

25 years

working to end violence against women



Helpline Team

Sonya Lutton - Volunteer Co-ordinator
Jackie Hay - Helpline Worker
Clare Rogan - Helpline Worker
Mary Baird - Helpline Worker (p/t)
Jan Melia - Helpline Worker (p/t)
Rita Moore - Helpline Night Worker

Management Team

Angela Courtney - Director (until Aug 03)
Lorna Dougherty - Area Management Co-ordinator
Anne Graham - Operations Manager
Sarah Mason - Finance Manager

Administration Team

Jan Power - PA to Director & Board
Anne Daly - Finance Worker/Receptionist
Maureen Greer - DTP Operator/Administrator
Arlene Robertson - Admin Support Worker
Nicola Duff - Fundraiser & Finance Assistant

Operations Team

Deirdre Teague - Helpline Manager
Eithne Gilligan - Regional Development Worker
Debbie Mehaffy - Young Persons' Development Worker
Oonagh Cullen - Training Worker
Rebecca Dudley - Equality & Human Rights Worker
Charlene Craig - Information Development Worker

COMPANY INFORMATION

Management Board

Elsie Jordan (Chair)
Anne McMahon (Secretary)
Emma Salters (Treasurer)

Secretary Auditors

Helen Bond
Donna Coyle
Phyllis Creighton
Angela McGuckin
Linda Watson
Christine Whiteman
Anne McMahon
Lynn, Drake & Co
Chartered Accountants and
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Bankers

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First Trust Bank
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Solicitors

Flynn & McGettrick
26 Arthur Street
Belfast

Registered Office

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BT7 1HP

Charity Number

XN 45049

Registration Number

NI 21741

Governing Document

The Memorandum and Articles of Association
Company Limited by Guarantee

Legal Status

Northern Ireland Women's Aid Federation (NIWAF) is a voluntary organisation that exists to challenge attitudes and beliefs that perpetuate domestic violence. We seek through our work to promote healthy and non-abusive relationships.

NIWAF strive to welcome all women and children, including those with disabilities and those without, women from minority communities, different cultures, races and languages, of different sexual orientations and from a wide age range.

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1 regional overview

In this our anniversary year, Northern Ireland Women's Aid Federation may reflect on a quarter of a century of services to the cause of bringing about lasting change in relation to domestic violence.

They have been eventful years for Northern Ireland and years of growth for the Women's Aid groups who make up the Federation. As each group began and developed, the provision of services (refuge, outreach, aftercare etc.) has been supported by working together. We aim to develop a common approach to training, policy, inter-agency work, campaigning, lobbying, developing publications and building an infrastructure which supports our objective of tackling domestic violence.

Sadly, we have not seen a dramatic reduction in the savage and violent attacks which make the headlines. Our statistics still show a steady increase in calls for help.

We are mindful of the thousands of women who have survived abuse against the odds, the children who now know that there is a way out of the presumed 'cycle of violence'. They will testify that the last twenty-five years have ushered in worthwhile change. The record of work recorded here testifies to a vibrant organisation, which is focused on rising to present and future challenges.

25

Did you know?

The first refuge opened in 1975 in Belfast. During 1977, Women's Aid groups were set up in Derry and Coleraine and with Belfast Women's Aid they formed the Northern Ireland Women's Aid Federation (NIWAF) in 1978. The role of the Federation was to act as a co-ordinating and development body and also to maintain contact with sister Federations which now existed in England, Scotland and Wales.

*Tackling domestic violence is
perhaps the issue that could unite
our community leaders.*

The social and political climate is now supportive of change. This is evidenced primarily in the UK government initiatives and proposals outlined in the recently published document 'Safety and Justice'.

Locally, conferences in the Family Law area and Health & Social Services have signalled intention to change policies, structures and procedures. We eagerly await the Northern Ireland administration response to these initiatives. The willingness to go forward on this issue from all the key players is not in doubt. To sustain another twenty-five years of change, imagination, long-term financial resources and local political willingness are essential.

Domestic violence transcends all community divisions - it affects us all. Tackling this violence is perhaps the issue that could unite our community leaders. To accept violence in the home as an inevitable norm, is to accept the inevitability of a violent society. Let us begin at home to increase our capacity for building creative partnerships for peace.

Angela Courtney
Director

2 operations

Anne Graham took up the new post as Operations Manager in May 2002 with the responsibility for managing the Helpline, Training, Information and Inter-Agency Support Services within NIWAF. This new Operations Team comprises a mix of existing members of staff and a number of women new to the organisation this year. The team have shown great enthusiasm for and commitment to their work throughout the year, which is detailed further throughout this report.

Policy Development & Quality Assurance

Other responsibilities of the Operations Manager include policy development. In response to the Quality Assurance requirements of Women's Aid and the Supporting People Initiative, the Policy Sub-Group was reconvened in 2002. The remit of the group was to review and update all organisational policies, identify and address gaps in policy development and disseminate approved policies to all local Women's Aid groups. On approval these policies will be disseminated to local Women's Aid groups in CD format.

The Policy Sub-Group is currently working on a code of practice for the organisation. NIWAF intends to quality assure their work using PQASSO. This is part of an ongoing exercise in improving quality of service within the organisation and ensures compliance with good practice in organisational governance and management.



Updated Policies 2003

- Equal Opportunities
- Health & Safety
- Equal Opportunities for Service Users
- Grievance & Disciplinary
- Staff Training & Development
- Harassment in the Workplace
- Child Protection
- Confidentiality
- Information Communications Technology
- Lone Working
- Job Sharing
- Volunteering
- Financial Policy and Procedures



'End The Silence of Domestic Violence' cover photo from the Strategic Plan.

