

Annual Review 2016

TOOLS

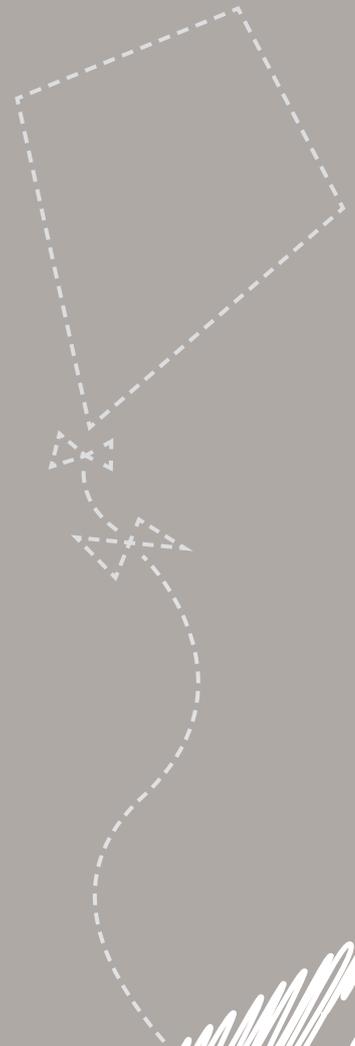
FOR

LIFE



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FROM THE TRUSTEES

At Kidscape we believe that all children have a right to grow up in a world free from bullying and abuse. We know you do too, and we'd like to thank you for your support.

The theme of this year's annual review is 'tools for life'. In its 31st year, Kidscape continues to equip young people, parents and professionals with the tools to tackle bullying and safeguarding issues across the UK.

We're the only national children's charity that offers face-to-face intervention programmes which support young people who are facing bullying, empower parents who are unsure how to speak to their school, and advise professionals who need guidance on safeguarding and child protection. We are extremely proud that our reach and impact have grown considerably due to the enormous success of our projects. We also recognise that it is the sheer hard work and professionalism of the Kidscape staff that has led to such successful outcomes – we're very lucky to have such a fantastic team.

Throughout the review you'll learn more about our tools and what impact they've had on the people we've worked with over the past months.

I'm very pleased to report that our financial situation has greatly improved after previous difficult years. We are so grateful for a significantly

increased value of donations compared with the previous year. This financial support enables us to have the impact we do whilst maintaining the independence to advocate boldly at a national level for the effective safeguarding of children.

On behalf of the trustees, I'd also like to take this opportunity to thank our CEO Claude Knights, who is entering her last year at the helm of Kidscape. We will be very sad to see her go. She has been a wonderful leader and visionary, and we will miss her dearly. We wish her all the best for her retirement and thank her deeply for everything she's done for Kidscape.

We're currently recruiting Claude's replacement, and I know that the new CEO will be a safe pair of hands who will continue Claude's fantastic work. I thank all of you – colleagues, funders, supporters and beneficiaries – for your continued support, which will help to ensure that Kidscape stays in a strong position to deliver its vital mission.

**George Gawlinski,
Chair of Trustees 2016**

FROM OUR CEO



Kidscape prides itself on equipping young people, parents and professionals with anti-bullying and safeguarding tools that will stay with them for life.

We recently heard from a young man, **Louis**, who took part in one of our ZAP anti-bullying and assertiveness workshops exactly four years ago. From suffering severe bullying then, he has now been chosen to become head boy of his new school, and his mum told us that, 'the confidence and self-belief that Kidscape gave him has stayed with him'. We are incredibly proud of him and delighted that he's doing so well.

At Kidscape we strive to give our young people life skills and resilience. Indeed, we aim to leave a continuing legacy so that abused or bullied children can grow into happy adults able to fulfil their potential.

We also aim to equip professionals and parents with the tools to prevent bullying and abuse from occurring in the first place – this is our safeguarding work. Sadly, many of the children we work with are suffering from existing child protection issues.

In such cases, our training programmes focus on how to support these young people.

Of course, in the context of our work with professionals, 'tools for life' doesn't mean we're a one-stop shop, or that there are any quick fixes for these complex issues. For example, anyone who works in the education sector will know it's mandatory to update child protection training every two years. We find that the same professionals return to us again and again to update and complement the knowledge we've given them, which shows that they trust Kidscape to provide effective tools for combatting bullying and abuse.

