



ANNUAL REPORT

2023

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. 2023 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 also welcomed new trustees and staff as the charity develops.

We have, in our second year as a charity celebrated so many achievements and one of the many highlights has been expanding our work across the UK and internationally. We have also seen our second cohort from the Next Steps programme graduate culminating in an amazing performance.

We have worked alongside some exceptional partners to deliver exciting workshops and deliver some exceptional and wonderful creative projects. Our Connect English programme has been a huge success, and we continue to have 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, we have recruited our Youth board and are really pleased to have them as part of the team.

The young people that join Compass Collective 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 through the arts and to thrive.

They offer a safe, supportive and inclusive environment with welfare support 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 volunteers, 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)

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 went international to Iraqi Kurdistan**
- **We ran our first long term music programme ON TRACK with a live gig at the Jago!**
- **We launched a Youth Board**



Our mission

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.

- 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.

2023 in Brief

2023 has been a year of ups and downs. The ups have been our extraordinary output of work, the downs have been the increasing hostile policies towards immigration in the UK. This has made our work more challenging than ever, but also more vital. We're committed to countering the narratives and showcasing the skills and talents of our incredible Compass members.

- We became an Associate Company of the National Youth Theatre and Brunel University.
- We welcomed our Youth Board, and getting their voices involved in our organisation. Six active young members are supporting us with the strategic decisions making of Compass and mapping the next chapter of our work
- We're part of the Old Vic Community Club.
- We developed our music and film strands.
- Our national projects were held in Leeds, Kent and London.
- We went international to Iraqi Kurdistan as part of our collaboration on the Voice Notes Project
- Our online sessions were attended by young people from over 30 locations across the UK.
- We led 192 sessions
- We engaged with **331** Young People

THE TEAM

Executive Leadership Team

Ebrahim Esmail
Executive Director

Leah Gayer
Co-Director
(Developments and Partnerships)

Mhairi Gayer
Co-Director
(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

Azadeh Fatehrad

Fatimah Adesanya

Compass Associate Artists

Massi Safa

Actor and Assistant
Director

Eleanor Henderson
Facilitation Associate

Ali Ghaderi

Facilitator and Actor

Victor Rios

Facilitator and Filmmaker

Staff

Sara Larocca
Welfare Officer (Maternity Leave)

Bo Borthwick
Social Media and Marketing

Sasha Harrington
Compass Connect Coordinator

Sanam Monteiro
Youth Board Coordinator

Tom Green
Fundraiser

Anna Sophia Menato
Improved Class Teacher

Ben Standish
Beginners Class Teacher

Andrew Awad
Empowered Class Teacher

Volunteers

We were joined by a team of **16 active volunteers** who help to make all of our work possible.

Ambassadors

Frank
Yordanos
Lucy
Yusuf
Shanzey
Mohammed Reza

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.



COMPASS CONNECT

Our online English classes run every Thursday evening. It's a first point of entry for our newly arrived young people wishing to improve their English with Compass Collective.

THEATRE/ART & FILM PROJECTS

Throughout the year we partner with wonderful, creative organisations to facilitate a range of projects, from musical performances to theatre workshops. These projects allow Young People to learn access and use their authentic voice in a safe, welcoming and empowering space.

NEXT STEPS

Our 6 month Professional Development Programme, designed to support Young People in the 'next steps' of their journey. We offer a mix of creative masterclasses and pathway workshops tailored to each participants.

YOUTH LEADER

Our Youth Leaders are those who have been with Compass as long term participants and now assist Compass Collective on projects and Compass Connect.

YOUTH BOARD

Our Youth Board is newly formed and creates a bridge between the core team and the Young People, ensuring our decisions are guided by their opinions and interests. They are a group of 9 wonderful Young People who are creating change in Compass for the better.

AMBASSADOR PROGRAMME

A 12 week programme for Young People who take a keen interest in acting, public speaking, writing or facilitating to be trained in these roles and assist with Compass on future projects.

ASSOCIATE ARTIST

Once a Young Person completes their Compass Journey, they return as an associate artist and get involved as staff on projects or programmes like Next Steps.

