



FIGHT FOR PEACE

Working to overcome division and violence and promote the potential of young people in disadvantaged communities

2011 Annual Report

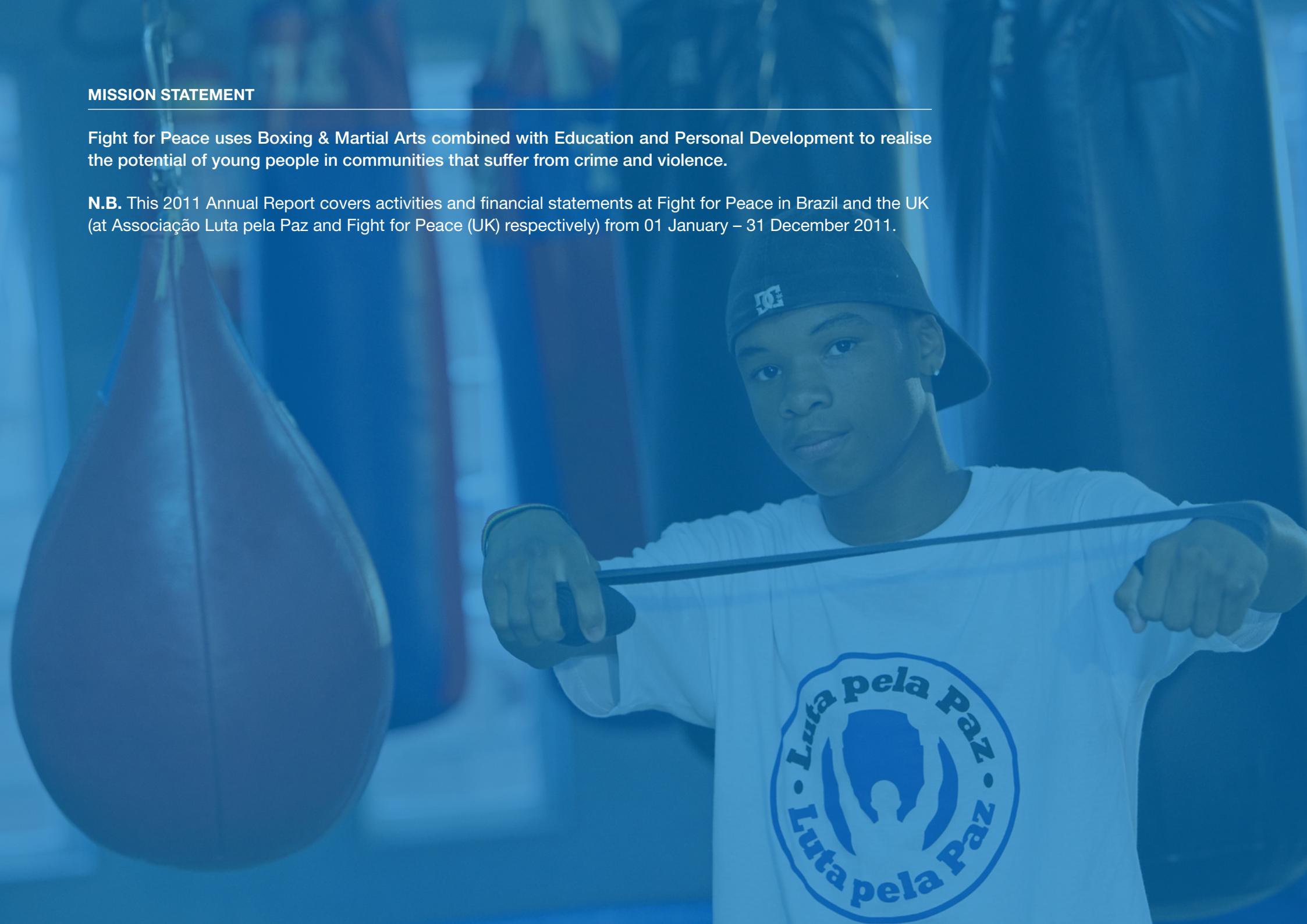
www.fightforpeace.net

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MISSION STATEMENT

Fight for Peace uses Boxing & Martial Arts combined with Education and Personal Development to realise the potential of young people in communities that suffer from crime and violence.

N.B. This 2011 Annual Report covers activities and financial statements at Fight for Peace in Brazil and the UK (at Associação Luta pela Paz and Fight for Peace (UK) respectively) from 01 January – 31 December 2011.



A MESSAGE FROM THE DIRECTOR

Another inspiring year at Fight for Peace as our young people continue to prove that with the right support they're unstoppable. As London embraces the upcoming Olympics, we look forward to continuing to demonstrate that when combined with a holistic approach and the right values, sport can be a powerful tool for making a difference to people's lives.

One of the highlights for me this last year was the honour of hosting nine organisations from around the world who we trained in our methodology and values-led work. These local leaders were already working to support their young people in communities facing serious problems of gun violence, crime and even post-conflict. Having the chance to help them better support young people in their communities is a privilege we don't take lightly, and we're working to expand this international training programme in the years to come.

We saw another Brazilian national boxing champion this year in Thayson de Souza Amarante, as well as the boxers in the UK beginning to establish themselves on the UK circuit. Our other competitive teams such as the Muay Thai team in London and the wrestling team in Rio also brought back gold and silverware, and we expanded into new sports such as Judo and Taekwondo.

Maré United also began this year, again proving how sport can break down barriers as we opened two facilities in opposing drug faction territory within Maré, mixing young people across previously entrenched borders and overcoming a decades old division.

In the classroom, our New Pathways education programme greatly expanded in Brazil, with a total of 94 young people participating in numeracy and literacy classes and 400 studying primary and secondary level education at the Rio Academy and satellite locations. In London, our Pathways programme had almost a 90% successful progression rate – young people not in education, employment or training, or with a history of offending behavior going on to further education or

full time employment. Their hard work and dedication, and the unwavering support of the staff, prove that it's never too late to change direction in life.

We also made a real effort to improve our monitoring and evaluation during 2011. I hope you will see in this report that we can clearly demonstrate the changes we're seeing in our young people, both in terms of how and where they see themselves going, as well as their gaining the skills to get there, and in many cases arriving.

Another point of note this year was the youth exchange, as our London youth council was hosted by their Brazilian counterparts seeing where it all began twelve years ago. London looks forward to reciprocating in 2012.

Finally, thanks especially to the young people, staff, partners and donors who make Fight for Peace what it is. Your involvement, hard work and support is building the platform to help many more young people from around the world in the years ahead.