As our Chair of Trustees George mentioned, this will be the last annual review letter I write to you as CEO of Kidscape, as I will be retiring in early 2017. I have been with the organisation for 15 years, and led it since 2009. It has been a huge honour and privilege to steer Kidscape through some stormy seas and significant achievements. I am proud of the fact that we have retained our place as one of the UK's leading anti-bullying and child protection charities whose campaigning voice and very effective programmes have made a huge difference to thousands of children and their families across Britain and beyond. In particular, I am thrilled with the massive success

"...the confidence and belief that you all gave him has stayed with him"

“It has been a huge honour and privilege to steer Kidscape through some stormy seas.”

of our primary **Bullying Intervention Training (BIT)**, which between 2013 and 2016 delivered anti-bullying sessions to more than 20,000 children across 250 schools. The past year has also seen the realisation of one of my dreams, as our seminal ZAP project has expanded from its London base to the Midlands and the North East.

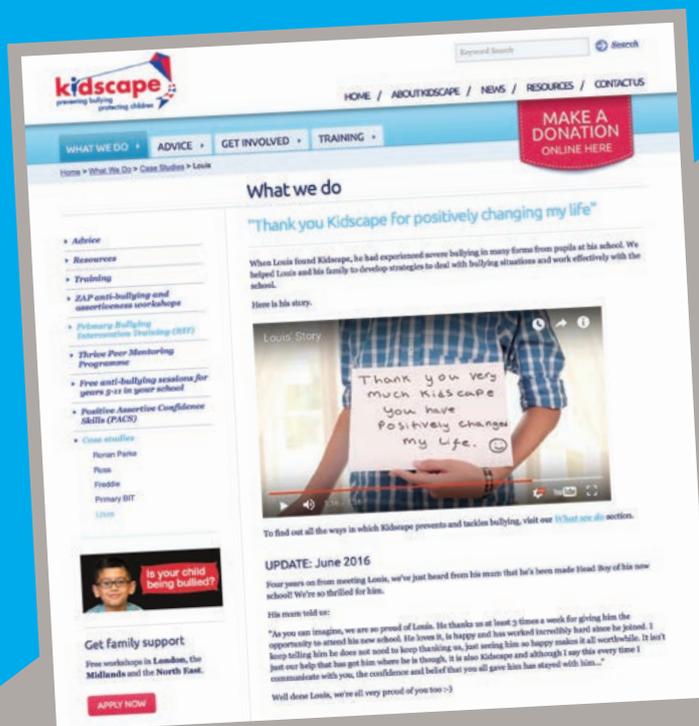
George has already announced that for the first time in several years, we have reported a healthy surplus, which means that I will be leaving Kidscape in a very positive financial state. I would like to stress that none of our successes could have been achieved without the commitment and hard work of our dedicated and highly experienced team, determined to protect children from bullying and abuse. It is with great sadness that I have made the decision to retire from Kidscape. My time with the charity has been the most fulfilling of my professional life. Kidscape and its vital work will always be in my heart and I will endeavour to support those who will continue our mission in any way that I can.

Thank you most sincerely for all your contributions to our vital work.

With warmest wishes to you all,

Claude Knights

Claude Knights



Louis' story on the Kidscape website!

INTRODUCING KIDSCAPE

Our vision is a world where all children can grow up without fear of bullying or abuse, and where all adults have the knowledge and skills to keep children safe and help them to reach their potential.

To try and achieve this vision, **our mission** is to ensure children live in a safe and nurturing environment. By providing training, support and advice to children, parents, schools, and those in professional contact with young people, we enable them to gain knowledge and develop the confidence and skills to challenge emotional abuse and bullying in all its forms.

Our values are based on the beliefs that:

all children have the right to lead their lives free from bullying and abuse

all adults have a responsibility to support, nurture and care for children, and to enable them to reach their full potential

all children should have the opportunity and confidence to report bullying and abuse

bullying and abuse are not acceptable and should not be tolerated

“Our vision is a world where all children can grow up without fear of bullying or abuse”

