



# Free2B Alliance CiC Impact Report 2021-22



# FREE2B ALLIANCE

[www.free2b.lgbt](http://www.free2b.lgbt)

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## An introduction from Lucie Brooke Chair of the Board of Directors

It has been wonderful to have all of our services back up and running without restrictions in place. And it has been particularly positive to be able to run off-site trips including a fantastic three day youth residential.

We have kept some of the adaptations developed during the pandemic, with some services still online at our members' request and group 'whiteboard' activities are now a regular feature at our youth clubs!

We had to say a very sad farewell to our lead youth worker Em as they have moved with their family to Wales. Em joined us as a volunteer at the Gap youth club not long after the club launched way back in 2010 and they then took on the lead role in April 2016. It has been a privilege to work with Em over the years and to see them develop and grow in the role. And whilst we are very sad to see them leave their Gap role, we are delighted that they will be joining our Board of Directors.

We have also said a sad farewell to our wonderful Patron, Katelyn, as she has retired from teaching to take on new challenges. It has been fantastic to have Katelyn's support over the past four years.

Thank you to everyone for your continued support of our vital work.

Best wishes



Lucie Brooke

Report period: Sept 2021–Aug 2022

## Free2B Evolution

### E-Shop

In February 2022 we launched our fabulous online shop with a range of products featuring Free2B designs including our favourite rainbow frog, designed by a youth member!



With huge thanks to [2020Media](#) who helped us get the shop up and running online: <https://free2b.lgbt/shop/>

### Team support

As part of our ongoing commitment to improving our working environment, we have introduced three new team guidance documents to complement our existing policies and procedures. With input from the team, we have launched:

- Trans Inclusion Guidance
- Menopause Guidance
- Wellbeing Guidance

As wellbeing is a key outcome for our work when supporting young people and parents, it is essential we also take care of ourselves. This year we therefore initiated a two week summer break in service delivery for staff wellbeing.

## SUPPORT SERVICES

With all Covid restrictions finally lifted it has been a jammed packed year including events and trips.

We hosted a Halloween and a festive party, a fabulous LGBTQ+ Prom and we celebrated the Gap's 12th Birthday. As part of a 'Get Active' programme we hired a 70' inflatable assault course for a summer party. We took a group of members to Croydon Pride and to bring a fun packed year to a close we had a three day residential.

### The Gap Youth Club

The Gap has supported 78 young people. 137 recorded outcomes were awarded to 51 members in recognition of their progress and accomplishments. 6 accredited qualifications were achieved.

### Gap Wellbeing

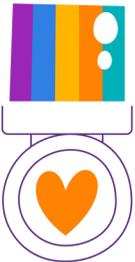
We deliver a weekly wellbeing group online. 23 young people have accessed sessions with topics including: *expressing my identity, intention setting, selfcare, our euphoria toolkit and sharing music and art.*

### Gapsters

Our junior group continues to grow with 20 members in the past year.

In June we were delighted to present our first ever Pride Award to a Gapsters member in recognition of their progress since joining the group.

As part of our commitment to service-user voice, we reviewed the age criteria, consulting members and their parents. This has resulted in an extension to the cross-over period with Gap, allowing members a longer timeframe if needed to manage the move from the junior to the senior club. Gapsters is now open to young people aged 9-14.

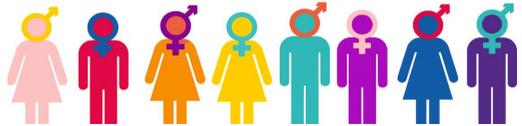


### Trans Wellbeing

Sessions are run during school holidays providing a safe space for trans and non-binary young people to support each other and access targeted workshops.

25 young people have attended and sessions have included fabulous guest speakers: Freya talking about their book on managing anxiety and a former Gap member returning to talk about their journey and gender euphoria.

With huge thanks to the group, we launched a [Trans 101 guide](#) in response to their feedback that information can be confusing and overwhelming. Our guide is a basic introduction to key topics that our members suggested.



### Free2Talk 1:1 Support

Free2Talk has three core client aims:

- ◆ Increase self-esteem
- ◆ Develop greater personal resilience
- ◆ Reduce social isolation

Over the past year our Free2Talk service has supported 103 young people.

Progress is measured using the Warwick-Edinburgh Mental Wellbeing 35-point Scale (WEMWS) with an average score increase of 3.3 points.

### Race and Faith meets LGBTQ+

We recognise that there are often additional barriers for queer young people who are black and Asian and those from faith backgrounds.

And so, as part of our activities during Black History Month, we launched a [fabulous guide](#) celebrating intersectional identities.

## Proud Parents

At our members' request, our parent group has remained online fortnightly over the past year as it's more accessible. We have also organised some in-person sessions to enable social connections, including a fabulous families trip to Trans Pride London in July.

We have had a range of guest speakers and session topics including: names, hormones, positive trans role models, dealing with gender critical views and supporting positive mental health.

With huge thanks to the Old Vic Theatre our Proud Parents were able to enjoy **I, Joan** at Shakespeare's Globe.

