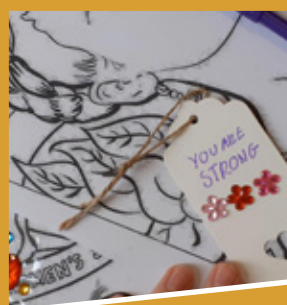




# NOTTINGHAM WOMEN'S CENTRE



ANNUAL REVIEW 2022-2023

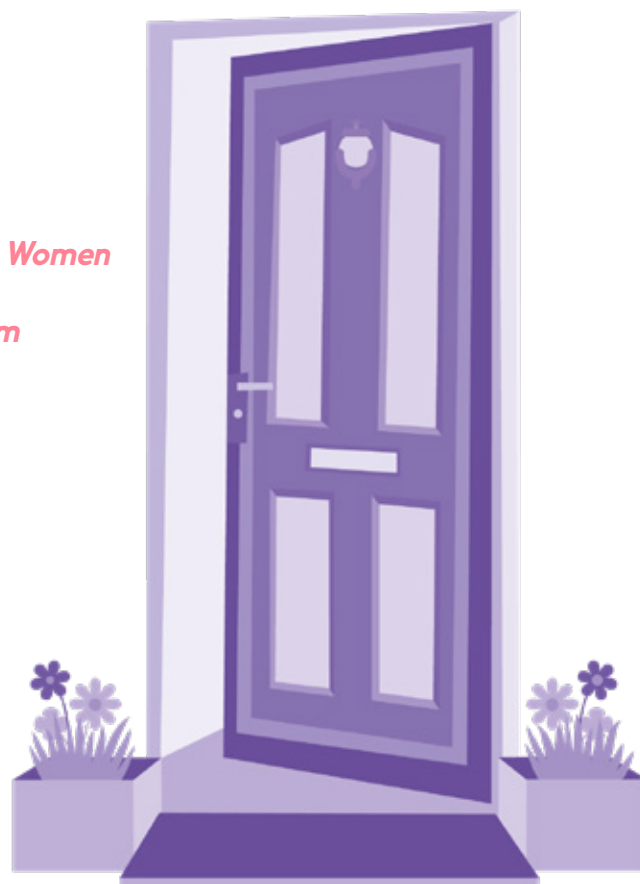


Nottingham  
Women's Centre  
come on in

Charity Registration 1105837  
Company Limited by Guarantee 5113835  
registered in England & Wales

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## OUR BOARD 2022-2023

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Illustrations by Lucy Watts @lucywattsillustration

Design and layout by [www.fu-media.co.uk](http://www.fu-media.co.uk)

## CHAIRS INTRODUCTION



It has been an eventful year for everyone at NWC, as you will see from this Review, we have achieved a great deal by providing a supportive space and a wide range of services to help all self-identifying women to achieve their goals and full potential, have their voices heard, and overcome barriers to create a better future for themselves and their children.

We have noticed that the call on our services has increased post-pandemic and with the cost-of-living crisis having a disproportionate impact on women. We are proud to offer a free, safe community space in Nottingham City Centre where any woman can drop in for a cup of tea in our Welcome Space or relax and browse our Women's Library. There's no need to book unless you're coming along for a specific service or activity, so pop in any time during our opening hours to have a look around.

I am particularly proud of all the work that the team at Chaucer Street have done over the year. This review shares some inspiring case studies that really showcase the range of their skills, their commitment to tailoring the support that all women receive to deliver the best outcomes for them and the value that the centre with its multifaceted services can deliver.

There are so many highlights contained in this review and we hope that you enjoy hearing about them, stand-out moments for me have been the celebration of our 50 years of support and campaigning that came to life at the Bonnington Gallery exhibition in March and all the hard work that has been happening to prepare us for a future of ongoing support for Nottingham's women such as the relaunch of our website which is a fantastic gateway through which women can access our range of services.

At the start of 2023 we said farewell to Helen Voce, our CEO, who had provided over 6 years of fantastic service in the role. During her time at the Chaucer Street she made a huge contribution to its evolving success and left the charity in a strong financial and strategic health ready to face the challenges and opportunities that lie ahead. In July we welcomed Vandna Gohil as the new CEO and look forward to working with her in the future.

We want to say thank you to all the staff and volunteers for everything NWC has achieved over the last year and appreciate the way in which all of our services have been delivered - with real care and compassion.

Justine Weston  
Chair  
Board of Trustees





# OUR VISION, MISSION VALUES & EDI

**VISION:** Nottingham Women's Centre is run by women, for all women.

Our vision is a world where women take their rightful place in a just and fair society, free from inequality, violence and oppression.

**MISSION:** To enable women in Nottinghamshire to reach their full potential, have their voices heard and overcome barriers to creating a better future for themselves.

We do this by campaigning, providing courses and activities, offering volunteering opportunities and running information, advice and guidance services. We bring women and women's organisations together at our base in Chaucer Street, online and with partners at other venues in the city and county.

## OUR VALUES:



• **WE ARE FEMINIST** – working towards transformational and substantive political, economic and social equality for women; in all of our activities, we will raise awareness of the inequalities experienced by women in society and provide interventions to redress the balance.



• **WE ARE INCLUSIVE** – accessible, welcoming and provide services to all women, regardless of age, race, disability, religion and belief, lesbian, bisexual or transgender identity, or any other irrelevant factor.

• **WE ARE RESPONSIVE** – listening to the needs of women and their children and targeting services and resources to meet the needs of the women who need us the most.



• **WE BELIEVE IN PERSON-CENTRED SOLUTIONS** – recognising that each woman has unique needs and a unique background, and we tailor our services as a result.

• **WE ARE PARTNERS** – recognising that more is achieved through collaboration and co-operation than competition; we will work with other organisations which share our values to achieve more for women and children.

