



Impact Report: 24/25

A better future for every **boy**,
every **man** and **everyone**.

FUTURE
men

Mission and Values

Mission: To empower boys and men to become positive, responsible, and fulfilled individuals through community, mentoring, and education, working towards a more inclusive future for all.

Values: Integrity | Innovation | Inclusivity.

Our 7 Characteristics of Positive Masculinity



Resilience



Resourcefulness



Inclusiveness



Curiosity



Reflectiveness



Non-violence



Empathy



Message from the CEO

"Future Men has successfully navigated another demanding yet truly inspiring year, making a genuine and lasting difference in the lives of the boys, men, and families we are privileged to work with. Our commitment to our vision—a society in which every boy and man can flourish—remains steadfast and unwavering. By fostering collaboration, embracing innovation, and maintaining an unrelenting focus on meaningful impact, we continue to drive positive change across our communities.

On behalf of the Board of Trustees, our dedicated staff, passionate volunteers, and the communities we serve, I extend my heartfelt gratitude to all our supporters, partners, and participants. Your trust, commitment, and belief in our mission are the foundation of our progress and the cornerstone of our ongoing success. Together, we are building a brighter future for all."



Alastair Smith-Agbaje,
CEO

Message from the Chair

"As Chair of Future Men, I am immensely proud to reflect on our 2024-25 Impact Report, which showcases the transformative work we've undertaken to support boys and young men. This year, we engaged with 3,753 individuals, from delivering emotional literacy programmes in 29 schools—where 86.6% of boys reported improved prospects for success—to mentoring 54 young men through 180 sessions, fostering resilience and positive decision-making. Our fatherhood initiatives reached 383 dads, equipping them with tools to navigate crises, build stronger family bonds, and interrupt cycles of trauma. These efforts, amid profound challenges like deprivation and mental health crises, underscore our commitment to creating safe spaces for authentic identity exploration, ultimately benefiting families and society at large.

Looking ahead, this report reinforces our vision of a better future for every boy, every man, and everyone. Our strong reserves and partnerships position us to expand reach, deepen advocacy through the All-Party Parliamentary Group on Fatherhood, and respond to national demand. I extend heartfelt thanks to our dedicated team, partners, and funders, your support makes prevention possible, averting far costlier crises down the line. Together, let's invest in more young boys and men's lives: join us and help build a more equitable tomorrow."



**Bernie Hollywood OBE
JP, Chair Future Men**



Who We Are

Future Men is one of the UK's few charities dedicated solely to boys and young men. Since 1988, we've supported disadvantaged young males at critical life transitions—school exclusion, antisocial behaviour, or first-time fatherhood.

What We Do

- **School programmes** improving behaviour, emotional regulation, and achievement
- **Community mentoring** keeping young men safe and connected
- **Fatherhood support** giving fathers tools to actively engage in their children's lives
- **Advocacy** influencing policy on fatherhood and masculinity

We create safe spaces where boys and men can explore "**Who am I?**" helping them build authentic identities beyond society's limiting labels.

We work across London, with targeted focus in Southwark, Lewisham, Greenwich, Croydon, Westminster, RBKC, Brent, Hammersmith & Fulham, Wandsworth, and Lambeth.

Snapshot of the year

3,753

Boys and men engaged with our services

2,153

Young people engaged at youth hubs before handover in Oct '24

383

Fathers supported through programmes across 5 London boroughs

54

Young men mentored through 180 one to one sessions

£966,500

Raised from funders and donors

393

Boys supported across 29 schools with 88.6% reporting that sessions would help them to succeed in school

770

Pupils benefited from our Ways to Wellbeing assemblies

1,360

Professionals engaged through our events and training

41%

Growth in LinkedIn following



"The help the lessons give is insane. I'm doing better at most things." – **participant in the Boy's Development Programme**

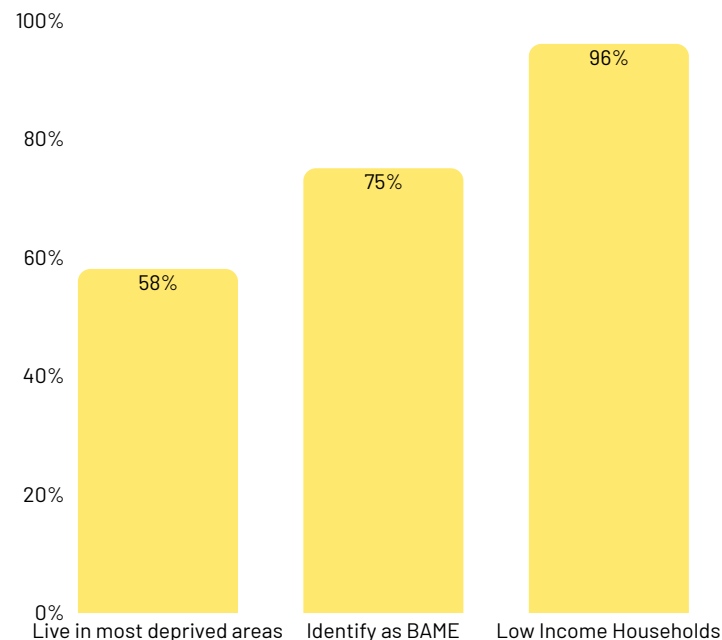
The Need

The boys and young men we serve face profound and overlooked challenges, as the graph shows. These inequalities are compounded by a mental health crisis among young men. Many lack emotional literacy and coping mechanisms, contributing to:

- Higher rates of school exclusion (boys are three times more likely to be excluded than girls).
- Greater risk of becoming NEET (Not in Education, Employment or Training).
- Increased involvement in criminal exploitation and youth violence.
- Fathers facing significant barriers to being positively involved in their children's lives.

When boys and men lack agency over their own identity and wellbeing, everyone suffers – families, schools, and communities.

Future Men responds by tackling the root causes: teaching emotional literacy in schools, mentoring in communities, and supporting fathers to build strong family relationships. Our work doesn't just change lives today – it interrupts intergenerational cycles of trauma, poverty, and exclusion.



Our Impact

Boys' Development Programme

Delivered in 6 London boroughs.

Boys Development Programme: **89%** of boys reported improved emotional regulation.

87% anticipated improved school success as a result of sessions.

57.7% of boys reported an improvement in feeling 'alright' when at school

Case Study Highlight: Student B – Year 10

Student B displayed low empathy, poor punctuality, and disruptive behaviour. Initially disengaged, he gradually developed emotional literacy through sessions focused on empathy and reflection. After a serious incident, he took full accountability unprompted—writing an apology letter and expressing sincere remorse. Despite inconsistent attendance, his growth in self-awareness and integrity was clear by programme end.



Our Impact

Fathers' Development

383 fathers engaged, nearly **900** contacts.

Delivered Future Dads, Start for Life, Young Fathers, Reducing Parental Conflict.

221 fathers engaged with the Future Dads course

Outcomes: increased paternal confidence, improved co-parental relationships, reductions in substance misuse, and better employment focus.



Case Study: From Crisis to Confidence

In July 2024, CE, a father of two, became the sole carer for his children following domestic abuse and their mother's severe mental health challenges. Living in overcrowded conditions and facing complex legal and housing barriers, he struggled to provide stability while processing his own trauma.

Future Men's support:

- Advocated for suitable housing, helping him move from: overcrowding → temporary accommodation → permanent housing.
- Referred him to legal services, enabling him to establish his parental rights.
- Connected him with Fathers' Groups and Family Hubs, building his support network.
- Linked him with domestic abuse recovery services to support his emotional wellbeing.

The outcome:

CE now lives in permanent housing in Southwark, is legally recognised as his children's primary carer, and has a stronger support network. He describes himself as a more confident, independent father, with ongoing peer and professional support.

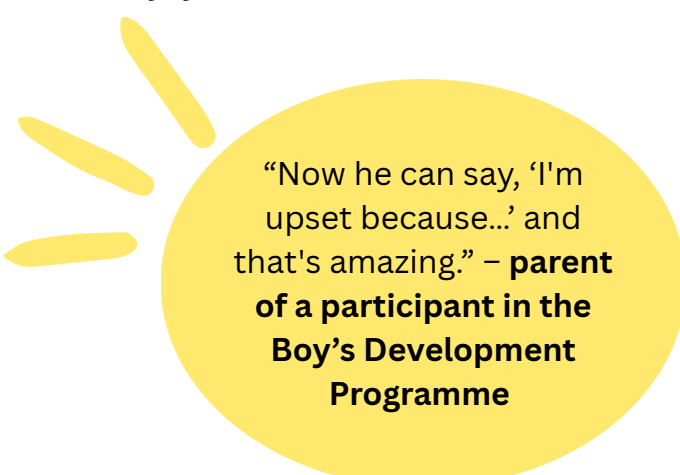
Key insight: With persistent advocacy and holistic support, fathers in crisis can move from instability to security – creating safe, nurturing environments where children can thrive.

Community and Outreach

58 young people mentored across **180** sessions.

The programme focused on building relationship with men through 1-1 mentoring across both mainstream education as well as alternative education sites.

Outcomes: improved behaviour, confidence, and engagement in school.



“Now he can say, ‘I’m upset because...’ and that’s amazing.” – **parent of a participant in the Boy’s Development Programme**

Case Study:

A young person was known for defiance in class and had a history of poor attendance.

Future Men’s support:

- Built a therapy-informed, supportive space to improve communication skills.
- Tapped into his creativity by exploring clothing design and logo creation, connecting his interests to learning.
- Used role-play and reflection to support better decision-making in school.

The outcome:

The student is now consistently engaged in lessons, with positive feedback from staff about behaviour and effort. Attendance is no longer a concern. He expresses himself more openly and even apologised to a teacher after a disagreement – a breakthrough in his maturity and self-awareness.