OUR PROGRAMMES

ONLINE CLASSES

Compass Connect

Compass Connect is our online English programme, supporting young people from over 30 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 have be able to act quickly when we have a new referral. In most cases we can offer a place to a young person immediately. If the classes are full, then they will go on the waiting list. We manage to make sure that anyone on the waiting list, has access to the next term of classes. We are constantly reviewing our numbers so that if there is any space that comes available, we can offer it out.

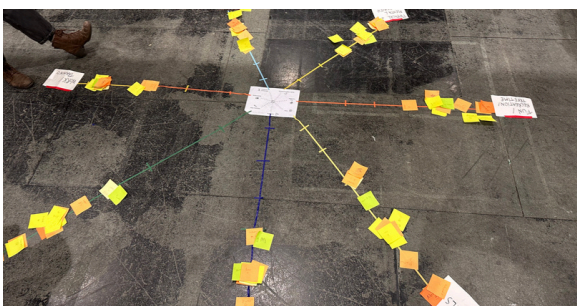
In the year 2023, we delivered 48 online English classes to young people all over the UK. We are proud to say that during that time young people have progressed through the 3 classes. We have seen huge improvements on their confidence as well as their English level. Due to increasingly high demand in 2022, we 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. This has been a fantastic opportunity for young people to stay connected with our work. It has become a valued place to come and gain new skills around wellbeing, as well as continue practicing conversational English.

PROFESSIONAL DEVELOPMENT PROGRAMMES

Next Steps

Next Steps is our award winning 6-month professional development arts programme for young people 18+ . After a successful pilot with The Globe, we returned to run it for a second time, this time hosted at the National Youth Theatre, of which we are an Associate Company. We had 16 Young People enrolled. The programme combined theatre-based workshops alongside career development and 1:1 pathway support.

The sessions allowed us to assist the young people to identify and take the 'next steps' in their lives. The programme culminated in a live theatre performance at Samsung KX in May. ... people watched the show and we had 274 views on the livestream. We had 9 volunteers on the programme, we hired 7 external facilitators to come in a lead masterclasses, and we made (X) referrals to other opportunities for our young people.



Compass Ambassadors

CA offers a leadership pathway for young individuals to join the Compass team as Associates, providing training in facilitation, public speaking, and workshop management. Four new Compass Ambassadors, Lucy, Shanzay, Yusuf, and Mohammadreza, were welcomed based on their applications and previous performance. Three Ambassadors underwent a 12-week training program, with Mohammadreza participating in in-project training during the LEEDS2023 project. Specific funding from the Red Cross Diaspora grant enabled the introduction of a new youth-led half-term project, 'from dream to screen,' in partnership with Somerset House. The project taught acting for screen techniques and allowed participants to devise and perform their scenes, filmed by associate artists Victor Rios.

Youth Board

The Youth Board is a group composed of six asylum seekers and refugees who are passionate about enacting social justice. Being part of the Youth Board is an opportunity for them to both gain new skills (ie. conducting interviews, peer-to-peer research, leadership etc) and put their experience to good use (ie. consultation on specific projects, rewriting internal policies, applying for funding etc). The Board meets once a month to discuss the different ongoing projects with the charity as a whole and to develop their own projects. They work closely with all team members, providing their expertise on specific projects or shadowing them in their daily activities. So far, they have worked closely with our fundraising officer and our social media officer, discussing different ways to raise awareness on the current hardships faced by refugees and asylum seekers. They have also expressed their thoughts about the Youth Leader programme within Compass Connect and about the running of the Voice Notes project.



OTHER PROJECTS

NATIONAL & INTERNATIONAL THEATRE PROJECTS

Leeds 2023 NEST project



We were delighted to partner with the National Youth Theatre and Leeds 2023 to deliver a two week acting course for young refugees in Leeds. We engaged over 30 young people, 9 of which progressed to cast in NEST, a large-scale outdoor performance at St Aiden's Bird Sanctuary. Throughout this project we nurtured partnerships with both LEEDS2023 and National Youth Theatre to execute our most ambitious project yet. The young people involved performed to an average audience of 300 a night for a week. This project offered a huge opportunity to integrate with new local young people not specifically from forced migration backgrounds.

Hillingdon - Easter Break - 'A Taste of Home'

We were back yet again in Hillingdon, as part of the HAF programme, providing vital holiday activities to young refugee and asylum seekers in the Borough. We've been building on our collaboration with Brunel University, of which we are now an Associate Company. We showcased a 30 minutes theatre performance at the Anton Artward Theatre.



