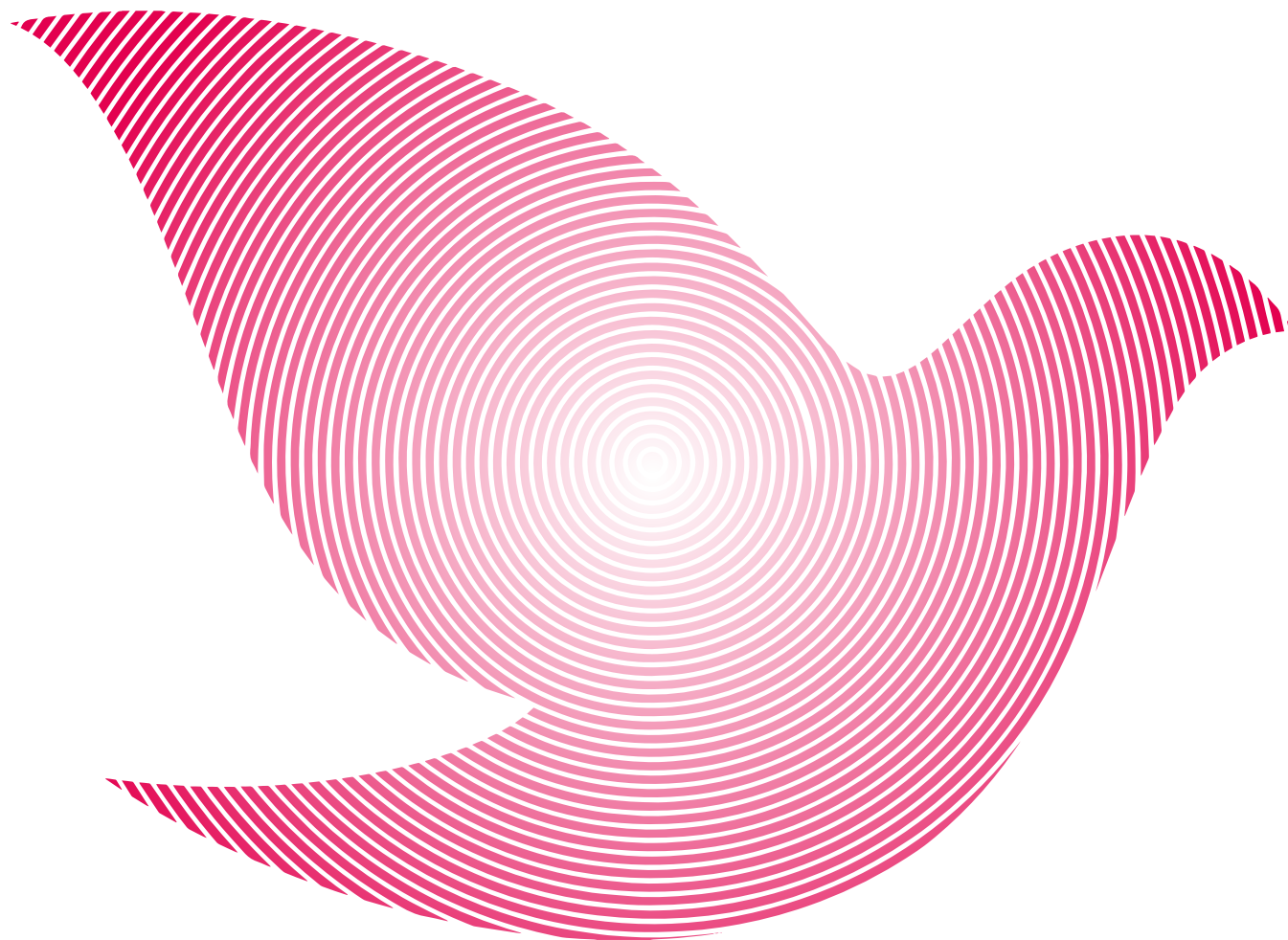


peacemakers

ANNUAL
REPORT &
ACCOUNTS
2024





Vision

Our vision is of people working together to build peaceful communities, helping our society to be more peaceful and so creating **a more peaceful world**