Strategic Plan

The Operations Manager was instrumental in organising a number of consultative exercises for the drafting of the new strategy. All NIWAF staff were involved in the initial consultation in October. Representatives from all local Women's Aid groups and members of the NIWAF's Management Board were involved in a two-day consultation exercise to agree the strategic aims, after which the appropriate NIWAF staff teams put in place respective objectives. The Strategic Plan outlines the direction the organisation intends to take over the next three years. Work has already begun on a number of the objectives.

Northern Ireland Regional Forum on Domestic Violence

The Operation's Manager represents NIWAF on the Regional Forum on Domestic Violence, which was reconvened in February 2003. NIWAF are also represented on the forum's three sub-groups: Children's Services; Domestic Violence and the Law; and Information, Research and Training. Northern Ireland Women's Aid Federation have commissioned an audit of the work of the local domestic violence fora across Northern Ireland. The purpose of the audit is to provide relevant up-to date baseline information and to inform future strategic planning of the Regional Forum. The audit has the support of the Forum and should be completed by September 2003.

3 the Helpline



The Women's Aid Helpline is a highly valued and vital resource. It is the only service of its kind in Northern Ireland. It helps thousands of women in crisis each year. There have been 78,265 calls to the Helpline since it was established in 1995.

Calls to the Helpline have continued to increase this financial year. We note a 12% increase on last year's figures with a total of 17,580 calls received throughout the year.

The primary source of calls is women in crisis. The second key constituency of Helpline users is statutory services working in the domestic violence field – primarily police officers and social workers. Health visitors, social workers and health care professionals use the Helpline as a means of increasing support to the women and families with whom they work. Secure funding from a variety of sources is vital to support both women in crisis and the agencies working with them.

The Helpline referred 482 women and 645 children to Women's Aid refuges from April 2002-March 2003.

In the year 2002/2003 the highest proportion of calls came from the Greater Belfast area. However, there was an increase in calls from rural areas, especially the North Down and Ards, Lisburn, Downpatrick and Ballymena area. Analysis of calls statistics reveal that the further prospective callers are from Belfast, the less likely they are to call the Helpline.

There are many barriers for women seeking help. The cost of a call especially from areas outside Belfast is a significant one. Women may also be afraid to call the Helpline from their homes, as they know the call will appear on their telephone bills. The introduction of a freephone would resolve this issue as freephone numbers do not show up on telephone bills. A freephone would provide a more equitable service as callers throughout Northern Ireland would be able to access a free, anonymous service 24 hours a day. Experience from other

helplines would suggest that the introduction of a freephone service would lead to a significant increase in calls. Staffing issues are continuing to be addressed with further funding being secured for additional posts. To secure funding for a freephone remains a goal for the service. We hope it will be possible by 2005.

Volunteering on the Helpline offers women an opportunity to develop skills both personally and professionally. The work on the Helpline can be a valuable learning experience and can be used as a platform to access further learning or employment. Many of our volunteers have moved on to further education and paid employment within Women's Aid and other sectors. Training continues to be delivered to all volunteers on the Helpline. This year, new volunteers were offered the opportunity to obtain accreditation through the Open College Network. Training involves a combination of domestic violence awareness training and helpline training. The programme involves approximately 105 hours training over a ten week period. Volunteers also receive ongoing training, support, supervision and group supervision.

Volunteers on the 24 hour Helpline continue to sustain the service tirelessly over 7 days a week, 52 weeks a year by offering information and support to women. Last year, volunteers contributed 7605 hours to the Helpline. The number of active volunteers remains between 25 and 30. Helpline volunteers are highly valued by the organisation and are seen as a central part of the service rather than merely an alternative to paid workers for economic reasons.

We want to take this opportunity to thank all the Helpline volunteers, without them we would be unable to sustain this vital service. **Thanks to you all!**



Helpline volunteers and staff enjoy their Christmas party.

4 training

Information becomes knowledge,
knowledge becomes power
and the power to make
informed choices becomes
empowerment.

The ultimate goal of all training is to make changes, to make a difference. In the field of domestic violence there is a danger of over readily classifying, labelling and categorising women and children who experience it, thereby reinforcing any existing stigma. Part of the role of training is to challenge stereotypical thinking and acknowledge the complexity of domestic violence and the experience of women and children living through it.

Internal Training

In the past year there has been a wealth of training offered internally in the form of the 2002/2003 Training Calendar. This was initially developed through a 'training needs analysis'- a group event, which led to agreement on core training and also identified specific training needs of respective staff within Women's Aid. Examples of this were: Competent Helping; Groupwork Skills; Mental Health and Self Harm; and Effective Telephone Skills. Core training has been a real success. 16 new workers (and some not so new) and volunteers have completed the 6-day course, run through Belfast Women's Aid. Facilitators were delighted to work with a multicultural, multilingual group with participants from far and near including Germany, Italy, Spain, Canada and the USA. Comments from the external moderators' report were very positive;

"This international aspect was further enhanced with excellent new materials from global sources bringing the course right up to date on domestic violence issues."

M.Henry

External Training

An audit of key regional statutory bodies was carried out to assess what training had already been undertaken, current needs and what needed to be revised or revisited. In order to engage externally on a strategic level, the focus was commitment to ongoing training for staff either multi or single agency based. The



New Worker Training

audit resulted in a more proactive approach to awareness raising of domestic violence, developing a collaborative atmosphere for dealing with domestic violence.

