



IMPACT REPORT 2024/5

Empowering boys to reach their full potential

**MAN
&BOY**



INTRODUCTION

At MAN&BOY, we have seen that when positive male role models are actively present in boy's lives, children, families, and communities thrive. For over a decade, we've worked alongside families to support men – whether fathers, stepfathers, grandfathers, uncles, brothers, or other trusted adults – to become the mentors boys so desperately need, particularly as they enter the often-turbulent stage of adolescence.

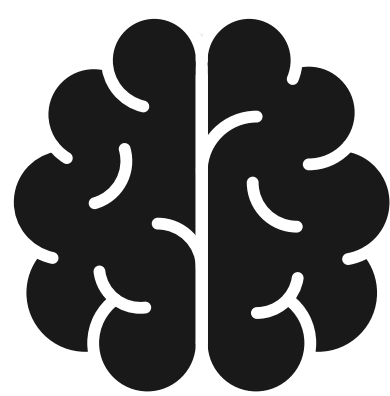
In early 2025, national attention has turned sharply toward the challenges boys are facing. The Netflix drama 'Adolescence' showed how powerful online influences can have devastating effects on rudderless young men. Sir Gareth Southgate's widely praised Richard Dimbleby lecture highlighted the damage social isolation and lack of mentorship causes young men. The Centre for Social Justice's 'Lost Boys' report also outlined how boys are being left behind in every area of society.

Trevor Quay, Founder, MAN&BOY



WHAT IS HAPPENING WITH BOYS?

Mental Health Crisis

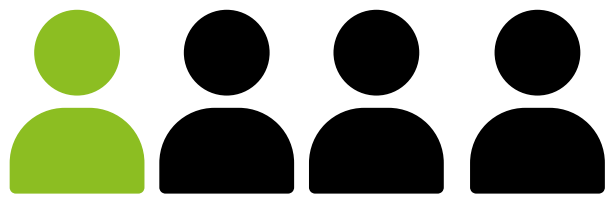


1 IN 6

Young people now suffer from a recognised mental disorder.¹

**OVER
HALF**

of children referred to Child and Adolescent Mental Health Services cited family relationship issues.²



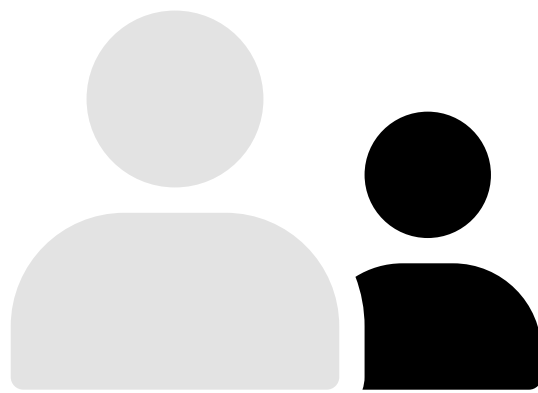
1 IN 4

boys is obese³

HOW MAN&BOY helps

We focus on encouraging boys to express their emotions in a healthy way. The MAN2MAN time within the programme facilitates opportunities for men to talk together about the challenges they face. On camp both men and boys are given opportunities to talk about emotions, which include fear and courage, loss and hope. Our programmes introduce families to new outdoor activities, fostering an enjoyment of a more active, healthier lifestyle. There are also opportunities for praise and encouragement, creating an environment of overcoming challenges; building resilience and self-belief.

