

Justice and Equality Fund Impact Report 2025



Justice
and 
Equality
= Fund

ROSA

COMIC
RELIEF

TIME'S
UP
UK

Contents

| | |
|----|---|
| 4 | Foreword |
| 6 | Introduction |
| 8 | Designing the fund |
| 9 | Awarding grants |
| 12 | Key achievements |
| 14 | Programme 1: Advice and Support |
| 22 | Programme 2: Now's the Time |
| 36 | Programme 3: Changing the Conversation |
| 50 | Recommendations: Driving change |
| 52 | Grantee List |

Written by [Emily Simpson](#), Third Sector Consultant

Thank you to all those who have generously donated to the Justice and Equality Fund...

A J Golesworthy, Abdulaziz Albanni, Abigail Graham, Abigail Morgan, Adelle Pool, Adrienne Lawson, Agnes Szalkowska, Áine Wilcox, Ajit Singh, Alarna Benson-Green, Alastair Monk, Alex Darrington, Alex Pendleton, Alexandra Hudson, Alexandre Bassas, Ali Wilkinson, Alison Stewart, Allannah Langstaff, Altera Maksymetz, Amanda Loftis, Amber Dawn, Amber Harris, Amisha Patel, Amy Ash, Amy Rankin, Ana Teresa Miranda, Andrea Miles, Andrea Solomon, Andrew Crisel, Andrew Woodham, Anna Morris, Anna Rust, Anna Shields, Anna Voicu, Annabel Grundy, Annabel Jankel, Anne-Marie Hughes, Anoushay Okhai, Arnaud Meresse, Barnaby Thompson, Benjamin Cordier, Benjamin Lindquist, Beth Evans, Brooke Ramos, Caitriona Balfe, Calum Pillage, Camille Gatin, Caroline Garland, Cat Wallis, Catherine Cortese, Catherine Fyfe, Catherine McVerry, Catherine Slater, Cecilia Frugieuele, Céline Jego, Chantelle Staynings, Charlotte Chapman, Charlotte Colbert, Charlotte Leadbetter, Charlotte Mace, Cherry Ng, Chiara V, Chris Chamberlain, Chris Millar, Chris Warrington, Christine Adams, Christine Morrow, Christophe Sépulchre, Christopher Widdowson, Claire Foy, Claire Furner, Claire Geddie, Claire Jones, Claire Kirkham, Clare Coyne, Clare Morley, Claudia Lowe, Clelia Anselmi, Daniel Kasierer, Daniel Torrance Cameron, Daniel Wood, Danielle Benoit, Danielle Carrington, David Harrigan, David Martinez, David Nicholls, David Smith, David Sturzaker, Deb Rindl, Debbie Howard, Debra McDowell, Deeba Syed, Delphine A, Denise Gough, Derek Cunningham, Derek Velastegui, Desiree Torres, Dinesh Kumar, Dionne Wallis, Disha Sughand, Douglas Booth, Eddie Marsan, Eleanor Lloyd, Eleanor Matsuura, Elena Baranova, Eleri Wynne, Eline Powell, Elizabeth Karlsen, Elizabeth Saltzman, Ella Smith, Ellen Grant, Ellia Finnie, Emerald Fennell, Emily Steele, Emily Walton, Emily Winther, Emma Stacey, Emma Thompson, Emma Watson, Emmanuelle Pennarun, Eric Norton, Erika Hope Spencer, Erin Vivian, Esme Peach, Ewa Zukowska, Farah Abed, Faye Christian, Federica Roseo, Federico Andornino, Florence Pugh, Florian Diot-Néant, Francisco Cantón Ruano, Frederica Sheehan-Greatorex, Freya Gamlen, Gemma Hodgkins, George Rankin, Georgina Campbell, Georgina King, Geraldine Reith, Gillian Georgiou, Grace Robinson, Gugu Mbatha-Raw, Haley Jones, Hana Karhani, Hannah Arterton, Hannah Butcher, Hannah Corby, Hannah Cummins, Hannah Green, Harriet Kershaw, Harriet Mossop, Harriet Walter, Harry Robinson, Hayley Squires, Heather Bottomley, Helen Ho, Helen Lambert, Helen Mumby, Helen Neary, Helen O'Hara, Helen Westcott, Helena McElhinney, Helena Rosanna Sirianni, Helena Rubinstein, Helena Small, Holly Hewlett, Holly Jay, Ian Latham, Imelda Staunton, Inbal Amir, Indira Varma, Jacki Hall, Jacqueline Roche, James Leakey, James Richardson, Jane Carpenter, Jeffrey Cooper, Jen Blease, Jennifer Choi, Jennifer M Doran, Jennifer Morris, Jennifer Murphy, Jennifer Schuller, Jeremy Tucker, Jeska Harrington Gould, Jessica Levick, Jessica Parker, Jessica Swale, Jina Jay, Jonathan Wakeham, Joanna C, Jodie Whittaker, Joe Pillman, Johanna Dlugosch, John Roberts, Jonathan Hernández, Jordan David,

Foreword

The Justice and Equality Fund was launched in the UK in February 2018 at a time of great hope and heightened fury about misogyny around the world.

Hope emerged as women's voices grew louder and drove change, but this was accompanied by fury at the staggering scale of the abuse revealed. The #MeToo movement was gaining ever more momentum and TIME'S UP was gathering force following allegations of sexual abuse by, the now convicted sex offender, Harvey Weinstein in 2017.

The phrase 'Me Too' was first coined in 2006 by Tarana Burke, an American activist who used it to campaign against systemic sexual abuse of women and girls. It was picked up by women in the film industry seeking to expose sexual abuse by Weinstein and others, which had been covered up, ignored, and supported by the film industry for decades. Very soon it became a global phenomenon, as women and girls grew in confidence and used the phrase to highlight sexual abuse they had seen and faced in other sectors and industries around the world.

#MeToo and TIME'S UP demonstrated the astounding power of women and girls uniting. It also highlighted the need for more support for the organisations they run and rely on. Organisations run by and for women and girls are powerhouses for change. They work with women and girls on issues that affect them from the cradle to grave, including supporting women facing pregnancy discrimination, period poverty and online abuse. They give migrant women access to healthcare, support victims and survivors of male violence, advocate for equal political representation, and much more.

They not only change – and sometimes save – the lives of individuals, they also change our society and our world, for the better.

They give voice to the challenges, inequality and abuse women face every day – just as women around the world gave voice to #MeToo, but they can't solve these problems alone. This is why Rosa, the UK Fund for Women and Girls, TIME'S UP UK, and activists fighting against gender violence in the UK, collaborated to set up the Justice and Equality Fund.

The fund had a clear and ambitious aim: to help bring an end to the culture of sexual harassment, abuse and impunity, by resourcing an expert network of advice, support and advocacy organisations and projects. Over 400 donors contributed £2.9m to the fund, including Emma Watson and Comic Relief, who donated \$1m and £1m respectively.

The Justice and Equality Fund is proof of 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, the funding was used to deliver three distinct funding programmes. These supported organisations directly and fostered cross-sector partnerships between women's and girls' organisations, and businesses, unions, schools, and other organisations.

The programmes also resourced, coordinated, and trained a network of communications experts to work together to challenge UK-wide assumptions around what is acceptable behaviour. These three programmes combined reached 46,100 women and girls, and trained over 20,000 professionals to better identify, respond to, and prevent sexual harassment.

We know from national statistics that 71% of women of all ages in the UK have experienced some form of sexual harassment in a public space, and that this number rises to 86% among 18-24 year-olds¹. In 2016 the TUC found that more than half (52%) of all women polled, have experienced some form of sexual harassment in the workplace².

This was reflected in the applications received by the Justice and Equality Fund. Organisations from across the UK told us about the experiences of women and girls they work with, and revealed details of the scale of the problem; young women in Shetland's communities experiencing sexual violence, students at universities across the UK facing a 'deep-rooted culture of sexual misconduct within universities'³, to gang-affected girls in Birmingham.

The fund recognised that genuine systemic change is only possible by funding both frontline service delivery and campaigning organisations, national and small grassroots organisations. To this end, it funded collaboration between organisations which had not been achieved before. It funded the critical, often lifesaving support organisations offer every single day to individual women and girls, as well as long-term culture change work that is required to create a lasting impact on society.

Justice and Equality Fund grants were awarded in 2019. Within a year, many of the organisations that had received these grants, were rocked by the arrival of Covid19.

