

BABBASA IMPACT REPORT 2025

babbasa



CONTENTS

Babbasa Impact Report 2025

Page 3 - My Story - Lisa

Page 4 - Our Youth Programmes

Page 5 - One to One Support

Page 6 - Leadership and Mentoring Support

Page 7 - Placement and Recruitment Support

Page 8 - Babbasa Alumni Support

Page 9-10 - Our Social Impact 2025

Page 11 - Future Outlook

Page 12 - Join the Movement

Page 13 - Thanks and Acknowledgements



MY STORY

Lisa completed a stop motion animation course with Stop Mo Studios in Bristol through Babbasa.



“

This was an incredible opportunity to get back into doing film work and I've always had so much respect for the work that goes into stop motion animation.

During this project I was given the opportunity to pitch the idea for the short. I worked with an incredible Bristol artist Elijah A.M. who I had met prior to the project to create my pitch and thankfully the group loved it! This project reminded me of the power of collaboration and patience.

”

Lisa was also part of our Leadership & Mentoring programme.

My motivation for being involved in this project stems from my awareness of the devastating effects of gentrification, often driven by individuals from larger cities and students who do not contribute to the culture and community of Bristol. Additionally, it was difficult to witness the divide between the ultra wealthy areas of Bristol and areas that are often neglected, the accumulation of rubbish and the lack of green spaces was a prevalent issue that we all agreed we would spotlight in the film.

Grateful to have been part of a powerful youth-led documentary with Babbasa.

We began by workshopping the problems and causes that resonated with us, and over many months, this collaboration culminated in a short film and a community event.

In this documentary, we explored how gentrification and climate change are transforming Bristol and what that means for the city's next generation. Through real stories, local voices, and bold questions, our film dives into the challenges and hopes facing young people today.

This was an incredible project that opened my eyes to the wonderful communities in Bristol, I'm so proud I was able to play a part in this.

OUR YOUTH PROGRAMMES



Babbasa offers a variety of experiences and opportunities that enable minoritised young people aged 16-25, to progress into or within education, employment or entrepreneurship.

We use an evidence-based intervention model that draws on the cultural, experiential and strength-based principles of Vygotsky, Kolb and Freire respectively to advance young people.

Through our core programmes, we bring together a mix of soft skills training, mentoring schemes, career-oriented events, and targeted recruitment support.

These programmes are tailored to each young person's needs to help them acquire confidence, develop skills, build social capital, and attain career-oriented experience at their own pace.

To enrol young people who needed support in 2025 on our programmes, we directly collaborated with other local grassroots organisations, attended welcome events and careers fairs at educational institutions, used social media, and attended community events.

In 2024/25 we took part in 92 activities, including weekly youth engagements with organisations including Imayla and Hartcliffe Club for Young People, as part of Bristol's Youth and Play partnerships.

This helped us to reach over 6000 young people, and led to 533 expressions of interest for support from these young people.

As at the end of October 2025, we had supported a total of 241 young people through our programmes as follows:

ONE TO ONE SUPPORT

The Babbasa Support Programme works with young people aged 16-25, who face multiple or complex challenges. In addition to the more common barriers to employment, education and training, many of the young people on our Support Programme come from marginalised backgrounds and also face mental health, self-confidence and family-related challenges.

The Support Programme provides intensive and personalised one-to-one support over a 4-6 month period, depending on the needs of the young person, and supports participants to develop tools and resources that can support them with progressing their relevant coping strategies. It also supports them to access mental health, welfare and other specialist support, where required, through referrals to relevant support agencies.

In 2024/25, Babbasa supported 17 young people facing challenges at school, work or home through personalised one-to-one support, and supported 144 young people through the delivery of group workshops.

This support included employment and education support such as CV writing, interview preparation and job searching, as well as education course searching and application, goal setting and organisational skills work.



Support was also provided around developing young people's soft skills including confidence building, developing a positive mindset, motivation work, healthy relationships and social skills building.

