

# EVERY FUTURE FOUNDATION

IMPACT REPORT  
July 23-July 24



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# About Every Future Foundation



Every Future Foundation, previously known as Breakfast Clubs Against Racism, is an anti-racism non-profit organisation dedicated to eradicating racism within the education sector through educational and empowerment programmes for young people and their educators.

The foundation started by organising Saturday morning "racial equity" breakfast clubs across South London, aimed at educating young people on anti-racism and activism. This initiative has since expanded into comprehensive school workshops, teacher training programmes, and the Activism Academy.

The mission of Every Future Foundation is to create lasting racial equality in the UK and worldwide by eradicating racial injustice within education and providing young people and educators with a robust foundation in race and equality.

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 3 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 YEAR**

## **2023-24**



We are delighted to present the achievements of the past year, accomplished in collaboration with our various school partners. Throughout 2023-24, Every Future Foundation implemented several initiatives to promote racial equity and create inclusive school environments.

The activities undertaken this financial year included:

- Student workshops conducted within schools
- Teacher training programmes, both in-person and online via Zoom
- Our Activism Academy programme, a six-month out-of-school initiative for young people aged 13-17
- Grant-making for graduates of the Activism Academy programme
- Participating in and speaking at Parliamentary meetings to advocate for national reforms to integrate racial equity into the British education system

Our key school-focused programmes included:

- Walcot Foundation Funded Project – Re-engagement of at-risk pupils from the global majority in Lambeth.
- Mayor's Office of Policing and Crime (MOPAC) Shared Endeavour Project – Interventions aimed at reducing far-right racism and extremism in schools.
- The Green Schools Trust Project – A year-long programme on anti-racism and curriculum diversification.
- Year-Long Anti-Racism programme for Primary Schools
- Ad hoc School Workshops – We have reached approximately 15 schools across the UK through these workshops.

Education lies at the heart of Every Future Foundation's mission. We strive to guarantee that each student, irrespective of their background, benefits from an equitable and inclusive educational experience in our schools.

Firmly committed to collaboration, we have allied with organisations, institutions, and individuals that align with our goal of transforming the UK's education system to be anti-racist. These partnerships have enabled us to broaden our impact and elevate the cause of anti-racism, creating innovative approaches to addressing 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.

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 in education attainment (YMCA Report 2020)



46% schools do not have a teacher from global majority background (UCL Institute of Education Report 2020)



UK Schools recorded more than 60000 racist incidents between 2016-2021 (Government statistics 2021)



1 in 5 global majority students had experienced racism from a teacher, often in the form of 'jokes' or cultural insensitivity (Justice4You Report 2022)

# **OUR PROGRAMMES**

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# AD HOC SCHOOL WORKSHOPS

## Overview

This academic year we have had many requests from schools inside and outside of London, from 1-day workshops to longer-term interventions with staff and students.

### Staff programmemes

Every Future Foundation's teacher programmemes prepare educators to tackle racism in the classroom. We have developed and delivered 3 x 2-Hour INSET modules in schools across the UK:

- Racial Equity & Microaggression Training - 2 Hours
- Safeguarding Through an Anti-Racist Lens - 2 Hours
- Decolonising & Diversifying Curriculums - 2 Hours

### Student programmemes

Our student programmemes empower young individuals to combat racism and advocate for racial equality. Training is delivered in three modules, each lasting 1.5 hours:

- Module 1: Understanding racism, its levels, and key terminologies.
- Module 2: Exploring British history and combating stereotypes.
- Module 3: Exploring activism and allyship, and developing mini-campaigns against racism.

These sessions aim to enhance students' understanding of anti-racism and promote leadership development, fostering a new generation of change-makers dedicated to creating a more inclusive society.

## Key Achievements

This year we have worked with approximately 20 new schools across the UK to deliver ad-hoc interventions.

Reaching 1,500 students and empowering 400 teachers with the skills and confidence needed to address racism in their schools.



# LAMBETH RE-ENGAGEMENT PROGRAMME

## Overview

The project aimed to enhance re-engagement of Lambeth school pupils who were at-risk of exclusion, with a focus on those from global majority backgrounds and receiving pupil premium support.

We worked with 48 pupils across 4 schools.

## Key Achievements

Significant progress noted by teachers about the participants:

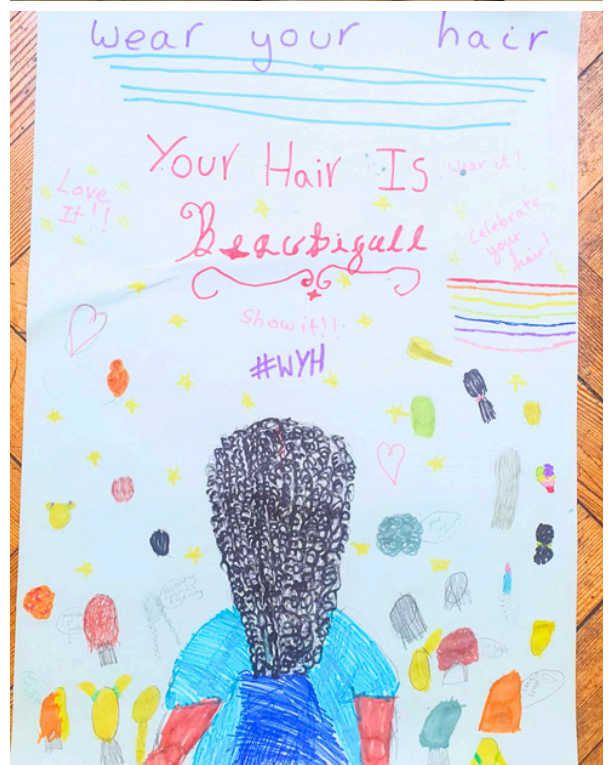
- 86% increased engagement in classroom activities.
- 86% improved self-motivation in academic work.
- 71% better at completing assignments on time.
- 71% exhibited improved classroom behaviour.

