

EVERY FUTURE FOUNDATION



Impact Report 2025 - 2026

Ensuring every future is free from racism through targeted school-based interventions, youth leadership programmes and national policy change.



Every Future Foundation's mission is to create a UK education system entirely free of institutional racism and build an anti-racist generation of students, educators, and leaders.

Table of Contents

PAGE NUMBER

03	Vision & Mission
04	Impact Overview for 2025-26
05	The Global & National Context
06	Our Reach Across 2025-26
07	School-Based Student & Staff Workshops
10	Champions For Change
12	Activism Academy
14	Grant Winning Projects
16	What Comes Next: Our Goals for 2026–2027
19	Testimonials
20	Our Team
22	Our Partners

Our Mission & Strategic Vision

Our Vision

A UK education system entirely free of institutional racism.

Our Mission

To create an anti-racist generation of students, educators, and leaders.

Since 2021, Every Future Foundation has grown from a grassroots initiative into a trusted anti-racism education organisation working across schools, councils and communities. In 2025–2026, our work continued to respond to a clear and urgent need: schools are still facing racism, young people are still experiencing harm, and educators still need the confidence, language and practical tools to respond effectively.

This year, we reached 77 schools across all programmes, supported 314 educators through Champions for Change, celebrated 30 Activism Academy graduates, and awarded £3,000 in grants to youth-led racial justice projects. Across our wider school-based work, we delivered student and staff interventions across 54 schools, reaching over 5,000 young people and more than 1,800 educators.

School Transformation

Holistically working with pupils, teachers, SLT and school support staff to create anti-racism school cultures.

Youth Leadership

Focusing on the Activism Academy and its alumni network to continue to support young people to create solutions for the problems their communities have.

Council-wide Approach

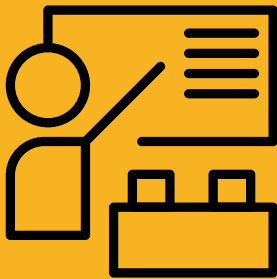
Increasingly adopting a council-wide approach to increase impact and create support networks for school to implement anti-racist changes.

Our work is rooted in the understanding that racism in education is not only about individual prejudice. It is shaped by school culture, policy, curriculum, safeguarding, behaviour systems and the confidence of adults to recognise and challenge harm. Through our programmes, we support both young people and educators to move from awareness to action.

Impact overview



77 Schools reached
across all programmes



314 Educators
Completed our Champions for
Change 2025-26 Cohort



30 Graduates
From the Activism Academy
Programme.



£3K Awarded
To Winning Activism Academy
Racial Justice Projects

The Global and National Context

We are living through one of the most socially divided periods in recent decades. Across the world, we are seeing rising extremism, increased persecution of minorities, extreme misogyny, gender-based violence, faith-based violence and race-based violence. Democracies are becoming more polarised, and online spaces are amplifying division faster than schools and communities can counter it.

The UK is not separate from these global tensions. In 2025–2026, far-right extremism, anti-migrant sentiment and inflammatory public discourse continued to shape the environment young people are growing up in. Online radicalisation is increasingly sophisticated and algorithm-driven, reaching children and young people through the digital spaces they use every day.

Our 2025–2026 student surveys show why this work remains urgent:

- 41% of students reported experiencing or witnessing racism at their school.
- 57% felt that not all pupils were treated fairly at their school.
- 35% felt their curriculum does not represent all students fairly.
- Only 51% remembered studying or discussing positive diverse role models from Black, Asian or global majority backgrounds.

These findings show that racism and lack of representation are still affecting young people across school communities. They also show why dedicated anti-racism education, racial literacy and social justice conversations remain vital.

What Are We Doing About This?

Anti-racist schools are not created through awareness alone - which is being seen in more schools as students are able to theoretically label and describe racism but can still resort to racist language and attacks during periods of tension or conflict.

Anti-racist schools are created in a number of ways including: adults naming race confidently, addressing microaggressions consistently, identity being celebrated without tokenism, bystander responsibility is taught early, and conflict is mediated without minimising harm.

When anti-racism becomes part of school culture, not just school discipline, young people become more confident in recognising racism, reporting harm and challenging prejudice among peers. Together, we can create school environments where every young person feels safe, seen, supported and empowered to help build a future free from racism.

