



FIGHT FOR PEACE

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

2013 Annual Report



www.fightforpeace.net

UK Registered Charity Number 1125324

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MISSION STATEMENT

Fight for Peace uses boxing & martial arts combined with education and personal development to realise the potential of young people in communities that suffer from crime and violence.

N.B. This 2013 Annual Report summarises the activities of the Fight for Peace Group (Associação Luta pela Paz, Fight for Peace (UK) and Fight for Peace International) throughout 2013 including statistics and testimonies, which demonstrate the impact of the work we do with young people around the world. Financial statements and annually audited accounts are available on request.



A MESSAGE FROM THE DIRECTOR

Once more, this year brought fantastic success for Fight for Peace thanks to the hard work of our staff and young people.

However, I am sad to say that I cannot start my message for 2013 without remembering the lives of nine local residents and one police officer that were tragically lost during a police operation on the evening of June 24th in the Complexo da Maré. I was present for the second part of this operation, and a number of our staff were trapped in our Academy for over three hours as a gun battle raged in the streets around our headquarters. We joined forces with other local NGOs in Maré to stage an inter-faith event one week after the tragedy, and over 5,000 people turned out to pay homage to the victims and their families. Although statistically the number of deaths on that day represent less than 0.02% of the annual gun-related death toll in Brazil (56,337 homicides were registered in Brazil in 2012), the brutality and unplanned nature of the violence is tragically typical of this scenario. Our condolences go to the friends and families of the victims, and we will continue to work tirelessly to consign such tragedies to past history in both Rio and elsewhere as our programme expands around the world.

As you will see in the Impact Highlights and throughout this report, our numbers year-on-year continue to improve, and we have taken real steps forward in developing ever more rigorous quantitative and qualitative monitoring and evaluation tools and practice across the organisation. Across both our Academies, key milestones for me included: the high levels of successful progression of young people into education and employment; significantly increased participation of female participants; notable increases in young people feeling more confident and in control of their own futures; more young people becoming full time employees at our Academies and in ever more responsible job roles; less young people getting into trouble at school and an increase in the number of young people desisting from crime and violence as a result of joining the Fight for Peace family.

Unable to name them all in this short address, our athletes go from strength to strength, bringing back gold, silver and bronze medals from national and international tournaments across all combat disciplines we practice and in both the amateur and professional ranks. While they only represent a small number of our active participants, these inspirational young people prove time and again it is possible to have a successful elite sport programme at a sport for development organisation.

Our international presence grew considerably during 2013, the Global Alumni Programme (GAP) having now trained 56 community based partner organisations from 21 countries,

collectively reaching 65,334 young people in communities affected by crime and violence. The leaders of these organisations have all been to a week long intensive course at our Rio Academy and receive 12 months consultancy support from our dedicated training team. They have proved to be a real inspiration to all they meet at FFP as they share with us their amazing work and the challenges they and their organisations face on a daily basis. As a result of participating in the training, 75% and 65% of CBOs have added or strengthened educational and employability support respectively on their programmes, and 68% and 51% have reported improved outcomes for young people on their programmes in these two areas. I'm extremely happy to also report that within the first full year of GAP, 46% of our partner organisations have reported a decrease in youth involvement in crime as a result of developments gained following their participation in the programme. As a result of the success of GAP, this year we also launched two national training programmes in the UK and Brazil that will take our network even further.

Notable visits to our Academies among many this year included: Sean Fitzpatrick (captain of the World Cup winning New Zealand rugby team); Axel Schulz (former World Heavyweight title contender); Professor Sir Timothy O'Shea (Principal of Edinburgh University); Marius Vizer (President of SportAccord and the International Judo Federation); Wilfried Lemke (UN Special Advisor on Sport for Development and Peace); Anthony Joshua (Super Heavyweight Gold Medallist London 2012) and Nicola Adams (first ever female boxing Gold Medallist at the London 2012 Olympics).

Recognition by the Olympic movement was also an important part of this year, as we were awarded the International Olympic Committee's (IOC) Sport for All Award for our international work, and we look forward to finding ways to work with the IOC and Brazilian Olympic Committee in the lead into Rio 2016. We picked up Beyond Sport's Innovation Through Sport Award at the annual award ceremony in Philadelphia which was also a great honour.

We have also seen our partner sportswear brand LUTA continue to grow and start trading in the USA, and some of our young people even modelled the apparel range for advertisements and the new LUTA website.

A special thank you must be made to the British Chancellor George Osborne who kindly hosted a networking event for Fight for Peace at No.11 Downing Street in November. As a result of the evening, we were able to complete our fundraising campaign which began the previous year and have now secured the necessary £1.8 million to rebuild and refit our London Academy as a state of the art facility for young people locally, as well as serving

A MESSAGE FROM THE DIRECTOR CONTINUED

as a training facility for local partner organisations in the UK and worldwide. This event was a great end to the year, and starting construction in 2014 will be a great way to start another year of Fight for Peace.

As always, the last and biggest mention goes to our inspirational young people who inspire us daily, our dedicated and talented staff and all those who have supported us this year to be the best we can be.

As I write, the Brazilian Army have occupied the Complexo da Maré with over 2,700 troops. I hope I can report next year that this was the beginning of a successful pacification process, and that Maré has benefitted from the socio-economic investment it so desperately needs rather than just a heavily armed state presence. It is not possible to force peace at the point of a gun. Lasting peace needs to be built, and in the case of Maré, this can only be achieved through state forces doing their duty with respect for the law and human rights, and the necessary level of investment in the community, most notably to provide opportunities for young people.

A handwritten signature in black ink, appearing to read 'Luke Dowdney', with a long horizontal flourish extending to the right.

Luke Dowdney MBE
Founder & Director

2013 IMPACT HIGHLIGHTS

Rio de Janeiro

A total of **1,686** young people attended Fight for Peace in 2013, **37%** of which were girls — this is the highest statistic of female participation in the history of the Academy. Fight for Peace has strived to increase female participation by increasing services to support girls and women.

Through the project **Maré United**, a total of **567** young people from the Baixa do Sapateiro and Marçílio Dias communities were reached. This amounts to a third of all young people who attended Fight for Peace this year, a number that has consistently grown since the beginning of the project.

The Open Access project benefitted a total of **1,330** young people through the following sports: **boxing, capoeira, wrestling, judo, taekwondo, jiu jitsu** (introduced over a year ago), **muay thai** and **MMA** (introduced in 2013). The recently introduced sports, in particular muay thai, attracted a large number of participants and new members to the Academy.

Due to the efforts of the Support Services team, the number of girls who participated in the boxing and martial arts sessions was the highest it has ever been at **33%** of all the young people who attended Fight for Peace. Around two years ago, this number was as low as **15%**.

Young people who participated in the Open Access sessions demonstrated positive results in their personal development, for example, how they see themselves, their relationships with other people and their expectations for the future:

- **100%** feel more confident about the future
- **91%** have more respect for others
- **87%** feel more confident about themselves
- **86%** feel more motivated
- **82%** feel more calm

Pathways benefitted **253** young people through the education sessions for the Primary and Secondary level programmes. All of the students received support from social workers who ensured their attendance in lessons and helped them to think about the possible future opportunities available to them. Further positive results were also demonstrated amongst this group in the same areas, like how they see themselves, relationships with other people and expectations for the future:

- **100%** feel more confident about the future
- **92%** feel more confident about themselves
- **86%** say that their relationship with their family improved
- **86%** say that they find it easier to make friends

Fight for Peace's work also affects and involves the parents and guardians of the young people who attend Fight for Peace:

- **100%** say that the organisation has a positive influence on the community (79% very strong influence, 21% strong influence)
- **60%** state that the work of the organisation has significantly reduced the chance of the young person becoming involved in drug trafficking
- **95%** say that their children are more confident
- **93%** say that their children are able to make friends and create good relationships with other people
- **84%** say that the behaviour of their children at home improved
- **86%** say that the behaviour of their children at school also improved

Roberto Custódio, an athlete from Fight for Peace who is now part of the Brazilian boxing team for the Olympics, won the Continental Boxing Championships (previously known as the Pan American Games) in the 69 kg category.

We had further successes from our boxers this year with Douglas Andrade and Wanderson Oliveira bringing home gold from the Cadets and Open Boxing Championship and Luiz Henrique da Silva and Bruno Florentino coming home victorious from the Brazilian Youth Championships.

All of the eight young people who participated in the Brazilian Wrestling Championship won medals. Four athletes were awarded gold (Lucas Peixoto, Jonathan Silva, Wattson França and Thiago Correia) and the other athletes silver (Anderson Rodrigues, Michel Eduardo, Helber Martins and Diogo Lucas).

Rede Brasil — the national training programme for Brazil — was launched. The programme, which will run until 2015, will train seven organisations from around Brazil in Fight for Peace's methodology.

2013 IMPACT HIGHLIGHTS CONTINUED

London

In London a Progressions and Information, Advice and Guidance (IAG) Officer was appointed for the first time resulting in **138** members receiving employability support, from which **72** employment opportunities were successfully secured and **125** vocational training or further education courses were participated in.

- **87%** of the Pathways education members in London progressed on to employment, training or further education as a result of participating in the education programme.

In June, members of the Rio Academy visited Fight for Peace in London for the second Youth Exchange. Following up on the UK Academy's visit to Brazil in October 2011, the London Exchange included a series of activities and visits during the week-long visit.

- **100%** of case work mentees in London feel more motivated and positive about the future and **94%** feel more confident
- **100%** of the Youth Council in London believe they make a real difference to Fight for Peace
- **98%** of Twilight participants believe if they work hard they can achieve their goals as a result of attending the programme at the London Academy
- **95%** of Open Access members in London have stopped getting into trouble at home, in school and in the streets

Eight members of Fight for Peace in London joined the staff team in different roles ranging from sports coaches to youth workers.

Fight for Peace hosted a networking event at **11 Downing Street** in November to celebrate past achievements and to set out a long term vision for the organisation, including the redevelopment of the London Academy. The event was attended and supported by the Chancellor of the Exchequer, George Osborne, in addition to other notable guests.

Fight for Peace International

- **56** CBOs from **21** countries have taken part, or are taking part on GAP. Collectively they are reaching **65,334** young people in communities affected by violence.
- **98%** of CBOs taking part on GAP rated their overall experience as 'good' or 'excellent'; agreed or strongly agreed that the course gave them concrete learnings they could put into practice; and agreed or strongly agreed that they would recommend the course to other CBOs.
- **178** organisational developments have been reported by CBOs as a result of their

participation on GAP, including **63** improvements to, or introductions of, activities for young people affected by violence, and **115** improvements to CBOs' capability and capacity to deliver those services long-term.

