



patchwork  
foundation



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**ANNUAL REVIEW**

**2019**

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# Message from the Chair of Trustees

The Patchwork Foundation continues to grow with each passing year, and 2019 was no exception, even with the chaotic political climate. A record number of MPs were voted for in our MP of the Year Awards, more people than ever applied to our Masterclass Programme and a further eight alumni travelled to the US as part of the International Visitors Leadership Programme.

Patchwork's work continues to make a massive difference in the lives of young people from underrepresented and disadvantaged communities, and we hope to increase this impact in the coming years.

The entire Trustee Board are extremely grateful to all of our supporters, advisers, partners, and stakeholders for all of your support. The Foundation's work would not be possible without the amazing support and encouragement we continue to receive, and we look forward to your continued support in the new year to support even more young people to get involved.

**Farmida Bi**



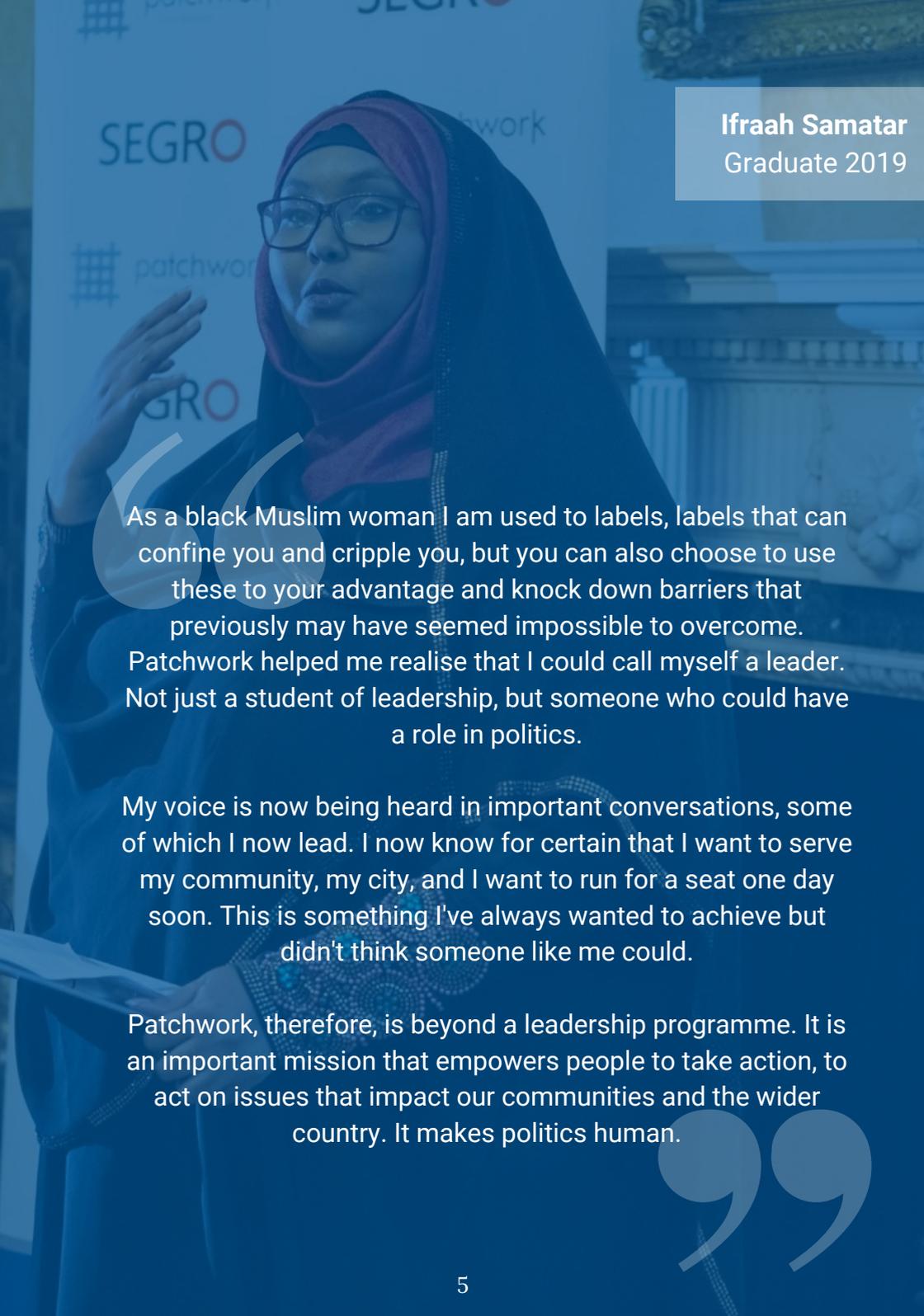


## Message from the CEO

What a unique year 2019 was, not only for Patchwork but for the whole of Britain! Patchwork not only weathered the political turbulence, but thrived in it; from joining the Mayor of London in commemorating the 80th anniversary of the first shot of WWII in Poland, to being present at Party Conferences in the midst of historical Brexit drama, to questioning the Party Leaders during their General Election campaigns. We debated issues surrounding freedom of speech and identity, helped Patchworkers learn more about nation-wide party strategies, and provided a safe space for our young people to explore and engage with their own political leanings.