PSNI training is ongoing in their Belfast training facility, and requests for more training for other groups outside Belfast has been made. We look forward to a regional approach to this training and we hope to develop a working group to update and review training materials.

The Regional Trainer is also on the CACNI Management Board working on NVQ development.

Team Leadership Programme/Supervisory Management

Five members of Women’s Aid staff from Omagh, Newry and North Down & Ards have completed the Team Leadership Programme run by TIME Associates. They all achieved the Institute of Leadership and Management Team Leader Award with a completed progression route to NVQ in Management, Levels 3 & 4.

This programme provides new or inexperienced Team Leaders/ Supervisors with the key skills required to lead and manage others in a manner which unleashes their own and others personal capabilities. Topics covered include personal development, team building and leadership skills, communication and presentation, effective coaching, time and stress management and handling change and conflict. The programme also provided the opportunity to network with others working with the voluntary/community sector and learning was enhanced through peer learning .

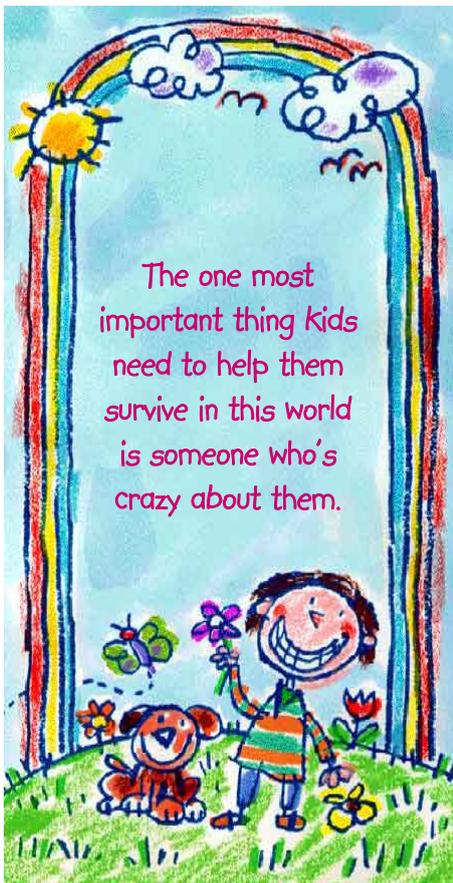
WELL DONE to all involved!

“Domestic violence thrives on shame, secrecy and denial, it is a public not a private matter. The safety and welfare of women and children must take precedence over attempts to maintain the family as a unit. The human rights of a woman to have freedom from violence and abuse must be recognised as their right as individuals, not just as mothers of children.”

Caribbean Training and Resource Manual on Domestic Violence, 2000.



Debbie Mehaffy took up post as Young Persons' Development Project (YPDP) Worker in May 2002, funded by The Department of Education (Pupil Support Unit). She came on secondment from Belfast Women's Aid where she had worked as a Child Worker and then as a Refuge Worker.



In May 2002, the 'Helping Hands' activity pack was launched in the prestigious surroundings of Parliament Buildings, Stormont. This was the result of hard work of her predecessor Sandra McNamee who developed the material before leaving to join the Children's Law Centre. Since the launch of the pack, the project has been busy raising awareness of the materials as well as going through accredited training to enable the delivery of the core themes of 'Protective Behaviours'.

This has involved awareness raising and training to meet the needs of local groups as well as external agencies and peer education programmes on: 'The impact of Domestic Violence on Children and Young People'; 'Protective Behaviours'; and Facilitating Prevention Work, which also includes 'No Fear' looking at healthy v unhealthy relationships. A set of guidelines were developed to ensure children and young people received the best possible response if they disclosed experiencing domestic violence during this prevention work.

The YPDP co-ordinates regional Child Worker meetings, which invites workers to discuss up to date issues, as well as enhancing skills while supporting each other. This work continues to develop to meet the needs of local groups.



This year has also seen the development of a new co-ordinated regional group 'Prevention in Education, Community and Schools' (PECS). PECS was formed to bring together those involved in prevention work in local groups to ensure clear and consistent quality standards throughout our prevention programmes.

During the last year the YPDP, through consultation with local groups compiled and submitted a discussion report to the Office of the First Minister and Deputy First Minister (OFMDFM) Children and Young People's Unit in relation to 'A Vision for all our Children' – a ten-year strategy for children and young people.

A further report of evidence was submitted to the committee for Health, Social Services and Public Safety of the Northern Ireland Assembly, in relation to an inquiry into the current state of child protection services in Northern Ireland. The report then led to Women's Aid being called to give evidence to the inquiry committee. This is a vital process in making sure the needs of children living with domestic violence are represented at a strategic level within local government and future policy making.

The YPDP worker represented Women's Aid groups at the Eastern Health and Social Services Board- Children and Young People's Committee in 2002. This marked a move by the Health Boards to have representation from the voluntary and community sectors bringing issues relevant to children's services.

The YPDP continues to aim to meet the training needs of all those who are working with children who have experienced domestic violence, in Northern Ireland. This along with the prevention work of focusing on 'Healthy Relationships' and developing the future work of 'Protective Behaviours' through the 'Helping Hands' material for all our children, will see the project look forward to yet another busy year.



There is nothing so awful or so small, that we can't talk about it with someone....

Protective Behaviours UK

6 equality & human rights

A commitment to equality is a challenge to consider every woman living with domestic violence who is not 'picking up the phone' to Women's Aid: why not? As we learn more about why not, we can work on increasing their access to Women's Aid services and their choices over their future. This may have to do with everything from physical access, to increasing a sense of welcome and safety for all women, to awareness raising, to interpreting services.

