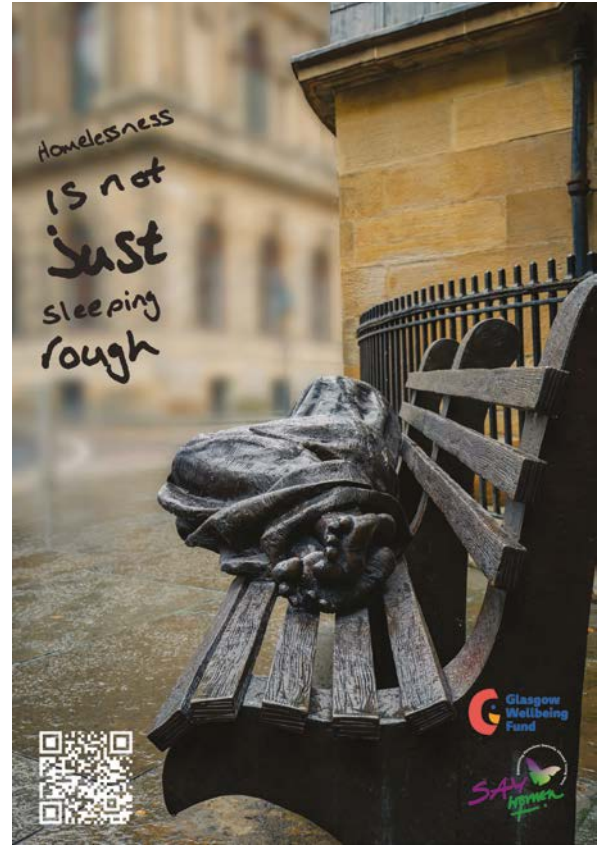
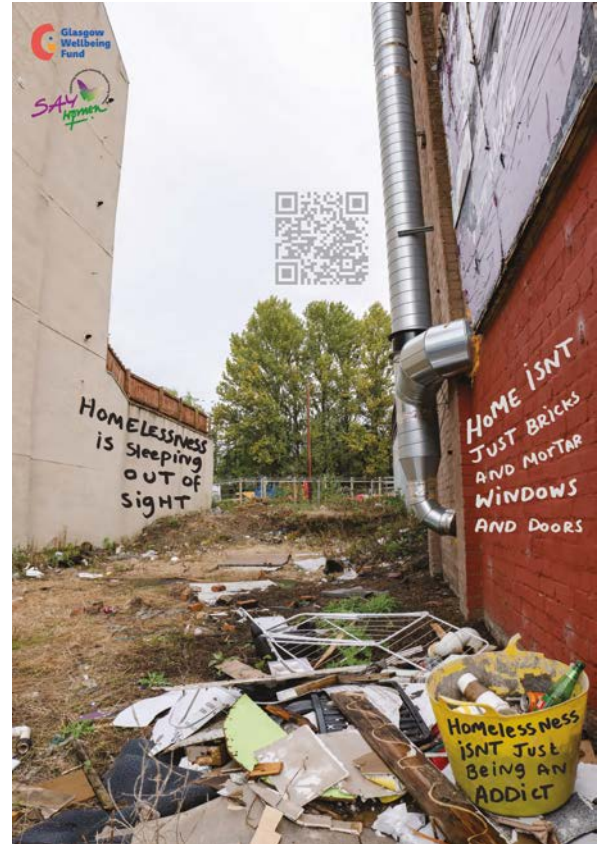
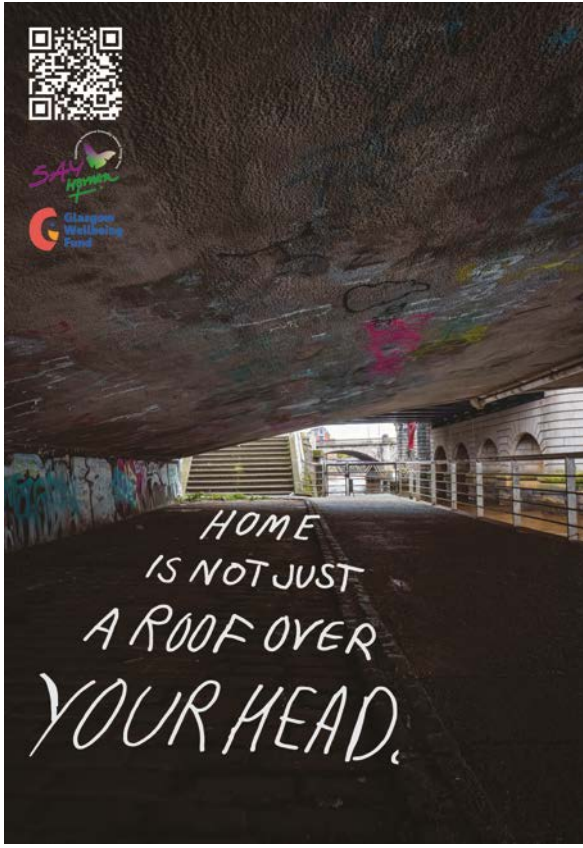