"It was a brilliant piece of theatre and just amazing for our non-binary child to see themselves represented on stage like that."

"The writing was amazing. And the lead blew us away!"

Our parents have also taken part in consultations to ensure their views are heard. These have included the Wandsworth Mental Health Needs Assessments and a focus group led by Ecorys UK commissioned by the Department for Digital, Culture, Media & Sport (DCMS) to explore the impact of online harms on children.



A warm and safe space to talk through any concerns or difficulties with how the wider world responds to our glorious non-binary child!



## VOLUNTEERS

We want to take this opportunity to thank our amazing team of volunteers.

Every single person, from those helping to deliver our frontline youth services, to our team working away in the background

helps to ensure Free2B can continue to deliver our vital services.

We are always looking for ways to show our appreciation and so we were delighted to take

part in the Mayor of London's #10000 Thank Yous on International Volunteer Day. And here is the fabulous Izzy receiving their Jack Petchey Leader Award, voted for by our youth council!

**THANK YOU!**

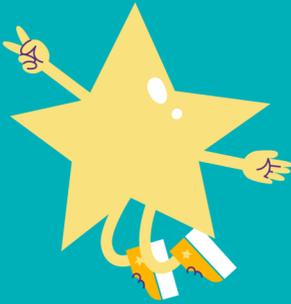


## NEWS FLASH!

In November Debbie Weekes-Barnard, Deputy Mayor of London, visited us to learn about our vital work, meet some of our junior members and speak to our Rainbow Power youth council. They shared with Debbie their concerns and insights into the inequalities faced by LGBTQ+ young people in London.



# OUR ACHIEVEMENTS 2021-22



**12** Volunteers  
Over **325** hours  
given

**22** Organisations  
received LGBTQ+  
awareness  
training



Over **300** recipients  
Average evaluation  
rating

**8.91** out of 10

**115** Total youth group members

**137** Recorded outcomes achieved

**6** Accredited qualifications awarded



## Annual impact survey:

97% now have a wider network and feel part of a community  
72% stated it has positively impacted on their wellbeing /  
confidence

**16** Parents supported



Annual impact survey:

82% now have a wider network and feel part of a community

88% stated the sessions and guest speakers have improved their understanding of gender issues

**103** Young people received 1:1 support to:

- Increase self-esteem
- Strengthen personal resilience
- Improve aspirations

**School Forums**

**129** pupils supported across **6** schools in Merton, Richmond and Wandsworth.



## Members' feedback

*Proud Parents continues to be a lifeline. I have learnt so much and feel really supported by both the staff and other parents. Thank you!*  
Proud Parent

*The help and support from Proud Parents has made me stronger and more confident in my ability to help and support my daughter.*  
Proud Parent

*I have gained new friends and a sense of belonging.*  
Gapsters member

*It makes me feel accepted. Usually in my class my classmates are very insensitive and make offensive jokes. Coming here when I'm sad makes me feel better.*  
School forum member

*A sense of freedom to be myself.*  
Youth member

*I've really enjoyed being able to access a safe space considering home isn't one and school is not that fun. It's really nice to have access to something like this.*  
Youth member

# TRAINING

It has been a pleasure to return to in-person training alongside continuing to offer a remote service, ensuring our training is accessible.

This year we have launched a monthly CPD training programme enabling any organisations with a youth focus to join us online for a 90-minute inclusivity workshop. It has been fantastic to see familiar faces as well as new contacts taking part.

Following training delivered to Regenerate Youth in November 2021, we supported them to undertake a comprehensive policy review and in March 2022 we were delighted to be able to award them our Inclusivity Benchmark.



## Average evaluation rating 8.91 out of 10

### Delegate feedback in response to what changes they will implement as a result of our training:

Using my pronoun on my emails to be inclusive and changing our referral forms.

Including information about LGBTQ+ people in our teaching across all areas of the curriculum. Being more confident to challenge other people's misunderstanding and educate them. Challenging gender stereotypes and changing my own language.

I'm wearing my lovely badge - thank you! I am ordering more for my colleagues.

I have already put my preferred pronouns on my email signature! I will look at how my service can reflect and value young people from the LGBTQ+ community.

Teaching the children about celebrating differences within school and the wider community, creating class inputs such as LGBT+ flags with the children's hand prints on and other activities to educate the class.



# EVENTS & PROJECTS

It has been fantastic to take part in community projects, collaborations and network events.

We are delighted to be a part of 'Battersea Together', collaborating with local charities and community groups. We attended an event in October 2021: Battersea Fights Back! celebrating the local response to the Covid pandemic.

And we were able to contribute to subsequent thematic meetings exploring joint working across arts and culture, mentoring and organisational support.

We teamed up with Kingston College to celebrate LGBTQ+ History Month and our very own Rainbow Power chose the winners for their fantastic art competition.

Our school forums across Wandsworth, Richmond and Merton designed posters for IDAHOBIT with this year's theme: Our bodies, Our rights, Our choice.

