

Justice and Equality Fund Impact Report 2018—2020



Justice
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MANAGED BY ROSA



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Welcome

The beginning of 2020 saw the entire world brought to a standstill by Covid-19.

In spite of various announcements of support the government will be providing to the UK's workforce and social infrastructure, these have left many feeling abandoned and anxious, confused about advice, and unsure of next steps.

Much of normal life has been suspended for three months or more, job losses are inevitable. School closures and household isolation move the work of caring for children from the paid economy—nurseries, schools, babysitters—to the unpaid one, and we know that it is likely that these will be the last places to return to normal.

Existing inequalities mean that coronavirus will hit women the hardest, especially women who are already vulnerable. We know this means women's organisations in the UK are under enormous pressure right now to support people in need, while also dealing with their own internal challenges. This serves to show just how relevant our work with the Justice and Equality Fund is.

It was just over two years ago at the 2018 Golden Globes, that TIME'S UP was launched, growing an unprecedented network of women across sectors and geographies to fight systemic sexual harassment and gender inequity. While the movement started on the red carpet, in moments and through the power of the network, the TIME'S UP message had travelled far, shining a light on less visible abuse, inequality and assault across other sectors. 2018 marked the beginning of a much-needed cultural movement, unveiling the immense scale of the problem and laying bare the stark urgency for us to use our power as storytellers to amplify the issues women faced each and every day, across the length and breadth of the UK, and to help create a culture of true representation and inclusivity of which we can all be proud.

If 2018 was a year of reckoning, 2019 was a year of action. Through our networks and working groups we catalysed cultural change across the UK. We have connected women and helped shape the role they can play in challenging the status quo; we have helped change workplaces through parliamentary inquiries aimed at stopping sexual harassment, including banning the use of non-disclosure agreements to cover it up. We have helped shape and amplify the adoption of new Bullying and Harassment Guidelines, Intimacy Guidelines for use on set, and the Film and Television Charity's free 24/7 Support Line, and much more. The TIME'S UP UK Justice and Equality Fund is a unique grant funding collaboration delivered alongside Rosa Fund, which has channelled new resources into the women's movement in the UK to help initiate the process to end sexual abuse and harassment for good. Never before has a group of donor activists come together with the grassroots women's sector to provide effective, expert-led, practical support, as well as hold strategic and long-term conversations about social change for all in this country. For this bold and radical act alone, we should be proud.

The TIME'S UP UK Justice and Equality Fund provides year-long and multi-year grants, with opportunities for grantees to network, learn and grow. It is helping the movement join forces and talk with one voice. Vital, specialised services for women have been kickstarted, training has begun, and ultimately as a collective, work has started to ensure the end of abuse and harassment that women have for too long experienced in their daily lives.

Over 400 donors contributed £2.9m towards this movement, including Emma Watson and Comic Relief, who donated \$1m and £1m respectively. The Fund stands as a marker for what is possible when generous donors act in solidarity with women. Funding is actively reaching women from diverse

communities and backgrounds. From the Scottish Highlands to inner cities, women are fighting back against the culture of harassment, abuse and impunity.

We know that meaningful change cannot be achieved overnight, and we are just waking up to the scale of the issues at grassroots level. But as we reach the end of the first year of grants delivery and management, Rosa Fund and TIME'S UP UK have produced this interim report to our donors. Final reporting will be done following evaluation of the whole Fund in 2021.

Rosa Fund has worked with many of these organisations for over a decade. As a specialist women's funder, we are sensitive to the needs of women's organisations and the realities of running frontline services on a shoestring. We have a specialist monitoring and evaluation framework developed along feminist and women-centred principles. We therefore take a light-touch approach to monitoring requirements, often seeking qualitative responses from grantees about the impact of funding. We empower our grantees to tell us what they need. We connect them on and offline through events, webinars, conferences and regular calls and visits. We take their needs to other funders such as corporate donors, individuals and government, to champion and advocate for funding for specialised services. We communicate their impact in creative and holistic ways and innovatively approach grant making, for example using participatory practices and video applications to put power into their hands and to reflect the collaborative nature of the movement.

We hope this update will provide insights into some of the challenges faced by women leaders tackling change at the grassroots; and leave you energised by the possibilities that we can work towards collectively.

Thank you to every donor for catalysing this movement.

Dame Heather Rabbatts & Cath Dovey



Dame Heather Rabbatts
Chair TIME'S UP UK



Cath Dovey
Chair Rosa Fund

The Fund

‘This first round of Justice and Equality Fund grants is pivotal in supporting the dynamic work of vital UK women’s organisations like London Black Women’s Project, who provide specialist advice and support to women of colour and migrant survivors of abuse. Following funding cuts, Northern Ireland has been without a rape crisis service for the last 12 years. That’s an incredibly dire situation, now alleviated by the tireless efforts of organisers and your donations to the Justice and Equality Fund crowdfunder. A huge thank you to each and every member of the public, and colleagues from my own industry, who have already donated. Much more needs to be raised so please give what you can, financial support is an instrumental act of solidarity with under-resourced organisations and campaign groups. TIME’S UP UK will continue to work in unity with women’s rights and equality movements to campaign for systemic change. This year is just the beginning.’

Emma Watson



Marai Larasi (former Executive Director of Imkaan) and Emma Watson at the 2018 Golden Globes

How the Justice and Equality Fund has been designed

The Fund emerged through collective action, so it was crucial to reflect the collective approach in the design of the programme. We worked with creative consultants, lawyers, HR specialists and consulted with frontline services dealing with victims, survivors of harassment and abuse, and we talked to groups campaigning for change from around the country.

