

Every Future Foundation

IMPACT REPORT 2021-23



About Every Future Foundation



Every Future Foundation, previously known as "Breakfast Clubs Against Racism," began as Saturday morning racial equity breakfast clubs in South London. Our focus was on educating young individuals about anti-racism and activism. Over time, the organization expanded its reach to include school workshops, teacher training, and student activism, with a central mission of achieving racial equity and racial justice in the UK and beyond.

The foundation aims to address the long-standing issue of racial discrimination in the UK and globally. Recent events such as the Covid-19 crisis and the Black Lives Matter movement have highlighted significant disparities in how racialized minority citizens are treated and perceived.

To achieve lasting racial equity, we strongly believe in cultivating a new generation of leaders who can drive change. Our racial equity programs provide young people and educators with a solid foundation in anti-racism and equality, while also developing leadership skills and fostering self-belief. EFF has had an impactful journey since its inception in 2021 and aims to continue to deepen and broaden its impact in the coming years in collaboration with schools and organisations in the UK.



MESSAGE FROM OUR DIRECTOR



"Every Future Foundation was born out of a mix of frustration and anger at the experiences of people of colour in the UK- and hope that we could work towards a positive and equal future. Every day, the EFF team work towards trying to make that equal future a reality."

We are extremely proud of what we have achieved over the past 2 years and we hope to continue learning from and working with the inspiring young people in our network to create racial justice for the next generation.

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REVIEW OF LAST TWO YEARS

2021-23

We are pleased to present the accomplishments of the last two years that we could achieve in collaboration with our different school partners. From 2021-23, Every Future Foundation undertook multiple actions in advancing racial equity and fostering inclusive school environments.

We have focused on the following areas to create transformations:

1. Student Interventions
2. Teacher Interventions
3. Raising awareness through teacher conferences
4. Creating high-quality youth opportunities (Activism Academy)

Education is core to Every Future Foundation's mission. Our goal is to ensure that every student, irrespective of their background, is provided with a fair and inclusive learning experience within our schools.

Having a strong belief in collaboration, we have partnered with organizations, institutions, and individuals who align with our mission of making the UK's education system anti-racist. Through these partnerships, we have expanded our reach and amplified the cause of anti-racism, forging new pathways to address systemic racism and discrimination through education, activism and advocacy.



THE PROBLEM WE ARE FOCUSING ON

The presence of racism within schools across the United Kingdom is a serious concern that demands our utmost attention. The consequence of it is not just visible in the academic achievement gap but also has numerous invisible, much more dangerous impacts on the socio-emotional and mental health of students and teachers. Global

These statistics expose the shortcomings of our systems in promoting equality. We firmly believe that education has the power to drive meaningful change, specifically in addressing racism in schools.

This belief has led us to design and implement school programmes that have a direct impact on students and teachers by educating them on racial equity and providing them with tools to counter everyday racism.



49% of young black people think that racism is the biggest barrier to a



46% schools do not have a teacher from minority ethnic background



UK Schools recorded more than 60000 racist incidents between 2016-2021



1 in 5 ethnic minority students had experienced racism from a teacher, often in the form of 'jokes' or cultural insensitivity

OUR SCHOOL PROGRAMMES

BREAKFAST CLUBS AGAINST RACISM

Overview

We started out in the summer of 2021 as "Breakfast Clubs Against Racism" - we launched our Saturday morning breakfast clubs running over a 4-month period with young people aged 10-14. We covered topics such as:

1. *Institutional racism through the media*
2. *Law enforcement*
3. *Activism & Allyship*
4. *British History & World History*
5. *Positive Role Models*
6. *Field trip to explore Black British History in London.*

We chose to discontinue our breakfast clubs in December 2021 to focus on interventions in schools and to re-work all the positive aspects of the programme into our new Activism Academy, which was launched in January 2023.

This shift of focus led to the re-brand of our organisation - to "Every Future Foundation".

Key Achievements

- We reached 20 young people across 2 breakfast club locations (in Peckham and Lewisham).
- 100% of participants designed and presented an intervention idea around combatting racial injustice within their community.
- 92% of participants had an increased understanding of institutional racism and how it affects the lives of individuals.



