



## FIGHT FOR PEACE

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

**2012 Annual Report**



[www.fightforpeace.net](http://www.fightforpeace.net)

UK Registered Charity Number 1125324

Brazil CNPJ 09.300.383/0001-98



## MISSION STATEMENT

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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 2012 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 2012.



## A MESSAGE FROM THE DIRECTOR

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After just thirteen years since it all began, Fight for Peace is honoured to have played a small part in this year's most important event, London 2012. Our very own Alex Loukos was the first Briton to carry the Olympic torch on its journey from Athens to London, proudly running in a Fight for Peace shirt. Although he didn't compete, Roberto Custodio, our most successful boxer to date, made it to the Games as part of Brazil's delegation. Shortly after the closing ceremony, we were also privileged to receive visits from gold medal winning Team GB boxers Anthony Joshua and Nicola Adams at both our Rio and London Academies. And as the baton has now been handed to Brazil, we look forward to playing an ever more defined role in the development of the game's social legacy in the build up to Rio 2016.

Other notable events during the year included a visit by David Cameron to our Rio Academy in September, which included a discussion with the British Prime Minister about how Fight for Peace could best be supported to help young people in communities across the United Kingdom. Although this discussion has yet to lead to anything tangible, it demonstrates how Fight for Peace continues to mature into an organization capable of affecting public policy, and I hope to be able to report more on this in the coming years. A further example of this step change was demonstrated by our discussions with the Ministry of National Security in Trinidad and Tobago who requested that Fight for Peace train local organisations in **22** of their 'high needs' pilot communities as part of their Citizen Security Programme Security Programme supported by the Inter-American Development Bank (IDB). Again, I hope to bring you more news on this in next year's report.

Further high profile visits this year included four times Olympic gold medallist rower Matthew Pinsent, former undisputed world heavyweight champion Lennox Lewis and our inclusion in Michael Palin's BBC documentary, 'Brazil with Michael Palin'. As always, it's great to be recognised for our work and these celebrities help us to spread the message about the inspirational young people we have on our programmes.

2012 was also a year marked by two independent evaluations completed on our work in the UK and Brazil by the University of East London (UEL) and Ecorys respectively. Thanks to the on-going dedication and hard work of Fight for Peace's staff, our young people continue to prove across the board what they can achieve when given the opportunity, and this has now been highlighted by these independent studies. Notable results include official YOT (Youth Offending Team) statistics demonstrating that **74%** of young people with a history of offending behaviour on Fight for Peace's intensive programmes in London desisted from crime, and successful progression rates for young people not in education, employment or training were as high as **73%** in 2011 thanks to the Pathways Programme. As this Annual Report demonstrates, we have subsequently improved on this, reaching **93%** in the UK.

Our young people played an important role at numerous public events, including a strong presence at the global conference RIO+20, and our sports stars also continue to shine – to mention just a few examples: our Jiu Jitsu competitors brought home **10** medals at the Rio State Championships; boxer Roberto Custodio was national champion again and received international honours for Brazil winning gold at the Copa do Pacífico four nations tournament in Ecuador; we started MMA sessions in the UK and Edward Balogh has already won gold at the TUFF Grappling Championships; David Sá once described himself as an 'unfit & overweight teenager', this year he followed in the footsteps of Thomas Kamara by turning professional and winning the English ISKA Muay Thai Championship; among many team and individual titles for the Rio's boxing squad this year, special note goes to Carlos Henrique da Silva who won Junior Golden Gloves and national titles; our Taekwondo team started competing for the first time and we held our seventh Batizado Ceremony for Capoeira; our first Judo belt graduation ceremony took place in Rio for **74** participants – competitions to follow – and further belt ceremonies for wrestling (Luta Livre) and Jiu Jitsu were also held; and last but not least our UK boxing squad go from strength to strength through regular participation in ABA events – we expect great things from them very soon.

## A MESSAGE FROM THE DIRECTOR CONTINUED

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We held our first Fight for Peace Group meeting this year, which greatly helped us to finalise an integrated strategy for the next four years so that so that we can all work together together across the Group to maximise our potential and build sustainability. This structure also enables us to create shared processes and training procedures, such as important staff and youth training in the transversal themes of gender, race and as well as consolidating our monitoring and evaluation structure across all three organisations and our two Academies.

Our Global Alumni Programme officially got underway this year with the training of **27** local partner organisations working in communities affected by crime and violence across **20** countries. This will directly support over **8,000** young people attending these organisation's programmes. Having personally participated on the in-country visits to select the partners as well as the training programmes held at our Rio Academy, I am testament to both the amazing organizations and inspiring people we are proud to have as part of the Alumni, and also how much work there is to do in so many places around the world. Currently, seven out of ten people who die from firearms globally do so outside of traditional war situations. Urban youth are most affected by this problem and it cannot be successfully treated solely from a public security perspective. As we are doing through our Global Alumni Programme, there needs to be youth focused investment in inclusion and social development within low-income and marginalised communities.

In tragic news, **17** year old year Fabrício de Souza Melo, one of our former students from 2011, died from a gunshot wound during a police operation in Complexo de Maré, the favela in which our Rio Academy is based. As I write this message, the community of Maré awaits the imminent 'pacification' programme (UPP) by state security forces that is expected to begin within two months. While the UPP has been successful at taking guns off the streets and lowering firearms mortality rates in the communities where it is present, given the complexities of the Maré favela, I can only hope that the initial operation itself is carefully planned and implemented to respect the rights of local citizens and preserve life. Our work

has shown that violence can not be dealt with by more violence and if the UPP is to reach its full potential, then investment in social programmes like Fight for Peace that offer genuine alternatives to the drug trade and crime must take place alongside policing.



Luke Dowdney MBE  
Founder & Director



## 2012 IMPACT HIGHLIGHTS

The University of East London published an external evaluation of our organisation which found that young people at Fight for Peace:

- Resist becoming involved in crime and desist from criminality and drug trafficking
- Contribute to overcoming divisions and create positive relationships in local communities
- Learn and practice conflict resolution and peace-making skills
- Attend education course and take examinations
- Improve their fitness and to lead a healthy lifestyle so that they can improve their boxing and martial arts skills, and get fitter
- Train harder and to a high standard

Fight for Peace featured in a new research report by Ecorys, titled “Sport Scores: The Costs and Benefits of Sport for Crime Reduction”. The report estimated that across the Fight for Peace London Academy’s **800** participants during 2011, **165** crimes were avoided, delivering **£1,059,471** worth of savings to society. Using validated research methodologies from outside the sport sector, including from economic impact assessment, health research and the literature on youth crime, the report estimates that Fight for Peace has delivered at least **£2,563,730** of additional social benefit over the past **12** months.

In September, British Prime Minister David Cameron visits the Rio de Janeiro Academy, afterwards praising Fight for Peace as “an important project because it really helps people and provides them with a great future... It is making a real difference to young people both here in Rio and at the academy in London.”

British Olympic Boxing Gold Medalists Anthony Joshua & Nicola Adams visit the Rio Academy, calling it “a humbling experience to meet the people involved with FFP” (Anthony) and “an inspiring project making a huge difference to young people and their communities” (Nicola).

FFP International secured a **£1.2m** grant from the IKEA Foundation to deliver the Global Alumni Programme to **120** CBOs over the next three years. This investment exceeded our fundraising targets and means we can now offer a more in-depth programme to more CBOs in communities where young people are affected by violence.

In London **93%** of learners progressed in to employment, training or further education at the end of their Pathways studies.

Fight for Peace holds four Boxing & Martial Arts events at different communities of Complexo da Maré throughout 2012, reinforcing their engagement with young people from the local community and encouraging the crossing of enforced “invisible barriers” between favelas.

Eight organisations from across the Caribbean, representing Trinidad, Jamaica, Suriname, Dominica and Belize, were selected to participate on the Global Alumni Programme. They were brought to the FFP Academy in Rio for a week of intensive training in FFP’s methodology in November.

In December ten organisations representing Bangladesh, Botswana, Uganda, Zimbabwe, Nepal (two), Peru, Egypt and Afghanistan also travelled to Rio as part of a Global group trained in the FFP methodology. They are also now being supported remotely to apply the FFP approach.

**1260** young people participate in the Boxing & Martial Arts sessions offered at the Rio Academy – a **66%** increase since 2011.

**769** young people attended Open Access sports throughout 2012 in London.

In June Roberto Custódio wins the Brazilian national boxing championships for the second time as Fight for Peace boxers earn three further medals in the competition. Roberto also wins the international boxing competition, Copa do Pacífico in October 2012 whilst representing Brazil.

In London the most hard to reach young people who received case work support reported that they feel more confident and ambitious (**94%**), would think before they act (**77%**), are less likely to commit a crime or be a member of a gang (**71%**) and feel more motivated (**83%**).

The **nine** organisations that took part in the Global Alumni Programme pilot in 2011 completed their one year support package. This has resulted in increases in their capability and improvements in outcomes for the young people they work with.

In London **17** leadership trainings were delivered to the Youth Council, the majority of which formed part of the newly implemented OCN accredited A Level equivalent course.

**465** young people participate in the Rio Academy’s Education pillar, of which **334** attend the Pathways Primary and Secondary level classes.

**91%** of Youth Council members in London feel the group make a real difference to Fight for Peace.

Evaluation analysis demonstrated that in London Open Access is having a notably fast impact on members who attend for **3** months or less: **71%** said they felt fitter, **75%** felt calmer and **81%** felt better about themselves.