This report highlights just how resilient the women and girls sector is and how broad and deep its impact can be, even in the most challenging of times. Despite their incredible work, organisations in this sector often do not receive the investment or recognition they deserve. Rosa's latest research shows that funding to the women and girls sector remains miniscule, and far below where it should be, given the impact and the potential of the work carried out by these organisations.

Seven years on from the launch of the Justice and Equality Fund, the realities of women and girls experiencing sexual harassment and abuse continue to emerge from every industry, sector and walk of life. Across the public, private and NGO sector, in schools⁴, hospitals⁵, the police⁶, trade unions⁷, Parliament⁸, business⁹, financial services¹⁰, the music industry¹¹, and sport – revelations persist of men abusing their power and harming women and girls, violating them in-person and online.

More must be done, and crucially – more funding is needed. We must learn from the power of the movements we have built and we must continue to raise our voices, speak truth to power, and show what we can do together. Now is the time for others to build on our foundations, to support organisations like Rosa to be a catalyst for change and to commit to working in partnership to tackle the abuse of women across all sectors and communities, across the world.

Cath Dovey, Chair, Rosa

Dame Heather Rabbatts, Chair, TIME'S UP UK

¹ www.unwomenuk.org

² www.tuc.org.uk

³ www.theguardian.com

⁴ www.independent.co.uk

⁵ www.theguardian.com

⁶ www.theguardian.com

⁷ www.theguardian.com

⁸ www.theguardian.com

⁹ www.independent.co.uk

¹⁰ www.fnlonon.com

¹¹ www.theguardian.com

Rosa was honoured to partner with TIME'S UP UK to develop and deliver the Justice and Equality Fund.

The fund's ambition was bold. It aimed to stamp out the culture of impunity around sexual harassment and abuse that had existed in workplaces and communities for far too long. It was clear that meaningful change could not be achieved overnight. Women's and girls' organisations needed targeted support to tackle the root causes of sexual harassment and abuse, and those who had been subjected to sexual harassment and abuse needed better access to specialist support and justice.

The findings in this report are drawn from data and insights shared by grantees through interviews and end of grant reports. The report's findings showcase the many ways women's and girls' organisations – large and small, those working at the frontline and those campaigning – deliver real and lasting solutions when they are adequately resourced. The report also highlights the extraordinary reach and enduring impact of the fund on UK society.

The Justice and Equality Fund represented a new way for working for Rosa. It is reflective of our willingness as a grant-maker to change and adapt, so that we may seize the opportunities that will help us further our mission to create a safe, healthy and equal society for women and girls. We are immensely proud of the achievements made possible by this funding. The fund has shown what can happen when individuals, philanthropists, and funders collaborate to support the women and girls sector. We must sustain this collective effort and ensure continued investment.

Introduction

Designing the fund

As the Justice and Equality Fund emerged through collective action, it was imperative this was reflected in the design of the fund.

From the outset, Rosa collaborated with a wide range of stakeholders from around the country including lawyers, creative consultants, human resources specialists, and trade unions, as well as women's and girls' organisations.

Early discussions sparked substantial debate around whether to focus the fund's resources on support for survivors of sexual harassment and abuse, or on initiatives and activities that would help bring about long-term 'systems change'. This led to the fund being co-designed with three grant programmes that offered one-year and multi-year grants to support organisations working across both these areas. A number of the projects supported by all three programmes are explored over the following pages of the report.

PROGRAMME 1: ADVICE AND SUPPORT

This programme awarded grants of between £25K and £200K over one to three years to support organisations providing legal advice, support and signposting for victims and survivors.

PROGRAMME 2: NOW'S THE TIME

This programme awarded one-year grants of between £5K and £25K, and larger grants of between £25K and £100K. These were awarded 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. Positioned as a challenge fund, applicants were asked "What would you do toward ending sexual harassment and abuse?"

PROGRAMME 3: CHANGING THE CONVERSATION

This programme awarded one-year grants of £12K upwards to resource, coordinate, and train a network of communications experts to work together and challenge UK-wide assumptions around what is considered acceptable behaviour. Small grants of £2K were also awarded to organisations from across the women and girls sector to help shape this programme.

In 2021, as the Justice and Equality Fund approached its conclusion, a review of funded projects was undertaken. The remaining funds were allocated to five organisations which Rosa believed would share good practice across the women and girls sector and beyond, as well as support an enduring legacy for the Justice and Equality Fund. A number of these projects, and their lasting impact, are explored over the following pages.

Awarding grants

Across all Justice and Equality Fund programmes, funding was awarded to women's and girls' organisations that had a strong track-record of addressing issues of equality.

This included specialist organisations providing emotional support to survivors of sexual harassment and abuse, as well as organisations with a strong ability to mobilise and connect with others to help bring about wider change.

Crucially, organisations working with women and girls facing intersecting inequalities related to their race, age, class, immigration status, disability, or sexuality were prioritised. This was in recognition that minoritised women and girls who experience sexual harassment and abuse are "disproportionately impacted by austerity and under-served by services nationally" (Imkaan, 2015; Women's Resource Centre and Women's Budget Group, 2018).

Each fund programme had its own grants panel comprising of experts from the women and girls sector. They provide rigorous assessment of applications, and debate and oversight of funding decisions that supported the development of an overarching portfolio of grants across the UK's four nations.

In total, 59 grants were awarded to organisations led by and for women and girls - totalling £2,543,672. Grants ranged from £2,000 to £200,000 and supported a huge spectrum of work. A list of all grants awarded is set out from page 52 of this report.

£2,543,672

In total, 59 grants were awarded - totalling £2,543,672. Grants ranged from £2,000 to £200,000 and supported a huge spectrum of work

As the only funder dedicated to funding women’s and girls’ organisations across the UK, Rosa strives to put women’s and girls’ voices at the heart of its grant-making.

Participatory grant-making practices are used by women’s funds around the world to ensure funding decisions are made by the people most affected by the issues grant-makers are trying to address. In the design of the Justice and Equality Fund, it was recognised that participatory grant making could complement the fund’s collaborative approach and strengthen its outcomes.

For the ‘Now’s the Time’ small grants, applicants were asked to submit short videos answering the question ‘What would you do to end sexual harassment?’. The videos were randomly distributed to five other applicant organisations to review and score against clear criteria.

Overall, this approach helped to contribute to a strong sense of shared endeavour. Surveyed applicants shared how seeing other applicants’ ideas encouraged collaboration and provided inspiration.