It is a real honour for me to be leading an organisation that helps provide these opportunities for young people, and the impact of this work can be felt at the centre of British politics, right across Whitehall and Westminster, as our graduates go on to work in the Police, Parliament, the Civil Service and leading charities and businesses. There is, however, still so much more to be done, so I'm looking forward to 2020 being even bigger than 2019.

**Imran Sanaullah MBE**



**Ifraah Samatar**  
Graduate 2019

“As a black Muslim woman I am used to labels, labels that can confine you and cripple you, but you can also choose to use these to your advantage and knock down barriers that previously may have seemed impossible to overcome. Patchwork helped me realise that I could call myself a leader. Not just a student of leadership, but someone who could have a role in politics.

My voice is now being heard in important conversations, some of which I now lead. I now know for certain that I want to serve my community, my city, and I want to run for a seat one day soon. This is something I've always wanted to achieve but didn't think someone like me could.

Patchwork, therefore, is beyond a leadership programme. It is an important mission that empowers people to take action, to act on issues that impact our communities and the wider country. It makes politics human.

”

# About Us

Founded in 2011, 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.



## Our Mission

**Our mission is to promote and encourage the positive integration of disadvantaged and minority communities into British democracy and civil society. 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



The 10-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 prospects, self-belief, and confidence as active members of political and civil society. With over 250 graduates of the programme, many have gone on to work in politics, charities, and the private sector with support from the Foundation.

We had **196 applicants** apply to our 2019 Programme. Two cohorts, totaling **65 individuals**, were ultimately accepted onto the Programme and were inducted in Parliament in February.



## 82%

feel confident they can gain training, a university place, or a job/career in their preferred field.



## 73%

feel comfortable with public speaking, compared to 44% previously.



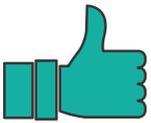
## 87%

now feel confident working with someone with opposing views to their own.



**84%**

feel comfortable networking with new people, compared with 64% beforehand.



**99%**

would recommend the Masterclass Programme to others.



**82%**

feel confident solving a problem impacted by politics, compared to only 46% beforehand.

These individuals had direct access to a number of prominent tutors whose masterclasses covered themes including leadership, media, policy, and campaigning. Alongside a more concrete understanding of the workings of the civil service, parliament, and government, the programme also sought to equip the young people with soft skills, confidence, and resilience.

In December, **52 Patchworkers successfully graduated at Number 11 Downing Street** from the Masterclass Programme and became part of the wider Alumni Network.



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

# Masterclass Tutors

## 1. Imran Shafi

(Private Secretary, Prime Minister's Office)

## 2. Rt Hon Damian Hinds MP

(Secretary of State, Education)

## 3. Leah Kreitzman

(Mayoral Director for External and International Affairs, City Hall)

## 4. Melanie Dawes CB

(Permanent Secretary, MHCLG)

## 5. Dr Nick Bowes

(Mayoral Director of Policy)

## 6. Rt Hon David Gauke MP

(Secretary of State, Justice)

## 7. Donal Mulryan

(Founder, Rockwell Properties)

## 8. Theo Usherwood

(Political Editor, LBC)

## 9. Lorna Gratton

(Private Secretary, Prime Minister's Office)

## 10. Rt Hon Matt Hancock MP

(Secretary of State, Health and Social Care)

## 11. Sam Lyon

(Managing Director, CTF Partners)

## 12. David Sleath

(CEO, SEGRO)

## 13. Sir Tom Scholar KCB

(Permanent Secretary, HM Treasury)

## 14. Mishal Hussain

(BBC Journalist)

