



**Stand With Us Fund**

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# **Impact Report**

Published: July 2024



# Foreword

by Rebecca Gill, CEO of Rosa

**The Stand With Us Fund was created in response to an appalling act of male violence. The outpouring of grief and outrage following Sarah Everard's murder by a serving Metropolitan Police Officer led to an incredible £500,000 in donations being raised by activists Reclaim These Streets. Thousands of individuals felt compelled to act in response to the horror that unfolded.**

**Rosa was deeply honoured to be chosen to steward the money and create a fund which would have a direct impact on making the UK safer for all women and girls.**

The Stand With Us Fund was co-designed with experts from the Violence Against Women and Girls sector - to ensure funding was directed to where it was most needed and used where it would be most effective. The goal was to strengthen a sector deeply in need of funding. And it delivered. We are astounded by the incredible work achieved through the Fund thanks to the tireless efforts of the women leading organisations on the frontline in communities across the UK.

The Stand With Us Fund is further evidence of the tremendous impact investing in women's and girls' organisations can have: when you trust women to deliver the work their communities need, they deliver real change. The organisations receiving grants from the Fund quadrupled Rosa's investment, raising £4 for every £1 invested, to a total of £2.1 million. Their work impacted 13,359 women and girls in one year alone.

**But Rosa's investment is not nearly enough.**

# 13,359

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women and girls impacted by the work of the fund in one year alone

**The Stand With Us Fund received 10 times more applications than we could fund. There is an urgent need for increased and sustained funding for women's and girls' organisations working to address male violence against women and girls.**

Sadly, Sarah Everard's murder is not an isolated event. The Femicide Census reports that since 2009, a man has killed a woman in the UK on average every 2.6 days.<sup>1</sup> But the murder of women and girls at the hands of men is only one, awful part of a wider problem.

Male violence manifests itself in women's and girls' lives in many ways; as street harassment, sexual harassment, intimate partner violence including psychological, emotional, physical and sexual abuse, rape, forced marriage, 'honour' based violence, FGM, coercive control, financial or economic abuse, harassment and stalking, and online or digital abuse. Cases of male violence against women and girls are rising. Yet so many of the organisations that exist to support women and girls facing male violence are themselves battling rising demand and increased costs. This situation is unsustainable. These organisations require a funding model that enables them to thrive rather than merely survive. Funders and the wider philanthropy sector, along with central and local Government, all play a critical role in making this happen.

# 2.6days

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since 2009, a man has killed a woman in the UK on average every 2.6 days

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<sup>1</sup> <https://www.femicidecensus.org/dangerous-men-femicide-census-comment-on-cases-of-men-killing-women-where-there-are-known-histories-of-violence-against-women/> accessed June 2024



**The depth and breadth of the work done by women's and girls' organisations working to address male violence cannot be overstated.**

They provide emergency help for women and children and a safe space to escape to. They offer unique and critical services, such as employment training, advocacy, psychological and legal support, confidence building, and relocation help, such as with tenancies or finding new schooling, to help women and children to stay safe. They also offer support to women and children to rebuild their lives. They gather the data, evidence, stories and testimonies to shift mindsets, improve public policy and change laws. They are the reason that positive things happen to address the impact of male violence against women and girls. Specialist services such as those provided by Black and Minoritised women and girls have incredible knowledge and expertise, providing tailored and culturally sensitive support for women and girls.

We also know that Black and minoritised-led organisations face significant and systemic barriers to funding and often exist on very limited funds. But the funding model to support these organisations is broken. It should not take the murder of women and girls at the hands of violent males for vital funds to be raised for these organisations. It must be acknowledged that misogyny, sexism and discrimination against women and girls persist and that the women and girls sector needs consistent, regular and reliable funding to address the range of issues that arise from this. Funding women's and girls' organisations and investing in the sector for the long term must be a top priority because we know - and history shows - that it is one of the most effective ways of making real, lasting and systemic change for women and girls.

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**Rosa is hugely grateful to everyone who donated to, supported, championed, designed and delivered the Stand With Us Fund. We are incredibly proud of the impact the funding has had on the organisations that received it. There is still more to do and the fight must continue to ensure women and girls can live in a society in which they are safe, healthy and equal.**

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# Introduction

**This report examines the impact of the Stand With Us Fund. The findings are drawn from data shared by Stand With Us grantees through conversations and monitoring reports.**

The Stand With Us Fund emerged after Reclaim These Streets raised over half a million pounds following the murder of Sarah Everard, which they donated to Rosa to distribute to organisations working on the frontline to support women and girls affected by male violence. Rosa raised a further £175,000 from charitable donors Julia and Hans Rausing and The Dormywood Trust to add to the fund.