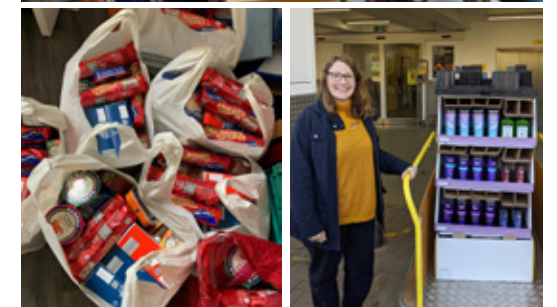


• **WE ARE STEWARDS** – taking great care of the resources entrusted to us by others, whether this is money, time or trust; and we are open and transparent in our reporting.

• **WE LISTEN, LEARN AND ADAPT** – involving our stakeholders in what we do and how we do it; we seek feedback and say sorry and put things right if something has gone wrong.

• **WE ARE PROFESSIONAL** – aiming for excellence in everything we do.

• **WE ARE POSITIVE** – about the women and children we work with, about the opportunities we can create and the amazing things that we can achieve together.



## EQUALITY, DIVERSITY & INCLUSION

Our EDI vision is to be an organisation where women of all identities feel welcomed, respected and valued. Nottingham Women's Centre is committed to creating an inclusive society and workplace.

The Centre works with team-appointed EDI 'Champions' who meet quarterly to identify our EDI priorities across themes such as:

- **OUR CULTURE**
- **OUR BUILDING**
- **OUR SYSTEMS**
- **OUR DIGITAL CHANNELS**
- **OUR PEOPLE**

Women are at the heart of everything we do and as we move forward as an organisation we commit to listening, reflecting and responding so that our work is always: Intersectional, anti-racist and anti-discriminatory.

Nottingham Women's Centre is also a proudly inclusive trans-inclusive women's organisation.

Our Board of Trustees first agreed our trans-inclusion policy on 1st June 1998, although trans women were positively accessing the Centre for many years before that date. In 2023, we launched a new trans-inclusion policy which you can read in detail on our website:

[www.nottinghamwomenscentre.com/about-us/trans-inclusion-at-nwc/](http://www.nottinghamwomenscentre.com/about-us/trans-inclusion-at-nwc/)



# OUR DOMESTIC ABUSE COUNSELLING

2022 saw our work to support survivors of domestic abuse go from strength to strength. In the second year of our Nottingham City Council commissioned Domestic Abuse Counselling Service we made adjustments to delivery to offer 6 weeks counselling to all women before referral to longer term services thus enabling a greater number of women to be supported.



WE SUPPORTED A TOTAL OF  
**104 WOMEN**  
WITH SPECIALIST DOMESTIC ABUSE  
COUNSELLING, MULTI-DISCIPLINARY SUPPORT  
AND THERAPEUTIC GROUP WORK.

We have sourced and provided training to upskill all staff to work with domestic abuse, including bespoke 'Safeguarding in Action' training delivered in house, which helps the whole team to stay on top of arising themes, policy and best practice.

We began a project funded by the **Police and Crime Commissioner** to support women who have experienced domestic abuse and severe, multiple disadvantage and developed a therapeutic group - 'Surviving to Thriving,' to promote recovery and foster community connections and support.

A key part of our work funded by the Police and Crime Commissioner this year has been our development of a team of counsellors who can deliver therapy to survivors of domestic abuse in community languages.

We have developed a library of resources and created bespoke training with the aim of creating a community of private counsellors who are upskilled to work with domestic abuse and complexity, and who have access to our support and experience in this area.



We worked with **Nottingham Trent University** to produce a report evaluating our domestic abuse counselling service to help us understand what is working and to make recommendations. A key finding from this report:

*"It was found that the NWC counselling service provides a unique experience for women compared to other available counselling services. The NWC service is specifically tailored to women who have experienced domestic abuse, and related trauma and this is vital for survivors of domestic abuse. It also provides a much needed safe space for women where they can receive counselling in a non-judgmental way."*

Some feedback from survivors:

*"This is my second time having counselling with The Women's Centre, the service at the Centre is outstanding, I'm so thankful and grateful. Thank you so much.... you helped me find myself again when I felt so lost."*



*"... completely different, this was a holistic approach, person-centred. Not just domestic abuse but everything around it. Targeted every aspect of my life and helped me to understand how/why I got into the situation..."*

Also this year, together with the **Victim Reduction Partnership** we were able to offer therapeutic support to research participants as they shared their experiences of domestic and sexual assault and abuse with Equation. 5 young women were supported through this work with 4 sessions of counselling. This was really successful with very positive feedback and signposting for further support where needed.

The women involved gave us the following feedback about the support they received:

- *Increased confidence in expressing self.*
- *Valuing having a safe space to process their experience of the Equation interview which most said was cathartic.*
- *Increased awareness of what they have experienced and the impact it has had on them.*
- *Reduction in the need to dismiss/avoid difficult feelings*
- *A desire to seek further therapy to continue working on their process and gain further support.*



# CASE STUDY

Client first came to the Renew Counselling Service at Nottingham Women's Centre in January 2020, a 23 year old woman of mixed Asian and white British descent, living in a domestic abuse refuge having escaped a lifetime of abuse from her father and wider family. Client had been living with her father and step mother since the age of 6, removed from the care of her mother due to abuse and neglect.

Client was struggling with anxiety, unable to manage her distress and depression and coping with post-traumatic stress disorder with self-harm which required regular trips to hospital for emergency treatment. She had been offered a referral to a Personality Disorder clinic but this had long waiting lists and only offered therapy in groups.

Client worked hard with her counsellor to understand her past, process traumatic memories, learn healthy boundaries in her relationships and learn ways to cope with her feelings and experiences. She also attended our mental health peer support group and benefitted from sharing there and increasing her support network.