A commitment to human rights is a challenge for awareness raising, so that every woman can choose to defend her own human rights and to strengthen the rights of all women and children. Domestic violence violates almost every article of the European Convention on Human Rights. If domestic violence is a violation of human rights, it is not a private issue, but a public one, in which governments, institutions and individuals have responsibilities to women and children living in their communities.

The new Human Rights & Equality Worker came into post in December 2002. Induction included training in domestic violence awareness, the work of Women's Aid and an opportunity to visit the local groups. Out of these meetings a programme emerged to resource local groups, promote Women's Aid services and develop policy and advocacy work on human rights and equality issues.

The initial priorities have been:

- ✓ to update and extend work that was done on 'Violence on the Edge', supporting the needs of ethnic minority women. This will continue in training and outreach work;
- ✓ to establish a cross regional working group to monitor policy and practice and share ideas; &
- ✓ to establish and deliver new training modules on human rights and equality issues, the legislation, the rationale behind it and practical steps we can take.

Did you know?

For women who do not speak english, the Helpline now uses Language Line, a UK wide professional interpreting service in over 100 languages.



Highlights of the year's work included:

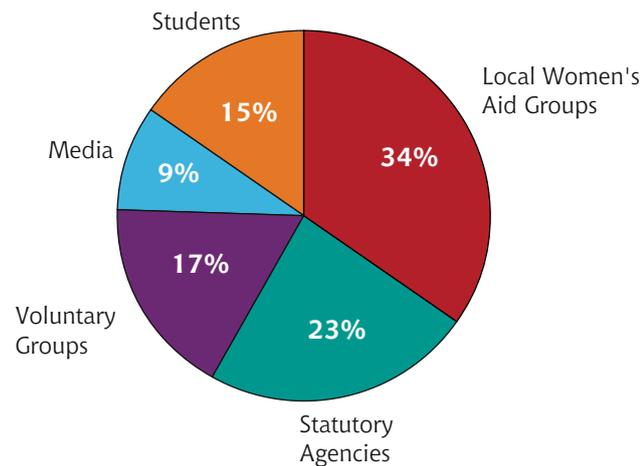
- training staff in 'Violence on the Edge', including work on anti-racism and considering barriers to the help seeking process;
- training staff on human rights and equality legislation: a new module;
- organising a meeting to confront the use of 'human rights' against women experiencing domestic violence;
- producing updated resources on minority ethnic community groups, interpreters and language line;
- representing Women's Aid in human rights and equality coalitions and joint lobbying work on topics of common interest;
- exploring joint work with NICEM and Belfast Traveller and Development Group.
- spoke by invitation to a community interpreters training programme, Refugee Health Day, Falls Road Youth Counselling Service and other women's support groups; and
- advocacy/policy work on the following, which will be ongoing: supporting women with insecure immigration status; gender reassignment; Women's Aid as a women only organisation; and women's rights in the Northern Ireland Bill of Rights.

Once and for all we need to commit ourselves to the concept that women's rights are not factional or sectional privileges, bestowed on the few, at the whim of a few. They are human rights.

Mary Robinson

7 information services

During the year the Information Development Worker had 45 library appointments and responded to approximately 520 information requests from a variety of people (see chart opposite).



Highlights of the year's work include:

- Multi-Lingual Helpline Poster;
- Domestic Violence Seriously Affects Your Health - poster;
- Domestic Violence Seriously Affects Your Health – Information and Guidance for Healthcare Professionals' - booklet;
- Helping Hands Activity Pack; and
- Domestic Violence and Health - A short study of women's experiences with health professionals. - research.

Did you Know?

NIWAF design their own publications and website!

Dear Women's Aid,
I am a student nurse currently studying Public Health in the Coleraine area. I have found the website to be of great benefit particularly the statistics! I have personally visited the Coleraine centre which I have found to be of great benefit to aiding my understanding of some of the abuse suffered by women in the area. I would like to congratulate all the staff involved with Women's Aid.....Keep up the great work !!WELL DONE!!! c.l

www.niwaf.org

There has been a considerable increase in traffic to the website since last year. It now receives on average 700 'hits' per day.

A new section 'help4us' has been added to encourage visitor donations for NIWAF and member groups. 'Efundraising' has been incorporated in to the site using services provided by Charities Aid Foundation. Visitors can now donate money online using a variety of credit cards.



8 local groups

Last year, the local Women's Aid groups accommodated 989 women and 1,112 children in refuges throughout Northern Ireland. They responded to at least 14,307 telephone requests for advice and information. At least 4,451 women used their local Women's Aid group for non-accommodation support such as; court accompaniment; aftercare; one-one; attending courses; and drop-in sessions.

Ballymena Women's Aid

During the past year the services Ballymena Women's Aid provide has grown and developed from having a place of refuge for families in crisis to a diverse range of support services geared to particular needs of women and children who have lived with domestic violence. Utilising funding through N.I.H.E, they have increased refuge based support staff with the recruitment of three project workers. This allows support in the refuge seven days a week.

New support and training programmes have been developed to include social interactions, personal development and skills building. In September 2002, a Women's Resource Centre was opened in Ballymena and in December 2002 the Antrim Resource Centre was relocated to a more high profile location with easy access for women and children.

Funding was secured for a dedicated Training Worker through the Community Funds' Investing for Healthier Communities Initiative. The Training Worker provides a variety of training and development opportunities ranging from women's health issues to personal development and self-esteem as well as specialised programmes addressing the impact of domestic violence on their lives. Working with other training providers they are also facilitating courses on computing, creative writing skills, DIY, complimentary therapies and women into politics to name but a few.