We knew that how we made awards could be as important as what we funded. Very small grassroots charities often look for smaller grants, so it was important to design funding opportunities for those groups, as well as organisations that would be looking for large multi-year grants.

We also wanted to use participatory grant making (PGM) approaches to make decisions on some grants. As well as funding great projects, we think this approach contributes to movement building and a sense of shared endeavour.

For the ‘Now’s the Time’ small grants challenge fund, we asked applicants to submit short videos, which were then randomly distributed to all the relevant grantees to judge. Every video was reviewed and scored by five other organisations. Rosa believes that seeing other applicants’ ideas encouraged collaboration and ‘raised the bar’ as applicants had opportunities to review other projects. PGM made a tangible difference to our decision-making, and opened up an exciting conversation with grantees about the nature of funding.

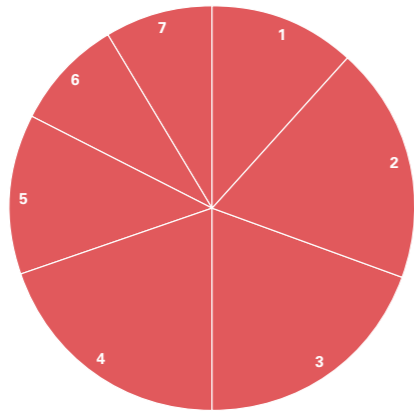
Each stream had its own grants panel, with meetings to enrich the discussions after rigorous assessment and analysis of applications. They provided debate and oversight on funding decisions and supported the development of an overarching portfolio of grants.

Organisations were able to apply for more than one stream. To date we have made 52 grants to 40 organisations, ranging from £2,000 to over £200,000, and disbursed almost £2,240,146 in funding to women’s organisations.

Programme 1

The 'Advice & Support' grant stream

Following consultation with the women's sector, we knew about the struggle to find the right legal and emotional help and support when women have been victims of sexual harassment and abuse. Services that once existed in this space have been gutted, and in some locations are simply no longer there. With national and local government commissioning frequently preferring cheaper, more mainstream services, the holistic and specialised advice that traumatised women can access is patchy at best. So this stream was designed to invest in increased access. 'Advice and Support' looked to award funds between £25,000 and £200,000 for one to three years. Seven organisations were awarded a total of £1,027,699.



ADVICE & SUPPORT

1. Centre for Women's Justice (CWJ)	£121,645
2. Rights of Women	£194,168
3. Scottish Women's Rights Centre (Rape Crisis Scotland)	£200,000
4. Women's Support Network	£200,000
5. London Black Women's Project	£133,402
6. Rape and Sexual Abuse Support Centre (RSASC)	£90,000
7. Welsh Women's Aid	£88,484
TOTAL	£1,027,699

Case study

Rights of Women

The organisation has long been working at the sharp end of cuts within the justice system, and is an expert in supporting women to access desperately needed legal advice in England and Wales. The charity is now able to open its advice line on sexual harassment in several slots across the week, staffed by expert employment lawyers. It has been particularly successful in drawing media attention, shining a spotlight on why continued funding is so important. Through the 'Changing the Conversation' strand of the Fund, it has been able to hire a communications officer to grow this side of its work further.



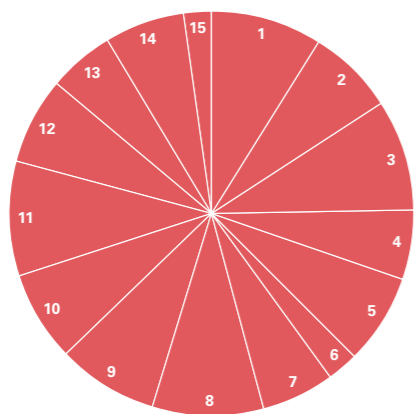
Programme 2

The ‘Now’s the Time’ grant stream

‘Now’s the Time’ was designed to amplify the voices of the individuals and groups calling for an end to sexual harassment and abuse, and to challenge organisations who could build imaginative and creative grassroots activism in partnerships. We challenged applicants by asking ‘What would you do towards ending sexual harassment?’ We sought applications for small grants between £5,000 and £25,000 for a one-year project, and for larger grants of between £25,000 and £100,000 for projects spanning one to three years.’

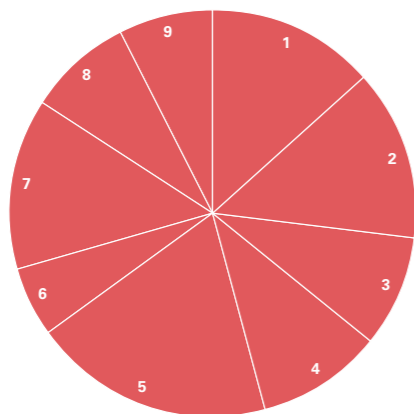
The majority of these grants were awarded in December 2018 and early 2019. Many of the organisations who received large grants are working collaboratively. Women’s Resource and Development Agency in Northern Ireland, Chwarae Teg in Wales, Close the Gap in Scotland and Fawcett Society in England will collaborate through a four nation approach. Together they will research, develop and roll out new resources to help employers tackle workplace sexual harassment.

The panel also agreed to fund support for an independent chair, and we are delighted that Marai Larasi has been appointed to this role, as she was a huge part of the collaborative effort in the inception and design of the Fund. The project began in August 2019 and will run for a 27-month period.



