Impact Report 2021-2

SCULPT
SHAPE YOUR FUTURE

"

I am extremely grateful
for this experience,
and I know that it has
already helped me learn
a lot about a new sector
and it will continue
to help me later on un
my career because of
everything I learned

Kara, Sculpt Intern

From IARS to Sculpt: Our Journey

I became Chief Executive of The IARS International Institute in February 2020, and it's been a privilege to take the helm of such an inspirational charity.

I was attracted to the role by the focus on participatory, evidence-based research that allows the people who are most affected by social issues to be the ones who determine their solution. Over the last two years I have seen this in practice in countless ways; through the projects we deliver, the young people who volunteer and intern here, and the inclusive and welcoming atmosphere that the staff create, where everyone is welcome. For over 20 years, we have empowered young people through participation in trans-national programmes that enabled them to develop skills and experiences, and collective agency through international exchange, participation in international networks and placements. This work was in direct response to the ambition of young people to create change on an international scale and to flourish as global citizens.

However, with the world changing rapidly because of the Covid pandemic and the political realities of Brexit, we quickly realised that our focus on an international outlook needed to change. Young people were now being held back by issues that manifested themselves in their immediate communities. As an organisation focused on supporting young people to achieve the future they want, it was essential to change the focus of our work to a more localised and immediate outlook. In 2021 we decided to rebrand and refocus our activities, and in March 2022 IARS became Sculpt.

Sculpt is now an organisation that has one purpose – to support young people to shape their futures and those of their communities.

We focus on four key areas:

- **Youth voice** – ensuring young people are active decision makers in issues that affect them and their communities
- **Employability and entrepreneurship** – providing young people with the knowledge and skills to enter the labour market
- **Gender** – tackling gender stereotypes and ensuring that no-ones' future is limited by their gender
- **Sustainability** – developing individual and community responses to tackle climate change

We stand out because we are youth-led and evidence-based - guided by our Youth Advisory Board, made up of young people from diverse backgrounds and communities who monitor and evaluate our work. They advise us on what we should focus on, and help us deliver youth-led research that informs our future projects. We provide a platform for young people to influence policies on youth matters by being an established partner within their local communities.

I am excited about the future of our organisation and hope that by reading this report that you too become equally as inspired as I am by the future of Sculpt.

Dr. Claire Bonham,
Chief Executive

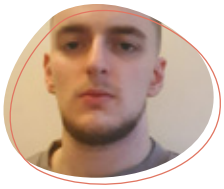
Message from the Youth Advisory Board

Over the past year, Sculpt has really blossomed as an organisation.

From a radical rebrand to diversifying the structure of Sculpt, significant and valuable changes have been made. One great benefit of these organisational changes has been the increased focus on young people's personal experiences, particularly through the development of a more comprehensive and engaged Youth Advisory Board.

Over the last year, our voices have truly been valued at Sculpt. We have been given an opportunity to build our skills in a formal setting as well as strategically contributing to the growth of the organisation. With monthly meetings we have been incredibly fortunate to refine our collective confidence and leadership abilities, creating a group of young people who are not only passionate about social causes but are motivated to take action and contribute to wider work and change in our communities.

Each and every one of us believes strongly in the work of Sculpt and are committed to influencing the organisation in a positive way.



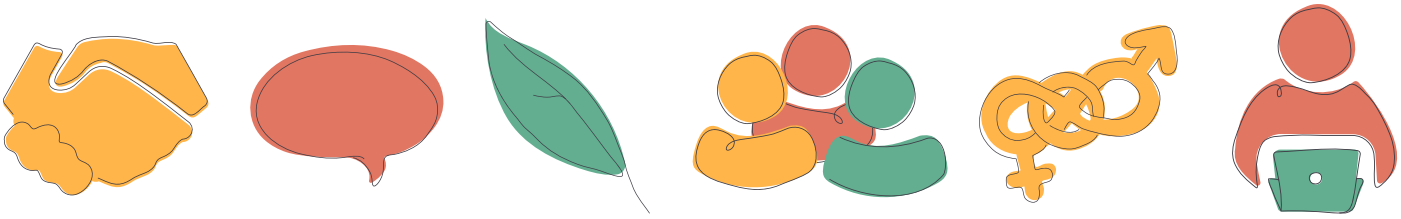
Kristian Mower,
Youth Advisory Board Member

"I felt proud of the work I did for Sculpt, and I felt proud to be a part of an organisation that cares so deeply. I will forever be grateful for my time here, and I cannot recommend an internship with them enough!