Ballymena Women's Aid services are tailored to the individual needs of the woman and her children to allow for self-determination within the ethos of self-help, the cornerstone of Women's Aid.

Belfast and Lisburn Women's Aid

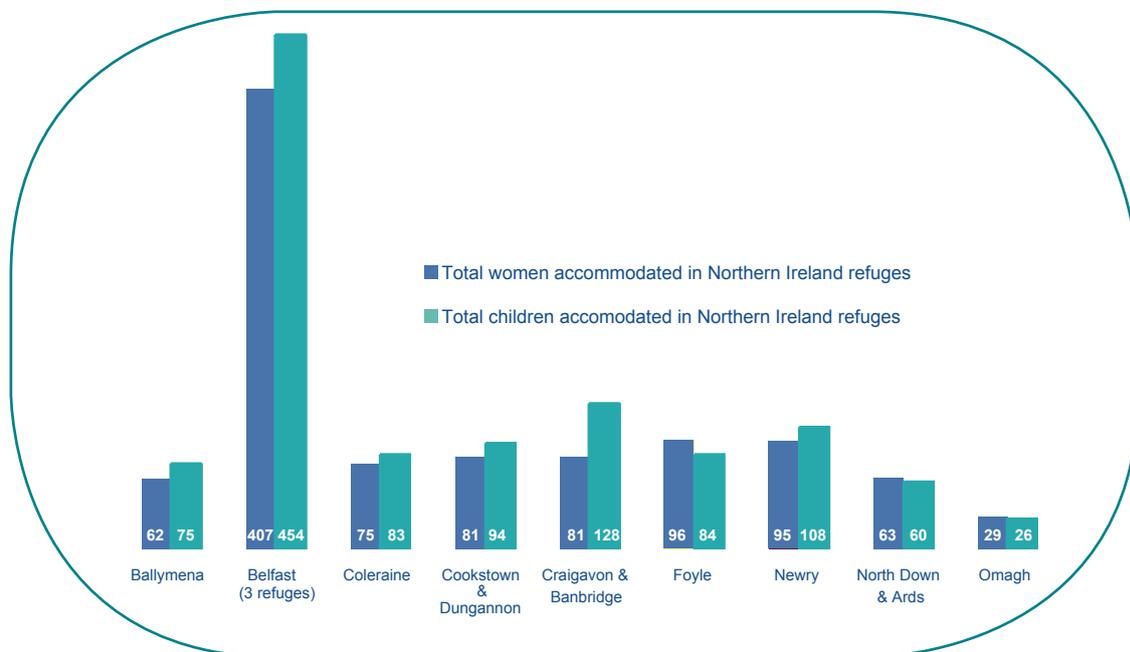
Throughout last year all three refuges in Belfast and Lisburn Women's Aid have maintained a high occupancy level, keeping workers paid and unpaid busy with the ongoing day-to-day support needs of women and children.

They have been successful in building partnerships with the Northern Ireland Housing Executive (NIHE), the Probation Board and Social Services along with a range of Peace II funders. Due to a successful application to the NIHE for a Floating Support Service across Belfast and Lisburn, services can now be delivered in a woman's own home or a safe venue in her community.

During the year, funding from Peace II has enabled their work to increase tremendously. Training courses have been extended and they can be offered to many more women. The funding also enabled a greater focus on young people and to offer them a wider range of services. It is energising to see young people from all areas of Belfast often crossing sectarian divides participating in relationship, personal development and awareness raising sessions.

These development programmes have also meant a dramatic increase in staffing levels, making recruitment a major piece of work during the latter half of the year.

Planning permission has been sought for rebuilding the South Belfast refuge. Since 1978, this refuge has provided accommodation to thousands of women and children. It will cost approximately £1.3 million to build and they are desperately looking for support to raise the funds needed.



Coleraine Women's Aid

The Women's Centre is the base for Coleraine Women's Aid community-focussed activities and as such is home to the advice, education, training and home-based support services. The Centre provides a Welfare Benefits Advice Service with crèche facilities thus ensuring that women can speak to the Advice Worker with the maximum of privacy.

The large number of queries testifies to the value of the service to women and their families in the community. The need for a satellite service has been identified in Garvagh and negotiations are underway involving partnership

with three local advice agencies, each undertaking one morning per week in that town. The only barrier to implementing this service is a lack of resources. The current satellite

Whether within the family or with friends, women have traditionally preferred to turn to other women for support or to talk about their lives and their problems.

Avril Watson, Coleraine Women's Aid

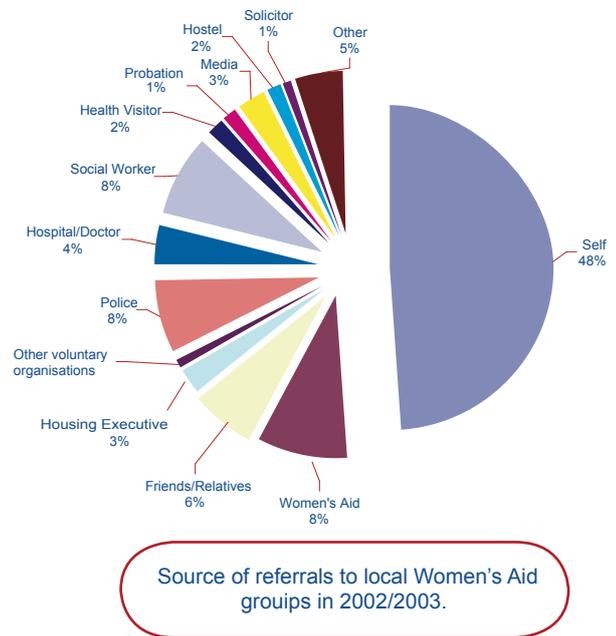
service in Kilrea continues to grow. The demand of this service inevitably places strain on the existing centre-based provision. Despite this the unit maintains an excellent performance record. It is now in possession of a text phone, which will enable deaf members of the community to access advice and information as readily as hearing members.