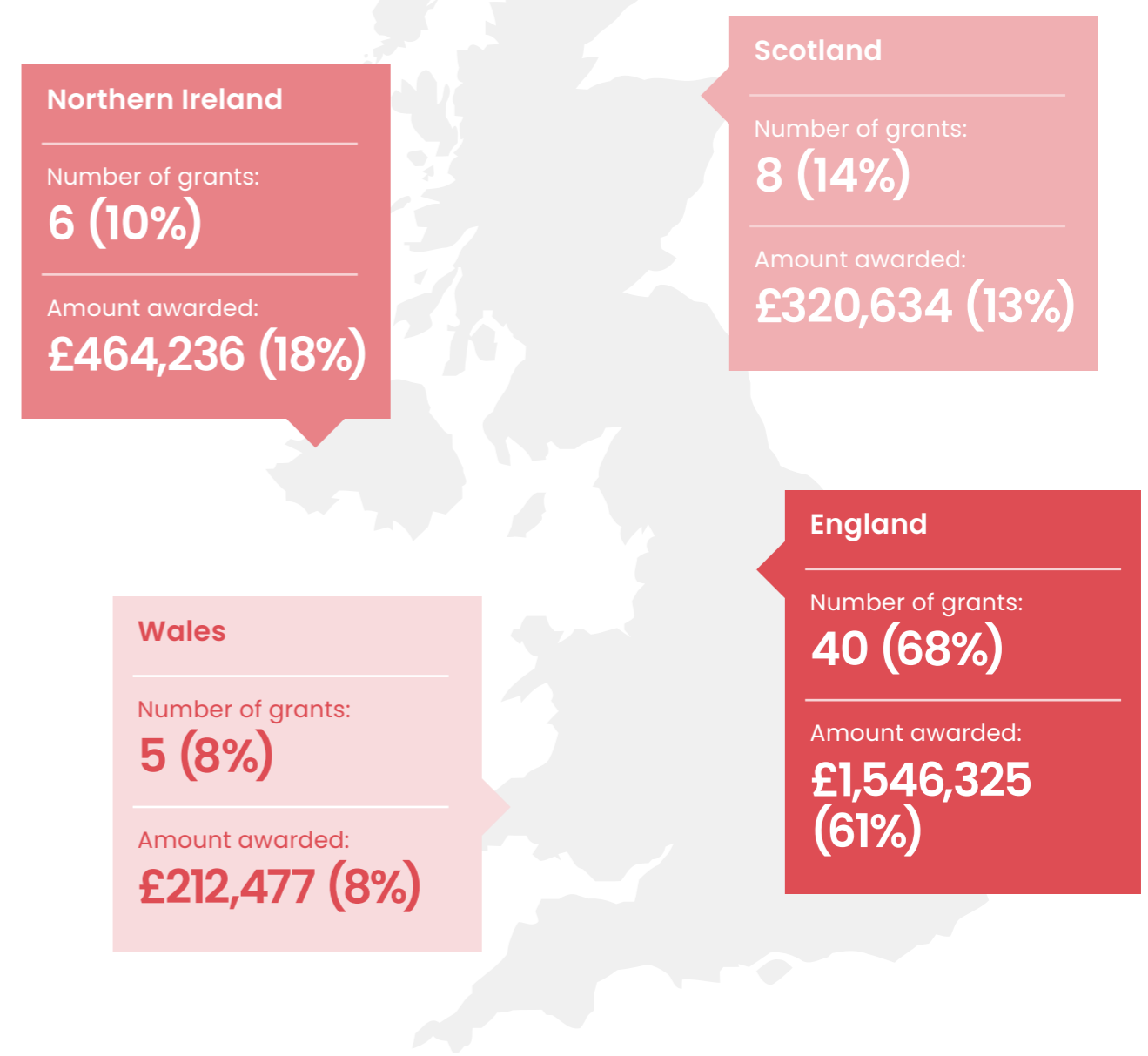
However, the approach was not without challenges. Administratively, the process was time consuming and around a third of applicants found the ‘ranking’ process difficult with some reporting feeling uncomfortable ‘competing’ with like-minded organisations. Ultimately, this participatory approach opened up important conversations about the nature of funding, and made a tangible difference to the way grants were awarded across the fund.



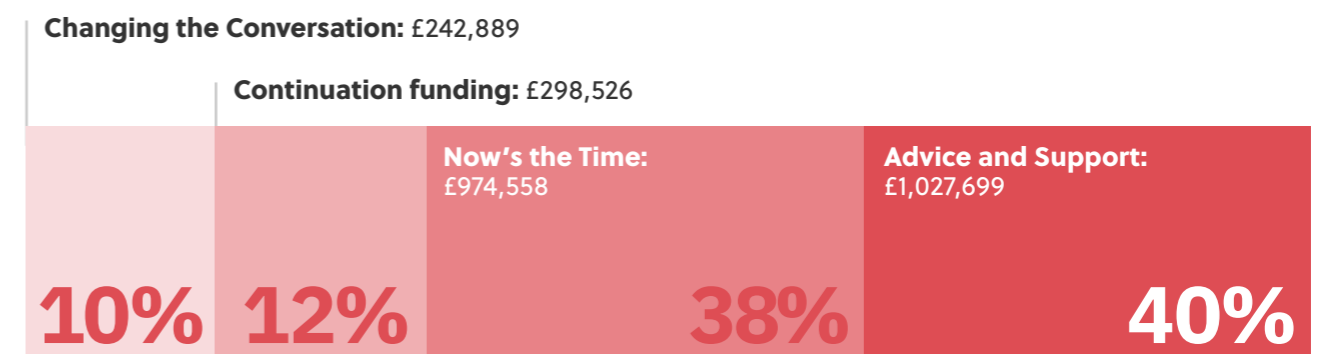
“We really appreciate Rosa’s support for their grantees and the intersectional perspective that they base their funding decision making on.”

Latin American Women’s Rights Service

Grants per nation



Amount awarded per programme



Key achievements

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.



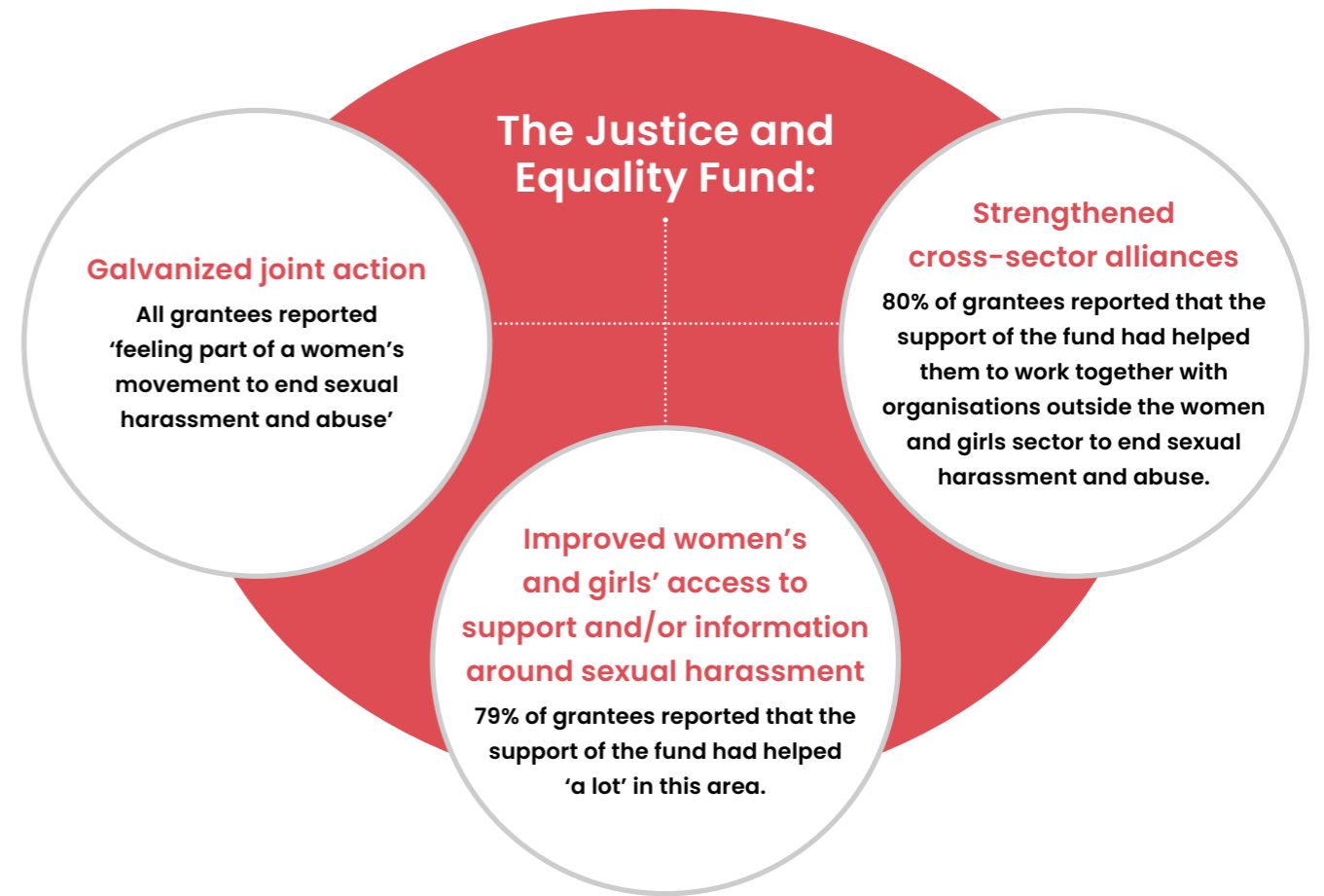
Major legislative change which places a mandatory duty on employers to help prevent sexual harassment and abuse in the workplace.



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

Advice and Support

PROGRAMME 1

The Justice and Equality Fund Advice and Support Programme aimed to plug the alarming gaps in impartial legal advice and emotional support available to survivors of sexual harassment and abuse.

Rosa's consultation with the women and girls sector repeatedly flagged how women and girls struggled to find the right help at the right time: the limited support available was both under-resourced and over-subscribed. This crisis was compounded when existing legal protections were being inadequately applied.

