



Refugee Women of Bristol (RWB) Impact Report 2021-2022



Credited: Sana Elgoraish

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Reflections from the Chair and Development Manager

2021-22 was yet another challenging year as the impact of COVID-19 continued, including some restrictions. We were fortunate enough to secure more funding and receive some donations to deliver very successful services. Our collaborative funding with FORWARD helped us to continue our work on Violence Against Women and Girls. We also partnered with Bristol Refugee Rights, Borderlands, Hospitality Network and Project MAMA; together we secured the Bristol Impact Fund 2 from October 2021 for 4 years to develop joined-up and complimentary services for refugees and asylum seekers in Bristol.

Refugee Women of Bristol staff and volunteers continued to deliver holistic support to our members in-person and online. We were able to redesign our work and create tailored support for the needs of individual women. As the pandemic continued, we had some restrictions such as the number of clients that could be at our drop-in centre at any given time. In response, we provided many different services in a Covid-secure way 5 days a week. This was not always easy as it created many challenges and additional work in terms of risk assessments.

The pandemic had a huge impact on women who experienced previous trauma and found themselves in isolation and continuous uncertainty. Our Mend the Gap team provided 1-1 emotional and practical support including helping women to access counselling services. The team also worked alongside FORWARD to train 10 new health advocates in our Leadership Training Program.

RWoB commissioned a trainer to help us build new strategic thinking in our organisation and improve our ways of working. The trainer designed a tailored Community Development (CD) training programme in consultation with our staff and volunteers; this will enable them to strengthen their understanding of CD as well as expand our toolkit of skills and techniques to better work with women.

One of the highlights of our work this year was [Wonderland Comms](#) commissioning [Amy Teslin](#) to create our incredible new website. Amy has worked with us over the last few months and has helped us create a new, vibrant, and more accessible website ([RWOB](#)). The Wonderland team also coordinated a media campaign to launch the website and raise the profile of our organisation. See [Bristol24/7](#), [Bristol Post](#) and [Bristol Voices](#).

RWoB worked with the Bristol Refugee and Asylum Seeker Partnership ([BRASP](#)) which is 15 organisations that support asylum-seekers and refugee communities in Bristol. This collaboration helped our referral pathways and ensured that the needs of our women were met, particularly women who experience violence and abuse. RWOB is the only organisation in the partnership with a majority of its staff and volunteers from refugee and asylum-seeking backgrounds. We shared the impact of staff and volunteers with lived experience empowering women who access our services. This collaboration benefited both our work and our members.

Our services were dependent on a dedicated team of volunteers who gave their precious time to deliver a lifesaving service in this difficult time and we would like to acknowledge and thank them. We would also like to express our utmost gratitude and appreciation to all our funders who responded generously in this unprecedented time and enabled us to deliver a unique and flexible service to a vulnerable group of women in Bristol.

Thank you to all those who donated, fundraised, and supported us this year to continue to deliver the unique service for and led by refugee and asylum-seeking women in Bristol and its surrounding areas.

Our Vision:

We are working for the empowerment and dignity of refugee and asylum-seeking women. We are working for a future where their voices are heard, where they can improve their self-esteem and self-confidence.

Our Mission:

RWoB is the only multi-ethnic, multi-faith organisation which specifically targets the needs of refugee women in Bristol, we are directly governed by women of the refugee and asylum-seeking community. We provide services to disenfranchised groups over and above the generic category of 'refugee', and routinely reach cohorts of women that other service-providers overlook or are unable to access.

Our Values:

Empowerment: We create an environment of role modelling and opportunities to grow.

Sharing: We use asset-based approaches where everyone contributes and learns new skills.

Confidentiality: We provide confidential services ensuring everyone's details are protected in line with General Data Protection Regulations (GDPR).

Safe: We provide welcoming, supportive, and accessible spaces for all.

Respect: We promote a diversity of cultures, faiths, and views.

User-directed and led: All our trustees and members have lived experience and are best placed to design and direct culturally appropriate services.

Objectives and activities

Refugee Women of Bristol is a registered charity set up in 2003 by a group of refugee women to advance education, relieve poverty, promote, and protect the health of refugee women and those seeking asylum in Bristol and the surrounding area by provision of advice, information, and support.

What we want to achieve

- To raise the educational status of refugee women and asylum seekers – giving them more choices, opportunities to gain employment and improved economic prospects.
- To ensure that women have access to relevant information on issues concerned with welfare rights, health, education, and other appropriate issues.
- To raise awareness of the issues faced by the women and reduce barriers that prevent them accessing other services and opportunities, building bridges, and improving integration.
- To assist the women to develop good social networks and include rather than exclude themselves from the community – reducing isolation.
- To improve self-esteem and self-confidence.
- To empower women to participate in local and national decision-making processes.