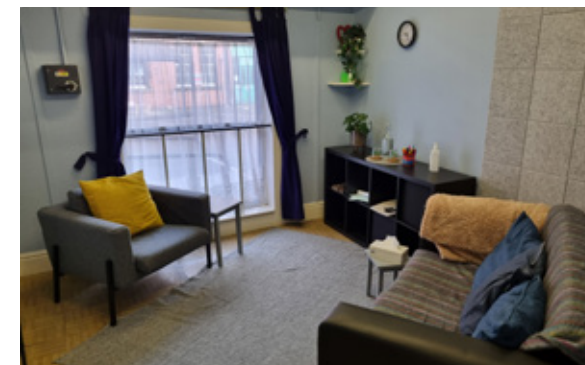
After a year of therapy, the Client found employment, enrolled on a social work access course so that she can go to university, and has settled well into her new flat. She has worked on building some relationships with her birth family and is learning who she is and how to keep herself safe and healthy. She is in a fulfilling, supportive relationship with a new partner and has adopted a rescue cat – she tells us they are healing together and learning to trust again.

Renew and the whole Women's Centre, provided the Client with a range of support, made possible due to our 'one stop shop' approach. We recognise that for many women, mainstream and other services are already difficult to access and that consistency in their care is crucial to sustainable recovery.



## RE-ENERGISED, NETWORKED & EMPOWERED WOMEN

Our generic counselling service – **RENEW** – launched as a self-funded project in June following the end of a four-year grant from The National Lottery Community Fund. We have had a large increase in volunteer counsellor numbers, engaging **38 placement counsellors** from a wider variety of training providers; bringing diversity in culture and experience to the team which means that we were also able to offer therapy in Asian and European languages.



WE PROVIDED A TOTAL OF  
**766 HOURS**  
OF COUNSELLING SUPPORTING 83 WOMEN WITH LONG-TERM, LOW-COST COUNSELLING THIS YEAR, SUPPLEMENTED WITH OUR ACCESS FUND FOR WOMEN WITH LOW INCOMES.

This increase in the counselling team has also meant that our waiting list was reduced to an average of 3 weeks, meaning women received great quality support quickly.

Thanks to a large public donation, the counselling rooms have been redecorated and furnished to provide more comfortable therapy spaces.



"...I would like to thank (counsellor) for all she has done for me and the counselling she has provided. My counsellor has provided me with a good set of tools and helped me to see my needs are as important and showing me putting myself first is okay, she has created a relationship with me and really taken the time to understand me, I will carry her with me forever...I feel I have the relevant tools to be able to deal with situations including difficult and challenging situations. I am surprising myself a lot of the time. I'm more self-aware of my thoughts and making sure I am not putting other people before myself and remembering I have needs too. This I know has been learnt from the counselling sessions.... I will forever be thankful to you for all your support and guidance..."

BARRIERS	SUPPORT AND PROVISION	IMPACT AND OUTCOMES
Domestic Abuse	Trauma informed counselling	Increased support network
Resettlement for house	Mental health peer support	Secured employment
Anxiety	Understanding of healthy boundaries	Rebuilding trust and relationships with family
Stress	Trauma stabilisation	Self esteem improvement
Depression	Symptom management	Increased personal safety
PTSD	Signposting to secondary mental health	Less hospital admissions
Personality Disorder		Increased self confidence

# OUR WORK WITH WOMEN IN THE CRIMINAL JUSTICE SYSTEM

Women can enter the criminal justice system for all kinds of reasons but with the right support they can put the past behind them and have more positive outcomes for themselves and their children. Our expert team of caseworkers deliver a range of interventions in a person-centred, holistic and trauma informed way to address the presenting needs.

We have been successfully delivering services to women in the criminal justice system since 2010. Our most recent contract is 'Commissioned Rehabilitative Services' which began in 2021 as part of the Ministry of Justice's work to meet the targets set out in The Female Offender Strategy (2018):

- **fewer women entering the justice system and reoffending**
- **fewer women serving short custodial sentences with a greater proportion managed successfully in the community**
- **better outcomes for women in custody**
- **protecting the public through better outcomes for women on release**

We recognise that many women who offend experience complex lifestyles, which are often the product of a life of abuse and trauma. Our services include help with:

*Accommodation; Education, Training & Employment; Family & Significant Others; Lifestyle & Associates; Finance, Benefits & Debt; Dependency & Recovery; Emotional Wellbeing; & Social Inclusion.*

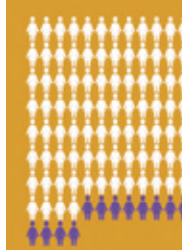
We offer wrap-around services so women get the maximum benefit, with the option of ongoing support should they need it once they have completed their community orders, reducing the chances of re-offending and increasing life choices.

**Sometimes our women feel they have not been listened to until they receive our support;**

*I can't believe that there are places like this out there that help you when you're down on your luck. If I had known about it I could have come here before I got into trouble and asked for help. Instead, I've had to go through the shame of having a criminal record for stealing nappies when I had no money whatsoever...*

*'Thank you for everything. I felt like no one was listening when you got involved, police/council etc. When you got involved they started to listen. I have felt really supported by you'*

*'I was really, really, really struggling and felt like I'd hit a brick wall with trying to get help and going round the houses, so your support was very, very helpful'*



**476 REFERRALS FROM PROBATION  
89 SELF REFERRED FOR SUPPORT**

OF THESE, 418 WOMEN (88%) ARE DESCRIBED AS HAVING SMD - SEVERE AND MULTIPLE DISADVANTAGE. THIS TERM REFERS TO PEOPLE FACING TWO OR MORE OF THE FOLLOWING ISSUES: MENTAL HEALTH ISSUES, HOMELESSNESS, OFFENDING AND SUBSTANCE MISUSE AND THEREFORE REQUIRE INTENSIVE SUPPORT.



