

Hemat Gryffe Women's Aid

Annual Report

2022 - 2023

'Celebrating, Protecting & Empowering
Women, Children & Young People'



Table of Contents

Chair's Report	02
Women's Service	05
Refuge	06
Follow On	07
Outreach	07
Children's Service	11
Refuge	12
Follow On	16
Outreach	16
Specialised Service Provision	17
No Recourse to Public Funds	18
Forced Marriage	19
Honour Based Abuse	19
Women's Group Events and Activities	21
Digital Media	34
Development Work & Training	38
Finance Report	40
Note of Thanks	42

Chair's Report

It has been another busy year for the organisation. I would like to thank the staff team for their continued hard work, dedication and commitment to supporting vulnerable women, children, and young people.

We see a year-on-year increase in referrals for support. Three hundred and thirty-eight women were referred to us, and of these one hundred and ten involved women requiring refuge space. This figure highlights the continued scourge of domestic abuse in Scottish society. Nineteen women accessed refuge accommodation, two hundred and seventy-six women received information and advocacy support and forty-three were referred to our outreach service for ongoing support.

The children and young people's service is thriving. As well as supporting children in refuge with a substantial part of the workload involving school-based support. Seventy-two children and young people were referred to us for support, fifty for outreach support and twenty-two for refuge services.

The theme of this year's annual report is '*Celebrating, Protecting & Empowering Women, Children & Young People*'.

It's with great pleasure that I acknowledge a Children's Worker who has worked with the organisation for 25 years this year. In recognition of her commitment, loyalty, and ongoing service, the staff team had a celebratory dinner where she was presented with a gift. Her continued efforts have contributed to the success of the children's service and the organisation's running as a whole.

As Chair, the health and wellbeing of staff is paramount to the Board of Directors and we ensure staff receive appropriate training and support which has led in the long term to a secure and stable work force.

Grateful thanks are extended to our Children's Worker (*you know who you are!*)

I hope you enjoy reading the annual report!



We are proud to celebrate our former colleague and a founding member of Hemat Gryffe Women's Aid, Indu Maini, who helped shape service provision for Asian, Black and Minority Ethnic women in the early days.

She is without a doubt...

'A Women Who Changed Modern Scotland'

Established in 1981, Hemat Gryffe Women's Aid is Scotland's first feminist Asian, Black and Minority Ethnic Women's Aid organisation. Refuge, Follow On and Outreach services are provided to women, children and young people experiencing domestic abuse, forced marriage and honour-based abuse.

Indu Maini was featured in the BBC Scotland series 'The Women Who Changed Modern Scotland'. We are proud that Hemat Gryffe Women's Aid were included and recognition given to the organisation and Indu in relation to the service provision. Indu had varied roles throughout her years with the organisation.

The organisation has gone from strength to strength and enjoys a considerable reputation within the statutory and voluntary sector throughout Scotland.

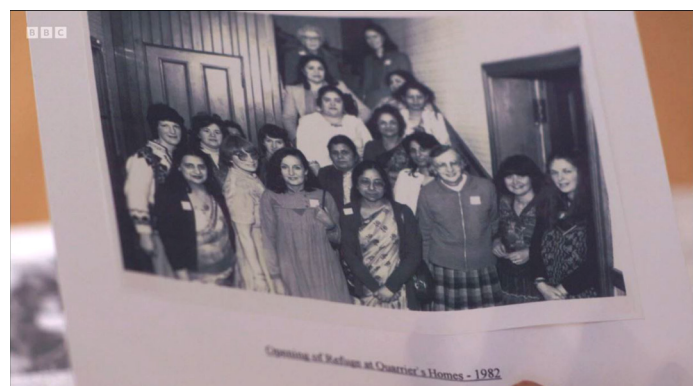
During her interview, Indu recalled a question she was asked by a woman she had supported.

'Are you Hindu? Are you Muslim?' I said, 'I am what I am. We are all human beings and we are all sisters.'

I am going to help you.'

- Quote from Indu Maini

This quote reflects the founding ethos of Hemat Gryffe Women's Aid which is maintained today, recognising the importance of diversity in our staff team and across all aspects of our service provision.



Stills from 'The Women Who Changed Modern Scotland' pictured above.

Brij Gandhi, Chair of Hemat Gryffe Women's Aid Meets The King and The Queen Consort

Mrs. Brij Gandhi, Chair of Hemat Gryffe Women's Aid had the honour of meeting His Majesty The King and The Queen Consort in October 2022.

Mrs. Gandhi was invited to attend a reception given at the Palace of Holyroodhouse, to celebrate British South Asian Communities.

The staff team and trustees are extremely proud of Mrs. Gandhi for the incredible support she has provided to Hemat Gryffe Women's Aid for over 40 years, including the charitable work she has done for the minority ethnic community across Scotland.



Mrs Brij Ganhdi meeting His Majesty The King, pictured above



Women's Service

Refuge Service
Follow on Service
Outreach Service



Refuge

The refuge is a safe and confidential environment where women are provided with emotional and culturally sensitive specialised support to enable them to make decisions about their future.

While staying in refuge, women are supported by experienced bilingual staff in accordance with their individual needs.

All the women receive intensive person-centered support from their key worker who advocate on their behalf.

Staff provide a listening ear to women and work with them to create a relationship of trust. Women are provided with emotional and practical support to help them get through trauma and the upheaval of having left their home because of abusive behaviour.

Support workers assist the women with a range of issues including welfare benefits, housing, access to employment, immigration issues and including legal difficulties and when having to attend court for civil or criminal matters, as well as the children's reporter.

In refuge there are workers that children and young people can talk to, who will help and support them, work with them through trauma and individual issues.

'Ever since I have moved into refuge, I am able to sleep soundly without worrying about what the morning will bring. I go for walks, take in the sunlight and feel happy. I do not have to look over my shoulder at every noise or sound. I never thought I could ever feel so free again.'

- Quote from Service User



Follow On Support

When moving from the refuge to live in their permanent accommodation, follow-on support is provided to reduce immediate isolation, to help women settle into their new homes and assimilate safely within the local area.

Outreach Support

We provide crisis support to women living in the wider community. It is a vast and extensive service and referrals are received daily for support for women. We accept self-referrals and from various agencies throughout Scotland and other parts of the UK.

This service is for women requiring immediate crisis support who cannot attend the drop-in centre who can be met at a place of safety.

Staff regularly meet with women across Glasgow and also out with Glasgow at a mutually convenient time and place of safety.

'I did not know what to do until you came to meet me at the library. You found a solicitor for me accompanied me to an appointment and at the actual court date making me feel safe. Explaining everything to me and having the patience to repeat it again if I did not understand. English is not my first language you made it a point to translate and interpret information in a way I could understand. You reassured me and empathised with me, understood what I was going through without judging me.'

- Quote from Service User

Please call 0141 353 0859 if you or someone you know needs help with Domestic Abuse, Forced Marriage or Honour Abuse.