How we achieve our aims

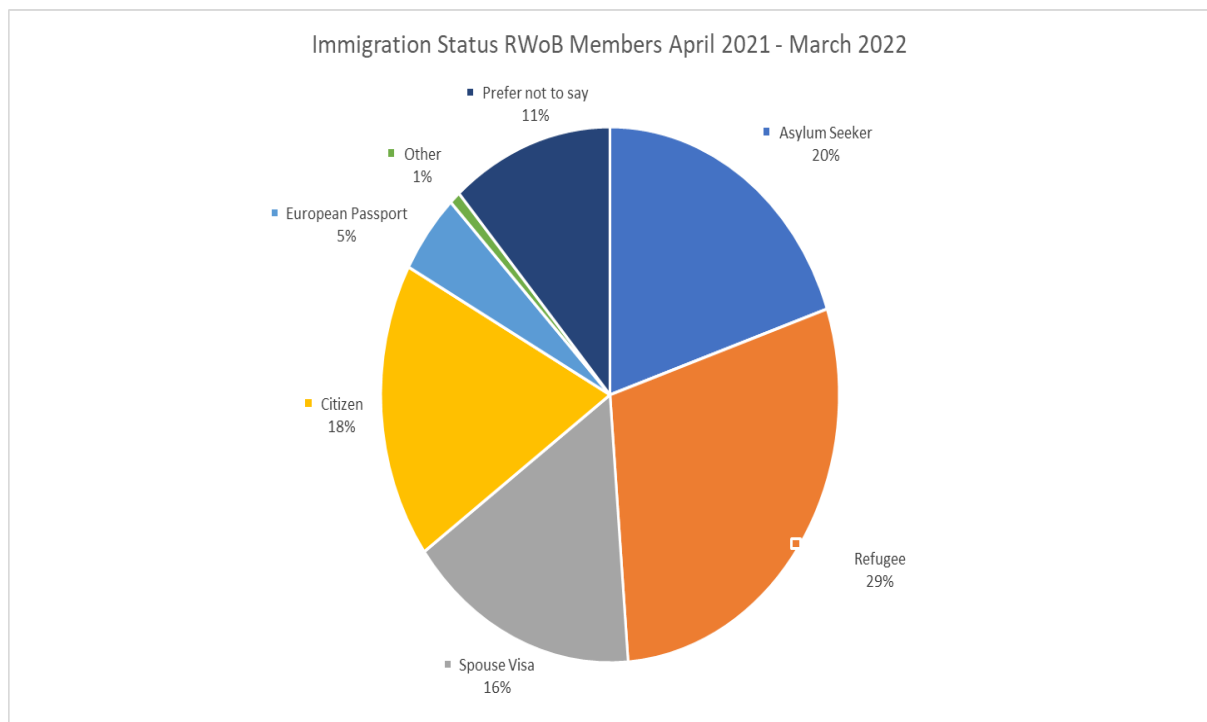
- Providing access to information on issues such as health, welfare, childcare, education, housing, training, and employment.
- Enabling women to access support from bi-lingual community workers and ensuring written information is translated or interpreted verbally for those who are not literate in their first language.
- Delivering leisure and social opportunities.
- Provision of free educational opportunities with the support of an on-site free crèche.
- Informing service providers about the needs of refugee women through workshops, presentations and by raising RWOB's profile at community events.
- Organising social events/outings to give women a chance to build friendship networks.
- Outreach work to increase participation of women in the group from a wide range of cultural backgrounds.
- Making links with local and national organisations, which will support the work and the development of the organisation.
- Developing the Board of Trustees through a programme of support and training so the organisation can be managed effectively.
- Enabling women to have a say in the development of services that may affect their lives.

Services:

By providing women only spaces and by working initially in a language they understand, we build a relationship of trust and provide a set of services that increase well-being, reduce isolation, and help with immediate problems women from a refugee background are facing. When women arrive at the drop-in, often referred to us by other organisations in Bristol or through a word of mouth, they are allocated a community worker per their language needs and an initial needs-assessment is carried out. Women are then referred to the appropriate services at the drop-in, or to our Mend the Gap team who may refer them to other organisations that provide specialist support.

RWoB's core programme includes English language classes; health and wellbeing activities; a Crèche for up to 10 children; bilingual support; and an Art for Women project. RWoB's specialist services include the Mend the Gap project, which is run in partnership with FORWARD. The project addresses multiple forms of violence against women and girls within Black and Minority Ethnic communities, this includes asylum seekers, trafficked women, refugees, and those with no recourse to public funds. We also offer 1-1 support/group support, leadership training, information workshops and help women access counselling services.

2021-22: We had **143** new members and a total membership of **521**. Our members speak over **48** different first languages and have **46** different countries of origin. We also had **35** volunteers; **18** volunteering places were given to the members including the trustees.



