



IMPACT REPORT

2012-2018



A LETTER FROM OUR FOUNDER

Hello!

I'm Teresa and I'm the founder of Incredible Brilliant Youth, a social enterprise I set up in 2012 with the purpose of helping young people improve their self-belief and provide access to support, expertise and opportunities.

I'm a qualified youth worker and make up artist with 12 years' of experience working with young people and eight years in the beauty industry. I started this organisation after working in an inner-city London school and seeing first-hand how low self-esteem was affecting the students there and by supporting some of these young people I could see how amazing they are, despite the struggles they were facing. Some of the young people I worked with at that time and in previous roles were self-harming; had poor mental health; low aspirations; high levels of anxiety; poor relationships with others; low self-efficacy and felt isolated. Low self-esteem was manifesting itself in a variety of ways. I grew up with very low self-esteem having been bullied during secondary school and becoming a survivor a sexual violence in my late teens. I couldn't bear the thought of other young people going through similar feelings to those I felt, so I decided to do something about it. I set up the organisation whilst being on Job Seekers Allowance for the third time, but I was determined to make it work and I'm glad to say that six years later, Incredible Brilliant Youth (and myself) are still here!

Based on the experiences and advice of the young people I had worked with prior to and during the early days of Incredible Brilliant Youth, I decided to focus the organisations work on five core areas: self-esteem; beauty and self-image; relationships; education and employment. I am pleased with the impact Incredible Brilliant Youth has had and I'm grateful to the young people, organisations and volunteers I have worked with over the years.

Our beneficiaries have gone on to start their own businesses, gain employment and progress in education, but more importantly, they've increased their self-esteem and confidence.

I am proud of all our achievements, including reaching the final three enterprises in the running for the Enterprise of the Year in the 2015-2016 at the Prince's Trust Celebrate Success awards. I am honoured to have been recently included in the WISE100 list of Leading Women in Social Enterprise and spotlighted in the top 12. I am extremely proud of how far we've come and all we have achieved. We look forward to the future and working with more of this world's incredible brilliant youth.



Teresa Reynolds
Founder



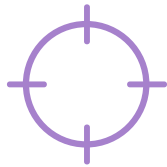


Don't be afraid to try.....

was the first thing that jumped out for us from the responses of the young people Incredible Brilliant Youth have engaged with.

That for us is the essence of what IBY succeeds in doing. Trying, we think, the most important skill young people need to prepare for a future that is already destined to change far beyond what any of us can envisage. By inspiring young people to believe in and harness their full potential IBY succeeds in giving them tangible tools to not be afraid. It helps them to communicate and bring their best to change the world. That for us is why it is so critical that IBY does what it does. The world is changing and what better way to bring about positive change than by motivating young people to not be afraid and to play their part in creating a very exciting future.

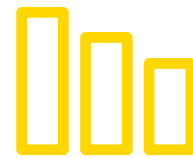
The IBY Steering Board



95% of participants said they would recommend IBY to a friend



93% of participants found our workshops enjoyable



84% of participants said their expectations were met by our workshops

This report reflects upon the impact that Incredible Brilliant Youth (IBY) has had on young people within London since its inception in 2012. More specifically, it explores how successful IBY has been in reaching the vision of a city that will help young people to be confident and successful, giving them access to support and opportunities that boosts their self-esteem and helps them to thrive.

The key statistics that demonstrate this impact include:

2000+ young people reached, from our delivery in 13 different London boroughs and Essex

723 young people have participated in our workshops

95% of participants stating they would recommend IBY to a friend

93% of participants finding our workshops enjoyable

84% of participants saying that their expectations were met by our work

ABOUT US

Incredible Brilliant Youth is a fun, innovative youth organisation set up in July 2012 to help **empower** and **improve** the confidence of young people aged 11-30) through workshops and talks on **self-esteem, beauty, body image, relationships, education and employment.**

Our vision:

At Incredible Brilliant Youth, our vision is a world that helps young people to be confident and successful, giving them access to **support and opportunities** that will boost their self-esteem and help them to thrive.