The Stand With Us Fund's **overarching ambition** was to enable organisations delivering frontline services to end violence against women and girls to be in a stronger position to survive, thrive and grow into the future.

**The Fund was built in partnership with the sector.** Rosa worked with an Advisory Group comprised of two Rosa Trustees, five Violence Against Women and Girls (VAWG) experts from across the UK as well as two representatives of Reclaim These Streets, to determine the parameters of the fund (including the size and purpose of the grants).

# £175k

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raised by Rosa from charitable donors to add to the fund



# The Stand With Us Fund

The Stand With Us Fund offered **one-year grants of up to £25,000 to 25 voluntary and community organisations with an average income level of between £100,000 and £500,000.**

Grants were given for **organisational development** work that supported organisations to develop the following areas of their work: develop a clearer strategy, more effective governance, more effective leadership, a stronger voice within the women's movement, stronger alliances with other women's organisations, more able to attract funding from other sources, more able to demonstrate the impact of work, or more effective systems and processes.

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**Organisations determined how many of these areas of development they wanted to focus on and were able to apply to fund work linked to more than one.**

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**>£25k**

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The Stand With Us Fund offered one-year grants of up to £25,000 to 25 voluntary and community organisations

# Impact Highlights

## Highlights

**25**

grants awarded

**>£25k**

grants awarded from £12k to £25k

**13k+**

13,359 women and girls supported

**£510,768**

total awarded

**£2,148,833**

additional funding raised

The table below shows which organisational development themes grantees prioritised in their applications.

SWUS organisational development theme	Percentage of grantees who chose to focus on each theme
Able to attract more funding sources	50%
More effective governance	41%
Develop a clearer strategy	41%
More effective systems and processes	41%
A stronger voice in the women's movement	36%
More effective leadership	32%
Stronger alliances with other women's organisations	27%
More able to demonstrate the impact of work	18%

# Summary of the key achievements and outcomes

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## Staffing and Leadership Development

Many organisations hired additional staff or provided existing staff with dedicated time to focus on specific themes including fundraising, communications, strategy and governance. Some organisations invested in leadership development and training for their staff, enhancing their skills in areas like management, planning, media relations and communications.

**“This funding has been a game changer for Happy Baby Community. It has enabled our user-led team to build their confidence and increase their managerial capability, resulting in them stepping up to take on key roles in our growing organisation. To date, 29 women have gone through our bespoke leadership training, and we are currently preparing to deliver it to another 16 women.”**

**Happy Baby Community (HBC)**

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## Improved Governance and Strategic Planning

Several organisations strengthened their governance structures, organisational policies, and strategic planning. They conducted skills audits, undertook strategic reviews and improved their fundraising strategies. Some also created clearer roles and responsibilities for staff and volunteers, as well as enhancing their risk management and compliance with legal obligations.

**“This work has fostered a deeper understanding of lived experience among our Board of Trustees. This has translated into more informed decision-making.”**

**Ella's**



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## Successful Fundraising and Financial Stability

A significant number of organisations successfully secured funding and improved their financial stability. They developed fundraising strategies, hired fundraising consultants or specialists which supported them to apply for and receive grants from multiple sources, ensuring the continuation of their vital services.

Half of the funded organisations applied specifically for support to raise funds and, for every £1 invested in these organisations, £7.50 was raised. Interestingly, grantees who did not apply for this purpose also found themselves better able to raise additional funds. Some grantees attributed this success to being associated with Rosa as a respected funder.

**“Rosa opened the doors to funding opportunities through being able to show that we have been supported by a prominent organisation.”**

**Phoebe**

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## Enhanced Service Delivery and Support

Many organisations improved their service delivery and support for beneficiaries. They provided training for staff and volunteers, ensuring they have the necessary skills and knowledge to effectively support those affected by domestic abuse, sexual violence, and other issues. Some also reported increased capacity to provide support through helplines, drop-in sessions, advocacy, and therapeutic support.

**“The impact of the Stand With Us Fund has been phenomenal and we’re incredibly grateful for that support. There are no other funds like Rosa. Thanks to this funding, we’re able to manage the organisation better and make sure it’s safe and in line with policies, procedures, and regulations. We’re more sustainable, robust and better able to meet the needs within the community.”**

**Rape and Sexual Abuse Service Highland**

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## Capacity Building Support for Grantees

In addition to the grant funding, organisations were invited to attend a range of capacity building workshops delivered by a Rosa consultant. The programme included sessions on safeguarding, campaigning, networking, governance, social media and full cost recovery.