- Of the **37** CBOs who have been working with FFP on GAP for eight months or more: **65%** have increased the number of young people they reach; **49%** are accessing young people they previously found hard to reach; **65%** have recorded positive personal level changes in their young people; **46%** have recorded reductions in young people's involvement in crime, violence and/or gangs; **68%** have recorded improvements in young people's participation or performance in education; and **51%** have recorded improvements in young people's employment potential or status.
- Fight For Peace was awarded the Sport for All Award and grant by the International Olympic Committee (IOC) in Lima, Peru.

Working with FFP on GAP, Skillshare International Botswana have designed, funded and launched a boxing, karate and youth leadership programme at Dukwi Refugee Camp. Young people are engaging regularly in training, and have formed an advisory board to feed into camp planning and decision-making processes. Based on the success of the pilot, the programme is now being funded by the US Embassy.

Working with FFP on GAP, Kolbe Foundation in Belize have introduced a programme at the Belize Central Prison that combines karate with IT training, education and skills development as part of a holistic approach to young offenders' rehabilitation. Since starting the karate programme, 80% of young people participating have better relationships with adults; 86% have better relationships with other young people; 53% feel less likely to commit a crime; and 60% feel less likely to be a victim of crime.

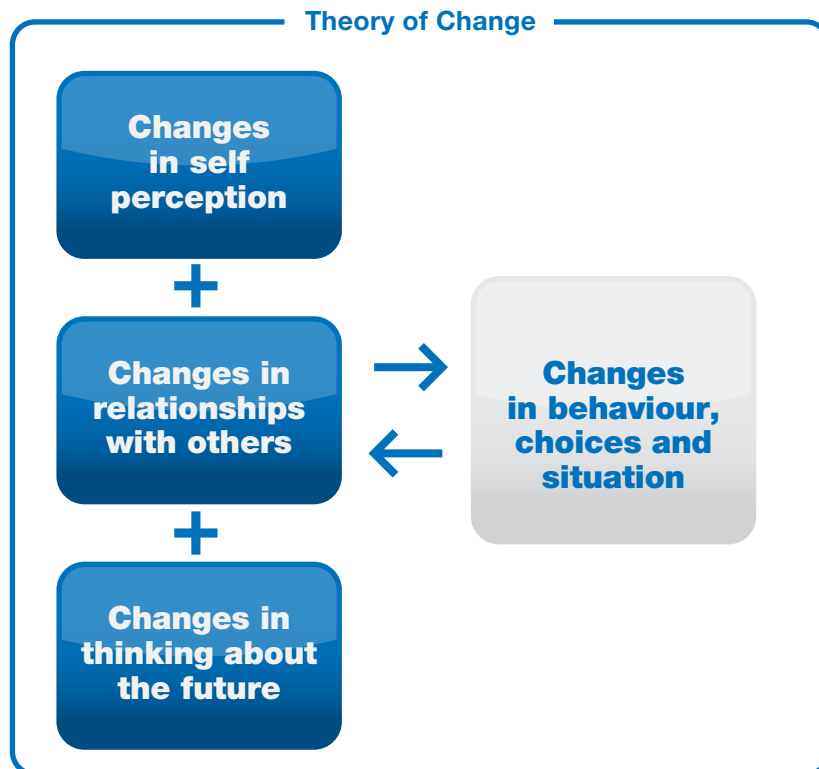
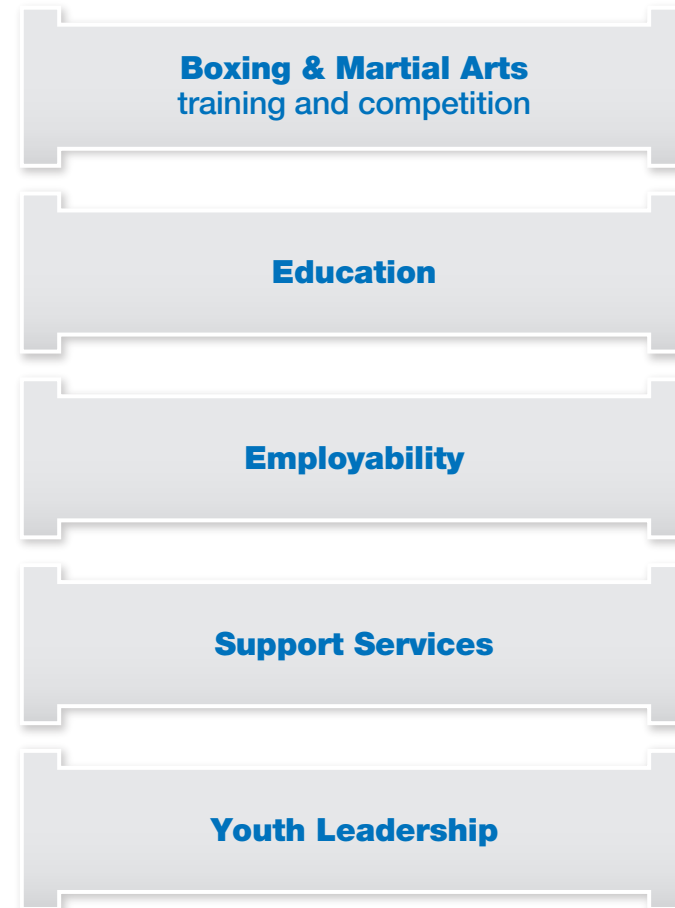
Working with FFP on GAP, Ngunyumu Primary School in Nairobi has created a network of eight martial arts clubs across the Korogocho community, and established a team of mentors and a psychologist that work between the clubs providing roving personal support to young people, and to help those who are out of school to re-enter education. Since the programme started, attendance, participation and performance at school has improved for the young people involved in martial arts; young people who are out of school have been supported to return to education; teachers and parents report feeling safer in their community; and all sides of the community, which was deeply affected by the post-election violence in 2007/8, now come together regularly at the school for martial arts events and training.

Working with FFP on GAP, Nari Uddug Kendra in Dhaka has become the first organisation to introduce boxing for girls in Bangladesh, and the nation's first 25 female boxers were trained by the new NUK boxing club. NUK also strengthened their karate programme and last year won gold, silver and bronze at the regional championships in Nepal.

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

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

Fight for Peace’s Five Pillars



FIGHT FOR PEACE ACADEMIES

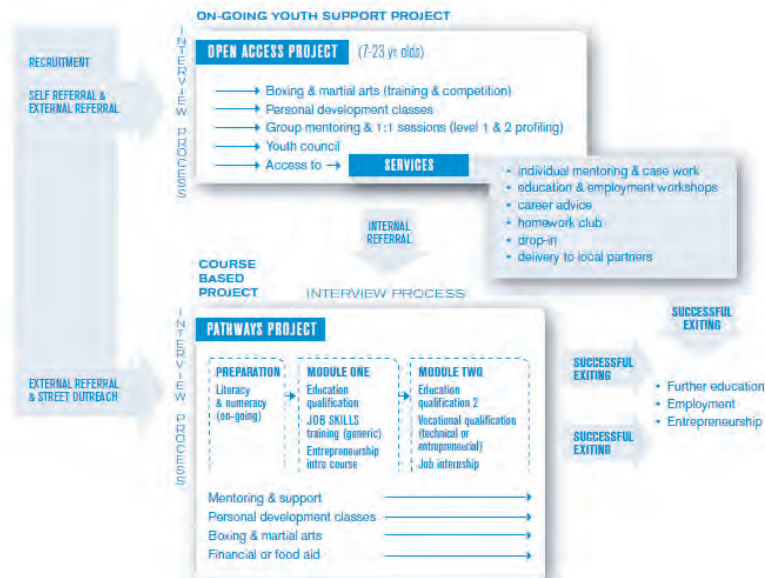
Fight for Peace's **Five Pillars** model is an integrated approach which encourages young people to take up opportunities and develop themselves in different areas:

1. **Boxing & Martial Arts (training and competition)**
2. **Education**
3. **Employability**
4. **Support Services**
5. **Youth Leadership**

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

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

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



RIO DE JANEIRO ACADEMY

Boxing & Martial Arts

Boxing, capoeira, judo, wrestling, taekwondo, jiu jitsu, muay thai and MMA are all offered to children and young people ranging from **7** to **29** years old, promoting positive values, helping participants acquire higher levels of self-esteem, concentration, respect towards others, as well as empowering them to aim for a better future for themselves and their families.

Throughout 2013, the Open Access sports at Fight for Peace in Rio de Janeiro were attended by **1,330** young people, a **5%** increase on 2012's figures. This statistic demonstrates the consolidation of Fight for Peace's satellite Academies in Baixa do Sapateiro and Marclio Dias (see the section related to the Maré United project on page 9).

Separating the respective sports offered at Fight for Peace in Rio, **366** young people trained in boxing, **194** in judo, **166** in muay thai, **159** in taekwondo, **156** in jiu jitsu, **145** in capoeira, **106** in wrestling and **38** in MMA (MMA and muay thai were only included on the Open Access programme in 2013). There was a **37%** increase since 2012 of the number of females attending the Open Access project at Fight for Peace in 2013.

All young people enrolled in Fight for Peace's Open Access activities have to attend weekly Personal Development sessions where they are encouraged to broaden their horizons and are given the necessary skills to do so.

Every year, Fight for Peace conducts an annual survey with all its participants to analyse the impact of its work. Some of the results from the 2013 survey show that after joining Fight for Peace:

- **100%** of members feel more positive about their futures
- **91%** of members feel able to make new friends
- **91%** of members have better relationships with their family
- **91%** of members have better relationships with their family
- **89%** of members are now less likely to get in to trouble
- **87%** of members feel better about themselves
- **87%** of members feel more confident
- **82%** of members feel calmer

Champions

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

2013 was another year of great success for the boxers at the Rio de Janeiro Academy. Roberto Custódio, who is part of the national Brazilian boxing team, was the 69 kg Champion at the Continental Boxing Championships (previously known as the Pan American Games) in Chile. Further successes from our boxers this year were Douglas Andrade and Wanderson Oliveira bringing home gold at the Cadets and Open Boxing Championship and Luiz Henrique da Silva and Bruno Florentino winning at the Brazilian Youth Championships.

Fight for Peace's wrestling athletes also had a productive year. All **eight** athletes who participated in the Brazilian Wrestling Championship won medals. **Four** athletes were awarded **gold** (Lucas Peixoto, Jonathan Silva, Wattson França and Thiago Correia) and the other athletes **silver** (Anderson Rodrigues, Michel Eduardo, Helber Martons and Diogo Lucas).