Management Committee members in 2024

John Babb
Simon Best
Anne Christie

Sally Kaminski-Gaze
Ian Neal
Carole Pannell

Nicholas Paton-Philip
Fran Wilde

Our Team

Helen Carvalho-Gilbert Associate Trainer
Dr Anna Gregory Associate Trainer
Sara Hagel Director
Yvonne Hunt Office Manager
Rosie Lancaster-Barnes Associate Trainer
Lynn Morris Associate Trainer
Dr Michael Ogunnusi Consultant

Libbs Packer Schools' Co-ordinator
Mehdiya Mohamed Associate Trainer
Nishi Pankhania Associate Trainer
Heather Rowlands Programme Manager
Jivan Thomas Newman Associate Trainer
Paul Tucker Associate Trainer
Jackie Zammit Associate Trainer

Mission

- Our contribution to a more peaceful world is to work with people in different types of communities to create peace through exploring, learning about and practising peace.
- We have a particular emphasis on working with children and young people, especially in school communities.
- We support people within communities to build, strengthen and repair relationships at all levels. We equip them to deal non-violently and creatively with the inevitable conflicts that arise for us all.
- Our work centres on positive peace, which is more than the absence of conflict; it is the presence of peaceful beliefs and behaviours, of justice and inclusion as well as non-violence.

Our offer to schools

- Peacemakers educates for peace. We provide interactive professional development, training and resources to support the curriculum and develop essential emotional, social and conflict resolution skills with children and adults.
- We run **Peacemaker courses**, providing children with the social and emotional skills to build relationships and resolve conflicts peacefully.
- We train **Peer Mediators**, helping pupils to resolve disputes between themselves. We work with the whole school to develop skills to build, maintain and repair relationships. This combines all of the above with the development of a whole school ethos based on restorative approaches.

Values

- Our work is grounded in the Quaker practices (known as testimonies) of peace, simplicity and sustainability, truth and integrity, equality and justice.
- We respect every individual and value everyone's contribution and actively reject discrimination of any kind. We see education as a means of developing human potential, and healthy relationships as a foundation for learning.
- We value quality in all our work and see learning as a lifelong experience. We are always seeking to improve our work; evaluation and innovation is therefore of central importance to us. We value creativity in responding to the unique needs of each group.

Peacemakers is the working name of the West Midlands Quaker Peace Education Project (WMQPEP). A branch of the Central England Area Quaker Meeting Charities (CEQ).



Management Committee Report

The Management Committee is responsible for setting the strategic direction of Peacemakers, overseeing the work and ensuring that the organisation's values are upheld in how we work and what we do. The Management Committee is appointed by, and accountable to the Central England Area Quaker Meeting and a substantial part of our role is in liaising with the Trustees and other committees of Central England Quakers (CEQ) and upholding good governance, accountability, and integrity.

In 2024, the Management Committee met four times, twice in person and twice online. We found that this pattern enabled us to effectively and efficiently conduct our business, while allowing time to build a strong working relationship as a committee and with the director and other staff.

We were glad to be joined by other members of the staff team for relevant items. This provided us with a valuable opportunity to hear in-depth about aspects of the work and engage in discussions which deepened our understanding of what Peacemakers does. This has helped us exercise effective oversight, as well as look to the future and what that may look like for Peacemakers.

We appoint a Finance and People Sub-Committee, comprising the Treasurer, Clerk and two others, which has delegated responsibility for detailed oversight of our finances, human resources and other policy matters. This sub-committee also met four times during 2024 and reported to each meeting of the Management Committee. During 2024 Nicholas Paton-Philip and Fran Wilde were appointed to the Management Committee. We are incredibly fortunate to

have a dedicated, skilled and committed staff team which is led by Sara Hagel in her role as Director and a growing group of enthusiastic and creative associate trainers.

During 2024, the Management Committee – together with staff – began considering possible future directions for Peacemakers.

This consideration has been encouraged by the success of our *Planting the Seeds of Peace* project, which has been generously funded by The Sir James Reckitt Charity for three years and is now in its second year. This project is focused on promoting peace education for children aged 7-11 throughout the UK, leading to greater take-up of peace education in primary schools. This has involved building networks and connections with peace educators nationwide.

