



Small Steps Evaluation Report

**Swansea,
Bridgend
and Neath Port
Talbot
2024/2025**

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Introduction

Extreme Right-Wing (ERW) extremism is growing in the UK. Seeking to reduce this, Small Steps is at the forefront of looking to use education, engagement, mentoring and grassroots activity to combat the ideology, activity, and influence of the ERW locally and nationally.

Operating since 2015 Small Steps is in a unique position of having staff members who are former extreme right-wing activists, organisers or even family members who have had a loved one involved. This gives us the benefit of having lived the experience which allows us to understand the attraction, chaos and even heartache of being involved. Using this knowledge, we can provide an inside view to counter the ERW's message of hate and division.

Offering 1 to 2 hour training sessions to young people, community, faith groups and professionals, Small Steps provides localised information detailing things like – wards the extreme right-wing are active in, groups operating and recruitment techniques. Empowering local people to combat this, attendees can then challenge low level extreme right-wing extremism locally.

Our Training Session Objectives are:

- Provide specialist training to young people, community/faith groups and professionals.
- Raise general awareness of the dangers of Extreme right-wing extremism, how people get involved, vulnerabilities and signs of radicalisation.
- Offer people alternative viewpoints to empower local people to challenge Extreme right-wing extremism at local and national level.
- Create grassroots initiatives which seek to reduce hatred and division, bringing communities together to develop alternatives to Extreme right-wing Ideology and activity.

Assisting people further, we also offer a Support Hub (www.supporthub.uk) where after individuals have attended our training they can register and continue to be upskilled and informed. Available to training attendees and professionals we work with, everyone joining is verified before they can join.

Sessions and Evaluations

Small Steps was commissioned by Swansea, Bridgend and Neath Port Talbot Prevent to deliver ten sessions in total. Six in person “Radicalisation Explained” sessions, and four virtual sessions: one “Identity and Patriotism”, one “Debate not Hate”, one “Antisemitism and Islamophobia”, and one “Extreme Right-Wing (ERW) Explained”

All sessions have been successfully delivered between March and April 2025. In total, 295 attendees joined the sessions.

As our team did not have any previous knowledge of the attendees’ background (who they were, age, gender, how much knowledge they had about Extreme right-wing extremism etc), evaluations were necessary to understand the effectiveness of each session delivered. Survey Monkey was the online platform chosen to host the questionnaires.

The whole evaluation was divided into pre and post session questions to be possible to analyse the impact of the training on the attendees’ perception and confidence in regards to their knowledge of extreme right-wing extremism.

The questions were about the following topics:

- Knowledge about the extreme right-wing and its landscape in the UK
- Understanding of vulnerabilities and grooming tactics that might led into extreme right-wing involvement
- Identify radicalisation signs and knowing how to use counter narratives if ever faced with ERW arguments
- Specific knowledges about antisemitism and islamophobia, inclusive patriotism and how to promote community debates
- Online and gaming grooming, Incel movement, misogyny and manosphere, and how to identify deepfake, misinformation and disinformation.

Below you can find all the evaluation questions.

Socio-ethnic questions (all sessions)

Question 1: *What is your gender?*

Type of answer: Tick box.

Options: Male, Female, Other preferred

Question 2: *What is your age?*

Type of answer: Tick box.

Answer options: 18-29 years old, 30-39 years old, 40-49 years old, 50-59 years old, 60-69 years old, 70+ years old.

Question 3: *What is your ethnic group? Choose one option that best describes your ethnic group or background*

Type of answer: Tick box.

Answer options:

White:

English/Welsh/Scottish/Northern

Irish/British

White – Irish

White - Gypsy or Irish Traveller

White - Any other White background

Mixed/Multiple ethnic groups:

White and Black Caribbean

White and Black African

White and Asian

Any other ethnic background

Asian/Asian British:

Indian

Pakistani

Bangladeshi

Chinese

Any other Asian background

Black/ African/Caribbean/Black British:

African

Caribbean

Any other Black/African/Caribbean background

Other ethnic group:

Arab

Any other ethnic group

Identity and Patriotism Questions**Question 4:** *How much do you agree or disagree with the following statements?*

Type of answer: Rating system “Strongly Agree”, “Agree”, “Disagree”, “Strongly

Disagree” and “Don’t know” divided into BEFORE and AFTER session

Statements:

- a) I understand how extremists use patriotism to spread hate
- b) I understand how extreme right-wing extremism can be challenged by inclusive patriotism
- c) Feel you would recommend this training to others in your role/position

Question 5: *Do you have any other comments?*

Type of answer: Comment box

Radicalisation Explained Questions**Question 4:** *How much do you agree or disagree with the following statements?*

Type of answer: Rating system “Strongly Agree”, “Agree”, “Disagree”, “Strongly Disagree” and “Don’t know” divided into BEFORE and AFTER session.

Statements:

- a) I know lots about the ERW
- b) I am confident in knowing counter-narratives to the ERW
- c) I know how online and gaming spaces are being used to radicalise individuals
- d) I know how to identify deepfake, misinformation and disinformation online
- e) I know what is the Incel movement, the manosphere and misogyny
- f) I know how to spot signs of radicalisation in individuals
- g) Feel you would recommend this training to others in your role/position

Question 2: *Do you have any other comments?*

Type of answer: Comment box

Debate not Hate Questions

Question 4: *How much do you agree or disagree with the following statements?*

Type of answer: Rating system “Strongly Agree”, “Agree”, “Disagree”, “Strongly Disagree” and “Don’t know” divided into BEFORE and AFTER session.

Statements:

- a) I feel aware of why people need open spaces
- b) I feel confident to have conversations with people online
- c) I feel confident with people face to face
- d) I am aware how to set up an online meeting
- e) I am aware how to set up a community meeting
- f) Would you recommend this training to others in your role/position?

Question 5: *Do you have any other comments?*

Type of answer: Comment box

Antisemitism and Islamophobia Questions

Type of answer: Rating system “Strongly Agree”, “Agree”, “Disagree”, “Strongly Disagree” and “Don’t know” divided into BEFORE and AFTER session.

- a) I know lots about the ERW and islamophobia and anti-semitism
- b) I am aware what the current landscape is around the ERW in the UK
- c) I know how someone gets drawn into extreme right-wing extremism
- d) I know what makes people vulnerable to the extreme right-wing
- e) I know how to spot signs of radicalisation in individuals

- f) I am confident in knowing counter-narratives to islamophobia and anti-semitism
- g) I would recommend this training to my colleagues

Question 5: *Do you have any other comments?*

Type of answer: Comment box

ERW Explained questions

Question 1: *How much do you agree or disagree with the following statements?*

Type of answer: Rating system “Strongly Agree”, “Agree”, “Disagree”, “Strongly Disagree” and “Don’t know” divided into BEFORE and AFTER session.

