

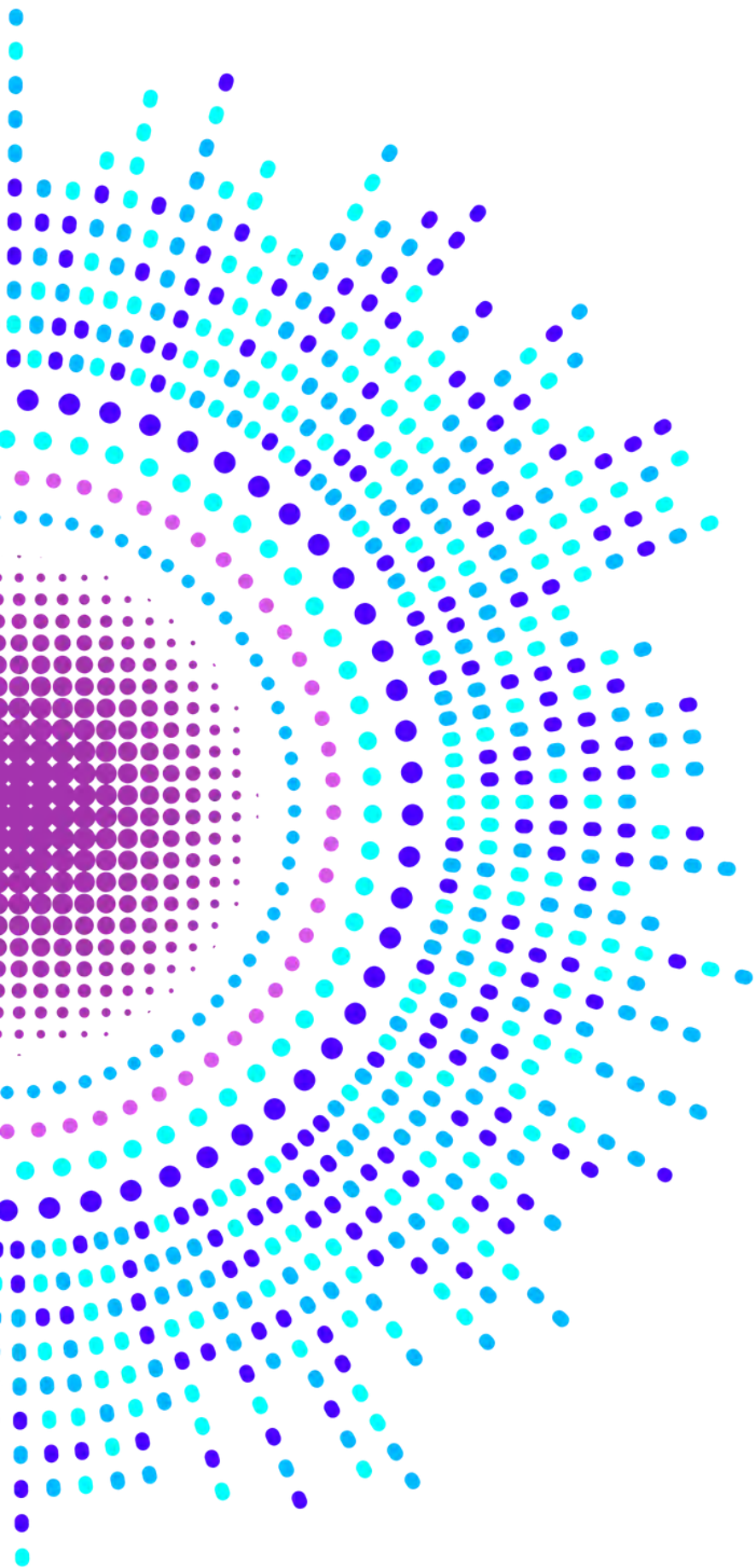
**Lived** Experience  
**Leaders**



# LEARNING PARTNER

Final Report  
Part B







# LEARNING PARTNER

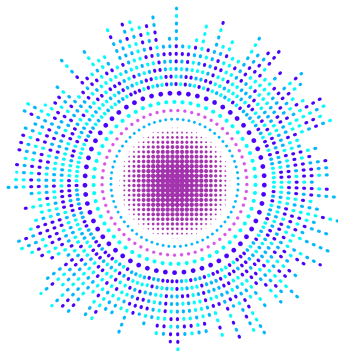
Final Report

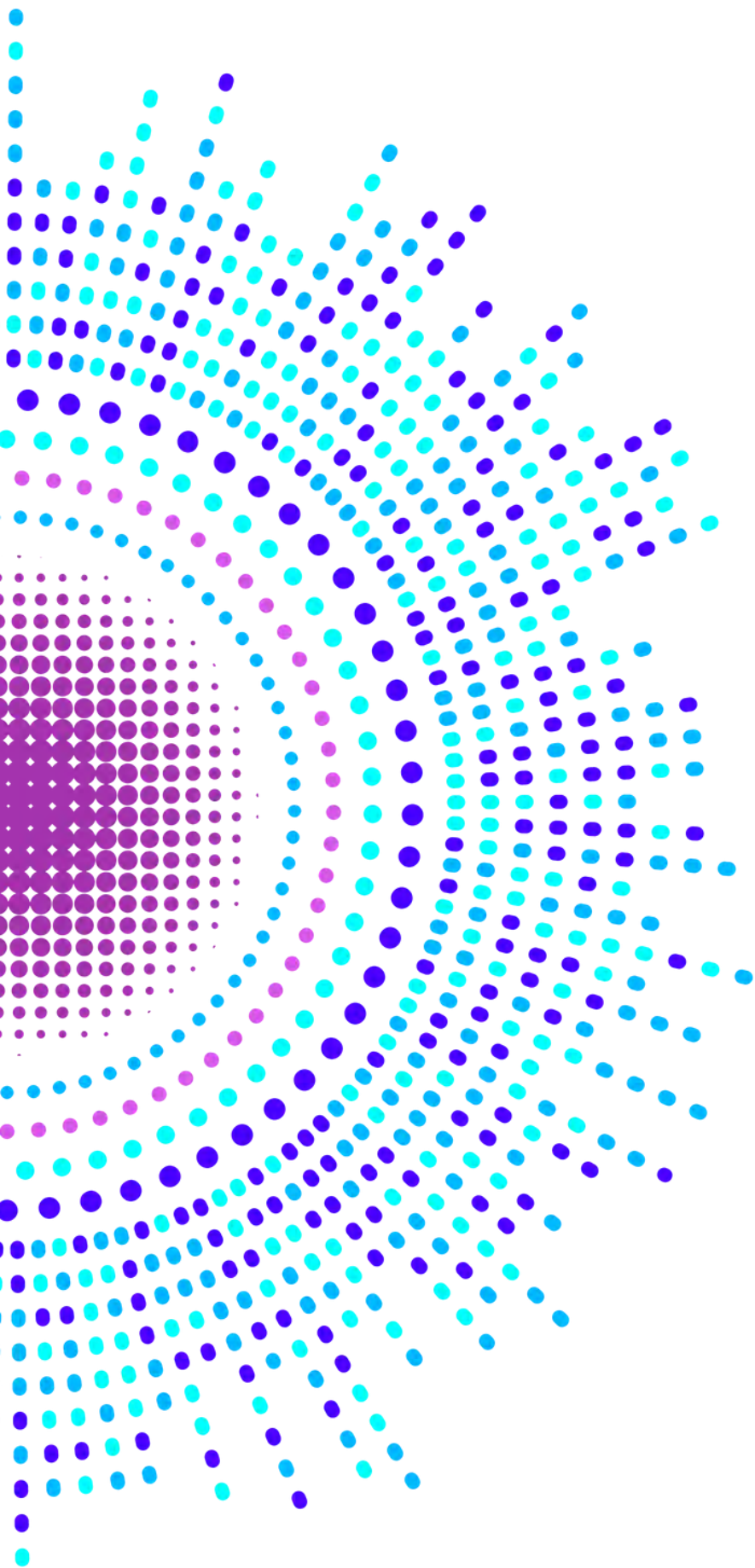
## Part B

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# Project reflections

This Part is accompanied by Part A and Part C which can be downloaded from [lex-project.co.uk](http://lex-project.co.uk)







**Action Disability  
Kensington and  
Chelsea (ADKC)**



**Afghanistan and  
Central Asian  
Association (ACAA)**



**Black Beetle Health  
CIO**



**Black United  
Representation  
Network CIC (BURN)**



**Breakthrough UK Ltd**



**Bridge Creative  
Enterprise CIC**



**Brighton and Hove  
LGBT Switchboard**



**Catalyst 4 Change CIC**



**Changing Tunes**



**Connect: North Korea**



**Cooperation Town Ltd**



**Cymoedd Creadigol  
CIC**



**Darkside Rising CIC**



**Deafblind Scotland**



**Disability Cornwall and  
the Isles of Scilly**



**DIY Theatre CIC**



**Do It Now Now CIC**



**Excel Women's  
Association**



Forward Culture CIC



Gendered Intelligence



Hope in the Heart CIC



Inclusion Barnet



Inner City Life



Jukebox Collective



Kids Kitchen Collective CIC



Manchester Deaf Centre Ltd



May Project Gardens CIC



Midaye Somali Development Network



Millennium Community Services



MoMENTum CIC



Mums In Need



My Life My Choice



People First



Positive Stepz



Red Rose Recovery



Resilience Learning Partnership Ltd



Revoke



Ruff and Ruby



SISU



Social Rights Alliance  
Manchester



SpeakUp Theatre



Sunderland Bangladesh  
International Centre



The Black and Minority  
Ethnic Young People's  
Project



The Hummingbird  
Project CIC



The Love Tank CIC

The Well



The Well Communities  
CIC



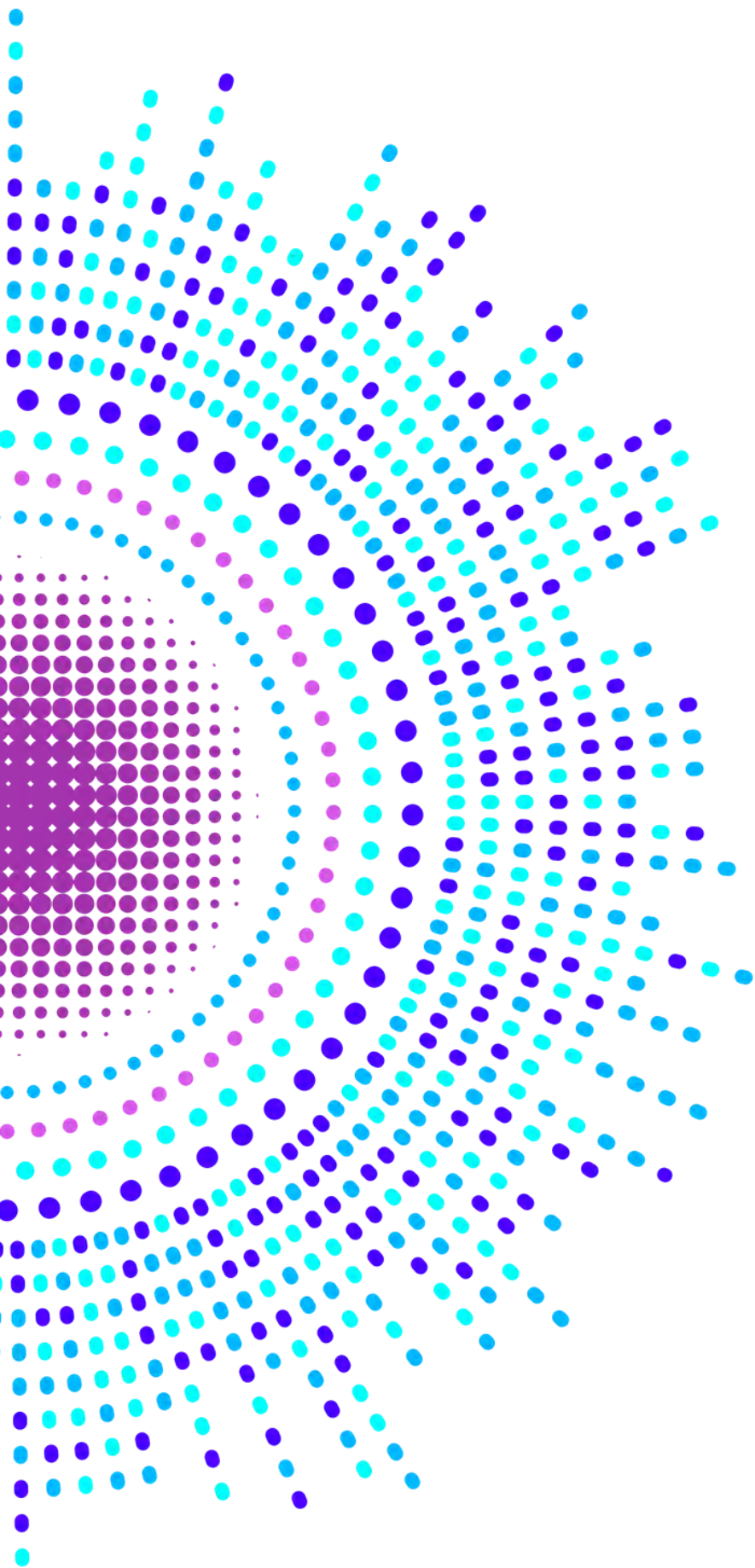
Triple C



Your Voice Counts



Youth Ink





# PROJECT

## Action Disability Kensington and Chelsea (ADKC)



**Established**  
1981



**Key Sectors**  
Disability rights



**Location**  
London

### ORGANISATION BIO

An organisation run by and for disabled people. Providing groups and various advice and support services for individuals with physical, sensory and hidden impairments in the Royal Borough of Kensington and Chelsea. An organisation campaigning for access and inclusion for their clients. They work towards removing the barriers that exclude or prevent disabled people from enjoying the same opportunities as their non-disabled peers.



ADKC Centre, Whitstable House, Silchester Road, London W10 6SB.



[adkc.org.uk](http://adkc.org.uk)



020 8960 8888



[adkc@adkc.org.uk](mailto:adkc@adkc.org.uk) or [voiceofexperience@adkc.org.uk](mailto:voiceofexperience@adkc.org.uk)



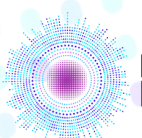
@ad.kc.96



@ADKV2



@actiondisabilitykc



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

To establish a 'Voice of Experience' project, to support the development of leadership skills within the cohort of local disabled people who make up the existing membership, to exert influence on local statutory and voluntary sector service providers. To also create individual working groups on specific issues and an overall advisory group through which to map out a project strategy and develop an inclusion training day and summit.

## PROJECT HIGHLIGHTS



### Who is in leadership of charity (where is the LEx?)

80% of staff at all levels are disabled.



### Project engagement

"Directly = 26 Members on the VoE project. Indirectly = ADKC Membership of 800+ names, plus the wider population of the borough/NW London area, due to the changing way that key services work (including the local council and NHS). There is a greater readiness and commitment to involving, consulting & co-producing with residents/citizens, in order to better meet their needs. The benefits of this will have a positive impact on everyone in the area."



### Project success(es)

"Over the last 22 months, things have changed. By having the opportunity to speak directly to key service leaders, they can take their concerns to those decision makers and help change attitudes and work together in a more equal way, rather than the old 'top down' approach. Their lived-experience expertise helps shape and improve the way people run services and Members feel more valued as equal citizens."



### Standout moment(s)

"Over time, there was a change in attitude/approach, in that services would increasingly reach out to us and actively seek the views/lived experience expertise of Members. They became more aware of the importance of involving & co-producing with so called 'hard to reach' groups and would contact ADKC to start the conversation."



## Learning about leadership

“Drawing upon my quiet determination and resilience to work around/through any hurdles or delays in achieving the project’s goals. I’m no ‘spring chicken’ and life experience counts as much as qualifications. Learning from past experiences in many areas and using these to help me build connection/rapport with the project beneficiaries. Recognising that we are all experts by lived experience and have something valuable to bring to the table. Working with, rather than against, my (& members) impairments and seeing these as positives, rather than hindrances when working towards giving a greater voice to the people who have been the most marginalised and discriminated against in society for the longest time. To quote the slogan/motto of disability equality: ‘Nothing about us, without us.’”



## Challenges

“There was not much take up from participants (Members) in delivering this training. In part due to social isolation caused by covid, Members’ confidence had been affected and they were cautious about meeting large numbers of new people while maintaining social distancing/shielding safely etc. To address this we have developed/enhanced/expanded our original plan to deliver ‘Get On Board’ training, to also cover knowing your rights and confidence building.”

“In the early stages, I had more time to promote the project among the local VCS, with the hope of reaching more Members (including younger Members) to join the project as well as services to work with towards greater co-production. But as time went on and the interest from services picked up, I was less able to keep researching new ways to promote the service to new/younger members.”

<p><b>Write of Experience project</b> Have Your Say newsletter - Issue 20, March 2021.</p> <p><b>ADKC</b></p> <p><b>RBCR Resident Conference on anti-social behaviour</b></p> <p>The Council and the police are aware that anti-social behaviour is a priority in the borough. That's why our Director and Senior Committee members want to hear directly from local Residents and Businesses about their views and experiences.</p> <p>No need to book, simply turn up on Tuesday 28 March from 6.30pm to 8.30pm.</p> <p><b>Location</b> - click for the map: <a href="#">Click here for the map</a></p> <p><a href="#">View full details</a></p> <p><a href="#">View full details</a></p> <p>Click here for more info: <a href="https://www.kcc.gov.uk/extra/press/anti-social-behaviour">https://www.kcc.gov.uk/extra/press/anti-social-behaviour</a></p> <p><b>Government Survey of the cost-of-living crisis for disabled people</b></p> <p>The Business Committee wants to hear from you. Share your views for a petition debate on the cost of living and financial support for disabled people.</p> <p>More info via this link: <a href="https://www.kcc.gov.uk/extra/press/anti-social-behaviour">https://www.kcc.gov.uk/extra/press/anti-social-behaviour</a></p> <p>The survey is available with BSL/DA Sign language translation and in an EasyRead format.</p> <p>Share your views with by completing our survey, by 31 March:</p> <ul style="list-style-type: none"> <li>• <a href="#">Survey with BSL/DA Sign language translation</a></li> <li>• <a href="#">Survey in EasyRead format</a></li> </ul> <p>Your answers will help inform the debate. Click here to watch the debate on 22nd May at 8.30pm: <a href="https://www.youtube.com/watch?v=0y0020202020">https://www.youtube.com/watch?v=0y0020202020</a></p>	<p><b>Write in touch newsletter</b> - Helping people self refer to community health services</p> <p>How users can help to shape the future of substantial services including community equipment, podiatry, occupational, weight management and wheelchair services.</p> <p><a href="#">Click up to the 45 views of the newsletter</a> - closed Friday 31 March.</p> <p>For further information, email <a href="mailto:businesscommittee@kcc.gov.uk">businesscommittee@kcc.gov.uk</a></p> <p><b>ADKC Disabled People's Question Time (DPQT) - Transport Special</b></p> <p><b>Hybrid Event:</b> A chance to question a panel of local decision makers. Please see the attached flyer for more info.</p> <p><b>Thursday 12th April 2022 from 4-6 pm</b>, in Committee Room 1, Kensington (over Hall), Boyton Street, London, W8 7NK. And via Zoom.</p> <p>Please email Catherine to book a place or to reserve the Zoom link: <a href="mailto:adam@adkc.org.uk">adam@adkc.org.uk</a></p> <p>Please let us know if you have any questions you wish to submit to the panel in advance.</p> <p><b>Patients Association Webinar - Breaking down barriers to shared decision making.</b> 29th April 12-1.30pm.</p> <p>The webinar shares the findings of a co-production project in Nottingham and Nottinghamshire integrated Care Hub (ICH) to remove barriers to shared decision making.</p> <p>The partners in the project were the ICH's Personalised Care Team, the My Life Choices lived experience panel, the Patient Information Forum (PIF), and us, the Patients Association.</p> <p>The project was one we highlighted during Patient Partnership Week last year, you can learn more about it by attending this webinar by watching the recording of the <a href="https://www.kcc.gov.uk/extra/press/anti-social-behaviour">webinar</a> and <a href="https://www.kcc.gov.uk/extra/press/anti-social-behaviour">press release</a>.</p> <p>We developed similar resources to support patients and professionals to have better shared decision making conversations. This webinar shares the findings of the project. Speakers will discuss practical solutions to help patients and professionals get the most from better appointment times, which can be applied nationally.</p> <p>More info: <a href="https://www.patients-association.org.uk/patient-voice/health-care-barriers-to-shared-decision-making">https://www.patients-association.org.uk/patient-voice/health-care-barriers-to-shared-decision-making</a></p>	<p><b>Click to book a place:</b> <a href="https://www.kcc.gov.uk/extra/press/anti-social-behaviour">https://www.kcc.gov.uk/extra/press/anti-social-behaviour</a></p> <p><b>Taxi - Consultation on Taxi &amp; Private Hire Vehicles</b></p> <p>We have launched our consultation on our proposals to improve safety for tax and private hire passengers in London.</p> <p>Taxis and private hire vehicles play a key role in keeping London moving, particularly for those who are disabled and vulnerable. We are proposing 13 changes to licensing requirements to further improve safety and safeguarding for all passengers, especially children and vulnerable adults. We also would welcome your views on how other areas are keeping under review.</p> <p>The consultation includes our proposals for implementing the Department for Transport's (DfT) <a href="#">Guidance on Taxi and Private Hire</a>.</p> <p>We want to hear your views on how our proposals would impact you and any alternative suggestions you have.</p> <p>You may notice some differences in what we propose between taxi and private hire. This is to meet the different legislative powers we have. Also in some places we are asking for your thoughts on how we should shape a proposal rather than proposing something specific.</p> <p>Please go to our consultation website: <a href="https://www.kcc.gov.uk/extra/press/anti-social-behaviour">https://www.kcc.gov.uk/extra/press/anti-social-behaviour</a> to find out more about our proposals.</p> <p>Click here to complete the survey: <a href="https://www.kcc.gov.uk/extra/press/anti-social-behaviour">https://www.kcc.gov.uk/extra/press/anti-social-behaviour</a></p> <p>We will use the feedback to help us reach a decision about how to improve licensing requirements may change.</p> <p><b>The consultation is open until 12 May 2022.</b></p> <p>We would like to hear from as many people as possible and we would welcome your support in passing this message on to others in your network who might be interested in taking part.</p> <p>If you have any questions please email <a href="mailto:taxi@kcc.gov.uk">taxi@kcc.gov.uk</a> with 'improving safety for taxi and private hire' in the subject line.</p>
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## Beneficiary quote

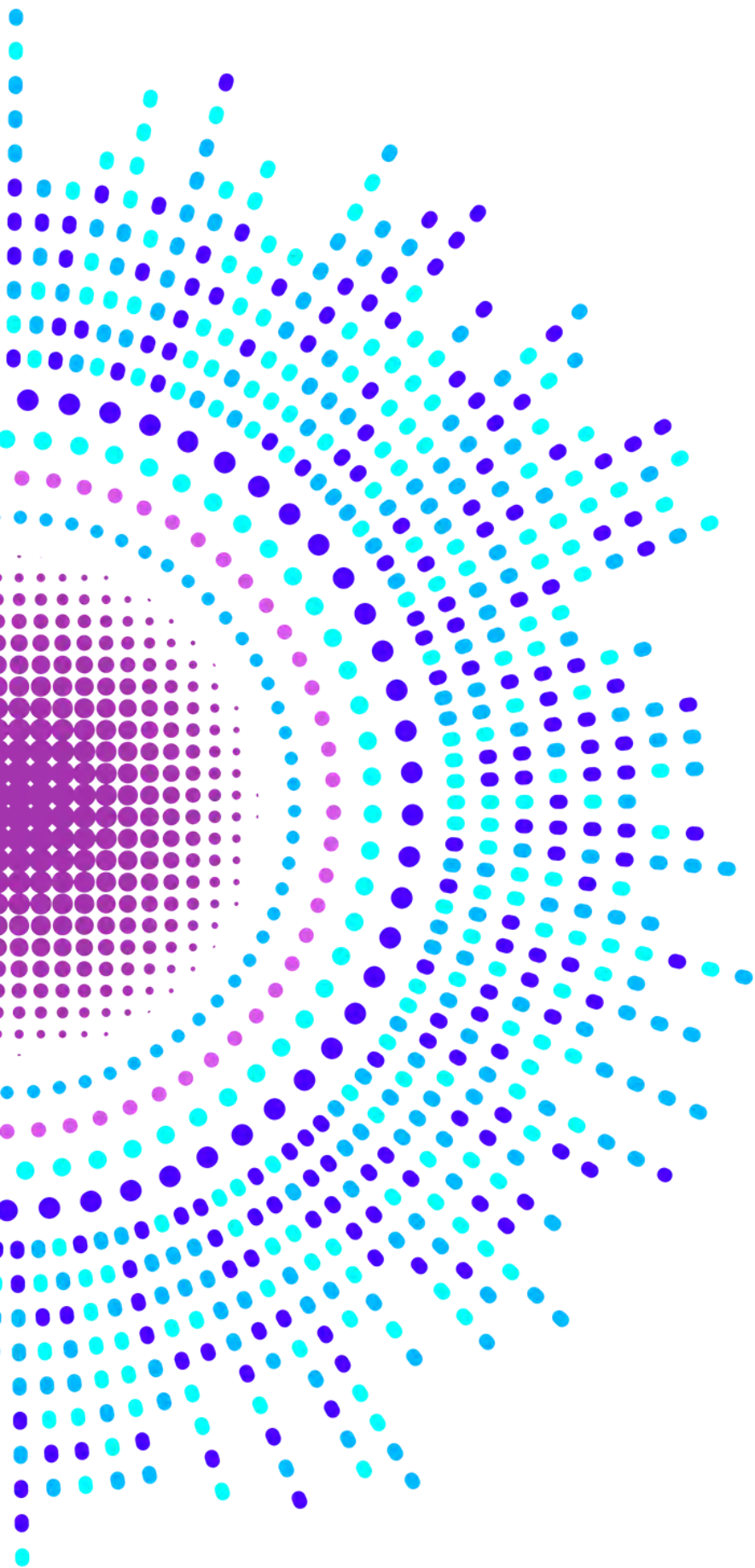
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“Theresa for next PM! They are really excellent people from ADKC and real change makers. I hope we can continue on this path for change, for true equality.”

“Disabled people are often overlooked and sometimes those with other protected characteristics can get more attention, but we’re working to make things better for everyone, those with impairments and those without.”

“My stand out moment was my first meeting – everyone was so welcoming and I felt part of the group immediately. No one minds that I can only type, everyone is valued and heard. The recent opportunity to take part in funding applications was also a really good, paid opportunity.”





# PROJECT

## Afghanistan and Central Asian Association (ACAA)



**Established**  
2000



**Key Sectors**  
Refugee and migrant rights



**Location**  
London

### ORGANISATION BIO

A London-based charity that works with Afghans and Central Asians living in the UK, offering support skills and knowledge to enable its beneficiaries to live and prosper. Provides various educational classes, including English language, and outreach services to people in detention. Also offering advice, information and support on issues including education, employment and domestic violence.



Unit 9, Griffin Centre, Staines Road, Feltham, TW14 0HS



[acaa.org.uk](http://acaa.org.uk)



020 8572 0300



[admin@afghanistan-central-asain.org.uk](mailto:admin@afghanistan-central-asain.org.uk)



[@AfghanCentralAsian](https://www.facebook.com/AfghanCentralAsian)



[@A\\_CAA](https://twitter.com/A_CAA)



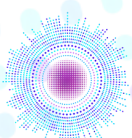
[@acaa\\_london](https://www.instagram.com/acaa_london)



[@afghanistanandcentralasian4836](https://www.youtube.com/channel/UCafghanistanandcentralasian4836)



[linkedin.com/company/afghanistan-and-central-asian-association-acaa-](https://www.linkedin.com/company/afghanistan-and-central-asian-association-acaa-)



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

To develop a youth council comprised of young people already engaged with the organisation. To support, train and mentor young refugees, to achieve their leadership potential. This will enhance the legacy and ethos of the charity and develop its capacity to manage itself into the future, with the help of leaders emerging from its own service users. Further, it will strengthen its ability to prove its impact through evaluation and quality assurance.

## PROJECT HIGHLIGHTS



**LEx**

“We are keen to ensure that such lived experience remains central to our work by developing the next generation of lived experience leaders.”



### Who is in leadership of charity (where is the LEX?)

Twenty years after its inception, ACAA remains a lived experience-focused charity. Indeed, 90% of its staff and 65% of its volunteers are refugees while many others are the children of refugees.

“When recruiting for staff, lived experience is part of our desirable criteria and at all levels of the charity’s leadership we have people with lived experiences steering discussions and planning projects.”



### Project engagement

150

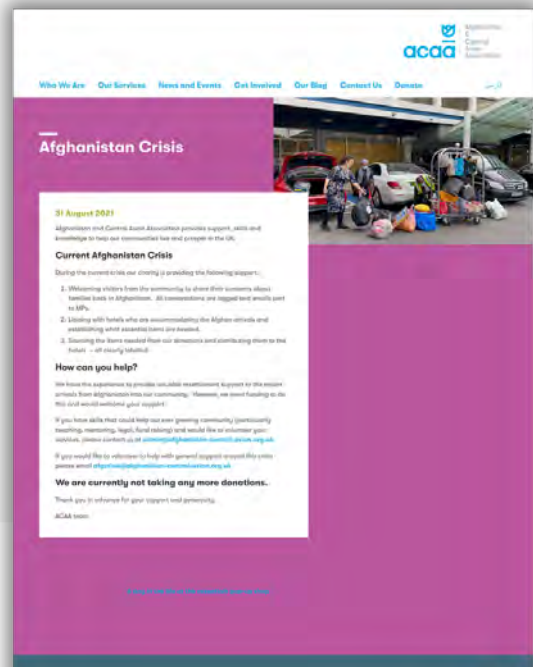


### Crisis

As a community ACAA responded to the Taliban recapturing Kabul in August 2021. At that moment in time focus shifted from usual delivery. The responsive action that took place by ACAA, showed their strength and resilience as a community

**ACAA blog: Afghanistan Crisis**

<https://acaa.org.uk/blog/afghanistan-crisis>





### Standout moment(s) and project success(es)

ACAA used part of its funding to set up an Afghan and Muslim girls football club for girls aged eight to 16. The club unites girls from similar backgrounds to create friendships and a deeper sense of belonging within the wider community, and acts to empower.



### Learning about leadership

“Personally, the management at ACAA feels that Lex has added unique knowledge to the work that we do. For our Director, being a lived experience ‘leader’ has not always been an easy role and organisational support has been key to supporting him to draw on his experiences.”

“Through this funding we have not only recruited leaders, we have also increased general awareness of what Lex means and how it relates to almost all areas of our work. It is a leadership style that is less known within our community so it was really useful to be able to talk about it and champion it.”



### Challenges

BBC News shows ACAA’s response to the crisis:

**YouTube: BBC London News at ACAA**  
(26|08|2021)  
<https://youtu.be/emgyeEiOMjk>







## **Moment - any reports/videos/accolades**

Dr Nooralhaq Nasimi was awarded an MBE as part of the 2022 New Year Honours, in recognition of his services to refugees:

### **ACAA Blog:**

**MBE awarded to our Director, Dr Nooralhaq Nasimi, for services to Refugees**

<https://acaa.org.uk/blog/mbe-awarded-to-our-director-dr-nooralhaq-nasimi-for-services-to-refugees>

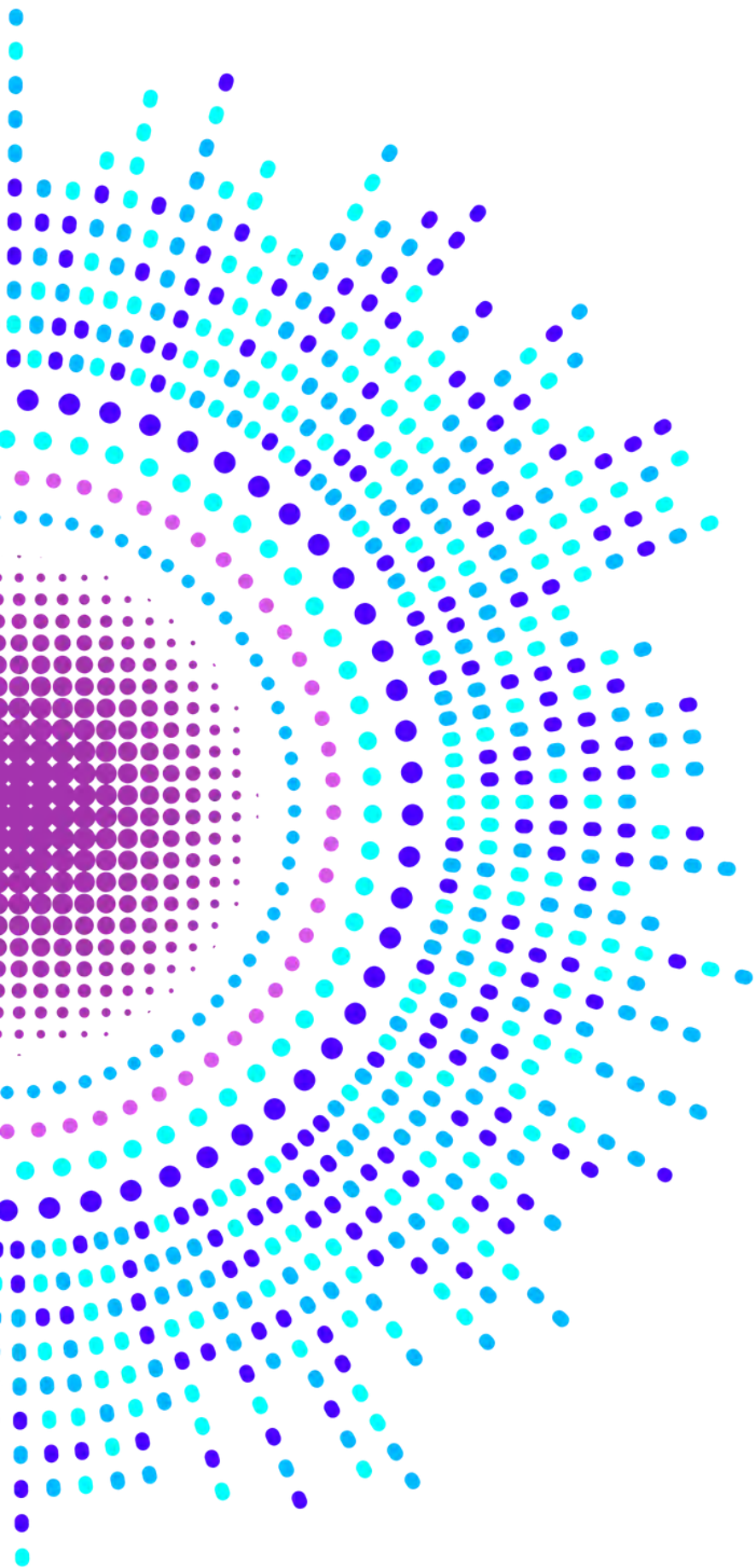


## **Leadership or beneficiary quote(s)**

“The stand out success from the project was a more informed group of young people with the right mindset and knowledge to lead the next generation of community work aimed at Afghan refugees.”

“We made a huge impact on inspiring young people who participated in the project. The Lived Experience Leader had the opportunity to pass on his experience to the next generation to ensure young people learn from his experience and are in a more informed position to make a positive difference to people’s lives.”





# PROJECT

## Black Beetle Health



**Established**  
2020



**Key Sectors**  
LGBTQ+ and Health Equality



**Location**  
UK wide

### ORGANISATION BIO

A community organisation and registered charity promoting health, wellbeing and equality for LGBTQ+ communities of colour, highlighting health disparities amongst these communities in the UK and internationally. To promote health through evidence-based, peer-reviewed resource development, and signposting to culturally safe services and support groups, for people of colour throughout the UK.



Grove House, 774-780 Wilmslow Road, Manchester, M20 2DR



[blackbeetlehealth.co.uk](http://blackbeetlehealth.co.uk)



07949 067863



[admin@blackbeetlehealth.co.uk](mailto:admin@blackbeetlehealth.co.uk)



[@blackbeetlehealth](https://www.facebook.com/blackbeetlehealth)



[@HealthBeetle](https://twitter.com/HealthBeetle)



[@blackbeetlehealth](https://www.instagram.com/blackbeetlehealth)



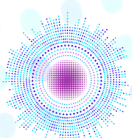
[@blackbeetlehealth4004](https://www.youtube.com/blackbeetlehealth4004)



[@blackbeetlehealth](https://www.tiktok.com/blackbeetlehealth)



[linkedin.com/company/black-beetle-health](https://www.linkedin.com/company/black-beetle-health)



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

To fund the roles of people in leadership positions within the charity who can bring direct lived experience of those the charity seeks to support, thus providing services to the people, by the people. This represents the key ethos of the organisation. The project will enable professional individuals to be remunerated and will professionalise the organisation and secure its future.

## PROJECT HIGHLIGHTS



### Who is in leadership of charity (where is the LEx?)

"All trustees have LEx of being a person of colour or LGBTQ+ or an intersection of multiple lived experiences."



### Project engagement

"Leadership was developing across the organisation of 22 people, but the impact has had national reach impacting more than 500 individuals from our immediate community and over 20 settings where professionals and practitioners are now utilising our health education and promotion resources."



### Project success(es)

"We were able to provide leadership opportunities for more than just the initial three members of the team we'd initially set out to empower. We were able to use those resources to provide more, smaller leadership opportunities instead, which proved even more fruitful."



### Project impact

"While there were changes in staff along the way, it opened up opportunities for more people to step into leadership roles even they hadn't anticipated stepping into. This resulted in unexpected levels of personal and professional growth. As CEO, I was able to step backwards and provide room for Programme Managers, project leads, and placement students to make more independent decisions, learn from their mistakes, and develop new skills."

"We were able to support the Organisation to recruit the right Trustees (governance), utilise our Advisory Board (compliance), and reduce error (risk), so a key result was an overall improvement in governance and compliance, and a reduction in risk."

## “ Learning about leadership

“Lower my expectations, step back, push others forward, be patient, listen, recognise my own privilege, follow the 80/20 rule and don’t expect perfection.”

“A good leader recognises that they too are only human. They recognise their own faults and remain open to growth and learning.”



### Moment of innovation

During the lifetime of this funding, BBH has been able to launch a new digital magazine: The Beetle Feed. The magazine provides a space in which experiences of health equity and wellbeing can be shared. BBH has also launched a podcast (now broadcasting season 2), in which the host speaks to LGBTQ+ Black people and people of colour across the UK.



### Listen to the podcasts on Spotify:

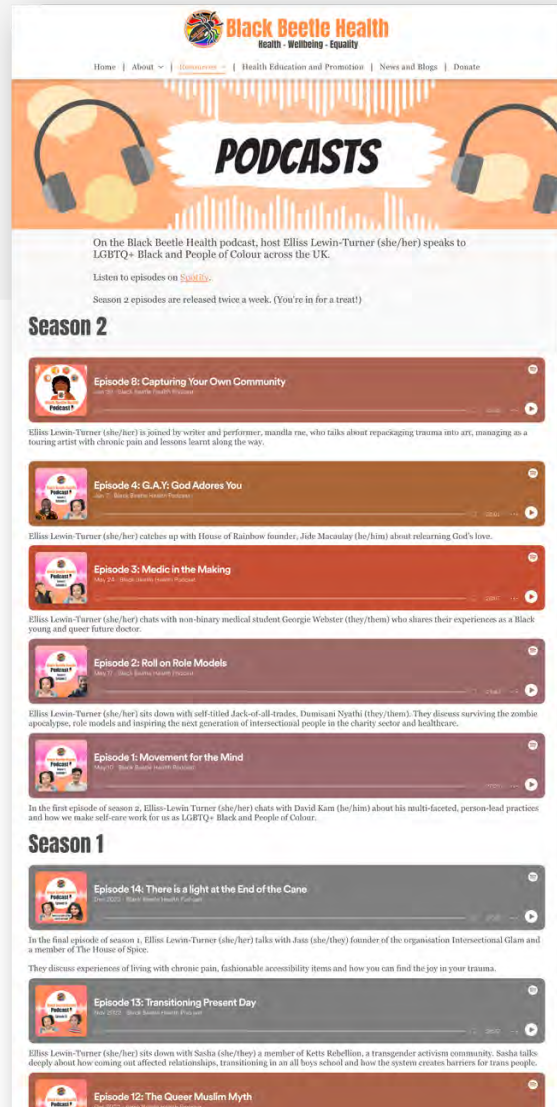
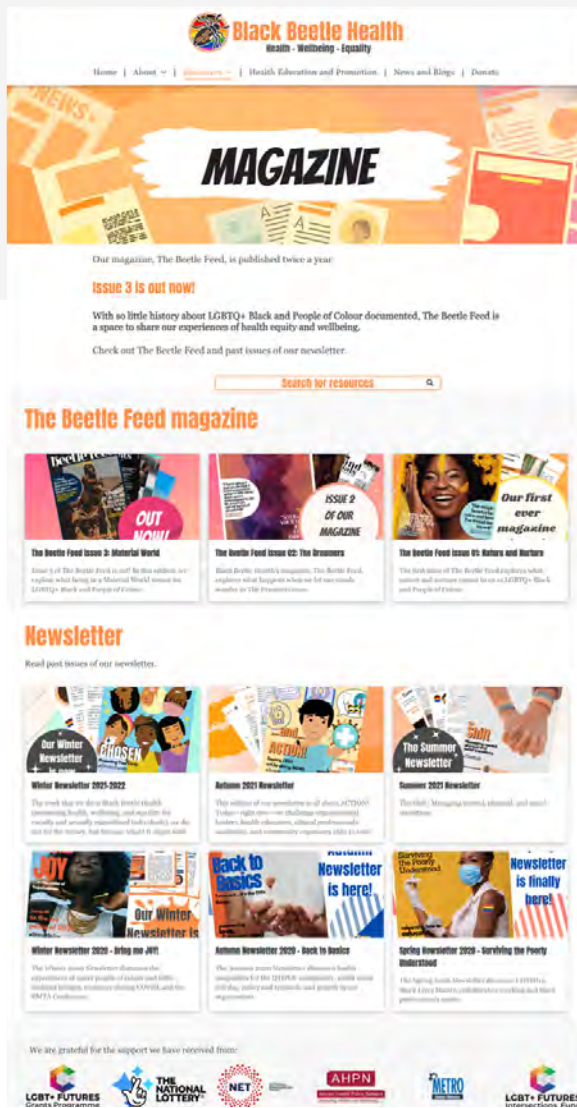
<https://open.spotify.com/show/6oVyFtHcx0l8huC1yU5Ywz>

### The Beetle Feed magazine for LGBTQ+ Black and People of Colour

<https://www.blackbeetlehealth.co.uk/magazine>

### The Black Beetle Health podcast

<https://www.blackbeetlehealth.co.uk/podcast>





### Beneficiary quote

"I was originally on the advisory board in a voluntary position then became Secretary, then took on a paid role to deliver the Heat programme training. I was then asked to stay on to develop the training and revamp. Then with a blend of my experiences I'm now the Development and Communications Manager. It has been a steady progression. The work is really valuable and something I've always wanted to support."

"Being with BBH has helped me utilise my skills. For example I have a Degree in Radio and Broadcasting and now I have been able to work on the podcast. I don't think if I was working anywhere else I would have had the same support back into the work place as I have had let alone being still able to use my skills."



# PROJECT

## Black United Representation Network (BURN)



**Established**  
2020



**Key Sectors**  
BAME and Building Businesses.



**Location**  
North West

### ORGANISATION BIO

A membership organisation of nine Black-led founding VCSE and micro companies, which exists to tackle persistent racial inequalities that negatively impact on people of African descent, to bring around systemic change. Headquartered in Manchester, BURN was established in February 2020 as a community interest company to promote Black economic empowerment, advancement and collective self-reliance. To alleviate persistent racial inequalities in business, employment, education and health.