Luke Dowdney MBE
Founder & Director

2011 IMPACT HIGHLIGHTS

- **Nine** organisations from Democratic Republic of Congo, Costa Rica, Ghana, Lebanon, United States, Kenya, United Kingdom and Uganda were trained in FFP's methodology and values-led work in Rio de Janeiro.
- **Two** new satellite Academies were opened in Bento Ribeiro Dantas and Marcílio Dias, Rio de Janeiro, benefiting **300** new members.
- The New Pathways education programme in Rio de Janeiro had **400** young people studying primary and secondary level education and **94** participating in numeracy and literacy classes.
- In London, almost **90%** of the Pathways programme participants passed their courses.
- The Open Access project in Rio de Janeiro introduced activities on three new martial art modalities Judo, Tae Kwon Do and Jiu Jitsu, supporting **798** young people overall.
- In London, a total of **750** members attended Open Access through 2011, of which **438** were new registrations.
- **35** members training in Boxing, Wrestling and Tae Kwon Do participated in more than **25** championships across Brazil, showing their skills and earning prizes and positive results.
- **22** events were attended by sports participants of the London Academy.
- Youth Councilors from the London Academy travelled to Rio de Janeiro to participate in Fight for Peace's first ever Youth Exchange Programme.
- In Rio de Janeiro, after joining FFP's boxing & martial arts activities, **89%** of young people said they felt healthier; **76%** better about themselves; **75%** less likely to disrespect other people; and **77%** less prone to commit illicit acts or behave violently.
- In London, after joining FFP's boxing & martial arts activities, **95%** of young people said they were fitter, **87%** feel better about themselves **62%** less likely to disrespect other people; and **82%** feel safer in their local area.
- In Rio de Janeiro, after joining FFP's education programmes, **65%** of young people said they felt calmer; **75%** better about themselves; and **67%** less prone to commit illicit acts or behave violently.
- After concluding Module 2 of the New Pathways Project in London, **83%** of learners said they were less likely to commit a crime or join a gang.
- **70%** of Twilight participants in London said they are less likely to commit a crime or disrespect others due to participating at Fight for Peace and **67%** said they are less likely to be a member of a gang.
- **87%** of the parents and guardians in Rio de Janeiro said that since joining FFP their children's behavior at home has greatly improved; **91%** say their children's ability to communicate has greatly improved; **87%** say that their children's performance at school has greatly improved since joining Fight for Peace;
- In Rio de Janeiro **86** young people were referred to employment opportunities, with **45** of them successfully securing their jobs.
- After concluding the Module 2 Cohort 1 of New Pathways project in London, **78%** of participants achieved employment.
- Boxer Thayson de Souza Amarante earned an invitation to join the Brazilian Boxing National Team.

FIGHT FOR PEACE'S THEORY OF CHANGE AND THE HOLISTIC FIVE PILLARS MODEL

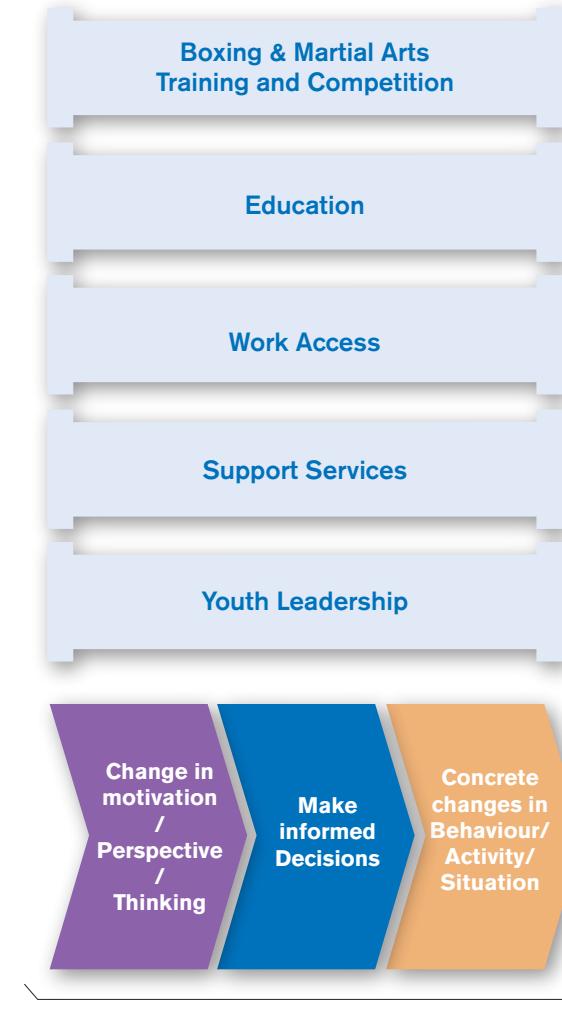
Fight for Peace works in communities that suffer from crime and violence, and the young people (YP) targeted may be directly/indirectly involved and/or affected by crime and violence. It is Fight for Peace's belief that young people make rational choices about their lives which are based on, and respond to, the opportunities and influences that are present in their lives. Fight for Peace exists to realise the potential of young people in these communities by creating new opportunities for them, supporting them to make the most of existing opportunities, and by having an impact on what influences their decisions.

Providing different opportunities for young people is not enough, however. Fight for Peace's theory of change is based on the assumption that concrete changes in a young person's behavior, activity or situation, are dependent on changes in their perspective, their perception of themselves and of others, their motivation, and how they make decisions. Therefore, Fight for Peace focuses on personal development throughout its work with young people in order to have an impact in these essential areas. This enables young people to take full advantage of the opportunities that are available to them through Fight for Peace's holistic Five Pillars model.

CHANGES IN PERSPECTIVE / MOTIVATION / DECISION MAKING

enable young people to make

CONCRETE CHANGES IN BEHAVIOUR/ACTIVITY/SITUATION



FIGHT FOR PEACE ACADEMIES

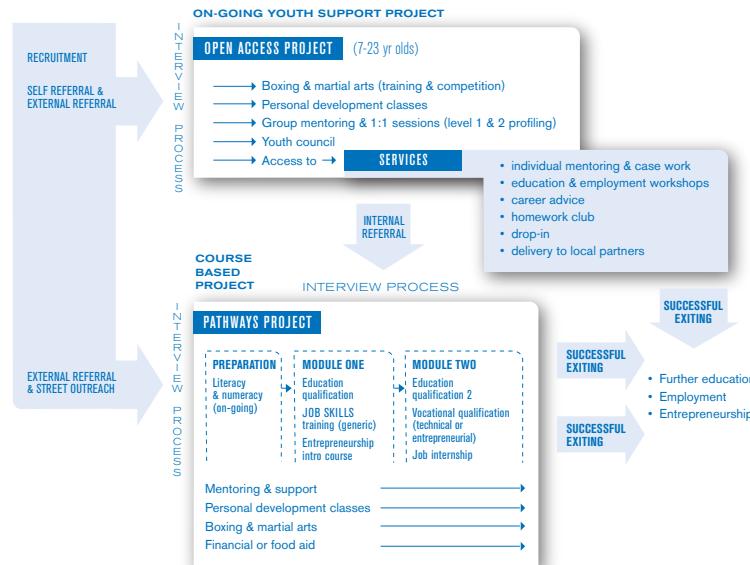
Fight for Peace's **Five Pillars Model** is an integrated approach which encourages young people to take up opportunities and develop themselves in different areas:

1. Boxing & Martial Arts training and competition
 2. Education
 3. Job training & Work Access
 4. Youth Support Services
 5. Youth Leadership

The Five Pillars Model is implemented via interrelated projects and services within the Fight for Peace Academies in Rio de Janeiro and London. Current projects and services in both the Brazilian and UK Academies are:

1. Open Access Project (*Atletas da Paz*)
 2. Pathways Project (*Novos Caminhos*)
 3. Services:
 - Individual Mentoring & Casework
 - Education & Employment Workshops
 - Careers Advice
 - Drop-in

The following diagram outlines how these are integrated within the Academies.



RIO DE JANEIRO ACADEMY

Boxing & Martial Arts

The first of five pillars from Fight for Peace's holistic methodology, Boxing & Martial Arts is offered at the Rio de Janeiro Academy through the "Open Access" project.

Offering training of **Boxing, Capoeira, Judo, Wrestling, Tae Kwon Do** and **Jiu Jitsu** for children and young people ranging from 7 to 29 years old, the Open Access project promotes positive values, helping participants acquire higher levels of self-esteem, concentration, respect towards others, as well empowering them to aim for a better future for themselves and their families. Members with a natural aptitude are invited to compete in their respective sports, and can attend more intensive training sessions with the aim of competing in nationwide championships and competitions if they wish to.

All young people enrolled in Fight for Peace's sports activities have to attend weekly **Personal Development** sessions where they learn to broaden their horizons and knowledge of citizenship.

During the year of 2011, the Open Access project at the Rio de Janeiro Academy introduced three new martial arts: **Judo**, **Tae Kwon Do** and **Jiu Jitsu**. **798 young people** were supported during the year, of which: **310** trained **Boxing**, **185** trained **Wrestling**, **141** trained **Capoeira**, **86** trained **Judo**, **64** trained **Tae Kwon Do** and **18** trained **Jiu Jitsu**.