Progress as noted by the participants:

- After-school club attendees developed strategies (100%).
- 92% reported increased academic motivation.
- 84% felt more confident expressing themselves in the classroom.
- Increased motivation to attend school reported by 68% of pupils.

## Challenges & Lessons

- We identified systemic issues affecting pupil engagement.
- We realised there should be more emphasis on enhancing staff training and support structures.
- Overall, the project successfully boosted engagement and motivation among pupils, highlighting the need for institutional commitment to support marginalised student communities effectively.





# MAYOR'S OFFICE OF POLICING AND CRIME (MOPAC) PROJECT

## Overview

We received funding to work in the boroughs of Westminster and Hounslow:

- Working with 5 schools in each borough to deliver anti-racism and anti-extremism workshops to students & staff.
- To deliver borough-wide anti-racism, safeguarding and curriculum decolonisation training to all schools in the borough through borough-wide online training.

## Key Achievements

**We trained 237 teachers, surpassing our goal:**

- 84% of teachers reported increased confidence in addressing racism and extremism.
- 82% of teachers felt better prepared to discuss sensitive topics and confront racism within schools.
- 96% of teachers expressed intent to take action against racism, a notable rise from 49%.

**We engaged with 3,392 students, achieving impressive outcomes:**

- 90% of students could identify racist viewpoints post-programme.
- 76% of students now feel equipped to challenge prejudiced or hateful expressions, up from 54% prior to the programme.
- We received strongly positive feedback from both teachers and students underscoring the effectiveness of our approach and demonstrating strong resonance with our target audiences.



# THE GREEN SCHOOLS TRUST: DECOLONISING THE CURRICULUM PROJECT

## Overview



Over the past year, we collaborated with The Green School's Trust in Hounslow, which includes both a girls' school and a boys' school. Our efforts focused on multiple interventions aimed at promoting anti-racism and curriculum diversity within the schools.

## Key Achievements

- Delivered INSET staff training on Anti-Racism, Microaggressions, and how teachers can intervene to stop racism, reaching 200 staff members across the trust.
- Conducted INSET staff training on "Decolonising and Diversifying Curriculums," including guidance on using the curriculum audit framework, presented to around 150 staff members.
- Facilitated collaboration among 17 subject teams across the girls' and boys' schools to decolonise and diversify their curriculums, resulting in audits and 2-year roadmaps for each of the 17 subjects.
- Provided 17 hours of curriculum consultancy.
- Completed 31 subject audits across the trust.
- Post-project surveys revealed significant improvements in understanding and application of diversity initiatives:
  - 93.33% reported a better grasp of decolonising and diversifying curriculums.
  - 92.85% noted enhanced subject-specific diversification knowledge.
  - 89% experienced increased awareness of anti-racism strategies and how to challenge racism within their school.

Overall, this initiative made substantial progress in enhancing curriculum diversity and staff development, as reflected in the positive feedback and the recognised need for continued comprehensive diversity integration.





# A YEAR-LONG ANTI-RACISM PILOT FOR PRIMARY SCHOOLS

## Overview

We partnered with two primary schools to pilot a year-long anti-racism intervention, which consisted of multiple visits, training and consultancy across each term throughout the year.,

## programmeme Details

### Term 1:

- Racial Literacy & Microaggression Teacher Training
- A full-day Anti-Racism Student Workshop on understanding racism, its societal context, and the importance of inclusivity to 90 pupils.

### Term 2:

- Safeguarding Through an Anti-Racist Lens Training.
- DSL Training on Racist Incident Reporting & Processes.
- A full-day workshop on Diverse Role Models & Activism with 90 pupils.

### Term 3:

- Decolonising & Diversifying Curriculums.
- Conducted student focus groups before the programmeme (Autumn term) and after its completion (Summer term).

## Achievements

- 100% of pupils in focus groups reported a decrease in reported racist incidents since the programmeme's start, with 62% stating they had not seen or heard any incidents since the programmeme began.
- 71.43% of pupils noted improvements in how the school addresses racist incidents.
- 86% of pupils reported increased confidence in reporting racist incidents since the programmeme's start.

This collaborative effort successfully enhanced racial literacy, improved incident reporting, and promoted curriculum diversification, making significant strides toward a more equitable and inclusive school environment.



