



ANNUAL REPORT

2020 - 2021



FOREWORD



"Despite all these challenges, we're encouraged by the spirit of resilience and energy of our youth. It's been inspiring to observe how the youth have a way of adapting and finding creative solutions — the vitality of youth cannot be suppressed!"

Sammy Odoi
Founder

Managing Director

With the devastating impact of Covid 19, the past two years have been challenging to say the least. The pandemic and subsequent lockdowns have had a particularly significant impact on those in already fraught circumstances, experiencing multiple disadvantages and many existing social challenges which were exacerbated during the pandemic. Many young people had their lives put on hold, creating real anxieties about the future and the closure of many youth spaces, centres and sports clubs has had a longer-term impact on young people's emotional and mental wellbeing.

Alongside this challenge, we've also seen a greater awareness and sensitivity towards racial injustice and inequality across society, particularly amongst young adults. The desire to affect social change through protest, campaigning and social action has been inspiring and has helped to move us all towards a more fair and inclusive society.

Amidst all this social upheaval and global challenges of the past two years, I have observed how the spirit of resilience, positivity and energy of youth has shone ever brighter. We've seen several new start-ups for young people, created by young people. It's been inspiring to observe how the youth have a way of adapting and finding creative solutions — indeed the vitality of youth cannot be suppressed!

It has also been encouraging to see such a great response from the voluntary and community sector, as funders strived to make Covid-19 relief funding available to as many communities as possible, making space specifically for organisations that focused on racially marginalised groups and with leadership that largely represented the same demographic.

I am extremely proud and grateful for what Wipers has been able to achieve over the past two years in the face of many obstacles. Our team managed to keep going throughout the pandemic, remaining out on the frontline, supporting young people and their families. We continued providing one-to-one specialist mentoring support during lockdowns and were able to support our mentees with time outside of their homes to provide some relief and respite to those in difficult home circumstances.

When face-to-face contact was not possible, it was important to us that young people knew that they were not forgotten and we found new and innovative ways to use technology to enable us to continue to give our beneficiaries opportunities to grow, progress and in some cases to simply heal and reset. We were able to transition much of our work online and have benefited from expanding our toolbox of resources. Overall, the commitment of our organisation to care for and continue to advocate for young people when they needed it most, allowed us to display in practice the values we believe in.

We still remain in challenging times, both for the youth sector as well as for the world at large. Nonetheless, if we've learnt anything from our recent experiences, it's that there is great power, safety and optimism when we build positive partnerships and work together with individuals, communities and organisations to create the future that we want to live in. We remain excited about the future and look forward to expanding our networks with new partners and stakeholders committed to our shared goal of supporting young people and helping them find a clearer vision for a safer journey through their adolescent years.

About Us

Wipers Youth CIC is a youth justice social enterprise which specialises in working with vulnerable and disadvantaged young people.

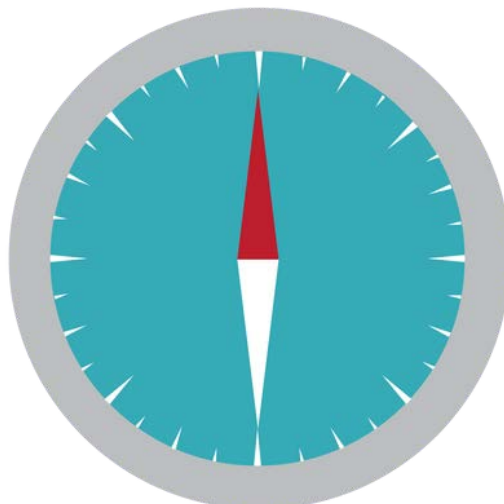
OUR MISSION

engage with young people: we are committed to finding ways to develop working relationships with young people, interacting with them in whatever place or stage they are at in their personal life journey.

empower young people: We are driven by a desire to help young people recognise and develop their strengths, talents and positive attributes.

OUR VALUES

FAIRNESS
DISCOVERY
INTEGRITY



[Click to
read more](#)

Services



SPECIALIST MENTORING

Our one-to-one specialist mentoring service provides mentors with the experience and expertise to support young people to reach their full potential.