Present fathers



2.5m

UK children (1 in 5) have no father figure at home⁴

Children with present fathers are

**28% LESS
LIKELY**

to exhibit behavioural problems pre-teen⁵

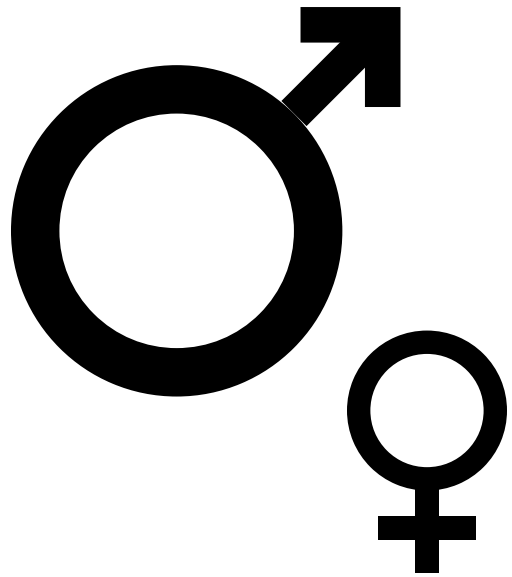
93%

of secondary teachers link father absence to disruptive behaviour in boys.⁶

HOW MAN&BOY helps

We know the significance of a father whether he is residing with the child or not. A key part of our work is to encourage male role models to embrace their identity as a parent and appreciate the unique impact they can make. Our 3 day connect camps give boys and their man an opportunity to camp out, make fires and build their confidence and resilience with activities such as raft building, climbing, archery and night walks. Threaded throughout our camps are focused relationship strengthening sessions and we give men and their boys a safe and secure space to spend meaningful time away together. This creates an environment where bonding can happen and real change is possible.

Boys underachieving in schools



40%

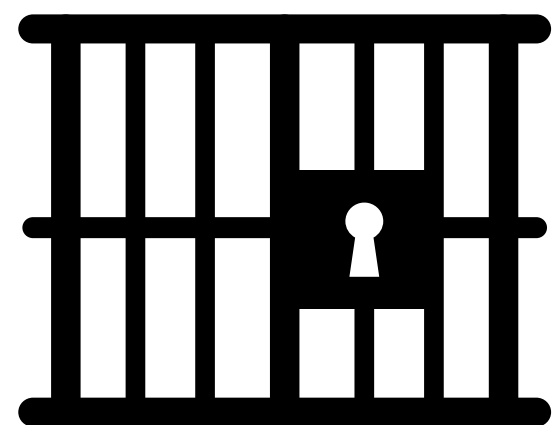
Increase in males not in education or training (NEET) aged 16–24, compared to a **7%** increase among females.⁷

**BOYS ARE TWICE AS
LIKELY TO BE EXCLUDED
FROM SCHOOL AS GIRLS⁸**

HOW MAN&BOY helps

We work with boys aged 8 – 12 before they reach teenage years and specifically at the transition from primary to senior school. We strengthen the relationship between young boys and a significant adult male in their lives; this is often the biological father, but can be a stepfather, grandfather, uncle or even an older sibling. Through supporting the connection between men and boys we see increased engagement with peers, teachers and family, improved behaviour and better mental health and well-being. These effects are felt beyond the men and boys, with the whole family and wider community seeing positive outcomes from the mentorship.

Offending starts early



96%
of the prison population
is male⁹

87%

of homicide victims aged
16–24 are male and **90%** of
teenage violence victims
are boys¹⁰



76%
of children in custody
have absent fathers¹¹

HOW MAN&BOY helps

We seek referrals from schools and family services to ensure we are working with the families who need our support the most. The reason for referral is wide ranging and could include family separation, bereavement, anxiety and other mental and emotional health struggles, additional educational needs or economic struggles. We encourage men to see and understand the importance of their role in encouraging the boys to think about future aspirations. We also offer practical opportunities to try new and alternative skills, such as electronics and leatherwork, to broaden horizons and create future interests.

Smartphone addiction

48%

of first-born children do not live with both parents, 90% of single parents are mothers. With no real-life male role models, boys are turning to the internet for validation and direction. In 2023 the third most Googled person in the world was Andrew Tate¹²

9/10

Over half of child sexual abuse and exploitation is now child on child, with boys accounting for **9 out of 10** perpetrators¹³

HOW MAN&BOY helps

To stop boys turning to harmful online spaces when support is absent, we provide real-life role models for boys to aspire to. Our experienced course leaders teach men how to mentor their boy, how to offer encouragement and create connection. We recognise every child's need to feel significant and be noticed, so men attend 1:1 with their boy to ensure that they can really focus on positive feedback and building self-esteem. We know that relationship building takes time, so we provide continued support through our on-going programme of events and activities.