Every year, Fight for Peace conducts an annual survey with all its athletes through questionnaires (“Personal Development Questionnaires”) to analyse the impact of its work in many of the aspects of its beneficiaries’ lives. Some of the results from last year’s survey show that, after joining Fight for Peace’s activities:

- **89%** of the members started to feel healthier;
 - **78%** of the members started to feel calmer;
 - **76%** of the members started to feel better about themselves;
 - **80%** of the members said it became easier to make new friends;
 - **75%** of the members said they are less likely to disrespect others;
 - **77%** of the members said that nowadays they feel less prone to commit illicit acts or behave violently,

Champions

During the training sessions, Fight for Peace's coaches often identify young people with athletic potential. By working intensively with these athletes, their skills and techniques can improve sufficiently for them to compete at amateur or even professional level, becoming "Champions" and role-models for their peers, who in turn often become more motivated to train and achieve positive results.

Athletes from the Academy in Rio de Janeiro achieved great results representing Fight for Peace during 2011. In total, **35** athletes from **Boxing, Wrestling** and **Tae Kwon Do** competed in more than **25** championships across the country, showing their skills and earning prizes and positive results.

Following in the steps of Roberto Custódio, who has been a member of Fight for Peace since it was founded in 2000, Thayson de Souza Amarante won gold medals at several championships throughout the year, most notably at the Brazilian National Championships in October, leading to him earning an **invitation to join the Brazilian Boxing National Team**.

Quotes from athletes

My life was very different before I got to know Fight for Peace because to be honest, I wasn't a nice person. Usually I wouldn't do anything during the days except fight in the street, skip classes and disrespect people. After I began paying attention to how young people who were members of Fight for Peace behaved and thought, I decided to join the project with boxing and it was love at first sight! Since then my behaviour and way of treating other people have changed totally. Today I am capable of controlling my emotions much better and each new experience at Fight for Peace is a new apprenticeship for me. I'm very grateful for Fight for Peace as they've taught me so much and I now think about the future more and more.

Daniel Herculano, 17, Open Access participant

I've always been a very shy person... in fact I was so reserved that I found it difficult to communicate and express my own opinions. That is until one day a good friend of mine invited me to get to know the project and see how the activities and staff members could transform our lives. As soon as I arrived I felt welcomed by all the teachers who also helped me to get to know the other young people and make new friendships. In the Personal Development sessions I've learnt so many things about life, about my community, about society... that my eyes are now much more open and I believe myself to be a better person! Here we have the opportunity to practice sports, attend professional courses that might help us to get a better job and be model citizens. Fight for Peace gave me an opportunity to not only dream but to construct a better future for myself, by going to university and getting a good job!

Cleiton Soares da Silva, 17, Open Access participant

Education

Fight for Peace's educational pillar has been supporting the young people enrolled in its activities since it was founded twelve years ago, helping those who were out of education or facing learning issues to attend literacy and numeracy classes.

In 2008, Fight for Peace began the "New Pathways (Novos Caminhos)" education project in order to respond to a demand that existed among its members and the local community. After a successfully evaluated pilot-project, *New Pathways* started its activities offering two classes of 35 students each Primary and Secondary fast-track education (equivalent to "Ensino Fundamental" and "Ensino Médio" in Brazil).

The success of the first cycle led Fight for Peace to open two additional classes, increasing the number of participating young people to **140** young people every year. The programme supports young people ranging from 16 to 29 years old who have been at least two years without studying and its success in the local community has meant there is currently a waiting list of over 300 people, something which also illustrates the lack of educational opportunities in the region.

Similar to the Open Access project, students from New Pathways have to attend weekly **Personal Development** sessions which, combined with **individual mentoring** from the social support team offer broader learning and a stable base of support for the participants as they work towards building better opportunities for their futures.

During 2011, **94** young people attended Literacy & Numeracy Classes, which are the first module of the New Pathways project in Brazil. These classes enable the participants to then enroll onto the Primary Education level course. In total, over **400** students attended the fast-track educational activities in Primary and Secondary Education throughout the year, from classes started in 2010 and during 2011.

Since 2009, more than **500** students have already benefited from Fight for Peace's support. There are an insufficient number of schools to support the people from this age range in the local community and so New Pathways has become an important tool for the development of the community.

Those enrolled in New Pathways are also asked to complete Fight for Peace's annual survey questionnaires. As for the year of 2011, some of the most important results include:

- **65%** of the members started to feel calmer;
- **75%** of the members started to feel better about themselves;
- **60%** of the members said it became easier to make new friends;
- **60%** of the members said they have less chance to disrespect others;
- **67%** of the members said that nowadays they feel less prone to commit illicit acts or behave violently;

Before joining Fight for Peace my life was at a standstill. Now I feel much happier and fulfilled and I even have a big objective: to study law at university. Thanks to the project I learnt to believe in myself and I know that this dream can be possible. Now I've taken the first step in this journey, I won't stop until I hit the heights!

Roseane Canela da Silva, 21, Literacy & Numeracy participant

I had few objectives before become a member of Fight for Peace but once I joined the New Pathways project everything changed. Today I am in the Primary Education course and I'm also practicing box as well as looking for new goals to achieve in the future. I have a different outlook on things and have everything I need to get what I want out of life.

Carlos Eduardo Gomes Viana, 29, New Pathways participant

Before Fight for Peace the only thing in my life was working, but I was lost and without any perspective. Then I joined the Open Access project to practice wrestling (Luta Livre). I had to leave Fight for Peace for a while because I got pregnant but then I returned with New Pathways, which has offered me a friendly place to continue my studies after a long time out the classroom. The project helps me out so much and thanks to the fast-track learning, in three years I'll have finished my studies and be able to get a good job to help my family!

Luana dos Santos Silva, 19, New Pathways participant

Personal Development

Fight for Peace's "Five Pillars" working methodology consists of a holistic approach aiming to promote the personal development of marginalised young people living in communities that suffer from crime, violence and a lack of socioeconomic opportunities.

All the members enrolled in Fight for Peace's activities have to attend **weekly Personal Development sessions** where they discuss a variety of issues related to their daily lives using a wide set of resources and tools, such as the use of books and movies, relevant external visits, lectures and group workshops.

“Maré Unida”

During the first quarter of 2011, Fight for Peace took an important step in its growth with the beginning of the “Maré Unida” (*Maré United*) project.

Complexo da Maré is home to almost 130,000 people and is located in Rio de Janeiro's north zone, neighbouring several important sites in the city, such as the Federal University of Rio de Janeiro (UFRJ), the International Airport (Galeão) and three different motorways leading to the city centre. Divided into **seventeen favelas** and run by two different drug trafficking factions for a long time, Maré has witnessed conflicts between the factions and also with the military police on a regular basis. Aside from the violence, the inhabitants also suffer from a lack of public services, even those as basic as sanitation, education, security and leisure facilities, resulting in high levels of socio-economic marginalisation. Maré is also divided by invisible boundaries within

its seventeen favelas, preventing its inhabitants from moving freely to different areas. These barriers are imposed by the drug factions who guard their territories fiercely and as a result hinder the liberty of the local population.

The *Maré Unida* project aims to bring down such divisions, integrating the different favela communities and their inhabitants through the combined positive effects of sports, education and personal development, offering opportunities to young people in areas that Fight for Peace previously could not reach. During the first year of the project, Fight for Peace opened **two** Satellite Academies in different communities, *Bento Ribeiro Dantas* and *Marcílio Dias*, replicating – on a smaller scale – the same structure offered to the young people in Fight for Peace's Main Academy and, consequently benefitting over **300** new members.

Quotes from Maré Unida participants

Before learning about Fight for Peace I did practically nothing with my life here in the favela, nor did I ever think about the future. After the project arrived in my favela my life changed: I began to study again and, together with the Personal Development sessions I am broadening my horizons. Just being at Fight for Peace is a great apprenticeship and lesson for life! The project taught me I can go further than I thought possible!