Bridget, Sculpt Intern

Why we do what we do

In a social media poll, Sculpt asked: "What societal issues most concern you?"



Employment | Mental Health | Environment | Healthy Relationships | Gender issues | Online safety

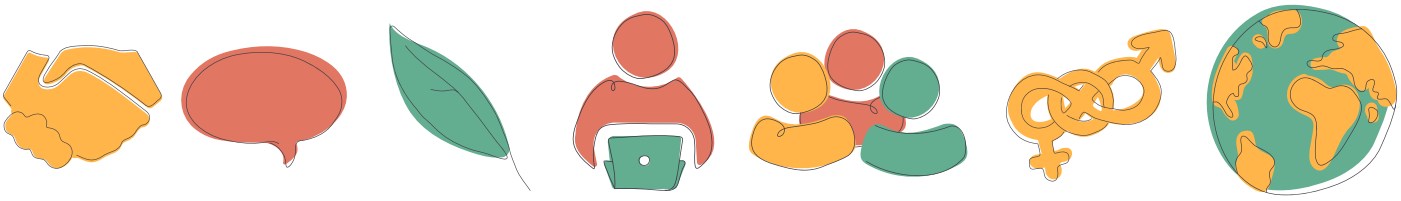
88%

of young people want to take part in social action

93%

of young people are passionate about getting their voices heard

When asked further to specify what Sculpt projects should aim to tackle the main results were:



Employment | Mental Health | Environment | Career Skills | Healthy Relationships | Gender Issues & LGBTQ+ Community Support | Online Safety

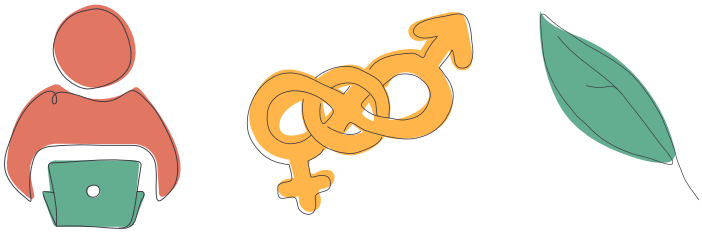
"

I am grateful for my internship at Sculpt and can't wait to continue to follow and help them make more positive contributions to their community and across the globe

Jazz, Sculpt Intern

SCULPT

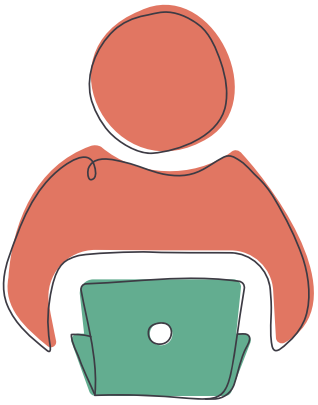
Our year in numbers



12 projects in areas such as employment, gender discrimination, entrepreneurship and environmental sustainability

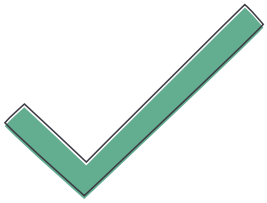
60 work experience placements

18 high quality internships

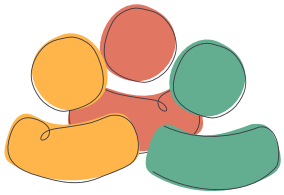


92% of young people completing their internship/ work placement with us said that they gained skills that will improve their employability in the future