Our mission:

Our mission is to help **support and empower** generations of young people, helping them grow in **confidence, encouraging leadership** and helping them to be more **self-assured**

Our values:



Empower

Meeting young people 'where they are at' - in any circumstance or situation and **providing information, advice, guidance and encouragement** to help them move forward through our workshops, talks, events and one to one sessions



Support

Listening to young people, giving them space to **express themselves** through our workshops and mentoring programme



Grow

Helping the young people we work with to realise their **strength** and how **valuable** their presence and contributions are to the world. We want them to know that **their future matters** and support them in their growth and personal development.

MEASURING OUR IMPACT

Why we evaluate our workshops:

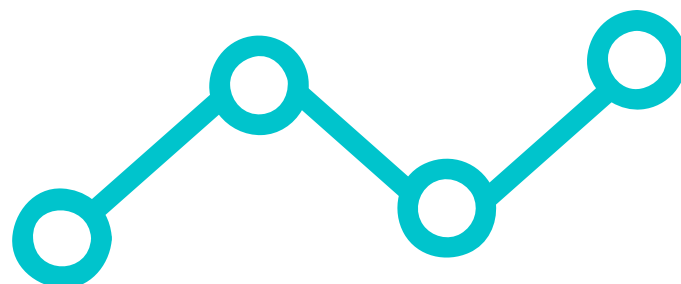
We at Incredible Brilliant Youth are dedicated to improving the lives of young people. To do this, we accept that we must also be open to improvement, checking what's working and what isn't. As such, we are always on the lookout through evaluation and review for areas to develop and expand upon.

How we evaluate our workshops:

To evaluate our workshops, we primarily use questionnaires focused on ascertaining the usefulness of the content, the knowledge participants gain, the enjoyability of the and if participants would recommend the activity to others. To do this we collect both quantitative and qualitative data, asking simple yes or no questions (such as whether their expectations were met), alongside more in-depth questions which require description (such as three key things they have learnt from a workshop). We also have a section where participants can note any recommendations for improvement they may have. In 2017 we trialled the use of a wellbeing form based on the WEMWBS 2009, asking participants to complete this both before and after the workshops. Through this process we are able to measure the impact of our work on the participant's feelings of relaxation, confidence, usefulness, confidence and interest in new things, and monitor any changes in these areas.

We at Incredible Brilliant Youth also place a lot of emphasis on the collection of demographic data as a means to evaluate our overall reach. Specifically, we use data around the ethnicity, gender, locality and disability status of our participants as a means to see which groups we are successfully engaging in our work.

It is acknowledged that there is still room for growth and improvement. We've also got some great ideas for refining and enhancing our work. Please find our review and action points at the end of this report.



ABOUT OUR WORK



From workshops to talks, coaching and mentoring to group work, we offer a holistic approach to achieving our core aim of raising the self-esteem of young people.

Workshops

We currently live in a world where our appearance can impact how we feel about ourselves. Where looking good can be more important than feeling good. Where likes and comments help determine popularity. At Incredible Brilliant Youth we believe EVERY young person is amazing and has at least one talent or skill that will help them to succeed in the world.

We specialise in helping young people unlock the gifts within by empowering them through targeted support, encouraging them to understand themselves, be determined, and love who they are both inside and out. Our workshops take an open approach to helping young people to know that they should explore, expand and believe in their capabilities.

Every workshop offered by Incredible Brilliant Youth has been designed to aid skills development, build self-awareness and encourage young people to look at their qualities and talents.

Our workshops cover:

- Beauty
- Body Image
- Self Esteem
- Relationships
- Education
- Employment

Our workshops can, and have been, delivered as part of a targeted intervention service and can be adapted to suit the needs of other organisations that we work with.

ABOUT OUR WORK

Events and Talks

We've hosted nine events over the years on self-esteem, beauty, and creative industries. Our Future Choices events are based on one of our most popular workshops - Future Choices. (We like to stick with a theme at IBY)!

