



BUILDING **BRI** X **TON** YOUNG

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**BUILDING YOUNG BRIXTON
18-MONTH REPORT**

CONTENTS

1 OVERVIEW

2 OUR PARTNERSHIP

3 BYB IN ACTION

6 OUR YOUNG PEOPLE

7 COLLABORATIVE WORKING

11 COVID-19 DELIVERY

12 CHALLENGES

13 REFLECTIONS

OVERVIEW

Building Young Brixton (BYB) is a partnership of 9 Lambeth-based youth organisations, working together to inspire and empower young people in Brixton to build the lives that they want.

In this report, we will be showing how the BYB Partnership has developed over the last 18 months. We'll be looking at what partnership working means to us, the successes and challenges that we have faced and how collaboration has been beneficial for our young people.

As our partnership develops, we aim to continue growing and furthering our impact. This report will include answers from our ok Covid-19 response survey. This was completed by staff across our partnership and looks at how they adapted to the changes and the ways in which we have collaborated to support each other through this time.



2 OUR PARTNERSHIP

Building Young Brixton was founded in 2017 with 7 partners: Advocacy Academy, Baytree Centre, Ebony Horse Club, High Trees Community Development Trust, Indo-American Refugee and Migrant Organisation (IRMO), ML Community Enterprise and Spiral Skills. The partnership came about as a way of sharing our resources, knowledge and opportunities, and making them more accessible to our young people.

In October 2019, our partnership expanded to include Grove Adventure Playground and Juvenis, both bringing with them years of dedication and expertise. Together, our partners have over 100 years of experience in serving our community. In the last 18 months, there has also been notable recognition of our partner's amazing work.



2019

- Ebony Horse Club nominated for the London Youth Outdoor Education and the BEDSA Sports England Community Sports awards.
- Juvenis founder Winston Goode named in the 2019 Independent Happy List for enriching the lives of others.
- BYB invited to present our partnership at Lambeth Council's CSR event to over 80 attendees.

2020

- Spiral Skills received the Lambeth Made Gold Mark Award for their work around youth employability.

VISIT OUR PARTNER'S WEBSITES



WHAT DOES PARTNERSHIP WORKING LOOK LIKE?



*Our Steering Group is made up of Directors and CEOs.

P&M stands for Practitioners, consisting of frontline staff, and Managers.

**Our Youth Steering Group is made up of young people across BYB who have an important say in our services.

OUR AIMS

Our partnership works to ensure that young people are inspired and empowered to be able to build the lives that they want. The vision of BYB is for young people in Lambeth to thrive through achieving the following outcomes:

1. An increase in physical and emotional wellbeing.
2. An increase in community involvement.
3. An Improvement in personal relationships.
4. An increase in school attainment.
5. An increase in employability & employment.



OUR SERVICES

By partnering, we are able to offer a wider range of activities and services to our young people. They are able to take part in personal development programmes, education & employment support, coaching & mentoring, and therapeutic recreational activities. We want our young people to benefit from every opportunity available and we regularly share both internal and external activities.



THE PARTNERSHIPS TEAM

In 2019 the BYB partnerships team was formed, consisting of our Partnerships Coordinator and Partnerships Officer/BYB Youth Worker. Their aim has been to encourage collaborations and help to further establish BYB. They have been able to achieve this by:

- increasing youth voice
- supporting the movement of young people across the partnership
- facilitating staff share and learn sessions
- scheduling joint training days
- delivering joint activities
- consistent communication.

The partnerships team also increased our visibility by representing BYB at events, collaborating with outside organisations as well as promoting partner's sessions and BYB achievements.



"Collaborating has sped up the creation of robust policies and procedures. This provided the platform to act quickly and support more of our young people."

Spiral Skills Staff Member

STEERING GROUP AND PRACTITIONER & MANAGER MEETINGS

Our partnership is driven by our Director's steering group, and by the frontline staff and managers. Regular 6-weekly meetings provide a space for staff to share resources, learning, guidance and best practice. This provides a support system for staff, and a chance to learn from peers.