The Advice and Support Programme funded high quality support and advocacy to survivors of sexual harassment and abuse as well as expert legal advice. It enabled women's and girls' organisations to increase capacity across the sector by training professionals to better understand and support victims and survivors of sexual harassment and abuse.

22,309

women and girls supported

£1,027,699

total amount awarded to seven organisations

All Advice and Support Programme grantees reported that women’s and girls’ access to information about sexual harassment and abuse had increased significantly as a result of funding from the Justice and Equality Fund.

Organisations responded to a huge number of requests from women and girls about their legal rights and the options available to them. This specialist support helped women to navigate the complex legal system and assisted them to make informed decisions. Organisations working with Black and minoritised women, coordinated workshops that provided safe spaces for women to discuss their own experiences of sexual harassment and, in particular, how harassment in public spaces is a regular, and too often normalised, experience for many Black and minoritised women.

In some instances, organisations empowered minoritised women to become trainers themselves, in turn helping to disseminate critical rights-based information across marginalised communities, and to challenge the acceptance of harmful behaviours.

All Advice and Support grantees reported that Rosa’s support helped their organisation to improve women’s and girls’ confidence.

Grantee insights convey that many women felt a huge burden had been lifted after being listened to, and validated in the work funded by the Justice and Equality Fund. Organisations also shared that, even when positive legal outcomes did not materialise, women found strength and confidence in knowing they had someone ‘on their side’ who understood and who they could trust.

Scottish Women’s Rights Centre (Rape Crisis Centre) highlighted how specialised legal advice had improved survivors’ experiences of the justice process which had a significant impact on their confidence and self-esteem. This was echoed by Rights of Women who reported that 99% of callers to its legal advice helpline, had told them their confidence had increased, or significantly increased, after speaking to them.

100% OF ORGANISATIONS SURVEYED ANSWERED ‘YES’ WHEN ASKED THE FOLLOWING QUESTION

Has support from Rosa helped your organisation to improve women’s/girls’ access to information, resources and/or services?

Advice and Support Projects

All grantees reported that the Advice and Support Programme support had significantly helped their organisation to forge new partnerships, and build stronger alliances across the women and girls sector.

Some shared how the funding had freed up senior staff to participate more meaningfully in coordinated efforts to tackle sexual harassment and abuse.

Others pooled expertise to disseminate good practice across the women and girls sector.

Welsh Women’s Aid collaborated with Rights of Women and Centre for Women’s Justice to develop and deliver training to over 300 frontline women support workers in Wales.

The training, which guided professionals on how to actively and sensitively respond to disclosures of sexual harassment, was exceptionally well received with over 91% of attendees reporting it had improved their knowledge of sexual harassment.

When the pandemic hit, Welsh Women’s Aid worked hard to move the training online with minimal disruption to the project.

Support through the Advice and Support Programme also helped all organisations with more effective leadership. Armed with knowledge from survivors and frontline support workers, organisations reported feeling increased confidence to ‘lift the lid’ on the scale of harassment and sexual violence in UK society, and speak authoritatively on many issues.



“We have become a leading voice in this otherwise often neglected area. This has assisted in making the case for how women need safety from male violence in all settings, and helped us already identify serious gaps in the law.”

Rights of Women

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 more quickly. 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

Centre for Women's Justice

Impact Story

Alongside training frontline women's and girls' organisations, Centre for Women's Justice (CWJ) used Justice and Equality Fund funding to establish a second-tier advice service. This connected frontline support workers with feminist lawyers, including referring cases to its legal reference panel.

The two projects grew in parallel and strengthened CWJ's reach. Organisations participating in the training, as well as those outside of the women's sector, increasingly approached CWJ with more legal enquiries.

Overall, CWJ provided legal advice or other assistance, to over 1,200 women and girls during the grant. In many cases this support helped women to understand their legal rights, and make informed decisions in their journey to seek justice. Survivors and support workers alike reported that having access to legal knowledge increased their ability to engage with the legal system, as well as increasing their confidence and peace of mind, regardless of the outcome.

“Our work with others across the sector, particularly around the Domestic Abuse Bill, which has emerged from our frontline work funded by Rosa, has linked us to many organisations. We are now invited to sector-wide meetings and feel very much a part of the wider movement, and are consulted regularly by other organisations on policy issues as well as on behalf of individual women. Lockdown has assisted this networking as there are many online gatherings.”

Centre for Women's Justice

Rights of Women 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.

Here, Senior Legal Officer Deeba Syed, shares how the Justice and Equality Fund helped Rights of Women set up its unique legal advice line for women experiencing sexual abuse and harassment.

"Rights of Women provides free legal advice to women on the law in England and Wales. Our support is particularly targeted at women experiencing violence and abuse. We work hard to reach women who may be particularly vulnerable due to facing intersectional or structural discrimination. A major part of our work is also campaigning to improve the law for better access to justice and safety for all women.

Free legal advice that does not discriminate is vanishingly rare. Given the prevalence of sexual harassment compared to the amount of support and advice available, there is such disparity - there really was an enormous gap for women who needed advice. Before the advice line, the police were commonly cited as a resource to refer women to who had been sexually harassed at work, which was completely inadequate for accessing employment law advice needed.

After the #MeToo movement, and with the funding from Rosa, Rights of Women were able to expand into employment advice and set up a sexual harassment legal advice line. To date we've recruited over 50 volunteer women employment lawyers who in turn have answered over 1,000 calls from women needing support.

This work has enabled us to embed ourselves as a core, fundamental service in this area across the country. The advice line is the only service of its kind, and we are now referred to by all the major organisations working in this space.

During the advice line launch, we achieved a lot of press coverage thanks to great support from TIME'S UP UK. This led to coverage on BBC Woman's Hour and BBC 5 Live amongst others. This helped us to influence the narrative around sexual harassment and the often-misunderstood risks involved for women in reporting it to employers. Rosa's communications funding meant we were able to hire a communications officer to really grow this work. That member of staff has become integrated into Rights of Women, and we have built an entire communications function around this.

What became apparent from the advice line was just how many women were experiencing sexual harassment in the workplace, and had we not had this evidence, we wouldn't have been able to contribute significantly to the conversation. Sexual harassment is sometimes neglected as a form of violence against women and girls, and our evidence base has really helped to put this on the map.

Funding received by Rights of Women

2018

Advice and Support: £194,168

2019

Changing the Conversation: £34,256

2021

Continuation funding: £79,985

Working together with women's organisations, equalities campaigners and trade unions, we successfully campaigned to change the law on sexual harassment in the workplace. This change makes it a mandatory duty for employers to help prevent harassment, for example, by introducing sexual harassment policies and training.

It is the first legislative change in the UK concerning sexual harassment since the #MeToo movement began, and an enormous success which would not have happened without Rosa's support.

We supported a woman who is a nurse, who was being harassed by a group of male colleagues. She was a woman of colour and regularly subjected to sexual comments about her race, as well as being sent unsolicited sexual images, and receiving late night phone calls and text messages. The harassment was having a serious impact on her mental health and on her ability to look after her children. She had to be signed off sick from work for a long time, as it was affecting her ability to do her job.

She called our advice line and we were able to advise her on her rights and guide her through making a complaint against her employer. At first, her grievance was not upheld, but we supported her to submit an appeal which was ultimately successful. Her employer tried to move her to a different department which, for a number of reasons, she did not want to do.

We helped her to ensure that the perpetrator was suspended so she did not have to move. Ultimately, one of them was disciplined and dismissed.

Sadly, we receive many calls like this from women who cannot afford legal advice and do not know how to fight against the discrimination they face for speaking up against sexual harassment. She was incredibly grateful for Rights of Women's support, and told us that she would not have been able to go through the process without our support and guidance.

There's still so much to do and we need more capacity. A huge amount of support to tackle sexual harassment was generated by the #MeToo movement, but more needs to happen now to ensure support is longer-term and is sustainable.

In terms of the legal change, it's not yet enough. The hope is that it's going to put the onus on employers rather than victims to stop sexual harassment. However, it's still within a system which has so many barriers for victims to access. We'll be contributing to the Equality and Human Rights Commission's forthcoming statutory guidance for employers and we're still campaigning to have the three-month time limit to bring a claim to tribunal extended. We're still fighting to have more of what was originally announced."

Now's the Time

PROGRAMME 2

Collaboration was at the very core of Now's the Time. The programme focussed on forging cross-sector partnerships and supporting imaginative grassroots activism, all with the aim of driving long-term cultural change to end sexual harassment and abuse.