Our tools

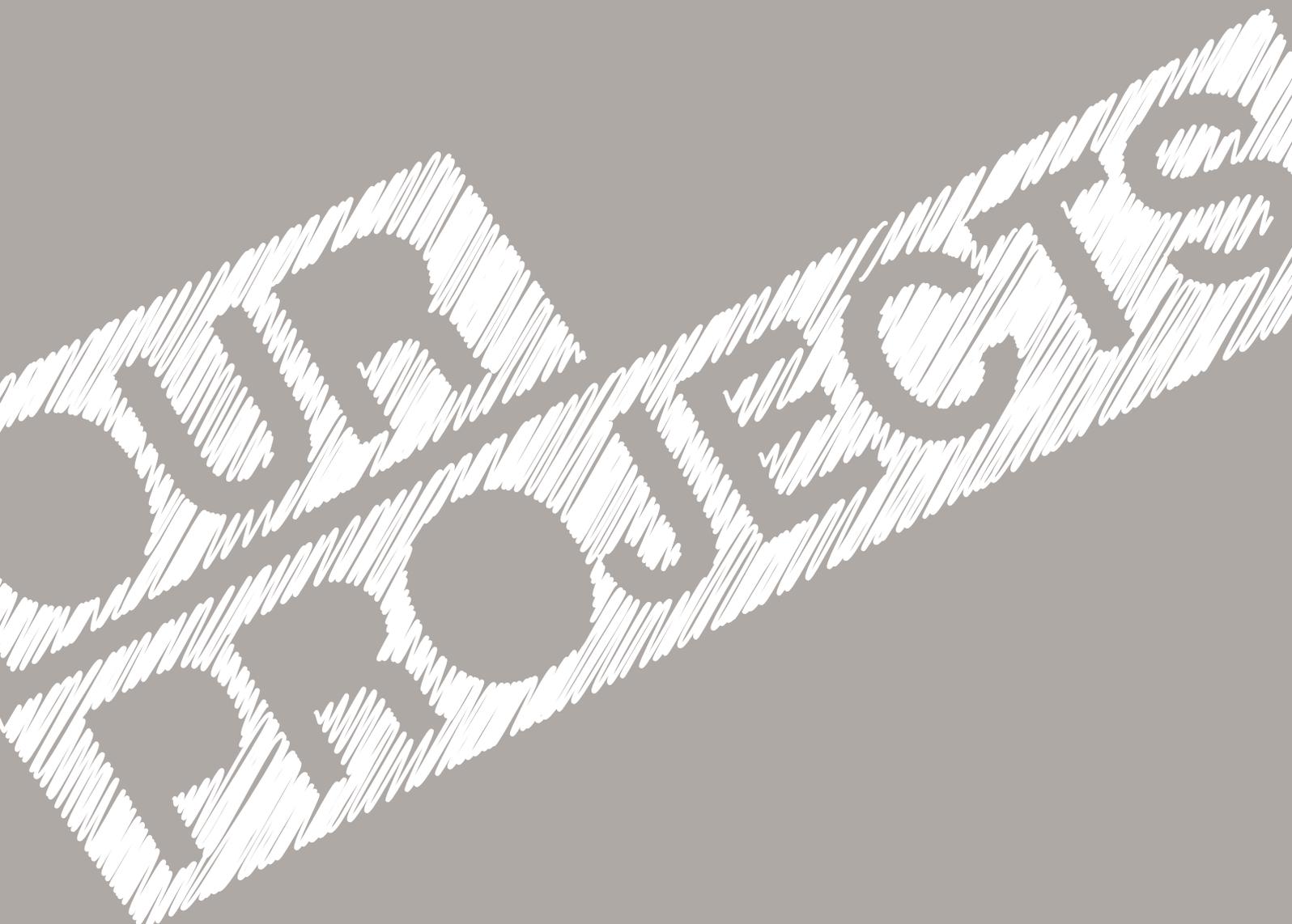
These are the Kidscape tools which we use throughout our projects. They form part of a package that’s key to our work. They are ingrained in our ethos, our people and our approach. We’ll explain these in more detail throughout the report – and you’ll hear about examples of how, when and why we use these tools to work towards a world free from childhood bullying and abuse.

- ▲ **THE VOICE**
- ▲ **ASSERTIVE BODY LANGUAGE**
- ▲ **SAYING NO**
- ▲ **STOP**
- ▲ **FOGGING**
- ▲ **BROKEN RECORD**



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OUR PROJECTS

-----> ZAP workshops

We run free **ZAP workshops** for severely bullied children (aged 9-16) and their parents. Thanks to the Big Lottery Fund, we've been able to expand the project to the Midlands and the North East, rather than being solely based in London. We are delighted to be able to work nationwide in the project's 16th year.

The young people who come along to the sessions report that they feel more confident, assertive, and able to deal with bullying situations more effectively than before. They tell us that they've really enjoyed making new friends and realising that they're not alone.

We also run a session for the parents, which gives them an immediate sense that they're not alone. They also meet other people in similar situations who they can relate to. They are empowered to speak assertively to their schools, and to know their rights. We take the parents through all the tools that the children are being taught, so they can reinforce them at home. They come out of the workshop feeling positive, hopeful and equipped.



▲ **98% felt better about themselves**

▲ **96% felt more assertive**

"I just really enjoyed finding out how I could cope with bullies after so long."

Young person from Newcastle

"This was one of the best things I've ever done"

A 16 year old participant

We asked them what they enjoyed the most:

Overwhelmingly, they said they loved meeting others and making friends. They really enjoyed learning about the anti-bullying tools in an interactive and practical way.



We also asked the parents and carers what they thought of the parent session held on the same day:

- ▲ 98% of them found it helpful
- ▲ 96% agreed that it had increased their knowledge about how to communicate effectively with their child's school
- ▲ 98% felt able to practise and reinforce key strategies

"We signed up, not knowing how incredible it was going to be. Now Ben knows what bullying is, he has the tools and he knows what should and shouldn't be accepted and tolerated. He's such a happy little boy now."