4 OUR ACTIVITIES

IRMO

ADVOCACY ACADEMY

The Advocacy Academy is a youth movement unleashing the power of young people to create a more fair, just, and equal society. Their Social Justice Fellowship supports 16-18 year olds with lived experience of injustice to develop the knowledge, skills, and confidence to take action on social issues personal to them.



IRMO is a community-led organisation that provides Latin Americans with empowering tools and information to build secure, independent, and integrated lives in the UK. The Latin American Youth Forum (LAYF) provides creative activities, homework clubs and ESOL classes for recently arrived young people.



JUVENIS

Juvenis offers bespoke support that enables young people having difficulties to turn their lives around. Their main focus is on supporting young people from vulnerable and disenfranchised communities, especially those at risk of offending and criminal related behaviours.

BAYTREE CENTRE

The Baytree Centre is a social inclusion charity for women and girls, providing them with a safe and supportive space to develop personally, socially, and academically. The Youth Service gives girls and young women the opportunity to reach their full potential and turn their aspirations into realities.

ML COMMUNITY ENTERPRISE

ML Community Enterprise offers young people and the surrounding community a broad range of holistic services such as counselling and therapeutic work. They help support young people into a variety of developmental opportunities to improve their life chances, and support health and wellbeing beyond the Marcus Lipton centre.

EBONY HORSE CLUB

Ebony Horse Club helps to raise the aspirations, education, life skills, and wellbeing of young people through horses, outdoor activities and mentoring. Their riding centre teaches over 400 young people a year to learn to ride and also helps them to build trust, work as a team, and develop a range of other key life skills.



SPIRAL SKILLS

Spiral Skills works to ensure every young person is excited about their future, motivated to strive for their goals and equipped with the skills they need to progress. Their fun-fuelled careers events help young people to make better formed life decisions whilst connecting them to an aspirational support network.

GROVE APG

Re-opened in 2018 by Loughborough Junction Action Group and local volunteers, Grove APG provides adventure play for young people on Saturdays and holidays. The playground gives local children the opportunity to play and develop with their friends in the open air.



HIGH TREES

High Trees Community Development Trust is an established community anchor that has been delivering projects and services to local people for over 20 years. Based at Tulse Hill Adventure Playground their Children, Young People and Family Services focuses on Play, Study and Social Action.

JOINT TRAINING

Joint training sessions are one of the ways in which we continue to improve our service offer, raising the level of expertise across BYB.

- September 2019:
 - Just Education: Advocacy Academy's 1-day immersive course in social justice education, with 13 members of staff attending.
 - Trauma Training: MLCE's 3-day course looking at how trauma can affect young people and how we can better provide support.
- November 2019:
 - Practical Safeguarding: MLCE held a session with Baytree Centre staff, moving away from the theory of safeguarding to role play real-life scenarios.
- February 2020:
 - Conflict Resolution Training: LEAP's 2-day course looked at triggers for conflict, communication styles and how to respond rather than react in potential situations of conflict.
- June 2020
 - Virtual Working and Safeguarding: With the transition to remote working, London Youth's course looked at keeping young people and staff safe during virtual sessions.
 - Online Conflict Resolution: 6 members of staff attended LEAP's 7-week online course.
- September 2020
 - Sexual Health Training: NAZ's 2-day course looked at raising awareness on sexual health, the law and issues affecting young people.



"The Practical Safeguarding helped me build my confidence with regards to responding to a range of real life safeguarding scenarios with young people."

Baytree Staff Member

OUR 3-YEAR STRATEGY

Our partnership's success is driven by our desire to constantly improve the quality and practice of youth work. In January 2020, a series of strategy workshops took place, looking at our vision and what we want to achieve in the next 3 years.

We consulted young people from across the partnership, both at the workshop and at youth sessions. They discussed their needs and challenges, and how if they were in charge, they allocate their budget to change things.