Hillingdon - Summer Break - 'Summer of Hope'

Our 'Summer of Hope' theatre project culminated in a brilliant show at the Beck Theatre! We worked with our wonderful associate artist, Eleanor Henderson, and new facilitator Adeola Yetani, to bright a bright spark of hope, and so much laughter and fun to our group in Hillingdon.

Voice Notes

We have gone international with our partnership on the Voice Notes project, heading to Iraqi Kurdistan to work in Arbat Refugee Camp. We're collaborating on an International sound arts exhibition platforming refugee voices.

'Voice Notes' is led by Nottingham Trent University in collaboration with Compass Collective, Refugee Roots, Nottingham UNESCO City of Literature, Slemani UNESCO City of Literature, STEP and Counterpoints Arts. It is funded by the Arts and Humanities Research Council, UK.

“ It was a good project with a very friendly atmosphere and pretty cool activities with a sound recording. The whole conception is pretty original. I really enjoyed it and I hope that in the future we will see something like that. ”

-Voice Notes Participant

COLLABORATIONS

October Half term - Ambassadors - 'Dream to Screen'

In the October half term, our recent Ambassador graduates, Shanzey, Yusuf and Lucy, ran their own youth-led project 'Dream to Screen'. Over 20 young people took part in an acting and filming project hosted at Somerset House and Theatre Deli. Participants devised, wrote and acted in short scenes, captured for film by our Associate Artist Victor Rios. We're so proud of Ambassadors for accomplishing such an amazing project.



On Track

On Track was a 9-month music development programme funded by Youth Music, and hosted at Promised Lands Studio, one of the leading independent publishers in the UK. The programme ran from March 2023 - November 2023, engaging 16 young refugees and asylum seekers.

ON TRACK has been our most advanced music programme so far. The emerging musicians were tutored by industry professionals. We met once a month on Sundays and had valuable workshops covering a range of skills and genres from song writing, rap, beat making, producing, as well as writing to commission. In addition to the Sunday sessions, we offered 4 training Zoom sessions, and 4 online consultations sessions where young people received 1:1 mentoring with one of the music producers.

We released 3 music videos during Refugee Week shot by refugee film-maker Victor Rios.

The programme culminated in a live music gig at 'The Jago' in Dalston, attended by over 140 people. The tracks are being curated into an EP which will have a release across streaming platforms including Spotify and YouTube in January 2024.



ONE-OFFS

- Red Cross Migration Strategy
- Refugee Week 2023 Design Workshop
- Climate migration consultancy with NYT and Leeds 2023
- Clowning Workshop
- Matar Film Screening and Workshop
- Wandsworth Workshop (Compass YP only)
- Laptop training/Osborne Clarke Filming
- Pappyshow & Somerset House
- Intro to film
- Lyric Hammersmith Workshop
- BAFTA Masterclass with Waad al-Kateabr

SPORTS DAYS AND TRIPS

We organised 3 sports days

- Seven Sisters Hike - Refugee Week
- Hyde Park Refugee Week Runs
- Sports Day July 2023



Trips

We organised **33** cultural and theatre trips

- Othello Theatre Trip
- How Not to Drown - trip
- My Brothers Keeper Theatre 503 Trip
- Rapid Write Response Theatre 503 Rehearsal
- Rapid Write Response Theatre 503 Dress Rehearsal and 1st Performance
- Accidental Death of An anarchist Theatre Trip Lyric Hammersmith
- Next Steps 2 Nowadays Theatre trip
- Our River...Our Sky Cinema Trip
- Globe Theatre Trip - The Tempest
- Pussycat in the Memory of Darkness
- No Direction Home Theatre Trip
- Awaiting Home trip
- Theatre Trip Further Than The Furthest Thing Young Vic
- Life of Pi theatre trip - Beck Theatre
- English National Opera Trip - Symphony of Sorrowful Songs
- CHOOSH Theatre trip Soho Theatre
- Bakkhai Theatre Trip
- My Brothers Keeper - Wandsworth film trip
- Jali Soho Theatre Trip
- Trip - Birdland Cinema
- Romeo and Juliet trip
- Beneatha's Place Young Vic Theatre Trip
- Somerset House Stories of Welcome
- A Mirror Almeida Theatre Trip
- BAFTA Refugee, Asylum Seeking Network and Screening
- Elephant Bush Theatre trip
- Deen and Dunya - Theatre Royal Stratford East trip
- The Empress Lyric Hammersmith
- Squint Playwriting Prize - Theatre trip
- Portia Coughlan Almeida Theatre Trip
- ON TRACK - YP trip
- A Christmas Carol Theatre Trip Old Vic Community Club
- Old Vic Backstage Tour

