



**COMPASS
COLLECTIVE.**

ANNUAL REPORT

2022

Charity number : 1195811

Introduction

Firstly, we would like to thank you all for taking the time to read this report and to join with us in celebrating the wonderful achievements of Compass Collective. 2022 has seen us grow our work and increase our reach as you will see the team have delivered, through these challenging times some outstanding projects and programmes.

We have, in our first year as a charity celebrated so many achievements and one of the many highlights has been being recognised for our work by winning London Youths partnership working award.

We have also seen our first cohort from the Next Steps programme graduate, worked alongside partners to deliver some exciting workshops and deliver some brilliant performances.

Our Connect English programme has been a huge success with us now having a waiting list for people who wish to join. Young people are at the heart of all we do, and it is vitally important that their voice is not just heard but listened to and acted on.

In light of this, the young people that join Compass really do achieve some amazing things and it has been inspirational to see how they welcome us on that journey with them and are willing to share their achievements with us.

This wonderful dedicated team works incredibly hard to deliver activities that are dynamic, adaptable and provide a platform for young people to share their voice and to thrive. They offer a safe, supportive and inclusive environment that gives young people the opportunity to make friends, have fun and in the process build new skills.

On behalf of the trustees and management team, we would like to thank the wonderful team, all our incredible funders and partners and all of you that continue to support us in achieving our mission. But mostly I would like to thank the young people for sharing your time with us and inspiring us to continue the journey.

Wendy Solesbury MBE (Chair of trustees) and Ebrahim Esmail (Executive Director)

Compass Collective assists unaccompanied minor refugees and young people seeking asylum to build resilience and integrate into the UK through English classes, theatre, music and film projects and arts-led professional development programmes.



The last year...

WE'VE WORKED WITH
OVER 230 PARTICIPANTS
BETWEEN THE AGES OF
15-28

**We became an associate
company of NYT**

**WE DELIVERED 14
PROJECTS**



Our mission

- We find creative, dynamic ways to empower voices.
- We provide projects that reduce social isolation and increase independence
- We offer platforms for the young people to speak for themselves and become the creative and social leaders of the future.

We are a grassroots organisation, youth-led, with lived-experience leadership and a leadership development programme. This brings us close to the needs of the young people and shapes all of our programmes. We are grounded in experience with an ambitious vision for the future.

2022 in Brief

- **226** young people attended one of our projects
- We welcomed **166 new young people**.
- We offered **welfare support** to **87** young people
- We engaged with **34 volunteers**
- We organised **16 trips** and **4 sports days**
- We provided **161 emergency provisions** (Laptop/ data top ups) and **114 rewards** (vouchers/ certificates)
- We made **96 referrals** to relevant organisations/ opportunities
- We ran **149 sessions** over the last year!
- We welcomed a **social media / marketing officer**
- We welcomed **2 welfare** volunteers and 1 **corporate fundraising** volunteer
- We secured an **office space** at the brilliant 3Space International House
- We became the **Associate Company** of the National Youth Theatre.
- We **WON the 2022 London Youth Partnership Award** for our outstanding work .
- We got shortlisted for the Creating A Better London Award

The team

Executive Leadership Team

Ebrahim Esmail
Executive Director

Leah Gayer
Co-Director
(Developments and Partnerships)

Mhairi Gayer
Co-Director
(Fundraising and Young person coordinator)

Patrick Riley
Co-Director (Head of facilitation)

Leila Seguin
Co-Director (Operations and Finance)

Trustees

Wendy Solesbury (MBE)

Bruce Goodison

Toby Jones

Mohamed Al-Kaisi

Rebecca Machado

Compass Associate Artists

Massi Safa
Actor and Assistant
Director

Eleanor Henderson
Facilitation Associate

Ali Ghaderi
Facilitator and Actor

Staff

Sara Larocca
Welfare Officer (Maternity Leave)