**“The support that we received was not just financial. Rosa has provided us with key training and development opportunities, which have strengthened our organisational practices and enhanced staff skills and knowledge.”**

**Rape and Sexual Abuse Service Highland**



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of respondents rated the training sessions excellent or very good



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of respondents found the sessions extremely useful, or very useful



# Thinking Time and Breathing Space for Leaders

**The funding provided dedicated time and resources for leaders, particularly CEOs, to focus on strategic planning, networking, and strengthening their organisations. This allowed leaders to step back, reflect, and make informed decisions about the direction of their organisations.**

Many organisations invested in leadership training and development opportunities for their staff. They enhanced their skills in areas like management, strategic planning, communication, and conflict resolution. This led to improved decision-making, stronger team collaboration, and a more effective approach to achieving organisational goals.

**“As an organisation, we are committed to providing our staff and volunteers with opportunities for growth and development. Thanks to the grant, we were finally able to offer a Leadership and Management training programme.”**

**Maa Shanti**

The funding helped leaders gain confidence and a better understanding of their strengths and areas for improvement. They participated in workshops, networking events, and coaching sessions, supporting them to identify and embrace their unique qualities and those of their organisations. This self-awareness translated into more effective leadership and a stronger organisational vision.

**“You rarely find a fund that recognises the importance of taking some of the pressure off the senior leadership team, and how crucial that is to ensuring the organisation has a clear vision, mission and strategy. Stand With Us was a refreshing and unique offer of support that is so often unrecognised as important. As a senior leadership team, if we don't have the ability to do the work we need to do, the front line work simply cannot continue. The impact [of receiving the grant] has been huge.**

**Hannah Coban, Head of service delivery in Coventry,  
Kairos Women Working Together**

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# Rape and Sexual Abuse Service Highlands

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**Established in 2014, Rape and Sexual Abuse Service Highland (RASASH) is the only specialist sexual violence service in the Highland Council area.**

It provides free, confidential, specialist support and advocacy for those affected by sexual violence across the large geographical area. Most of the service users are women and girls. The service also delivers training and workshops to schools, youth groups and professionals in service of its aim to eliminate sexual violence. CEO Romy Rehfeld shared her insight into how the Stand With Us Fund has helped support the future of this vital service.



## WHAT KIND OF WORK DOES RAPE AND SEXUAL ABUSE SERVICE HIGHLAND DO?

**We offer support and advocacy to anyone over the age of 13 in the Highlands who has been affected by sexual violence. So that is people who have had direct experience as well as loved ones of survivors.**

Agencies also come to us for information, guidance, training and referrals and we run prevention activities for those aged 11-25 in our youth programme. Our work is vital as we are the only rape crisis centre and the only specialist service in the Highlands that offers support for survivors of sexual violence. There are other services that can offer mental health support for the impact, but these services often have long waiting lists and are only available in more centralised areas, so they will often refer to us.

More than 50% of our referrals come from organisations such as the NHS and Women's Aid. The geography we cover at RASASH is vast - we're the largest council area in the whole of the UK and cover an area around the size of Belgium. Within that, we cover some rural and deprived communities. These communities often lack access to services due to the need to travel, financial barriers and caring responsibilities. We are truly Highland-wide.

## CAN YOU TELL US MORE ABOUT HOW YOUR SERVICE MEETS THE SPECIFIC NEEDS OF THIS VAST AREA?

**People often believe sexual violence isn't something that happens in Highland or smaller, rural communities. There's this idea that it's an urban issue perpetrated by strangers. That attitude is prevalent here and goes alongside a fear that if someone reports they will be found out.**

If, for example, you go to your local police station, your neighbour may be working on reception. Where our service is incredibly important is that we offer a confidential, non-judgemental space for survivors. We do that by offering in-person support, whether that's in Inverness or involves staff travelling to rural areas who are not from that area. That means that they are not someone service users will run into again. We also offer remote support. All of our support options are led by survivors, and we tailor our support to them.

# 50%+

more than 50% of our referrals come from organisations such as the NHS and Women's Aid



## HOW DID YOU USE THE STAND WITH US GRANT?

**The funds were used to ensure more survivors are aware of our work and able to access our service.**

A portion of the funds went towards our LGBT charter through LGBT Scotland, and we have just been awarded the silver award.

