination of our beneficiaries. Our Wipers mentors were able to participate from the very early stages of the project, through consultations with the research team, contributing to the development of question formats, themes, and language to support both young people and the researchers.

**During the project: 91% of beneficiaries did not reoffend; 80% accessed ETE and 67% recorded progress in their personal and social development. Results also highlighted the importance of good mentors, who help mentees reflect and plan to achieve their goals.**

*[Mentor] has been mentoring my son and I feel that it has helped him as he has an outlet as he is not very comfortable sharing certain things with us his parents. It normally takes him a while to trust someone and share his emotions and feelings, and we are so grateful that he has found that solace in his mentor.*

## GEMS

Our Newham community's girls group GEMS (Girls Empowerment Motivation Success), in association with REIN continued to grow through the year offering beneficiaries ongoing support and a diverse programme of activities.

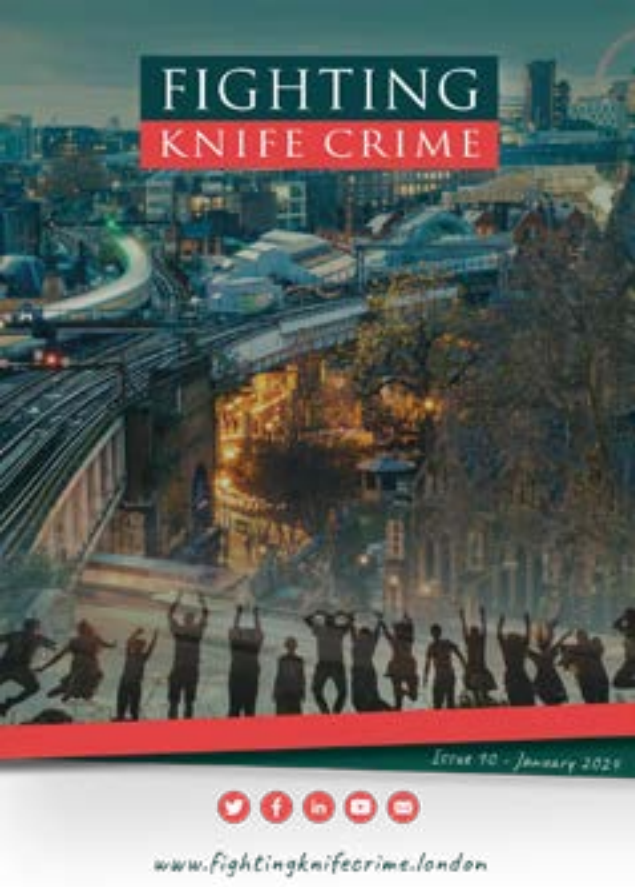
This included a fantastic footballing opportunity with the West Ham United Foundation. GEMS also invited photographer and activist, Ines Yearwood-Sanchez to speak to them about her inspirational natural hair campaign. 'My Hair Is Not...' and in celebration of Galentine's Day and female empowerment the group created and shared cards, biscuits and candles.

During Ramadan this year, the programme's activities were thoughtfully adapted to support beneficiaries who were fasting. GEMS also marked International Food Day with dishes from around the world, promoting the importance of healthy diets for all. And the group showcased their teamwork by helping to organise and complete a sponsored walk alongside Labour Councillor for Newham, Thelma Odoi.

**Well done, GEMS! What an incredible year it's been!**







Wipers Youth is a supporter of Fighting Knife Crime London

### Combatting Knife Crime in the UK: Tough on Knife Crime, Tough on the Causes of Knife Crime

October 2023 saw Wipers founder Sammy speak at [The Public Policy Exchange](#)'s event on combating knife crime. Sammy addressed the event alongside representatives from universities, the police and the VCS, exploring new and innovative ways to tackle knife crime.

*"Stop and search is not the silver bullet for stopping knife crime and serious violence. We need an earnest public health approach that sees long term investment into the youth sector and ensures that funding finds its way to frontline organisations on the ground who build trusted relationships with young people"*

# EMPLOYABILITY TASTER DAYS

During 2023 we continued our increasingly popular Rise & Reach Taster Days, providing exciting work experience. Thank you to [Well Grounded](#) who facilitated a workshop on how to be a barista, where our young people practised latte art and learned industry language such as 'steam wand'!

In June we introduced our young people to the advertising industry via our amazing partners from [Brixton Finishing School](#) and [Clear Channel UK](#) on their ADventure programme, inspiring the next generation of talent about the world of advertising and why young voices are so needed in the industry. Feedback from our beneficiaries was incredible and many asked if there were more sessions available.