“Engaging with Char and the Support Programme has helped me with trying to overcome my social anxiety, and it's inspired and motivated me to be more pro-active with trying to find work too, having looked at paid employment opportunities and apprenticeships. I have been encouraged to independently search for and apply for jobs and even had an interview and despite not being successful, I remain focused on this goal.

I'm now better able to manage my social anxiety since being on the programme and doing work around this. I have tried several social experiments, as set by Char, to help me with this issue and have persisted in trying to engage with people I don't know more, which has had some positive outcomes for me and has shown me that I can begin to overcome my anxiety.”

Freddie - Young Person

LEADERSHIP AND MENTORING SUPPORT

The Babbasa Leadership and Mentoring Programme (formerly the Challenge and Mentoring programmes) is a leadership programme where young people aged 16-25 get the opportunity to design and deliver a large scale social action project in the city. The programme is aimed at aspiring young people with limited knowledge about career options, or access to professional networks, but a desire to make a positive difference in their community, while developing their professional and leadership skills.

This programme provides participants, called Youth Ambassadors, with skills training, experiential challenges and professional mentors to develop employment-focused soft skills, confidence and understanding of the workplace.

In 2024/25, Babbasa supported 22 Youth Ambassadors to build soft skills, gain confidence and work on experiential group challenges to benefit their community. One cohort created the ComelNUNITY community arts event, where they created their own creative showcase highlighting the artistry of Black and Brown young people in Bristol.

This involved a panel discussion, art exhibition, musical performances, spoken word, as well as a documentary created by the Youth Ambassadors themselves of documentary aimed at bringing awareness to the intersection of gentrification and climate injustice within Bristol. The event was a success, with over 80 young people, frontline professionals, educational providers, and community members in attendance.

Our Mentoring Programme merged with the Challenge Programme in 2024/25, connecting our young people to relevant Equal Opportunity Ambassadors who have signed up to become mentors. We match young people with professionals in their desired industry, on a short-term or longer-term basis depending on the wishes of the young person being mentored. Young people on the programme are supported to progress onto the next stage of their journey by their mentor who help them with everything from job applications, university personal statements, interview practice, introductions to professional networks, and even work shadowing and site visits.

In 2024/25, 43 young people from the Leadership and Mentoring Programme were matched with mentors. A huge thank you to all the Equal Opportunity Ambassadors who gave their time and knowledge to mentor a young person, and help build their confidence and networks. This support makes a real difference.

"Working on this project made me realise a lot. I saw first-hand how deep the impact is, especially on other young people and the people we love. It encouraged me to research Bristol's history, appreciate the city more, and try to improve the sense of community here. It felt inspiring to come together over something we all care about and accomplish that goal."

This project gave us a real sense of empowerment, teamwork and purpose, like we were doing something meaningful that could help future generations. I've gained loads - new opportunities, confidence, teamwork, public speaking, communication, project management skills, leadership, resilience, creativity and a new group of friends."

Aminah - Young Person



PLACEMENT AND RECRUITMENT SUPPORT

The Babbasa Placement & Recruitment Programme supports young people from underrepresented backgrounds to help prepare them for the world of work.

We also work with organisations within Bristol across all sectors to create and fill opportunities for young people in the form of work experiences and insight days, building their networks and experience of work.

As well as building their professional networks, the programme also provides CV, application and interview support alongside general career guidance to help young people secure paid opportunities.

In 2024/25, The Babbasa Placement & Recruitment Programme supported 195 young people to build their professional networks and access work opportunities.

57 securing placement opportunities in companies such as Parmenion, Big Team, Simmons & Simmons, We The Curious, Adaptavate and multiple placements throughout the Youth Environmental Services.

Shortly afterwards Chilando accepted a job working with LAH Property Marketing as a Mobile Cover Representative.

The year saw increasing interest from organisations in our Insight Days, and we took young people to visit employers including Arcadis, Arup and Mott MacDonald, Barnett Waddingham, Big Team, City ID, GWR, LAH Property Marketing, Motability Operations and Willmott Dixon.



