

ANNUAL REPORT 2025



CLEAR VISION
SAFE JOURNEY



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FOREWORD



Emily Callard

Kick Back (My Ends) Project Manager

Emily is a Project Manager at Wipers leading violence reduction programmes, bringing experience across social work, youth services and community initiatives supporting young people.

Since joining Wipers in October 2024, one thing has struck me more than anything else: the people.

Every single day, I see a team that goes above and beyond for young people – not because it's written in a job description, but because it's who they are. The dedication, professionalism and care shown by Wipers staff is exceptional. They meet young people exactly where they are, without judgement, without labels, and with an unwavering belief in their potential. Their lived experience, character and integrity make their ability to connect with young people truly unmatched. I'm constantly inspired by how they work, how they support, and how deeply they care.

This past year has also marked a major moment of change and growth for Wipers. The merger of Wipers Youth CIC and Wipers Foundation charity expanded our reach and strengthened our foundations for the future. Alongside this, we welcomed a new Board of Trustees, bringing decades of experience across youth justice, youth offending, magistracy and frontline practice. Crucially, our Board also includes a Wipers Youth Ambassador, ensuring that the voices of those with lived experience remain central to our decision-making.

It's been a year of trailblazing ideas and bold action. We successfully delivered a construction employability programme supporting some of the most invisibilised young people to access training, gain Health & Safety qualifications, secure CSCS cards and prepare for real jobs in the sector.

Alongside this, we launched new initiatives including our Invincibles Project, designed to support young people with disabilities to access sport and activity, and developed our driving theory work into the Ignition Project, creating clear pathways from preparation through to passing both theory and practical tests.

A highlight from this year for me was a visit from Emma Warren, author of *Up the Youth Club*. Emma reached out after witnessing one of our mentors supporting young people on the tube – a moment so powerful it made it into the foreword of her book. She didn't know Wipers at the time; it was the ID badge that led her to us. That moment perfectly captures what Wipers is about: quiet, consistent excellence that speaks for itself.

“ ... it's lovely to hear because this youngster, who'll quickly be coded as troublesome above ground, is being childish in the best possible way; unselfconsciously.

I look ahead to 2026 with real excitement. We will be moving into Year 3 of the MyEnds Kickback programme, building on the strong foundations we have laid and deepening our impact across the community. We will continue to grow our newer initiatives – Ignition and Invincibles – ensuring even more young people can access practical pathways, inclusive opportunities and meaningful support. We are also preparing for the third year of our Family Fun Day celebration, which has quickly become a highlight in the local calendar. But most of all, I'm excited to continue working alongside this incredible team – with plenty of laughter, shared purpose and that unmistakable Wipers family spirit. The journey continues – and we're just getting started.



OUR YEAR IN NUMBERS

374

Children & young people who received a Wipers service

4418

Hours of 1-2-1 mentoring support delivered

56%

Special Education Needs (SEN)

64%

Involved with youth offending or statutory children's service

22%

Experienced domestic abuse



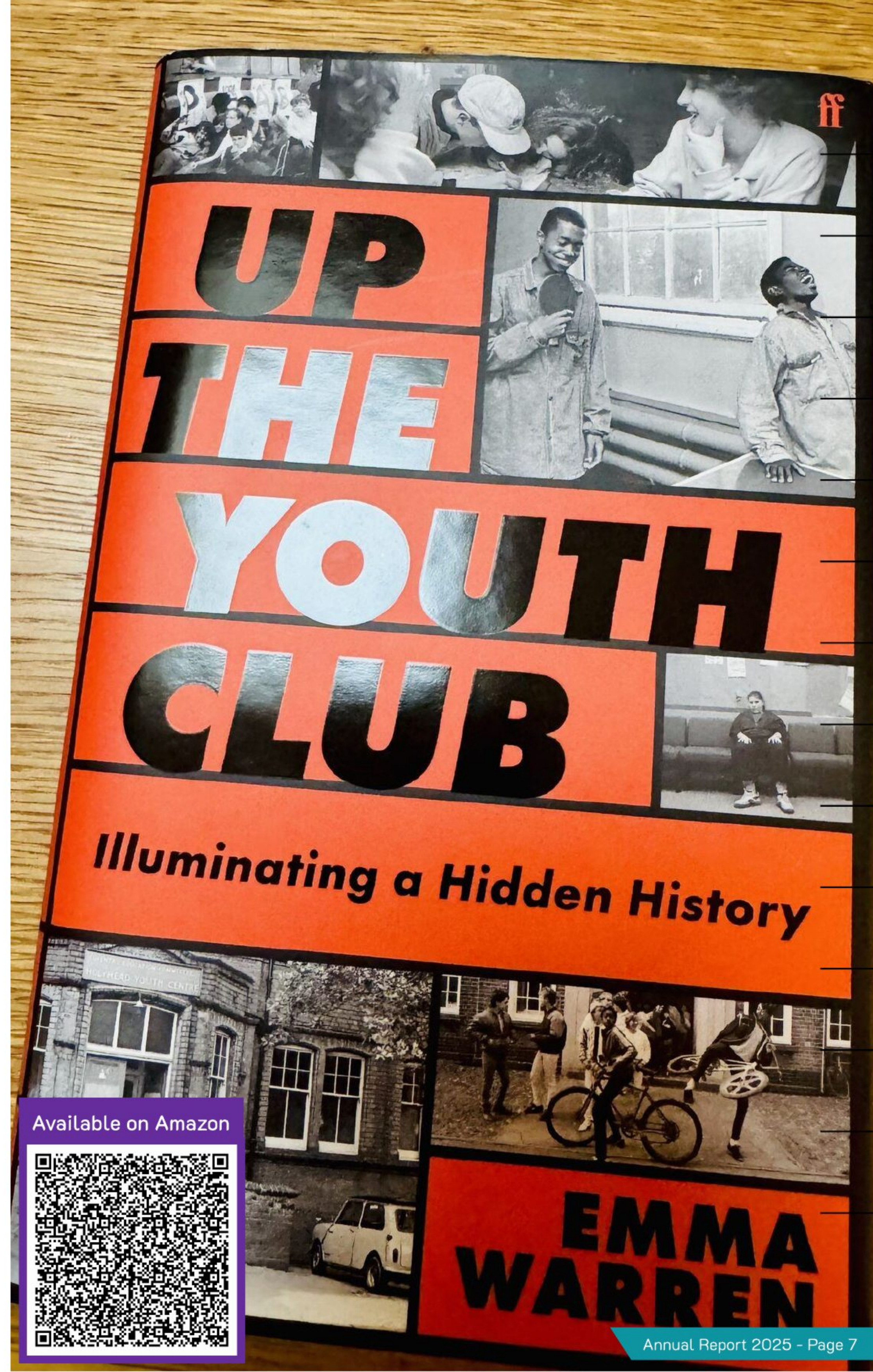
Male 70%

Female 30%

79%



of beneficiaries experienced an increase in confidence, self esteem and emotional wellbeing



Available on Amazon



PARTNERSHIP WORKING

“If you want to go fast, go alone. If you want to go far, go together.”