The flexibility of our approach allows us to customise the delivery of our services to meet the specific and often unique needs of our beneficiaries.



SUPPORT & SUPERVISION

We support young people involved in the criminal justice system or at-risk of offending. We provide bespoke support in the community, outside of usual office hours, and during 'their' peak times such as evenings and weekends.



WORKSHOPS & PROGRAMMES

Wipers specialises in delivering programmes and workshops for young people, with particular expertise in delivering tailor-made intervention programmes for hard-to-reach young people involved in offending behaviour.



EMPLOYABILITY SUPPORT

Training, work experience and employability support to access the world of work with access to creative opportunities.



TRAINING & CONSULTANCY

Wipers delivers training and consultancy services to youth work, criminal justice and social care practitioners and associated partners.

*"The youth of today are the leaders of tomorrow."
— Nelson Mandela*

Building Positive Partnerships

Great things happen when statutory and voluntary sector organisations work together with a shared ethos of placing young people's needs at the heart of all they do. We've been fortunate to develop relationships with new and existing partners who share our values and mission of positively engaging and empowering young people to reach their full potential. Here's an overview of our partnership work within the last year. You can [sign up to our quarterly newsletter](#) to receive highlights and updates throughout the year.

Newham Council Youth Empowerment

In Feb 2021 we joined with REIN (Rights and Equalities in Newham), AAA and Academy Achievers to deliver targeted and universal youth activities as part of Newham Council's Youth Empowerment Service. Our Rise & Reach project provides young people who are resident in the Plaistow area aged 9-19 (25 if SEND) with access to services and activities like music production and our increasingly popular driving theory test workshops.



Transitions to Adulthood Hub

In March 2021 the Ministry of Justice and the Mayor for London's Office for Policing and Crime (MOPAC) launched the Transitions to Adult Hub. The Hub, the first of its kind, based at Newham Probation Office provides specialist support for 18-25 year olds under probation supervision, providing a range of specialist services, including drug and mental health support, housing and employment - all under one roof. We are excited to be a part of this innovative pilot with our consortium partners Spark 2 Life, Exit Foundation and The Safety Box.



"Creative and collaborative working between the statutory and voluntary sector changes lives"

Specialist Mentoring

We have strengthened our relationships with our longstanding partners in Islington and Hammersmith & Fulham Council, across multiple agencies in both boroughs: Children's Services, Targeted Youth Support teams and Youth Justice services.



VRU Stronger Futures

In the summer of 2021, London's Violence Reduction Unit (VRU) launched the Stronger Futures Programme – a targeted programme aimed at funding community-led groups across London with £1.2m of investment to support vulnerable young Londoners by providing them with opportunities and support in the hours following school and at weekends. Wipers alongside our partners The Safety Box were one of the successful applicants and as a result have been able to expand the reach and duration of our award-winning Ether Programme. We've also benefited from the capacity building support provided by ARE (formerly BTEG) and Rocket Science to help us strengthen our governance and sustainability.