Over 3 workshops, our youth workers, managers and directors met to discuss the challenges they have seen and to share ideas to improve BYB. The result was a series of initiatives that we will be implementing over the next 3 years, focusing on and developing 4 key areas of our partnership:

- **PARTNERSHIP COORDINATION**
- **CAPACITY BUILDING**
- **ENGAGING YOUNG PEOPLE**
- **SHARING OUR LEARNING**



OUR YOUNG PEOPLE

YOUTH VOICE

We aren't just a partnership that helps young people: we work for young people. At BYB, we like to ensure that our services are youth-led and make sure to create spaces where young people can give us their input with youth led initiatives such as:

- have your say walls
- voting boxes
- informal discussions
- and individual youth council meetings.

Our BYB Youth Steering Group (YSG) ensure that we are meeting the needs of the young people we support, and create environments they feel comfortable in and benefit from.



"I like how they actually listen to me. If I say a point, I'll see it being put into action next time."

YSG member, EHC

Our BYB YSG is made up of young people from across BYB. Together they are able to share feedback from their individual centres and also put forward ideas to help improve our joint services and opportunities. In monthly meetings, the YSG used their creativity, teamwork and dedication to create events that brought us together. They also successfully delivered a pitch to the Young Lambeth Cooperative in May 2019, helping to secure funding for BYB.



YSG EVENTS

Our Youth Steering Group delivered two awesome events in 2019: our Summer Day Out and Chilled Out Christmas Party. With the support of our staff team, both events were a huge success!

SUMMER PARTY

"It was amazing to see something that had begun on pen and paper had finally come to life."

YSG member, Baytree Centre

90 Young People

22 Youth Workers

"I ENJOYED THE PHOTOBOOTH AND SOCIALISING WITH FRIENDS"



CHRISTMAS PARTY

"MY FAVOURITE THINGS WERE THE FOOD AND FACE PAINTING."

77 Young People

24 Youth Workers



"The winter party was chill! I practised the bongos and there was lots of food, socialising and awesome music."

YSG member, Spiral Skills

COLLABORATIVE WORKING

THE SUCCESSES

From Jan 2019 – June 2020, we are proud to have achieved the following:



1,030 Young people supported



5,603 hours of delivery



692

Young people had an increased connection and engagement with their communities



736

Young people felt their Physical Health, Mental Health and Well-being had improved



647

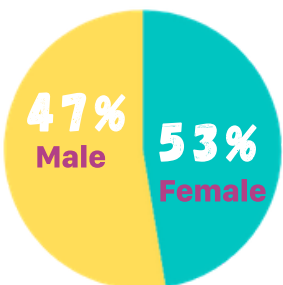
Young people had better relationships with friends and family



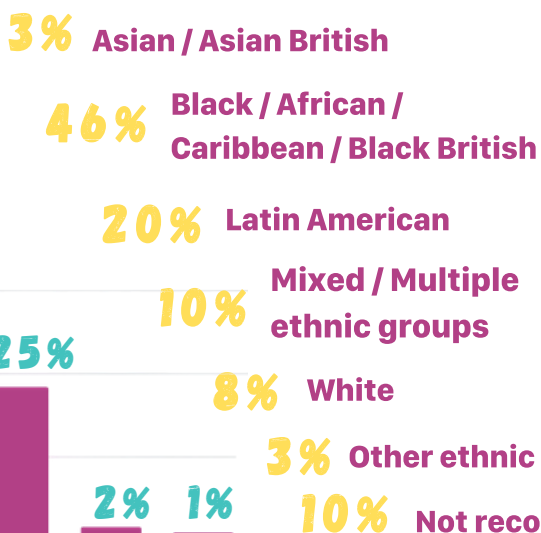
381

Young people increased their employability skills

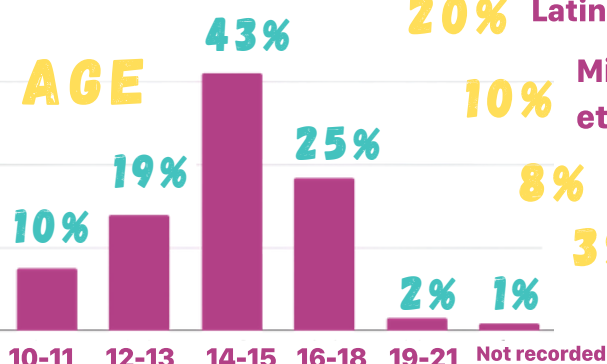
GENDER



ETHNICITY



AGE



BYB CHALLENGES

Our Youth Steering Group also came up with the BYB Challenges, a range of joint activities where young people across the partnership can meet up for fun and engaging sessions.

