



THE DIANA AWARD

# Annual Report

2022-23

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# WELCOME BY

## Harman Guraya



At The Diana Award, Young Advisors have been working towards enhancing youth voice and participation,

with our efforts over the past year consolidated into actionable recommendations to attain this. We are currently fostering mechanisms to fulfil the criteria we outlined through sustainable changes in policy and practice.

Throughout this process, I closely worked with the Young Changemakers Programme to gain insight into their experiences at The Diana Award; a valuable reflection focused on their approach of their lived experience of racial injustice as a driving force for

systemic change in mental health services. Storytelling was extracted as a unifying thread across all programmes, enabling young people to reflect on their experience to incorporate it within their work. Ensuring this process was a catalyst for young people and not triggering, was a vital consideration that we are addressing to improve young people's experience in youth-led change.

Youth-led change, as highlighted by the Young Changemakers, draws upon the expertise gained from our lived experiences and shapes us as the advocates we become for numerous injustices. The Diana Award's global network of activists emphasises the systemic challenges we are actively addressing within our agenda to improve the communities around us.

The mental decline facing the majority of people across the world shows that now, more than ever, the compass of communities points towards us, as a north star. We are the source of optimism and hope in a time of instability and my work as a Young Advisor has affirmed the extensive impact of youth-led change.

## Foreword

# Wayne Bulpitt CBE

Chair of Trustees



It has been a privilege to continue as Chair of The Diana Award during 2022-23.

Two years ago, we launched our Future Forward strategy, setting out our ambition to empower young people to make positive change. Since then, the impact of the COVID-19 pandemic, global insecurity and the cost-of-living crisis have contributed to a decline in wellbeing for children and young people that we are determined to address. Despite these challenges, we remain focused on our ambition, and I am proud of the hard work of our dedicated team of staff, trustees and volunteers throughout this year – and, of course, of the achievements of the

many inspiring young people that we work with.

Our programmes of work all support our founding belief, shared with the late Diana, Princess of Wales, that young people have the power to change the world. Our Anti-Bullying and Mentoring Programmes build young people's wellbeing, resilience, and skills. While our Award and Development Programme and our Young Changemakers Programme create a platform for young people to tackle inequality and lead positive social change.

I am particularly proud of how The Diana Award is ensuring that young people, their needs, and priorities shape our work through our Future Forward Partnership with Young People

Project. Supported by generous funding from The National Lottery Community Fund, the project's Young Advisors are collaborating with our staff to better involve young people in our work and create more opportunities for young people.

This is just one of the many ways in which partners play a vital role, through generous financial support and contributing the time and expertise of their staff to encourage and empower young people. Long-term partnerships underpin key programmes and we are grateful to our many partners including Nationwide Building Society's support for our Anti-Bullying Programme, British Airways and Gilead Science's support for our Award and Development Programme, Salesforce Foundation's

support for our Mentoring Programme and our collaboration with UK Youth and Centre for Mental Health on the Young Changemakers Programme. These relationships demonstrate the strength of collaborating and the value of bringing diverse voices together to tackle shared challenges.

The Board of Trustees and senior leaders have monitored our long-term strategy throughout the year to ensure that it continues to meet the needs of our young people and makes the best use of our resources. As we move towards our 25th year of operation, we can look back with pride and have much to celebrate. At the same time, we remain committed to empowering and celebrating young people as they lead change for good.



## Introduction

# Dr Tessy Ojo CBE

## Chief Executive



This has been another year of challenge for young people, yet I continue to be inspired by their desire to build

a better, fairer society. Throughout this report, stories of young people taking positive action to achieve their potential, lead change and support others show their power to change the world.

The need for The Diana Award has never been greater. Young people are experiencing increasing anxiety and loneliness, coupled with challenges to their progress in education and employment. These issues are particularly acute for those from racialised and under-served

communities and impact young people's confidence, opportunities, and actions. This makes us determined to do more, build impactful partnerships, and drive change so that all young people can be their best.

When we work together, the impact is clear. This year, we reached the milestone of training over 50,000 young people as anti-bullying ambassadors. These young people create a ripple effect of positive change in schools across the country and we are grateful to partners including the Department for Education and the LEGO Foundation for making this possible and for their ongoing support so that we can train many more.