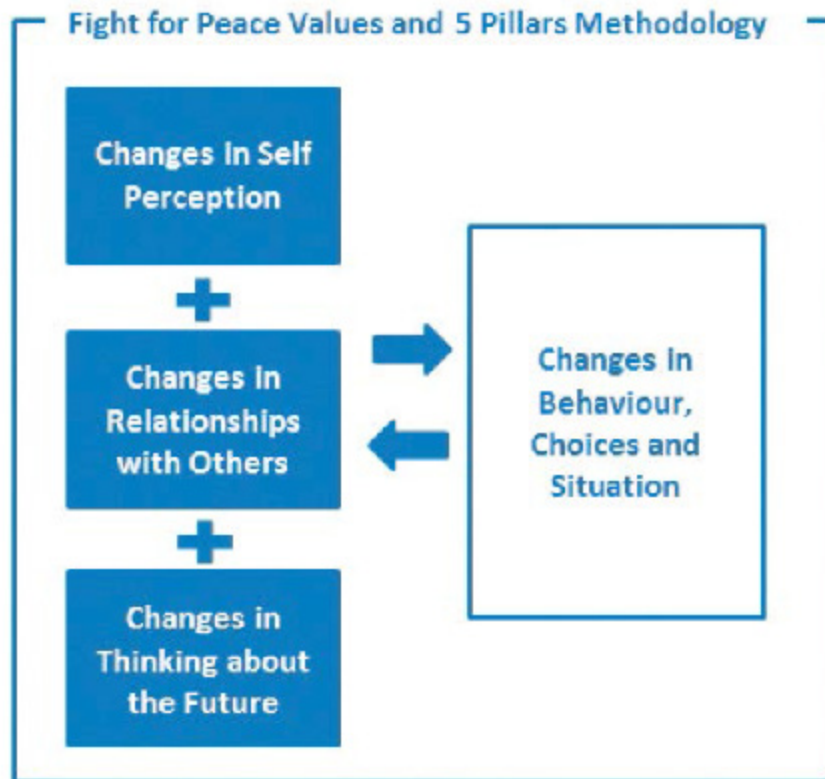
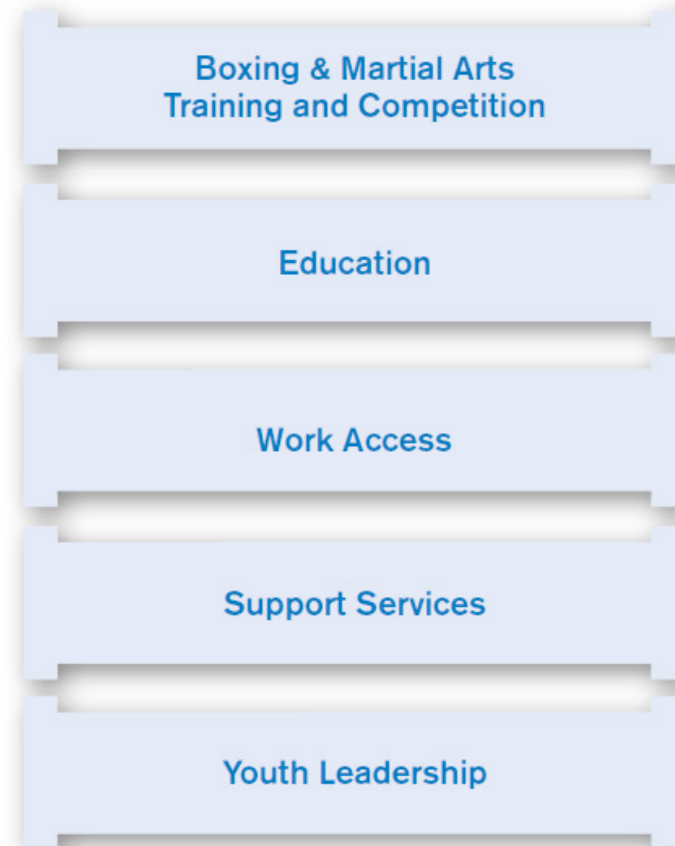
Of the Rio Academy’s Pathways education project participants, since joining Fight for Peace: **99%** want more from their lives; **91%** have a better relationship with their family and **87%** find it easier to do things alone.

Participants of the Twilight programmes in London, which are geared towards crime prevention, reported that they are less likely to be part of a gang or commit a crime (**62%**), feel better about themselves (**72%**) and feel fitter (**83%**).

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

**Theory of Change**

Fight for Peace exists to realise the potential of young people in communities affected by crime and violence by creating new opportunities for them and supporting them to make the most of existing opportunities. Providing different opportunities for young people is not enough, however. Our theory of change is based on the assumption that a young person's behavior, situation, and the choices they make, are dependent on the way the young person sees themselves, how they relate to others and how they see their future. Therefore, we focus on personal development throughout our work with young people in order to have an impact in these essential areas. Fight for Peace creates an enabling environment within which this personal growth and development can take place, through our 5 pillars methodology and by living our values.

**Fight for Peace's Five Pillars**

## 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. **Employability**
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

Throughout 2012, the Open Access sports at Fight for Peace in Rio de Janeiro were attended by **1,260** young people, a **66%** increase on 2011's figures, a statistic showing the consolidation of Fight for Peace's satellite academies in Bento Ribeiro Dantas and Marcílio Dias (see the section related to the Maré Unida project on page 8).

Separating the respective sports offered at Fight for Peace in Rio, **428** young people trained in Boxing, **261** in Luta Livre (wrestling), **226** in Judo, **124** in Capoeira, **119** in Jiu-Jitsu and **102** in Taekwondo. Furthermore, there was an **86%** increase since 2011 of the number of females attending the Open Access project at Fight for Peace in 2012.

Open Access is offered in Rio de Janeiro as part of the pillar of Boxing & Martial Arts, one of five that make up Fight for Peace's holistic methodology. Boxing, Capoeira, Judo, Wrestling, Tae Kwon Do and Jiu-Jitsu are all offered to children and young people ranging from **7** to **29** years old, promoting 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.

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

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:

- **93%** of the members feel better about themselves
- **92%** of the members feel more motivated
- **91%** of the members feel healthier
- **91%** of the members feel more confident
- **86%** of the members feel calmer
- **88%** of the members have more respect for other people
- **84%** of the members are now less likely to get involved in crime
- **79%** of the members feel safer in their community because of Luta pela Paz

## Champions

Fight for Peace members who show a natural aptitude in their respective sports are invited to compete if they wish to. By attending more intensive training sessions and with the guidance of Fight for Peace's professionally trained coaches, many of these young people can and do achieve high levels of competitive success.

The Rio de Janeiro Academy boxers had their most successful year to date in 2012, with Roberto Custódio winning the National Championships for the second time whilst **11** amateur championships were also won by Fight for Peace boxers throughout the year. Stand out performances were the two different competitions that Carlos Henrique da Silva and Michel William both won, whilst Roberto also represented Brazil as a reserve at the London 2012 Olympics before winning the Copa do Pacífico in Ecuador during October. Carlos Henrique da Silva has been invited to train with the Brazilian national team during 2013 whilst Roberto Custódio continues with the squad, having established himself as number one pick at welterweight (**69kg**).

Fight for Peace's Luta Livre wrestlers also had a productive year, with five competitors travelling to Salvador, Bahia for the first ever Brazilian National Championships of Submission Fighting in March. All five returned home with medals and Fight for Peace won third place in the highly competitive teams' category. Later in the same month, seven wrestlers won medals at the Rio de Janeiro state championships and in September the group also took home seven medals from the Copa Brasil de Luta Livre Submission in Angra dos Reis.

Fight for Peace's Jiu-Jitsu team participated in their first ever competitive championships in July 2012 at the Grande Mestre Helio Gracie Cup, winning seven medals, before the novice competitors won a further ten medals at the Conde Koma Cup in October. Fight for Peace's Taekwondo competitors, who train out of the Marcílio Dias satellite academy, competed at several rounds of the Rio de Janeiro state championships throughout the year, winning **12** medals in total. Fight for Peace's Judo participants used 2012 as a preparatory year before their first competitive championships in 2013 and **74** young people moved up belts at a graduation ceremony in November.

## Quotes from athletes

*A friend of mine took me along to Fight for Peace because she was enjoying spending time at the project. I signed up on 28 December 2011 – I remember the date because I loved it all straight away: the teacher the pupils, the building, everything! I like practicing Jiu-Jitsu because when you are training there's nothing in your head to make you worry. The teacher Deywson is like a father to me. My own dad died when I was very young so it's really good to be able to talk with him. The other staff are great and they always correct me when I am wrong.*

### **Talita Maria Maciel, 12 – Jiu-Jitsu, Bento Ribeiro Dantas satellite**

*When I joined Fight for Peace life was not easy for me. My parents were separating and I was very confused about things. I thought about entering into a life of crime because I saw it as a solution to my problems. When I arrived (at Fight for Peace), I was embraced by everyone, none more so than my Capoeira teacher. Fight for Peace was, and is, a very important family to me. The people who work here really support the young people, giving them advice and always want to help. Here is also a gateway to many opportunities that will make you think in a different way. Fight for Peace represents strength of will, overcoming and opportunity to me.*

### **Wallace dos Santos da Silva, 18 – Capoeira & Youth Council**



## Education

Fight for Peace's Education pillar, represented by the Pathways (Novos Caminhos) project in Rio de Janeiro, continued incentivising a large number of young people to return to the classroom in 2012. **131** young people attended Literacy & Numeracy Classes, which are the first module of the project in Brazil. These classes enable the participants to then enroll onto the Primary Education level course. In total, **334** students attended the Pathways Primary and Secondary level (Ensino Fundamental and Médio) classes at Fight for Peace in 2012.