BYB BAKEOFF

JAN 2020

GROVE APG X HIGH TREES



"The young people loved it. They keep asking for another one!"

Grove APG Staff Member

SPORTS TASTER DAY

FEB 2020

BAYTREE CENTRE X GROVE APG
X MLCE



"It was amazing! When is the next street dance session?"

Young person, Grove APG

COLLABORATIONS

SPIRAL SKILLS X FUTURE TALENT

Spiral Skills are able to help our young people learn more about their chosen career path and the steps they need to take, all while having fun. In 2019 BYB joined London Youth's Future Talent (FT) programme. Led by Spiral, this has helped us to increase our offer of work experience, mentoring and skills development workshops.

In September 2019, Spiral Skills partnered with Horniman Museum to help young people throw a Youth Lates Party. Our young people on the FT programme created recyclable fashion and developed the skills needed to plan a successful event.



In the spring half-term of 2020, Spiral Skills arranged for 21 young people from High Trees, Baytree Centre and MLCE to take part in work experience at POP Brixton.

The successful placements ranged from music and digital roles at School Ground Sounds and Spaced Digital, to hospitality and fashion at Share A Slice and Black Beauty Fashion Awards. Ebony Horse Club also offered a 3-day placement to a young person who's ambition is to become a vet.



SUCCESS STORIES

GROVE APG X EBONY HORSE CLUB

G has been attending Grove APG since the summer of 2018. Initially, there were a few behavioural issues and staff occasionally found him to be a little uncooperative. During the time he has been with Grove, they have seen great improvement.

A particular turning point came when Grove began collaborating with Ebony Horse Club. G joined a 6-week programme in the autumn of 2019. He showed great enthusiasm and was identified by staff at Ebony as a talented rider.

Once the programme finished, G became a volunteer at Ebony and has been developing his riding skills and knowledge of horse care. He also continues to attend Grove, displaying a much greater degree of confidence and responsibility, and is now a strong role model to the rest of the children at the playground.

"IRMO is a big part of my experience in London because it has helped me a lot. It's a community and the youth workers are so kind."

YSG member, IRMO

IRMO X BAYTREE CENTRE

Originally from Ecuador, D moved to London in September 2018. D and her mother visited IRMO's Schooling Service to start the school admission process and to make sure D could start with activities and ESOL while her application was processed.

Having arrived in a new country with no friends and very little English, D felt that her parents' decision to migrate to the UK was the worst thing that happened to her life. But it was that very same feeling that motivated her to participate in the LAYF activities. D and her mother were signposted to the Baytree Centre to access extra support services for women and girls.

Since then, D has changed her mind about life in the UK. She bonded very quickly with her peers, never missed a class and proactively participated in shaping the activities of LAYF.

LAMBETH GOOD BUSINESS

In October 2019, BYB were invited to be part of Lambeth Council's CSR event at The Department Store in Brixton. On the night, each of our partners were able to showcase their work as well as how beneficial partnership working has been for our young people. There were over 80 attendees from a range of businesses who heard an amazing speech delivered by Advocacy Academy's Saba Shafi, as well spoken word from talented young poet, Abstract Benna.



LAUNCHING BYB VIDEO

In December 2019 GRAFT, a Brixton-based post-production studio, supported us by making a video of our work within BYB. They interviewed YSG members and the BYB Steering Group, as well as capturing footage from our varied youth sessions. We released exciting teaser clips in the run up to the launch of the completed video on our [YouTube channel](#) in July 2020.



SUCCESS STORIES

MLCE X JUVENIS

AB was referred to ML Community Enterprise from Juvenis for key working and case management in April 2020. He had been expelled from school in March for a physical assault on a member of staff and organising an assault on other students. AB is currently NEET and has been known to smoke cannabis in the past.