Bo Borthwick
Social Media and Marketing

Sasha Harrington
Compass Connect Coordinator

Ben Standish
Beginners Class Teacher

Sanam Monteiro
Improvers Class Teacher and Next
Steps Pathway Coordinator

Andrew Awad
Empowered Class Teacher

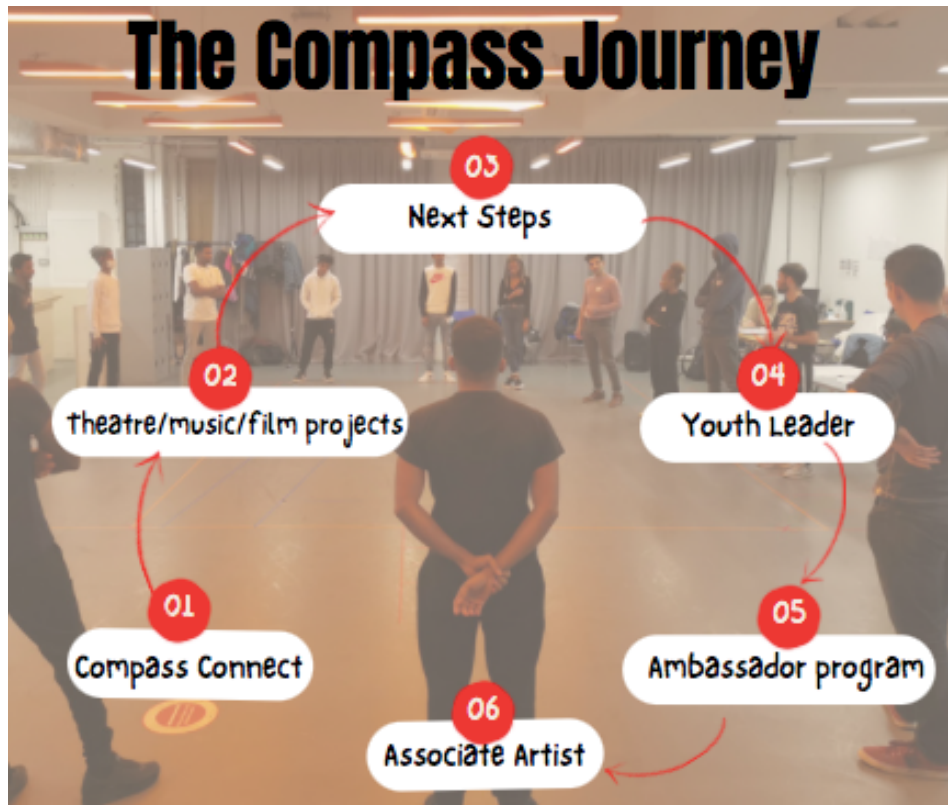
Volunteers

We were joined by a
team of **34 active
volunteers** who
help to make all of
our work possible.



Progression route

We aim to support young people from their arrival in the UK through to living a purposeful integrated life in a new setting. Over the past years we have developed a progression route for the young people:



Our Programmes

ONLINE CLASSES

Compass Connect

Compass Connect is our online English programme, supporting young people from over 25 different locations in the UK. The programme is vital in supporting new arrivals and isolated young people who have yet to build a community. Connect has become the entry level/bedrock of the charity. We are in a unique position to be able to offer immediate support the same week the young person is referred to us.



Due to increasingly high demand, we have expanded the programme to add a new 'Empowered' class, alongside our 'Beginners' and 'Improvers' classes. The Empowered class covers topics such as 'Your rights as a refugee and asylum seeker' and utilises Debating as a creative tool to develop communication skills and build confidence.

PROFESSIONAL DEVELOPMENT PROGRAMMES

Next Steps

Next Steps is our award winning 6-month professional development arts programme for young people 18+ and funded by Trust for London. After a successful pilot with The Globe Theatre our first cohort graduated in May 2022. We were awarded the London Youth Partnership Award recognising our outstanding work. The programme culminated in a live theatre performance at Samsung KX in May. 173 people watched the show and we had 274 views on the livestream. We had 11 volunteers on the programme, we hired 7 external facilitators to come in a lead masterclasses, and we made 37 referrals to other opportunities for our young people.