After these successes in boxing and wrestling, the Taekwondo Games gave the opportunity to young people from the Marcílio Dias Academy to compete against athletes from other countries and win medals! The athletes from Fight for Peace won **four** golds, one silver and a bronze. Although muay thai was only introduced at the Academy in 2013, **ten** athletes participated in the Muay Thai Brazilian Championships in Itaguaí. The team brought back **six** gold medals, **three** silver medals and **one** bronze medal.

Athletes from jiu jitsu and judo also took part in competitions throughout 2013. These were an opportunity for the athletes to perfect their technique and gain experience in a competition environment. At the Jiu Jitsu Copa Norte competition, for example, our athletes won **seven** gold medals, **seven** silver medals and **two** bronze medals. Judo athletes also won **one** gold medal and **three** bronze medals at the Torneio Inter-regional competition and a further **three** bronze medals at the Copa Capemisa competition.

Quotes from athletes

"My friend told me about Fight for Peace and so I started to train there. I started with boxing and then moved over to judo. Not only has my physical fitness improved, but also participating in the personal development lessons has made me more disciplined and given me more self-esteem. Being in Fight for Peace has broadened my horizons and has given me the confidence to get to where I want to go. I have a good relationship with the members of staff and I feel like they really do care about us — they check up on us if we miss a lesson and listen to us if we have a problem."

Joyce Santos Rocha, Open Access (judo) — Nova Holanda Academy

"I found out about Fight for Peace from my friends who told me about the boxing classes there. I immediately liked the coach a lot and everyone made me feel really welcome. The coach is demanding but at the same time he encourages and motivates you. Fight for Peace is my home from home; it has helped me be more disciplined, calm and in control. It is like therapy for me and has improved my self-confidence and fitness. When I am at Fight for Peace, where I am going with my life and the options I have are made clearer. I also learn a lot in the personal development classes. Being part of Fight for Peace is so good that I even brought my son here. He has been doing judo for seven months now and I can see positive changes in his behaviour; his performance at school has improved, he is not such a troublemaker and he is a lot more disciplined."

Mirian Cruz Parga, Open Access (boxing) — Nova Holanda Academy

Education

There are an insufficient number of schools to support the people in the age range **16 to 29** years old in Complexo da Maré and so in 2008, Fight for Peace was able to broaden its Education pillar with the Pathways (Novos Caminhos) education project. After a successfully evaluated pilot-project, Pathways started its activities offering two classes of **35** students each Primary and Secondary fast-track education.

The programme supports young people who have not been studying for at least two years and its success in the local community has meant there is currently a waiting list of almost **500** people, which further illustrates the lack of educational opportunities in the area.

In 2013, the Pathways (Novos Caminhos) project in Rio de Janeiro continued incentivising a large number of young people to return to the classroom. **103** young people attended literacy and numeracy classes, which are the first module of the project in Brazil. These classes enable the participants to then enroll onto the Primary Education level course. In total, **253** students attended the Pathways Primary and Secondary level (Ensino Fundamental and Médio) classes at Fight for Peace in 2013.

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

Those enrolled in Pathways are also asked to complete Fight for Peace's annual survey questionnaires. In 2013, since joining Fight for Peace's activities:

- **100%** of members feel more positive about their lives
- **99%** of members feel more motivated
- **92%** of members feel more confident
- **86%** of members say they respect others more since joining Fight for Peace
- **86%** of members say that other people are more inclined to listen to them
- **86%** of members say that they are able to make new friendships more easily
- **86%** of members say that their relationship with their family has improved
- **83%** of members say that they cooperate more with others

Quotes from Pathways learners

"I heard about Pathways through a friend of my sister. She had signed up to the course and suggested that I do as well because it has been nine years since I have been in education. I got a place on the course after a short wait and I am really enjoying it! My class is really cool as are the teachers and I feel comfortable on the course. To study here is more than just completing the necessary qualifications to finish secondary school. We are encouraged to go further and go to university. As well as this, I have learnt how to express myself better, I have developed in so many ways and I have a better understanding of the world. After I have completed the course, I intend to go to university to study Games Design."

Angélica Rocha da Silva, Pathways (Secondary level Programme) – Nova Holanda Academy

"I have been doing boxing at Fight for Peace since I was 15 years old and now compete for them as well in competitions. It was my cousin who told me about them and seeing as I had already thought about doing a sport like boxing, I signed up. I had not been to school for four years and because of this, I hadn't gone on to secondary school. I started the pre-education sessions so that I would be ready to begin Module 1 of Pathways. I know now that it is very important to find a balance between education and sport and so this year, I am going to focus on education. I am only going to participate in the shortest and most important competitions so that I don't miss too much of Pathways. Before coming to Fight for Peace, I had never thought about going to university. I was not motivated in the slightest by school and bunked off a lot. Today I have aims: I want to be a professional boxer, I want to finish Pathways and then I want to go on to university – I want to help my family."

Carlos Henrique Rodrigues da Silva, Pathways (Secondary level Programme) and Open Access (boxing) – Nova Holanda Academy

Personal Development

Fight for Peace's Five Pillars working methodology consists of a holistic approach aiming to promote the personal development of marginalised young people living in communities that suffer from crime, violence and a lack of socioeconomic opportunities. All the members enrolled in Fight for Peace's activities have to attend weekly personal development sessions where they discuss a variety of issues related to their daily lives using a wide set of resources and tools, such as the use of books and films, relevant external visits, lectures and group workshops.

Maré United

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

Launched in 2011 with the opening of two new satellite Academies in Complexo da Maré, the Maré United project has achieved good results over the past two years. In 2013, more and more young people crossed the 'invisible barriers' enforced by drug traffickers thanks to movement between the communities in which Fight for Peace works.

In Baixa do Sapateiro last year, **266** young people enrolled in the Open Access project, which is composed of four sports – boxing, capoeira, jiu jitsu and muay thai (muay thai was introduced at the Academy in 2013). In Marcílio Dias, **241** young people arrived at Fight for Peace through the Open Access project, to take part in boxing and taekwondo. Of the **1,330** young people who participated in boxing and martial arts at Fight for Peace in 2013, **38.1%** came from the satellite Academies, founded two years ago, therefore showing the consolidation of the project.

The work carried out at the satellite Academies has already revealed new talented athletes representing Fight for Peace. Taekwondo featured highly at the Brazilian championship in São Paulo, where Rodrigo Brito, Victor Vinicius, Pedro da Silva and Ricardo Vieira were champions in their respective categories. Furthermore, boxer Douglas Andrade won gold in the Brazilian Championship for Cadets and Open Boxing Championship held in Aracaju.

In Baixa do Sapateiro, **57** young people took part in the Pathways education project (Primary and Secondary level). The satellite Academy in Marcílio Dias has already enrolled **44** young people into the project.

Quotes from Maré United participants

"As soon as the satellite Academy opened, I went to see what it was all about. I had never seen anything like it in Marcílio Dias. That same day I signed up to boxing, even without ever having done training before. I've been here for three years and I started to compete eight months after I signed up. If Fight for Peace had not opened the satellite Academy, I probably wouldn't have discovered boxing since I didn't bother to do any sport before. Since I started coming to Fight for Peace, I no longer fight in the street, I feel calmer, I am more patient and I respect people a lot more. It's a welcoming environment, everyone motivates us. My aim now is to be a professional athlete and in the future to be a PE teacher."

Wellington Roger de Andrade, Open Access (boxing) – Marcílio Dias Academy

Support Services

A key element in the success of Fight for Peace's projects in Rio de Janeiro is the individual support offered by the Support Services staff to its members. Upon joining the project, all young people and their parents meet with the Support Services staff, who gather important information on the background and needs of every member, referring them (if necessary) to further in-house support. Such support includes Fight for Peace's psychologist and lawyer, who are both available to offer guidance to each and every member whenever they might require assistance. During the course of the year, Fight for Peace's Support Services staff also undertake measures to prevent members from dropping out of activities due to personal problems; helping them to face their issues and remain actively pursuing a better future for themselves and their families. This work is carried out by street outreach, by telephone or by home visits.

In 2013:

- **482** social work visits were carried out
- **176** psychology appointments were coordinated
- **57** juridicial reviews were carried out

Employability

Significant changes were made to the execution of the Employability pillar in 2013. These changes were made to improve the chances of employment for the young people who participate in the employment and training courses available at Fight for Peace. Due to these changes, the amount of courses on offer was reduced but they were made longer and more intensive.

Due to the changes explained above, the employability programme was divided in to two modules:

Basic Module:

- Portuguese Language
- Business Writing
- Logical Reasoning
- Careers Advice

Specific Module:

- Administrative Assistant
- Assistant Receptionist

In 2013, these courses had **39** (Administrative Assistant) and **42** (Assistant Receptionist) participants. Participants chose these courses based on the results from a survey carried out by Fight for Peace.

The company partnerships that Fight for Peace has set up to refer people to work opportunities have been successful in securing paid employment for members of Fight for Peace. In 2013, **94** young people were referred to job opportunities, of which **19** were contracted.

Youth Leadership

The Youth Council is a group of young people at Fight for Peace who have been democratically elected to represent the members from each activity and project at the Academy. In 2013, **19** young people were part of the Youth Council, **13** of which joined that year. The Youth Council act as intermediaries between Fight for Peace's young people and staff, giving voice to any suggestions, complaints and queries. The Youth Council members also have an important role representing Fight for Peace at external events and during visits to the Academy as well as helping with several other tasks.

Members from the Youth Council also participated in Fight for Peace's annual survey and the following results were discovered:

- **100%** feel comfortable in helping other people at Fight for Peace
- **100%** feel better prepared to listen to others
- **92%** feel better prepared to deal with racist and homophobic comments
- **92%** are more capable accepting the opinions of others
- **91%** feel better about themselves after becoming members of the Youth Council
- **83%** believe that the Youth Council can make a real difference at Fight for Peace

Quotes from Youth Council members

"My wrestling class at Fight for Peace suggested I participate in the Youth Council because I'm sociable and talk to everyone. To be part of the Youth Council is a really interesting experience because it means that young people have a voice and a say in what is going on at Fight for Peace. It is a responsibility to represent my friends and I needed to become more focused and not so shy to be able to take on the challenge. We are the ones responsible for our classmates and this is important. To be part of the Youth Council has broadened my horizons. I have done things that I never thought I would be able to do such as go to the theatre, speak in front of people, meet people from different countries and take part in formal events."