Member survey April 2021 – March 2022. Summary 28 respondents

62% of our members attend our ESOL or conversation classes and almost 60% of those who attend the classes feel the lessons help with learning or increasing their confidence in learning English.

Over 50% of our members regularly get support from our multilingual community workers, including translation services.

Our members feel that RWoB helps them feel less isolated (75%), increases their confidence (72%) and helps them make friends (79%).

65% of respondents have used our advocacy services for specific advice on money, housing or immigration.

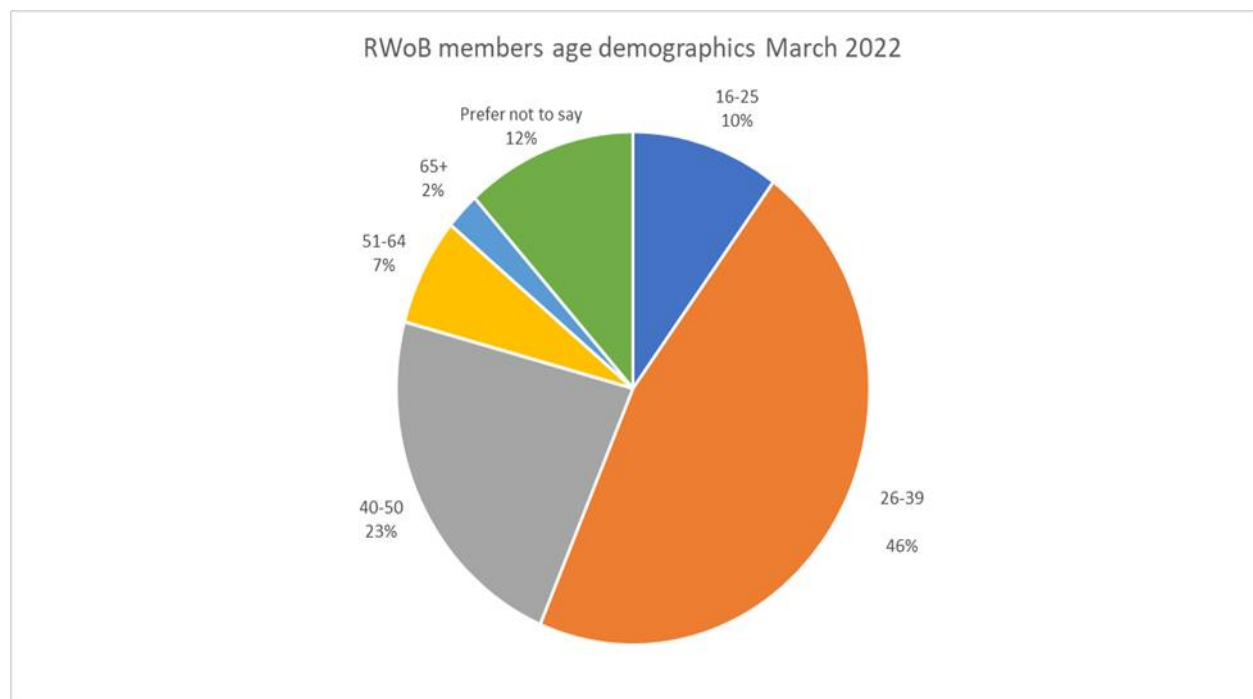
40% of our respondents have volunteered either with us or within Bristol in the last 12 months.

71% of respondents have attended one or more of our workshops. These include Art Mono Printing, Child exploitation and keeping children safe, Mother Nature or Weaning Workshops.

Free text sections where members were asked their thoughts on improving our services/provision.

“I would like holiday activities especially for children,” “A higher level of English Class” “Sewing classes please”. “Please bring back the lunch club” “Please make the creche bigger” “I need more help with education” “Increase to two days” “More coffee and activities like before Corona”

“Nothing, I am happy with everything you provide”.



Community work/interpretation project

Our community workers provide an advocacy service to women who are seeking advice on a wide range of topics; this year help was sought on issues such as benefits, immigration, housing, health (e.g. GP/hospital appointments, medical forms), the British school system, employment, volunteering opportunities, training, utility bills, financial matters and other form fillings. They also provide interpretation support on a 1-1 basis and for group workshops and talks.

Our Community Workers provided over **951** individual advocacy and information sessions to **174** new women.

This case study illustrates some of the support we gave to our members.

Case-study:

"I am an asylum seeker, and a young mum with a toddler; I joined Refugee Women of Bristol (RWOB) in 2021. Before I joined RWOB, I was very lonely and even struggled to get up in the morning to feed my baby. I came to Bristol in 2019, and I am a rather shy, sensitive, quiet, and cautious person, I also struggle to communicate in English. I find it difficult to speak to strangers or trust anyone. The lockdown started in 2020, before I made any proper friends. I really struggled for a long time; although I had the support of my husband, I really missed my parents back home and I would have liked to have some friends to talk to. I started to struggle falling asleep but when I finally fell asleep, I struggled to wake up. My baby is growing and should now be playing around and having fun with his friends, instead he is lonely and shy.

