



**Women's
Work**
Turning a new leaf

**Supporting Women & Children
across Derbyshire for 15 years**

Annual Report 2017-2018

Message from the Chair

I am writing these comments at the end of a very special year for Women's Work, as we celebrate our 15th Year - our Crystal Anniversary!

It is always very moving to hear of the progress and successes of our service users, whether in tiny steps or great leaps forward. And none of this would happen without the enormous contributions made by the staff team, our committed volunteers, our wonderful peer mentors and our CEO, Dionne. So on behalf of the Board of Trustees I would like to offer heartfelt thanks to them all.

The growth of the charity has exceeded all expectations, however this has been managed exceedingly well, by the team, who continue to deliver above outcomes and targets aligned to our contracts and grant agreements. We are fortunate to have a wide mix of funders, who often support the charity on a long term basis providing a level of security and stability.

Looking to the future, there are inevitably challenges; sadly, in this time of austerity, the number of women needing our help continues to grow - this year we supported 863 service users. We never want to have to turn individuals away so the challenge is on to increase our funding year on year and to find a permanent, and larger, home for Women's Work to accommodate all those who need us and offer them an even wider range of services.

Milly Holder - Chairman

CEO Reflection

Women's Work has managed to build a good level of resilience in an uncertain climate, resulting in stability and steady growth again over the last year. We continue to develop strong partnerships with agencies that share our values and enhance the numbers of individual funders that regularly support the charity.

The recruitment of our new Business Development Manager, Diane Whitehead, comes at a crucial point in our development. Diane has made much progress in developing links with local businesses and increasing support and donations to the charity. However the ever increasing demand for our services present new challenges on a daily basis. Capacity is often stretched not just in people resource, but physical space.

We continue to achieve good outcomes for the vast majority of the women we work with even with the above limitations. When women who previously viewed higher education as the reality of anyone other than themselves finally step into that reality, that is something to celebrate. We celebrated 15 years in service this year, another great achievement.

We would hope that services like Women's Work would be needed less, however the reality is very different and the demand, complexity and intensity of need will continue to keep us at the forefront of Women's Service providers in Derbyshire.

Our Peer Mentor service is a project we are very proud of and we believe that this model of working will be the way forward in continuing to meet demand for our services. We have also built some very good partnerships, in particular with Framework Housing to deliver the Lottery and European funded Opportunities and Change project., a vital addition to ensure there is a pathway potentially leading to exit and employment for some of the most disadvantaged women engaged in our service. All this work would not be possible without the support of a wide network of funders and supporters, and I wholeheartedly thank them for making Women's Work the charity of choice for women with multiple and complex needs in Derbyshire.

Dionne Reid - Chief Executive



Looking Forward

Heading into our 16th year and much of the funding we need to deliver our services in place until 2020, we aim to be able to keep offering individualised packages of care to women in need. We are in desperate need of more appropriate operating space and will continue to prioritise our relocation project. Raising capital funds to enable us to act when opportunities present is challenging, but we have made some progress this year in establishing a property fund. Women's Work has the scope and expertise to further enhance its provision and packages of care potentially supporting many more women and children across Derbyshire.

Prevention of some of the issues we work with has been overshadowed recently by the need to respond to and manage crises. Going forward we would like the space and opportunity to focus some more time on developing projects that address the root causes of the multiple issues we work with, exploring how we might help to prevent the cycle of deprivation, poverty, abuse, addiction and mental health among women.

Our Volunteers

Our volunteers come to us from all walks of life with an array of skills and experience. They benefit from an intensive induction and training programme, to enable them to support the delivery and administrative functions within the charity.

Volunteer training this year has included:

- Hope for Justice Training (Human Trafficking)
- Diversity in Practice with Energise
- Legal Knowledge of Domestic Violence with Geldards
- Suicide Awareness with Rural Action Derbyshire
- Working with Female Sex Workers (CPD certified) with Basic Training
- Counselling Skills for Non-Counsellors with Relate Birmingham

We have 44 active volunteers who have donated 1731 hours this year, which equates to £21,000 in monetary value.