Our Social Impact

748

Children & young people that received a service from Wipers in 2020 - 2021

101

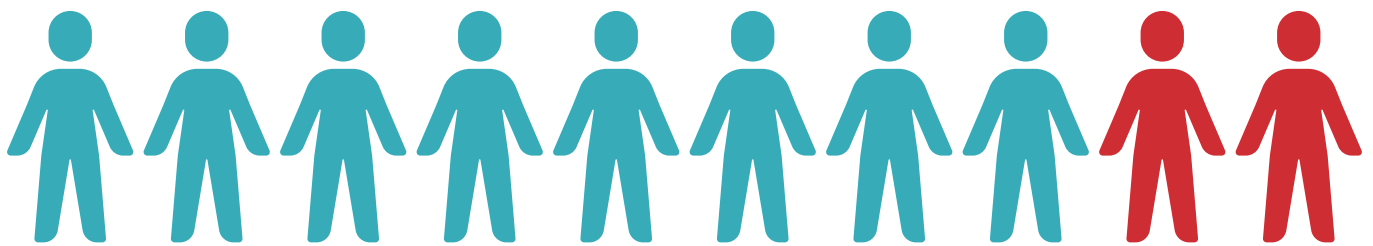
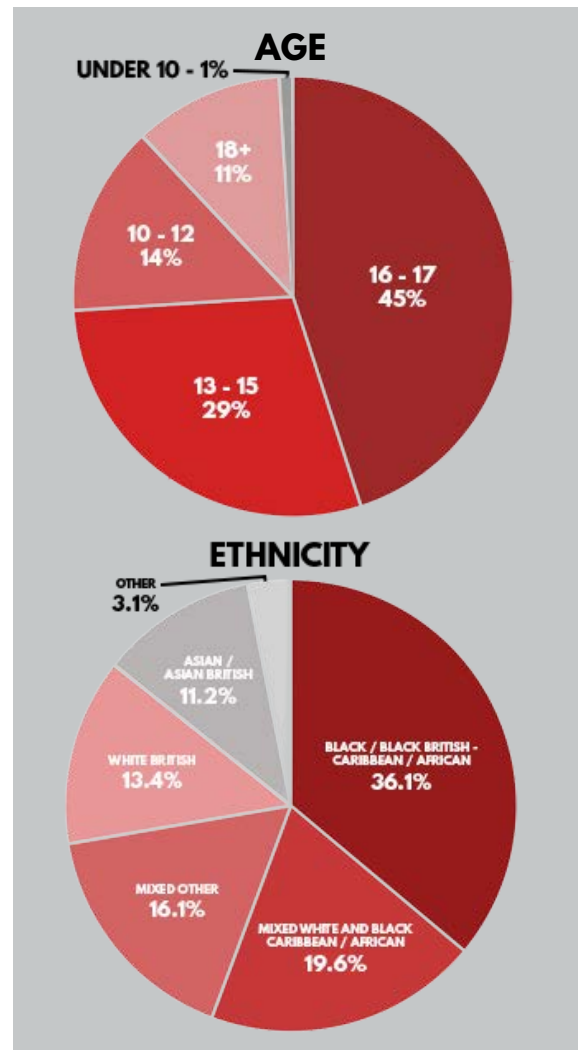
Group work programmes & workshops delivered in 2020-21

85%

Completion rate of all group work participants

69

Young people that obtained AQA nationally recognised, accredited qualification through Wipers



GENDER

MALE 78% FEMALE 22%

55%

have Special Educational Needs (SEN)

75%

are involved with youth offending or statutory children's services

22%

have experienced domestic violence



CASE STUDY

87%

of our beneficiaries demonstrated an increase in their self-esteem and personal development after completing the Youth Star questionnaire following participation in a Wipers project



15-year-old male was referred to Wipers with concerns around his poor engagement at school, having received a number of fixed-term exclusions for his behaviour in class. School had identified literacy and speech & language difficulties.

He was assigned a Wipers mentor who observed very quickly that this young man was very articulate and able to communicate his views effectively regarding social issues and his perception of his community and wider society.

He quickly developed a positive relationship with his mentor and was able to share his feelings openly, reflect on his school experiences and what he felt were some of the reasons around the challenges he was facing. He expressed that he found the Youth Star Questionnaire useful in helping him to reflect and deconstruct his own situation for himself. He was able to explore his own choices and decision making and identify what he felt needed to change, both internally and externally for him to have a better school experience. Reports from the school showed that his engagement within school improved during his mentoring intervention.

He was supported to identify his strengths and aspirations, which included boxing and to study engineering. The mentor was able to work with the school to find a suitable engineering course for the young man to attend as he hadn't yet secured a college place.

The young man successfully enrolled and began attending college and was also able to access a boxing provision held within the college.



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

Specialist Mentoring

Empowering and Enabling Strength-based Approach

Our specialist mentoring service provides bespoke tailored one-to-one mentoring for children and young people with a broad range of unique and specific needs. These include young people disengaged from education, victims of bullying, mental health and /or special educational needs, victims of trafficking, victims or perpetrators of crime, looked after children and teenage parents are just a few of the kinds of mentees we support.