In 2008, Fight for Peace was able to broaden its Education pillar with the Pathways (Novos Caminhos) education project, a response to a demand that existed among its members and the local community. After a successfully evaluated pilot-project, Pathways started its activities offering two classes of **35** students each Primary and Secondary fast-track education. Following this first cycle, Fight for Peace opened 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 almost **600** people, something which also illustrates the lack of educational opportunities in the area.

Similar to the Open Access project, students from 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.

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 Pathways has become an important tool for the development of the community.

Those enrolled in Pathways are also asked to complete Fight for Peace's annual survey questionnaires. As for the year of 2012, since joining Fight for Peace's activities:

- **99%** of the members want more from their lives
- **96%** of the members feel more confident
- **95%** of the members are happier with their lives
- **94%** of the members feel more motivated
- **91%** of the members feel that their relationship with family members has improved
- **89%** of the members will continue attending Luta pela Paz, even after they finish their studies
- **88%** of the members defend their own opinions and attitudes more
- **87%** of the members find it easier to do things alone

## Quotes from the learners

*I heard about Fight for Peace through good testimonies from people in the community. I also liked their approach in terms of its didactic teaching methods and the patience that the teachers have for pupils like me who have been a long time away from their studies. Fight for Peace arrived in my life at an important moment. I was four years away from the classroom and I wanted to return. I didn't want to be involved in crime and drugs any longer and Fight for Peace helped to maintain this thought. A project like this jolts you into truly believing that life has much more to offer than just crime and drugs. Previously I had no life perspective but now I aim to study at university. I know I'll be back one day as a volunteer teacher. Here I don't know any pupils or teachers, I only know friends who have helped me to keep going, looking towards a better future!*

### Esler Alves Gomes, 22 – Pathways, Secondary Level

*I was six years away from my studies but I really wanted to return. Getting back in to the classroom here (at Fight for Peace) is really good and in two years I have already recovered all that I lost in those six years. I was welcomed by everyone here and have made lots of new friendships – it's a great place to meet people too. And my teacher at secondary level – I've never had a teacher like him. He explains everything perfectly and never misses a lesson.*

### Larissa Souza da Silva, 18 – Pathways, Secondary Level

## 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"

Launched in 2011 with the opening of two new satellite academies in Complexo da Maré, the Maré United (Maré Unida) project has achieved good results over the past two years. In 2012, more and more young people crossed the "invisible barriers" enforced by drug traffickers thanks to movement between the communities in which Fight for Peace works with the project's activities and events.

In Bento Ribeiro Dantas, throughout last year **271** young people signed up to the Open Access project, which is composed of three sporting modalities – Boxing, Capoeira and Jiu-Jitsu. At Marcílio Dias, **197** young people arrived at Fight for Peace through the Open Access project, to take part in Boxing and Taekwondo, as well as Luta Livre (wrestling), which was first offered there in 2012. Of the **1,260** young people who participated in Boxing & Martial Arts at Fight for Peace in 2012, **37%** came from the satellite academies, which were only founded two years ago therefore showing the consolidation of the project.

The work carried out at the satellite academies has already revealed new talented athletes representing Fight for Peace: from Bento Ribeiro Dantas is Carlos Henrique da Silva, **17**, who in October 2012 won the Youth Brazilian Boxing Championships at the **52kg** weight category. Meanwhile from Marcílio Dias are the brothers Wellington and Douglas Andrade, **16** and **15** years old, who won silver at the Brazilian Boxing National Championships and gold at the Galo de Ouro championship, respectively.

The Pathways education project also showed a significant growth in activity at the satellite academies in 2012: at Bento Ribeiro Dantas **60** young people took part in the Primary & Secondary Level classes, an increase of **114%** in relation to the previous year. At Marcílio Dias, **53** pupils signed up to the project, a growth of 141% in relation to those registered in 2011.

The Maré United project aims to break down the invisible barriers enforced by rival drug factions and to integrate the **17** communities of Complexo da Maré and its residents by combining the positive effects of sport, education and personal development and by offering opportunities to young people in areas that Fight for Peace was not previously able to reach.

## Quotes from Maré Unida participants

*I joined the project a year and a half ago, beginning with Novos Caminhos. God-willing I'll finish my secondary level education (ensino medio) next year. It's good because I never thought I would complete my studies, having been over a year away from them. I study now whereas previously I only wanted to mess around in the street so I'm very grateful that Luta pela Paz opened the door for me.*

*Maré Unida is a great opportunity because in the past I would never go to the 'other side' (Nova Holanda, a favela run by a rival drug faction from that of Bento Ribeiro Dantas). Nowadays I go there all the time – the Luta pela Paz t-shirt is like a passport. People see me wearing it and they know I want the best for myself. I like going there now, in fact – If I have to be there at seven o'clock in the morning, I'm there with pride. I lost my fear and now even take friends with me.*

**Luiz Henrique Bernardo de Souza, 18 – Pathways and Jiu-Jitsu, Bento Ribeiro Dantas satellite**

*I love Fight for Peace because it's given me lots of opportunities to meet people from other communities – I've already made lots of new friendships and I've only been over there (to the Nova Holanda favela, where Fight for Peace's headquarters is based) because of the project. My teacher Manoel is great – he really wants to help the pupil and is always present in our classes. He asks a lot from us but we know that he only wants us to be the best we can be. We're all really close here in Taekwondo and so the atmosphere is really good.*

**Pedro da Silva Dutra, 16 – Taekwondo, Marcílio Dias satellite**

## Social Support Services

A key element in the success of Fight for Peace's projects in Rio de Janeiro 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 2012, the Social Support staff:

- Approached more than **1,080** young people in the streets of the communities where Fight for Peace operates;
- Made **622** home visits;
- Made **869** telephone calls.

## Employability

Through the Employability pillar Fight for Peace offers its young people the opportunity to be better prepared for insertion into the job market by professional guidance and referrals to vacancies at partner companies.

The focus in 2012 was to improve the abilities and skillsets of Fight for Peace members interested in entering the job market: **130** young people took part in courses offered throughout the year, an increase of **49%** in relation to those who did so in 2011. The 'Administrative Assistant' course attracted **45** young people, the 'Receptionist', **19**, 'Human Resources/Personnel', **35** and 'Telemarketing', **31**.

In 2012 Fight for Peace's team referred **73** young people to job opportunities, of whom **14** were effectively contracted. Fight for Peace also developed partnerships with companies and businesses interested in employing apprentices from Fight for Peace in 2012. One such was CONAB, a road maintenance company who hired seven apprentices from Fight for Peace to work in their administrative area on two-year contracts.

## Youth Leadership

The Youth Council is a group of members of Fight for Peace who have been democratically elected to represent the members from each activity and project. Currently composing of seven members, the Youth Council act as intermediaries between Fight for Peace's young people and staff, giving voice to any suggestions, complaints and queries. The Youth Council members also have an important role representing 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 2012 results are as follows:

- **100%** believe that the Youth Council can make a real difference at Fight for Peace
- **86%** feel better about themselves since having become members of the Youth Council
- **86%** feel capable of truly expressing what they feel/think during meetings
- **75%** believe that staff always take questions raised by the Youth Council very seriously
- **75%** believe that other members of Fight for Peace respect them more as a result of being in the Youth Council

## Quotes from the Council Members

*Here is where I feel good. I feel much more open, available to chat. I can't imagine myself without these five years I've been a member of Fight for Peace. I doubt I would be the same girl who is always talking and communicative, I'd be shy. Fight for Peace was a window to the world for me because previously I only had a vision of the local community, with its violence, etc. I also don't know if I hadn't been a member of Fight for Peace I would have the same hopes and expectations that I have today – I want to travel the world and study engineering at university.*

**Rayanne Soares da Silva, 15 – Boxing & Youth Council**

## Parents and guardians

Parents and Guardians of Fight for Peace's members are invited to take part in quarterly meetings at the Academies in order to maintain strong levels of communication and mutual understanding. The parents and guardians are also invited to participate in Fight for Peace's yearly survey by answering questionnaires that aim to evaluate different aspects of the young people's development as well as how Fight for Peace is perceived in the local community. Some of the results from 2012 include:

- **97%** believe that Luta pela Paz has a positive influence in the local community
- **94%** believe that their child's self-confidence has improved since joining Fight for Peace
- **82%** feel safer in the community thanks to the presence of Fight for Peace
- **75%** say that their child attends school much more as a result of joining Fight for Peace

## Local Partners

*"It's very fulfilling to see how our partnership with Fight for Peace has a very concrete and measurable impact on children and young adults. One of Juniclair's objectives is to facilitate access to education, and this project showcases how through sport you can grow and create opportunities for social transformation."*

**Marianne Ruggieri (President) & Claire Levy Ruggieri (General Secretary), Juniclair**

*"The British Consulate in Rio de Janeiro is delighted that its partnership with Luta Pela Paz has strengthened further during 2012. With Luta Pela Paz working in both London and Rio, they have been symbolic of the strong sporting cooperation between the UK and Brazil, as the successful London 2012 Olympic and Paralympic Games has handed over to Rio de Janeiro, as hosts of the 2016 Games. The London Games were about inspiring a generation through sport – something that Luta Pela Paz is doing every day through its work training, engaging and educating young people around the world. We were particularly proud to work directly with Luta Pela Paz during Prime Minister David Cameron's visit to Brazil, and to Luta's Rio Academy, in September 2012. They were able to showcase the diversity of the work they do, across education, youth leadership and sport and he was very impressed. Luta Pela Paz remains a fantastic advert for life-changing projects that engage young people."* **Paula Walsh, British Consul General for Rio de Janeiro**



FIGHT FOR PEACE LONDON ACADEMY

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**Boxing & Martial Arts**

Fight for Peace's free Open Access sports continued to attract a large volume of young people aged **14-25** throughout 2012. The timetable offered free Muay Thai kickboxing, Boxing, Mixed Martial Arts and Fighting Fit Gym training to all young people every evening during the working week.