Story of a Woman Who Joined the Outreach Service

YA was referred to us by Social Work Services Homelessness Team. Her husband had made counter allegations of abuse, she had been charged with assaulting him and had bail conditions imposed whereby she was not permitted to approach her husband or children.

The police removed her from the family home, and she left her belongings and more significantly her children. She was the main carer for the children and not being able to see them was extremely distressing for her. She had no support or family to help her, she was isolated and felt helpless. Whilst working in partnership with Social Work, we supported her through the criminal justice and family court systems. We organised for her to see a solicitor, attended legal appointments with her and provided advocacy and culturally sensitive bilingual support at court. Social Work helped her to access contact with the children via telephone and video call.

She was unsure of her immigration status as she had arrived in the UK from the EU. She left her home without any formal identification documentation or passport. Her husband had kept these documents, but he denied having them. This rendered her situation more vulnerable as she needed these documents to access social security benefits and to evidence that she could access public funds.

With support from her key worker, she applied for a new passport, biometric card and made a claim for Universal Credit. We helped her source the necessary evidence to establish her immigration status to allow her to access public funds and claim benefits such as universal credit and housing benefit.

She moved to a temporary furnished flat and was provided with an iPad by us to enable her to access emails and the weekly women's group.

During one-to-one support sessions with her key worker, she was shown how to access her online Universal Credit account and download relevant apps.

She is a regular participant in ESOL classes learning English as her ability to speak English is limited. These classes have helped her English language and communication skills improve whereby she has subsequently accessed further education and applied for a course in accounting at College.

She has grown confident in communicating with others and feels she can speak in the English language fluently which she has acquired with attending the English ESOL classes.

She was unaware of the laws in the UK and her rights until she was referred to us for help. She didn't know that she was experiencing domestic abuse, she had seen her mother go through this, it had become the norm in their home. Her husband threatened her that he would keep the children and send her back to her place of origin. He threatened her with deportation telling her that she was dependent upon him, and no one will help her. Even when she did want to approach the police or ask for help, she was afraid of the repercussions she would suffer from going against her family and husband. She was afraid of being ostracised from the community. She did not want her husband or family to suffer or be arrested because of her, she had blamed herself for the abuse she endured. Due to this cultural and community pressure, she was never able to speak out or report the abuse.

Participating in the women's group she has been able to address the trauma of domestic abuse and heal through sharing her experiences with the other women who attend the group. Engaging in constructive and therapeutic activities with women in the group has helped her create positive relationships and reduce isolation.

Intense support and counselling have helped her recognise the mistreatment she endured for years was in actual fact domestic abuse and coercive control. She now discusses her past trauma and abuse openly in support sessions and can share her story in sessions with the women's group.

Women and children have received help from Glasgow City Council, '*Making a House a Home Fund*' which has helped them furnish and set up homes that are **safe, secure and comfortable**.



'Make a House a Home'

A specific fund has been set up to support women, children and young people fleeing domestic abuse, honour-based abuse and forced marriage living in Glasgow.

The financial assistance is to support spending on household goods to assist families affected by domestic abuse. Women with children that move into temporary accommodation having fled domestic abuse can access this fund in order to help them confront financial challenges as a consequence of them having to flee.

This financial support enhances the Scottish Welfare Fund payments which provides vital household items including beds, white goods, and carpets.

Funding from the Making a House a Home Fund extends financial support to areas not covered by the Scottish Welfare Fund.

The primary purpose of this funding is to support women with children who have experienced gender-based violence and are currently fleeing violence and are homeless or in the process of being rehoused.

The financial fund supports traumatised women and children affected by gender-based abuse to move on with their lives in a safe and secure tenancy.

The support helps to address the financial inequalities faced by women when leaving a perpetrator of violence and supports them to set up a new home.

This financial support has allowed families affected by gender-based abuse, to move into a safe and comfortable home, assisting families to heal from trauma, support tenancy sustainment and help to alleviate child poverty.

Families have received help through this fund to set up homes that are furnished and comfortable.

This helps women to take a step towards a settled life, remove immediate financial constraints, and provide children with essentials items and enjoy a decent standard of living.

Women and children are grateful to Glasgow City Council for this financial contribution which has made a difference to their lives.

Impact and Difference that the 'Making a House a Home' Fund has made

NA moved into temporary accommodation after having fled domestic abuse. She received white goods from the Scottish Welfare Fund. The family were still in need of necessary everyday items for their home. NA accessed financial support from the 'Making a House a Home' fund and was given One4all vouchers. She purchased a range of items for her home to make it more comfortable for herself and her children. The quote below describes how NA felt after receiving financial support from this fund.

Women purchase various items through the Making a House a Home Fund, including kitchen appliances, microwaves, kettles, toasters, air-frier, bedroom decorations, clothing such as school uniforms and footwear, and swimming lessons.

A woman used money from the fund to purchase a monthly travel pass to allow her to travel throughout Glasgow. She said this made her life easier, getting to and from different appointments and to get her children to school using public transport.

The fund was also used to purchase electronic devices such as tablets to alleviate social isolation and exclusion. This enabled the woman to participate online in the women's group and the children can access games and choose which programmes to watch.



Children playing on tablets, pictured above

'I am so happy. I was able to buy so many things for my children's bedrooms. They look brighter and welcoming and they play with their toys in a relaxed environment as the goods for their bedroom were chosen by them.

I am so grateful for this fund.'

- Quote from NA



Children's Service

Refuge Service
Follow on Service
Outreach Service



Photograph from Strathclyde Country Park trip, pictured below.



Refuge

Children and young people in the refuge are supported by a key worker who will help them settle in upon arrival. Workers support children and young people through their trauma and individual issues. We also organise play sessions, therapeutic activities, outings, and trips for the children.

Trips and Outings

Lots of different outings have been happening across the children's service this year! Women and children from the refuge attended a trip to Strathclyde Country Park in August. It was a lovely day out and those who attended the trip reported that they had great fun!

October Mid-Term Break

The children made Halloween decorations for the refuge play flat. They went on outings to a soft play, bowling, a trampoline park, plus lunch at Nando's. The children also visited some museums across Glasgow during the break, Kelvingrove Art Gallery and Museum, Glasgow Science Centre, and The Riverside Museum. For some of the families this was a first-time experience! The children told us that they had fun and enjoyed what they learned on their visits.

Photographs of bowling trip and halloween party, pictured below.