Manchester Technology Centre, 103 Oxford House, Oxford Road, Manchester, M1 7ED



[burncic.org](http://burncic.org)



07465 760676



[info@burncic.org](mailto:info@burncic.org)



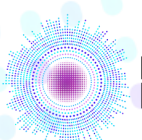
[@weareburnofficial](https://www.facebook.com/weareburnofficial)



[@weareburncic](https://twitter.com/weareburncic)



[@weareburnofficial](https://www.instagram.com/weareburnofficial)



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

To empower and enable strong leadership skills within the Black Third Sector through the provision of high-quality capacity building programmes and the targeting of resources to deliver improvements. To support future-focused individuals and organisations across Greater Manchester, to create sustainable and multi-year strategies with a view to securing public sector contracts, corporate tenders and commercial revenue streams, and to become wealth and job creators within the Black community.

## PROJECT HIGHLIGHTS



### Who is in leadership of charity (where is the LEx?)

100% at all levels.



### Project engagement

Fifteen organisations have been supported to become tender-ready in the space of 12 months. A further 78 Black VCSE organisations were supported through the delivery of targeted monthly online leadership development.



### Project success(es)

"Greater co-operation and collaborative working across the BAME VCSE sector."



### Organisation success(es)

"This fund has helped us create the infrastructure in our organisation. Where we are now would not have been possible without this funding."

"BURN has successfully tendered in its own right. We are currently one of twelve providers for the Executive Development Programme operated by the Growth Company which runs until the end of 2023. The programme is being delivered by BURN members who specialise in delivering learning and development solutions. BURN subcontracts down to Black member organisations to deliver lots, with BURN having a supervisory, project management and quality assurance remit. This places us in a position to mentor and support other Black and Asian businesses."



## “ Learning

“It’s kind of making me challenge some of my ideas about things because I come from quite an academic background. I’ve been to college, I’ve been to uni. I’ve done all of that, so my approach is very, is that would be very different to some of the organisations and the people that we’re working with and it’s kind of really made me challenge myself and my thinking in terms of, not everybody goes down that route in terms of the academic route and especially the black community. It’s very, very different and there are a lot of issues around things like just like feeling good enough, things like impostor syndrome and access to finance, access to networks as there are so many layers. So, I think the biggest learning for me is that, it definitely needs to be as much of a hand holding and supportive kind of journey as possible for them, to get them to the stage where they need to be but it’s a fantastic opportunity.”

BURN used an impact report to collate some of the project learning.



To read the impact report, visit:  
[lex-project.co.uk#burn](https://lex-project.co.uk/#burn)

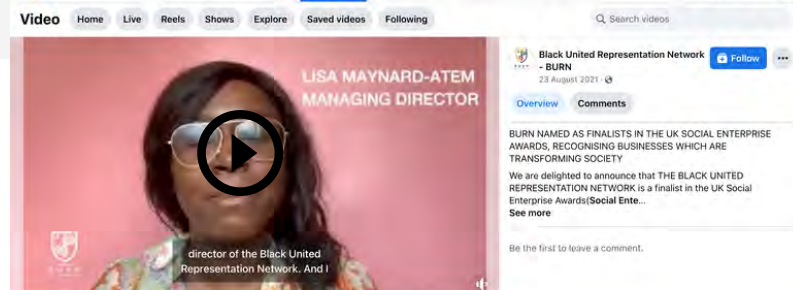


## Organisation accolades

In August 2021, BURN were pleased to have been named at finalist in UK Social Enterprise Awards for recognising businesses which are transforming society.

**Burn named as finalists in the uk social enterprise awards, recognising businesses which are transforming society**

[facebook.com/watch/?v=244290137551903](https://facebook.com/watch/?v=244290137551903)





BURN's principal founder, Dr Marilyn Comrie OBE, is the first person of African heritage to sit on the Greater Manchester Local Enterprise Partnership, where she leads on inclusive procurement, skills and inclusive investment. This partnership is delivering systemic change. In addition, BURN is a partner of the Growth Company – the most significant provider of business support in the city region.

“ **Beneficiary quote**

“All of those that participated on the programme felt that the networking opportunities at BURN were valuable. 71% of those said they found BURN's learning opportunities valuable.”



# PROJECT

## Breakthrough UK



**Established**  
1997



**Key Sectors**  
Disability Rights



**Location**  
North West

### ORGANISATION BIO

An organisation of disabled people based in Manchester, promoting the rights, responsibilities and respect of disabled people in society. Seeking to influence public policy at national, regional and local levels. Working with other organisations to remove barriers to employment and participation in society by disabled people. Also providing a range of front-line services to disabled people to enable them to live independently and exercise choice and control in their lives. The policies and working practices of Breakthrough UK are based on the Social Model of Disability.



132-134 Great Ancoats Street, Manchester, Lancashire M4 6DE



[breakthrough-uk.co.uk](http://breakthrough-uk.co.uk)



0161 234 3950



[admin@breakthrough-uk.co.uk](mailto:admin@breakthrough-uk.co.uk)



@BreakthroughUKLtd



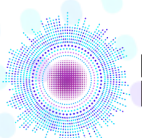
@BreakthrouUKLtd



@ukbreakthrough



@BreakthroughUKLtd



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

To create a 'Manchester Disabled People's Engagement Panel', the panel works with, and constructively advises, Manchester-based organisations to develop barrier-free, inclusive services and environments within the city. Discussions at panel meetings help organisations identify solutions and positive actions to reduce inequality and remove disabling barriers in areas such as housing, education, employment and leisure. The panel also provides a structure for co-design and co-evaluation, for situations in which civic leaders need to develop new projects.

## PROJECT HIGHLIGHTS



### Who is in leadership of charity (where is the LEx?)

"12 staff – around 60% – have Lex. We are conscious we don't want to create another segregated environment if 100% of staff are disabled. We work around the model of social disability and removing barriers is for everyone to do not just disabled people."



### Project engagement

"Panel have been engaged throughout whole process. 14 on the engagement panel."

"It was difficult to pay people for their time being engaged. For those receiving benefits could result in changes and we were not allowed to pay in vouchers."



### Project success

"Panel have been amazing to work with and all new to one another. We have created new connections and friendships. The group is made up of really solution based individuals."

"We have legacy. Because people are kind of saying 'I'm gonna need that panel, I need that lived experience, can we get information for that person?'"

"I think there's been some feedback from members, about the impact that it's had on them and that is especially around confidence. And how can they now get involved in other leadership opportunities."

"Our panel has also worked with the Greater Manchester's Combined Authority, via The Good Employment Charter and the Growth Company supported a recent employment webinar to provide support, help, tips and advice to employers. Manchester-based employers are all successes and opportunities to remove barriers in employment of disabled people. We are working alongside the Growth Company to produce a disabled persons employment toolkit to support employers removing barriers to disabled people around employment and promoting good practice."



## Project in action

This video shows the Disabled People's Engagement Panel at a Heaton Park site visit. Hear from panel members sharing their experiences of being involved.

### Disabled People's Engagement Panel - Heaton Park site visit

[youtube.com/watch?v=RETsltW-nUM](https://youtube.com/watch?v=RETsltW-nUM)

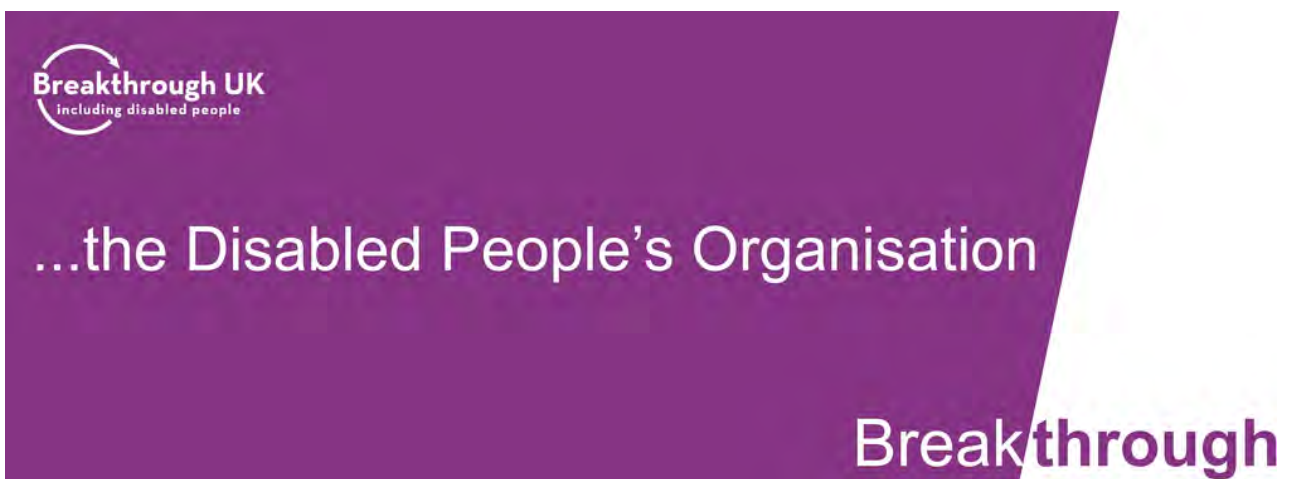
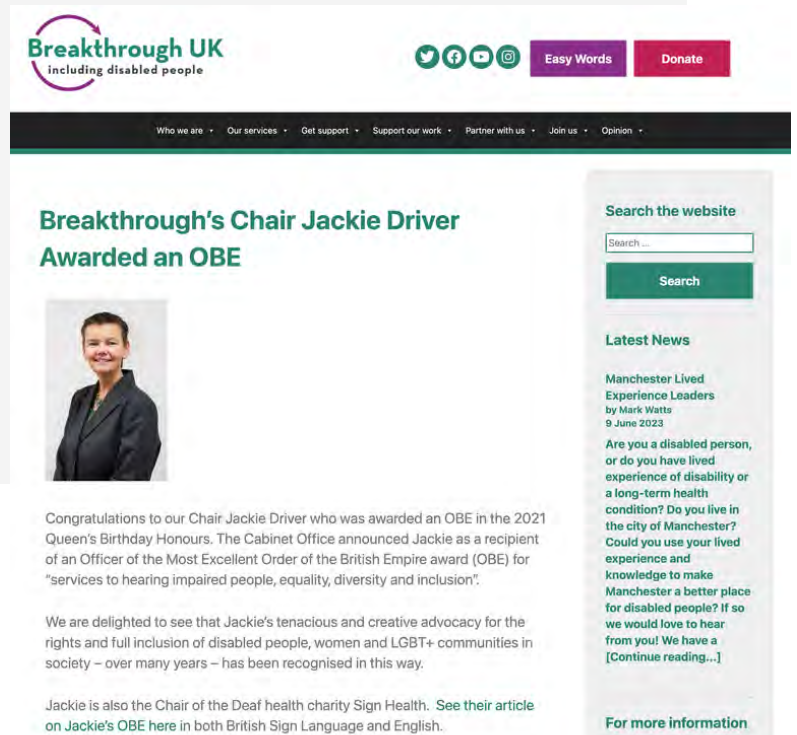


## Organisation Accolade

Recognition goes to Jackie Driver, Chair of Breakthrough UK, who has been awarded an OBE for "services to hearing impaired people, equality, diversity and inclusion".

### Breakthrough's Chair Jackie Driver Awarded an OBE

[breakthrough-uk.co.uk/breakthroughs-chair-jackie-driver-awarded-an-obe](https://breakthrough-uk.co.uk/breakthroughs-chair-jackie-driver-awarded-an-obe)



“ **Beneficiary quote**

“I learned about the community. We all have different needs and requirements, but there is a common thread of experience – it’s given me a lot of additional insight and improved my writing. For example, I wrote about my experiences of hate crime for a national paper after one of our meetings, so there are many different ways this has impacted the world and our culture. So, by sharing our experiences, we can make improvements. It’s also put me in touch with many different organisations and helped me learn about what is and isn’t acceptable to me as a disabled person. So having boundaries for what we do and don’t want to share is vital.”



# PROJECT

## Bridge Creative

# 06



**Established**  
2018



**Key Sectors**  
Disability Rights



**Location**  
North East

### ORGANISATION BIO

An organisation that supports adults with a learning disability or autism across County Durham to gain work experience and paid employment in the events, arts and creative industries. It provides opportunities for young adults with learning impairments and autism, empowering and supporting them to achieve their dreams and reach their full potential. This lived experience within provides the greatest understanding of the issues faced by those being supported and the challenges faced around employment.



The COSE, 1 Dorset Place, Bishop Auckland, County Durham, DL14 6TH



[bridgecreative.org](http://bridgecreative.org)



01388 449410



[hello@bridgecreative.org](mailto:hello@bridgecreative.org)



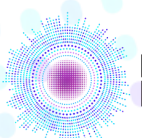
[@BridgeCreativeCIC](https://www.facebook.com/BridgeCreativeCIC)



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[@BridgeCreativeCIC](https://www.instagram.com/BridgeCreativeCIC)



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

In order to create 'Experiences and Opportunities', the E&O Project supports a cohort of young adults with learning disabilities and/or autism to become lived experience leaders. It supports its beneficiaries to become company directors, social business owners, change-makers and positive influencers in their community. It has established a panel of positive influencers to assist our board of directors and represent the learning disability and autism communities, both within Bridge Creative and beyond.

## PROJECT HIGHLIGHTS



### LEx

"I feel LEx leaders have a bigger impact on people and communities because we understand the issues first hand and know how to fix things. We can relate to the people we work with and when we tell people our stories, people seem to pay more attention and believe in us and want us to achieve."



### Who is in leadership of charity (where is the LEx?)

"66% of our board of directors are leaders with lived experience, including myself. With the majority of our directors having lived experience of unemployment and/or having a learning impairment, and the challenges that come with those issues, we are able to utilise this experience to support people in opportunities that we know, make a difference. Not all staff are Lex. But 100% important is that they identify as having a learning impairment and/or autism. I can see a difference now we have Dean and Sean as Directors and how Bridge Creative is viewed by other organisations. People have said 'how impressive it is to see inclusivity'. 'Staff at Bridge Creative can see the value.'"



### Project engagement

Directly: 18.  
Indirectly: 50.



### Project success(es)

"We supported 6 individuals to set up their own social enterprise. The project has enabled the people who have participated in the project to have a sense of purpose, a sense of belonging, and a sense of achievement, knowing that they are able to accomplish major things in their life, including becoming a leader of a company, or a change-maker in their community. This has had a huge effect on their confidence, independence, mental wellbeing, and many of the participants have become inspirations to others."





## Where is the LEx?

"I think my lived experience of youth unemployment has had a huge impact on the type of leader I am. I know how much being unemployed for a long period of time affects your mental health and the massive impact having a job can have on your life. As I get older I realise more and more how invaluable time is and although that experience helped shape who I am, I often think how that time could have been spent better. My experience motivates me to encourage others to make the absolute most of life and a big part of that is having a job."

"I've learnt how important Lex leadership is throughout our organisation. Seeing the impact of having an inclusive board over the past year has been incredible, not to mention the confidence it has given to the leaders on our board. I've learnt just how important this project is to the lived experience leaders who we've supported and how passionate people are about their experiences and ideas for change."



## Leadership in action

"Directors are gaining more respect from our members. The members are going direct to the Directors with their new gained skills. They are seeing Directors as role models."

"The 2 Directors with LD helped with the recruitment of 2 employees and 2 apprentices. They designed easy read applications and job descriptions."

"The uplift enabled us to support our 2 directors further by enabling them the time to think and implement a pathway for others to become directors of Bridge Creative in the future. This involved thinking about what needs to be in place for others with learning disabilities and autism to become company directors, for example accessible materials, workshops and talks led by the directors to explain what being a director means and how others could have the opportunity to do so in the future."





## Organisation standout moment

Bridge Creative moved into new premises in August 2022. Their new centre – The Cose (Centre of Social Enterprise) – is located within the heart of the community and enables the organisation to deliver its work. The journey commenced in May 2019 and they have since created a home for social enterprise. In May 2021, they received the keys for a disused building. Refurbishment work began, providing an opportunity for 12 adults with learning difficulties to complete training and work experience with Trades4Care CIC. Bridge Creative now has a base for all its services and projects.

**The COSE - Centre of Social Enterprise**  
[bridgecreative.org/the-cose](http://bridgecreative.org/the-cose)



# PROJECT

## Brighton and Hove LGBT Switchboard



**Established**  
1975



**Key Sectors**  
LGBTQ+



**Location**  
South East

### ORGANISATION BIO

A Brighton-based charity for LGBTQ+ people looking for a sense of community, support or information. Individuals are connected and supported directly through the organisation's specially developed Switchboard services or are linked with other specialist organisations.



Community Base, 113 Queens Road, Brighton, East Sussex BN1 3XG



[switchboard.org.uk](http://switchboard.org.uk)



01273 234009



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



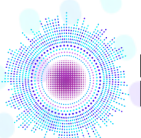
@LGBTswitchboard



@LGBTswitchboard



@LGBTswitchboard



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

To enable community leaders to emerge at every level of the organisation, and to play a central role in shaping a new organisational strategy and in influencing the wider sector. This will involve establishing training and development opportunities for all staff, and the re-establishment of steering groups, which will comprise persons with lived experience of multiple marginalisation. This project will also aim to identify and develop members of our voluntary workforce to take on 'lead' voluntary roles, allowing the diversification and widening of the support offered to communities.

## PROJECT HIGHLIGHTS



### Who is in leadership of charity (where is the LEx?)

100% - "At every aspect of organisation. All staff identify as LGBTQ. Apart from 1 trustee but she had the skill set that was required."



### Project engagement

150 - "This project has been a catalyst for Switchboard and helping to increase our capacity. Staffing has doubled in a year and we have engaged with an additional 25% people compared to last year."



### Challenges

"Becoming victim of own success. This Fund has opened up opportunities, but it's being cautious of what to say yes to and not to everything to please. Growing too quickly."



### Leadership in action

"Being able to have John's post because of the grant has enabled us to have conversations on What is Leadership? What does leadership look like in Switchboard? Look at the different ways we want to lead. Offer opportunities to lead in different ways."

"Because of staff increasing to more management/supervisory roles we have been able to create assistant roles in turn creating entry level positions. We have also done development days to build staff confidence. Giving staff the confidence to make decisions so they don't have to come to me on every decision, eg budgeting."

"So I was off for a long time actually in the end; September to January. So it was a big, big sort of chunk of disruption really, to the organisation. Everyone did an incredible job while I was off. Everyone stepped up."



## What have we learnt about LEx leadership?

“My leadership role has enabled me to interact with agencies, partners and strategic working groups across the region and more nationally (e.g. presenting at a Liverpool region working group that aims to develop inclusive practice). Other new stakeholders are working groups and strategy groups throughout East and West Sussex who are looking for leadership on matters of LGBTQ inclusion.”

“My lived experience connects me to the people I work with and lead. My personal nature is to empower and support others and to be considerate and compassionate of their development needs.”

“I have learnt that Lex leadership isn’t a stand-alone style or skill set. Lex leaders may also need good solid grounding in a variety of management and leadership approaches so that they can best lead individuals and teams in the widest possible environments and contexts. Ongoing commitment to learning and development is essential.”



## Standout moment(s)/success(es)

“This was transformational for us as an organisation and enabled us not only to fill a critical gap in capacity but learn what we needed for the future in terms of organisational structure and leadership.”

“As a result in investing in one role this has had a knock on effect enabling us to invest time in developing leaders across the organisation – our team is more resourced, more confident and more impactful as a result.”

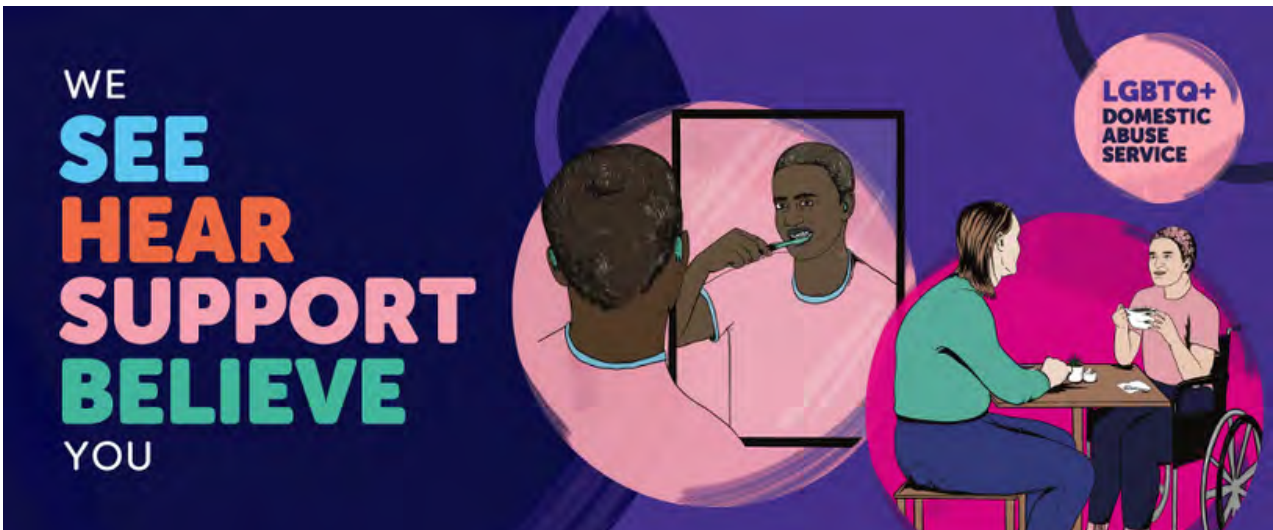
“Recruiting our head of services John. As a result of this new role we’ve been able to open brand new services including a night shelter and a domestic abuse project.”

“ **Beneficiary quote**

“Since having the job I have not looked back. I genuinely think a big part of my experience is that everyone there identifies in the LGBTQ community, so feel it’s a really safe space to work in. And then to deliver LGBTQ services in the community is something really special.”

“Working underneath John; his leadership and passion for the job has rubbed off on me. This has prompted me to delve myself into this work even further. Having John as my manger is obviously a professional relationship but it is amazing to hear his life experiences and what brought him into the role, and now what he loves about Switchboard. I feel valued for the life experiences that I bring to the table.”

“Switchboard look at you as a whole person not just how you perform in a certain task. It’s more than just you fulfilling a job description. There is a safe quality at switchboard that comes from feeling validated in your work. I can approach anyone and John if I need help, support. I don’t feel embarrassed. I know he feels I’m a good colleague and the same for my other line manager.”



# PROJECT

## Catalyst 4 Change CIC



**Catalyst 4 Change**  
African & Caribbean Mental Health Hub



**Established**  
2015



**Key Sectors**  
BAME and Mental Health



**Location**  
Midlands

### ORGANISATION BIO

An organisation that aims to strengthen the capacity and networks of voluntary, social enterprise, grassroots, service user-led, and statutory organisations and businesses, to ensure that they provide the right care, at the right time and in the right place to African and Caribbean people with mental health support needs and their carers living in the West Midlands. To support service user-led organisations and businesses, and African and Caribbean communities, to improve the manner in which mental health services are designed, delivered and received.



38 Hunton Road, Erdington, Birmingham, West Midlands B23 6AH



[catalyst4change.org.uk](http://catalyst4change.org.uk)



0844 884 3318



[enquiries@catalyst4change.org.uk](mailto:enquiries@catalyst4change.org.uk)



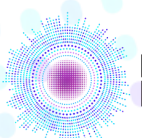
@catalysthubwm



@CatalystHubWM



@catalyst4change895



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

To develop a 'LEx Leaders Development Programme' which aims to support emerging BME entrepreneurs and grassroots organisations. To support the delivery and provision of learning modules on a range of subjects, and to co-produce an accessible online 'living' toolkit. To build awareness, resilience and confidence, and equip grassroots African and Caribbean communities, to provide high quality, culturally relevant, mental wellbeing services and co-produce and co-design statutory mental health services.

## PROJECT HIGHLIGHTS



### LEx

"The essential component of personal lived experience brings a passion and objectivity to roles/organisations that non LEx leaders simply cannot replicate. It builds community confidence and challenges negative concepts of mental health and those affected."



### Project engagement

"We predict at least 75+ individuals and organisations. This excludes those that access the LEx 'Living Toolkit' via our website."



### Project success(es)

"Significant numbers of Catalyst members have benefitted from capacity building and fundraising assistance, and we completed the Lex 'Living Toolkit' permanently available online."



### Learning

"It has simply reinforced our view that people with lived experience can be just as effective in managing/governing organisations and services just as well as anyone else!"







## Challenges

“People with lived experience can suffer severe setbacks if initiatives that they are involved in have limited investment, and come to an end just as they are building confidence and skills. We believe that longer term investments that also encourage self-generated income initiatives will go a long way to addressing this historical picture.”



## Organisation success(es)

“The fact that we secured over £75,000 in grants for participating groups to continue their LEx-led initiatives, and the development of a permanent online 'Living Toolkit' on a wide variety of good governance topics.”

In May 2022, Catalyst 4 Change organised their first Black Thrive Community Assembly. The day saw over 100 Black community members, community organisations, businesses, statutory services and allies gathered at the Midlands Arts Centre. The programme aims to work with and on behalf of Black people and Black-led organisations to ensure that Black communities are at the forefront of reimagining, redefining and realising fulfilling lives.



**Catalyst 4 Change update - First Black Thrive Community Assembly**  
[catalyst4change.org.uk/black-thrive-birmingham-launch-event-update](https://catalyst4change.org.uk/black-thrive-birmingham-launch-event-update)



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## Catalyst launches the LEx Leaders Development Programme

Site Admin • Apr 14, 2021



Image Credit : Stuart Miles at [www.FreeDigitalPhotos.net](http://www.FreeDigitalPhotos.net)

source: Catalyst 4 Change CIC  
 published: 21 December 2020

Catalyst 4 Change is pleased to announce our upcoming LEx Leaders Development Programme which has been made possible with 2-year funding from the [National Lottery's Leaders with Lived Experience 2020](#).

The programme aims to support lived experience (LEx) leaders and their organisations to be central to recovery and renewal efforts as we move through and beyond the Covid-19 crisis.

The National Lottery said: "The programme builds on the Leaders with Lived Experience Pilot Programme and is part of a wider journey to share power with communities, improve perceptions of LEx and create parity between different types of knowledge and experience. The impetus for the programme, its shape and vision, came from witnessing the commitment, innovation and resilience of

## Catalyst launches the LEx Leaders Development Programme

[catalyst4change.org.uk/catalyst-to-launch-new-programme](https://catalyst4change.org.uk/catalyst-to-launch-new-programme)



## Beneficiary quote

“The support from LEx has really helped me conceptualise what I want to do. Specifically, I have now been able to write a succinct mission statement that captured my vision for my enterprise.”

### LEX LEADERS LIVING TOOLKIT



#### What's available here?

This is the LEx Leaders Development Programmes' bank of good governance resources in various essential topics. Items in these folders will be continuously updated and/or added to.

Our Living with various Birmingham Coaching

NAME	UPDATED ↓	SIZE
Cluster 2 Training Resources - (2022-23)	24 Apr 2023 by Tippi Naphthal	13 Files
Other Catalyst Resources	9 Apr 2023 by Larry Felja	1 File
HR Resources (via Roots HR)	9 Apr 2020 by Larry Felja	1 File
Cluster 1 Training Resources (2022-23)	9 Apr 2023 by Tippi Naphthal	20 Files
Promotion & Marketing	1 Apr 2023 by Tippi Naphthal	3 Files

**Details**

Folder properties

Description  
 This is the LEx Leaders Development Programmes bank of good governance resources in various essential topics. Items in these folders will be continuously updated.

Developed in partnership with various parties in 2022/23.

Owner  
 Catalyst 4 Change

Created  
 1 Sept 2022, 22:25

Modified  
 24 Apr 2023, 14:00

Size  
 85.1 MB

#### Our Flexible Architecture

##### Effective Marketing and Promotion

Developed by [Training Personified](#), these resources cover the importance of website, social media etc, conveying your message to potential service users or customers, effective showcasing of services and facilities, online income generation tips and privacy measures and GDPR to comply with good practice.

[CLICK HERE](#)



#### Financial

Develop the general and investment stakeholder

[CLICK HERE](#)



# PROJECT

## Changing Tunes

# 09



**Established**  
1987



**Key Sectors**  
CJS and the Arts



**Location**  
National



### ORGANISATION BIO

Red Tangent Records is an arm of Changing Tunes, a nationally operating 'music in prisons' charity working to reduce reoffending through the use of music and engagement. It has co-produced a lived experience record label in conjunction with a team of former participants, lived experience leaders and music industry experts. The organisation has facilitated music-making programmes in 16 prisons, two secure children's homes and three alternative provision schools, in addition to the running of post-release music hubs in Bristol, Birmingham, Exeter and Portsmouth.



Changing Tunes, PO Box 2646, Bristol BS6 9BU



[redtangentrecords.com](http://redtangentrecords.com)



0844 414 6083



[info@redtangentrecords.com](mailto:info@redtangentrecords.com)



@RedTangentRecords  
@changingtunes



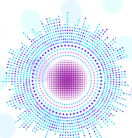
@red\_tangent  
@ChangingTunesSW



@redtangentrecords  
@changingtunes



@ChangingTunes



Leaders  
**Lived Experiences**  
PROGRAMME



Empowering People: Inspiring Change





## PROJECT BIO

To enable 'Red Tangent Records' to provide professional music industry opportunities to those with experience of the criminal justice system. To provide music management and record label services working directly with clients, as would be expected of any independent record label. Red Tangent is led by a team including ex-offenders, professional musicians and business minded individuals, with the support of the Changing Tunes framework.

---

## PROJECT HIGHLIGHTS



### Project engagement

350+



### Project success(es)

It was such a great idea from the off. I think it was really, solid. It came from the right kind of place. It came from our participants. It was well conceived and the lottery was a great kind of partner for it. Having you guys along for the ride as well was definitely a feature of it. And we had the right man for the right job and the other people who got involved in the listening panels and stuff like that were really well engaged. I look back over the last couple of years, it's definitely one of the best things I've been involved in, in the last couple of years. You know, the kind of events, the participants, the recordings. The quality of the music that has kind of come from the label and stuff like have all been really, really great and I've got one sort of piece of news which I'll share with you, the future is bright, and it's going in the right direction."



### Project success(es)

"One of the guys that has been kind of involved in supporting Cam, just voluntarily for probably 6-8 months before he left and it was just in bits and pieces for Cam, just because he loves it and he's engaged. But he's now staying on and we're taking him onto the payroll as of the 1st of May. But then the second guy is one of the acts that we signed. And the guideline name of Ryan Kershaw. And he is still signed to the label and will continue to certainly for the next probably six months."



## Project Innovation

“We took audition tapes from people over the phone from inside prison. To our knowledge this has never been done before and was an extremely creative way of enabling access to those still serving sentences.”



## Project impact

“The participants and those involved in the listening panels, the events and the audiences have all benefited. We have brought the subject lived experience of CJS to a wider audience and tackle big issues through the medium of music.”



## Standout moment

“Our Bristol Beacon Showcase event was a huge success. We had a day of live music and panel discussions on live/controversial issues relating to the CJS. We had a diverse audience, expert speakers and it was all highly interactive.”



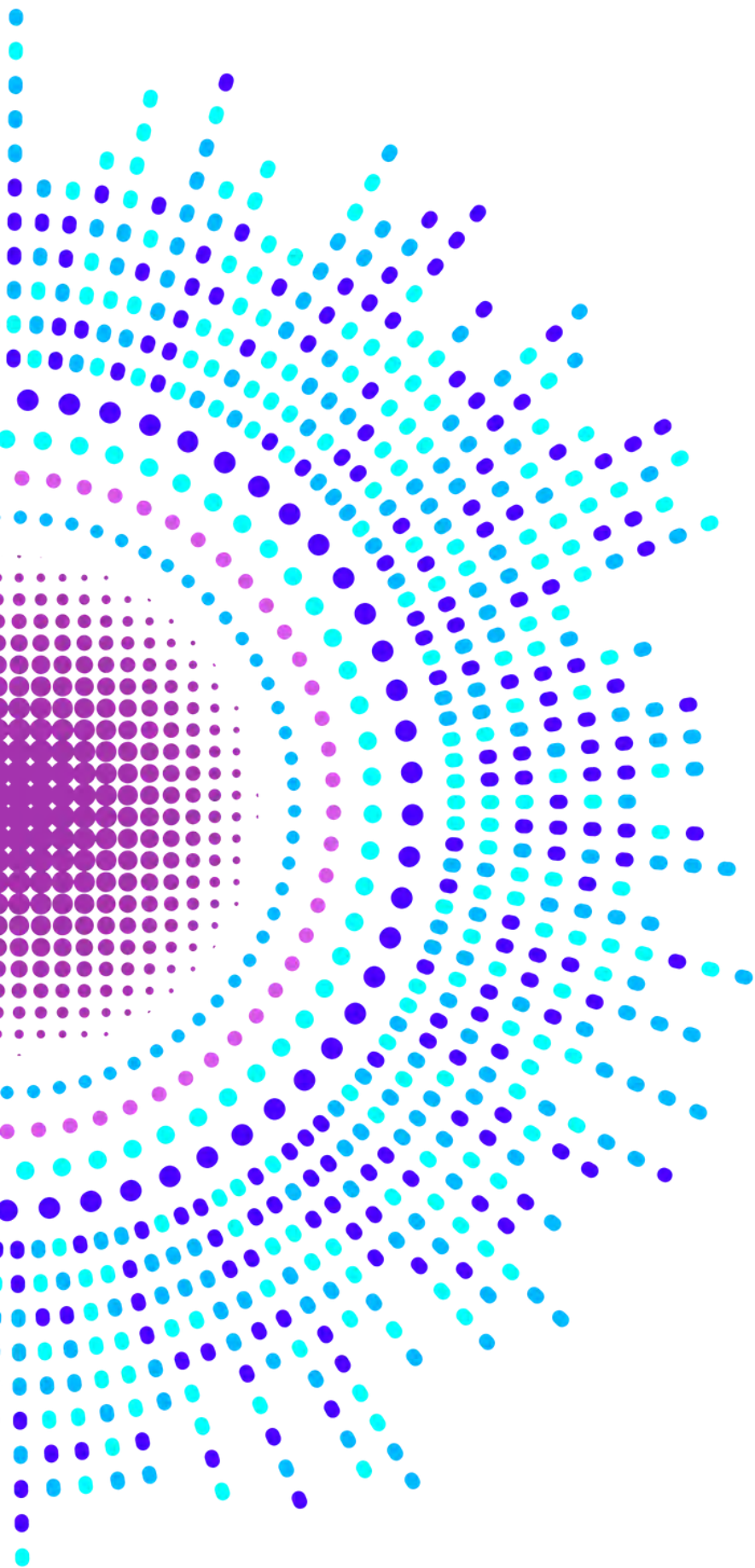
## Project legacy

“In this captivating vlog series, we invite you behind the scenes of our audacious venture, giving you an exclusive look into the heart and soul of our record label. Witness the highs, the lows, and everything in between as we navigate uncharted territories to make our dreams come true.”



**Red Tangent Records - Episode 1 - Follow Our Journey**  
[youtube.com/watch?v=UKbz5VQ6D74](https://www.youtube.com/watch?v=UKbz5VQ6D74)





# PROJECT

## Connect: North Korea

# 10

## CONNECT NORTH KOREA



**Established**  
2018



**Key Sectors**  
BAME, Refugee & Migrant Rights



**Location**  
London

### ORGANISATION BIO

An organisation that enables North Korean escapees to build new lives. Providing programmes that enable beneficiaries to overcome the many barriers preventing them from building new lives upon escaping the oppressive North Korean regime.



120B Malden Road, New Malden, Surrey KT3 6DD



[connectnorthkorea.org](http://connectnorthkorea.org)



[information@connectnorthkorea.org](mailto:information@connectnorthkorea.org)



[@ConnectNorthKorea](https://www.facebook.com/ConnectNorthKorea)



[@ConnectNKorea](https://twitter.com/ConnectNKorea)



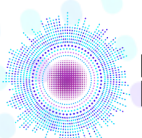
[@connectnorthkorea](https://www.instagram.com/connectnorthkorea)



[@connectnorthkorea](https://www.youtube.com/channel/UC...)



[linkedin.com/company/connect-north-korea](https://www.linkedin.com/company/connect-north-korea)



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

To contribute to the salary, mentoring and leadership development of a new director of CNK for the foreseeable future. It would provide CNK with financial stability to focus on developing leadership over the next two years and empower them to ensure that real needs and lived experience are central to wider decision-making. To enable CNK to grow and nurture lived experience leadership at all levels – when supporting volunteers; designing, tailoring and improving services; engaging and liaising with other community organisations and leading campaigns; and in joint advocacy efforts.

## PROJECT HIGHLIGHTS



### LEx

“LEx in the team has been invaluable. Not only to develop the knowledge base that we need to identify challenges. Also because they can understand the inter-community conflicts that take place.”



### Who is in leadership of charity (where is the LEx?)

80% of staff.



### Project engagement

Directly: 1. Indirectly: up to 400 clients supported by the team.



### Project success(es)

“The training element had been very successful. It has disseminated down into the rest of the team, the importance of them taking leadership. Particularly because this is such a small team. That has been very successful.”



### LEx Learning

“Because I share the same background as the North Korean staff members, I can understand them better and provide the support they need to do their role to the best of their ability. As a LEx leader, I have the understanding of the community around me and therefore I intuitively understand the need they have. LEx leaders have the inside knowledge to drive positive social change. It's important to support those leaders.”

“Emerging leadership is not an impossible outcome from this, you can see there are people identifying their own areas and areas of need in the community. They will come to you with an idea, sometimes it crumbles and other times it is something we have not thought of before.”





## Challenges

“One of the challenges for us as an organisation. There are things coming into the funding and lived experience sphere where there is an expectation that 75% of trustees have to have experience of this particular issue. I think for us as an organisation and community we are a long way from this place and simply as a community (North Korea) there are not people with the skills/qualifications; legal, financial etc. This is a great challenge for us as an organisation and group. There needs to be wider community development to make lived experience function for us.”



## Organisation reflections

“If I was to do this again. I would have run the project at different stages of the charity's development. I think now would have been the ideal time to have done it. When we started the funding we were still developing programmes and had no real resources. Now this year our income is 3 times that of last year and we have paid staff members.”

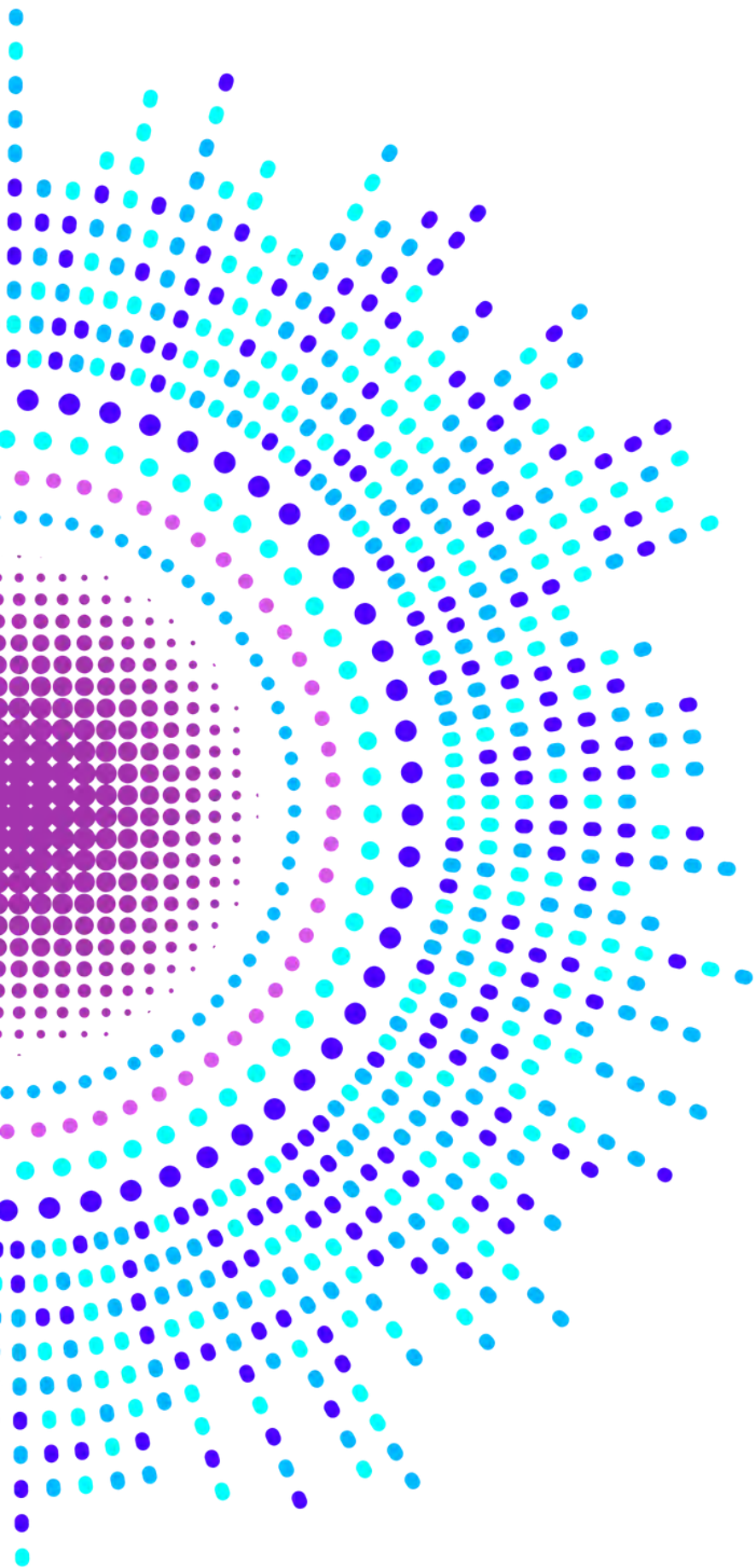


## Beneficiary quote

“Before I started this role I was 'just' a housewife. I never had any experience in anything like this let alone becoming a director. But because I am North Korean there are not many people out there that could step into this role. Being with CNK is amazing. It has been a big challenge as it is completely new.”

“I have never had anything like this before. It is a massive opportunity overall to be becoming a Director.”

“The NK community have been saying I have been doing a good job. I'm proud of this because I did not think I could do this. I just want to do this role and make a difference and help the NK community.”



# PROJECT

## Cooperation Town



## COOPERATION TOWN



**Established**  
2020



**Key Sectors**  
Food Poverty



**Location**  
London

### ORGANISATION BIO

A new network of community-led food co-ops, providing free and affordable food. Cooperation Town co-ops are owned and run by their members, who democratically decide how to organise the project. The starting up of a co-op is open to all, on their street, block or estate. The network encourages other groups to join the movement. It was initiated in 2019 by a group of community organisers and London residents in order to meet a local need for affordable food and community spaces. It has links with autonomous projects in Birmingham, Bristol, Dorset and Hull.



Cooperation Town Hub, Balcony Level, Haverstock Road, London NW5 4RA



[cooperation.town](http://cooperation.town)



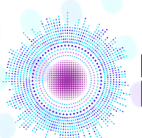
[info@cooperation.town](mailto:info@cooperation.town)



[@CooperationTown](https://www.facebook.com/CooperationTown)



[@cooperationtown](https://www.twitter.com/cooperationtown)



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

Aims to support opportunities for self-organisation at a hyper-local community level. Builds resilience through cooperation. Brings people together to share skills, resources and experience. Provides affordable food and household products. Scales up the network through training and mutual support. Develops and sustains the network, provides training and resources to new co-ops, meets needs in response to demand, and enables the development of the work, locally and nationally.

## PROJECT HIGHLIGHTS



### LEx

The core organisers' lived experience of poverty, precarious employment and food insecurity have informed the development of the organisation.



### Who is in leadership of charity (where is the LEx?)

100%



### Project engagement

"We estimate at least 1,300 people via food coops (just over an average of 2 people per household). This is probably more like 2,000 when taking into account the wider reach we have whereby people will come into contact with us through accessing other activities and events taking place at the food/warm hub, and through our reputation in pioneering food coops and community organising."



**Project success(es)**

“We have established (as in supported to get set up and running to order/purchase and receive food deliveries to redistribute to members) 26 local food coops in total, in line with our aim, which was to establish between 20 and 25. 8 more coops are in progress, and we have introduced the coop model to over 40 community groups.”

