



patchwork
foundation

ANNUAL REVIEW 2022





Message from the Chair of Trustees

Patchwork continues to make a significant impact on young people from underrepresented and marginalised communities, and 2022 was no exception, with a record 77 graduates from our Masterclass Programme, our highest yet. Even with the trying times facing our nation, the Foundation has continued to thrive and make a real difference.



2022 has been an excellent year for Patchwork as the Foundation continues to prosper. Both the Conservative and Labour Party Conference Programmes returned in person, and we were once again able to hold our Masterclass Graduation Ceremony at No. 11 Downing Street, kindly hosted by the Chancellor.

We owe our success to all of our supporters, and we cannot thank them enough. The entire Trustee Board is extremely grateful to all our of our supporters, advisers, partners and stakeholders for all their support. Our work would not be possible without the amazing encouragement we continue to receive, and we look forward to your continued participation in the new year.

Farmida Bi, CBE

Message from the CEO



2022 was a great year for the Patchwork Foundation. We have been able to maintain our programmes at a high standard, making our sessions more accessible and expanding the level of support the Foundation is able to provide.

Our Masterclass graduates were able to attend their Graduation Ceremony, kindly hosted by the Chancellor at No. 11, to celebrate their achievements this year. We held an incredible event with the US Embassy and Algebra at the Natural History Museum, discussing how politics can save the planet,

As we adapted to the pandemic restrictions, we were able to make the most out of our programmes, benefiting from the advantages of online sessions as well as being able to offer some fantastic face-to-face events, including Party Conferences, where Patchworkers were honoured to meet the Prime Minister and other prominent MPs.

The young people we work with continue to inspire me each year, and I feel honoured to be leading an organisation that provides these opportunities to make a real difference in their lives while delivering systemic change and making a democracy and civil society that works for all. We are excited to see what 2023 brings for Patchwork, and we hope to continue to channel the progress we've made so far into strengthening British democracy and civil society.

Imran Sanullah, MBE

I am proud to be a Patron of the Patchwork Foundation because I am a strong believer that our democracy should be accessible to all.

No one should feel disadvantaged if they want a career in Parliament - and I am fully behind the Foundation's efforts to support and equip young people with the skills, experience, and know-how to succeed in public life.

After all, democracy is stronger when it is more diverse and representative of the people it speaks for.

It is, therefore, no surprise that the Foundation's work to reach out and create opportunities for would-be politicians has inspired colleagues from across the House to get involved.



Sir Lindsay Hoyle MP

Speaker of the House of Commons
Patchwork Foundation Patron



About Us

Founded in 2012, the Patchwork Foundation is a UK-based charity committed to strengthening democracy and supporting the development of young people. We are focused on communities and individuals that are traditionally underrepresented, and seek to engage young people from these communities.

The Patchwork Foundation works to equip young people with the necessary skills and experience to encourage and promote their active participation in democracy and wider civil society. **We believe that our society is only as good as our democracy, and our democracy is only as great as the range of the voices within it.** We know that increased confidence and self-belief leads to greater participation and realisation. The result is a stronger and more representative country; a nation where we encourage everyone to play their part, and a society that hears and responds to the needs of all.


We are not affiliated with any political party and do not promote a particular political view. We do, however, work on the promotion of mainstream political and social participation and work with the main political parties and democratic institutions to support this agenda.

Masterclass Programme

A group of diverse young adults, including men and women of various ethnicities, are standing in front of a building entrance at night. The entrance features a large, ornate archway with a glowing lantern hanging from it. The group is dressed in a mix of formal and casual attire. In the foreground, a woman is holding a white sign with the text '#GetInvolved' and the logo of the 'Get Involved' campaign. The overall atmosphere is professional and community-oriented.

The 12-month Masterclass Programme seeks to educate and train young adults from underrepresented communities with classes from those at the top of politics, the Civil Service, and journalism.

The programme has shown that it enables participants to improve their long-term confidence as active members of political and civil society. With over 300 graduates of the programme, many have gone on to work in politics, charities, and the private sector with support from the Foundation.