At ML Community Enterprise, AB engaged positively with his key worker during 1:1 sessions and joined a bubble where he engaged in structured workshops as part of a street diversion programme that consisted of crime and youth violence prevention and personal and self-development workshops. He volunteered on a food project run from ML Community Enterprise and was also referred to the in-house counselling service where he engaged positively with his counsellor.

AB has made significant progress in a short period of time though there are still areas for development. He has recognised and spoken openly about still having some anger issues, which he hopes to address through continued engagement in counselling.

"I like that the staff are helpful and caring and MLCE is breaking the stereotypes about the black community."

Young person, ML Community Enterprise



COVID-19 RESPONSE

While the beginning of lockdown was an uncertain time for us all, we found that being able to come together to share our thoughts and ideas enabled us to quickly find ways of adapting. Despite each partner needing to focus on supporting their own young people through this difficult time, we saw our partnership working strengthened.

"We have gotten to know colleagues in other organisations better. There has been greater utilisation of resources and information and more co-production."

Ebony Horse Club Staff Member

We held a Share and Learn session where youth workers shared their mentoring resources, discussing which activities they found worked best online. They also shared online safeguarding policies, as a starting point for others to build upon.

"Sharing risk assessments, coaching resources, safeguarding updates and ideas around online platforms has been incredibly helpful and saved a large amount of time."

High Trees Staff Member

Youth workers phoned their young people and their families to check on their well-being and assess what their needs were. One of the biggest challenges for our young people was the lack of access to digital devices and wifi. Partners shared ideas around providing devices, and funding bids that could help tackle the problem.

Youth workers also found that families were unsure what food support was available to them and how to access it. We created a [Covid-19 Food Support 1-pager](#), with information on food banks and local support groups.



Government Food Parcels

This government scheme is for those advised to stay indoors for 12 weeks. If you haven't yet received a letter but believe you fall into this category, you can register yourself as clinically extremely vulnerable on their [website](#). Once registered, you should contact your GP regarding your letter.

Norwood & Brixton Food Bank

Norwood & Brixton Food Bank are delivering food parcels to only those in real crisis: those who have stopped receiving or are awaiting benefits and have no other income, in redundancy or excessive debt.

You can speak to a support worker, social worker, family worker at school, advice worker, managers at your child's youth organisation or even some health teams for advice regarding a referral.

You can also fill out an enquiry form on their [website](#) or call 07722 121108

We created a Shared BYB Resource listing filled with activities for young people to stay entertained at home. These included educational resources, fitness and well-being activities and online recreational activities. We also listed resources for youth workers, including online training and helpful information for delivering remotely. Our sister partnership, Place For All, created a resource listing for parents, with activities for their well-being.



As a way of engaging remotely we held our first online monthly BYB challenge, "A View From Your Window", with 2 young people winning £20 gift vouchers. We also developed the BYB Newsletter, packed with bi-weekly activities from our partners. Later issues were created with the help of a YSG member who is a keen writer.

NEWSLETTER

Welcome to the BYB Newsletter!

We'll be sharing resources and activities that you can take part in from home!

MAKE BELIEFS COMIX

[Make Beliefs Comix](#) is a free platform where you can create your own comic strips. You can use their comic starters as a prompt or use your imagination to come up with your own creation! It's free to use and you can create an account to save all your comics online!

CHALLENGE CARDS

[The James Dyson Foundation](#) has designed 44 science and engineering based challenges that you can take part in at home. You can make your own lava lamp or create a barometer to predict the weather. How many can you get through?

We launched our [BYB YouTube Channel](#) as a way of sharing any activities from youth workers, as young people preferred this platform to Flipgrid. We shared yoga, baking and storytelling videos.