Annual Report 2022 | 2023



Home is not just a roof over your head



It has been an unusual year for our young women and staff alike. After over 2 years of Covid restrictions our office fully reopened for all 1:1s and Group Work in June 2022. It was a slow process for the young women to feel confident to travel and be with other people. Staff had to come to terms with a new hybrid way of working as well as being confident to come back to face-to-face work with our young women.

The legacy of mental health issues left by the lockdowns and the Cost of Living Crisis had a major impact on our young women. We continued to provide practical support with deliveries of Fare Share food, utility vouchers and food vouchers. All of our Workers provide support out with the scheduled emotional support sessions, including help with accessing benefits, support to court and much, much more. They go above and beyond to ensure our young women are being treated fairly and are aware of their rights and entitlements. These services do not show up on any statistics required by funders, but are a fundamental aspect of the service SAY Women provides and show the dedication our staff have towards our young women.

“The support I have received at SAY Women has saved my life. My dream is to secure a job that does the same for another young woman some day”

Accommodation

Supported **11**
young women

3 new young
women joined
the service

3 young women exited:
1 to her own tenancy;
1 moved in with her boyfriend;
1 returned to 24 hour supported housing;
0 returned to homelessness

A young woman was
“chuffed today as I’ve never seen anything where my name and address were printed before”



Accommodation Flat

Our Project provides semi-supported accommodation for up to 18 months in fully furnished flats. There are 6 singles and 1 shared flat with our office on-site, plus 1 Outreach flat. We had planned to convert the shared flat into two single flats by December 2022, however this has been delayed and Shettleston Housing Association has now scheduled the work to be carried out by the end of 2023.

There have been no recordable incidents this year. However, some of the young women do feel emotionally low at times with suicidal ideations. Staff at the project support the young women with self-care and emotional support, and also link in with crisis support teams.



Art & Storytelling Group Collage

“You know when I came here I thought I was ok, but I was a mess. I have been given time to work things out without rushing; and I know I’m safe when I tell you things, this makes me feel I have hope again”

Delivering Equally Safe – Sessional Activities

Part of our funding is covered by the Scottish Government's Delivering Equally Safe Fund. This is used for Sessional Activities within our Accommodation Project, with all of our service users welcome to join in.