We launched our **second Next Steps programme** in October 2022 with The National Youth Theatre. We have 16 Young People enrolled. The programme combines theatre-based workshops alongside career development and 1:1 pathway support. The sessions allow us to assist the young people to identify and take the 'next steps' in their lives. In March we will have a graduation performance to culminate the programme.

Compass Ambassadors

Compass Ambassador - a pathway for young people who are interested in growing their leadership skills to join the Compass team as Associates. The programme trains young people in facilitation skills, empowering them to give back to their communities through leading their own workshops and assisting on projects. We welcomed two new Compass Ambassadors, Frank and Yordanos, graduates of our 12 weeks leadership and facilitation training programme. Frank and Yordanos worked on an exciting collaboration with Somerset House, writing and filming a short film 'River Friends', screened at This Bright Land Festival and exhibited at Somerset House. They got to work with the award winning writer, artist and activist, Carlson McColl, creator of This Bright Land.



Other projects

REGIONAL THEATRE PROJECTS



Kent (Napier Barracks) - NHS Project

Commissioned by NHS England South East, this applied arts education project was run by Counterpoints Arts in partnership Compass. We led a series of creative sessions at Napier Barracks in Folkestone, Kent, culminating in a theatre performance at the Tower Theatre in Refugee Week in June. The project explored asylum seekers. The performance showcased aspects of the learning relating to personal safety, gender equality, accessing health services and cultural exchange and understanding.

Leeds - Transmissions

Hosted at Leeds Playhouse, we worked with young people from the British Red Cross, Hearts Group and welcomed new Young People from My Place Yorkshire. They created an audio piece and a stop motion animation in collaboration with Majid Adin. It was released during Refugee week 2022



Hillingdon - Footsteps & A taste of Home

Footsteps was a 8 day theatre project commissioned by the Hillingdon Council as part of their HAF summer programme, hosted by Brunel University and culminating with a public performance at the Compass Theatre. The project engaged 20 isolated young refugees and asylum seekers in the borough of Hillingdon during the Summer holiday period. We utilized theatre and drama as a tool for building transferable life skills, and improving communication and experience with English language.

Furthermore, the project connected young people in the area, many of whom had newly arrived, creating a social network and allowing friendships to form. The performance was attended by 45 people, including Dep. Mayor of Hillingdon and Cllr Susam O'Brien and Cllr Shehryar Ahmad-Wallana.

A Taste of Home was a four days theatre project aimed at providing young refugees and asylum seekers in Hillingdon with engaging activities to prevent isolation during the Christmas holiday period. The skill building workshops explored young peoples relationship to food both in their home counties and in the UK. It also culminated with a performance.

“

We are like a family. I liked meeting new people

”

OUTREACH PROJECTS

Kent - British Red Cross

Compass delivered a theatre outreach project in Kent in August. Our Youth Leader, Ramin, joined the team to assist the project, leading games, exercise and was an exemplary role model for the young people.



Portsmouth - British Red Cross

Compass Collective was commissioned by the BRC to deliver a 4 day theater project in Portsmouth. The young people were given ownership to decide and chose the following themes to explore - Life in a new Place and Friendship. The group was introduced to a variety of theatre and performance elements and participated in skill building games, team building activities, trust exercises, improvisation, devising and writing tasks. This culminated in an impressive performance to the local community titled 'Brothers In A New Place'.

PARTNERSHIPS AND INTERNATIONAL PROJECTS

Becoming



Becoming was one of the bigger projects we did in 2022, and was assisted by one of our compass associate artists Ali Ghaderi who went on to run his own workshop at Next Steps on Activism. As part of the film, we were lucky enough to work with PHD student Maddy Moses to explore Neuroscience and the adolescent brain. This project was in collaboration with [Emergency Party](#).