Our 2022 programme was sponsored by Algebra, Flint Global, Hogan Lovells, KPMG, Rockwell Property, and the Valesco Group.

We had 180 applicants, of which 77 were selected, our largest yet. We held our Induction Ceremony in February.

We ran a hybrid programme with sessions held both virtually and in person. This allowed us to extend our reach beyond London and provide opportunities to those who might otherwise have been unable to participate.

Alongside our core Masterclass sessions, we also organised a programme of enrichment and soft skills development sessions, as well as socials and increasing our pastoral support.



Masterclass Tutors

- **Charles Lewington**, CEO of Hanover Communications
- **Darren Mott OBE**, CEO of the Conservative Party
- **Rt Hon David Lammy MP**, Shadow Minister at Labour Party
- **John Pienaar**, Journalist at Times Radio
- **Mike Dixon**, CEO of the Liberal Democrats
- **Nadhim Zahawi**, Chancellor of HM Treasury
- **Oliver Christian**, Head of Prime Minister's Business Unit at Number 10
- **Robert Trotter**, Speechwriter at Number 10
- **Sam Lyon**, Managing Director at CT Group
- **Susan Acland-Hood**, Permanent Secretary at DfE
- **Tamara Finkelstein**, Permanent Secretary at Defra
- **Wes Streeting**, Shadow Secretary of State for Health and Social Care
- **Yasmin Waljee, Haylea Campbell, Fabienne Gress**, Hogan Lovells Pro-Bono Team



Special Masterclasses

Our Special Masterclasses are similar to our monthly sessions but are open to all cohorts and sometimes Alumni. This year's special Masterclass was with **Nikhil Rathi**, the CEO of the UK's Financial Conduct Authority.



Skills Sessions

Our partners and supporters, such as the Hogan Lovells, KPMG and Flint Global, and our Alumni lead these sessions. Some of the sessions we had this year were:

- **Politics 101** with Imran Sanaullah MBE and Hannah Kaufman, **Speechwriting** with Simon Lancaster, **Effective Charing** with Shane and Rabi, **Lobbying** with Robert Lingard, **Interviews & Confidence** with Philip Nelson.
- **Rule of Law** with Hogan Lovells, **Public Affairs** with Hannover Communications, **ESG** with KPMG, **Mock Spending Review** with Flint Global.
- On average, participants rated these sessions an **8/10**, and **88%** would recommend them to others.





Impact

To monitor the development of the cohort, a Pre- and Post- Programme Evaluation Survey was completed by the participants and compared. Below are just some of the results:

97%

would recommend the Programme to a friend

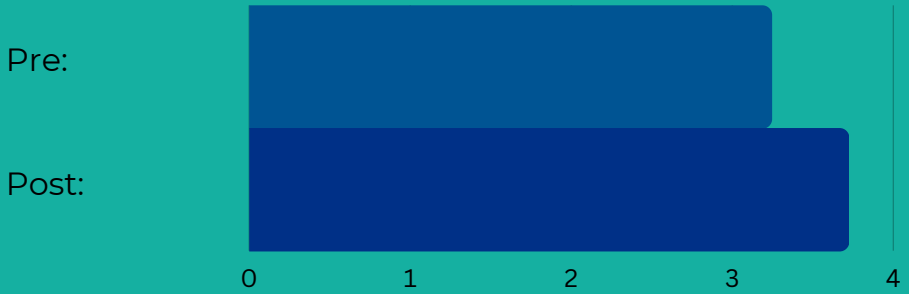
Average Programme rating out of 5:

4.7

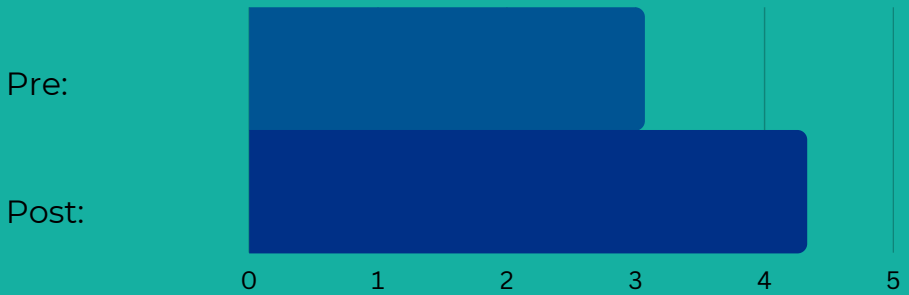
86%

felt confident gaining training, a university place or job/career in their preferred field, compared to 82% at the beginning

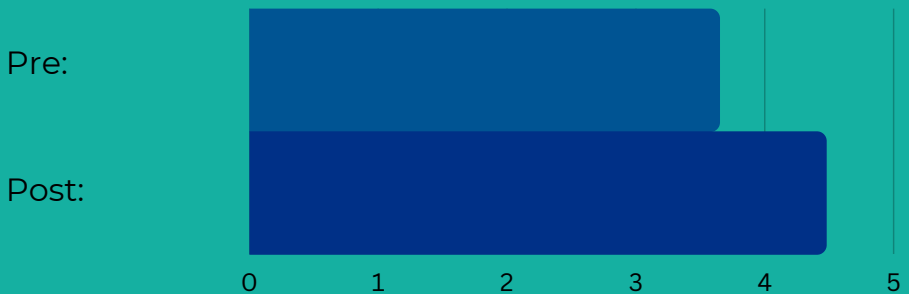
Confidence getting a job in politics:



Confidence with public speaking:



Confidence in putting forward my ideas:





It has equipped me with more knowledge about British society and politics. It has also helped me become more confident in my leadership capabilities.

Omar El Khalaf, 2022 Masterclass Graduate

The Masterclass Programme gave me the space to believe I had the potential to fulfil through a programme of learning, networking, mentoring, socialising (with likeminded young people) and new experiences.

2022 Masterclass Graduate

It was breathtaking and unforgettable, the experience will stay with me for life

De'Qeon Pegg, 2022 Masterclass Graduate



Masterclass Mentoring Scheme

Every year, we offer our current Patchworkers, as well as our Alumni, the opportunity to have a mentor in a field that they are interested in. This year, we had 61 mentoring pairs complete the scheme.

Mentees received guidance on various different aspects of their career prospects, including:

- Development of soft skills
- Building confidence
- Career support within different departments (e.g. civil service)
- CV guidance, interview preparations, and aid in writing job applications
- Importance of taking care of your mental health
- Bettering communication skills

Thanks to all our mentors, especially the teams at:



Civil Service



FLINT

Hogan
Lovells

Participants of the Patchwork Mentoring Scheme were asked to complete a questionnaire to share their thoughts on the experience of mentoring and how it can be improved. Below are some of our findings.

88%

of participants' expectations of the scheme were met

96%

of participants would recommend the programme to a friend



The mentoring scheme was an amazing opportunity to connect with and learn from an experience professional with years of industry experience.

2022 Mentee

Patchwork mentoring has enabled me to discover my passion and unlock confidence that I never had.

2022 Mentee

I found my participation on the Patchwork Foundation Mentoring Programme highly rewarding in that it allowed me to support and advise my mentee.

2022 Mentor





Hogan Lovells Mentoring Programme

Alongside our mentoring programme for the 2022 Masterclass cohort, we launched an additional mentoring scheme with Hogan Lovells for Patchworkers specifically interested in law or change-making.

Hogan Lovells sponsored five Patchworkers to complete the scheme, and each matched them with two members of their team.

To kick things off, we had a launch event with the programme participants as well as members of Hogan Lovells. It was an evening filled with speeches, networking, and introductions.