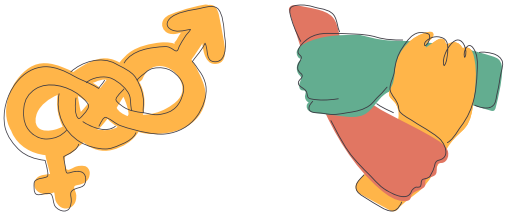
1 Our CEO won 1 Star of the year award



1 National Youth Agency Advanced Level Quality Mark

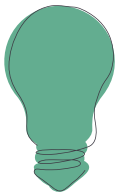


1 living wage employer's certificate



1 campaign focused on International Women's Day, delivering 4 webinars, forming 3 partnerships and beginning the delivery of 1 project in North-West of England

3 international conferences, connecting like minded young people, educators and professionals from across Europe on issues of gender-discrimination and gender-based violence in schools



12 Youth Advisory Board meetings

"

Interning with Sculpt has given me experience, confidence and the knowledge that I can succeed working in an environment relevant to my interests

Robert, Sculpt Intern

SCULPT

The words of young people

Case Studies

Our volunteering opportunities, internships, workshops etc are made to enrich young people's lives and to safeguard young people by equipping them with the critical thinking skills needed to stay safe, to cope with uncertainty and to build vital life skills as well as prepare them for their professional futures.

Young people come to us from many different backgrounds and with very different needs. Some young people need to gain confidence and professional skills in order to successfully get into the job market. One of our interns Priya Kang, came to us with a specific career plan and we were able to provide her with the support she needed:

"During my time at the institute I was able to enhance my existing skills as well as develop new ones. What I liked the most was that the institute tailored my internship to what I was most interested in and provided me with great learning opportunities."

Priya Kang (Former Intern)

Our users are also interested in entrepreneurship and they want to gain the necessary skills to become successful entrepreneurs. For them, we have created a number of courses and workshops on accessing financial support, business planning, green entrepreneurship, etc.

"I think the EDEEY course is useful for my future because I always had an entrepreneurial mindset and I always wanted to be an entrepreneur somewhere down my career path so the more knowledge I have the better. "

Zainab (17 years old)

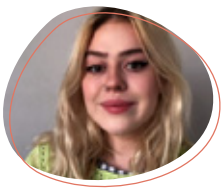
Others just want us to help them navigate successfully through life,

"The months I spent interning with the IARS provided me with an invaluable opportunity to discover and understand the many injustices that continue to exist in this country and beyond."

Daniel Wilcox (Former Intern)

Our users enjoy access to all sorts of activities from outdoor learning and online safety to money management and mental health.

"It was amazing to meet people from all over Europe, which was a massive cultural eye opener for myself and have made many friends with whom I still keep in contact."



Isabelle (current intern)

We reach and engage young people who don't traditionally have access to personal development opportunities.

One of the ways we measure our success is by our satisfaction marks for safety, enjoyment and trust. Our evaluation approach gathers five types of both quantitative and qualitative data – beneficiary, engagement, quality, feedback, and outcomes. We explore the links between them and evaluate the relationships between quality of provision, the experiences of young people and impact.

Below are some things our users have said about their experience working with us:

"During my time at Sculpt, I was able to successfully work as part of a team with people I had never worked with before."

Jake (15 y/o student)

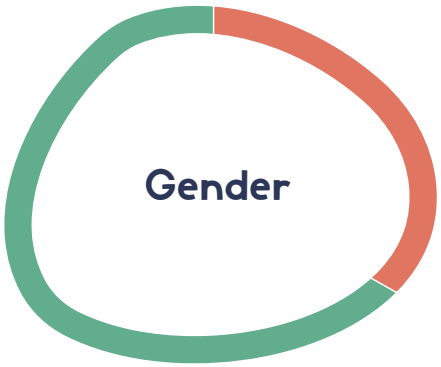
As part of our work, Sculpt also provides international internships opportunities for young people across the globe:

"I was so nervous not only to live abroad but also to start my first internship in a different country. From my first zoom meeting, I felt welcomed and like a valuable member of the team. My supervisors were always curious about my work interests and life outside of the office while also giving me helpful and relevant feedback on my work."