Our Reach Across 2025-26

Programme	Reach	Impact
Student Anti-Racism workshops	54 schools, 5,214 students	Greater understanding of recognising racism in all its forms, how to report and challenge it.
Staff CPD INSET Training	1,874 educators	Increased capacity, confidence and understanding of racism in schools and how to actively challenge injustice throughout their school setting.
Champions for Change	4 councils, 31 schools, 359 educators	A whole-school understanding of anti-racism including microaggressions, interventions, safeguarding, working with parents, decolonising both the taught and untaught curriculum.
Activism Academy	9 Schools, 41 Students	Creating anti-racist leaders through youth leadership training, mentoring and piloting social justice community projects.



School-Based Student & Staff Workshops

This year Every Future Foundation has seen increased need across the country for anti-racism interventions with an increasing demand outside of London. We have managed to serve schools across England through our work with students and our preventative and active work with teachers and school staff. Our aim is always to leave a lasting impact on the schools and individuals we work with.

In 2025–2026, we collaborated with:

- **54** schools delivering anti-racism interventions - reaching over 5,000 young people and over 1,800 educators.
- We have worked with almost double the amount of schools for ad-hoc interventions than last year.

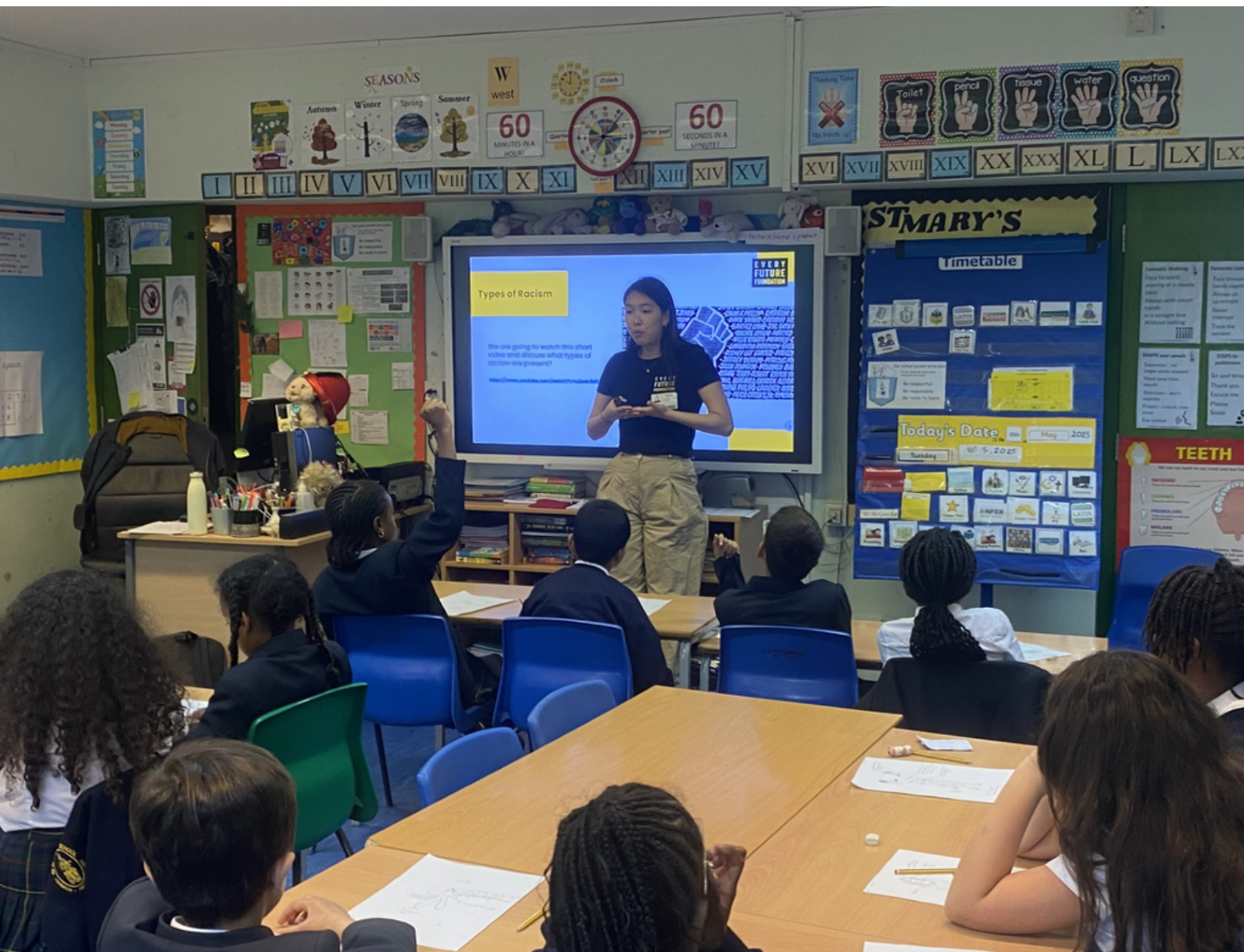
Some Statistics from our Student Workshops:

84% of students said they feel confident in recognising racist views after the workshop (compared to only 36% before the workshop)

87% of students said they would know how to challenge a friend expressing racist or hateful views after the workshop (compared to only 45% before the workshop)

80% of students felt confident reporting racism after the workshop (compared to 38% before the workshop)

90% of students of all ethnicities said that they want to live in a society free from racism and discrimination, after the workshop.



Are These Interventions Still Needed?

From the impact surveys distributed to students across both Primary and Secondary schools, students reported the following:

- 41% of students reported experiencing or witnessing racism at their school
- 57% of pupils felt that not all pupils were treated fairly at their school
- 35% of pupils felt their curriculum doesn't represent all students fairly
- Only 51% said they remember studying or talking about positive diverse role models who are from Black, Asian or global majority backgrounds.

These statistics show that racism and lack of representation are still very much affecting young people today and that having dedicated time and space for conversations around anti-racism, awareness raising and social justice can be hugely impactful.

Staff CPD Training

Our CPD training with educators and other school support staff has led to strong improvements and whole school improvements on the way racism is recognised and handled within the school:

- The proportion of staff who felt **highly confident in their understanding of racism in school settings increased from 31% before training to 72% afterwards.**
- Staff understanding of **how racism can affect pupils' mental health and wellbeing rose from 36% to 80%**
- Confidence in **recognising racist views and racism increased from 38% to 78%.**

Importantly, **97% of staff said it is important for teachers to have racial literacy and know how to challenge racism**, demonstrating strong demand for this work within school communities.

Brent Council Partnership

In 2025, Brent Council commissioned Every Future Foundation to deliver in-school anti-racism education across all state-funded schools in the borough. Through this partnership, every school has access to:

- one full day of student workshops
- one staff CPD training session

Fully funded by Brent council, this removes cost barriers for individual schools and supports a consistent, borough-wide approach to racial literacy, inclusion and anti-racist practice.

To date, Every Future Foundation has worked with 23 schools across Brent, delivering student interventions and staff workshops that help pupils understand racism, identity, discrimination and allyship, while supporting staff to recognise, report and challenge racism with greater confidence.

The partnership demonstrates the scalability of EFF's model and shows how local authorities can play a proactive role in embedding anti-racist education across an entire school community.

Champions For Change: Our Year-Long Programme For Educators

Overview of Achievements

This year we took a council first approach to our Champions for Change Programme and delivered the year-long intervention across 4 councils: Lewisham, Ealing, Sutton and Croydon.

- 31 Schools Onboarded
- 359 Educators Participated
- 8 hours of CPD-certified e-learning training completed by each educator
- 6 hours of CPD certified in-person training (completed by 105 educators)
- Income generated = £11,310

Impact Data

Experiences of Racism in Participating Schools:

The frequency of staff witnessing/hearing about racism in their school hugely decreased from before the programme to after the programme:

- Staff witnessing Incidents of racism/microaggressions/cultural insensitivity from staff **decreased from 43% to 5.4%**
- Staff witnessing Incidents of racism/microaggressions/cultural insensitivity from pupils **decreased from 55% to 5.7%.**

Staff Confidence

- Staff confidence using appropriate terminology and demonstrating cultural sensitivity increased from **50% to 88%.**
- Staff confidence handling racist incidents increased from **55% to 91%.**

School Culture and Systems

We surveyed staff about their perspective on changes in culture and systems of their schools:

- **82% reported improvement** in how racist incidents are handled consistently.
 - **69% reported improvements** in how the schools' policies, systems and culture support anti-racism.
 - **77% reported improvements** in systems in place to record, monitor and tackle racism.
-

Champions For Change: Our Year-Long Programme For Educators

Student Support and Experience

- **84% of staff have seen improvements** in how victims of racism are supported by the school's pastoral care system.
- **72% of staff** said there are now more opportunities for pupils to lead discussions/initiatives around anti-racism and diversity.
- **71% of staff** have seen improvements in how their school engages with families from diverse backgrounds when dealing with racism.
- The proportion of teaching staff believing that the school curriculum is diverse and representative increased from **69% to 91%**.
- The proportion of teaching staff believing that pupils feel represented by the curriculum increased from **65% to 78%**.