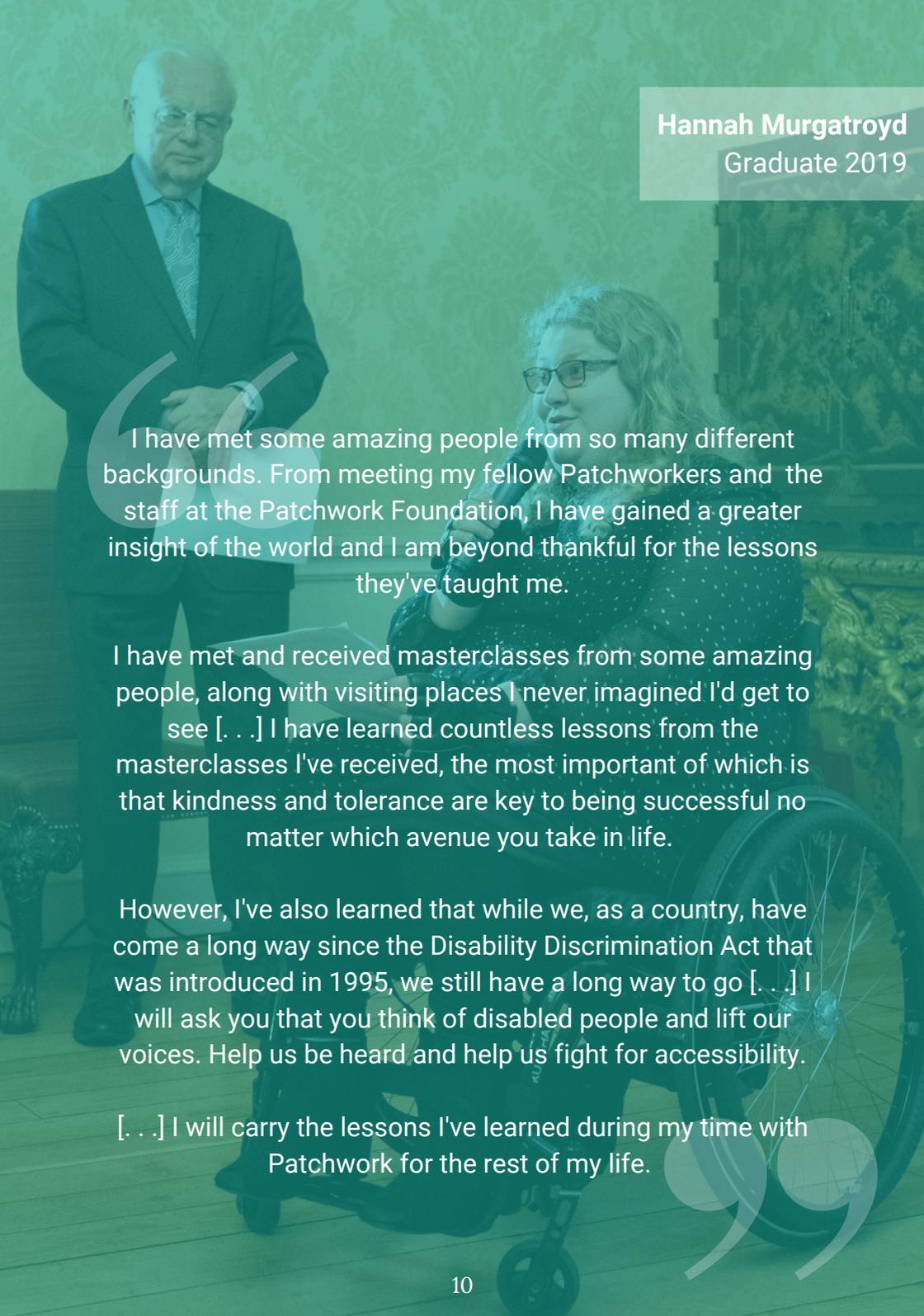
## 15. Jonathan Slater

(Permanent Secretary, Department for Education)

Special Masterclass:  
Sir Mark Sedwill KCMG  
Cabinet Secretary and Head of the  
Civil Service



Special Masterclass:  
Yael Lempert  
Deputy Chief of Mission at the US  
Embassy in London



**Hannah Murgatroyd**  
Graduate 2019

I have met some amazing people from so many different backgrounds. From meeting my fellow Patchworkers and the staff at the Patchwork Foundation, I have gained a greater insight of the world and I am beyond thankful for the lessons they've taught me.

I have met and received masterclasses from some amazing people, along with visiting places I never imagined I'd get to see [ . . . ] I have learned countless lessons from the masterclasses I've received, the most important of which is that kindness and tolerance are key to being successful no matter which avenue you take in life.

However, I've also learned that while we, as a country, have come a long way since the Disability Discrimination Act that was introduced in 1995, we still have a long way to go [ . . . ] I will ask you that you think of disabled people and lift our voices. Help us be heard and help us fight for accessibility.

[ . . . ] I will carry the lessons I've learned during my time with Patchwork for the rest of my life.

# # GET INVOLVED

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.

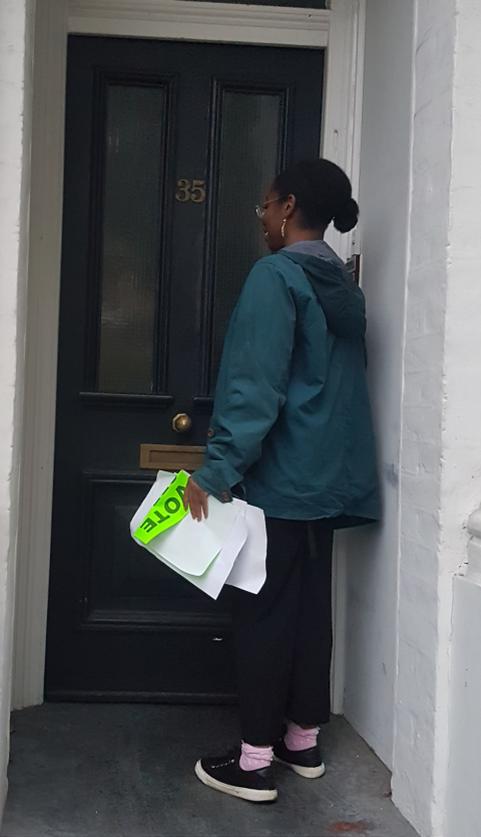


## 2019 General Election

A range of #GetInvolved sessions were organised in and around London in the run up to the 2019 General Election, allowing a number of young people to join the major parties on the doorstep.