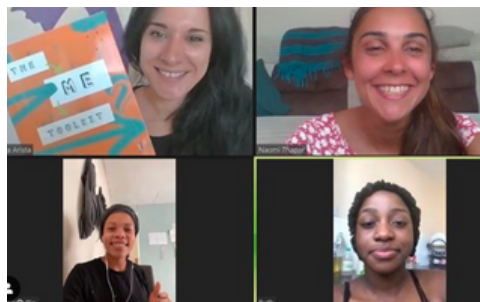
As a way of supporting the young people who needed it most, we allocated a budget for activity packs to be sent out. Baytree Centre and IRMO delivered these activity packs to 11 young people, each one customised to their interests.

COVID-19 DELIVERY

Academic Support



- Support included Study Hubs, ESOL, maths and reading classes.



1:1 Key Work & Counselling



- 1:1 key work & counselling continued with vulnerable young people over the phone and on Zoom.



Online Group Activities



- Varied online sessions included cooking, games, talent shows, fitness, mental health and well-being, nail art and music.
- Baytree and IRMO girls collaborated with the Young Vic on Project Nora, a live performance turned digital scrapbook.
- Spiral Skills developed a series of Black Lives Matter workshops, with support from Advocacy Academy.

Mentoring and Coaching



- Spiral Skills new online mentoring programme engaged 40 young people including some from MLCE and IRMO.

Food Support



- Families were referred and directed to food support.
- Lambeth's Summer of Food and Fun provided lunches as well as "Take and Make" recipe boxes.
- Grove APG provided weekly food hampers.



Digital Connectivity



- High Trees' Connecting Tulse Hill project provided 29 of their young people with digital devices and wifi, as well as 3 young people from Advocacy Academy, Baytree Centre and Spiral Skills.
- Baytree Centre, Ebony Horse Club and IRMO provided 19 digital devices.

"This laptop is going to help with my studies and to stay connected. Thank you."

Young Person, Spiral Skills



Additional delivery



- Socially distanced face-to-face delivery resumed over the summer.
- Young people received activity packs at home.
- Grove held 5k Fit Fun Runs twice a week.
- Young people at MLCE took on paid work putting together activity packs for other young people.

YOUTH STEERING GROUP

While our YSG has been very involved in the run-up to joint events, it has been difficult to keep the group consistently engaged throughout the year. Some young people left the YSG after the 2019 Summer Day Out and others after the 2020 Christmas Party. In order to improve their engagement, we are looking at how we can better structure the YSG membership, create more fun opportunities for them to come together and implement short term goals.



YOUTH ENGAGEMENT

During Covid-19, we had to rapidly find a way to engage with our young people remotely. While partners were able to engage with many young people overall, we found that engagement varied from week to week. Early on, Flipgrid platforms were set up by Baytree Centre, Ebony Horse Club and IRMO. However young people didn't really engage with the site and it was particularly tricky to navigate for under 11's. It was also difficult to monitor when they had engaged. The Flipgrid platforms were phased out and focus was placed on delivering via Zoom, which saw a greater amount of young people engaging.

As young people said they preferred platforms such as Tik Tok, YouTube and Instagram, we looked at which of these platforms would be best for us to use. We created a BYB YouTube channel with the intention of having partners upload videos young people could watch at home. However capacity issues and an increase in Zoom workshops meant that only a few videos were recorded to be shared. The YouTube channel has had several views after uploading our BYB Promotional video, and we will continue to upload partner content as it is created.

Lockdown measures easing as well as digital fatigue were just some of the reasons given for lessened engagement. Partners found however that attendance improved if they called their young people or their parents before a session began to remind them. Whilst this was time consuming, it did help to improve overall attendance.

BYB STAFF

With 9 partners working on their individual organisations as well as the BYB partnership, it can at times be difficult to accommodate everyone's capacity. Emailing is the most common form of communication outside of our joint meetings, however emails can occasionally be missed. We have been adapting to this with phone call check-in's during the early stages of lockdown as well as WhatsApp messaging.

Ebony Horse Club, Baytree Centre and IRMO underwent staff changes, which reduced their capacity. While the partnership was unable to share staff during this time, we were able to lessen their workload by the sharing of resources for both staff and young people.

"I think the biggest thing is moral support in such uncertain times, but also really practical outcomes like Caroline helping me with information on furlough, or Adam and Grace sharing fundraising links."