NOW’S THE TIME — SMALL GRANTS

1. BelEveUK	£24,835
2. Level Up	£20,000
3. Jewish Women’s Aid	£24,713
4. Women for Refugee Women	£15,000
5. Cyfannol Women’s Aid	£20,000
6. Dundee International Women’s Centre	£6,877
7. Rape and Sexual Abuse Service Highland	£16,092
8. Shetland Rape Crisis	£25,000
9. EVA Women’s Aid Ltd	£22,850
10. Freedom Personal Safety CIC	£20,000
11. Granby Somali Women’s Group	£25,000
12. Leicester Rape Crisis	£19,184
13. Sandwell African Women Association	£14,850
14. The Precious Trust	£18,150
15. TIGER Bristol Co-operative	£5,970
TOTAL	£278,521



NOW’S THE TIME — LARGE GRANTS

1. Latin American Women’s Rights	£99,995
2. Good Night Out	£99,944
3. Birmingham Rape and Sexual Violence Project	£64,612
4. Fawcett Society	£73,877
5. Women’s Resource and Development Agency	£99,980
6. Women’s Resource and Development Agency*	£42,256
7. Against Violence and Abuse	£99,294
8. Chwarae Teg	£62,564
9. Close the Gap	£53,515
TOTAL	£696,037

*As part of the collaborative project

‘We’re starting to see a change and openness to conversations about domestic abuse and sexual violence. No-one is exempt, even if you live within a faith community. Women from specific cultures feel even more shame, which is why you need a culturally specific service, as it provides a soft landing for women when they are with people who understand their framework, why they haven’t told anyone and the barriers they face. We are best placed to address that.’

‘Our partnerships with non-Jewish organisations are vital to us; if they come into contact with Jewish women, they let us know. We’re a member of Women’s Aid and Imkaan; it’s important for us not to just be situated in the Jewish community, we have to have a strong presence, voice and partnerships in this sector.’

‘Rosa Fund has an interesting approach to grant-awarding; the process of making a film and watching other people’s films was a thoughtful way of going about it. It’s fascinating to see how other women’s organisations address similar issues, too. Networking with others is so valuable, to be able to have similar conversations with other women and talk about lessons learnt—especially around sexual harassment as there will be similar stumbling blocks. It’s good to hear about best practice, and what to avoid. It’s been so helpful.’

Naomi Dickson
Chief Executive and Project Manager
Jewish Women’s Aid

Programme 3

The ‘Changing the Conversation’ grant stream

The whole Justice and Equality Fund design was ambitious, but the ‘Changing the Conversation’ stream was designed to tackle some big questions. Could we change the culture underpinning the abuse that exists in society? Could we do this through strategic communications and not just frontline service delivery?

Changing how sexual harassment is viewed as an issue requires long-term work and deep thinking at a systems level. We hoped to facilitate the space for the sector, as well as deliver funding. We also looked to use the media as a starting point for how we could realistically shift public attitudes.

We reviewed the existing communications capacity of a number of organisations and found that many relied on very small amounts of support in their teams. Some organisations had communication strategies and media plans, others didn’t, but none had sufficient day-to-day support. Where there was a track record of media engagement, it was often due to a senior leader or founder taking responsibility for this area of work. Without topping up capacity to think about messaging, women’s organisations can be stuck in a cycle of reactive media work, be pitted against each other by journalists, or struggle to gain any traction at all.

We also looked at existing research on the topic of sexual harassment at work, with notable reports having been produced over recent years by the TUC and street harassment studies from Plan International UK. Much existing research has focused on particular settings or industries, for example the legal profession. But methodology and scope have varied widely, meaning there is not a clear sense of what UK employers and employees really think about sexual harassment in the workplace, its prevalence and how wider culture supports it.

Building up communications capacity of activists and women’s organisations to communicate to the media effectively, collectively and strategically was therefore vital.

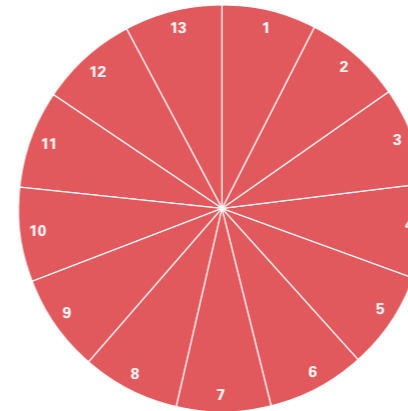
We offered a first round of small grants of £2,000, to ensure the sector was able to help shape the programme.

In addition, we awarded a grant to Global Dialogue, an organisation that works with philanthropists to test new approaches, to feed in their lessons from other similar initiatives, and to the End Violence Against Women Coalition (EVAW), which campaigns to end all forms of violence against women; it has a strong media presence and is a trusted organisation in and outside the women’s movement.