MaHome



This was an **international** project facilitated by filmmakers Victor Rois and Jay Jones which gave the young people an exciting opportunity throughout the Easter Holidays. The project directly addressed migration and integration challenges by examining how migrants make sense of home amidst the complex and divergent politics of integration in three host societies: UK, Denmark and Sweden. In one week we made 6 short films. We had 3 facilitators, 16 participants. A documentary and exhibition of MaHoMe will be available in 2023. This was hosted at the Royal Academy of Dramatic Arts.

Right to know Film Project

Commissioned by **NHS**, 11 Compass young acted in a short film titled 'Right To Know' with refugee film-maker Victor Rios. The film gives practical advice to asylum seekers newly arrived in the UK, including how to access medical help, emergency support and tips for cultural integration. This film is a useful recourse, with translations in different languages and will provide vital information in an accessible way.

Remedy - Music video

This project was a collaboration with Counterpoints Arts and [Music Action International](#). During refugee week a group of young people wrote and produced two songs in just a week based on the theme of this year was 'Healing'. They recorded the song at the prestigious Promised Land Studio! Our associate, refugee film-maker Victor Rios, made brilliant two music videos for the songs.



SPORTS DAYS AND TRIPS

Compass led **4 sports days** over the Summer Holidays.

- We took young people to the Olympic stadium for a sports days with GMAX.
- We enjoyed a day of football, Kung Fu (led by Yasin Moradi) and photography (led by Federico Rivas) in Hyde Park



- For Refugee Week we organised a 5k/10/half marathon run with young people and volunteers and we cycled 96 km from our offices in Brixton to Brighton, in collaboration with Breadwinners. We were a group of 27 riders including young people, volunteers and the core Compass team, cycling to bring more opportunities to young refugees



- We took people to fun ice-skating trip at the Somerset House

Trips

Macbeth
Globe theatre

Mohand and Peter
Southwark Playhouse

Our Generation
National Theatre

Next Steps
Samsung KX

Curfew 'Dabke'
Bloomsbury Theatre

The P. Word
Bush theatre

Wicked
Apollo Victoria

Comedy Show
Soho Theatre

The Boy With Two Hearts
National Theatre

Mandela
Young Vic

The Swimmers
Southbank Centre

Christmas Carol
Bridge Theatre

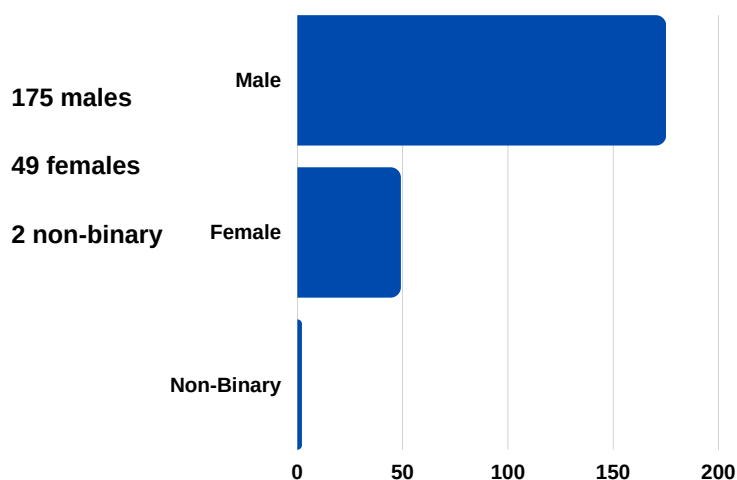
Young people



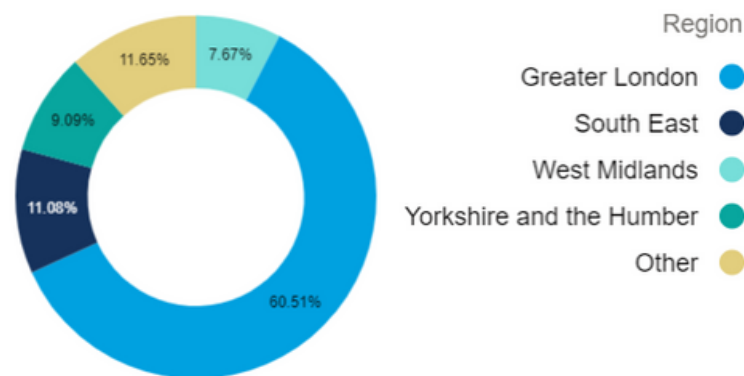
The young people we engaged with are bright, inspirational and creative young people seeking asylum or with refugee status . They are between 15 and 28 years old. **22% are female.**