Many unsung heroes contribute to the success of The Diana Award

and the positive change we achieve together. This year, with the support of our volunteer mentors we achieved 10,000 hours of mentoring. By sharing professional advice and insight, mentors support young people to develop the social, emotional and career skills that are so important to help them thrive. As part of the #iwill movement, we collaborate with hundreds of other organisations and young ambassadors committed to supporting and empowering young people to make a positive difference.

This year, 60 volunteer judges came together to assess nominations for the Diana Award. These judges are experts in their fields - business and education professionals, social activists, and young people, some of whom are Diana Award recipients themselves. What they

all share is our belief that young people deserve to be recognised, valued, and celebrated for their accomplishments.

The Diana Award could not have achieved so much without the incredible support of our partners, dedicated staff team, trustees and volunteers. As we look towards our 25th anniversary of operation, I am immensely proud of the extraordinary movement of young people we have worked alongside for the last 24 years. This dynamic and passionate community is the heartbeat of our mission, infusing vitality and purpose into every initiative and project. Their unwavering commitment to positive change continues to shape the trajectory of our work.

Our ambition is crystal clear: to empower these remarkable individuals to not only overcome the barriers they face but to actively participate in creating innovative solutions that pave the way for a more inclusive and prosperous society, because young people have the power to change the world.

# About The Diana Award

## Our Mission

The Diana Award exists to foster, develop and inspire positive change in the lives of young people, in communities and in the world.

We were founded on Diana, the late Princess of Wales's belief that young people have the power to change the world. Nearly 25 years on it remains a firm foundation for our work. We celebrate and support young people leading change in their communities and we break down barriers for future changemakers to shape today's world.

## Our Values

Everything we do is rooted in the following values:

### **PASSION**

We are enthusiastic, committed, and relentless in inspiring positive change in the lives of young people

### **UNITY**

We look out for each other, we are not afraid of hard work, and we always strive to be the best we can be

### **AMBITION**

We set the bar high, we're self-starters, we always aim to do better, and more

**YOUNG  
PEOPLE  
HAVE THE  
POWER TO  
CHANGE  
THE WORLD**

### **INTEGRITY**

We earn and maintain the trust of young people, each other, and our stakeholders by being ethical, transparent, and fair

### **COLLABORATION**

We combine efforts, expertise, and knowledge to strengthen the quality and content of our services



During 2022/23:

**> 9,000**

young people developed their leadership, mentoring, resilience and advocacy with support from The Diana Award

Our partners dedicated

**> 7,000 hours**

to supporting young people with The Diana Award

# Why we are here

Young people today experience challenges to their progress, particularly those from racialised and under-served communities. Increasing anxiety, loneliness and mental health<sup>1</sup> issues act as barriers.

## 11.5%

of young people aged 16-25 in the UK are not in education, employment or training (ONS, July to September 2022)



## 1/3

of all teenagers experience some form of regular bullying behaviour that can negatively affect their mental health or wellbeing (Oxford Internet Institute 2017)



Young people from a working-class background are 60% less likely to secure professional employment compared those from an affluent background (Social Mobility Commission, 2021)

<sup>1</sup>State of the nation 2022: children and young people's wellbeing ([publishing.service.gov.uk](https://publishing.service.gov.uk))

Despite these barriers, young people have the passion and ambition to lead change and take positive social action.

**86%**  
**of young people feel**

it is important for them to try and make a difference in the world (#iwill, Ipsos MORI. 2019: 5)

**88%**  
**of young people care**

about making the world a better place  
(#iwill, Ipsos MORI. 2019: 5)

The Diana Award works with partner organisations alongside young people to champion, platform and empower their purposeful social action.



# What we do

**I can deal with more types of bullying situations happening to other people and have more knowledge on what and what not to do.**

Anti-Bullying  
Ambassador trainee

**Working with The Diana Award Mentoring Programme has really helped to raise aspirations and motivate the young people who took part. They developed a range of employability skills, and also looked at CV writing and interview skills through engaging sessions delivered by inspirational facilitators and business mentors.**

Teacher

**What excited me about this opportunity in particular was the chance to take my negative experiences from school and help to create a programme that aims to educate students on the impacts of such behaviours so hopefully others don't have the same experience.**

Lola, Co-Producer,  
Young Changemakers  
Programme

# Unlocking potential

We are addressing the challenges to young people's mental health and wellbeing to unlock their potential.