I received support from Borderlands, they referred me to RWOB. My husband also encouraged me to visit their drop-in centre, since he started to have concerns about my wellbeing. So, after many prayers and much effort I visited RWOB's drop-in centre. Their friendly staff and volunteers welcomed me with kindness and immediate support. I was so happy to find out that the community worker speaks my language and her kindness and warmth made me feel safe; I broke down into tears when I started talking to her.

I have received continuous support from RWOB; they have registered my child for the creche, and they are so patient with my child. They also enrolled me into a free ESOL class, I like my teacher and classmates, when we are learning we encourage each other. RWOB also provided mobile data top-up that helped me stay in touch with my family and friends. I have also received presents and essential daily items.

Now, I am more active and less sensitive, I feel more energetic since I enjoy walking to the drop-in centre with my child. I feel less isolated since I've met some friends and the community worker has also connected me with the local community where I can study and socialise with other families who speak my language. Thank you RWOB and may God bless you!"

Mend the Gap

The project addresses multiple forms of violence against women and girls (VAWG) within Black and Minority Ethnic (BME) communities, particularly African and Arab speaking communities. This includes asylum seekers, trafficked women, refugees, and those with no recourse to public funds.

Our Mend the Gap team provided 1-1 emotional and practical support to **41** women from African and Arabic-speaking communities who are survivors of physical and emotional abuse. Some were also referred to specialist support agencies for further support such as counselling services from Bristol Mind. Additionally, **67** women accessed information and guidance about safeguarding and FGM law. RWoB in partnership with FORWARD recruited **10** new women to take part in our leadership training in Bristol. The FORWARD team, supported by the RWoB Mend the Gap team, along with former health advocates delivered the training. The purpose of this training was to enable women to become leaders who can influence social change in their communities through outreach programs tackling gender-based violence such as FGM and forced marriage. We envisaged the training would equip the participants with the knowledge, skills, and confidence to support and signpost clients to the appropriate services. The FGM Zero Tolerance Event at the end of the training in February was an opportunity to award the advocates and give them their certificates.

Coffee Mornings: The RWoB monthly Coffee Morning sessions which are part of the Mend the Gap project are designed to create a safe space for community members to engage in discussion and increase their understanding of VAWG. These sessions were facilitated by key professionals and community health advocates/champions. The topics we covered were women's safety online; domestic violence (DV); FGM (including access to the Bristol FGM clinic); depression and anxiety caused by abuse; as well as accessing women's refuges and other support services. **132 women attended these sessions.**

RWOB continued working closely with partners that support refugee and asylum-seekers as well as women specialist services. In this way, our referral pathways are working better, and we are ensuring that women can access the right services at the right time.



Case-study

"I came to this country in 2010 from Somalia. I joined Refugee Women of Bristol (RWoB) in 2017, when they were recommended to me by a friend of mine who had already attended the drop-in centre. I wanted to learn the English language, meet, and socialise with other women. At the time, I had been suffering from Post-Traumatic Stress Disorder (PTSD); I was a victim of a forced marriage at the age of fourteen, my parents married me off to a man who was twice my age. I was in a toxic and

dysfunctional marriage for eight years and had three children with him. I managed to run away and leave that marriage, but I had to leave my children behind.

I felt shocked, angry, emotional, and lost when I was married off to this stranger who was twice my age. I had my childhood stolen from me. I was the victim of a child abuser, raped, impregnated, enslaved, and traumatised.

RWoB helped me by signposting me to different charities. They offered help and support with my mental illness by consulting with my GP to send me for counselling (with an interpreter present) to support me. They sign-posted me to the Law Centre in Bristol to help me apply for my children to join me in the UK. With the help of an interpreter, they supported me in processing my immigration papers and forms until my children were eventually able to come to this country in 2019. They also helped me order my medical prescriptions and provided me with emotional support and assistance.

I am so grateful I discovered RWoB. They have been a part of my therapy and healing. I now feel empowered; they were there for me whenever and wherever I was in need. They have helped me so much to build my confidence and to encourage me to love, live and value my life. I hope by the will of God and with the ongoing support of RWoB, that I can recover from that troubled part of my life and go on to achieve my goals in life. I hope to find happiness.

My heart goes out to all the women in the world who are enslaved by culture, honouring bad traditions and brainwashing. It is the most terrifying experience in life. This world can be cruel, but women have the power to educate and change, to not accept and to instead choose a better life for themselves and for everyone.