Ebony Horse Club Staff Member



REFLECTIONS

OUR SUPPORT SYSTEM

As a partnership of 9, it's important to us that not only are we equally giving our time, but continually seeing the benefits of our joint efforts. This has been more apparent than ever, with the staff teams working closely together to ensure our young people weren't left unsupported during this time. From referrals and activities, to guidelines and policies, our focus has been on sharing what we can to make our partner's workload a little easier.

"I think collaborating worked well, although capacity to deal with COVID-19 emergency as well as partnership activities was really limited. I really liked the focus on sharing resources, activities ideas and platforms."

IRMO Staff Member

"Collaborating worked very well. This allowed partners to receive peer support, share learning, resources and templates that simplified the transition of working to remote practices."

MLCE Staff Member

SUCCESS STORIES

HIGH TREES X YSG

R has been a regular attendee at Tulse Hill Adventure Playground for many years. Staff noticed her beginning to get a bit bored at the APG and wanting to express herself more. She had a lot of opinions that she wanted to share, often negative about certain aspects of the playground. Staff worked with her to be constructive in her feedback so that she could affect change in the areas that upset her.

At this point Debbie, the BYB youth worker, started to attend some sessions and built a rapport with her. Seeing that she was quite vocal at the APG, Debbie invited R to the BYB Youth Steering Group meeting. R was super excited about being asked.

On the day of the meeting, R was picked up by Debbie and they went on a trip to the venue. When she got there, it was full of other young people she didn't know and she became a bit nervous and quiet. However by the end of the meeting, she had started to share ideas and she went back to the APG very proud that she had taken part.

Over the next few months she took part in the planning of some BYB events. This included the Christmas party, where she took part in an interview for Tulse Hill Adventure Playground.



"The work around young people attending other settings is really important to continue as what we've done so far has been of immense value to the young people. They have been able to have access to such a wonderful mixture of activities."

High Trees Staff Member

LOOKING FORWARD

As part of our Covid-19 survey, we asked how we could improve our support system, based on how we had responded to the crisis.

"Better integrated referral pathways and tracking systems."

Rather than being a criticism of our current referral pathways, this is a call to continue developing the relationships between staff, which will quicken the process. Some partners have a greater capacity for accepting referrals than others and with a focus on selective partnering, we'll be able to increase our young people's access to these opportunities.

"Arrange clinical supervision for youth workers."

As part of our strategy, we will be increasing our Mental Health support offer to both our young people and our staff teams. With Baytree Centre taking the lead, we have looked at suggestions for ways in which we can develop both new and current services to provide greater support, including clinical supervision for staff.

"Potentially, dividing up areas for each organisation to do research on and create templates could have been useful (such as risk assessments, safeguarding, online platforms)."

"I am conscious that we all have great ideas in meetings that sometimes don't get put in to practise afterwards but that is just because we are all so busy."

While we were able to efficiently share policies as they were produced, future initiatives such as our strategy will be staggered and shared amongst partners, creating a more productive way completing tasks.



With our strategy in place, we aim to have made significant progress across our focus areas in the next 3 years:

PARTNERSHIP COORDINATION

Through selective coordination and integration of services, we'll see greater benefits of partnership working and smoother collaborations for both staff and our young people.

CAPACITY BUILDING

By developing our staff through training and support, as well as developing our processes and the tools we use, we will see better efficiency and capabilities across the partnership.

ENGAGING YOUNG PEOPLE

Together, we have the ability to tackle many of the unmet needs our young people. By combining our strengths and capabilities, we'll be able to offer new and improved services that help young people overcome their challenges.

SHARING OUR LEARNING

By cultivating relationships with partners outside of BYB and sharing our learning, we will be able to increase our impact by creating even more opportunities for our young people, as well as removing barriers to our work.

Building Young Brixton would not be what it is without our partners' amazing work and dedication to supporting young people. As a partnership, we've been able to achieve so much more, and we aim to continue to show the impact of working together and inspire young people to achieve their ambitions.

Email: bybrixton@high-trees.org



[Twitter](#)



[Instagram](#)



[YouTube](#)



[BYB Website](#)