This African proverb captures the spirit of Wipers’ work in 2025. It has been a busy and rewarding year of collaboration with partners, funders and supporters who share our commitment to empowering young people and strengthening communities.



Join us for the 2026 Legacy Youth Awards celebrating resilience, creativity and leadership. [Click here to learn more](#)

One highlight was our partnership with **Jigsaw GC CIC** in supporting the **Legacy Youth Awards** — a powerful celebration created by young people, for young people. The awards recognised resilience, creativity and leadership across London, shining a spotlight on the everyday achievements and inspiring stories of young people making a difference in their communities.

Through the **Social Investment Business Better Youth Spaces** grant, we secured new laptops and iPads to strengthen our digital learning activities, including Driving Theory workshops and the **We’re Ahead the Curve** digital masterclasses.

Support from **Imperial Health Charity** enabled us to expand specialist mentoring for young people in Hammersmith & Fulham experiencing mental and emotional wellbeing challenges. We also welcomed an inspiring workshop delivered by **Kevin Koffi**, founder of **Khadys Dream**, where young people explored how adversity can be transformed into positive growth and purpose.

Our ongoing partnership with **HM Prison & Probation Service** continues to support young adults in Barnet and Harrow.

Through our holistic mentoring support we have supported more than 150 young adults with trauma-informed mentoring, helping many progress towards education, training and employment.

We were also pleased to join the **Fatherhood Consortium**, enabling us to offer tailored support for young fathers, including coaching, peer support and guidance around co-parenting and navigating the family court system.

Additional support from **Big Issue Invest**, **The Clothworkers’ Foundation**—who funded a state-of-the-art driving simulator—and continued collaboration with **Fighting Knife Crime London** have further strengthened our ability to deliver meaningful opportunities and positive outcomes for young people.

KICKBACK PROJECT MYENDS



Real Change. Real Stories. Real Impact.

It has been a landmark year for Kickback (MyEnds), a community-led violence reduction partnership led by Wipers Youth in Islington.

As Lead Organisation, Wipers coordinates a powerful consortium of trusted grassroots partners – Jigsaw-GC, Leap Confronting Conflict (now Coram Leap), and Prospex – delivering targeted, hyper-local support in hotspot areas including Finsbury Park.

Funded through the Mayor of London's MyEnds programme, Kickback brings together mentoring, therapeutic support, detached youth work, conflict resolution and positive pathways into education and employment. The mission is clear: reduce violence by addressing root causes, strengthening protective networks and creating meaningful opportunities for young people to thrive.

This year, that mission translated into real impact. Across the partnership, more than 1,000 children and young people have been reached, alongside over 200 adults - including parents, carers, teachers and professionals - meaning 1,351 individuals engaged across the community.

As Lead, Wipers has driven strategic coordination across the borough, chairing a steering group of more than 20 local partners, strengthening referral pathways and ensuring that delivery remains shaped by lived experience and frontline insight. Alongside this leadership role, Wipers has directly supported 85 young people through mentoring and group work, many facing risks linked to exploitation, exclusion or serious violence.

But the numbers only tell part of the story.

Wipers continues to deliver universal support through the Kickback consortium, creating safe and positive spaces that young people can access consistently. Six young people successfully passed their driving theory test this year with support from our dedicated workshops - a practical achievement that opens doors to employment and independence

Our after-school club, based in the heart of the Andover Estate, continues to thrive. Open access for primary school children in the area, it provides a safe space to make new friends, take part in positive activities and always share something good to eat. It is often these everyday, reliable spaces that build the strongest foundations for prevention.

“ This year, a young person involved in county lines activity disengaged from exploitative networks through coordinated support and began attending employability session, taking steps towards a construction pathway.

A standout moment of this year was our Family Fun Day in Finsbury Park, delivered with the MyEnds Kickback Consortium, brought together over 300 local residents for a day of joy, support and togetherness – ending, memorably, with a tug-of-war between the VCS sector and the police, (and yes the VCS team won!). Kickback is more than a programme. It is Wipers' commitment in action – coordinating community expertise, amplifying young voices and building safer futures.

As we move into Year 3, the momentum continues – stronger partnerships, deeper impact and even greater ambition for the young people of Islington.



From right to left: Emily Callard (Wipers Kickback Project Manager), Sadiq Khan (Mayor of London) Lib Peck (London VRU Director), Shalina Alabaksh (Croydon My Ends Programme Manager)

KICKBACK PROJECT 2025



YOUTH VOICE



Juan Sousa-O'Carroll
Youth Engagement Worker

This year marked a significant milestone for the Wipers Youth Advisory Board (YAB), as it became fully youth-led for the first time. Central to this development was the active involvement of three former members, who stepped into enhanced leadership roles as YAB Assistants. In my role as lead facilitator, I worked closely with our YAB assistants to offer hands-on, peer-led support. This included welcoming new members, supporting the set-up and pack-down of sessions, helping shape agendas, and ensuring that young people's voices were heard and reflected across the group.

Throughout the year, the YAB engaged in a wide range of relevant and timely discussions, including healthy eating, online safety, politics, career pathways, media influence, and the impact of artificial intelligence. These sessions were designed to encourage critical thinking, informed decision-making, and meaningful participation, in line with the group's overarching aim of equipping young people with the skills and confidence to navigate life with purpose and direction.

A key focus was translating learning into practical outcomes. For example, young people were introduced to tools such as the YUKA app, enabling them to independently assess food and cosmetic products and make informed choices about their health. Structured debates were also used to strengthen emotional intelligence, communication skills, and problem-solving abilities.