RACIAL EQUITY STUDENT WORKSHOPS

Overview

Every Future Foundation's student programs, aim to empower young individuals with the knowledge, skills, and tools to combat racism and promote racial equality actively.

We deliver three modules of 1.5 hours each:

Module 1: *Understanding racism, it's different levels and key terminologies*

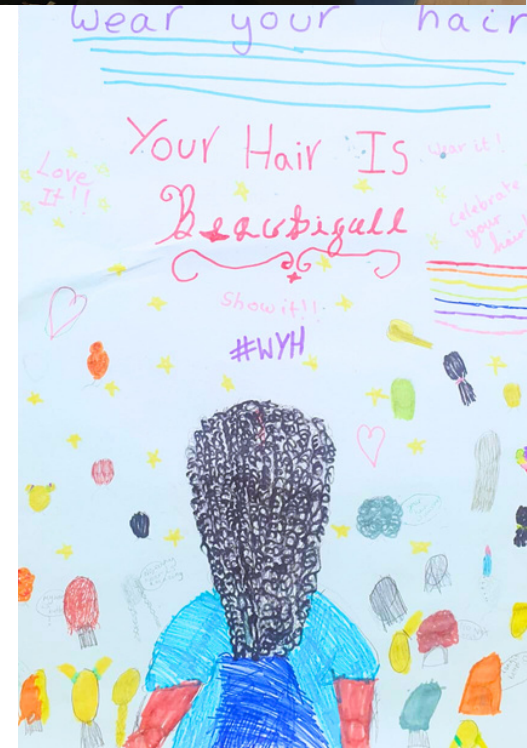
Module 2: *Exploring British History and combating stereotypes*

Module 3: *Exploring activism and allyship and developing mini campaigns against racism.*

Through these age-appropriate and engaging sessions, we aim to develop students' understanding of anti-racism with leadership development, fostering a new generation of change-makers.

Key Achievements

- 4500 students received in-depth training on racial literacy, recognising racism, exploring racism in our history and improving bystander interventions.
- 96% of students reported an increased understanding of racism, racial equity, and awareness of the effects of racism on others.
- 84% of students said they wanted to educate others on anti-racism and take steps towards racial equality.
- 83% of students said "it's important for schools to teach about the contributions of ethnically and culturally diverse people".
- A significant increase of racial empathy in white students, measured in attitudes towards immigration and awareness of how race affects the life chances of individuals.



RACIAL EQUITY STAFF WORKSHOPS

Overview

Every Future Foundation's teacher programs are designed to equip educators with the knowledge, skills, and strategies necessary to effectively address racism within educational settings.

We deliver teacher training through two-part modules of two hours:

Introduction: *Introducing anti-racism training and common limitations while addressing racism in the classroom.*

Part 1: *Considering and exploring the problem of racism and identifying unconscious bias.*

Part 2: *Practical Interventions to shift school culture*

Our aim is to build to contribute to building a diverse teaching workforce, promoting positive role models, and nurturing a sense of belonging for all students.

Key Achievements

- 550 teachers learnt the skills and gain the confidence to address the issue of racism in their schools. across the UK
- 100% of teachers said they had a better understanding of institutional racism in a school environment.
- 98% said they felt more confident in recognising & challenging racism incidences in school.
- 95% reported improved confidence in having positive conversations around race/racism.
- 90% had significantly improved racial literacy.



ACTIVISM ACADEMY

Overview

Our Activism Academy is a 6-month programme, focusing on encouraging young people with lived experience of racism and racial injustice to get involved in activism and social action. Through a combination of workshops, training sessions, and practical experiences, participants gain the knowledge, skills, and confidence to become impactful agents of change in their communities.

Aspects of the programme include:

- Social Media Activism
- Public Speaking & Speech Writing
- Using The Arts for Racial Justice
- Intro to Politics
- Creating effective campaigns
- A visit to Cambridge University to engage in University-level activism

Each student will then be paired with a mentor to support them in designing and implementing their own racial justice projects. Upon completion of the programme all participants can pitch to win 3 prizes of £1,000 to expand their project.