“Camden Council have adopted the development of local food coops into their strategic plan and are committed to establishing a Cooperative Development Foundation, in no small part due to the partnership we have formed with them over the past couple of years. We calculate we are managing to redistribute surplus and affordable food to over 600 households and 1,300 people across the country. The establishment of a community food hub in Gospel Oak has brought many other projects to the building/residential area and revitalised community activity. We have brought in Refugee Community Kitchen, a community garden project, The Bike Project, and a local Kung Fu class. We have established a network of “warm hubs” to provide shelter and community activities for folks during the winter and the cost of living crisis going into 2023 and have begun to work on developing a Neighbourhood Assembly as an experiment in democratic decision making and community participation in wider decisions that affect the area, particularly when it comes to housing and the redevelopment of the local council estates.”

“Achieving our ambitions for growing a network of food coops within the timescale that we did, given the conditions of the pandemic, which made meeting face to face and organising activities together at a local level incredibly difficult if not impossible during certain points of the project lifetime. The fact that we could hit the ground running once conditions allowed was in no small part due to having had the funding and time to be well prepared for this when the time came and responding quickly to the overwhelming demand for affordable food.”



## THE GOSPEL OAK LIVING ROOM



Stay cosy this winter at our community hubs. Join neighbours for a hot drink, a light meal, healthy snacks and a friendly chat. Open six days a week, across five local spaces.

Monday	- Bacton Tower TRA hall - 4-7pm
Tuesday	- Cooperation Town - 11:30am-4pm
Wednesday	- St Martin's Church - 10am-12pm - Cooperation Town - 4-6pm
Thursday	- Wendling TRA hall - 10am-2pm
Friday	- Ludham & Waxham TRA hall - 2-6pm
Sunday	- Bacton Tower TRA hall - 11am-2pm



Starting on 16 January 2023  
Open and free for everyone  
Accompanied children welcome  
No need to register, just turn up!



## Organisation success(es)

“We were given [a space] early on through our close work with Camden Council during and coming out of the pandemic to establish a food “hub” in the borough, which meant a focus on developing significant infrastructure in north London that could support and facilitate the growth of a food coop network here. This detracted a little from our ambition to develop a network across England and Wales, but made sense in terms of enabling us to pursue a strategy of being embedded and relevant to the needs of communities beyond food.”

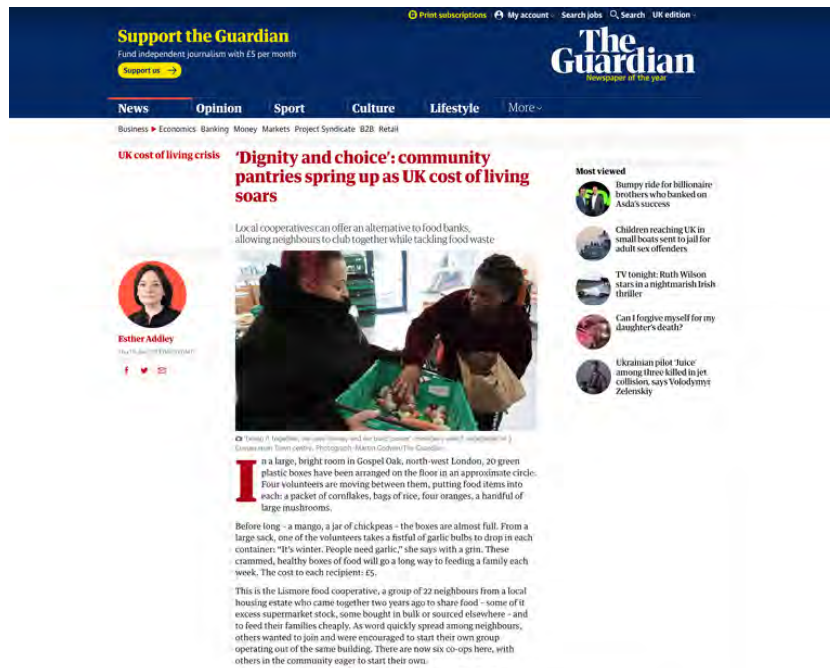
“The LEx funding has also enabled us to experiment and innovate in working with our food coop members on projects that don’t directly relate to food, but that span issues of community health, disability, housing, shelter and warm homes.”



## Moment to remember

Cooperation Town featured in The Guardian on 19 January 2023. The article highlighted the work of the organisation within its local community.

**‘Dignity and choice’: community pantries spring up as UK cost of living soars**  
[theguardian.com/business/2023/jan/19/community-pantries-local-cooperatives-alternatives-to-food-banks-uk](https://theguardian.com/business/2023/jan/19/community-pantries-local-cooperatives-alternatives-to-food-banks-uk)



# PROJECT

## Cymoedd Creadigol CIC



**Established**  
2020



**Key Sectors**  
Building Stronger Communities  
and the Arts



**Location**  
Wales

### ORGANISATION BIO

At the heart of Cymoedd Creadigol lie the arts, heritage and culture. As an organisation, it believes that accessibility to creative and educational experiences is elemental to the life of every person. It aims to offer opportunities for all, focusing on social and creative outcomes that support the development of individuals and a greater sense of community and wellbeing.



Cartref, Hirwaun Road, Hirwaun, Aberdare, Wales CF44 9HR



[cymoeddcreadigol.org.uk](http://cymoeddcreadigol.org.uk)



07947 172603



[cymoeddcreadigol@gmail.com](mailto:cymoeddcreadigol@gmail.com)



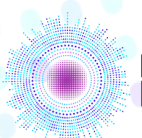
@cymoeddcreadigol



@CCreadigol



@cymoeddcreadigol



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

The creation of Lleisiau Creadigol – Creative Voices aims to support lived experience leaders and encourage similar organisations to challenge the status quo. Focused on improving people’s mental health and wellbeing, developing confidence through the arts, heritage and culture, promoting collaborative working, and striving to meet the needs of the local community.

## PROJECT HIGHLIGHTS



### Who is in leadership of charity (where is the LEx?)

Throughout the organisation.



### Project engagement

120.



### LEx Learning

“I have learned that all LEx leaders are facing the same issues, regardless of what their lived experience actually is. Good leaders have an understanding of the issues faced and have inclusive ways to ensure everyone can understand and navigate those issues.”



### Project success(es)

“We supported new organisational start ups with lived experience leaders. As expected some thrived others not so much. Thanks to the grant we had a significant increase in funding for our organisation and partners organisations and was able to work with both to increase access for opportunities for young people and support people struggling with their mental health. As a staff members contract was coming to an end we lost the staff member to another organisation, this is down to good management of staff and as a lived experience leader (our staff member) she has gone on to better things (which we are proud of – as it fits majorly with the ethos of the funding and aims). However this has impacted our business slightly.”

“Since I have obtained almost £250,000 worth of funding for Cymoedd Creadigol, I feel my post has been a success, in terms of the funding bid, as I have supported the organisation to grow over the past year and a half.”

“We had a successful heritage lottery bid for £180,000 thanks to the work of our staff (funded from this project) which has supported people of lived experience in the outdoors, environment, arts, culture and health.”





## Leadership in action

Received a grant for £1,000 to set up a local network of LEx leaders. The grant will help in the running of monthly meetings, including venue hire. Inspiration for the application arose during networking events and Cymoedd Creadigol would not otherwise have applied for this fund.



## Standout moment(s)

"The biggest stand out is the successful heritage lottery application which has engaged many people of lived experience, the support for Signposted Cymru who have gone from strength to strength and the Film Cymru project our staff member ran which engaged young people of lived experience of being LGBTQ+, who delivered a film working with Careers Wales and stonewall around inclusivity and more."

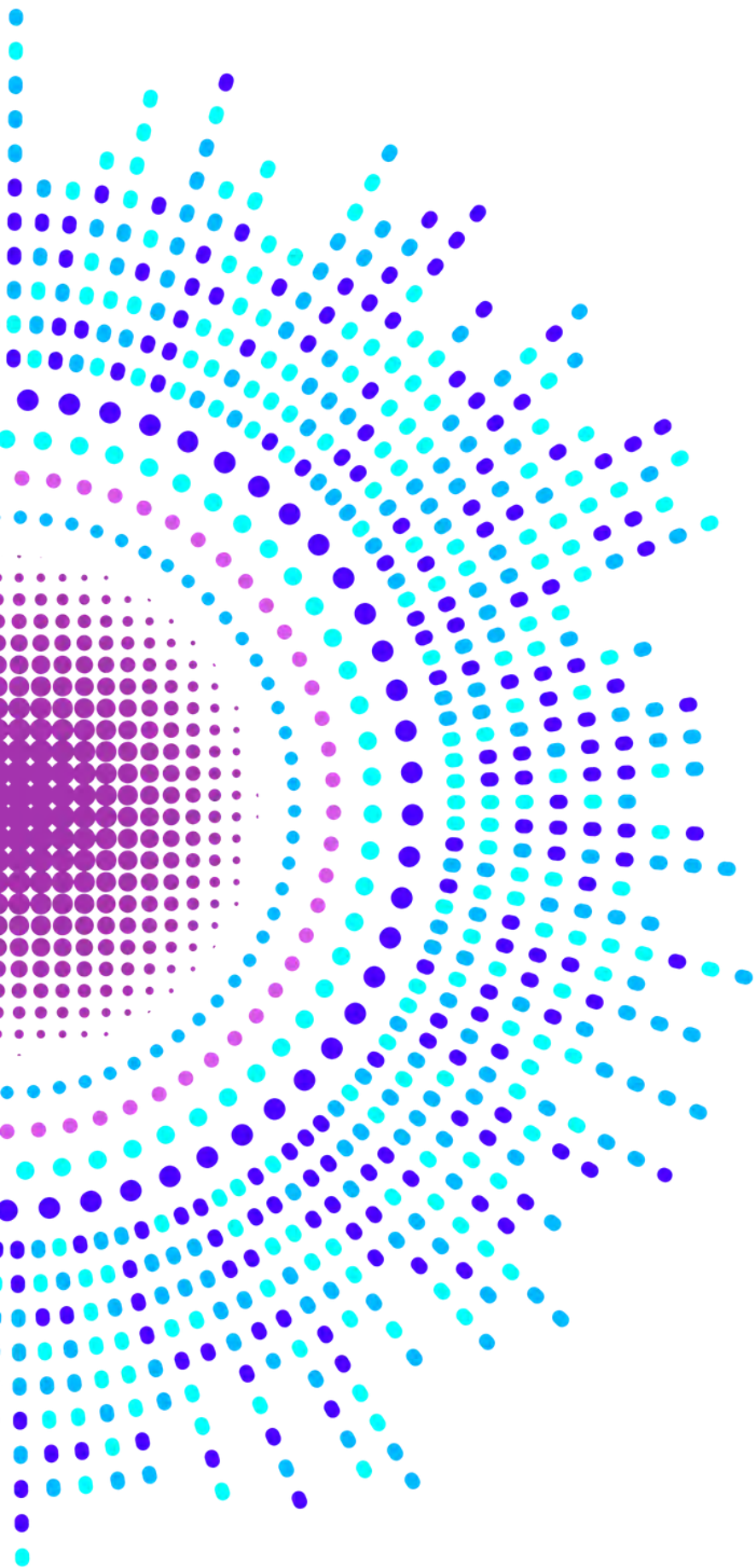


## Beneficiary quote

"Without this funding May would not of connected with us, I would not have known May's story, we would not have been able to grow together."

"I would happily put our name alongside Cymoedd Creadigol and work together. I don't know everything they do in the community but I have seen it is having a positive impact."





# PROJECT

## Darkside Rising CIC

# 13

Darkside Rising CIC  
Women's Health Organisation



**Established**  
2014



**Key Sectors**  
Women's Health



**Location**  
Midlands

### ORGANISATION BIO

Based in Lincolnshire, Darkside Rising CIC is a non-profit organisation delivering a range of projects to support women's strength, health and empowerment. Seeking to challenge the perception of female strength, resilience and power through innovative physical training and mindful arts projects.



Darkside Rising CIC, Unit 9, Newporte Business Park, Bishops Road, Lincoln, LN2 4SY



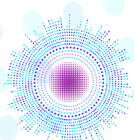
[darksiderising.co.uk](http://darksiderising.co.uk)



[darkside.risingcic@gmail.com](mailto:darkside.risingcic@gmail.com)



@DarksideRisingCIC



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

The 'Real Autistic Women' (RAW) project supports autistic women, whether formally diagnosed or self-identifying. Self-identifying autistic women are included in this project as it is notoriously difficult for adult women to obtain a formal diagnosis of autism. It will deliver semi-private strength training and mindfulness activities to 24 autistic women, encouraging and facilitating formal qualifications in personal training for some and informal work experience for others. This will create employment opportunities for beneficiaries and foster a whole new generation of autistic female sports and physical activity leaders and participants.

## PROJECT HIGHLIGHTS



### LEx

"All experiences are different, so although I consider myself a lived experienced leader in the field of autism, my autistic experience may well be very different to someone else's autistic experience. I cannot therefore describe myself as an LEx leader for all autistic people, but hopefully for enough autistic people to make a valuable difference."



### Who is in leadership of charity (where is the LEx?)

"2 out of 3 directors. I really don't think there is one person who walks through the door who doesn't have some sort of lived experience."



### Project engagement

Direct: 24 participants, and their family and friends. Indirect: Wider networks across social media and viewers of the Autistica Research Festival.



### Project success(es)

"We are working with 3 women from the RAW project, who are now enrolled on a Level 2 / 3 Personal Trainer qualification and interning at the gym with a view to becoming strength coaches and working for Darkside."

"In addition, from the outcomes created by the RAW project, we are exploring the potential to create our own training centre, delivering accredited personal training qualifications. This will allow us to expand our potential to mentor lived experience leadership in the sport and physical activity sector, as well as ensuring that new personal trainers in the field understand the importance of respecting and supporting lived experience."



## Leadership in action

"I don't think our LEx Leaders quite grasp the power of their LEx. This is interesting because they are all powerful and have so much to give and use of themselves. There has been discussions and ownership that would not have happened without this fund."



## Personal achievement

"I got to speak at Autistica Research Festival. It was an achievement because of spoke about RAW Project. The festival was well done and impressed with the other speakers. I am exploring for me personally PHD."



## Beneficiary quote

"What was amazing being with other autistic women so I didn't need to mask being me."  
"Darkside are amazing and so empowering. They have the right balance of being an encouraging and supportive environment."

"Darkside Rising has always been the consistent factor in my life changing year."

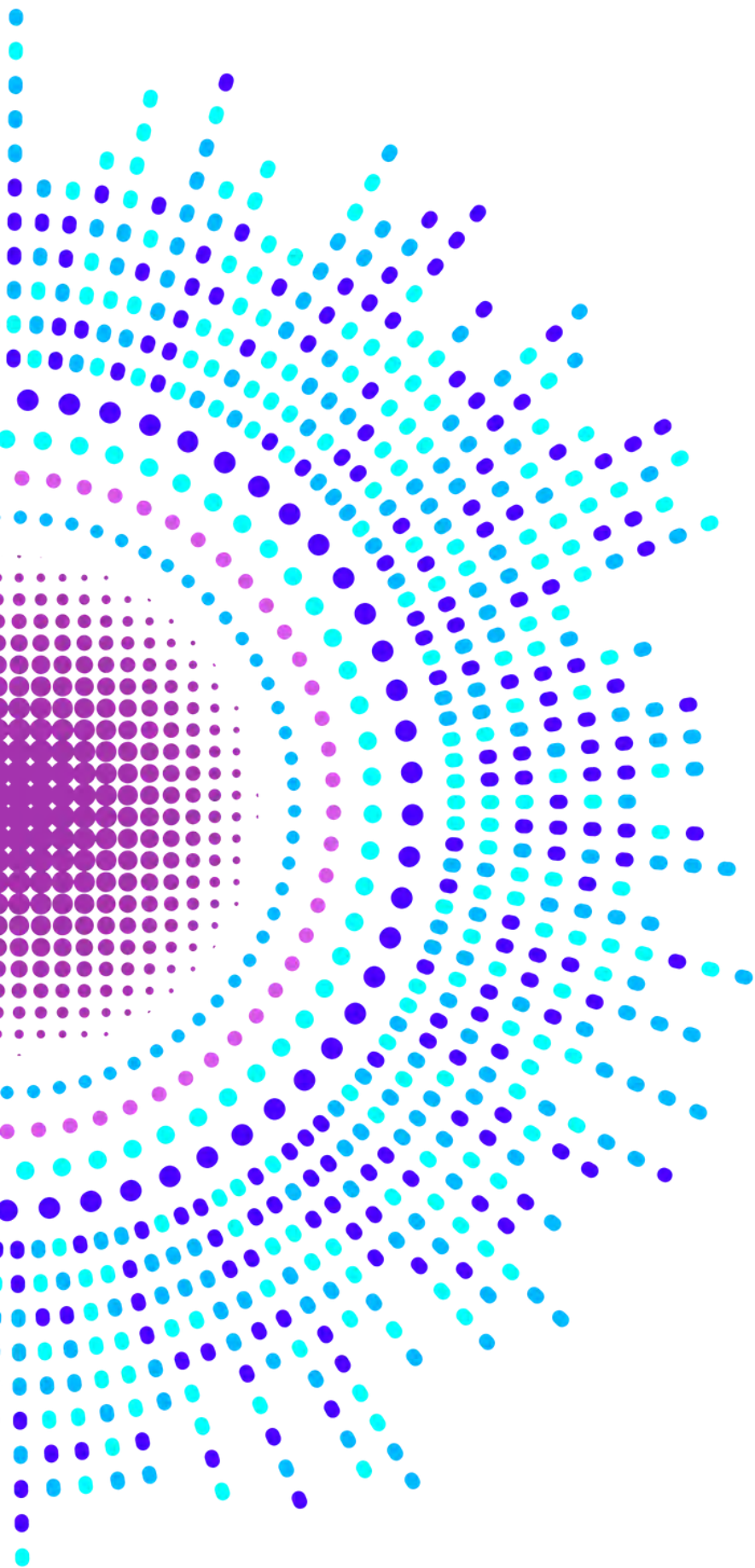
"I was very nervous and very shy when I started. When we went into lockdown we started doing zoom chats. I think in one session I must have said something. The following day I got an email asking me to join the autism group (Raw). From that I have come on in leaps and bounds."



## Next steps

"Developing a training centre and continuing our work with the neurodivergent community."





# PROJECT

## Deafblind Scotland

# 14



**Established**  
2008



**Key Sectors**  
Disability Rights



**Location**  
Scotland

### ORGANISATION BIO

Deafblind Scotland has been serving the Deafblind community for over 25 years across Scotland, sustaining the personal and professional support networks of deafblind people and influencing statutory services and policy. The work of the organisation raises awareness of deafblindness, continually highlights the everyday challenges faced by deafblind people, and makes a real difference to and for citizens and their communities across Scotland.



Deafblind Scotland 1 Neasham Drive, Kirkintilloch, East Dunbartonshire G66 3FA



[dbscotland.org.uk](http://dbscotland.org.uk)



0141 777 6111



[information@dbscotland.org.uk](mailto:information@dbscotland.org.uk)



@dbscotland



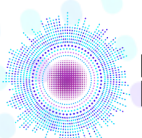
@deafblindscotland5838



@deafblindscotland



@dbscotland



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

To create a 'Dare to Dream 2021-2026' project. Supporting deafblind people to develop their 'Dare to Dream Strategy' through leaders with lived experience. Engaging with creating 'a fairer Scotland' will ensure these dreams are realised. It will focus on building peer leadership skills and opportunities for deafblind people. Working with the Scottish Advisory Group on Deafblindness (SAGOD) (hosted by Deafblind Scotland (DbS)), to support deafblind people to engage with national policy and service developments.

## PROJECT HIGHLIGHTS



### Project engagement

Around 400 individuals and organisations.



### Project success(es)

"We were delighted to have delivered the project as we set out, as well as finding new ways to deliver due to COVID restrictions."

"Deafblind Ambassadors who have been involved in the project have found their voices and a sense of belonging through meaningful engagement. This sense of mutuality and purpose has had a tangible impact on individuals and the wider deafblind community."

"The formation of the Deafblind Ambassadors who have gone through this project and are now continuing to move forward in confidence, influencing policy across Scotland and engaging the wider deafblind population to have their voices heard."

"The Empowerment training created foundations that have given the Ambassadors the confidence and skills to effectively engage with other deafblind people. This then gave the group a full sense of the range of views that were held by deafblind people and a mandate to share these alongside the areas of consensus. This peer to peer approach created an opportunity for open and honest dialogue but also modeled an inspiring form of leadership. The majority of deafblind people are older and many have disabilities that make engaging in service development consultations difficult or even impossible. This peer to peer but also proactive outreach approach helped to overcome these barriers and through doing so produced meaningful and genuine involvement."



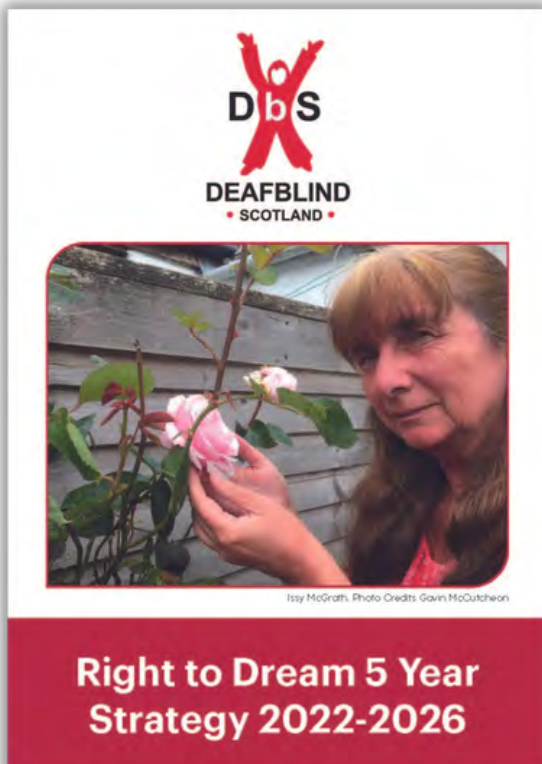


## Moment of innovation

"The Ambassadors created a fantastic video communicating their Manifesto of Deafblind People's Rights. The process of making the video involved finding creative solutions to ensure the BSL user could produce a sign language version and another member created the audio voice over. It's an interesting video to see how deafblind people with differing impairments came together to create the video."

### Manifesto of Deafblind People's Rights

[youtube.com/watch?v=HoXFZCEu1rc](https://youtube.com/watch?v=HoXFZCEu1rc)



## Report

Deafblind Scotland has announced that, as a result of their TNLCF project, they have been able to launch their new five-year strategy: the 'Right to Dream'.

The strategy centres on deafblind people's 'Right to Dream' of a more inclusive future. This strategy has been developed by their group of 'deafblind ambassadors'.

### Right to Dream 5 Year Strategy 2022-2026

[dbscotland.org.uk/wp-content/uploads/2023/06/right-to-dream-5-year-strategy-2022-2026.pdf](https://dbscotland.org.uk/wp-content/uploads/2023/06/right-to-dream-5-year-strategy-2022-2026.pdf)



## Beneficiary quote

“Once I gained confidence that my lived experience was valid, relevant and could help shape activities for the better for deafblind people, I came to realise the real importance that myself and other LEx leaders play in our communities.”



## Next steps

“Over the next few years, the Right to Dream Leadership Group will work in partnership with Visibility Scotland to promote awareness of and improve access to the human rights of deafblind people and people with single sensory loss.”



# PROJECT

## Disability Cornwall and the Isles of Scilly



**Established**  
2005



**Key Sectors**  
Disability Rights



**Location**  
England

### ORGANISATION BIO

A value-based, user-led charitable company with a mission to represent, include, support and empower people living with a long-term health condition or disability, their families and carers, in Cornwall and the Isles of Scilly. Also, to support community organisations and businesses in the development of more inclusive approaches to meeting the needs of their clients and customers.



Units 1G/H Guildford Road Industrial Estate,  
Guildford Road, Hayle, Cornwall TR27 4QZ



[disabilitycornwall.org.uk](http://disabilitycornwall.org.uk)



01736 759500



[theo@disabilitycornwall.org.uk](mailto:theo@disabilitycornwall.org.uk)



[@disAbilityCornwall](https://www.facebook.com/disAbilityCornwall)



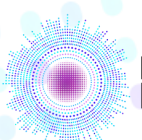
[@CornwallDC](https://www.twitter.com/CornwallDC)



[@disabilitycornwallandio](https://www.instagram.com/disabilitycornwallandio)



[linkedin.com/company/disability-cornwall-isles-of-scilly](https://www.linkedin.com/company/disability-cornwall-isles-of-scilly)



Leaders  
**Lived Experiences**  
PROGRAMME



Empowering People: Inspiring Change



COMMUNITY  
FUND



## PROJECT BIO

To facilitate Disabled Peoples' Organisations (DPOs) to share their experiences of the Covid-19 pandemic. Over 100 DPOs exist across England, encompassing a wealth of experience and expertise around the running of accessible services for disabled people and/or people with long-term limiting health conditions. To provide an opportunity to share and learn from each other. To also provide an opportunity to bring the DPO sector together to consider broader questions, such as the role of a DPO, how to attract younger disabled people and/or people with long-term health conditions to be future leaders, and how the future looks for this vital sector.

## PROJECT HIGHLIGHTS



### LEx

"The ability to think in new, diverse and inclusive ways to open up a greater range of possibilities, ideas and solutions. In my experience LEx leaders seem more reflective and less prone to the quick and easy answer, which can provide more depth to enacted solutions to working problems."



### Who is in leadership of charity (where is the LEx?)

LEx is at all levels; approximately 75% of the organisation.



### Project engagement

Direct project involvement = c.150.  
Map views = c.2500.



### Project success(es)

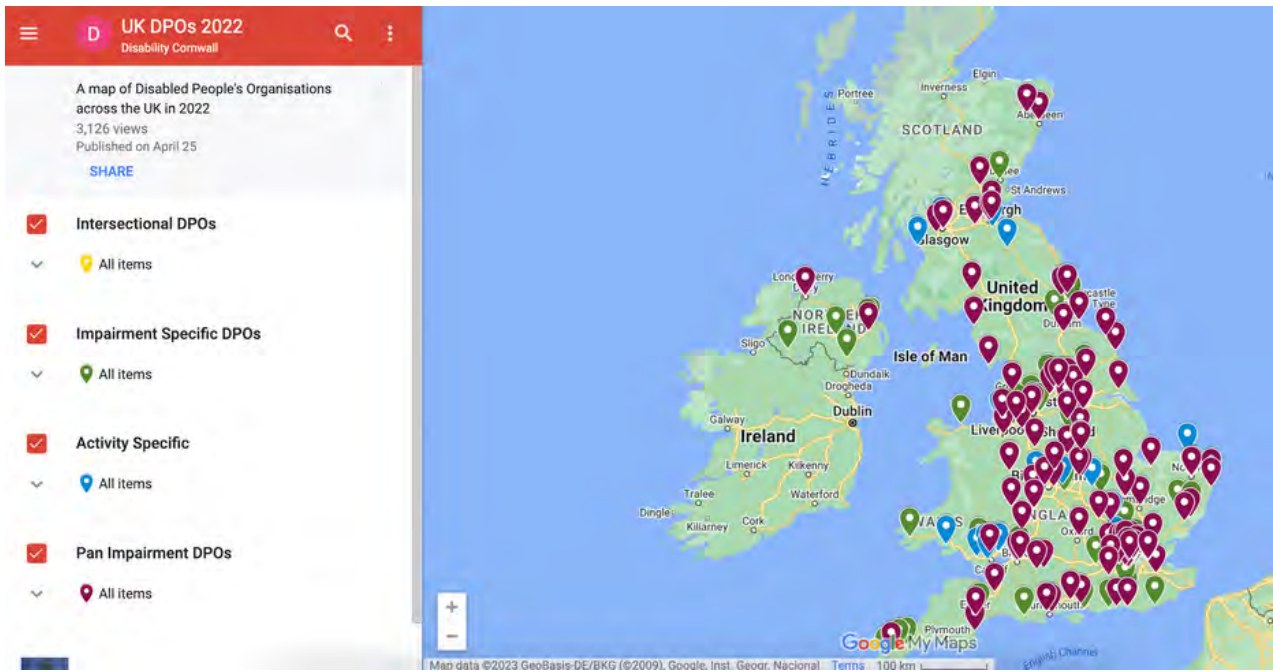
"The project outcomes pretty much met our expectations, though we did also create a UK DPO map which wasn't in the plan, took quite lot of time/effort and is proving very useful."



### Standout moment


"The DPO Map - this has never existed before, has never been up to date, and is beginning to ID the DPO sector as a sector in its own right."

"Podcasts have grown out of this project which I will take forward." In the podcast series, Dr Theo Blackmore talks to influential representatives and leaders from DPOs and the voluntary sector across the UK.



**A map of Disabled People's Organisations across the UK in 2022**

[google.com/maps/d/u/0/viewer?mid=1LWxWUoMeFYNXNyhZl8c-\\_ZpRn-aF9nY&ll=54.452249526562746%2C-4.994997972510932&z=6](https://www.google.com/maps/d/u/0/viewer?mid=1LWxWUoMeFYNXNyhZl8c-_ZpRn-aF9nY&ll=54.452249526562746%2C-4.994997972510932&z=6)



**Conversations with Dr Theo Blackmore**  
DISCOVER Voices

SOCIETY & CULTURE | UPDATED FOR ENIGHTLY

Dr Theo Blackmore from disAbility Cornwall, a Disabled Peoples' Organisation based in Hayle, Cornwall, talks to influential representatives and leaders from Disabled Peoples' Organisations and the voluntary sector.

[▶ Latest Episode](#)

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**Episodes** [See All](#)

**WEDNESDAY**  
**The History of DISCOVER Magazine | Conversations with Dr Theo Blackmore #14 w/ Luke Murray**  
Today our host Theo talks to comedian Luke Murray about how the disability lifestyle magazine DISCOVER came to fruition. DISCOVER, produced by Sue Hunt here at disAbility Cornwall, is a thought-provoking...

**3 AUGUST**  
**Supporting Disabled People Globally | Conversations with Dr Theo Blackmore #13 w/ Trevor Palmer**  
Our host, Theo, is joined by the fascinating and eclectic Trevor Palmer. Trevor is a full-time wheelchair user who runs his own business, Iron (Newport) in South Wales and works with fellow disabled people, HR...

**20 JULY**  
**Disability Rights UK | Conversations with Dr Theo Blackmore #12 w/ Rebecca Taylor Edwards**  
Join us for an insightful conversation with Rebecca Taylor Edwards, the esteemed representative from...

**Conversations with Dr Theo Blackmore on Apple Podcasts**


[podcasts.apple.com/nz/podcast/conversations-with-dr-theo-blackmore/id1660540482](https://podcasts.apple.com/nz/podcast/conversations-with-dr-theo-blackmore/id1660540482)



## Report

The research has been well documented and all the findings can be found across multiple reports.

**Disabled Peoples' Organisations Sharing Experiences During Covid 19**  
[disabilitycornwall.org.uk/about-us/research#dpo-covid-experience](https://disabilitycornwall.org.uk/about-us/research#dpo-covid-experience)



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### Disabled Peoples' Organisations Sharing Experiences During Covid 19

We secured funding from the National Lottery "Leaders with Lived Experience" programme to run a two-year project, starting in January 2021, investigating the experiences of Disabled Peoples' Organisations (DPOs) across England during this Covid pandemic.

This is a 2-stage project –

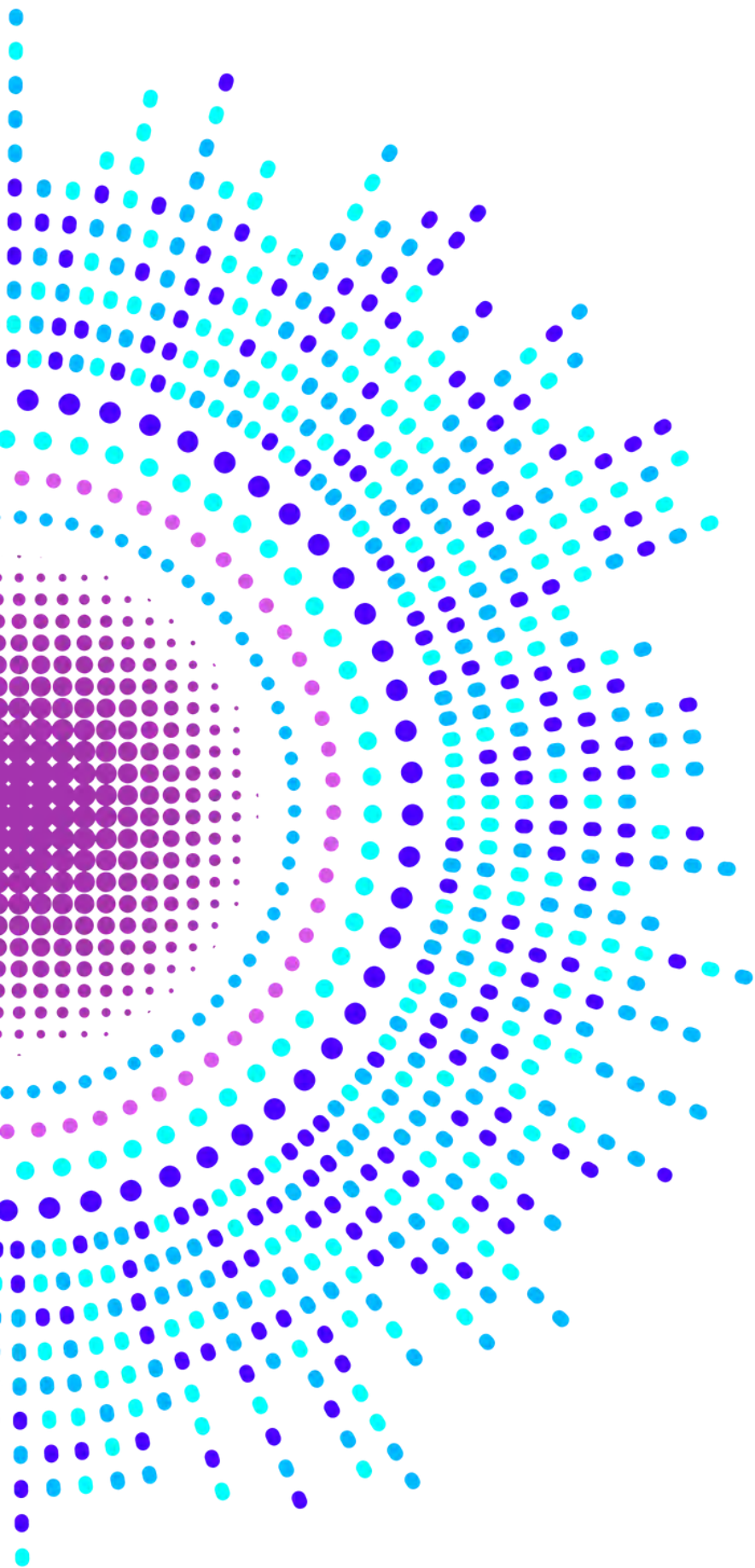
**Stage 1** is an information-gathering process, to see:

- which organisations are still operating,
- how they are coping in these difficult times
- are they keeping their premises open, or working from home
- whether they are still running services or have had to close completely, and
- what are their plans for the future.

**Stage 2** will be a Structured Peer Support programme, including:

- Regional Virtual Forum sessions, bringing DPOs together to talk about their experiences, and
- Theme-specific online events, giving DPOs opportunities to share with each other their solutions to common problems.

You can download the documents from stage one here. If you would like an Easy Read version of any document please contact Theo



# PROJECT

## DIY Theatre

# 16



**Established**  
1994



**Key Sectors**  
Disability Rights and the Arts



**Location**  
North West

### ORGANISATION BIO

A learning disability theatre company based in Salford. They envision a world in which performers and arts leaders with learning disabilities are valued as part of the rich diversity of our cultural sector and society. Leadership by people with lived experience of a learning disability is central to the company's ethos and operation at all levels, from governance to how projects are planned, developed and evaluated, with training and professional development. To challenge preconceptions and barriers experienced by people with learning difficulties and to celebrate diversity and creativity in all areas of work.



The Angel Centre, 1 St. Philips Place, Chapel Street, Salford, Lancashire M3 6FA



[diytheatre.org.uk](http://diytheatre.org.uk)



[diytheatre@gmail.com](mailto:diytheatre@gmail.com)



[@DIYTheatreCompany](https://www.facebook.com/DIYTheatreCompany)



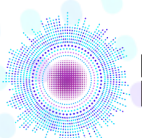
[@diytheatreco](https://twitter.com/diytheatreco)



[@diytheatreco](https://www.instagram.com/diytheatreco)



[@diytheatrecompany9982](https://www.youtube.com/channel/UC...)



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

To create 'Digital Leaders Disabled workshop' leaders from DIY's Friday Group and Young Leaders Group, and develop a programme based on their personal experiences of digital exclusion and the challenges and barriers they have experienced in getting online. The company is working with a film maker and graphic artist to create resources to support those with learning disabilities to access the online world with confidence. Celebrating diversity and creativity in all areas of the work.

## PROJECT HIGHLIGHTS



### Who is in leadership of charity (where is the LEx?)

The board is 80% comprised of individuals with LEx, but the staff team has no LEx. However, as a membership organisation the staff are directed to carry out the wishes of the board.



### Project engagement

Directly: 14 DIY leaders.  
Indirectly: estimated to be 100.



### Project success(es)

"Members have become more skilled and confident in their digital skills. They have become more confident in their role as leaders with lived experience and more aware of the skills and insights they bring because of their lived experience of learning disability."

"The impact of our digital leadership project has been significant – the films have been circulated widely and feedback has been very positive in terms of the support it has given others to give digital a go. Feedback from our Exploring LEX Leadership event was very positive – attendees gained insights into what LEX Leadership is and can be and started to relate it to their own practice."



### Learning about leadership

"So many people are now talking about LEx wider than the organisation. It is mega. We had never referred to ourselves as a LEx organisation and support those with LEx Leadership. We had not used that language before even though we were doing it. Now we do, there is a shift in perceptions wider than us."





### Standout moment(s)

DIY's Friday Group has created a film about lived experience leadership, in which they explore questions such as what lived experience means to them and how it helps them become good leaders.

**Exploring LEx Leadership**

[vimeo.com/674433204](https://vimeo.com/674433204)



"Enjoy Your Time Online" is a film created by DIY's Friday Group. It encourages others with learning disabilities to overcome their digital aversions and try it out.

**Enjoy Your Time Online**

[vimeo.com/566007645](https://vimeo.com/566007645)



### Beneficiary quote

"Me leading with a disability shows that people with disabilities can achieve. A lot of people with disabilities don't have the chance to do things."





## Poem about leadership created by the group:

**L is for Laugh**  
it's good to have a laugh and fun when leading

**E is for Eye Contact**  
we give eye contact to people we are helping

**A is for Accessible**  
also for awesome and amazing is what we think of leadership

**D is for Dream Job, Drama and Demonstrate**  
we are leaders in drama – it's important to demonstrate games for people who are less verbal

**E is for Enthusiastic**  
it's important for us to be enthusiastic so people taking part in workshop are also enthusiastic

**R is for Relying on each-other and Respect**  
we help each other to lead and we respect other people in the room

**S is for Safe**  
we need to make sure everyone feels safe when we are leading

**H is for Helping and for Happy**  
leadership is about helping others and leadership makes us happy

**I is for Integration**  
making sure everyone is involved and everyone is ok

**P is for Partnership**  
because sharing leadership is partnership

# PROJECT

## Do it Now Now (DINN)

# 17



**Established**  
2016



**Key Sectors**  
BAME



**Location**  
UK-wide

### ORGANISATION BIO

An open-innovation organisation committed to the empowerment of Black people through the provision of access to opportunities for social mobility through financial inclusion, entrepreneurship and employment. Bringing together skilled talent and charities, social entrepreneurs, startup teams, social innovators, investors and philanthropists to address social challenges, solve problems and support the development of under-represented groups, and Black communities specifically. To make the organisations and initiatives we support more effective and sustainable in the long term by building capacity and confidence within the leadership and wider team and helping them engage with their stakeholders and beneficiaries.



CC314, The Biscuit Factory, Drummond Road, London SE16 4DG



[doitnownow.com](http://doitnownow.com)



[team@doitnownow.com](mailto:team@doitnownow.com)



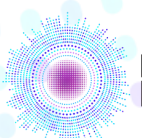
[@dinnhq](https://www.instagram.com/dinnhq)



[@dinnhq](https://twitter.com/dinnhq)



[linkedin.com/company/doitnownow](https://www.linkedin.com/company/doitnownow)



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

A support programme, for 15-20 Black lived experience leaders, which addresses the lack of effective support for Black-led organisations tackling key inequalities at the local level. To help them design, plan, develop and evaluate campaigns, social enterprises and community projects. Also, to tackle social issues facing the Black community, such as mental health and wellbeing, employment, education and training, and financial inclusion. Includes online, interactive training sessions, hands-on project development and 1-2-1 mentoring.

## PROJECT HIGHLIGHTS



### Who is in leadership of charity (where is the LEx?)

At all levels.



### Project engagement

Directly: 30.

Indirectly: over 200.



### Project success(es)

“We have supported them to gain better understanding of effective strategies to build their social enterprises and charities.”

“We gained stronger understanding of lived experience leadership and the support our communities need.”



### Learning about leadership

DINN's report provides insights into the lived experience of Black-led impact organisations, whose work has arisen out of this project. Key findings and recommendations are shared, following in-depth research across many sectors.

#### Black-led Impact Organisations:

#### The Lived Experience

[lex-project.co.uk#dinn](https://lex-project.co.uk#dinn)



Black-led Impact Organisations:  
**The Lived Experience**

# PROJECT

## Excel Women's Centre

# 18



**Established**  
2013



**Key Sectors**  
BAME



**Location**  
London

### ORGANISATION BIO

A community hub and CIC that provides services to all women, children and families residing in the London Borough of Barking & Dagenham and surrounding boroughs. The centre offers help to vulnerable women and their families to fight discrimination, demand their rights and increase their self-esteem and confidence within our multicultural society. It holds English language classes, mentoring programmes, youth projects, IT clubs, job clubs, parenting classes for new mothers, healthy eating sessions and many more activities specifically suggested by service users. Also involves community members in training schemes and volunteering projects which can help their future ambitions.



13 London Road, Barking, IG11 8AA



[excelwomenscentre.org.uk](http://excelwomenscentre.org.uk)



0208 594 3730



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



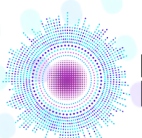
@excelwomenscentreuk



@ExcelWomensAssc



@excelwomensassc



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

To train and support 20 BAME women with lived experience of the issues around which the charity provides support. Enabling them to become activists/champions/leaders in the local community to influence positive change. To become role models to other women and girls tackling similar issues. To provide peer support and training to hundreds of local BAME women, helping them take control of their lives and tackle entrenched issues/barriers that exist now and in the future. Giving talks and running workshops/group work/training sessions for local women to tackle particular issues, providing individual peer support and coaching to women wishing to make a difference to their own lives or to the local community.

## PROJECT HIGHLIGHTS



### LEx

"We use the term 'Pain into Power' to realise you can use the learning of any situation to educate and lead in your perspective in areas of need."



#### Who is in leadership of charity (where is the LEx?)

"The charity has always had a user-led board made up of women with lived experience of the issues we tackle and this has always been central to creating our strategy. Also all our staff and volunteers are women with lived experience."



#### Project engagement

"We have worked with 35 women and 23 have signed up to support local services, we have estimated 2 indirect beneficiaries for each LEX leader with their families as well as to support other women."





## Project success(es)

"The participants were able to gain a number of skills throughout the project for public speaking, sharing their voice, making changes in their lives, contributing to local issues, participating in meetings, leadership skills and shaping and co-designing services based on their lived experiences."

"We managed to engage more women than we planned as the programme was very popular during the lockdowns, the participants were able to do some of the sessions online, so they learned how to use zoom and Microsoft teams and online communications to stay together during the pandemic, we have skilled up the staff and volunteers on digital communications and online socials in a way of sharing information and support. The women we worked with felt they have learned as well and supported others in the community. We have had ladies sign up as a school governor, others sat on steering groups, other learners formed support groups, so overall we have increased participation and engagement in the Borough."