Amongst others, we campaigned alongside **Rt Hon Emily Thornberry MP (Labour)**, **Luciana Berger (Lib-Dems)**, and **Lord Goldsmith of Richmond Park (Conservative)**.

On the day itself, Patchworkers were out from **10am to 8pm** encouraging people to get to the polling stations and make their voice heard.



# Party Conference Programme

Applications for Party Conference opened in April, with **104 applications received**. Following interviews, **35 young people** had the opportunity to attend the Liberal Democrat, Labour, and Conservative Autumn Conferences for the first time.

At the Conference, delegates were given a tour, visited fringe events, received special Masterclasses, and attended the leader's speech.

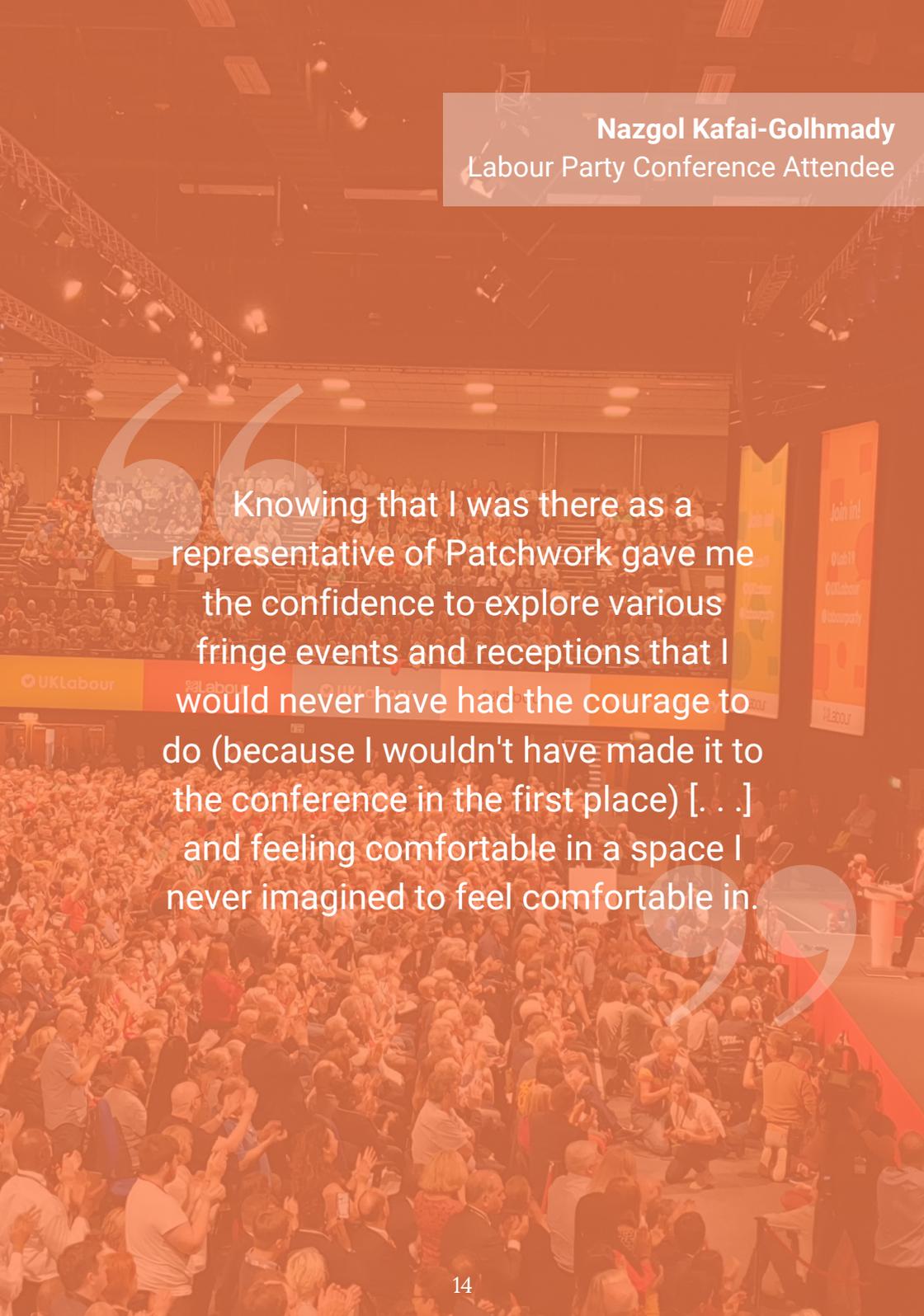


90%

Of attendees said they would be **'very likely'** to recommend this programme to a friend.

85%

Of attendees said they would be **'very likely'** to get involved with politics in the future.