Key Achievements

Some of our key achievements with this programme so far include:

- 100% of participants said they feel like they are a positive role model for young people around them.
- 94% of participants said they have developed new skills and 100% of these said they will use these skills to improve their lives.
- 82% of participants said they have increased self belief.
- 87% have an improved understanding of how to challenge racism in their lives.
- 70% of participants said they feel more confidence that they will get a job/university place that they want, when they leave school

Next Cohort

We already have 13 schools signed up to our next cohort of the academy. We aim to improve the quality and impact of the programme and increase the number of opportunities participants have access to, after the programme.



ACTIVISM ACADEMY

YOUNG REPORTER

The Activism Academy Scheme - Calum Skinner, Dulwich College

31st January

YOUNG REPORTER EDUCATION

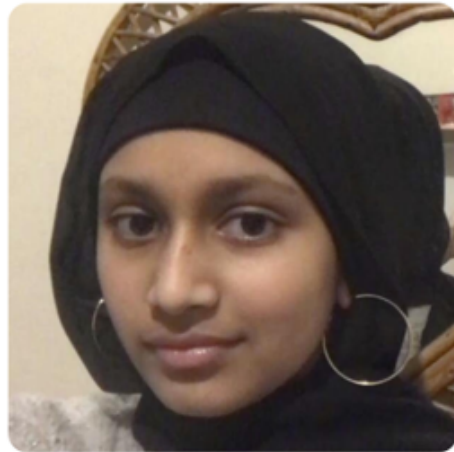


Activism Academy Meeting (Image: Lara Sengupta, Every Future Foundation)

Share 0 Comments

Many in the UK would agree that our government is ineffective, and that younger generations need a presence in the political world in order to balance out the presence of older individuals in Parliament.

The youngest recent average age of MPs at a General Election was a shocking 49.3 years old, all the way back in 1997. In the most recent General Election in 2019, there were more MPs in the 40-49 age bracket than all of those 39 and below combined. Younger voices need a way to be heard, whether through politics or being an activist. Thus, the Activism Academy scheme was created.



Following our Public Speaking session – Student Iqra Karim wrote an inspiring speech with a call to action: **Speak Out Against Racism.**



Let's say you are hanging out with your friends, on a nice day out. The sun is shining, there's no homework due, no upcoming tests – just a peaceful day altogether. A Black woman walks past, in a smart suit with a briefcase and an Oxford university teacher's lanyard. One of your friend's comments on the lady, but not with something you think is right: "those ghetto black immigrants are taking over our country". You think that's greatly uncalled for. But you look at the rest of your friends, and they all seem unfazed, they carry on the previous conversation like normal. As if



TEACHER CONFERENCES

As a part of our outreach and network building, we have presented our work at multiple conferences across the UK. Our team has been called to speak at various locations to share about our initiatives and impact on students and teachers. Following our some of the conferences/events we attended:

Greenwich University - BAME Student Union

Sutton Borough - Headteacher conference

Sutton Borough - Safeguarding conference

Lambeth Borough - Headteacher Conference

Oval Learning Cluster - Anti-Racism Conference

Flair - panel discussion on anti-racism in schools

ACEN - Anti-Racism in Schools Conference

The Society of Heads - DEI Conference

The Fawcett Society - Activism & Anti Racism Panel



OUR REACH AND IMPACT

35 SCHOOLS

**60 SCHOOL
WORKSHOPS**



**4500 STUDENTS
REACHED**

**550 TEACHERS
TRAINED**

TESTIMONIALS FROM SCHOOL

It was both enlightening and relevant- so much for us all to think about and yet a lot of practical things for us to take away. The activities and subsequent discussion was really powerful and I know we will have the confidence to discuss and confront these issues.

Teacher, Dulwich College on Teacher Training

I feel empowered after the workshop and I know now that my voice matters in the world and I can bring change around- Y7 student, Bolder Academy

Y7 student, Bolder Academy

The workshop throughout the day were excellent...students were actively engaged in a range of thought provoking activities that allowed pupils to reflect on issues surrounding race, privilege and unconscious bias.