A total of **769** young people attended Open Access in 2012 of which **511** were new members. In addition to attending sports, members also participated in Personal Development sessions which were offered monthly in the form of group sessions and also activities that were woven in alongside the sports delivery. The provision of Personal Development life skills sessions is underpinned by Fight for Peace's Theory of Change and is a critical mechanism to ensure young people can affect positive changes in their lives. Sessions were delivered every month throughout 2012 with topics including: Mood and Food; Mediation and Alternative Dispute Resolution; Debating and Expressing Opinions including stimulus around crime and punishment, rights and responsibilities and gender inequalities – amongst other topics. On average **104** young people attended the monthly group sessions and smaller groups benefited from the activities that were embedded within the sports delivery.

At the end of every year project participants complete questionnaires which were designed with evaluation experts from the University of East London in order to provide them with an opportunity to let the team know 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. **105** sports members completed the questionnaires in December 2012 and reporting the following as a result of attending the project:

- **95%** said they are fitter
- **81%** feel better about themselves
- **75%** feel calmer
- **83%** feel safer in their local area
- **79%** find it easier to make friends

The analysis of the evaluation questionnaires also demonstrated that Fight for Peace very quickly achieved a positive impact on its new members, of the Open Access participants who attended for **3** months or less, **71%** said they felt fitter, **75%** felt calmer and **81%** felt better about themselves. The level of impact increased over time and for project participants who attended for **6** months or more, **98%** said they felt fitter and **85%** felt calmer and better about themselves.

**Champions**

Open Access is open to all young people irrespective of their ability or ambition and the sports sessions are streamed to accommodate participants whether they are just interested in staying fit or are focused on a sports career. All the coaches that work at Fight for Peace have industry experience and as such are well placed to support and advise members who want to compete or pursue a professional career.

During 2012 Fight for Peace's competitor list increased considerably with **23** young people (**13** boxers, **9** Muay Thai and **1** Mixed Martial Art competitor) competing at interclub and amateur events around the country. For the first time at Fight for Peace UK, two competitors won Muay Thai title belts; English ISKA Southern Champion and English ISKA Champion at **86kg** with one young person now pursuing a professional career in Muay Thai. Mixed Martial Arts achieved its first gold medal win and **13** boxing competitors were registered with the Amateur Boxing Association (ABA). In addition, Fight for Peace hosted two ABA boxing shows at the Academy with over **20** boxing clubs represented.

### Quotes from the athletes

*Fight for Peace is a great project, and has changed my life in many different ways. I come to Fight for Peace for many different reasons such as making boxing my profession and to meet my friends and coaches, it is a great pleasure to be surrounded by such great people.*

**Khalid, Boxing competitor, 19 years old**

*Fight for Peace has really helped me out in many ways as in losing weight, building confidence and make friends and the training is really good. The coaches push you hard but overall the Academy is really good.*

**Haris, Boxing competitor, 15 years old**

*Its an excellent training environment and very friendly. I gain discipline and the will to reach for greater aspirations. I started with fitness and now I want to compete. The staff look out for my best interests and motivate me to keep going as well as train harder.*

**Milambo, Boxing participant, 20 years old**

*Since I've been here I've learned how to control my anger also I've made a lot of new friends. Self defence and a discipline well needed in real life. It is a very friendly place where race, gender, age or anything like that doesn't matter. We are a family.*

**Eduard, MMA participant, 16 years old**

*I come to Fight for Peace to practise boxing and for help looking for work. It's a laid back friendly atmosphere, I have met and made friends with many people I wouldn't of otherwise had I not come to FFP. The staff are supportive and take genuine concern for the lives of all the young people.*

**Alex, Boxing participant, 20 years old**

### Twilight Programmes

A number of Fight for Peace participants attended sports and personal development sessions via the Twilight programmes, which are preventative programmes designed to support young people with behavioural issues and those who are at risk of exclusion, offending and/or becoming involved in gangs. Staff partner with local schools, pupil referral units and Youth Offending Team to develop tailor-made programmes incorporating a weekly sport session and personal development workshop for the duration of the programme with participants being supported to integrate into the Open Access provision at the end of their Twilight programme.

Twilight programmes were delivered to students of Cumberland School, Full Circle Pupil Referral Unit, Langford School, Kingsford School, St Bonaventures School and Newham Youth Offending Service. The programmes varied in duration, from **4** weeks to **6** months depending on the level of support required. Building on the partnership between Fight for Peace and Newham's Youth Offending Team, two Twilight programmes were delivered to young offenders on court orders as part of the community order contracts.

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

- **62%** are less likely to be part of a gang and commit a crime
- **72%** feel better about themselves
- **62%** feel more ambitious
- **83%** feel fitter and **62%** want to join the Open Access sports

### Quotes from the twilight participants

*Fight for Peace is great because it is a local gym where young people have fun. I like coming to Fight for Peace because it keeps me fit and helps you out when people have problems, they treat you equally. The coaches always give you a helping hand if you want to lose weight or gain weight.*

**Kenny, Twilight participant and case work mentee, 13 years old**

*It helped me out with my discipline and it really helped me with controlling myself and it has made me more fit. I feel that I am a new person.*

**Abdul, Twilight participant, 14 years old**

*I feel Fight for Peace has helped me a lot in which I've learnt how to better myself by taking different more calm approaches to certain situations. Since starting Fight for Peace I have improved my grades, and thanks to a one to one session with Sergio [Youth Worker] which gave me an insight into life outside school and what I could do to help myself I now have a weekend job and also attend evening boxing sessions at Fight for Peace. Plus my fitness has improved as well.*

**Jibreel, Twilight participant, 16 years old**

### Education

The Pathways Education to Employment Project was first designed and implemented in the UK in 2008 and has since been taught every year. There are two programmes (Module 1 and Module 2) and both are designed to engage in education the most disaffected and hard to reach young people between the ages of **16-25** who have dropped out of the formal education system. The courses offer English and Mathematics training and support; courses in nationally recognised education and training qualifications; individual mentoring and support; Personal Development classes; job training and workshops; boxing and martial arts coaching. The emphasis of both programmes is to support young people to successfully access the job market.

In 2012 a total of **31** learners completed the intensive education courses of which **94%** were not in education, employment or training (NEET) at the time of recruitment and **23%** were ex-offenders. The average pass rate for English and Mathematics for Module 1 learners was **64%** for both subjects. An average of **62%** passed Active & Healthy Living and **71%** gained the Community Sports Leadership Award. **80%** of Module 2 learners achieved English and mathematics and **100%** gained YMCA accreditation. **93%** of Pathways learners progressed on to employment, training or further education at the end of their studies. Progressions were as follows:

Progression	Module 1 Cohort 7	Module 1 Cohort 8	Module 2 Cohort 2
Employment	<b>33%</b>	<b>8%</b>	<b>10%</b>
Further education and apprenticeships	<b>56%</b>	<b>75%</b>	<b>70% (50% also in employment)</b>
Further education	<b>11%</b>	<b>0%</b>	<b>10%</b>
Volunteering			<b>11%</b>
No Progression	<b>0%</b>	<b>17%</b>	<b>10%</b>

**25** Pathways learners completed self-completion questionnaires to provide Fight for Peace with feedback on their experience of attending the programme and reported the following:

- **92%** feel more confident, happier about life and more ambitious
- **68%** are less likely to carry a weapon
- **62%** are less likely to commit a crime
- **80%** are less likely to disrespect others and rules
- **62%** are less likely to be a member of a gang

### Quotes from the learners

*Before I joined the Pathway programme I had just recently been released from prison. I was finding it very difficult to find a job or get onto a course and do something constructive. Once I had been accepted onto the Pathway Module One programme, I quickly gained new friends, had lots of opportunities to do positive things which I could not have found anywhere else. FFP is a place where I can speak my mind without being looked at strangely and being judged. I also gained a lot of qualifications and am now going to participate in the Module Two programme. I have been accepted onto the Youth Council, on which I am studying for a youth leadership qualification, FFP also provides me with a place I can train and stay fit for free.*

**Silvino, Pathways Module 1 learner, 24 years old**



## Support Services

The Support Services pillar is designed to support members from all areas of the project with any needs they may have. Level 2 Profiling mentoring sessions are delivered tri-annually to sports participants to ensure any issues or problems are identified and addressed by the team. Support Services staff also provide targeted case work programmes for young people who are referred via the Level 2 Profiling process or externally by partners such as Newham's Youth Offending Team or Social Services.

In 2012, **331** Level 2 Profiling sessions were delivered, leading to internal referrals to other areas of Fight for Peace's provision such as education and employability support. External referrals were made to the team's extensive partner network where the nature of the issues being experienced by the young people necessitated additional input (e.g. housing, counselling, substance misuse etc.). Additionally, all **31** Pathways learners received mentoring support to ensure that any issues or concerns they experienced did not develop into a barrier to their continued engagement on the programme. The mentoring sessions are also geared towards goal setting and helping members make positive plans for their futures.

Finally, an average of **38** young people were supported via the case work provision, which is designed to support the hardest 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 team is experienced at supporting this target group to move away from gang affiliations and offending behaviour.