## Project impact

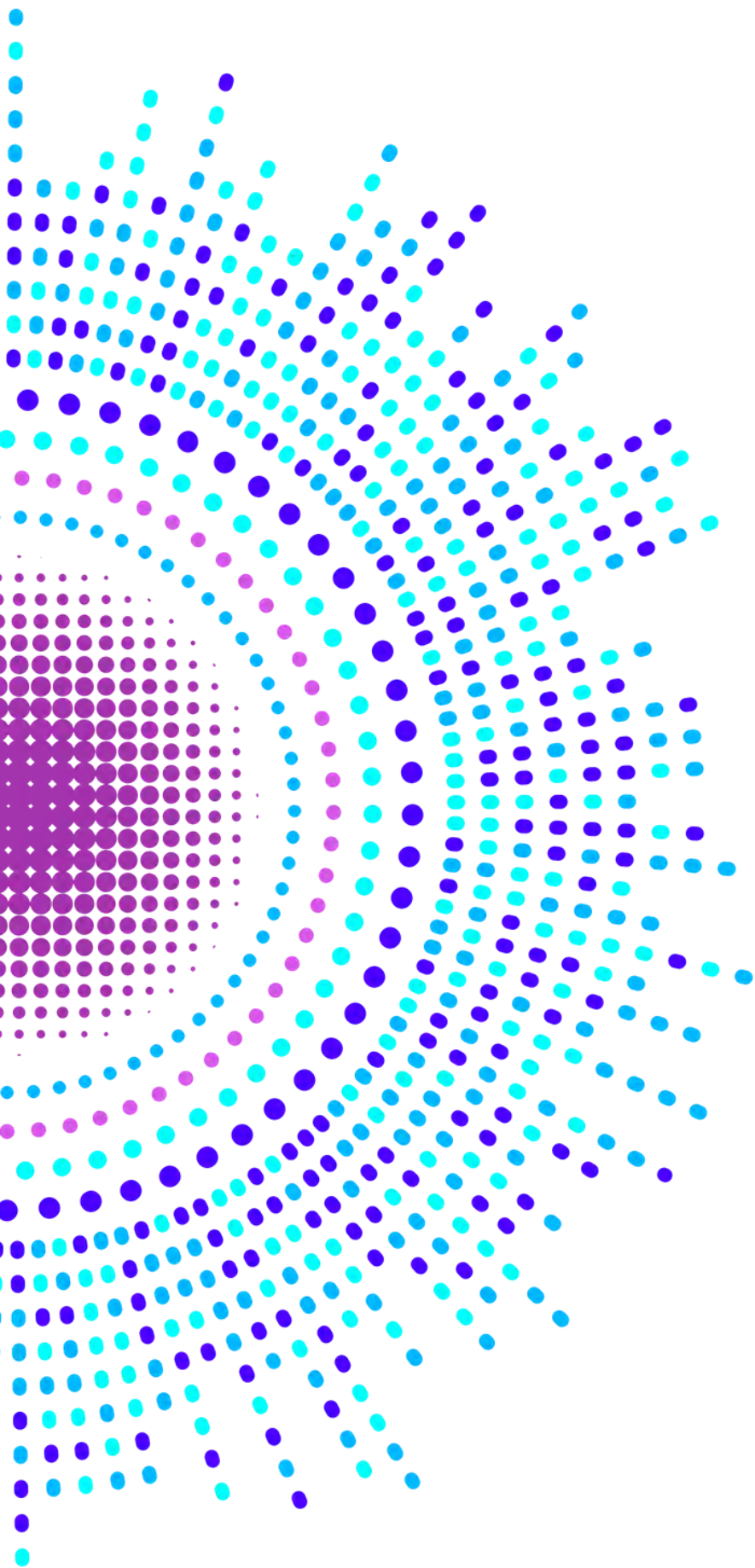
"We are a BME led women's charity and most of our trustees, staff and volunteers are women with lived experiences, the project enabled us to learn and lead issues that are faced by women and girls, like domestic abuse and cultural harmful practices which are taboo and less spoken issues, however the participants on the project were able to lead these issues and work with others for better outcomes."



## Next steps

"We would like to deploy the LEX leaders to go out in to the community and engage services and support and help to co-design user led support which will be of benefit to all."







# PROJECT

## Forward Culture

# 19

# FORWARD CULTURE



**Key Sectors**  
BAME



**Location**  
England

### ORGANISATION BIO

A social initiative supporting South Asian (SA) women and girls navigating their identity. Running personal development projects, events and workshops to unlock the potential of more confident, empowered, bold and curious SA women. Supporting young SA women to overcome the challenges they face in a modern Western context by enabling them to find confidence and understanding in their cultural identity. Providing workshops and mentoring services to address nuanced cultural issues. Helping SA women understand and negotiate their identity on their own terms. Bringing confident diversity in society and allowing women and others to see their cultural background as an asset.

www



[forwardculture.co](http://forwardculture.co)



[info@forwardculture.co](mailto:info@forwardculture.co)



[@forwardculture](https://www.facebook.com/forwardculture)



[@forwardculture\\_](https://twitter.com/forwardculture_)



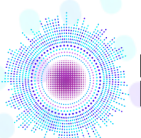
[@forward.culture](https://www.instagram.com/forward.culture)



[@twobrowngirlsblog](https://www.youtube.com/channel/UC...)



[linkedin.com/company/forwardculture](https://www.linkedin.com/company/forwardculture)



Leaders  
**Lived Experiences**  
PROGRAMME



Empowering People: Inspiring Change



COMMUNITY  
FUND



## PROJECT BIO

Creation of the 'BrownGirl Project' will develop and support young women from SA backgrounds through workshop programmes as well as a unique mentoring service. Specifically helping young women, who are the most vulnerable in SA communities. Many live in restrictive family environments and are forging an identity that their first-generation immigrant parents may not understand or agree with. In a recent survey by the organisation, 85% of SA women stated that their SA background presented serious challenges in their lives. This project aims to alleviate this.

## PROJECT HIGHLIGHTS



### Who is in leadership of charity (where is the LEx?)

Across all levels.



### Project engagement

100+ "Project has gone really well with high engagement from mentees and mentors."



### Project success(es)

Forward Culture has shared the BrownGirl mentoring programme on its website. The video provides feedback from those involved in the programme.

Numerous events have been hosted, to complement the work undertaken by Forward Culture in this project.



### Standout moment

"Developing and growing the mentoring programme to approach schools and gain their monetary contribution."



### Next steps

"We are building infrastructure as an organisation to scale the mentoring programme to more schools."



Feedback From Our Mentors and Mentees  
[youtu.be/NUK-7UZBuBc](https://youtu.be/NUK-7UZBuBc)



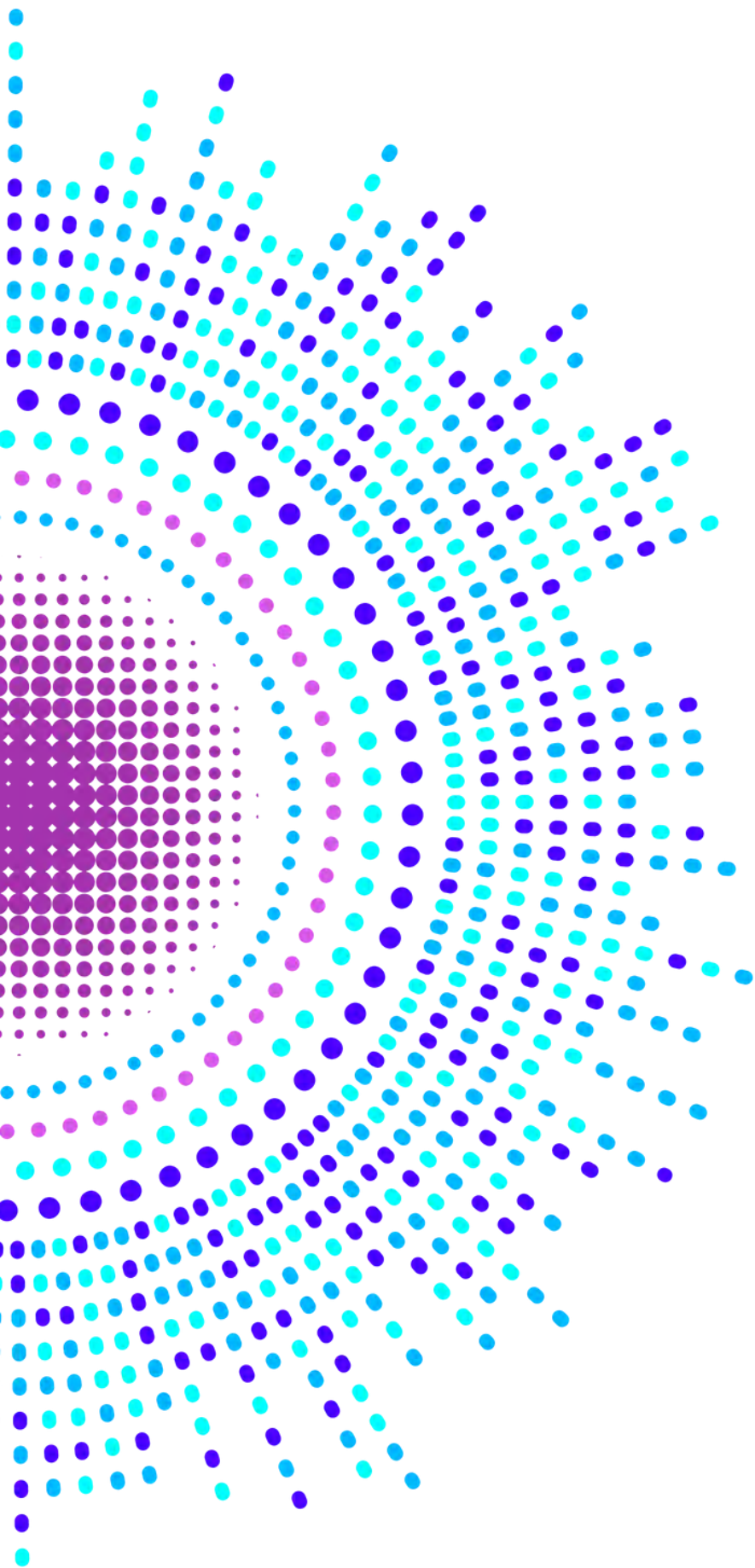
“ **Beneficiary quote**

“From this it shows the communities that they are valid. Particularly for young women, this programme says that we see you. We see you come from different back grounds but are navigating these experiences. It is through validation in these schemes that make people think I can do this too.”

“Forward Culture recognises all the different cultures and religions, genders, sexual orientations, all the different facets of identity. They address this. In the summer they did an event on Cultivating Confidence within your culture. We speak out about our identity as South Asian women and how we can navigate this. I have not come across this before. It is amazing to have the tiny elements of your identity recognised.”

“I think Forward Culture is creating a domino effect. One person inspires one person and the effect carries on.”





# PROJECT

## Gendered Intelligence

# 20



**Established**  
2008



**Key Sectors**  
LGBTQ+



**Location**  
England

### ORGANISATION BIO

A trans-led registered charity that aims to increase understandings of gender diversity and improve the quality of life of trans people, and young trans people in particular.



VAI, 200a Pentonville Road, London N1 9JP



[genderedintelligence.co.uk](http://genderedintelligence.co.uk)



020 7155 1302



[admin@genderedintelligence.co.uk](mailto:admin@genderedintelligence.co.uk)



[@genderedintelligence](https://www.facebook.com/genderedintelligence)



[@GenderIntell](https://twitter.com/GenderIntell)



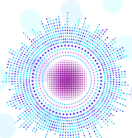
[@genderedintelligence](https://www.instagram.com/genderedintelligence)



[@GenderedIntelligence](https://www.youtube.com/GenderedIntelligence)



[linkedin.com/company/gendered-intelligence](https://www.linkedin.com/company/gendered-intelligence)



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

A Learning Development and Wellbeing Co-ordinator will be appointed to support staff development and wellbeing within the staff team, which is predominantly trans and non-binary. This project will support people with lived experience of being trans to become more effective leaders; to support their teams, reach their own potential and fulfil our mission to improve trans lives. It will facilitate the development of new skills to increase the visibility of the trans experience and educate the wider public, to increase knowledge and understanding of gender diversity. We are not just trying to create change in our beneficiaries; we also want to change the world in which they live so that they are free from fear and benefit from the same opportunities as others.

## PROJECT HIGHLIGHTS



### Who is in leadership of charity (where is the LEx?)

“Our lived experience organisation is led and managed by people who live every day with the challenges that come with being transgender, non-binary or gender diverse. There are many trans identified people working at all levels in the organisation. Lived experience is embedded within our organisation at all levels, from the Board of Trustees, to the Senior Leadership Team, to the Support Workers on the frontline.”



### Project engagement

Unknown – at the time of writing, the project is ongoing.



### Learning about leadership

“My lived experience has impacted on the way I see and understand the world around me and therefore how I relate to the people around me too. It informs my political perspectives and values. All of these aspects inevitably intersect with my leadership style.”

“We can lead from experience, which is more likely to affect change that benefits other people with similar types of lived experience. We have a heightened sense of empathy and often also of the intersections between different types of social inequality, meaning we can approach problems with more minority understandings and therefore solutions.”



### Standout moment

In 2022, for Trans Day of Visibility, Gendered Intelligence created a video that looks back at its history and the journey of the trans and non-binary people that made it happen.

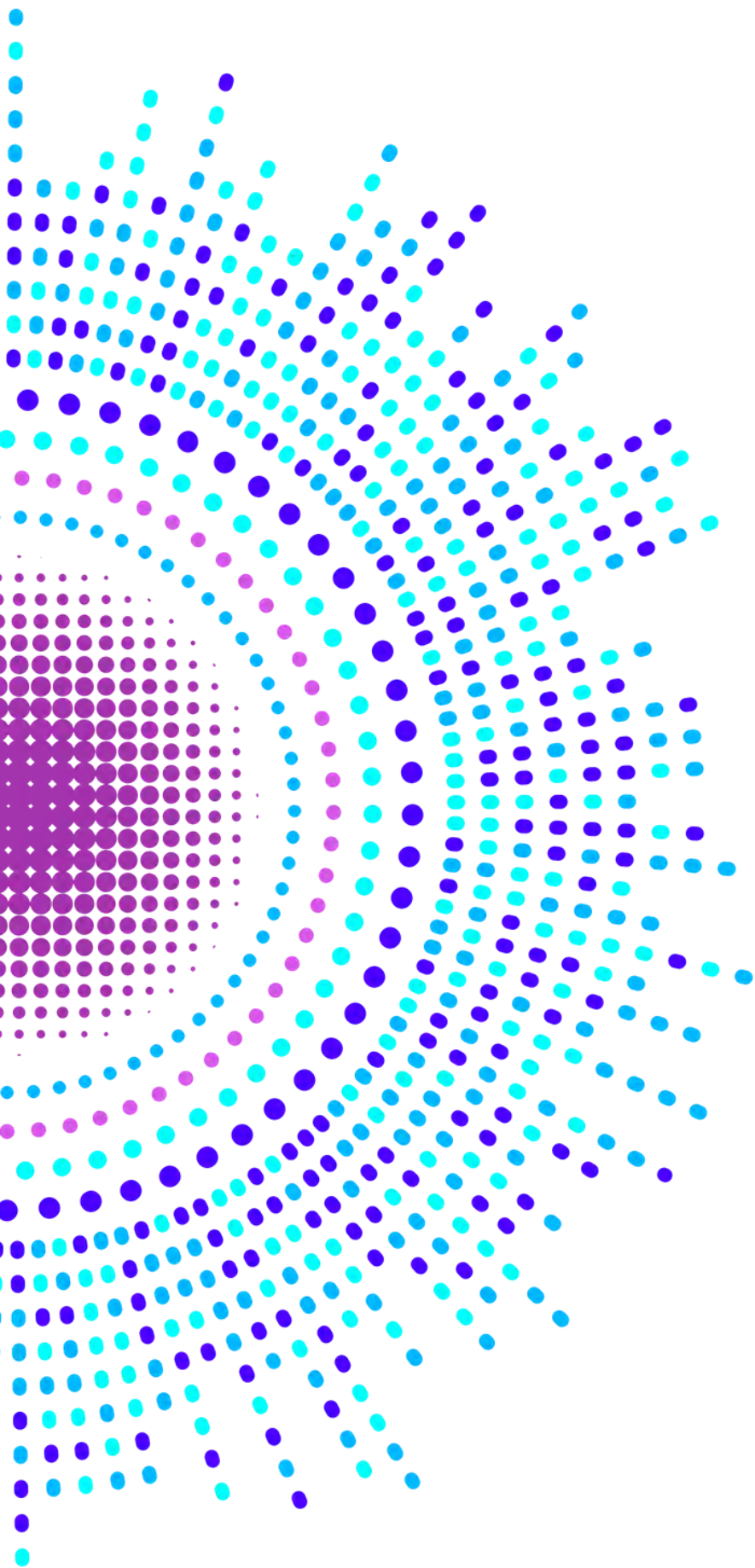
#### Trans Day of Visibility 2022

[youtu.be/ytlGLNKNopU](https://youtu.be/ytlGLNKNopU)



Gendered Intelligence received a Bronze Award from London Youth:







# PROJECT

## Hope in the Heart

# 21



Hope  
in the  
Heart



**Established**  
2013



**Key Sectors**  
Multi-sector Lived Experience,  
the Arts



**Location**  
South West and  
London

### ORGANISATION BIO

A community interest company, based in Plymouth and London and working nationally. Providing creative community workshops and organisational training. All staff and directors have lived experience, and our mission is to inspire change through compassionate connection. Using an innovative approach to improving the mental health and wellbeing of our project participants. Varied lived experience is the cornerstone of Hope in the Heart's (HITH) services with experience of mental health issues including PTSD, specific learning difficulties, displacement – refugees/asylum seekers, racism, substance misuse, homelessness, addiction, domestic violence, criminal justice and other issues.



[hopeintheheart.org](http://hopeintheheart.org)



[tam@hopeintheheart.org](mailto:tam@hopeintheheart.org)



[@hopeintheheart](https://www.facebook.com/hopeintheheart)



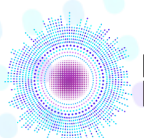
[@Hopeinthehearts](https://twitter.com/Hopeinthehearts)



[@hopeintheheart](https://www.instagram.com/hopeintheheart)



[@hopeintheheartcic8937](https://www.youtube.com/channel/UC8937)



Leaders  
**Lived Experiences**  
PROGRAMME



Empowering People: Inspiring Change



**COMMUNITY**  
FUND



## PROJECT BIO

To create a 'Relational Leadership for Compassionate Change'. To empower a diverse range of individuals (through creative activities, workshops and training) to build confidence, develop leadership skills and contribute to social change by compassionately connecting with each other and sharing their stories of lived experience.

---

## PROJECT HIGHLIGHTS



### Who is in leadership of charity (where is the LEx?)

"All staff and directors have lived experience of mental health and associated issues."



### Project engagement

"It's difficult to say." "We have connected with more organisations than expected who want to run our workshops."



### Project success(es)

"It has been absolutely pivotal to the development of Hope in the Heart, and myself and Sophie as leaders, and we have been able to inspire and empower a number of community participants to take leadership roles in a variety of contexts."

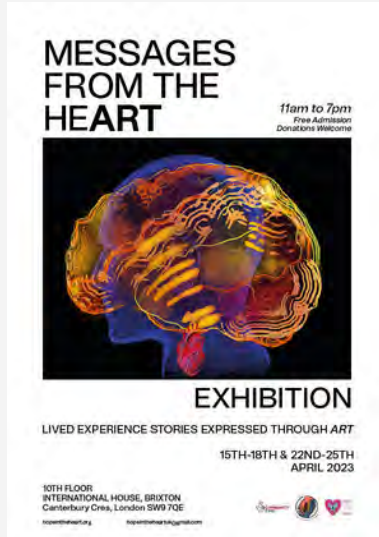
"The confidence raised in us as leaders and, consequentially, our participants, and the positive engagement of people in power, plus the public, in hearing participant voices."

"Encouraging workshop member to write her poem. And then eventually, she shared it with the group, and then she shared it with an online group. And then eventually she came to Plymouth and she performed it at our performance evening and she was amazing."



### Standout success(es)

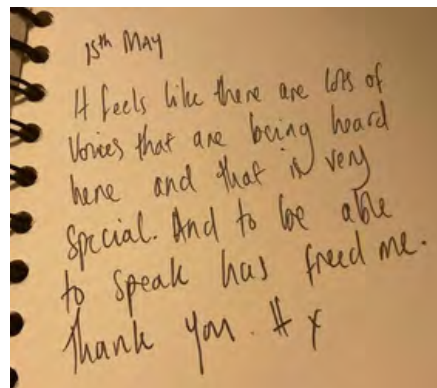
HITH has held exhibitions in Plymouth and London. Messages were expressed through HeART exhibitions. HITH celebrated the creativity that arose from the workshops.



“It was phenomenal. It was incredibly successful and exciting, and it just propelled us to another level of being noticed. People are wanting to work with us and taking us seriously.”

### Messages from the HeART exhibition, London

[hopeintheheart.org/brixton-exhibition-2023---gallery.html](https://hopeintheheart.org/brixton-exhibition-2023---gallery.html)



“

**LEx learning**

“I have felt that my lived experience has been really valued rather than you know, in spite of your lived experience, we'll help you to succeed. Experience will help you to succeed and I have always known. Not always, but for quite a long time. Seeing my life experience as my most valuable qualification. But I feel as though that's been recognised and acknowledged for the first time.”

“

**Beneficiary quote**

“Giving a scaled answer on my experience does not do it justice. From doing the workshops and the exhibition transformed my life and that place I was in my life.”

“Without a doubt it has changed my life. It took me from a bad space. I needed something extra to give me a push. I don't think I could have got that from anywhere else. It gave me a voice when I did not have one. It let me communicate things that I could not have done in any other way. It has been instrumental in my recovery and given me back my life.”



# PROJECT

## Hummingbird CIC



**Established**  
2016



**Key Sectors**  
Mental Health



**Location**  
Northern Ireland

### ORGANISATION BIO

A project located in Portstewart in Northern Ireland since 2016. An emerging social enterprise providing mental health services to individuals, organisations and communities. Services include 1-2-1 recovery/resilience mentoring, accredited and endorsed emotional resilience skills training, online forums and a workplace wellbeing consultancy. Also delivering several emotional health projects across Northern Ireland. Giving people the skills and expertise not only to stay well but also to identify stressors early, and either manage their own mental wellbeing or seek help. Project staff themselves have lived experience of mental ill-health. It is this combination that makes their work pioneering in helping to deliver positive outcomes for their clients.



90A The Promenade, Portstewart, Northern Ireland, BT55 7AG



[thehummingbirdproject.org.uk](http://thehummingbirdproject.org.uk)



028 7055 9504



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



@Hummingbirdproject



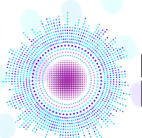
@NI\_Hummingbird



@humproj



@thehummingbirdproject289



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

Aims to elevate the lived experience of service users to inform and enhance mental health services. In the mental health space, lived experience is often seen through a negative lens, making it essential that service users understand the value of their journey in improving the journey for others. To create an innovative environment with providers, commissioners and practitioners, to achieve accountable, measurable change. The goal is to deliver a new blueprint for collaborative system change.

## PROJECT HIGHLIGHTS



### Who is in leadership of charity (where is the LEx?)

At all levels.



### Project engagement

100+



### Project success(es)

"The project has enabled our LEx leaders at Director level to grow in confidence as we earned a position of trust for both ourselves and our LEx volunteers (service-users) with those involved in commissioning and delivering services. Learned and practiced colleagues have complimented the facilitation methodology we adopted, elevating the voices of those with lived experience of the very systems we have challenged."



### Project challenge

"A significant proportion of the project timeline coincided with a period when the NHS was under acute pressures from Covid, staff shortages, strike actions and an increased demand for mental health services. This was further compounded by extreme pressures on key people at commissioning level within our Department of Health. This led to a pivoting of the project towards the Criminal Justice System for the second iteration of the project, meaning we experienced significant delays in keeping the project on track. We are grateful for the extension to the project deadline to enable the second iteration of the project to be completed."

## “ Project learning

“Outcomes were delivered with people with lived, learned and practiced experience of both Mental Health systems and the Criminal Justice system in NI, rather than just engaging around mental health. We believed that this change in plan would deliver a more diverse but equally valid range of outcomes and was an appropriate response to the incredible pressures being experienced by NHS staff, thereby preventing a second iteration of the project with further mental health practitioners and commissioners.”



### Project impact

“Several of our practitioners/facilitators from within the broader Hummingbird team have been involved in delivering the project, empowering them to use their LEx to similarly earn the trust of all who have contributed. This has enabled the team to better understand the careful and impactful positioning of Hummingbird within the traditionally hierarchical structures associated with statutory bodies. This knowledge exchange and learning has improved team confidence and has been so evidently applied across staff approaches and performance in further projects and day to day working practices.”



### Innovation

“Our consultative blueprint is highly innovative in nature, using strong symbology and tools drawn from within Hummingbird’s tried and tested 3U Model (Understand, Unlock, Uplift). This simple approach, with additional features such as the capture of highly visual personal journeys through services and the concept of “speed moaning” sessions contributed to a service-user consultation experience unlike any others participants had engaged in. When our project has been completed we will be happy to share the blueprint with other LEx organisations as we believe it has the potential to deliver really good change within relatively short timescales.”

**Know Your Worth - A Lived Experience Project  
by The Hummingbird Project**  
[youtube.com/watch?v=scuYZEBTnvg](https://youtube.com/watch?v=scuYZEBTnvg)



# PROJECT

## Inclusion Barnet

# 23



**Established**  
2014



**Key Sectors**  
Disability Rights



**Location**  
London

### ORGANISATION BIO

A peer-led Deaf and Disabled People's Organisation (DDPO), based in Barnet, north-west London. Most directors and staff have lived experience of disability, including mental health issues and/or long-term health conditions. They believe that learning to use their lived experience for social change is a skill. Becoming experts in harnessing the lived experience of our staff, members, volunteers and people who use our services to design and deliver higher quality, more person-centred services.



Inclusion Barnet, Independent Living Centre, c/o Barnet and Southgate College,  
7 Bristol Avenue, Colindale, London NW9 4BR



[inclusionbarnet.org.uk](http://inclusionbarnet.org.uk)



020 3475 1314



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



[@InclusionBarnetFB](https://www.facebook.com/InclusionBarnetFB)



[@InclusionBarnet](https://www.twitter.com/InclusionBarnet)



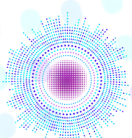
[@inclusion\\_barnet](https://www.instagram.com/inclusion_barnet)



[@inclusionbarnet4613](https://www.youtube.com/channel/UCinclusionbarnet4613)



[linkedin.com/company/inclusion-barnet](https://www.linkedin.com/company/inclusion-barnet)



Leaders  
**Lived Experiences**  
PROGRAMME







## PROJECT BIO

### Original project: Barnet Community Reporters

Creating 'Barnet Community Reporters' to deliver training and provide platforms for disabled people in Barnet to tell stories of the experiences of themselves and their communities during the Covid-19 pandemic and beyond. To develop a microsite from which to showcase their work, and to hold an exhibition at the end of the project's first year.

### Project changed to: People with lived experience of disability shape policy in Barnet

The Equivox Campaign was delivered to raise awareness of and share experiences and insights into being disabled with the wider community.

## PROJECT HIGHLIGHTS



### LEx

"LEx affords inimitable insight: there are certain things about the world's structures and systems, and people's actual experience that you can only really know if you have experienced it first hand."



### Who is in leadership of charity (where is the LEx?)

+ 85% of staff. Board members are all disabled and one is a family carer. Volunteers have LEx.



### Project engagement

Hundreds to date, and potentially thousands eventually.



### Project pivot

"The project changed very significantly. Through producing a large piece of research, we have equipped the LEx leaders (ie people with lived experience of chronic illness who use eg social media to try and spread awareness), as well as other organisations (for example, chronic illness patient advocacy and support groups) with a very large and detailed data set that can be used for lobbying for change."



## Project impact

“This project has significantly increased the organisation’s awareness of Chronic Illness, and will also develop its capacity in providing accessible opportunities and accommodations for this group. The results of the research, and the policy recommendations included in the report, can be used to inform employment policies in any organisations, it can be used to form the backbone of information campaigns aimed at increasing awareness of chronic illness in the general population, it can be used by campaign/support groups to provide support networks and mental health support for people with chronic illness, and can also be used as the basis of awareness training for healthcare professionals.”

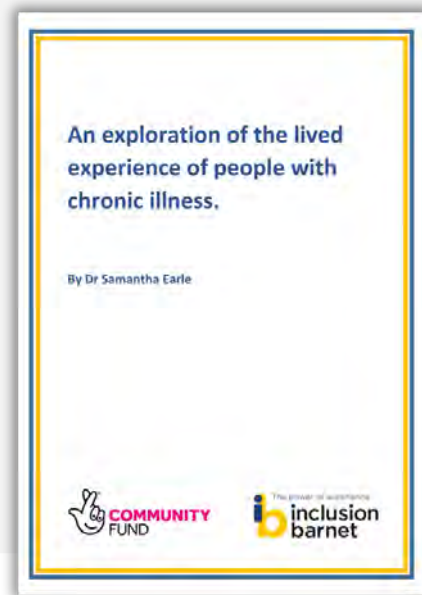


## Standout moment

“Attracting a sample of almost 300 to complete a long and detailed qualitative survey, and being able to produce a 50–page report off the back of it, including a set of concrete policy recommendations.”

### An exploration of the lived experience of people with chronic illness

[lex-project.co.uk/#inclbarn](https://lex-project.co.uk/#inclbarn)

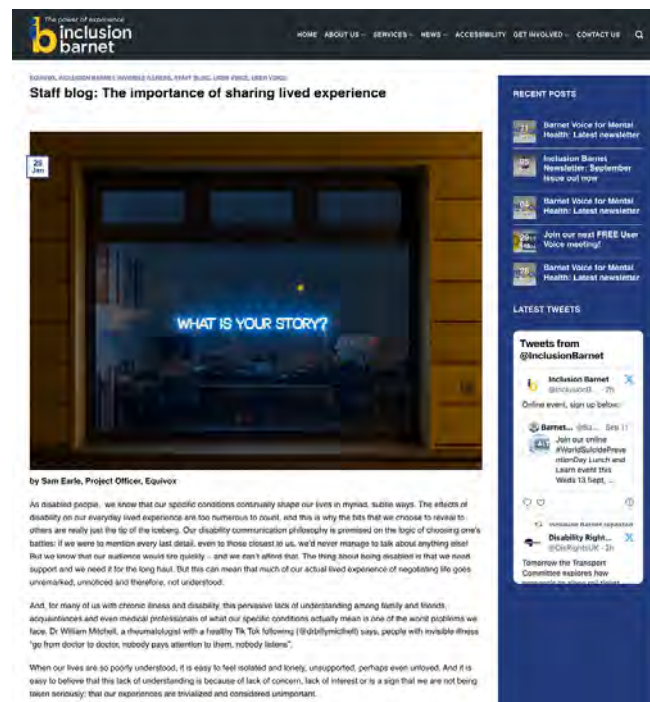


## Moment - any reports/videos/accolades

Sam Earle, Project Lead, shared a blog relating to the importance of sharing lived experience.

### Staff blog: The importance of sharing lived experience

[inclusionbarnet.org.uk/the-importance-of-sharing-lived-experience](https://inclusionbarnet.org.uk/the-importance-of-sharing-lived-experience)



# PROJECT

## Inner City Life

# 24



**Established**  
2017



**Key Sectors**  
Mental Health and Homelessness



**Location**  
Midlands

### ORGANISATION BIO

A charity based in Birmingham that offers support to individuals who are struggling and have nowhere else to turn to. Services are open to people who are unemployed, suffering from mental health problems, domestic violence, homelessness, disability or addiction, as well as people with limited leave to remain and ex-services individuals. Aiming to provide every individual with a safe and comfortable environment where they can feel secure, knowing that help and support is available. Providing services including help accessing primary healthcare, a GP, accommodation, food parcels, counselling services, form filling (to access services) and a clothes bank.



Inner City Life, 6 Well Street, Birmingham B19 3BG



[innercitylife.uk](http://innercitylife.uk)



0121 389 4033



[info@innercitylife.uk](mailto:info@innercitylife.uk)



[@innercitylife.uk](https://www.facebook.com/innercitylife.uk)



[@InnerCityLifeUK](https://twitter.com/InnerCityLifeUK)



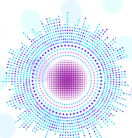
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[@i\\_c\\_life](https://www.tiktok.com/@i_c_life)



[linkedin.com/company/i-c-life](https://www.linkedin.com/company/i-c-life)



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

To create 'Experience to Empower'. To make lived experience leadership central in developing strategies for the renewal of civil society through and beyond the Covid-19 crisis. Supporting and developing lived experience leadership at all levels of an organisation. Creating new opportunities for lived experience leaders and lived experience-led organisations to become central to any Covid-19 recovery and renewal response.

## PROJECT HIGHLIGHTS



### LEx

"The breadth and depth of lived experience is far greater than any formal education could offer – sometimes the most dire of circumstances can make the strongest leaders."



### Who is in leadership of charity (where is the LEx?)

Everywhere; board level, CEO and staff.



### Project engagement

"Directly engaged with and impacted 12 leaders with lived experience."

"Indirectly, the project's impact has extended to a broader audience."



### Project success(es)

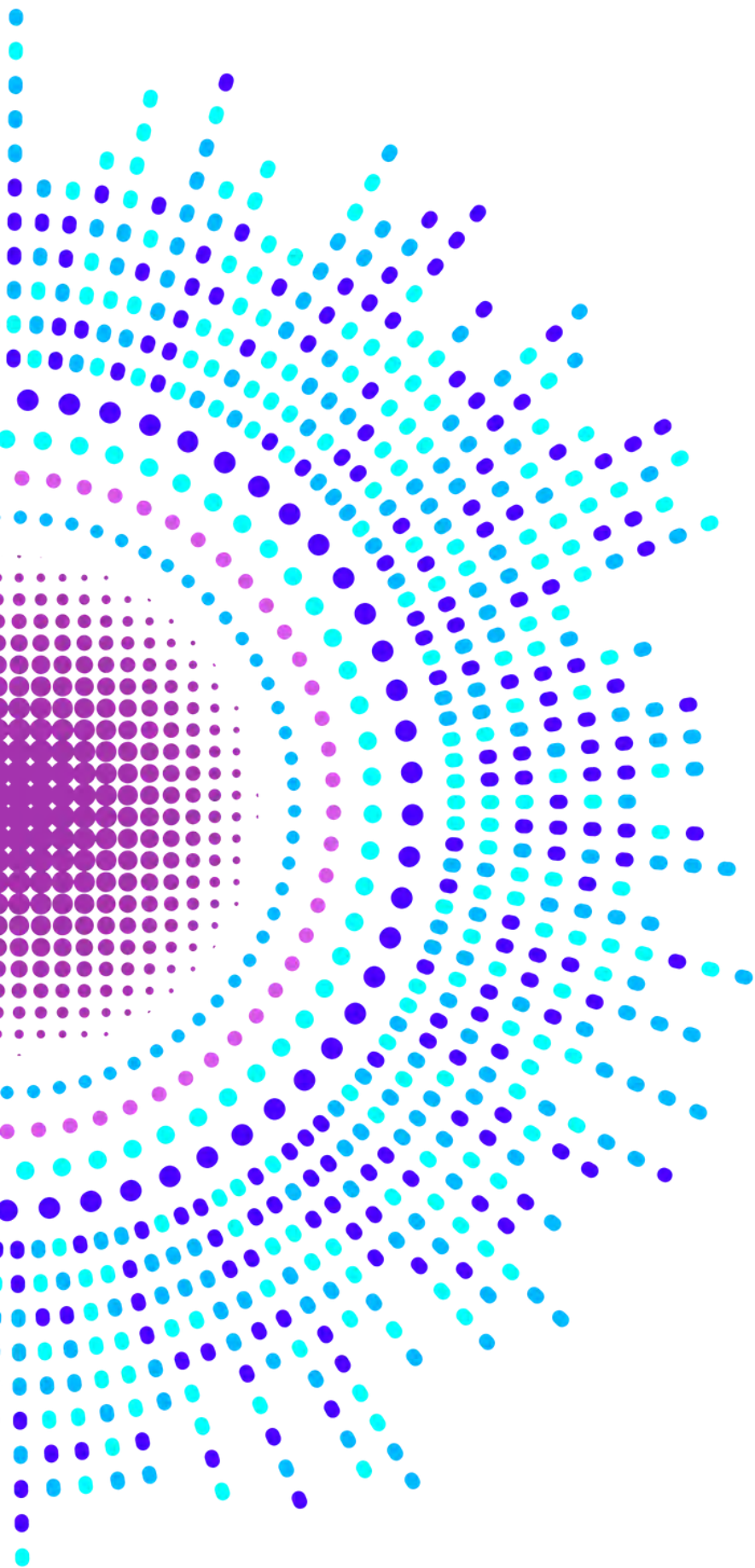
"Our project aimed to improve the leadership capacity of leaders with lived experience in Birmingham, and we are pleased to report that we were successful in achieving this goal. Throughout the project, we worked closely with 12 leaders, providing them with tailored training, mentorship, and opportunities for professional development."

"By the end of the funding period, these leaders demonstrated significant growth in their leadership skills and knowledge. They exhibited enhanced decision-making abilities, effective communication, and a stronger understanding of strategic planning. The project has empowered these leaders to take on more significant roles within their respective communities, making a positive impact on the overall leadership landscape in Birmingham."

## “ Leadership in action

“By focusing on improving the leadership capacity of leaders with lived experience, we created a ripple effect that positively influenced the entire team and organization. Through their enhanced leadership skills, we believe participants have become more effective in their roles, leading to increased collaboration, improved decision-making processes, and a stronger sense of shared purpose within the team.”





# PROJECT

## Jukebox Collective

# 25



**Established**  
2013



**Key Sectors**  
Marginalised Youth, the Arts



**Location**  
Wales

### ORGANISATION BIO

A community-rooted, youth-led collective, based in Wales, nurturing tomorrow's creative voices. Achieving this through multidisciplinary classes, an academy and a creative agency where individuals specialise in artist management, casting, curation and consultancy. Working to remove social, economic, geographical and financial barriers to ensure equal opportunities for all. Standing with our community to fight against systemic racism and continuing to put in the work so that the next generation may not face the same discrimination, inequality and injustice that exists today.



Butetown Community Centre, 40 Loudoun Square, Cardiff CF10 5JZ



[jukeboxcollective.com](http://jukeboxcollective.com)



[hello@jukeboxcollective.com](mailto:hello@jukeboxcollective.com)



[@jukeboxcollective](https://www.facebook.com/jukeboxcollective)



[@JUKEBOX\\_COLLECT](https://twitter.com/JUKEBOX_COLLECT)



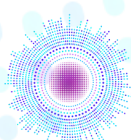
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[@jukeboxcollectiveagency8635](https://www.youtube.com/channel/UCj...)



[linkedin.com/company/jukeboxcollective](https://www.linkedin.com/company/jukeboxcollective)



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

To form 'Young Creative Leaders' to provide opportunities and routes of progression for young Black and non-Black POC and those from lower socio-economic backgrounds. To develop young diverse talent, and to help nurture the next generation of leaders with lived experience. To offer a meaningful digital learning experience to young talent, develop online showcases, and continue to highlight and celebrate diverse talent in Wales. To offer paid opportunities to young people to work on strategy and development, developing them not just creatively but also to understand management and governance processes. To work on a more equal, renewed and refreshed cultural sector, and to continue to develop opportunities and agency to minoritised communities in Wales and beyond.

## PROJECT HIGHLIGHTS



### Who is in leadership of charity (where is the LEx?)

At all levels: "Our director, staff and mentors are people with lived experience who understand the challenges faced by young people from minoritized backgrounds."



### Project engagement

50-100



### Project success(es)

"Our aim was to support Darnell to develop his leadership skills as well as giving him the tools he needs to run his own programme and events. We have seen a huge development in Darnel's confidence to work independently."



### Moment - any reports/videos/accolades

"Darnell is a great role model to our young people. He is a great example that lived experience is a valuable form of experience and young people from similar backgrounds can follow in his footsteps and utilise their lived experience for future opportunities."

"I can see the work they are doing having an impact on the disadvantaged children they work with and how they are changing their lives. I know some of the children personally that Jukebox work with and they come from very disadvantaged backgrounds. One boy who used to be in a gang and carry weapons. He was not in the right circle. But being able to support one person's life change for the better is just amazing."





## Beneficiary quote

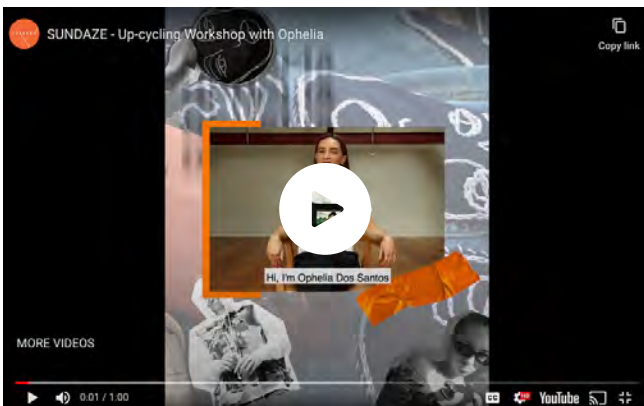
“Jukebox Collective is great. I have been really busy and taking on lots of tasks. I like to keep busy. I’m being mentored by Jukebox. I’ve been having training and shadowing and helping to deliver the sessions to the children. I’ve been working on events. I’ve done Sundaze and the Vanns event.”



On the 12th of September 2021 Jukebox Collective hosted SUNDAZE – A day of creativity, culture and vibes for the whole community.

### sundaze

[jukeboxcollective.com/news-post/sundaze](http://jukeboxcollective.com/news-post/sundaze)



**SUNDAZE - Up-cycling Workshop with Ophelia**  
[youtu.be/bpznbSO0qkQ](https://youtu.be/bpznbSO0qkQ)



We launched our Future Creatives initiative in partnership with @vansukraine as a global celebration of community and culture on Nov. 18th 2021. Vans Checkerboard Day is an initiative developed to rebuild and revitalise local communities across the world through creativity. We were grateful for one of the 48 organisations Vans chose to receive a grant from The Vans Checkerboard Fund of Ukraine Foundation.

We hosted an evening of curated performances and conversations, inviting Welsh artists and communities to explore their hopes and ambitions for the future by bringing their collective ideas to life.