From December 2018 through to early 2019 a total of £974,558 was awarded to 24 women's and girls' organisations.

This was made up of one-year grants of between £5,000 and £25,000, and three-year grants of between £25,000 and £100,000. The funding supported projects that amplified the voices of marginalised groups. It also funded initiatives that shared the expertise of women's and girls' organisations with others beyond the sector to help drive broader societal change.

Overall, Now's the Time resourced a wide range of initiatives from prevention work and grassroots activism, to awareness-raising activities, and in-depth work with trade unions.

The funding was applied across a broad context including:

- 1** Work with universities to address sexual harassment on campus
 - 2** Preventative work in schools
 - 3** Work with employers
 - 4** Community awareness and campaigning
 - 5** Night-time economy (including zero-tolerance zones)
-

Over two thirds of Now's the Time grantees used funding to work collaboratively with institutions from outside the women and girls sector to challenge harmful 'norms', and make community and education spaces safer for women and girls.

This included in-school prevention workshops and training, helping girls and young women to recognise and challenge harassment and abusive behaviours. This work sparked important discussions amongst young people about unhealthy relationships, as well as the fundamental causes of gender inequality such as gender norms and stereotypes.

It also created safe spaces where young people felt able to speak out and challenge unwanted sexual behaviours.

2,000+

Five Now's the Time grantee organisations collectively engaged with over 2,000 school-aged young people through sexual harassment prevention workshops.

"The funding has allowed us to expand our provision, and reach groups who have previously been excluded. This meant that women and girls with learning disabilities were equipped with knowledge and information about sexual harassment, and given opportunities to reflect on their own experiences...We used case studies within the training to explore 'real life' situations, allowing [the young people] to explore why people may have acted a particular way, and what they might have done in the circumstances. Similarly, workshops included plenty of time for discussion around issues such as consent and rights."

Rape and Sexual Abuse Service Highlands



Impact Story

Now's the Time enabled Jewish Women's Aid to begin work with leaders, staff and volunteers within five organisations in the UK Jewish community, to tackle sexual harassment in the workplace.

Senior staff attended specialist workshops, which led to all organisations putting in place action plans for change, including sexual harassment policies for staff, and code of conduct policies for non-staff (trustees, volunteers, donors, contractors).

This work supported women and men to identify sexual harassment, know how to report it, how to support colleagues experiencing it, and, where appropriate, how to stop harassment if they witness it.

The project has directly helped to gain commitment from the Jewish organisations worked with, to eradicate workplace sexual harassment. Following the pilot funded by this grant, the Jewish Leadership Council awarded £50,000 to Jewish Women's Aid to continue this critical work.

£50,000

Following the pilot funded by this grant, the Jewish Leadership Council awarded £50,000 to Jewish Women's Aid to continue this critical work.

Impact Story

Against Violence and Abuse (AVA), a national gender-based violence charity, worked in partnership with Universities UK (UUK) and NUS, to address the 'deep-rooted culture of sexual misconduct within universities' (NUS, 2014).

Following consultation with staff, students and experts by experience, AVA developed resources as part of the #CombatMisconduct Project, to support university leaders to tackle sexual misconduct, harassment, and all forms of hate.

Resources included guidance for vice-chancellors and senior leaders on tackling sexual misconduct, and "Impact Matrix" - an online tool to help universities measure their progress and improve their approach. Alongside this, the project produced learning resources for universities on: safely consulting students and survivors, responding to disclosures of gender-based violence, and self-care for students and staff.

"We are delighted that funding from Rosa and our partnership with UUK and NUS has allowed us to take the lessons of our award-winning whole school approach to healthy relationships, and apply them to the higher education sector. Senior leaders are at the heart of effective change, and we welcome the passion and commitment to change of the senior leaders interviewed in creating this toolkit"

Against Violence and Abuse



“This toolkit provides an important resource in helping leaders to identify, embed, and improve the strategic actions required to positively shift the dial in universities’ culture. This culture must be shaped by everyone on campus. This helpful work supports vice chancellors to review their institutional approach and how it can be further improved, both with the support of, and for the benefit of, the entire university community”

Professor Steve West, President of Universities UK, 2021

Birmingham Rape and Sexual Violence Project



Impact Report

Birmingham Rape and Sexual Violence Project delivered training and awareness programmes to the entire West Midlands Police workforce, reaching over 9,000 professionals.

Working in a consortium with local violence against women and girls agencies, the project led a significant body of work including collecting testimony from staff, assessing the police force’s human resources policies and scrutinising the handling of complaints.

An independent evaluation, also funded through the Justice and Equality Fund, found that the training helped to improve the force’s understanding of what constitutes sexual violence, abuse and harassment, and increased awareness of the barriers victims face in reporting abuse.

“This work has promoted the work of the sexual violence sector and the three largest regional partners within the West Midlands, by recognising our experience and ability to work collaboratively in working on a complex and challenging regional project”

Birmingham Rape and Sexual Violence Project



As a result of 'Now's the Time'

5,653

WOMEN AND GIRLS WERE SUPPORTED.

10,710

PROFESSIONALS WERE TRAINED TO BETTER IDENTIFY, RESPOND TO AND PREVENT SEXUAL HARASSMENT.

In their own words

The Compass Centre (formerly Shetland Rape Crisis) provides free, inclusive, and confidential support and information to anyone in Shetland affected by any form of sexual violence.

As a feminist charity, advancing gender equality informs every strand of the team’s work – from trauma support and advocacy, to sexual violence education and prevention.

Myth-busting, awareness-raising and community activism have always been part of The Compass Centre’s strategic goals, but, day-to-day it found capacity for this work was very limited.

Now’s the Time funding enabled The Compass Centre to employ a new Activism Worker to drive this work forward and help women and girls from across Shetland’s remote communities to speak out against sexual harassment.

During the grant, the Activism Worker supported young people to set up the ‘Bold, Equal and Empowered’ (BEE) group; a youth activism group that works to break the stigma around gender-based violence. Five years on, the BEE group continues its work and has coordinated many powerful awareness-raising events and campaigns. From #WisToo highlighting how common sexual offences are even in rural communities, to lobbying Shetland headteachers to sign up to Equally Safe at School; an intervention designed to support schools to take measures to prevent violence against women and girls.

There is no doubt that BEE has helped to amplify the voices of young women across Shetland’s communities. Its members also describe the group as a safe, friendly space to talk about issues that they don’t feel can be brought up at school.

“We meet every month with the activism group and we get to talk to other people that share similar ideas. We can speak about opinions that we can’t speak about at school because classmates might judge us. I also get a lot of knowledge from the prevention workshops in school. Before, I couldn’t have explained facts about healthy relationships (like consent for example) but I feel more confident now...People (peers) come to me to ask questions because I volunteer. I’m comfortable with people asking me and I answer their questions as best as I can”.

BEE young activist

**Funding received by
The Compass Centre**

2019

Now’s the Time: £25,000

The Compass Centre’s current Activism Worker, Ellie Ratter, knows from personal experience the power of collective action. Once a member of BEE herself, she applied and became the new Activism Worker when the post became vacant in 2021.

“I’ve personally developed my communication and leadership skills and I’m always learning something new! There has also been a wider positive impact, through engaging with the public, campaigns, social media posts, and the presence within the community. I think this impact is bigger than we can imagine.”

The Service Manager Lisa Ward, reflects on how the support has left a lasting positive legacy. While previously staff were spread very thin, the community activism work has helped to substantially raise the charity’s profile throughout the islands, as well as strengthen its alliances both within and outside the women and girls sector.

“This funding enabled The Compass Centre to support and facilitate the already-existing appetite of Shetlanders, particularly young Shetlanders, to challenge gender-based violence in their communities. This led to high-profile campaigns led by young people themselves, including some picked up by national media as well as local, and the creation of positive relationships with key local partners that we still maintain today. The number of people seeking support from The Compass Centre has increased by 90% (51 to 97) since this funding was received, and that can’t be separated from the continued impact of this funding.”

2,000+

With the help of Justice and Equality Fund funding, The Compass Centre engaged over 2,000 young people across Shetland through campaigns, events and in-school workshops designed to prevent sexual violence.

Sandwell African Women's Association.