Highlights



17 Youth Ambassadors



36 Youth Advisory Board Meetings Held



3 Partnership Projects Completed

“ One of our partnership projects involved partnering with Active Communities Network to complete training for a peer-led research project exploring what young people value most in their communities. Delivered by the Innovation Unit, the sessions equipped our young leaders with practical research skills and the confidence to engage their peers in meaningful conversations.



Young people participating in peer-led research training, building skills to gather insights from their communities and shape youth-led solutions through the London VRU MyEnds programme.



Young people from Redbridge Youth Justice Service attend the F1 Drive Elite Go Karting at Tottenham Hotspur Stadium after completing The Ether Programme – an AQA accredited life skills & personal development course.

Redbridge Youth Justice Service

We successfully delivered the Ether Programme alongside a Youth Voice research project in partnership with Redbridge Youth Justice Service. The project created safe, supportive spaces for young people involved in the youth justice system to share their experiences and perspectives on education and their interactions with services.

Grounded in the belief that young people are experts in their own lives, the report captured valuable insights to help Redbridge YJS further develop trauma-informed, child-first approaches that promote equality and address disproportionality.

Barrow Cadbury Trust

Alongside this work, support from the Barrow Cadbury Trust has enabled us to expand our Youth Voice programme, investing in leadership development, governance and advocacy training so young people can influence policy and shape services.



Huseyin Can
Wipers Ambassador

I have been working as a Youth Ambassador for Wipers Youth for just over 1.5 years now. I had learned about Wipers through a driving theory course that they had provided and I had been referred to their company after completing it.

At first I was quite shy and quiet in front of new faces but right from the start they were amazingly helpful and helped me out. Throughout my time at Wipers I have been able to build up my confidence, A year ago I don't think I would've been able to stand up and give a presentation or a speech in front of a group of people but because of Wipers I was able to.

We have held many sessions covering a wide range of topics throughout the year, just a couple being things like financial literacy and covering world events that have happened throughout the year. In these sessions I was able to not only better myself in a multitude of ways but it also helped me keep myself knowledgeable about the world as well.

Outside of our weekly sessions we have also held multiple events also including things like a Work Fair which allows for young people to speak with companies about opportunities they may have not known about before.

Throughout my time at Wipers, I've grown a lot as a person and picked up vital skills for the world of work. I've also had the chance to be involved in different events and meetings that aim to create real change, not just for young people in my area but across wider communities too.

And they helped me pass my driving theory test! 🎉

LET'S GET TO WORK!



Karl Donaldson
Employability Lead

Picture right: Joelle Bruneau from the Mason Foundation supporting our trainees on neurodivergent rights as part of the Tyron Legacy Project



In 2025, our employability work continued to focus on opening doors for young people who often face the greatest barriers to work and training. Many of the young people we support are considered high-risk or have complex needs, yet through patience, persistence and strong partnerships we have created meaningful pathways into employment and skills development.

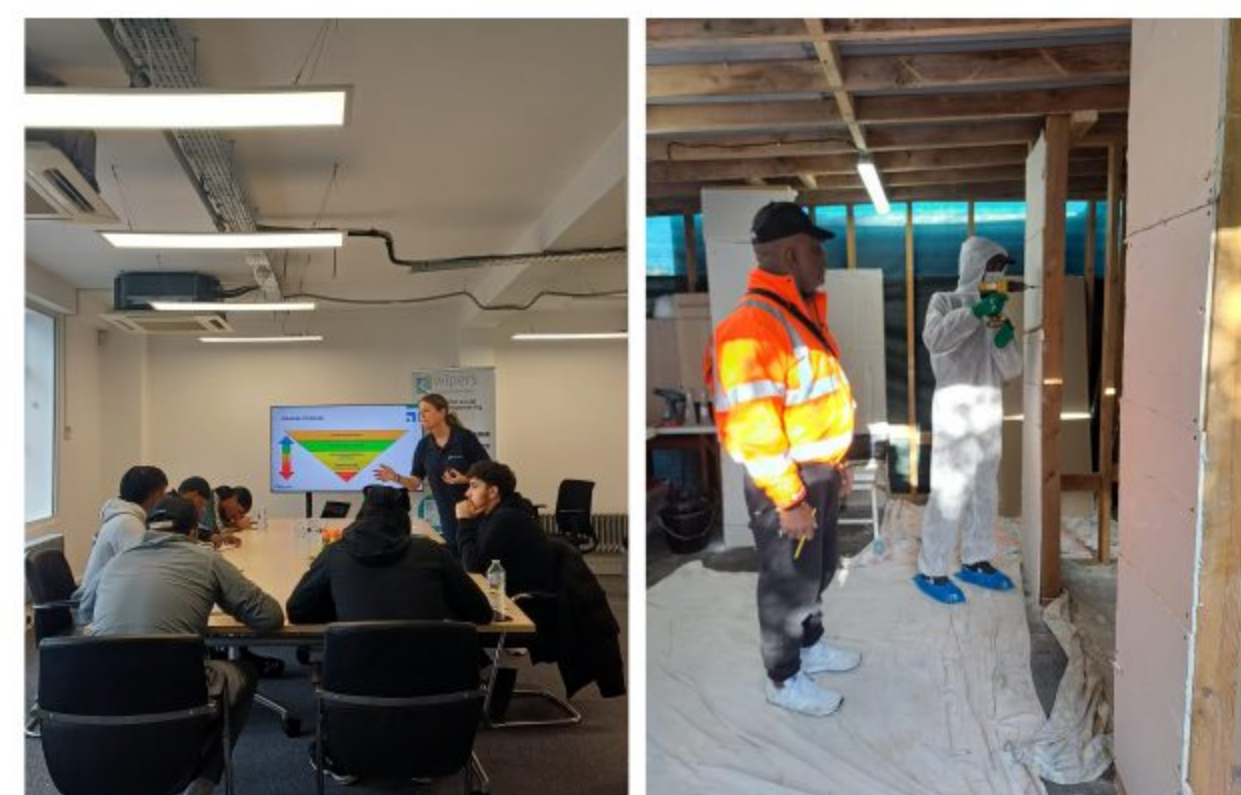
A major focus this year has been our CSCS workshops, designed to help young people gain the qualifications and confidence needed to access opportunities within the construction industry. These sessions brought together young people who may not typically see themselves entering structured training environments. Through consistent engagement and support, we created spaces where participants could develop practical knowledge, build confidence and begin to see new possibilities for their future.