Ingrid Bezerra da Silva, 20, New Pathways participant – Marcílio Dias Satellite Academy

My life was very confusing before joining Fight for Peace. I was a drug trafficker and used several types of drugs before going to jail for three months. It was a very difficult time in my life. Straight after I left jail I joined Fight for Peace and my life had reason again. I returned to my studies and I'm loving everything I learn in the classroom and from Personal Development. In these environments I can solve any doubts I have, express myself and learn to be a better person by respecting others more. Fight for Peace is changing my life and helping me to construct a future. All I think about now is being a good boy, dedicating myself to my studies so I can go to university then get a good job and live with dignity.

Bruno Medeiros Augusto, 18, New Pathways participant – Bento Ribeiro Dantas Satellite Academy

Before Fight for Peace I used to hang out in the street all day every day with people who got into trouble and always used drugs. I didn't respect my parents and I used to fight in the street too, always causing problems. After the project came to the favela I live in, my life changed so much for the better. I had always wanted to take part in a sport like boxing but young people had never had the opportunity to do so here.. Thanks to Fight for Peace I could start training as well as returning to study. Today I have hope for my future and I'm going to do my best to be a great boxer like Popó (Brazilian former world junior lightweight and lightweight boxing champion)!

Carlos Henrique Rodrigues, 17 anos, Open Access participant – Bento Ribeiro Dantas Satellite Academy

Social Support Services

A key element in the success of Fight for Peace's projects is the individual support offered by the Social Support staff to its members. Upon joining the project, all young people and their parents meet with the Social Support staff, who gather important information on the background and needs of every member, referring them (if necessary) to further in-house support. Such support includes Fight for Peace's Psychologist and Lawyer who are both available to offer guidance to each and every member whenever they might require assistance.

During the course of the year, Fight for Peace's Social Support staff also undertake measures to prevent members from dropping out of activities due to personal problems, helping them to face their issues and remain actively pursuing a better future for themselves and their families. This work is carried out by street outreach, by telephone or by home visits. In 2011, the Social Support staff:

- Approached more than **250** young people in the streets of the communities where Fight for Peace operates;
- Home Visited more than **315** young people;
- Telephoned more than **815** young people.

Job Training and Employment

Fight for Peace offers **Individual Career Guidance** and **Job Qualifications** for all its members ranging from 16 to 29 years old to help them prepare themselves for entering the formal job market. Furthermore, the Careers & Guidance staff develop **partnerships** with private companies and job placement agencies to regularly offer job opportunities to Fight for Peace's young people.

During the year of 2011, Fight for Peace organised **four Job Qualification Courses**, supporting more than **70** young people in areas such as "Telemarketing"; "Administrative Assistant" and "Personal Marketing". Additionally, **86** young people were referred to employment opportunities, with **45** of them successfully securing jobs.

Youth Leadership

The Youth Council are a group of members of Fight for Peace that have been democratically elected to represent the members from each activity and project. Currently composing of **11** members, the Youth Council act as intermediaries between the members and staff, giving voice to members' suggestions and queries. The Youth Council also represent Fight for Peace at external events and during visits to the Academy as well as helping with several other tasks.

Members from the Youth Council also participated in Fight for Peace's annual survey and some of the 2011 results are as follows:

- **100%** of the councilors said they feel their work can make a difference at Fight for Peace;
- **82%** of the councilors said they feel that their opinion is taken into full consideration by the rest of Fight for Peace's Staff;
- **73%** of the councilors feel the group can actively work together all the time;
- **73%** of the councilors said they started to feel better about themselves after joining the Youth Council

Parents and guardians

Parents and Guardians are invited to take part into Fight for Peace's annual **Social Development** survey by answering self-completing questionnaires that aim to evaluate different aspects of the young people's development towards their family. Some of the results from 2011 include:

- **75%** of the parents and guardians have a very positive opinion of Fight for Peace;
- **65%** of the parents and guardians have a very positive opinion of Fight for Peace's Staff;
- **86%** of the parents and guardians believe that Fight for Peace has a positive impact on their communities;
- **91%** of the parents and guardians say that their children's ability to communicate has greatly improved since joining Fight for Peace;
- **87%** of the parents and guardians say that their children's behavior at home has greatly improved since joining Fight for Peace;
- **74%** of the parents and guardians say that their children's belief in a positive future for themselves has greatly improved since joining Fight for Peace;
- **87%** of the parents and guardians say that their children's performance at school has greatly improved since joining Fight for Peace;

Local Partners

Fight for Peace's partnership with Petrobras began with the approval of the project by the Petrobras Development and Citizenship Programme Selection Committee. There were more than 5000 proposals submitted but the potential of social transformation presented in the Maré Unida project was recognised immediately by the Selection Committee. The partnership allowed the growth of the important work of social inclusion through sport. Sport is untapping the potential and capabilities of children and young people from Complexo da Maré and I would like to congratulate the staff of Fight for Peace for their dedication and sincerity in providing great service, results and above all, those small changes that are capable of creating huge stories.

Gabriela Peixinho, Project manager for "Maré Unida" – Petrobrás

The support of Deloitte in providing auditing services to Fight for Peace reflects our dedication to the city of Rio de Janeiro and to promoting social inclusion of children and young people through sport.

John Auton, Auditor for Fight for Peace – Deloitte Touche Tohmatsu

FIGHT FOR PEACE LONDON ACADEMY

Boxing & Martial Arts

Fight for Peace in London offered an Open Access sports timetable of **Muay Thai kickboxing, Boxing, Mixed Martial Arts** and **Fighting Fit Gym** to members aged 14 – 23 during 2011. The sports provision is free to all young people who fall within this age range irrespective of ability and is offered every evening during the working week.

The Open Access sports are combined with **Personal Development**, which is delivered once a month to all members – all of whom are required to attend as part of their engagement with the project. The purpose of the Personal Development sessions is to provide members with social and life skills to support them in all areas of their lives. Project youth workers, sports coaches, youth councilors and operational staff unite at these sessions to weave together the learnings from all the various disciplines that Fight for Peace offers across its 5 pillars. Personal development topics during 2011 included victim impact (Christina Regis, mother of murdered Adam Regis), Urban Krav Maga self-defence system, a talk and Q&A session by PR Consultant and Entrepreneur Paul Blanchard and an inspirational talk delivered by the UK Cruiserweight Boxing Champion – Leon Williams. An average of **80** members attended these sessions per month.

A total of **750** members attended Open Access through 2011 of which **438** were new registrations. The average number of young people attending sports per month was as follows: **88** Muay Thai; **71** Boxing; **31** Mixed Martial Arts; **50** Fighting Fit Gym.

At the end of every year project members are asked to complete questionnaires designed with evaluation experts from the University of East London to provide them with an opportunity to feedback to the team what they think about the project. The feedback provided gives Fight for Peace the opportunity to build on the positive results and look at how the project can be improved. **118** sports participants completed the questionnaires in November 2011 and reported the following outcomes as a result of attending Fight for Peace:

- **95%** said they were fitter (**87%** of members said they joined the Academy to 'get fit')
- **87%** feel better about themselves
- **78%** feel calmer
- **82%** feel safer in their local area
- **62%** said they are less likely to disrespect other people
- **87%** find it easier to make friends

Twilight Programmes

A number of Fight for Peace's members aged 11-14 attend sports and personal development sessions via the *Twilight* programmes, which are offered to local schools, pupil referral units and other education providers. The programmes can form part of the education provider's curriculum or be delivered directly after the end of the school day in order to ensure that this vulnerable age group is engaged in positive activities until their parents or guardians return home from work. Participants attend a sports session and a personal development workshop once a week for the duration of the programme and are thereafter encouraged to join the Open Access provision described above.