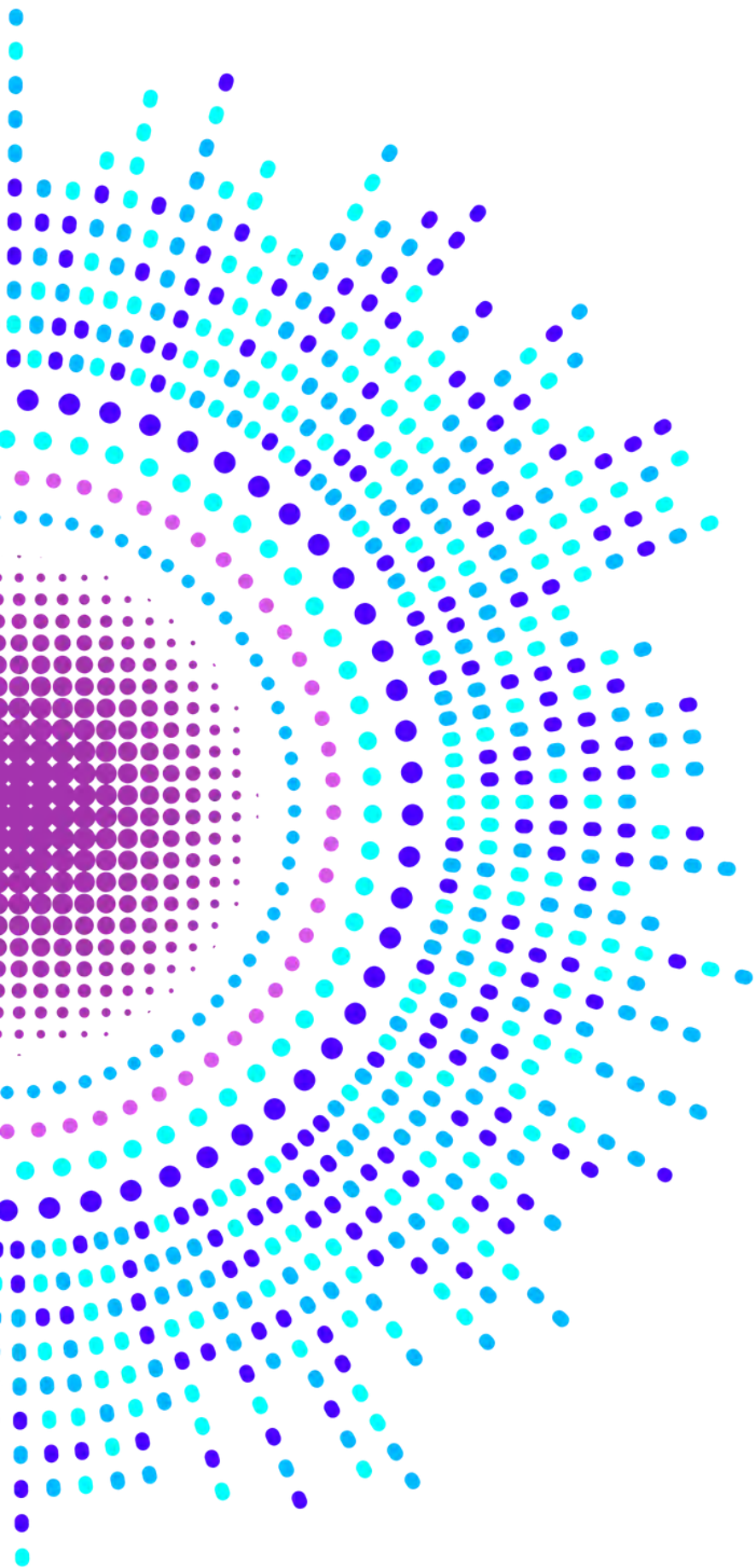
Jukebox Collective Agency curated and produced the event from concept to delivery. Lara Barakat directed a movement piece with dancers alongside a selection of commissioned artists that includes Karimul Hassan, Andrew Ogun and Nasim Faris.



Vans Checkerboard day is an initiative developed to rebuild and revitalise local communities across the world through creativity.

### vans checkerboard day

[jukeboxcollective.com/news-post/vans-checkerboard-day](http://jukeboxcollective.com/news-post/vans-checkerboard-day)



# PROJECT

## Just Fair

# 26



**Established**  
2011



**Key Sectors**  
Social Inequality



**Location**  
North West

### ORGANISATION BIO

An organisation that leads and inspires work to protect economic, social and cultural rights in the UK. Protecting those rights is essential in creating a fairer and more just society. Just Fair exists to champion these rights. To increase awareness and understanding of economic, social and cultural rights, and encourage UK governments and public authorities to respect those rights. To support individuals and groups to advocate for, and use, economic, social and cultural rights in their work.



[justfair.org.uk](http://justfair.org.uk)



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



[@JustFairUK](https://www.facebook.com/JustFairUK)



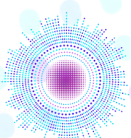
[@JustFairUK](https://www.twitter.com/JustFairUK)



[socialrightsalliance.org.uk](http://socialrightsalliance.org.uk)



[sra@justfair.org.uk](mailto:sra@justfair.org.uk)



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

To form 'Social Rights Alliance Manchester' to support individuals and community groups from Moss Side and Wythenshawe to tackle social injustice through the framework of economic, social and cultural rights. To develop their own capacity as lived experience leaders, integrating a rights-based perspective into the campaigns they are working on, to tackle injustice and effect change on issues that matter to them; and connect with the wider work of Just Fair's Social Rights Alliance across England.

## PROJECT HIGHLIGHTS



### Project engagement

Directly: 20. Indirectly: unknown.



### Standout moment

"Developing and supporting the confidence and campaigning of the lived experience leaders in Wythenshawe, Manchester, from a rights based perspective."



### Project success(es)

"This work has been of interest to many other organisations, most notably in the human rights sector, with several keen to learn from the project's outcomes."

"The process is as important as the outcome and this is reflected in the beneficiary quotes. The process of being involved and engaged, first time they have been to London or a conference. That process is of them taking and owning the power, which is as important a 'thing' as a campaign."



### Challenges

"The Covid pandemic really hampered the project. We experimented with various ways to grow and develop the Social Rights Alliance Manchester, incubate local rights based campaigning and develop local leadership, but Manchester was in lockdown for a significant amount of the first year of the project."



## Project learning

This article shares insights of the SENSitive group, which has been supported as part of this funding.

### Reflections from SENSitive: human rights in practice

[socialrightsalliance.org.uk/post/reflections-from-sensitive-a-human-rights-based-approach-in-practice](https://socialrightsalliance.org.uk/post/reflections-from-sensitive-a-human-rights-based-approach-in-practice)



## Leadership in action

“The LEx leader worked hard to disrupt narratives about poverty and community leadership, and went on to secure a job with Lankelly Chase in recognition of this leadership.”



## Wider learning

“The process has helped us to think how we integrate participation of LEx into all our work, so not just in a project. That is an interesting development for us. This project definitely contributed to that. We are just thinking about bringing together our learning on the project and relate the project to the wider social reliance work. It is definitely supporting us to develop our thinking around that.”

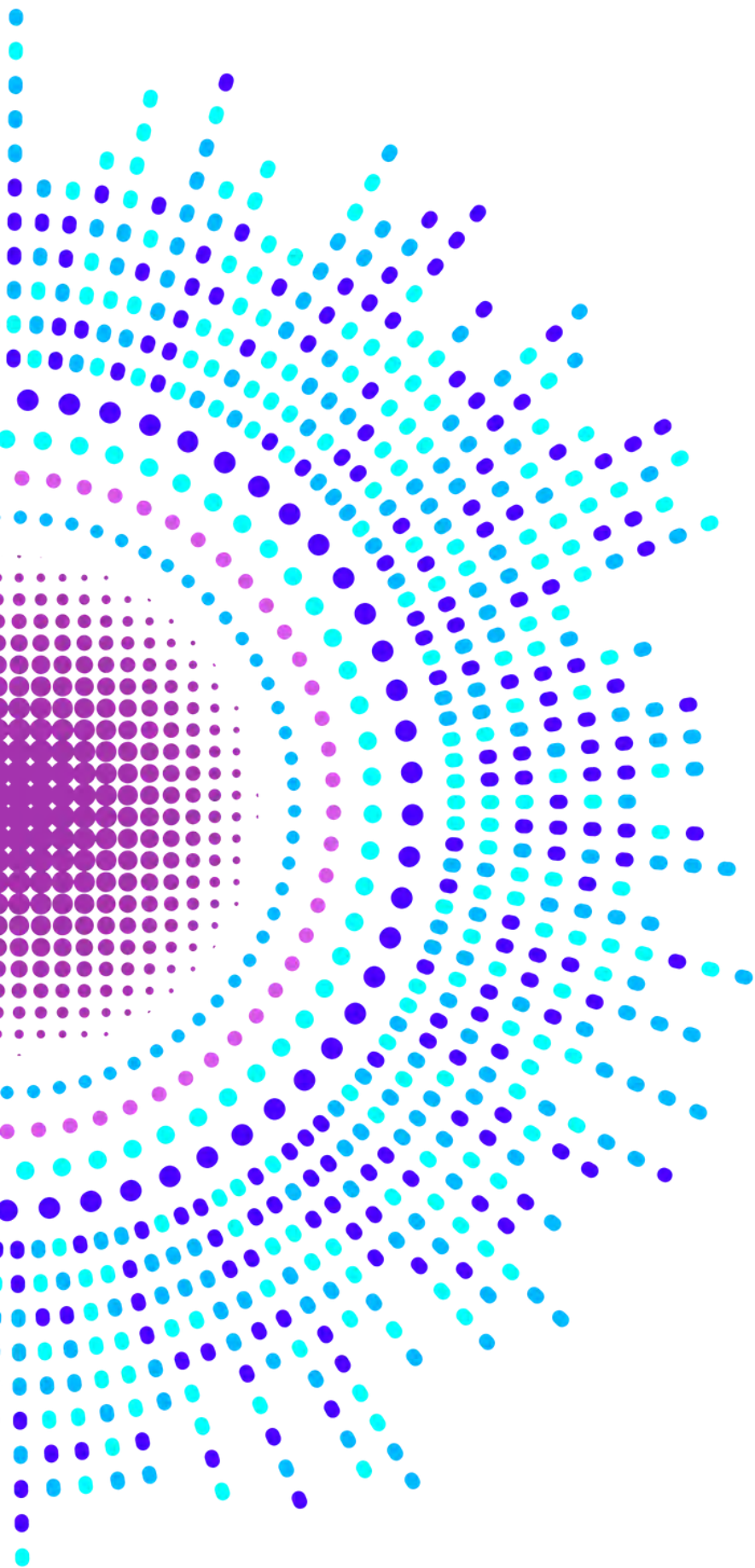


## Beneficiary quote

“I have learnt that I have lots of expertise from my experiences of fighting for SEND support – that I can help others with.”

Another group member “trusted Rachael because she was a LEx Leader and did not feel if it was someone from the council it would have worked.”

The screenshot shows a blog post on the Social Rights Alliance website. The post is titled "Reflections from SENSitive: human rights in practice" and is dated August 22, 2022, by Lyle Barker, Human Rights Officer. The text discusses the SENSitive group, a grassroots organization in Manchester, and its work with Just Fair and the Social Rights Alliance. It highlights the group's focus on human rights-based approaches (HRBA) and the impact of lived experience on their advocacy. A logo for the SENSitive Support Group is visible on the right side of the page, featuring a hand with the word "SENSitive" written vertically and "Support Group" written horizontally.



# PROJECT

## Kids Kitchen Collective

**Kids Kitchen**  
Cook delicious food together



**Established**  
2012



**Key Sectors**  
Building Stronger Communities



**Location**  
Midlands, London,  
South

### ORGANISATION BIO

A social enterprise that builds stronger communities through cooking delicious food together. Primarily working with under-fives and their families, addressing isolation, health issues and the impact of the food system, using cooking activities and training. Based in the Midlands with hubs across east London, south-east London, Hertfordshire, Mid-Devon, Wales and Wychavon, and through an online platform.

www



[kidskitchen.org.uk](http://kidskitchen.org.uk)



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



[@kidskitchencollective](https://www.facebook.com/kidskitchencollective)



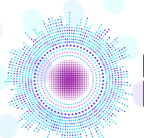
[@kidskitchenorg](https://twitter.com/kidskitchenorg)



[@kidskitchencommunity](https://www.instagram.com/kidskitchencommunity)



[@kidskitchen6184](https://www.youtube.com/kidskitchen6184)



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

To create 'Kids Kitchen Power Up' which, as a team, plans to reflect upon how our lived experiences affect our confidence and ability to find employment, and how Kids Kitchen helped us help ourselves to bond with kids and the community. To develop an action plan to improve our own situations and those of individuals in our communities – including finding learning opportunities for ourselves and creating training in order to build our team.

## PROJECT HIGHLIGHTS



### Who is in leadership of charity (where is the LEx?)

Across all levels.



### Project engagement

Directly: 30; including the families we support, an additional 1,000.



### Project journey

The work that Kids Kitchen has undertaken as part of the LEx leaders fund has been documented in their Impact Report.

**Kids Kitchen Collective**  
**Annual Report 2021-2022**  
[kidskitchen.org.uk/our-impact](https://kidskitchen.org.uk/our-impact)







## Project success(es)

“We have all been doing individual training/learning and then coach one another in being leaders in the organisations. The experience we have is shaping the org. We have all found this valuable and empowering to look at what we want to achieve. Have often felt imposter syndrome being a coach. However it is becoming very transformative.”

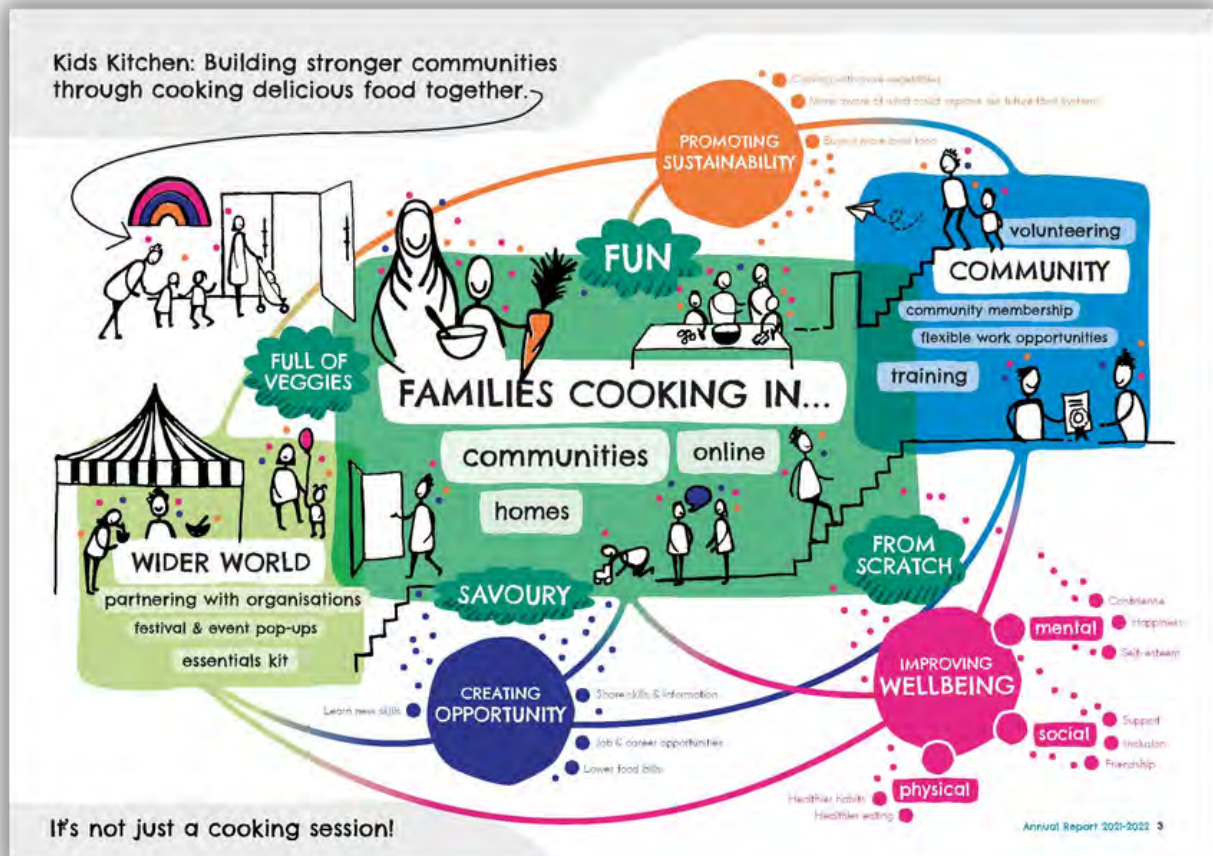
“This fund has worked in how we wanted to develop LEx Leaders. The way the fund has let us do stuff was the right time for where we are at as an organisation.”

“Managing to get to enough of a structure, and a description of what we do, to then be able to voice what our wishes and needs were – and we now have 5 employees (we were all freelance before) which led to much more clarity and stability in our roles. We’ve also managed to create more of a core structure that totally reflects our lived experience – 3 part time parents job sharing one core role.”



## Project impact

“This was always intended to ripple out and we have been able to train others too. Many of the core team have been far more generous with their time and experience – I think that’s what confidence has given us too.”





## Standout moment

The Kids Kitchen co-founder was able to access and complete a 12-week certificated course with The Circle – Social Entrepreneurship.

### Let's develop an army of session leaders in Scotland!

[kidskitchen.org.uk/pitching-for-family-cooking-session-leaders-in-scotland](https://kidskitchen.org.uk/pitching-for-family-cooking-session-leaders-in-scotland)



## “ Learning about leadership

“Kids Kitchen are really punching above their weight. The calibre of the people they have working for them is absolutely amazing. I think there is something about it being a female led organisation as well. Everyone just gets on with stuff. I love the fact that it was set up out of a need to serve their children. Everyone is awesome especially the fact that the majority are working parents and everyone just seems to ‘do’. I was always clear this was something that I could not possibly do but I was given the training and skills. They gave this to us and made it seem effortless.”

“I think they have given me the confidence to just go out and do it. This is something I would not have had. I have never written funding bids before but now I am.”



# PROJECT

## Manchester Deaf Centre

# 28



**Established**  
1846



**Key Sectors**  
Disability Rights



**Location**  
North West

### ORGANISATION BIO

Provides services across 'Hard of Hearing' (HoH)/D/deaf communities in Greater Manchester and nearby regions with representation on policy setting and service improvement. Leads on an advocacy service and on hearing culture, building social awareness and confident deaf identity through the arts. Facilitates experiential learning for those aged six to 13 and life and work skills activities for those aged 14 to 25 years. Leads on fitness and social action projects. Advises adults on benefit claims, vocational training, employment/enterprise, accommodation and transport. Enables peer support groups (e.g., Tinnitus and Usher) and supports a Deaf Over 50s social group and a wellbeing group. Also, delivers deaf/interpreter awareness.



Crawford House, Booth Street East, Manchester M13 9GH



[manchesterdeafcentre.com](http://manchesterdeafcentre.com)



0161 273 3415



[info@manchesterdeafcentre.com](mailto:info@manchesterdeafcentre.com)



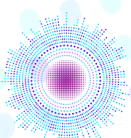
@manchesterdeafcentre



@mcrdeafcentre



@manchesterdeafcentre



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

To improve governance and leadership by upskilling the Board of Trustees and recruiting to fill skill-gaps. To create a Youth Board to give hard of hearing, deaf and deafened young people a voice in direction-setting and decision-making at the Manchester Deaf Centre. To pursue Hear by Right accreditation through the National Youth Agency, to demonstrate how youth participation has been embedded at every level of the organisation.

## PROJECT HIGHLIGHTS



### Who is in leadership of charity (where is the LEx?)

“Good proportion that bring LEx to the org and operation of the org.”



### Project engagement

“We estimate reaching 700 people but feel this number will be much more as we don't have numbers of people we have reached through our social media pages or how many people have seen the exhibition within the museum.”



### Project success

“The young people have considerably grown in confidence. They have learnt new skills and have an understanding of their transferable skills. They are aware of opportunities that are available to them.”

“Seeing the confidence of young people grow. In particular, the individuals who were initially isolated and barely left the home. An example of this is when an individual who was reluctant to come to the sessions, slowly met likeminded people who they became very good friends with. To the point, they agreed to attend an overnight activity session at Brathway Hall with the group. They had an amazing time and the growth within the individual is inspirational.”

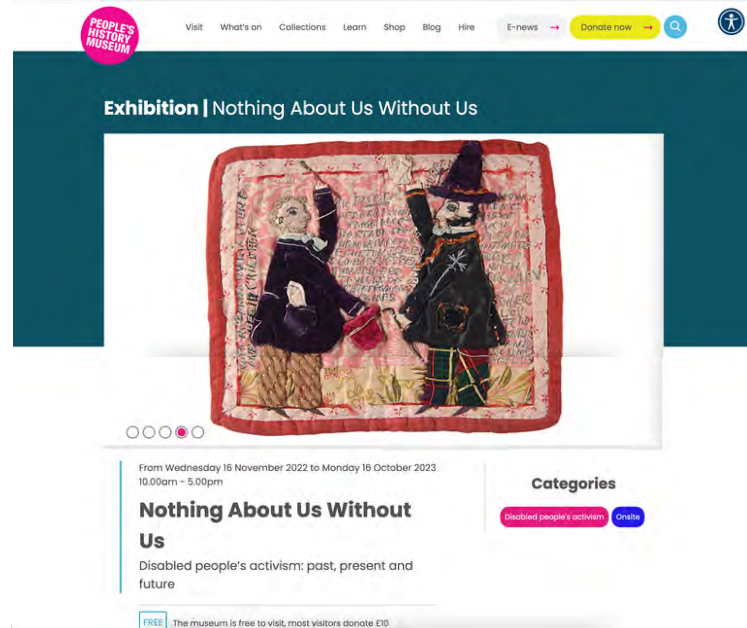
“We have got the Youth Service in place. We have just recruited and so far it has been amazing. We have had contact from schools, and parents out there who want to know when the project is going to start again. Especially for the older ones where there has been a bit of a gap.”

“We have secured funding through the lottery for a brand new youth service under MDC. So what we learnt at the beginning of this. We made the job advert more accessible, so it was in BSL. The job spec was simple English. Also rather than doing an application form, we ask them to do a CV and covering letter. Then we had an interview in their preferred method of communication. We adapt according to the applicant. That was a big learning curve for us. We adapted our recruitment process to match the need. It was a big learning curve for everybody.”



## Standout moment

“Deaf youth expressing their emotions and stigma they have faced in art work which is displayed within the People's History Museum for one year. The LEx leaders have a display, in the Landmark Exhibition, pieces of art/sculpture expresses how they feel about deafness and challenges stigma.”



**Nothing About Us Without Us**  
**Disabled people's activism: past, present and future**  
[phm.org.uk/exhibitions/nothing-about-us-without-us](http://phm.org.uk/exhibitions/nothing-about-us-without-us)

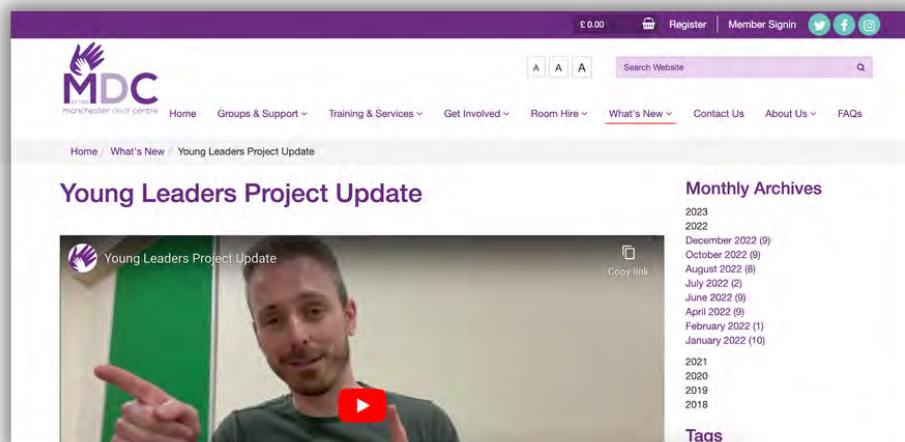


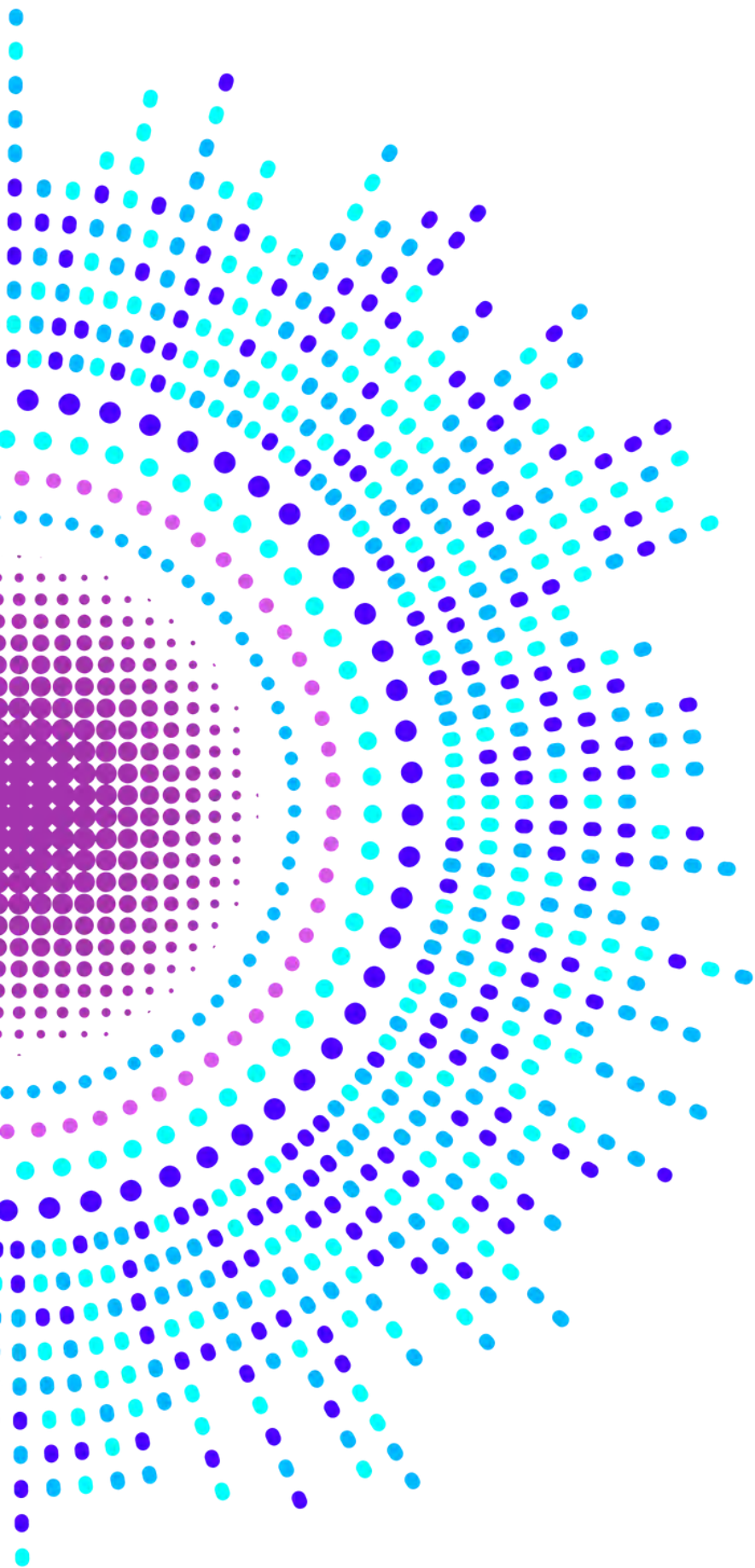
## Beneficiary moment

MDC took the young leaders from this project on a residential trip to the Lake District.

“They went canoeing, but a lot of them think they can't go canoeing because they can't wear hearing aids in the water. If they fell in they would break them. How can they hear if they are in or on the water? But they did and they achieved it through team work and communicating. They use eye contact and facial expressions or sign language. It has been a success.”

**Young Leaders Project Update**  
[manchesterdeafcentre.com/news/young-leaders-project-update](http://manchesterdeafcentre.com/news/young-leaders-project-update)





# PROJECT

## May Project Gardens

# 29



**Established**  
2007



**Key Sectors**  
BAME, Marginalised Communities



**Location**  
London

### ORGANISATION BIO

Empowers marginalised groups to address poverty, disempowerment and access to resources and influence. Provides practical, affordable and collective solutions for people to live sustainably and challenge power structures that do not serve their interests. This is achieved by using what we consider to be universally connecting tools – nature, food and creative arts – to foster people’s personal transformation, which collectively leads to social change.



158 Middleton Rd, Morden, SM4 6RW



[mayproject.org](http://mayproject.org)



[team@mayproject.org](mailto:team@mayproject.org)



[@mayprojectgardens](https://www.facebook.com/mayprojectgardens)



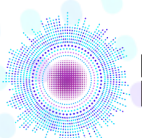
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[@may\\_gdn](https://www.instagram.com/may_gdn)



[@mayprojectgardens](https://www.youtube.com/mayprojectgardens)



Leaders  
**Lived Experiences**  
PROGRAMME



Empowering People: Inspiring Change



COMMUNITY  
FUND



## PROJECT BIO

A 'Hip-Hop Garden' (HHG) lived experience leadership programme that offers holistic support to young people of colour, including refugees and asylum seekers, using popular youth culture (Hip-Hop) to break down barriers and connect them with nature in the city to address their traumas, improve their physical and mental health, and teach them tangible skills (e.g., food growing, gardening and music production). To expand our reach and develop our current young people to take on leadership roles, using their lived experience to inform solutions for their own communities. We will train and mentor our young people to take on more of a stake in the project and use their voices to influence policy change.

---

## PROJECT VIDEO



**Hip-Hop Garden BBC London**  
[youtu.be/fbgB1JOfq-o](https://youtu.be/fbgB1JOfq-o)



# PROJECT

## Midaye Somali Development Network



**Established**  
2002



**Key Sectors**  
BAME



**Location**  
London

### ORGANISATION BIO

A grassroots community organisation dedicated to helping all ethnic minority communities in west London. Running a diverse range of community-led projects and activities, with a particular emphasis on supporting the most isolated and disadvantaged, including projects focused on supporting survivors of FGM, mental health, parenting, community safety and wellbeing. The charity has a multi-lingual staff and volunteer cohort, supporting people of all ages and backgrounds.



7 Thorpe Close, London, W10 5XL



[midaye.org.uk](http://midaye.org.uk)



020 8969 7456



[contact@midaye.org.uk](mailto:contact@midaye.org.uk)



[@MidayeSomaliDevelopmentNetwork](https://www.facebook.com/MidayeSomaliDevelopmentNetwork)



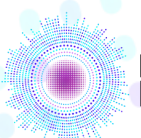
[@midaye](https://twitter.com/midaye)



[@midayesdn](https://www.instagram.com/midayesdn)



[linkedin.com/company/midaye-somali-development-network](https://www.linkedin.com/company/midaye-somali-development-network)



Leaders  
**Lived Experiences**  
PROGRAMME



Empowering People: Inspiring Change





## PROJECT BIO

To create 'Springboard' – a BME migrant community leaders acceleration programme, supporting local BME community members to develop leadership skills. Designed to build confidence, experience and skills, this structured programme is adapted to each trainee and involves mentoring, training and supported real life experiences, for example in advocating with policy makers, attending trustee meetings and community engagement. Participants gain confidence and concrete experience in leadership. To create chances for senior positions within Midaye or elsewhere. At the same time, new services will support isolated BME migrants, led by individuals with lived experience.

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## PROJECT HIGHLIGHTS



### LEx

"The more Lived Experience is present and appreciated, the greater the level of trust and the speed with which that trust can be developed. Moreover, Lived Experience facilitates effective communication and generates an environment for effective service delivery. Thus, the more we value and leverage Lived Experience the more effectively we can deliver services to distinct communities and individuals within those communities."



#### Who is in leadership of charity (where is the LEx?)

At all levels.



#### Project engagement

In excess of 250.



#### Project success(es)

"We have seen a remarkable transformation amongst the participants that we set out to empower and to learn from. Many of them have made significant personal strides in confidence, engagement and the way they interact with and invest in their local communities. Many of our staff have assumed more responsibility within the organisation and are demonstrating significantly improved self-reliance, creativity, capacity and initiative. The consequence of this is that far more of our weekly activities have been suggested, shaped and planned by our delivery staff themselves. They are accepting more responsibility, are more aware of their strengths and are more likely to take measured risks. Amongst the community leader cohort we have also seen significant changes. We have employed three of these candidates as delivery staff and an additional 8 have been employed on a sessional basis. They are all remarkably active in engaging with the community, supporting their neighbours and driving delivery in an effective, empathetic and emotionally and culturally intelligent manner. They are passionate about change and are looking for opportunities to do more."



### Project impact

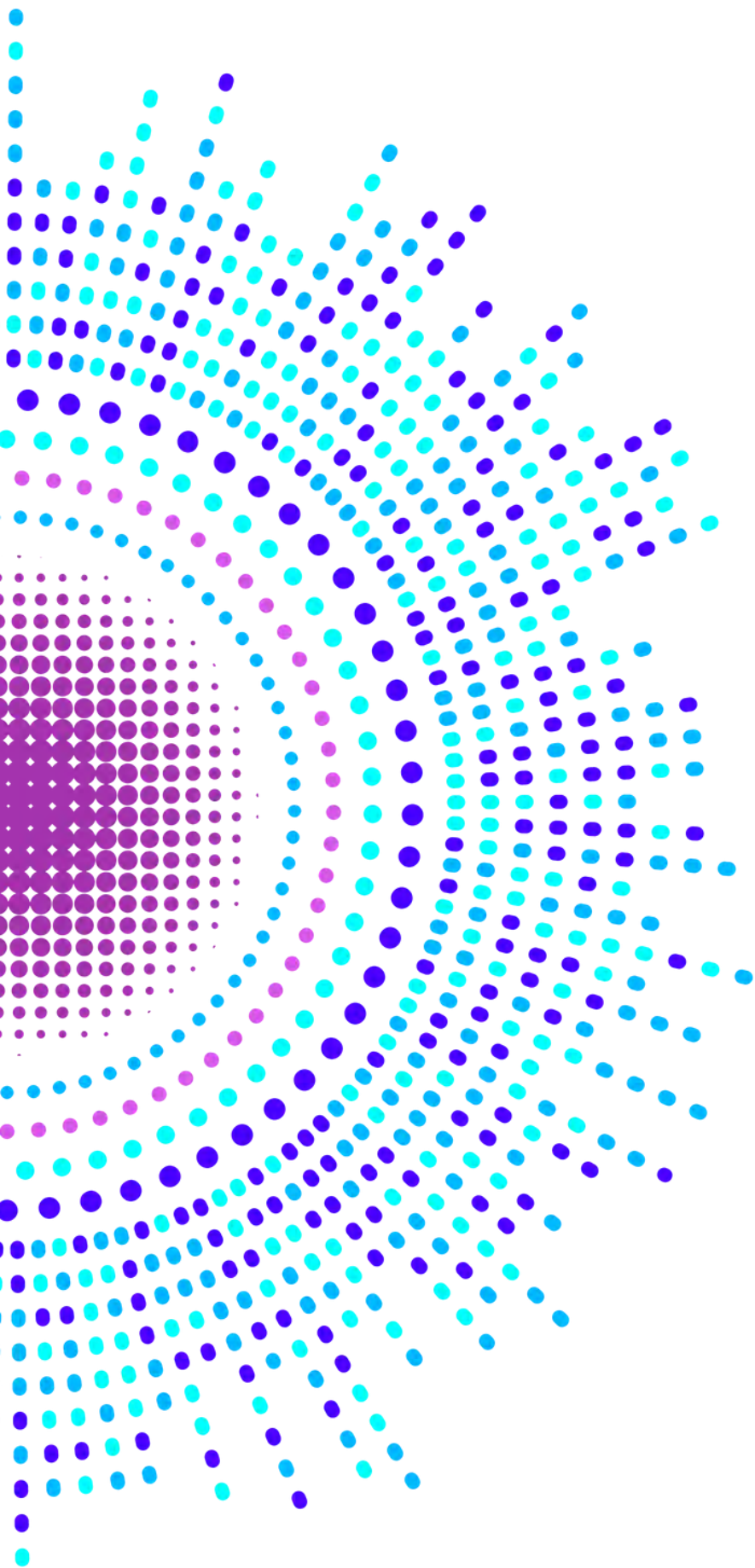
“We have always been an organisation that values Lived Experience. The organisation was started by community members and all of our project delivery staff are recruited locally from the community. This was instinctive and driven by a desire to be a community organisation owned by the community. However, I don't think we really understood the value that Lived Experience represents and how much latent potential we have as an organisation. As a result of this funding, we have changed the way we think about our recruitment and our staff and volunteer development and our position as an organisation. It wouldn't be exaggerating to say that this funding and the way it has changed our thinking has driven a significant strategic shift in our organisation.”



### Project learning

“The legacy of this project is also evident in the changes to our organisation culture, structures and thinking and this will continue to grow as we reinforce and build on our learning.”





# PROJECT

## Millennium Community Solutions (MCS)

# 31



**Established**  
2012



**Key Sectors**  
Disability Rights



**Location**  
London

### ORGANISATION BIO

Provides free coding workshops and digital assistive technology support to individuals of all ages and abilities, with a commitment to inclusive community-building. Designed to teach valuable skills in a fun and engaging manner. Introducing children to the world of coding, Millennium Community Solutions (MCS) is helping to prepare them for the rapidly changing job market. These workshops can help foster a lifelong love of technology and creativity. Also provides assistive technology and technology advice for people with disabilities. Our specialist team works closely with individuals to provide tailored solutions that can make technology more accessible.



[millenniumcommunitysolutions.com](http://millenniumcommunitysolutions.com)



[gail@millenniumcommunitysolutions.com](mailto:gail@millenniumcommunitysolutions.com)



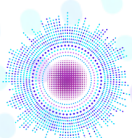
[@MillenniumCommunitySolutions](https://www.facebook.com/MillenniumCommunitySolutions)



[@millenniumcic](https://twitter.com/millenniumcic)



[linkedin.com/company/millenniumcic](https://www.linkedin.com/company/millenniumcic)



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

A 'Skills for tomorrow' project to develop lived experienced of being from a Black, Asian or Ethnic Minority adult background living with disability, or for those requiring additional support to work from home. Creating leaders at every level in assistive technology, and equipping them with the critical capabilities and skills necessary to succeed. Finding effective leaders with lived experience in the assistive technology discipline. Developing millennials and multiple generations of leaders, building the ability to innovate, and inspiring their peers to perform and acquire new levels of understanding of rapidly changing technology and the help available in this field. Helping the 'black and disabled' community and businesses to aid accessibility to inclusive design considerations. Our vision is for a digital world, accessible to all.

At the time of writing, the project is ongoing.

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## PROJECT HIGHLIGHTS



### Why LEx?

"Provide a greater understanding into the plight of the members that we are serving."

"Community is my middle name."

"Our organization operates on the principle that people who have experienced and overcome societal barriers will be more effective in assisting others who are trying to do the same."

"I have always created projects from need in the community. Where there is a need I stick my nose in. I use my skills in the community to convince organisations and LA to fill the gaps missing in our community."



### Who is in leadership of charity (where is the LEx?)

"There are 5 members of staff but only I have LEx. They are employed because they have the skills I need them to have."



### Project pivot

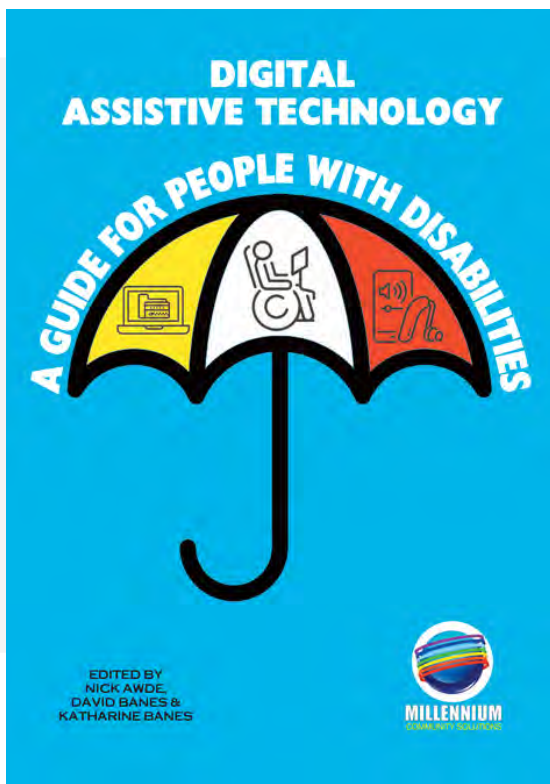
The engagement of the first cohort was not as expected. This led to an opportunity to diversify the cohort, and redesign course delivery and content.



## Innovation moment

Rev. Gail Thompson of MCS hosted Fireside Chat, sharing insights to help individuals build and grow their own impact-led organisation. During this event, Rev. Gail discussed her journey of growth and of leading community awareness.

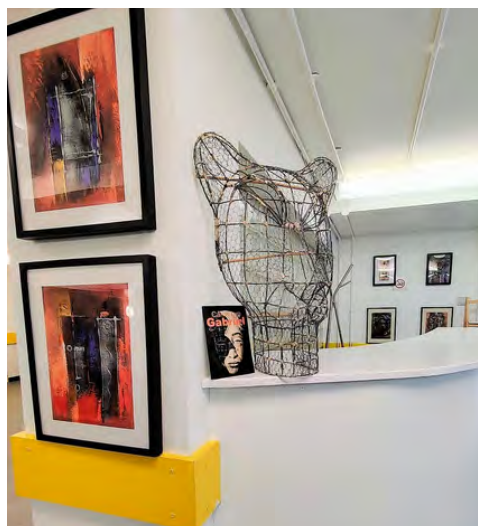
**SOUTHWYCK Coding Centre**  
southwyck.co.uk

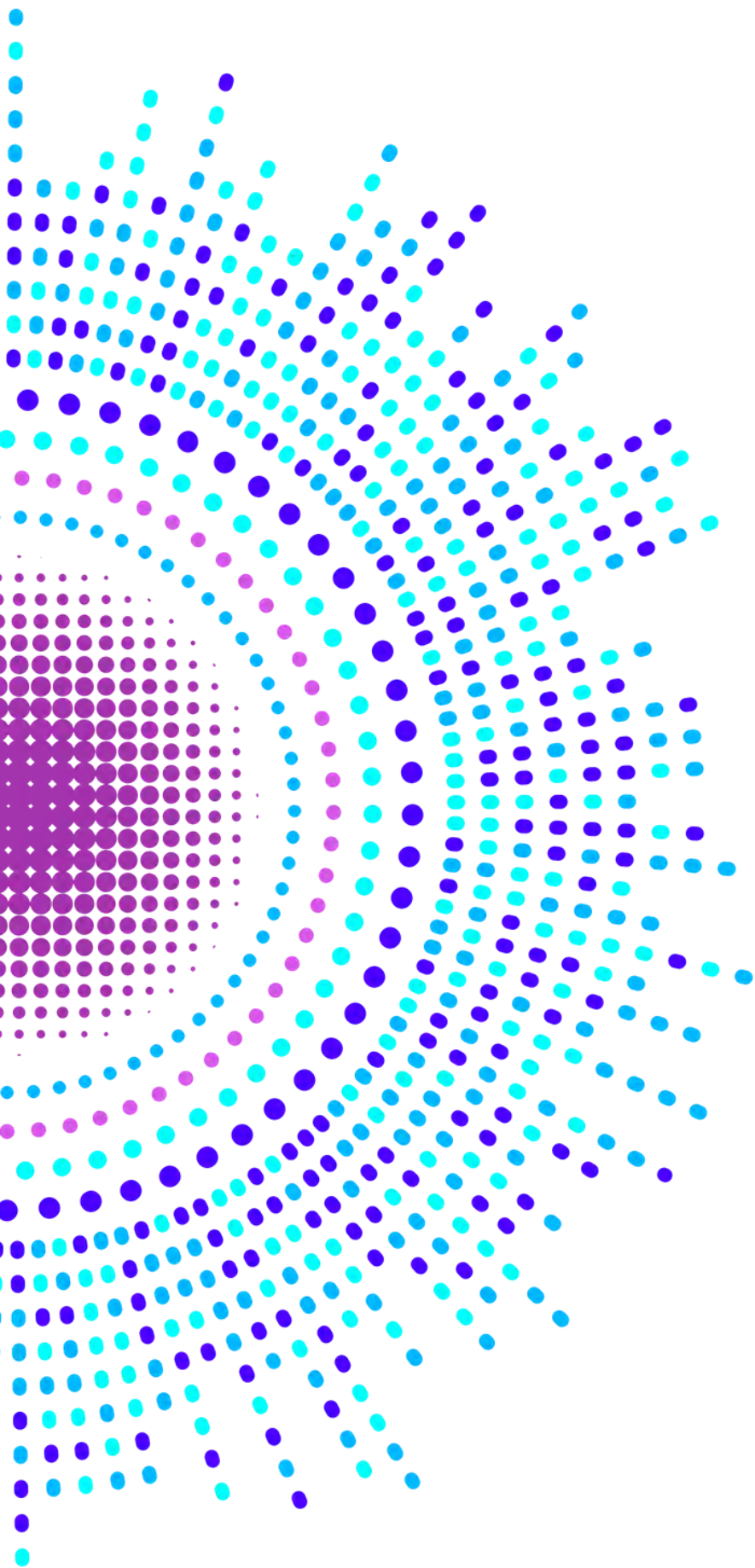


## Standout moment

**DIGITAL ASSISTIVE TECHNOLOGY:** A Guide for People with Disabilities is a book created by MCS. It is a toolkit for people with disabilities, relating to available digital technology.