**17** case work participants completed self-completion questionnaires to provide feedback on their experience and reported the following:

- **94%** feel more confident and ambitious
- **83%** feel more motivated
- **71%** are less likely to commit a crime and be a member of a gang
- **77%** will now think before they act
- **71%** feel calmer
- **82%** feel fitter

## Quotes from mentees

*Working with FFP, I always have someone to talk to and always get useful advice from my mentor. I like hearing about his experiences and have found them helpful in that I can apply what he has learned to my own life.*

**Susie, case work mentee, 20 years old**

*Mentoring with Michelle [Youth Worker] has been really motivational and inspirational. It has helped me a lot!*

**Olivia, case work mentee, 16 years old**

## Job Training and Employment

The Fight for Peace Employability pillar is available to all project members and the support provided is based on the needs of the individual. The holistic service has been developed and adapted over the past **5** years to be responsive and young person centred. Staff provide support with CV writing, job applications, accessing training opportunities and many other employability and training related help. Partnerships with key local agencies and organisations have been established to ensure that the team are informed of opportunities available to members. In 2012 staff partnered with LOCOG, Credit Suisse, Nuffield Health, Reed, East London Business Alliance, Seetec, Young Working London, Community Links, London City Airport, Morgan Stanley, Workplace, Connexions, the Emmanuel Youth Project and many other organisations. An average caseload of **42** members received support per quarter during the year.

Fight for Peace encourages members to both volunteer and apply for posts within the project when opportunities arise. Two Pathways Module 1 and Module 2 graduates were appointed as Assistant Fighting Fit Gym Coaches in 2012 and are very positive role models for the wider pool of members. Furthermore, numerous other members provided excellent volunteer support in various areas of the project such as peer mentoring, employability, administration and data entry and with new member integration.

### Quotes from members who progressed into employment or education

*Very good – I have learnt a lot in my time here and gained experience in the working world. Family environment, everyone is willing to help you.*

**Lethius, Youth Council member and Muay Thai participant, 19 years old**

*Because of the qualifications I gained at Fight for Peace, now I work as a Personal Trainer here at the Academy. This has opened up many doors for me as it has given me a lot of experience.*

**Ismael, Pathways Module 2 learner, 21 years old**

*Fight for Peace has helped me on many different occasions with different things – employment being one of them. They have helped me gain confidence to be able to go out and work and also interview techniques that help me stand out from other candidates.*

**Deji, Youth Council member and Boxing participant, 19 years old**

### Youth Leadership

Fight for Peace recruits **20** young people to the Youth Council every year. In 2012 group members aged **16** and above participated for the first time in the Fight for Peace OCN accredited Youth Leadership course which is equivalent to an A Level and was designed by the Youth Council. Additionally, Youth Councillors participate in non-accredited trainings which are designed in conjunction with their roles and responsibilities to ensure they are suitably equipped to carry out their duties professionally and with confidence. Trainings are delivered in-house by staff and externally by partner organisations.

The provision of leadership training is a way in which the organisation can 'give back' to the Youth Councillors as they play a critical part in the on-going development and shaping of the project. Additionally, the group acts as the voice for the wider group of project members to ensure that staff are kept up to date with their thoughts, comments, feedback, ideas and needs concerning the project.

In addition to attending leadership trainings the group participate in staff and Trustee meetings, funder assessments and many other key meetings. In 2012 there were **38** Youth Council meetings and **17** leadership training sessions delivered.

**11** members of the Youth Council completed questionnaires at the end of 2012 and reported as follows:

- **100%** are clear about their roles and responsibilities
- **100%** feel better about themselves as a result of participating in the Youth Council
- **91%** feel the Youth Council make a real difference to Fight for Peace
- **73%** found the leadership trainings helpful

### Quotes from the Council Members

*Through my journey at the Youth Council, I learned a lot of things that made me think different about me and my future. For me being a Youth Councillor its being a role model in the community and makes me very proud being able to talk to young people and help them. I hope Fight for Peace keeps growing and expands around the world.*

**Kido, Youth Council member, 21 years old**

*Being in the Youth Council has given me so much, from being more confident in speaking to a larger crowd to having a feeling of belonging in a group of positive people who make me feel like I am part of a family. It also is so satisfying to know that young people are willing to trust me to help them with their problems and issues. Just a few months ago I could of never dreamed I would be a part of something so big and important as being the voice for Fight for Peace.*

**Silvino, Youth Council member, 25 years old**

*FFP is more than just a boxing and martial arts club, it is a community, a family and a place where a warm welcome can always be expected. In the short time I have been here FFP has helped me develop myself physically and mentally as well as being the driving force behind my career pursuit.*

**Allyson, Youth Council member and Boxing participant, 23 years old**

## Local Partners

Just 4 Kids Law; Sports Leaders; YMCA; Amateur Boxing Association; Nuffield Health; Gymbox; University of East London and Sports Dock; Young London Working; Seetec; Reed; London City Airport; Credit Suisse; Workplace; East London Business Alliance; Students in Free Enterprise; Morgan Stanley; Emmanuel Youth Project; Depaul Nightstop UK; Barge Hostel; Focus Hostel; Manor House Hostel; Digital Disruption; SHINE – NHS Newham; Terrence Higgins Trust; Langdon School; Kingsford Community School; Full Circle PRU; Cumberland School; St Bonaventure's School; Eastlea Community School; Royal Docks Community School; Newham Youth Offending Team; Newham Social Services; Community Links; Custom House Safer Neighbourhood Team; Coram Housing; Stop Watch; IDEA; Newham Victim Support, Young Minds, Step Up; Shipman Youth Zone, Asta Community Hub; Kicks, Newham Family Intervention Project; The Renewal Project; Next Step; Alone in London; Shelter from the Storm; Kids Company; Job Centre Plus; Specialist Substance Misuse Service; Catch 22 Young Fathers Project and Foundation 4 Life.

*Fight for Peace staff are all extremely committed to supporting the young people accessing their service. Nightstop has provided a number of FFP clients emergency accommodation since becoming partners in 2012. FFP have offered dedicated support in finding long term sustainable accommodation, going above and beyond to ensure a safe environment for their clients.*

**Isobel Foulsham, Project Coordinator, Depaul Nightstop UK, homelessness partner**

*Of the 20 year 9 boys who regularly attended the Fight for Peace programme, 18 have just completed their GCSE's at Cumberland School. All 18 pupils are predicted to achieve 5 or more A\*-G levels and the majority, 15, are due to achieve 5 or more A\*-C levels including English and Maths. The re-focus onto education was influenced heavily by the Fight for Peace programme and I would highly recommend this to other schools.*

**James Nuza, Head of Inclusion and Behaviour, Cumberland School, Twilight partner**

*I have noticed a positive change towards their behaviour and attitude. The group have also shown a great deal of discipline since joining Fight for Peace. The group was made up of various types of students who were known for fighting, truanting and bad behaviour towards members of staff. I feel Fight for Peace was very beneficial for the students and they have become wiser and mature.*

**Sajid Iqbal, Learning Curriculum Support Officer, Langdon School, Twilight partner**

## FIGHT FOR PEACE INTERNATIONAL

### Global Alumni Programme

The FFP Global Alumni Programme is our way of creating an impact in communities affected by violence beyond Rio de Janeiro and London. FFP 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 FFP Academies across the world but to work with excellent community based organisations (CBOs) who want to share FFP's values and mission, helping build their capability to deliver quality boxing and martial arts (B&MA) based personal development programming.

The Global Alumni Programme was launched formally in 2012, and over the next three years will work with **120** CBOs from different cities where young people are involved in or affected by violence. The programme is delivered over **12**-months to cohorts of **10** CBOs at a time, usually representing a city or small region. The programme is a package of learning and support that works on five levels:

#### *Intensive training programme:*

The CBOs are trained in all FFP principles and practices over a five day period. The course is held at the FFP Academy in Rio so that CBOs can explore the principles and practices in action, and within a community context that presents extreme issues that are parallel to their own. It also means CBOs can engage with young people involved with FFP, and that FFP Academy staff can present specific areas of expertise throughout. At the end of the course the CBOs define their own organisation development plan and the support they need from FFP to deliver that plan. The course focuses on seven learning areas:

- The principles behind using B&MA
- Designing an holistic set of services around B&MA
- The FFP Five Pillars
- The importance of organisational values
- Outreach, and engagement with the community
- The importance of iconic space and brand
- Embedding monitoring and evaluation throughout an organisation



### **12-months consultancy support:**

After the Rio course CBOs return to their communities but work remotely with FFP to help them adapt learnings from Rio to their context, and implement and embed changes to their organisation and services. The support is flexible, bespoke to the needs of each CBO, and can include a variety of inputs from FFP such as programme design, fundraising, extra training on specific areas of practice, or coaching to support the CBO leader through the process of implementing change.

Access to the FFP toolkit: FFP provide a web-based resource accessible to all CBOs on the programme. It contains a number of practical tools such as job descriptions for coaches and youth workers, boxing gym equipment lists, registration forms for young people, guides to youth work, and M&E questionnaires. It also lists relevant research papers and links to other organisations that can help CBOs to connect to the broader development world. CBOs are individually directed around the resources, and signposted to relevant content and opportunities.

### **Membership of the FFP Alumni:**

FFP also supports networking and peer-to-peer learning between all trained CBOs (i.e. beyond their city-cohort). This happens through the FFP website, a managed facebook group, and both independently and via facilitated connections made by FFP staff who can identify opportunities for practice sharing and collaboration.