A large, crowded conference hall with a stage and banners. The image is overlaid with a semi-transparent orange filter. In the top right corner, there is a white box containing the name and title of the person. The main text is a quote from the person, set against a background of a large audience seated in a hall. The quote is enclosed in large, light-colored quotation marks. The audience is seen from behind, looking towards a stage area. There are banners for 'UK Labour' and 'Join in!' visible in the background.

**Nazgol Kafai-Golhmady**  
Labour Party Conference Attendee

Knowing that I was there as a representative of Patchwork gave me the confidence to explore various fringe events and receptions that I would never have had the courage to do (because I wouldn't have made it to the conference in the first place) [. . .] and feeling comfortable in a space I never imagined to feel comfortable in.

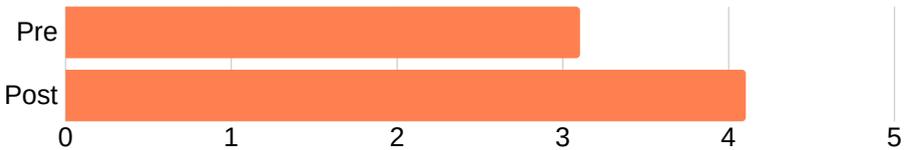
# Impact

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 'high' - the average scores are shown below.

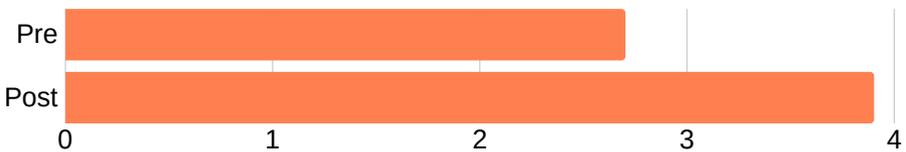
## Knowledge of British Politics



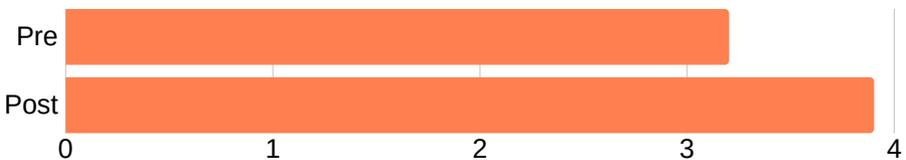
## Knowledge of Chosen Political Party



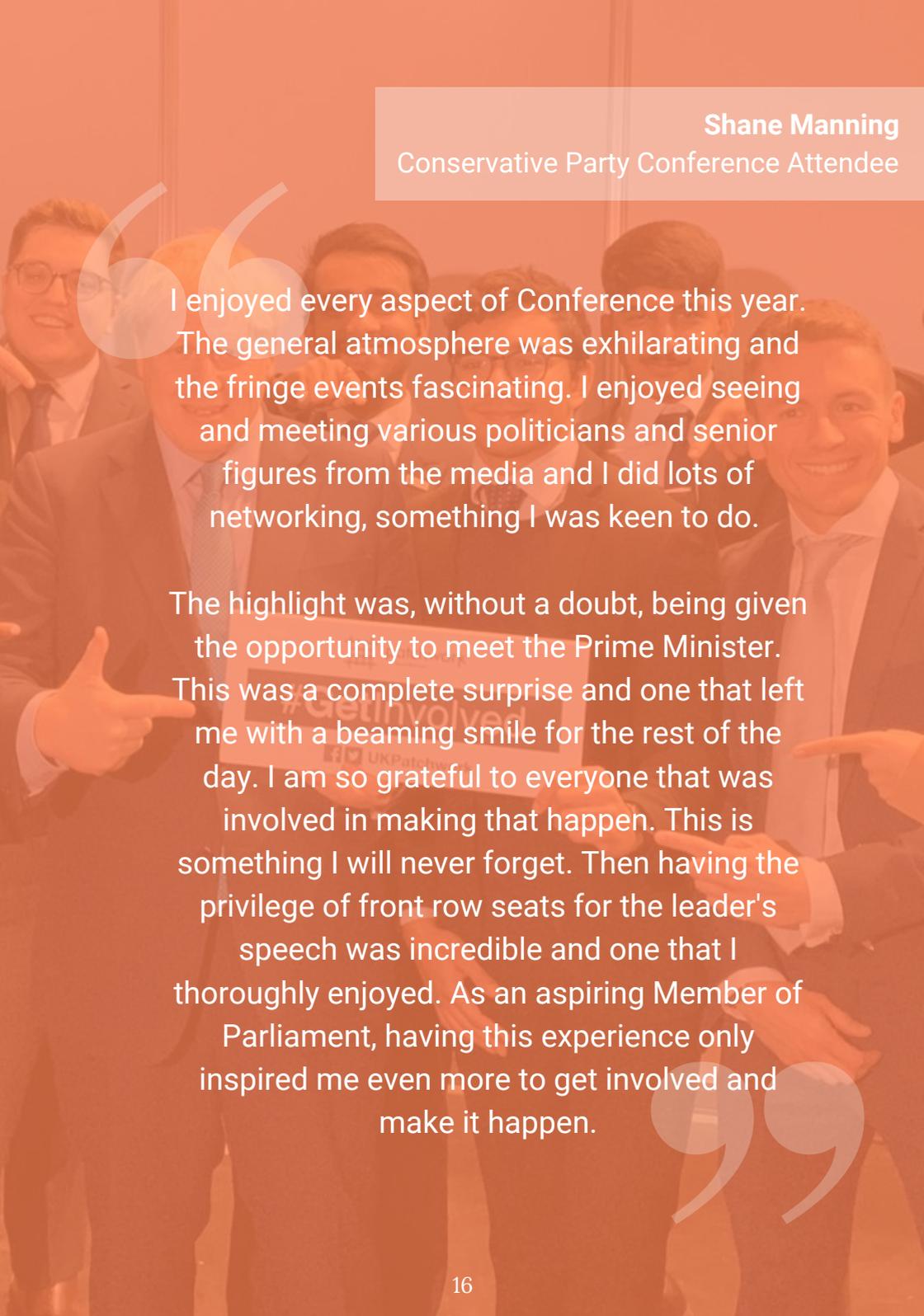
## Access to Politicians



## Getting a Job in Politics



Even within the short timeframe of 1-3 days, the data shows a marked increase in the participants' perceptions and knowledge of the main political parties and their activities.



**Shane Manning**  
Conservative Party Conference Attendee