**Digital Assistive Technology:**  
**A Guide for People with Disabilities**  
[deserthearts.com/product/digital-assistive-technology-a-guide-for-people-with-disabilities](https://deserthearts.com/product/digital-assistive-technology-a-guide-for-people-with-disabilities)







# PROJECT

## moMEntum Devon CIC



**Established**  
2012



**Key Sectors**  
Sexual Abuse



**Location**  
South West

### ORGANISATION BIO

A mutual support group based in Devon, run for and by male adult survivors of childhood sexual abuse (CSA). Started by a group of male survivors of CSA in 2012, it developed out of a group therapy programme for male survivors. Running two support groups in Barnstaple and Exeter and supporting men individually who may not be ready to attend a group. Supported by an experienced clinical psychologist who has worked with survivors over decades. Also facilitating a national email group. Bringing lived experience to the fore in service development along with trauma professionals. Further, working to improve the understanding and support around trauma available to male survivors relating to mental health, health and addiction.



[momentumdevon.org.uk](http://momentumdevon.org.uk)



07773 151080



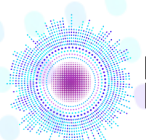
[momentumdevon@gmail.com](mailto:momentumdevon@gmail.com)



@momentumdevon



@moMEntumdevon



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

To develop support for survivors from survivors through lived experience. To provide the continuation of talks and awareness work, to help people in different services and organisations better understand the needs of male survivors and dispel the myths that make disclosure difficult. To help with those disclosures and support men to feel more able to do so. To engage with experts in trauma in the region, bringing lived and professional experience. To mutually develop methods by which survivors can support each other and develop greater understanding and confidence, and, as needed, to develop skills so that an increased number of survivors can gain support with more facilitated survivor-led groups. Finally, to hold local workshops, including a further national workshop.

## PROJECT HIGHLIGHTS



**LEx**

"I can effect change with persistence and I would never have believed that."



### Who is in leadership of charity (where is the LEx?)

At all levels.



### Project success(es)

"Have made strong links with organisations and providing training and workshops to reach people with more details on effects of trauma."



### Project engagement

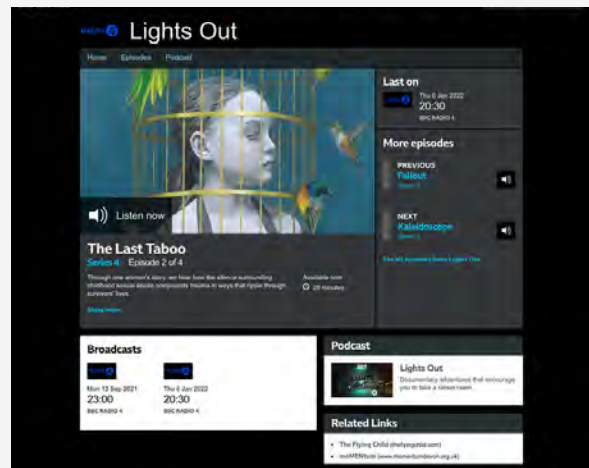
"We have been supporting 38 men in a range of ways struggling with trauma as a result of childhood sexual abuse. This support is at their pace and need so varies considerably. We have group and individual support, all is trauma informed with mutual survivors supporting survivors along with access to professional counselling and group therapy in collaboration with other organisations."





## Standout moment

“We have given talks and awareness training in relation to csa and trauma to Psychology students at Exeter University, taken part in the Radio 4 programme, The Last Taboo, along with an organisation, Flying Child, talk on momentum and working in a trauma informed way at the PNN National organisation for clinical psychologists. Articles for press with Moj about disclosing sexual abuse are ongoing. Talks to commissioners and service leads, involvement in research in relation to alcohol use and trauma, presentations to Cornwall GPs on addiction and trauma in the older age range, involvement in projects on raising awareness of csa and sexual violence with service staff. Working with public health and mental health services to improve provision for survivors of csa. This work has led to a one million pound funded project by NHS England to provide a pilot in Devon for radical improvements in working with sexual abuse and violence victims and survivors.”



**BBC Radio 4 - Lights Out, Series 4, The Last Taboo**  
[bbc.co.uk/programmes/m000zkq4](http://bbc.co.uk/programmes/m000zkq4)

## Beneficiary quote

“Since becoming part of the moMEntum family I can finally dare to hope, to hope that the darkness will end, to hope that life will begin, to hope that at last I belong.”





**moMENTum wanted to share this powerful story of a member of their community they supported with their project:**

---

"For over five years I have been in contact with moMENTum, and since November 2018 I've been attending their fortnightly group meetings in Exeter.

This community of men has been incredibly important in my journey of recovery and healing. However, it took me a number of years before I felt able to join the group, because I was convinced that my experience of abuse and its effects was nowhere near as devastating as others. And I've struggled with this fact for such a long time, feeling that I do not even deserve to call my experience 'abuse', that I don't deserve to belong to moMENTum, that I am unworthy of receiving support, that I am a fraud.

All of these feelings, present for so many years, as well as feelings that it was all my fault, that it wasn't that bad, that I should just move on, get over it, stop blaming others for my own failures etc etc, all of this has kept me feeling low, afraid, and almost permanently isolated. Sorry, you don't need or want to hear my life story. But what I really want to emphasise is how my moMENTum brothers have gently and lovingly drawn me out of this isolation and have brought me into a life-giving, trusting, compassionate, accepting, understanding, loving and safe community.

All of us is welcome here: the frightened inner child(ren), the confused and anxious adolescent within us, the angry adult, the parts of us we know, the parts of us we are terrified of, the parts of us we are ashamed of, the parts of us desperate to be loved, we are all welcome and safe in the moMENTum family. This is a family where we can feel connected, where we can talk, listen, laugh, and cry; it is a family where we can all belong.

The trauma of childhood sexual abuse is so devastating because it causes you to hate yourself, to run away and cut yourself off from those who are longing to help you. A group such as moMENTum is absolutely vital because these men, these wounded, wonderful survivors, offer safety, community, and compassion.

For so long in my life I have found hope to be a frightening thing, because hope has frequently fallen apart, collapsed and died. Since becoming part of the moMENTum family I can finally dare to hope, to hope that the darkness will end, to hope that life will begin, to hope that at last I belong."

# PROJECT

## Mums in Need (MIN)

# 33



**Established**  
2013



**Key Sectors**  
Domestic Abuse



**Location**  
Midlands

### ORGANISATION BIO

An organisation that supports women in Sheffield, or the surrounding areas in South Yorkshire, who are confronting coercive control, whose primary need is to re-gain control of their lives after leaving homes in which they have endured abuse in a range of mutually reinforcing forms: physical, emotional, mental, psychological, economic.



Unit 2, Gate 3, Tinsley Industrial Estate, Shepcote Lane, Sheffield S9 1TS



[mumsinneed.com](http://mumsinneed.com)



0800 852 7414



[enquiries@mumsinneed.com](mailto:enquiries@mumsinneed.com)



[@mumsinneed13](https://www.facebook.com/mumsinneed13)



[@Mums\\_In\\_Need](https://twitter.com/Mums_In_Need)



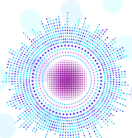
[@mums\\_in\\_need](https://www.instagram.com/mums_in_need)



[@mumsinneed](https://www.youtube.com/mumsinneed)



[linkedin.com/company/mums-in-need](https://www.linkedin.com/company/mums-in-need)



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

To ensure that MIN, which was created out of the lived experience of its founder, is increasingly led by women with lived experience of coercive control, to enable MIN to contribute more extensively and effectively to civil society and networks of agencies confronting coercive control. To promote diversity, equality and inclusivity in organisational and institutional responses to coercive control, to enable MIN to contribute to changes in policy and practice at local and national levels so that they may respond adequately to the amplification of coercive control brought about by Covid-19.

## PROJECT HIGHLIGHTS



### LEx

"I don't think that I would be the leader that I am today, had I not been in these women's shoes myself. My development coach also describes me as a compassionate leader."



### Who is in leadership of charity (where is the LEx?)

Across all levels.



### Project engagement

25



### LEx learning

"I am learning all of the time, I am feeling more reassured that my input energy and drive is leading the charity in the direction that it needs to go. My team and my Mins (our service users) follow my vision and put their trust in me and the charity."



### Project success(es)

"The two that have stuck with the project have bloomed and they are planning on staying with MIN following the end of the LEL Project for the foreseeable future."

"This project has impacted on the team, due to the women's ongoing trauma. It has been a massive learning for us as an organisation. It has made us even more resilient as a team."



## Moment of innovation

“Since this project began, MIN has begun partnering with a local restaurant, whereby they donate the service charge of £2 per table to our charity. This has been an amazing achievement and brings in approx. £600 each month.”



## Standout moment

A video was created to give a snap shot of the work at MIN.

### What is the Lived Experience Leadership Project?

[mumsinneed.com/about-us/lived-experience-leadership-project](https://mumsinneed.com/about-us/lived-experience-leadership-project)

LELP Film ALT EDIT  
[youtu.be/MaCOFFZzc2A](https://youtu.be/MaCOFFZzc2A)

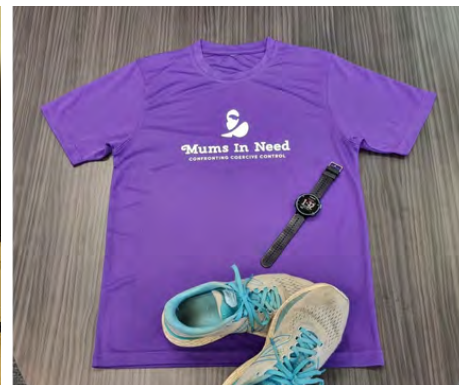


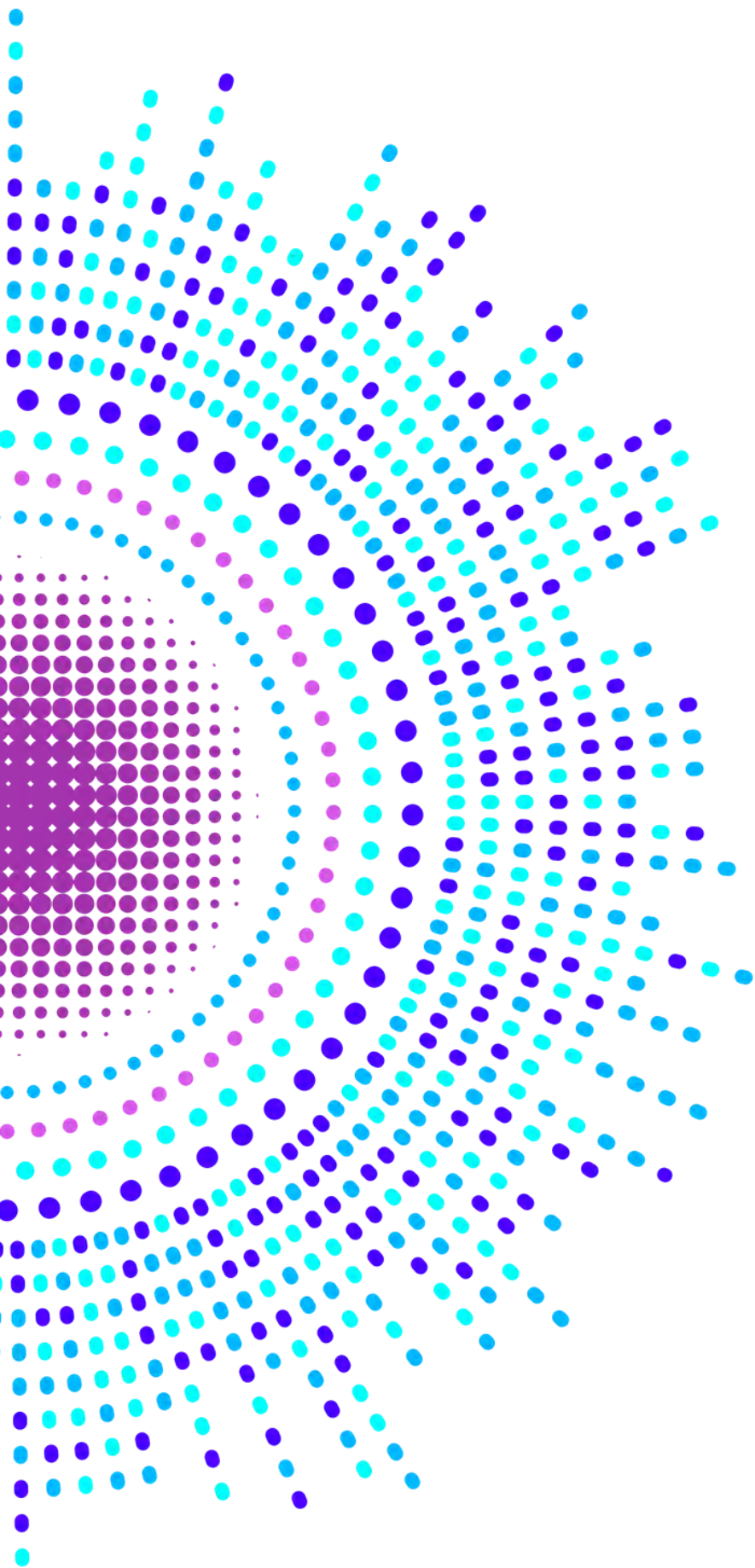
## Beneficiary quote

“It has been a really positive experience. I feel because I have used their service and am now on the other side supporting them as an ambassador. I feel really inspired with the work we are doing as part of the LEx project.”

“It is such an important project to be working together on. We are asking people what they actually need and making services fit for purpose.”

“I think this project is an opportunity to level the playing field. We are a group making changes in a current domestic abuse system that is not working.”







# PROJECT

## My Life My Choice (MLMC)

# 34



**Established**  
2019



**Key Sectors**  
Disability Rights



**Location**  
Midlands

### ORGANISATION BIO

A self-advocacy organisation base in Oxfordshire. Promoting a vision of a world where people with learning disabilities are treated without prejudice and can exercise choice and control over their own lives, and can use their knowledge, strengths and assets in all areas of our work. Every MLMC project has beneficiaries leading the way, supported by staff. First-hand experience is central in directing campaign work and deciding upon charity activities that promote positive social change. Activities include training enterprise, self-advocacy groups and campaigning.



Unit 3, Watlington House, Watlington Road, Oxford, OX4 6NF



[mylifemychoice.org.uk](http://mylifemychoice.org.uk)



01865 204214



[james@mylifemychoice.org.uk](mailto:james@mylifemychoice.org.uk)



@1MLMC



@mylifemychoice1



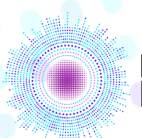
@mylifemychoice\_1



@mylifemychoice3004



[linkedin.com/company/my-life-my-choice](https://www.linkedin.com/company/my-life-my-choice)



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

To will create 'We can't wait', a project addressing health inequalities that have been around for too long. We will create 'health ambassadors' with learning disabilities, who will campaign against health inequalities in Oxfordshire. The programme will involve peer mentoring, peer-led training and peer coaching. On completion, the ambassadors will lead in formulating and implementing the 'Lead the List' campaign strategy, supported by a paid campaigns coordinator and working closely with the board of trustees. The ambassadors will attend meetings with established stakeholders, lobby local politicians, appear on local TV and radio, manage their own 'Lead the List' social media accounts and develop publicity material.

## PROJECT HIGHLIGHTS



**LEx**

"My lived experience is an important element of who I am, but is not as important as what I share with the rest of humanity."



### Who is in leadership of charity (where is the LEx?)

Across all levels.



### Project engagement

"Our membership of 700+ internally, and at least another 400-500 across various groups and organisations."



### Project success(es)

"We have managed to get our Adult Social Care team to prioritise people with a learning disability and get wider support for the campaign."



### Project impact

"It has transformed the work of our Champions campaign group by helping us create a proper structure for how we run campaigns. It's enabled us to build campaigning into everything we do and think about how it can grow organically from our self advocacy groups and other projects."



## Moment of innovation

"I think taking something hypothetical like the learning disability life expectancy gap, and turning it into a real 'gap' to fill with ideas on how to reduce health inequality was very effective at some events."



### Video

The film showcases the work of the 'We Can't Wait Campaign', alongside the group's aims and ambitions.

**We Can't Wait**  
[vimeo.com/837528202](https://vimeo.com/837528202)



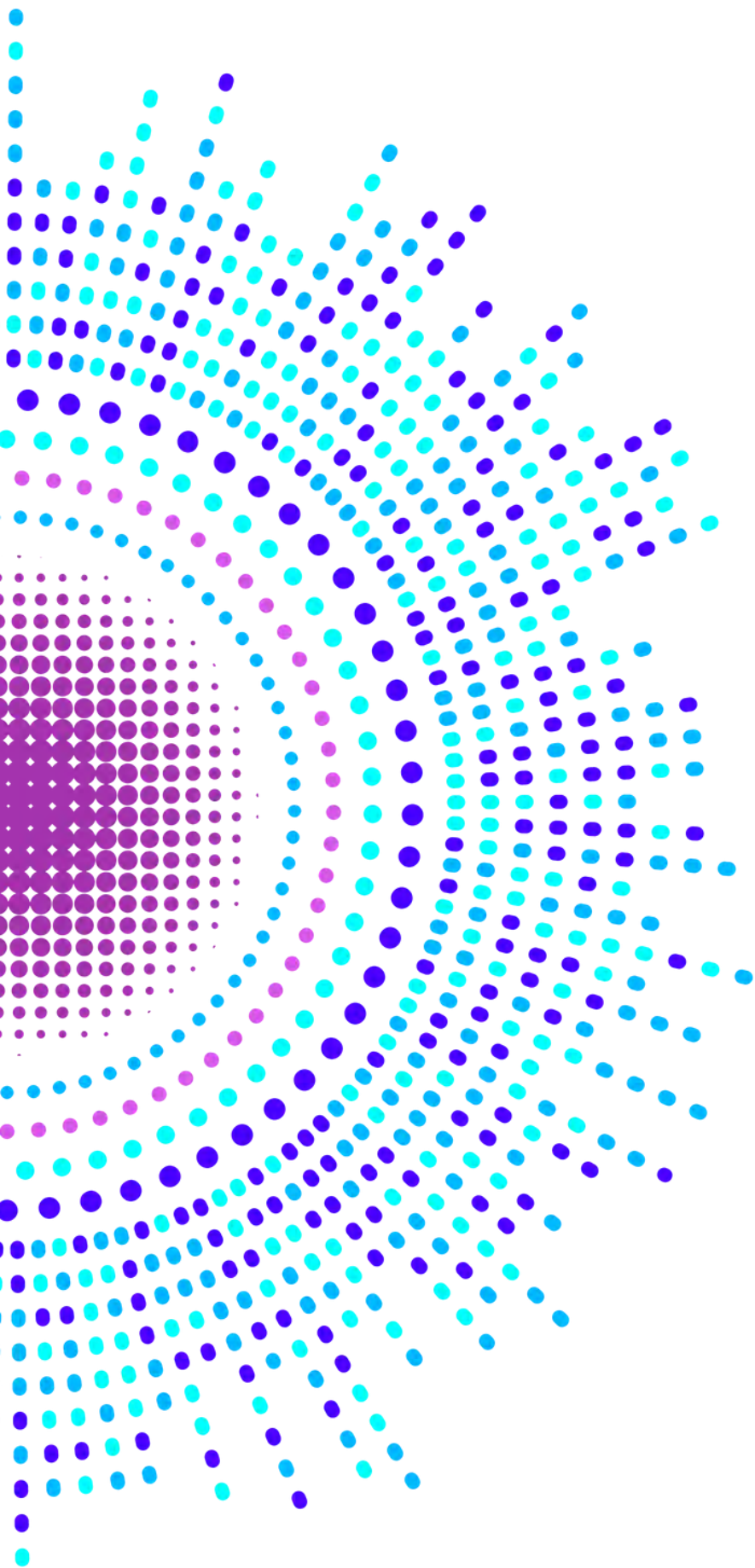
## Beneficiary quote

"I think I have gained a lot of skills being involved with My Life My Choice. I learnt how to help people speak up. It has taught me how to speak up for myself."

"I'm really into research and this is also something I enjoy doing away from My Life My Choice. My Life My Choice is helping to grow and develop my research in the sector. Lots more campaigning and protesting."

## SPEAKING UP FIGHTING PREJUDICE IMPROVING LIVES





# PROJECT

## People First

# 35

## People First

a voice for people with learning difficulties



### Established

1984



### Key Sectors

Disability Rights



### Location

London

## ORGANISATION BIO

An organisation run by and for people with learning difficulties. The organisation aims to speak up and campaign for the rights of people with learning difficulties, disabilities and autism. It also aims to support self-advocacy groups across the country in their work.



336 Brixton Road, London SW9 7AA



[peoplefirstltd.com](http://peoplefirstltd.com)



020 7274 5484



[info@peoplefirstltd.com](mailto:info@peoplefirstltd.com)



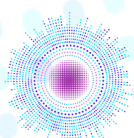
[@peoplefirstselfadvocacy](https://www.facebook.com/peoplefirstselfadvocacy)



[@PFselfadvocacy](https://twitter.com/PFselfadvocacy)



[@peoplefirstltd1329](https://www.youtube.com/channel/UC...)



Leaders  
Lived Experiences  
PROGRAMME





## PROJECT BIO

To create 'Out in Front', a support and action project developing and supporting strong self-advocates and ambassadors for people with learning difficulties, disabilities and autism. Aiming to ensure that we have the right support to run our own groups, decide own actions and develop our own ideas. Lived experience leadership is central in developing strategies and being part of wider campaigns and discussions.

## PROJECT HIGHLIGHTS



### Learning about leadership

"It is because of my lived experience that I am in the position I am in. I am passionate about other people with learning difficulties having the space and confidence to challenge and have a voice – and learn from my experiences."

"It was so good for a major funder to recognise us as leaders with lived experience and understand the difference and importance of user-led organisations."



### Who is in leadership of charity (where is the LEx?)

At all levels.



### Project engagement

500 - "We have been able to reach other people beyond our immediate network during Covid by using digital means – Zoom etc. We used the uplift to provide support for people who had never used online platforms and improve the skills and confidence of my team to use them too."



### Project success

This video shares how the Covid-19 Support and Action Group began and how people can get involved. The legacy of the group has continued after the funding. The group is now called 'Self Advocates: Support and Action Group'.

**Andrew Lee talking about the Covid-19 Support and Action Group for people with learning difficulties**  
[youtu.be/aAqj2oBMseo](https://youtu.be/aAqj2oBMseo)





A member created a picture to represent the group.

“I suppose for people first it’s giving us the space-time and this understanding to do what we do, and develop and strengthen how we do things. When we were running the out in front conference, it was amazing actually how many people had so much information, so much knowledge.”

The ‘Oi-out in Front’ event was an online conference held during Learning Disability Week in June 2021. The graphic from the event captures the thoughts and messages from the day. Learning from the event has directed the group’s work since.



**Standout moment**

“The project planning and digital development model that we used to transform and modernise our digital operations and systems.”

**New website**  
peoplefirstltd.com



## Beneficiary quote

“This group is supportive of each other and a lifeline for me. Especially during COVID. It gave me a way to talk to my friends.”

“Not sure what would have happened if I had not had the group to support me when we were stuck inside our homes during covid. I look forward to seeing the familiar faces every week. Totally love the group.”

“I have enjoyed the meetings so much. I have never had the opportunity to be part of a group like this. I have felt so welcome, like I belong to the group. Having people respect me and listen to my thoughts and concerns. The members try to see things from my perspective as someone who cannot speak. I feel that although they can all speak they try to understand the complications I have with the authorities who seem not to care.”





# PROJECT

## Positive Stepz CIC

# 36



**Established**  
2018



**Key Sectors**  
Marginalised Youth



**Location**  
North West

### ORGANISATION BIO

A Kirklees-based social enterprise founded in 2018 in response to a rise in youth violence. A small team of passionate practitioners work to support the personal development and empowerment of our youth and the wider community. Our key areas of work are targeted youth support, informal education, skills and training, health and wellbeing, and mentoring and leadership. Our mission is to engage, empower and support the personal development of our youth and the wider community to be confident, aspirational, resilient, healthy, fulfilled members of society.



[positivestepz.org](http://positivestepz.org)



07810 803532



[positivestepz.org](http://positivestepz.org)



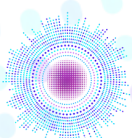
@positivestepz



@positivestepz



@positive\_stepz



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

To create 'Positive Stepz In2 Leadership', a programme designed to equip young people with the skills to engage in positive community action. To support a minimum of 24 young people in Kirklees, West Yorkshire, aged 15-21 years, to develop their leadership skills. To run Black Leadership (Past & Present) Workshops. To help with digital skills, peer learning, mentoring and volunteering. To use social action, where people come together to address an issue important to them. To improve their lives and solve the important problems in their communities. To take a collaborative approach and work with other local organisations to achieve positive outcomes for young people and the communities in which they live.

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## PROJECT HIGHLIGHTS



### Learning about leadership

"We want to give people opportunity. We are creating opportunities for people to develop while simultaneously developing their community, which feeds into the bigger picture."



### Who is in leadership of charity (where is the LEx?)

Across all levels.



### Project impact

"We changed the beneficiaries for the second Cohort to frontline workers working with young people, to support upskilling them around working with those at risk of youth violence. It was important to be dynamic and support the local community's needs instead of being rigid and sticking firmly to the original plan. It meant we could continue to work with the first cohort of young people who had been subjected to a lot of trauma following a series of violent events against and by local young people resulting in two losing their lives to serious youth violence (Knife crime)."



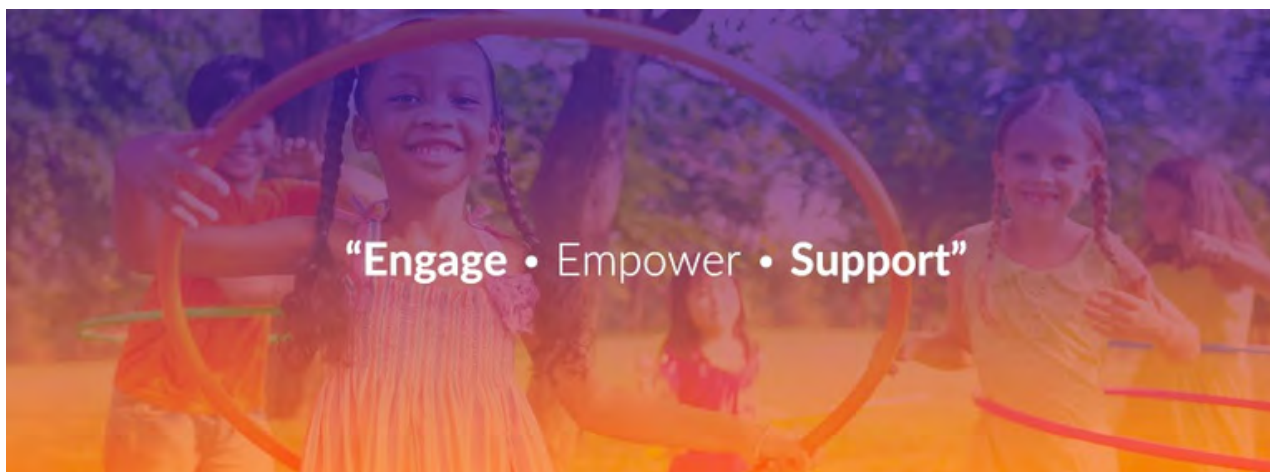
### Standout success(es)

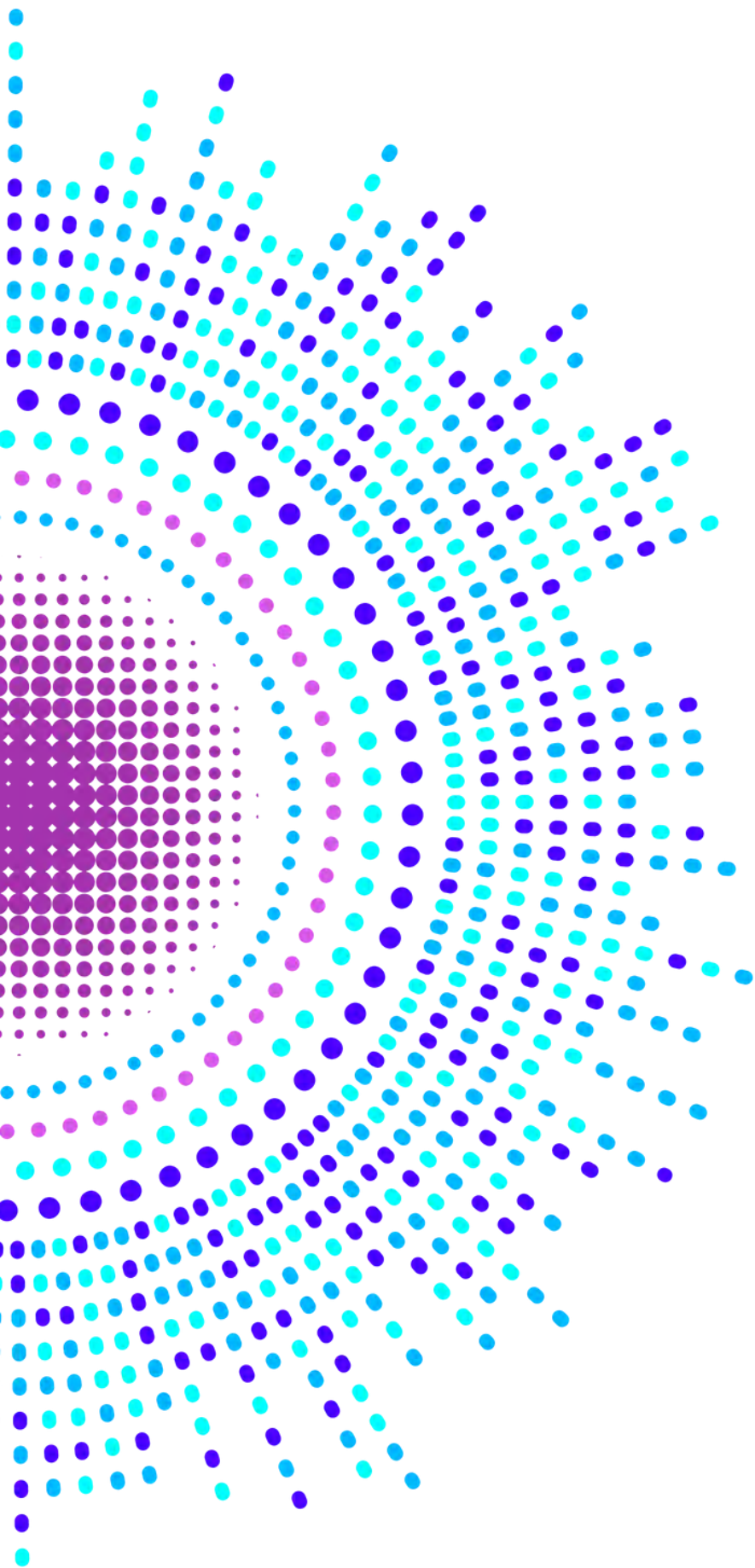
“30 + people have achieved a qualification, and we have given senior members of the LA food for thought in their approach to collaborative working with community organisations.”



### Project success(es)

“The first cohort of 17 young people went on an away weekend at Manor Adventure Norfolk Lakes. The cohort took part in a variety of team building activities including fencing, crate stacking, raft building and a challenging obstacle course. The aim was to increase the group’s confidence through the development of new skills and to teach them valuable leadership skills.”





# PROJECT

## Red Rose Recovery (RRR)

# 37



**Established**  
2012



**Key Sectors**  
Substance Misuse, Recovery



**Location**  
North West

### ORGANISATION BIO

A peer-led recovery infrastructure organisation based in Lancashire, specialising in lived experience peer support to individuals living with or with history of addiction, mental health and/or the criminal justice system.



[redroserecovery.org.uk](http://redroserecovery.org.uk)



[peter@redroserecovery.org.uk](mailto:peter@redroserecovery.org.uk)



[@RedRoseRecovery](https://www.facebook.com/RedRoseRecovery)



[@RRR\\_LUF](https://twitter.com/RRR_LUF)



[@red\\_rose\\_recovery](https://www.instagram.com/red_rose_recovery)



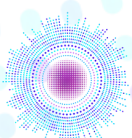
[@RedRoseRecovery](https://www.youtube.com/RedRoseRecovery)



[@redroserecovery](https://www.tiktok.com/redroserecovery)



[linkedin.com/company/red-rose-recovery](https://www.linkedin.com/company/red-rose-recovery)



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

To create a 'Lancashire Leadership Programme' (LLP) to address the lack of current progression from frontline lived experience workers to senior leadership roles, within RRR but also in terms of preparing our current workforce to look outside of RRR for roles in other organisations working in the sector.

## PROJECT HIGHLIGHTS



### Project engagement

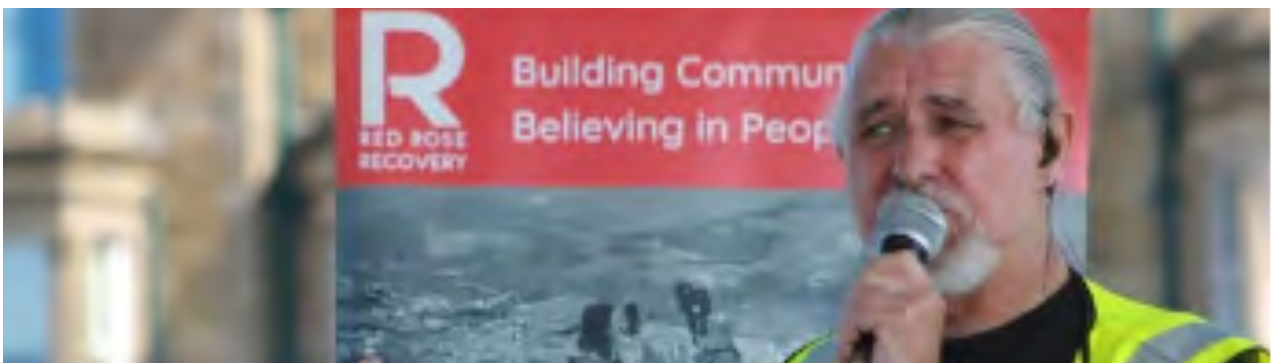
"It is impossible to measure the exact number."



### Project success(es)

"We are thrilled to witness the significant impact that the progression of Lived Experience (LEX) leaders has had within Red Rose Recovery. It is truly remarkable to see how many individuals who took part in the programme from our organisation have advanced internally, taking on leadership roles and making a meaningful difference in the lives of others. Equally inspiring is the fact that some of our LEX leaders have extended their influence beyond Red Rose Recovery, finding opportunities to work within esteemed institutions such as the NHS, Police stations, and HM Prisons."

"We are immensely grateful for the invaluable contributions of our LEX leaders in this journey towards becoming a trauma-informed organisation. Their courage, resilience, and commitment to making a difference have propelled Red Rose Recovery to new heights. We remain dedicated to amplifying their voices, fostering their continued growth, and ensuring that trauma-informed principles remain at the core of our work. Together, we will continue to create a supportive and transformative environment for individuals on their paths to recovery."



## “ Project impact

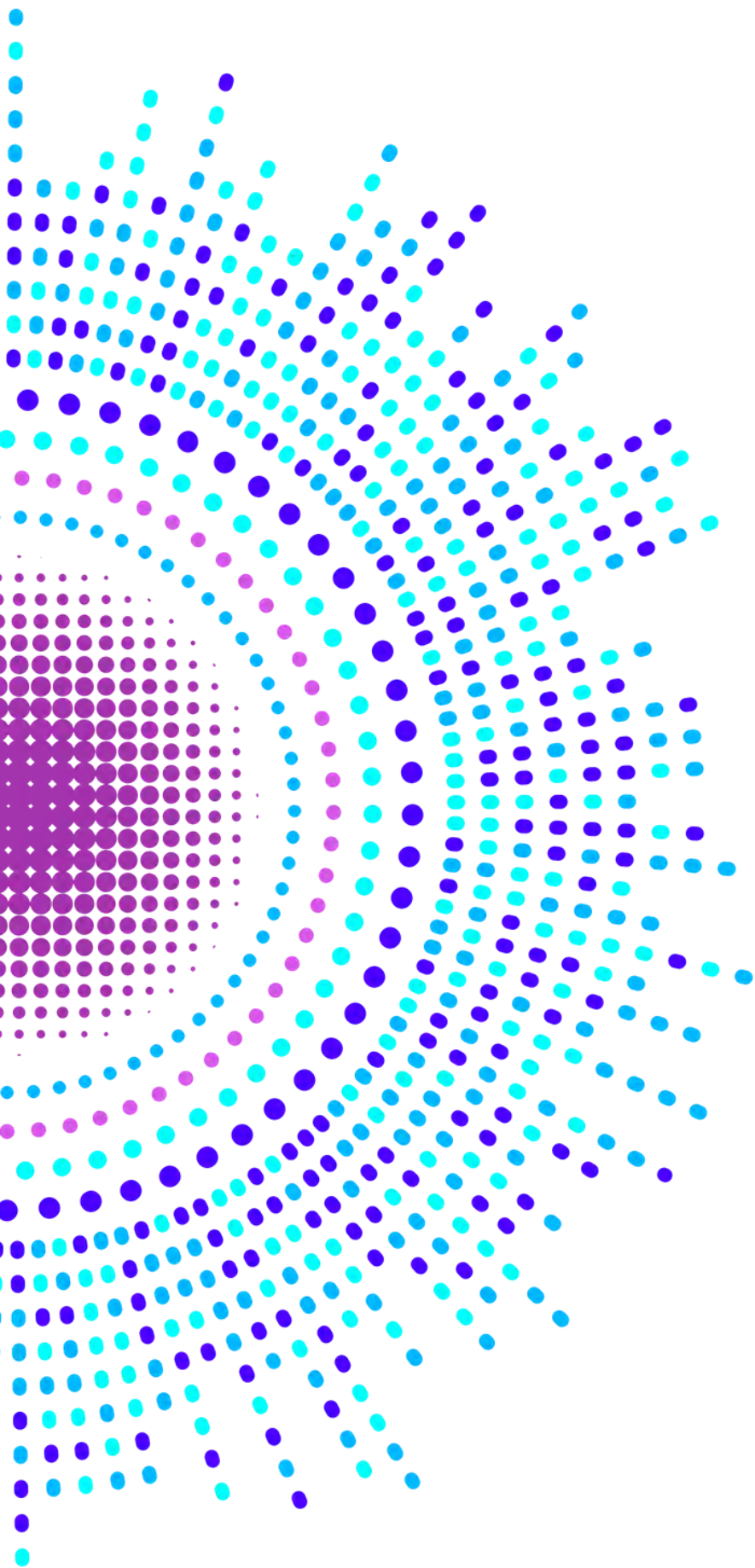
“These LEX leaders, armed with their personal lived experiences, are using their unique perspectives to advocate for and support individuals as they navigate through complex systems. By drawing from their own journeys of recovery, they possess an unparalleled ability to empathize, connect, and provide the necessary guidance to others. Their deep understanding of the challenges faced by individuals seeking support allows them to create new pathways for peer support, fostering a sense of hope, resilience, and empowerment. The impact of our LEX leaders extends far beyond the boundaries of Red Rose Recovery. Their involvement in institutions like the NHS, Police stations, and HM Prisons represents a powerful shift in how lived experience is valued and utilised in creating meaningful change within these systems. By being actively involved in these spaces, our LEX leaders are instrumental in shaping policies, protocols, and practices that are rooted in compassion, understanding, and the unique needs of individuals affected by addiction. We take immense pride in the accomplishments of our LEX leaders and recognise their vital role in advocating for a more inclusive and supportive approach to recovery. Their journeys serve as a beacon of hope for others, illustrating that personal challenges can be transformed into powerful tools for change. We remain committed to nurturing and supporting our LEX leaders as they continue to make an indelible impact, opening doors for peer support, and transforming lives within complex systems.”



### Standout moment

“Saturday 28th Aug, 2021 saw our Leadership team consolidate their learning of Leadership, particularly surrounding project management, by arranging and delivering a whopping 15 mile walk from Preston to St Annes. It was a gorgeous day, with lots of energy and input.”







# PROJECT

## Resilience Learning Partnership

# 38



**Established**  
2018



**Key Sectors**  
Multi-sector Lived Experience



**Location**  
Scotland

### ORGANISATION BIO

An organisation formed in 2018 by a group of individuals with lived experience of trauma. All staff members have lived experience of the area in which they work, as well as the relevant skillset, academic qualifications and professional experience needed within their roles. We specialise in training, workshops and lectures delivered by individuals with access to both research evidence and 'lived experience' of the topics they discuss. We work closely with groups who may not wish to work in this area but who appreciate our approach and lived experience, thus providing the connections and networks we need. This informs us of current community issues as they arise and which may sit outside of our own lived experiences.



Unit 2 Block 1, Cooperage Way Business Village, Cooperage Way, Alloa FK10 3LP



[resiliencelearningpartnership.co.uk](http://resiliencelearningpartnership.co.uk)



01259 272015



[info@resiliencelearningpartnership.co.uk](mailto:info@resiliencelearningpartnership.co.uk)



@resiliencelearningpartnership



@ResilienceLear1



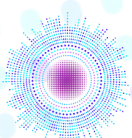
@resiliencelearningpartnership



@resiliencelearningpartners687



[linkedin.com/company/resilience-learning-partnership](https://www.linkedin.com/company/resilience-learning-partnership)



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

To create an 'LE Leadership Pathway' for individuals with LEx wishing to pursue careers within the third and public sectors. To create a 'leadership pathway' for individuals based on their LEx and their chosen profession/career path. Our pathway will also be accompanied by a podcast series. We want to speak to as diverse a range of LEx/sector/org leaders as possible and the podcast allows this.

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## PROJECT HIGHLIGHTS



### Who is in leadership of charity (where is the LEx?)

Across all levels.



### Project engagement

Directly: 15-20.

Indirectly: in the hundreds.



### Project success(es)

"The LEx Leaders were part of creating the pathway and have told us they've developed many skills from the process."

"I think it's thrown up for us lots of different things. We did a lot of work that I didn't even realise might happen. So the core work we did with the staff team, I didn't expect some of the development that happened there. That was a reboot. And out of the blue for me. And it was a beautiful thing. The reflective pieces and what people got out of it was absolutely lovely. And you can just see the great, the learning taking place. So that was absolutely brilliant for us and a bit of an unintended consequence."

"Actually developing your staff and giving them more confidence skills. And for some of those who have never seen themselves as leaders, yeah. Really start to see themselves as leaders and start to see leadership in a different way in a different context as well."



## Project learning

“I think maybe even we thought that leadership was this separate thing with the people in power and who make all the decisions and the deeper you go into this world of trauma and you realise that actually so many people have lived experience and it will be very and it will be different.”



### Moment of innovation

“We did a whole logo refresh, made our website accessible and put captions on all the podcast videos we’ve made.”



### LEx leader in action

Shumela Ahmed, co-founder of the Resilience Learning Partnership, speaks on the “Be a Better Leader” podcast, hosted by Mike Chitty. Conversations centre around leaders from different backgrounds and look into their thoughts on leadership.



### Standout moment(s)

“We also created a podcast series to accompany the leadership pathway and we are very excited about releasing that soon – we think this will have an even wider impact in the sector.”



### Next steps

“We have designed our Leadership Pathway and it’s now ready to go into a pilot delivery. We are currently securing funding to make this happen.”