Twelve volunteers supported staff on their stand at Derby's International Women's Day (March 2018), with six Peer Mentors at their own stand. 100% of our volunteers would recommend volunteering for Women's Work.



Our Peer Mentors

This year four Peer Mentors successfully completed the City and Guilds 7300 Trainer the Trainer course and are independently delivering support sessions.



Thanks to all our funders for their on-going support, which allows us to continue supporting the most vulnerable women in society

The Big Lottery Fund

Awards for All

Lloyds Bank Community Foundation

Esmee Fairbairn Foundation

Kelly Family Trust

Garfield Weston Foundation

Henry Smith

All Saints Trust

Souter Charitable Trust

Comic Relief

European Social Fund & Big Lottery

The Tudor Trust

Children In Need

DLNR Community Rehabilitation Company

Derbyshire Community Health Service NHS Trust

Our Projects & Interventions

We have continued to deliver key interventions and programmes, even without specific project funding. Demand for this core provision continues to increase and we have added additional sessions to help meet demand, particularly for the Freedom Programme and the Confidence Building Course. We have adapted our Positive Parenting Course to a 2hr 6 week programme, as the Strengthening Families Strengthening Communities Programme, was reported to be too long and intensive for the majority of users. Food parcels and clothing hampers are still an essential need for women and the informal drop-in sessions and coffee mornings a lifeline for those in crisis.

Workshops & Sessions

Individual workshop attendees

- 16 for Yoga
- 14 Aromatherapy
- 50 attended Women's Work Pathways to Confidence course
- 20 Worker's Education Association (WEA) Confidence & Assertiveness
- 12 WEA Building Confidence & Assertiveness
- 19 WEA Understanding and Working in Groups
- 51 WEA Creative Craft over 3 courses Guildhall
- 19 WEA Moving from Surviving to Thriving
- 26 WEA Mediation and Mindfulness over 2 courses
- 15 WEA Rights of Women
- The solicitor from Nelson's Law had 24 appointments
- 16 Derby Adult Learning Service (DALs) English
- 14 DALs ICT



Counselling Service

The Counselling Service continues to expand within the Women's Work remit and is currently used by service users to enable emotional and mental well-being.

There are currently seven counsellors who are volunteering for the service on a weekly basis, four of which are in training, and three qualified. We have recently appointed a new volunteer trainee, who will be inducted in August. All counsellors are adequately supervised, and have ongoing professional CPD, as well as monthly peer support meetings. This is an opportunity to share information, learning, and practice.

The client work is complex with a range of issues presented; from anxiety and depression to borderline personality disorder. Attendance overall is good, and clients are committed.

We currently have 34 clients who have been referred to the service. 17, are currently in regular counselling, the remaining 17 are either waiting for assessments, have requested to wait until they are ready, or have recently been added to the waiting list.

Freedom Programme

We have delivered the 12 week freedom from domestic abuse course, 2 times a week. The

rolling course is very popular and often oversubscribed, two volunteers have been trained to help deliver this intervention.

Positive Parenting

We deliver the "Care for the Family" course covering the early years (0-4) and primary years (5-11). The 6 week course provides an opportunity for parents to encourage and support each other to address and overcome the challenges of parenting.

Quotes:

"The course has opened my eyes to the way I parent."

"It has totally changed my view on parenting, communication and listening to my children. A bigger understanding of me and my children's behaviour."

"It's made a massive change to us all."

"It has given me plenty of new ideas to deal with difficult situations."

"I've learned lots of new skills and ways to change things."

"I found this course very helpful and the support was brilliant."

Crèche

The crèche is a crucial provision for the women who access our education and life skills workshops. Our small Ofsted registered crèche is run by Gwen and Angela, who provide a professional warm and engaging service to 0-6 yrs.

863 Women & Children supported

Little Links

The Little Links Project supports children affected by parental substance and domestic abuse. During the year of 2017/18, we have supported 17 children this year. Parents often struggle to provide a stable environment and meet both the practical and emotional needs of their children.