**148 WOMEN**

WERE REFERRED TO US FOR SUPPORT WITH FINANCE, BENEFIT AND DEBT;

**65% OF THESE WOMEN**

NOTED AN INCREASE IN THEIR CIRCUMSTANCES AFTER 12 WEEKS.

allowing clients to heat their homes and buy food- this may have been the choice of one or the other previously.

We support these women with workshops and 1:1 sessions tailored to suit their needs. We also offer counselling and numerous life enhancing activities and courses and work often continues for longer than 12 week increasing benefits in all outcomes for the woman.



**£68,812.30** TOTAL FINANCIAL GAIN OUR WORK GENERATED

**£54,883.40** OF THIS WAS BENEFITS OBTAINED FOR CLIENTS

**£10,000** WAS DEBT RESOLVED

**£2,060.00** IN EMERGENCY VOUCHERS.



**265 WOMEN**

WERE REFERRED TO US FOR EMOTIONAL WELLBEING SUPPORT

**73% OF THESE WOMEN**

NOTED AN INCREASE IN THEIR EMOTIONAL WELLBEING AFTER 12 WEEKS.

*I have been moved into temporary accommodation, which does not include a cooker. Thank you so much for the vouchers, they mean so much to us. The children are excited to have proper home cooked food again'*

*'I would not of been able to complete my English course, without the laptop'*

*'I've learned more coping strategies to try. I'm going to try not to be so hard on myself. I've learned that everybody gets stressed'*

*'I couldn't have asked for better help and support. It's saved my life. It's been great working with people who understand me.'*

Women are returning to us for support and advice after their orders have completed. When life presents them with challenges they are not reverting to old coping mechanisms but are utilising us to ensure they cope well and do not reoffend.

Together we build their resilience and help them create positive opportunities and happier futures for themselves.



# CASE STUDY



## PRESENTING ISSUES

The client was returning to work after a period of physical and mental illness. The client was referred for support for education, training & employment (ETE) and Emotional Wellbeing (EW). The client struggled with her confidence and self-esteem. The client's goal was to have a smooth transition back into the workplace and her ultimate goal was to become a paramedic, which required applying for University.

The client had recently been assaulted but stated she had received support and was dealing with this well.

## OUTCOME / CONTINUING WORK

The client was provided with information and advice around where to go for support i.e. JUNO Drop-in services and provided with resources 'your journey' to support her if she wanted to disclose to the police regarding the assault.

The client was provided with resources to create her own wellness action plan and a 7 day work journal to help her to stay well at work. She also completed a 1:1 on reasonable adjustments which she completed independently.



The client was supported to complete a disclosure statement to apply for university and sent course information on another course she was interested in. She was provided with advice around the disabled students allowance and additional funding she could receive.

The client applied for university and the student funding independently and was waiting to hear from the university to start next year. She undertook a mock interview to help her prepare for her university interview.

We looked on the University website at the social activities and Students Union to help the client prepare for university.

We worked on the client's confidence and self-esteem through workshops and short courses including EWB (3 sessions) and Anger Management (5 sessions). The client was able to identify triggers and learn strategies for coping and self-soothing.

She also learned the significance of positive self-talk and the value of being kind to herself.

## SIGNPOSTING

The client was introduced to the Unlock website and helpline, and Nacro helpline for employment rights and to help her build confidence when disclosing her conviction.

She was signposted for mental and emotional support via counselling with NWC, the client self-referred but she felt it was too soon.

## SHE WAS ALSO SIGNPOSTED TO:

- *Juno Drop in*
- *SVSS counselling service / NWC Counselling*
- *Mind Website for resources to support mental wellbeing and employment rights around her disability.*



## PROFESSIONAL FEEDBACK

*"She really appreciates the support you have given her and has clearly benefitted from it! She raves about the Women's Centre and you!"*

## CLIENT FEEDBACK

*"I just think the Women's Centre is amazing, resourceful, and helpful. You can trust any member of staff. They are all really nice."*



## BARRIERS

Confidence  
Self Esteem  
Mental & physical health  
Emotional wellbeing

## SUPPORT AND PROVISION

Information & Guidance  
Wellness Action Plan  
Disclosure Statement  
ETE support  
Workshops for indentifying & coping with emotions & building confidence  
Sign post to NSVSS & Juno

## IMPACT AND OUTCOMES

Imporved coping strategies  
Greater sense of purpose & self esteem  
Awaiting outcome from University application



# INVOLVING OUR VALUED VOLUNTEERS

The volunteer's run a regular programme of activities and groups, and we have expanded this year to include a **Quilting and Textiles** group, a **Photo Art Group** where women meet to go on walks and take photos and the **Recovery Room**, an anxiety support group. **The Crafty Club** have also got new team members and have been collaborating with Nottingham Contemporary, with thanks to Charlotte Tupper their resident artist.



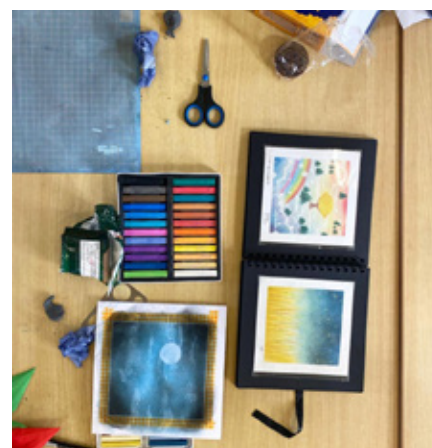
	91	VOLUNTEERS SUPPORTING US THROUGH THE YEAR
	49	NEW VOLUNTEERS RECRUITED
	2508	HOURS OF THEIR TIME DONATED
	£36,190	ECONOMIC VALUE OF HOURS DONATED

**Women Write**, our monthly **Poetry Group** continued to offer hybrid access, despite IT challenges, they were patient and persistent. We also ran a **Family Friendly Film Club**, where there was a crèche and snack bags for children provided from the **Neighbourly Grant** and offered a **Women's Health Talk**.