Overview of the Programme

- **76% of staff** said the programme was very effective.
- **90% of staff** said they enjoyed the programme.
- **93% of staff** said they would recommend this programme to other schools and colleagues.

Improvements for Next Academic Year

There are a few areas where we can improve the programme to be smoother and more effective next year:

- **Better tracking of e-learning module completion** - we have structured the course slightly different so that we can track when each e-learning module has been completed by a participant and we have implemented quizzes at the end of modules to test knowledge - the quiz scores will also be tracked.
 - **Employing a Moodle support expert** - we have now onboarded a part-time Moodle support expert who is on a retainer and can deal with ad-hoc issues with the e-learning platform as and when they arise.
 - **Implementing a "launch event" for each council** - we will be hosting a "launch event" for each council onboarded next year to set expectations, explain how the programme is going to run throughout the year, which modules to complete and by when and to share the dates for each in-person training for everyone to put in their diary.
 - **More structured communication with participating schools** - we have created a communication plan to stay in touch regularly with schools in between each in-person training.
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Activism Academy: Empowering Youth

Whilst training educators forms one pillar of our work, empowering young people to lead change represents equally vital work. The Activism Academy provides students aged 13-17 with the knowledge, skills, and platforms to become anti-racism advocates in their schools and communities. Cohort 3, completed this academic year, demonstrates the transformative power of youth-led activism.

55

Applicants
from schools
across
London

30

Graduates
completed the
programme,
earning a
certificate

9

Schools
participating
across multiple
boroughs

£3K

Grants Awarded
Three students
received £1,000
grants to fund
their anti-
racism projects

Student Outcomes and Impact

A post-programme survey revealed remarkable findings. All students reported a transformation in personal and professional development.

Students shared their experiences:

- “It is an incredible opportunity for young people to explore and learn about social change making but also having the opportunity to be able to do the same “
- “The programme was really great! I would 100% recommend it to future AA students, and it was really fun getting to immerse myself in new experiences, meet new people, make connections, and make new friends!! Overall I really enjoyed it!”
- “I loved my time at Activism Academy it had really opened my eyes and gave me ideas for career paths “

100%

**Skill
Development**

100%

**Career
Development**

93%

**Challenging
Racism**

100%

**Career
Confidence**



£3K Grants for winning projects are funded by Black Lives Matter UK

Grant Winning Projects



£3K Grants for winning projects are funded by Black Lives Matter UK

As part of the Activism Academy programme, participants design and develop their own social action projects addressing racial inequality. At the final Pitch Event, three projects were selected by an external judging panel to receive £1,000 seed funding and ongoing mentoring to continue developing their ideas beyond the programme.



True Nest

Led by: Sienna, Tilda & Chelsy

Grant Awarded: £1,000

True Nest is an interactive programme focused on empowering young individuals to explore their own cultural identities through various creative and collaborative activities. By utilizing their research through their pilot sessions, and building off of constructive feedback and responses, they have been able to create a structured programme that is sectioned to target various concerns addressing lack of cultural representation.

Incorporating students and families to pursue greater cultural representation in a day-to-day atmosphere, True Nest aims to empower all students and shorten the gap of inaccurate representation.



Decode The Gap

Led by: Amy & Siddhi

Grant Awarded: £1,000

Decode the Gap is a project that helps empower girls from ethnic minority backgrounds through hands on coding, robotics, and various workshops. As STEM sectors have been proven to be difficult to enter without the proper education, Decode The Gap assists in creating a bridge between the gap. The girls are placed in various situations that encourage growth and provide experiences, allowing them to step into the STEM world. By creating representation driven learning, as well as utilizing role models, the girls learn of their capabilities in STEM. Allowing for the girls to see themselves as the future leaders and innovators.

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Confidence Couture

Led by: Khamyra

Grant Awarded: £1,000

Confidence Couture allows for young individuals to express their cultural identity and style through fashion and a creative lens. By displaying images and sharing stories in a creative magazine, Confidence Couture converts visual art into empowerment.

In grouping various individuals together with different cultural identities, and giving them creative freedom to express their backgrounds in creative forms, allows for the participants to experience a nourishing and artistic environment.

What Comes Next: Our Goals for 2026–2027

As we move into the 2026–2027 academic year, Every Future Foundation enters a period of consolidation, focus and careful succession planning. Like many small charities, we have faced a challenging funding landscape, which has required us to make difficult but necessary decisions about how we sustain our work. In response, we have significantly reduced our core team to two part-time roles.