Ben's* mum from London

"For me personally it made me realise that I haven't done anything wrong as a parent, we are not on our own with this. There are others out there going through the same situations, and we can get support."

A parent from Leicester

"He has become so much more assertive now; he's a lot more confident. He doesn't feel like he's the only one, that there's something wrong with him because he met other children there who were like him, just normal boys"

Zayam's* mum from Birmingham

"She will just say, stop it, go away, leave me alone and walk away - whereas before she would either get really upset or lash out... it's helped her take a step back."

Cerys' mum from Newcastle

*Names have been changed



Parent Advice Line supporting the ZAP programme

We've also recently opened a Parent Advice Line that's staffed by Zee on Mondays and Tuesdays, 10am-5pm. This service is very generously supported by Specsavers and provides advice for parents and carers of bullied children. Zee also tells the callers about our ZAP workshops.

"The advice line has been a lifeline. I've phoned several times and have always been able to move forward in a positive way."

Parent

TOOL #1:

THE VOICE

Zee is our Parent Line Adviser

"I advise parents who ring me on how to communicate with their child's school in a positive and confident manner. I prepare parents by encouraging them to have a calm and self-assured approach. In a similar way, our ZAP workshops teach young people how to communicate effectively with their voice. By speaking confidently, clearly, in the right tone and at the right volume and pace – you will be heard by others."





'ZAP Plus' at Stowe School

In 2015, for the sixth year running, we welcomed 12 young people who had previously attended a ZAP workshop to a residential weekend at Stowe School in Buckinghamshire. The weekend builds on what the young people learnt in the first ZAP session, by spending three days developing their confidence through fun activities and workshops facilitated by Kidscape and Stowe School staff. The young people had the most amazing time in an extraordinary school.

As ever, we're so lucky to have an incredible staff team who run the weekend. Having such specialist skills to hand allows us to invite young people with complex social and learning needs who would normally struggle on a programme like this. We're proud to be able to offer such a unique residential break to these deserving young people - probably the only residential programme on offer to bullied young people.



TOOL #2:

ASSERTIVE BODY LANGUAGE

Rachel is our ZAP project manager

"Assertive body language can make a real difference to a target of bullying. In our ZAP workshops I encourage our young people to practise standing tall and to make direct eye contact. They find that non-verbal communication like this is really powerful."







Primary Bullying Intervention Training



-----> Primary Bullying Intervention Training (BIT)

Our BIT programme focused on equipping teachers with the skills to intervene and prevent bullying from happening in their classes.

This three year project (2012-2015) exceeded all of its targets – including our original aim to work with 12,000 children. In the end, more than 20,000 children across 250 schools received anti-bullying training.

It was a Department for Education (DfE) funded project which provided free support and early-intervention training to primary school professionals and pupils in years 4 and 5 in thirteen London Boroughs.

Unfortunately, at the time of writing, the current cycle of funding for this programme has come to an end but we are actively seeking new sources of income to restart this project.

“I think BIT provides a clear structure and gives teachers the confidence and resources to tackle this area. I anticipate many ways in which the input we have received can and will be developed as a whole school initiative e.g. re-examining our anti-bullying policy and raising awareness amongst more classes of children.”

Inclusion Manager, Lewisham

“The children in that class are playing more cohesively and are able to use language taught in the sessions to resolve conflict. They seem to be able to notice when they need to remove themselves from situations and make better choices. We are in the process of updating our policy as a result of the support... This is a very helpful programme and I hope the funding will be continued so that other schools can benefit.”

We worked in:

Brent, Camden, Greenwich, Hackney, Haringey, Islington, Lambeth, Lewisham, Newham, Southwark, Tower Hamlets, Waltham Forest, Westminster.

“The most useful thing I have learnt is to never be a bully and also how people feel when they have been bullied.”

Young person

After the training:

- 93% of schools reported a decrease in bullying behaviour
- 92% of children now understand how bullying affects people
- 90% of parents and carers felt the BIT lessons helped their children



“Doing the anti-bullying sessions has made me feel confident to stand up for myself.”

Young person



-----> **Positive Assertive Confidence Skills (PACS)**

PACS was a 6-week nationwide project that worked directly with students aged 8-13 who were potentially at risk of becoming bullies. It was designed to give them positive, assertive and confidence skills in order to improve their social relationships, attitude to learning and behaviour.

It was made possible by The Big Lottery Fund from 2012-15 as part of the Realising Ambition programme, which supported projects aimed at diverting young people from pathways into offending. Although this funding has come to an end, we are actively looking at how we might be able to continue this project.

“It has helped me to solve arguments without adults, to be more assertive rather than to be angry.”