Our work has been strengthened through growing relationships with industry partners including Vinci, Amber Construction, Equans and AD Construction, who have supported our efforts to introduce young people to real opportunities within the sector.

“ We are particularly proud that four young people progressed into part-time employment this year as a result of our employability support. In addition, one young person secured a three-month internship with Keywest Plastering, made possible through funding support from the Cripplegate Foundation.

Alongside this, our Rise & Reach workshops with Keywest Plastering provided participants with specialist plastering techniques and hands-on learning in a trade sector hungry for skilled workers.

In April we hosted our Community Connections Employability Event in Finsbury Park, bringing together a wide range of employers including the Royal Air Force, Railsafe Group and Arsenal Football Club, creating opportunities for young people to connect directly with organisations offering training and career pathways.



THE INVINCIBLES PROJECT



Suzana Marulli
Senior Youth Engagement Worker



In 2025, Wipers secured funding from **GO! London**, **Sport England** and the **Bailey Thomas Charitable Fund** to launch The Invincibles – a specialist mentoring initiative supporting young people with disabilities to access sport, leisure and physical activity across London.

For too many young disabled people, the door to their local leisure centre can feel closed. Not because they physically can't enter, but because no one has shown them that these spaces are for them too. **The Invincibles is about changing that perception.**

Working in partnership with **GLL (Better)** and **Mind**, our mentors provide one-to-one support to help young people identify barriers, build confidence and find realistic pathways into accessible sport sessions.

This includes activities such as swimming and multisports programmes, as well as creating bespoke opportunities tailored to individual needs.

As we move through 2026 and complete the programme's first-year evaluation, we hope to see these strong levels of engagement and outcomes continue. Our aim is to secure further funding so that this vital work can keep growing and supporting more young people.

But beyond the statistics, what these incredible young people have taught me is that **resilience is a superpower**. No matter the challenges they face, **their determination to keep trying**, keep going and find their own reasons to push forward is truly inspiring.

And that's exactly what makes them **Invincible**.



SOCIAL IMPACT: INVINCIBLES

“It made me feel really comfortable and understood, like I truly belonged there.”

Before joining the Invincibles programme, I had never tried wheelchair basketball before. My mentor took me to a session with Brixton Ballers and it turned out to be one of the best experiences I’ve ever had. From the moment we arrived, everyone was so welcoming and friendly. The coaches and players made me feel like part of the team straight away.

One of the best moments for me was when the coach asked about my disability and realised we actually have the same one. He shouted “Twinning!” and everyone laughed. It made me feel really comfortable and understood, like I truly belonged there.

Getting into the sports wheelchair and playing basketball was amazing. At first it felt a bit strange moving around in the chair while trying to control the ball, but after a while I got the hang of it and started to really enjoy it. Scoring shots and moving around the court made me feel confident and excited.

I was able to make new friends and exchange numbers, which was really cool. It felt good meeting other young people who share the same interests.

On the way home I told my mentor that I definitely want to keep going even after my Invincibles sessions finish. I’d love to have my own basketball wheelchair one day, just like some of the amazing players there.

This experience helped me discover a new passion and gave me so much confidence. I can’t wait to go back next week!

Inara Jean-Baptiste



WE'RE AHEAD OF THE CURVE

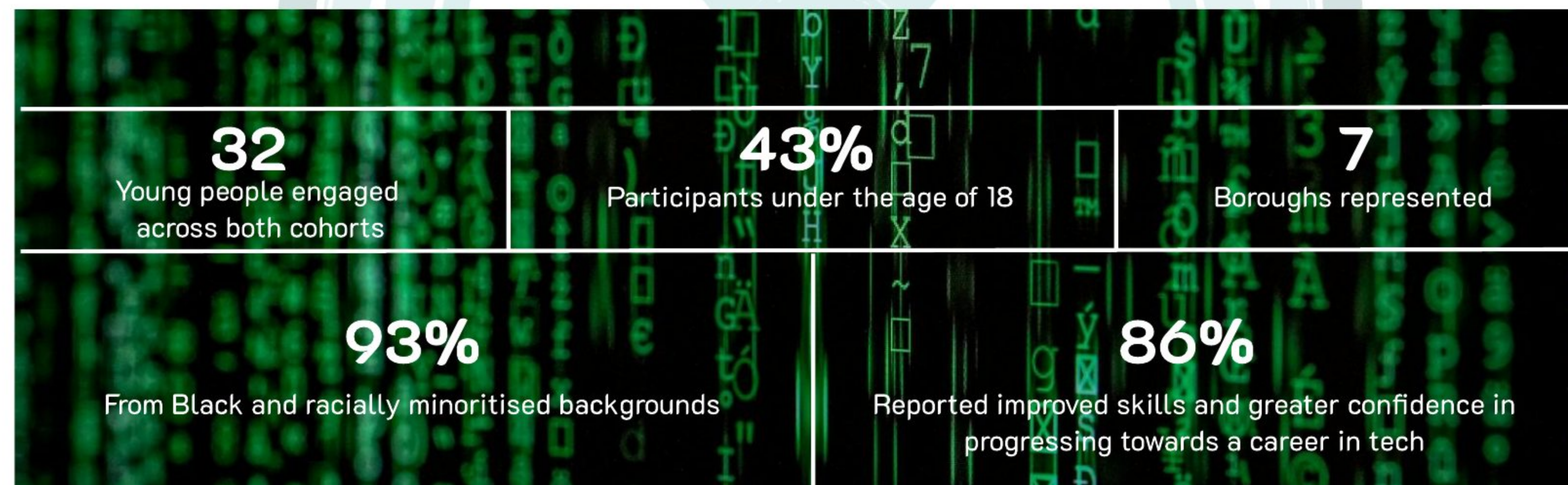


Marcus Tayebwa
Senior Youth Engagement Worker & PIFPIN CEO



In 2025, The Wipers Foundation partnered with Paying It Forward Paying It Now CIC to launch We're Ahead of the Curve (WAOTC) - an innovative tech foundations programme designed to equip young Londoners aged 16-29 with the skills and confidence to thrive in a rapidly changing digital economy.