As well as identifying a gap in digital skills among staff and developing a systems user guide as a long-term resource, we also asked our staff what they would like in terms of developing practice. This highlighted opportunities for further case reflection, and we have now established a bank of over 100 case studies from teams across the service which we can utilise to support continual development.

We were also able to recruit and train four volunteers who are now working on our support line.

We used some of the funds to update our website. Feedback was telling us that it was out of date, unclear in some places and not accessible for all survivors. We have now launched our new website and are better able to communicate and promote our service to those who need it.

In terms of longer-term security, we worked with a consultant who developed a fundraising strategy tailored to our needs. One recommendation was that we needed a dedicated in-house fundraiser and she started with us in April 2023. We are already seeing an increase in donations.

We were able to do so much with this pot of money. Crucially, the flexibility of the grant meant that we didn't have to fit certain criteria. We were able to look at our needs and decide what to do from there.

## WHAT WAS THE IMPACT OF THE GRANT ON YOUR ORGANISATION AND SERVICE USERS?

**Every member of staff has provided resounding positive feedback about what we've been able to achieve - we're proud to be going out and speaking about our organisation, we can direct people to our website without worrying that it's out of date. This has been a big shift for all of us.**

Thanks to this funding, we're able to manage the organisation better and make sure it's safe and in line with policies, procedures, and regulations. We're more sustainable, robust and better able to meet the needs within the community. Last year we saw an 8% increase in referrals, and I believe that our visibility and community engagement thanks to this grant have contributed to that.

Ultimately, for us, being able to achieve our vision of a society free of sexual violence means it's important for people to know we're there for them. This grant allowed us to do that. The impact of the fund has been phenomenal and we're incredibly grateful for that support.



# A Phenomenal Return on Investment

Half of the funded organisations chose to use their grant to attract funding from other sources. Those organisations received a total of £251,861 from the Stand With Us Fund and - over the course of the funded period - used this to raise an extraordinary £1.87 million.

**This means for every £1 invested in them, they raised £7.50.**

Many organisations hired fundraising specialists or consultants, leveraging their expertise to develop and implement effective fundraising strategies. These specialists assisted in grant writing, bid development, and identifying potential funding sources, resulting in successful grant applications and increased funding opportunities.

**"The funding we have received has had a huge impact on our work and in particular our ability to raise funds which will continue thanks to our new Fundraiser. This funding was very timely for us and has had significant benefits"**

**Maa Shanti**

The support from Rosa enhanced organisations' relationships with existing and potential funders enabling them to demonstrate impact, share strategic plans, and confirm their commitment to serving their target communities. This in turn led to stronger relationships with funders, increased trust, and improved chances of securing additional funding.

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# Kairos WWT

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**Established in 1999, Kairos Women Working Together offers trauma-informed, long-term support and advocacy for women in Coventry who are subject to or at risk of sexual exploitation.**

Hannah Coban, Head of Service Delivery, explains how the Stand With Us Fund supported the service when its future looked uncertain.

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## WHAT SUPPORT DOES KAIROS WOMEN WORKING TOGETHER OFFER?

**We support women with multiple and complex unmet needs who are at risk of, or subject to, sexual exploitation. Our vision as a charity is to see a world where women aren't experiencing violence, abuse and exploitation. Broadly speaking we support that aim through the provision of emotional and practical support, advocacy, awareness raising, drop-ins, groups and outreach.**

There are higher levels of poverty, deprivation and street-based prostitution in Coventry compared to the national average, so we do see a higher level of need.

Kairos offer a range of services including a transitional safeguarding service called Feeling Safe that supports those aged 16-25. We also have peer support and a summer programme for our younger women where they try things they may not have had the opportunity to try. That is often the catalyst for them thinking about what they want to achieve in their future.

We have a group for women who are pregnant or new parents which we co-facilitate with a specialist substance misuse midwife. We have found this leads to better engagement with Child Protection Services and Child in Need processes and has better outcomes for the women at the end of their pregnancies.

We also have a service for those aged 25 and up. It's holistic, intensive, practical and emotional support. These women are often in a 24-hour cycle of crisis. They may be involved in street-based prostitution, they might be selling sex for accommodation or to get money for substances and are in very dangerous situations. Those who are involved in street-based prostitution are 12 times more likely to be murdered.

We do a lot of intensive crisis work with these women to get them to a point where they are safe, stable and building their resilience.