Teacher, CATE Woodbridge Park, on Student Workshops

It made me rethink situations that I did not realise were racist at that time, now I look back and see it clearly. Y6 student KAPS, Harrow

Student, Krishna Avanti PS on Student Workshops

I have never seen anything like this workshop before but I'm so glad we do and really pleased to be able to sit in it. Some of the facts were mind-blowing and discussion around internal racism and very interesting being of South Asian heritage. Forest School

Teacher, Forest School on Student Workshops

NEXT PHASE 2023-25

NEXT PHASE GOALS

By implementing various workshops for students and staff across the schools in England, we have seen growth in their understanding of anti-racism and being an ally. As an anti-racism organisation, now we have reached a point where we have the knowledge and capacity of working at a whole-school level to not just impact specific stakeholders but work on all those factors that determine the culture and learning environment of a school.

This involves integrating anti-racist principles into the curriculum, developing anti-racism and inclusion policies, recognising racism as a safeguarding issue and embedding anti-racism in everyday practices.

A whole-school approach will empower students and staff to actively challenge and dismantle racist attitudes and behaviours and also serves as a catalyst for systemic transformation.

While we will continue to implement our school workshops and Activism Academy, we are aiming to achieve the following goals for larger systemic change :

Pilot and scale a whole school intervention project in 5 schools in 2023-24 focusing on learning what it takes to make a school "anti-racist" throughout - including school culture, policies, safeguarding, curriculum & practices.

To continue to improve the impact of our Activism Academy - improving onward pathways for graduates of the programme into high-quality educational or career/work experience opportunities.

Collaborate with advocacy organisations and councils to lead a training and advocacy movement to develop a *National Policy on Anti-Racism in Schools* in England in next three years. to bring about large-scale sustainable change.

OUR DIVERSE TEAM



Lara Sengupta
Founder and Director



Shilpa Sharma
Programmes and Partnerships
Manager



Ewa Dina
Workshop Facilitator



Sophia Sinclair
Lead Facilitator



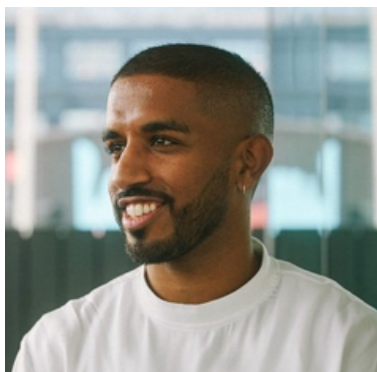
Josephine Jengo
Trustee



Vaishnavi Doma
Communications Intern



Rhiannon Turner
Trustee



Niran Vinod
Trustee



OUR PARTNERS

#TogetherUnLtd

UnLtd  Award Winner

I am
unstoppable.
I am UnLtd.



Goldsmiths
UNIVERSITY OF LONDON



HOUNSLOW THRIVING
COMMUNITIES FUND



phf Paul Hamlyn
Foundation

Cambridge
**Social
Ventures**



UNIVERSITY OF
CAMBRIDGE
Judge Business School

APPENDIX

List of Schools we have worked with

Student Workshops

School	No. of Workshops	Students Reached
Alleyns	3	330
Ashville School	2	300
Avanti Grange Secondary School	3	60
Bolder Academy	4	300
Chiswick School, Hounslow	1	225
City of London Academy Islington	2	60
Dulwich College	2	315
Elm Wood Primary School	1	50
Forest School	3	178
Glenbrook Primary School	1	25
Green Wrythe School	2	120
Heston Community School	3	210
Highgate	1	150
Kingswood Primary School	1	90
Krishna Avanti Primary School	3	90
Lillian Bayliss Technology College	1	120
Oasis Academy, Shirley Park	3	180
Sedbergh School	3	204
St. Alban's Primary School	3	43
St. Monica's School	1	400
The Green School For Girls	4	585
Walnut Tree Walk Primary School	2	76
Westbourne School	1	90
Whitgift School	3	61
Woodmansterne School	2	150

Teacher Workshops

School
Ashville College
Dulwich College
Green Wrythe Staff Workshop
Sedbergh School
Victoria Drive PRU
Walnut Tree Walk PS
Woodbridge PES

GET INVOLVED

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Website
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