Each event is painstakingly planned to ensure our audience get the information they want and need/access to information they would not be able to find anywhere else. We work with industry experts and insiders to ensure that our Future Choices events are unique, thoughtful and provide hints and tips to help attendees get the jobs and experience they want. These events have covered music, TV & film, fashion, beauty and technology. We've partnered with The House of Vans, Urban Decay, Birdsong and Microsoft, who've supported us by providing space and staff volunteers who have provided mentoring support and skills training, including sessions on CV's and interview skills, how to start your own business and manage yourself as a musician and the PRS for Music Foundation's funding application process. Our first event with Microsoft was fully booked with 58 young people in attendance and 72 on the waiting list, and our last one with Urban Decay covering self esteem was fully booked in 36 hours.

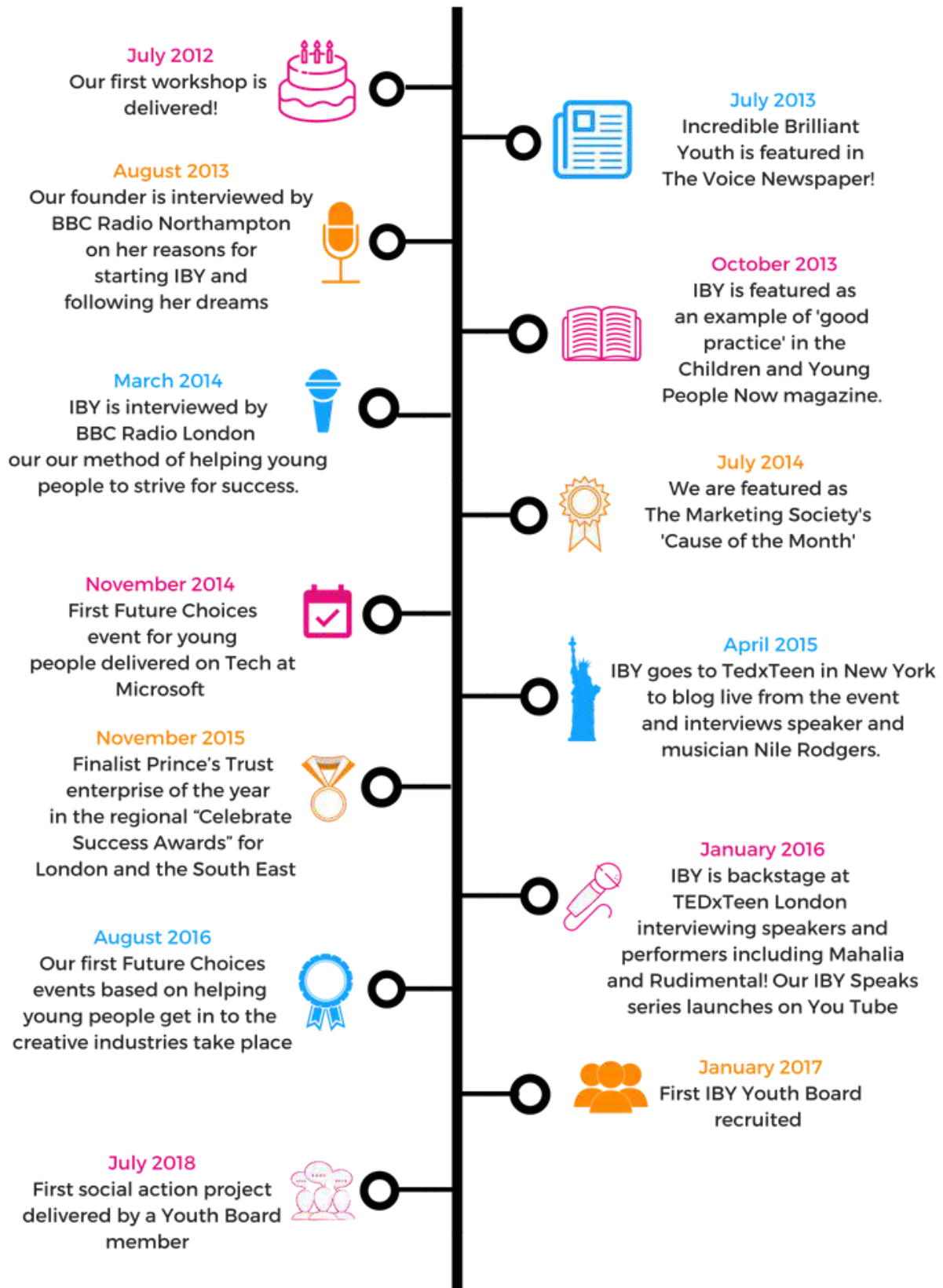
We've also delivered several talks over the years to students in schools and colleges across London to whole year groups on a range of topics including employment, education, exam success and confidence, which is how we're able to say we've reached over 2000 young people.