Outcomes:

- >> Reduction in incidences of self-harm, substance use, etc
- >> Reduction in homelessness
- >> Increased attendance at 1:1 sessions
- >> Increased reconnection with the wider community

"I never had a proper home-made dinner, I only eat microwave food if I eat at all. I'm stuffed tonight"

Some examples of the Sessional Activities:

Baking & Cooking Sessions	Flip Out
Gym Sessions	Salt Caves
Cinema Sessions	Horse Riding
Walking Sessions	Roller Disco
Art & Craft Sessions	Beach Trips

"Attending tonight's sessional activity and knowing I'm meeting with the group tomorrow will keep me safe tonight from suicide ideations"

Tenancy Sustainment (TS4S)

7 referrals this year

Issues resolved:

Fleeing violence, exploitation, abuse
 Housing application assistance
 Repairs support
 Homelessness
 Personal & home hygiene
 Debt, finance, arrears
 Antisocial behaviour
 Accessing local food banks

Immediate support needs:

Emotional & physical safety
 Self-harm
 Fear & anxiety
 Abuse, rape, prostitution & exploitation
 Flashbacks, nightmares
 Court preparation and support

Long term support areas:

Mental health
 Coping strategies
 Physical health
 Understanding abuse & its impact
 Power & control

Our partnerships with Renfrewshire and North Lanarkshire Councils continue to be successful, with NLC now moving into funding the project via their Rapid Rehousing Transition Plan (RRTP). Benefits include wider awareness amongst the councils' workers of the behaviours and coping strategies of young women who have experienced sexual abuse or violence. Councils also work directly with young women to ensure safety from further abuse. We are working on further expanding our TS4S service to other areas with support from the Scottish Government's Third Sector Homelessness Fund.



"Less than a month ago I was being groomed and smoking heroin within an abusive relationship and now I haven't touched drugs since, I'm living in a new town and I'm volunteering in a charity shop. I never thought things would get better, thanks for sticking with me and not turning me away when I was at my worst"

Natural Dyes Workshop Group

Emotional Support 1:1

62 young women accessed the Resource Service

14 exits were the young women's own decision

38 of them receiving Crisis Support

3 planned exits from the service

776 total hours of support provided

37 new referrals

The number of young women accessing this service has started to drop from the peak figures of lockdown, as they can now access other supports and have more distractions in their day. However, we are seeing an impact of the cost of living crisis which has led to an increase in practical support not shown in our emotional support hours.

In lockdown we had to pause a major part of support, focussing on immediate needs. Resuming face-to-face sessions meant we could resume full emotional support, which has been difficult for some of our young women who hadn't had to address their experiences of abuse for the best part of two years. Staff absences also had an impact on the number of 1:1 sessions we could offer. As a small charity, any absences put a strain on the service and the young women's outcomes, but it is great to finally start making progress again in helping them work towards a happy and fulfilling life.

The topics of work chosen by the young women show an average improvement rate of **39%**.

The areas chosen include:

- >> Independent Living skills
- >> Physical health
- >> Mental health
- >> Rape & abuse related issues, e.g. flashbacks, blame, guilt
- >> Relationships
- >> Routine and self-development

Additional support by staff includes:

- >> Support to report abuse
- >> Accompanying to court & accessing compensation
- >> Accessing housing & homelessness services
- >> Accessing benefits & PIP
- >> Liaison with Social Work & other services
- >> Support when suicidal
- >> Accessing health care, accompanying to appointments

"...I will never forget all the hard work you poured into my healing and giving me all the tools I needed to push myself through the utter miserable times..."

Ardroy Residential



"SAY Woman has changed my life for the better. I'm no longer the shy, timid girl that everyone can walk over. I know there is nothing wrong with me. I was abused, and I know that wasn't right. I am a survivor, I am strong, beautiful, kind, loving and a great mum. No one will ever be able to tell me otherwise from now on!... But most importantly, I want to live not only for my daughter but for myself. SAY Woman saved me and helped me find myself again."

Substance Use Support Service (SUSS)

11 young women supported since July 2022

Support subjects covered:

- > Establishing Safety
- > Identifying what is addiction
- > Impact on relationships
- > Triggers
- > Building self-confidence without substances
- > Cravings and Coping
- > Self-Compassion
- > Grounding Techniques

"I don't think I would be this far into my recovery if I didn't come here for support"

"I have never actually thought about a healthy relationship before because I have never known one, it has been mad to think about this"

Our partnership with Glasgow Council on Alcohol, has obtained further funding from The Corra Foundation to expand the position to full time. We changed the name of the service to Substance Use Support Service (SUSS) following discussion with other addiction services. SUSS

offers direct support to young women who are survivors of sexual abuse who have addiction issues, offering 1:1 and group support for women who are most at risk from substance use, homelessness, social isolation and poverty.