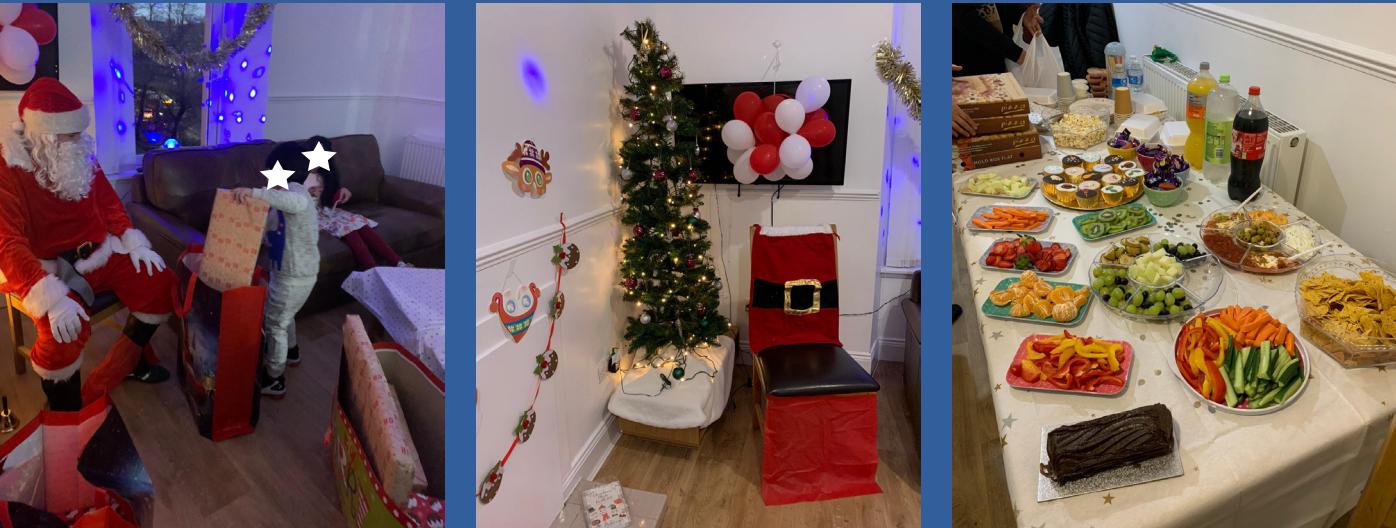
Halloween Party

On Halloween night a party was hosted in the refuge. Children, families and staff attended the party. All children and workers dressed up, there were lots of excellent costumes!

Everyone joined in games - Doughnut on a String, Apple Dunking, Musical Statues and Musical Bumps.

Snacks were plenty and there was dancing to spooky tunes, ooooOOOooh...





Photo's from Christmas Party, pictured above.



Festive Treats

The children had great fun making Christmas arts and crafts, creating pictures and decorations to make the play flat super Christmassy before going to see Santa with their Christmas lists.

Thanks to funding from Children in Need, the festivities continued with a trip to the Panto, ‘The Magical Adventures of Aladdin’ at The Pavilion Theatre, and an afternoon at the Glasgow Christmas Markets where all the children enjoyed the rides.

We had a special visitor at the refuge Christmas party! Santa brought gifts for the children and some to leave under the tree for Christmas Day.

The day continued with games, dancing, and lovely food. Fun was had by all.

Thanks are extended to Kids Out, Children in Need, Partick Job Centre, the Sarwar Foundation and Cash for Kids for their generous toy donations!



Photo of Christmas Toy Donation, pictured above.



Photo's from Children in Need Party, pictured above.

February Mid-Term Break

The children in refuge had a great time engaging in a variety of exciting activities.

All trips and activities were requested and planned by them during group discussions with them.

The children went to the cinema to watch the animated movie "Puss in Boots."

The children went on a fun-filled trip to play bowling and had a lovely lunch.

The children had a blast visiting a trampoline park and bouncing around until tired.

The children were taken to a toy store, where each child picked out a new toy to take home.

Children in Need

In March the children welcomed a representative from Children in Need who came to the refuge to meet with them and the children's workers in the playflat. The representative heard the children's stories and joined in some arts and crafts. The children had decorated the play flat with Pudsey pictures for the visit and wore their Pudsey ears.

The children spoke freely about the places they had been taken and the activities that had taken place. This was only possible with grant funding from Children in Need. The children showed the resources they use in the playflat.

Thanks are extended to Children in Need for continued funding to support children and young people.

Follow On Support

When families are ready to move to permanent accommodation from the refuge, workers support them in managing the transition to help them to settle into their new environment. Follow on support continues for a period of time when families leave the refuge. Designated workers attend at the family home to ensure that all is well to reduce immediate hardship and isolation.

Outreach Support

This service is available to children and young people in immediate need of support who have experienced domestic abuse, forced marriage or who are living in a difficult situation at home. We provide one to one practical and emotional support, assist with child protection issues, cultural oppression and accompany children and young people to court and appointments.

Thanks to the generosity of KidsOut, toys and games were given to children in the refuge and outreach services.

When families are ready to move to permanent accommodation the workers will support them in managing the transition and settling into their new environment. Support is also available to children and young people living in the community via the outreach service.

Support is available via confidential school-based sessions and also at an agreed safe space at a time that suits them. School sessions are available during term time. The Children's Workers are based in schools across the city. Most children and young people access support during the school day. Some require additional support including advocacy to ensure that they are fairly represented with other agencies.

Support is available for any young person who is worried about issues at home, including domestic abuse, forced marriage, or struggling with cultural expectations. Referrals and self-referrals are accepted directly to workers or via phone or email.

We have developed a new poster which is currently displayed in schools to provide information and contact details for children and young people who feel they need some support.



Poster advertising School Based Support, pictured above.

Specialised Service Provision

No Recourse to Public Funds
Forced Marriage
Honour Based Abuse



No Recourse to Public Funds (NRPF)

A substantial number of migrant women receive support who are subject to immigration control. It is our experience that migrant women are unaware that their immigration status is precarious until after they have fled their abusive husband or partner.

Women subject to immigration control have no recourse to public funds (NRPF) which means they cannot access housing accommodation and welfare benefits. This situation exacerbates the difficulties abused migrant women experience leaving them isolated and marginalised.

Different immigration rules apply depending upon the immigration status of migrant women.

We assist women in accordance with their immigration status and help them to obtain legal advice.

Where the relationship breaks down as a consequence of domestic abuse, migrant women may be able to regulate their immigration status and apply for leave to remain as a victim of domestic abuse.

If you or someone you know or are supporting needs help in relation to having an insecure immigration status whilst experiencing domestic abuse please contact us.

80 women referred had No Recourse to Public Funds

Asylum Seeker	8
Dependent Visa	3
Discretion Leave	1
Insecure Status	1
EEA Family Visa	3
Family Reunion Visa	1
Limited Leave to Remain	3
Parent Visa	2
Pre-settled Visa	1
Spousal Visa	41
Student Visa	13

Forced Marriage

It is against the law to force someone to marry in Scotland. A forced marriage occurs where the bride, groom or both have been coerced and forced to take part in the marriage against their will.

Hemat Gryffe staff are experienced in providing practical an emotional support to individuals who are faced with a forced marriage or who have been forced into a marriage.

We work with a range of statutory and voluntary sector organisations to explain the legal process, and ensure that robust risk assessments are in place to keep children and young people safe in the face of forced marriage.

During the year there were 10 children and young people supported who were living with the threat of forced marriage.

Honour Based Abuse

We were involved in honour-based abuse (HBA) research over the course of the last year. The findings of this research have been collated and are now published. The research team involved a collaboration between Hemat Gryffe Women's Aid, Police Scotland, The University of Strathclyde, and Mhairi McGowan violence against women expert.