I enjoyed every aspect of Conference this year. The general atmosphere was exhilarating and the fringe events fascinating. I enjoyed seeing and meeting various politicians and senior figures from the media and I did lots of networking, something I was keen to do.

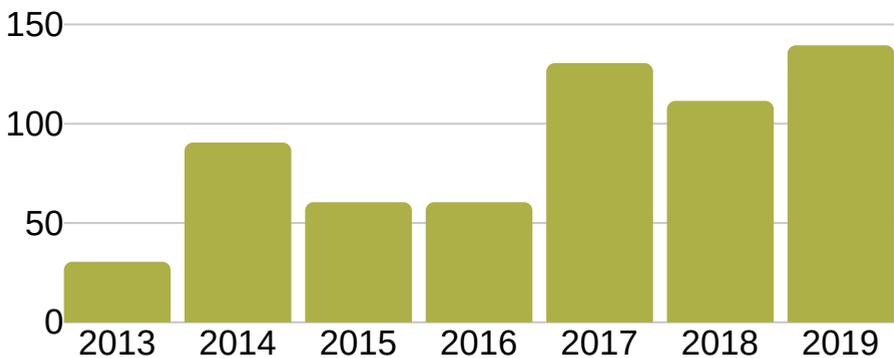
The highlight was, without a doubt, being given the opportunity to meet the Prime Minister. This was a complete surprise and one that left me with a beaming smile for the rest of the day. I am so grateful to everyone that was involved in making that happen. This is something I will never forget. Then having the privilege of front row seats for the leader's speech was incredible and one that I thoroughly enjoyed. As an aspiring Member of Parliament, having this experience only inspired me even more to get involved and make it happen.



# MP OF THE YEAR AWARDS

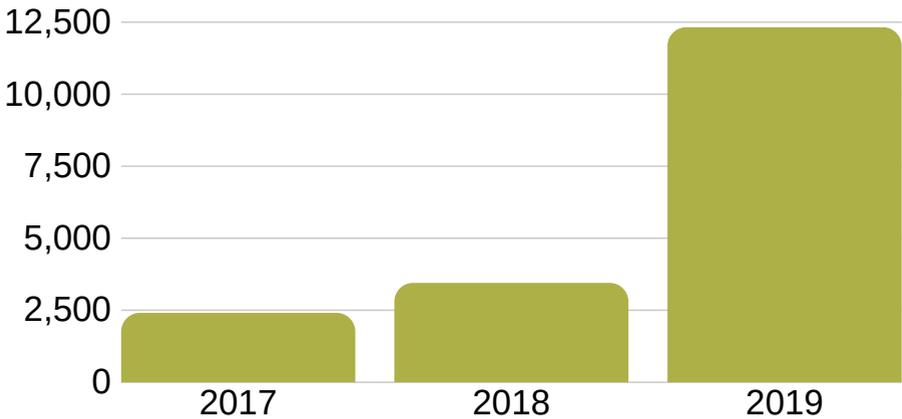


Patchwork's annual MP of the Year Awards celebrate the work of MPs from across the country who actively work with underrepresented and disadvantaged communities across the UK. The Awards recognise these MPs, and also provide a motivation for others to work with diverse communities and highlight best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



A total of **139 individual MPs** were nominated for this year's awards, more than any other previous year. The judging panel then used anonymised research to determine the Judges' Choice winners.

**Over 12,000 public votes** were cast to elect the winner of the People's Choice Awards. The graph below shows the marked increase in public votes over the past three years.