Jonas Cheyman Peixoto dos Santos, Open Access (wrestling) and Youth Council member – Nova Holanda Academy

Parents and guardians

Parents and guardians of Fight for Peace's members are invited to take part in quarterly meetings at the Academies in order to maintain strong levels of communication and mutual understanding. The parents and guardians are also invited to participate in Fight for Peace's yearly survey by answering questionnaires that aim to evaluate different aspects of the young people's development as well as how Fight for Peace is perceived in the local community. Some of the results from 2013 include:

- **100%** believe that the work of Fight for Peace has a positive effect on the community
- **95%** believe that their child's self-confidence has improved since joining Fight for Peace
- **82%** feel safer in the community thanks to the presence of Fight for Peace
- **91%** say that their child attends school much more as a result of joining Fight for Peace
- **91%** say that their child is healthier since joining Fight for Peace

Local partners

"Through our investment in environmental and sporting projects, we aim to construct a more just society that guarantees equal rights and opportunities for all. Through our strategic partnerships with social organisations, we ensure that our investments reach those people that we cannot reach from our own work alone. Fight for Peace's work breaks down social barriers, overcomes violence and promotes development in all its forms, for children and young people in Complexo da Maré with internationally recognised results. Fight for Peace is what inspires us to continue investing in sport for development."

Rosane Aguiar, Manager of Social Investment – Petrobras

"Fight for Peace has been a trusted, accountable partner since 2008, strongly aligning with EMpower's mission to reach at-risk youth and consistently delivering excellent results. Since EMpower first began supporting Fight for Peace, the organization has grown substantially, increasing its local and international profile, reach, and breadth of programming. This has been remarkable to see. We value our partnership with Fight for Peace, their high caliber team of professional staff, and their continuous mission to reach more youth in a highly effective way."

Carmen Morcos, Senior Program Officer – Latin America EMpower

FIGHT FOR PEACE LONDON ACADEMY

Boxing & Martial Arts

Fight for Peace continued to offer boxing, muay thai, MMA and fighting fit gym training to young people aged **14** to **25** years as part of the Open Access sports provision, delivered every evening during the working week to young people of all abilities.

In 2013, a total of **812** young people attended Open Access of which **483** were new members. In addition to attending the sports, members also took part in personal development, an intrinsic component of Fight for Peace's Theory of Change: the belief that the positive changes young people make are dependent on the way young people see themselves, relate to others and see their future. Personal development was delivered in group sessions: members across the sporting disciplines came together one evening per month to address particular topics, while the coaches embedded talks and moments for reflection during and at the end of sessions. The topics ranged from revenge and retaliation, goals and aspirations, health and wellbeing, self-esteem and identity, relationships and celebrating cultures. An average of **82** young people attended the larger monthly sessions while smaller groups benefitted from personal development delivered via the coaches.

At the end of every year project participants complete feedback questionnaires. It is an opportunity for participants to let the team know what they think about the project and to measure the level of impact Fight for Peace has had on their lives. The feedback provides Fight for Peace with the opportunity to build on the positive results and identify any areas for improvement. **111** Open Access sports participants completed a feedback questionnaire and reported the following as a result of attending Fight for Peace:

- **87%** feel fitter
- **84%** feel better about themselves
- **79%** feel more confident and positive about the future
- **95%** have stopped getting into trouble at home, in school and on the streets
- **60%** are less likely to commit a crime

The analysis confirmed that Fight for Peace continued to have a quick and positive impact on its newer members, and of the Open Access members who attended for three months or less, **80%** said they feel fitter, **72%** feel more confident and **91%** said that since attending Fight for Peace they had stopped getting into trouble at home, in school and in the streets. The level of impact increased over time and the most impactful results were reported by project participants who attended for six months or more: **86%** feel fitter, **85%** feel better about themselves and **95%** have stopped getting into trouble as a result of attending.

Quotes from Open Access members

"Fight for Peace over the years has encouraged me to change my life and think outside the box to explore bigger and better opportunities through my career."

David Worthington, Open Access (fighting fit gym) and Pathways (Module 1)

"Fight for Peace helps me to keep fit and every time I go, there are always positive vibes and someone is always encouraging me to do better."

Junior Zola Molley, Open Access (fighting fit gym) and Support Services

"Fight for Peace is helping me a lot with my emotional life. When I come to Fight for Peace I feel motivated to do something that I like."

Valeria De Macedo, Open Access (muay thai)

"Fight for Peace is a way of life for me. When I had nothing, Fight for Peace was my everything. Even now when I have no time for myself I have time, love and appreciation for all my family here within these four walls."

Lethius Charles, Open Access (muay thai) and ex-Youth Council member

"I come to Fight for Peace because it helps me stay motivated while staying fit at the same time. I learn techniques I would never know otherwise and gain confidence in my daily routine. The mentoring I receive also helps a lot and if there's something bothering or upsetting me I have someone to talk to about it. Overall, the work done at Fight for Peace is excellent, they encourage people no matter what their background and always offer new opportunities to people who may need it."

Anthony Ariri, Open Access (boxing)

"I love coming to Fight for Peace because it not only motivates and encourages me to achieve more both physically and mentally but accepts me as I am. It's a welcoming community that treats all members as part of a huge family and strives to see us all succeed in our individual goals. The coaches, workers and volunteers alike are always happy to help out if only by words of advice and encouragement. I hope that it grows as an organisation and is able to help more young people."

Stephanie Osazemunde, Open Access (boxing)

Champions

Open Access is available to all young people irrespective of their ability and ambition, whether they are interested in staying fit or want to train to compete. The sports sessions are streamed to accommodate all abilities. In 2013, there were new additions to the boxing coaching team with three ex-project participants transitioning to qualified coaches and delivering boxing training three nights per week alongside existing coaches.

Fight for Peace coaches continued to train, mentor and advise young people who wish to compete and during 2013, **16** competitors (**eight** boxers, **seven** muay thai and **one** MMA) competed at interclub and amateur events around the country. Boxing competitors Daniel Evans and Haris Najeeb both received 'Outstanding Performance' trophies, nominated by ABA Boxing judges, for the skill and technique they displayed to win their bouts at Fight for Peace's ABA Boxing events held in March and November. In addition, David Sa, muay thai competitor, continued his success and won his second title belt at the Ringmasters Tournament, 95kg division. Four young people competed at interclub level 'non-result' bouts for muay thai, kickboxing and sparring with competitors from other clubs in a competition setting and in front of an audience.

Quotes from athletes

"I was told by my mate about Fight for Peace when I was fifteen and so I started boxing and had ambition to be a champion. I wanted to go further with my training and it has completely changed my life. When I started I didn't have a clue about boxing and I kept coming to training constantly and punctually and so far I've had three amateur fights. Staff at Fight for Peace are so friendly and the coaches are experts and they've always given me the encouragement to compete. They push me to become a good boxer and I'm really proud of what I am now."

Zahid Parwani, Open Access (boxing)

"Fight for Peace has helped me to see things positively and has given me motivation to keep training and fighting. Everyone here is family and it feels like it. I believe Fight for Peace is the best place to be at a young age."

Nuno Reis, Open Access (muay thai)

Twilight programmes

Twilight provides participants with a tailor made 12 week programme combining weekly boxing or muay thai sessions with personal development workshops. Delivered by a youth worker, it is a preventative and early intervention programme aimed at young people at risk of exclusion, offending and/or becoming involved in gang activities. Staff work with local schools, pupil referral units and the Youth Offending Team (YOT) to develop the programmes and participants are supported to integrate into the Open Access sports on completion.

During 2013, a total of 12 Twilight programmes were delivered to **165** young people of Langdon, Eastlea and St Bonaventure's Schools, Education Links Pupil Referral Unit and Newham's YOT. Three YOT Twilight programmes were delivered to young offenders on court orders as part of their community contracts. In addition, a weekly Twilight drop-in session ran throughout the year, providing an opportunity for young people from different schools and areas to come together to train in muay thai.

Since attending Fight for Peace Twilight programmes:

- **89%** feel better about themselves
- **98%** believe if they work hard they can achieve their goals
- **86%** believe it is important to try their best at school
- **87%** show respect when they are communicating with others
- **93%** feel positive about the future
- **89%** have personal goals they are aiming for

Quotes from Twilight participants

"I come to Fight for Peace every week to become stronger, more disciplined and learn to protect myself if I ever need to protect myself in a situation. I also come because I enjoy the boxing sessions and feel like it is better for me than staying at home and eating unhealthy food and sitting around. Need a bigger gym though."

Jake Agen, Twilight

"I like Fight for Peace because it's free and I am able to enjoy myself when I go there. I also like it because it gives me the chance to work out. It's a really good place to keep fit as all the staff help you out and answer any questions needed. I come to Fight for Peace because it is not too far from where I live. I also like Fight for Peace because I can socialise and make friends there."

Jonas Gizulevskis, Twilight and Open Access (fighting fit gym)

"I come to Fight for Peace because I want to be fit. I like it because we don't only do fitness, they add humour and fun."

Amal Abdullahi, Twilight

Education

The Pathways Programme was first designed and implemented in the UK in March 2009, which was followed by a second course, the Pathways Module 2, in 2011. Both programmes offer nationally recognised qualifications in English and Maths, sports related qualifications, combined with personal and social development via mentoring and Personal Development sessions, in addition to boxing and martial arts training.

The emphasis of both programmes is to enhance the academic levels of participants and promote personal and social development. An additional key focus is identifying a career path and the steps needed for each learner to progress successfully.

In 2013, a total of **31** members completed the intensive education courses of which **27** were not in education, employment or training (NEET) at the time of recruitment and **26%** were ex-offenders or known to the Youth Offending Team.

The average pass rate for English was **81%** and **77%** for Maths. An average of **95%** achieved the Community Sports Leader Level 2 Award, **71%** achieved their Level 1 in Active and Healthy Living (with **14%** still awaiting results) and **100%** achieved their YMCA Gym Instructor qualification.

Overall progressions across course completers were as follows:

Progression	Pathways Programme Cohort 9	Pathways Programme Cohort 10	Pathways Module 2 Cohort 3
Employment	30% (n:3)	36.4% (n:4)	10% (n:6)
Education	60% (n:6)	36.4% (n:4)	70% (n:2)
Volunteering	10% (n:1)	18.1% (n:2)	10% (n:1)
Looking for work		9.1% (n:1)	10% (n:1)

22 Pathways members completed the self-completion questionnaires to provide Fight for Peace with feedback on their experience of attending the programme. The findings were as follows:

- **86%** feel more confident
- **95%** feel more motivated
- **90%** are less likely to be part of a gang
- **85%** feel better about themselves
- **80%** are less likely to commit a crime
- **75%** are less likely to disrespect others

Quotes from Pathways learners

"I came to Fight for Peace last year to start boxing, after a few months I joined the Pathways programme, I achieved four qualifications equivalent to a GCSE in Maths, English and two in sports. I learnt a lot from the programme and am now studying on Module 2 to gain a Level 2 Fitness Instructor qualification."