#GetInvolved Programme

A group of diverse young people are gathered outdoors in an urban setting. In the foreground, a young woman with curly hair, wearing a black leather jacket and a red patterned top, is smiling and holding a stack of blue informational cards. The cards feature photos of people and text, including the words 'Party' and 'Involved'. Other young people are visible behind her, some looking towards the camera and others looking away. The background shows a brick building, a black metal fence, and trees. The overall atmosphere is positive and engaged.

The #GetInvolved Programme enables individuals from underrepresented communities to engage with the practical political activities of the major parties. The aim is not only to help engage young people with grassroots politics, but also to create a safe environment for them to explore their own political views.

Opportunities range from hands-on experiences of phone banking, canvassing, and campaigning to attending the party conferences.



Party Conference Programme

Our annual #GetInvolved Party Conference Programme went ahead again, returning to in-person sessions with the Conservative and Labour parties. Unfortunately, we were unable to attend the Liberal Democrat's conference this year, but we look forward to attending in 2023!

We had 62 applications and offered 26 young people a place.

We had a packed agenda at both conferences, attending various different events as well as Masterclass sessions with speakers from both parties.

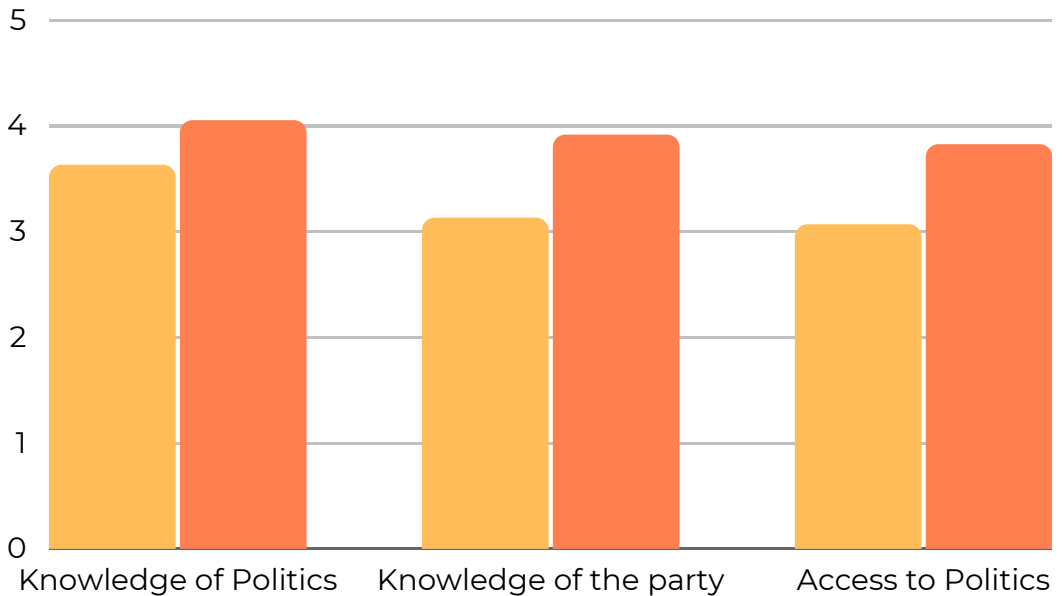
Speakers:

- **Ian Byrne MP** (Labour)
- **Jo Churchill MP** (Conservative)
- **Alan Mak MP** (Conservative)
- **Bell Ribeiro-Addy MP** (Labour)



Impact:

Participants of the Party Conference Programme were asked to fill out a questionnaire both before and after attending the programme. They were asked to rank a number of factors, with 1 being 'low' and 5 being 'excessive' - some of the average scores are shown below.



100%

likely to get involved with
Patchwork in the future &
recommend to a friend

May Elections

Ahead of the May elections this year, we held a series of #GetInvolved canvassing sessions alongside members of various different parties across London and England. Across the different sessions, we had 67 participants attend one or several canvassing opportunities.