Profile opportunities and use of the FFP Alumni brand: we know that FFP possesses a valued and recognised brand, and evidence that proves the effectiveness of the model, and we share that brand and evidence with CBOs to give their approach additional credibility. Each CBO is given their own profile page on the FFP website (exposure to approx. **5,400** unique users per month) to showcase their work to international funders. They also receive an FFP Alumni banner for their gym, and an electronic kit with logos, images and a form of words that can be used in proposals to signify they are trained and endorsed by FFP, and that the model they are using is proven.

So far the FFP Global Alumni community consists of **27** CBOs across **20** countries, who collectively work with over **8,000** young people through various boxing and martial arts programs.

### **HIGHLIGHTS IN 2012**

#### **Completing the programme design and pilot phase:**

We completed delivery of a full year of training and support to nine CBOs that participated in the GAP pilot programme. Those CBOs were Futbol por la Vida (Costa Rica), Kivu Assistance and Reintegration Centre (Democratic Republic of Congo), Bright Generation Community Foundation (Ghana), Ngunyumu School (Kenya), Project Capoere (Lebanon), Mifumi (Uganda), Rough Diamonds (UK), Keep it Real (USA), Ironworks (USA). (Impact on these CBOs is described in the results section below).

FFP gathered significant feedback from this group and studied the impact the programme had on their capability. Based on those learnings we defined selection criteria for the programme going forward, finalised programme content and design, and initiated a fundraising campaign to secure roll-out investment.

#### **Raising Funds:**

With a successful pilot completed FFP sought to raise funds to roll-out the Global Alumni Programme. In June we secured **£1.2m** from the IKEA Foundation to train **120** CBOs over three years from communities where young people are involved in or affected by violence. This grant meant provided us with the opportunity to deliver the programme at a larger scale than planned, and gave us real potential to gather genuinely global data around effective alternative approaches to violence reduction.

#### **Building a team:**

FFP expanded the Global Alumni Programme team from two people to four (with one still to come). Joining James Baderman (Programme Manager) and Bryony Duncan (Programme Trainer) has been:

- Monitoring and Evaluation Manager, Rebecca McHugh, who is responsible for measuring and understanding the impact of the programme, and for building the M&E capability of the CBOs we support. Rebecca also leads on M&E strategy across the FFP Group.
- Programme Officer, Pete Beeley, who is responsible for logistical support, gathering research on target communities and potential partners, and delivering post-course consultancy and support to Alumni CBOs.

### **Full programme delivery:**

With funding and a team in place, full delivery of the Global Alumni Programme is underway.

- The first two cohorts were defined: a cross-Caribbean programme started in September, and a Global cohort started in October.
- FFP partnered with the Caribbean Sport for Development Agency (CSDA), experts in sport for development in the region, to help us identify appropriate CBOs to work with, and to engage with key local community and government stakeholders.
- The FFPI team travelled to the Caribbean in October to meet with CBOs in Jamaica, Trinidad, Guyana and Suriname and to select the final participants.
- FFP also engaged a number of international NGOs to help us identify outstanding CBOs working around the world on violence prevention that could participate in the global cohort.
- In total **18** CBOs were selected to participate in two programme cohorts. FFP delivered the intensive five day course which kicks on the **12** months of support to eight Caribbean CBOs in November, and **10** CBOs from around the world in November.

### **The Caribbean Cohort:**

#### **Belize Central Prison / The Kolbe Foundation, Belize**

BCP is the only prison in Belize and deals with adult, male and female, and juvenile prisoners. FFP is working with their youth offender wing to develop a boxing programme that will increase up-take of training opportunities within the prison, and reduce the likelihood of re-offending after release.

#### **Top Glove Boxing Club, Dominica**

Top Glove are one of Dominica's leading boxing club. They are run by the national boxing coach, and deliver programmes to disadvantaged young people, many of whom are involved in crime and violence. They are working with FFP to design an education and employment programme.

#### **Children First, Jamaica**

Children First are Jamaica's largest independent community development organisation, and they work with street, working and vulnerable children through education, counselling and employment support programmes. They are working with FFP to design a new boxing programme to help them access entrenched gang-members and engage them in the other services they offer.

#### **S Corner Clinic, Jamaica**

S-Corner Clinic are a grassroots development organisation delivering a range of essential services in their community including education, water and sanitation, and healthcare. They are working with FFP to create a new boxing programme that to engage gang members reduce local levels of street violence.

#### **Simson Gym, Suriname**

Simson Gym is a commercial gym in Paramaribo, run by multiple kick-boxing champion Angelo Simson. Angelo is working with FFP to develop a foundation that will see him working with young people, including young offenders, and using kick boxing to deliver personal development.

#### **The Rose Foundation, Trinidad and Tobago**

The Rose Foundation supports communities to regenerate. They mobilise and support community leaders, and help to create economic development through enterprise schemes and micro-credit. They are working with FFP to develop a martial arts programme that will work across gang boundaries, and help them bring young men into their programmes.

#### **Golden Fist / Simeon Youth Movement, Trinidad and Tobago**

Golden Fist is one of Trinidad's most successful boxing clubs, and is run by the national coach. Based in a severely gang-affected neighbourhood of Port of Spain, they also offer mentoring and life-skills programming to vulnerable young people. They are working with FFP to develop a formal education programme that will help them deliver more concrete progressions.

#### **St Barbs Community Women in Action, Trinidad and Tobago**

St Barbs is a grassroots organisation based in one of the most challenging areas in Port of Spain. They offer a number of programmes aimed at trying to engage and provide opportunities for young people. They are working with FFP to launch a boxing programme that will access the hardest to reach members of the community, and provide a platform from which to engage them with other agencies and programmes.

### *The Global Cohort:*

#### **Young Achievement Sports for Development, Zimbabwe**

YASD works in a Harare slum where the community has been repeatedly displaced. They deliver a range of education and training programmes, and already use street soccer as an engagement tool. They are working with FFP to develop a boxing programme that will enable them to expand into violence prevention activities.

#### **Social Work for Development, Nepal**

SWD work in Nepalese boarder communities where young people are often victims of trafficking and face the challenges that surround migration. They provide a range of vocational and life skills training, and already use cricket as to engage young people. They are working with FFP to build in B&MA and to introduce accelerated basic education provision.

#### **Association for Development and Enhancement of Women (ADEW), Egypt**

ADEW work on the broad issue of women's empowerment in Egypt. They deliver a range of services including literacy and numeracy programmes, legal assistance, micro-finance initiatives and advocacy support, as well as sports. They are working with FFP to introduce martial arts to help motivate and inspire girls, especially those that are at risk of gender based violence.

#### **Nari Uddug Kendra, Bangladesh**

NUK are one of Bangladesh's foremost women's organisations, working at grassroots programme level through to advocacy and campaigning. FFP is supporting NUK to expand its karate programme, with the objective to it roll-out across schools in regions where gender based violence is most prevalent.

#### **COBAP, Uganda**

COBAP are based in two Kampala slums. Originally an HIV programme, they now also offer life-skills training and livelihoods programming. COBAP also have a thriving boxing programme, with over **100** fighters active including the current national youth team captain. FFP are helping them to better integrate the boxing programme with the other opportunities and to build other youth services into the programming.

#### **Skillshare International, Botswana**

Skillshare run a community centre in a refugee camp that hosts migrants from across southern Africa, many of whom have been born in the camp, and have restrictions on their right to movement and employment. They are working with FFP to introduce a boxing programme that will help them combat the rising issue of violence in the camp, and to attract some of the harder to reach young people into the other opportunities available at the centre.

#### **Empire Boxing Club, UK**

Empire has produced world and European champions and is Bristol's most success boxing club. It is also based in St Pauls, an area of the city which suffers high levels of gang violence and youth unemployment. Empire already provides a range of community programmes to engage at risk young people, and they are working with FFP to develop those services and their organisational capability so that they can deliver comprehensive city-wide youth-programming on a sustainable basis.

#### **The Youth Information and Contact Centre, Afghanistan**

YICC delivers health, education and employment workshops to young people around Jalalabad, as well as a range of sports activities. FFP are helping them to develop a multi-site boxing league that will bring together young people from different communities and areas where they will compete and receive peace workshops.

#### **Boxeo VMT, Peru**

BVMT work in one of Lima's most deprived communities, offering boxing training alongside a programme of psycho-social support. They are working with FFP to build more comprehensive youth services around the boxing, and to develop their organisation to be more sustainable and better able to attract funding and partnerships.

#### **Nepal Breakdancing Foundation, Nepal**

NBF works in low-income areas of Kathmandu, and areas outside the city where there are issues social issues following the civil war. They use B-boy to engage young people and provide them with a platform for personal development. They are working with FFP to introduce Capoeira and Muay Thai so that they can broaden their appeal and ways of working with young people, and to develop the capacity of their organisation so they can expand more effectively.



## IMPACTS IN 2012

**Impact on CBOs that have been through the pilot programme**

CBOs on the pilot programme were supported throughout 2012 to adapt FFP principles and approaches to their local context. As a result of completing the training in Rio and receiving a package of remote support:

- **6** of the **9** pilot organisations had increased the numbers of young people they were working with
- **5** organisations made significant programme changes as a result of the support they received, such as:
  - o Including boys in previously girls-only programmes;
  - o Increasing the participation of girls;
  - o Opening up participation for young people from different areas;
  - o Encouraging youth leadership through councils and other decision making involvement;
  - o Expanding the content of personal development programmes; and ,
  - o Adding new sports to their programmes.
- **6** organisations reported having found the alumni network useful and motivational, and intend to continue keeping in touch with fellow alumni.
- Across all organisations the projects are now reaching over **3,000** young people – three times as many as were involved before the pilot.