OUR APPROACH

In 2024, we continued to expand our reach and deepen our impact. Our programme of adventure camps, activity days and relationship-building courses created space for boys and their male role model to step away from the roller coaster of everyday life and spend quality, focused time together. These shared experiences help build trust, resilience and mutual understanding, often sparking transformation not only in the pair, but across the wider family. The ripple effect extends far beyond the pair: stronger relationships between a man and a boy leads to healthier, more connected communities.

This report celebrates the difference made in 2024 as we created meaningful opportunities for men to show up, engage and form lasting bonds with the boys in their lives.

Jim Clements, Executive Director, MAN&BOY

TRANSFORMATION
COMMUNITIES
FAMILY
FOCUSED
SHARED
ENGAGE
HEALTHIER
EXPERIENCES
RESILIENCE
ROLE MODEL QUALITY
STRONGER

THE PROGRAMME

Here are some of the unique aspects to our programme model

Connect Camps

On our weekend adventure camps we give boys and their men an opportunity to camp out, make fires and build their confidence and resilience with activities such as raft building, climbing, archery and night walks. We give men and their boys time together away from the stresses of family life, the pressures of work or siblings and away from technological distractions. This creates an environment where bonding can happen, and change is possible.



MAN2MAN

MAN2MAN is delivered over 3 sessions of 60 minutes each, interspersed throughout camp. These sessions are opportunities for men to come together, away from the boys, to share in a supportive peer environment and are an opportunity to:

- Talk with other men on a meaningful level, validating men's experiences and emotions
- Give and receive support
- Understand that they're not alone
- Consider possibility for change

We believe that positive changes to a boy's self-esteem and well-being are best achieved through change in the significant adults in their life.

Boyzone

One of the overarching themes of the camps is 'encouragement'. The Boyzone sessions use games and other practical resources to help the boys explore situations that may seem challenging and see for themselves how they could push themselves to do something new.



Quality Time

On camp, men and boys are specifically given the opportunity to spend an hour or so of 1-2-1 time. They are each given a series of open questions to ask each other, which may help start a conversation. We believe that making the time to talk to each other can be a rare thing in our busy lives and the relaxed environment of camp can be the opportunity for meaningful conversations.

Fun – Working Together

We all like to have fun! We fill each camp and activity day with challenges that are fun and can also be stretching. From climbing a tower, building a robot or making a raft, every activity has outcomes that feed into our overall aim of building relationships and confidence.



Climbing Courses

Men and their boys attend instructor-led climbing sessions at an indoor climbing centre over 3 weeks. As the sessions progress, the pairs build up their skills, aiming to be able to use the climbing wall together without instruction by the end. This creates a chance to learn a new skill, grow in confidence and build trust as the pairs support each other.

“It was these connections and relationships that created the belief and resilience that carried us beyond where we might have gone when times got really tough.”

Sir Gareth Southgate, Richard Dimbleby lecture, 2025

On-going Support

We believe that change usually happens over time and needs encouragement and support. The team at MAN&BOY build relationships and help support families before and after the camps and courses.

We get to know families. Where possible we signpost them to other organisations, who can help and create additional opportunities for the men and boys to meet in social settings. This ongoing help supports men to continue mentoring their boys.



WHO SUPPORTS US

Patrons



Ed Stafford
Adventurer and
documentary filmmaker

In 2010 Ed Stafford became the first man to walk the length of the Amazon River. The 860-day expedition earned him a Mungo Park Medal from the Royal Scottish Geographical Society

and a Guinness World Record. Sir Ranulph Fiennes described the expedition as “truly extraordinary”. Since then Ed has written four books and travelled the world making documentaries for Channel 4 and Discovery Channel.

In late 2023 Ed took a group of struggling British dads and their kids to the jungles of Belize as an experimental documentary for Channel 4. The aim was to see whether undergoing arduous challenges in an uncomfortable environment would help them, both as individuals, but also in their relationships. It was this project that brought MAN&BOY to Ed’s attention as the parallels between Ed’s program and the objectives and methods of MAN&BOY are evident.