This seven-week programme introduced participants to Ai, programming, machine learning, big data, cyber security, immersive technology and professional development. But WAOTC goes beyond technical training. With the World Economic Forum estimating that 40% of the global workforce will need to reskill due to Ai and automation, the programme focused on building enduring capabilities - adaptability, resilience and problem-solving - equipping young people with skills that remain valuable no matter how technology evolves.



Sessions on Ai bias and data ethics proved particularly powerful. Discussions about facial recognition failure rates and algorithmic discrimination connected technical concepts to participants lived experiences, transforming them from passive tech consumers into critical, informed voices on technology's social implications.

“ I think sometimes where we're from in certain areas, you don't always get insight into how the wider world works. So this is kind of an opener into the wider world”-WAOTC Participant

WAOTC has laid the groundwork for positioning ethical AI and social tech as a distinctive pathway for young people who understand technology's implications because they've lived them. In 2026, we aim to formalise industry partnerships for work experience placements and scale delivery with refined curriculum based on pilot learnings.

The future of tech needs diverse voices. WAOTC is building them.

Will Everyone Stop Talking About Trauma-Informed Practice! It's Giving Me Trauma!



Jay Olorunda

Senior Youth Engagement Worker & Trauma Specialist

CiTIPs



Islington Trauma Informed Practices in the Community

Let's be honest for a moment. If you spend any time around professionals in youth work, education, social care or the criminal justice system, you'll hear the phrase 'trauma-informed practice' everywhere. It appears in conferences, strategy papers, funding bids and training sessions. At this point it's become one of those phrases that everyone says and everyone nods at.

But sometimes it feels like not everyone really understands what it means.

And the irony is that for people who have actually lived through trauma, hearing it used so casually can feel a bit exhausting. Because talking about trauma and understanding trauma are two very different things.

For some people, trauma is theoretical. Something you learn about in a training session or read about in a policy document. For others, it's life experience. It shapes how you see the world, how you trust people, how you react to stress and how you build relationships.

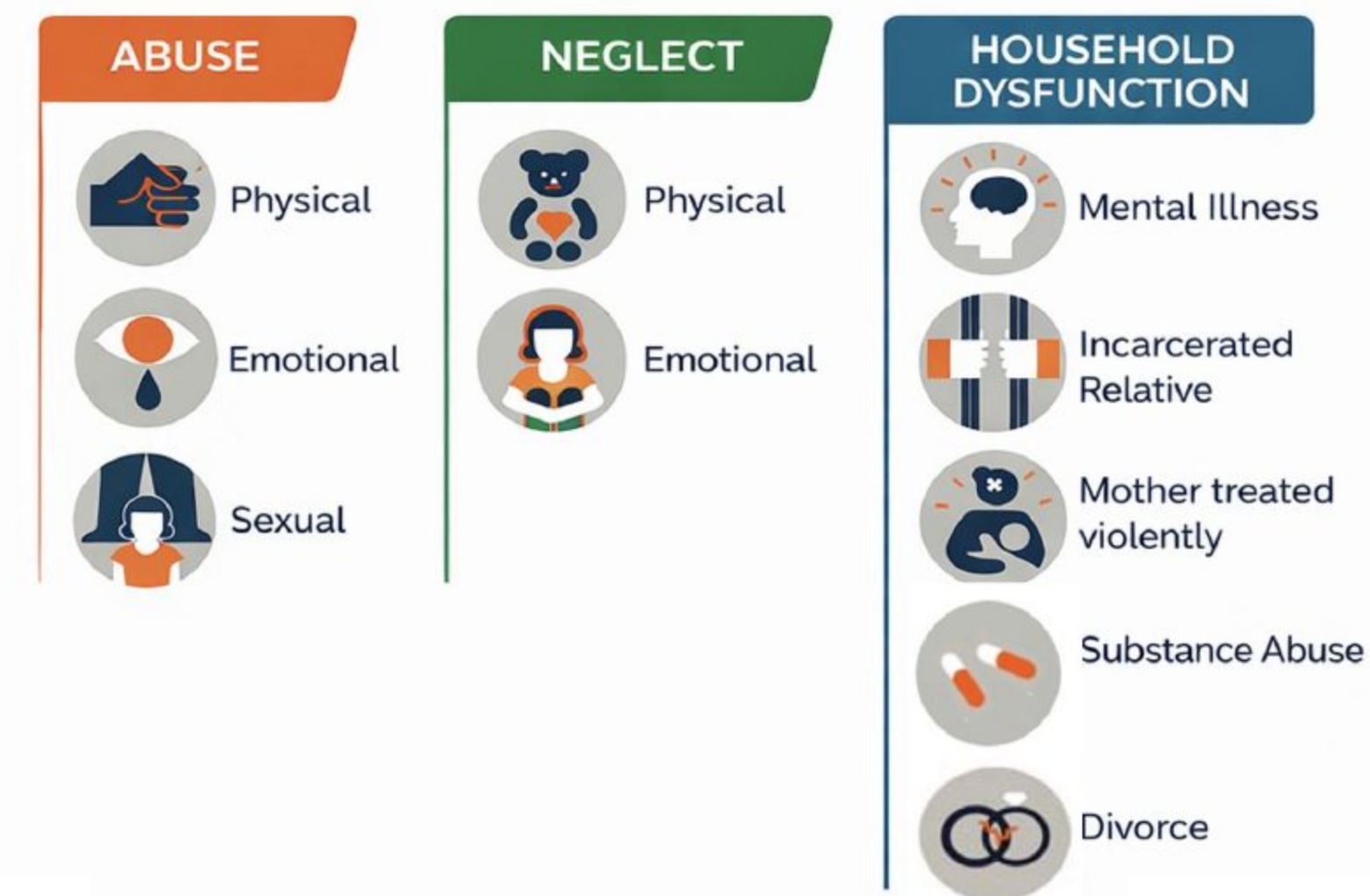
As someone who experienced real trauma growing up - from childhood through adolescence and into early adulthood - I've become a strong advocate for trauma-informed practice actually meaning something. Not just a slogan or a buzzword, but something practitioners genuinely understand and embed in how they work.

Because the reality is that many systems designed to support people don't always operate with trauma in mind. We see it across the criminal justice system, the care system and education. Systems that should be built around empathy can sometimes feel cold or rigid. Instead of helping people recover from trauma, they can unintentionally retraumatise people.