Twilight programmes were attended by students from **Royal Docks Community School, Full Circle Education Pupil Referral Unit, Langdon School, New Directions Pupil Referral Unit, Morpeth School and Haberdashers' Aske's School**. The programmes varied in duration from six weeks to an entire school year and an average of **44** juniors attended per quarter. A significant number of these participants were identified as pre-NEET or at risk of offending and therefore many of the programmes had a prevention emphasis.

46 *Twilight* participants completed self-completion questionnaires at the end of their programmes and provided the following feedback:

- **70%** said they are less likely to commit a crime and disrespect others
- **70%** said they are more likely to think before they act
- **72%** said they are more likely to listen to others
- **67%** said they are less likely to be a member of a gang
- **69%** said that they feel fitter since attending the sports sessions

Champions

Open Access is open to all young people irrespective of their ability or ambition. The sessions are streamed so that the sports coaches can support all participants whether they are just interested in staying in shape or are focused on a sports career. All the coaches that work at Fight for Peace are very experienced in their field and as such are well placed to support and guide members who want to compete or achieve a professional career.

During 2011, Fight for Peace UK continued to build its presence at competitions externally, with **22** events being attended by sports participants (**16** of which were boxing and the other **6** Muay Thai). Additionally, the project hosted two inter-club events and two Amateur Boxing Club shows at the Academy – all of which were attended by participants from other boxing and martial arts clubs.

Quotes from the athletes

I love training and I want to be a fitness instructor. Dave [Head Fighting Fit Coach] has helped me a lot. When I come to Fight for Peace I feel relaxed and I can release my anger in training if I have any. Coming here keeps me from bad habits like smoking and drinking and I have learnt self defence, discipline, to be respectful to others as well as being helpful and friendly. The staff are the best people I have ever met. If I didn't come here I would still be smoking and spending days on the street with bad company.

Maksimas Mescerekovas, 22 years old, Open Access participant

I like the training. It's hard but it makes me think I'm going to achieve something good in life. I've learnt to spar better, improve my boxing skills and get fitter. I like the staff and the people who come here as they are respectful and are like one big family.

Fawad Hakimi, 14 years old, Open Access participant

I like coming to FFP because I like getting fit – I didn't exercise before at all. The coaches are top class and I have learnt self defence skills and how to respect others. A lot of English speaking people come which has helped me improve my language skills too.

Andrius Juskovicus, 17 years old, Open Access participant

The reason I come to Fight for Peace is because I want to keep fit and be strong and I've enjoyed being able to learn new moves in the kickboxing class. I have definitely seen a change in myself since coming.

Sabina Stachovska, 13 years old, Twilight participant

I decided to come to Fight for Peace so that I could defend myself. I have learnt more about Muay Thai Kickboxing and here I get the chance to practice my English too. Now that I come to Fight for Peace I feel stronger. I love the training and that's why I keep coming!

Gediminas Degesys, 13 years old, Twilight participant

Education

The *Pathways Education to Employment Project* was first designed and implemented in the UK in 2008 and has since been taught every year at the London Academy. Initially it consisted of only one programme, Module 1, but an additional course called Module 2 was developed towards the end of 2010 and delivery commenced in March 2011. Both courses are designed to attract the most hard-to-reach and vulnerable young people between the ages of 16-25 years, who have dropped out of the formal education system, to return to their studies. The courses offer numeracy and literacy training and support; courses in nationally recognised education and training qualifications; individual mentoring and support; personal development classes; job training and workshops; careers guidance and advice; boxing and martial arts coaching. Furthermore, Module 2 includes the YMCA Gym Instructor Level 2 qualification which is the best recognised qualification within the fitness industry. The aim of *Pathways* is to provide the necessary training and specialised support to help young people successfully access the job market. After completion of Module 1 or Module 2, participants are supported by staff to secure internships and/or job interviews at companies in line with their interests and ambitions.

In 2011 a total of **26** learners completed the intensive Module 1 and Module 2 education courses of which **92%** were not in education, employment, or training (NEET) at the time of recruitment and **22%** were ex-offenders. The average pass rate for Numeracy and Literacy for Module 1 learners was **69%** for both subjects. An average of **63%** passed Active & Healthy Living and **85%** gained the Community Sports Leadership Award qualification. **75%** of the Module 2 learners achieved Numeracy, Literacy and **100%** gained YMCA accreditation. Progressions were as follows:

Progression	Module 1 Cohort 5	Module 1 Cohort 6	Module 2 Cohort 1
Employment and further education	50%		
Employment	30%	11%	78%
Further education	10%	56%	
Further education and volunteering		11%	
Volunteering			11%
No Progression	10%	11%	11%

18 Pathways learners completed self-completion questionnaires to provide Fight for Peace with feedback on their experience of attending the programme, reporting the following:

Module 1	Module 2
Were less likely to commit a crime	(67%) (83%)
Were less likely to carry a weapon	(58%) (50%)
Were less likely to disrespect other people and disrespect rules	(67%) (100%) (92%) (100%)
Were more likely to think before they took action	(83%) (83%)
Were less likely to be a member of a gang	(67%) (83%)

Quotes from the learners

It was good because the way we were taught was not with the old boring techniques. We had fun and learned at the same time.

David Sa, 21 years old, Pathways Module 1 learner

I studied on the pathway Module 1 programme and it was a fantastic experience. When I came in I didn't know what to expect, I thought it would be like school where you get told what to do but everything was tailored to me and my needs. Through the pathway programme I made new friends, gained qualifications in literacy, numeracy, Active and Healthy Living and a community sports leaders award. I am now looking forward to joining Module 2.

Stephon Stephen, 24 years old, Pathways Module 1 learner

I studied on the pathway Module 2 programme and gained both the qualifications and experience to become a personal trainer whilst also being able to get my literacy and numeracy qualifications. The tutors were really good and gave us lots of support throughout the course. Through the Module 2 programme I was able to do a work placement at one of the top gyms in London and it was a great experience. I'm now much more confident and ready to pursue a career in personal training.

Jaime dos Santos, 25 years old, Pathways Module 2 learner

Support Services

The **Support Services pillar** provides members from all areas of the project with support and includes the provision of tri-annual Level 2 mentoring sessions for *Open Access* members, mentoring for all *Pathways* learners for the duration of their studies and targeted case work programmes for young people who are referred internally or from external agencies such as Newham's Youth Offending Team or Social Services.

The Level 2 mentoring sessions are designed to promote relationship-building between members and youth workers in order for the young people to feel able to share with staff any problems they may be experiencing in their lives. **315** Level 2 mentoring sessions were delivered in 2011 which led to a high volume of internal referrals to case work, *Pathways* and other services. This process also generated external referrals where the need or support requirements fell outside of Fight for Peace's expertise, such as with housing or immigration support. The Support Services team has built and nurtured strategic partnerships over the years to aid these types of referrals.

All **26** *Pathways* learners were mentored throughout their studies in order to avoid any concerns or issues developing into a barrier to their continued engagement on the programme. Furthermore, the mentoring sessions provide youth workers with the ideal framework in which to build the confidence of learners and assist them in looking forward to new challenges or goals they may want to achieve in their lives. A key factor with *Pathways* is working with the young people in line with their interests and supporting them to realise their ambitions.

Fight for Peace's case work provision is geared towards hard to reach and high risk young people with offending histories and/or complex life issues and each participant is supported intensively for a minimum of 3 months. The youth workers who provide this support are experienced at working with this target group and in supporting young people to move away from gang affiliations or offending behavior. An average of **34** young people were case worked each quarter during 2011.

The Support Services team attended **32** home visits during the course of 2011 which spanned the various areas of provision outlined above.