This group of grantees met several times and acted as a sounding board for our wider planning, allowing us to test and respond to their needs. From this we developed a plan to fund a cohort of seven organisations, build their capacity and create a strategic communications network that would collaborate. By the end of 2020 we expect the network to have produced a report that:

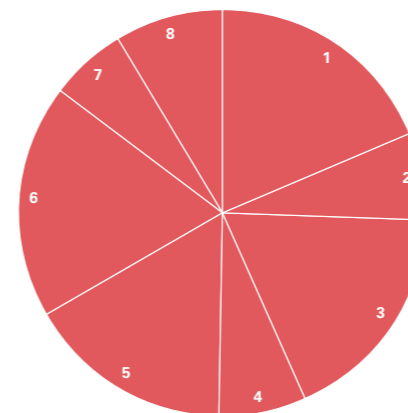
- Outlines how the media currently portrays sexual harassment
- Offers a theory of change about how to impact public views on sexual harassment
- Details the current capacity of the sector to deliver this work and assesses strengths and weaknesses in the movement
- Highlights the resources and support needed to continue to re-frame the conversation

EVAW is supporting the project as a secretariat for the network.



CHANGING THE CONVERSATION – SMALL GRANTS

1. Agenda	£2,000
2. Centre for Women’s Justice	£2,000
3. Imkaan	£2,000
4. Rape Crisis England & Wales (RCEW)	£2,000
5. Rape Crisis Scotland	£2,000
6. Rights of Women	£2,000
7. Welsh Women’s Aid	£2,000
8. Women for Refugee Women	£2,000
9. Women’s Aid Federation Northern Ireland	£2,000
10. Women’s Resource Centre	£2,000
11. Zero Tolerance	£2,000
12. London Black Women’s Project	£2,000
13. Global Dialogue	£2,000
TOTAL	£26,000



CHANGING THE CONVERSATION – LARGE GRANTS

1. Agenda	£39,628
2. Centre for Women’s Justice	£14,636
3. Imkaan	£37,800
4. Rape Crisis Scotland	£15,150
5. Rights of Women	£34,256
6. Welsh Women’s Aid	£39,429
7. Women for Refugee Women	£12,990
8. EVAW	£18,000
TOTAL	£211,889

Programme 1 'Advice & Support'

Centre for Women's Justice (CWJ) *England and Wales* **£121,645**

Aimed at improving access to justice for women and girls throughout England and Wales, by empowering the women's sector to recognise and challenge criminal justice failings and connecting them to feminist lawyers.

Rights of Women *England and Wales* **£194,168**

Providing specialist legal advice from women lawyers to women across England and Wales experiencing sexual harassment and abuse through a free, confidential helpline providing civil and criminal law advice.

Scottish Women's Rights Centre (Rape Crisis Scotland) *Scotland* **£200,000**

Providing specialist legal support to women survivors of sexual harassment, and facilitating training and support for agencies throughout Scotland to influence policy.

Women's Support Network *Northern Ireland* **£200,000**

The need for a rape crisis service for Northern Ireland was identified by the women's sector early in the Justice and Equality Fund planning process. A group of women's organisations submitted to the Fund to run the service and the award was made in June 2019 to Women's Support Network to offer one-to-one support, information, advocacy, training and campaigning.

London Black Women's Project *England* **£133,402**

London Black Women's Project is providing specialist advice focusing on the experiences of sexual harassment and abuse of BME and migrant women. In June 2019 they had seven cases so far. Going forward, it will support eight women monthly, which equates to 25-28 women quarterly.

Rape and Sexual Abuse Support Centre (RSASC) *England and Wales* **£90,000**

Enabling RSASC to continue to run the national rape and sexual abuse helpline which is open every day, 365 days a year, for women and girls across England and Wales.

Welsh Women's Aid *Wales* **£88,484**

Welsh Women's Aid is providing training to increase the knowledge and skill of women's support services across Wales, so that they can better support women experiencing sexual harassment. By May 2019 59 learners had participated in their training.

Programme 2 'Now's the Time'

SMALL GRANTS

BelEveUK *London, Lewisham* **£24,835**

BelEveUK was awarded to provide prevention and awareness activities for girls aged 12-18 in the borough of Lewisham to prevent sexual harassment.

'Our Justice and Equality Fund grant has gone to planning and delivering workshops around sexual harassment for young girls—they think it's normal, so it's about raising awareness and equipping them to deal with it. It's about building up their soft skills; how do we make them feel confident and instil self-esteem? How do we get young girls to see what healthy relationships look like with their families, their peers, the opposite sex? We created a programme called Pathway to Success and we wanted to tap into who the girls are and what it means to be a girl.'

Chyloe Powell, Co-Founder of BelEve

Cyfannol Women's Aid *Wales* **£20,000**

A partnership project with Volunteering Matters' Sexual Awareness for Everyone (SAFE) project. Educational workshops and toolkits are being provided by peer mentors for women with learning disabilities and autism. The resources address how to identify sexual harassment in public spaces including on public transport, how to deal with it confidently and stay safe.

Dundee International Women's Centre *Scotland* **£6,877**

Funding training workshops for black and minority ethnic communities in Dundee and professionals from a range of local agencies and educational organisations. The focus is on raising awareness of the cause and effect of sexual harassment in order to challenge and change social attitudes.

EVA Women's Aid Ltd *North East* **£22,850**

Funding awareness raising sessions for night-time economy workers, eg taxi firms, fast food outlets, pubs and clubs in the Redcar and Cleveland area. Raising awareness within the night-time economy will reduce sexual harassment, ensure women feel safe and protected, and challenge potential perpetrators, through raising awareness of what constitutes sexual harassment.

Freedom Personal Safety CIC *North West* **£20,000**

A campaign in partnership with the University of Huddersfield. 'ssh:OUT' is raising awareness of sexual harassment experienced by students and will promote a 'zero tolerance' approach within the university and in schools and colleges. The campaign also aims to gain support to address student safety in pubs and clubs.