Aktar Amiry, Pathways and Open Access (boxing)

"Before I came to Fight for Peace I used to do a little bit of work and some kickboxing, I started training in muay thai and that is where I heard about the Pathways programme. I gained some GCSE equivalent qualifications and am now studying on the Module 2

programme and am waiting to pass my Level 2 Fitness Instructors qualification."

Bartolomej Horvath, Pathways and Open Access (muay thai)

"Before I joined the Pathways programme I was working at Tesco, I wanted to gain more qualifications to get more opportunities so I signed up for Pathways. Since joining the programme my life has changed in a positive way. I'm now studying on the Module 2 programme and am very proud of my achievements, I'm so glad I came to Fight for Peace and have had help from Alex and Denise and the rest of the team who are helping me achieve my goals. I really enjoy being here and I'm looking forward to becoming a gym instructor."

Gregorio Silva, Pathways

Employability

Fight for Peace's Employability pillar is designed to assist members with work experience, training and employment opportunities. Throughout the last year, the Employability pillar has seen huge growth in terms of the number of successful outcomes and pillar development. In March 2013, Shakeela Bagus was appointed Progressions & IAG Officer and as a result an intensive caseload of 30 members were supported per calendar quarter. Additionally, ad-hoc support was provided to Open Access members seeking employment and training opportunities.

In 2013, a total of **138** members received employability support, from which **72** employment opportunities were successfully secured and **125** attended vocational training or further education courses.

A four module employability course was designed to support members to gain relevant employability skills needed to succeed in the job market. The four modules are as follows:

- Module 1 **'You on paper'** (CV support)
- Module 2 **'Going for it'** (Job applications and covering letters)
- Module 3 **'Show them how it's done'** (Interview techniques)
- Module 4 **'Onwards and upwards'** (Work ethics and professional behaviour)

The sessions place a significant emphasis on reframing members' perceptions and supporting them to think in a more proactive, motivated and focused manner about their approach to employment.

New partnerships were established to enhance the employment and training opportunities available to academy members, including Sadler's Wells Theatre, Crossrail, Phoenix Protection Ltd, Alight Security, MiddletonMurray, Elmfield Training, Arch Apprenticeships, Catch22, Smart Training, Morgan Stanley Recruitment and Nacro.

16 employability members completed the self-completion questionnaires to provide Fight for Peace with feedback on their experience and the support received from the employability service. The findings were as follows:

- **88%** feel more confident
- **100%** feel better about themselves and more motivated
- **94%** feel more ambitious and believe they have the ability to achieve their goals
- **75%** are less likely to be part of a gang
- **83%** are less likely to commit a crime
- **94%** believe they can get their ideal job
- **100%** are proactively looking for work
- **100%** feel job ready
- **52%** progressed into employment, an apprenticeship, further education or volunteering and **83%** attended employability related training

Quotes from Employability members

"The employability service has helped me on numerous occasions and I have witnessed how many participants have benefitted from this service. Considering the statistics of unemployment, Fight for Peace has done wonders to ensure they provide a sufficient service to allow participants to gain experience and employment."

Deji Olumoya, Employability

"Employability at Fight for Peace helps the development of young people by teaching the art of getting things done ourselves properly, by providing key skills for personal administration. Here, I have everything I need in terms of support."

Mikas Brandao, Employability

"The service that Fight for Peace has provided me has been of a high standard. Shakeela helped me a lot to apply for jobs. She has given me a different view of how to apply for various jobs. I have learnt to structure my CV and also how to use specific words that show my skills such as being a hard-worker. In my opinion this service provided from Fight for Peace, is amazing and has a good impact on people's lives."

Silo Joao, Employability and Youth Council member

"The employability service helped me to find jobs. It made me become more mature and it built up my confidence to go to interviews."

Bartolomej Horvath, Employability and Open Access (muay thai)

Support Services

The Support Services pillar provides a holistic service to young people based on their individual needs. In May 2013, a process called Level 1+ was introduced to ensure that new members of the Academy are seen by a youth worker soon after registering to ensure that any support needs they have are identified and responded to promptly.

From May onwards **56** Level 1+ mentoring sessions were delivered resulting in **11** referrals to Fight for Peace's other services. Level 2 Profiling mentoring sessions are delivered tri-annually to sports participants to ensure any issues or problems that come up through the year are identified and addressed by the team. Support Services staff also provide targeted case work programmes for young people who are referred via the Level 2 Profiling process or externally by partners such as Newham's YOT and Social Services.

In 2013, **375** Level 2 Profiling sessions were delivered, leading to internal referrals to other areas of Fight for Peace's provision such as education and employability support. External referrals were made to the team's extensive partner network where the nature of the issues being experienced by the young people necessitated additional input (e.g. housing, counselling, substance misuse etc.).

Additionally, all **31** Pathways learners received mentoring support to ensure that any issues or concerns they experienced did not lead to their disengagement from their studies. The mentoring sessions are also geared towards goal setting and helping members create and work towards positive plans for their futures.

Finally, an average of **17** young people per month were supported via the case work provision, which is designed to support the hardest to reach and high risk young people with offending histories, gang affiliations and other complex life issues for a minimum period of three months.

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

- **100%** feel more motivated and positive about the future
- **94%** feel more confident and feel better about themselves
- **100%** cooperate with others more
- **88%** are more accepting of people who are different to them
- **80%** are less likely to be part of a gang
- **88%** are less likely to commit a crime
- **86%** are less likely to carry a weapon
- **92%** are more likely to respect the rules

Quotes from Support Services participants

"Mentoring lessons really helped me with my life and relationship — they have really helped me to keep going. Thanks Jason for the help."

Bartolomej Horvath, Support Services and Open Access (muay thai)

"Mentoring has helped me develop as a person and has helped me through a lot of my problems. Because of the mentoring, I have become a better person and have more knowledge on how to deal with some life issues as well as the ability to help others."

Jade Wilkins, Support Services, Youth Council member and Open Access (fighting fit gym)

"The case work I take part in I think is good because it teaches me skills that will make me a man further on in my life."

Kenny Udenwoke, Support Services, Youth Council member and Open Access (fighting fit gym)

Youth Leadership

Fight for Peace recruits **15** young people to the Youth Council every year. The Youth Council acts as the 'voice' of the wider Fight for Peace members and keeps the team informed of their thoughts, feedback and suggestions so that project adjustments can be made accordingly. In this way, the Youth Council plays a critical role in ensuring the project reflects the needs and wants of its members.

Additionally, the group attends trustee meetings, staff meetings, meetings focused on the organisation's strategic development and also hosts visitors to the Academy alongside staff including potential funders, sports people, government officials and many others. In 2013, **44** Youth Council meetings were held. Fight for Peace 'gives back' to the Youth Council by providing training and in 2013 members of the Youth Council participated in leadership training which was designed in conjunction with their roles, responsibilities and interests. Training topics included Neuro Linguistic Programming, Peer Mentoring, Fight for Peace Values and Conflict Resolution.

Of the Youth Council members who completed the annual feedback questionnaires for 2013:

- **100%** believe the Youth Council make a real difference to Fight for Peace
- **100%** feel they are able to carry out their tasks as a Youth Councillor
- **71%** are confident approaching people they don't know and 100% understand other people's points of views
- **71%** of Youth Councillors speak to other members about the work of the Youth Council

Quotes from Youth Council members

"Coming to Fight for Peace has given me the opportunity to be myself and to receive different support from what I am used to receiving. It gave me the opportunity to interact with different people, different backgrounds, and gave me the chance to know myself and believe I can do what I think."

Jordana Gomez, Youth Council member and Open Access (muay thai)

"I started coming to Fight for Peace because I heard that there was a free gym and it was fun. Before I came to Fight for Peace, I was considered someone who was very naughty and my parents said he is not going to change, nothing is going to make him change. Then when I came to Fight for Peace and met a youth worker named Jason, he showed me the different aspects towards life and as a young man, the right decisions to make. So as I grew older, I left all my old habits behind and started to become the person who I am today; someone that is very bubbly, has a good sense of humour, intelligent and who has huge ambitions for the future. (cont)

The warm welcoming by the members of staff gave me that sense of belonging and I thought in a way I owe Fight for Peace back, and then there was an opportunity for me to join the Youth Council which I took with a very open mind. It has helped me in so many ways, such as leadership courses and helped me build my confidence. What I like best about Fight for Peace is the fact that I can come here feeling that whatever you do no one will judge you on what you have done in the past but to help you to think about what to do in the future."

Kenny Udenwoke, Support Services, Youth Council member and Open Access (fighting fit gym)

Local partners

Newham Youth Offending Team, Newham Intensive Youth Intervention Team, Child and Adolescent Mental Health Services, Triple P – Positive Parenting Programme, Newham Probation Services, Newham Child and Family Consultation Service, Newham's Specialist Substance Misuse Team, Newham Social Services, Metropolitan Police, Newham Action Against Domestic Violence, The Safeguarding Children and Vulnerable Adults Team, Kids Company, DePaul UK, Newham Renewal Programme, East London Skills for Life, Hackney Migrant Centre, Alone in London, MyBnk, Forest YMCA Supported Accommodation Walthamstow, Act for Change, St Giles Trust, IDEA UK, Tunmarsh Centre, Langdon School, Eastlea Community School, Education Links, St Bonaventure's School, Drew Primary School, Sarah Bonnell School, Rokeby School, Kingsford Community School, New Directions, The Royal Docks Community School, Lister Community School, YMCA, Sports Leaders UK, Pearson (EDI), Active IQ, Amateur Boxing Association, Gladiator Gym, University of East London, Reebok Sports Club, Terrence Higgins Trust, Showforce, Gallowglass, Young London Working, Free2Learn, Workplace, Emmanuel Youth Project, London City Airport, Arch Apprenticeships, Elmfield Training, Crossrail, Sadler's Wells Theatre, WimX Tennis and Learning, Phoenix Protection Ltd, Alight Security, Catch22, Smart Training, Morgan Stanley Recruitment, MiddletonMurray, Nacro, Street League, Saracens, Spark Inside, Newham Clinical Commissioning Group, Talmud Bah Consulting, Westfield, Kaizen Partnership, KeepOut, Media Trust, Catalyst in Communities Channel Project, Encompass Trust, HMP and YOI Feltham, HMP Thameside, Newham All Star Sports Academy.

"Fight for Peace have worked with young people made subject to youth conditional cautions on the Twilight programme in partnership with the YOT. The young people have completed positive work on developing self esteem, confidence and life skills. All young people have said they found the programme fun and helpful and their workers have stated that it has helped prevent offending."