We were also joined by some political individuals, including:

- **Ed Davey MP** (Leader of the Liberal Democrats)
- **Nadhim Zahawi MP** (Conservative)
- **Dr Luke Evans MP** (Conservative)
- **Paul Scully MP** (Conservative)
- **Sian Berry** (Leader of Green Party)
- **Lyn Brown MP** (Labour)
- **Siobhan McDonagh MP** (Labour)
- **Hina Bokhari, Baroness Sheehan, Baroness Barker**, (Liberal Democrats)
- **Rokhsana Fiaz** (Mayor of Newham), **Cllr Muhammed Butt** (Leader of Brent Council), **Cllr Anna-Joy Rickard** (Hackney Downs Councillor), **Cllr Sem Moema** (London Assembly Member), **Cllr Michael Desmond** (Speaker of Hackney).
- **Cllr Ravi Govindia** (Leader of Wandsworth Council)

We were also delighted to run canvassing sessions with Patchwork Alumni who have started their journeys into local governance, including:

- **Cllr Ryan Hack, Cllr Usaama Kaweesa**

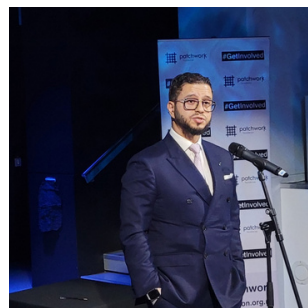




Politics to Save the Planet

We had the opportunity to partner with the **US embassy** and **Algra** to host an event for the first time at the **Natural History Museum**, which focused on how Politics can save the Planet. Our event took part in the week-long programme at the museum, with a focus on tackling climate change globally. We had several guest speakers present who talked about the issues that the planet faces, how politics can help, and how young people can become more involved.

The panel discussion included several significant figures within the climate space, including our own Patchwork Alumni Claire Eadington, who focused on how collaboration and shared experiences can drive forward change.

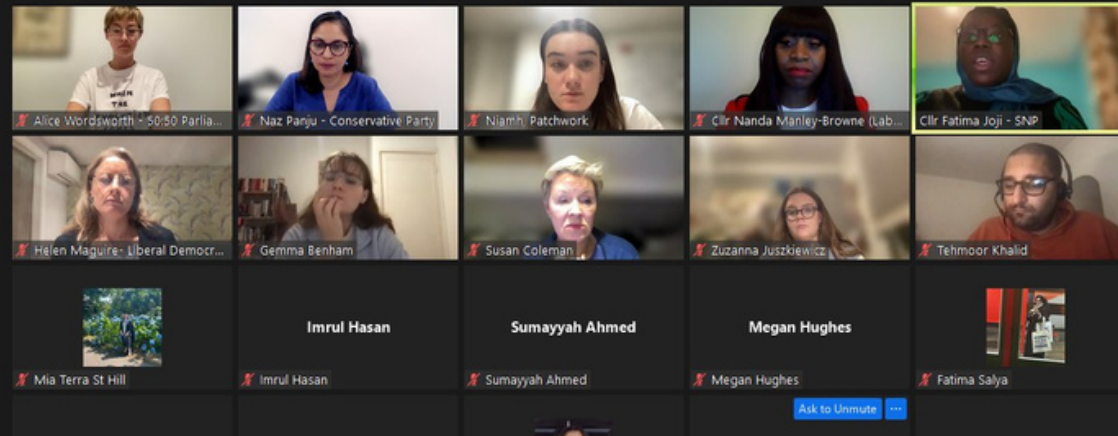




Speakers included:

- **Tamara Finkelstein**, Permanent Secretary at DEFRA
- **Jared Banks**, Science and Technology Counselor, U.S. Embassy
- **Daphne Frias**, Youth Activist
- **Charmian Love**, Global Director of Advocacy at Natura&Co
- **Claire Eadington**, Director at Natural England & Patchwork Alumni
- **Roy Kareem**, Director of Bright Green Future
- **Fizel Nejabat**, Co-Founder and COO at Algebra





#GetInvolved with local politics

In October, we had the opportunity to host an online event with **50:50 Parliament** that focused on progressing in public life and politics. We had several panellists from various different political parties that spoke about their experiences on this topic and gave advice on how the attendees can thrive in their own career journeys.