# ACTIVISM ACADEMY – COHORT 2

## Overview

The 2nd cohort of the Activism Academy has built on the successes of last year's programme with an improved programme structure and clearer processes for all students, teachers, and parents. We are currently in the final month of the programme where the children are carrying out the pilots of their projects and preparing their presentation for Pitch Day in the hopes of winning a £1000 grant to be able to continue and scale up their campaigns.

We have lengthened the duration of the programme after feedback from students last year, and this year the children have 13 weeks, increased from 10 weeks, to work on developing and carrying out their projects. This has given them more time to make a more substantial impact at the pilot stage and more to evaluate in their pitch. We have also ensured the mentoring is more structured and mentors are briefed on safeguarding and expectations to improve experience and efficacy for both mentor and mentee.

## Key Achievements

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

- We received 120 applications for 40 spaces on the programme - demonstrating demand.
- 20% of graduates from Cohort 1 participated in Cohort 2 as mentors, volunteers panel judges and guest speakers.
- 100% of participants said their “confidence that you will make a positive impact on the world” has improved.
- 80% of participants saw an improvement in their self-belief.
- 89% of participants agreed that by the end of the programme, they knew how to combat racism in their lives and communities.
- 78% of participants said they felt like they could be a positive role model for other young people.

## Next Cohort

We have received a 3-year grant from BBC Children in Need to support the running of the next 3 cohorts for the activism academy.

Cohort 3 will be launching in November 2024.





# ACTIVISM ACADEMY





# **TESTIMONIALS FROM SCHOOL**

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**Teacher, Bolder Academy on MOPAC Staff Workshop**

**" This session has been hugely helpful with Increased awareness of challenges and problems in modern society and how to tackle them. It's not ok to put up with things! "**

**"I believe these sessions will result in improved student attendance, more secure teacher relationships, fewer safeguarding issues and hopefully less bullying etc."**

**Teacher, Chiswick School on MOPAC Staff Workshop**

**13-year-old female student - Westminster Academy on MOPAC Student workshops**

**"Today i learnt about the different types of racism and how to stand up against it, i also learned that I should love my culture and what is the chain reactions due to racist bullying and hate speech. I think these workshops are really useful because they help to protect ourselves from discrimination and not making myself feel inferior but standing up for who I am."**

**" From these sessions, I think students and staff will feel more empowered to openly challenge racism."**

**Teacher, St Marylebone School on MOPAC Student & Staff Workshops**

**"I learned about different types of racism - including overt and covert racism. I think these workshops can help us tackle racism and hate speech by seeing examples of it and going over some ways that we can react to it and report it to a parent or teacher."**

**14-year-old student - Ormiston School on MOPAC Student workshops**

# **NEXT PHASE 2024-25**

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# NEXT PHASE GOALS

Throughout this last academic year, our goals were to test various ways of delivering our interventions with the aim of having the greatest impact on eradicating institutional racism within the education sector and enabling a new generation of anti-racist leaders. We have been successful in reaching these goals by continuing to deliver ad-hoc interventions with new schools across the country and also delivering the five targeted programmes mentioned in this report.

The goal was to assess what worked well and what did not, enabling us to identify three key programmes to scale in the coming years. We have decided on growing and scaling the following three strands:

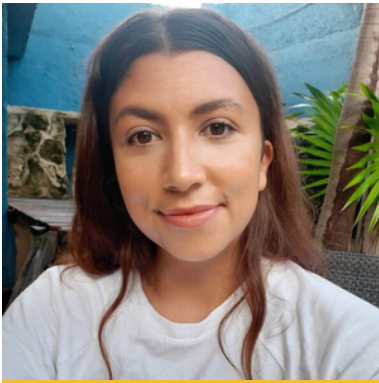
**Youth Leadership & Advocacy:** Through our Activism Academy and alumni network, we will enable a new generation of youth leaders and advocates, providing future opportunities for graduates to engage in advocacy.

**Racial Equity and Safety in Schools - on a grassroots level:** We will build on our year-long pilot with primary schools by launching our Champions for Change programme and continue to deliver ad-hoc programmes in secondary schools across the country, focusing on making schools a more diverse and safer place for young global majority people.

**Long-term National Changes:** We will pursue long-term national changes in the education sector through our strong position with Citizens UK as part of the "Racial Equity in Education" action group. We have already achieved some wins and will continue to work with the new government to further these efforts.

# **OUR TEAM**

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**Lara Sengupta**  
Founder and Director



**Naz Shah**  
Executive Assistant



**Julie Cheung**  
Activism Academy  
programme Manager



**Bilal Harry Khan**  
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**Sophia Sinclair**  
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**Josephine Jengo**  
Trustee



**Rhiannon Turner**  
Trustee



**Angie Cord**  
Trustee



**Amanda Agard**  
Trustee



**Eric Feltn**  
Trustee

# **OUR PARTNERS**

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school for  
social  
entrepreneurs

# MAYOR OF LONDON

OFFICE FOR POLICING AND CRIME

# WALCOT FOUNDATION



phf Paul Hamlyn  
Foundation



Cambridge  
**Social  
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Judge Business School

# GET INVOLVED

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