“MAN&BOY is a fantastic organisation that I’m very proud to be affiliated with. Their goal is noble and their tactics are common sense – it’s a beautifully simple strategy to help boys reconnect with a male figure in their lives.”



Steve Biddulph
Adjunct Professor of Psychology
Author, Raising Boys, The New
Manhood, and Ten Things Girls
Need Most

Steve Biddulph wrote the world’s all-time best-selling book on Raising Boys and has been a psychologist and educator

specialising in the development of boys, and adult male mental health for almost 40 years. Steve put the idea of role-modelling on the map, and this has now been supported by neuroscience as the key way that we learn attitudes, behaviours, and better values.

“By supporting dads or other significant men in the life of a vulnerable boy to play a more engaged role, they spark the fire of closeness and trust that can develop back at home, and in the boy’s ongoing life, so it can turn out very differently than it might. Fun activity together with other men and boys who are also finding their way creates a friendly, supported avenue for closeness to grow.

For mothers anxious at how their boy’s lives are unfolding, or already getting caught in negative patterns with their sons, this is a godsend. Everybody wins. I do hope this project spreads across the UK where tens of thousands of boys are at grave risk. It’s so much fun, so simple and direct, yet profound in its benefits to society.”

Volunteer



Matt Brimble

At the heart of MAN&BOY is a dedicated team of volunteers who generously give their time, energy, and passion to support the families we work with. They come from a rich variety of backgrounds – some are trained youth workers, social workers, or educators, while others

are simply individuals who deeply believe in the importance and impact of our work. Together, they bring a wealth of skills, life experiences, and perspectives that strengthen our work and enable us to build meaningful, lasting connections within the community. Their contribution is not only invaluable – it is foundational to everything we do.

“2024 was my first-year volunteering with MAN&BOY. As a recently separated father of three young boys, I understand first-hand the challenges young men face as they grow into adulthood. My background in youth development, along with a passion for the outdoors, has equipped me with skills I now use both as a father and a volunteer.

It’s been incredibly rewarding to witness the men on camp deepen their relationships with their boys, exploring both their passions and fears together in the natural environment. I can’t praise the work of MAN&BOY enough, I look forward to volunteering with them more, and if you have the time, I would highly recommend volunteering yourself.”

OUR YEAR IN NUMBERS

Here’s the 2024 MAN&BOY Programme in numbers:

90

Referrals to the
MAN&BOY Programme

4

MAN&BOY camps
for **40 families**

38/40

families attending camps
after booking on, **95%**
retention rate

18

Families joined for a
climb and connect course

43

Families came to
our activity days

24

volunteers helped
deliver our events

4.8/5

Families scored the camps
4.8 out of 5 when asked to
rate their camp experience

8.5%

Families improved their
‘family functioning’ score
by **8.5%**, showing greater
strength and adaptability
and less feelings of being
overwhelmed

Feedback from families

“I liked raft building & leatherwork; I learned I can do things I thought I couldn’t with some help.”

“I learned the value of spending time together and to encourage and not dive in to criticise.”

“We learned how much we enjoy spending time together and how to communicate, support encourage each other.”

“I learned more about my son and how to be a better father, including how to be able to talk to my son with interruption. I learned communication skills and we need to do more of it.”

“It’s fun to spend quality time with my kid and I also got a few ideas on how to manage that positive relationship better moving forward.”

“We liked the rafting, rock climbing, archery, high ropes, food, people, team, chats, electronics making, leather work, kids time, the ride to the camp and we LOVED the Zero mobile policy.”

FINLEY'S STORY

Finley was referred to MAN&BOY by his primary school teacher who had noticed he was displaying increasingly anxious behaviour in school. She thought that it would be good for Finley's confidence to have some time with his dad, Stephen, engaging in adventure activities.

Stephen and Mum had separated. When Stephen left the family home, he struggled to find acting work and was doing ad-hoc jobs to make ends meet. He had no permanent address and was living between friends' homes. He therefore struggled to make consistent time with Finley and their relationship was suffering as a result. Stephen agreed to the camp and signed up.