We worked on a new, expanded and updated edition of *Learning for Peace*, our resource for those working with children, with the hope that this will be an even more valuable tool for anyone undertaking peace education.

Alongside this, we have continued our longstanding and impactful Peacebuilder and Peer Mediation Plus trainings which continue to help young people develop social and communication skills, emotional literacy and techniques for responding to conflict. Our work is not without challenges. There are challenges from society around us where we face increasing polarisation, marginalisation of minorities, hate speech and violence. There are also challenges in the schools we work with, where both budgets and timetables are increasingly pressurised. Despite this, we believe strongly in the importance of our work in encouraging young people to be equipped to resolve conflict, build peace and develop community – whether in schools or their wider lives.

We are, as always, grateful for the funding Peacemakers received from Central England Area Quaker Meeting and a number of charitable trusts, as well as individuals. We are fortunate to have supporters who are willing to fund core activities, as well as those who give to specific projects.

Simon Best
on behalf of the Management Committee





Director's Report

In 2024 we consolidated many strands of our work, while growing our new *Planting the Seeds of Peace* project. We were working against a backdrop of continued concern about polarisation within our local communities, divisions that erupted into violence in the summer riots. Our commitment to providing an alternative approach and narrative through peace education is as strong as ever and informs our strategy and plans.

Plans included:

- Building awareness of peace education among educators through face-to-face encounters at conferences, social media, newsletters, and networking;
- Maintaining our expanded Peer Mediation Programme, training 626 more young mediators and setting up 22 more Peer Mediation Programmes; and
- Running a Peace Ambassadors Programme in tandem with the Peace Hub, encouraging children to take action for peace in 4 schools, who will come together this Spring 2025 to share their experiences.

Where possible, we have been following up with the Peer Mediation Programmes we ran in 2023 and 2024 and I would like to share some of what we have learnt, to illustrate the impact peace education can have.

We asked 260 mediators aged 7-17 who had been in post for 3-6 months some questions about their experience:

98% said they were more confident now in dealing with others' problems.

81% said they were better listeners and were able to be assertive when needed.

66% said they were now more confident in other parts of their lives.

45% said they were more confident dealing with their own problems.

We look forward to training hundreds more in peacemaking skills in 2025 and beyond.

In addition to delivery targets, in 2024 we also have written a new edition of our resource *Learning for Peace*, expanding the number of activities available for those

working with children and becoming an even more valuable tool for anyone planning peace education.

Challenges persist, of course, especially in funding our work, as schools continue to find their budgets overstretched with little scope for anything beyond the essentials, and as grant givers find the number of requests for their help increasing.

I would like to thank our team of Associate Trainers who deliver most of our work in schools, representing Peacemakers through the highest facilitation standards and modelling peace to hundreds of children and young people. We could not do it without them or without the generous financial support of all our funders.

Sara Hagel
Director



IN 2024...

51 programmes delivered
480 school staff trained
1,305 children and young people received training from us including **626** new peer mediators trained
1,785 children and adults who we worked with in 2024



DONORS

We are very grateful to all those who donated to our work, Charitable Trusts, Quaker Meetings and individuals. We'd especially like to thank:

Baron Davenport's Charity
CB & HH Taylor 1984 Trust
GJW Turner Trust
Gowling WLG (UK) Charitable Trust
Lillie Johnson Charitable Trust
Marsh Charitable Trust
Radley Charitable Trust
Simon Digby Charitable Trust
The Allan & Nesta Ferguson Charitable Trust
The Avon Trust and J and MC Trust
The Cole Charitable Trust
The Edith and Jack Griffiths Charitable Trust

The FDR Trust
The Grantham Yorke Trust
The Michael Marsh Charitable Trust
The Noel Sweeney Foundation
The Roughley Trust
The S & D Lloyd Charity
The Sir James Reckitt Charity
Westhill Endowment
WF Southall Trust
William A Cadbury Charitable Trust
William P Bancroft (No2) Charitable Trust /
Jenepher Gillett Trust