Young person

“I’m taking part in more things. PACS helps you to grow more skills like co-operating and doing the right thing.”

Young person

“I have anger issues. Doing PACS helped me not to make things physical.”

Young person

“It’s given our pupils self-esteem and ways of working things out without being aggressive. They’ve worked through various scenarios and learnt different ways of responding to others. They are stepping back, thinking before acting and using their judgement. They really enjoyed the role plays. They are now less likely to take offence when someone says something to them.”

Staff member

“It’s helped me to control myself. I’m now better at walking away from an argument.”

Young person

Between 2012-15 our team delivered:

- ▲ over 62,000 hours of training
- ▲ across three counties (Essex, Oxfordshire and Wolverhampton)
- ▲ to 5,200 students aged 8-13 within 250 schools, with at least one staff member trained in each

After the training:

- ▲ Over 75% of the young people agreed or strongly agreed that they now have strategies to remain calm in challenging situations
- ▲ 75% of staff saw an improvement in students’ attitude to learning, and 85% saw improved confidence leading to greater engagement with the curriculum



TOOL #3:

SAYING NO

Peter is our Director of Services

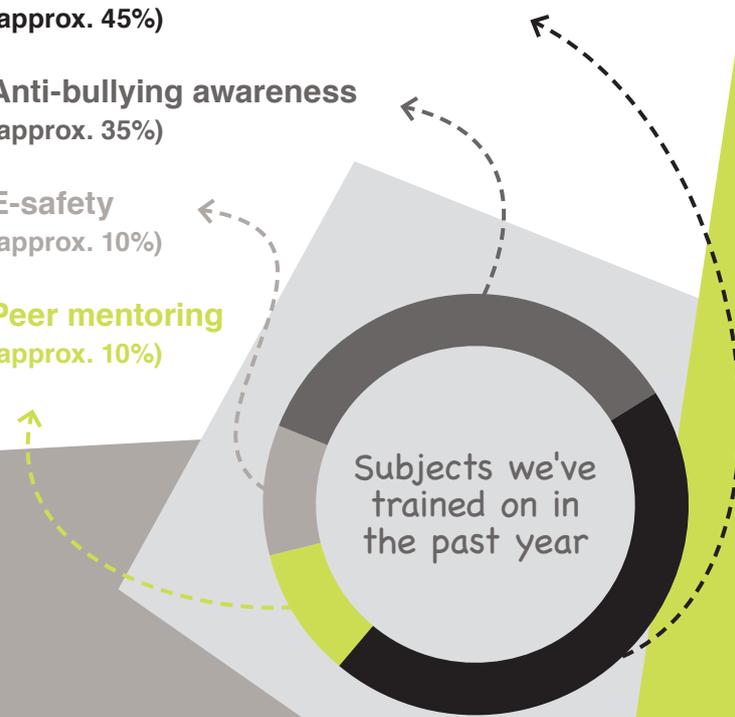
“Saying no is a clear response to many situations. However, it’s how it is communicated to the other person that is important. Young people we work with practise saying no in an assertive way making it clear to the bully that they are not an easy target.”



TRAINING

A key part of our work is training professionals – this means that they can share new skills with their networks and we can ultimately make a difference to more children’s lives. They can spread their knowledge of Kidscape tools with other professionals and young people. During 2015-16, Kidscape delivered 137 external training events to professionals covering the key areas of our expertise:

- ▲ **Safeguarding and child protection** (approx. 45%)
- ▲ **Anti-bullying awareness** (approx. 35%)
- ▲ **E-safety** (approx. 10%)
- ▲ **Peer mentoring** (approx. 10%)



Subjects we've trained on in the past year

Organisations that have come to us for training include Camden Local Education Authority, Harrow Transport Department, Girlguiding and Action on Hearing Loss.

We've also worked around the world in the last year - in Turkey, Greece, Switzerland, Italy, France and the Czech Republic, as well as delivering advanced safeguarding training to teachers attending the annual COBIS (Council of British International Schools) conference in London.



St Lawrence RC Primary School
Victoria Road
Feltham, TW13 4FF

Dear Jane,

Thank you for the wonderful visit which informed us very well about the dangers of online activities. It was a fantastic experience which we shall never forget. Who could have known so many dangers lurk online?

Many children have tackled bullying all thanks to you. Every year hundreds of children have been defeated by online bullies, many of which hurt themselves. You and your friends at Kidscape have taught us how a simple text message could lead to the destruction of someone's life, the police, social workers and the court involved.

Online, your identity is hidden: this results in many dangers. Now I know how I can protect myself; always block people you don't know; if you have a profile picture, always make sure your school badge is hidden; if somebody claims to be someone you know, check with them before accepting any requests. This was very useful.