Programme 2 (cont) 'Now's the Time'

SMALL GRANTS

Jewish Women's Aid

London

£24,713

A pilot project working with leaders, staff and volunteers within five organisations in the UK Jewish community to tackle sexual harassment in the workplace. The project is based on a New York working model.

Leicester Rape Crisis

East Midlands

£19,184

Funding a partnership project with schools and youth organisations to increase knowledge and understanding of sexual harassment among young people (aged 10+) in the local community.

Level Up

London

£20,000

Supporting a project with 30 young women (aged 18-30 years) from BME or low-income backgrounds. Participants undertake an intensive training course that gives them the skills to create sexual harassment policies and campaigns within their own schools, colleges or workplaces. The participants are able to access either face-to-face or online training and mentor support.

Rape and Sexual Abuse Service Highland

Scotland

£16,092

Supporting a project to prevent sexual harassment working with learning disabled young people living in the Highlands. Led by the needs of the young people through engaged consultation and includes prevention workshops and the recruitment of participants as volunteer activists (who will speak out about sexual harassment).

Sandwell African Women Association

West Midlands

£14,850

'Ask for It Campaign' to raise awareness of sexual harassment among vulnerable refugee women in casual employment who are not informed of their work rights.

Shetland Rape Crisis

Scotland

£25,000

A grassroots community activist project to challenge everyday sexism and sexual harassment. A roadshow is being taken across the islands and addressing issues of rurality. Five independent young philanthropy movements across Shetland (who have all independently chosen Shetland Rape Crisis as partner organisation), are supporting the project.

Granby Somali Women's Group

Liverpool

£25,000

Supporting local women for over 20 years, the organisation was funded to offer sessions to raise awareness regarding sexual harassment and abuse for women from BME communities in Liverpool who face a language barrier.

The Precious Trust

West Midlands

£18,150

Building on its work to empower girls and young women through challenging the normalisation of gang-related sexual harassment and abuse. The Precious Trust is providing 30 preventative workshops around Birmingham, with an accompanying film telling victims' stories of different forms of abuse; and educating girls and women in how to recognise and challenge these behaviours.

TIGER Bristol Co-operative

South West

£5,970

Providing interactive participatory workshops on healthy relationships, consent and modern masculinity. Two-hour sessions are being delivered for 15 groups of 11-18-year-olds in secondary schools. The project is challenging young people, stereotypes and equality to help them develop the confidence to challenge existing norms.

Women for Refugee Women

London

£15,000

A project empowering refugee women to speak out about their experiences of sexual violence in the UK using the medium of drama. Refugee women are being supported to develop a theatrical performance entitled, 'My body is ... My body is not ...'. Women's stories and learning from the project will be publicised in the media.

LARGE GRANTS

Large grants were awarded in February 2019, with interim monitoring taking place in August and final-year monitoring scheduled for early 2020. The grants panel identified an opportunity to connect several organisations who had identified a particular theme around training and toolkits, so the panel worked behind the scenes to support a coalition of activity, detailed further below.

Good Night Out

England

£99,944

This programme is supporting the night-time economy to better understand, respond to and prevent sexual harassment in London and Birmingham's nightlife, focused on the LGBTQI communities and supporting through training, policy and community advocacy.

'The Good Night Out campaign came out of activist work around street harassment as part of global organisation Hollaback. For Hollaback London, we mapped and archived stories of sexual harassment and assault and it became clear that many of these were occurring around venues such as bars, pubs, clubs and festivals. People were reporting they were feeling even more harmed by the lack of compassionate response.

'Our ultimate goal now is campaigning for a licensing law to include a mandatory component—training to deal with sexual harassment and assault. Being able to call out the behaviour as unacceptable and making sure the perpetrators are accountable too, is vital. Funding and capacity are our challenges, but I would love to be part of a reinvigorated women's movement that doesn't shy away from the bigger political questions and structures we all live in.'

Byrony Benyon, Good Night Out

Programme 2 (cont) 'Now's the Time'

LARGE GRANTS

Latin American Women's Rights

London

£99,995

LAWR is working in partnership with two grassroots unions representing migrant women workers in precarious employment to increase their capacity to prevent and respond to sexual harassment.

Birmingham Rape and Sexual Violence Project

England

£64,612

This project is working in partnership with West Midlands Police and other community groups to prevent sexual harassment and sexual violence among the workforce, to improve outcomes for all survivors of sexual violence seeking criminal justice.

Against Violence and Abuse

England

£99,294

This project is focused on tackling sexual misconduct and harassment in universities.

Women's Resource and Development Agency

Northern Ireland

£99,980

WRDA is collaborating with a network of women's organisations to inform, up-skill and support women and girls in Northern Ireland to have the confidence to speak out against sexual harassment and to become local ambassadors for change.

AN OPPORTUNITY TO COLLABORATE

Supporting organisations to work together is a large part of the Justice and Equality Fund's role. This responsive and bespoke way of working has led to a collaboration between organisations that would not often have the chance to partner in this way.

Women's Resource and Development Agency

Northern Ireland

£42,256

WRDA is contributing to the development of resources and sharing models of best practice through its links with public sector unions.

Chwarae Teg

Wales

£62,564

Chwarae Teg, working in partnership with the Chartered Institute of Personnel Development, is piloting and will then roll out its Anti-Sexual Harassment (ASH) Champions scheme for HR professionals.