**"I'm definitely a lot more confident now, that's one thing that's definitely improved with me. And that is 100% down to the programme because it gave us opportunities to do public speaking, work in teams and show leadership. It's just given opportunities that I wouldn't have ever had otherwise."**

Young Changemaker

## 35 young people

took part in the Young Changemakers Programme second cohort, working to bring change to mental health issues and racial injustices.

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## 824 young people engaged in 4,478 hours

of mentoring to develop their work-readiness and career skills.

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## 26% of Diana Award recipients

are leading projects that support the UN Sustainable Development Goal of Good Health and Wellbeing.

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## 94% of Anti-Bullying Ambassadors

understand how experiencing bullying behaviour can make someone feel.

# Creating opportunities

We are working together to bring down social and economic barriers that young people face.

**“I’ve really enjoyed being part of The Diana Award. I’ve found it a great experience, and I got to look really closely at the police force, ambulance and fire service, seeing the massive role they play in the world and on our island especially. I’ve made some new friends, built up my courage, and improved my communication skills.”**

**Mentee,  
Jersey Mentor Programme**

## 194 inspirational children and young people

based in 31 different countries received The Diana Award for their social action and humanitarian efforts.

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## 21% of Diana Award recipients

are working on projects aligned to UN Sustainable Development Goal of Quality Education and 13% of Reducing Inequality.

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## 510 young people

took part in 19 online work experience sessions over five days in July 2022 on career skills and education and employment routes.

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## 97 volunteer mentors

worked with young mentees to give them insight into the world of work, career paths and employability skills.

# Inspiring action

We strive to bring change where young people are not understood or listened to by those in power.

“Two of our [anti-bullying] ambassadors have been able to sit and mediate between a small group of children who had chosen to upset another child intentionally. They were able to use their training which resulted in apologies and a positive result.”

Teacher

## 7,641 young people

completed Anti-Bullying Ambassador training to lead social action in their 734 schools to tackle bullying.

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## Over 100,000 letters of kindness

were delivered across the UK, reaching over 120,000 young people through our Positive Postbox Campaign in partnership with Nationwide Building Society.

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## 10 co-producers

engaged in 75 hours of activity to shape and develop the Young Changemakers Programme.

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## Over 800 young people

have been nominated for The Diana Award 2023, leading social action across the globe.

# How We Do It

Our work with young people centres on unlocking their potential, creating opportunities for growth and inspiring action. We do this through our core programmes, including:



## **ANTI-BULLYING**

We engage young people to change the attitudes, behaviours and culture of bullying by building skills and confidence to address different situations, both online and offline.

Through the Respect Project we work with young people to tackle racist and sexual bullying behaviour in primary and secondary schools.



## **MENTORING**

We support young people to build their resilience and develop their career skills, whilst making positive change in their communities through active citizenship.



## **AWARD AND DEVELOPMENT**

We award outstanding young people who are selflessly creating and sustaining positive social change in memory of Diana, the late Princess of Wales. We work with these young people to support the development of their social action, build their skills and foster networks of support.



## **YOUNG CHANGEMAKERS**

We work alongside young people, professionals and policy makers to change the inequalities in mental health that those from racialised communities experience.



Working across all our programmes, the Future Forward Partnership with Young People, funded by The National Lottery Community Fund ensures that young people take a key role in shaping our work.

## IMPACT AREA ONE

# Improved wellbeing and self-esteem

Good mental health and wellbeing provide firm foundations for young people to fulfil their ambitions and reach their potential. Unfortunately, many young people experience anxiety, loneliness and mental health challenges, particularly those from racialised and under-served communities.



Research by Centre for Mental Health shows that the Covid-19 pandemic disproportionately impacted on young people from racialised communities, specifically on young Black men. People from racialised communities also face inequalities in their experiences and outcomes in mental health.

At The Diana Award, we're committed to tackling the barriers to good mental health so that young people can achieve. Our young activists are also working to achieve change for good, with 26% of Diana Award recipients leading projects that support the UN Sustainable Development Goal of Good Health and Wellbeing.

# Young Changemakers

The Young Changemakers Programme, developed in collaboration with Centre for Mental Health and UK Youth brings together young people with Black or Black mixed-race heritage to channel their lived experiences into tackling racial injustices in mental health services in the UK. The programme is led by young Co-Producers aged 16 to 25 determined to bring change to mental health issues and racial injustices.

This year, the second cohort of 35 Young Changemakers completed the programme delivered by youth workers in five regions across the UK. The Diana Award led work with ten young people to co-produce the programme, keeping young people's voices at the

heart of our decision-making. The Co-Producers engaged in almost 75 hours of activity to help shape the Young Changemaker programme.