This decision allows us to continue operating on a tighter and more sustainable budget while protecting the programmes that sit at the heart of our mission.

In the year ahead, our work will focus on two of our most impactful strands: **the Activism Academy, led by Julie Cheung**, and **Champions for Change, led by Lara Sengupta**. Together, these programmes reflect the two central pillars of our work: empowering young people from racially marginalised communities to lead change, and equipping educators to transform school culture from within.

Strengthening the Activism Academy

In 2026–2027, we will deliver the fifth cohort of the Activism Academy, with a renewed focus on Year 10-12 students. By working with a slightly older age group, we will be able to explore more complex themes around racial justice, identity, leadership, power and social change. This shift will also allow us to better **support young people as they begin thinking about life beyond school**, including higher education, employment, activism, community organising and future pathways into social justice work.

We are also evolving the grants element of the programme. Instead of awarding three £1,000 to the strongest youth-led projects - we will instead provide **six £500 bursaries to individual students from the two winning project groups**: one winning team and one runner-up team. These bursaries will allow young people to access a short course, training opportunity or development experience in an area of their choice. **We will also be awarding laptops to the winning group.**

This new model reflects our commitment not only to funding youth-led ideas, but to investing directly in the young people behind them.

Expanding Champions for Change

Champions for Change will remain central to our school transformation work. In 2026–2027, **our goal is to bring at least five more London-based councils**, and 2 councils outside of London into the programme, supporting a new cohort of schools and educators to strengthen racial literacy, improve policy clarity and respond to racism with greater confidence.

Our target of expanding into at least 2 or 3 councils and regions beyond our existing London base will help us reach schools and educators in regions where anti-racism support is urgently needed. But also to test our content to check that it is relevant in regions outside of London and can be applicable throughout the UK.

Providing Ad Hoc Support to Schools

Alongside our core programmes, we will continue to respond to ad hoc requests from schools, educator groups and councils seeking anti-racism student workshops, staff CPD and guidance around racist incidents.

With a smaller team, we will need to be realistic about our capacity. However, we remain committed to supporting schools where there is clear need, strong mission alignment and potential for meaningful impact.





Partnerships and National Scale

A key priority for 2026–2027 will be strategically assessing our ability to scale and where we can bring on partnerships to help us scale. Over the past five years, Every Future Foundation has developed tried and tested programmes that have reached thousands of young people, educators and schools.

We recognise that our current capacity limits how far we can scale these programmes ourselves. Throughout the year, we will explore opportunities to partner with larger, values-aligned national organisations that can help selected programmes to expand their reach while protecting their purpose and integrity.

This next phase is about sustainability, legacy and impact. We want our work to continue growing beyond us, reaching more schools and communities across the UK.

A Focused Future

The year ahead will be one of focus, resilience and strategic transition. We may be operating with a smaller team, but our mission remains unchanged.

In 2026–2027, our goal is to deepen the impact of our strongest programmes, continue supporting the communities we serve, and build the foundations for anti-racism education to reach further than we could alone.

Testimonials

Dulwich College - Student & Staff Workshop

Thank you for a very busy and excellent day of workshops for pupils and staff at Dulwich College. As ever, I find EFF's approach to be centred on the right principles, and with practical guidance for schools and pupils to follow through as we strive to create and maintain an anti-racist environment in increasingly challenging times.

Uxendon Manor Primary School - Brent Council Partnership

"The workshops were engaging, thought-provoking and skillfully adapted to the age range. Lara was excellent in getting the children to really think about anti-racism, what this means to them and how to challenge it. This was clearly reflected in the pupil surveys after the workshops.

Year 5 Pupil -

"I learnt that if we stop minor racism we can stop all racism."

Activism Academy Student

"The programme was really great! I would 100% recommend it to future AA students, and it was really fun getting to immerse myself in new experiences, meet new people, make connections, and make new friends!! It had really opened my eyes and gave me ideas for career paths."

Our Team



Lara Sengupta

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Treasurer/Trustee



Eric Feltin

Trustee

Our Partners



**NATIONAL LOTTERY
AWARDS FOR ALL**



Join Us in Building Every Future Free From Racism

Your support enables:

- Running of our youth-led Activism Academy
- School-based workshops supporting young people
- Scalable, evidence-based curriculum reform

**Join us in creating a school system where every young person
feels safe, seen, and supported.**

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