Key insight:

When young people feel heard and are encouraged to explore their interests, they are more motivated to succeed in both learning and relationships.

Youth Hubs (Amberley & Churchill Gardens)

After 10 years of management, Future Men successfully transitioned both Westminster youth hubs back to the local authority in October 2024. This decision prioritised long-term sustainability while ensuring continuity of support for young people.

Our Legacy

2,153 young people engaged through the hubs during our final year

107 activities delivered including sports, trips, mental health workshops, and knife crime awareness sessions

Safe, inclusive spaces established as valued community assets since 2014

Young people consistently valued the opportunities to try new things, make friends, overcome fears, and access experiences beyond their immediate environment.

All service user data was securely transferred to Westminster City Council, safeguarding ongoing support.

Key insight:

Sometimes the greatest impact is knowing when to hand over. By ensuring a smooth transition, we've protected the community spaces these young people depend on while focusing our resources where we can deliver the most specialised expertise—working with boys and fathers.



Wider Impact & Partnerships

Our impact extends far beyond individual lives. Every boy who stays in school, every young man who chooses resilience over violence, every father who shows up for his child creates ripple effects across families, schools, and communities.

Our Partners Make It Possible

- Local authorities across London trust us to reach those hardest to engage
- Charitable trusts and foundations invest in prevention that saves money downstream
- Grassroots organizations keep us accountable to communities
- The All-Party Parliamentary Group on Fatherhood (20 parliamentarians, relaunched 2025) ensures fathers' voices shape national policy
- Businesses and ambassadors amplify our reach and resources

Changing the Conversation

Through Agenda: Dad and the APPG on Fatherhood, we're shifting policy and practice. We're proving that when fathers are valued and supported, children thrive, families strengthen, and communities benefit.

Future Men succeeds where statutory services often struggle—building authentic relationships that shift behaviours and futures. But our work is only as powerful as the partnerships supporting it.





Financial Overview

- **Income: £1,167,353**
- **Expenditure: £1,339,121**
- **Deficit: £171,768**
- **Free Reserves: £304,819**

Three factors drove our deficit of £171,768:

1. **Youth Hub Closure:** The planned handover of Churchill Gardens and Amberley Youth Hubs to Westminster City Council resulted in the return of £46,662 in unspent restricted funds (appearing as negative income).
2. **Grant Cycle Timing:** Several major grants concluded during the year, with replacement funding secured but not yet reflected in these accounts.
3. **Strategic Investment:** We deliberately drew down reserves to maintain service quality during this transition period.

Our financial position remains strong: We hold £304,819 in free reserves (meeting our 3-month operating cost target), plus £357,555 in restricted programme funds. We've secured £966,500 in new funding and enter 2025-26 with a stable foundation and renewed commitments from funders.



Focus on the Future

Looking ahead, we are clear about our priorities. In 2025–26 we will:

- Expand our reach with boys and fathers in marginalised communities.
- Strengthen evidence and evaluation, proving what works and sharing it widely.
- Invest in our staff and volunteers, the lifeblood of our organisation.
- Deepen partnerships with statutory and voluntary agencies, ensuring our work complements existing services.
- Grow our advocacy, amplifying the voices of boys and men in national debates on gender equity.
- Explore work beyond London, responding to growing demand from other parts of the UK.



Get Involved

Future Men is at a pivotal moment. After 35+ years, we know our approach works—but demand far exceeds our capacity. Every week, more schools seek help, more fathers ask for support, and more communities struggle with exclusion, mental ill-health, and violence.

To meet this need, we need more allies.

The Economics of Prevention

Boy's Development Programme

Cost per boy: £270

vs. £26,000+ annual cost of school exclusion

Support one boy for less than the cost of a laptop.

Prevent a lifetime of disadvantage.

Father's Development Programme

Cost per father: £390

vs. £40,000+ annual cost per family in crisis

Help one father stay involved. Strengthen an entire family.

Ways to Partner

£270 transforms outcomes for one boy in school

£390 equips one father with skills to support his children

£64,500 funds a Boy's Development Project Worker for a year (240 boys directly reached)

£60,500 employs a Father's Project Worker for a year (155 fathers + 240 professionals trained)

Corporate partnerships can sponsor entire programmes—demonstrating ROI that boards understand and values that communities respect.



The Choice Is Clear

Invest now in prevention, or pay later for crisis intervention.

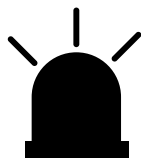
Partner with us. Invest in our work. Stand with every boy and every man.

**Boys Development
Programme:**



£270 per Boy

Crisis Response



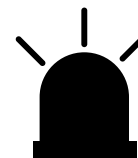
£26,000 per Boy

**Future Dads
Programme:**



£390 per Dad

Crisis Response



£40,000 per Dad

Prevention is 96 times more cost effective

Prevention is 102 times more cost effective

Contact Us

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Visit our website