Your workshop gave us vital information for our futures. The example you used helped us understand how a simple silly mistake could ruin our chance of ever getting a job or into college. This helps us realise how we should be more private online.



“Thank you for the wonderful visit... many children have tackled bullying all thanks to you.”

TOOL #4:

STOP

Yvonne is our Training Manager

“STOP is a tool that children can use when being bullied, even online. It asks the target to STOP and pause before reacting or responding. Likewise in our safeguarding training for adults, we encourage staff to STOP and allow themselves a chance to reflect on how safeguarding works in their organisations. In February 2016 Kidscape supported National Stop, Look and Listen day which asks all professionals to stop to review their internal policies and procedures, look at what can be improved and listen to children and young people.”

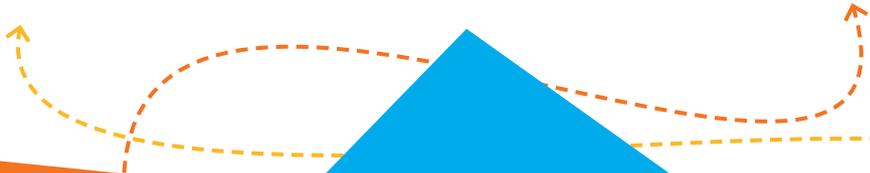




COMMUNICATING OUR TOOLS

The power of storytelling

Communicating with the public is a vital part of our work. For people who may not have heard of Kidscape, we ensure that our tools and strategies for dealing with bullying and preventing abuse are shared on as many different platforms as possible to reach new audiences. We recently worked with **Standard Issue Magazine** and **ParentInfo.org** by co-writing advertorial articles about our ZAP workshops:



Child's play

There are few worse parenting moments than realising your child is being bullied. Leah Smith* and her son got through it with the help of Kidscape.

I picked my little boy Ben* up from school. He was ashen, and said, "Mummy, I've just had the worst day of my life."

He'd only been in school five weeks but he'd been tied up in the playground and bullied for an hour. A boy had tied him to a seat with a skipping rope. Ben was only five years old and the experience completely changed his personality. He went from being this lovely, confident, happy-go-lucky little boy to someone who had to have his wits about him. He said to me, "They just wouldn't let me go; they just kept pushing me over and pinching me."

Every time I tell people about what happened to Ben in the playground people laugh at first. He said, "Mummy, I had to walk like a penguin to go and get help" because his ankles were tied up. But the situation was anything but funny.

Ben is sociable and charming and funny and he'd been a really confident boy. But in the playground, he spent the first

four years of his school life on his own, in a corner, terrified.

The school just glossed over it; they deemed it "inappropriate play", which was an understatement, to say the least. We left that school and Ben's happily in a new school now.

I found out about Kidscape's ZAP workshops on Google. Kidscape was the first charity in the UK to identify and deal with bullying in schools and they run free workshops for children and parents in London, the Midlands and the North East. We signed up, not knowing how incredible it was going to be.

When we arrived at the session, Ben disappeared off upstairs and I immediately felt comfortable. The people running it just have an incredible gift for putting the children and parents at ease. Off he trotted and all us mums mooched off to go and find a coffee. We all instantly bonded, sitting around with our coffees and sharing our experiences.

The workshop leaders took the children through different techniques – how to be assertive with their voice and body language, how to create an imaginary 'fog' or cloud around them to protect them from future bullying – and they all acted out different scenarios with each other, which was great practice.

Now Ben knows what bullying is, he has the tools and he knows what should and shouldn't be accepted and tolerated. He's such a happy little boy now.

Kidscape not only supported me but they supported Ben and now he runs around and plays and has a wonderful time in the playground, which is what school should be all about.

As published in Standard Issue magazine

*names have been changed

This content reached a potential audience of over half a million people who might not have come across Kidscape before. In the week following the publication of our article in Standard Issue magazine, the ZAP section on our website saw a 99.1% increase in traffic.

Of course, as well as this targeted media coverage, we continued to receive press calls on a weekly basis from national media groups including the BBC, Sky News, ITV, The Times, The Guardian, Children & Young People Now, The Sun, The Daily Mail, The Daily Express and The Sunday Mirror.

Our website

Our website provides advice for concerned parents, carers, professionals and young people too. From April 2015 - March 2016, our advice section received **76,535 hits** from people seeking out anti-bullying and child protection tools.

The website received **396,158 users** in total this year, with 83% of these being new visitors. 21,915 of our publications were downloaded and 563 ZAP applications were submitted online.

We know that our website has helped parents and professionals in particular:

"The tone of your website is supportive but not alarmist; I found what I wanted and more. (I have booked a ZAP workshop)"

"I'd like to say thanks for a really useful and informative website. I have supported a number of children being bullied using your literature and all have said how helpful and reassuring your brochures and booklets have been."