Jazz (International Intern)

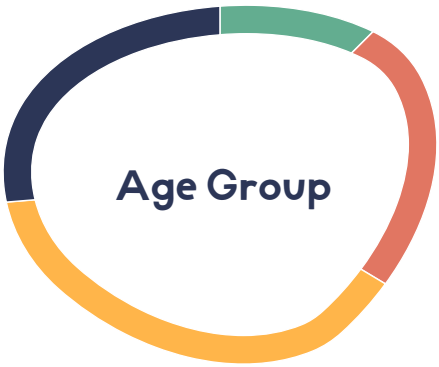
Here for Everyone

Gender



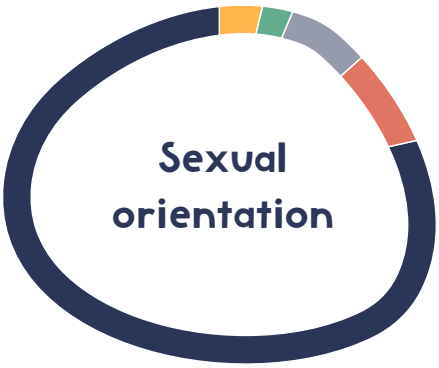
- Male
- Female

Age Group



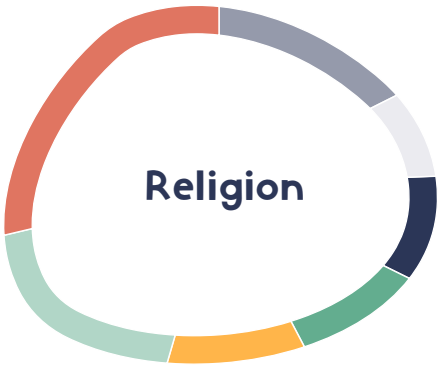
- 16-17
- 18-24
- 25-34
- Other

Sexual orientation



- Heterosexual
- Bisexual
- Gay
- Non Binary & Other
- Prefer Not to Say

Religion



- Christian
- Muslim
- Agnostic
- Other
- None
- Prefer Not to Say
- Atheist

Highest level of education

- Degree
- Postgraduate
- 5 GCSE
- A Levels
- Primary

Race and ethnicity

- White British
- Black African
- Indian/S Asian
- Other
- Pakistani
- Black Caribbean
- Black British
- White European

"I was so lucky to be placed with Sculpt for my internship, as it truly is an incredible organisation filled with wonderful people

Kara, Sculpt Intern

Our Projects

Children First

Children First was a pan-European project that represented a shared effort to educate school children (aged 12-18) in order to prevent and address dating violence from an early age by undermining gender stereotypes, norms and roles that are the main causes of dating violence. This two year programme concluded in August 2021.

The Children First project has successfully delivered the following activities:

- 175 children & young people piloted an app-based online game that challenges gender stereotypes and norms leading to violence
- 224 educators & professionals took part in training workshops that looked at how to prevent and contrast gender-based violence in school
- 265 educators & professionals piloted the online training course
- facilitated 2 international conferences
- delivered 5 national awareness raising campaigns that supported children and young people to take part in an online awareness raising campaign to support gender equality and inclusion among children and young people
- 1 international art contest -working with adolescents 12-18 years old from all over the world, in order to reflect their understanding of relationships free from stereotypes and gender-based violence. We had a total of 39 art works from seven countries.

We also reached the following dissemination targets:

- 8 newsletters disseminated to partner's networks
- 4 co-creational labs, with various participants including members of the Youth Advisory Board.
- 5 National Info Days & Open discussion: participants included teachers and educators; students; social workers and mental health professionals; consultants and/or project managers working on EU projects and NGO workers.
- Two roundtables (UK and Italy) to explore the results of the project and its future direction

YOUWEEN

YOUWEEN promotes entrepreneurship education and activities amongst ‘green’ young women. It does this through training in green thinking, raising awareness of sustainability and gender equity, promoting ‘green’ development in rural/isolated areas or green urban areas, exchanging good practices, and providing expertise and knowledge for young women. The project is funded by Erasmus+ with partners from the UK, Poland, Lithuania, Spain, Italy, Greece, and North Macedonia collaborating for holistic results. In the first year of this project so far we have:

- Delivered a train-the-trainer session for Youth Workers with 35+ participants from seven countries.
- Participated in a 4-day training event for youth workers, taking place in Krakow, Poland with 30 participants in attendance
- Lead 2 coaching circles with 10 young women, looking at the challenges of being a female entrepreneur.
- Produced 2 Educational Videos in conjunction with Young Advisors, with young women talking about successes and barriers in female entrepreneurship

EDEEY

EDEEY (Ethical Digital Entrepreneurship for European Youth) is an Erasmus+ funded project taking place in the UK, Czech Republic, Cyprus and Greece. It offers an innovative, accredited training course to prepare those without access to infinite capital on how to utilise digital entrepreneurship as a way of poverty alleviation, whilst also increasing the creation of jobs for their peers. The independently accredited courses include business planning, access to finance, marketing, social enterprise and other digital skills.

This is an EU based Erasmus funded project. Through the delivery of this project to date, we have developed and delivered face-to-face training for young people and professionals on digital entrepreneurship and created a comprehensive suite of online training materials, which we have begun piloting with young people and professionals who work with young people. The next stage of the project will involve running a competition focusing on digital entrepreneurship and training to 8 young people and an international conference to showcase the platform and results of the competition.

Shanarani

Shanarani is a youth-led, transnational project that will prevent and combat discrimination, stereotyping and social exclusion caused by gender stereotyping in the cultural and creative industries.. The project is developing innovative, CPD accredited tools to explore gender stereotyping, particularly in the areas of film and TV. So far in this 2 year project we have:

Trained 28 professionals and on the delivery of our Shanarani youth-led face-to-face training
Worked with 32 young people and trained them on how to combat gender stereotypes
Developed an online platform to help young people explore the issues of gender stereotyping in film and TV

The next phase of this project is to develop and pilot an App that will allow young people another way to engage with the training.

Involve Youth Southwark

Involve Youth Southwark is an innovative, youth-led and youth focused skills development and participation programme that provided 240 young people aged 15-25 living in Southwark with accredited high quality youth-led training and awareness raising and learning events, volunteering and mentoring opportunities and a support Hub that provided tailored and peer to peer advice about employment routes and skills. Underpinned by three core themes; Employability, Citizenship and Youth Inclusion, we have achieved:

- The delivery of 14 high quality structured internships, whereby we work closely with individuals to build their professional skills
- The facilitation of 44 work experience placements with young people aged 16-19, where we focus on both professional and personal skill development
- The hosting of 8 FutureProof training sessions with 41 participants, looking at key life development skills.
- 1 magazine publication

ESC - The European Solidarity Corps

The European Solidarity Corps is an EU initiative that creates opportunities for young people in Europe. The mission is simple: it aims to bring together young people to build a more inclusive society, supporting vulnerable people and responding to societal challenges. It offers an inspiring and empowering experience for young people who want to help, learn and develop.

This project allows young people aged 18-30 to take part in unpaid and full-time voluntary activities in the UK or abroad. So far we have achieved:

- 3x European Solidarity corps volunteers from the UK supported during their placements in Romania
- 1x pre-departure training session for the ESC volunteers going to Romania
- 7x interviews with the candidates for the ESC programme in 2022-2023

CASYE

CASYE (Cultural and Social Youth Entrepreneurship) project aims to develop innovative CPD accredited tools to support marginalised young people become entrepreneurs in the social and cultural sectors. This project is funded by Erasmus+ and works in the UK, Belgium, Spain and Italy to build capacity of youth workers and other professionals by giving them new approaches to support and strengthen their mentoring practices, improve their skills, and increase the quality of their interventions.

The CASYE programme supports the development of a sustainable ecosystem in supporting youth entrepreneurs in the creative European cultural and social sectors. In September 2021, professionals from the UK, Belgium, Spain and Italy met in Milan for a 4 day training programme, sharing examples of best practices, visiting a number of examples in Milan and working together to create a mentoring framework in a workshop with around 40 professionals from Italy.

FREE From Gender Based Discrimination: Teachers and Parents Together

Implemented in five partner countries (the UK, Greece, Spain and North Macedonia), this project worked to combat the persistent challenge of gender discrimination in school settings.