From July 2022, The Diana Award also piloted an first accelerator programme, to support Young Changemakers from the programme's first cohort. Team NotSoMicro received over 50 hours of support over nine months, including support to access funding that will enable them to take their project to the next level. Team NotSoMicro also took part in the Mentor Summit in Washington DC in January 2023, contributing to a fireside chat event about the importance of youth-led campaigns.

**“I’m definitely a lot more confident now. And that is 100% down to the programme because it gave us opportunities to do public speaking, work in teams and show leadership. It’s just given opportunities that I wouldn’t have ever had otherwise.”**

**Team NotSoMicro  
member**

# Anti-Bullying

Almost half (46%) of young people have experienced bullying at school at some point in their life, with over half (54%) saying it negatively affected their health and wellbeing.

The Diana Award is committed to addressing this by engaging with young people, educators, parents and carers to change culture and attitudes, and build the skills and confidence to address bullying on and offline. Our Anti-Bullying Ambassador Programme focuses on developing understanding of the impact of experiencing bullying behaviour on mental health and wellbeing.

This year, 7,641 young people across 734 schools took part in our Anti-Bullying Ambassador Programme,

**"The Anti-Bullying Ambassadors have become more confident and are able to use a wide variety of skills to support our students across a range of year groups. Dealing with incidents by staff has also been more effective due to the training they have received."**

Teacher

sponsored by Nationwide Building Society, Facebook and the Department for Education. This free, youth-led, whole-school programme equips students and staff with the tools needed to tackle bullying behaviour head-on. Following training, 87% of Ambassadors said that they understand how experiencing bullying behaviour can affect someone's mental health and wellbeing.

During 2022-23, 101 educators from primary and secondary schools completed our CPD-accredited staff

training on anti-bullying best practice. These sessions equip staff to support young people, identify bullying behaviours and explain the impact to young people.

Research from Centre for Mental Health shows that nine out of ten (94%) of teachers believe anti-racism training should be given in school. In response, The Diana Award has worked with the Department for Education to develop the Respect Project of training resources and webinars to tackle racist and sexual bullying. This year,



**“Nationwide Building Society in partnership with Diana Award has made a massive difference to the school experience of so many young people up and down the country.”**

**Will Poulter, Actor**

we trained 3,239 students in primary and secondary schools on issues including racist bullying, consent and boundaries. Following training, students reported increased confidence in starting conversations and speaking to peers about these issues.

In June 2022, The Diana Award organised the annual Don't Face It Alone campaign to show young people across the UK that they deserve to be heard and that support is available if they are experiencing bullying behaviour. The campaign received the

support of MPs, high profile figures including Rio Ferdinand and national media outlets. Bespoke resources for use in schools and on social media increased the reach and impact of the campaign.

In October 2022, The Positive Postbox Campaign in partnership with Nationwide Building Society empowered young people to channel positivity through letter writing. Over 500 schools signed up to take part and 300 post boxes were set up in schools across the country. In total, over

100,000 letters were delivered across the UK, reaching over 120,000 young people, with millions of kind words shared.

## YOUTH STORY:

# Kian



When Kian moved to a new school in Year 9, his confidence was low. One of his new teachers spotted that he could benefit from

mentoring support and encouraged Kian to take part in a 12-week programme with others from his year group.

Group activities and teamwork helped Kian to break the ice with his new schoolmates and make new friends. Over the course of the programme, he built bonds with his peers, developing a valuable support network.

Kian said: **“Coming to a new school in Year 9 was hard, but the Mentoring Programme has really helped my confidence. Doing activities with other**

**people in my year helped me get to know them better.”**

The mentoring team encouraged Kian to think about his passions and his aspirations for the future. A trip with the Mentoring Programme to a construction site in Manchester gave Kian insight into a range of careers. He worked on writing his CV, with support from his mentor, and secured work experience alongside an electrician.

He said: **“Kirsty from the mentoring team really helped me to think about my GCSE choices and with practical things like writing and laying out my CV. The trip to Manchester was great and I know now that I want to be an electrician.”**

Kian has a clear plan for the future and the confidence to work towards his goal.