The research considers the protection provided to victims of gender-based abuse through the law and policing. The project illuminates and evaluates the effect this has on women who are impacted by the intersecting factors of gender, ethnicity, family networks, linguistic, financial, educational, immigration and other barriers in the face of HBA.

The research brought together an international multidisciplinary team of practitioners and experts in law, psychology, social work, social policy, government, and the women's sector, along with the women victimsurvivors of HBA, to consider HBA in Scotland.

The research findings explore the concerns of victim/survivors, women's organisations and provide additional information and knowledge for relevant stakeholders working with victim/survivors of HBA. It also provides ideas for better legal protection against HBA; and simultaneously inform those working at strategic and governmental levels on this issue.

<https://www.scottishinsight.ac.uk/Programmes/OpenCall202122/Honour-BasedAbuseinScotland.aspx>



Within Equally Safe, the Scottish Government (2018) defines HBA as

"So called 'honour based' violence, including dowry related violence, female genital mutilation, forced and child marriages, and 'honour' crimes."

Comments from Women and Agencies who Took Part in the Research

'You know, he is insecure that if I go out, I will have more friends. I will be independent. I will start living my life and that is a breach of culture. They don't want to see a woman independent, living her life colourfully.'

- Participant, HBA Research

'He wanted me to quit the job. He made me pregnant during probationary period, purposely so that I don't get into a job.'

- Participant, HBA Research

'In a way, this supports his behaviour as well. It encourages him to treat you like this and I would say everybody in our culture, in our community is playing their role in one way or the other.'

- Participant, HBA Research

'But my Mum.... stopping me. No, you can't do this. No, you won't do this. My sisters are stopping me, so if I speak about something they get angry with me, they don't talk to me for days... now this is how you're going to ruin the family's reputation.'

- Participant, HBA Research

'Going forward, adequate funding for BME organisations needs to be addressed, and we need more BME staff in mainstream services as well.'

- HBA Research

Women's Group Events and Activities



The Women's Group

We have a thriving women's group that meets weekly online and approximately 12 women regularly attend. The group also meet in person to work together on projects and do different activities.

The purpose of the group is to allow women fleeing or experiencing domestic abuse to join together for support. The women meet in a safe environment where they can build positive relationships.

The women who attend the group come from diverse backgrounds. The group is a platform where women speak freely about their experiences, which increases their confidence and self-esteem.

Women in the group make their own decisions and have control over the choices they want to make, learn new skills, and increase their knowledge of various issues relative to women who understand their experience. They participate in courses and have a sense of achievement.

Women are encouraged to join the group, as it reduces isolation and develops social skills.

Feedback from those previously participating in the group tells us that women become motivated, make like-long friends, and regain their sense of self as they were previously subordinate to control and abuse.

The coronavirus pandemic changed the manner in which the group met in March 2020. The group went from providing face-to-face support at the drop-in centre at 24 Willowbank Street, to an online virtual platform. It was essential for Hemat Gryffe Women's Aid staff to introduce this new way of working in order to prevent social isolation. This has been a success as it is easily accessible for women. The women do not require to seek childcare services and do not incur travel costs. These factors have led to an increase in the number of women who attend. With the assistance of emergency funding iPads/tablets were provided to women to allow them to access the meetings virtually.

The women are able to meet in a safe environment where they can build positive relationships.



Poster advertising ESOL classes, pictured above.

ESOL Classes

Many of the women who access our services cannot speak English and this can create a barrier for them in different ways. At the refuge, we have been hosting ‘English as a Second or Other Language’ classes (ESOL) paid from unrestricted funds. These sessions enable women to learn conversational English. These classes were run in partnership first with Glasgow Clyde College and then ESOL Forum, and they have been a great success.

Originally, the classes were intended to run for 4 weeks, however, they were extended due to the number of requests from women for more classes. Colleges and other educational institutions mostly do not operate during the summer months, so women having the opportunity to initially develop their conversational English language skills during the summer break was highly appreciated.

Attendees reported that they were feeling more confident and looked forward to the classes each week.

Women have also fed back that the classes have been helping them with everyday tasks; for example, making a call to the doctors, approaching a worker in the supermarket, or asking their teacher a question.

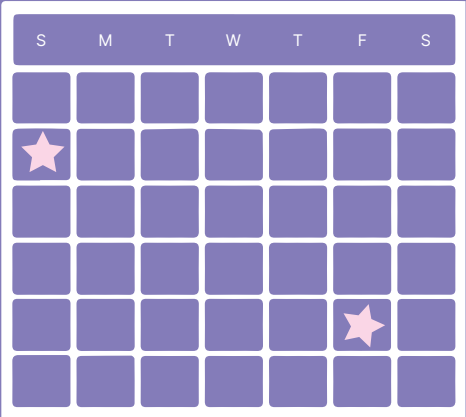
The women participating in the classes are now at different levels. The courses have been continued with funding from The Scottish Government 'Delivering Equally Safe' fund.

‘I am keen to learn English, I want to be able to confidently read, write and speak English.

I am very pleased we are able to take these classes.’

- Quote from Service User

The women have also been learning about significant dates in the British calendar, such as Halloween and Guy Fawkes day and they have found this interesting and enjoyable!



Women's Wellbeing Event

In August 2022, a Wellbeing Event took place at Maryhill Community Hall involving a range of activities and a light lunch. Thirty women attended to allow them to relax and have a day of fun and self-care.

- The day began with a group workshop and the women participated in 'The Listening Lab'. This was a brief course highlighting the importance of listening to others and making your voice heard.
- Belly dancing was next, and this got everybody moving and was good fun! The women loved joining in the dancing and even got to try on the belly dancing skirts.
- Next, we had a form of gentle seated Pilates where the women learned useful exercises to relieve stress that can also be practiced at home. This was all followed by a light lunch.

Throughout the day, there was the opportunity to get a free massage which was a highlight for many! There was also the chance to walk around the NHS information stalls facilitated by community links practitioners.

The day concluded with an exercise where select women shared their personal experiences and the support they received. The women were enthusiastic about sharing their success stories, and the difficult journeys they have been on to get to where they are to inspire other women. This was a hugely successful day!



Photos from 'Women's Wellbeing Event', above.

Survivor Story Shared at Women's Wellbeing Event

"At the age of 20 I was forced into a marriage. I am now 22. It's a common thing in my family for females to get married young. Rape and abuse is common in my family too. I tried to escape from Pakistan where my marriage was but I was held down. I had to play it off until I got back to Britain. I didn't want a life like my mum and gran, living like as a housewife and taking all the abuse.

I said to myself,

'I need to break out of this cycle, I need to do something about this'

I started researching helplines, I spoke to my GP and they suggested I reach out and contact Hemat Gryffe Women's Aid.

I was scared to get help and I was doing it secretly. I had a support worker and she encouraged me to talk to the Police. She helped me with building my confidence to report the abuse and the Police put a storm-marker on my passport. She helped me build my self-esteem slowly. We had lots of talks about past trauma and self-blame. Over time I realised the abusive behaviour was not my fault.