Finley had a great time with his Dad at the summer camp at Ashburnham Place in Kent. They shared a tent, learned to light fires, played games, built and sailed a raft, went canoeing, swam, did archery and made hot tea on a Trangia! They loved having quality time together and learned a lot about each other from these experiences.

The following words are the voices of the referrer, Dad, Mum and Finley and capture beautifully the outcomes of the camp and the impact on relationships.

Referrer

Finley has shown a great increase in confidence. His ability to talk about his feelings is evident and he feels stronger about approaching new things. This was a lovely, unique experience and has strengthened his relationships.

Dad

I got to experience Finley wanting to remove himself when he got hit by a football by accident, he was upset and didn't want to engage. We had a good pep talk about sport and not letting it ruin his night. I talked him round and, with my encouragement, Finley was rewarded for overcoming his withdrawal by having fun at the caterpillar campfire singing. That's a big breakthrough for Finley to have me talk him through the episodes mum sees much more regularly. Thank you chaps you made a memorable weekend, Finley and I had a fab time, Cheers.

Mum

Finley loved that caterpillar story around the campfire. He's taught his friends in school the story and now plays the caterpillar part! What an incredible memory. It has really helped Finley and our family's relationship too. This shared experience has definitely comforted Finley and made him feel secure in his relationship with us both. Finley talked about the camp for the next few months! It meant a lot to him during a difficult transition phase between his dad and Finley. I know this has created a lifetime special memory for Finley. Thank you from the bottom of my heart!

Finley

"Amazing, outstanding, great ... outstanding, outstanding, outstanding, outstanding!"



EQUALITY AND DIVERSITY

MAN&BOY is committed to championing opportunity and inclusion, enabling everyone to fully thrive in every aspect of their lives. We actively strive to make that happen in and through our organisation. We want every part of MAN&BOY to be a place where everyone feels accepted, respected, valued, and heard – whether they’re staff, volunteers, supporters or the people we help. We are seeking to be representative of the communities in which we work and are committed to engaging with underrepresented groups with these communities.