Coaching and Mentoring

Our coaching and mentoring service provides support for young people from a wide range of backgrounds and circumstances. We have supported young people both in and out of school, youth offenders and young community leaders. We work with our mentees and coaching clients to establish their needs and what want they hope to achieve during their time with us. The minimum commitment for our coaching and mentoring programmes is eight weeks; the maximum commitment is six months. Sessions are conducted on a weekly or monthly basis; however this can be adapted depending on the needs of the young person.

Our coaching and mentoring services are run by our staff and a group of dedicated volunteers. Our mentors and coaches are trained in the intervention they provide and are DBS checked.

OUR TIMELINE



MEASURING OUR IMPACT

What is included in this report:

The following report is made up of feedback received from 1000+ questionnaires over a period of six years (996 Evaluation forms, 73 Wellbeing forms and 15 relating to events). To best interpret this feedback, both quantitative and qualitative data have been together as a means to measure the overall impact of Incredible Brilliant Youth to date.

However, through the writing of this report, we have become aware of some limitations with regards to this data. For the sake of transparency, these shortcomings are acknowledged here.

Notably, the evaluation forms have changed across the years, whilst new data collection and evaluation methods have been engaged. As a result, we have at times found it difficult to compare certain data sets within this report. To date, almost everyone that has attended an activity we have run has been asked to fill out a questionnaire, including those that are outside of our core remit – persons under the age of 10 and over the age of 30. This is due to the open and welcoming nature of some workshops we've run and the ones our partners have run too. We're pleased to say that our youngest participant was six years old and the eldest was 63, however we have removed the data of those who are outside of our core remit age in the pages ahead. Of the 996 workshop respondents we've had, 723 are within the 11-30 age range.



OUR REACH

Location of workshops -



Inner London: 8 boroughs

Camden
City of London
Greenwich
Hammersmith and Fulham
Lambeth
Lewisham
Tower Hamlets
Westminster

Outer London: 4 boroughs

Bexley
Haringey
Merton
Waltham Forest

Outside London: 1 borough

Basildon

Location of participants -



Inner London: 66%

Camden	Lambeth
Greenwich	Lewisham
H&F	Southwark
Hackney	Tower Hamlets
Islington	Wandsworth
K&C	Westminster

Outer London: 21%

Barnet	Havering
Bexley	Hounslow
Brent	Merton
Bromley	Newham
Croydon	Redbridge
Ealing	Richmond
Enfield	Waltham Forest
Haringey	

Outside London: 4%

Bedfordshire	Kent
Essex	Surrey
Hertfordshire	Warwickshire

Undeclared: 9%

WHO WE'VE WORKED WITH



Our beneficiaries

219 (30%) Males

488 (67%) Females

16 (2%) Undeclared

From 15 different ethnic backgrounds

(workshops only)



645 (89%) in education

12 (2%) in employment

15 (2%) Not in education, employment or training

51 (7%) undeclared

(workshops only)



Participants aged 11: 21 (3%)

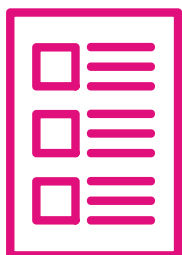
aged 12: 108 (15%)

aged 13-19: 518 (72%)

aged 20-25: 48 (7%)

aged 26-30: 28 (4%)

(workshops only)



74 workshops delivered

9 events held across London

2 social action projects run by IBY Youth Board members

11 workshops and events held in partnership with six corporate partners



14 young people aged 15-25 engaged in the IBY Youth Board

28 young women trained in beauty and entrepreneurial skills

3 young people have started their own successful businesses

WHO WE'VE WORKED WITH

Our beneficiaries



Our participants have come to us from 123 places of learning
21 Primary Schools
79 Secondary Schools
22 institutions of Further/Higher Education
2 Extra Curricular/Alternative Provision Schools