SCHOOLS AND OTHER ORGANISATIONS WE WORKED WITH IN 2024

All Saints CE Primary School and Nursery
Audley Primary School
Beechwood CE Primary School
Bells Farm Primary School
Chad Vale Primary School
Court Farm Primary School
Deanery C of E Primary School
drb Ignite Multi Academy Trust
Earlsdon Primary School
Eaton Valley Primary School
Etruscan Primary School
Firs Primary School
Galton Valley Primary School
Growing Peace Project (Herefordshire)
Halesowen C of E Primary School
Hall Green Infant and Nursery School
Hob Green Primary School
Holte School
Jervoise School
Kemball School
King Edward VI King's Norton School for Boys
Leigh Primary School
Montgomery Primary Academy
Nelson Mandela Primary School
Newtown Primary School
Oakhill Primary School

Orchard Community Trust
Paganel Primary School
Princethorpe Junior School
Raddlebarn Primary & Nursery School
St Benedict's Primary School
St Chad's Catholic Primary School
St John's and St Peter's CE Primary School
St John's C of E Primary School
St Joseph's Catholic Primary School
St Mary's CE Primary and Nursery
St Matthew's C of E Primary School
St Michael's Church of England Primary School
St Paul's CE Primary School
St Thomas CE Primary School
St. George's Church of England Primary Academy
St. Mark's CE Primary School
St. Michael's CofE Primary Academy
Templars Primary School
The Bromley Pensnett Primary School
The Oaks Primary School and Nursery
University of Birmingham School
Ward End Primary School
Waverley School
Wychall Primary School
Yew Tree Primary School
Yorkwood Primary School

LEARNING FOR PEACE



This piece of work is where we support a primary school to embed peace education in their curriculum using the activities, games and approaches in our resource *Learning for Peace*. We help the school plan the curriculum for Reception to Year 6, complementing the work the school is already doing in social and emotional learning and train the staff to deliver quality circle time sessions using our materials.

In 2024 we piloted sharing Learning for Peace (LFP) in a new way, working with a group of schools in two different Multi Academy Trusts. Working at a Trust level, to deliver, cascade and embed LFP in schools in their Trust, meant we had to re-think the approach we use with individual schools. The project instead worked in depth with selected teachers from a number of schools to help them grasp the approach – with the intention of those staff members rolling it out to the other schools over time.

This has been a different way of working for us which has created new administrative challenges,

but the enthusiasm and commitment of the staff at both school and Trust level to embrace LFP has been encouraging.

This model means more children in more schools will be able to access Peace Education as each of the Trusts has over ten schools in their care. The work with these schools is ongoing, and we are monitoring the work, learning lessons along the way, so we can roll it out to more Trusts or groups of schools in the future.

Libbs Packer
Schools Co-ordinator





PEER MEDIATION

It has been another successful year for Peer Mediation, the highlight of which was seeing one of our schools, Ocker Hill Infant and Nursery School, win the prestigious **Peer Mediation Scheme of the Year Award** at a ceremony at the Houses of Parliament in London. We hope that this success will go on to inspire other schools to set up mediation schemes with younger children.

In 2024, Peacemakers trained mediators in 21 primary schools (two of which were Infants) and one secondary school, which are plotted on the map.

To ensure the longevity of Peer Mediation schemes in schools, we invite staff from the schools we have trained to come to our annual 'Train the Trainer' where we provide them with the knowledge and resources they need to train their next cadre of mediators in school, independently of us.