Statements:

- a) I know lots about the extreme right-wing
- b) I am aware what the current landscape is around the extreme right-wing in the UK
- c) I know how someone gets drawn into extreme right-wing extremism
- d) I know the recruitment process the extreme right-wing use
- e) I know what makes people vulnerable to the extreme right-wing
- f) I know how to spot signs of radicalisation in individuals
- g) I am confident in knowing counter-narratives to the extreme right-wing
- h) Feel you would recommend this training to others in your role/position

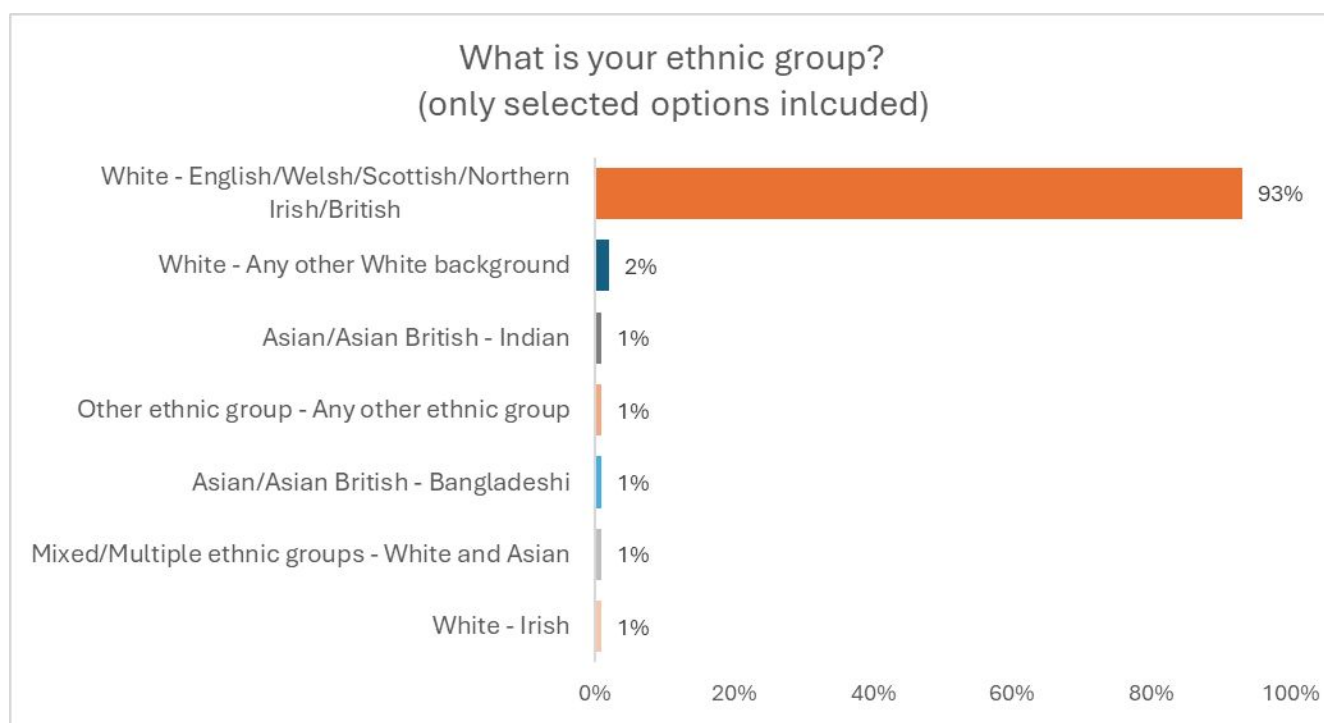
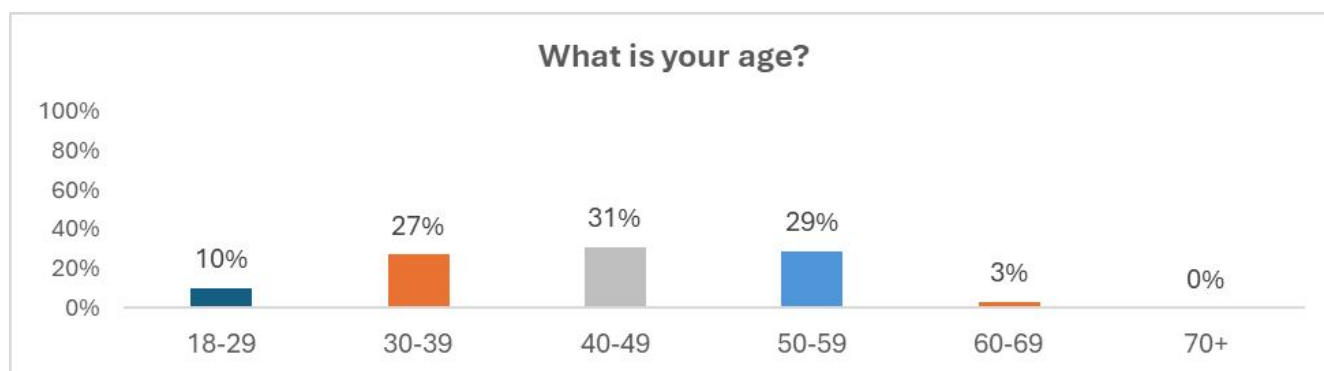
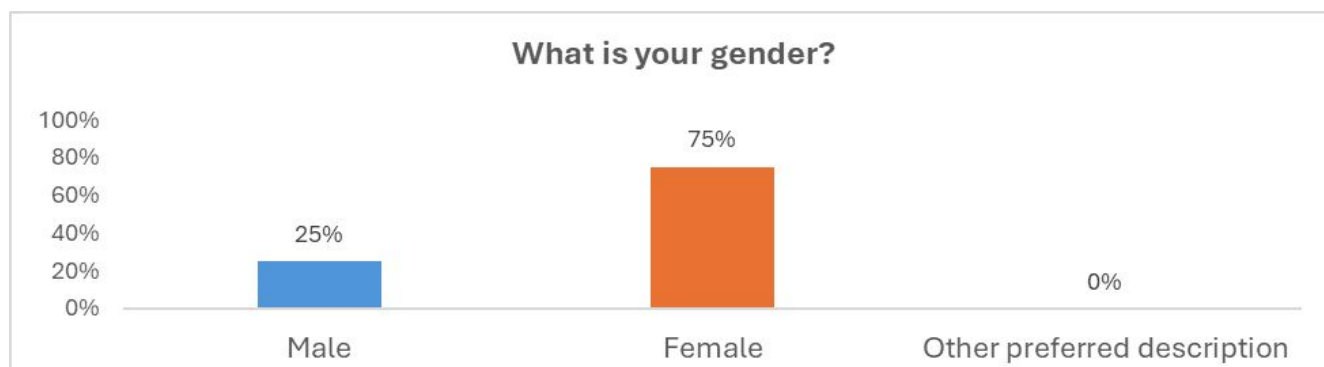
Question 2: *Do you have any other comments?*