## IMPACT AREA TWO

# Equal and equitable access to opportunities

**Every young person deserves the opportunity to play their part in shaping society, informing decisions and influencing change. This strengthens policy-making and shapes society for the needs of all.**

Currently, there are an estimated 788,000 young people aged 16-24 not in education, employment or training (NEET). That's 11.5% of all young people aged 16-24 in the UK. According to the Social Mobility Commission, young people are 60% less likely to secure professional employment if they have a working-class background, compared to an affluent background.

Meanwhile, research indicates that the volunteering landscape has changed drastically since the Covid-19 pandemic. The number of young people and adults that engage in volunteering is declining, and those

who regularly engage in volunteering are experiencing burnout. Through our Mentoring and Award and Development programmes, The Diana Award is committed to creating a positive culture for young people engaging in education, training, employment and volunteering. Our Award recipients continue to lead positive change, with 21% working on projects aligned to UN Sustainable Development Goal of Quality Education and 13% of Reducing Inequality.

# Award and Development

Our unique Award and Development Programme celebrates the social action of young people and supports them to develop further skills, creating opportunities to further the impact of their work.

In July 2022, over 194 inspirational children and young people based in 31 different countries received The Diana Award for their social action and humanitarian efforts in a virtual ceremony that marked the 25th anniversary of Princess Diana's death. Award recipients work on a wide variety of projects many of which support the UN's Sustainable Development Goals.

Award recipients participate in a tailored, year-long development programme to enhance their personal

2022 Award recipients included Leshan Kereto who has been advocating against Female Genital Mutilation in Kenya. Leshan, who founded Tareto Africa in 2017, said:

**"It gives me hope to see us empowering women and I believe we will be able to empower more girls through more initiatives and resources".**



and professional skills. This includes skills development with industry experts, media training and networking opportunities. Since receiving their award, 2022 Diana Award recipients have received 55 opportunities and have been offered up to 10 hours of live programme activity to support their development and the development of their projects.

Natasha Godsiff was recognised with the Award for social action in gender equality, climate justice, access to legal justice and access to education. The Diana Award amplified Natasha's voice with a blog in January 2023 to mark the International Day for the Elimination of Violence Against Women.

# Mentoring

**The Diana Award Mentoring Programme brings volunteer mentors from the world of work together with young people who may benefit from a positive role model. Through group mentoring sessions, careers workshops and work experience, we support young mentees build their character and resilience, improve their workplace readiness and inspire active citizenship.**

In December 2022, we successfully renewed our funding and volunteering partnership with Salesforce Foundation. Overall this year, our twelve-week Mentoring Programme has supported 824 young people aged 14-18 at risk of becoming NEET through Career Lounges and online

Work Experience. This included 4,478 hours of engagement with 97 volunteer mentors. Our partnership with Salesforce Foundation also supports us to evaluate the Mentoring Programme through programme data and in-depth case studies.

Our Career Lounge projects provide further careers skills development opportunities for young people engaged in the twelve-week Mentoring Programme and are delivered in collaboration with our volunteering partners. In February 2023 we collaborated with WeWork to deliver a Career Lounge to young people at Kingsmead School in Enfield and Bishop Challoner Girls' School in Tower Hamlets.

In July 2022, our three-year mentoring programme in Jersey concluded. The programme, delivered in partnership with local organisations including Skills Jersey and Jersey Fire Service engaged young people in group mentoring sessions and workplace visits. Mentees also planned and delivered a social action project with support from facilitators, volunteer mentors and the wider community. 'Hooded Helpers' challenged negative stereotypes of young people and promoted positive messages about young people instead.

## YOUTH STORY:

# Safaa

Safaa joined The Diana Award Youth Board when she was 13 years old. She had been involved in anti-bullying work at her school and was keen to take social action to help more people.

The Youth Board plays a vital role in giving young people a voice about issues that matter to them and their peers, influencing policy and creating long-lasting change. This year, Safaa and other Youth Board members took part in a roundtable discussion about bullying online and the online safety bill with a government minister from the Department for Culture, Media and Sport.

She said: “Going to Downing Street was a great experience. I met lots of other anti-bullying campaigners including Rio Ferdinand and we contributed our perspective as young people.”

Safaa also took part in a discussion about bullying and safety online at Meta’s UK headquarters, contributing ideas about what measures could be put in place to make sure that social media is a safe space for young people.

Through her work with the Youth Board, Safaa has exchanged ideas with her peers and developed her campaigning, research and evaluation skills. With her Youth Board peers, she is creating a new resource for educators, which will explain how young people experience both academic and social pressures. She hopes to continue her social action in the future as she pursues a career in optometry, bringing together her passions for science, health and equality.