The Delivery and collections team provided weekly donations of surplus food from **Lidl** and **Sainsbury's** and supported the Caseworker team with **Sharewear** and other deliveries to women in the community.

We started a monthly **Coffee and Chat** in August 2022 to give women the opportunity to visit informally, have a tour, some refreshments and socialise. Nottingham Council for Voluntary Service came to offer women support with volunteering opportunities. The team ran and supported multiple events, internally and externally, including, **Women United football tournament**, the **Green Festival** and our **Open Day**, which broadens our reach to different audiences.



Behind the scenes, we've also had volunteer's providing admin support, with our campaigns, Equality, Diversity and inclusion work and volunteer and staff training. We also have Life coaches offering their expertise to our clients and staff.

Our student volunteers, **Conversational English** (University of Nottingham) and **Legal Advice Clinic** (Nottingham Trent University) provided excellent support to those women who wanted to practice English and needed legal advice.

We had **11 corporate volunteers** from Hilary's Blinds, as part of Hunger Douglas group to decorate a room that is now a second welcome area that is a quiet, tranquil space and regularly used.

The Library and Archive Team have been keeping the jewel in our attic running and the team was joined by volunteer's from Women's History group who catalogued our feminist archive. In March 2023 we had the opportunity to hold an exhibition at Bonington vitrines which showcased the history of our Centre, curated by Diana Ali – NWC Trustee

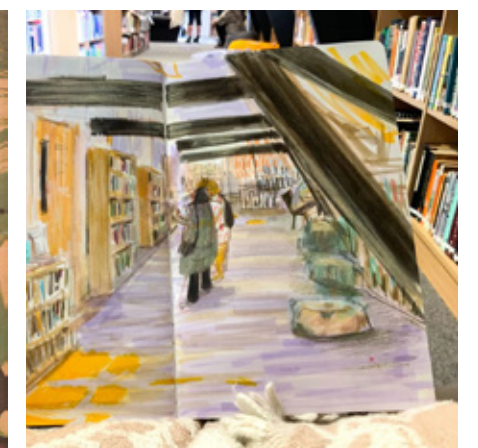
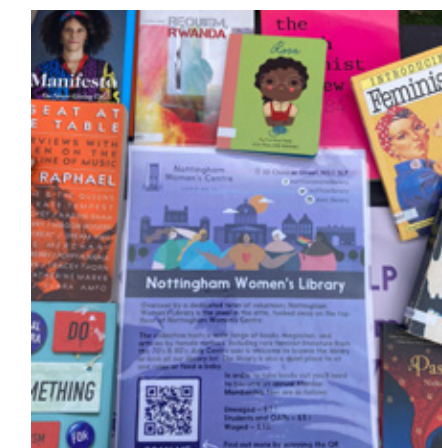


**1680 WOMEN**  
ATTENDED COURSES & ACTIVITIES &/OR SUPPORT ACTIVITIES INCLUDING:

- HEALTH AND WELLBEING
- CREATIVE WRITING AND LITERATURE
- ARTS AND CRAFTS
- LANGUAGES & EDUCATIONAL COURSES
- WORK SKILLS AND EMPLOYABILITY

We also had lots of fun and celebrations at the Panto and a cream tea as part of Volunteer's Week to say thank you to our wonderful team.

We also have an active and vibrant Board of Trustees. Ten women with a wide range of experiences and capabilities who support the organisation in a number of areas; from governance and compliance to business insight and project management.





# COMMUNITY PARTNERSHIPS

**Community partnerships** are a huge part of our work at Nottingham Women's Centre. We work alongside a range of awesome organisations around the city to deliver Nottingham City Council's **'Communities of Identity' Gender & Sexual Orientation Partnership** – all working to make sure women and marginalised genders are supported and empowered in our city.

Since 2014, we've funded **over 100 organisations** working with women and marginalised genders. Each works at the heart of vulnerable communities to tackle loneliness, isolation, abuse, discrimination, poor mental health and lots more.

No one knows what marginalised genders in marginalised communities need better than the people themselves, which is why it's vital for us to foster relationships with groups and projects working on the ground, providing support and funding.

## A TOUGH YEAR FOR FUNDING

2022-2023 has been a hard year for the Partnership as two successive funding cuts have meant the Partnership now operates with over 40% less funding provision than two years previously – something that is felt very acutely by those working on the frontline and in the heart of vulnerable communities. But Nottingham Women's Centre has remained resolute in supporting the groups that need it the most, absorbing the full effects of the most recent funding cuts so that other groups wouldn't have to suffer or lose as much.



PARTNERSHIP RECEIVED OVER 40% LESS FUNDING THAN 2019  
13 PARTNER ORGANISATIONS AND 10 SMALL GRANT RECIPIENTS  
OVER £4000 DELIVERED IN SMALL GRANTS TO SMALL, GRASSROOTS ORGANISATIONS  
OVER £57,000 ALLOCATED TO STEERING AND PARTNER ORGANISATIONS

We're happy to report that all our partners have managed to remain operating as a result, and continue to support those who need it most with vital community lifelines.

## NEW NEIGHBOURS!

It's also been lovely to see three groups move into the Centre in 2023! **Nottingham Muslim Women's Network**, **Heya** for Arabic women and **Nergiz** for Kurdish women have all joined us in our Chaucer Street home – making it easier for us to share knowledge, resources, love, news and more between our collective organisations!