At [Stepney City Farm](#), our young people helped with an ongoing project to build a new classroom on the grounds. They participated in a wide range of the build process, including planning, researching images for ideas and obtaining quotes. Externally they removed bushes and fences and went on to lay the foundations for the new space.

Additionally, they supported the maintenance of the site, collecting chicken eggs and depositing compost. We also continued our positive relationships with [Keywest Plastering](#) and [PinPoint Bicycle Mechanics](#) workshops.

### Lighthouse Project

In August 2022 we received a Trailblazer grant from Youth Music, to launch our Lighthouse music project, which challenged young people to record a track with a positive message without using profanity. Co-designed with our beneficiaries, they decided how the project would be delivered to best meet their interests. This project invited the young people to use their art and skills to showcase the genres of drill and hip hop in a positive way.



### Being Well Being Equal Report from Spark Inside

In April 2023 the new Being Well Being Equal Report was published by Spark Inside and the Being Well Being Equal Alliance, which includes Wipers as a member.

It highlights the voices of particularly young black men in prison, enabling practitioners, policymakers and commissioners to better understand how to promote Being Well and Being Equal in custody. *"Positive wellbeing in our prisons is the foundation for people to flourish before they get to the gate and go through it."*

being WELL BEING equal



SPARK INSIDE

Prioritising the wellbeing of young men and young Black men in the criminal justice system





# SPECIALIST MENTORING

**This year Wipers specialist mentoring offer continued to demonstrate flexibility and adaptability. We have worked with a wide range of young people and more recently young adults, referred to us for support from numerous agencies.**

Referrers have included youth and adult criminal justice services for those who have been both sentenced and remanded on bail. Referrals have also been received from schools, Childrens' social services and have included supporting looked after young people placed out of borough.

Increasingly, our mentors have observed high levels of trauma in the mentees with whom they have worked, with many young people having Adverse Childhood Experiences (ACES) including violence, abuse, exploitation, neglect, familial breakdown or substance misuse.

It may then be unsurprising that this year saw an increase in the duration of engagement. The percentage of cases that remained open longer than three months increased; on average our mentoring relationship lasted six months - an increase of 52%.

Our mentors lived and professional experience and familiarity working with young people, combined with our reliability, perseverance and commitment has enabled us to continue to deliver quality, specialised, bespoke packages to our beneficiaries.

We break down barriers and engage our mentees, building trusted relationships on which our positive and supportive work can flourish. We saw an increase in the number of mentees we were able to support around employability by providing them with exciting work experience in advertising, construction, plastering, bike maintenance and access to other employment opportunities.

A Wipers mentee experiences a unique audio forage healing sound bath with gongs, bowls, and chimes led by Conscious Lea (pictured).





# SOCIAL IMPACT:

## CASE STUDY 2

**London-based Youth Justice Service referred 12-year-old YP2 to Wipers' mentoring scheme due to his behaviour at school.**

YP2 was of Black African and Caribbean heritage and was routinely bullied due to his ethnicity and ridiculed for having vitiligo. His experiences impacted his conduct, making him easily influenced by peers and periodically placed in detention. His referrers were also concerned that he may become vulnerable to offending.

YP2 had an unstable start in life. He was in foster care until the age of two and at the time of referral he was under a Special Guardianship Order, living with his aunt and sisters. YP2 had also been assessed for ADHD and was awaiting the results during the mentoring programme. The aim of the intervention was to build YP2's confidence and self-esteem.

Through the support of a positive black, male role model, mentoring would focus on strengthening YP2's communication skills, cultural identity, emotional intelligence and resilience. YP2 could also benefit from new friendships to provide belonging.

YP2 had a passion for music and roller skating but lacked the motivation to participate in his interests. YP2 was initially matched with an experienced mentor, but he requested a change due to an age gap, showing maturity in articulating his needs. When matched with a younger mentor, YP2 was initially hesitant at first, presenting an obstacle to building trust, however, patience, consistency and comfortable settings helped progress the relationship.

YP2 developed a positive attitude towards mentoring and as the programme progressed, he became increasingly confident voicing his goals, enabling a genuinely tailored approach to YP2's needs and, as the rapport strengthened, YP2 became motivated to change.