For Sandwell African Women's Association (SAWA), Now's the Time funding helped it to reach and support migrant and refugee women who were casually employed and silently suffering from sexual harassment and bullying at work. Led by and for Black and minoritised women, SAWA is a grassroots women's organisation that works to improve the safety, access to justice and wellbeing of African women refugees and their families living in and around the Sandwell area.

With funding, SAWA coordinated a local awareness-raising campaign 'Ask for it' that, through training events and resources in community languages, armed women with the knowledge and confidence to defend their rights when subjected to sexual harassment at work, and to seek support.

This empowered women like Rosette (name changed to provide anonymity) to speak out against the harassment she had endured.

When Rosette took a sessional support worker role at a refugee housing association, she was one of the only young women working on her floor. There were frequent flirtatious and unwelcome comments about how she looked.

"I saw boundaries being crossed but felt powerless to do something about it."

The harassment escalated when a senior male colleague grabbed her backside. There was a voice in the back of her head that blamed herself, "when you're a sessional worker, a part-time worker, a new hire, you feel like you have no power and are very easily replaceable." But how could he feel entitled to touch her like that? It was at that moment that she realised it was harassment.

Rosette approached Sandwell African Women Association (SAWA) for support, who quickly sought legal advice on her behalf. They advised her to keep a specific log of the incidents (e.g. dates and comments/behaviour), as well as helping her to put together a timeline of events for an employment lawyer at a local solicitor's firm. Due to the three-month time limit on raising sexual harassment complaints, the firm immediately issued a discrimination claim against the company employing Rosette.

SAWA helped Rosette raise a grievance in relation to all her complaints against previous and current senior staff. The grievance was heard, and a Settlement Agreement was offered by the company. The law firm helped Rosette to negotiate a tax-free payment of £5,000 and a self-drafted work reference as part of her settlement. This has allowed her to move into a new career and rebuild her life.



Changing the Conversation

PROGRAMME 3

Changing the Conversation was perhaps the most ambitious of the programmes within the Justice and Equality Fund, as it sought to reframe public conversation around sexual harassment.

One element of tackling sexual harassment, is changing how it is portrayed in the media. This requires consistent and collaborative communication with media outlets.

Rosa's review of women's and girls' organisations' communications' capacity, found that many relied on very small amounts of support in their teams. Some organisations had communication strategies and media plans, but none had sufficient day-to-day resource to consistently put their plans into action.

In light of this, Changing the Conversation was developed in close collaboration with the women and girls sector to ensure that the programme responded to organisations' needs. An initial round of small grants, totalling £26,000, was awarded to 13 women's and girls' organisations expertly placed to shape this work. In addition, as a trusted organisation in and outside the women and girls sector with a strong media presence, the End Violence Against Women Coalition (EVAW) were appointed by Rosa to lead the programme until July 2020. This group of grantees met several times and acted as a critical sounding board during the development of the programme.

£26,000

An initial round of small grants, totalling £26,000, was awarded to 13 organisations expertly placed to shape this work.

Changing the Conversation

The Communications Network

Following the co-creation phase, seven women’s and girls’ organisations were awarded grants to fund dedicated communication posts which, as part of their role, would form a network with others to work collaboratively towards change. A total of £211,889 was awarded.

The Communications Network (The Network), which had additional support from TIME’S UP UK, was a hugely ambitious piece of work in terms of both scope and budget. The driving principle was to bring together communications professionals to develop strategy, technique, and storytelling resources needed to challenge assumptions held UK-wide around what is considered acceptable behaviour. Coordinating work of this kind represented new territory for Rosa, and reflected its willingness as a grant-maker, to take risks in pursuit of its mission to create a better society for women and girls.

In the early months of the initiative, The Network participants agreed to work towards tangible objectives. These include developing a theory of change about how to impact public views on sexual harassment, coordinating communications training on narrative building, and audience research.

The training and theory of change were completed, however as the pandemic took hold, organisations’ levels of engagement were significantly impacted, and priorities had to shift. Several of The Network’s initial objectives had to be adapted, and due to the challenges faced, not all were completed.

This bold initiative generated important learnings, that have strongly informed the ways in which Rosa supports and collaborates with the women and girls sector today. The successes and challenges from this work offer additional, valuable insight to other funders, in developing joint projects with grantees.

£211,889

Following the co-creation phase, seven organisations were awarded grants, a total of £211,889 was awarded.



“As Women for Refugee Women operates at the intersection of the women’s and migration sectors, The Network has enabled us to build new and stronger relationships with communications professionals working with the women’s sector, and to raise the specific challenges faced by asylum-seeking women”

Women for Refugee Women

Successes:

- At an operational and strategic level, The Network helped to create strong alliances across the women and girls sector. Feedback underlines that participants valued the opportunity to connect with communications leads, and shared that working together 'helped to form closer ties for a unified cause'.
- The media training was very well received and helped to upskill participants.
- The Network helped to spotlight skill sets and enabled communications professionals to reach out to others for specialist advice and support. On multiple occasions, The Network organisations called on one another to generate greater publicity around key campaigns, and drew on each other's expertise to strengthen these.
- Changing the Conversation support helped to build internal communications capacity.

Challenges:

- Coordinating work of this scope requires much greater resources both in terms of time and funding. The limited budget and time constraints made it difficult for participants to balance The Network's collaborative projects, with the need to deliver their own work.
- At times grantees felt that there were missed opportunities to connect organisations with shared expertise across other Justice and Equality Fund programmes.
- The coordination and flow of work was significantly affected by the pandemic and key changes in personnel at Rosa and collaborating partners

Despite the challenges, grantees overwhelmingly reported that Changing the Conversation support helped to build internal communications capacity.

Having dedicated communications professionals in post afforded organisations greater time and resources to engage with the media consistently and strategically. Grantees shared that Changing the Conversation funding enabled their organisations to:

- 1 Facilitate survivor-led narratives, which empowered women to share their stories in ethical and meaningful ways
- 2 Adapt communication styles to make information more accessible and engaging for women of different ages and backgrounds
- 3 Produce communications and 'tone of voice' guidelines, as well as deliver organisational-wide communication training
- 4 Achieve greater press coverage and raise organisations' profiles across local and national media platforms
- 5 Transform social media platforms with much greater use of podcasts and videos that spoke directly to survivors
- 6 Launch a presence on social media platforms, such as Instagram, reaching new audiences and creating new referral pathways for support services
- 7 Dispel myths surrounding sexual harassment - giving women the confidence to call it out and/or seek support

Impact Story

Welsh Women's Aid used Changing the Conversation funding to launch its hard-hitting campaign 'No Grey Area' calling for an end to workplace sexual harassment.

Launched with a powerful video that explored toxic workplace cultures, the campaign achieved extensive media coverage and drew on the expertise of sister organisations such as Rights of Women, at campaign events.

Owing to regular engagement with the Welsh Government, Welsh Women's Aid helped to bring about a firm commitment from the Welsh Government to address workplace sexual harassment; seen in the Violence Against Women, Domestic Abuse and Sexual Violence Strategy for 2022-2026.



“Funding from Rosa has allowed us to set up the Women's Advisory Panel and facilitate regular sessions with women so they are able to inform and shape Agenda's strategic campaigning work. We have created and delivered a campaign with the Women's Advisory Panel on the experiences of sexual harassment of some of the most marginalised women in public services. This involved conducting a national poll to generate new evidence that found 1.6 million women have experienced sexual harassment in public services. This campaign gained excellent media coverage and raised the profile of this issue across our communication platforms and sector organisations, along with key decision makers”

Agenda

Impact Story

Rape Crisis Scotland is an established umbrella organisation for Rape Crisis Centres across Scotland, supporting survivors of sexual violence. It runs a national, daily helpline for survivors of sexual violence, offering initial support and access to a wide range of information resources.

Changing the Conversation funding helped Rape Crisis Scotland to not only increase its own understanding of strategic communications, but to embed this learning across the Rape Crisis Scotland network.

“Support from this fund has given us the space to overhaul our communications approach, time to develop and implement a strategy, and the invaluable opportunity to think, pause, and consider our own narratives, rather than feeding those of our opponents.

The Press & Campaigns Officer has been instrumental in putting survivors’ voices at the heart of all of Rape Crisis Scotland’s communications. This has transformed the charity’s social media output and web content, making all communications to survivors clear, welcoming and accessible. A key aspect of this included setting up a Survivor Reference Group that has grown to 50 members, and has since given evidence to parliamentary committees. Members have been extremely positive about the sense of solidarity being part of the group has brought.