Unfortunately, due to the General Election being called, the MP of the Year Awards 2019 had to be postponed. **It is due to be held in April 2020.**

Rt Hon Penny Mordaunt MP  
MP of the Year 2018

It's really humbling to be honoured in this way. I meet so many amazingly talented people and I want them to be supported to achieve their ambitions, whether that's their career goals or representing their communities. My thanks to everyone who voted and to Patchwork for the important work they are doing to deliver equality.



# ALUMNI NETWORK

The Alumni Network provides a space for the Patchworkers' continuous development. Not only are 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 ideas, experiences, and solutions.

## CBI

This year the Alumni Team organised a speed networking event that was organised in partnership with the CBI, who then offered a small delegation the opportunity to attend their **Annual Conference** and ask questions to both the Prime Minister and Leader of the Opposition.





## Gdansk, Poland

In September, a group of Patchworkers joined the Mayor of London in Gdansk, Poland to mark the **80th anniversary of the first shot of WWII**. They were given a tour of the historic town, engaged in a World Café style discussion on the challenges facing the next generation, attended a dawn memorial service, and attended a panel discussion with the Mayor of London on the importance of diversity.

**Abdulla Zaman**  
Patchwork Alum

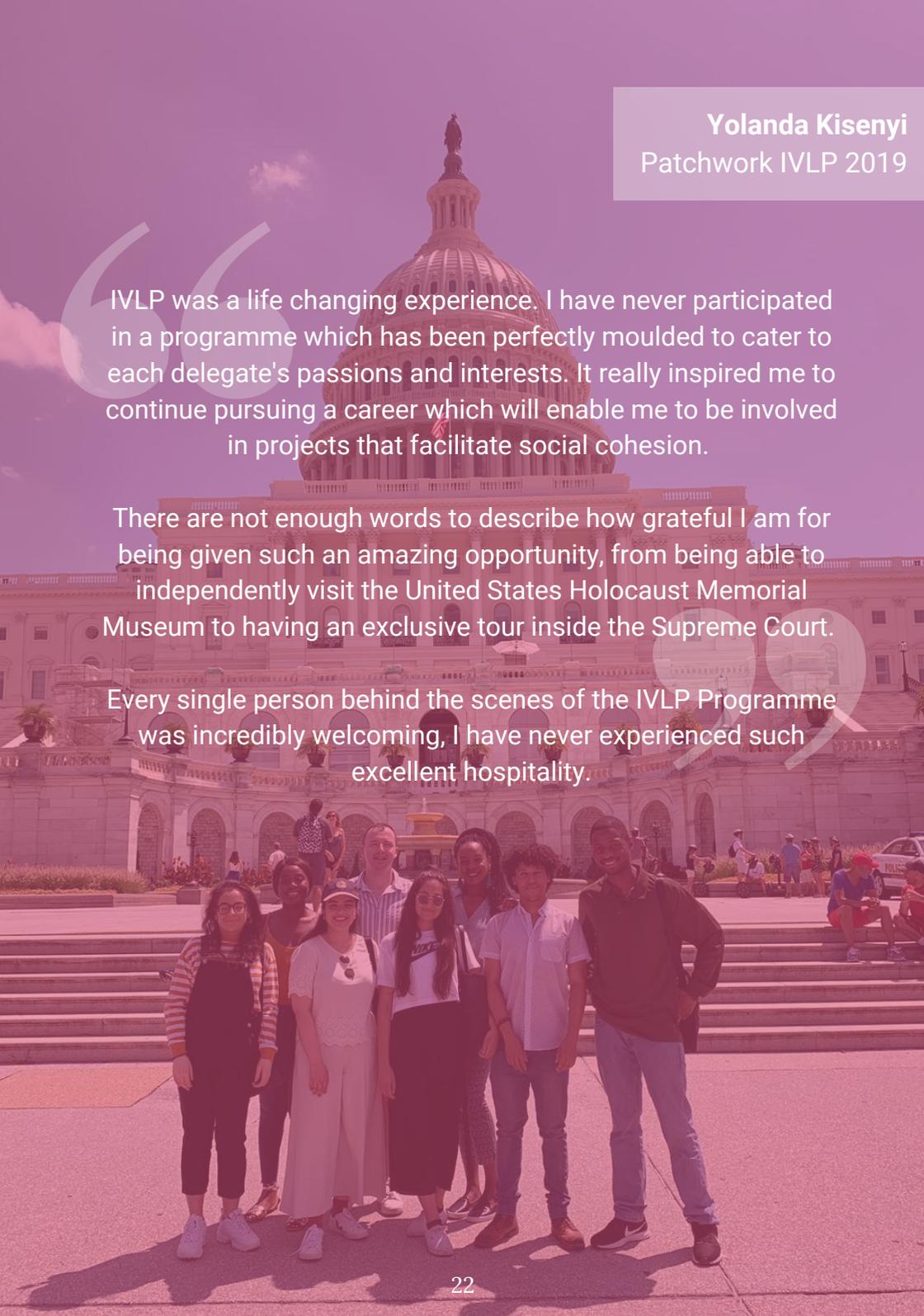
It was inspiring to speak to enthusiastic and passionate young people from across the world. There were representatives from as far as Nagasaki, as well as many countries in Europe. Our conversations made me re-evaluate my own assumptions about the future and encouraged me to take a more active part in these problems, such as the pressing issue of climate change [ . . . ] The conversation was fruitful and concluded with a unifying message about learning from the Second World War at a time of strife.