57% of participants felt more confident after our workshops
66% felt more relaxed
42% felt better about themselves

(Wellbeing data from 73 participants)



“I have learnt to believe in myself
and to set goals to overcome low
self-esteem”



SELF ESTEEM

Problem

During the early days of Incredible Brilliant Youth, we conducted several focus groups with young people, asking them what they felt they, and young people their age were struggling with and self-esteem and body image came very high up on the list. They mentioned that we live in a world where our appearance can impact how we feel about ourselves. That the pressure for them to achieve academically was “stressful” and “scary”. Likes and comments now help determine popularity, and it was putting huge amounts of pressure on them as well as causing distorted views of self. In 2014-15 ChildLine found that low self-esteem was one of the three top concerns that were counselled on in 276,956 sessions.

Our solution

IBY aims to support young people of all genders, colours, complexions, sexualities and beliefs that have low self-esteem and negative thought patterns. Offering a holistic approach to raising the self-esteem of young people, our workshops have been designed to aid skills development, build self-awareness and encourage young people to look at their qualities and abilities.



85% of participants said their expectations were met



95% would recommend IBY to a friend



98% found the workshop enjoyable



Results to date include:

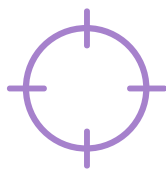
- Young people reporting boosted levels of confidence and self esteem
- Young people feeling empowered, setting and pursuing goals as a result
- Increased peer support - bonds built through group work and discussion
- Increased self-awareness and understanding
- Young people have learnt the importance of adopting a more positive attitude towards life - "How you look at a situation affects your outlook on every situation"



209 participants
108 (52%) female
91 (44% male)



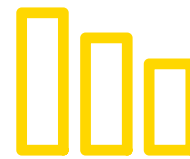
Average age: 16
65% of participants aged
13-19



Workshops delivered in
six London boroughs
and one borough in
Essex



Participants from 21
London boroughs and
three home counties



One of our most popular
workshops



I have learnt there are things
I'm good at

How the brain works - the
self esteem pathway



I have learnt to be happy
with myself

IBY YOUTH BOARD

The IBY Youth Board are an integral part of Incredible Brilliant Youth. The board comprises of a group of young people that meet once a month to discuss issues that are affecting young people and consider ways that we can help tackle them. Members have helped us decide which events to run, how our workshops can be more effective, and have been involved in 'being the change'. We've trained and supported our members in running their own social action projects, and Tene Edwards is one of those members.

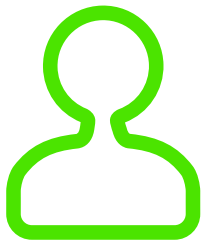


The meeting I enjoyed the most at IBY was the Public Speaking Training as this session really took me out of my comfort zone and equipped me with some useful skills that I was able to put into practice at my social action project Awaken the Love Within in partnership with Incredible Brilliant Youth. I learnt how to stand before a group of people, the importance of making good eye contact and discovered tips on engaging the audience. This experience helped me to write and present my introduction speech at the Awaken The Love Within - I turned this into a story following the tips given from the public speaking trainer and this speech led to a member in the audience stating 'I just want to cry.'

IBY have taught me how to plan and run a workshop by helping me to draft a workshop plan, sponsorship emails, request for facilitation emails and create the event invitation. Following this I received 10 sponsorships from brands including The Happiness Planner, and there were 18 attendees; almost reaching full capacity. Leading and organising a workshop is something that I have always wanted to do but lacked the self-confidence to do it. I would now like to run more workshops and will include this in my business plan. When I first joined the IBY Youth Board I lacked a lot of self-belief. Being on the Youth Board has helped to build my self-esteem and confidence.