Five case work mentees completed self-completion questionnaires to provide us with feedback on their experience of the programme and reported the following

- Were less likely to commit a crime (60%)
- Less likely to be part of a gang (60%)
- Less likely to disrespect other people (60%)
- Are less likely to carry a weapon (60%)
- Were proud to attend Fight for Peace (60%)

Quotes from mentees

Since the beginning of my sessions with Jason he has helped me to open up and resolve some problems and obstacles in my life. He also shared things with me that helped me to lower my protective barrier and discuss certain matters openly without any regrets. Jason encouraged me to engage more and to set goals for my future as well as supporting me mentally and emotionally. I thank him for all the progress I've made and for being a person I can trust.

Shaquille Lyn, 17 years old, Case Work Mentee

My sessions with Jason have been really helpful. He has given me the strength and confidence to do anything I want. I feel I can talk to him about anything and everything and as a result I have the upmost respect for him.

Thomas Leedham, 18 years old, Case Work Mentee

Since starting my mentoring sessions I have gained confidence and motivation. I have also started to get more organised and manage my time better when completing my course work as well as thinking about my future more and realising what I need to do to reach my goals.

Ryan Mills, 18 years old, Case Work Mentee

Job Training and Employment

All members are informed about the Fight for Peace employability service when they join the Academy during their induction. The holistic service has been adapted over the years in line with feedback received from project participants and is delivered on an individual basis according to need and interests. Strategic local partnerships have been developed in order to keep a constant flow of opportunities available to members and in 2011 the team worked with organisations including: City Airport; Community Links; Young London Working; Seetech; the East London Business Alliance; Reed; Nuffield Health; LOCOG; and the University of East London. In 2011, the average number of members being supported with employability and job training was **78** per quarter.

Fight for Peace has an established partnership with Morgan Stanley who offer a seven week employability course called *Future Directions* which is attended by project members in Canary Wharf. In 2011, **15** project members attended this programme which includes workshops on CV writing, presentation skills, networking skills and interview techniques.

Additionally, a number of *Pathways* learners joined the Fight for Peace staff in 2011 after completing their studies and as a direct result of the qualifications they achieved. Reinaldo dos Santos is the Teaching Assistant on the Active & Healthy Living course and Jaime dos Santos assists the Community Sports Leadership Awards Tutor. Additionally, Ismael Paulo has been supporting members of the team with the provision of Twilight programmes to junior participants.

Quotes from members who progressed into employment or education

I think it's an excellent service that has helped put me into employment, allowing me to progress in my career whilst supporting me all the way.

Chris Shea, 21 years old, City Airport employee

The service has been great as it gave me the chance to experience a new career path.

Michael Appiah, 19 years old, LLB Law university student

Youth Leadership

The Youth Council provides a function which is pivotal to the ongoing success of Fight for Peace. Members of the Youth Council act as a bridge between staff and project participants to ensure that the opinions of members reach the team and are considered in the planning and development of project activities. Additionally, Youth Councilors represent Fight for Peace externally, at fundraising assessments and during visits as well at key internal meetings, including those with the Trustees.

A Fight for Peace youth leadership course, which is the equivalent of an 'A Level' qualification, was developed during 2011 and accredited by the Open College Network. Session planning was finalised towards the end of the year for delivery to start in 2012. The four topics that make up the course are *Developing Leadership Skills, Developing Presentation Skills, Developing Problem Solving Skills, and Understanding Team Motivation*.

20 young people made up the Youth Council in 2011 and a total of **25** meetings were attended by the group. Additionally, there were **four** youth leadership trainings delivered including *First Impressions and Presentation Skills* at Credit Suisse in Canary Wharf, *Peer Mentor Training* in partnership with the Active Communities Network, and *Media Training* which was provided by Four Communications in Leicester Square. The group also enjoyed **three** outings including a tour of the London Olympic site in August and an ice-skating team building trip in December.

In August a group of Fight for Peace members including a number of Youth Councilors attended a two day residential at RAF (Royal Air Force) Cranwell in Lincolnshire. The group participated in team building and leadership activities including a low ropes course designed to build team unity and trust.

11 members of the Youth Council completed questionnaires at the end of 2011 and reported as follows:

- **100%** are clear about their roles and responsibilities
- **100%** feel better about themselves as a result of participating as a Youth Council member
- **100%** received helpful leadership training
- **91%** feel that the Youth Council makes a real difference to the Fight for Peace Academy

Quotes from the Council Members

When I was first in the Youth Council I was very shy but with the courses that we did I learned a lot of things and improved my English, learning how to speak with young people and how to help them.

Ismael Paulo, 20 years old, Youth Council member 2011

The Youth Council is a group of young people from FFP that have chosen to speak up on behalf of the other members, so if there are any problems or issues that any of them have they can come to the Youth Council who can pass it on to a member of staff. The Youth Council has impacted my life because it's given me a chance to experience different things and even change the path of my career. I wasn't particularly looking to work in sports or social work but now I want to work in those fields. I'm thankful for the Youth Council and looking forward to the future.

Leslee Constable, 21 years old, Youth Council member 2011

Local Partners

Newham Youth Offending Team, Newham Social Services, Nuffield Health, Work Place, East London Business Alliance, Morgan Stanley, Active Communities Network, Young London Working, Seetec, East London Skills, Job Centre, Media Ape, Newham Substance Misuse Education Information Training Service, Newham Community Renewal Programme, Helping Hands, Anchor House – supported housing, Stratford School Academy, The Foyer Barking & Dagenham, Sporting Chance Clinic, Teenage Cancer Trust, Focus E15 – youth foyer/hostel, Manor House, The Barge hostel, City Airport, Community Links, New Directions Pupil Referral Unit, New Vic, SHINE – NHS Newham, Terrence Higgins Trust, University of East London, Connexions, Royal Docks Community School, Full Circle Education Pupil Referral Unit, Langdon School, Morpeth School

I have been working with Fight for Peace closely over the last few months, and I find that that communication levels between myself and members of staff is very good. I work with many young males within my service and I find that Fight for Peace's activities and approach are structured and consistent and as a result I have repeatedly used their services.

Louise Ball, YOT Support Officer – Youth Justice Officer, Newham Youth Offending Team, London

Denise and the team at Fight for Peace have been a great support to us, providing suitable matches to our requirements. They have submitted very well grounded and well-mannered candidates for employment. We always get a good response to requests, and have been successful in placing a couple of the candidates into employment.

Amy Holland, Account Manager – London City Airport, Reed Recruitment, London

2011 was a strong year for the partnership between ELBA and FFP with the team helping us to service not just existing initiatives but exciting new projects with Morgan Stanley and Accenture that provide young people with an insight to the corporate world on their doorstep. Together we have delivered employability training, practical work experience and the opportunity to access jobs within our corporate membership and a number of FFP students have grasped the opportunities with both hands.

James Innes, Programme Manager – Employment & Skills, East London Business Alliance, London

FIGHT FOR PEACE – INTERNATIONAL ACTIVITIES

International Exchange

In November a number of Youth Councilors and members from the London Academy travelled to Rio de Janeiro to participate in Fight for Peace's first ever Youth Exchange Programme. During the trip, which was funded by the British Consulate in Rio de Janeiro and the Williams Charitable Trust, the group visited all of the city's major landmarks, including Sugar Loaf Mountain, the statue of Christ the Redeemer and Copacabana beach as well as getting to know the *Complexo da Maré favelas* where Fight for Peace is based. The young people from Rio de Janeiro and London got on very well together and workshops and meetings held over the course of the week helped develop these relationships, also reinforcing the belief that many issues young people face are the same all over the world. The groups discussed ways in which the legacy of this first exchange will be used positively in the future and also spoke about the upcoming Olympic Games to be held in London and Rio de Janeiro and how Fight for Peace might be involved socially in each of these.

Global Alumni Programme

The Fight for Peace Global Alumni Programme is a way of creating an impact in communities affected by violence beyond Rio de Janeiro and London. Fight for Peace trains other organisations in its methodology, and then helps them to adapt it to be relevant to the young people they work with. The objective is not to create several new Fight for Peace Academies across the world but to work with excellent community based organisations who want to share Fight for Peace's values and mission, helping build their capability to deliver quality boxing and martial arts (B&MA) based personal development programming.