Type of answer: Comment box

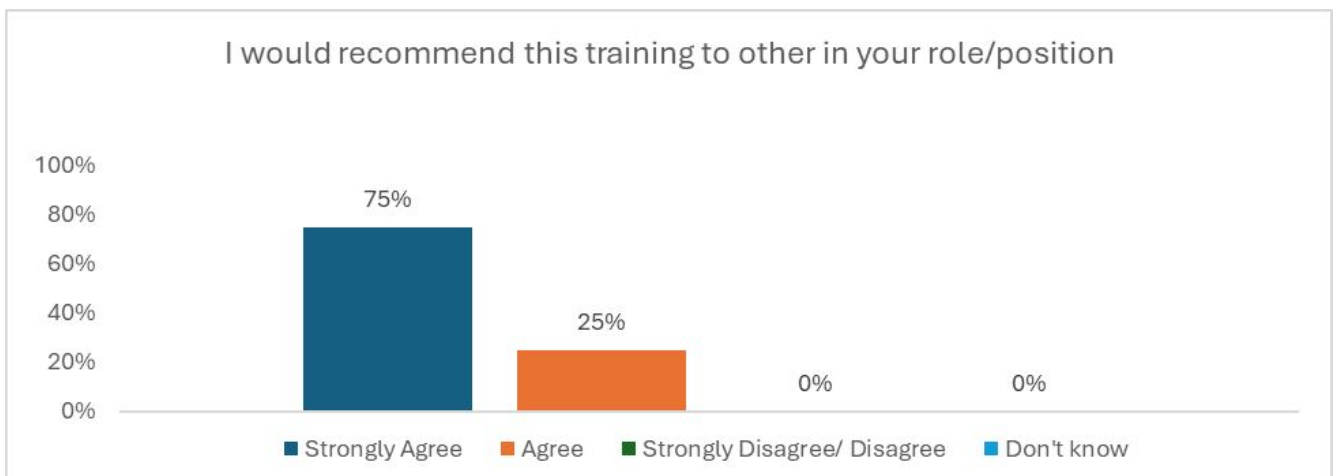
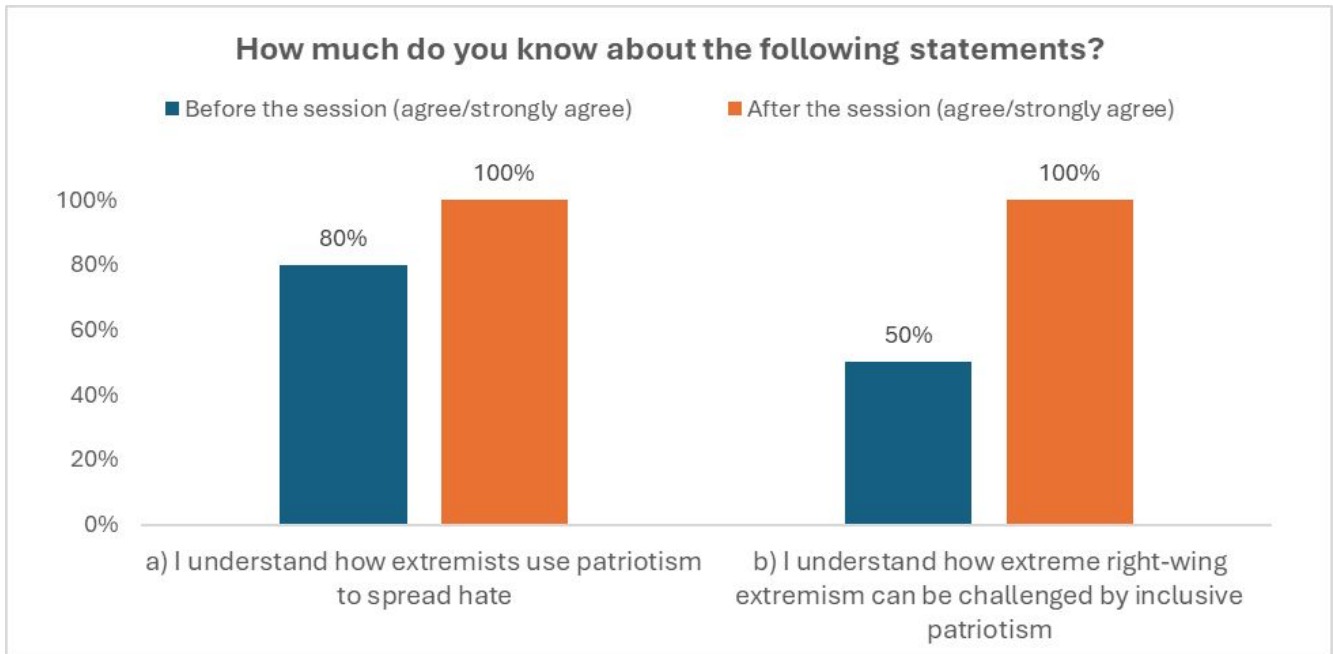
Results and Findings

Session	Date	Attendees	Evaluations Received	Type of Session
Session 1	24/03/2025	22	12	Identity and Patriotism Virtual
Session 2	31/03/2025	25	13	Radicalisation Explained in Person Swansea
Session 3	01/04/2025	24	22	Radicalisation Explained in Person Swansea
Session 4	02/04/2025	24	21	Radicalisation Explained in Person Swansea
Session 5	09/04/2025	24	20	Radicalisation Explained in Person Swansea
Session 6	10/04/2025	27	22	Radicalisation Explained in Person Bridgend
Session 7	11/04/2025	29	20	Radicalisation Explained in Person Neath Port Talbot
Session 8	14/04/2025	41	18	Debate not Hate Virtual
Session 9	15/04/2025	37	18	Antisemitism and Islamophobia Virtual
Session 10	16/04/2025	42	15	ERW Explained Virtual
Total		295	181	