Awaken the Love Within - social action project results



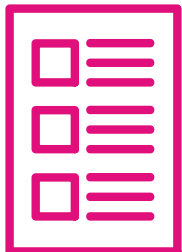
18 attendees
From London and the home counties
Aged 13-31+



72% (13) people had a positive increase
in their awareness of self love



89% (16) agreed or strongly agreed that the training materials
were relevant and helpful



100% (18) would recommend it to others



89% (16) said the trainer was knowledgeable and well informed



78% said the information would be useful to them in the future

BEAUTY AND BODY IMAGE

Problem

Changes during the process growing up can be daunting and sometimes alienating for young people. 54% of 11-16 and 66% of 17 to 21-year-old young women think they're not pretty enough (Girls Attitude Survey 2016), and 53% of secondary school boys say that advertising puts pressure on them to look good (Young People Count 2016). While a healthy body image is a key factor leading to good physical and mental health, unhealthy body image often leads to low self-esteem. Low self-esteem and unhealthy body image are highly risk factors for the potential development of mental health issues including eating disorders and depression.

Our solution

At IBY we want young people to know that they are wonderful the way they are. Our workshops are organised so as to guarantee the best experience to each of our participants. Activities include presentations, group discussions, one to one talks, and sharing life experiences. We are well placed to help young men and women boost their confidence and believe in themselves. As well as delivering messages on the importance of self-love, self-confidence and a healthy body image, we always make sure we provide young people with practical beauty and self-care tips they can take away with them.



74% (136) of participants
said their expectations
were met



95% would
recommend to others



94% found the
workshops and activities
enjoyable



As our founder is so heavily involved in the beauty industry, we have naturally delivered more beauty than body image workshops. Get Started with Make up is a course designed by us and delivered in partnership with the Prince's Trust. Teaching young people beauty techniques and entrepreneurial skills. 30 young people have participated with 28 completing the course.



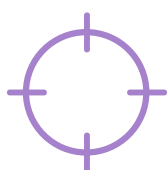
Total number of participants: 188
99% (186) female
1% (2) undeclared



Beauty is not just appearance, everyone is beautiful in their own way, you are beautiful



Average participant age:
15



24+ sessions delivered in
London



Participants from
London and the home
counties



Expert mentoring from
seven beauty pros



RELATIONSHIPS

Problem

Healthy relationships are characterised by good communication and mutual respect. Many young people however may be forgiven for thinking that such a relationship only occurs in films. According to a report released by the Young People Count in 2016, 25% of young women (aged over 13) experience physical violence in their own relationships, whilst 72% experience emotional abuse. Moreover, in 2014/15 3.4% of young men (aged 16-19) reported to have been victims of partner abuse (Partnership for Young London). Some young people lack a good example of a relationship at home which affects them negatively. In addition to this, some of our participants have said that they struggle with friendships and have trouble maintaining good relationships with authority figures, including their teachers and parents. They've reported often feel frustrated and isolated.

Our solution

We have made it part of our mission to help young people identify red flags and their own boundaries. We educate young people about what a healthy relationship looks like with different people in their lives, alongside offering advice about how to recognise domestic violence. The workshops help to answer important questions that young people may have on the topic. We also provide the students with useful contact information so that they can receive further support if necessary.



95% of participants said their expectations were met



98% would recommend to others



98% found the workshops enjoyable

Impact

Participants have received advice about organisations they can contact if they need to talk and how to be confident in discovering and managing their boundaries.

Young people have become more aware of what constitutes a healthy and 'bad' relationship



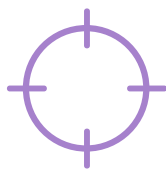
What a good relationship consists of
Places to call & talk to when in need of help
Services to call if something bad happens



Total number of participants: 60
53% (32) female
26% (43) male



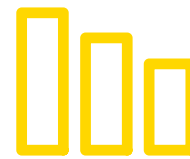
89% (53) participants aged 13-19



4 sessions delivered in London



Participants from London



Participants said the sharing of personal experiences helped them understand



EDUCATION AND EMPLOYMENT

Problem

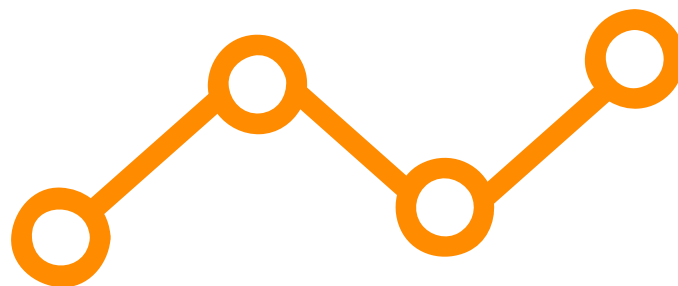
Education and employment choices for young people have become more complicated over the years. They now begin their GCSE's at an earlier stage than peers in previous years and are encouraged to have a life plan at a very young age. As mentioned before, young people feel under pressure and find this proposition "scary".