We also undertake advocacy on a national and regional level, have specialist housing and women's justice services, a drop-in and a women's only hub. We have 20 volunteers, 14 staff and a lot going on.

We ensure that women feel valued. When she's ready, we're ready. In fact, that's what Kairos means – the critical or opportune moment for change. It's all about us being there when the woman is ready.



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## HOW HAVE THE STAND WITH US FUNDS BEEN USED?

**At the time we became aware of the Stand With Us Fund, we weren't in a particularly strong financial position. A lot of our time was going to fundraising which meant work wasn't being done elsewhere in the organisation as our priority had to be securing funding to survive and sustain the organisation.**

When we received the grant, we were able to pay for a fundraiser. She completed six grant applications, all of which were successful. Over the next three years, we have now secured over £870,000.

For every £1 we spent on the dedicated Fundraiser through the grant, we received £43 in return.

This secure resource base has done so much for us as an organisation. We were in a position where our survival was at risk. Now we can survive and strategise. We can look at gaps in service provision, training needs and the development of the organisation. The fact that we have three years' worth of funding as a result of this grant means we can reach as many women as possible and increase capacity.

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## WHAT IMPACT HAS THE FUND HAD ON YOUR SERVICE?

**I cannot stress the impact this fund has had on our being able to exist. We are becoming a reputable organisation and are receiving more professional referrals as a best practice provider.**

The Stand With Us Fund has also allowed us to create this more responsive service for women and girls.

Just one of the grants we have gone on to secure has allowed us to extend our Feeling Safe service from starting at 18 to 16.

Eighteen is a point at which women are facing multiple transitions. You're becoming an adult, maybe leaving a residential home or care, going into adult accommodation, maybe leaving school or college, there are changes in health, mental health and benefits systems – that's the point where society is stripping back support and exploitation can begin.

We are now able to help them navigate that transition. We bridge that gap where young girls and women can be exploited and groomed, working with them in Feeling Safe from the age of 16 to 25.

We are the only service in Coventry that delivers such a transitional safeguarding service for young women. That alone is incredible.

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# £870k

of grants secured through successful applications from our Fundraiser

# Strengthening Organisational Foundations

**With the support from the funding, organisations were able to dedicate time and resources to strategic planning. This included engaging staff, volunteers, and beneficiaries in the process, ensuring that their strategies were informed by a wide range of perspectives. This resulted in clearer goals, improved decision-making, and a stronger organisational direction.**

Several organisations strengthened their governance structures, policies, and procedures. Some also worked on creating clearer roles and responsibilities for staff and volunteers, as well as improving their risk management and compliance with legal obligations.

Many organisations enhanced their monitoring and evaluation practices with the support of the funding. They invested in training for staff and volunteers, improved data collection and analysis systems, and developed key performance indicators (KPIs) to track their progress. This enabled them to better understand the impact of their work and make data-informed decisions.

Some organisations embraced technology and digital solutions to streamline their processes. They used cloud-based systems, project management software, and communication platforms to enhance their efficiency and effectiveness. This technological advancement will improve their data management, communication, and overall operational performance.

**“Through this funding, we were able to strengthen our monitoring and evaluation processes. This enabled us to better analyse how effective our services are and recognise where improvements need to be made. Funding also went towards staff training which ensured staff were able to implement improved processes effectively. This equipped them with skills that enabled them to support the increased number of beneficiaries the organisation has seen as we grow”**

**Phoebe**

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# Rochdale Women's Welfare Association

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**Rochdale Women's Welfare Association (RWWA) is a woman-led organisation that strives to empower women to reach their full potential. This involves challenging inequality, providing advocacy services, education and volunteering opportunities and tackling violence against women and girls**

RWWA used the Stand With Us Fund for training opportunities for its full cohort of staff and volunteers in topics such as leadership skills, GDPR, safeguarding and confidentiality. Here we speak to CEO Khalda Manzoor, Assistant Manager Tanzeem Mahmood and Youth Engagement Coordinator/ Trainer Rizwana Baleem about the importance of the training to their work.

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## **WHAT SUPPORT DOES ROCHDALE WOMEN'S WELFARE ASSOCIATION OFFER?**

**All of our service users, staff and management are women. We offer advocacy, wellbeing support and practical help to challenge and assist women and their children who are at threat of domestic violence.**

We offer support with elements such as safety planning and fleeing. When our service users are in a safe place, we then undertake recovery work. We offer counselling, remotely and in person, as well as a mother tongue service in community languages. Then, to build confidence and self-esteem, we have voluntary opportunities and an educational arm with lots of classes such as ESOL, sewing, knitting and gardening. People who come to us get the opportunity to socialise at our classes as well as learn skills, then they can become volunteers which has led some to secure employment.