The Education and Training Unit is now recognised as a valuable tool for protection, prevention, support and personal development. The Education Worker presented workshops at events organised by other organisations including the Council for the Homeless and the Barnardo's 'Sams Project'. This Unit provided a Personal Development Programme for the WAVE Trauma Centre, Ballymoney. This proved successful with 5 women achieving certificates.

The Men Overcoming Domestic Violence (MODV) programme ran for 23 weeks and was specifically for men who had used violent and controlling behaviour against their partner/ex-partner. Coleraine Women's Aid offered support to partners and children of men participating in the programme. This is a particularly difficult time for partners and children given the changes, positive and negative, happening within the family. Women's Aid involvement is crucial during this time in helping women and children deal with the range of feelings and behaviour which these changes evoke.

Cookstown & Dungannon Women's Aid

This year the Cookstown & Dungannon Women's Aid refuge has had families from the UK, as well as from the EU and beyond. It has proved to be a wonderful learning curve from all concerned. Aftercare is a critical element of the process for families returning or relocating in the community and an effective community based service supports this. Floating Support (outreach) for those who do not access refuge is growing apace and we await the outcome of proposals to the Housing Executive for funding for this project.



The community-based children's project ensures that children and young people are not overlooked and consequently the entire family unit can avail of all support services on offer. A pilot to deliver the 'No fear' pack was undertaken. Armagh & Dungannon Domestic Violence Forum contacted schools in the trust area to raise interest and after negotiation, a school in Armagh agreed to participate. This was delivered by a Trust Social Worker and the Women's Aid Community Based Childworker. To date feedback from staff, pupils and facilitators has been extremely positive and the final evaluation will be presented to the domestic violence forum in due course. Indications are that this will roll out even further.

The Resource centre maintains a high profile with activities ranging from classes and courses on 'My Life, My Choices', ECDL, Sign Language and DIY etc. All women are welcome to sign up for courses and very soon become a vital factor in future planning as their comments feed into the calendar of events.

Awareness raising and training continue to be accessed by a variety of organisations both statutory and voluntary and include social workers from a range of disciplines, primary healthcare professionals, teachers, Age Concern Befrienders etc. The Centre also offers a drop-in and appointment service and this is accessed widely. As the Cookstown location is central to all Women's Aid groups in the province, training days and regional meetings frequently take place in the Centre.

Craigavon & Banbridge Women's Aid

2002-2003 has seen Craigavon & Banbridge Women's Aid younger projects mature, some examples include Counselling and Family Group Conferencing Co-ordination. This annual review is not able to provide evidence of the breadth and diversity of work undertaken by Craigavon and Banbridge Women's Aid, nor can it truly illustrate what has been achieved with agencies coming together to provide a service for women and their children who are affected by domestic violence. This inter-agency approach offers a more co-ordinated service. Tackling the social consequences of domestic violence has at last become a priority for many agencies.

The Aftercare Programme including an Aftercare Young Person's Group continued to provide support and help to those women who resettle or return home. "Kidz Korner" supports the success of Horizon House with daily childcare for all programmes as well as special activities offered such as arts, crafts, story telling and video club, not forgetting summer scheme and seasonal parties.

Outreach in the community is one of the busiest strands of the project both in Horizon House and in the community itself (i.e. visiting women at home), with a complimentary Outreach Clinic in Craigavon. Two new clinics were piloted, one in Craigavon with the Travellers Support Committee and one in Armagh in partnership with the Citizens Advice Bureau and the PSNI with the latter being currently funded under Armagh City and District Council's Community Safety Initiative.

No Fear is delivered to many local schools following the previous year's successful pilot.

Partnerships continue with the Craigavon and Banbridge HSST Child Protection Panel and the local Domestic Violence Forum.

.....Something altogether different, never just an ordinary team

Fermanagh Women's Aid

In October 2002 a fire adjacent to Fermanagh Women's Aid Resource Centre left them in the difficult position of looking for new premises while continuing with ongoing services for woman and children in the area. Thanks go to the Aisling Centre, the Hope Centre and the Volunteer Bureau for their tremendous support during this time of need.

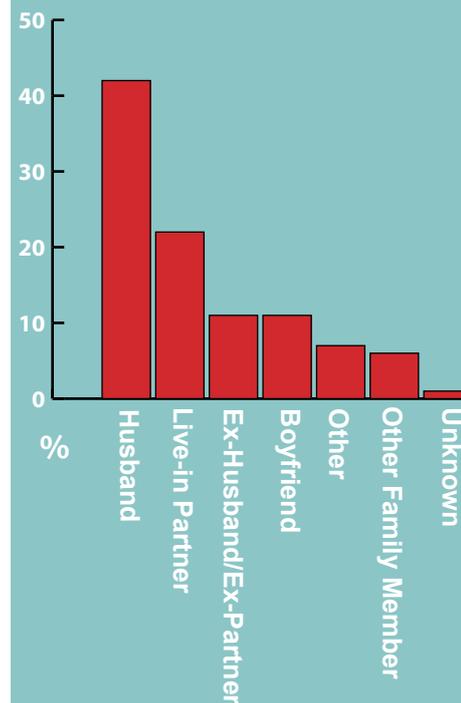
Suitable premises were eventually found and work continued. The Development Worker and Community Child Worker delivered preventative education programmes. 500 children heard the message of 'No fear' and Helping Hands'. The messages and information that these young people receive through these programmes are the essential ingredients when forming healthy non-abusive relationships.