Socio-ethnic questions



Identity and Patriotism Before x After Session Results



Comments

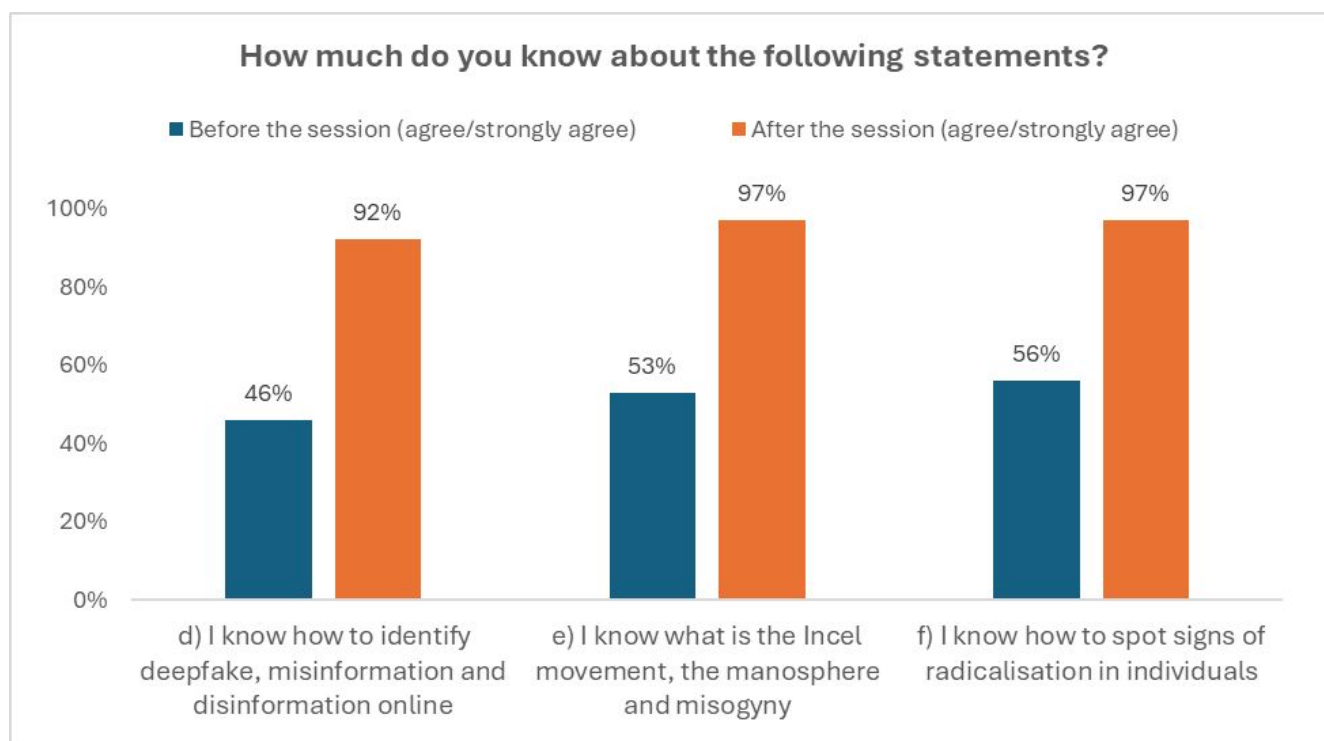
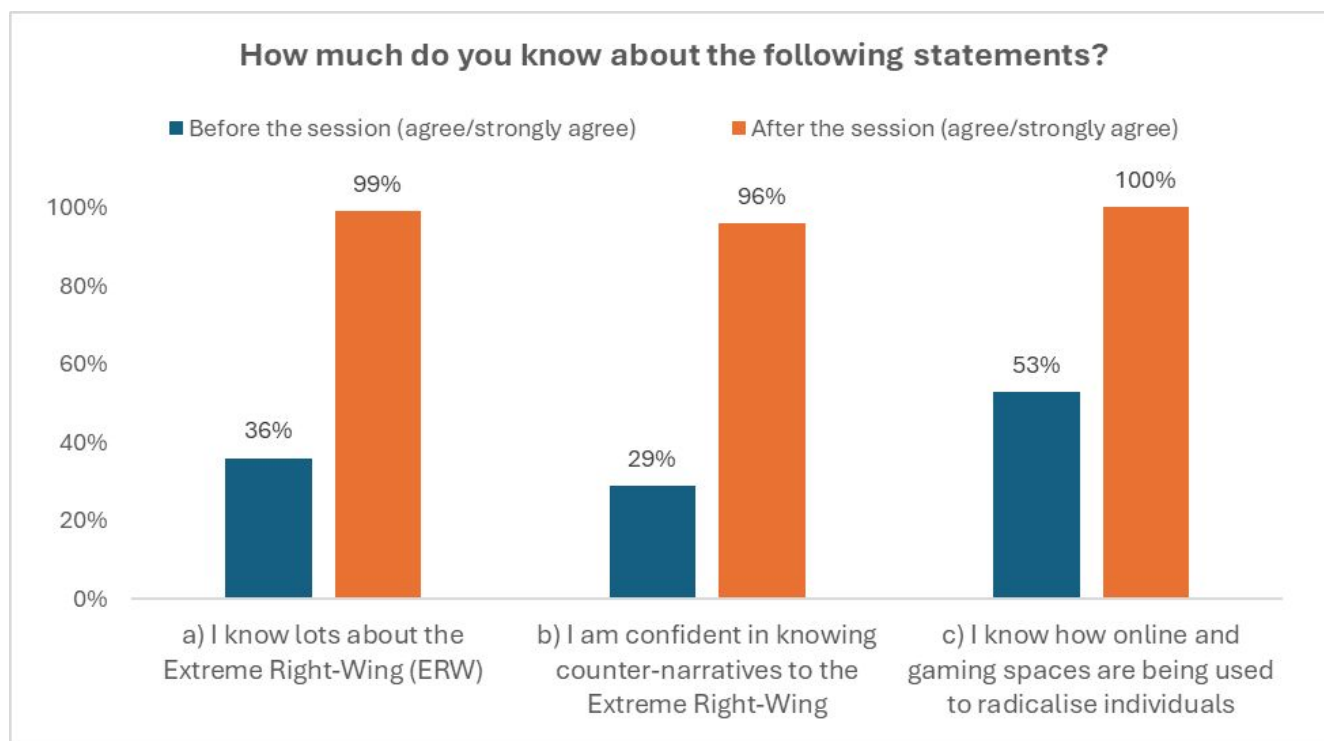
It was interesting to hear the origins of a number of 'symbols' that are held up as patriotic that are actually rooted in inclusive/diversity

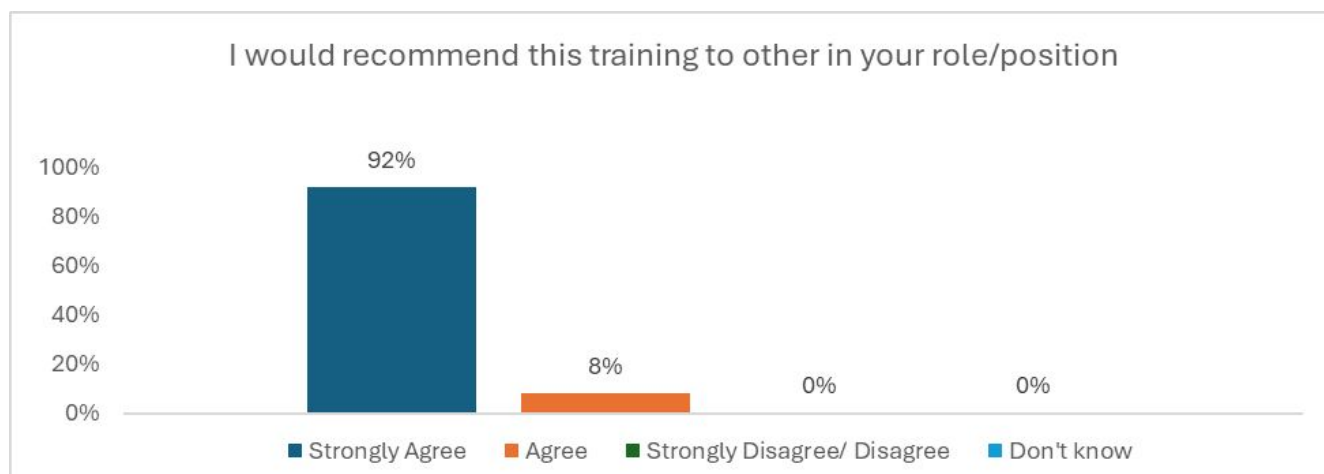
Very well delivered, informal and inclusive

very interesting and informative, giving me useful advice to challenge young peoples views when they make comments.