Close the Gap

Scotland

£53,515

Close the Gap, working in partnership with Engender, is researching and developing a third-party reporting and investigation model for sexual harassment in the workplace. It will also develop sexual harassment-specific resources for its employer resources, Equally Safe at Work and Think Business, Think Equality.

Fawcett Society

England

£73,877

Fawcett Society, working in partnership with the Civil Mediation Council and Dr Helen Mott, is researching best practice responses to sexual harassment in the workplace. The findings from this research will inform the development of materials across the project.

Programme 3 'Changing the Conversation'

End Violence Against Women (EVAW) is the lead partner for the 'Changing the Conversation' grant stream—it is a leading coalition of specialist women's support services, researchers, activists, survivors and NGOs working to end violence against women and girls in all its forms. Established in 2005, it campaigns for every level of government to adopt better, more joined-up approaches to ending and preventing violence against women and girls, and it challenges the wider cultural attitudes that tolerate and condone this abuse.

Agenda

£2,000/£39,628

The alliance for women and girls at risk, working to build a society where women and girls can live free from inequality, poverty and violence. Agenda was awarded as part of the first stage of Changing the Conversation and was then awarded to be part of the communications network.

Centre for Women's Justice

£2,000/£14,636

Brings together specialist lawyers and experts in violence against women, with frontline activists, survivors and service providers to bring strategic law challenges and access to justice for victims. CWJ was awarded as part of the first stage of Changing the Conversation and was then awarded to be part of the communications network.

Imkaan

£2,000/£37,800

Champions and supports women's organisation, addressing violence against black and minoritised women and girls ie women defined in policy terms as Black and Minority Ethnic (BME). Imkaan was awarded as part of the first stage of Changing the Conversation and was then awarded to be part of the communications network.

Rape Crisis England and Wales

£2,000

This is the umbrella body for a network of independent Rape Crisis Centres. All member centres provide specialist support and services for victims and survivors of sexual violence.

Rape Crisis Scotland

£2,000/£15,150

Provides a national rape crisis helpline and email support for anyone affected by sexual violence, no matter when or how it happened. Rape Crisis Scotland was awarded as part of the first stage of Changing the Conversation and was then awarded to be part of the communications network.

Rights of Women

£2,000/£34,256

Delivers a range of services aimed at increasing women's understanding of the law and their ability to seek justice, including helplines and advice sessions. Rights of Women was awarded as part of the first stage of Changing the Conversation and was then awarded to be part of the communications network.

Programme 3 (cont) 'Changing the Conversation'

Welsh Women's Aid £2,000/£39,429

A federation of specialist organisations in Wales that provide lifesaving services to survivors of violence and abuse—women, men, children, families—and deliver a range of innovative preventative services in local communities.

Women for Refugee Women £2,000/£12,990

Working to support and empower refugee women to tell their own stories and campaign for a fairer asylum system.

Women's Aid Federation Northern Ireland £2,000

The lead voluntary organisation in Northern Ireland addressing domestic and sexual violence and providing services for women and children. It is made up of nine local Women's Aid groups and Women's Aid Federation Northern Ireland.

Women's Resource Centre £2,000

The leading national umbrella organisation for the women's sector. WRC's membership and networks include predominantly small local specialist women's organisations. It gives voice to the most marginalised and disadvantaged organisations and is working towards transformational and substantive equality for women.

Zero Tolerance £2,000

Campaigns to end violence against women through tackling the root cause of this violence—gender inequality.

London Black Women's Project £2,000

Provides services to BME women experiencing all forms of violence against women and girls, and promotes feminism, anti-racism and peace.

'The Justice and Equality Fund is vital in enabling grassroots organisations to continue the crucial work they have been doing. Donations are important to ensure under-resourced organisations are able to support the women who need it most. The power of the Justice and Equality Fund is that it can directly support frontline organisations in ending the culture of sexual harassment.'

Barbara Broccoli OBE
Producer EON Productions and
TIME'S UP UK founding board member



Barbara Broccoli OBE

CONTEXT, THEMES AND LEARNING

Justice and Equality Fund grantees have never had to fight harder to ensure they are heard in the mainstream, the power of what they do is understood, and that they have secure funding. As government cuts started to bite over the last decade, many independent trusts and foundations stepped in to support services that would otherwise have disappeared.

According to a report from the Women's Budget Group in 2019, funding for local authorities in England fell by 49% between 2011 and 2018, and because local government is responsible for many of the services on which women disproportionately depend, women are hugely impacted.

Earlier research by the Women's Budget Group with the Women's Resource Centre (Life Changing and Life Saving: funding for the women's sector) found that many of the services dealing with violence against women and girls (VAWG), of which sexual abuse and harassment are seen as part of a spectrum, are reliant on local government funding. Yet while there were 1.2 million women in England and Wales suffering domestic abuse in 2017, more than 75% of England's local authorities slashed their spending on domestic violence refuges—by nearly a quarter (24%)—between 2010 and 2017.

In addition BME projects tackling violence against women and girls have historically been less well funded by local government than generic VAWG projects. Imkaan has found that the combined income of 15 BME VAWG projects in London was less than that of the one main generic provider in the capital, despite the fact that 40% of London's population is BME.

Across England, councils invested just £1.172m across 24 BME projects tackling gender-based violence—less than 11% of total expenditure.

With the changes to the immigration system and the hostile environment that has been created for people of insecure migration status, women have also been left vulnerable when wanting to report incidences of sexual harassment or abuse.