Mark Freeman, Team Manager – Newham Youth Offending Service

"Fight for Peace was an absolute revelation for the young people at Education Links. Although they were reluctant at first because of the intense workouts, they eventually became a lot more conscious about their fitness levels. The young people became a lot more aware of the negative effects of smoking tobacco, cannabis and drinking alcohol. The trainers were fantastic at motivating and building confidence by having one to one conversations with the young people and setting personal targets for them for the next session. It was particularly pleasing to see Fight for Peace staff setting up workshops which involved raising awareness of issues which young people face. This included gangs, Police interaction, drugs in the community, violence, and the possible negative effects of the music industry. The staff were evidently from similar backgrounds to the young people, making them approachable and they found it very natural to build rapport with young people who are usually disengaged from group work activities. Overall, a brilliant organisation which targets the most deprived young people in our society!"

Ali Sayed, Mentor – Education Links

FIGHT FOR PEACE INTERNATIONAL

Global Alumni Programme

The Fight for Peace Global Alumni Programme (GAP) is our way of delivering impact in cities beyond Rio and London. Rather than build new Fight for Peace Academies around the world, GAP allows us to partner with community based organisations (CBOs) who are experts in working with young people affected by violence in their cities, and to build their capacity to deliver Fight for Peace-like services locally.

As of the end of 2013 there were **56** Alumni members from **21** countries, collectively supporting **65,334** young people.

The CBOs that take part in GAP become Fight for Peace Alumni, and by mid-2015 there will be 120 Global Alumni organisations, all aligned in their use of boxing and martial arts-based approaches to reducing youth crime and violence. Fight for Peace's vision for the Alumni Programme is that the Alumni community becomes an international network that pools evidence and presents a unified voice for alternative approaches to youth violence around the world.

GAP is a 12 month package of training and consultancy, designed to transfer the Fight for Peace methodology to CBOs and support them to adapt it to be effective in their community. Selected CBOs receive:

- Five day intensive training in all Fight for Peace principles and practices at the Fight for Peace Academy in Rio de Janeiro or London.
- 12 months of bespoke consultancy to support adaptation of the Fight for Peace model, and build organisational strength and sustainability.
- Access to the Fight for Peace toolkit, containing a wide range of delivery-ready tools and templates.
- Membership of the Fight for Peace Alumni, providing opportunities for peer-learning and partnership with other aligned CBOs around the world.
- Profile, use of the Fight for Peace Alumni brand, and use of Fight for Peace's research led evidence base to help build credibility with supporters and funders.

98% of CBOs rated their overall GAP training experience as 'good' or 'excellent'; agreed or strongly agreed that the course gave them concrete learnings that they could put into practice; and agreed or strongly agreed that they would recommend the course to other organisations.

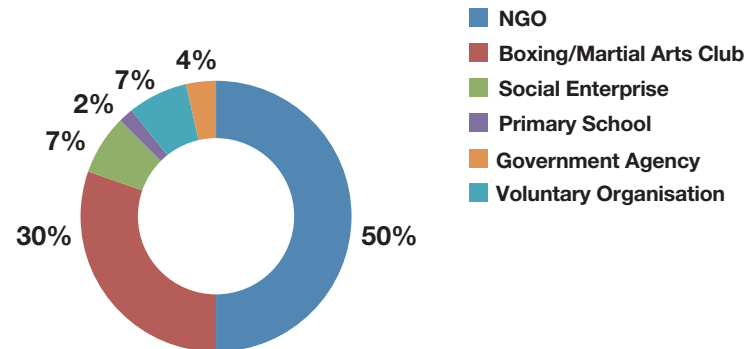
The Alumni

GAP is for CBOs that are well established, sustainable, highly credible locally, and have access to the young people most affected by violence. Broadly, two types of CBOs are selected: boxing and martial arts clubs that want to establish youth programming around their sport; and youth programmes that want to add boxing and martial arts to engage young people involved in violence. Often Fight for Peace delivers GAP to CBOs in city or country-based cohorts so as to build strong local communities of practice that can share resource and collaborate on service delivery, and that as a network of CBOs are compelling to local partners and funders. Every CBO that is selected for GAP is already a leader in their community; GAP is designed to help them increase their impact and speed up their development.

Since GAP was first launched, Fight for Peace has trained and supported **56** CBOs from **21** countries:

- 2011 — **9** CBOs across two global cohorts
- 2012 — **18** CBOs in one global cohort and one Caribbean cohort
- 2013 — **29** CBOs in cohorts from Nairobi, Johannesburg, Cape Town and New York

Fight for Peace is incredibly proud to be associated with the following Alumni of organisations, all of whom have been through, or are going through GAP. It's important to recognise that all CBOs within the Global Alumni are fully independent of Fight for Peace, and each other. The Alumni community is not based on any formal structure, it's an alignment of values and ideas and exists to help us support one another as we all continue to grow.



- Global

Ironworks - USA

Kivu Reintegration Centre - Democratic Republic of Congo

Bright Generation Foundation - Ghana

Project Capoeira - Lebanon

Sure Start / Mifumi - Uganda

Hard Knocks - UK

Keep It Real - USA

Association for the Development and Enhancement of Women - Egypt

Boxeo VMT - Peru

Empire Boxing Club - UK

Community Based AIDS Program (COBAP) - Uganda

Social Work for Development - Nepal

Nepal Breakdance Foundation - Nepal

Skillshare International Botswana - Botswana

Nari Uddug Kendra - Bangladesh

Youth Information Contact Centre - Afghanistan

Youth Achievement Sports for Development - Zimbabwe

Sauti Kuu - Kenya

- Caribbean

Kolbe Foundation / Belize Central Prison - Belize

Top Glove Boxing Club - Dominica

S-Corner Clinic & Community Development - Jamaica

Children First Agency - Jamaica

Simson Gym - Suriname

The Rose Foundation - Trinidad and Tobago

St Barb's Community Women in Action - Trinidad and Tobago

Simeon Youth Movement/Golden Fist Boxing Club - Trinidad and Tobago

- Nairobi

Ngunyumu Primary School

Kilimanjaro Initiative

Youth Without Walls

Miss Koch Kenya

Mathare North Boxing Club

Umeme Sports Club and Consultants

Usalama Reforms Forum

Youth Reform Self Help Group

Dallas Boys Self Help Group

Kibera Sport for Development

- Johannesburg

Ambassadors Youth and Community Development

Civil Contributions Concepts
 Gauteng Youth Crime Prevention Desk
 Fight with Insight
 Maila School of Martial Arts
 Sportstec
 Ikageng Itireleng Aids Ministry

- Cape Town

Great Commission United
 Oasis 'Reach For Your Dreams'
 Future Champs
 Safety Lab
 Lovelife
 Brotherhood of the Elite South Africa
 Vulisango
 Cape Flats YMCA

- New York City

Starrett City Boxing Club
 Brotherhood Boxing Gym
 Fight Back / Mary Mitchell Centre
 Champs Boxing Club

Impact

The impact of GAP on young people who attend the CBOs that join the Alumni

Alumni CBOs provide monitoring data to Fight for Peace about changes the young people they work with experience, that the CBOs believe are attributable to their involvement with GAP. To support this process, Fight for Peace provides the CBO with monitoring tools that are based on the Fight for Peace Theory of Change and relate to personal level changes (how young people feel about themselves, their future and their relationships) and concrete changes in their situation (their involvement in crime and violence, and their progress in education and employment). The data below has been provided in part by the CBOs, but also directly by Fight for Peace staff during monitoring and evaluation (M&E) visits.

Of the **37** organisations who have been working with young people for 8 months or more since joining GAP:

- **24** (65%) have reported that they have increased the number of young people they reach
- **18** (49%) report they are now accessing young people they previously found hard to reach
- **25** (68%) of CBOs believe that their involvement in GAP has led to a positive impact on the young people they work with
- **17** (46%) of CBOs have recorded reductions in young people's involvement in crime, violence and/or gangs
- **25** (68%) of CBOs have recorded improvements in young people's participation or performance in education
- **19** (51%) of CBOs have recorded improvements in young people's employment potential or status
- **26** (70%) of CBOs have recorded improvements in the health of their young people
- **24** (65%) of CBOs have recorded positive personal level changes in their young people

The impact of GAP on the capacity and capability of the CBOs that take part

To date, across the 56 CBOs taking part in GAP, 178 organisational improvements have been reported that are directly or partly due to their participation:

- **55%** of CBOs have added new youth development services, or significantly strengthened their existing services. Those services include education, work access, support services and youth leadership.
- **94%** of CBOs have strengthened their organisation's capacity and sustainability, by introducing or strengthening monitoring and evaluation (M&E) systems, fundraising capability, their use of brand and space, community engagement strategies and governance.
- **86%** of the boxing and martial arts (B&MA) clubs who have joined GAP have introduced, increased, or significantly improved the social youth development they offer to their members.
- Of the CBOs that have introduced B&MA for the first time:
 - **83%** are using B&MA in order to engage specific and new hard to reach target groups
 - **66%** are using B&MA to work more deeply with their existing members
 - **41%** are using B&MA to increase the number of young people who join their organisation overall (NB: some CBOs are using the sports for more than one of the above reasons)

Case studies

Skillshare International Botswana have designed, funded and launched a boxing, karate and youth leadership programme at Dukwi Refugee Camp. The programme has been running for 10 months and has been hugely popular amongst young people at Dukwi. Young people are engaging regularly in training, and have formed an advisory board to feed into camp planning and decision making processes. Through guest speaker events, and pro-education messages by coaches, many participants have improved their school attendance and results. The programme was funded by the US Embassy and following the success of the pilot, that support has been increased and extended into 2014.

Kolbe Foundation in Belize have introduced a karate and IT training programme for young people serving sentences at the Belize Central Prison. The programme has been designed to help young people deal with boredom and aggression, and give them an interest to pursue once they leave the facility to prevent them from returning to gangs and crime. Karate is integrated with IT training and other education and skill development support as part of a holistic approach to young offenders' rehabilitation. In an evaluation of the pilot programme carried out by Kolbe Foundation with the support of FFP, young people reported that since starting karate: **80%** had better relationships with adults; **86%** had better relationships with other young people; **53%** felt less likely to commit a crime; **60%** felt less likely to be a victim of

crime; and **64%** said they wanted to continue karate after they left prison. Participants also self-reported a number of positive personal outcomes from the programme including improved self-esteem, improved relationships with others, and a change in thinking about life, education, and their future.