Group Work

102 sessions

256 engagements in group work

The Outcomes from Group Work are:

- >> **Improved confidence**
- >> **Improved well-being**
- >> **Improved view of self**
- >> **Reduced social isolation**
- >> **Reduced social stigma of sexual violence**
- >> **Provided the group with a platform for their voices to be heard**

Some of the group sessions were:

- > Drop In sessions
- > Uplifted – Female-only weight lifting
- > Residential
- > Hidden Homelessness
- > Natural Dyes
- > Write 2 Recovery
- > Sculpting
- > Rap with Karen Dunbar
- > Art & Storytelling

Over the last year our group work fully returned to face-to-face sessions, giving proper social connection and greater scope for activities with external providers. It has taken some young women time to feel comfortable with this, and work or college can clash with daytime groups, so we have seen a further reduction in engagement from the peak numbers of lockdown.

Our groups have broadened in scope and ambition. We have highlighted a couple of the new groups that were run alongside our creative, practical, residential and drop-in sessions. Our young women also made a promotional video to encourage other young women to come along, and to promote our service with the Public and Third Sectors.



Ardroy Residential

Rap Group with Karen Dunbar

This was an amazing boost to those who took part. The rap was on the theme of 'Loneliness' and Karen invited the young women to share their positive and negative views of loneliness. They spoke about how it can be extremely debilitating and can negatively impact their

healing journey. In contrast, they also discussed the importance of having time to themselves and learning to feel safe in their own company. Using the words of the young women, Karen created a rap song, which they then recorded and we played at our Conference in March.

Hidden Homelessness Group with Elena Harris, Community Artist

This group raised awareness of women's hidden homelessness through the eyes of survivors. The young women took photos of areas related to their homelessness experience and turned them into posters (see front cover), which were displayed on bus stops around Glasgow to publicise the issue and our service. We used a video loop of them at our Conference.

The project helped to dispel the myths of homelessness and highlighted issues that go unrecognised in society. The young women used their personal experiences to show that MVAWG is one of the main causes of women's hidden homelessness. In addition to the bus stop posters, written experiences of the wider SAY Community were compiled into a zine and audio was recorded to make their art more accessible.

In March they displayed their work to MSPs and policy makers at The Scottish Parliament. These young women took one small idea and turned it into something that greatly influenced others, highlighting the pain and suffering faced by young women who experience hidden homelessness.

Hidden Homelessness Group:

"It was...inspiring to be like, oh she's went through the same, I'm not weird...There is something good that can come out of this, helping people make art out of my horrible experience. If that's gonna help somebody else then I feel like I've achieved something in life, like out of that horrible experience"



Bus Stop Poster

Community Connector

21 young women supported between April 2022 and March 2023

The Community Connector service facilitates:

- >> **Advisory Board** – Ex-service users ensuring those with experience of support have a say in how services are delivered within SAY Women.
- >> **Tenants Rep** – Represents the voices of the young women currently in Accommodation.
- >> **Community Education (Conversation Cafés)** – Relating lived experience to Police, GPs, etc, to dispel myths and improve the knowledge of frontline services.
- >> **One-to-One Support** – Practical support to access employment, volunteering, skills development, education and training.

We secured funding from the Volant Trust from October 2022 to continue our part time Postcode Lottery Funded Community Connector Service, to help survivors connect within the SAY Community and in the wider community as part of the 'Move On' process. Our 'Connector' identifies and creates opportunities for young women to take action and create constructive change in their lives. This year we consolidated the structure of the Advisory Board, with new terms being drawn up and the appointment of a new Chair, Vice Chair and Secretary.