It is against this backdrop that grantees have been working to innovate, campaign and support women across the UK. Despite the gloomy financial structure around women's services, the sector remains dedicated, valiant and successful in supporting some of the most vulnerable women when they need it most.

Recruitment

Grantees had frequently reported that recruitment of specialised staff has been a key challenge. While working on the area of sexual harassment is not new for many of these organisations, the funding does mean that services that have scaled back to save money, can now be increased again. However, previous losses to the sector have meant that it takes time to build up and train appropriately skilled workers. Several grantees have had to undertake additional rounds of recruitment to secure the right staff to operationalise, which has at times delayed the start of projects.

For example, the Centre for Women's Justice was keen to partner in Wales with local expert lawyers on the ground to offer support and referral pathways, but found it very hard to find these skills. For many of these organisations, getting the right staff in the right location at the right time is a huge challenge.

Stimulating demand in a world of caution

Many grantees were already delivering services, and with funding they are increasing delivery, but can't meet real demand. For example, in 2018/19 Rape Crisis Scotland members were unable to answer 50% of the calls to their helpline, and they report an increase in calls relating to sexual harassment over the same period.

Women's organisations often operate in an environment where they know they can't meet demand, particularly when media stories (though positive in raising awareness) generate calls that can't be answered.

Working in partnership becomes even more important; joining up services where it makes sense and sharing skills and challenges can build a tapestry of services. For example in Scotland the Scottish Women's Rights Centre is co-located with Rape Crisis Scotland, which means they can have a collective voice about their sector and demands on their services. We are hugely encouraged by the scope of the women's sector to meet unmet demand, and opportunities to connect with each other, are the most frequent requests we receive from grantees.

Migration and a hostile environment

We are living in a period where migrant and refugee women are at risk if they report sexual abuse or harassment within their domestic lives or at work. A number of grantees have so far highlighted that police services can be a significant factor for women not reporting sexual abuse or harassment, for fear of immigration services becoming involved. It is too early to draw conclusions on the numbers of women

reporting to have experienced this, and not all Justice and Equality Fund grantees who work with women of uncertain migrant status, collect the same information. However, it is a recurring theme anecdotally and is worth further exploration.

Lobbying and the Domestic Abuse Bill

Many Justice and Equality Fund grantees would have expected to respond to the government consultation on the long-awaited and drawn-out Domestic Abuse Bill regardless of this funding. However, we are anecdotally aware that several of the Fund grantees have worked together and shared their responses with this network after submission. It is this kind of information sharing that is so powerful, and Rosa is encouraging Justice and Equality Fund grantees to collaborate more efficiently through our online platform via Workplace, which offers a confidential way to share and learn from each other.

Case studies by nation

Scotland

The policy context around violence against women and girls is different in Scotland, because the devolved government is more active and works in partnership with women's organisations. However, there are still very familiar issues of under-resourcing of frontline support, with a particular lack of understanding around how rural women might experience sexual harassment in their communities or workplaces. The Scottish Women's Rights Centre (SWRC) is a unique collaboration between Rape Crisis Scotland (RCS), JustRight Scotland and the University of Strathclyde Law Clinic, offering women survivors free legal information, advice, advocacy and representation.

The solicitor leading this work started the role in June 2019; they will head up a dedicated weekly helpline across Scotland; free legal surgeries and representation for civil legal measures such as protection orders. The coalition of organisations is also offering training opportunities on topics for the sector, such as how to have an impact on policy and to influence public understanding of sexual harassment, so that across Scotland women's organisations can better engage with the devolved parliament.

Rape Crisis Scotland, the lead agency in the SWRC, has consequently been funded by the Scottish government to develop a large-scale public awareness campaign on sexual harassment.

Northern Ireland

It is clear that the wider policy landscape with regard to both harassment and abuse and more broadly violence against women and girls, is significantly different in Northern Ireland from the rest of the UK. The Justice and Equality Fund advisory panel was always clear that funding went to Northern Ireland to support the first rape crisis centre for over a decade, as this was a core need identified by the women's movement there.

Within the political and social context, it is not surprising that getting the service up and running has been a challenge. The original proposal was submitted by a group of women's organisations in partnership, and there has been some movement around which organisations take the lead and are able to operationalise the service. The final grant was awarded to Women's Support Network, and Rosa continues to work very closely with them and the other partners to see the service working for women in need. The key highlight is that in such a sensitive environment, a great deal of collaboration has gone into ensuring the service will be offered. In addition, since the award was made, the political backdrop has shifted again and it is hoped that with Stormont sitting again, there can be greater support from the devolved government.

Wales

The Welsh government takes a gender-neutral approach to funding; health funding does not often go to women's organisations and many national funders who traditionally fund women's organisations rarely fund in Wales, which is why the women's sector is fractured here. Welsh Women's Aid (WWA) is providing training to increase the knowledge and skills and network of women's support services across Wales. Much existing training in the sector is focused on domestic abuse the most violent experiences women face. WWA reported that frontline staff can feel uncertain about how to advise women around sexual harassment. They may not be as clued up on the law around the issue or be uncertain of changing attitudes, when they have been trained previously to address VAWG issues as if on a spectrum. WWA reported that its training has allowed staff and volunteers in Wales to accept the transferability of domestic abuse skills to sexual harassment. The trainees have been able to see how sexual harassment falls within the core work they do, because the trauma, impact and effect on the lived experiences of survivors are so similar to domestic abuse.