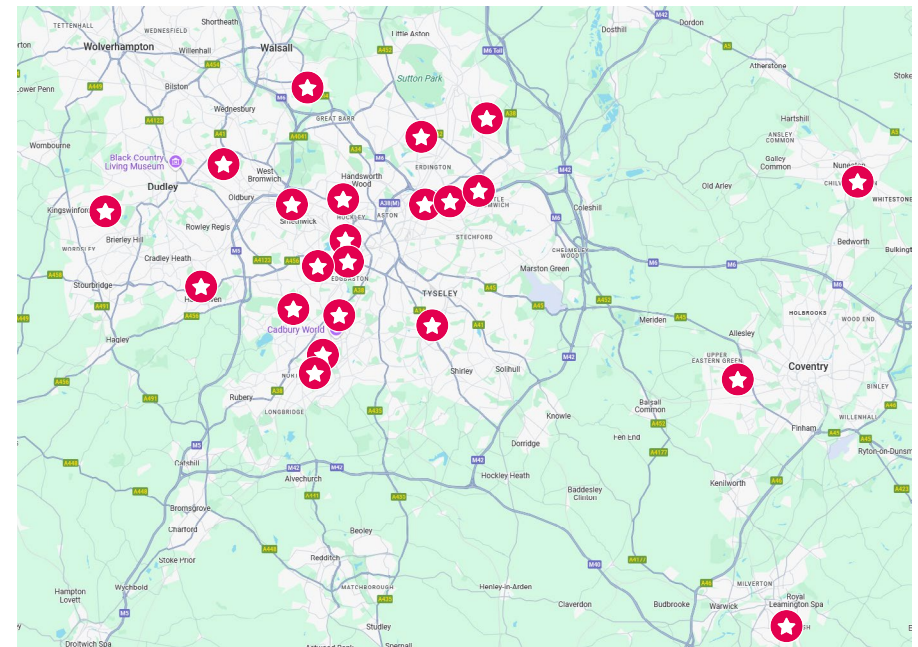
In 2024 this was attended by 10 staff from twelve schools and feedback from the day included:

- "The course has been really valuable."
- "Thank you so much! A wonderful day!"
- "Really informative and great to network with other staff from other schools."
- "Thoroughly enjoyed today very informative and supportive."
- "Fantastic, informative & very interesting training."
- "A really informative and useful training day. Great to share experiences and ideas."

We have continued to visit schools we have trained in follow up visits and it is encouraging to meet the mediators, hear from staff and other students of the success of the scheme, but also take learning from different ways of running mediation schemes, so we can advise and suggest new ideas to other schools. Feedback from children who used the scheme in one school included:

- "The adults can sort it but, a mediator will take time to give you time to think."
- "The mediators helped me feel calm and comfortable talking."
- "If the children have a problem – they come back from mediation happy."
- "The mediators sort out problems."
- "We used to have a lot of problems that the teacher had to spend time sorting out but they haven't done that in ages."
- "When we meet with the mediators, they report an increase in confidence and feeling better able to understand others' points of view."

Libbs Packer
Schools Co-ordinator



Location of all the schools we delivered training in

Here's a video of the Blue Wing Team of peer mediators at Ocker Hill Infant and Nursery School.



Playing circle games is one of the highlights for most children – *Sun Shines On* is a firm favourite, as everyone has the opportunity to move and to share something about themselves



YOUNG PEACE AMBASSADORS

We started an exciting new project in conjunction with the **Peace Hub**, based on our Junior Peacemaker Workshops.

We delivered one day workshops with Year 4 classes from four schools, exploring peace in the world. Following this, each school selected some volunteers as Young Peace Ambassadors, who we then worked with the following term, to identify a peaceful theme for a project that they would focus on in school.

Ideas included: food waste and packaging, reducing litter in the school environment and planting, kindness project and friendship. We are looking forward to welcoming these Young Peace Ambassadors and their staff at the **Priory Rooms Meeting and Conference Centre** in April to meet each other, share what they have achieved so far, be inspired by peaceful projects happening in Birmingham and celebrate their efforts.

Libbs Packer
Schools Co-ordinator



LEGO representations from one class of Peaceful Projects started in different parts of the world

PLANTING SEEDS OF PEACE EDUCATION

PROMOTING PEACE EDUCATION FOR CHILDREN AGED 7-11

2024 was the second of three years of our **Planting Seeds of Peace Project**, funded by The Sir James Reckitt Charity. The overall aim for the project is to promote peace education for children aged 7-11 within the UK, leading to greater take-up of peace education in primary schools.

Some 'Seeds of Peace' from 2024...