In addition, we undertake prevention work, working in high schools to raise awareness of domestic abuse and its warning signs. Our aim is to have fewer victims and perpetrators in the future.

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## **WHY IS YOUR WORK PARTICULARLY IMPORTANT IN ROCHDALE?**

**We are a unique service. Our staff speak community languages, they understand the level of need and have a cultural awareness of what is happening locally.**

The demographic in Rochdale is always changing. We're one of the poorest boroughs in the country with the lowest standard of housing, so it's the cheapest. That means that the area is culturally diverse with high numbers of asylum seekers and refugees.

We appreciate the challenges faced by these women. For example, many of the women who come to us initially have very poor digital skills. We understand that this is a barrier to much of modern-day life and access to services. So, we prioritise helping them overcome that.

The impact of the work we do expands within the community. When we run health work, the women we support will then go home and speak with their mother-in-law, their sisters, and their grandmothers. We give them the information to live safer and happier lives and that important information is shared within their community.

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## HOW WAS THE STAND WITH US FUND USED?

**The fund allowed us to hold training for all our staff and volunteers. Management, staff, volunteers and two of our board members went on a team residential over several days.**

Because we were off-site there were fewer distractions. When we try to do things [in the office], the telephone is going and there are people at the door. There's always pressing need. But when we were off-site, we were all able to concentrate on the training, get to know each other and strengthen our relationships. It was an ideal opportunity to get together, learn about racism, safeguarding and the legal system.

As well as allowing our board to get to know more about how we work, the training enabled our volunteers – who are often service users – to receive some vital training.

Education and training empower our women. We are telling them 'You can become a leader'.

All their lives these women have been listening to their fathers, brothers, husbands. Training opportunities help them learn about themselves, who they are and that they can go into a leadership role.

As well as the residential, we've had day training on leadership, bookkeeping and domestic abuse. Management skills training also allowed some staff to move into leadership roles.

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## CAN YOU TELL US ABOUT SOMEONE THE FUND HAS HELPED SUPPORT?

**One of our service users and volunteers who took part in the training has suffered from low self-esteem.**

Prior to moving to the area, getting married and having children, she had worked in London. She moved, her confidence dropped and she stopped working. Her self-confidence was low when she began attending our wellbeing group. One day, she came into the office and asked if she could volunteer.

As she took on more responsibility, her skills came back from her former professional role. She moved from handling phone calls to dealing with in-person enquiries and then facilitating our groups.

Sadly though, one of her teenage sons was then diagnosed with cancer and she had a nervous breakdown.

We thought we had lost her, but we reassured her and slowly she reengaged with the service. She was at a very difficult stage, but we have worked with her and she's now at a point where she is managing and facilitating groups again. It's a huge achievement.

She came to the training we were able to fund through Stand With Us and it was a wonderful opportunity to continue building her confidence further. It was really valuable for all involved.

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**As well as allowing our board to get to know more about how we work, the training enabled our volunteers – who are often service users – to receive some vital training. Education and training empower our women. We are telling them 'You can become a leader'.**

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# Challenges facing the sector

**As well as sharing their successes, organisations also shared the challenges faced by them and the women and girls they work with.**

Several common themes emerged, indicating that many of these challenges are sector-wide.

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## **Increased Demand and Complexity of Needs**

Many organisations are experiencing a rise in the number of beneficiaries seeking their support, often with more complex and intersecting needs. This is exacerbated by the cost-of-living crisis, which is impacting both beneficiaries and staff, leading to increased financial pressures and concerns about staff retention and burnout.

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## **Funding and Financial Sustainability**

Securing sustainable funding remains a significant challenge. Organisations are facing increased competition for grants, shorter funding cycles, and a shift towards short-term funding. They are concerned about the impact of the cost-of-living crisis on their operational costs and the potential loss of funding streams, particularly those related to the pandemic. There is a pressing need to secure multi-year funding to ensure the continuity of their services and provide stability for their staff.

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## **Staffing and Retention**

The demand for services, combined with the cost-of-living crisis, is creating challenges in recruiting and retaining staff. Organisations are struggling to offer competitive salaries, and staff are facing financial pressures and increased workloads, leading to burnout and high turnover rates. Some organisations are also facing challenges in recruiting staff with specific skill sets, such as language proficiency and cultural expertise.