We aim to increase self-esteem, have fun, and to improve family relationships, through a wide range of activities that include creative expression; where the children learn to express their emotions in healthy ways, self-esteem exercises, games, crafts and cooking

Seven of the children have made significant progress in improved self-esteem, five have started to experience progress and five of the children are yet to experience progress.



The Turn Around

The Turn Around Project is targeted at women in the Criminal Justice System to address offending behaviour and prevent re-offending, offering an alternative to custody. The service provides a package of group programmes and aims to improve compliance with orders and licenses given by the courts. This year we have extended the delivery model to include Buxton. This year 179 women used the service.

"At the end of the programme I feel able to say 100% that there will be no future re-offending for me. I am now positively focussed, re-housed, I have successfully reduced my alcohol in-take"

Opportunities & Change

Opportunity and Change is a support programme for people with multiple and complex needs throughout Derby, Derbyshire, Nottingham and Nottinghamshire. Personal Navigators worked with a total of 31 women intensively to achieve stability and direct them towards a pathway to employment.

Below the Radar

Below The Radar aims to support and empower the hardest to reach and most

vulnerable women in our local community. It is specifically targeted at those with complex needs and quite isolated due to lifestyle choices they often face and barriers to improving their life chances. We have had 325 referrals into the project this year and provided workshops, drop-ins, street outreach, and life skills for these women, many reporting major changes in health and well-being as a result of our interventions.

"Women's work have helped me in so many ways and are always at hand to listen"

"I find Women's Work a safe place to go when I need somewhere to listen to me without judgement"

"At Women's Work, I discovered the freedom programme. This has helped me to understand the behaviour of the dominator"

Sexual Health Outreach

We are commissioned by Derbyshire Community Health Services NHS Foundation Trust to promote local sexual health services and deliver interventions which raise awareness of good practise in relation to sexual health and HIV prevention. We deliver sexual health workshops and also delivered sexual health interventions to 85 street sex workers on our Outreach sessions.

"I would not be the strong woman I am today"

"It's a safe space to go to"

"There is no other place like Women's Work"

"They listen without judgement"

"They helped me see the light at the end of the tunnel"

Achievements

- 127** Individuals attended the Freedom Programme and are now better informed about domestic abuse
- 30** Individuals attended the 6 week parenting programme, improving their parenting skills
- 134** Individuals received intensive one to one support around housing, debt, addiction and other problems
- 559** New referrals into Women's Work
- 85** Different women were supported during the Street Outreach sessions
- 36** Individuals were supported by Women's Work to exit street sex work
- 502** Sexual health interventions were undertaken
- 5720** Condoms were distributed
- 863** Unique service users have been supported this year
- 1731** Volunteer hours have been contributed
- 5** Service User Peer Mentors were trained
- 125** Emergency food parcels were distributed
- 27** Women accessed accredited education and training opportunities
- 306** Individual women attended workshops held at Women's Work sites
- 72%** Of individuals surveyed have improved life skills through workshop attendance
- 70%** Of Opportunities and change participants resolved 1 or more complex issues
- 34** Service users have been assessed or completed a course of counselling
- 17** Children are happier & show improved confidence & coping skills following engagement