Safaa said: “As a member of the Youth Board, I’ve made new friends and we’ve learned together. We’ve met lots of important people including MPs and business leaders and it’s been good to feel listened to – our views and experience count.”

## IMPACT AREA THREE

# Powerful and influential

**Young people have proved time after time that they have the passion, understanding and commitment to lead change. For some, systemic inequality and lack of opportunity diminish their opportunities to work for social good.**

Research conducted for #iwill by Ipsos Mori found that whilst 86% of young people feel it is important for them to try and make a difference in the world, just 74% of young people believe they can make a difference.

That's why we remain committed to nurturing young people's skills and ensuring that they have the platform to contribute to positive social action.

In August 2022 to mark International Youth Day, we brought together 25 young people from across the country to a discussion about the power of youth entrepreneurship. They were

brought together to network with peers and then attend the discussion at 10 Downing Street.

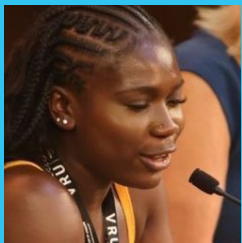
The Diana Award is proud to participate in The #iwill Movement Week alongside partners including UK Youth. During #iwill Week in November 2022, young people from across the globe came together to discuss the social action they've been engaging with. They presented on what social action means for them, their own social action projects, and the importance of listening to young people.

# Young Advisors

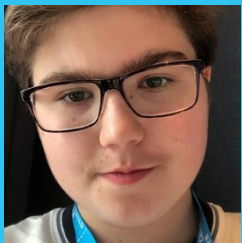
Through our Future Forward Partnership with Young People project, funded by The National Lottery Community Fund, we have recruited 12 Diana Award Young Advisors. They work with us to review our processes and ensure that our work is shaped by young people, their needs and priorities. They include:



**Theo**, who is passionate about how young people use the internet safely and making the world a safer place for LGBT individuals, especially in schools



**Jade**, who is working with The Diana Award towards making sure young people are at the centre of what The Diana Awards does, not just internally, but externally too



**Arthur**, a Young Advisor from South Wales is passionate about making young voice accessible for all



In March 2023, our Young Advisors came together for their first residential in central London to participate in workshops, activities and roundtable discussion. They will continue to collaborate and inform the development of The Diana Award's processes and programmes.

# Youth Board

**Our National Anti-Bullying Youth Board is made up of young people aged 13-17 from across England who are trained Anti-Bullying Ambassadors. Each member has been selected due to their exceptional passion for and commitment to tackling bullying behaviour in their schools and communities. Our Board members come from different backgrounds and experiences to ensure they represent the diversity of the young people we serve.**

In January 2023, 11 young people from The Diana Award, including Youth Board members, participated in a roundtable with UK Government Minister Paul Scully to discuss the Online Safety Bill. The accompanying video, featuring Youth Board member Sammy, was released across The Diana Award and

Department for Culture, Media and Sport social media platforms to 367,000 followers. Minister Scully shared that the Youth Board members “asked some really searching questions, it was enjoyable, it was informative to me” and even “it wouldn’t surprise me if we see some of them in the next few years in the chamber debating”.

In February 2023, to celebrate Safer Internet Day, a group of young people – including three current National Anti-Bullying Youth Board members and four Youth Board alumni – visited Meta Headquarters in London to discuss staying safe online. The group met for a round table discussion with David Miles, Director of Safety Policy for Europe, the Middle East, and Africa, and Sophie England, Head of UK & Ireland Policy Programmes and Partnerships at Meta.



## YOUTH STORY:

# Ashleigh



Ashleigh is one of the Young Changemakers behind Team Not So Micro, part of the first cohort of Young

Changemakers. The programme is a collaboration with UK Youth and the Centre for Mental Health supporting young people with Black and Black mixed-race heritage to channel their lived experience into tackling racial injustices in mental health services in the UK.

Ashleigh said: **“I worked with a group of other young people I didn’t know. As we shared our ideas and experiences, we decided to focus on teacher**

**training. It was totally youth-led within a great support system.”**

Together the four members of Team Not So Micro developed the idea for their campaign to reform policy for school teaching qualifications, sharing the belief that training focused on microaggressions should be included as a mandatory element of teacher training. Their campaign secured support from an accelerator programme, and they have developed a pilot programme of teacher training in micro-aggression.