I would advise anyone who is a victim of this sort of situation to go to RWoB and seek any help and advice that they may need. I wish all the women in this world peace, safety, security, and happiness for the rest of their lives. Thank you RWoB, I am forever grateful. You saved my life".

Leadership training celebration.



Befriend Community Support:

RWoB's Befriend bilingual member volunteers continue to mobilise community members. They helped families access information and specialist services, identified people at risk, and provided basic support at the community level. For Soad, a Befriend volunteer, food was especially important for her, with people losing their jobs or working hours, she was mindful of families going hungry. Soad also knew that those with language barriers may struggle to find Covid updates or access vaccinations. "Two ladies I supported now have their own businesses after the Befriend project. I am really happy and proud of these women," said Soad.

Zasab- "For me, when we recruited our group, we stayed with the same women for 2 years so we gained a good understanding of their needs, and we could work confidently with them. We spoke about life at home, how they manage their children and how they're looking after themselves. We spoke out about the vaccine and wellbeing, we also did activities e.g., picnics which helped us build a strong relationship with these women and their kids.

In the last few months of the project we spoke about opportunities, so we worked with them on courses and let them move on to their next step. I learned a lot by taking on more responsibility than I have before, such as proving welfare calls and doing reports. It has been a great opportunity for me to improve these skills.

I am currently going through interviews for employment, and I am being shortlisted for jobs. I am more confident as I have built a lot of experience through the Befriend project. All the meetings and reporting have given me the confidence to present my skillset well and to focus on what I want"

Mirfat- "Many of the members and I have benefited from this journey of befriending. We stuck with our members through this time, and we noticed that they were well educated but living as housewives. They didn't have the confidence to leave their house and access services to improve their skills and seek employment. We supported 11 women and 8 of them have now started paid employment, a voluntary job, their own business, or training courses. They are no longer isolating themselves at home as we gained their trust, showed them where to go, and improved their skillset. They are now stronger, looking forward to their future, and more career driven.

Myself, I started a paid job which was a big step for me. Before I wasn't confident enough to do interviews. After participating in the project, every skill I gained from volunteering has helped me with my new job and I now have more faith and confidence in myself to go to interviews and find employment."

Sana- "Since we started this project, we feel like we have done something to help our community. I usually focus on finance as a finance worker, so it was nice to experience something different as a volunteer. The Befriend project made me feel that I need to help others more and that I have the ability to support and empower other women. Using Zoom made it easier for women to connect with others during this time. If we did not have Zoom it would have been difficult to bring the women together."

Shareen- "All the members like to help others and that is why we are a success. People experience this level of support and then bring their family and friends to also join RWOB."

Muna- "I am so proud that I joined RWoB, and I learned something new in each role I took part in. We have only one aim, to support these women who arrive in the UK. It's empowering for them to be supported by people who have had similar experiences and journeys to them.

Amina and I run workshops via Zoom and invite women from our areas. We noticed they benefitted from these sessions as they asked for the workshop again. They really benefitted from the sessions on mental health which were delivered in their first language. This was really important for them as they

were able to connect easier. They gave really good feedback and said they felt guided as they were given advice on how to improve their wellbeing and skillset. They really enjoyed these sessions and some women joined RWoB after and started to attend the drop-in centre.

Even though we were doing the supporting, this role made me grow and encouraged me to take on more responsibility and do more to help other women.

I am now employed at Bristol City Council and working with children. Starting the Befriend project and volunteering at RWoB gave me the push to apply for employment and go through the interview process.

I realised how important trust is, if we did not build that trust with these women they would not come back. They felt safe because we kept everything confidential."

Amina – "The Befriend project made us feel like a family and it was something that I was passionate about and wanted to be part of. For the older women who couldn't access zoom I used outreach work and visited them at their homes. They were not looking for employment, but they needed company because they were always sitting in the house by themselves. I enjoyed spending time with these women and conversing with them as they reminded me of my mum. Even though the Befriend project has come to an end, we still want to help and empower more women."

Azza- "We were lucky because the pandemic came right after our FORWARD training, so we felt confident in helping these women.

A lot of the women did not have a family with them, so we really helped them throughout this difficult time. We got professionals to speak to them during these workshops which they found very helpful and were very happy."

Nasra- "Sometimes we don't notice how much impact we're making on these women's lives because we are so busy. My phone is always open for them so whenever they have a problem, they can call me. I gave references for women I was supporting to access employment which has been very important for their journey into work. Some of them are now learning how to drive so they can go to work and take the children to school. We have really impacted their lives and empowered them to access services. We can see our confidence improving as well as the women that we supported through this project which I believe is a big success. I am now mentoring other women so we can support more women who want to take part in this project."

