

Justice and Equality Fund Impact Report 2025 Executive Summary



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Executive Summary

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Introduction

The Justice and Equality Fund was launched in the UK in February 2018, inspired by the global #MeToo and TIME'S UP movements. It aimed to bring an end to the culture of sexual harassment, abuse and impunity by supporting women's and girls' organisations to undertake work tackling misogyny, harassment, and abuse. Over £2.9 million was raised from more than 400 donors, including significant contributions from Emma Watson and Comic Relief. The Justice and Equality Fund demonstrates what is possible when generous donors act in solidarity with women and girls, guided by Rosa, an organisation with unrivalled expertise in the women and girls sector across the UK.

This report's findings are based on data and insights provided by grantees through interviews and end-of-grant reports. These insights demonstrate the fund's significant and lasting impact on UK society. They show how women's and girls' organisations of all sizes, from frontline service providers to advocacy groups, are able to create meaningful, lasting change when given sufficient resources.

£2.9m+

Since the fund was launched in the UK in February 2018, over £2.9 million was raised from more than 400 donors, including significant contributions from Emma Watson and Comic Relief

Fund Design and Grant Programmes

The fund was designed through extensive stakeholder collaboration, and was structured around three grant programs:

1. ADVICE AND SUPPORT: £1,027,699 AWARDED TO SEVEN ORGANISATIONS

Grants between £25,000 and £200,000 were made to organisations providing legal advice and support to survivors of harassment and abuse. This programme reached over 22,309 women and girls and enabled organisations to increase capacity and provide vital information about legal rights and options.

2. NOW'S THE TIME: £974,558 AWARDED TO 24 ORGANISATIONS

One-year grants of between £5K and £25K, and larger grants of up to £100K were made over one to three years, to support cross-sector partnerships between women's and girls' organisations, and businesses, unions, schools, and other organisations working towards ending sexual harassment and abuse.

3. CHANGING THE CONVERSATION: £237,889 AWARDED TO 20 ORGANISATIONS

Grants starting at £12,000 were made to coordinate and train communications experts to challenge assumptions about acceptable behaviour in the workplace. The programme supported a network of communications experts to challenge harmful behaviours and norms.

Rape and Sexual Abuse Support Centre – Impact Story

Rape and Sexual Abuse Support Centre (RASASC) provided confidential, emotional support and signposting to over 19,000 survivors of sexual abuse.

With the support of the Justice and Equality Fund, RASASC employed extra staff to keep its helpline open during busy weekday afternoon shifts, and respond to voicemails quicker than ever before. As the pandemic hit, it worked tirelessly to transition to an online remote operating system to continue to be there for survivors even when demand surged in the lockdowns of 2020.

The increased capacity enabled RASASC to reach more survivors, including women only available in the daytime such as mothers of school-aged children. It also freed up the Helpline Coordinator to spend more time on strategic work, including participating in coordinated efforts to end sexual harassment and abuse with partners such as Rape Crisis Helplines, and in the London Councils Ascent Helplines Strand.

“Thanks to the Rosa grant, the service is now set up, staffed and managed in a more sustainable way. This will enable us to continue providing national, high-quality telephone support to female survivors of sexual harassment and abuse.”

Rape and Sexual Abuse Support Centre

The Justice and Equality Fund supported a huge variety of innovative work to tackle sexual harassment and abuse in workplaces, communities and public spaces.

Initiatives ranged from new national legal advice services, to grassroots campaigns supporting minoritised women and girls to speak out about their experiences of sexual violence. The scale of the work undertaken drives home the critical importance of the UK women and girls sector and its collective reach.

The fund helped to unify women’s and girls’ organisations already working to dismantle the culture of sexual harassment and abuse, and this resulted in extraordinary achievements including:



A new specialist legal advice line supporting women across England and Wales affected by workplace sexual harassment.



Sexual harassment awareness work and training for over 9,000 police professionals.