## Shumela Ahmed – Resilience Learning Partnership

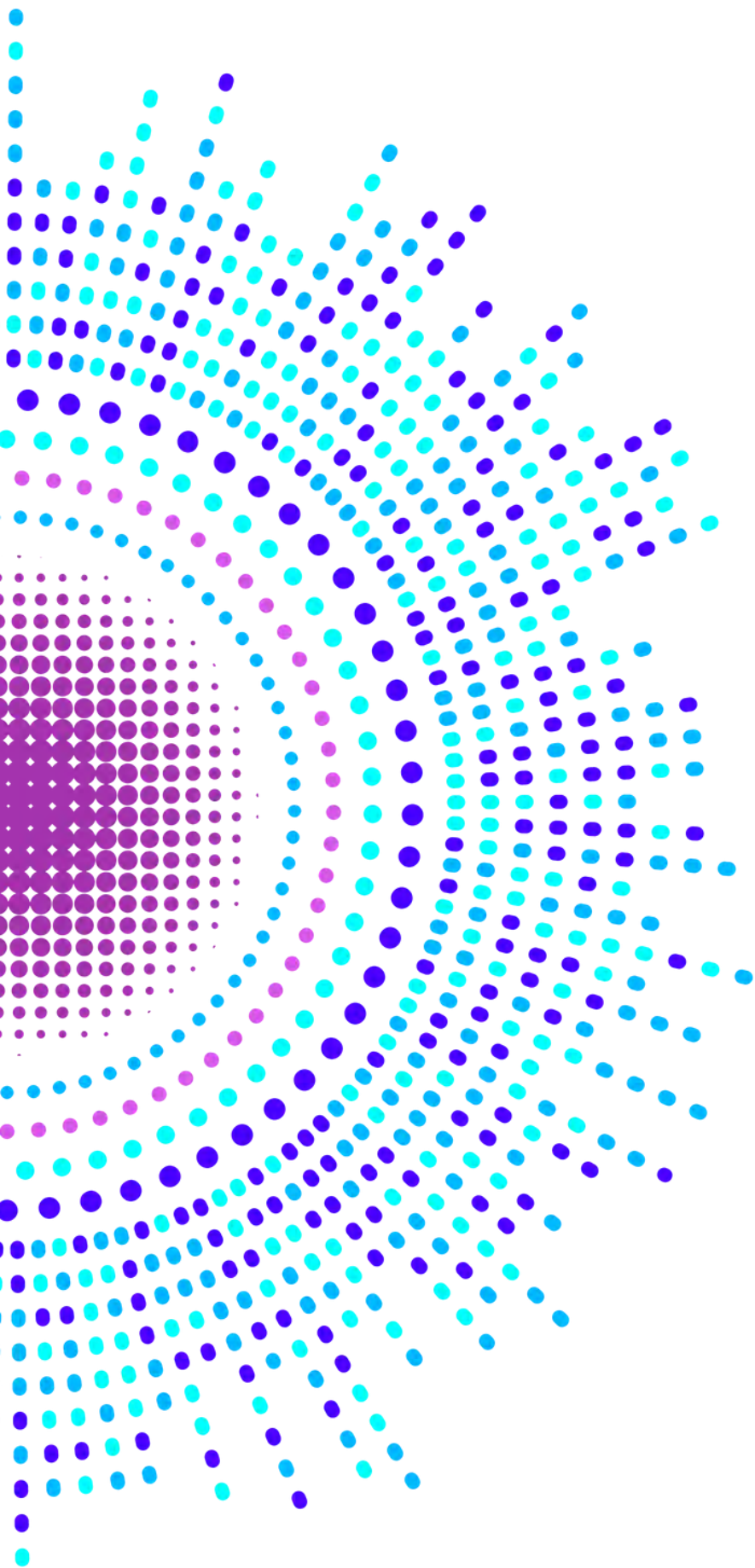
February 15, 2021 · Leave a Comment



As Co-Founder and Managing Director of a growing social enterprise Resilience Learning Partnership, Shumela Ahmed is a teacher and educator by trade and an activist at heart. As a real life example of the transformation education can bring to someone's life, she has dedicated her academic and professional career to helping others realise this too. As an adult returner to education and as someone who left school at aged 14 she knows first hand the power that education holds in providing the tools for those from disadvantaged backgrounds to succeed in life. As the leader of a Lived Experienced led organisation its Shumela's ambition to see Lived Experience as the dominating force within public policy design across the UK.

### Be a Better Leader Podcast by Mike Chitty Shumela Ahmed

[mikechitty.blog/be-a-better-leader-podcast/shumla-ahmed](https://mikechitty.blog/be-a-better-leader-podcast/shumla-ahmed)



# PROJECT

## Revoke

# 39



**Established**  
2021



**Key Sectors**  
Refugee and Migrant Rights



**Location**  
London

### ORGANISATION BIO

A grassroots organisation advocating for the rights and welfare of underserved young people, particularly unaccompanied refugee minors, asylum seekers and those in the care system. Through advocacy, therapeutic services, alternative education and creating spaces for creativity and fun, we aim to repair some of the injustices they have faced.



Pelican House, 144 Cambridge Heath Road, London E1 5QJ



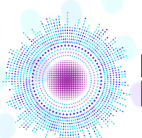
[revoke.org.uk](http://revoke.org.uk)



[mona@revoke.org.uk](mailto:mona@revoke.org.uk)



[@revokecic](https://www.instagram.com/revokecic)



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

To support young leaders with lived experience of displacement. The project focuses on leadership training by equipping young people with the tools, education and confidence to advocate for themselves. They will learn to campaign for their rights, receive art therapy and therapy sessions addressing PTSD and complex traumas, and attend media sessions run by 'Filmanthropy' in partnership with 'Economy', where young people learn to showcase their lived experience by honing their skills in writing, public speaking and presenting in front of a camera.

## PROJECT HIGHLIGHTS



### Who is in leadership of charity (where is the LEx?)

At all levels.



### Project engagement

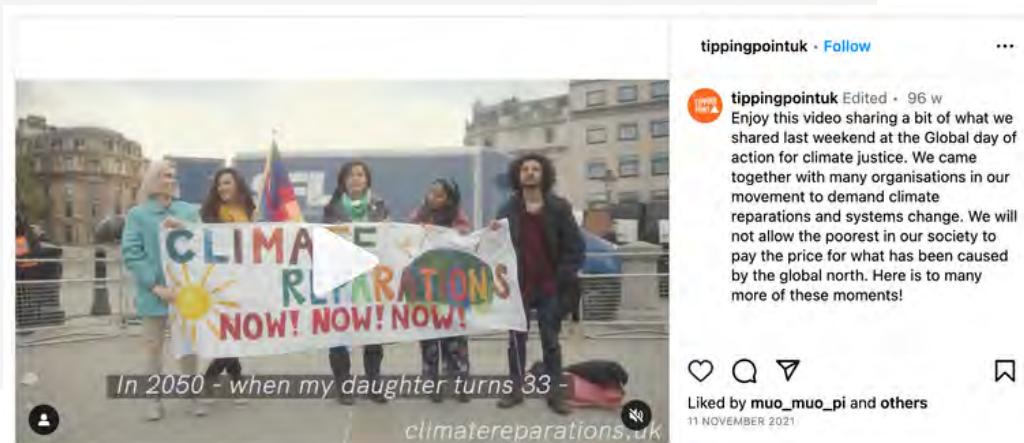
"Directly in terms of beneficiaries – we now work with around 30 young people. Indirectly, at least 100."



### Standout moment

"Alongside ten young people we work with at Revoke (an organisation advocating for the rights and welfare of asylum seekers and refugees), we joined the rally, documented the day, and showed them support from other Londoners – which they don't usually feel in their day-to-day lives. Cherif, a 24 year old asylum seeker originally from Niger, was coached by No More Exclusions to create a speech sending a strong message about his lived experience, and his motivation for demanding the government to pay for reparations. We are incredibly excited to share with you the moment where he delivered the speech, emotions and adrenaline running high – as well as gratitude and empowerment. Two weeks later, he joined an emergency demonstration at the Polish Embassy in London. We know this because he sent us a photo of him and Jeremy Corbyn in solidarity with the thousands of refugees on the Polish and Belarussian border."

**Video of the general Climate Reparations rally by Tipping Point**  
[instagram.com/p/CWlvUsRAoOZ](https://www.instagram.com/p/CWlvUsRAoOZ)





## Moment of innovation

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“We hosted an exhibition for a young person who took up painting to deal with difficult emotions and states, which was incredibly successful – he sold all paintings in 2 hours, and received encouragement from all attendants.”



## Report

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Revoke has put together a report capturing work and activities undertaken over a six month period with its LEx leaders:

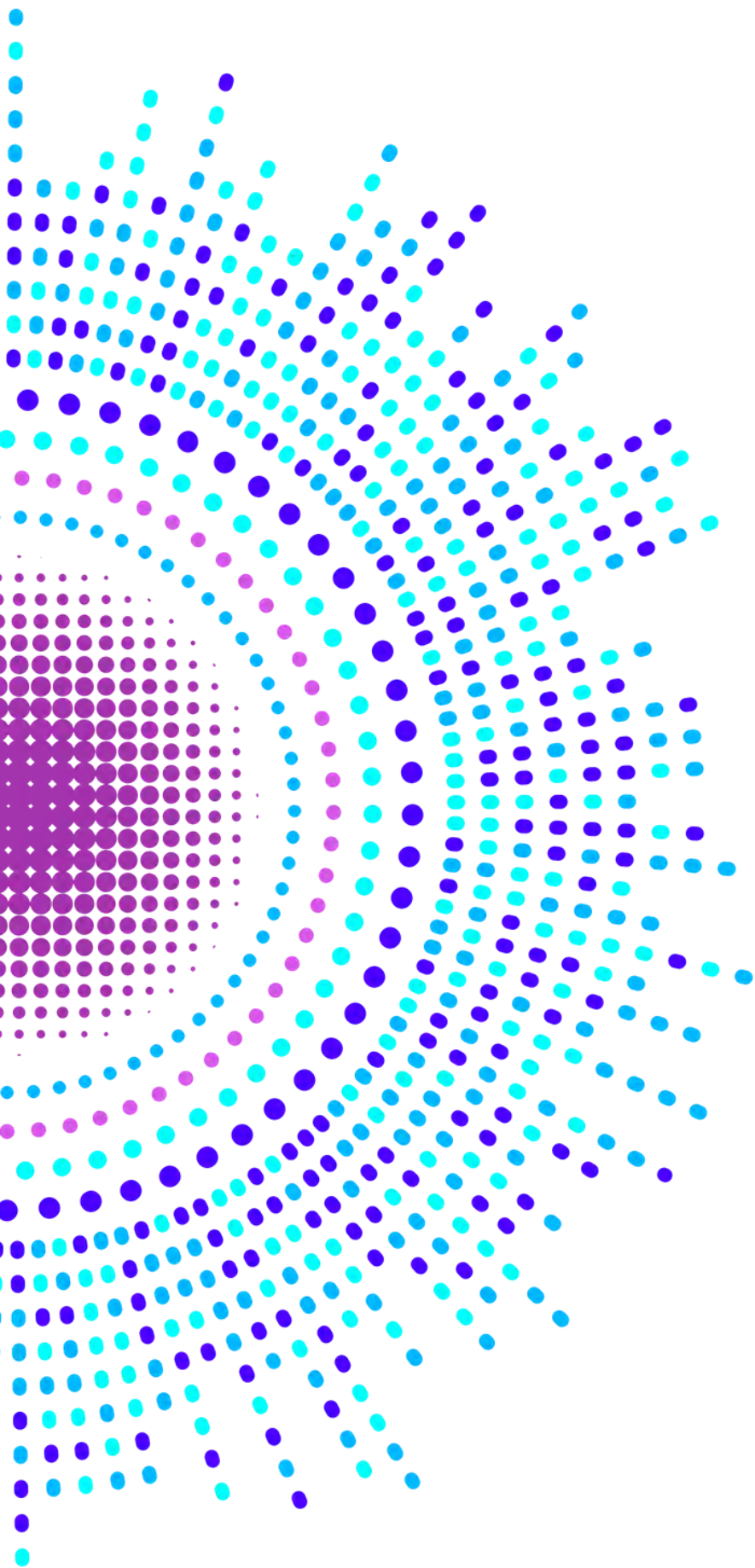
**Revoke LEx Activities Report**  
**September 2021 to February 2022**  
[lex-project.co.uk/#revoke](https://lex-project.co.uk/#revoke)



## Beneficiary quote(s)

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“My dream was always to become a medical doctor to help people, but when I left the country (Sudan), the first thing I needed was safety, and I was looking for a better life. My ambition really was to live somewhere where I wouldn't be killed, somewhere where I could be safe to live. That became my ambition. Because Sudan was a British colony, it was the first country that came to my mind, it's engrained in all of us as children that we have roots with the UK. UN and UNICEF are there too. I travelled to Chad, and Libya, and got to Germany, and wanted to study to be a doctor, but I experienced a lot of racism and it was worse than I ever imagined. And I thought, I just want to study and help people, why can't this happen. It started to affect my mental health. I left Germany and came to the UK. Being able to help people in the way I am now has really helped me too. This year I have applied for another course, and I am hoping I can do something medical – even if I don't get the grades to be a GP. A lot of people need hope, it's a very individual and unsettled world.”





# PROJECT

## Ruff and Ruby

# 40



**Established**  
2011



**Key Sectors**  
Marginalised Youth



**Location**  
Midlands

### ORGANISATION BIO

Established in 2010 and based in Stoke-on-Trent. An urban youth charity, with a community hub, that exists to promote positive self-worth and aspirations in young people. With innovative programmes and services that engage, energise and empower young people to realise their value, reach their potential and reframe their world by promoting positive self-esteem and aspirations. This is achieved through motivational talks, workshops, roadshows and mentoring for young people. Employability courses, including music, are also provided.



The Ruff & Rubyrooms, The Potteries Centre, Quadrant Road, Hanley, ST1 1PS



[ruffandruby.com](http://ruffandruby.com)



07812 774 632



[lex@ruffandruby.com](mailto:lex@ruffandruby.com)



[@ruffandruby](https://www.facebook.com/ruffandruby)



[@ruffandruby](https://twitter.com/ruffandruby)



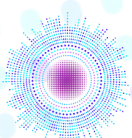
[@ruffandruby](https://www.instagram.com/ruffandruby)



[@ruffruby-rtv8306](https://www.youtube.com/channel/UCruffruby-rtv8306)



[linkedin.com/company/ruff-and-ruby](https://www.linkedin.com/company/ruff-and-ruby)



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

To create a community of LEx leaders who have activated their life experience to inspire young people to be the best they can be, unlock potential and lead on social change. Life Qualifies Us. #MadeBylife.

## PROJECT HIGHLIGHTS



### Who is in leadership of charity (where is the LEx?)

95%



### Project engagement

Directly: 156.

Indirectly: 560.



### Project success(es)

"In the lived experience adults it has infused self belief & purpose driven identity in valuing personal significance whilst 'activating their personal story' – hence developing their 'no struggle, no story' brand /approach with confidence in order to raise aspirations & 'possibilities' (transformational mindset) in others. It has 'skilled up' adults in Youth work based approaches ie. delivering solution focused mentoring to lex young people in order to be able to raise aspirations in young lived experience leaders to overcome barriers to learning & achieving. Also imparting LEGACY in the next generation. It has mobilised adults into a citywide peer movement & perspective where peer support & training has been given."



### Project impact

"It has encouraged us to put on more bespoke LEX training & be aware & considerate of differentiated learning styles, to provide employment /employability opportunities for some of the LEX adults & young people now within the organisation that we were able to connect with through the project. It has also encouraged us to continue with being an organisation that greatly values lived experience, which now is at 95% of our team."

## #OUR AWARDS



CEO Runner up for Civic Pride Award in The Sentinel 'Our Heroes Award 2022'



Winners of Central England Prestige Awards Youth NPO of the Year 2022/23



The corporate vision small business awards 2021 -youth empowerment organisation of the year'



Winners of youth empowerment charity of the year 2020 & Best social enterprise & entrepreneurial venture space



Winners of the GPPI 2018 'Achievement Award for making an outstanding difference to the lives of young people'



Winner of 'Employee of the Year' award at the SCB Awards 2017



Winners of INTU NATIONAL CHAIRMANS AWARD 2017'



Winners of 'Community Group of the year' (Sentinel Heroes Award 2016)

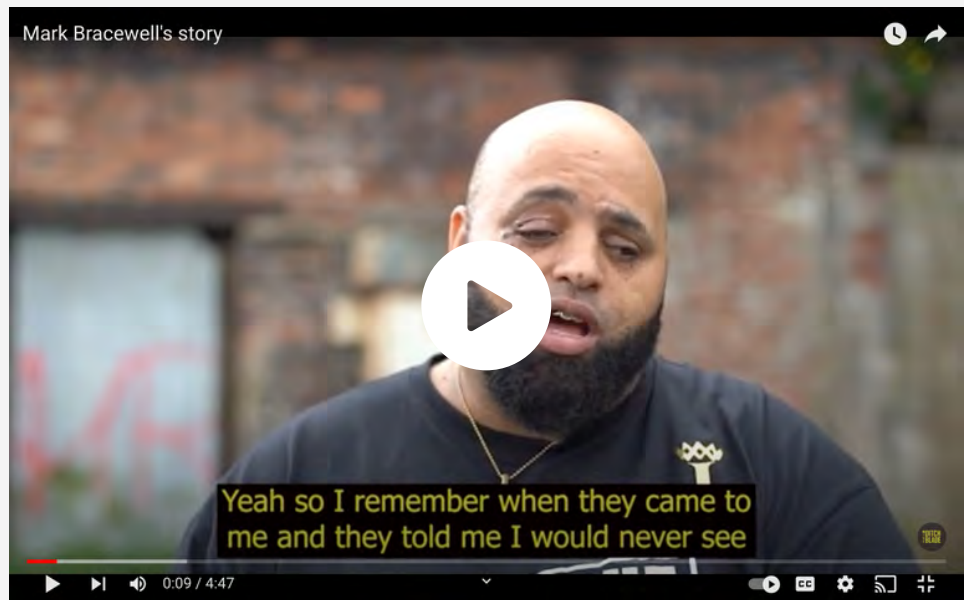


**Standout moment**

“As part of the project we always had a wider vision than just the individuals & on an organisational level – through the project we held 6 citywide LEX events – from this pilot we have now fire started a CITYWIDE LEX COLLECTIVE drawing together LEX ADULTS /LEADERS from around the city TO MEET regularly & connect with 'purpose', along with forming a lex youth voice group within our citywide SOT YOUTH COLLECTIVE (over 67 agencies working together for social change). We also now run our SOUND ADVICE MUSIC PROJECT staffed by LEX LEADERS THAT we invested into who now 'serve the city' with a fantastic accessible project giving value & uplift to stories of change.”

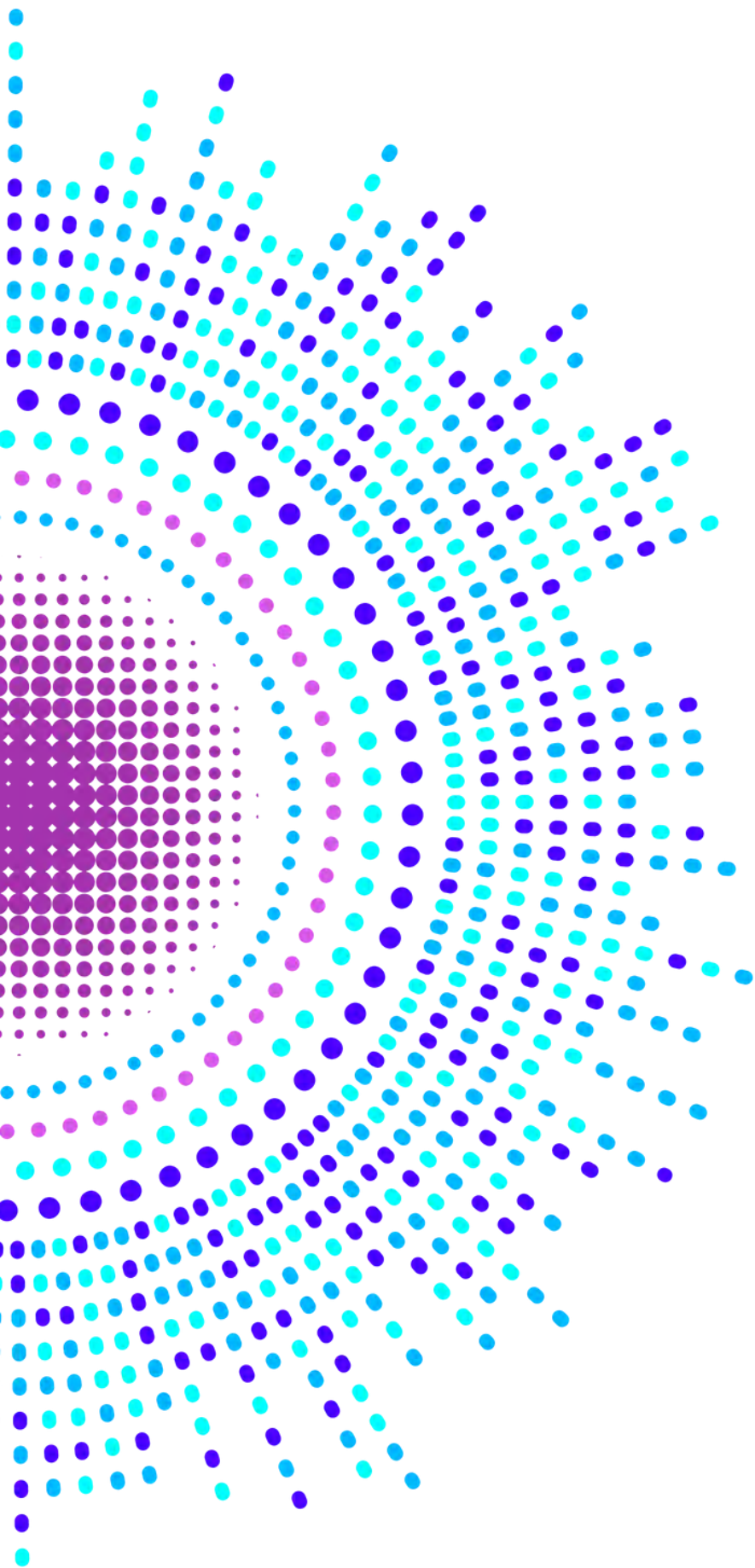


“Our first LEX member of staff (Mark Bracewell) has gone on post project to set up his own LEX charity called BLINDED FAITH & has been featured on ITV several times, adopted by the police for our citywide knife crime campaigns & in the Guardian newspaper. Also as aforementioned our incredible SOUND ADVICE MUSIC project set up by LEX leaders & young people we invested in throughout the life of the project creating legacy!”



**Ditch the Blade**  
**Mark Bracewell's story**  
[youtu.be/rct87mbPI80](https://youtu.be/rct87mbPI80)





# PROJECT

## SISU

# 41



**Established**  
2015



**Key Sectors**  
Sex Workers



**Location**  
Scotland

## ORGANISATION BIO

A registered charity since its inception in 2015. Umbrella Lane is a SISU initiative and has been working to empower the sex worker community and develop lived experience-led projects that enable the greater health, happiness and wellbeing of sex workers throughout Scotland. Services are designed with the community, and so are tailored to the needs of sex workers and ensure holistic wellbeing using a trauma-informed and rights-respecting approach. Running regular workshops designed to increase confidence and self-esteem in abilities, whilst offering upskilling opportunities and fun, creative events. Developing safe and supportive referral pathways with aligned organisations to fill service gaps and ensure holistic support is available to all sex workers.



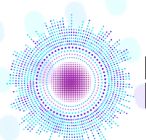
[sisu-group.org](http://sisu-group.org)



[@sisu\\_group](https://www.instagram.com/sisu_group)



[@SISU\\_Group](https://twitter.com/SISU_Group)



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

To run a 'Lived Experience' led training programme initially for people who sell sexual services and eventually for other marginalised and stigmatised communities. To create a space for sex workers to lead on content creation, ensuring their voices are at the heart of the training content and allowing the opportunity for sex workers to train as trainers, develop capacity, confidence and work experience, and enable potential income generation for people with a desire to diversify income.

## PROJECT HIGHLIGHTS



### Who is in leadership of charity (where is the LEx?)

"There is Lived Experience at all levels. We strive to have a minimum majority of 70% of employees/volunteers to have lived experience."



### Project engagement

Sex workers – over 100 and practitioners over 30.



### Project impact

"The project has impacted in two ways – on growing the community of lived experience and secondly in enhancing the capacity and confidence of a group involved in the co-creation of training."

"The project has led to the decision to separate crisis support for sex workers from the wider systems and service change work. This has been important to ensure that there are both services and spaces available to sex workers in Scotland and there is no pressure on sex workers in need of crisis support to engage in wider systems change work, whilst also ensuring wraparound support for leaders with lived experience who have been involved in the work to create broader change within mainstream service provision to become more inclusive to sex workers."

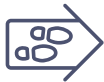
## “ Organisational development

“Following the decision to separate the Umbrella Lane project from SISU, we made the decision not to apply for core funding until we had completed this project and parallel research with women at the margins more broadly. This meant lack of staff capacity throughout 2022. However, our growing network and co-creating the new Theory of change and strategic plan with a broader range of lived experienced women stands us in good stead for now seeking to secure core funding again to relaunch in 2023 as SISU.”



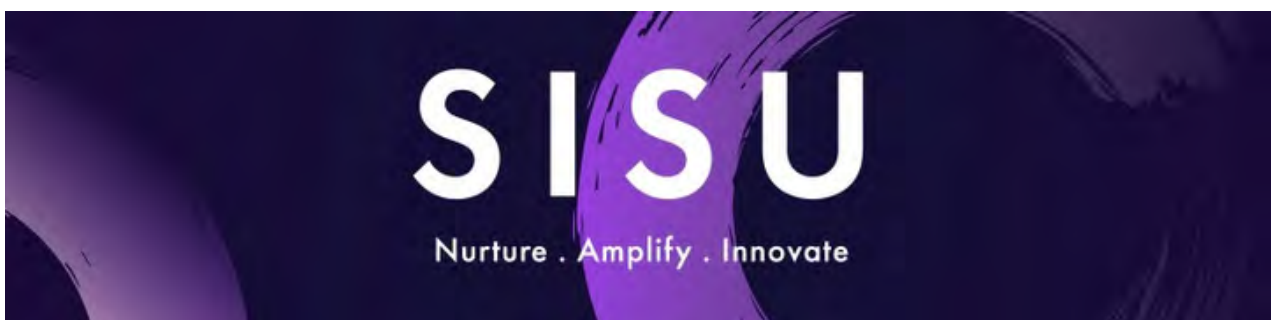
### Standout moment

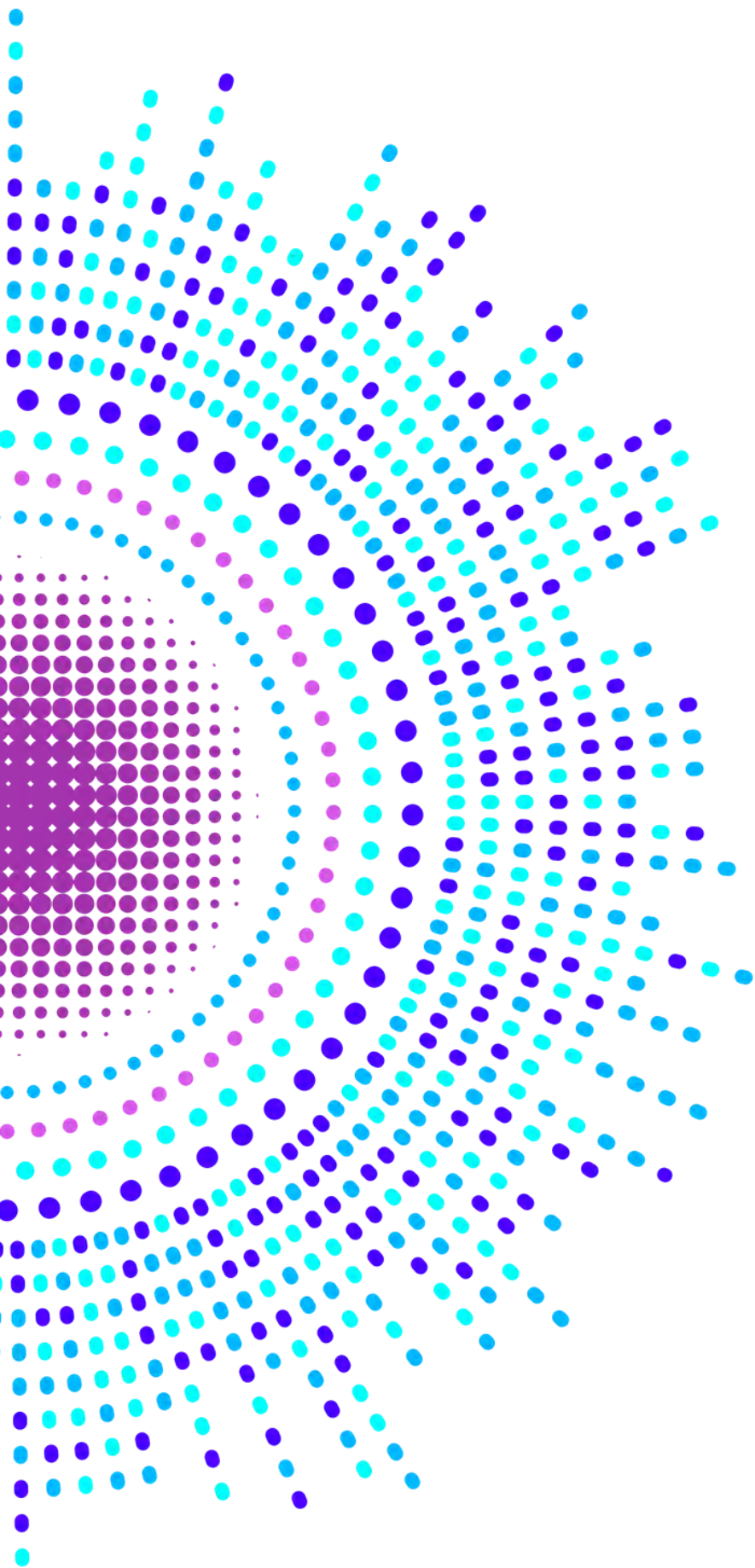
“The training of Wellbeing Scotland counsellors meant over 40 counsellors were trained by sex workers to ensure inclusivity and sex worker-informed and centred counselling. This service allowed fast tracking of sex workers into the service for support, which was valuable particularly post covid and in light of CoL crisis which has immense effects negatively on sex workers’ mental health.”



### Next steps

“Goals for 2023-2025 relate to further developing our reach to women at risk, amplifying voices and experiences that too often go unheard, and continuing to innovate across the care and support sector for improved, more beneficial outcomes for women at the margins, including sex workers.”







# PROJECT

## SpeakUp Theatre

# 42



**Established**  
2015



**Key Sectors**  
Mental Health, Domestic Abuse,  
the Arts



**Location**  
England

### ORGANISATION BIO

SpeakUp Theatre is a female-led theatre company based in London. It was founded in 2015 by Isabelle Kabban and exists to shed light on the untold stories that sit behind closed doors.



[speakuptheatre.com](http://speakuptheatre.com)



[contact@speakuptheatre.com](mailto:contact@speakuptheatre.com)



@SpeakUpTheatre



@SpeakUp\_Theatre



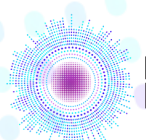
@speakup\_theatre



@speakuptheatre9465



@speakup\_theatre



Leaders  
**Lived Experiences**  
PROGRAMME



Empowering People: Inspiring Change



COMMUNITY  
FUND



## PROJECT BIO

To create a 'Survivors Project'. Working with women in Manchester and London who have survived domestic and sexual abuse. Over the course of the project, to run a series of drama workshops focusing on theatre making, building confidence and, most importantly, building community and having fun. As fellow LEx leaders, we know the power in seeing stories and experiences represented on stage with care and love. Offering a chance to create a performance with us which will go on a small tour.

## PROJECT HIGHLIGHTS



**LEx**

"What's amazing about lived experience leadership is it, I think it empowers you a little bit more to be able to say this is what's needed. And I know this because it's also my experience."



### Who is in leadership of charity (where is the LEx?)

Both women involved with the project.



### Project engagement

"Directly reached: 388. Indirect reach: immeasurable! 100s we believe, as our audiences take the message into their lives."



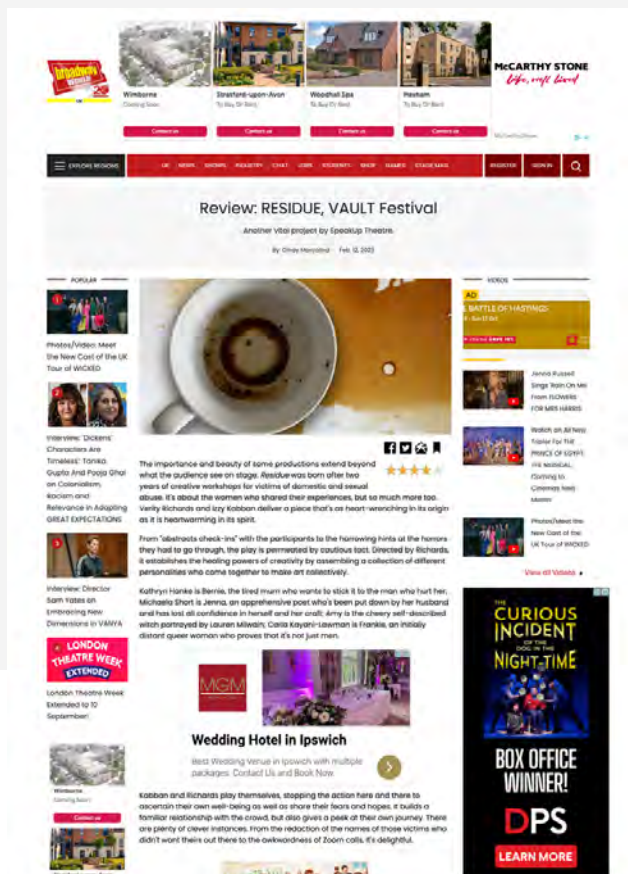
### Standout moment

SpeakUp Theatre received a four star review on Broadway World for their performance of Residue, which ran at the Vault Festival in February 2023. The performance was born out of two years of creative workshops for victims of domestic and sexual abuse.

**Broadway World**

**Review: RESIDUE, VAULT Festival**

[broadwayworld.com/westend/article/Review-RESIDUE-VAULT-Festival-20230212](https://broadwayworld.com/westend/article/Review-RESIDUE-VAULT-Festival-20230212)





## Project impact

“The impact on both of us as LEx leaders is huge. It has propelled Izzy’s company forward, and has enabled Verity to set up her own new company to continue with LEx work (Plain Sight Theatre). We have grown in confidence, skill and knowledge throughout the 2 years.”



## Project learning

“Streaming performances with Barrel Organ Theatre was a huge learning curve and innovation of the work. Offering CPD to our participants also felt hugely innovative, as we are expanding the legacy and sustainability of the work. Creatively, our breakthrough was creating a performance that directly reflected the incredible women we have been able to work with, never touching on the actual lived experience. Our creative breakthrough really was moving away from tales of trauma and into focusing on the full, rounded human being that carries this with them.”



## Moment of innovation

This is a short film documenting the journey of the SPEAKUP SURVIVORS two year project.

**SPEAKUP SURVIVORS**  
[youtu.be/mkuNB5OPLnE](https://youtu.be/mkuNB5OPLnE)



“ **Beneficiary quote**

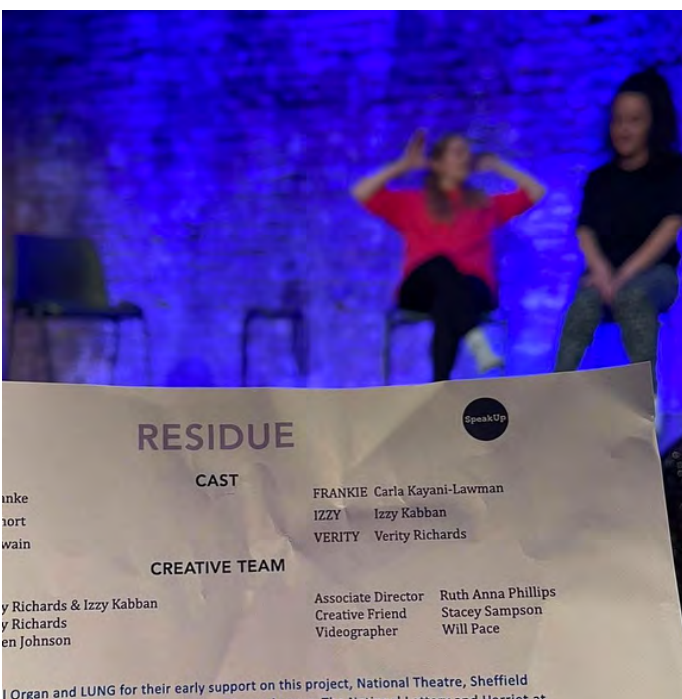
“We tell it like it is because we are the experts. It has been great and beautiful to use LEx creatively as part of this programme. My writing was about what has happened but now I'm bringing my writing into the present. It is powerful to get people to feel through my writing.”

“In the DA community there is a lot of understanding, but in the wider community there is still work to be done, but this work is breaking that down. We are breaking down the old DA narratives. And this group is challenging that.”

“They are having a massive impact. The community are feeling heard. The fact this work exists inspires more to model this and a great framework to work in.”

 **Next steps**

“We plan to tour the production, develop the film, continue the workshops and find the money needed to do all of the above. We seek this out with a new confidence that this fund has afforded us. When you fund work well, it's amazing how it emboldens and empowers its creators and the work itself!”



# PROJECT

## Sunderland Bangladesh International Centre (SBIC)



**Established**  
1999



**Key Sectors**  
BAME



**Location**  
North East

### ORGANISATION BIO

A charity that addresses BAME focused issues, such as integration, poverty, poor education and health, and a lack of employment and enterprise opportunities, through various activities, projects and initiatives. Collaborating with local individuals, communities and service delivery partners/agencies. Comprising a community hub and a conduit for local people and service providers, creating opportunities and addressing inequalities. SBIC believes in working for equality and social justice for all.



30 Tatham Street, Hendon, Sunderland, SR1 2QD



[sb-international.org.uk](http://sb-international.org.uk)



0191 564 0888



[info@sb-international.org.uk](mailto:info@sb-international.org.uk)



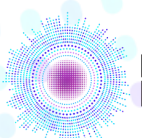
@Sunderland-Bangladesh-International-Centre



@sbic2000\_



@sunderlandbangladeshintern3079



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

To create 'BAME Future Leaders Academy Sunderland', a new project designed to test and trial methods and techniques by which to grow BAME leaders at all levels. Providing bespoke skills and capacity building training, identifying individual needs through one-to-one support work. Targeted group work/workshops to develop understanding of leadership and representing community at local and regional forums. Mentoring and buddying opportunities to learn from active BAME community leaders. Identifying potential leadership opportunities in local BAME and wider community groups.

## PROJECT HIGHLIGHTS



**LEx**

"Lived experience, it's essential. Truly, if we're talking about changing people's lives, changing services, I need that experience of this experience, you know, to share things I think essential."



### Project engagement

Directly: 17.  
Indirectly: 400.



### Standout moment

Celebration videos from BAME Future Leaders.



**Congratulations to all our BAME Future Leaders**  
[facebook.com/watch/?v=1262031577660704](https://facebook.com/watch/?v=1262031577660704)



**Throwback our event for the BAME Future Leaders Academy**  
[facebook.com/watch/?v=354567986659272](https://facebook.com/watch/?v=354567986659272)

Brought to you by  
**SOCIAL ENTERPRISE ACADEMY**

**BAME FUTURE LEADERS ACADEMY SUNDERLAND \*\*\*\*\***

You have been cordially invited to celebrate the achievement of ...

aspiring BAME leaders who have develop competencies and skills to become change makers in the community.

**30TH MARCH 2022**  
AT 11AM - 1PM

At the **Sunderland Bangladesh International Centre**  
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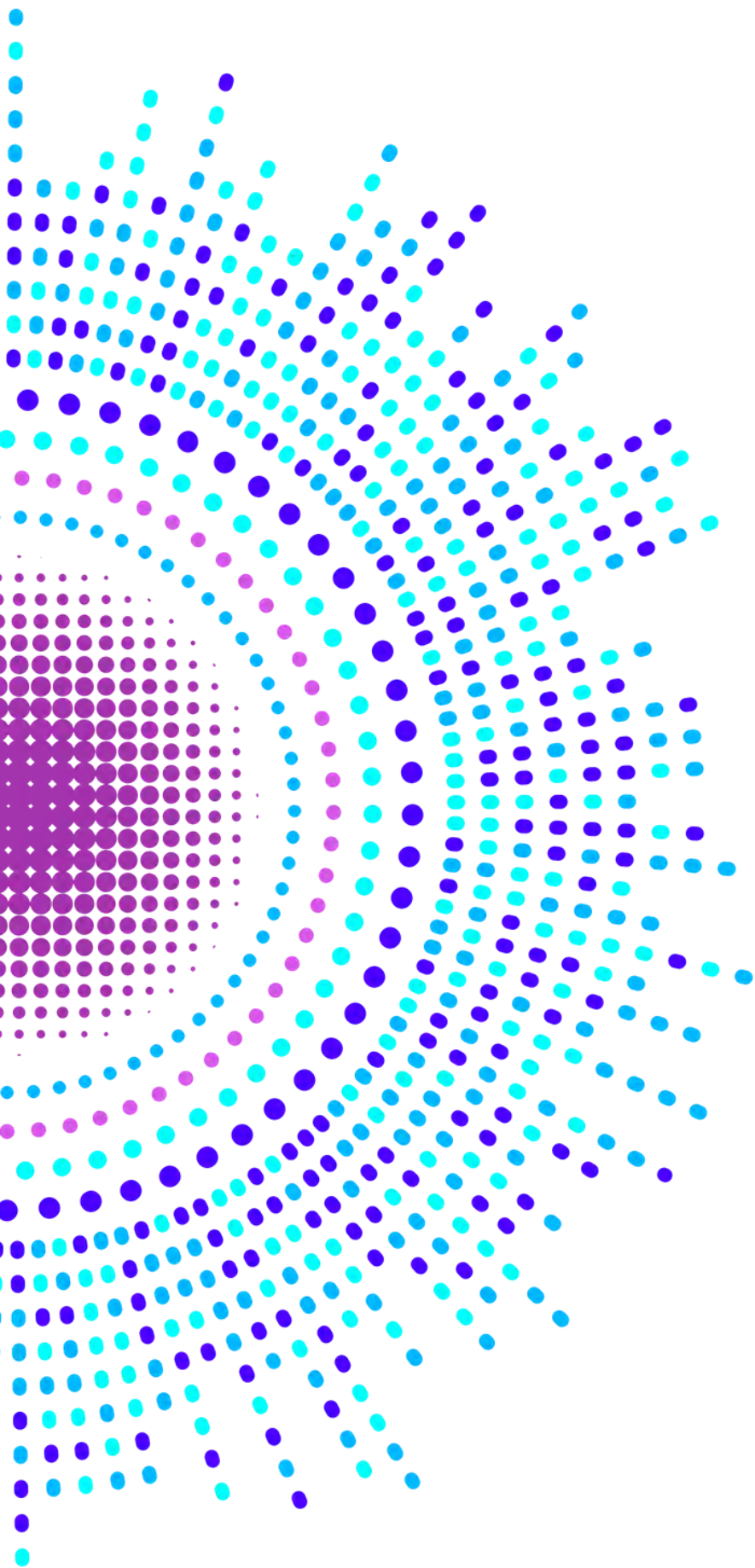
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“Legacy where we said we want to keep the name “Future Leaders Academy”. So I think that’s one of the key legacies. Another key legacy is that the people that have done this training, they recognise the need and the value they’ve got as well where they’ve continued to meet on a weekly basis, looking at community issues.”



**Beneficiary quote**

“I think on a personal fulfilment level, I think some of the softer outcomes, which are not always visible have been achieved in terms of empowering an individual to recognise themselves. And I think that has been the key success.”





# PROJECT

## The Black and Minority Ethnic Young People's Project (BMEYPP)



**Established**  
2005



**Key Sectors**  
BAME, Marginalised Youth



**Location**  
South East

### ORGANISATION BIO

A charity that addresses BAME focused issues, such as integration, poverty, poor education and health, and a lack of employment and enterprise opportunities, through various activities, projects and initiatives. Collaborating with local individuals, communities and service delivery partners/agencies. Comprising a community hub and a conduit for local people and service providers, creating opportunities and addressing inequalities. SBIC believes in working for equality and social justice for all.



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



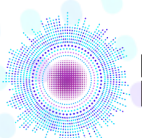
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@BMEYPP



@BMEYPP



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

It will implement a research and leadership training, development and governance programme. It will recruit and train a team of young people in research and leadership skills. It will consult on the support needs of young people and co-design projects that will support them. Also, it will develop young people to become ambassadors in various areas and members of the management committee. Through this programme, individuals will receive training on roles and responsibilities, strategic planning, public speaking, representation and management skills. It is intended to give accreditation for young people's involvement and learning, and to recognise their contributions through ASDAN programmes and Youth Achievement Awards.