As a Development Manager, I have seen the growth of all members, in terms of confidence and also listening to women, and meeting their needs by being flexible. The support has still continued even after the Befriend project because these women have benefitted so much from this journey. It has encouraged us to help ourselves in order to help others. The monthly supervision was important to make sure our Befriend volunteers were adequately supported. We communicated so we could ensure we were all not taking on too much and we were aware of any safeguarding issues. This year, our Befriend bilingual member volunteers supported **61** women. On behalf of RWoB, I would like to express our gratitude to our Befriend volunteers who have supported members, our staff, and our community as a whole. Even though the project came to an end, these volunteers still provide vital support to our members.

Reflections on English language and life skills Service

Kathy's Reflection - Entry 2 ESOL Class:

The lessons have been an opportunity for women of all ages, cultural backgrounds, and religions to come together in an informal environment to practise and improve on their English skills. The atmosphere in the class has been a very friendly one, where women support one another and have fun. The women's level of literacy is often very different from their level of spoken English, and I have had to take this into account while planning the lessons. Some women can converse quite well, while only having very limited writing skills. Others, who may have learnt English at school in their native country, can often read and write with relative ease but find it difficult to make themselves understood orally.

I have placed a lot of emphasis on improving confidence, pronunciation, and accuracy in the women's spoken English. As well as covering many of the typical ESOL topics (e.g. giving personal information, making requests and asking for information, going to the doctors, shopping etc) we have focused on simple grammar in a fun and very informal way (simple present and present continuous tenses, simple past tense, going to future, a/the /some/any, question forms etc.).

The teaching techniques I have used with this group include role-play, information gap activities (students work in pairs/groups to find out information from the others), repetition and drills (often using visual aids e.g., flashcards), whole class and group games. Although the emphasis has been mainly on listening and speaking skills, the new language is nearly always reinforced by reading and writing exercises towards the end of the two-hour session.

My students have been very well motivated, have gained confidence in their speaking. I have had a lot of very positive feedback from individuals about how much they value and enjoy coming to Tuesday morning Drop-in sessions.

Jude's Reflection - mixed ability English class:

This class started in September 2021 with 2 students: one who spoke no English and the other who spoke some English but couldn't read or write. The group has now grown to, on average, 12 students with most of them coming regularly, but some dropping in and out. The original two are regular attendees and both have made considerable progress.

I encourage participation and try to get the students to contribute and speak themselves as much as possible. In order to achieve this, I use a flip chart, drawings, pictures, and other props to illustrate and convey meaning and teach vocabulary and keep to topics within the experience of the students' everyday lives. When appropriate I introduce simple grammar rules, we have looked at the Simple Present Tense, and the Past Simple tense, and incorporated these into writing a short story on the flip chart, which the students then read back in turn. Reading is an essential part of the lessons, and whatever is written on the flip chart is gone over and re-read by the students.

Topics covered include Years calendar; seasons; telling the time; weather; family; describing someone; shopping; cooking; vocabulary of kitchen utensils; following a recipe; asking questions; health matters; parts of the body; houses/flats; names of different rooms; descriptions of student's living accommodation; daily timeline i.e. 'I know how to...'; and clothing: 'getting dressed'. The mixed ability of the group means that some students are ahead of the level of teaching while others struggle to follow what's going on. My aim is to include everyone and to enable even those who speak little or no English to learn something and to feel that they can contribute.

Wellbeing Activities and Workshops

Our well-being activities included weekly Zumba classes, weekly walking groups, group counselling, weaning sessions, the mother nurture for new mothers and babies, Mono printing art, Breast Cancer, and smear test sessions. **120 women took part in these activities.**

Case-study:

"I am a mother with 3 young children. My husband passed away suddenly during a business trip in Africa in November 2020. The Refugee Women of Bristol (RWOB) Drop-in Assistant called me to check how I was doing and if I needed support. I used to attend the drop-in centre before the lockdown and missed my friends. I was going through an unimaginable time and was very sad, anxious, scared and alone. The drop-in Assistant would call and be on the phone with me, listening to my tearful voice for hours. She would calm me down and try to reassure me. She informed me of their counselling service which I could access in my language. The service was available both 1-1 and in a group session. RWOB gave me a laptop to attend the counselling sessions. I preferred to attend the group sessions so I can listen to and learn from other women.

I felt the space was safe for me to share what I was going through and connect with other women in the group who were also grieving. I realised that I was not alone, and others have been through a lot as well, it was reassuring that I will be okay. I had a support network and a safe place to think and reflect. I feel more confident to ask for help and appreciate the kindness that RWOB staff and volunteers offered to me."