Head of year, London

"Your website, especially the bullying section is simply fantastic. A service that would have benefited me, and my family years ago..."

We have also been working on improving the number of people our Google Ads reach – we recently received pro bono support from a search marketing agency to help us with this.

TOOL #5:

FOGGING

Anna is our Communications & Marketing Manager

"Fogging is a technique that we teach young people to protect themselves from bullies. When I spoke to Ben's mum to write a story about her experience of coming along to a ZAP workshop, she told me she thinks the fogging technique is legendary: 'Ben sleeps with a soft toy hippo, he has had since he was tiny. He still sleeps with him now, he loves him. His fog is a hippo. So he conjures up this hippo and it protects him, it shields him and he blocks whatever is going on. And it gives him the time to think about what he's going to say.'"



FUNDRAISING

We rely completely on grants and donations for all of our income – without them we would not be able to carry out any of our work. After a number of difficult fundraising years, we were delighted this year to achieve a surplus. This achievement is, in no small part, down to the dedication and commitment of our fundraising team as well as a loyal network of individual and corporate supporters, who were extremely generous this year.

Our longstanding relationship with **Specsavers** continued at the Spectacle Wearer of the Year awards – a particularly special event this year as Specsavers celebrated the 20th anniversary of the awards. The commitment and dedication of Specsavers to making this event the most successful yet bore great fruit with an incredible **£80,000** being raised for Kidscape – almost double the previous year's total.



TOOL #6:

BROKEN RECORD

Nikki is our Head of Fundraising

"The broken record technique means saying the same thing again and again until a bully gets bored and gives up. We have the opposite approach in the fundraising team - whilst we're asking people to support Kidscape every day, we never give up!"



Individual fundraisers were especially important this year. **Sean O'Brien**, known as 'Dancing Man', who was a social media phenomenon after being trolled online, raised over **£5000** for us. We were also hugely proud of a former ZAP participant, **Patsy Elliott**, who at only 16 years old has raised almost **£3000** for Kidscape through a combination of raffles and sporting challenges, including a skydive on her 16th birthday. However, it is the ongoing efforts of **Ben Smith** that merit particular mention. Ben is currently in the middle of a world record attempt of running 401 marathons in 401 consecutive days, a challenge which began on 1st September 2015 and will end at the beginning of October 2016. Ben was bullied as a child and is aiming to run a marathon every day to raise funds and awareness for Kidscape and Stonewall. At the time of writing he has raised over **£90,000** for the two charities, a figure which will no doubt increase greatly as he reaches the end of this epic challenge.

The lite@nite fundraising initiative of **glh hotels** continued throughout the year, through a number of sporting-based challenges for hotel staff across the group. This resulted in over **£10,000** being raised for Kidscape and a commitment to a further year of support in 2016, for which we are extremely grateful.

We were also delighted to receive a donation of **£50,000** from a corporate supporter who requested to remain anonymous. The company has previously supported Kidscape in a number of ways over many years and we are extremely grateful for this additional funding, which was so crucial to our financial survival.

“Thanks to people like you, my son & hundreds of other children, will be able to receive support”

We are so grateful for every penny that was donated. However, we still need your support. We rely on the generosity of others who recognise the value of our work to support us financially, so that we can continue training, supporting and advising the thousands of people who need us every year. From organising your own

event to encouraging your company to make us charity of the year, there are many ways you can get involved. The “Get Involved” section of our website tells you everything you need to know, or if you'd like to speak to a member of our team directly then we'd love to hear from you – just phone us on 020 7730 3300.

Comment on Facebook from Kate Boeken:

“Ben, if you're reading this, thank you so much for all you've done so far. An outstanding athletic & campaigning achievement. Thanks to people like you, my son & hundreds of other children will be able to receive support from Kidscape at a time when they feel that life is way too painful.”