Funding allowed YP2 to begin flute lessons at home, giving him an emotional outlet. Additionally, he participated in boxing and roller-skating classes, which tapped into his kinesthetic abilities and boosted his confidence. With his mentor, he explored new parts of London and was introduced to venues including a local Youth Hub, for recreational activities and to make new friends.

**The mentor began to sensitively discuss the discrimination and bullying that YP2 endured, the aim being to provide free space for him to vent his feelings and develop resilience.**

Whilst it was the view that the mentoring relationship had immense potential for impact, it was also acknowledged that YP2 would need ongoing support and empowerment beyond the three-month duration of the intervention. Partnering with YP2's family, social worker and support network identified during the programme, the mentor anticipated that YP2's needs could be holistically and dynamically responded to.

The mentor observed YP2's capacity for empathy, seen through his compassion for others and willingness to positively aid peers in need. YP2 embraced learning new things with curiosity and became more self-reflective and committed to the mentoring process. He also took pride in his cultural background and became more open to discussing his heritage.

**The conclusion of the mentoring relationship required care to avoid YP2 feeling abandoned. Connecting him with ongoing support and opportunities and celebrating his progress through the programme helped ensure a smooth transition.**





# YOUTH VOICE

The Wipers Youth Advisory Board (YAB) has been a vibrant hub of engagement and empowerment throughout the year, hosting weekly meetings that sparked meaningful conversations and personal growth.

Highlights of the year included a powerful event with Action for Race Equality (ARE), featuring musician Awate Suleiman, who shared insights into challenging the Metropolitan Police's [Gangs Violence Matrix \(GVM\)](#). The YAB participated in focus groups, videos and discussions that helped to support the successful campaign to decommission the GVM.

Through collaborative workshops, our young ambassadors explored personal resilience with Narrative Empowerment, delved into [mental health discussions with Mind](#), and celebrated creativity with [Breakin' Convention](#).

Business mentorship sessions with [COACH](#) provided valuable professional insights, while dynamic debate sessions encouraged critical thinking and self-expression.

Youth Ambassadors described their experience as a transformative journey – 'diverse', 'fun', and a 'meaningful break from routine'. Their commitment and thought-provoking contributions have been instrumental in driving positive change and creating a platform for young voices to be heard.

**Congratulations to our 2023-24 YAB members for their exceptional engagement and impact.**



Narative Empowerment inspired our Youth Advisory Board to embrace their unique stories as powerful assets, showing them how this will amplify the impact of their future projects.



*"One of my favourite experiences were talking about people who have had experience with the gangs matrix. I thought that was a very important topic which should be talked about more which I want to do more to help with since I didn't even know what it was to begin with."*



*"Overall, Wipers has been amazing to work with. I've had so much fun with my team learning all together about major issues within our community and the staff have been extremely kind and influential."*



*"Working as a Youth Ambassador has honestly been such a great experience for me these past 6 months. The sessions I have gone to have been educational and influential. These past months YAB has taught me how to properly have a discussion and how to express myself through conversation on topics which are important to talk about."*



# ETHER PROGRAMME

Our flagship leadership and personal development programme was delivered in 8 boroughs in 2023 and received over 50 referrals (54 to be exact!).

Our main takeaway from 2023 is that black and global majority young men and boys are much more willing and able to have difficult conversations about race, identity, sexuality, fatherhood, responsibility and personal emotional well being, if they are provided with a safe and supportive environment with credible messengers to guide them.