A fantastic session which I would strongly recommend to others. Really insightful and thought provoking. Nigel was excellent!

Radicalisation Explained Before x After Session Results





Comments

I feel I still have a lot more to learn but really enjoyed the session, excellent session and speaker, thank you

Nigel was really informative and I'm so glad I was able to attend today, this has been really helpful training.

It's was really good I would encourage all mental health nurses to attend it's very current topic and important.

Very informative training, I learnt a lot of vital information and believe I have a much better understanding of the ERW movements.

Absolutely fantastic session. So informative and pitched perfectly. I feel I now have better understanding of the capability of the ERW, as well as a sense of how we can intervene, with compassion being a priority. I plan to share this with my wider team but wish they'd attended this training!

Amazing course, should be taught everywhere.

Excellent training. Thank you also for your bravery in sharing your own experience of involvement in extremism.

Quite shocking information - very hard to get my head around this actually happening, to this extent. Feel like needed more time/longer/follow up sessions particularly hearing peoples loved experiences of getting into & out of extemsism.

Good mix of engagement, reference to real experience and well timed.

Very informative. Trainer was very knowledgeable, approachable and showed a real passion for change.

I really enjoyed this training and found it very insightful. I will be sharing the information learned today with colleagues in my team. Thank you.

Eye opening. Had no idea how much was going on behind the scenes with recruitment Nigel was easy to listen to.

Nigel delivered an amazing, informative session that will be essential to my practice as a youth worker. I now feel more confident in spotting the signs of extremism, and what services are available to support vulnerable young people.

Excellent session and loads to take away. Generated ideas to use in my sessions with learners. Definitely checking out the website.

Excellent training, very apt for our job roles working with teens and struggling with issues including misogyny, extreme views.... Thanks Nigel!

Fantastic training, great content and delivery. Informative and hard hitting but so much covered in a three hour session. Thank you.

I felt I had some knowledge given my role in youth justice and working with PREVENT, this training has further aided my knowledge. Great training session.

Very well presented. It was very informative and interesting especially being delivered by someone with personal experience.

This is an intense teaching, should be slower pace with lots more breaks for processing and self care.

Very informative training, albeit terrifying. Awareness like this should be raised with all education settings and staff, not just safeguarding officers.

Fantastic training, with a really engaging trainer. Feel I have learnt a lot from this so thank you!

The venue isn't ideal due to lack of local parking, however the session was informative and interesting.

Essential, absolutely integral to anyone working with young people.

Excellent training session. Made me realise how wide the reach is.

Excellent training. Informative. Well presented.

A fascinating if extremely disturbing talk. I have recommended you to teachers I know.

Thank you so much very interesting and educated me alot more on the above.

Thank you for a brilliant informative session.

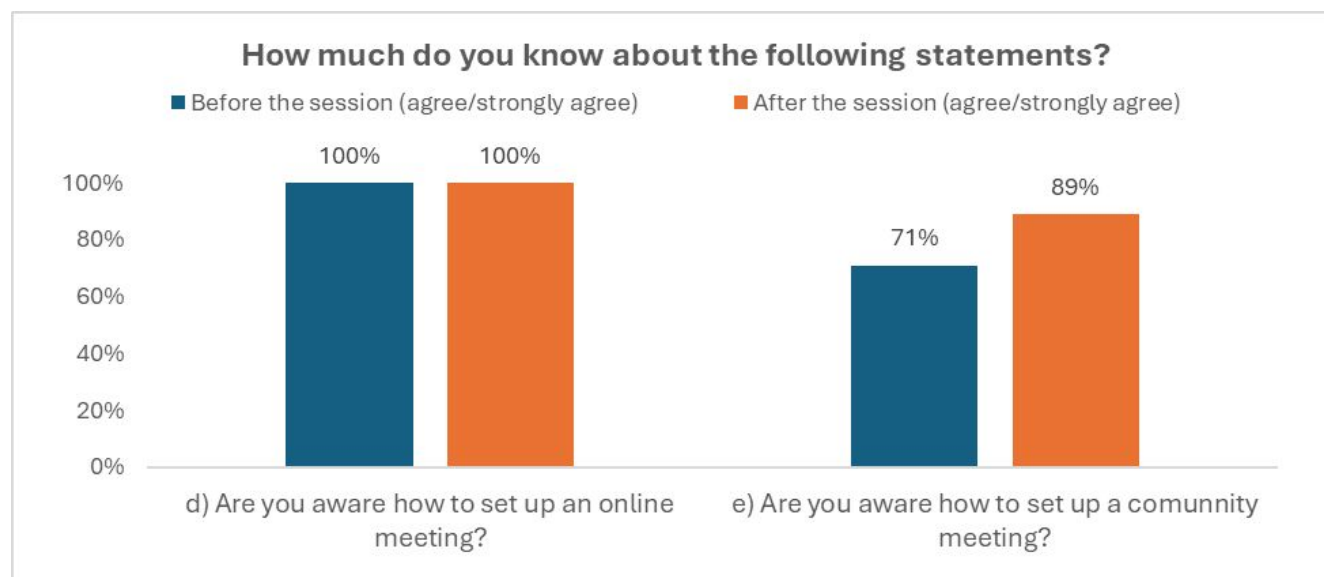
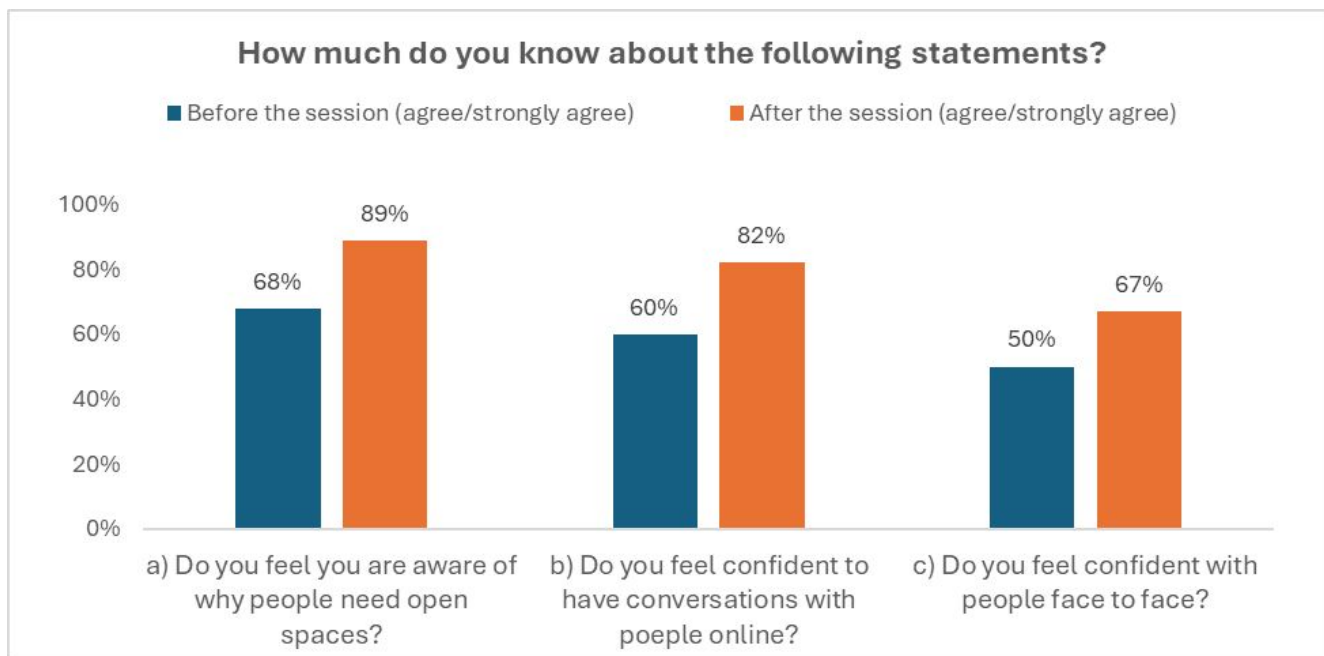
Amazing training very insightful.