- Beginning to work on a new edition of **Learning for Peace**. This will be launched in 2025. We hope it will provide continued inspiration to peace educators – both those who know our popular resource well and those who are new to it – with a toolkit of activities and approaches to peace education;
- The resources section on our website is now fully searchable which makes it much easier to find the particular activity you are looking for;
- Building capacity by training peace educators from across the country in the 'how' of peace education;
- Raising awareness by attending education conferences

across the country, bringing the joys of peace education to many more educators; increasing our presence on social media, sharing activities and insights; and improving our website so that people can more easily find the information they are looking for;

- Identifying key players with influence by attending the All-Party Parliamentary Group Advisory Board (APPG) on restorative justice in 2024 and providing input to the education strand. This work helped get our name known as well as providing useful links with others doing this work.

It is exciting to broaden our peace education offer beyond our West Midlands region – how can peace education be taken up in more schools? What support needs to be in place to develop quality peace educators?

Next year we will continue to support schools, Multi Academy Trusts and Local Authorities to nurture their 'seeds of peace'.

Heather Rowlands
Programme Manager

PLANTING SEEDS OF PEACE IN NUMBERS...

147 activities in the new edition of **Learning for Peace**

150 searchable resources available on the website

14 new school leads from conferences in 2024

9 Peace educators from beyond the West Midlands attended training in 2024

22 Attendees at the APPG for Restorative Justice





Children sharing what peace means to them. |



POSITIVE PEACE GROUPS

Our Positive Peace Groups support young people at risk of exclusion, youth violence, self-exclusion or self-harm. One Positive Peace group took place in 2024 in a secondary school in South Birmingham. The work is framed around the concept of positive peace: not just the absence of violence but the presence of factors that support peace – such as equality, having your voice heard, participation and justice.

One-to-one sessions give space for young people to share their experiences with an adult who doesn't have a pre-existing role in their lives. The stories shared are often ones of direct violence. The young people can set goals for themselves based on various aspects of their lives: from school life, to home, relationships with others and their impact on their peers.

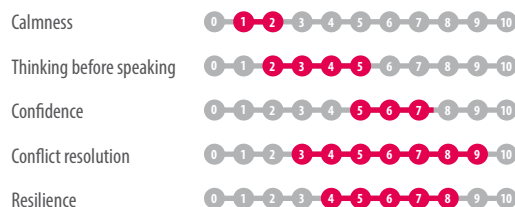
Our experienced trainers then facilitate group sessions to support the young people in beginning to understand conflict and their responses to it. The sessions are tailored to the group, their experiences and their goals. Strong links with school staff support the development of these peaceful shoots beyond the end of our involvement.

We have developed an evaluation tool based around the Richter Scale which allows young people to track the progress they are making and supports conversations with our trainers about their successes. They rate their progress on a scale of 0-10.

In this group the aim was for the boys to have positive tools to deal with their emotions and to develop empathy. They all struggled to think before speaking and to be aware of the impact of what they said had on others.

The problematic areas for the majority of them were in remaining calm when dealing with conflict. A couple found school challenging and one of these also spoke of a lack of confidence.

Richter Scores (on a scale of 0-10):



Some comments from the young people:

- "I appreciate being able to speak more freely during the group sessions."
- "It is calm and relaxing, unlike class."
- "It was not as restrictive as class."

The school staff reported:

- "The project has largely had a really positive impact on the group. Many of the group seldom get into friendship issues now and are actually displaying peace making strategies within the year group. Speaking to students, it seemed as though they really enjoyed engaging with the sessions and looked forward to them more and more each week."
- "A is actually now a force for reason and calm within the year group. He is well respected by his peers and seems to be using the skills you've worked on with him to restore calm and order with students as they respect what he advises them to do."

Heather Rowlands
Programme Manager



Cup and String Game: Cooperation and Leadership. |



Treasurer's Report 2024

2024 has been another successful year for Peacemakers. We receive financial support from many individuals and organisations and it is this support which enables the valuable work of Peacemakers to continue.

It is pleasing that our income level was maintained during 2024 and was comparable with that of recent years. We are grateful to all those who have supported the project financially. Some individuals and organisations contribute regularly and for more than one year, and this enables us to plan our work with greater confidence.

The Expenditure figures have been broken down into Core Expenses and Project Expenses. The former includes the costs of our Director and Office Manager, and the latter covers the costs of our staff and the associate trainers who between them deliver the work in schools and in the community.