'Meeting other women from the women's group made me realise that I am not alone'

I wasn't scared anymore and I started to stand up for myself. I eventually told my family that I am not happy. I am not scared anymore of my family; their words don't mean anything to me. I know my rights and I am not going to suffer this abuse in silence. I will not be part of this generational trauma and I will make sure my sister does not go through this.

My mum is now finally standing up for herself.

'Sharing my story has helped other family members recognise the abuse they have gone through and they are speaking out now.'

It is important for women and girls to know they can speak out and stand up for each other. Thank you to my worker for the support and help."

Me and My Journey Event

An event was hosted in refuge to celebrate International Women's Day in March 2023. The event was entitled 'Me and My Journey' and brought all the refuge women together, and a range of topics were discussed including.

- **Adapting to the 'Cost of Living' crisis**
- **What is meant by Equality and Equity**
- **How to Manage your Personal Finances**

The cost-of-living crisis has been on women's minds.

Tips to cut costs and effectively manage personal finances were discussed and what the cost-of-living crisis meant to the women, families and businesses who are having to reassess the way that they operate and make changes to lower costs.

One of the ways that individuals and families can save money is by thinking about food/cooking and changing their kitchen habits. Some examples include buying frozen fruit and veg as opposed to fresh, searching for coupons and discounts online, visiting community kitchens, and using less energy whilst cooking. The women were provided with slow cookers as another method of cooking food in their homes to help lower costs. Alongside this, the women were also given two slow cooker recipe books. Everyone was delighted!

The women discussed how they currently manage their finances, which is particularly difficult in the current climate with the rising cost of food and utility bills.

Staff discussed with women the different ways they can budget, and that they can access free budgeting tools online to help them calculate their incoming and outgoing costs.

Some of the women had no recourse to public funds, did not have a bank account, and did not know how to manage money prior to accessing the service. Some of the women had experienced financial abuse and control by their husbands, and as they are now financially independent, they felt empowered as they are able to make their own personal choices in purchasing food and essential items. There was food and drinks at the event that was enjoyed by everyone.

The global theme for International Women's Day 2023 was 'Embrace Equity.'

The aim of the International Womens Aid 2023 #EmbraceEquity campaign theme was to get the world talking about why equal opportunities are not enough. People start from different places, so true inclusion and belonging require equitable action. Attendees talked about what equality means to them, and the differences between equality and equity.

Overall, the event was a great success! The women reported they learnt a lot about all topics discussed.









*15th March,
2023
3.30pm*

International Women's Day

'Me and My Journey'

Join us at the refuge for a women's event!

Discussions on

- Equity and Equality
- Adapting to the 'Cost of Living' crisis
- Managing Finances

Imagine a gender equal world.
Together we can forge women's equality.
Collectively we can all #EmbraceEquity

Equity isn't just nice-to-have, it's a must have.



Hemat Gryffe Women's Aid is a company limited by guarantee incorporated under the Companies Acts (Company Number SC419662) and a registered charity (Charity Number SC012849) having its registered office at Flat 0/1, 24 Willowbank Street, Glasgow, G3 6LZ. Recognised as a charitable organisation by the Inland Revenue in Scotland.

Poster for 'Me and My Journey Event', pictured above.

The women came together online and in person to take part in research and workshops.

NHS Online Harm and Abuse Research

The women participated in research on behalf of the Health and Social Care Partnership (NHS). The NHS hosted an online meeting with the women's group to deliver an awareness session about online harm and abuse. The session explained the signs of online abuse and how to identify them. A wide range of topics were discussed such as revenge porn, negative comments, and online harassment.

Following this awareness session, a focus group involving service users was facilitated to explore the effects of online abuse/harm for research purposes. The NHS are in the process of developing guidance to raise awareness about online abuse, how to recognise and deal with it and welcomed the participation from service users.

The group also met with researchers on May 26th, women were asked about the impact of social media upon their mental health and shared their own experiences and stories.

The women fed back that the sessions were interesting and informative and were given a £20 Amazon gift card as a thank-you for taking part. The guidance is completed and has been published.

Child Protection Guidance (CELCIS)

The Centre for Excellence for Children's Care and Protection (CELCIS) are developing guidance which will be accessible to women and children to help them understand what child protection is and the procedures that follow from this. Representatives of CELCIS met with staff to provide information on the type of feedback they required.

Four women from the group took part in a series of meetings with them over Zoom to discuss their understanding of child protection and the processes that Social Work undertake. Group members also looked over the guidance that has been developed and provided their suggestions on how this can be improved and better suited for women that find themselves in this situation. As a result of partaking in this research, the women received a voucher.



'These classes have helped me gain confidence and given me a better understanding of self-love.'

- Quote from Service User

Workshops - CEMVO

CEMVO Scotland, a national intermediary organisation and strategic partner of the Scottish Government Equality Unit, has worked in partnership with the women's group for several years, delivering diverse workshops. These sessions aimed to empower minority ethnic women, fostering confidence and helping the women be better informed about their financial choices to improve financial management.

Workshops delivered listed below.

- 'Banking and Online Banking'
- 'Credit and Debt'
- 'Credit Scoring and Borrowing'
- 'Energy Awareness'
- 'Illegal Lending, Loan Sharks and Scams'
- 'Planning for the Future'
- 'Savvy Spending and Saving'
- 'Steps into Employment'

'Very informative, this raised my awareness of credit cards and loan options. Also, to be aware of the small print and think about changes and life in the future.'

Thank you, I really enjoyed these workshops!

- Quote from Service User

BrightHer

Throughout January and February, the women's group took part in a series of workshops organised by BrightHer. BrightHer is a student-led social enterprise group, supporting survivors of domestic abuse. The group is comprised of University of Glasgow students, and Hemat Gryffe Women's Aid have worked in partnership with BrightHer for a number of years. The workshops were delivered over Zoom and ran for 5 weeks. The workshops were informative, the women stated the sessions were enjoyable, helped them feel more confident, and it gave them a platform to share their stories.

'It was a welcoming environment for everyone to put forward their opinions and I really enjoyed participating. I look forward to more workshops like these!'

- Quote from Service User

'I have learned a lot about Glasgow that I never knew over a decade of living here. The rich history of Glasgow, and so many historical stories and buildings we all enjoyed listening to and learning about today. I really appreciate it, and I can't wait to tell my kids and friends about it.'

- Group Member on Walking Tour

Black History Month

As part of Black History Month in Scotland, Glasgow Life Museums hosted a series of events highlighting the histories and legacies of empire, colonialism, and slavery. Black History Month UK is celebrated in the month of October each year and is a time to honour and remember African and Caribbean heritage peoples' achievements and contributions to the British economy, culture, and history.

In October 2022, the women's group visited Kelvingrove Art Gallery and Museum to explore and learn more about Scotland's history. The exhibition they visited at Kelvingrove Art Gallery provided an insight into the role of slavery in Glasgow's past, telling a story through the buildings and streets that have a tangible link with slavery. The women reported that they thoroughly enjoyed the trip and felt like they learned a lot.