Speakers:

- **Cllr Nanda Manley-Browne**, Labour
- **Cllr Fatima Joji**, SNP
- **Naz Panju**, Conservative
- **Helen Maguire**, Liberal Democrats
- **Susan Coleman**, Conservative/50:50 Parliament



MP of the Year Awards



Patchwork's annual MP of the Year Awards celebrate the work of MPs from across the country who actively work with underrepresented and disadvantaged communities across the UK. The Awards recognise these MPs, and also provide motivation for others to work with diverse communities and highlight best practice.

Kindly sponsored by:

hanover





Overview

Our 2022 awards saw 49 MPs nominated, with 108 individual nominations.

The public submits all nominations, and our independent judging panel then use anonymised research to decide the winners.

Our 2022 Awards Ceremony were kindly hosted at Speaker's House, Westminster Palace, on Wednesday, 14th December 2022.

We had over 160 attendees this year, including our current Patchworkers, winning MPs and senior individuals across different sectors.

The evening celebrated the work of different MPs. It gave our Patchworkers from the 2022 cohort the opportunity to reflect on their own experiences on the programme and provide a real insight into the work that Patchwork does.



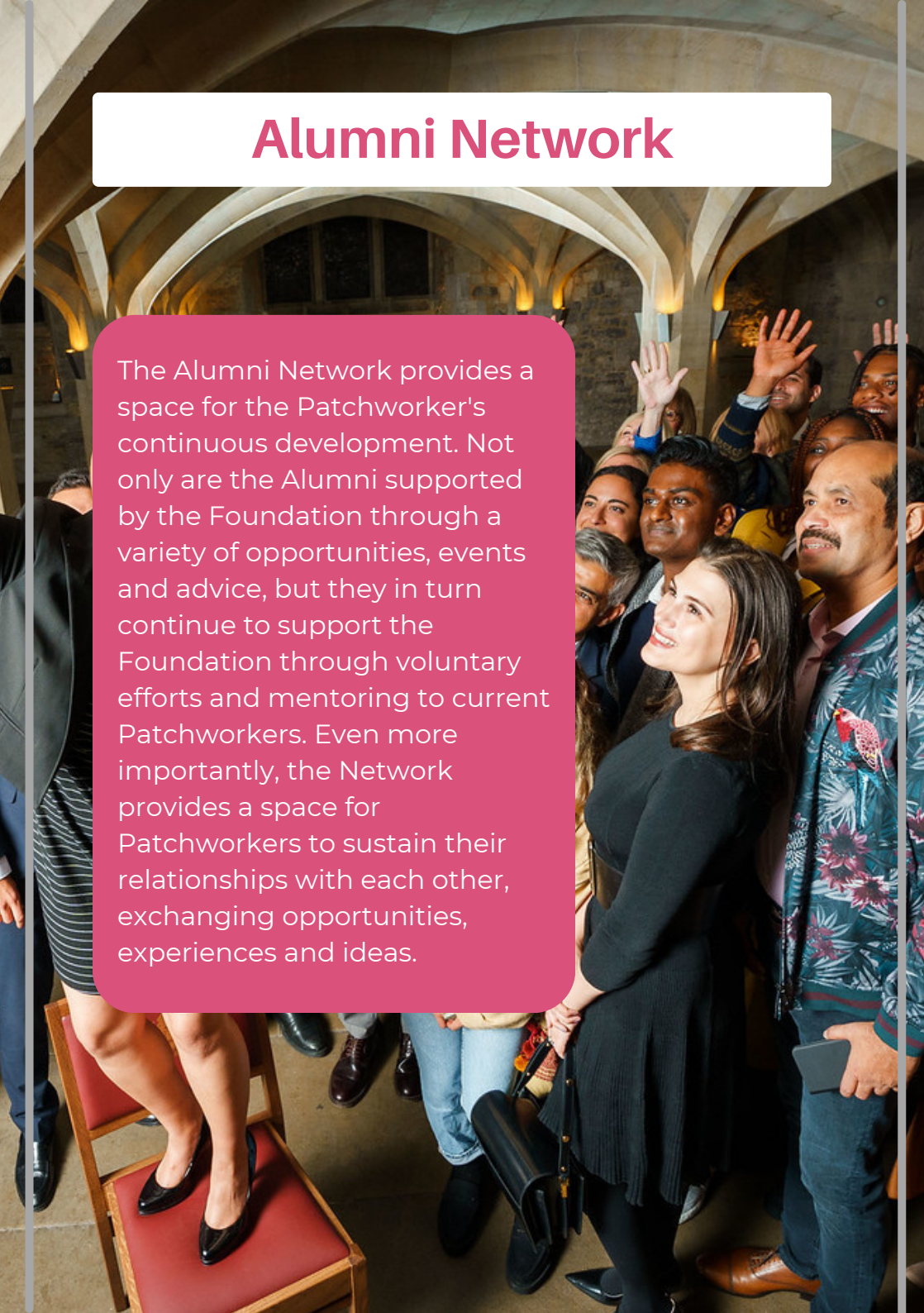
Our 2022 Winners:

- Overall MP of the Year - **Catherine West MP**
- Newcomer MP of the Year - **Gary Sambrook MP**
- Conservative MP of the Year - **Fiona Bruce MP**
- Labour MP of the Year - **Rt Hon David Lammy MP**
- Other Party MP of the Year - **Jamie Stone MP**
- Young People's Award - **Apsana Begum MP**



Alumni Network

The Alumni Network provides a space for the Patchworker's continuous development. Not only are the Alumni supported by the Foundation through a variety of opportunities, events and advice, but they in turn continue to support the Foundation through voluntary efforts and mentoring to current Patchworkers. Even more importantly, the Network provides a space for Patchworkers to sustain their relationships with each other, exchanging opportunities, experiences and ideas.





International Visitor Leadership Programme

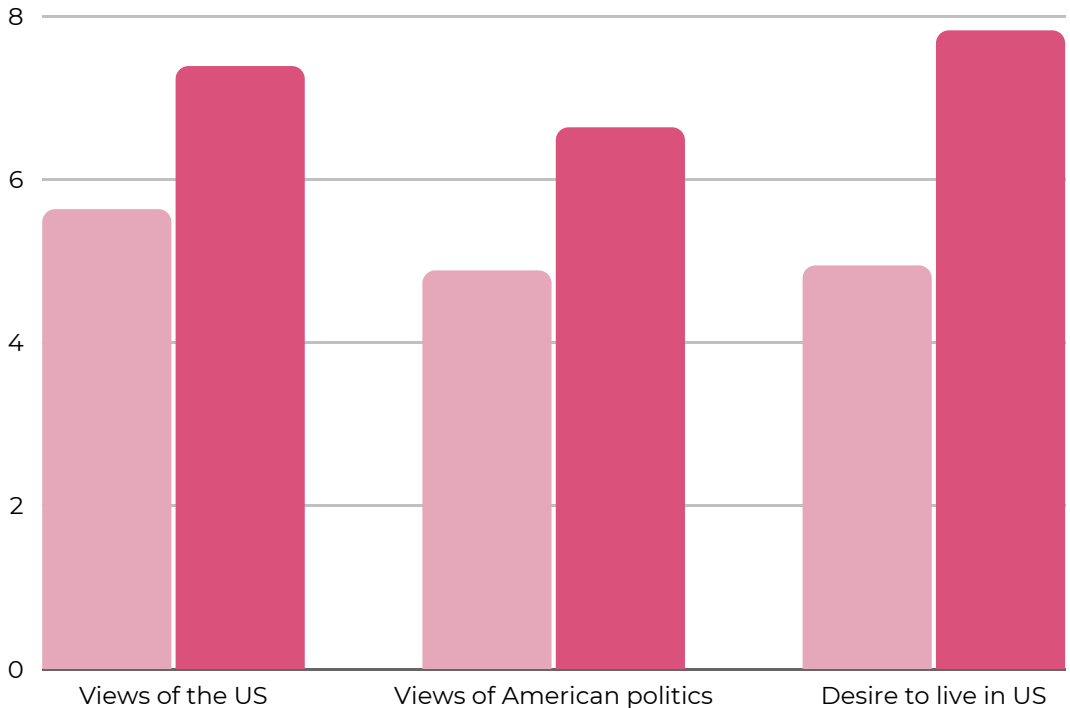
In 2022, we ran the International Visitor Leadership Program (IVLP) in collaboration with the US Embassy again. A group of Patchwork Alumni, chosen for their leadership and commitment to helping minority communities, spent three weeks meeting leaders and representatives across the US to learn more about American culture and politics.