The Floating Support Worker delivered personal development programmes to 115 women, while 289 women from the Aftercare Service and the wider community attended external courses.

Work with the local interagency forum continued and seen the publication of the 'Best Practice Guidelines for Professionals' published in January, along with an interagency 'Safety Card' now available in many public outlets throughout Fermanagh.

Funding success has enabled the employment of seven new members of staff. Negotiations are ongoing and they shortly hope to open a new refuge in Enniskillen.

Who was the perpetrator?



Foyle Women's Aid

This year Foyle Women's Aid, took advantage of European funding to increase and enhance current services. They also reached the end of their three year strategy so are now reflecting on the past three years progress and also preparing to plan for the future and sustain the developments and strategic aims for the next three years.

There was an increase in support staff at Ashleywood House, providing an essential resettlement service to women moving out into the community and provide a much more safer and effective provision for women in crisis. This year they finally accessed funding for three Outreach Workers. The planned Outreach Community Support Service will help meet one of their key objectives of providing a much more accessible service City side, Waterside, Strabane and surrounding areas.

They successfully secured three years funding from DSD to continue the work of the interagency partnership. This project will provide the vital resources needed to meet the key objectives and targets set out in the Interagency Strategic Plan. The provision, protection and prevention of domestic violence are best tackled in a partnership approach with all agencies that encounter victims and survivors within their work. Foyle Interagency Partnership have evidenced this by their strong on the ground partnerships, that has made a real difference for women and children.

Work is well under way on our second stage housing development at 22 Pump Street in conjunction with North West Housing and under careful supervision of Michael Hegarty Architects. If schedule sticks to plan they should hand over in November and be in a position to open this purpose built accommodation in January.

The ACI project has proven to be an innovative approach and has begun to address a huge gap in the support of women through the Criminal Justice System. Local women are increasingly using the Criminal Justice System. This Project will ensure they have a high level of trained advocate support and information to lessen the traumatic impact of this process on victims and survivors of Domestic Violence.

Newry Women's Aid

Newry Women's Aid has seen some important changes this year with a new Team Leader in post from February 2003 and the loss of some key staff and their vital counselling service. In order to continue the same level of quality service they now have a very active volunteer system in place covering areas such as refuge, counselling, childcare, court support and administration.

The Stepping Stones Project is in full steam ahead with 104 women accessing a range of educational programmes including Women's Aid core training.

Over 80 women were presented with their Certificates by the Deputy Mayoress Elena Martin at the Celebration of Achievements day. The house was full of women from all areas of Newry & Mourne and we had a real opportunity to hear and discuss what women need and want from us.

Another important aspect of the Resource Centre's work has been the increase of women from different backgrounds and cultures accessing our services.

Staff training is an essential part of Newry Women's Aid and workers have again accessed a wide range of training through Women's Aid core training for workers and various external agencies such as Newry & Mourne Drug & Alcohol Partnership (Drug Awareness Training), PSNI (Crime Prevention) and Community Sector Training (Child Protection).

Funding still remains a critical element in enabling us to continue to provide the much needed services. Accessing Funding is a priority and a huge amount of energy and time is spent in sourcing possible funding.

They are delighted to have been awarded registration of their day nursery with Social Services which will ensure a high standard of care and promote good practice. The Refuge continues to be the corner stone of Newry Women's Aid and continues to provide safe and secure accommodation for women and their children fleeing Domestic Violence.

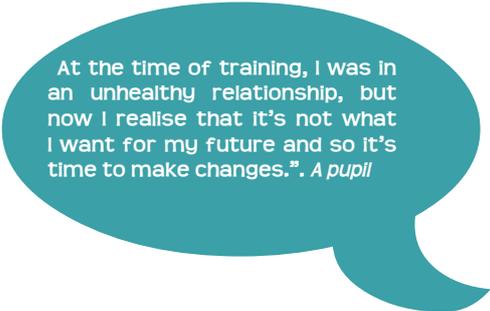
North Down & Ards Women's Aid

Preventative work has been a priority within North Down & Ards Women's Aid, who have accomplished their objective to reach young people in schools and colleges throughout their catchment. In the past year work has been completed in eight senior schools with a total of 734 individual pupils participating in the programme.

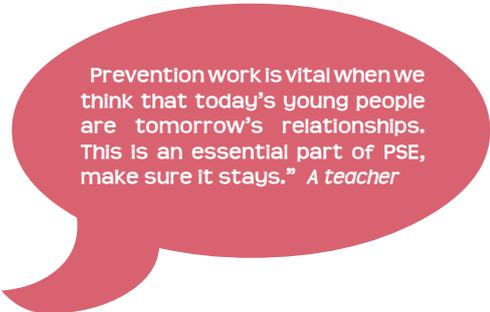
They have used many resources including the 'No Fear' pack, an educational package that addresses the issues of healthy and unhealthy relationships. This pack is used within the context of the Personal and Social Education Programme (PSE) and has been delivered to pupils aged fifteen.