Excellent training, delivered in a very engaging manner.

Excellent training great visuals.

Good mix of engagement, reference to real experience and well timed.

Debate not Hate Before x After Session Results



Comments

Within the time parameters, very good, I would like more in depth into the issues, I think I will get some more of this in the trainings to follow this week

Brilliant session and great trainer, thank you Nigel

Clear and concise. Very useful especially in today's climate. Thank you.

I'm answering these questions in my interpretation of them as general questions rather than specifically with regard to the the extreme far right. I was pretty confident in all of these anyway. Nigel spoke well and there was some really interesting an useful content. keep up the good work.

Thinking about how to have difficult conversations was really useful for me.

Really interesting presentation. I think getting the accurate facts would be really useful so I'll be looking at your website.

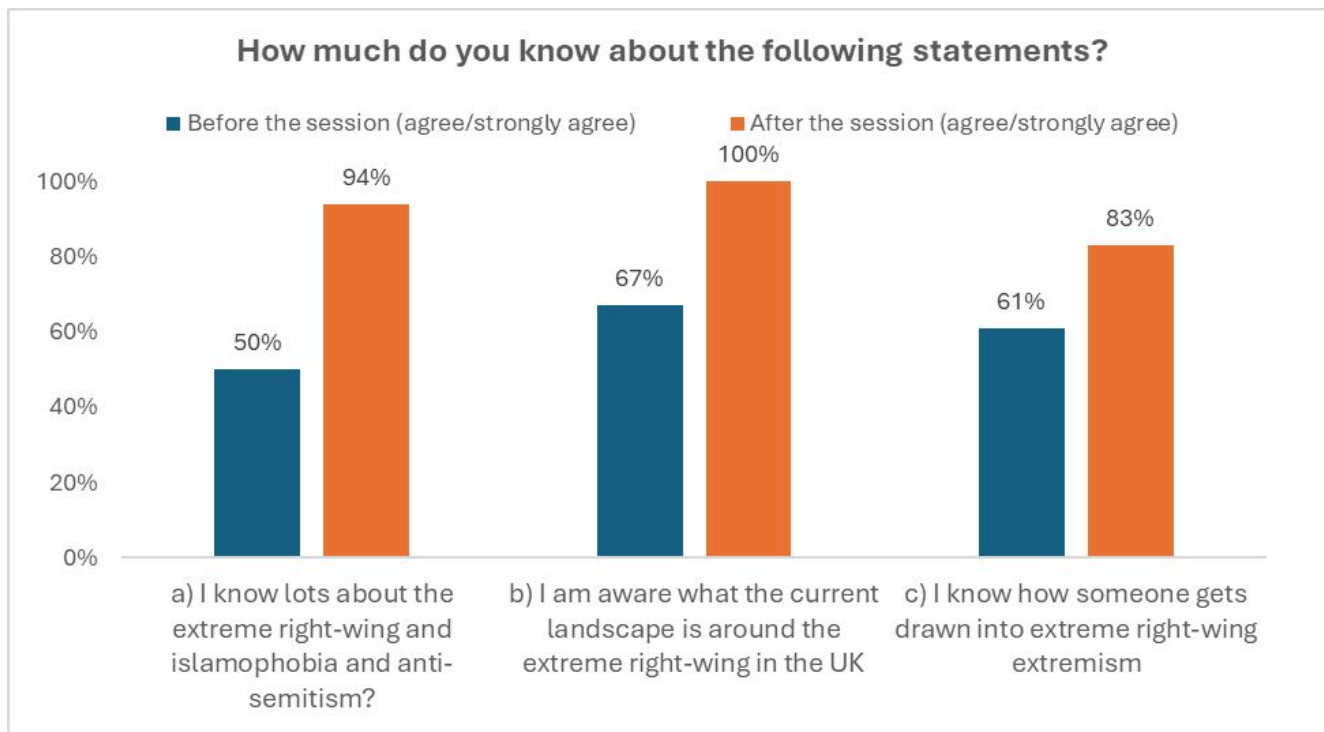
Excellent training in relation to having difficult conversations with people who have very fixed views