They come from Sudan, Afghanistan, Kurdistan, Iran, Eritrea, Somalia, Angola, Azerbaijan, Cameroun, Congo, Chad, Ethiopia, Guinea, Iraq, Ivory Coast , Morocco, Salvador, Syria, Uganda, Vietnam.

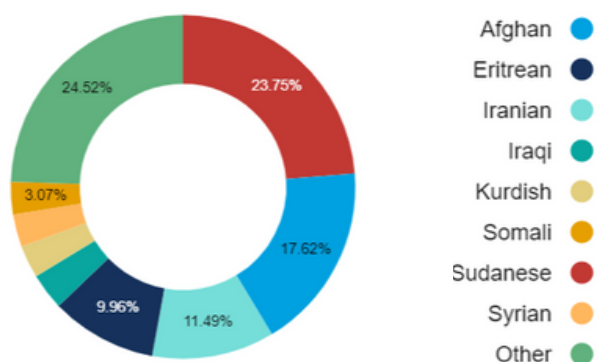
Who are the young people ?



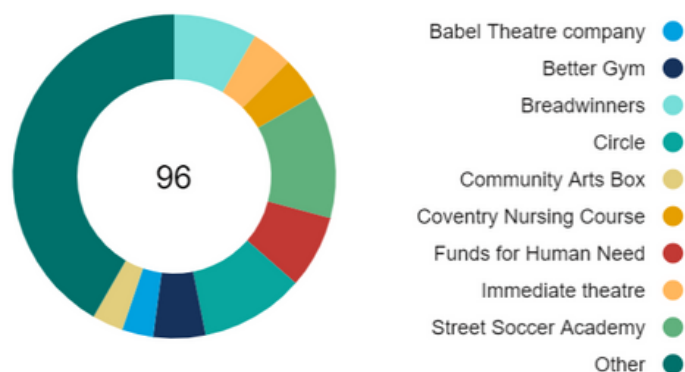
Where do they live?



Where are they from ?



Referrals



And more....

We supported **87 young people** through 1:1 **casework**

Welcome **166 new young people**

We distributed **161 emergency provisions** (data top up, laptops, phones) and **114 rewards**

"Working with Compass Collective was a fantastic experience. They have an infectious energy and passion for what they do, that ripples through the groups they work with so that everyone feels confident to stand on stage and tell their story." **British Red Cross, Portsmouth**

Our Finances

Income since January 2022

No Trustees were remunerated or received any expenses or payments during the year. Our charity insurance provides Trustee Indemnity cover against executive risks of 10 million. At year end 2022 (March), we had a turnover of £96322. Our reserves at year end 2022 were £13,946.08 of which £6,658.20 were unrestricted. Due to the timing of grants received and projects delivered this surplus has been carried forward into 2023.

Funding

We are now being represented by Castle View Accounting. During the course of the year we applied to 36 grants. The Fore, UK YOUTH and Trust For London carried through to 2022. We continued to diversify our income streams by implementing a regular donor scheme, setting up our ticketed event as well welcoming a corporate fundraising volunteer.

Income

- We received a total **19 grants**.
- We delivered **8 one-off services** to other organisations / projects
- We received **7 emergency grants** for young people in need
- We secured **two regular donors** and received 8 one-off donations
- We organized a **ticketed event** for our Next Steps show
- We ran **2 online campaigns** towards Compass Connect.