In January 2023, Ashleigh spoke in front of 1,000 delegates at the National Mentoring Summit in Washington D.C. and took part in a plenary session on

fostering leadership through youth-led movements.

She said: **“Before being part of Young Changemakers, I would shy away from leadership roles. The programme helped me build the skills and network through which to become a better, more confident leader.”**

Ashleigh recently graduated with a master’s degree in public health and health promotion and is developing her skills as a peer researcher. She hopes to continue working to improve health for marginalised communities.



# OUR PEOPLE

Our staff, volunteers, trustees and, of course, young people themselves are fundamental to our success. Their dedication, expertise and ambition underpin everything we do.

**During 2022/23 The Diana Award's achievements were made with contributions from:**

- 49 staff
- 60 award judges
- 84 mentors
- 8 trustees
- 34 young advisors

**Our Board of Trustees in 2022/23**

- Wayne Bulpitt CBE, Chair
- Mark McLane
- Fahan Ibrahim-Hashi
- Dan Lawes
- James Crozier
- Patsy Kane OBE
- Dr Elizabeth Milovidov
- Lindsay Sartori

# OUR PARTNERS

Thank you to all our supporters, partners and funders for their generous contribution and collaboration this year.

- #iwill
- BBC Children in Need
- British Airways
- Centre for Mental Health
- Department for Education
- Facebook (Meta)
- Gilead Sciences, Inc
- Head & Shoulders
- HSBC UK
- Kokoro Change
- KPMG International
- LEGO Foundation
- Nationwide Building Society
- People's Postcode Lottery
- Salesforce Foundation
- Smiggle
- Snapchat
- Spirit of 2012
- St James Place Wealth Management
- The National Lottery Community Fund
- The Workday Foundation
- TikTok
- TK Maxx Homesense Foundation
- Trutex
- UK Youth
- Vitabiotics
- WeWork
- Youth Endowment Fund
- Youth Futures Foundation

# Our finances

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

	Unrestricted funds £	Restricted funds £	31.3.23 Total funds £	31.3.22 Total funds £
<b>FIXED ASSETS</b>				
Tangible assets	6,368	-	6,368	10,480
<b>CURRENT ASSETS</b>				
Debtors	19,169	121,016	140,185	1,055,590
Cash at bank and in hand	328,654	1,241,809	1,570,463	758,313
	347,823	1,362,825	1,710,648	1,813,903
<b>CREDITORS</b>				
Amounts falling due within one year	(120,649)	(683,064)	(803,713)	(1,180,663)
<b>NET CURRENT ASSETS</b>	227,174	679,761	906,935	633,240
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>	233,542	679,761	913,303	643,740
<b>NET ASSETS</b>	233,542	679,761	913,303	643,720
<b>FUNDS</b>				
Unrestricted funds			233,542	214,703
Restricted funds			679,761	429,017
<b>TOTAL FUNDS</b>			913,303	643,720

	Unrestricted funds £	Restricted funds £	31.3.23 Total funds £	31.3.22 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>				
Donations and legacies	267,553	1,812,879	2,080,432	1,541,074
<b>Charitable activities</b>				
Anti-Bullying Campaign	-	298,000	298,000	290,500
Other trading activities	16,352	241,048	257,400	335,291
Investment income	2,241	-	2,241	34
<b>TOTAL</b>	<b>286,146</b>	<b>2,351,927</b>	<b>2,638,073</b>	<b>2,166,899</b>
<b>EXPENDITURE ON</b>				
Raising funds	3,311	84,899	88,210	104,942
<b>Charitable activities</b>				
Delivering the Activities of Diana Awards	263,996	-	263,996	179,706
Anti-Bullying Campaign	-	1,360,328	1,360,328	1,071,258
Training and Mentoring Campaign	-	358,090	358,090	556,377
Youth Development	-	-	-	105,648
Social Action	-	262,788	262,788	-
Impact and Influence	-	35,078	35,078	-
<b>TOTAL</b>	<b>267,307</b>	<b>2,101,183</b>	<b>2,368,490</b>	<b>2,017,931</b>
NET INCOME	18,839	250,744	269,583	148,968
<b>RECONCILIATION OF FUNDS</b>				
Total funds brought forward	214,703	429,017	643,720	494,752
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>233,542</b>	<b>679,761</b>	<b>913,303</b>	<b>643,720</b>



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