RWOB took part in projects that addressed women's health and influenced key issues that were important to women such as working with Caafi Health, on Sport Tackling Inequalities, with the Community FGM Rose Clinic, with the Wellbeing forum, with the FGM Multi-agency Partnership, and on COVID-19 related forums run by Bristol City Council and NHS. **Over 100 women represented us in these forums and projects including staff and volunteers.**

RWOB Art for Women group:

RWOB Art for Women group consists of artists from refugee and asylum-seeking communities and women who enjoy art activities. This group runs a monthly Art table at our drop-in centre and creates art materials to showcase and fundraise for the organisation. This also gives a platform to artists to be involved in the Refugee Festival Art trail and exhibit their work in Bristol.

Many women who take part in the activities reported feeling good and discovering unexplored talents of creating art materials that reflect happy childhood memories and colourful traditional accessories.



Early Years Project (EYP) in partnership with Bristol Refugee Rights (BRR)

BRR has been running the EYP at RWoB drop-in centre for some years now which RWoB funds. This joint work has been beneficial to many of our members who also attend the BRR activities including the EYP. This gives children continuity and familiarity to settle and enjoy playing with other children.

The project this year offered a wide range of activities for children under 5. These included construction, painting, water play, sand play and imaginary play. Each session ends with a song and movement time with the children where we use parachutes/bubbles and puppets. The provision follows the children's lead and interests and schematic play. A wide range of books is always on offer as well as a quiet area for younger children to explore heuristic play including treasure baskets which tune into the different senses.

Several referrals were made for parents to access nursery places for their children as well as signposting to different parent groups and children's centres across the city. We also ran a stay and play session with the parents and children where we tasted food together and sang songs. The parents reported that they really enjoyed this session and is something we will offer again in the future.

27 individual children attended the EYP; in this period, 21 new children were registered with 212 sessions being delivered.

Comments from mothers:

"My daughter was very shy and wanted to stay with me all the time. Since she started attending the creche, I noticed that she is playing with other children and running around".

"The only time I can join the activities is when my son is at creche, I am happy that he is happy."

"I live with my two children in a shared house and coming to the creche is only time they seem to be happy".

"I met many mothers whose children attend the creche with my child and then became friend. We meet at different parks to run around".



Celebrations:

RWoB celebrated International Women's Day, Christmas, Eid, and Kurdish New year. As part of the Refugee Festival in June 2021, we ran smaller events and activities to celebrate the refugee contribution to Bristol according to government guidance.

This year's International Women's Day we celebrated as a group with music and dancing, we handed out clothes that were donated to us. Some women read poems and songs about Motherhood; one of our supporters, Kaltun Duale, created a poem to honour RWoB's women which we showcased on our social media.

Poem "**Women**"

Complicated, Complex narratives between, Perplexed you seem,
when my emotions run, you cannot fathom, my reaction from,
a single nerve impulse, organised and combined, to make a scream,
from the lung's surface.

Now hear, The rhythm of my voice, in your eardrum, the vibrations and echo,
for it reaches the roof, of the highest mountain, now listen,
with focus and attention, and comprehend, my message to you.

Women are strong, Women are bold, Women are intelligent,
beyond the books, heart and soul. For women are mothers,
women are daughters. For all of humanity, saviours of insanity,
For women are courageous, women are famous,
for their struggles extend, time and space,
internationally, domestically, For women are leaders,
of the most natural form.

...

Kally's Collectives



Staff and Volunteer's Development:

RWoB organised training for staff and volunteers to enable them to deliver safe, supported, and appropriate services to our members. The training was Safeguarding, Basic and Advanced Impact Measurement, Networking, Managing Finance, Five Ways to Wellbeing modules 2 and 3, Successful Strategic Leadership, stepping up Leadership, Cultural Awareness, 3 ways to grow your Facebook page without paying for ads, Your ABC of LGBT, Setting Up Your Communications Right for 2021, Counselling level 2, Small Charities and Revisiting Reserves.

Staff and volunteers also attended many workshops to engage with partner organisations and agencies. Some of the workshops were 'How to demonstrate your charity value,' Digital Safeguarding network, and 5 sessions of Digital Storytelling workshops.

RWoB commissioned a trainer to help us build new strategic thinking in our organisation and improve our ways of working. The trainer designed a tailored Community Development (CD) training programme in consultation with our staff and volunteers; this will enable them to strengthen their understanding of CD as well as expand our toolkit of skills and techniques to better work with women. The CD training started March– June 2022 with 6 sessions in total.

At the end of the training, we will pull together strategies we agreed on in documentation including:

- A new welcome and inclusion strategy – which includes staff and volunteers' attitudes and behaviour
- Strategies to improve one-to-one working as well as group work
- Other agreed strategies that emerged during the program



March training session – participation techniques.