The Fight for Peace Global Alumni Programme has been developed over the last two years and is a package of learning and support that works on three levels:

An intensive six day course in the Fight for Peace Academy Rio – participants are trained in all aspects of the Fight for Peace approach, work with the Rio de Janeiro staff, explore the community, and experience the methodology in action first hand.

6-month remote support package – participants return to their organisations but work with Fight for Peace's staff remotely to adapt and embed elements of the Fight for Peace approach most relevant to their communities.

Membership of the FFP Global Alumni – this is an online community where Fight for Peace provides on-going learning, where participants can support each other through peer-learning and can profile their work to international stakeholders.

In 2011 FFP finalised the development of the Alumni Programme. Key achievements include:

- The comprehensive research into all Fight for Peace's practices and approaches that took place in 2010 was converted into a curriculum and the package of learning and support as laid out above.
- All Fight for Peace staff in both Rio de Janeiro and London were trained in an internal version of the programme. This was critical for two reasons: the programme could be tested by the people who know Fight for Peace best, and it helped to align staff from both Academies to Fight for Peace's latest practices and approaches. Using the Alumni as a tool for internal development is something Fight for Peace will aim to build on in 2012.
- Fight for Peace piloted the Alumni Programme in the fourth quarter of 2011 with nine organisations from eight countries, who together work with approximately 1500 young people each year:
 - **Ironworks, Pennsylvania, USA:** a new programme providing Taekwondo for at risk young people, now working with Fight for Peace to set up their organisation and design their programming.
 - **Keep it Real, Los Angeles, USA:** has been delivering after school boxing training for disadvantaged young people for 14 years, now working with Fight for Peace to develop more comprehensive programming.
 - **Futbol por la Vida, San Jose, Costa Rica:** well established football for development project working in Barrios, now working with Fight for Peace to expand into B&MA programming.
 - **Bright Generation Foundation, Northern Ghana:** development organisation offering a range of youth services, now working with Fight for Peace to design a boxing and citizenship programme.
 - **Kivu Assistance and Reintegration Centre (KARC), South Kivu, DR Congo:** a development NGO joining forces with a boxing club for ex child-soldiers, now working with Fight for Peace to integrate the sport and education programming.
 - **Ngunyumu School, Nairobi, Kenya (part of UN-Habitat's Safer Cities Programme):** school based in a slum between two opposing tribes, now working with Fight for Peace to design a cross community B&MA club to help tackle political violence.

- **Sure Start, Tororo, Uganda:** women's rights organisation working with Fight for Peace to develop their Karate programme which builds self-confidence in communities where girls are vulnerable to domestic abuse.
- **Project Capoere, Beirut, Lebanon:** a new project using Capoeira to support disadvantaged young people, working with Fight for Peace on their programme design.
- **Rough Diamonds, Barnsley, UK:** provides Muay Thai and personal development to young people involved in special education and justice programmes, working with Fight for Peace to develop their programming.
 - Fight for Peace is evaluating the pilot programmes at four different levels over the next 12 months:
 - An immediate evaluation of the face-to-face training course and the participants' experiences of it;
 - An evaluation of the post-course support and the extent to which it was able to support participants in adapting and developing the material presented in the face-to-face course;
 - The impact of the programme on the project/organisation's capability, in the form of any organisational or programme changes;
 - An understanding of the outcomes and impacts on the young people that they work with, of any changes and developments that the organisation introduces as a result of the training programme.

Immediate feedback after the intensive 6-day course in Rio was universally positive. All the participants reported that they benefited from the experience, and **would definitely recommend the course to others:**

- *"On the whole, a very brilliant course. You've helped me understand my project. I can now explain it better and see where we are heading."* **Sure Start, Uganda**
- *"Fight for Peace have saved us five years of programme development. We now have the strength and the confidence to go forward."* **Rough Diamonds, Barnsley, UK**

The Fight for Peace Global alumni organisations have also found the **post-course support to be useful** so far:

- *"It has aided our planning and been a useful tool for benchmarking progress."* **KARC, Democratic Republic of Congo**
- *"It has been helpful to have assistance in thinking through the decisions we're making as we implement a growth process."* **Keep it Real, LA, USA**
- *"With the skills and ideas I have learnt, our martial arts club will reach young people who have dropped out of school, and who are prey to the people that want political violence."* **Ngunyumu School, Korogocho, Nairobi, Kenya**

Three months after participating in the intensive course in Rio:

- Eight of the nine organisations had already made at least one change to their project/organisation which they attributed as either wholly or partially due to their participation on the Alumni Programme:
 - Five had introduced changes to their organisational structure and/or processes.
 - Six had introduced changes to their programme.
 - Five had made changes that affected their partnerships, relationships and/or their approach to fundraising and support.
- Three organisations reported positive changes in their measuring of impacts on young people (eg attendance rates, school performance), which they attributed as being partially due to their participation on the course.
- All the organisations were in the process of also introducing longer-term or larger-scale changes to their organisation.

"You have shown us what a boxing for development programme looks like; how it works and how it is delivered. We now have what we need to go ahead and launch our own programme in San Jose." **Futbol por la Vida, San Jose, Costa Rica.**

FIGHT FOR PEACE – INSTITUTIONAL INFORMATION

Fight for Peace in the Media

During the year of 2011, Fight for Peace was mentioned in a wide range of websites, magazines, newspapers, tweets and other social media. Some of the highlights from last year include:

Mentions of Rio de Janeiro Academy:

Fighting Fit, January 2011: Fight for Peace: A world away from the global media glare of big fights
Monocle, January 2011: Sporting Chance
High Life Magazine, March 2011: Fight Club
Forbes, May 2011: Fight For Peace – Creating Opportunities & Boxing Champions
Huffington Post, May 2011: Luke Dowdhey Wants Kids to Fight for Peace
Sports Illustrated, October 2011: Sports saves the world
Financial Times, November 2011: Fighting for the Future

Mentions of London Academy:

Newham Recorder, 06/04/2011: Claudio is simply four-some as he continues his run
The Newham Mag Royal Docks in Focus, 01/02/2011: Fight for Peace wins funding
Crossfire website, 12/07/2011: Tony Hawks visits UK to back the fight against gang crime
Boxing News, 19/07/2011: Fight for Peace ABC
Newham Recorder, 20/07/2011: Youths meet skate legend
Runway News, 21/07/2011: Flying Start for BA
Sports Illustrated, 26/09/2011: Sport Saves the World
Newham Recorder, 13/10/2011: Mahmood gives Peace a chance
Boxing News, 27/10/2011: Two boxers from Fight for Peace ABC
Financial Times, 09/11/2011: Fighting for the future
Evening Standard online – City Spy, 6/12/2011: ICAP gets Frank
Newham Recorder, 21/12/2011: What a ‘Marvelous’ surprise

Visits and Social Events

During 2011, Fight for Peace received several visitors in both Rio de Janeiro and London. Some of the highlights are as follows:

Visits & Social Events at the Rio de Janeiro Academy

January – Canadian Government Committee
March – Comic Relief, one of the sponsors of the “Maré Unida” project
April – British and Brazilian Olympic Authorities
August – Bernardo Carvalho, Executive Director from “Rio 2016”
August – Acelino “Popó” Freitas, Brazilian Boxing Champion.