Information Session - GCRC

Glasgow and Clyde Rape Crisis held an information session with the women's group. The session provided the opportunity for GCRC to introduce themselves and their service to the women's group. Workers spoke with the women, informing them of the different specialist services Glasgow and Clyde Rape Crisis provide to survivors. One of the services highlighted was 'The Ruby Service'. The Ruby Service supports women from different nationalities and minority groups who have experienced sexual violence. GCRC also works with survivors who are seeking asylum in the UK, supporting them through the asylum process.

Walking Tour

The women's group participated in a walking tour around Glasgow City Centre. The tour was facilitated by Discover Scotland, in collaboration with University of Glasgow/BrightHer. The tour commenced at Glasgow City Chambers and finished at The Gallery of Modern Art.

Afterwards, the women enjoyed having coffee and cake together. It was lovely to chat in person and warm up out of the cold air!

Group Members at Kelvingrove
Art Gallery, pictured right.

Group Members on Walking
Tour, pictured below.





Hidden Stories - Hemat Gryffe Women's Aid

Photograph of Group Members at University of Glasgow Campus, and Screenshot of 'Hidden Stories', pictured above.



International Women's Day

On March 8th the women's group attended the University of Glasgow. The theme for the day was 'Embrace Equity'. To celebrate women's achievements and raise awareness about discrimination. We are asked to imagine a world free of bias, stereotypes, and discrimination. A world where difference is valued and celebrated and together, we can forge women's equality.

The women's group and BrightHer gathered together to discuss the purpose and history of International Women's Day, reflecting on women's achievements past and present.

The women's group members also celebrated the launch of an audio clip created by themselves alongside Hemat Gryffe staff.

Audio Creation

The audio clip is entitled 'Hidden Stories' and contains the experiences of women in relation to domestic abuse, forced marriage and honour-based abuse. The audio clip will be shared and disseminated throughout Scotland to raise awareness of women's experiences. The women involved in the creation of the clip found the process therapeutic and rewarding and an opportunity to reflect upon how far they had come on their journeys.

'Hidden Stories' is now available to listen to on our YouTube channel. Please follow the link below to listen.

<https://www.youtube.com/watch?v=WApMltb5F-s>

Photo's from Coffee Morning, pictured below.



Group Wellbeing - Meet Ups

As well as participating in workshops, research and activities, our women's group also meets together to catch up and socialise.

The women group went to Nandos for lunch. This was an opportunity for women who have newly joined the group to meet and get to know the others. Everyone had a lovely time!

The group went for lunch at World Buffet. It was lovely for everyone to get together and enjoy a sit-down meal together. The women reported that they really enjoyed their day and socialising together in person.

The women in refuge and staff had a coffee morning. Lots of delicious cakes were eaten and it was a treat to spend time together indoors on a chilly winter morning! The meeting was informal, with women having the chance to catch up with one another and get to see everyone socially.

Glasgow 16 Days of Activism

To celebrate the 16 Days of Activism against gender-based violence, we collaborated with Glasgow and Clyde Rape Crisis to host a Women Empowerment Day. Glasgow and Clyde Rape Crisis kindly invited our women's group and staff down to their new office. We started the day with coffee and cake, the women shared their personal journeys and what inspires them to feel empowered. It was a really fun day, thank you again to Glasgow and Clyde Rape Crisis to for welcoming us to their office!

Follow Us

Facebook - Hemat Gryffe Women's Aid
Instagram - @hematgryffewomensaid
Twitter - @hematgryffe_aid

Digital Media

We maintain an active presence on a number of social media channels, with our follower base continuing to expand steadily across all platforms.

We set up an Instagram account for the organisation this year.

We have developed a Hemat Gryffe Women's Aid Quarterly Newsletter, consisting of two editions, which will be published every three months.

From April 2022 to March 2023, 10 new issues of our newsletters were published in total.

The newsletters contain information about service provision and are distributed externally and uploaded to the Hemat Gryffe Women's Aid website.

This year the newsletter was expanded to include a women's group newsletter to highlight the considerable work that is done with women in the quarter.

The newsletters contain information across service provision.

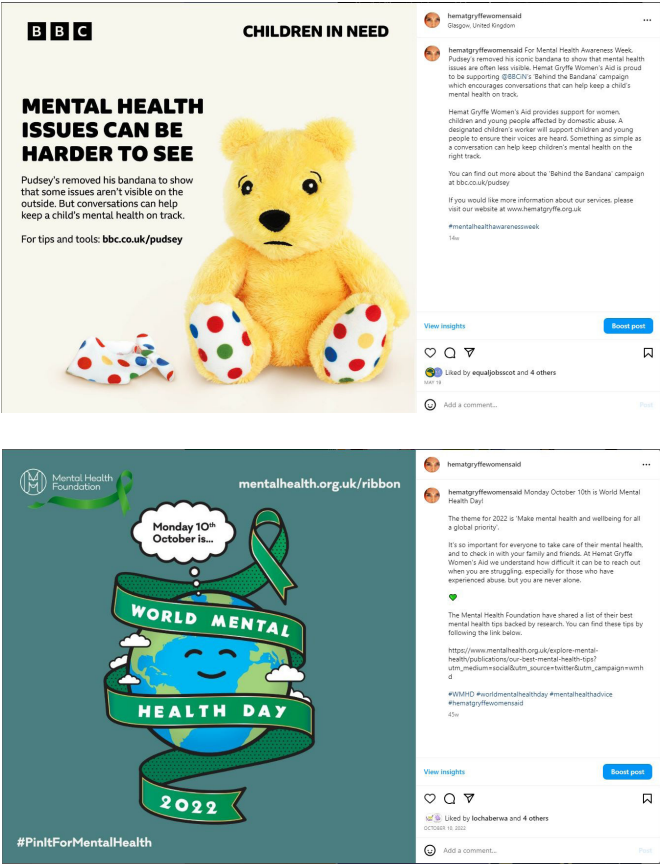
In March 2023, we released a supplementary third alongside our two regular quarterly newsletters. This particular issue centred around 'International Women's Day' and highlighted all various related activities going on across Hemat Gryffe Women's Aid.

Social Media

We engaged with several online campaigns through various social media platforms by posting content.

Some of the campaigns we participated in involved Mental Health Awareness Week, Loneliness Awareness Week, 16 Days of Activism and International Women's Day.

We continue to share updates regarding our services and distribute information to increase awareness about domestic abuse and women's issues.



Screenshots from HGWA Instagram account, pictured above.



Newsletter

JAN - MAR 2023
ISSUE 04

Welcome to Hemat Gryffe Women's Aid organisational newsletter. This issue contains information in relation to referrals, training and development, honour-based abuse research, and media appearances between January 2023 and March 2023.

The Women Who Changed Modern Scotland

Established in 1981, Hemat Gryffe Women's Aid is Scotland's first feminist Asian, Black and Minority Ethnic Women's Aid organisation.

We are pleased to share that one of the founding members, Indu Maini, has been featured in the new BBC Scotland series *The Women Who Changed Modern Scotland*.