## OUR PARTNER ORGANISATIONS ARE:

Base 51 – OutBurst

Nottingham Muslim Women's Network

POW

Notts LGBT+ Network

Breaking Barriers Building Bridges

Sisters of Noor

CHATs – Vanclaron CIC  
Kairos

An Nisa Network

GenderPhoria

Nottingham Muslim Women's Organisation

Nyasa Daughters of Nottingham

Notts Trans Hub



"One of our specialist services at POW is a project worker who engages with all of our migrant service users. She's central to us engaging with the Roma community in Nottingham."

If POW didn't exist I think that the community we support would be in dire need. At the moment, we're the only service they will engage with because we've been working with them for 30 years and we've built up that trust."

POW staff member talking about their work with sex worker communities in Nottingham

"We run services in both English and Urdu to meet the needs of women who don't have English as a first language. Because we're culturally more aware, women feel more confident talking to us because they feel like we understand them better. I've done things like teach a woman how to catch a bus to go into town, things like that, just so she can have a bit of freedom. It's these small steps that lead onto bigger steps."

Nottingham Muslim Women's Network staff member on how the money is used in their service.

"They saw I was a little bit in depression because I was new coming to the UK – I knew nobody, I did nothing... I felt useless. So when I met Heya they gave me support and said 'we have women from lots of different cultures, you will be one of us', and I really loved that."

Service user talks about their experience of finding Heya for Arabic Women – past recipients of small grant funding





# SOME OF OUR KEY EVENTS

The Centre has hosted a lot of events over the past year, as well as attending external ones to raise our profile. This has been a fantastic way to reconnect with old and new communities of women!

**OPEN DAY** Our last Open Day in September 2022 was a huge success. 91 women attended the four hour event and for 32 of them it was their first visit to NWC. We invited other groups to run sessions throughout the day including our neighbours – Women in Tandem who organised women-only bike rides around the city! It was an amazing group effort with loads of cross-team working, and a really great example of what NWC is all about.



**Feedback from staff:** "It truly was a fantastic day. Every woman and partner agency I spoke with really enjoyed the event. For some, it was their first time at the Centre and were amazed at what we do here with supporting women and the courses we run. I had a few saying, how can they get a job here? That says it all, doesn't it."

**RECLAIM THE NIGHT** Around 500 women joined the last Reclaim the Night march in 2022 organised together with Juno Women's Aid, Notts SVSS and Equation. Despite some inevitable issues en-route (involving drunk/aggressive men which proved our point that women don't feel safe at night!), the atmosphere was electric and there was a great reception from the public.

Freedom for Iran were protesting in the Market Square on the same night and we merged the demonstrations which was really powerful. At the end of the march we hosted a rally where speakers from NTU and UoN, Rose Khoshirat (founder of Freedom for Iran), Nadia Whittome (MP for Nottingham East), and more gave a speech, and then on to an after party at Non-Such Studios.

Reclaim the Night took a fallow year in 2023 as the organisations involved take time to regroup and think about how to progress the event in the coming years. Watch this space for Reclaim the Night 2024!

**NOTTINGHAM GREEN FESTIVAL** Our staff and volunteers love attending Nottingham Green Festival with Nottingham Women's Library each year. The day is a glorious celebration of food, activism and nature and we love meeting so many new faces there.



## INTERNATIONAL WOMEN'S DAY

March is one of the busiest times of year for us and 2023 was no exception! We hosted an International Women's Day Open Day which was attended by 76 women. Our former CEO, Helen Voce, gave a speech at the citywide IWD celebration in the Council House and lots and lots of lovely organisations fundraised for us including: Castle Rock Brewery, Nottingham Real Ale festival, Swing Dash and Phlexx X Mimm Collective.



**BONNINGTON ART GALLERY** We had our very own art show in early 2023 as Bonnington Art Gallery helped us reach and reconnect with new and old communities of women via an exhibition in their Vitrines space, curated by our Trustee, Diana Ali.

The exhibition explored the rich history of Nottingham Women's Centre and the fight for women's rights in the city via material from the Nottingham Women's Library archives, protest placards from Reclaim the Night marches, and more.



**WOMEN'S ORGANISATIONS NETWORK** Our Women's Organisations Network is an informal forum for groups and projects that work with women to meet, learn about each other, and share support. It's also a useful networking opportunity. The network includes over 170 different organisations and has around 30 attendees each meeting. This past year has seen the Network host Mel Barrett – Chief Executive of Nottingham City Council, as well Nottingham City Council's Public Health who came to talk about their upcoming launch of a Women's Health Needs Assessment in Nottingham.



**TARA'S ANGELS FOOTBALL TOURNAMENT** This annual all-female football tournament raised a whopping £3,500 for us during the 2022 tournament! It's organised by Women United and Tara's Angels in memory of Tara Newbold, and is a very fun afternoon of football with extra fundraising going on along the pitch.



# OUR VOICE, ADVOCACY & ACTIVISM

Nottingham Women's Centre was built on the foundation of campaigning for change, and that's still a core pillar of our work today.

As well as supporting individuals through our services, we also work to identify the overarching issues affecting local women so we can address them on a wider scale - driving change for women at a policy level locally and nationally. It's one of the reasons women want to come to us, and it's why our staff want to work for us.

Our caseworkers, counsellors, partner organisations and volunteers support women facing a variety of different challenges including mental health concerns, poverty, social issues, and more. We also work with a broad range of other women's organisations and projects locally, so we're well positioned to spot common themes and identify some of the wider issues at play. We're also part of the group of organisations that organises the annual Reclaim the Night march, which hits the streets of Nottingham each autumn to protest violence against women. We know what people power can do!

A few of the ways we have driven change are via:

Briefing documents for governmental agencies and key decision-makers

Arranging meetings with key stakeholders and decision makers on an issue

Direct campaigning

Supporting women to vote in elections and feed into consultations on women's issues

Evidence submissions to government committees

Communicating issues affecting women via quarterly 'Issues Papers'

Arranging cross-organisational questioning of political candidates on how they'll promote women's issues

Examples of our policy work:

With the help of our supporters we've added our collective influence to policy changes on major laws affecting women's rights, as well as local successes. Here's a few of our campaigning examples:

Working with Nottingham City Council on unaffordable childcare in Nottingham.