All organisations rated the **12** months of support they received from FFP very highly. The following examples of feedback received on the support package highlight the value the pilot organisations derived from the post training follow-up support by FFP staff:

*"It keeps me on my toes and reminds me that I have an obligation I committed myself to do. Also gives me the knowledge and the challenge to do something".*

*"Problems occur, plans change, and our focus shifts. They've helped us through encouragement, separating great ideas from good ones (prioritizing), critiquing work we're preparing for the future".*

*"(We worked) closely with FFP on a 6 month plan that helped us restructure and focus our work towards specific objectives".*

**Feedback on the intensive training from the current Caribbean and global cohorts**

- **100%** of the organisations rated the overall quality of their training experience as 'Excellent' (**71%**) or 'Good' (**29%**);
- **100%** of organisations rated the overall quality of the trainers/facilities as 'Excellent' (**79%**) or 'Good' (**21%**);
- **100%** of organisations strongly agreed (**83%**) or agreed (**17%**) that the training gave them concrete learnings they could put into practice.
- **100%** of organisations strongly agreed (**92%**) or agreed (**8%**) that they would recommend the training to others.
- **100%** of organisations rated the usefulness of LPP staff input for their own plans and programmes as either 'Excellent' (**62%**), or 'Good' (**38%**).

*"The materials were prepared well in advance, and the trainers had confidence and seemed to have a wealth of experience."*

*"The training will be useful for me and the organisation that I work for and it is easy for me to implement what I have learned through the week. I could feel the passion and enthusiasm in the air at Luta Pela Paz and it was quite inspiration."*

*"The trainers managed to provide the course in a fashion that allowed all the participants, as different as they were (background & career-wise), to get what they each came to the workshop for."*

*"The input was delivered in a way that helped me relate it to my work... and visualize how I can interpret it in a way that would fit my projects."*

*"The thing I appreciated the most about the training was the Academy, its location & the fact we took the workshop there. It made us get a stronger sense of the work you do, the target group you work with, the challenges you face on daily basis in running the place, and the urgent need these favelas had in having such an academy, providing such services to its youths. It only made the entire experience more genuine & fruitful."*

Impact already seen in communities from the Caribbean and Global Cohorts, three months into the programme:

- Social Work for Development has already established a ‘Play for Change’ academy in Kathmandu, with two other academies in development in other regions of the country. Through partnerships with local colleges, they are delivering new cricket and boxing activities combined with informal education, empowerment and personal development
- Nepal Breakdance Foundation have already introduced a new Capoeira programme, and are in the process of designing formal counselling and personal development sessions.
- S-Corner Clinic and Children First have created a partnership in Kingston and will together now launch ‘Fighting for Survival’, a Jamaica-wide boxing programme that aims to unite young people and give them an alternative to gangs and violence.

## FIGHT FOR PEACE – INSTITUTIONAL INFORMATION

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### Fight for Peace in the Media

Throughout 2012, Fight for Peace was mentioned in a wide range of websites, magazines, newspapers, television programmes, tweets and other social media. Some of the highlights from last year include:

#### January

British Airways – ‘Seatback’: 2-minute film about Fight for Peace shown on all long-haul flights over a six-month period

Boxing News – ‘Hagler helps Fight for Peace’

#### February

Metro – ‘Roberto Custódio fighting back with boxing from tragic loss of his father’

Financial Times – ‘Fighting for the Future’

Evening Standard – ‘Knuckle down and fight for a better life, says Lennox Lewis’

#### March

BBC World – ‘World Olympic Dreams’: 30-minute documentary programme featuring Fight for Peace boxer Roberto Custódio

Metro – ‘Fight for Peace project aims to help Rio’s warring favelas’

The Times – ‘Gloves are on as fight for peace in Rio’s mean streets begins at gym’

SporTV – ‘Em evento no Aterro, Minotauro luta e ganha elogio’

Fox Sports Brasil – ‘Thayson brasileiro é promessa no boxe’: three-minute news feature on Brazilian television

#### April

BBC Sport – ‘London 2012: Rio favela’s Olympic boxing hopeful’

Terra – “‘Lutador da favela’ supera tragédia e vive dilemma com Olimpíada’

**May**

The Sun – ‘Brit boy makes history as Olympic torch bearer’

The Telegraph – ‘Amazing British Talent: Luke Dowdney MBE, philanthropist’

Band – ‘Luta pela Paz’: six-minute news feature on Brazilian television

**June**

The Guardian – ‘Rio+20: a view from Rio de Janeiro, Brazil’

The Telegraph Magazine – The 15 who are creating the amazing

The Muslim News online – In conversation with...Ruqsana Begum

**July**

The Guardian – ‘Rio’s favelas: boxing academy’s fight for peace – video’

Globoesporte.com – ‘Projeto une jovens das periferias de Rio e Londres nos ringues de boxe’

**August**

United Nations Development Programme – ‘Visions for Hope Photography Exhibition’ in Geneva, featuring image of Fight for Peace boxer

Petrobras television advertisement – ‘Vitória – A Petrobras acredita em quem acredita’: 30-second national advertisement campaign across Brazil featuring Fight for Peace boxers

Newham Recorder online – Newham crime-fighting group bags CiN grant

**September**

Terra – ‘Fundação Laureus anuncia apoio a projeto social no Rio de Janeiro’

Folha de S. Paulo – ‘Primeiro-ministro britânico treina judô em favela do Rio’

Huffington Post UK – ‘Don’t Hurt Me! David Cameron Meets Boxers And Judo Stars’

ITV News – ‘Prime Minister tours Brazilian favela’: three-minute feature on ITV national news

G1 Globo – ‘David Cameron visita favela no Rio’

O Dia – ‘Premiê britânico visita ONG no Complexo da Maré’

El Mundo – ‘David Cameron visita una ONG en una peligrosa favela de R o de Janeiro’

Anthony Joshua via Twitter – Yesterday & today I have been working with the locals in the favela’s of Brasil training with the youth who #Fight4Peace

Newham Recorder – Anti-crime charity founder wins press accolade

**October**

Extra – ‘Luta para conquistar a paz’

Marca – ‘R o de... ilus es’

ABAE.co.uk – ‘GB Boxers join the Prime Minister on trip to Brazil to support the Fight for Peace’

The Times – ‘Investment can cut crime, claims new research’

The Independent – Nicola Adams: Girl with the golden gloves punches hole in boxing’s glass ceiling

The Times – Labour of glove starts to attract the political big hitters

Sportanddev online – Conflict resolution learning at Fight for Peace London Academy

The Times – Investment in sport can cut crime, claims new research

Laureus and Ecorys, October 2012: Sport scores: The costs and benefits of sport for crime reduction

**November**

BBC One – ‘Brazil with Michael Palin’: Fight for Peace appear for five minute feature in episode three of the series

Globo Network – ‘Esporte Cidadania vai mostrar trabalho da ONG Luta pela Paz’

ITV News London – ‘Olympians back new project’ Nicola Adams & Anthony Joshua speak live on ITV London News from Fight for Peace’s London Academy

Metro – ‘Nicola Adams – On the Spot’

Multishow – ‘Conex es Urbanas’: thirty-minute television programme about Fight for Peace on Brazilian television

Nicola Adams via Twitter – Just been down to Fight for Peace in London it was fantastic getting to meet everyone there :)

University of East London, November 2012: Fight for Peace in Rio and London – assessing their progress and impact

**December**

The Independent – ‘Nicola Adams: As long as she has her Frosties, she will keep making history’

TV Brasil – Five-minute feature on Fight for Peace by Brazilian television programme ‘TV P  ’

## Fight for Peace's notable mentions

### David Cameron

*"This is an important project because it really helps people and provides them with a great future. It was inspiring to meet so many enthusiastic and committed young people... What you and your staff have managed to achieve in the space of a few short years is incredibly impressive."*

*"...that is exactly what projects like FFP do, using sport to connect with young people, give them goals, a focus, somewhere to develop their skills and the chance to discover what they can do. It is making a real difference to young people both here in Rio and at the academy in Newham, London. A truly inspirational project."*

### Lord Henley

*"It's great to see so many young people benefiting from the Fight for Peace project in Newham. It's a great example of how community initiatives like this can provide a positive outlet for those who may be at risk of being drawn into crime or gangs."*

### Anthony Joshua

*"It was a humbling and inspiring experience to meet the people involved with FFP and spend time with the kids and hear about how boxing is bringing them hope and helping them to build a better life. Boxing has a proven track record of bringing benefits to people and communities all over the world and this is a great example of how the sport can be used to provide young people with a purpose and a structure that helps them in all aspects of their life."*

### Nicola Adams

*"Fight for Peace is an inspiring project making a huge difference to young people and their communities in London and Rio. Boxing has a proven track record of helping people to build a better way of life and I fully support any project that can use sport to provide young people with a purpose and a structure that helps them in all aspects of their life, as Fight for Peace has done."*

## VISITS AND SOCIAL EVENTS

During 2012, 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

Four times Olympic gold medalist rower Matthew Pinsent visits the Rio de Janeiro Academy to film the BBC documentary 'World Olympic Dreams'.

#### March

The Brazilian Red Cross holds a two-day course on Risk Assessment at the Rio de Janeiro Academy.

**50** young people from Fight for Peace participate in an event with Prince Harry, the GREAT Sports Day at Aterro do Flamengo, Rio de Janeiro. Two capoeira participants are awarded prizes from the Prince on the day whilst Fight for Peace young people also meet the UFC martial artists Minotauro and Minotouro, the Brazilian volleyball player Adriana Behar, Brazilian Minister for Sport Aldo Rebelo and British Secretary of State for Culture, Olympics, Media and Sport, Jeremy Hunt.