Financial Report Statement Apr 2021-March 2022

| Financial Report Statement Apr 2021-March 2022 | |
|---|-----------------|
| Incoming Resource | |
| Grant | £193,271 |
| Donation | £8,748 |
| Other income | |
| Total | £202,019 |
| Expenditure | |
| Fundraising | |
| Charitable Expenses | £172,074 |
| Governance | |
| Total | |
| Net Income Resources | |
| Total Funds b/f | £108,198 |
| Total Funds c/f | £29,977 |
| Balance Sheet as at 31st March | |
| Cash at Bank | £137,812 |
| Cash at Hand | £403 |
| Debtors & Prepayment | £1,450 |
| Creditors due | (£1,490) |
| Represented By: | |
| Restricted Funds | £61,111 |
| Unrestricted Funds | £77,064 |
| Total Funds | £138,175 |

Fundraisers:

Refugee Women of Bristol want to take this opportunity to say a huge THANK YOU to all the wonderful people who have supported us.

Many individuals and organisations have donated and fundraised for us, often via our <https://www.justgiving.com/rwob> page.

We are so very grateful for their support.

THANK YOU

JustGiving Menu Start Fundraising Search Log in Sign up

Refugee Women of Bristol
We support refugee and asylum seeking women to empower and build resilience

Donate

About Refugee Women of Bristol
RWOB was set up in 2003 by a group of refugee women. They identified a number of common challenges in settling in to their new life in the UK regardless of where they came from. RWOB is directly governed by women of the refugee and asylum seeking community in Bristol.

£50
can provide an emergency food voucher

IGO charity organisation
£150.00
"Keep up the good work!"

The Stamp Project
£20.00
"Thanks for all the great work you do!"

Rebus Medical
£300.00
"Company donation made on behalf of Tina Krolo. Keep up the amazing work you do!"

Fran
"Donation from sales of ceramics on North Bristol Arts Trail. Wishing you all the best and hopes for a positive year"

The Interior Designers Hub
"With love x"

nathan and nicky
£30.00 + £7.50 GBP AUD
"great work, diversity and acceptance of the different and new is amazing and only makes us all stronger"

Jennifer Clements
£90.00 + £75.00 GBP AUD
"Happy 60th Birthday to my very good friend Valerie Russell Emmott!"

Brodie
£5.00 + £1.25 GBP AUD
"Happy Birthday czz!"

Niki groom
£10.00
"Donation from art sale"

Esther's page
10 Supporters

Tatum Rawlings
£100.00 + £75.00 GBP AUD
"In memory of my dear wife Tatum, who cared so passionately about the plight and suffering of refugees...I hope this helps in the incredibly important work that you are doing."

Matt Dearman has raised
£175.00
I am doing a charity 24 hour rolling challenge for Refugee Women of Bristol because it will help contribute to an amazing charity.

Amy Todd
£40.00 + £10.00 GBP AUD
"In memory of Tatum"

International Women's Day

Jing Wern Tan has raised
£270.00 + £50.00 GBP AUD
"Thank you for your wonderful work Refugee Women of Bristol. I fundraised this amount in my local community by running and running, in thought and appreciation of those in environments less fortunate."

Jo Bodmeade
£270.00 + £50.00 GBP AUD
"Thank you for your wonderful work Refugee Women of Bristol. I fundraised this amount in my local community by running and running, in thought and appreciation of those in environments less fortunate."

Anonymous
£30.00 + £7.50 GBP AUD
"Donation on behalf of my mum for Mothers' Day 2021."

Anonymous
£15.00 + £3.75 GBP AUD
"Donation made on behalf of my sister, Alice Hastie, as her chosen Christmas present. Happy festivities everyone x"

Emma
£100.00 + £25.00 GBP AUD
"I was very moved by reading the obituary of Hanna Ahmed in The Guardian. Clearly, an amazing person. What a dreadful loss - to her family and the community. Very sad she died so young."

Instagram on the 7th September 3
@miss_magpie_spy

niki groom
£115.00
"Donation from sales of my art print of the Sarah Everard vigil. @miss_magpie_spy"

Ahmadiyya Women of Bristol
£60.00 + £15.00 GBP AUD
"Ahmadiyya Women Bristol Chapter"

Our Team 2020-2021

Layla Ismail - Development Manager

Negat Hussein - Drop-in Co-ordinator and Community Outreach Worker

Sherien Sheikh – Drop-in Assistant

Azza Mustafa – Health and Well-being Coordinator

Sana Elgoraish - Finance Worker

Viki Harte - Administrator

Jade Pang - Community Worker (Chinese)

Muna Talha - Community Worker (Arabic)

Sauad Osman - Community Worker (Somali)

I would like to thank the trustees, staff and volunteers whose energy, determination, and commitment to improving the quality of life for women from the refugee community is immeasurable. Finally, on behalf of everyone at RWoB, I would like to express our gratitude and thanks to all our funders, donors, and fundraisers.

Layla Ismail
Development Manager

Our funders:

Special thanks to all our funders without whose financial support, RWoB would not exist.



Anonymous Trusts

THE J J CHARITABLE TRUST