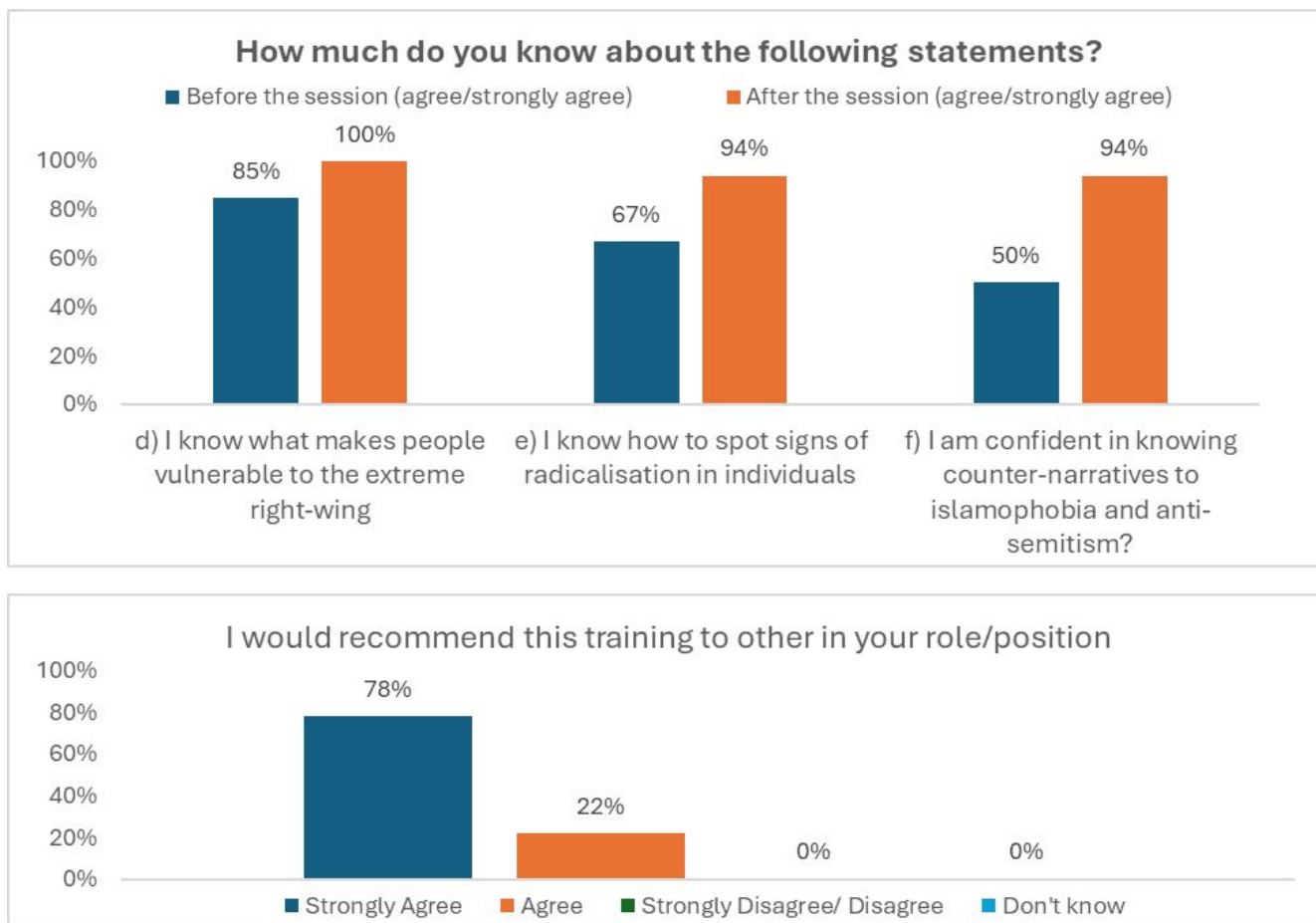
thank you, really interesting, and much needed in this climate

Good training, definitely gained information to share with others. This training should be aimed at people who work with community groups etc

thoroughly enjoyed the online information.

Antisemitism and Islamophobia Before x After Session Results





Comments

Very good and due to John's experiences, very real examples, in his own words, showing people can be de-radicalised. Any more like this would be great. I am the DSL for our Work Based Learning provision across Wales and England and would really like to tap into some more free training, for at least my DSO team, but ideally our learner facing team members as they often tell me they lack confidence to discuss anything Prevent. Thanks again John.

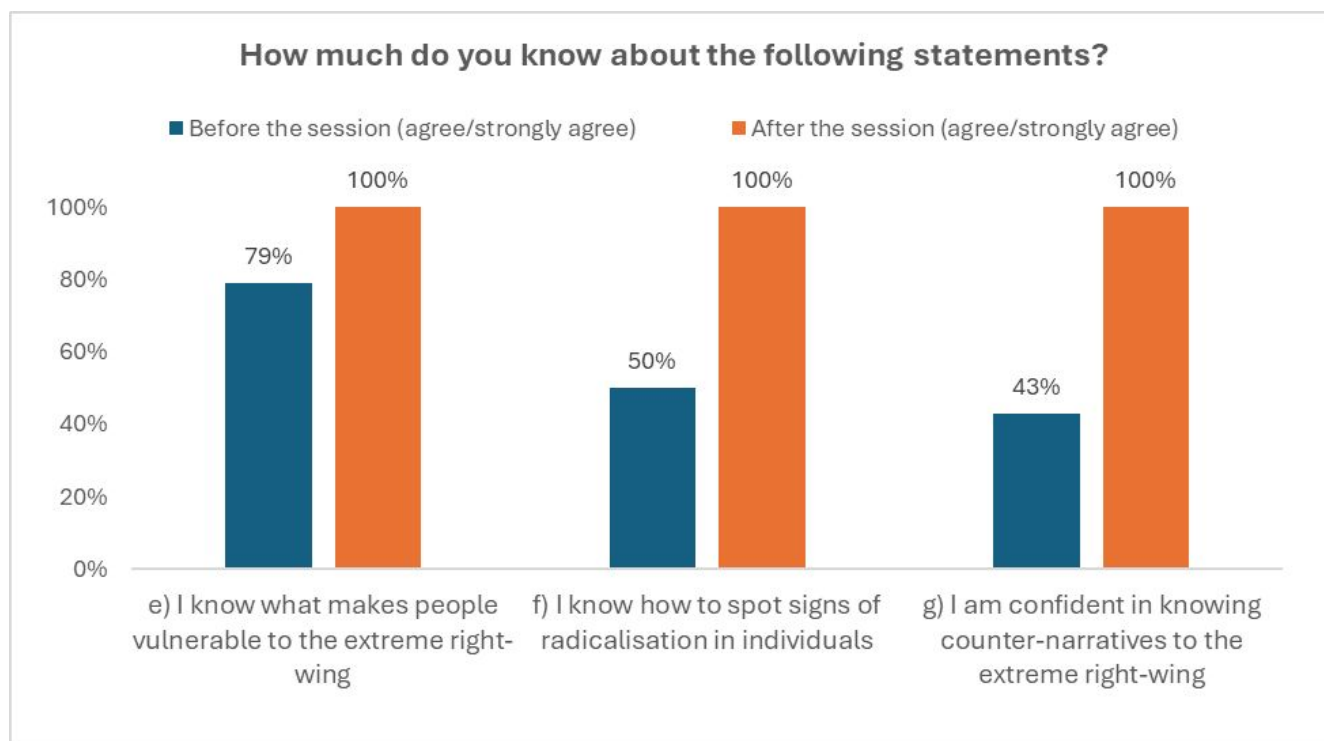
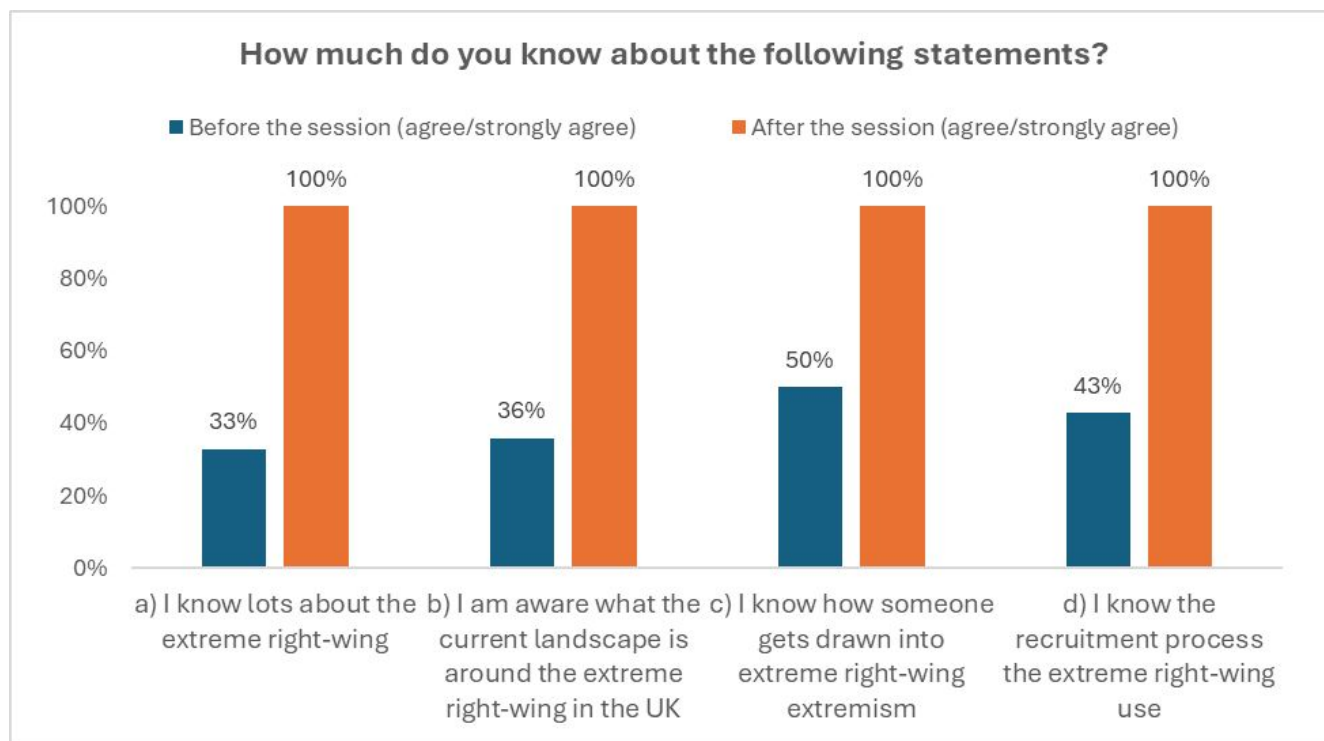
really enjoyed this, I work in the prison service managing TACT offenders, so would welcome further conversations about working together.