Authentic and Professional Mentors

We provide mentors with the experience and expertise to offer one-to-one support to young people with unique circumstances or specific needs, by adopting a relationship-based, person-centred approach to engage mentees by helping them to increase their self-esteem, confidence and personal and social development.

Independence and Autonomy

We seek to tap into the mentees' hobbies and interests and connect them with community and voluntary agencies and organisations in their local area so that the mentee can use these services to continue their development and progress with a degree of independence and autonomy.

"Wipers specialist mentoring service is excellent and is making such a positive difference to young people in Islington. The feedback we receive from young people, parents and referrers is fantastic."

– Catherine Briody, Head of VAWG and Youth Safety Commissioning, Young Islington

205

were referred to Wipers Youth for 1-2-1 specialist mentoring support

88%

of our mentees demonstrated an increase in their self-esteem and confidence



Case Study

18 year-old male - YP2 - was referred to Wipers for specialist mentoring support with concerns around ability to regulate his emotions; difficulties in managing his behaviour including impulsive / aggressive behaviour towards family members, and suicidal thoughts in the context of diagnoses of ADHD, ASD (high functioning) and Tourette Syndrome (mild).

YP2 had previously been supported by local council services and was accessing a local youth centre, however due to his previous support worker leaving and the consecutive lockdowns, he had disengaged with these services and as a result had become increasingly isolated during the pandemic, with increased reports of low mood and challenging behaviour. The police had been called multiple times to the family home due to YP2's aggressive and volatile behaviour.

The referral requested support to help YP2 develop his independence as he transitions into adulthood, with a focus on developing his self-confidence in his abilities, taking personal responsibility, increasing his confidence with accessing support as well as his social relationships with peers.

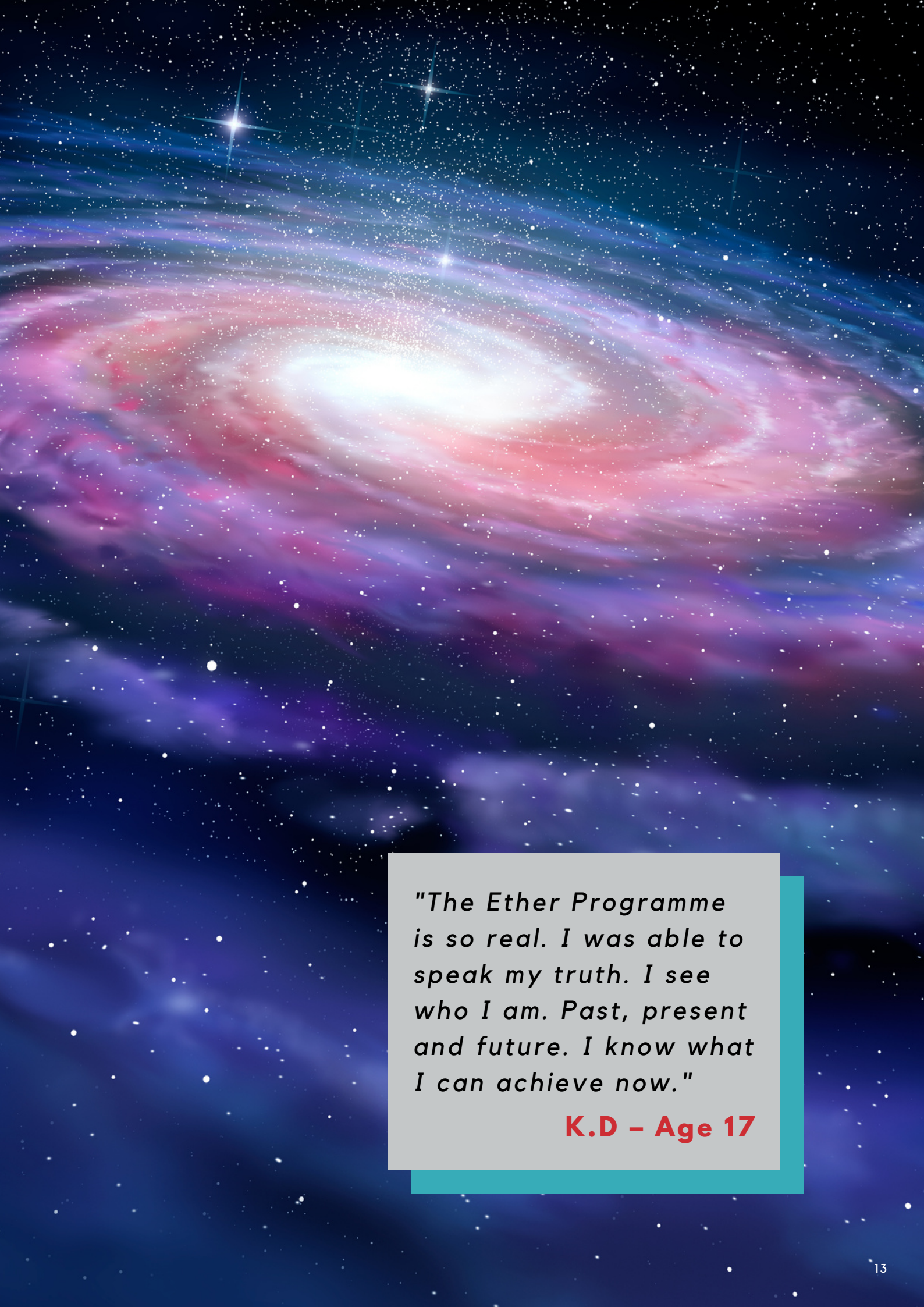
Initially YP2 had stated he was interested in developing his skills and abilities around music production which was something he used to enjoy. However, during the first meeting with his mentor YP2 stated that he wasn't keen to focus on music straight away and was more interested in developing his independent living skills around cooking, money management and independent travel. Therefore, the sessions focused on these areas, although he still managed to attend some music sessions as well.