Acquiring free laptops for women experiencing digital exclusion during Covid.

Hosting events with healthcare experts to combat Covid-19 misinformation.

Evidence submission to the Women and Equalities Committee on how the cost-of-living crisis was disproportionately affecting women.

Surveys and focus groups with women on how the lack of specialist endometriosis clinic in Nottingham was affecting them.

A report on Women's Perceptions of the Police in Nottingham shared with Nottingham Police and compiled in the wake of the death of Sara Everard.

A Menopause in the Workplace report on how lack of support around menopause was forcing women out of the workplace.

# NOTTINGHAM WOMEN'S LIBRARY



Overseen by a dedicated team of volunteers, Nottingham Women's Library is the jewel in the attic – tucked away on the top floor of Nottingham Women's Centre.

Any woman is welcome to come in and browse the library during the Centre opening hours, or to sit and read a book or breastfeed a baby. The collection hosts a wide range of books, magazines, and articles by female authors, including rare feminist literature from the 70s & 80s. You can find out what's in our library collection by visiting our website - [www.nottinghamwomenscentre.com/nottingham-womens-library](http://www.nottinghamwomenscentre.com/nottingham-womens-library)

Any woman can come in and browse the library, but to take books out people need to become a member of Nottingham Women's Centre. This is quick and easy to arrange via Reception! Membership lasts for a year, after which it needs to be renewed.

## BOOK DONATIONS

We love receiving people's generous book donations – our library collection has really grown over the years thanks to your help and generosity! Thanks also to Five Leaves Bookshop who make lots of generous donations and have really helped plump up our shelves with new publications.

## BOOK DISPLAYS

For key dates such as International Women's Day, Black History Month, LGBTQ+ History month and others, our lovely team of library volunteers make displays up of books in the library collection which fall under that theme.

Sketch of Nottingham Women's Library done by local artist and NWC volunteer, Circle Yeun.





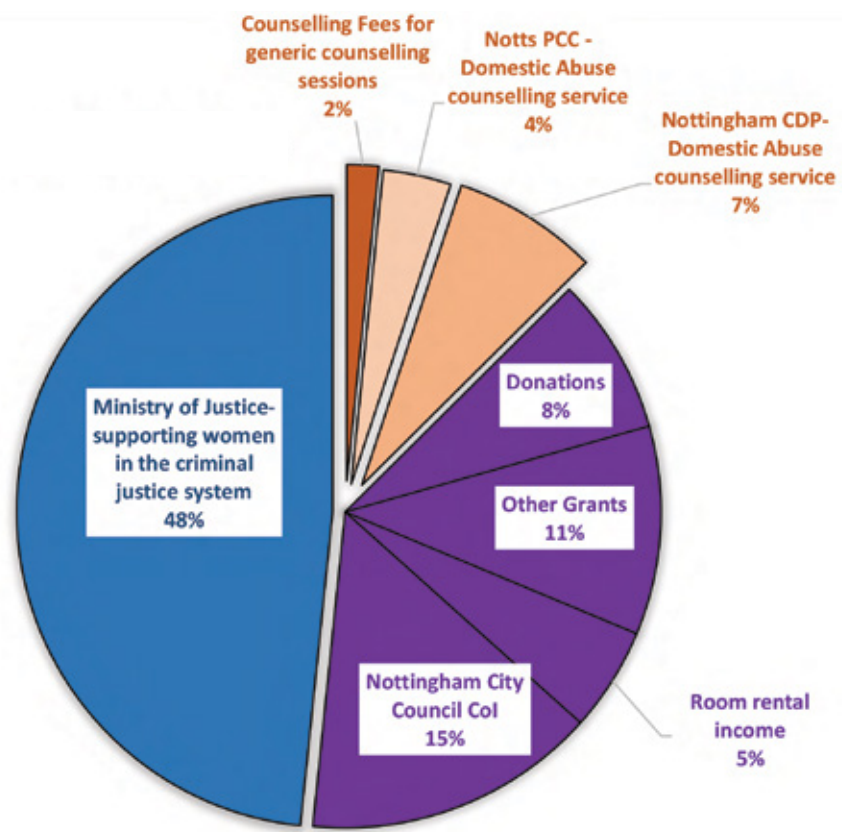
# SUMMARY FINANCES

In another financially challenging year for Nottingham Women's Centre, the Trustees agreed a predicted deficit budget and managed to close the gap through active oversight of expenditure and income generation.

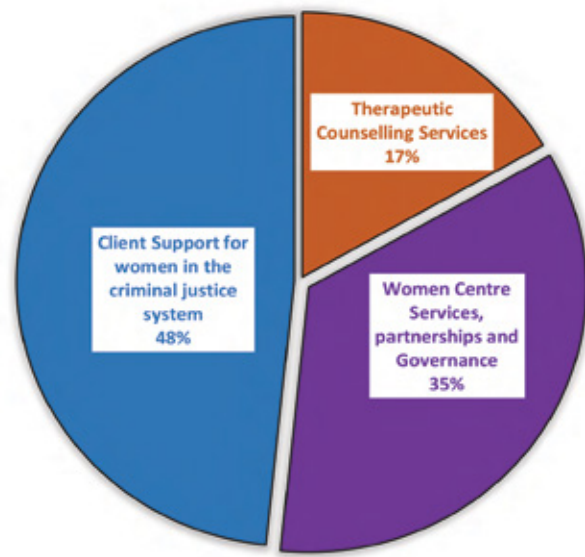
## INCOME 2022-2023

We continue to reply on a combination of income from Grants, room and office rental, contracts to deliver services and donations. Overall our income of £881,155 for the year was distributed as shown in the pie chart above.