Ngunyumu Primary School (Nairobi, Kenya) was the scene of intense post-election violence in 2007/8 when opposing communities clashed in the school grounds. The school has now created a network of eight martial arts clubs across the Korogocho community providing karate, taekwondo and capoeira. They have also established a team of mentors and a psychologist that work between the clubs providing roving personal support to young people, and to help those who are out of school to re-enter education. Cross-community competitions are also held at the school to help reduce negative perceptions of education from young people and parents, and more widely break down inter-community barriers. Since martial arts programming was established: attendance, participation and performance at school has improved for the young people involved in martial arts; out of school young people have returned to education after finding out about the martial arts activities in the school via their club; teachers and parents report feeling safer in their community; and both sides of the community now come together regularly at the school for martial arts events and training.

Nari Uddug Kendra (Dhaka, Bangladesh) has become the first organisation to introduce boxing for girls in Bangladesh, and the nation's first 25 female boxers were trained by the new NUK boxing club. NUK also strengthened their existing Karate programme and last year won gold, silver and bronze at the regional championships in Nepal last year. They have also recently started using karate combined with personal development to work with victims of sexual violence. As a result of the positive response of boys and families to NUK's after-school karate and personal development programmes, they will also start delivering mixed training in 2014.

Empire Amateur Boxing Club (Bristol, UK) have launched the 'Fighting Chance' programme which strengthens and extends their existing boxing-based community work. They have established Five Pillar holistic provision by bringing together a network of expert partners between which young people can be referred, articulated a theory of change to align and focus their work, reviewed all staff job descriptions to ensure they cover social as well as sporting objectives, and created new youth leadership and employment opportunities within the club. They have also strengthened their operations by articulating their organisational values, collating historical monitoring and evaluation data to provide evidence for potential funders and investors, and launching a new Fighting Chance website.

Snap shots

Simson Gym in Suriname have introduced a 'Young Lieutenants' programme for young leaders to take on roles as mentors for younger members, and to have a voice in the planning and operations of the club.

Boxeo VMT in Peru have introduced personal development sessions in which their coaches facilitate open discussions with members covering topics such as sexual and reproductive health, gender-based violence, and conflict resolution.

Nepal Breakdance Foundation have partnered with education providers in India so that members who have dropped out of school can undertake accredited high school level studies through online learning platforms.

Top Glove Boxing Club in Dominica have established partnerships with doctors, legal aid, mentors and a psychologist to ensure young people can access high quality psycho-social support.

Youth Without Walls in Kenya have launched an entrepreneurship programme for ex-gang members to help them start their own businesses selling market produce in their community.

COBAP in Uganda have launched a new website to raise the profile of their community support programmes and provide a platform for online fundraising.

Young Achievement Sport for Development (YASD) in Zimbabwe have introduced a new M&E system, based on that of Fight for Peace, that allows them to improve the registration process for new members and regularly monitor members' attendance and outcomes.

Mathare North Boxing Club in Kenya have introduced an employability pillar, which in the first six months has helped five young people to get part time work, and two young people to start their own small businesses.

Quotes from CBOs

"In every programme we have used the Fight for Peace logo and mention your association with us. The reaction we get from stakeholders is very positive and seems like our trustworthiness increases."

Social Work for Development, Nepal

"I have been able to get new ideas that I never thought could be applied in crime and violence prevention initiatives. And I have been able to build new networks that can add value to my work."

Usalama Reforms Forum, Nairobi

"We, the Alumni community, can discuss ideas but more often we give moral support to each other, and motivate and congratulate one another!"

Boxeo VMT, Peru

"I used (the association with Fight for Peace) to give weight and credibility to what we preach and practice. I also used it to build confidence in the people we were talking to and to make them understand that such problems were also present elsewhere in the world and how they were being tackled."

Mathare North Boxing Club, Nairobi

Impact for young people reported by specific CBOs

At Ngunyumu Primary School, since martial arts programming was established:

- Attendance, participation and performance at school has improved for the young people involved in martial arts
- Out of school young people have returned to school after finding out about the martial arts programmes via their club
- Teachers and parents report feeling safer in their community
- Both sides of the community now come together regularly at the school for martial arts events and training

Members at Mathare North Boxing Club (Nairobi) report:

- **71%** said coming to the club had stopped them getting in trouble on the streets
- **82%** think differently about their future because of coming to the club
- **100%** said coming to the club had made them feel safer in their local area
- In the first six months of delivery, the club's employability pillar helped five young people to get part time work, and two young people to start their own small businesses

Young people at Kolbe Foundation (Belize Central Prison) report that since starting karate:

- **80%** have better relationships with adults
- **86%** have better relationships with other young people
- **53%** feel less likely to commit a crime
- **60%** feel less likely to be a victim of crime

Plans for 2014

- Fight for Peace will select new cohorts of CBOs to take part in GAP from Freetown, Belfast, Trinidad and Tobago, and Kingston. Approximately 40 CBOs from across those cities will be trained at the Fight for Peace Academy in Rio and their 12 months support package will begin.
- Delivery of the UK and Brazilian National Alumni Programmes will commence. 10 CBOs in the UK, seven CBOs in Brazil, all from cities affected by violence, will be trained and supported by FFP.
- A Fight for Peace International staff presence will be established in Nairobi to support the Alumni CBOs there.

New approaches will be developed to allow us to share the Fight for Peace approach with large groups of practitioners, such as B&MA coaches or school teachers, who want to use boxing and martial arts as a platform for youth development and violence reduction around the world.

FIGHT FOR PEACE – INSTITUTIONAL INFORMATION

Fight for Peace in the media

Throughout 2013, Fight for Peace featured in a wide range of websites, magazines, newspapers, television programmes and various forms of social media. Some of the highlights from last year include:

January

- The Guardian - 'How social enterprise can reduce gang crime'

March

- Globo Esporte Online (www.globoesporte.globo.com) - 'Astro do rúgbi visita projeto social e coloca crianças para dançar o haka'

April

- Evening Standard London - 'Bullied at Chancellor Osborne's school, now Luke is fighting for peace among Rio's drug dealers'
- Sport1 Reportage - 'The Rio Project'
- Rio 2016 (www.rio2016.com) - 'Projeto criado no Rio usa o boxe para levar paz a comunidades de todo o mundo'

May

- ESPN Brasil - 'Histórias do Esporte: Forjando campeões'
- O Dia - 'O Rio sem Fronteiras: Maré com sotaque britânico'

June

- Veja - 'Alunos e professores ficaram na linha do tiro em confronto na Maré'
- Fox Sports - 'Projeto de boxe na Favela da Maré tira jovens do crime'
- Bom Dia Rio - 'Lutadores profissionais participem da luta contra o crack'

- Boxing News - 'From Brazil to London Fight for Peace has had an impact'
- The Telegraph - 'The man who won't give up'

July

- The Guardian - 'Brazil's social entrepreneurs are making the most of safer favela conditions'
- Inside the Games - 'Fight for Peace gets funding from Big Lottery Fund'
- The Wharf (www.wharf.co.uk) - 'Newham's Fight for Peace scoops Lottery cash'

August

- O Rio Sem Fronteiras - 'Luta pela Paz da Maré, se espalha pelo país'
- TV Globo, Encontro com Fátima Bernardes - 'Projeto Luta pela Paz muda a vida de jovens no Complexo da Maré'
- Newham Recorder - 'North Woolwich boxing club teams up with TV's BoxNation'

September

- The Globe and Mail - 'Making good with martial arts'
- Globo Esporte Online (www.globoesporte.globo.com) - 'Menino de Ouro'
- Evening Standard - 'Growth Capital: Sportswear which supports a cause worth fighting for'
- The Independent - 'A new kind of fight to fix Brazil's favelas'
- Around the rings - 'Luke Dowdney, Founder & Director of Fight for Peace, Honoured by Beyond Sport & One World Futbol Project'
- SporTVNews - 'Pronto para o Mundial de boxe no Cazaquistão, Roberto Custódio sonha com bons resultados'
- Octógono News (www.octogononews.band.uol.com.br) - 'Campeão das Américas, Roberto Custódio conquista o Pan de boxe'

October

- TV Globo - 'Minuto Criança Esperança: Projeto Luta pela Paz'
- Evening Standard - 'Letters: how to wean the young off gangs'
- Philstar.com - 'Sports brand has social purpose'
- redesdamare.org - 'Boxeador da Maré rumo ao mundial'

November

- Globo.com - 'O bom moço de boxe com cara de mau'
- Le Monde - 'Boxer pour la paix dans une favela brésilienne'
- BBC Radio 2 - 'The Road to Rio'

Fight for Peace's notable mentions

Wilfried Lemke, UN Special Advisor on Sport for Development and Peace

"My team and I visit organizations who commit themselves to serious work, and this is why I am here again. You young people should be proud to be part of Fight for Peace. I can see that the work here is a good example of how people come together in an area of conflict."

Patrice Cholley, Head of Youth Strategy Coordination for the International Olympic Committee

"Before I came to Rio, I believed 100% in the organisation. I had already met some of the staff and I knew it was a high-level project. My expectations have been met. I liked everything I saw. I'll take with me all the positive energy that I received here."

Christiane Paqueta, Director of Education and Culture at the Brazilian Olympic Committee

"Fight for Peace provides the community with what the State does not, and it does so with quality. From this visit I will take away with me the hope and joy that I saw in the children's eyes. We knew that it was a well established project, but we did not expect all this – so much happiness."

Sean Fitzpatrick, ex-captain of the New Zealand rugby team

"As we say at Laureus, sport has the power to change the world. From what we can see at this project, it is definitely changing the world of these boys and girls. It has been wonderful to experience at first hand what is going on here. What Luke and Fight for Peace are doing is tremendous and for Laureus to be involved in that, in helping to change lives, is what we're all about. I've been inspired by what I've seen."

VISITS AND SOCIAL EVENTS

During 2013, Fight for Peace received several visitors in both Rio de Janeiro and London. Some of the highlights are as follows:

Visits and social events at the Rio de Janeiro Academy

March

Photo exhibition at Fight for Peace in Rio celebrates International Women's Day.

Sean Fitzpatrick, ex-captain of the New Zealand rugby team, along with the Secretary of Sport and Leisure, André Lazoni, visit the Academy in Rio.

The former boxer, Axel Schulz and the judo practitioner, Ole Bischof, visit Fight for Peace in Rio.

Fight for Peace receives the Principal from The University of Edinburgh, Professor Sir Timothy O'Shea.

April

Athletes from Fight for Peace take part in an event at the British Embassy in Rio de Janeiro.

The Nova Holanda Academy holds a graduation ceremony for members completing its Pathways Secondary Level programme.