Finance Report

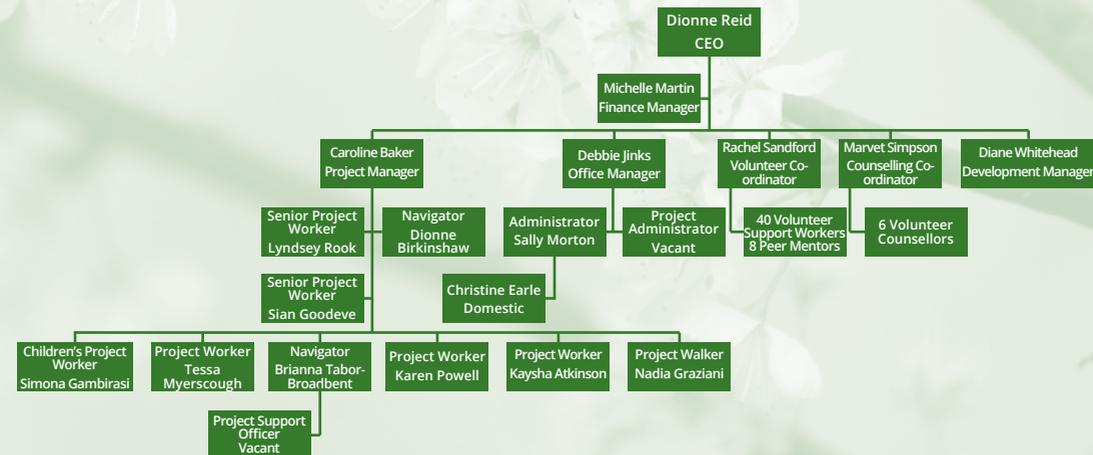
WOMEN'S WORK (DERBYSHIRE) LTD STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDING 31 MARCH 2018

	Notes	Unrestricted funds £	Restricted funds £	Total 2018 £	Total 2017 £
Income from:					
Donations	3	7,024		7,024	3,675
Charitable activities	4	6,577	516,805	523,382	439,170
Other income	5	953		953	4,057
Investments	6	61		61	82
Total income		14,615	516,805	531,420	446,984
Expenditure on:					
Raising funds		-	-	-	1,260
Charitable activities	7	22	497,133	497,155	443,703
Total expenditure		22	497,133	497,155	444,963
Net (expenditure)/income		14,593	19,672	34,265	2,021
Gross transfers between funds		-	-	-	-
Net movement in funds		14,593	19,672	34,265	2,021
Fund balances at 1 April 2017		120,001	4,152	124,153	122,132
Fund balances at 31 March 2018		134,594	23,824	158,418	124,153

Reserves Policy

The charity has a reserves policy which aims to hold three months running costs in reserves. At 31 March 2018 the charity had unrestricted reserves of which equates to 3 months running costs. The aim is to increase this to six. This target becomes more difficult to achieve as the charity continues to grow.

Our Team



Mission

All women experiencing complex health, emotional and social needs, can access non-judgemental confidential support, advice and information.

Aim

To deliver an holistic individually tailored support service to vulnerable and disadvantaged women, ensuring they can access support, education and information addressing trauma, to raise self-esteem, confidence to enable and empowering them to make and sustain positive life changes & choices.

We will never turn a vulnerable woman away.

Trustees

Milly Holder - Director (Chair of Trustees)

Ros Kershaw -Director (Vice chair)

Lee Outhwaite - Director (Treasurer)

Marianne Connally - Director/Trustee

Jude Weston - Director/Trustee

Sarah Robinson - Director /Trustee

Senior Management

Dionne Reid - CEO &
Company Secretary

Michelle Martin - Finance Manager

Legal & Administrative Information

We meet our aims by providing a range of educational workshops, confidence courses, life-skills, street outreach, food parcels, one to one support, mentoring, chaperone service, health interventions, counselling, drop-ins, coffee morning, trips & outings, parenting support, domestic abuse programme, legal advice and any other intervention we can, to support women experiencing emotional, social , addiction and mental health issues.

The Women's Work Board of directors presents its Annual Report and Audited financial statements for the year ended 31 March 2016

Charity Name: **Women's Work (Derbyshire) Ltd**

Registered Address: **The Villa, 30 Charnwood Street, Derby DE1 2GU**

Charity Registration Number: **1135740**

Company Registration Number: **7171357**

Registered Head Office: **The Villa, 30 Charnwood Street, Derby DE1 2GU**

Auditors: **Parkinson Matthews LLP Chartered Accountants, Cedar House, 35 Ashbourne Road, Derby DE22 3FS**

Bankers: **Yorkshire Bank, 28 St Peters Street, Derby DE1 1SL**

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