They have also introduced another dimension to prevention work in the form of a 'Chat Show'. Pupils are asked to submit questions on the subject of healthy/unhealthy relationships. A panel of professionals working in this field will then address the pupils. The panel consists of PSNI Domestic Violence Officer, Uniformed Officer, Youth Counsellor, Clergyman and a Women's Aid Worker. This has been a very successful project and has been well received by pupils. As a result many schools are requesting that it be added to their timetable.

One of the ways of monitoring the success of this project is through evaluations from pupils and teaching staff (see comments below).



At the time of training, I was in an unhealthy relationship, but now I realise that it's not what I want for my future and so it's time to make changes." *A pupil*



Prevention work is vital when we think that today's young people are tomorrow's relationships. This is an essential part of PSE, make sure it stays." *A teacher*

Omagh Women's Aid

Omagh Women's Aid refuge occupancy was 62% for the year as families tended to stay longer, so turnover was lower. The children enjoyed the usual round of outings and parties. As with all groups, 'Supporting People' enabled them to increase refuge services and provide evening and weekend staff. Feedback from the women and children on this development has been very positive.

The Education and Training Project saw 196 places taken up on a range of courses and programmes including My Life, Yoga, Sharing Circle, Communicating with Children, and My Choices. Further funding for this valuable project is urgently being sought.

The Outreach Project was a victim of the funding crisis, but is hoped that it can be restarted in the coming year, encompassing the principles of floating Support. A recruitment drive brought additional volunteers to help in their work. Their valuable services have been deployed across the projects.

Staff and volunteers linked in with Fermanagh Women's Aid to participate in First Aid training and Health & Safety training. Three members of staff gained their foundation certificate in Health & Safety in the Workplace.

A new Team Leader came into post in January, just in time to get to grips with the finer points of Supporting people. However, with a lot of support from all the staff, she got there!

None of the above activities would have happened without the dedication, commitment and hard work of the entire local Women's Aid groups' staff, volunteers and Management Committees.

Thank you to all involved!

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2003

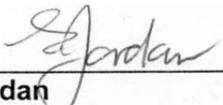
	Unrestricted Funds £	Restricted Funds £	Total Funds 2003 £	Total Funds 2002 £
Incoming Resources				
Activities in furtherance of the Charity's objectives:				
Grants Receivable	-	632,863	632,863	507,745
Income from charitable activities	31,308	-	31,308	26,368
Activities for generating funds:				
Interest receivable	6,041	-	6,041	4,981
Other Income	10,662	-	10,662	6,218
Transfer to Capital Grant Reserve	-	(11,865)	(11,865)	-
Total Incoming Resources	48,011	620,998	669,009	545,312
Resources Expended				
Costs of generating funds:				
	15,102	-	15,102	13,865
Charitable Expenditure:				
Costs in furtherance of charitable objectives	-	550,950	550,950	512,820
Management and Administration of the Charity	2,160	21,785	23,945	22,192
Total Resources Expended	17,262	572,735	589,997	548,877
Net (Outgoing)/Incoming Resources				
Before Transfers	30,749	48,263	79,012	(3,565)
Transfer between Funds	-	-	-	-
Net Incoming Resources for the Year	30,749	48,263	79,012	(3,565)
Funds Balance brought forward at 31 March 2002				
	41,009	-	41,009	44,574
Grants in advance brought forward				
	-	208,818	208,818	-
Net Movement in Funds in Year to 31 March 2003	30,749	48,263	79,012	(3,565)
Fund Balance carried forward at 31 March 2003				
	71,758	257,081	328,839	41,009

PLEASE NOTE: These accounts are an extract from the original document. A copy of NIWAF'S full accounts is available upon request.

BALANCE SHEET AS AT 31 MARCH 2003

	£	2003 £	£	2002 £
Fixed Assets				
Tangible Fixed Assets		70,367		65,886
Current Assets				
Bank Accounts	254,427		265,212	
Cash in Hand	287		182	
Debtors & Prepayments	128,263		51,106	
		382,977		316,500
Liabilities				
Amounts falling due within one year		50,026		273,402
Net Current Assets		332,951		43,098
Total Assets Less Current Liabilities		403,318		108,984
Liabilities – Amounts falling due after more than one year		-		-
		403,318		108,984
Provisions and Charges				
Deferred Capital Grant Reserve		66,479		59,975
Building Development & Maintenance Reserve		8,000		8,000
		74,479		67,975
Net Assets		328,839		41,009
Represented By: Accumulated Funds				
Restricted		257,081		-
Unrestricted		71,758		41,009
Balance at 31 March 2003		328,839		41,009

Approved by the Management Board on 6 September 2003 and signed on its behalf by;



Elsie Jordan



Emma Salters

Thank you

We would like to thank all the donors and friends of Women's Aid for their ongoing support and acknowledgement of our work and for enabling the continuation of so many vital projects.

- The Atlantic Philanthropies
- Bombardier Aerospace
- Charities Aid Foundation
- Comic Relief
- Department of Education
- Department of Health, Social Services & Public Safety
- Friends of Women's Aid
- Lloyds T.S.B. Foundation
- Marks & Spencers
- NICVA
- NI Housing Executive
- NI Police Authority
- NI Voluntary Trust
- Pilgrim Trust
- Police Service Northern Ireland
- Priory Foundation
- Proteus
- South & East Belfast H&SS Trust
- The Draper's Company
- The Esme Fairbairn Trust
- The Rotary Club Belfast East
- The Ruben & Elizabeth Rausing Trust
- The Salamander Charity Trust
- Training for Women's Network
- Victoria Homes Trust
- Volunteers
- Individual Donors

And all those who contributed throughout the year.

24 hour domestic violence helpline

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