Due to COVID, our 2020 participants were unable to travel to the US. So, this year we had a 'make-up' year where we sent out participants from the 2020 programme as well as the new 2022 participants. In sum, 16 Patchwork Alumni flew to the US to immerse themselves in the programme's activities.



Impact:

Participants of the IVLP Programme were asked to fill out a questionnaire both before and after attending the programme. They were asked to rank a number of factors on a scale of 1-10, with one being 'low' and ten being 'excessive'. Some of the average factors are shown below.



94%

**of participants would recommend
the programme to a friend**

Alumni Masterclasses

- **Baroness Tanni Grey-Thompson**, Britain's greatest Paralympian, and now sitting in the House of Lords as a cross-bench peer and a Patron of Patchwork.
- **Richard Iferenta**, Vice Chair of KPMG, leads KPMG in the UK's Challenger banking practice.



Alumni Events

In December, we were joined by some of our Alumni for our annual end of year dinner, where we caught up with one another on the events of the year.



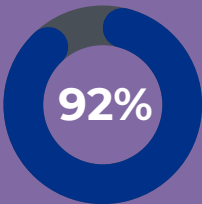


Summer Diversity Internship Scheme

We launched our Summer Internship Programme in partnership with CCHQ. This was a paid internship opportunity which ran for six weeks.

We received a total of 301 completed applications. The programme ran for six weeks, with 12 young people accepted for the internship.

The internship saw participants complete three two-week rotations across different departments of CCHQ. Each Friday, interns completed 'Patchwork Development Days' covering topics such as public speaking, leadership, personal branding and networking.



92%

of participants gained more skills and knowledge



100%

of participants would recommend this programme to others



9.2

participant rating of the internship, out of 10



8.7

participants rating of the Patchwork Development Days

Acknowledgements

We are grateful to all of our sponsors and supporters for helping us to achieve such an impactful year even in such turbulent times, and helping us come that much closer to realising our mission of promoting the active participation of young people from diverse backgrounds in British democracy and civil society (a comprehensive list can be found on our website).

Masterclass Programme Sponsors

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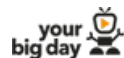
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How You Can Help

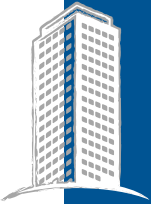
Patchwork's roots as a volunteer-led organisation have led to a strong group of supporters and helpers, which means that 100% of funds provided goes directly towards supporting the development of young people. Patchwork is only able to continue its work with a network of supports. Are you able to help in any of the following ways?

Financial Support



Whether it's sponsorship or donation, we have a range of financial opportunities for you to support our work and help young people from underrepresented and minority communities.

Venue Support



Are you able to host a large event or even a Masterclass (boardroom style for 30 people)? Patchwork is only able to do the work it does with kind gestures of support from our network of supporters.

Introductions



It would be great if you could introduce more people to Patchwork and the work we do. They could be anyone from a young person who could apply to one of our programmes or a corporate who would be able to support the work we do.

To explore how you can help, please email
info@patchworkfoundation.org.uk



#GetInvolved

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