Fight for Peace in Rio receives the Sport for All Award by the International Olympic Committee in Lima, Peru.

Visit from Martin Badham, the Second Secretary to the British Embassy in Brazil.

May

Brazilian actor André Ramiro visits Fight for Peace and participates in a question and answer session with the Youth Council.

June

Fight for Peace holds its third Gender and Sexuality course, taking place over a three-month period.

July

Fight for Peace, together with other organisations from Complexo da Maré, participate in the Ato Ecumênico event. The event takes place in response to the killing of ten people as a result of a police operation in Complexo da Maré.

The Youth Council take part in a leadership workshop.

August

Festa Agostina brings together 400 young people at the Nova Holanda Academy to celebrate Northeastern Brazilian traditions.

September

Luke Dowdney, Founder & Director of Fight for Peace, is awarded by the organisation Beyond Sport with the Innovation Through Sport accolade.

President of the International Judo Federation, Maris Vizer, visits Fight for Peace in Rio de Janeiro, accompanied by the Arbitration Director of the International Federation, Juan Carlos Barros and the President of the Israel Judo Federation, Ponti Moshe.

The Special Adviser from the United Nations Office on Sport for Development and Peace, Wilfried Lemke, watches a taekwondo presentation and speaks to the Youth Council.

October

Participants of the third Gender and Sexuality course graduate.

Boxing event in the Baixa do Sapateiro community in Complexo da Maré brings together residents and athletes.

November

Judo and capoeira exam brings together 120 young people and around 450 friends and family to watch the ceremony.

Head of Youth Strategy Coordination at the International Olympic Committee, Christiane

Paquetalet and Director of the Brazilian Olympic Committee visit the Nova Holanda and Baixa do Sapateiro Academies.

December

Martial arts presentation takes place in the Nova Holanda community with approximately 200 spectators.

Visits and social events at the London Academy**March**

ABA Boxing Show takes place at Fight for Peace London – four Fight for Peace competitors compete and one competitor is awarded the trophy for best boxer of the show.

April

The Mayor of the London Borough of Newham, Sir Robin Wales, visits Fight for Peace's London Academy and speaks with the Youth Council.

May

Former British, Commonwealth, European and IBO World Boxing Champion Billy Schwer gives an inspirational presentation to Open Access participants on how to reach their potential at the monthly Personal Development session.

June

Members of the Rio Academy visit Fight for Peace in London for the second Youth Exchange. Following up on the UK Academy's visit to Brazil in October 2011, the London Exchange includes a series of activities and visits during the week-long visit.

12 members of Fight for Peace's London Academy take part in the fourth residential trip at the RAF Cranwell training base in Lincolnshire.

Two members take part in a tennis master class with ex-professional player Tim Henman at the All England Lawn Tennis Club in Wimbledon as part of the partnership with Laureus Sport for Good Foundation.

July

Members of Fight for Peace's London Academy take part in a campaign run by the Newham All Star Sports Academy encouraging young people to not carry knives.

September

Fight for Peace rewards members for their outstanding contributions and achievements at the Annual Awards Ceremony.

October

Fight for Peace muay thai competitor David Sa wins Ringmasters Tournament in the 95kgs division, his second title belt.

November

Fight for Peace holds a high level networking event at 11 Downing Street to celebrate past achievements and to set out a long term vision for the organisation, including the planned redevelopment of the London Academy.

ABA Boxing Show at Fight for Peace London – Fight for Peace competitor wins trophy for best boxer of the show.

Fight for Peace London is shortlisted for the People's Millions Campaign, a grant programme run by the Big Lottery Fund in partnership with ITV.

British Olympic Heavyweight Anthony Joshua visits Fight for Peace for the second time, spending time with the Pathways Module 1 learners.

DONORS AND SUPPORTERS**Associação Luta pela Paz – Donors**

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 Comic Relief
 Criança Esperança
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 Fundo Carioca/ Brazil Foundation
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Fight for Peace International – Supporters

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DONORS AND SUPPORTERS

Fight for Peace (UK) – Donors

Big Lottery Fund - Reaching Communities	Paul Hamlyn Foundation
The Monument Trust	The Rayne Foundation
Credit Suisse EMEA Foundation	The QBE Foundation
Esmée Fairbairn Foundation	The Drapers' Charitable Fund
Laureus Sport for Good Foundation	St. James's Place Foundation
Sport Relief/Comic Relief	J Paul Getty Jnr Charitable Trust
The Henry Smith Charity	Wates Foundation
The City Bridge Trust	The Equitable Charitable Trust
Forward Foundation	Beyond Sport Foundation
London Borough of Newham	Alison Wetherfield Foundation
Tudor Trust	Jack Petchey Foundation
The John Armitage Charitable Trust	Global Charities - Help A Capital Child
London Stock Exchange Group Foundation (LSEG)	The Co-operative Membership Community Fund
Lloyds Bank Foundation for England and Wales	Zurich Community Trust
BBC Children in Need	The Holbeck Charitable Trust
The Rothschild Foundation	The Austin and Hope Pilkington Trust
The Eranda Foundation	UBS
State Street Bank	The Keith Coombs Trust
Aspers Good Causes Fund	And a number of major gifts from anonymous individuals.
May and Stanley Smith Charitable Trust	
29th May 1961 Charitable Trust	

FIGHT FOR PEACE

Founder & Director – Luke Dowdney MBE

RIO DE JANEIRO STAFF

Programme Manager – Juliana Tibau

Institutional Relations Manager – Gabriela Pinheiro

Monitoring and Evaluation Coordinator – Vinícius Ribeiro

Special Project Coordinator – Lourenço Cesar da Silva

Educational Coordinator – Luiz Cerdeira

Communications Coordinator – Mariana Mendes

Coordinator of International Development – Bryony Duncan

Academy Coordinator – Thais Duarte

Administrative Assistant – Jorge Mello

Administrative Officer – Pedro Artur Jacinto

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

Capoeira Coaches – Alexandre Viana, Josélio de Oliveira, Roque Guimarães (assistant) and Wallace dos Santos (assistant)

Careers Officers – Telma Viera

Caretakers – Célio Matias and Amauri Jose Jorge

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Gym Assistant (Wrestling) – Anderson Rodrigues

Human Resources Coordinator – Juliana Setubal

I.T Support – Marcelo Carvalho

International Relations Assistant – Ana Caroline Werneck

Jiu Jitsu Coaches – Deywson de Souza, Bruno Gaudino (assistant) and Luiz Henrique de Souza Bernardo (assistant)

Judo Coaches – Ubirapuan Reynaldo and Lucas Peixoto (assistant)

Lawyer – Lorena Moreira

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

Muay Thai Assistant Coaches – Allan Rodrigo and Cristiane Ferreira

Operations Assistant – Valdilene Jacinto da Silva

Operations Assistant/Driver – Samuel Rodrigues

Project Assistant (Open Access) – Ana Carolina Belo

Project Assistant (Pathways) – Miriam Santos

Psychologists – Paula Miranda and Vanessa Diniz

Receptionists – Mayra Cristina Pereira and Manoela dos Santos

Reception Interns – Orlando Lira, Graziela Barbosa, Raíssa Lima, Juliana Pinho, Carlos Eduardo Viana and Jhennifer Pereira

Rede Brasil Coordinator – Diana Bonar

Social Educators – Elias Soares, Fábio Batista, Marcos de Melo, Rogério Brunelli and Rosane Alexandre (extra school work)

Social Support Coordinator – Viviane Carmen Santos

Social Workers – Viviane Melquiades, Marlucy Siqueira, Sandra Tomè Braga and Luciana Alves (intern)

Sport Teaching Staff – Roberto Custodio (boxing), Antonio Cruz (boxing), Emerson Padilha (MMA), Wellington de Melo (muay thai), Manoel Rangel (taekwondo) and Alex Lima (wrestling)

Taekwondo Coaches – Manuel Barbosa Rangel and Kleber Henrique Sodronio Gomes (assistant)

Teaching Staff – André Luiz da Fonseca, Carlos Alberto dos Santos Gonçalves, Gleice Etelvino da Silva, Fernanda França, Higor da Silva, Incerlande Soares dos Santos, Marília Cerdeira, Marcos Aurélio de Oliveira, Elias Carvalho, Marcos de Melo, Rogério Brunelli, Fábio Batista, Tânia Lopes and Rosângela Regina Leitão

Wrestling Coaches – Alex Lima (Alex Cavalo) and Anderson Rodrigues Patrocínio (assistant)

LONDON STAFF

Head of Programmes UK – Marigold Ride

Finance and Sustainability Manager – Alison McLaughlin

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Education and Training Coordinator – Denise Carroll

Education and Progressions Officer – Alex Brown

Youth Engagement Officer – Michael Staveley

Progressions and IAG Officer – Shakeela Bagus

Fundraising Officer – Katherine Bates

Educational Support – Lance Cepal (volunteer)

Operations Coordinator – Nina Wild

Operations Assistant – Silvino Domingos

Junior Project Assistant – Jonathan Muhamba

Youth Workers – Sergio Prata, Abie Ladepon-Thomas and Martin Pritchard (volunteer)

Boxing Coaches – Mark Massow (Competition Secretary), Marcus Forde, Mark Callaghan and Tony Neunie

Muay Thai Coaches – Daniel Sam, Thoetthai Srirotriam, Ruqsana Begum and Leslee Constable

MMA Coaches – Stephen O’Keeffe and Chris D’Cruze

Gym Instructors – Dave Andrews, Reinaldo dos Santos and Ismael Paulo

Fighting Fit Coaches – Maksimas Mescerekoras (volunteer) and Ebenezer Ayerh

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International Training Coordinator – James Baderman
 Monitoring and Evaluation Manager – Rebecca McHugh
 Trainer and Consultant – Seth Reynolds
 Programme Officer – Pete Beeley
 Finance Manager – Alison McLaughlin

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 David Butler

CONTACT INFORMATION

Fight for Peace – Rio de Janeiro

Centro Esportivo e Educacional Luta Pela Paz
 Rua Teixeira Ribeiro 900
 Bonsucesso
 Rio de Janeiro
 Brazil
 CEP 21044-251
 Tel / Fax (+55) 21 3105 5341



julianatibau@lutapelapaz.org
 gabriela@lutapelapaz.org

 @lutapelapaz
 facebook.com/LutaPelaPaz

Fight for Peace – London

Fight for Peace Academy
 Woodman Street
 North Woolwich
 London
 England
 E16 2LS
 Tel (+44) 0207 474 0054

m.ride@fightforpeace.net
 alison@fightforpeace.net

 @fightforpeace
 facebook.com/FightForPeaceUK