Our Press & Campaigns Officer is part of a Scotland wide communication network for the violence against women sector. Their involvement in the Communications Network has also enabled us to develop stronger links with sister organisations throughout the UK”.

Funding helped Rape Crisis Scotland demonstrate how strategic communications are fundamental to shifting public perceptions of sexual harassment and abuse. This work helped leverage £60,000 continuation funding from the Scottish Government.



In their own words

Set up in 1983, Latin American Women’s Rights Service (LAWRS) is a feminist organisation, run by and for Latin American migrant women. It works tirelessly to support women who face violations of their fundamental human rights, including violence, trafficking, and exploitative work in low-paid sectors. Its support services include casework for women experiencing gender-based violence, counselling and emotional support, employment rights, immigration, workshops and other integration activities.

As an advocate for women’s rights, LAWRS is acutely aware of the issues that migrant women in precarious employment have faced for too long. With support from this fund, LAWRS embarked on critical partnership work with two grassroots trade unions, Independent Workers of Great Britain (IWGB) and United Voices of the World (UVW), to enable their members to speak up against sexual harassment at work.

Funding received by LAWRS

2019

Now’s the Time: £99,995

2021

Continuation funding: £39,985

“Migrant women workers are amongst the most precariously employed in the UK, and therefore more vulnerable to sexual harassment and less able to seek redress”

Latin American Women’s Rights Service

Here the Director of LAWRS, Gisela Valle, reflects on the challenges and achievements of this work:

“In sexual harassment cases, we know the majority of the victims are women and the majority of perpetrators are men. However, the stigma and shame attached to sexual harassment is quite different from other labour rights violations. The intimate nature of the harassment makes it harder to deal with and to treat it as any other labour rights violation completely overlooks the tailored support so often needed.

From the beginning of the project, we worked very hard to bring the two unions to this understanding. The majority of union leadership is male, and we needed to explain why women-only spaces were needed: that safe, confidential spaces were absolutely necessary to enable women to start talking about sexual harassment they have experienced. It took time for the unions to fully understand the strategic importance of this project.

The unions’ Women’s Officers, supported by this funding, ultimately made a huge difference to each union’s internal structures and support. Each union took their own approach but the internal organising that happened, particularly at IWGB, was amazing. IWGB created new structures to allow women to come into leadership positions so they could drive this issue forward from a position of power. The second grant from this fund allowed us to work with IWGB to help them really embed this work. Together we trained women union members to become workshop and peer-to-peer support facilitators as well as form women’s committees to ensure the union campaigns for change that affects them.

This work has given women the confidence to challenge abusive employers and demand equality and safety, rather than tolerate harassment. It amplified the voices of women and put tackling sexual harassment firmly on the agenda of the unions.

There’s still a lot to be done in the UK to highlight the need to have protections from sexual harassment. Right now, the picture is very complicated. Migrant women are not often discussed in approaches to ending sexual harassment and are more likely to be unprotected. The main issue is that on top of the disadvantages they experience, migrant women suffer from invisibility, sometimes physical invisibility – if you’re a cleaner working out of hours then people don’t see you, sexual harassment can happen when you are essentially alone and you are in a situation of severe disadvantage. Covid and the cost of living crisis have put women at a disadvantage that goes beyond where we were a few years ago – where economic necessity for these women means they are less likely to speak out and risk their employment.

It is often believed that if we protect the more visible victims all victims will benefit, but this approach has little effect on perpetrators and employers. We believe that the opposite is true, if we find solutions for those women who are more often marginalised, more vulnerable due to their intersecting identities and with less avenues for redress, we will strengthen the system for everyone else”.

“

“I learned that we are not alone. This is super important. It is rare that we have talked about this. I am going through a situation of abuse and knowing that I am not alone is very important, knowing that victims can be believed and not questioned. Solidarity comes from listening to each other and having empathy for each other”

IWGB workshop participant



Recommendations

Driving change

The Justice and Equality Fund had a clear and ambitious aim – to help bring an end to the culture of harassment, abuse and impunity which exists deep in so many organisations, institutions and laws across the UK.

The Justice and Equality Fund is testament to the power that funders, philanthropists and individuals can have when they act in solidarity to create real and lasting change for women and girls. It is testament to the power and expertise of women's and girls' organisations to create the conditions in which that real and lasting change can happen.

History shows us that women's and girls' organisations have always been the driving force for positive change in women's and girls' lives over centuries, and it is crucial that we continue to value their expertise. The Justice and Equality Fund shows what happens when they are trusted and funded to do the work.

“To date, the voices and experiences of the most marginalised women and girls have not been a significant enough part of the public debate. We will continue to work with our Women's Advisory Panel to develop ways to draw attention to the way in which sexual harassment impacts women experiencing multiple inequalities, specifically the way in which public services may compound the harm that they face”

Agenda

1

Re-focus on the problems and solutions

The #MeToo movement helped to generate significant momentum and support to tackle sexual harassment. However, organisations in the women and girls' sector are concerned that, after an initial surge of support and investment, this early momentum has been lost. Collaboration, partnership and sustainable investment are needed to regain focus on the problems and solutions.

2

Secure long-term funding

The Justice and Equality Fund invested in critical pieces of work to change societal attitudes and culture as well as frontline services. It is not enough to provide funding only in response to high profile cases when women and girls are harmed and murdered. However, this is long-term work and the women and girls sector needs long-term funding and support to continue what has been started.

3

Substantial changes to policy, law and practice are required

The Justice and Equality Fund grantees reported that, while there has been welcome political and policy focus on domestic violence in recent years, there has been far less interest in the wider spectrum of sexual harassment women and girls experience daily, or the changes needed to address this. Substantial changes in policy, law and practice are still needed to create a society that considers sexual harassment to be unacceptable, and to remove both cultural and bureaucratic barriers to reporting it.

4

The voices of marginalised women and girls must be included in this work

Workplace sexual harassment persists, and the perpetrators act with impunity. This particularly harms marginalised women and girls, such as those living in poverty, working in very low paid jobs, Black and minoritised women and girls and disabled women and girls. The onus needs to be shifted onto employers rather than victims and survivors to stop this. The voices and experiences of marginalised women and girls affected by sexual harassment, are especially overlooked in the development and application of policy and law, and need to be consistently centred in the work.

5

Women's and girls' organisations are critical in creating effective change

The Justice and Equality 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.

ADVICE AND SUPPORT

London Black Women's Project

Location: England • Grant: £133,402

Legal advice north-south England partnership with Angelou Centre and Latin American Women's Aid focusing on the experiences of sexual harassment and abuse of Black and minoritised migrant women.

Scottish Women's Rights Centre (Rape Crisis Scotland)

Location: Scotland • Grant: £200,000

Specialist legal support for women survivors of sexual harassment, alongside a package of training and support for agencies throughout Scotland to influence policy.

Rape and Sexual Abuse Support Centre

Location: England • Grant: £90,000

Support for the national rape and sexual abuse helpline open every day, 365 days per year for women and girls across England and Wales.

Welsh Women's Aid

Location: Wales • Grant: £88,484

Training to increase the knowledge and skills of frontline services across Wales, so that they can better support women experiencing sexual harassment.

ADVICE AND SUPPORT

Rights of Women

Location: England • **Grant:** £194,168

Specialist legal advice service for women experiencing workplace sexual harassment.

Centre for Women's Justice

Location: England • **Grant:** £121,644

Set up of a second-tier advice service to connect frontline support workers with feminist lawyers to help recognise and challenge criminal justice failings.

The Women's Support Network

Location: Northern Ireland • **Grant:** £200,000

Development of a Rape Crisis Service for Northern Ireland offering support and advocacy to survivors of rape and sexual violence.

Total awarded through the Advice and Support Programme:

£1,027,699

NOW'S THE TIME LARGE GRANTS

Birmingham Rape and Sexual Violence Project

Location: West Midlands • **Grant:** £64,612

Partnership project with West Midlands Police to prevent sexual harassment, and to improve outcomes for all survivors of sexual violence seeking criminal justice.

Against Violence and Abuse

Location: London • **Grant:** £99,294

Practical resources and advice to support Universities across the UK to better prevent and tackle sexual misconduct.

Latin American Women's Rights Service

Location: London • **Grant:** £99,995

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

Good Night Out Campaign CIC

Location: London • **Grant:** £99,944

Work focussed on the LGBTQI communities to support London and Birmingham's night-time economy to better understand, respond to and prevent sexual harassment.