Over the years I've seen many young people navigating life while carrying emotional weight that most people never see. They're simply surviving, getting through the day, managing feelings they don't fully understand and reacting to situations without always knowing why.

For me, things started to shift when I began to understand something simple but powerful: what happened yesterday shapes how we show up today. When I began reflecting on my own experiences and recognising how they influenced my reactions and decisions, it was transformational. It wasn't about blaming the past - it was about understanding it.

The Three Types of ACEs (Adverse Childhood Experiences)



That's why I was excited when Wipers began working with the Community Trauma-Informed Practice Project (C-TIPs) - a partnership between Islington CAMHS and the London Borough of Islington. C-TIPs helps organisations understand the impact of complex developmental trauma and how multiple experiences of adversity can shape behaviour, emotional development and survival instincts.

Our whole team received trauma-informed training, but the work goes beyond a single course. Wipers has committed to a whole-systems approach, with two years of ongoing support from the C-TIPs team. Through that process we carried out a needs assessment to identify which elements of trauma-informed practice we most needed to prioritise for our organisation and the young people we support.

Six months in, we're already seeing the benefits. One thing that quickly became clear was the importance of supporting staff wellbeing. Working closely with young people who have experienced significant adversity can be emotionally demanding, and if we want trauma-informed systems, we also need to support the people delivering the work

“ We've strengthened reflective practice across our team, creating spaces where staff can talk openly about their experiences, share perspectives and support one another. These conversations help us recognise the impact of vicarious trauma and ensure staff feel supported rather than overwhelmed.

Alongside this, we're developing a trauma toolkit for children and young people, designed in multimedia formats so it's accessible and engaging. The aim is to give young people practical tools to understand trauma and how it might affect their thoughts, feelings and relationships.

Often they have little understanding of how their past experiences shape their behaviour, their relationships and their sense of identity.

Life doesn't pause while they figure that out. Some of those same young people go on to become parents themselves, often at a very young age, still trying to make sense of their own experiences while raising children of their own. Without understanding how trauma influences behaviour and relationships, it becomes incredibly difficult to break those cycles. So yes, trauma-informed practice gets talked about a lot. Sometimes it can feel like just another professional buzzword.

Sixteen signs of 'Trauma Exposure Response'

Adapted from Lipsky and Burk: Trauma Stewardship, 2009

Secondary and vicarious trauma for professionals

“how we come to do this work, how we are affected by it, and how we make sense of and learn from our experiences”

Lipsky and Burk: Trauma Stewardship, 2009

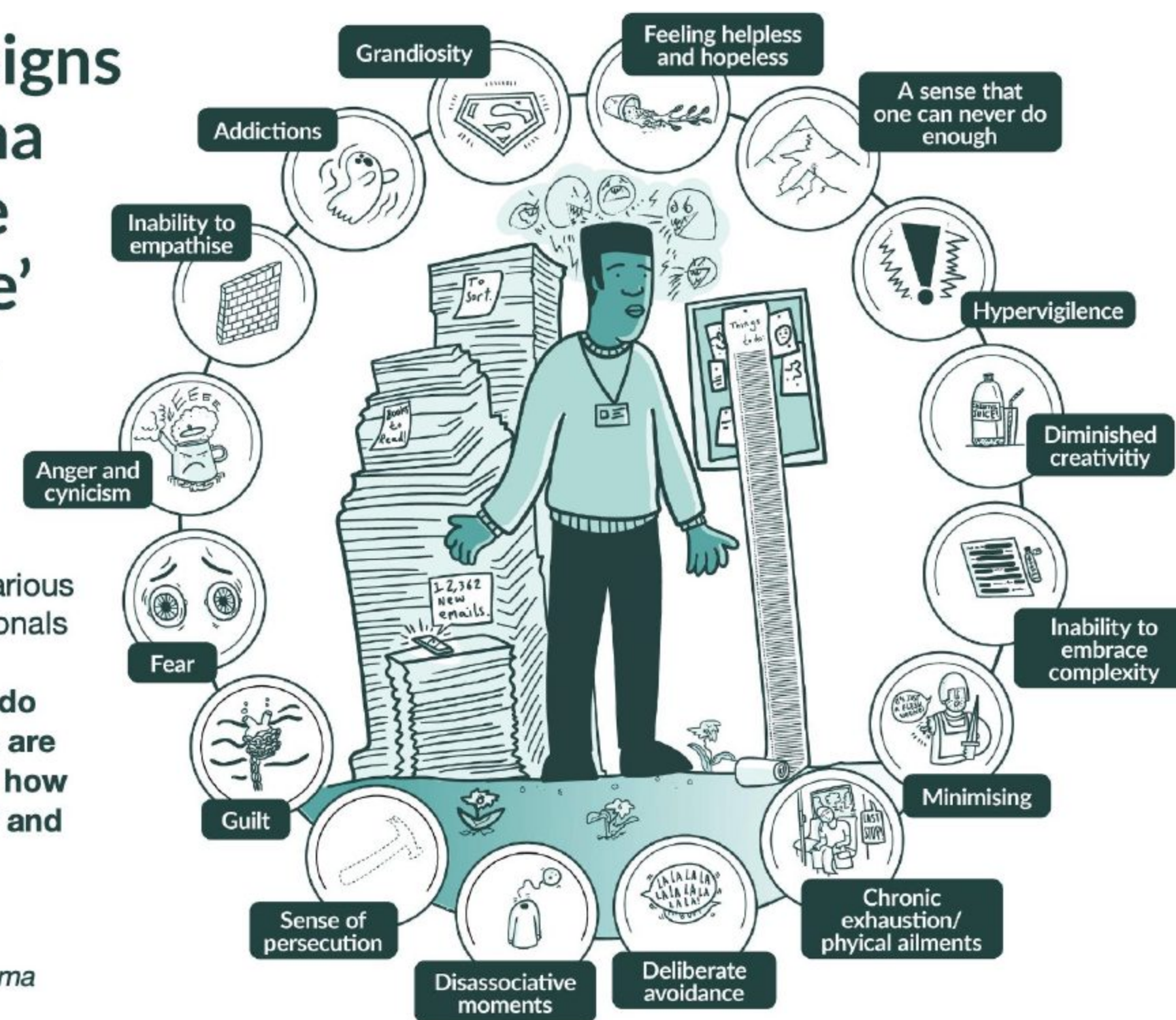


Image courtesy of Kazzum Arts, a charity that uses creativity to enable children and young people who have been impacted by trauma and adversity to feel seen, heard and valued.