This was 6.7% less than the previous year. This was anticipated and mainly reflects the fact we had begun to self-fund some of our Therapeutic services after a 3 year grant had ended and we had ceased our BBO project.



## EXPENDITURE 2022-2023



Our £891,644 expenditure for this year was spent as shown in the pie chart above. The biggest expenditure being on our client support services for women in the criminal justice system which funded by the Ministry of Justice.

At the end of the year we had a small deficit of £10,489 which left us with a reserves balance at the year end March 2023 of £623,554; made up of £21,846 restricted funds and £601,708 unrestricted funds which included £60,461 designated for future costs of maintaining the current premises and for activities not yet completed.

# OUR PLANS FOR 2023 -2024



Over the last few years we've been seeing more and more women who are dealing with difficult situations caused by a mixture of government policy, reduced public services, increases in the cost of living and a pandemic. Some of them are isolated and want to meet others or increase their skills, some want to use their experiences to help others through volunteering. There are passionate women who get in touch as they want to campaign for change to make this a fairer world.

We also see women who have experienced trauma, recently or in the past and that could be affecting their safety, mental health, their use of substances or their relationships.

We aim to provide a safe place where all women (trans, cis and non binary) can access a range of services to meet their needs. It's been great to see so many women coming back into the centre now our full range of services are operating face to face once again.

## OUR THEMES FOR THE NEXT YEAR

- 1 Support and sustain accessible women-only spaces and services, run by women for women
- 2 Increase awareness and accessibility of Nottingham Women's Centre services
- 3 Provide services that encourage women to recognise and build on their strengths
- 4 Provide opportunities for women to come together and make change
- 5 Create a sustainable organisation that continually evolves, values its staff and volunteers and is fit for the future





## THANK YOU TO ALL OUR FUNDING PARTNERS



**NOTTINGHAMSHIRE  
POLICE & CRIME  
COMMISSIONER**



## WE ALSO WANT TO ACKNOWLEDGE THE GREAT MANY INDIVIDUALS, BUSINESSES, CHARITIES, SUPPORTERS AND FUNDRAISERS.

### Supporters

Bonnington Gallery  
Women's History Group Nottingham  
Central Women's Aid  
Juno Women's Aid  
Zola Refuge  
Amber House Refuge  
Umuada Refuge  
Nottingham Trent University  
Dr Gabriella Mutale, Professor Pam  
Aldred, Professor Geraldine Brady and  
Bailey Foster  
Sessional counselling staff - Dominique  
Allen, Aman Kainat and Samantha  
McLean

### Donors

Donations from Local Giving and  
Facebook  
Architectural Heritage Fund  
Solace Women's Aid (Labyrinth Project from  
the Department of culture, Media & Sport)

Nottingham Soroptimists  
Centre Parcs Sherwood  
National Grid Community Matters Fund  
Cycling UK

### In Kind support

Tara's Angels  
LeftLion  
The Multiplayer Group  
Hillarys Blinds part of the Hunter Douglas  
Group  
The Hygiene Bank  
Neighbourly  
Lidl  
Sainsbury's  
University of Nottingham, Once a Month  
Dr Irene Zempi and Jo Smith  
Shoosmiths

### Fundraising

Women United  
Phlexx X Mimm Collective

Sarah and Alice Tipton  
Castle Rock Brewery  
Kiran – our Senior Caseworker who  
completed a skydive for us to raise money!  
Swing Dash Studio  
South Notts Real Ale Festival  
The School of Sociology & Social Policy  
at University of Nottingham  
University of Nottingham's women in the  
Medicine and Science Network  
The family of Kim Grant  
University of Nottingham's 'Our  
Streets Now' campaign  
Lapwings WI  
Ikea Nottingham  
Jessica, Helena (also a volunteer at the  
Centre!) and the rest of the Admissions  
and Enquiries team at the University of  
Nottingham  
John and Marion Brian  
Members of St Swithun's Church

We welcome and appreciate all your time and support over the past year and look forward to building on our continued relationship with all of you. We apologise in advance for any omissions.

## OUR STAFF GROUP 2022-2023

Angela Browne  
Bona Cheon  
Carys Jones  
Charlotte Ahmed  
Charlotte Dyson  
Charmain Sinclair  
Dominique Allen  
Ella Holden  
Ezinwanne Raymond  
Glos Smith  
Helen Voce  
Jasmin Myles-Wilson  
Jayne Cotton  
Joanna Laverick  
Joanne Ratcliffe  
Joni Sterland  
Julia Carter  
Karen Feely  
Therapist  
Reception Administrator  
Senior Therapist  
Reception Administrator \*  
SMD Therapist\*  
Reception Administrator  
Therapist \*  
ACE Co-ordinator \*  
Policy & Influencing Officer  
Caseworker  
CEO\*  
Senior Administrator  
Head of Finance  
Caseworker  
Senior Business Development Officer  
Finance Officer  
Senior Caseworker  
Head of Quality & Compliance

Kate Lewin  
Katie Hall  
Kiran Johal-Sahota  
Laura Griffin  
Lesley Padley  
Lex Mabbot  
Marie Talty  
Millie Clarke  
Natahsa Winters  
Priya Sahota  
Rachel Strong  
Rebi Gilby  
Ruth Tarlo  
Sara Garton  
Sara Han  
Sue Draper  
Wez (Lesley) Annison  
Yasmin Malik

Head of External Relations  
Outreach Officer\*  
Senior Caseworker  
Therapist  
Senior Therapist  
Therapist\*  
Caseworker  
Cleaner  
Caseworker\*  
Caseworker\*  
Caseworker  
Volunteer Co-ordinator  
Senior Caseworker  
Head of Client Services  
Marketing & CommS Officer  
Cleaner  
Caseworker  
Outreach Worker\*

\*left during the course of the year