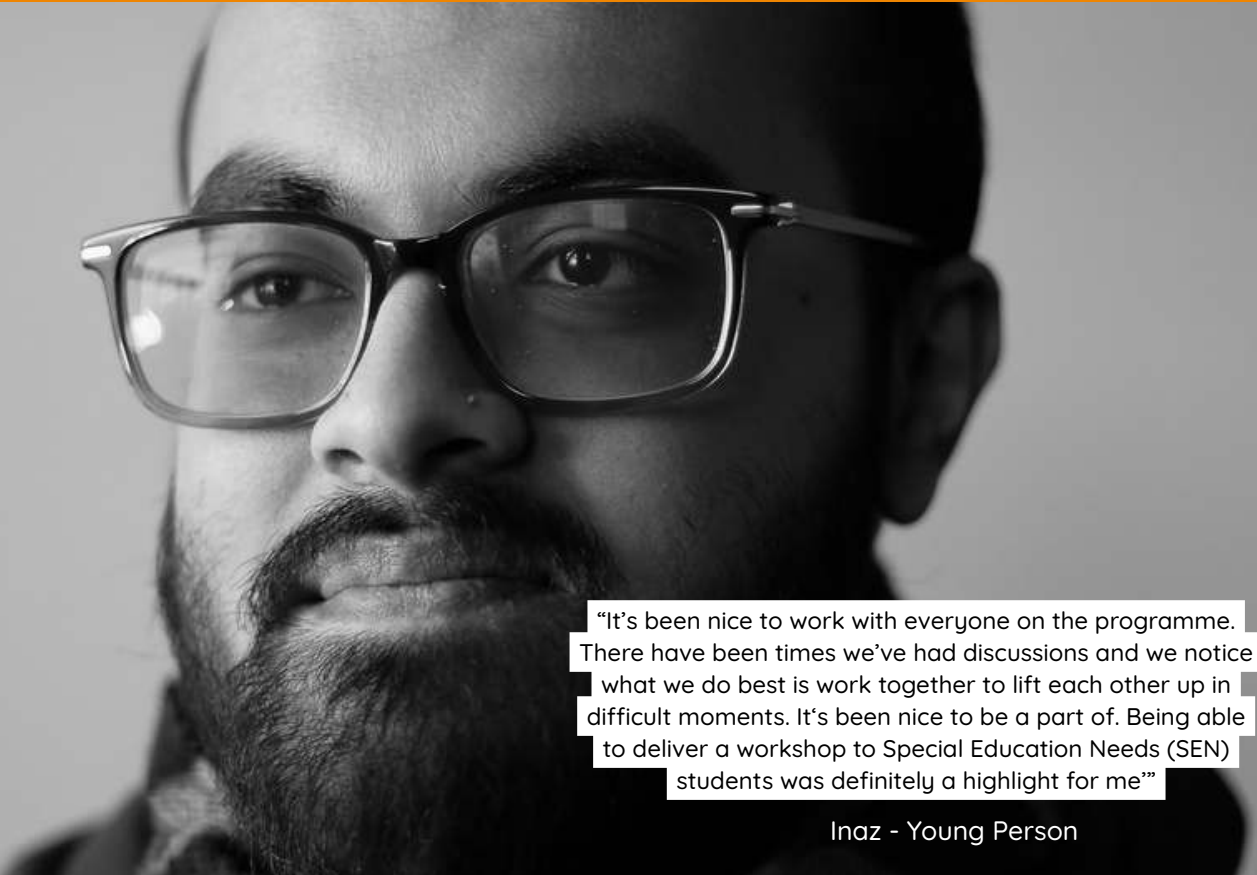
Following CV support through our Placement and Recruitment Programme, Chilando attended a Babbasa Commercial Insight Day run in collaboration with LAH Property Marketing.