In 2024

60%

Of participants that disclosed their ethnicity, 60% identified as British white

29%

As British black/ British other

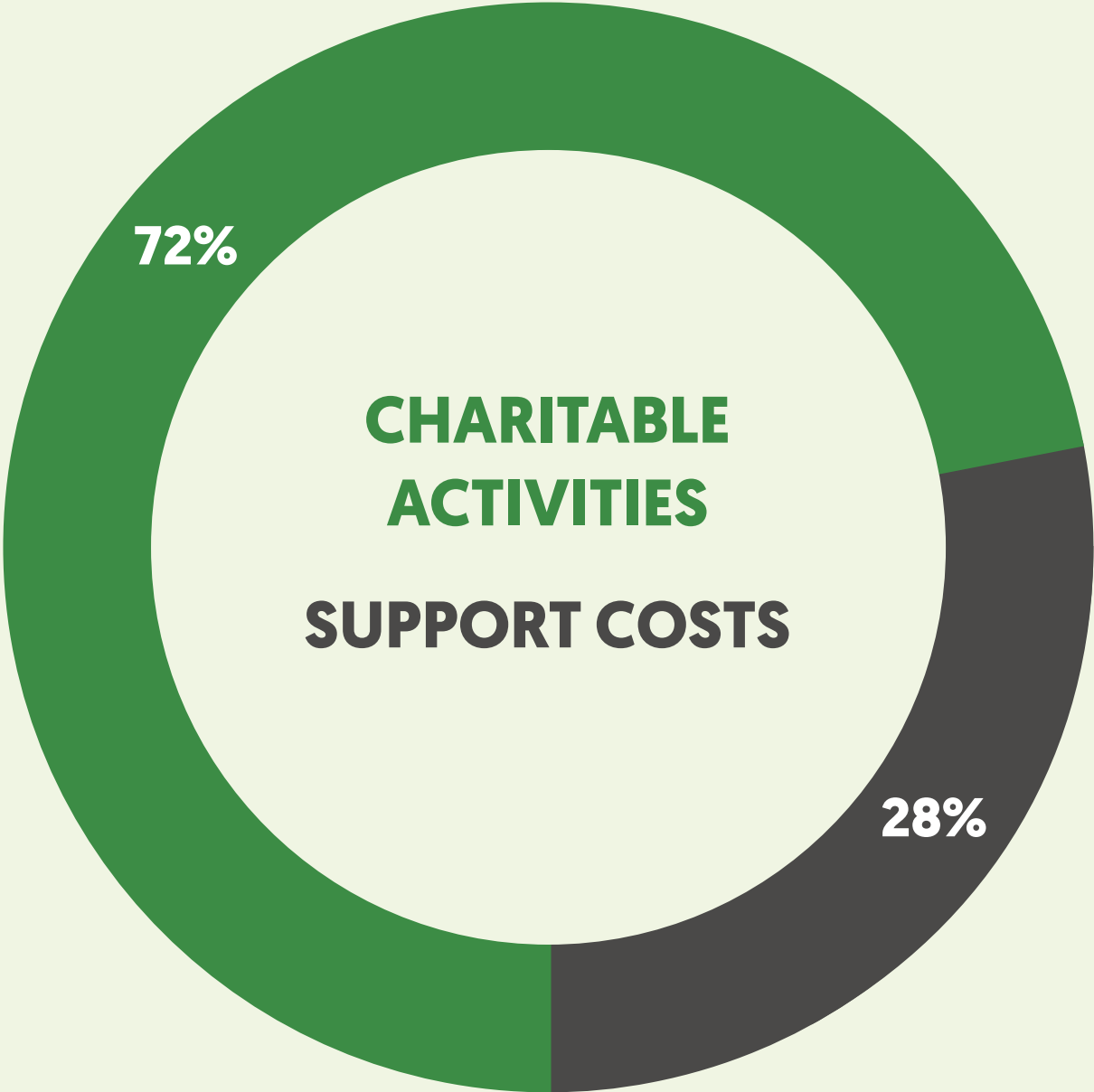
FINANCIAL INFORMATION

As a small charity, we prioritise directing funds toward frontline delivery wherever possible. However, investing in core costs is essential to ensure the charity is run efficiently, compliantly, and sustainably, enabling us to maximise our long-term impact.

EXPENDITURE 2024	£140,158
INCOME 2024	£109,806

CHARITABLE ACTIVITIES	
Wages of frontline staff	£70,338
Courses, camps & events	£29,096
Training & conferences	£2,021
Total	£101,455 (72%)

SUPPORT COSTS	
Support staff wages & overheads & Governance	£34,797
Accounting, Marketing and Fundraising Costs	£3,906
Total	£38,703 (28%)



OUR PARTNERS

The MAN&BOY Positive Families programme has impacted the lives of children from low-income, SEND and single parent backgrounds. We work with a network of inclusive sponsors who enable us to keep on supporting families to reach their potential.



MESSAGE TO OUR SUPPORTERS

In 2024, we saw real transformation: boys growing in confidence, men rediscovering purpose, and families growing stronger. Our adventure camps, activity days, and relationship-building courses provided the time, space and encouragement so often missing in today’s busy, pressurised world. But none of this impact is possible without funding.

Whilst we continue to enjoy the valuable support of our donors, we’re a small and dedicated charity and face considerable financial pressure. Demand for our services is rising fast, yet resources remain limited. We know how to reach boys effectively. We know how to support men in becoming the role models those boys need. What we need now is the investment to meet this growing need without compromise.

Your support – whether through grants, partnerships, or donations – directly enables us to continue this vital work. It ensures that more boys can experience the kind of connection and encouragement that changes lives and that more men can step into roles that bring strength not only to the boys they mentor, but to entire families and communities.

Now is the moment. With national attention finally focused on these challenges, we invite you to stand with us and help create lasting change.

WHAT DOES THE FUTURE HOLD?

As 2025 begins with a renewed national focus on the wellbeing of boys, MAN&BOY enters its second decade with clarity, confidence, and conviction. The challenges now gaining media and political attention are ones we have been addressing for years – through the quiet, consistent work of creating spaces where boys and men can connect, grow and thrive together.