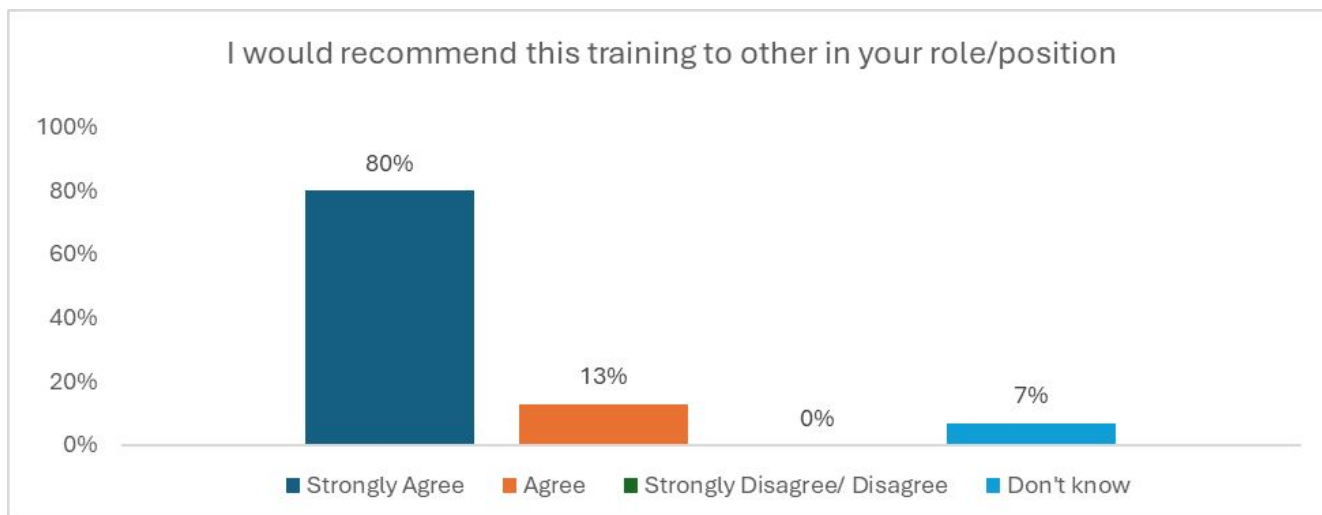
Very difficult but important session to sit through. I have some awareness of this topic through work but today's session has broadened that awareness. The facilitator's first hand experience/knowledge of the ERW also added something - it's reassuring that people can find a way back and use their experience for good. Diolch.

Counter narratives are a difficult thing to push forward when people have been given so much false and out of context information and believe it all so strongly. More discussion about how to do this may have been helpful.

Very informative. Especially from somebody who has lived through some of the issues. Really brave to move away from Far Rights and doing good from your experiences.

Extreme Right-Wing Explained Before x After Session Results





Comments

Very informative training. Very personable trainer. Very good of him to share his own experiences of right-wing extremism. Was also very interesting to hear the more "long game" methods of recruitments that extremists use e.g. opening local businesses such as corner shops. Thank you!

Very informative and definitely worthwhile attending.

An excellent session from John. Really interesting content and he is a fantastic presenter - really engaging.

Really enlightening and worrying course content.

John was knowledgeable and approachable. He was able to tailor the training to suit the needs of the group. His authentic story shone through and made his messages all the more powerful.

Really informative for a brief session.

John is so knowledgeable. It means so much more coming from somebody who has background knowledge. It is great he is using his background to support others.

This session was very valuable, to learn from someone how has experience being radicalised is really valuable and inspiring. John was an excellent trainer, engaging and easy to listen to. Thank you! Keep up the amazing work you are all doing.

Thank you for the session was interesting to learn about new techniques being used along with services to reach out to for support.

Excellent training. Thank you.



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