In summer 2019 Patchwork partnered with the US Embassy for the second year of the Patchwork International Visitors Leadership Program (IVLP). **Eight Patchwork alumni were selected from 33 applicants** through an application and interview process, based on their likelihood of creating a positive impact with what they learned on the programme.



The Patchworkers spent two weeks in the US, with **20 professional engagements across 4 different cities** (Washington DC, Maryland, North Carolina, and Michigan). They met community groups, lobbyists, campaign groups, political parties, political offices, and normal Americans. The aim was to allow the participants to develop a better understanding of all levels of US society.





**Yolanda Kisenyi**  
Patchwork IVLP 2019

“IVLP was a life changing experience. I have never participated in a programme which has been perfectly moulded to cater to each delegate's passions and interests. It really inspired me to continue pursuing a career which will enable me to be involved in projects that facilitate social cohesion.

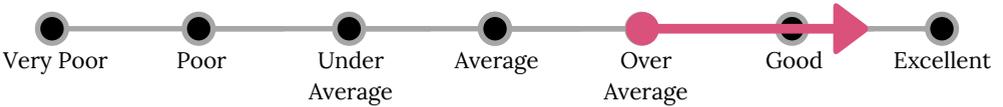
There are not enough words to describe how grateful I am for being given such an amazing opportunity, from being able to independently visit the United States Holocaust Memorial Museum to having an exclusive tour inside the Supreme Court.

Every single person behind the scenes of the IVLP Programme was incredibly welcoming, I have never experienced such excellent hospitality.

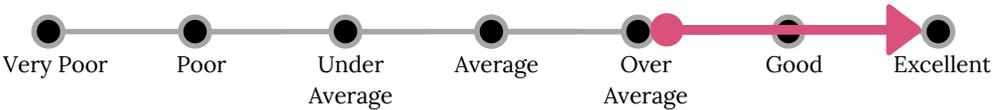
# Impact

The findings below have been taken from the past two years of the Patchwork IVLP, with a specific focus on the 2019 cohort. All measured factors show personal and professional improvements.

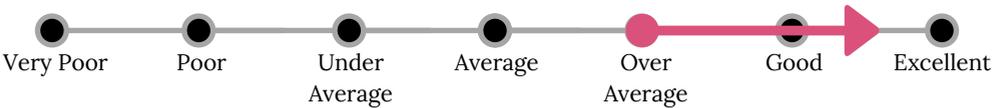
## Leadership



## Communications



## Team Work



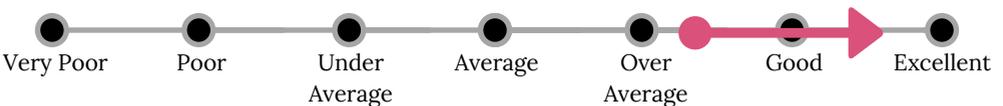
## Public Speaking



## Networking



## Diplomacy



# Leadership Roles

Thanks to these newfound skills and confidence, the IVLP has been instrumental in inspiring these Patchworkers to take on leadership roles in their own communities. Below are just some of the few initiatives that have been taken on:

To conduct a research piece on and for Muslim Women Connect

To apply to become a trustee for the Carers Trust

To develop a support network for BAME women in Parliament

To establish a mentoring project for young black boys from Christian backgrounds

To create a forum to educate young people on urban technology; through this to learn how to formalise a not-for-profit and how to develop a management committee.

To support young black women in academia through the creation of a Black Education Trust.

To establish networks between BAME communities in the UK and US in order to exchange ideas, experiences, and codes of best practice.

The IVLP therefore fits in extremely well with Patchwork's aim to support the development of young people, provide them with unique opportunities, and expand the horizons of participants for them to recognise the important role they play in British Civil Society and potential relationships within the US.

# Acknowledgements

We are grateful to all of our sponsors and supporters for helping us to achieve such an impactful year, 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).



# How You Can Help

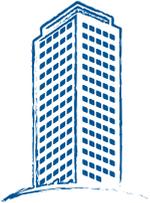
Patchwork's roots as a volunteer-led organisation have led to a strong group of supporters and helpers, which means that 100% of funds provided goes directly towards supporting the development of young people and removing barriers to access. Patchwork is only able to continue its work with a network 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



We are always looking to grow our Patchwork family. 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 contact a member of the team, or email [info@patchworkfoundation.org.uk](mailto:info@patchworkfoundation.org.uk)



## #GetInvolved



[www.patchworkfoundation.org.uk](http://www.patchworkfoundation.org.uk)



[info@patchworkfoundation.org.uk](mailto:info@patchworkfoundation.org.uk)



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