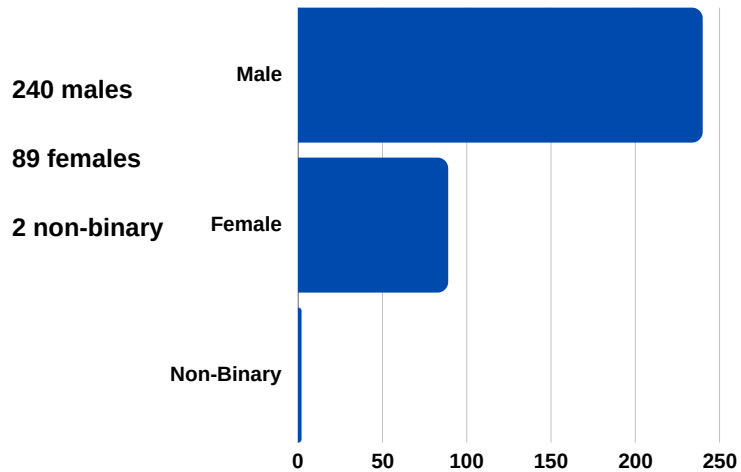


Young people

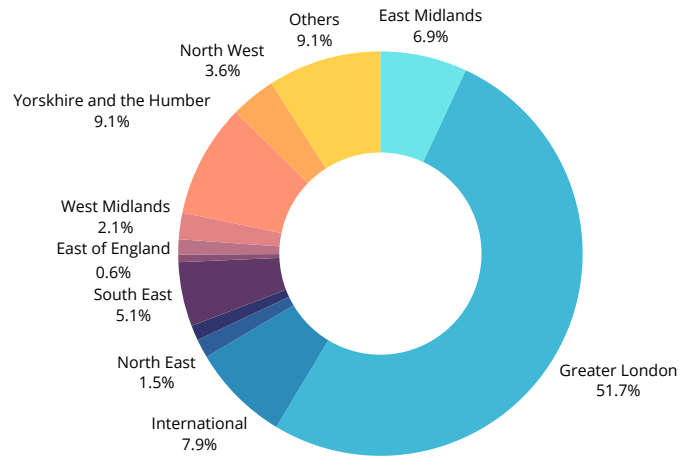
The young people we engaged with are bright, inspirational and creative young people seeking asylum or with refugee status . They are between 15 and 28 years old. **27% are female.**

They come from 43 countries including: Afghanistan, Albania, Chad, Eritrea, Ethiopia, Iran, Iraq, Kurdistan, Kuwait, Namibia, Pakistan, Somalisa, South Sudan, Sudan, Ukraine, Vietnam...

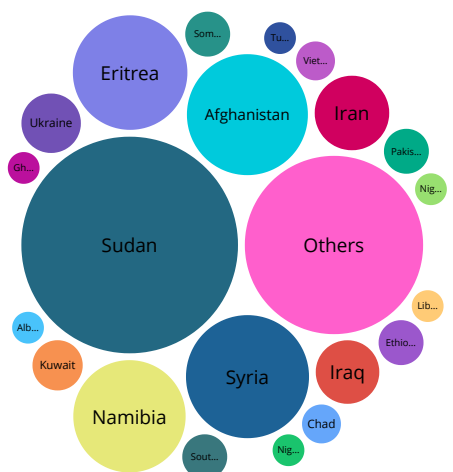
Who are the young people ?