We are grateful for donations from Quakers, and we rely on these to cover our core costs (the costs of running our office, fundraising and some of our staff salaries). Special thanks to Central England Area Quaker Meeting for its regular, significant grant and for its support in many other ways, which is invaluable. We value our Quaker support base and the many Friends who see the work of Peacemakers as part of their commitment to the Quaker Peace Testimony.

We received grants from a range of Trusts, listed elsewhere in this report. Every one of these is appreciated and has contributed to part of the work of the project.

In our turbulent world, the need for the work done by Peacemakers is great; and for this work to continue we depend on financial support.

John Babb Treasurer, April 2025

Examiner's Declaration

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 130 of the 2011 Act and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act have not been met or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached

Signed Declaration *Peter Ussatierne*

Dated 19 March 2025

	Total 2024 £	Total 2023 £
Income		
Friends (inc. CEAQM)	48,520	44,612
Grants & Legacies	0	9,740
Trusts	92,360	97,393
Schools	34,977	20,739
Other Receipts	973	4,371
Learning for Peace	299	165
Total Income	177,129	177,020

Core Expenses

Salaries	52,276	42,373
Overheads	22,100	15,516
Total Core Expenses	74,376	57,889

Project Expenses

Salaries for Project Staff	73,146	69,972
Direct Project Costs	52,349	64,605
Overheads	1,812	1,881
Training (inc. Conferences & Committees)	937	1,027
Total Project Expenses	128,244	137,485

Total Expenditure	202,620	195,372
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	Total 2024 £	Total 2023 £
Income		
Surplus of income over expenditure	-25,491	-18,352
Funds at 1 January	104,971	123,323
Total Funds at 31 December	79,480	104,971

Bank Accounts

Current	90,660	116,054
Triodos	37,547	36,646
Total	126,751	152,700

Debtors	1,683	2,271
Less Creditors	50,410	50,000

Net Assets	79,480	104,971
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Funds (including restricted)

Unrestricted	47,569	65,185
Restricted	31,911	39,786

Funds (including restricted)	79,480	104,971
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OUR IMPACT

Comments from children about **Peer Mediation**:

- "Yes! Helped me face a fear!"
- "I am braver than before."
- "I like helping people sort things out and what's worrying them and knowing them better."
- "It has helped me learn how to handle anger."
- "It helped me come out my comfort zone and express myself."
- "I feel like I get more of an understanding of people's view."

Comments from staff about **Peer Mediation**:

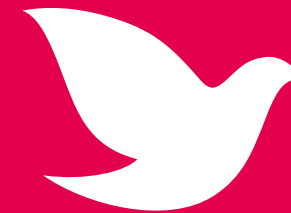
- "Some of the more quiet children have definitely gained confidence."
- "They are generally more confident and problem solving things themselves, taking initiative and being assertive."
- "I would really recommend it to other schools, it is a brilliant responsibility for the children concerned, it shows that things can be dealt with quickly and efficiently."
- "We can really see the impact – many fewer low-level incidents".

Comment from a young person about **Peaceful Leadership** course:

- "I found it really engaging as they (the trainers) made conversation with us instead of just speaking at us."

Comments from schools who have received **bursary funding** from Charitable Trusts:

- "The bursary enabled our school to provide a unique opportunity to empower our pupils to be able to support the resolution of peer disputes. The children involved gained invaluable skills that they will be able to utilise throughout life – patience, empathy, active listening, clear communication and limiting judgement and blame. Through building a team of confident Peace Makers, serious peer disputes within school have reduced. We really appreciate the support of the supporting sponsor."
- "We can't thank you enough, you have changed how we deal with conflict in the playground. It has had a massive impact. All the resources and training were fabulous. It has worked a treat!"
- "Firstly, Thank You – there are lots of success stories. This has helped not just the disputants but has lessened the load on the lunch time staff, increased the mediators' confidence and improved their behaviour. It has benefited children and teachers. The mediators are champions for the scheme. They have a sense of pride. The training was thorough – not just how to do it but how to do it well! The mediators have skills not just how to solve problems, but they have life skills and are happier."



peacemakers

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Peacemakers is the working name of The West Midlands Quaker Peace Education Project, a branch of The Central England Area Quaker Meeting Charities.

Charity Number 224571