But when it's done properly, it's much more than that. It's about recognising that behaviour has context, that people's actions are often shaped by experiences we may never fully see, and that systems respond with curiosity and compassion rather than judgement.

If we can move beyond the buzzwords and start embedding these principles into how we work every day, trauma-informed practice becomes something far more meaningful than a phrase. It becomes a way of working that genuinely changes lives.

THE IGNITION PROJECT

DRIVING FUTURES, UNLOCKING POTENTIAL

Empowering young people into work,
independence and opportunity



The Ignition Project is one of Wipers Youth's flagship employability initiatives, designed to help young people develop the skills, confidence and independence needed to move into education, training and employment. The programme combines employability workshops, workplace exposure and funded driving support to address some of the practical barriers that prevent young people from accessing opportunities.

For many young people, passing a driving test represents a major milestone - symbolising independence, responsibility and opportunity. A licence can significantly expand access to employment, training and community engagement, particularly for roles where travel and flexibility are essential.

Through partnerships with employers and industry specialists, participants gain exposure to real-world working environments across sectors including construction, housing and facilities management, digital technology, agriculture, plastering, bike mechanics and environmental sustainability. These experiences help young people build practical employability skills while strengthening confidence, resilience and communication.

Participants benefit from mentoring and employability coaching, funded driving support, accredited training opportunities and meaningful workplace experience - all designed to support long-term pathways into sustainable employment and further education.

We are excited to announce that we have secured funding for the first cohort of the Ignition Project through **Islington Giving's Young Grant Makers Fund**, enabling us to support **20 young people over the next two years**.

Join us on the journey. Organisations interested in becoming an Ignition partner can contact ignition@wipers.org.uk to explore how supporting the programme can help invest in young people's futures while strengthening your organisation's social impact.



PARTNER SPOTLIGHT



The Challenge: Keeping Up with Data

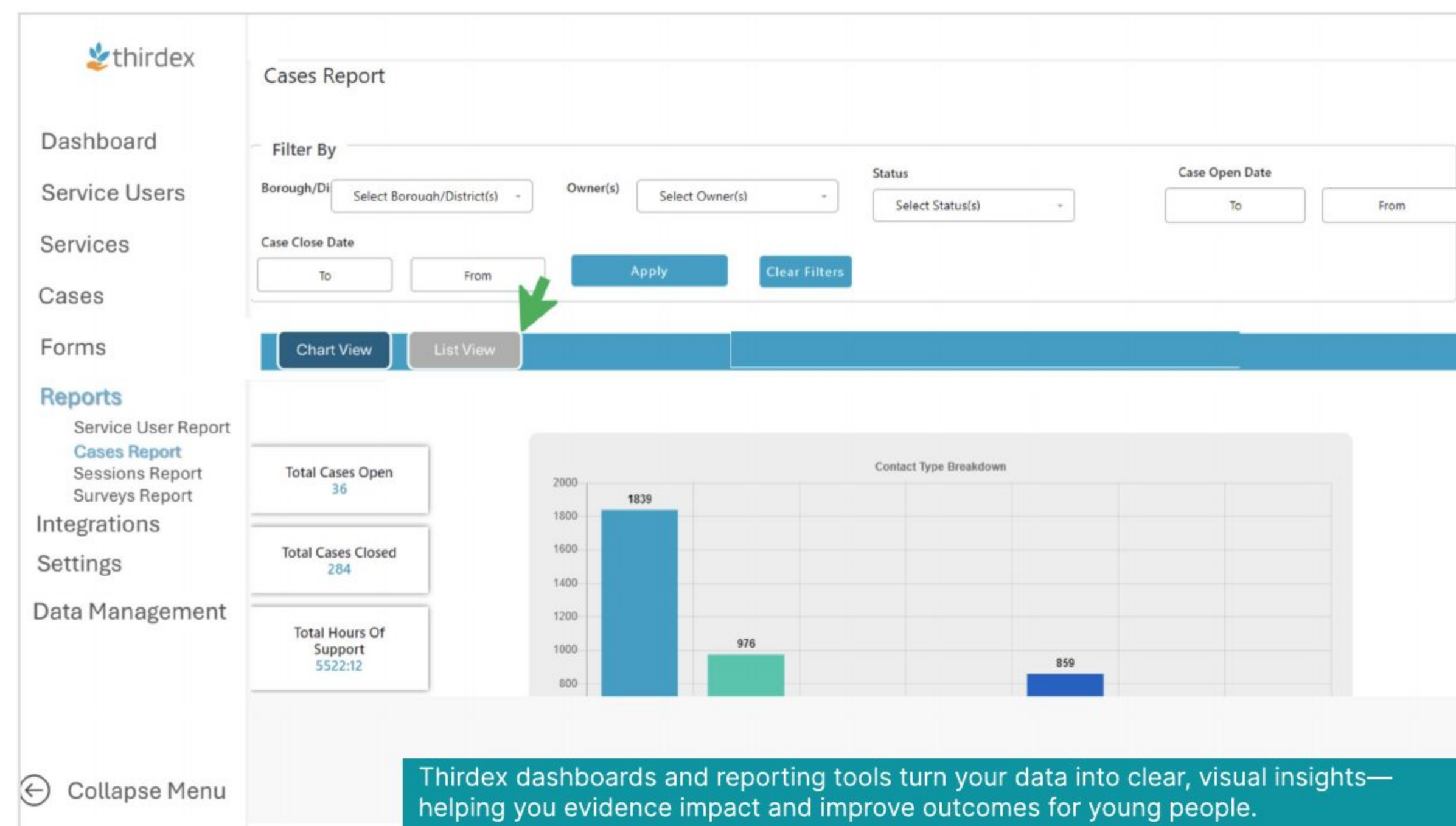
Before implementing Thirdex CRM, Wipers had no centralised system for storing service user information. Details were scattered across multiple platforms, making it difficult to track interactions and monitor progress. Case notes were stored in different locations, meaning staff often spent significant time searching for the right information.