“

I first came along to an insight day just like this one organised by Babbasa. What I really appreciated was that it wasn't only about a job, it was about the industry as a whole, and how commercial buildings are run. I left that day with a much clearer understanding of the bigger picture: what goes on behind the scenes, the kind of roles involved, and how everything fits together. For me, that was really valuable, because when I did get the chance to start working as a cover receptionist with LAH Property Marketing, I already knew what was expected of me. It made the transition a lot smoother, because I wasn't walking in blind.

Chilando - Young Person

BABBASA ALUMNI SUPPORT



"It's been nice to work with everyone on the programme. There have been times we've had discussions and we notice what we do best is work together to lift each other up in difficult moments. It's been nice to be a part of. Being able to deliver a workshop to Special Education Needs (SEN) students was definitely a highlight for me"

Inaz - Young Person

The Trailblazer Programme ran its pilot delivery in 24/25 to promote the influence of youth voice and social action within Bristol. Through the initiative, 35 participants accessed 130 professional and personal development opportunities.

The programme equipped participants with leadership skills and experience in workshop facilitation, peer mentoring, racial justice campaigning and advocacy, project management, and stakeholder engagement.

12 young people demonstrated long-term engagement with the programme's social action project tackling racial justice. Over the course of the year, participants developed a digital zine to creatively and accessibly educate young people about racial injustices in Bristol, and discuss and develop tangible solutions towards equity with industry leaders and activists.

The programme also offered participants the ability to co-create peer education workshops engaging young people and industry leaders to improve their diversity, equality, and inclusion (DEI) knowledge and practices.

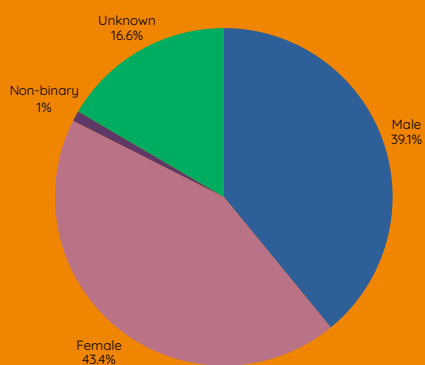
As part of City of Bristol College's Refugee Week, 4 participants co-designed and delivered a workshop exploring the impact of digital disinformation and racism on refugees, asylum seekers and migrants to 120 young people and 10 frontline professionals.

The programme reached over 640 young people and 400 industry leaders through Babbasa's programmatic events and activities, notably peer education workshops delivered to educational partners, and two OurCity2030 Forums convening community and corporate stakeholders.