Training

547 Total participants

30 Full day + **30** Half day specialist training sessions

4 Skill-based workshops

28% Public Sector participants

41% Voluntary/Community Sector participants

30% Other participants

Our training includes:

- >> **CSA & the links to Housing and Homelessness**
- >> **Supporting Disclosure of CSA**
- >> **Working with Self-Harm**
- >> **Working with Survivors of CSA who experience Addiction Issues (SDF partnership)**
- >> **Understanding Gender-Based Violence**
- >> **Staff Induction Training and Skills Development Training**

During the 2022/23 period we delivered to many organisations and housing associations including:

- >> **Rowan Alba Housing Association**
- >> **Bocharin Housing Association**
- >> **Linthouse Housing Association**
- >> **Thenue Housing Association**
- >> **Dunterlie Action Group**
- >> **Right There**
- >> **Amina**
- >> **Crossreach**



Conference

Our training helps us to raise awareness and influence the practice of a wide range of professionals whose day-to-day work involves contact with young women who may have experienced abuse. We have continued to approach training delivery with flexibility and provide the option of online training sessions, though we recommend our training is face-to-face as this helps to contain any distress caused by the sensitive subject matter of our courses. Our training is accredited by the CPD Certification Service.

SAY Women Conference 2023 – Women’s Homelessness: What Needs To Change?

We held our latest Conference on 9th March 2023, hosted by Karen Dunbar. It addressed the question of what needs to change with regards to women’s homelessness. We highlighted the particular issues faced by women who are homeless, including safety, hidden homelessness and the gendered analysis of what makes women homeless and what can be done to prevent this happening. It was a great success with over 100 delegates from the Housing and Homelessness and Social Care sectors.

We also heard from two of our young women involved in our Hidden Homelessness Group. Karen Dunbar interviewed them about the project and what they got out of it. They played the video of the posters at bus stops around Glasgow, with the rap they had composed and performed as the soundtrack. These young women were inspirational, reminding us that everyone who experiences homelessness is a human being with their own story and all deserve compassion, help and support to achieve their full potential.

We are grateful to all of our speakers:

- > **Laura Bates** – Writer/Gender Equality Activist
- > **Linda Thompson** – National Co-ordinator, Women’s Support Project
- > **Mariam Ahmed** – CEO, Amina MWRC
- > **Lucy Hughes** – Policy and Parliamentary Manager, Engender
- > **Catriona MacKean** – Deputy Director, Better Homes Division, Housing and Social Justice Directorate
- > **Michelle Major** – Impact Officer, Homeless Network Scotland



The Board and HR

Trustees

Chair: Samantha Barnett from 5.9.22;

Debbie Shields resigned 5.9.22

Joint Vice-Chair: Sandra Bonilla from 5.10.22

Fi Grimmond Mailley from 5.10.22

(Samantha Barnett until 5.9.22)

Treasurer: Donna Marie Liddle

Margaret Ann O'Connell

Donna Henderson

Lorna Ann Kettles (joined 9.8.22)

Lynne Mckenzie-Juetten (joined 16.8.22)

Laura Kelly Dunlop (joined 7.11.22)

Patricia Imrie McCallion (resigned 9.5.22)

Senior Staff

CEO: Pam Hunter

Services Manager: Zoe Taylor

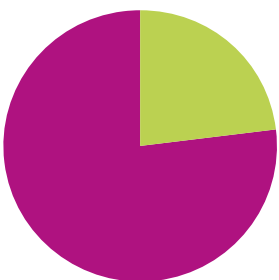
Accommodation Manager: Michele Selby

National Training Manager: Erin Crombie

Total Staff Team:

11 Full Time 7 Part Time

Finance & Funding



Trusts & Foundations £177,278
Government £586,864

Donations & Legacies £37,837
Grants £764,142
Earned/Other £9,883
Total Income £811,862
Total Expenditure £791,542

2022 - 2023

Front Cover – Bus Stop Posters created by the young women in the Hidden Homelessness Group, assisted by Community Artist Elena Harris



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