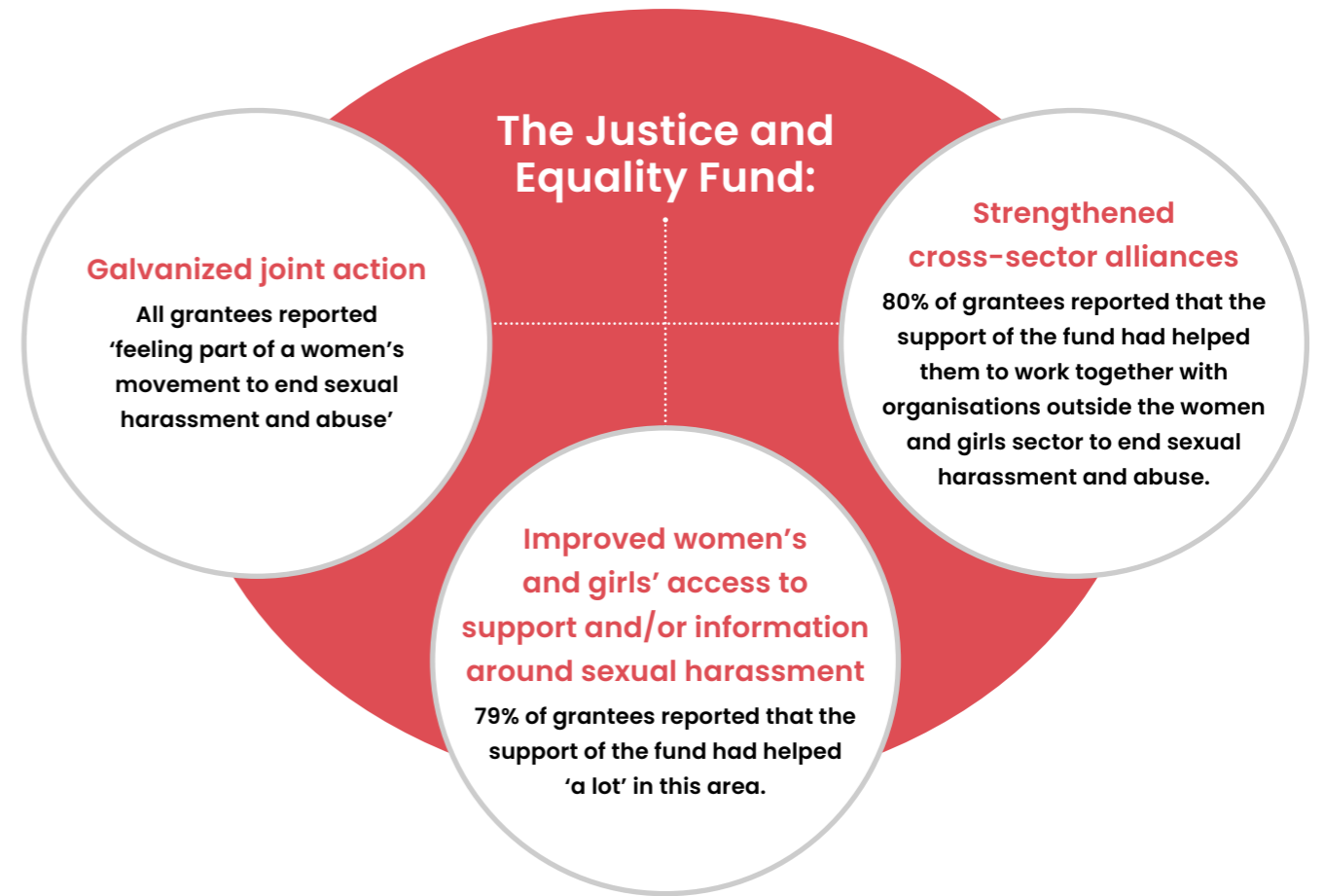
Major legislative change which places a mandatory duty on employers to help prevent sexual harassment and abuse in the workplace.



The first rape crisis service in Northern Ireland for over a decade.



A new resource hub developed to support university students and staff to prevent and tackle sexual misconduct in higher education settings.



“The Precious Trust is one of the only organisations in Birmingham that offers specialised support for gang-affected females. Consequently, the team can often feel isolated, and on occasions, have had to justify why The Precious Trust only supports girls and young women. Through joining Rosa’s movement, The Precious Trust feel more connected, supported, and empowered to end sexual harassment.”

The Precious Trust

Recommendations

The Justice and Equality Fund demonstrated the transformational power of investing in women's and girls' organisations. It highlighted the sector's resilience and the broad impact of its work. However, continued investment and recognition are essential to sustain and expand this vital work. There is a clear need for ongoing collaboration and support to tackle abuse and harassment across all sectors and communities.

1. We need a spotlight back on the issue

Early momentum has been lost. Collaboration, partnership and sustainable investment are needed to regain focus on the problems and solutions.

2. The women and girls sector needs long-term funding and support to continue what has been started

Funding in response to high profile cases when women and girls are harmed or murdered is not enough to bring about the much-needed change in culture and societal attitudes.

3. Every day experiences of sexual harassment should be centred

While there has been a welcome political and policy focus on domestic violence in recent years, there has been far less interest in the wider spectrum of sexual harassment that women and girls experience daily, or the changes needed to address this. Substantial changes in policy, law and practice are still very much needed.

4. The onus needs to be shifted onto employers rather than victims and survivors to stop workplace sexual harassment

Workplace sexual harassment persists and the perpetrators act with impunity. This particularly harms marginalised women and girls, whose voices and experiences are being overlooked in decisions affecting the development and application of policy, law and practice.

5. Change is possible – with the right focus, investment and commitment

The fund demonstrates that women's and girls' organisations play a crucial role in both highlighting the real and extensive problems facing women and girls and in finding effective solutions. Over and over again, these organisations show that change is possible – with the right focus, investment and commitment.

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 McIlwaine, 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, Sann 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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