Thank you to our supporters who made our work possible in 2022:

London Youth
Trust for London
The National Lottery
Magic Little Grants
Hillingdon Council
Royal Victoria Hall

Music Action International
UK Youth
The Fore
Coop Foundation
Kingston University
Emergency Party

Hilden Charitable fund
The Lush Foundation
The British Red Cross
Counterpoint Arts
Esmee Foundation
Somerset House

Thank you to our partners :





LEEDS

What do people say about Compass Collective...

"I am so proud to be working with you all" **YP**

"That was magic"
"Congratulations everyone for such amazing animations. Really brilliant" **Audience**

"Compass Collective – an organisation that is not only able to harness the skills, enthusiasm and expertise of multiple stakeholders and artists, but who are also able to safeguard, support, inspire and enrich the lives of these young people. It has been both a joy and a privilege to be a part of this process, and to see the positive effects of creative self-expression in all involved." **S.J, Partner**

NEXT STEPS

"There is no one word to describe it. It brings the young generation together. Be in a positive environment. Everyone is working hard to achieve their goals and achieve their best. I am learning from each session" **YP**

"I feel motivated and uplifted by the Compass sessions."
- **YP**

KENT

"Thank you and your colleagues for a fantastic workshop! It was really great to see so much enthusiasm not just from your team but the students as well.
Keep up the good work! A gold star from me!"
Mitkent College tutor

CONNECT

"I'm really enjoying next steps. I start to speak everyone in Compass. I have made lots of new friends. You can't live without a community if you want to progress in life. Its really important to have a community around you." **YP**

PORTSMOUTH

"I just wanted to thank you for today's performance. I genuinely thought it was wonderful, very moving yet also very funny. It was an undeniable privilege to host your project in our theatre and to witness the end result of the performance was a joy. **Partner, Portsmouth**

"It was amazing. Thank you for all you do for them" **Foster carer**

"Thank you for supporting me and other people as well, I have learnt much better English with you and enjoyed trips that you made since I joined with you. Thank so much" **YP**

"The class has supported me in many ways mentally and emotionally and physically I found myself every Thursday with a compass class, so my English is gonna up I feel more confident when now with my English." **YP**

"Working as ambassador and assistant director for me was achieving the things I learned to be. I really enjoyed it. It helped me to learn a lot of things like how to run a group of people, creating a show in 4 days, directing and performing. It was my luck to work with Compass Collective." **Compass Ambassador, Y.**

Case Study - Leeds (transmissions project)

C. is from Columbia. He has been living in the UK for 3 years and is still undergoing the asylum seeking process. This means he is unable to work and is living on just £37 per week to cover food, toiletries, travel, phone bill etc. He enjoys sport for his mental health. He loves living in Leeds and says "In my opinion it is one of the best cities in the country because it is where I met people who changed my life" C. was involved in both phases of the project and never missed a session. He was asked to host the Animation launch and the launch of the Stop motion videos. C. is a great example of a young person who would like to embark on our Ambassadors Programme. The Ambassadors Programme trains young people in facilitation and leadership skills, enabling Ambassadors to give back to their communities by assisting and leading on projects.

"It is an honour for me to join any projects with all of you. I am so proud and I am waiting for a new project and new things. Lets do more and more and more and more"

We are looking forward to 2023

We are becoming a reliable and recognisable organization in the youth and arts sectors, with young people being referred to us on a weekly basis. We are receiving regular requests for partnerships from charities and arts organisations, putting us in a strong position to continue to offer a variety of projects for our young people as we move into the future.



Upcoming projects/ events

February - Wise Children Takeover social media, Connect session and Next Steps session

February - Red Cross Migration Strategy Workshop

Sunday 19th March - Next Steps performance, 'Nowadays'

March - Clowning workshop

Feb-April - Compass Ambassadors Programme

Easter Holiday - Hillingdon Easter Project -

June - Jack Petchey Awards and residential trips

Apr - Oct - Curve training for the team

Summer - Right Here Project

October onwards - Next Steps 3

All year - Theatre and Opera Trips / Connect

Contact info

We'd love to hear from you!

Our email address is hello@compasscollect.com