#### April

Fight for Peace holds a community martial arts event in Rubens Vaz, Complexo da Maré. Another event takes place in the same community in July.

#### June

The headquarters Academy holds a Graduation ceremony for members completing its Pathways secondary level programme.

Over **200** young people from the Fight for Peace Rio de Janeiro Academy participate in the People's summit (Cúpula dos Povos) during the Rio+20 United Nations conference for sustainable development.

Romário Galvão, Secretary for Sport and Leisure in Rio de Janeiro, visits Fight for Peace.



## July

Film-making and photography workshop held at Fight for Peace by student volunteers from New School in New York, which runs until September.

Seventh “Batizado de Capoeira” ceremony takes place at the Rio headquarters with participation from several other capoeira schools from the city.

## August

The Rio Academy hosts its annual “Festa Junina” which sees traditional country dress, music and dancing from Brazil’s North East region.

Fight for Peace holds its second ever Gender & Sexuality course, with **22** sessions taking place over a three month period.

Fight for Peace launches its first ever Photo Exhibition celebrating Fatherhood. ‘Pais de Luta’ (Fathers in the Fight) contains images of seven different fathers from the Rio Academy.

## September

British Prime Minister David Cameron visits Rio de Janeiro Academy.

Visit to the Rio de Janeiro Academy by Olympic gold medalist boxers Anthony Joshua and Nicola Adams and Olympian judokas Euan Barton and Gemma Gibbons.

Laureus visit to Rio de Janeiro Academy with former Olympic medal winning hurdler Edwin Moses and former Brazilian motor racing champion Emerson Fittipaldi as well as Secretary of State for Sport and Leisure Márcia Lins.

To celebrate the International Day of Peace Fight for Peace organize a series of events: members of the Youth Council develop the social movement Jovens em Ação (Youth in Action) at CIEP Cesar Pernetta school, in Parque União, Maré and in the afternoon the celebration continues at the Fight for Peace headquarters with a youth choir consisting of Pathways learners giving a musical performance.

## October

Fight for Peace holds another Martial Arts community event in Marcilio Dias.

The Bento Ribeiro Dantas satellite puts on a ‘Cultural Invasion’ day for its young people, with graffiti and capoeira workshops.

## November

Fight for Peace’s first ever judo belt graduation ceremony takes place. **74** pupils from four judo classes receive new belts.

Fight for Peace’s Rio de Janeiro Academy holds a graduation ceremony for its students completing a PricewaterhouseCoopers job qualifications course.

Fight for Peace’s Rio de Janeiro headquarters hosts the concluding meeting of a new plan for human rights in Complexo da Maré with participation from ISER (Institution for Religious Studies), UN-Habitat, Redes de Desenvolvimento da Maré and Observatório das Favelas amongst other local organisations.

To mark Black Awareness Day (Dia de Consciencia Negra) in Brazil, Fight for Peace’s Rio de Janeiro Academy launch a new photo exhibition: ‘Out of the struggle, I ascended from Africa!’ (‘Sou da Luta, sou afro ascendente!’).

Athletes and members of staff from Fight for Peace take part in the eighth edition of the Sport & Citizenship (Esporte Cidadania) Project in Nova Iguaçu, Rio de Janeiro.

## December

Fight for Peace holds its final Boxing & Martial Arts event of the year in the Bento Ribeiro Dantas community.

Further Belt Graduation ceremonies take place, with **13** wrestlers and **28** Jiu Jitsu participants graduating.

## Visits & Social Events At The London Academy

### January

Former Heavyweight Champion boxer Lennox Lewis visits the London Academy.

### February

Careers Fair: FFP hosts its first ever Careers Fair which includes participation by numerous key local organisations and agencies such as Young London Working, the Fire Brigade, the East London Business Alliance and the University of East London. The event is well attended and FFP members engage enthusiastically with the stall holders to find out about current opportunities.

### March

Fight for Peace London Academy member Thomas Kamara wins the English Muay Thai Southern Area Title.

### April

Six members of Fight for Peace's London Youth Council participate in the 'Sport Mega-Events and the Crisis of Youth Exclusion' conference.

### May

David Sá wins English ISKA Muay Thai title at 86kg weight category.

Lord Henley, Minister of State for crime prevention and anti-social behavior, visits the London Academy.

Fight for Peace member Alex Loukas becomes the first Briton to carry the Olympic torch on its journey from Athens to the London 2012 Olympics. Alex, **19**, who is a keen boxer at the London Academy and holds Greek heritage through his father, was picked after helping London win its bid to stage the games back in 2005.

Members of the Youth Council at the London Academy take part in a workshop led by Digital Disruption, a specialist education project that develops and distributes the tools and training to improve young people's critical digital judgement skills.

### June

UFC competitor Jason Young gives motivational speech at London Academy during Personal Development session.

Fight for Peace Founder Luke Dowdney selected as one of the Telegraph's Amazing **15**, a selection of Britons representing the "most exciting talent today". Wins Sport Category.

### July

Former boxer and charity fundraiser Michael Watson attends the London Academy Annual Awards.

### October

Fight for Peace featured in a new research report by Ecorys, titled "Sport Scores: The Costs and Benefits of Sport for Crime Reduction". Demonstrating the benefits of sport to young people by placing a value on the return of investment offered in sport projects, the report estimated that across the Fight for Peace London Academy's **800** participants during 2011, **165** crimes were avoided, delivering **£1,059,471** worth of savings to society.

Furthermore, Ecorys, who co-financed the report with the Laureus Sport for Good Foundation, discovered that **70%** of Fight for Peace's participants would not have found a similar activity in the local area and over **100** of the young people were helped to move into further education or employment during 2011. Using validated research methodologies from outside the sport sector, including from economic impact assessment, health research and the literature on youth crime, the report estimates that Fight for Peace has delivered at least **£2,563,730** of additional social benefit over the past **12** months.

### November

Olympic boxing gold medalists Anthony Joshua and Nicola Adams visit the London Academy for the launch of University of East London's independent research paper on Fight for Peace. The current Amateur Boxing Association chairman Richard Caborn, as well as several representatives from the British Government, Home Office and Newham Council, were also present.

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## Rio de Janeiro – Sponsors

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## Rio de Janeiro – Institutional Partners

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## FIGHT FOR PEACE

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Institutional Relations Manager – Gabriela Pinheiro

Human Resources Coordinator – Juliana Setubal

Communications Coordinator – Paula Lacerda

Educational Coordinator – Luiz Cerdeira

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Project Assistant (Pathways) – Mirian Santos

Project Assistant (Open Access) – Ana Caroline Belo

Teaching Support – Marlucy Siqueira

Careers Officers – Juliana Setubal and Telma Viera

Social Workers – Viviane Santos and Marlucy Siqueira

Mentors – Mirian Santos, Marlucy Siqueira, Tânia Lopes, Glauco dos Santos and Joseli de Oliveira

Psychologist – Paula Miranda

Lawyer – Lorena Oliveira

Administrative Officer – Pedro Artur Jacinto

Administrative Officer (finances) – Edson Encarnação

Monitoring & Evaluation – Vinicius Ribeiro

Institutional Relations Assistant – Ana Carolina Werneck

Communications Assistant – Harry Dowdney

Receptionists – Valdilene da Silva, Mayra Pereira and Manoela dos Santos

Caretakers – Célio Matias and Amauri Jorge

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

Driver – Samuel Rodrigues

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

Luta Livre coaches – Alex Lima (Alex Cavalo) and Anderson Rodrigues Patrocínio (assistant)

Taekwondo coach – Manuel Barbosa Rangel

Judo coaches – Ubirapuan Reynaldo and Lucas Peixoto (assistant)

Capoeira coaches – Alexandre Viana (Pernambuco), Fabio dos Santos

Jiu Jitsu coaches – Deywson de Souza and Bruno Gaudino (assistant)

Interns – Orlando Lira, Graziela Barbosa and Viviane Melquiades

## LONDON STAFF

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UK Programme Manager – Marigold Ride

Finance and Sustainability Manager – Alison McLaughlin

Institutional Relations Manager – Emma McGuigan

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Support Services Coordinator – Jason Wellington

Education & Training Coordinator – Denise Carroll

Operations Coordinator – Nina Wild

Youth Engagement Officer – Owen Matthews

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Fundraising Assistant – Katherine Bates

Youth Worker & Project Assistant – Sérgio Prata

Operations Assistant – Shakeela Bagus

Junior Delivery Assistant – Ismael Paulo

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



Community Sports Leadership Tutor – Chris Mozo

Community Sports Leadership Teaching Assistant – Jaime Dos Santos

Active and Healthy Living Tutor – Leigh Longhurst and Dave Andrews

Active and Healthy Living Teaching Assistant – Reinaldo Dos Santos

YMCA Tutor – Alistair Ward

Education Support – Dominic Raab (volunteer)

Open Access Support – James Chervak (volunteer)

Head Boxing Coach & Boxing Competition Secretary – Mark Massow

Boxing Coach – Mark Callaghan, Tony Neunie, Marcus Forde and Ruqsana Begum

Fighting Fit Head Coach – Dave Andrews

Assistant Fighting Fit Coach – Ismael Paulo and Reinaldo Dos Santos

Muay Thai Head Coach – Daniel Sam

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

Mixed Martial Arts Head Coach – Stephen O'Keeffe

Mixed Martial Arts Coach – Chris Cruze

Junior Project Assistant – Jonathan Muhamba, Lance Cepal and Ernestas Irtmonas

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Education Assistant – Carl Osbourne (volunteer)

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