When Incredible Brilliant Youth was set up in 2012, Britain found itself within one of the worst periods of unemployment for decades, with some studies putting the number of unemployed at 8.4% of the working population.[1] More recently, unemployment rates for 16-24 year olds stood at 739,400 (or 16.5%) of the economically active population in 2016, with unemployment rates being three times higher for this age group than the rest of the UK population.[2]

Our solution

In the face of rising inequality brought about by social-economic factors, IBY has attempted to bridge the social gap to help young people make the most of education, regardless of financial status, or whether they are academically or creatively gifted (or both)!

To achieve this aim, we have run workshops on exam success in which young people gain advice about how to approach exams confidently and effectively. We also explore education choices with students, to help young people work out which path is best for them; alongside helping them to apply to university and for employment opportunities. Our Future Choices workshops address education and employment choices directly, encouraging young people to look at their skills, talents and values to assess the best path for themselves. We have offered a safe space in which participants can explore their ideas and goals for the future, alongside helping them develop a plan to achieve them.



[1] <https://www.theguardian.com/business/2012/jan/18/unemployment-public-sector-strikes>

[2] <http://www.partnershipforyounglondon.org.uk/wp-content/uploads/2016/12/Young-People-Count-2016.pdf>

EDUCATION AND EMPLOYMENT



I wanted to say a HUGE thank you, you made me realise my potential and I wanted to tell you I got an A* in my physics test the other week. I wanted to thank you and update you.



90% of participants said their expectations were met



92% would recommend to others



95% found the workshops enjoyable

AN OVERVIEW

FUTURE CHOICES: THE LADIES EDITION



96%

OF ATTENDEES SAID THEIR EXPECTATIONS OF THE EVENT WERE MET

"This work helps to build confidence and formulate ideas"

100%

OF ATTENDEES SAID THEY FOUND THE WORKSHOP ENJOYABLE

"It was extremely beneficial hearing from people who conduct interviews as to what they are looking for in a candidate"

96%

OF ATTENDEES SAID THEY WOULD RECOMMEND IT TO FRIENDS

"It inspired me, gave me a new perspective on life, goals and my career. I think my friends would enjoy this as well"

The results to the left are from a tailored workshop we ran in partnership with Worldpay for women that were unemployed and/or in receipt of Job Seekers Allowance. Worldpay staff provided careers mentoring sessions, and checked through participants CV's, also giving employment support advice.



Believe in yourself. Set achievable goals.

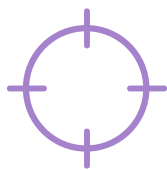
Where you start is not where you'll end, you will be successful.



Total number of participants: 267
61% (162) female
38% (102) male



77% aged 13-19



Over 20 hours of workshops delivered



Participants from London and the home counties



Event space donated by more than five corporate partners



IBY FUTURE CHOICES EVENTS

There is currently a lot of interest among young people around the creative industry, but a notable shortage of advice and guidance on offer. This situation is best seen in a 2018 survey conducted by OnePoll, where 49% of young people said they would like a creative job (70% for 16-18 year olds), whilst 62% felt that they do not feel they receive adequate information about creative careers at school from career advisors or teachers. What's more, many young people equally struggle to discuss this career path at home, as 24% of parents admit that they would "prevent" children taking creative jobs. (Design Week)

As a result, young people are in desperate need of advice, but are often left with no one to turn to. We at IBY have noticed this problem and have worked hard to remedy it through our Future Choices events covering TV & film, music, fashion, beauty and tech. We've found it a bit difficult to gather evaluation info at events as attendees tend to enjoy networking rather than filling out forms!

Here are the results from two our Future Choices events on music and TV and film. Our events are open to all, so we record results from people of all ages.