YP2 completed a number of mentoring sessions, each time being encouraged to take the lead by his mentor and was supported to make decisions as to what meals he wanted to learn to cook and what aspects of money management he wanted to learn. YP2 completed 2 trips with his mentor in which he was supported to plan their journeys on the tube, pay for the travel and take the lead on the journey (knowing when and where to change stations and disembark). His improved confidence to develop positive relationships with others was clearly visible and his social skills and abilities increased significantly.

In September 2021 YP2 was able to enrol at College to start a music production course and retake his English and Maths GCSEs. This was a huge achievement for YP2 as he was very anxious about returning to education, especially having to get up very early in the morning to get to college as his regular routine involved staying up to the early hours of the morning playing computer games and waking up in the afternoon.

YP2 has made much progress over the past six months. He was initially very anxious in social situations however he has developed a great sense of self-awareness and is constantly developing more coping mechanisms to help him to continue to access services and opportunities to progress and achieve.

"He has certainly developed more self-confidence and is keen to travel by himself more often without support. He has more awareness around his finances since living independently and spends less on online gaming and is learning to budget his finances better. He has also developed some great cooking skills!" - Mentor



*"The Ether Programme
is so real. I was able to
speak my truth. I see
who I am. Past, present
and future. I know what
I can achieve now."*

K.D – Age 17

The Ether Programme



This award-winning leadership and personal development programme takes a no-apology approach in directly addressing issues around race and identity, perceptions of self, confidence and self-esteem, attitudes, behaviour and independent thinking.

Aimed towards young Black, Asian and ethnic minority young men, sessions explore discussions around stereotypes, breaking barriers and perceptions of masculinity. This highly inspirational and motivational course has proved very effective in helping young people challenge their existing beliefs and thought patterns.

In October 2021, the HM Inspectorate of Probation published their report - *A thematic inspection of the experiences of black and mixed heritage boys in the youth justice system.*

Wipers work with Hackney and Haringey was acknowledged and cited as a Good Practice Example for the Ether Programme.