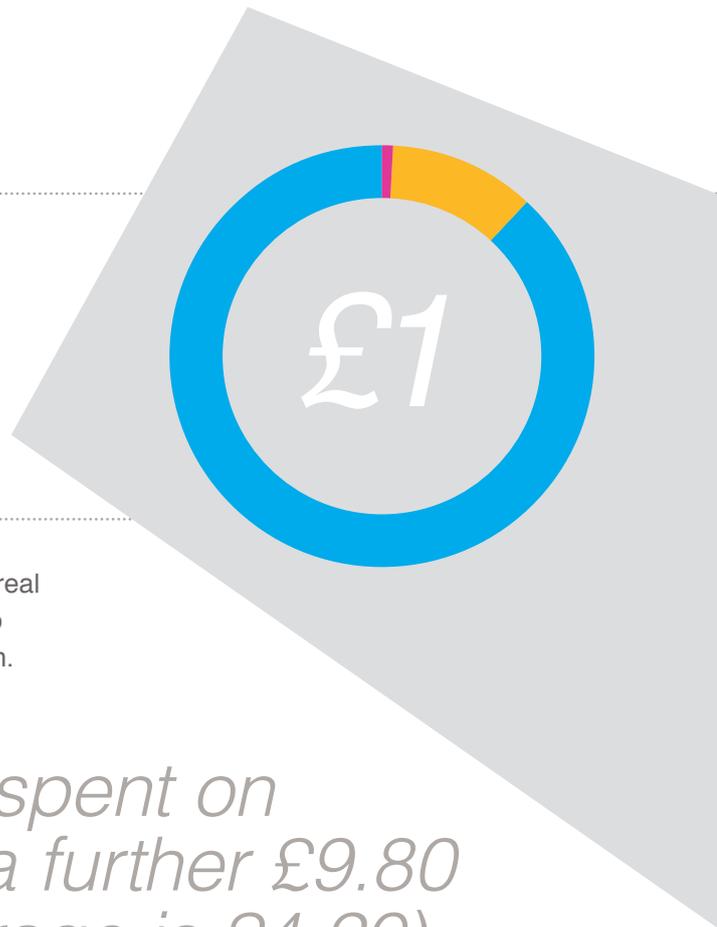
FINANCIALS

After four years of recording a deficit, we're very pleased to say that in the year to 31 March 2016 we reported a surplus of £107,712. This is compared to a deficit of £145,466 the previous year.

51% of our income comes from grants and 49% from donations. We were very lucky to receive a larger value of donations compared to the previous year, and we're so grateful to our donors for their support.

For every £1 we received over the last year:

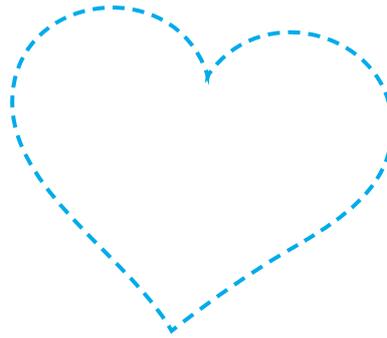
- ▲ **88P WAS SPENT ON CHARITABLE ACTIVITIES,**
- ▲ **11P ON FUNDRAISING,**
- ▲ **AND 1P ON GOVERNANCE.**



This financial backing means that we can continue to make a real impact whilst also maintaining our independence and ability to lobby at a national level for the proper safeguarding of children.

...and for every pound spent on fundraising we raised a further £9.80 (the charity sector average is £4.20).

	2015-16	2014-15	2013-14
Total income	£825,854	£686,499	£629,623
Total expenditure	£716,627	£831,965	£755,763
Charitable expenditure	£638,195	£748,945	£677,187
Fundraising costs	£78,432	£78,772	£73,875



Individuals

James Bade • Alan Bates • Andrew Battye • Lesley Beevor • Penelope Bowen • Rob Challis • Janette Citroen • Peter Clark • Emily Codd
Graham Cook • Tom Craven • Mick Cronin • Remi Damiani • Sarah Dinsdale-Young • Margaret Dowley • Sue Dunstall • Andrew Farrer
Jeffrey Farrow • Lucy Faulkner-Gawlinski • Joe Forrester • Graham Gibb • Joseph Greenslade • Emma Hacker • Hadjipateras family
Adrienne Harrison • Patricia Hernandez • Theodore Holland • Sammi Hollins-Owen • Anthony Horowitz OBE • Bob and Kate Huxley
Derek Jackson • Murphy James • Gunther Jones • Glenda Jones • Arash Kabiri • Mary Patricia Keating • Sheila King • Mike Landsman
PJ & HI Lawson • George Lee • Nadine Lee • Thomas Martin • Moira McGovern • Harvey and Alison McGrath • AB McKenzie • Bridget
Monk • Gina Morris • Sean O'Brien • Tolu Osinnowo • Bimal Pandit • Kevin Parke • Elizabeth Pentz • Rachel Perkins • Christine Perry
Kathleen Phillips • Matthew Prince • Alan Ravenhill • David Reaves • Simon Robinson • Jane Sandars • Stephen Shepherd • Lynn
Skeates • Ben Smith • Oliver Smith • Velia Soames • Stephen Taylor • Joe Taylor • Kumi Thomas • Thomas O'Brien • Danielle Toutoungi
A Watson • Dennis Wilson • Libbie Wyatt

Organisations

Agent House • Albert Hunt Trust • Barbara Ward Children's Foundation • Big Lottery Fund • Bruno Wang • Clara E Burgess Charity
Department for Education • Futures For Kids • Garfield Weston Foundation • Girdlers' Company Charitable Trust • .glh hotels • Grass
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TOOLS FOR LIFE

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