We are proud to have been included and recognition given to the organisation and Indu in relation to the services that we have provided to women, children and young people for over 40 years.

The first programme in the series highlights the women who made a difference for all women across Scotland in the 1960s and 70s. Presenter Kirsty Wark discovers how activists from the women's liberation movement worked to establish the first refuges for survivors of domestic violence in Scotland. Research by Rebecca and Russell Dobash was crucial as it influenced policy and practice and brought about recognition of this serious social problem on a global scale.

During her interview, Indu recalled a question she was asked by a woman she had supported.

'Are you Hindu? Are you Muslim?'

I said, 'I am what I am. We are all human beings and we are all sisters. I am going to help you.'

- Quote from Indu Maini

This quote reflects the founding ethos of Hemat Gryffe Women's Aid which we maintain today, recognising the importance of diversity in our staff team and all aspects of our service.

All episodes in the series are available to watch online on BBC iPlayer. You can find them by following the link below.

www.bbc.co.uk/programmes/m001jhb9



(Indu Maini appearing on 'The Women Who Changed Modern Scotland')



(Still from 'The Women Who Changed Modern Scotland', pictured above.)

Honour Based Abuse Research

We are currently involved in honour-based abuse research.

The research team is a collaboration between Hemat Gryffe Women's Aid, Police Scotland, The University of Strathclyde and experts working in the violence against women sector.

We are excited to share that our research report has been completed and will be published soon.

If you would like to find out more information please contact us at

womensaid@hematgryffe.org.uk

Happy New Year!

Children's Service Newsletter

OCT - DEC 2022
ISSUE 03

Hemat Gryffe Women's Aid

Welcome to the children's service newsletter. We hope you enjoy reading about the many events the children have been involved in.

October Break

The children had a great time during the school holidays. They made great halloween decorations for the refuge play flat. They went on outings to a soft play, bowling, a trampoline park, plus a lunch at Nando's.

The children also visited some museums across Glasgow during the break, Kelvingrove Art Gallery and Museum, Glasgow Science Centre, and The Riverside Museum. For some of the families this was a first time experience! The children told us that they had fun and enjoyed what they learned on their visits.

Halloween Party Time!

On Halloween night a party was hosted in the refuge. Children, families and staff attended the party. All children and workers dressed up, there were lots of excellent costumes! Everyone played games, like Doughnut on a String, Apple Dunking, Musical Statues and Musical Bumps. Snacks were plenty and there was dancing to spooky tunes, oooooOoooh...



Images from Halloween Party, above



Photograph from Bowling Trip, above.



Bobbing for apples!



Women's Group Newsletter

APRIL - JUNE 2022
EDITION 01

Hemat Gryffe Women's Aid



The women's group was created to allow women fleeing or experiencing domestic abuse to join together for support. The group was formed to allow women to meet in a safe environment where they can build positive relationships. Women are encouraged to join the group, as it reduces isolation and develops social skills. The women who attend our group come from a diverse range of backgrounds. The group is a platform where women can speak freely about their experiences, which increases their confidence and self-esteem. The women make their own decisions and have control over choices they want to make, learn new skills, and increase their knowledge of various issues relative to women who understand their experience. They participate in courses and have a sense of achievement. Feedback from those previously participating in the group tells us that that women become motivated,

make like-long friends and regain their sense of self as they were previously subordinate to control and abuse.

The coronavirus pandemic changed the manner in which the group met in March 2020. The group went from providing face to face support at the drop in centre at 24 Willowbank street, to an online virtual platform. It was essential for Hemat Gryffe Women's Aid staff to introduce this new way of working in order to prevent social isolation. This has been a success as it is easily accessible for women. The women do not require to seek childcare services and do not incur travel costs. These factors have led to an increase in the number of women who attend. With the assistance of emergency funding iPads/tablets were provided to women to allow them to access the meetings virtually.



Newsletter

JULY - SEPT 2022
ISSUE 02

Hemat Gryffe Women's Aid

Welcome to the Hemat Gryffe Women's Aid newsletter. This issue contains information in relation to referrals, women's group, honour-based abuse research, training, and funding opportunities between July 2022 and September 2022.

The aim of these workshops is to help women with budget control and financial management.

We also hosted a Women's Wellbeing Event on 23rd August at Maryhill Community Central Hall and 30 women attended. The day was a great success!

Referrals

There were 13 women in refuge during this quarter.

There were 99 new referrals for support for women, and of those 6 women were admitted to refuge.

39 women in the wider community received crisis/outreach support.

22 women had an insecure immigration status and had no recourse to public funds, denying them access to housing and welfare benefits.

13 entered the UK on a spousal visa and were supported to access the destitution domestic violence concession whereby they were granted leave outside the rules, cancelling their spousal visa and allowing them access to public funds.

1 women could not access refuge due to her insecure immigration status.

8 women were referred for immigration advice and could access outreach service for support

Women's Group

Approximately 12 women participate in the weekly online women's group. This quarter CEMVO provided different workshops. Topics covered

- Banking and Online Banking
- Credit Scoring and Borrowing
- Credit and Debt
- Energy Awareness

Honour Based Abuse Research

We are currently involved in honour-based abuse research.

The research team is a collaboration between Hemat Gryffe Women's Aid, Police Scotland, The University of Strathclyde and experts working in the violence against women sector. If you would like to get involved or find out more then please follow (<https://www.honour-abuse-research.co.uk>)

One online discussion took place during the quarter involving experts experienced in the field of honour-based abuse. Two further online discussions took place with victim-survivors of honour based abuse. These events were facilitated by Professor Elizabeth Gilchrist based at the University of Edinburgh. The findings of the research will be available by the end of the year. It's not too late to get involved. Please check out our website by following the link above and the 'Get Involved' page.



Hemat Gryffe Women's Aid is a company limited by guarantee incorporated under the Companies Acts (Company Number SC195692) and a registered charity (Charity Number SC013845) having its registered office at Flat 03, 24 Willowbank Street, Glasgow, G3 7LZ. Incorporated as a charitable organisation by the third Finance in Scotland.

Images of Newsletters, pictured above.

'It doesn't matter where you're from, or what language you speak, you are now protected by the laws of this country and its police force, Police Scotland.'

- Quote from Animation

Domestic Abuse Animation - Police Scotland

As part of our 16 Days of Activism campaigning, Hemat Gryffe Women's Aid worked in partnership with Police Scotland to develop Domestic Abuse Animation. The animation informs women experiencing domestic abuse that they are protected from abuse within Scots law and encourages them to phone Police Scotland. It provides information to migrant women who may be worried about leaving their abusive partners because of their insecure immigration status and having no recourse to public funds, as well as women constrained by honour abuse. The animation is accessible via the new Hemat Gryffe Women's Aid YouTube channel.

It is available in 9 different languages;

- Arabic
- Bengali
- Chinese
- Hindi
- Polish
- Punjabi
- Russian
- Ukrainian
- Urdu

There is also a version with a British Sign Language interpreter!

The animation was funded by The University of Strathclyde and the Scottish Government in respect of the translation costs.