93 % said the event helped them plan for their education or career



Attendees aged 13-31+



93% would like to attend more Future Choices events in the future



COACHING AND MENTORING

Why we do it

The Children's Commissioner has noted that "young people from disadvantaged backgrounds are less likely to find 'natural mentors' in their communities". Our mentoring and coaching services. We believe in 'sowing seeds' - we know that we may not immediately see a change in the outcomes or self-belief of a young person straight away, but over time, the advice and guidance given will 'bloom' later on. What matters to us is providing a space for young people that enables them to explore and work things out for themselves. We provide support for emotional, academic and economic development, the reduction of risky or negative behaviour and non-clinical care for young people with mental health issues including depression and anxiety.

In 2008, both the National Foundation for Educational Research the Training and Development Agency for Schools noted that "reports from researchers and teachers suggest that a culture of mentoring and coaching will, over time, have an impact on young people and their learning."^[1] Among the beneficial effects/impacts, the NFER and TDA specifically noted that coaching and mentoring helped increase clarity of thought and reflection, improve psychological wellbeing and confidence, and much more.

Likewise, the National College have emphasised the benefits which come with a culture of coaching. Notably, they have observed that "pupils benefit from learning outcomes including, enhanced motivation, improved organisation abilities and questioning skills and an increased choice of learning strategies - including collaboration."

Coaching

Coaching is an interesting way to help young people figure out what they want to do and develop their own path to move towards their goal. It encourages the coachee to find their own answers via the coach asking them a series of targeted questions. Most of the talking is done by the coachee, with the coach being more of a sounding board and getting them to think a bit more deeply about their ultimate goal. This approach works well for those that already have an idea of what they want to do and specific things they would like to work on.

[1] <https://www.nationalcollege.org.uk/transfer/open/mentoring-and-coaching-core-skills/mccore-s02/mccore-s02-t05.html>

COACHING AND MENTORING

"Mentoring has helped me to understand and reflect on myself and my impact on others. I think it's helped me to become more confident in speaking to new people and encouraged me even more to pursue my dreams! It was also great to learn from mentor Hannah who gave me advice."

Jennifer,
Mentee

"Teresa helped me get my life back on track; helped me focus and construct a route so I could understand and not feel pressured with a few things I wanted to achieve. She boosted my confidence and feel she can impact a lot more in the community for young people"

Mentee,
South London housing association



FUTURE STEPS

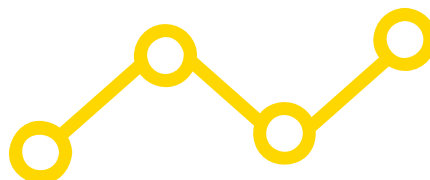
“Incredible Brilliant Youth has massive potential and is in good hands to ensure an impactful future. I believe it will one day reach across the country with Teresa at the helm” - Robin Browne, Young Ambassadors Executive, The Princes Trust

Ultimately, this report demonstrates that IBY has been largely successful in its effort to make this vision a reality. It demonstrates that IBY has helped, supported and empowered lots of young people in developing their confidence and capabilities. Furthermore, this report reveals the success that IBY has had in the focus areas of education, employment, relationships, self-esteem, alongside beauty and body image.

Growth is an important part of our values here at Incredible Brilliant Youth, and in response we hope to progress and develop in the following ways in the near future:

- Adapt and introduce new methods of working to encourage the participation of more young men
- Working with young people who are survivors of trauma
- Expanding the mentoring and coaching programme to different schools Bring in new staff
- Increase capacity of youth board and the number of social actions projects delivered
- Develop our own wellbeing scale based on the values which underpin IBY, and ensure its use in appropriate activities
- Improvement and expansion of our evaluation system
- Applying for charity status

We have noticed that there are a number of young people who do are not sure of their ethnicity or which borough they live in. As a result, we have recently redesigned our evaluation form with multiple choice options using the census as the basis for this to make it easier to collect complete data about our attendees.



PARTNERS AND SUPPORTERS

Thank you: supporters and partners

The Funding Network
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The IBY Youth Board
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Luke Evason-Browning
St. Michaels Youth Club









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