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## Wellbeing and Burnout

The increased demand and complexity of needs are taking a toll on the wellbeing of staff and volunteers. Organisations are concerned about burnout and are prioritising staff support and self-care practices. They are also investing in additional resources, such as supervision, counselling, and wellbeing initiatives to address these issues.

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## Policy and Systemic Barriers

Some organisations highlighted ongoing policy and systemic barriers that affect their beneficiaries and their ability to provide support. These include issues related to immigration status, access to public funds, and the impact of government cuts and changes in legislation.

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# Integrate UK

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**Integrate UK is a youth-led charity based in Bristol that empowers young people to take an active and positive role in society and to help them create the change they want to see.**

The charity used the funds to update its website and secure new monitoring and evaluation software to capture the impact of their work, as well as recruiting a part-time Fundraising Assistant and Communications Officer to develop and oversee the implementation of a new fundraising and communications strategy. This led to the organisations securing unrestricted core funding for the next five years. Here, CEO Lisa Zimmermann and Finance Manager Mohamed Nour-Elmi share what the fund means to Integrate UK.

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## WHAT SUPPORT DOES INTEGRATE UK OFFER?

**All our work comes under the umbrella of gender or racial equality. The young people we work with decide which issues have a real impact on their lives and what they want to do about it. They often decide to make a film. We ask what outcomes they want to achieve, and a lesson plan is delivered that is geared around that. The young people then deliver workshops to their peers. If they are under 18, the workshops are often in their school or within the area. If they are over 18, they may deliver workshops nationally and occasionally internationally.**

It's young people who have made the decisions on what to cover and developed the script and it's evident that they know what the most pressing issues are. There's a safety in numbers at Integrate. Our young people are accepted for who they are, they're not judged or dictated to.

In the past our young people have chosen to tackle issues such as toxic masculinity, honour culture and colourism. Currently, they are looking at knife crime as a lot of our young people know victims or perpetrators and are living in fear.

The question of male violence is so broad, complex and intersectional. It's really important to start tackling these issues young. Giving girls, in particular, the platform and means to voice their concerns around these issues is the only way things are going to change.

We also work with schools to improve safeguarding, make sure girls know their rights, how to access help and recognise when something isn't right.

A lot of work happens when the harm has already been inflicted, we want to do our work before it gets that far.

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## HOW DID YOU USE THE STAND WITH US GRANT?

**We have been aware for a long time that people are impressed with the work we're doing but often tell us they didn't know about it. We are a small team and when you have to choose between working with service users or promoting your services, you have to go with the work that's most needed. This fund gave us the headspace to think about how we communicate who we are in order to reach more funders, do more work and be more secure. This time, space and ability to focus had been lacking for a long time.**

We used some of the funds to invest in monitoring and evaluation software to better capture the impact of our work, manage data, track progress and report against our outcomes.

We also commissioned an update to our website which we will launch soon. We want to make sure someone who's never heard of Integrate UK can look at it and understand exactly what we do.

In addition, we used the funds to recruit a part-time Fundraising Assistant and Communications Officer. She is 17 and has been with us for quite some time. Having someone in the role with lived experience has been invaluable. She has now helped us secure a grant of £30,000 a year for five years. It's an exciting, ongoing progression for the organisation.

The member of staff has done an amazing job and it's wonderful to think what it will do for her confidence, sense of self and her CV and credibility externally.

Thanks to the Stand With Us Fund we now have a clear strategy. We are in a much better position financially and have increased our team as a result. The funding has meant we can do so much more for our service users.

# £30,000

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a year, for five years, secured with the help of our Fundraising Assistant and Communications Officer



# Looking Ahead:

## Rosa's call to action to the funding community

**Rosa is honoured to have worked with so many experts in the sector to develop the Stand With Us Fund.**

We are impressed, but not surprised, by the impact the funding had on the grantee organisations. It proves that when you invest in women's and girls' organisations, you strengthen them.

Our wish is for other funders to learn from our work and join with Rosa to help strengthen the women and girls sector for its long term sustainability. Our call to action to funders is:

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### **Fund organisations working with women and girls to address male violence**

Recognising it as both a cause and a consequence of widespread gender inequality. By addressing VAWG in communities across the UK, your support will have far-reaching impact on all of society. Rosa will continue to work with partners in the funding and philanthropic sector to share the impact of Stand With Us and encourage others to invest in this area of work.