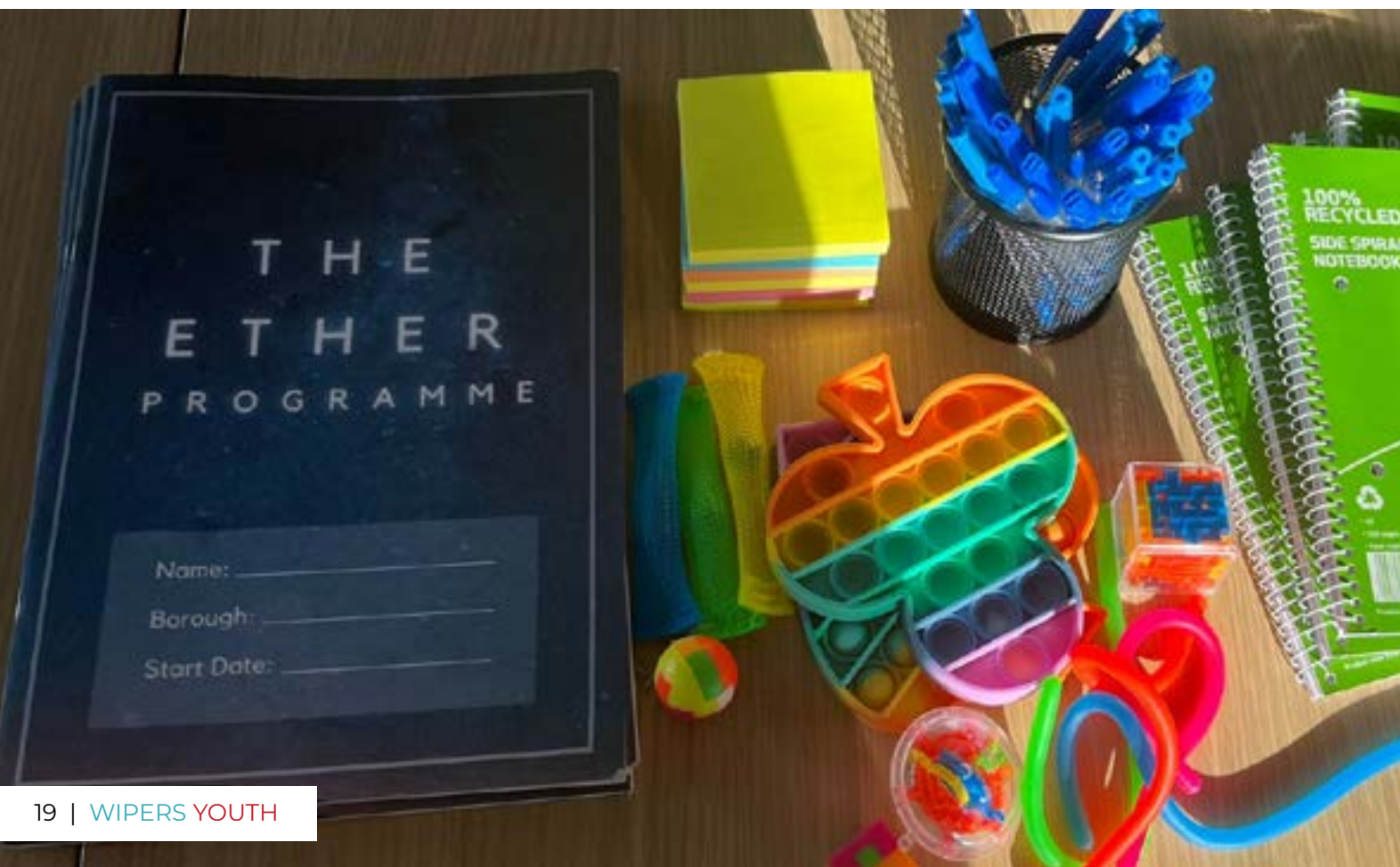
We continue to be amazed at the high levels of engagement from these amazing young leaders who largely have a histories of disengagement with services.

## What's next?

We're looking for a research team to help us lead a longitudinal study to capture the longer-term impact of the Ether Programme.

If you're interested, please [get in touch](#).

[Get In Touch](#)





# SOCIAL IMPACT:

## CASE STUDY 3

17-year-old YP3 was referred by a London Youth Offending Service to Wipers after receiving a court order for robbery and possession of an offensive weapon.

The aims of the intervention were to support YP3 around education and training, to improve his decision-making and develop his positive interactions with others. Additionally, YP3 needed to improve his sleeping pattern, which had been impacted by his lifestyle. The mentoring programme would also support YP3 to re-engage with boxing.

Living in a gang-affected area, YP3 faced risks of involvement, compounded by lifestyle choices that affected his education, sports participation, and sleep. Additionally, health concerns related to substance misuse and the potential for further offending were significant worries for his referrers.

Despite these challenges, YP3 expressed openness to mentoring, hoping to find part-time work and reintegrate into education.

Other mentoring goals included a healthy sleep schedule, attending the gym, keeping his bedroom clean and preparing meals for his family. Initially, YP3 attended sessions late and struggled to maintain attention.

As the programme progressed, however, he demonstrated commitment and used the intervention to help make positive choices such as participating in sports again. The mentor supported YP3 to apply for gym membership. YP3 also successfully secured a sales role with his mentor's encouragement.

Whilst YP3 committed to preparing regular meals for his family, he was not always available to do so as he was still regularly arriving home late after being out with peers. This exacerbated his poor sleeping pattern and may have also contributed to his lateness to his new job, which had become an issue.