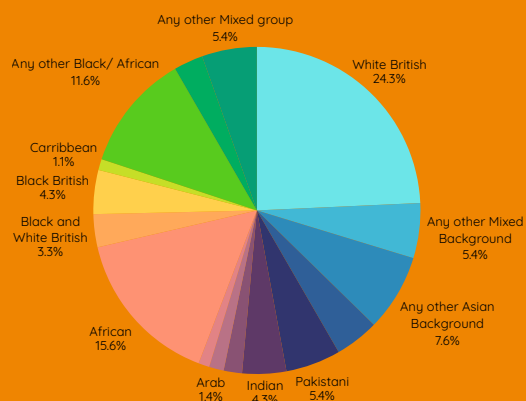
OUR SOCIAL IMPACT 2025

PARTICIPANT DEMOGRAPHIC SPLIT

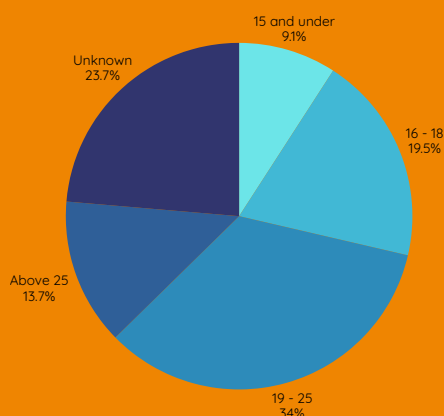
Gender Breakdown



Ethnicity Breakdown



Age range breakdown



Communications and socials



3554
Newsletter
Subscribers



9028
Social Media
Followers

OVERALL BABBASA ACTIVITIES AND PARTICIPANT OUTCOMES ACHIEVED



241 Supported through
our Programmes



11
Moved into Enterprise



179
Achieve Employment
Outcomes



533
Expressions of Interest



38
Moved into
Education or Training



6584
Engaged in
Outreach activities

CORE PROGRAMMES



Support Programme

17 young people
accessed intensive 1:1
support

144 young people
took part in group
workshops



Leadership and Mentoring Programme

22 young people
accessed leadership
and career-oriented
skills training

42 young people
matched with mentors

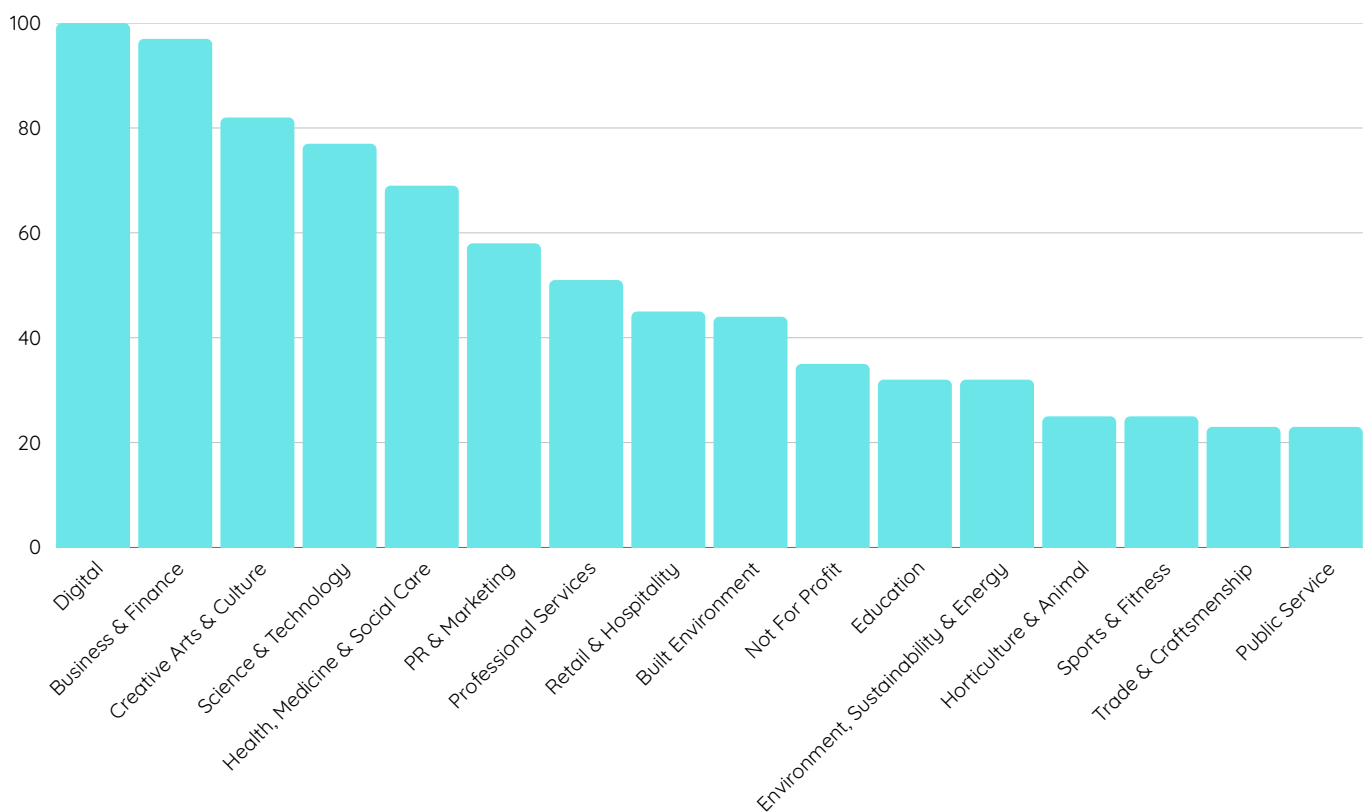


Placement and Recruitment Programme

57 work placements
accessed by young
people

INDUSTRIES OUR YOUNG PEOPLE ARE INTERESTED IN

Industries of interest from our young people in 24/25:



FUTURE OUTLOOK

Strengthening the Bridge: Our Commitment to Young People

Imagine an inner city young person in Bristol, full of potential but unsure where to start. At Babbasa, we meet them at that point - offering guidance, support, and connections that turn ambition into opportunity.

Since 2010, Babbasa - meaning ordinary citizens coming together as a support bridge - has helped talented young people from diverse and disadvantaged backgrounds navigate the path to success.

The past year saw the organisation undergo a necessary restructure. We adapted, learned, and continued to support 241 young people to move forward. Today, we are stronger, clearer, and ready for what comes next.

Our 2026 strategy is simple and bold: one integrated programme, one clear journey - from curiosity to progression - supported by a hub that connects young people to opportunities, networks, and employers.

Our North Star remains unchanged. By 2030, we aim to empower 2,030 young people from low-income households - primarily from ethnic minority backgrounds in Bristol - to progress towards median-salary careers.

To our young people, employees, partners, and funders: now is the moment to go further, together. Talent should never be limited by background - and with your support, it never will be.

Poku Osei

Founder and Interim CEO



JOIN THE MOVEMENT

Fund the Future

If you are a philanthropist, business or funding body committed to tackling inequality, partner with Babbasa to unlock opportunity for young people across Bristol. Your investment helps drive sustainable progression into education, employment and enterprise.

Partner with us

We collaborate with businesses and institutions seeking diverse talent, stronger community connection and meaningful social value. Together, we build inclusive workplaces and create real pathways into professional careers.

Become an Equal Opportunity Ambassador

Join a network of professionals using their skills, networks and influence to open doors for the next generation. Mentor, host experiences, champion our work, fundraise or provide pro bono support - every action expands opportunity.

Refer a Young Person

If you are a school, college, community organisation or statutory service, connect with us to support a young person's progression journey.

Join the Programme

Are you aged 16-25 and ready to take your next step? Babbasa offers personalised guidance, leadership development, work placements and access to career opportunities across diverse sectors.

GET IN TOUCH

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THANKS AND ACKNOWLEDGEMENT

We extend our huge gratitude to all our Equal Opportunity Ambassadors, funders, corporate and community partners, and generous individual donors who have given their time to support our young people through mentoring, workshops and fundraising. And also to all those who have donated to support our work or provided pro-bono expertise or venue space.

GRANT FUNDERS

Arley Youth Foundation
Bristol City Council
BDFI
Esmée Fairbairn Foundation
Halliday Family Foundation
John James Foundation
John Thaw Foundation
KPMG
National Benevolent Charity
National Lottery Community Fund
Nisbet Trust
Osborne Clarke
Paul Hamlyn Foundation
Places for People
Probation Service South West
PwC ColourBrave
Quartet Community Foundation
Society of Merchant Venturers
Southern Co-op

OUR SUPPORTERS

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Arup
AtkinsRéalis
Avon Fire & Rescue Service
Avon Wildlife Trust
Barnett Waddingham
Big Team
Bridgwater & Taunton College
Bristol City of Sanctuary
City ID
City of Bristol College
Core3
Enable Recruitment
Engine Shed
GWR
hgkc
Historic England
Hunter Operations Ltd
LAH Property Marketing
Learning With Parents

MediaClash
Montpelier High School
Motability Operations
Mott MacDonald
Natural England
Purplefish
PwC
Redcliffe & Temple BID
Royal Academy of Engineering
SGS College
Silverback Films
Simmons & Simmons
SLX
TLT LLP
University of Bristol
UWE Bristol
Willmott Dixon
Youth Environmental Service



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