Gender-based discrimination and sexism is widespread in European Schools, and many teachers aren't given sufficient training or support in order to deal with the issue. Indeed, according to a study by the National Education Union and UK Feminista, only 1/5 of secondary school teachers in the UK have received training in addressing gender-based discrimination and sexism (NEU, Feminista, It's Just Everywhere, 2017).
Therefore, this project worked to create a system for parents and teachers to work together to counter sexism and gender-based discrimination in schools. Over the past 36 months we have:

- Developed one interactive online platform with accredited training resources and spaces for collaboration https://free-vle.eu
- Improved the capacities of 80 school teachers in preventing, identifying and dealing with cases of gender-based discrimination
- Increased the awareness of gender-based discrimination in 80 parents
- Developed a handbook for Parents and Teachers: https://www.projectfree.eu/parents-and-teachers-handbook/

Future Proof

This UK Youth project focuses on providing young people the necessary skills to succeed in life by providing training in: Healthy relations, mental health, conflict management, critical thinking, risks and opportunities online, identity, mental health, civic participation and debating, confidence and community.

- We have delivered the programme to 128 young people aged between 14-25

YES

YES! focuses on creating spaces for discussion to encourage solidarity between young people in different countries. This is especially relevant in the current challenging situation across Europe. So far we have:

- Recruited 2 young people as European Solidarity Animators
- Facilitated 4 international events to promote solidarity
- Hosted 2 local events to promote collaboration

Partners and Funders

As an organisation, we are committed to partnership working. We enjoy collaborating and would like to take this opportunity to thank you all for your hard work and commitment to our shared values and mission:

Allianssin Nuorisovaihto
Finland

CARDET
Cyprus

Symplexis
Greece

Youth Included
Czech Republic

CSCD
Romania

Caminos
Spain

DIESIS Network
Belgium

Egina
Italy

IASIS
Greece

CDR
Poland

EURO-NET
Italy

NOVEL
Luxembourg

Helping Hand
Greece

FACE
North Macedonia

Centre for Social Innovation
Cyprus

Asociatia Comunitati Pentru
Romania

Innetica
Lithuania

Associazione Interculturale Universo
Italy

Efektas Group
Lithuania

Fondazione Triulza
Italy

Subversive Front
North Macedonia

InEuropa
Italy

IDEC
Greece

Our Funders

UK YOUTH

Co-funded by the Erasmus+ Programme of the European Union

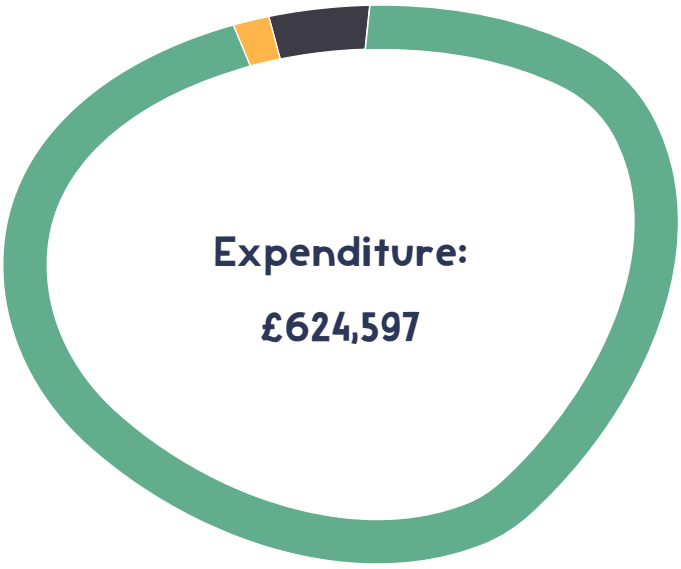
Rights, Equality and Citizenship Programme

Heritage Fund

Southwark Council

SCULPT

Financials



- **Grants and Sponsorship**
  £428,926
- **Charitable Activities**
  £7,824
- **Donations and investments**
  £2,218
- **Charitable Activities**
  £585,657
- **Unrestricted Expenditure**
  £12,889
- **Governance**
  £26,051

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SCULPT
SHAPE YOUR FUTURE

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