What makes our approach unique is its simplicity: real relationships, meaningful time together and a deep belief in the transformative power of positive male presence. Whether it’s a father, stepfather, uncle, grandfather, older brother, or family friend, we support men to step into a vital role – and in doing so change the trajectory of a boy’s life.

The stories in this report are not just individual successes – they are proof of what’s possible when we invest in relationships that matter. As the national conversation continues to grow, so too does the need for tangible action. MAN&BOY is proud to lead that charge – not through headlines, but through hands-on, heart-led work that’s changing lives, one relationship at a time.

WHAT OUR REFERRERS SAY ABOUT MAN&BOY

Paul and John

“Paul was referred to us because he’d been struggling with his mental health post-covid. He suffers from anxiety and depression. His school recommended the MAN&BOY programme and Paul attended with his father, John. They clearly enjoyed their entire experience with MAN&BOY, but highlights were the positive impact of taking time out together, taking the risk of meeting other people in similar situations, and participating together in tailored activities designed by sector specialists.

In emotional words that summed up the impact on both father and son, John reported that he simply ‘felt like he got his boy back’. He shared how Covid has taken its toll on Paul who lost his confidence and at times wouldn’t leave home. The camp was more than they could have hoped for. Paul said, ‘I learned a lot about my dad’. ‘I’ve learnt that a good father and son relationship is more than I used to think’, reported John”



Sam and Steven

Sam was referred to MAN&BOY following a turbulent few years; he was previously living with his Mum who wouldn’t allow his Dad access. It was decided by the Courts that his Mum could no longer look after him; however his Dad’s new partner and children wouldn’t accept him into the new family home, effectively making him homeless. Sam was placed in emergency accommodation with his Nan who is applying for legal guardianship.

Steven, Sam’s Dad, was making an effort to re-establish his relationship following the recent challenging years as described above, and actively seeks out opportunities to spend time with Sam. The pair attended a MAN&BOY camp; they thrived in the wilderness setting we provided, away from all the distractions of their usual lives.

Sam said the camp allowed him to spend better time with his Dad, learning new things about him. Steven felt the MAN&BOY programme gave him the chance to build his relationship with Sam away from the stresses of family complications. Since camp Sam and Steven have participated in two further activity days, and we watch the strengthening of their relationship.



CONTACT US FOR MORE INFORMATION

www.manandboy.org  [@manandboyuk](https://www.facebook.com/manandboyuk)  [@manandboyuk](https://www.instagram.com/manandboyuk)

MAN&BOY
Richard Mayo Centre,
11 Eden Street,
Kingston upon Thames KT1 1HZ
Email: info@manandboy.org



END NOTES

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- ² M Wolpert and P Martin, [2015], 'THRIVE and Pbr: Emerging Thinking on a New Organisational and Payment System For CAMHS', New Savoy Partnership Conference, London, 11th February 2015
- ³ National Child Measurement Programme 2023/4
- ⁴ 'Families and Households in the UK - Office for National Statistics' [Office for National Statistics, May 2023], ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/families/bulletins/familiesandhouseholds/2022. P.2
- ⁵ Opondo, C., Redshaw, M., Savage-McGlynn, E., & Quigley, M. A. [2016]. Father involvement in early child-rearing and behavioural outcomes in their pre-adolescent children: evidence from the ALSPAC UK birth cohort.
- ⁶ Teachers' experiences of the impact of fatherlessness on male pupils study by ladsneeddads November 2022
- ⁷ 'Young People Not in Education, Employment or Training (NEET), UK - Office for National Statistics' [Office for National Statistics, November 2024], ons.gov.uk/employmentandlabourmarket/peoplenotinwork/unemployment/bulletins/youngpeoplenotineducationemploymentortrainingneet/latest.
- ⁸ Jo-Anne Nadler, 'Show, Tell and Leave Nothing to the Imagination' [Civitas, 14 May 2023], <http://civitas.org.uk/civitas.org.uk/publications/show-tell-and-leave-nothing-to-theimagination.p.45>.
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- ¹³ Met online police advice

“We learned how much we enjoy spending time together and how to communicate, support and encourage each other.”