And we continue to chair the Wandsworth LGBTQ+ Delivery Network and we are currently working with network members, Wandsworth Carers' Centre and Spectra to develop bespoke training for commissioners.



# RAINBOW POWER

Our youth council have been busy as always, working on their social action projects.

## Clothes Swap

They have introduced a clothes swap initiative at the Gap youth club and have so far led two successful events. It's a great opportunity for members to ensure unwanted clothes go to a new home and hopefully pick something else up in exchange!

## Fundraiser

The youth council decided to raise funds that could be used at the Gap youth club. Somehow, they managed to get Free2B Co-founder Lucie to agree to be soaked in rainbow water! Alongside selling badges they had designed and created, they raised an amazing £125 which they chose to spend on wellbeing resources.

## Podcast

Working with the Battersea Youth New Gen project our members have produced two powerful podcasts. In the first they share their own personal stories and in the second they help listeners to learn about pronouns - breaking down what they are and why they are so important.



## School campaign



Our members are always seeking ways to encourage schools to take up LGBTQ+ awareness training and this year they decided to develop a poster campaign. With support from [Make it Clear](#), they created three powerful images to represent statistics highlighting the huge inequalities experienced by LGBTQ+ pupils.

## Pronouns

The group are keen to develop a range of resources to help peers and professionals to understand the importance of pronouns. They have come up with some amazing creative project ideas which will be their main focus for the coming year.



Alongside these project activities the group have also found time to contribute to external consultations including the Wandsworth Council youth voice strategy, Wandsworth Mental Health Needs Assessment and the Open University wellbeing resource development. They also attended a workshop led by the TRIUMPH Network, to explore the link between 'feeling understood' and positive mental health.

## Rainbow PowerHouse

Our extended youth council supports Free2B remotely ensuring intersectional voices are heard. We currently have three active members who have helped shape a Black History Month project, informed our e-shop product range, supported us to update our membership form and contributed ideas to the ongoing pronouns project.

# THANK YOU

With huge thanks to our key **GRANT FUNDERS** for supporting our work and enabling us to extend our reach and provision:



The  
Henry Smith  
Charity

founded in 1628

SUPPORTED BY  
**MAYOR OF LONDON**



Proudly supporting  
youth social action



Department for  
Digital, Culture  
Media & Sport



**NATIONAL  
LOTTERY FUNDED**

**The London  
Community  
Foundation**

And a special thank you to every individual who has made a donation. There are too many amazing people to mention here, but we would like to at least acknowledge those who have fundraised on our behalf:

Queer Diary donated ticket sales to Free2B raising £170.00.

The Yard Train Gym hosted a special Pride event and donated the £250 raised.

Christ's School donated £190.70 raised through a Pride fundraiser.

Our very own Rainbow Power raised £125 at a fabulous summer in Battersea Park event.

Battersea Crime Prevention Panel donated a whopping £363 to help us reach our Christmas appeal target.

And we are delighted to have been named charity of the year by Make it Clear.

A huge thank you to all of our wonderful 'regular donors', everyone who has bought a Rainbow Lottery ticket for Free2B, donated to our Christmas appeal and everyone who raised funds for us by sending Free2B e-cards through [Don't Send Me a Card](#).

Please see back page for details of how to donate or visit [www.free2b.lgbt](http://www.free2b.lgbt)

# Management Accounts

2021-22

(2020-21)

## Income

Training income	6,224	2,040
Restricted funds	138,382	126,029
Unrestricted funds	8,898	17,783
	<u>153,504</u>	<u>145,852</u>

## Expenditure

Staff costs	-113,355	-98,584
Premises costs	-7,107	-6,500
Core costs	-7,063	-13,657
Project costs	-11,757	-10,912
<b>Total</b>	<u><b>-139,282</b></u>	<u><b>-129,653</b></u>



## 2021-21 Rainbow Power Youth Council members

Levi	Frankie
Michael	Kamil
Zack	Eli
Spencer	
Cameron	

## Management Board

### Executive Directors

Nicki Ryan  
Lucie Brooke

### Non-Executive Directors

Colin Wimsett  
Amish Poonyth

### Operational Services (Volunteers)

Jane Hughes - Treasurer  
Barry Brooke - IT Administrator  
Michelle Peattie - Payroll Administrator

## Please support our work and help us achieve LGBTQ+ equality through inclusion

Despite recent victories for LGBT equality, in reality many people still struggle daily against discrimination and bullying.

If you would like to support our work you can make a regular or one-off donation.

Please visit our website or contact us for further information:

[www.free2b.lgbt](http://www.free2b.lgbt) | [hello@free2b.lgbt](mailto:hello@free2b.lgbt)

Here are just some examples of how different donation amounts can help us:

- £5 covers basic refreshment costs for a youth club or parent group session
- £25 pays for a youth worker to deliver a youth club session
- £30 pays for an online wellbeing group session
- £250 pays for a local educational day trip for up to 10 young people
- £2500 pays for a weekend educational residential for up to 10 young people



Free2B Alliance Community Interest Company

Registered address:  
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