The mentor called YP3 regularly to help him stick to his schedule, which led to improvements in his sleep pattern and increased punctuality at work.

As the intervention continued, YP3 became more involved with his family and more accepting of his parents encouraging him to engage with activities. The mentor was also impressed by YP3's enthusiasm to keep active. He was open to being put forward for jobs, applying for college and enrolling in courses, keeping fit and updating his CV.

YP3 demonstrated growing maturity and a strong commitment to personal health and wellbeing. He regularly attended the gym, reduced his substance use, and improved his focus on setting and achieving goals. YP3 displayed determination, adaptability, plus enhanced communication and organisational skills, all of which reflected his progress and dedication to self-improvement.





# LEARNING AND DEVELOPMENT

Last year we delivered 30 different training sessions which were attended by professionals from various frontline grassroots organisations and statutory children and young people-related teams nationwide.

Our youth-work-based courses received very positive responses from the sector, with our [Coaching and Mentoring Young People](#) and our [Delivering Effective Group Work](#) courses being the most popular for those starting a career in youth work and those in the education sector.

Our partnership with Action for Race Equality has grown from strength to strength, and our EDI courses on [Anti-Racism & Allyship](#) and [Cultural Competency](#) have been in high demand and delivered in Wokingham, Surrey, Preston, Blackburn and Greater Merseyside.

Our approach to promoting facilitators with lived experience from marginalised communities has brought a unique dimension to our training offer and continues to attract attendees and delegates looking for a distinctive and bespoke learning and development experience.



# COMPANY OVERVIEW

Part Time Staff (3)



Full Time Staff (11)



Youth Advisory Board (10)



Active Volunteers other than Trustee/ Board Members (4)



Trustee/Board Members

7%

Senior Management Team/Board that Identify as Female

57%

Senior Management Team/ Board that Identify as Black, Asian or Global Majority

100%

## STRATEGIC PLAN 22-25

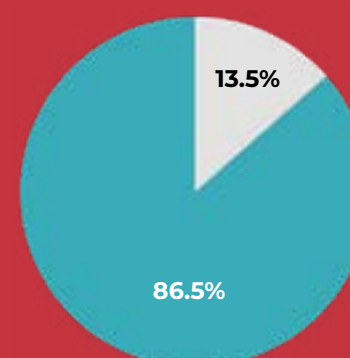


**Our 3-year strategic plan encompasses overlapping objectives:**

1. Increasing sustainability.
2. Enhancing our ability to capture and present our social impact.
3. Developing our 'pathways into employment' offer.

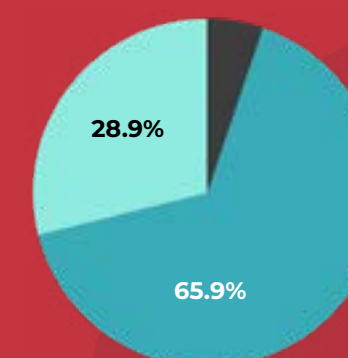
## FINANCIAL SUMMARY

Turnover Breakdown ( £487,345 )



■ Funding Grants ■ Other Income

Spend Breakdown ( £461,793 )



■ Wages & Salaries ■ Reserves  
■ Operating Costs

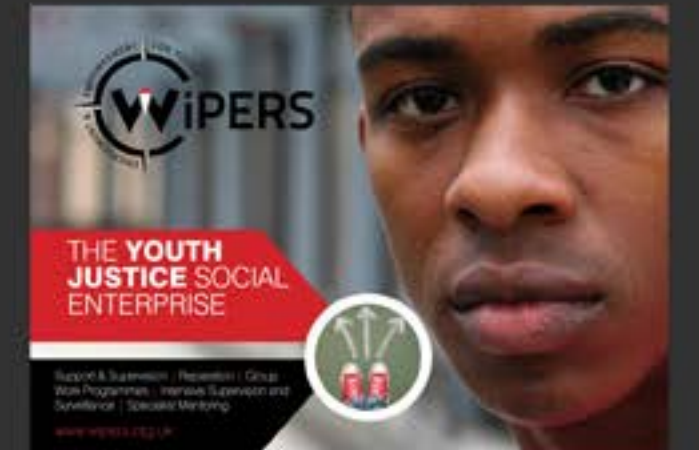


# WIPERS

DEDICATED TO YOUTH SERVICES

2012

2014



2015



2017



2019



2022



2018



2021

2020



2023



2024



2016



A clearer vision for a safer journey







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