Grateful thanks are extended to Police Scotland, Dr Rhonda Wheate and Mhairi McGowan.

A copy of the animation was forwarded to border control services as per their request. Border Force staff were enthusiastic about partnering with us to display the animation in a loop on the screens in their office, in hopes that it would reach a wider audience and help provide support to women entering the UK. All versions of the animation are available to view at the following link.

All versions of the animation are available to view at the following link.

<https://www.youtube.com/@hematgryffewomensaid>



Still from Domestic Abuse Animation, pictured above.



Stills from Domestic Abuse Animation, pictured above.

Development Work and Training

Throughout the year, Hemat Gryffe Women's Aid has engaged with partner organisations and conducted research contributing to the fight against domestic abuse.

Focus Group - Police Scotland

The women took part in a focus group with Police Scotland to assist their research. The purpose of the research was to gain insight to help inform Police Scotland's approach to tackling violence against women and girls. The women helped Police Scotland develop a greater understanding of how they can improve their services and build community relations. All the women received vouchers as a thank-you for their participation.

Erase The Grey - GCU

Hemat Gryffe Women's Aid was invited to Glasgow Caledonian University (GCU) campus to take part in an information session. The event was part of the 16 Days of Activism, with GCU running their campaign entitled #erasethegrey. The Erase the Grey campaign has key messages which challenge stereotypical attitudes and behaviours and reiterates a zero-tolerance policy towards gender-based violence. Different organisations attended the information session alongside us, including Glasgow and Clyde Rape Crisis, SAY Women, White Ribbon Scotland, and TARA. The session was held in the Campus Life Lounge, between 11am-2pm to raise awareness and learn about support for those impacted by gender-based violence. It was great to interact with students and other organisations.

Thank you to Glasgow Caledonian University for inviting us!

Training

Hemat Gryffe Women's Aid offers different training packages covering a range of topics.

During the year it was our privilege to provide training for a range of organisations and provide information about our specialised service provision to the following:

- West College Scotland (Lecturers, ESOL Teachers, and Counsellors from Student Wellbeing Service from Greenock, Clydebank, and Paisley campus)
- Five awareness-raising sessions with Community Links Practitioners working at Alliance Scotland
- We provided training to Glasgow East Women's Aid in November. Glasgow East Women's Aid facilitated an Unpaid Workers course to train their new volunteers and staff about Domestic Abuse. Hemat Gryffe Women's Aid attended to provide a guest session explaining the barriers BME women are likely to face when accessing help.
- We provided awareness-raising information sessions to student health visitors and in partnership with the Women's Support Project training on the impact of No Recourse to Public Funds on migrant women.
- In October we lectured Family Law Students at the University of Strathclyde in relation to improving their knowledge and understanding of cultural awareness when dealing with victims of domestic abuse from South Asian backgrounds. We focused upon Family and Community, Family Honour, Socio-cultural traditions and behaviours, Immigration Status, No Recourse to Public Funds, Intimate Partner Abuse and Honour Abuse.



Finance Report

Glasgow City Council - Supporting People Grant and Social Work Grant paid in full.

Glasgow City Council - Housing Benefit grant awarded an uplift from September 2022.

Glasgow City Council - The Family Support Project - Make a House a Home project, financial support to assist women with children furnish their homes to help with tenancy sustainment.

The Scottish Government Delivering Equally Safe grant supports women, children, and young people in refuge, follow on and outreach services. Support includes responding to women in crisis/outreach, face to face meetings with women, follow on support with women moving from the refuge to live in permanent accommodation, a range of therapeutic activities involving the women's group, staff salaries, recruitment, training costs and a contribution to overheads.

Children in Need enabled resources and equipment to be purchased for use in the play flat in the refuge, equipment for the play flat; gifts were given to CYP at various festivals; gift cards; cinema vouchers; school bags, clothing, items for school; CYP chose items for their bedrooms when moving from refuge to permanent accommodation.

Children in Need made a one-off donation to the charity to contribute to the cost-of-living crisis.

Cash for Kids at Christmas 2022 - gift vouchers were issued to CYP accessing refuge, follow on and outreach services.

The Scottish Sadaq Charitable Trust make a monthly donation used to provide crisis payments to women and to women who are destitute and who have no recourse to public funds.

Balance Sheet

31 MARCH 2023

	Notes	Unrestricted funds	Restricted funds	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Tangible assets	11	4,998	-	4,998	908
CURRENT ASSETS					
Debtors	12	-	9,470	9,470	1,156
Cash at bank and in hand		122,491	149,222	271,713	279,504
		<u>122,491</u>	<u>158,692</u>	<u>281,183</u>	<u>280,660</u>
CREDITORS					
Amounts falling due within one year	13	(786)	(18,384)	(19,170)	(20,807)
NET CURRENT ASSETS		121,705	140,308	262,013	259,853
TOTAL ASSETS LESS CURRENT LIABILITIES		126,703	140,308	267,011	260,761
NET ASSETS		<u>126,703</u>	<u>140,308</u>	<u>267,011</u>	<u>260,761</u>

Note of Thanks!

We take this opportunity to thank the Scottish Government, Glasgow City Council, Cash for Kids, Children in Need who are the charity main funders.

We acknowledge and offer our sincere thanks to the Scottish Sadaq Trust for regular donations, Kids Out, Cash for Kids throughout the year, the Sarwar Foundation.

To the individual women's group within Glasgow violence against women sector in particular the Standing Group on Violence as well as the partnership manager at the Glasgow Violence Against Women partnership for their unstinting support to the board, staff, and service users.

Glasgow West Housing Association, Charing Cross Housing Association, Sanctuary Housing as well as the Glasgow City Council Homeless Case Work Teams who we continue to enjoy positive working relationships with.

To education services and schools in their cooperation and positive partnership working relations to allow us to support children and young people, particularly Woodfarm and Notre Dame.

We also thank Glasgow City Council Social Work Services, Children and Families Commissioners for their continued support and the housing benefit team.

We are also grateful to the support that we receive from J Bruce Andrew, Chartered Accountants, Thomas Barrie & Co Chartered Accountants, Fleming & Reid, Solicitors, R H & Co, Solicitors, T C Young, Solicitors, Kiswebs and Eurosystems.

To all our partners and funders without whom the project would not be the success that it is today.

Finally, we acknowledge the brave women children and young people who continue to inspire us every day.



Would your organisation benefit from training to develop your staff?

We offer different training packages covering a range of topics

These include

- Information About Our Services For Women, Children and Young People
- Forced Marriage
- No Recourse to Public Funds
- Honour Based Abuse
- Barriers to Accessing Support For BME Women Experiencing Domestic Abuse



To find out more about our training and to book

Please contact

womensaid@hematgryffe.org.uk

or call us on

0141 353 0859



Hemat Gryffe Women's Aid

'A river of courage'

Flat 0/1, 24 Willowbank Street

Glasgow, G3 6LZ

tel: 0141 353 0859

email: womensaid@hematgryffe.org.uk

web: www.hematgryffe.org.uk