Visits & Social Events at the London Academy

June – Baroness Grey-Thompson visited the Academy to deliver an inspirational talk and met the Youth Council
July – Tony Hawk, world famous skateboarder, visited the Academy
December – ICAP Charity Day, support received from Frank Bruno, Marvin Hagler and Tim Witherspoon
December – Marvin Hagler visited the FFP Academy to meet the young people after the ICAP Charity Day

SUPPORTERS AND DONORS

Rio de Janeiro



Deloitte

Consulado-Geral Britânico no
Rio de JaneiroJCM&B Advogados e Consultores
United Way

International Club Rio

Instituto da Criança

London



Credit Suisse EMEA Foundation



LOTTERY FUNDED



MAYOR OF LONDON



The Schroder Foundation

The Mark Leonard Trust

Ford of Britain Trust

Simon Wilson Charitable Trust

The Wakeham Trust

The Woodlands Trust

The Williams Charitable Trust

PLANS FOR 2012

- **A permanent site for the London Academy:** Fight for Peace received a large donation of £600,000 from ICAP this year as part of their charity day in December 2011. Representing Fight for Peace at the event were world champions Frank Bruno, Tim Witherspoon and Laureus Academy Member Marvin Hagler. ICAP's funding is earmarked for establishing a long-term and purpose designed Fight for Peace London Academy in the next one to two years and discussions are currently on-going with the London Borough of Newham regarding possible locations. To this end, Fight for Peace is also receiving support from a volunteer construction team consisting of Nigel Hartley, Construction Director – Big Yellow Group PLC, Fergus Stone, Senior Engineer – BDP, Wayne Head , Architect – BDP, Jonathan Nugent, Architect – BDP and David Lawrie, Partner – Stace LLP.
- **Rolling-out the international training programme:** Fight for Peace is currently in talks with potential donors to train 40 local organisations working with youth in communities affected by crime, gangs, armed violence and/or post conflict per year. Until Fight for Peace opens its new Academy in London, the Rio de Janeiro Academy will be the venue to host all training courses.
- **Establishing the Fight for Peace Global Alumni:** as Fight for Peace trains more organisations from around the world, it will establish a Fight for Peace Alumni of organisations who share its mission, values and desire to serve.
- **New FFP website:** Fight for Peace looks forwards to launching its new website in the first half of 2012. The website will be an improved interactive communication tool, serving better Fight for Peace's young people, partners, supporters, Academies and Alumni.

FIGHT FOR PEACE

Founder & Director – Luke Dowdney MBE

RIO DE JANEIRO STAFF

Brazil Programme Manager – Juliana Tibau

Institutional Relations Manager – Gabriela Pinheiro

Human Resources Coordinator – Juliana Setubal

Communications Coordinator – Paula Lacerda

Educational Coordinator – Luiz Cerdeira

Monitoring & Evaluation – Vinicius Ribeiro

Teaching Staff – Alexandre Dias, Célio Antunes, Celso Louzada, Elias de Carvalho, Fabiano Rocha, Fernanda França, Incerlande Soares dos Santos, Nilton Vinícius, Rodrigo Cerdeira, Rogério Brunelli, Natália Queiroz, Rosane Alexandre, Tânia Lopes and Rosangela Regina Leitão

Project Assistant (New Pathways) – Miriam Santos

Project Assistant (Open Access) – Ana Caroline Belo

Teaching Support – Marlucy Siqueira

IT teacher – Luana Braga

Careers Officer – Juliana Setubal and Telma Viera

Social Worker – Viviane Santos and Marlucy Siqueira

Mentors – Miriam Santos, Marlucy Siqueira, Rogério Brunelli, Tânia Lopes, Glauco dos Santos, Joseli de Oliveira and Bira Carvalho

Psychologist – Paula Miranda

Legal Aid – Lorena Oliveira

Administrative Officer – Pedro Artur Jacinto

Administrative Officer (finances) – Edson Encarnação

Organisational Development Assistant – Bryony Duncan

Institutional Relations Assistant – Alessandra Oberling

Communications Assistant – Harry Dowdney

Receptionists – Valdilene da Silva, Mayra Pereira and Manoela Figueiredo

Caretakers – Célio Matias and Amauri Jorge

General Services Assistants – Ana Paula Martins, Dilma Maria Nazareth, Elaine Cristina da Silva, Marcio Ribeiro and Dalvanira Rodrigues

Boxing coaches – Antonio Cruz (Gibi), Luke Dowdney, Roberto Custodio (assistant), Douglas Noronha (assistant) and Alan Duarte (assistant)

Luta Livre coach – Alex Lima (Alex Cavallo), Anderson Rodrigues Patrocínio (assistant)

Taekwondo coach – Manuel Barbosa Rangel

Judo coach – Ubirapuan Reynaldo

Capoeira coach – Alexandre Viana (Pernambuco)

Interns – Graziela Barbosa, Orlando Lira and Viviane Melquiades

LONDON STAFF

UK Programme Manager – Marigold Ride

Finance Manager – Alison McLaughlin

Institutional Relations Manager – Emma McGuigan

Youth Programmes Coordinator – Joe Edmonds

Support Services Coordinator – Jason Wellington

Education & Training Coordinator – Denise Carroll

Operations Coordinator – Nina Wild

Youth Engagement Officer – Owen Matthews

Education Assistant – Alex Brown

Fundraising Assistant – Katherine Bates

Youth Worker & Project Assistant – Sergio Prata

Operations Assistant – Shakeela Bagus

Junior Deliver Assistant – Ismael Paulo

Youth Worker – Darrin Reece, Michelle Pritchard, Danielle Pierre (volunteer)

Community Sports Leadership Tutor – Chris Mozo

Community Sports Leadership Teaching Assistant – Jaime Dos Santos

Active & Healthy Living Teaching Assistant – Reinaldo Dos Santos

YMCA Tutor – Alistair Ward

Education Support Volunteer – Dominic Raab

Open Access Support Volunteer – James Chervak

Head Boxing Coach & Boxing Competition Secretary – Mark Massow

Boxing Coach – Mark Callaghan, Tony Neunie and Marcus Jorel

Fighting Fit Head Coach – David Andrews

Fighting Fit Coach – Ismael Paulo and Reinaldo Dos Santos

Muay Thai Head Coach – Daniel Sam

Muay Thai Coach – Theotthai Srikrotrian (Thai), Vaz Facey and Ruqsana Begum

MMA Head Coach – Stephen O'Keeffe

Junior Project Assistant – Jonathan Muhamba and Lance Cepal

FINANCIAL STATEMENT – BRAZIL

Brazil Financial Statement currently being finalised.

FINANCIAL STATEMENT – UK

BALANCE SHEET

	£	2011	£	2010
Tangible Fixed Assets		7,682		8,770
Current Assets				
Debtors		38,683		12,819
Cash at bank and in hand		<u>94,261</u>		<u>235,123</u>
		<u>132,944</u>		<u>247,942</u>
Creditors: Amounts falling due within one year		<u>50,187</u>		<u>223,853</u>
Total assets less current liabilities	<u>£ 90,439</u>		<u>£ 32,859</u>	
Funds of the Charity:				
Unrestricted funds		70,815		31,199
Restricted Income funds		<u>19,623</u>		<u>1,660</u>
Total Funds	<u>£ 90,439</u>		<u>£ 32,859</u>	

SUMMARY INCOME AND EXPENDITURE ACCOUNT

	Unrestricted Funds	Restricted Funds	2011 Total	2010 Total
Incoming resources				
Bank Interest	234	0	234	188
Grants and donations	246,548	425,416	671,963	415,137
Other income	379	0	379	83,045
Total incoming resources	<u>£ 247,160</u>	<u>425,416</u>	<u>672,576</u>	<u>498,370</u>
Resources expended				
Cost of generating funds	7,730	0	7,730	34,025
Charitable activities	197,778	406,701	604,479	465,585
Governance costs	2,036	751	2,787	1,818
Total resources expended	<u>£ 207,544</u>	<u>407,452</u>	<u>614,996</u>	<u>501,428</u>
Net resources expended				
Retained reserves brought forward	39,616	17,963	57,580	-3,058
Retained reserves carried forward	31,199	1,660	32,859	35,917
	<u>£ 70,815</u>	<u>19,623</u>	<u>90,439</u>	<u>32,859</u>

A financial statement for Fight for Peace in Brazil is available on request.

CONTACT INFORMATION

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