## PROJECT HIGHLIGHTS



### LEx

"The BMEYPP was set up by a Black youth and community worker, following coffee shop meetings with Black and Asian young people. They were asked if they felt there was a need for a specific youth project for BME young people. They agreed that this was a need and formed the first management committee of the BMEYPP."



### Who is in leadership of charity (where is the LEx?)

"All participants, staff and volunteers have lived experiences of being a Black or Asian minority ethnic person."



### Moment of innovation

#### BMEYPP Autumn Newsletter

[lex-project.co.uk/BMEYPP](http://lex-project.co.uk/BMEYPP)



### Project learning

"Covid exposed poverty with some of the young people they work with and that influenced the work they did as an organisation in response to COVID. For example, helping pay bills, food vouchers etc."

## “ Leadership in action

“I have learnt and reflected that I am a lived experience leader and that I have a lot to offer as one. Because I didn't see that in myself. And the value of that.”

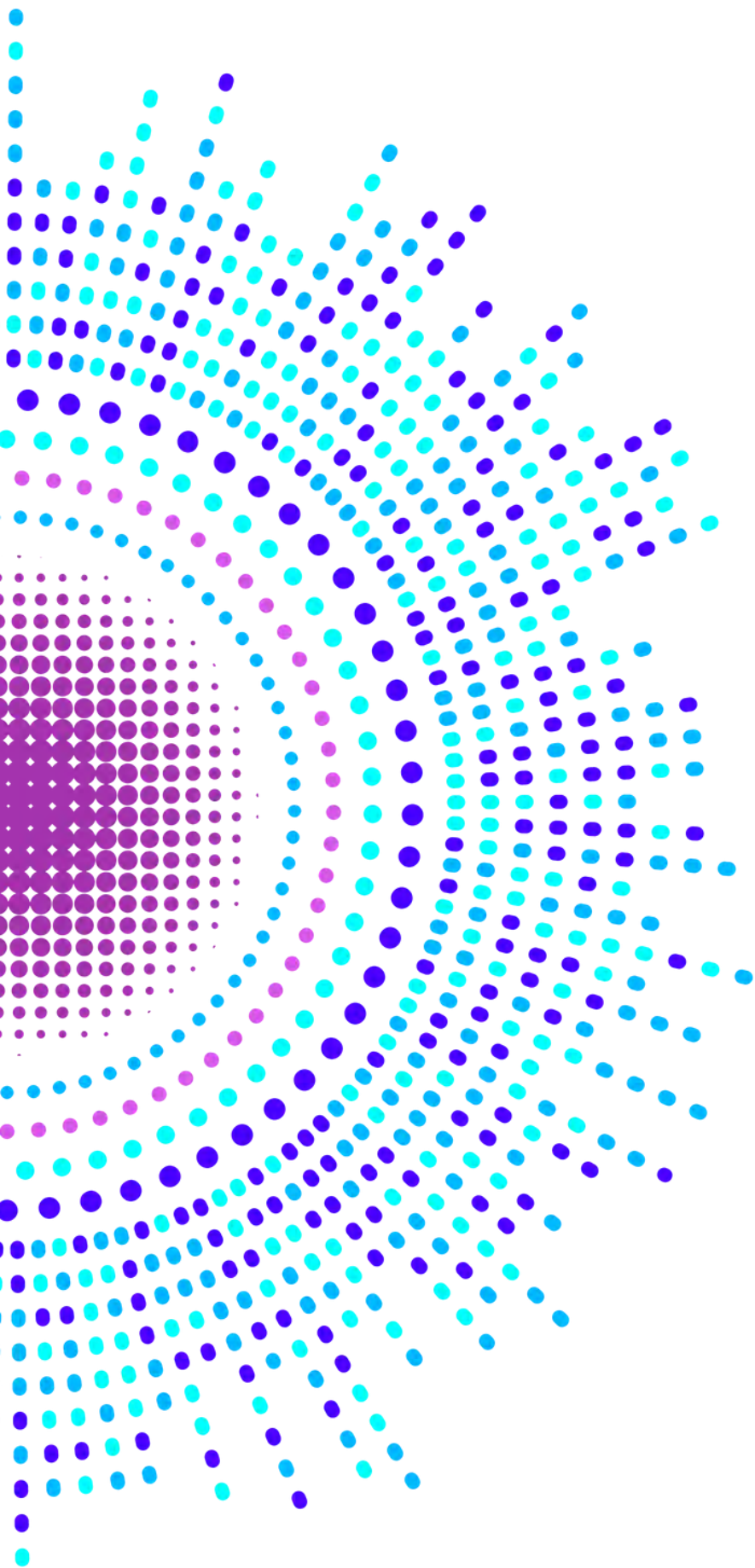


### Challenges

“We have the knowledge and expertise that we're willing to share, we don't know everything, we haven't lived everything and so it would be really good to have that expertise from other people as well because in some ways it's like everyone's an expert where they are, what they're doing in their own lives so it's good to be able to, you know, to be able to access other forms of expertise.”

“I think there is something about acknowledging that there are lots of issues we're all working towards resolving issues for people who are minoritised in different ways in our societies and in our communities, but the thing is that resolving those issues is not just the responsibility of the BMEYPP to empower young people and so therefore bringing in that expertise it's about the whole communities taking responsibility for the issues that exist rather than it just being left to those minority communities that are under resourced.”





# PROJECT

## The Love Tank

# 45



**Established**  
2018



**Key Sectors**  
Health Equality



**Location**  
London

### ORGANISATION BIO

A not-for-profit community interest community (CIC) promoting the health and wellbeing of underserved communities through education, capacity building and research. Established in March 2018 and run by a small London-based team offering a unique mix of community advocacy, public health, health promotion and equalities expertise. Developed from the work of 'PrEPster' – a grass-roots community initiative that educates and agitates for PrEP (an HIV prevention medication) in England and beyond. 'PrEPster' is now a project of The Love Tank and is also developing a range of community initiatives that seek to educate and agitate for change.



159 Mile End Road, London E1 4AQ



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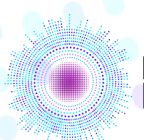
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Leaders  
**Lived Experiences**  
PROGRAMME



**COMMUNITY**  
FUND



## PROJECT BIO

The project will identify lived experience leaders who are health advocates as collaborators on the project. It will build up to ten case studies covering a variety of health issues, identifying how health inequalities impact different groups of Black people. To identify a common 'action plan' across those health inequalities that seeks to address action for improving Black health by those lived experience leaders. To develop accessible materials (such as short videos, podcasts and action toolkits) to facilitate Black communities, their allies and policy makers, to take better control of their health and wellbeing, and to develop capacity for new generations of lived experience leaders.

## PROJECT HIGHLIGHTS

### “ LEx

“On a personal level I have been doing LEx for a long time, it has helped me step into the LEx Leader role and recognise the LEx Leadership work I'm already doing. I have now taken ownership of that name and own it through the work I'm doing.”



### Who is in leadership of charity (where is the LEx?)

“All staff have LEx. Each team member brings a perspective of lived experience around an issue that intersects with one or the other.”



### Project engagement

40+



**Black Health Matters**  
My Experience with Psychosis

“Now for someone from a Black Caribbean heritage I've never heard or experienced anything to do with mental health. I know with some Caribbean households we were told the best way to deal with being unwell or sad is go to bed and you will feel better in the morning.”

**BLACK  
HEALTH  
MATTERS**

Read more at  
[blackhealthmatters.co.uk/blog](https://blackhealthmatters.co.uk/blog)



## Project success(es)

“Conversations are being had by people that previously felt they couldn't speak out. This is giving a platform to be heard.”

“We used two key methods with our lived experience leaders as part of the Black Health Matters project. Our first method was providing one-to-one coaching to our blog writers who wrote about their experiences with particular health conditions. This coaching involved regular calls with the writers as they were in the process of writing their articles and helping them find ways to discuss their conditions in sensitive and informative ways. For some of the writers this was their first time writing for the web and the first time talking about their condition on a public platform, so our coaching also involved helping them build the confidence to do so. This successfully led to 13 case study blogs on various health conditions from Black writers across the UK.”



**The Black Health Matters Project blog**

[blackhealthmatters.co.uk/blog](https://blackhealthmatters.co.uk/blog)



## Standout moment

The Love Tank CIC's first Black Health Matters livestream event, discussing Covid-19, vaccines and the impact on Black communities. An informative and engaging discussion moderated by BHM project coordinator, Dale Taylor-Gentles, with special guests, Professor Kevin Fenton, Dr Rageshri Dhairyawan and Lisa Agyen.



**Black Health Matters: COVID, Vaccines and Black Communities live event**

[youtube.com/watch?v=JaPalKM8Zus](https://youtube.com/watch?v=JaPalKM8Zus)



## Project success(es)

“We increased the skills, knowledge and confidence of our lived experience leaders, this increased their capacity to write for the web, their confidence in public speaking, their understanding of the health and social care system. Through the programme.”



## LEx leadership in action

“What it has done for us as an organisation is to own it and name it. Our directors have spoken about LEx at a strategic level that we are LEx and a LEx organisation. But the fund has allowed us to lean into it and is a flag to be waved. It is now a huge strength of ours that we are recognising LEx and LEx leadership.”

“The Love Tank team is made up of people with lived experience, this project has enabled us to tap into our existing lived experience knowledge and expertise. Members of our team helped deliver sessions of the lived experience leadership training programme, e.g. our social media lead helped in the development and delivery of our social media session.”



## Beneficiary quote

“Another participant said that from the project training she can do a lot more on social media because we did a session on media communication. So now she can share her message on a social media platform.”

Black Health Matters presents

# The Lived Experience Leader Development Programme 2021

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- 5 weeks of training (Nov-Dec)
- Understanding health inequalities
- Develop leadership skills
- Collaborate with other leaders
- Learn the value of your story
- Improve your media communication



Register now

[blackhealthmatters.co.uk/webinars](https://blackhealthmatters.co.uk/webinars)



# PROJECT

## The Love Tank

# 45



### ORGANISATION BIO

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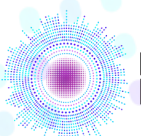
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[here]



Leaders  
**Lived Experiences**  
PROGRAMME





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## PROJECT HIGHLIGHTS

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**BLACK  
HEALTH  
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- Improve your media communication



Register now

[blackhealthmatters.co.uk/webinars](https://blackhealthmatters.co.uk/webinars)

# PROJECT

## The Well Communities

# 46

# The Well



**Established**  
2012



**Key Sectors**  
Substance Misuse, Recovery



**Location**  
UK

### ORGANISATION BIO

A not-for-profit CIC first established as a community project in 2012. All staff and volunteers are in full recovery from substance misuse or have a family member that is. They have experienced many of the associated problems including prison, mental ill-health, homelessness and social isolation. All have addressed their own issues and are dedicated to working with others to enable them to achieve their recovery goals. Building a community response to recovery for individuals and families facing severe and complex problems, we bring families back together and provide social modelling for what it is to be a citizen.



242-244 Dalton Road, Barrow-in-Furness, LA14 1PN

www



[thewellcommunities.co.uk](http://thewellcommunities.co.uk)  
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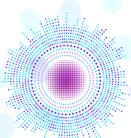
@collegeofLEROs



[linkedin.com/company/college-of-lived-experience-recovery-organisations](https://www.linkedin.com/company/college-of-lived-experience-recovery-organisations)



**CLERO**  
COLLEGE OF LIVED  
EXPERIENCE RECOVERY  
ORGANISATIONS



Leaders  
**Lived Experiences**  
PROGRAMME



Empowering People: Inspiring Change



**COMMUNITY  
FUND**



## PROJECT BIO

A 'College of Lived Experience Recovery Organisations' (CLERO) research and communications project, to be enhanced to provide a powerful force by which to build an evidence base for recovery community organisations and for generating a positive radius of trust and hope. To grow into a set of quality standards and a network of recovery organisations committed to evidencing what they do and championing innovation embedded in a set of clearly articulated values including transparency, openness and trust. To develop a research and communication strategy involving events, a research training programme and the development of a website.

## PROJECT HIGHLIGHTS



### Project engagement

10,000+



### Project success(es)

"Our reach into government platforms and documents. We have made Lived Experience the key ingredient to the success of any service."

"Our growth has accelerated beyond capacity. We need to employ someone to manage this because currently we do this additional to our 'day jobs'."

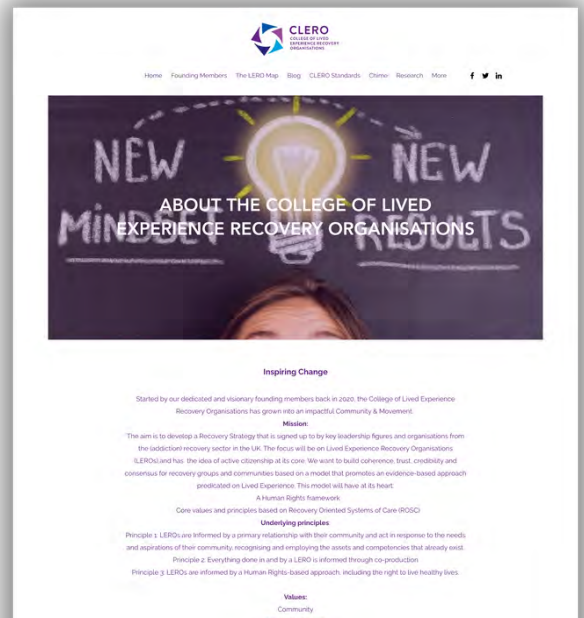
"Our Peer Research has been the worst of its kind, that we use lived experience people to research and evidence their own work. We believe we need more evidence in capturing the work of lived experience and these are the first steps in doing so."



### Standout moment

"We achieved our outcomes and more. The success of the CLERO has seen us input on the new National Drug and Alcohol Standards, 10 Year Drug Strategy and we are close to ring fencing funding for LEROs across the UK."

**College of Lived Experience Recovery Organisations website**  
clero.co.uk





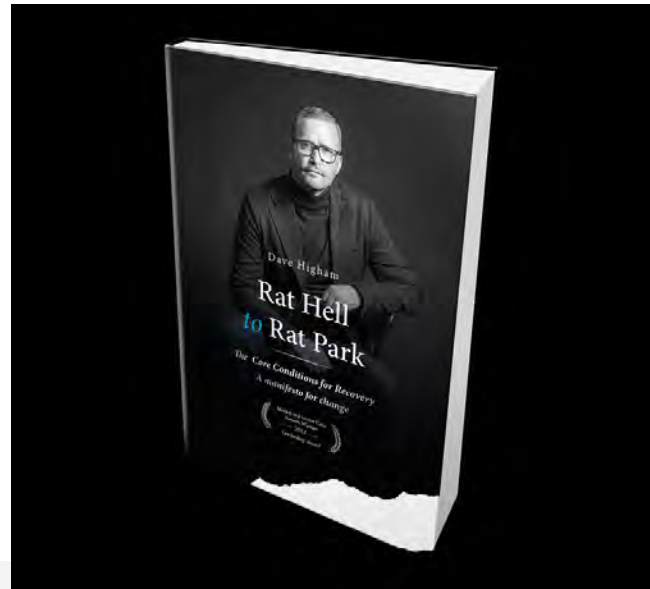
## Project learning

“Just that it is tough to do – this project has been really exciting and the networking has been great – and it is really good to know how others in the network have responded to very similar challenges.”



## LEx leader moment

“In Rat Hell to Rat Park, Dave shows how his ‘Core Conditions for Recovery’ have gifted him a life of sobriety and clarity and led to his ground-breaking work supporting other people in addiction or recovery. This book is a must for anyone going through or supporting someone with an addiction problem. It also makes for invaluable reading for commissioners, healthcare professionals and policy makers and paves the way for a more empathetic treatment of substance misusers.”



**Dave Higham: Rat Hell to Rat Park**

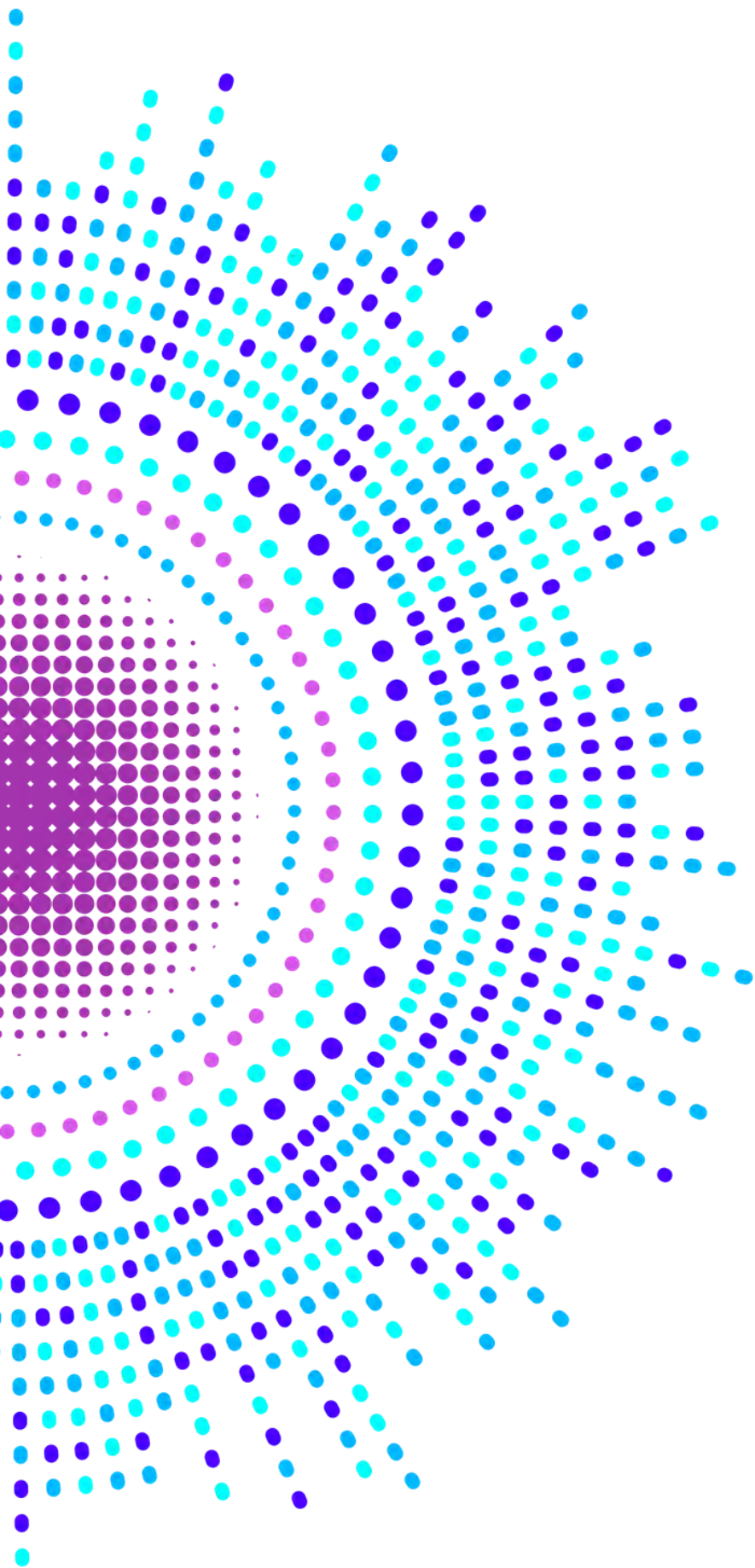
[davehigham.org/product/rat-hell-to-rat-park](http://davehigham.org/product/rat-hell-to-rat-park)



“We have done a number of podcasts that will help others to develop their LEROs and inspire others to make and believe change is possible. We have had key interviews with leaders in the field of addiction and recovery. We will continue to develop and broadcast podcasts as we feel this is the new platform to reach thousands of people that need to hear a voice of HOPE.”

**From Zero to LERO: Podcast by David Higham and Dr Ed Day**

[open.spotify.com/show/58rhonH72wc1SWUDzvN1FZ](https://open.spotify.com/show/58rhonH72wc1SWUDzvN1FZ)





# PROJECT

**TripleC**  
- Creative Confidence  
Collective CIC



**Established**  
2018



**Key Sectors**  
Disability Rights, the Arts



**Location**  
North West

## ORGANISATION BIO

A disabled-led community interest company with a mission to drive up the role of deaf, disabled and neurodivergent people in the arts and media. Breaking down barriers for disabled people accessing the arts, widening the participation of disabled people in culture, and elevating the voices of disabled artists. Led by disabled people for disabled people. Running drama and theatre-based workshops for disabled children, young people and adults. Providing training around 'access and disability' for individuals and organisations, and running an extensive programme of events through the Disabled Artists Networking Community (DANC).



[triplec.org.uk](http://triplec.org.uk)



[triplecmanchester@gmail.com](mailto:triplecmanchester@gmail.com)



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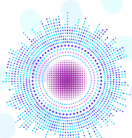
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Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

'Ready to Lead' is a project for lived experience leadership within the arts and screen sectors. To put in place a mentoring programme, pairing disabled lived experience leaders with the lived experience leaders of the future. To run a training programme for the next generation of lived experience leaders, giving them the skills they need. To support and develop 'Triple C's' own lived experience leaders, providing them with the paid time they need to drive change; and to create an online Festival of Lived Experience Leadership celebrating lived experience leadership success.

## PROJECT HIGHLIGHTS



### LEx

"We see all the time the impact that LEx leaders have in our sector (the arts and screen industries). We call it the "penny drop" moment. It's that moment where non-disabled people at our LEx-led roundtable sessions, masterclasses, webinars or training sessions suddenly realise just how much disabled talent is out there, how that talent is currently being blocked, and the potential solutions to those blocks that they can put in place. LEx leaders bring that vital combination of expertise in their field and lived experience – a golden combination."



### Who is in leadership of charity (where is the LEx?)

"Our Board is disabled-led, and so is our senior leadership team, and so is our company staff overall."



### Project engagement

270-300



### Project success(es)

"The LEx leadership grant has been truly transformative for us, supporting additional LEx leader time and enabling us to train up and support LEx leaders of the future."



## Standout moment

“Our Lived Experience Leader Event in Nov 2022 was highly successful – we had around 150 attendees from a wide range of organisations including funders, arts orgs, broadcasters, producers, and community orgs. The feedback suggested that attendees found the event both useful and inspiring, and it’s clear that there’s the appetite for us to do more such events to further explore lived experience leadership in the creative industries. The event was the catalyst for Lex Leaders from a range of disabled-led arts organisations to come together for the first time to form the LEDA (Lived Experience Disabled Arts) network. LEDA acted as the steering group for the event, and provided an opportunity for Lex Leaders to meet, share ideas, and support each other with solutions and mutual understanding. Several LEDA members fed back on how important it was for them to have access to a supportive group of peers with whom they could share their frustrations and barriers as well as their solutions and successes.”



## Learning about leadership

“Sometimes we assume that when we all have a common goal – ie the representation of deaf, disabled and neurodivergent people in the arts and on our screens – that we all share the same identity. But we weren’t taking into account the perception of how the outside world still compartmentalises many of us, and often doesn’t see that people can sit in many areas. Our focus groups have proved invaluable; we have learnt so many lessons from them and they really do enrich the conversations we’re having.”

“We’ve learned so much! We’ve learned that so many people have the skills and knowledge to be LEx leaders – they just need the opportunity to step up. We’ve learned more about the importance of intersectionality within LEx leadership – often one identity (eg of being deaf or of being disabled) overshadows another identity (eg of being LGBTQI+ or being a person of colour). We’re learning better how a person’s different identities are equally important when it comes to LEx leadership styles and identities.”





## Organisation accolade

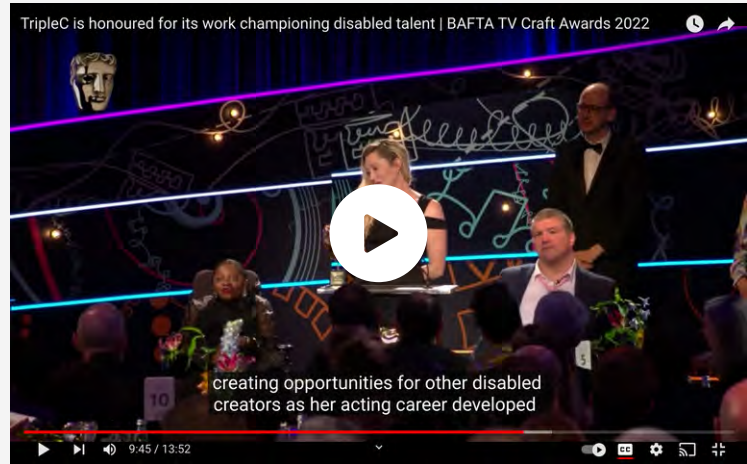
In 2022, TripleC was presented with the prestigious BAFTA TV – Craft Special Award 2022. The company was recognised for its work on improving access and accessibility, raising awareness around disability issues, and helping to influence decision makers within the television industry.



## Beneficiary quote

“My experience rating it a 5 (out of 5) is not just because of the opportunities and the speakers they get at their events. But it is how they handle everything and the whole ethos and understanding that Triple C bring compared to other groups. Often engaging with other disability groups can be quite negative but they do a brilliant job in acknowledging the negatives but help people work through and make it a positive environment.”

“I’ve learnt not to be quite so worried about owning being disabled. I have hidden disabilities but feel more confident about owning that. And because of that I’m now writing about different things about my LEx.”



### BAFTA TV Craft Awards 2022

TripleC is honoured for its work championing disabled talent  
[youtu.be/xl3LPyXLkfk](https://youtu.be/xl3LPyXLkfk)



# PROJECT

## Your Voice Counts

# 48



**Established**  
2018



**Key Sectors**  
Disability Rights



**Location**  
North East

### ORGANISATION BIO

A charity that supports people with learning disabilities, autistic people and people at risk of exclusion due to disability, illness or other challenges. Helping people to be connected, to have choice and control in their lives, and to speak up for what they want and need. To listen to and empower people with different needs and abilities to bring about positive change. Experts by experience are at the heart of the organisation and guide everything it does.



14-16 Greenesfield Business Centre, Mulgrave Terrace, Gateshead, NE8 1PQ



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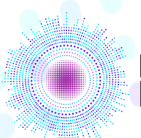
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Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

To create 'Our Lives Our Leadership', to ensure that people with lived experience are put in control of designing our organisation's response to the impact of Covid-19. To achieve this, we are employing three people with lived experience to lead on co-production and drive change both internally and in the wider community. This is done by embedding the voice of lived experience into our work, and promoting these voices will embody the slogan "Nothing about us without us!"

## PROJECT HIGHLIGHTS



### LEx

"LEx leaders often approach issues from alternative perspectives or construct knowledge from more diverse sources. This creates a more equitable environment and opens previously unconsidered or closed opportunities. Framing of situations and particularly people is transformed by LEx leadership. Not seeing issues as situated in individuals suggests different and more transformative system changes."

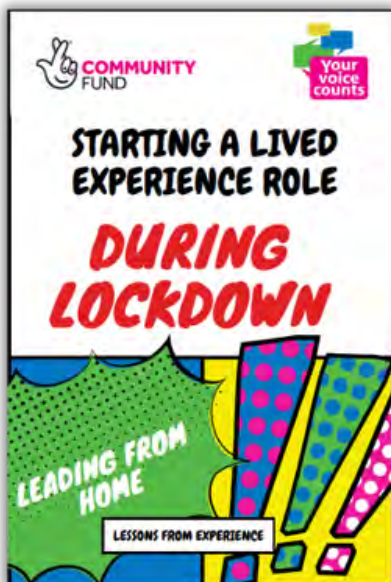


### Who is in leadership of charity (where is the LEx?)

"5 out of 10 board members including Co-Chair are considered Experts of Lived Experience who have LD."



### Moment of innovation





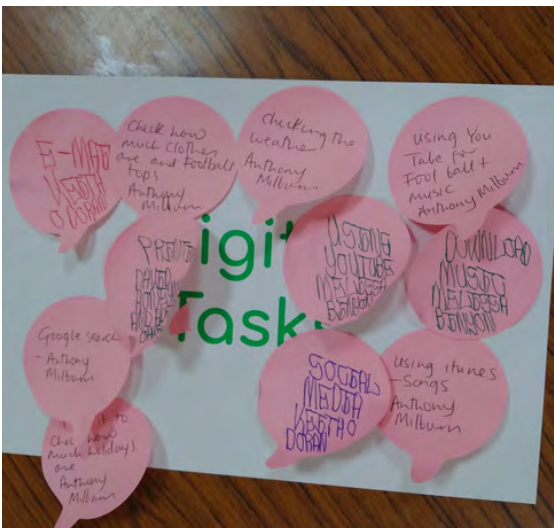
### Standout moment

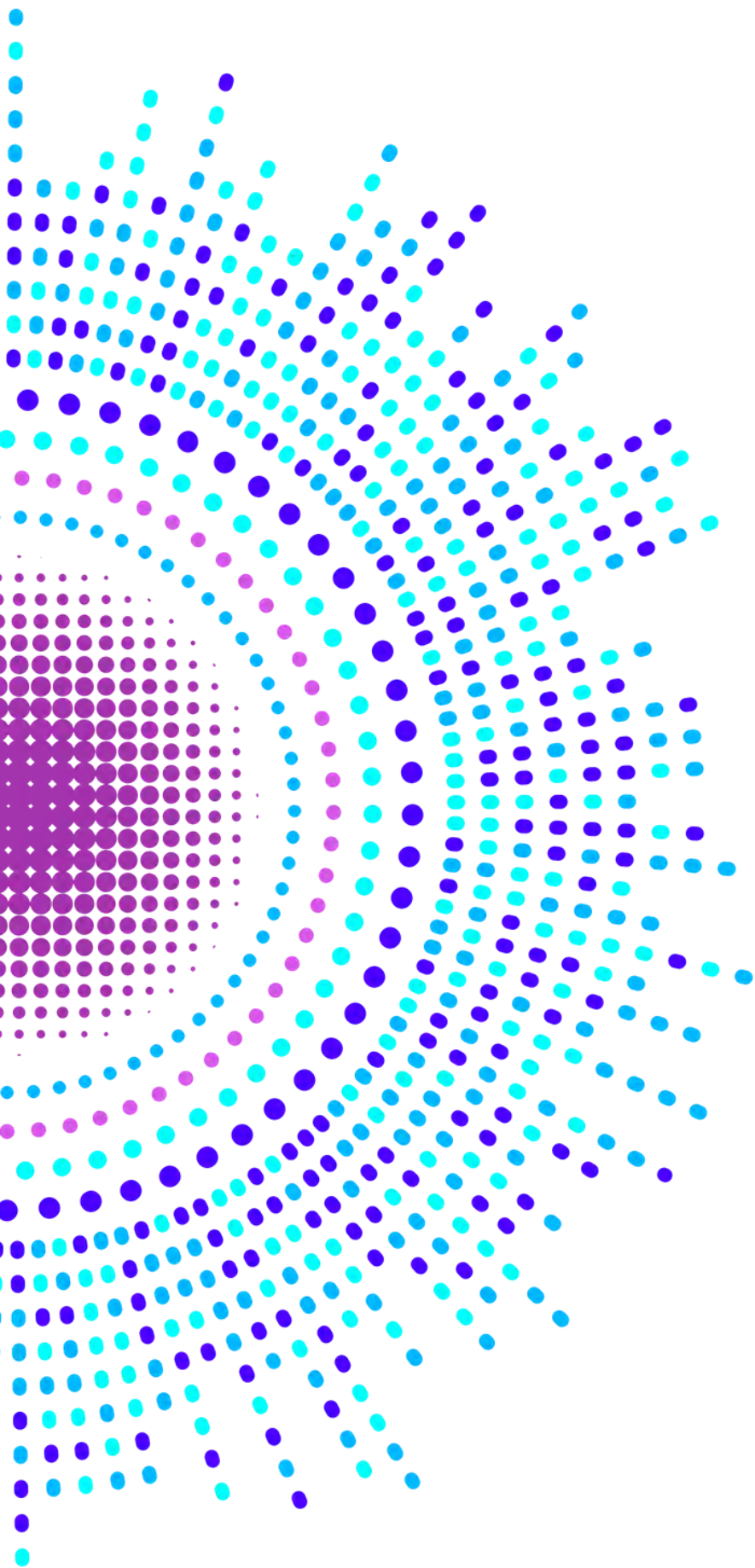
2022 was an amazing year for Your Voice Counts. In the space of three weeks, they received three awards:

- Best Co-Production category at the National Advocacy Awards
- Weston Charity Award
- Charity Governance Award recognised the approach of Your Voice Counts to supporting people with learning disabilities, autism and mental ill-health



Your Voice Counts Advocacy Award  
[youtu.be/4CFWp\\_yQwNI](https://youtu.be/4CFWp_yQwNI)







# PROJECT

## Youth Ink

# 49



**Established**  
2016



**Key Sectors**  
CJS, Marginalised Youth



**Location**  
London

### ORGANISATION BIO

A user-led charity giving those suffering from disadvantage a platform through which to use their voice. This is facilitated through three programmes: a peer-led 'Conversation Hub' that supports the positive engagement and participation of the most marginalised people by giving a voice to issues that matter to them. These hubs make up the Peer Navigator Network. A group support initiative to address the psychological and practical uncertainties posed by their circumstances, for those involved in the justice system. The provision of workshops for the co-production of community initiatives with practitioners and service providers, to foster the most inclusive solutions. To support young offenders thinking about the role they wish to take up in the wider community, outside the prison and youth offending services.



47B East Dulwich Road London SE22 9AN



[youth-ink.org.uk](http://youth-ink.org.uk)



020 7525 0900



[info@youth-ink.org](mailto:info@youth-ink.org)



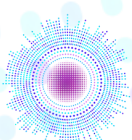
@youthink.charity



@Youthinkcharity



@youthink6426



Leaders  
**Lived Experiences**  
PROGRAMME





## PROJECT BIO

To enhance a 'Peer Support Navigator Network' programme to support and develop those with lived experience in leadership at all levels within the organisation and the wider criminal justice system. Involving those who have been marginalised in the development of strategies and solutions. To connect people with lived experience of the criminal justice system, including young people and established professionals, with commissioners so that together they can co-produce youth justice interventions. Many young offenders and ex-offenders have had uncertain paths and faced huge personal challenges. They bring specialist knowledge and invaluable insight through their direct experience, informing our work and helping us to break the cycle of re-offending for others.

## PROJECT HIGHLIGHTS



### LEx

"Growing up in the prison system, I know there is a massive gap in role models. Wanted to see YP in that career path, being role models to other young people caught up in the system."



### Who is in leadership of charity (where is the LEx?)

"70% is lived exp. Everyone on the forum has LEx."



### Project success(es)

"I guess for the organisation overall it's been brilliant having the lottery funding to grow in different ways. You know, we've expanded our services across criminal justice and NHS together. Our team is growing."

"From the Lex project I have grown my network and have other people and have taken learning from them."

"Since having a Project Lead on board as part of the Youth Ink team it has given us confidence as an organisation. He has lived exp and has deep understanding. He has been building relationships with our peer navigators and training new ones. Also linking in with YOS and opening more doors and conversations with organisations to build on our reach."

"Being valued as an asset to the CJS rather than a costly drain – doing this for everyone who has left prison so they can be seen differently."



## Learning about leadership

“I think as a lived experience leader we bring a different set of skills and tools and learning to the role. I feel most people within the sector I work in do not have such skill sets. It is something we can support them to learn and develop.”



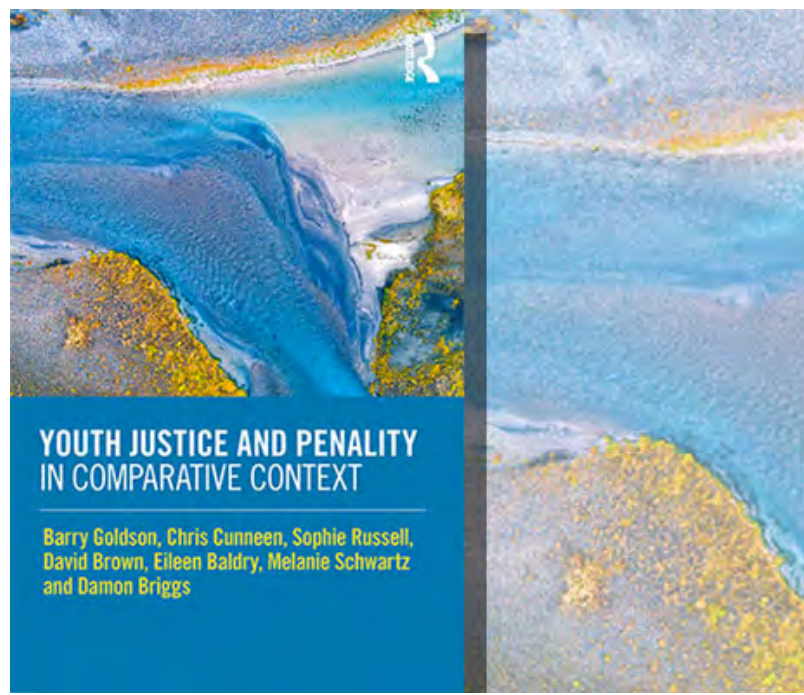
### Standout moment

In November 2022, Youth Ink was shortlisted across 23 award categories representing dozens of organisations from the CJS sector, including local authorities, public sector agencies, children’s charities, membership bodies and private providers. The Children and Young People Now Awards recognise and reward innovative and outstanding practice, supporting disadvantaged children, young people and families to lead happy, healthy, prosperous lives. Youth Ink attended the CYP Awards, which saw Youth Ink receive the Youth Justice Award for its Peer Support Navigator Network at Southwark Youth Justice Service.



Taylor Price, peer mentor at Youth Ink and LEx leader, was heavily involved with the development of a book launched in June 2021. He shared his lived experience as a young person engaged with the criminal justice system and as a professional working with the criminal justice system.

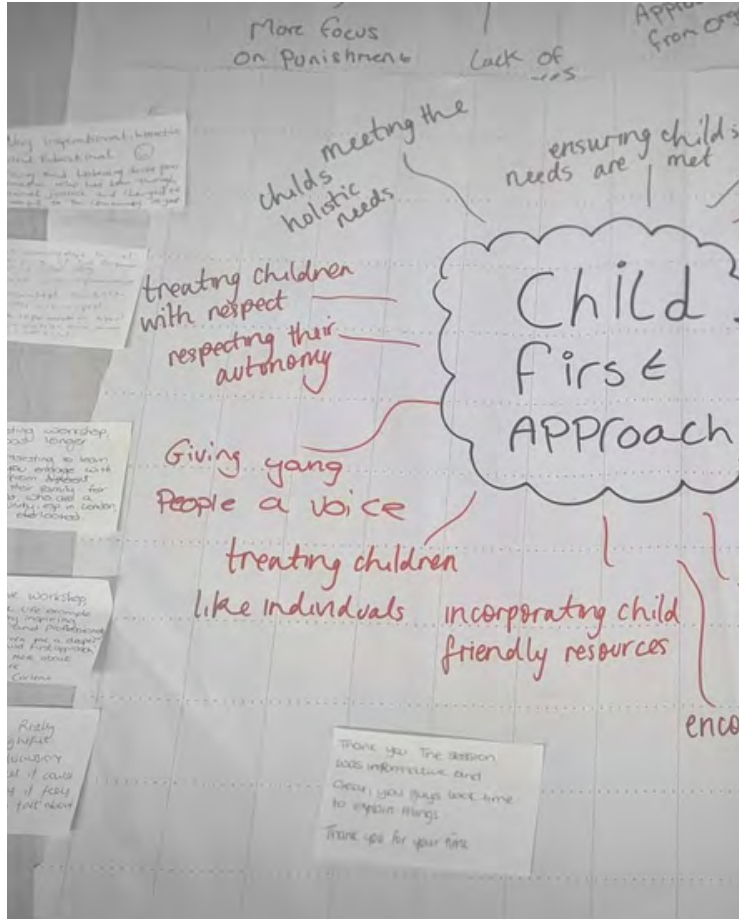
**Routledge:**  
**Youth Justice and Penalty in Comparative Context**  
[routledge.com/9780815374466](https://www.routledge.com/9780815374466)

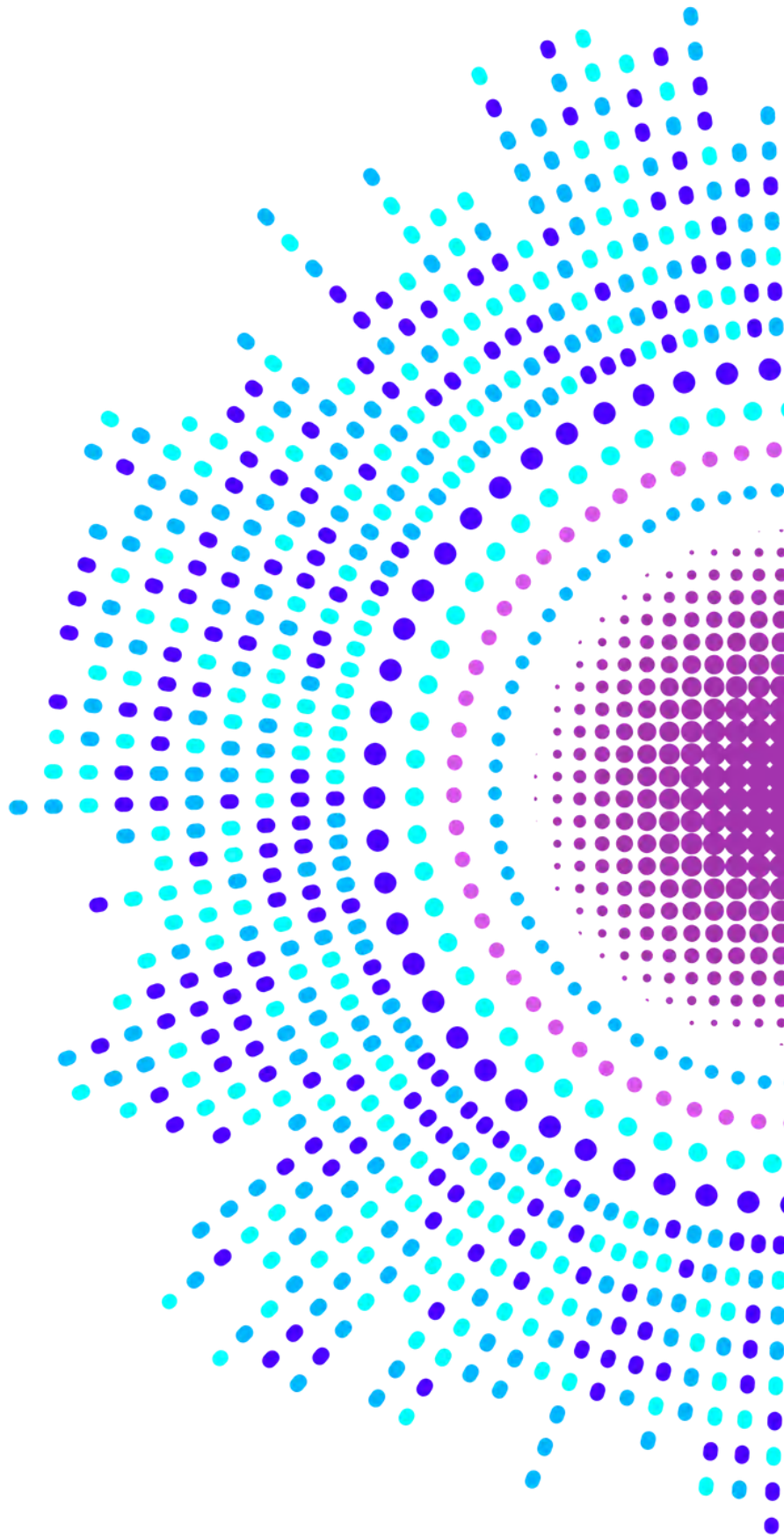




## Beneficiary quote

“The personal development and growth that is available and that I have already experienced a year on is second to none. I was lucky enough to have a great team with lived experience of the justice system in place and they welcomed me with open arms. The role has challenged me both professionally and personally.”







# LEARNING PARTNER

Final Report  
Part B