Its bespoke pilot workshop was highly interactive and kicked off in April 2019, with feedback incorporated into the final programme now being delivered. In June 2019, 59 learners had taken part in the training, which they reported to be informative, interactive and effective.

England

Rights of Women (ROW) has been particularly successful in leveraging its funding into new partnerships and boosting its profile in the women's sector and in the media. The organisation is sophisticated in how it is plugged into existing networks and is growing new partnerships all the time. ROW has worked with lots of Justice and Equality Fund grantees, including Centre for Women's Justice and WWA, to discuss referral pathways, and to advise other organisations on their training. The team has also liaised with Maternity Action and campaigns like Not the Job, as well as with Liberty, Fawcett and SWRC, Rise and Shine Today, the women's survivor group, and End Violence Against Women.

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Actors and activists support the launch of
TIME'S UP UK at the 2018 BAFTA Film Awards

Jordan Smith, José Antonio Palacios, Joshua Thomas, Josie Bennet, Josie Rourke, Joya Peri, Julie Cherry, Juliet Gomes, Juliette Larthe, Kat and Paul Curtis, Kate Holderness, Kate Kinninmont, Kate Maltby, Kate Muir, Kate Ogborn, Kate Wilson, Katelyn Clark, Katelyn Duby, Katherine Nokes, Katherine Tyrrell, Kathryn Welch, Katie Leung, Katie Melville, Katie Ryan, Kayleigh Pualin, Keira Knightley, Keith Mcllwaine, Kerston Sievert, Kevin Huvane, Khusbu Patel, Kim Corbett, Kristine Saira Vinaviles, Kristina Stewart, Krupal Chavda, Kyle Soller, Lane Eaton, Laura Brown, Laura Read, Laure Berthelot, Laureline Ruiz-Zeghal, Lauren Brooks, Lauren O'Driscoll, Leda H, Leeza McGuire, Lesley Manville, Lesley Painter, Libby Nicol, Lina Bruelhart, Lisa Brook, Lisa Robertson, Liz Gill, Liz Hall, Luca Staccini Anzanello, Lucy Richardson, Lucy Sutton, Luke Meyer, Luke Windsor, Lynda Bevan, Lynne Davies, Mairead McCulloch-Keeble, Manon Ardisson, Marc Samuelson, Marie Roberts, Marine R, Mark Watling, Marta Cecot, Mary Timoney, Massy Tadjedin, Mathilde M, Maurice Alban, Mchael Deo, Megan Flockhart, Megan Somers, Meghan Hutchinson, Melanie Fitches, Melissa Hauck, Michelle Kydd Lee, Millar Grant, Mireia Taboada, Miriam Hanna, Mischa Brendel, Nadine Thomson, Nadira Murray, Natalie Painter, Natasha Blows, Natasha Dack Ojumu, Natasha Fernando, Neil Mackenzie, Nelo Urruela, Niamh Doyle, Nichola Martin, Nick Hollis, Nick Manzi, Nicky Bentham, Nicola Irwin, Nicola Waudby, Nikki Macdonald, Nina Tanner, Noma Dumezweni, Noomi Rapace, Olivia Maclennan, Olivier Kaempfer, Orianne Hidalgo, Orlando Von Einsiedel, Oscar Ruiz Benitez, Oscar Sharp, Ottavio Caruso, Pamela Drameh, Paul Forshaw, Paul Livingston, Paul Sng, Penny Babakhani, Penny Silva, Peter Knight, Peter Littlewood, Petra Burjan, Philip Anthony Sampson, Philip Coburn, Pip Eldridge, Polly Stenham, Pontso Mafethe, Quo-Huy Pho, Rachael Higham, Rachael Horsley, Rachel Dineley, Rachel Kennedy, Rachel Scofield, Randall Rodriguez, Raquel Gonzalez, Rebecca O'Brien, Rebecca Roffe, Rebecca Smith, Rebekah Tarren, Reena Pastakia, Rhona Glen, Ricchard Eyre, Richard Watkins, Robin Layfield, Rodney Fong, Ros Hiser, Sabine Lichacz, Sally Arterton, Sally El Hosaini, Samantha Barks, Samm Haillay, Samuel Thomas, San Lee, Sara Seshadri, Sarah Burns, Sarah Conrad, Sarah Gee, Sarah Heap, Sarah Hogg, Sarah Mchugh, Sarah Mosses, Sasha Collington, Sean Elder, Sebastian Schuckelt, Shaheen Baig, Shalinie Shanmugaranjan, Shiri Fileman, Shoaib Syed, Silvia Alia, Simon Batham, Siobhan McMorran, Siobhan Warrington, Sofie Jaeger, Sophia Compton, Sophie Berkley, Sophie Harris, Sophie Okonedo, Sophie Sivyier-Gadenne, Sophie Willcocks, Stacy Martin, Stefan Brooks, Stephanie Zari, Stephen Bennett, Stephen Laudat, Subhash Babu, Suki Tagger, Susan King, Suzan Seegers, Suzanne Cooke, Tamsin Greig, Tamzeng King, Tanya Schrader, Tasmin Flood, Tess Little, The List Family, Tiina Heinonen, Tilly Coulson, Tom Hiddleston, Tyler Miller, Victoria Brewster, Victoria Sinclair, Virasone May, Virginia DuVall, Vivian Broughton, Viviane Oliveira, Vivienne Tong, Watson Chao, Will Robinson, Xy Z, Yasmine Kuypers, Yumnah Awan, Zachary Bright, Zoe Cooke, Zygi Kamasa



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