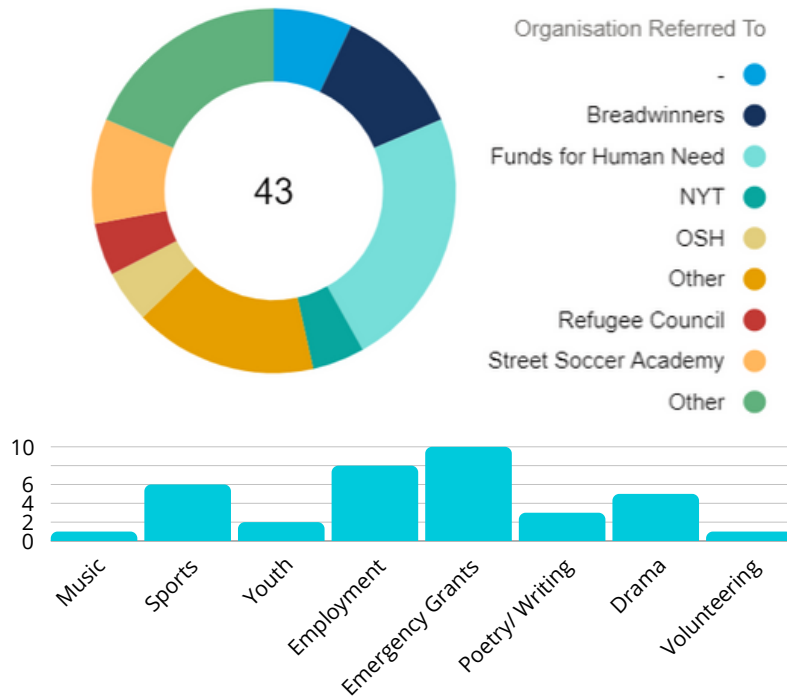
Where do they live?



Where are they from ?

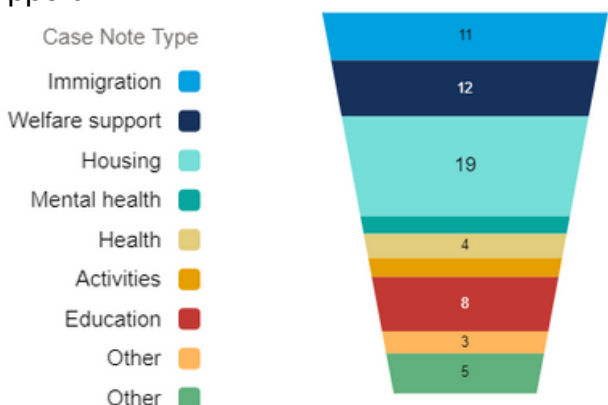


Referrals



Welfare support

We supported **51 young people** through 1:1 welfare support



We distributed **94 emergency provisions** (data top up, laptops, phones) and **126 rewards**

OUR FINANCES

Income between January and December 2023

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. Between January and December 2023, we had a turnover of **£226,835** and spent **£193,985**.

Funding

We are being represented by Castle View Accounting. We continued to diversify our income streams by implementing a regular donor scheme, continuing our ticketed event as well welcoming a corporate fundraising volunteer.

Income (Jan 23 - Dec 23)

- We received a total **17** commissions and **10 grants**.
- We delivered **3 one-off services** to other organisations
- We received **4 emergency grants** for young people in need
- We had **1 regular donor** and received 7 one-off major donations
- We organized **2 ticketed event**
- We ran **1 online campaign** towards Compass Connect.

Thank you to our supporters who made our work possible in **2023:**

London Youth
Trust for London
Magic Little Grants
Hillingdon Council

Music Action International
UK Youth
The Fore
Coop Foundation
Youth Music

The British Red Cross
Counterpoint Arts
Esmee Foundation
Somerset House
Nottingham University

Thank you to our partners :



We are looking forward to 2024

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

This year we will see the fruits of the Voice Notes project with the International Exhibition across April and May. Come and visit the exhibition in person at Nottingham New Arts Exchange or enjoy our online release!

We're delighted to be running our second long term music programme 'Songs of Sanctuary' in collaboration with Music Action International and funded by Amplify London.

Our 'Connect' English classes are ongoing as we welcome more and more young people.

We will continue to offer exciting cultural trips to young people based in London. Members get the chance to see world class theatre and meet other young people.

We hope to run our Next Steps Programme (now called "Centre Stage"), Ambassadors Programme and continue our valuable work with the Youth Board.

We are very excited by the theme of 'HOME' for this weeks Refugee Week and we look forward to seeing the creative responses our young people have to that.

Contact info

We'd love to hear from you!
Our email address is hello@compasscollect.com



Charity number : 1195811