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### **Make funding organisations working to address VAWG a permanent priority for your funding programmes**

Rosa remains deeply concerned that work to end male violence against women and girls lacks consistent funding and that much funding follows high-profile murders of women and girls by men. This model of funding is unacceptable and unsustainable. Organisations continually face a struggle to raise the funding they need to deliver their lifesaving and life-changing work.

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**Rosa will continue to fundraise for Stand With Us and plans to run this work every other year, funding permitting.**

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## **Enable women-led organisations to invest in themselves**

Funding delivered through the Stand With Us Fund made 25 organisations stronger and proved the tremendous impact of organisational development funding. Offering funding that invests in an organisation's development, (or is offered flexibly, or fully funds an organisation's overheads or comes without ties to direct service delivery), gives organisations the opportunity to plan for the future, improving the sustainability of support available to women and girls. Rosa intends to continue investing our funding in organisational development, to ensure organisations get the funding they need to not just survive, but to thrive. We encourage others to do the same.

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## **Challenge the misconception that addressing Violence Against Women and Girls is well-funded despite the relatively high profile of the issue**

Join with Rosa to influence your philanthropic network and raise awareness of the funding crisis that is affecting women-led organisations.

The Stand With Us Fund is proof of what happens when organisations are given the funding they need to strengthen them for the long term. Rosa remains committed to funding women's and girls' organisations and championing the women and girls sector. We know that a society in which women and girls are safe, healthy and equal can only come about when the organisations which exist to support and champion women and girls are thriving.

**Please stand with us, invest in this vital work, and be a part of the solution.**

**"Flexible funding [such as the Stand With Us grant] is the only logical way to support. Each organisation knows what they need. Things can change and we need to be able to move according to need. Having funds, such as this one, that understand that is hugely important"**

**Lisa Zimmermann, Chief Executive Officer, Integrate UK**

# Map of grantees



Please note that all plots on the map are approximate locations.

<b>Organisation Name</b>	<b>Location</b>	<b>Grant Amount</b>
1. Sophie Hayes Foundation	London	£15,692
2. South Liverpool Domestic Abuse Services	Liverpool	£24,996
3. Kurdish and Middle Eastern Women Organisation (KMEWO)	London	£24,387
4. Apna Haq	Yorkshire & the Humber	£24,959.09
5. VOICES	Bath	£24,000
6. Broxtowe Women's Project	Broxtowe	£18,516.50
7. Middle Eastern Women and Society Organisation	London	£25,000
8. Kairos Women Working Together (Kairos WWT)	Coventry	£25,000
9. Angus Women's Aid	Angus	£24,971
10. Rape and Sexual Abuse Service Highland	Scotland	£24,890.95
11. Ella's Home	London	£24,924
12. Aylesbury Vale and Milton Keynes Sexual Assault and Abuse Support Service	South East	£25,000
13. Maa Shanti	London	£24,826
14. Shama Women's Centre	Leicester	£24,600
15. Rochdale Women's Welfare Association	Rochdale	£25,000
16. Happy Baby Community (HBC)	London	£25,000
17. Integrate UK	Bristol	£24,980
18. Halo Project	Middlesbrough	£25,000
19. Pandora Project	Norfolk	£23,576
20. one voice 4 Travellers Limited	Central Bedfordshire	£16,600
21. Opoka Charitable Incorporated Organisation	Bristol	£24,498
22. Shetland Rape Crisis	Shetland Islands	£12,015
23. Aanchal Women's Aid Ltd	Redbridge	£25,000
24. Amina-the Muslim Women's Resource Centre	Glasgow	£25,000
25. Phoebe	Ipswich	£18,000

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## ADVISORY GROUP

We are extremely grateful to all the members of the Advisory Group who have dedicated their time to helping shape the Stand With Us fund, particularly for the support of Sarah Green, who acted as Secretariat to the Advisory Group.

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**Jackie May** from The Women's Centre Cornwall

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**Girijamba Polubothu** from Shakti Women's Aid (Edinburgh)

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**Sarah Mason** from Women's Aid Federation Northern Ireland (Belfast)

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**Gurpreet Virdee** from Women and Girls Network (West London)

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**Jacqui Fray and Beverley Williams** from Amadudu (Liverpool)

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**Jamie Klingler and Ludo Orlando** from Reclaim These Streets

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**Gilly Green and Sarah Jackson**, Rosa trustees

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**ROSA FUND**  
COMPANY LIMITED BY GUARANTEE - 6598018  
REGISTERED CHARITY NO. - 1124856

# ROSA

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**THE UK FUND FOR  
WOMEN AND GIRLS**



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