The Ether Programme 2020 – 2021

115

young people
participated in
the course

16

programmes
delivered
across

11

London boroughs

92%

increase in
confidence and
self esteem



Training & Consultancy

With the advent of Covid-19, online training became the new normal and we quickly adapted to ensure we were able to continue meet your learning and development needs. There's no doubt that some courses really missed the in-person face-to-face interaction, nonetheless the benefits of online delivery opened up new platforms and opportunities which enabled us to expand to new regions previously unexplored.



83

training courses delivered

1121

learners completed a Wipers training course

I was feeling a bit worn out at just the idea of a whole day of online training and I'm usually a bit of an activity grinch. However the whole day was great and I think the activities were my favourite parts!

- Probation Worker

Delivery was really effective and interactive. The facilitator created a very safe space for us - this learning can be applied to all aspects of my life.

- Youth Justice Social Worker

Feedback from delegates (those who "agreed" or "strongly agreed")

I considered the trainer positive and approachable.

98%

The training was either extremely relevant or very relevant to my role.

94%

The event was well structured.

96%

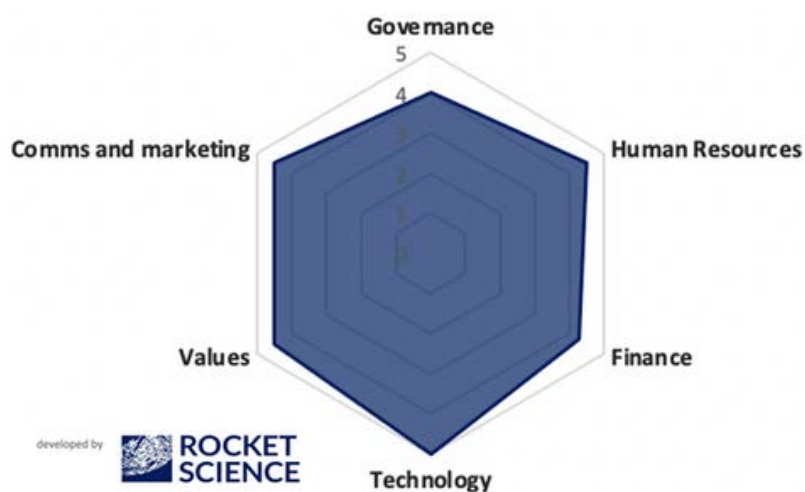
Average knowledge and skill in the subject area before and after the event increased by...

72%

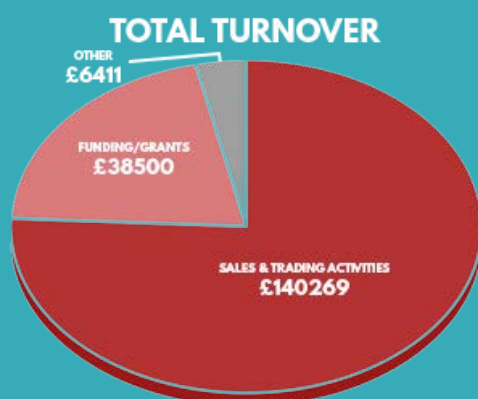
Company Overview

The Organisational Strength Review tool created by Rocket Science is designed to help voluntary and community organisations self-assess their strengths and weaknesses and to identify where they need to focus their efforts to increase their effectiveness, impact and improve their resilience.

The assessment identified Wipers has consistent strengths and solidity across the board, particularly in information and technology.