Reporting presented another major challenge. Each time we needed to submit reports to funders or local authorities, it took days to manually compile data. Without a streamlined system, demonstrating our impact was difficult - and presenting clear evidence for funding applications became an unnecessary burden on staff time.

The Solution: Bringing Everything Together

To address these challenges, Wipers introduced Thirdex CRM, a system designed specifically for charities and social enterprises. Now, service user information is stored securely in one central location, allowing staff to access and update records quickly and efficiently.

One of the biggest improvements has been the way we manage case notes. Instead of searching through various documents and emails, staff can now log and track each young person's journey in a unified system. This enables us to monitor progress more effectively and deliver more personalised support.



Transforming Reporting and Impact Measurement

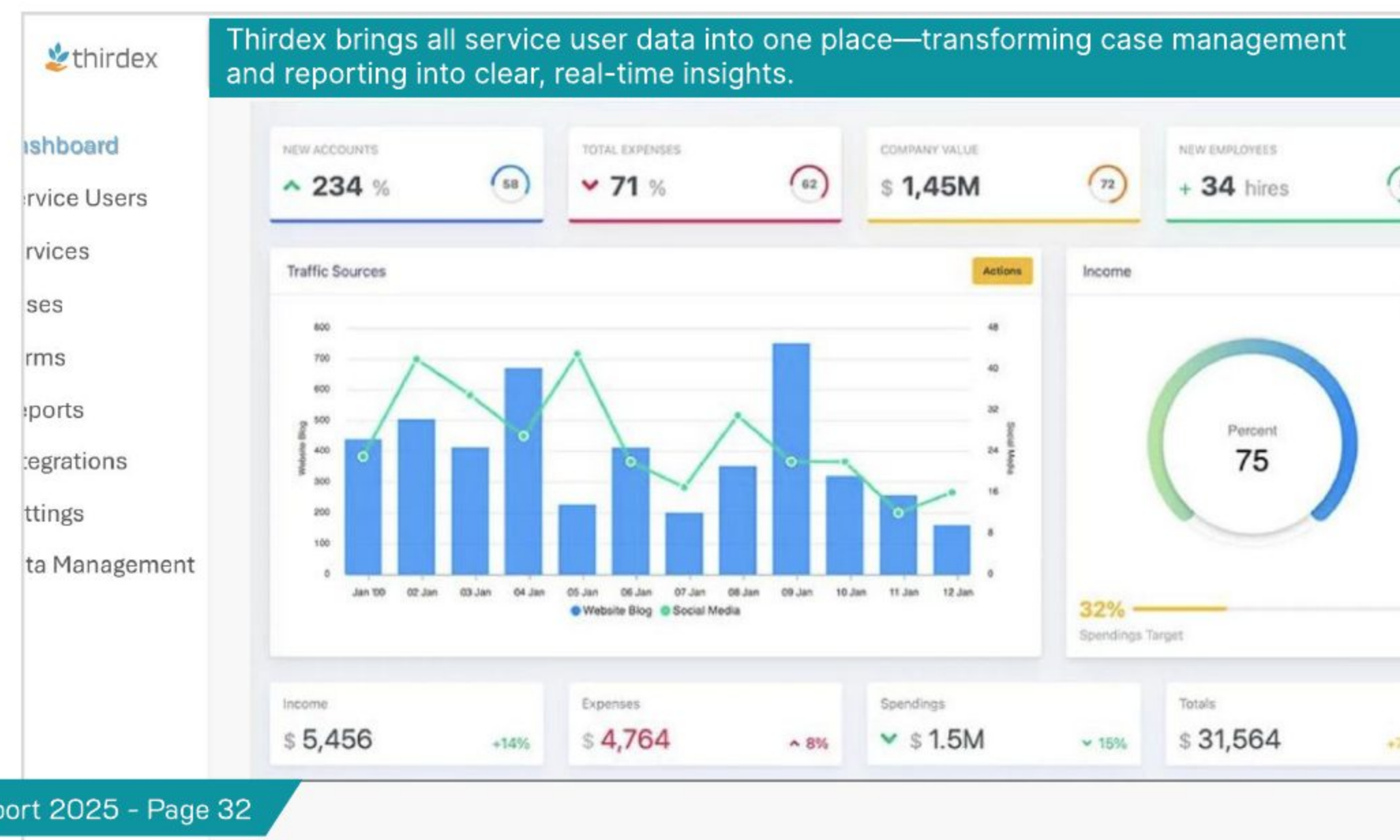
Thirdex has also transformed the way we present our impact. With just a few clicks, we can generate detailed quarterly and annual reports, turning service data into clear, visually engaging dashboards and charts. What once took days of manual work can now be produced quickly and accurately, making it far easier to share our outcomes with partners, commissioners and funders.

“ Being able to create and manage cases, and log case notes for our young people, has completely transformed the way we work. It allows us to follow each young person’s journey in a structured way, ensuring they receive the right support at the right time. ”

Since adopting Thirdex, Wipers has seen significant improvements in efficiency and data accuracy. Staff no longer spend hours compiling reports manually, and we are now able to evidence our impact with confidence.

Thirdex continues to be an important partner in helping us manage our data, understand our impact, and communicate our outcomes more effectively .

Visit www.thirdex.co.uk to book a demo.



COMPANY OVERVIEW

STAFFING				
8	6	17	4	5
Full Time	Part Time	Youth Ambassadors	Trustees	Board Members

57%
of senior management team / board that identify as female

85%
of senior management team / board that identify as Black, Asian or Global Majority

2026 - 2029 Strategic Objectives



Increasing sustainability – We aim to secure diversified funding streams and build strategic partnerships that will enable us to grow and sustain our programmes.



Enhancing our ability to capture and communicate social impact – We aim to strengthen how we evidence and communicate the value of our work through robust monitoring, evaluation, and outcomes measurement.



Developing pathway opportunities for young people – We aim to create and expand meaningful opportunities for young people through our programmes, supporting their progression and long-term development.



Courtney Brown, Founder & CEO of Father 2 Father, lead partner in the Fatherhood Consortium which provides tailored support for young fathers, including mentoring, emotional support, co-parenting guidance and access to wider services.

THANK YOU TO ALL OF OUR FUNDERS AND SUPPORTERS





www.wipers.org.uk