Women's Resource and Development Agency

Location: Belfast • **Grant:** £42,256

Collaboration between Women's Resource and Development Agency, Chwarae Teg, Close the Gap and Fawcett Society through a four nation approach to research, develop and roll out new resources to help employers tackle workplace sexual harassment.

NOW'S THE TIME

LARGE GRANTS

Women's Resource and Development Agency

Location: Belfast • Grant: £99,980

Partnership to resource a network of women's organisations across Northern Ireland to challenge sexism and misogyny together.

Fawcett Society

Location: London • Grant: £73,877

Collaboration between Women's Resource and Development Agency, Chwarae Teg, Close the Gap and Fawcett Society through a four nation approach to research, develop and roll out new resources to help employers tackle workplace sexual harassment.

Chwarae Teg

Location: Cardiff • Grant: £62,564

Collaboration between Women's Resource and Development Agency, Chwarae Teg, Close the Gap and Fawcett Society through a four nation approach to research, develop and roll out new resources to help employers tackle workplace sexual harassment.

Close the Gap

Location: Glasgow • Grant: £53,515

Collaboration between Women's Resource and Development Agency, Chwarae Teg, Close the Gap and Fawcett Society through a four nation approach to research, develop and roll out new resources to help employers tackle workplace sexual harassment.

Total awarded through the Now's the Time Programme Large Grants:

£696,037

NOW'S THE TIME

SMALL GRANTS

Sandwell African Women Association

Location: Sandwell • Grant: £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.

Leicester Rape Crisis

Location: Leicester • Grant: £19,184

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

Shetland Rape Crisis

Location: Shetland Islands • Grant: £25,000

Grassroots community activism projects to challenge everyday sexism and sexual harassment across rural communities.

EVA Women's Aid Ltd

Location: Redcar and Cleveland • Grant: £22,850

Awareness raising sessions across Redcar and Cleveland's night-time economy (e.g. taxi firms, pubs) to help reduce sexual harassment and ensure women feel safe and protected.

NOW'S THE TIME

SMALL GRANTS

TIGER Bristol co-operative

Location: Bristol • Grant: £5,970

Participatory workshops on healthy relationships, consent and modern masculinity, with secondary school-aged young people.

Dundee International Women's Centre

Location: Dundee • Grant: £6,877

Training workshops across Black and minority ethnic communities as well as educational organisations, to raise awareness of the cause and effect of sexual harassment to help challenge and change social attitudes.

Women for Refugee Women

Location: London • Grant: £15,000

Drama project to empower refugee women to speak out about their experiences of sexual violence.

Freedom Personal Safety CIC

Location: Trafford • Grant: £20,000

A campaign in partnership with the University of Huddersfield to raise awareness of sexual harassment experienced by students, and promote a 'zero tolerance' approach within the university and in schools and colleges.

Rape and Sexual Abuse Service Highland

Location: Highland • Grant: £16,092

Sexual harassment prevention workshops with disabled young people living in the Highlands.

NOW'S THE TIME

SMALL GRANTS

BelEve UK

Location: Lewisham • Grant: £24,835

Sexual harassment prevention and awareness work targeted at young women aged 12-18 in Lewisham.

Granby Somali Women's Group

Location: Liverpool • Grant: £25,000

Sessions to raise awareness around sexual harassment and abuse for women from Black and minoritised communities in Liverpool who face a language barrier.

Jewish Women's Aid

Location: London • Grant: £24,713

A partnership project with leaders, staff and volunteers within five organisations in the UK Jewish community, to tackle sexual harassment in the workplace.

Level Up

Location: London • Grant: £20,000

Support and training to empower Black and minoritized young women to create sexual harassment policies and campaigns within their own schools, colleges or workplaces.

NOW'S THE TIME

SMALL GRANTS

Cyfannol Women's Aid

Location: Torfaen • Grant: £20,000

A partnership project with Volunteering Matters' Sexual Awareness for Everyone (SAFE) project to deliver workshops and resources for women with learning disabilities, to identify sexual harassment in public spaces, how to deal with it confidently and stay safe.

The Precious Trust

Location: Worcester • Grant: £18,150

Preventative workshops around Birmingham, with an accompanying film telling victims' stories of abuse, to empower young women to recognise and challenge the normalisation of gang-related sexual harassment and abuse.

Total awarded through the Now's the Time Programme Small Grants:

£278,521

CHANGING THE CONVERSATION

LARGE GRANTS

Agenda

Location: London • Grant: £39,628

Funding for a new a part-time Senior Communications and Campaigns Officer, to ensure the voices of the most disadvantaged women are part of the conversation on harassment and abuse.

Centre for Women's Justice

Location: London • Grant: £14,636

Funding to enable CWJ's Founding Director to work with other women's organisations and a specialist communications agency.

Imkaan

Location: London • Grant: £37,800

Funding to partially support a new Policy and Communications Coordinator to lead on the design and delivery of Imkaan's communications output across traditional and digital media.

Rape Crisis Scotland

Location: Scotland • Grant: £15,150

Funding for a new part-time Press and Campaigns Officer to support RCS's sexual harassment campaign.

Rights of Women

Location: London • Grant: £34,256

Funding for a Communications Officer to support Rights of Women's wider communications work.

CHANGING THE CONVERSATION LARGE GRANTS

Welsh Women Women's Aid

Location: Wales • Grant: £39,429

Funding for a part-time Strategic Communications Officer to contribute to Welsh Women's Aid Communications work, with a focus on challenging the culture of sexual harassment of women and girls, sexual abuse and impunity in Wales.

Women for Refugee Women

Location: London • Grant: £12,990

Funding for a part-time Communications Executive to support and empower asylum-seeking women to speak out about their experiences of sexual violence whilst destitute in the UK, and to educate the public and promote change.

End Violence Against Women Coalition (EVAW)

Location: London • Grant: £18,000 and £5,000

Funding for Specialist Advisors to inform Justice and Equality Fund's Changing the Conversation Programme.

Total awarded through the Changing the Conversation Programme Large Grants:

£216,889

CHANGING THE CONVERSATION SMALL GRANTS

London Black Women's Project

Location: London • Grant: £2,000

Imkaan

Location: London • Grant: £2,000

Rights of Women

Location: London • Grant: £2,000

Rape Crisis Scotland

Location: Scotland • Grant: £2,000

Women for Refugee Women

Location: London • Grant: £2,000

Centre for Women's Justice

Location: London • Grant: £2,000

Women's Resource Centre

Location: London • Grant: £2,000

Welsh Women's Aid

Location: Wales • Grant: £2,000

CHANGING THE CONVERSATION

SMALL GRANTS

Rape Crisis England & Wales (RCEW)

Location: Leeds • Grant: £2,000

Agenda

Location: London • Grant: £2,000

Women's Aid Federation Northern Ireland

Location: Northern Ireland • Grant: £2,000

Zero Tolerance

Location: Edinburgh • Grant: £2,000

Global Dialogue

Location: London • Grant: £2,000

CONTINUATION GRANTS

The Women's Support Network

Location: Northern Ireland • Grant: £80,000

Funding to extend two key posts at the organisation's rape crisis service and increase fundraising capacity to support this service's continuation.

Women's Resource & Development Agency

Location: Northern Ireland • Grant: £40,000

Continuation work to tackle sexual harassment and sexual violence across Northern Ireland through working in the community, increasing public awareness, educating organisations on best practice and lobbying for legislative progress.

Latin American Women's Rights Service

Location: London • Grant: £39,985

Funding to build on partnership work with trade unions.

Birmingham Rape and Sexual Violence Project

Location: West Midlands • Grant: £58,556

Funding to commission an independent evaluation of the West Midlands Police partnership project and set up a survivor-led panel to scrutinise the culture around sexual harassment in the workplace.

Rights of Women

Location: London • Grant: £79,985

Funding to continue the specialist legal advice service, lobby for legislative change, and work alongside survivors to develop comprehensive practical guidance.

Total awarded through the Continuation Grants:

£298,526



“There’s still so much to do and we need more capacity. A huge amount of support to tackle sexual harassment was generated by #MeToo but more needs to happen now to ensure support is longer-term and is sustainable.”

Rights of Women

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

CHARITY NUMBER: 1124856
COMPANY NUMBER: 06598018



Registered with
**FUNDRAISING
REGULATOR**



Justice
and 
Equality
= Fund

ROSA