Financial Summary



Total Turnover £185,180

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



Total Spend £118,942

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

Company Audit

Full time staff	5
Part time staff	6
Trustees / Board members	5
Active volunteers other than Trustee / Board Members	3
Youth Advisory Board	4

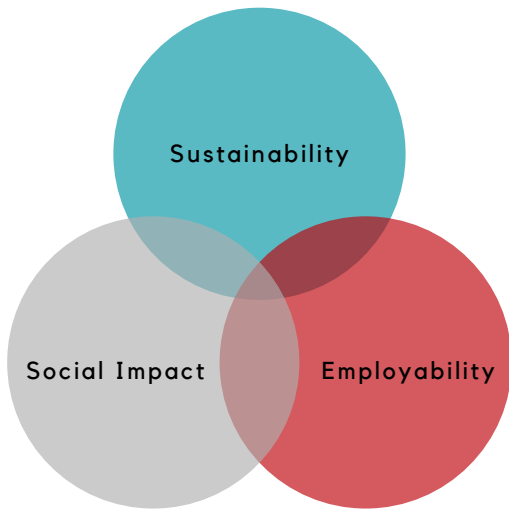
Equality & Diversity

As a Black and minority ethnic led organisation, Wipers is a active recruiter of individuals with lived experience from the communities in which they live and work.

Environmental Impact

Wipers Youth CIC is committed to environmental sustainability principles to reduce our energy usage, waste reduction and the promotion and adoption of 'green' practices.

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.

Sustainability

Securing multi-year contracts and agreements with stakeholders to provide us increased sustainability and security for added growth. Extending and expanding our income streams will enable us to strengthen our organisational capacity and invest in our employee infrastructure and evidence base.

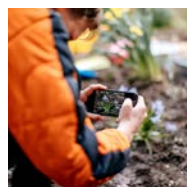
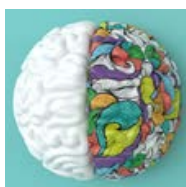
Social Impact

We are actively seeking to develop partnerships with academic / research institutions and stakeholders to collaborate on a longitudinal research project. This will help us fulfil our objective of enhancing our ability to capture and present our social impact and enable us to place more value and credibility towards the social equity we achieve.

Employability

Targeted investment and focus towards developing our social and corporate partnerships and networks, to enable us to be able to offer young people better pathways into education, training and employment. This is reflected in our funding strategy to secure finance to recruit a full-time Employability Champion.

As part of the Employability strand of our strategic plan, we have launched our pilot Wipers Youth Academy project, which provides specialist high quality emergency educational support for 11-18 year old learners who have experienced barriers to learning or who have been excluded from school. The Wipers Academy aims to ensure that learners can continue their academic progress in a supportive environment which caters for their individual learning styles. We provide a varied and modern curriculum combining functional skills and core subjects with creative arts, hands-on trade skills and digital technologies.



Case Study

15-year-old female – YP3 - was referred for specialist mentoring support with concerns around low-level substance misuse and risky sexual and abusive behaviour with a previous romantic partner. Areas of low confidence and self-esteem were identified in the referral and the focus of work for mentoring support was to help her increase her confidence through positive activities and develop pro-social relationships with peers her own age.

The network around this young person, including her parents, had identified a Saturday cooking course activity that supported her long-term ETE goals and aspirations. Our mentor escorted and supported her every Saturday morning for 6 weeks to get to the course, and also stayed with her to support her through the cooking sessions.

At first, YP3 didn't present with much motivation to attend the course, largely due to it being an unfamiliar environment. However, she showed a positive attitude by showing up each Saturday and giving it a go. As the weeks continued, she required less motivation to engage, she more securely took charge in the activities, and was able to develop positive relationships with her peers on the course. The mentor observed that she required more frequent breaks to be able to engage and maintain motivation, thus the mentor would go on more frequent 5-minute walks with her, and this helped YP3 complete the course but also feel more comfortable and safer.

A total of 8 mentoring sessions were completed, 6 of which were at the Saturday school cooking course, which YP3 successfully completed and received a Young Chef Academy completion certificate.

YP3 expressed that she found the support of the mentor very helpful, especially helping to encourage her to speak to the other young people on the course, and also helping her to start thinking about employment and training options once she finishes school next year. Further goals and support were identified by her and the network so a request for the mentoring support to be extended was received and accepted.





Wipers.

A clean slate.

A fresh start.

See me as I am, not as I was.

See me as I am, not what I've done.

See me and I'll see the path.

The journey. The voyage. The vision.

A clearer vision for a safer journey.

Wipers.

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