



IMPACT REPORT 2024

A YEAR OF ACCOMPLISHMENTS



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About Us

Articulated in the Sustainable Development Goals (SDGs), we consider the key to effecting change is to advance women’s full and effective participation in decision making at all levels of political, economic, and public life. Women can become key decision makers if they feel safe and are provided the knowledge, skills, and support to advocate for themselves.

Hear Women helps women through:

- Providing safe spaces for them to build relationships, discuss personal issues, and to develop self-confidence.
- Providing support, skills, and links to resources to develop their abilities to address mental health needs, improve their physical health, and advocate for themselves.
- Providing education and training to enable them to fully participate in the political process.

Our Mission and Approach

Our mission is a world where women and girls are equal partners in their communities, free from prejudices and have the right knowledge and skills to make their own decisions, speak up about issues affecting them, and to become independent.

Our approach is to form partnership with local women-led groups in Africa and the UK to promote local ownership and long-term

Sustainable change that will shape national policies and create regional dialogues, as well as international awareness on good practices.



Chair's Statement



HearWomen successfully achieved all objectives and targets for 2023. I am also pleased that we were the winners of the London Faith and Community Awards 2019. We also are very pleased that our founders, partners, and most importantly, our service users, see us as a foundation that has the expertise and capacity to deliver much-needed social services efficiently and effectively. I am pleased to report that HearWomen was one of the first organisations to react to this pandemic by implementing projects for families with a focus on health and wellbeing activities as well as projects that focus on building families' relationships. Our projects: peer support, nutrition, cooking & talking, mental health, dancing to music & digital world and yoga, English Conversation classes, and families fund time digitally.

We are grateful to have highly qualified Management Committee members and CEO who bring a wealth of knowledge and expertise and appreciate the hard work and sacrifice of our volunteers, without whom this foundation could not meet its goals. They have also fruitfully accomplished the ambitious targets set by our founders. I would also like to welcome our new trustee and look forward to working with them closely for the coming year. I would like to take this opportunity to express my deep appreciation to all trustee management members, employees, and volunteers for their hard work and dedication during these hard times, as well as our supporters and the public in general. Many thanks also go to our founders and organisations that we worked with over the last year for their tearless support and engorgement. We are also pleased to announce that during the difficult times of COVID we have introduced our online community and curried our much-needed activities through online. Covid was very challenging times, and we are pleased we have worked with organisations such as the NHS closely to provide much-needed support and advice to the communities we serve. Thank you to all for supporting HearWomen, who is standing for BME women and their families to be positive constitutors to British society.

 **SAMIA ZAKI**
CHAIR OF HEAR WOMEN

Our Impact





Beneficiaries of our services are coming from North Africa and the Middle East

Hear Women has established a new partnership this year with local women-led organisations, who have similar 592 participants in HearWomen classes and activities.

Participants in HearWomen classes and activities 2023/2024

%90

4

2562

%5

%5

%5

%5 Beneficiaries of our services are East African

%5 Beneficiaries of our services are coming from Asian and fare East communities

%5 Beneficiaries of our services are coming from Asian and fare East communities



Governance & Structure

Hear Women/GarGar Foundation is governed by a Board of Trustees consisting of chair, secretary, treasury, and members, which have the overall responsibility for governance and management of the organization. The Foundation has six trustees, each undertaking the responsibility of constant development to maintain skills and appropriateness to govern. Hear Women's policies and procedures are recognized by the Quality Mark of Governance PIQASSO.

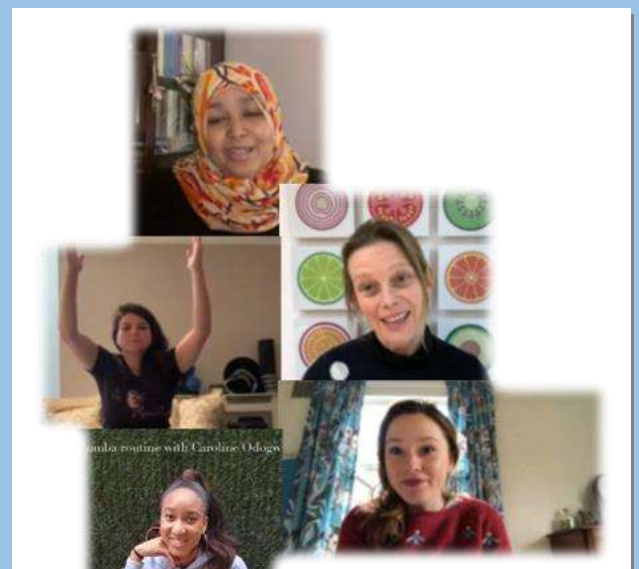


Founder and Director

Ms Deqa Salad established the foundation in December 2008 with the aim of using her experience in international development, human rights and gender to support women to be independent and thrive in their communities. Deqa actively advocates for Women political participation both in Somalia and the UK. She was awarded Women on the Move award in 2017 for her dedicated work and passion. Deqa's mission is supported by Hear Women's committed volunteers, most of whom have been previous service users.

The Team

The UK team is led by Deqa and supported by Hassan, Hagir. Hasna implements the UK programmes, and Hagir looks after the domestic and international fundraising. Our small office is supported by committed volunteers, who believe in Hear Women's mission. Some of them have been previous service users.



User-led Charity

Knowledge and experience

All our programmes are user-led, and the initial development of programmes is always based on clearly identified needs of the community we serve.

Focus Groups

Hear Women service users are regularly given the opportunity to feedback their needs both formally and informally.

User Feed Back

This is important to past, existing, and future programmes. Information gathered from the evaluation and the monitoring of systems is the basis of evidence.

Monitoring And Evaluation

The performance of services and projects are regularly checked to review those programmes that work and those that do not, as this helps us to improve how we do things and learn from mistakes.



UK Programmes

Cook & Talk

Provides a safe space for women to socialise over tasty healthy food prepared by themselves. Women socialise and help each other by sharing experiences and strategies to overcome stress and obstacles.

Wellbeing, Education & Sports Classes

The project is for women and children of economically disadvantaged BME communities in the Grenfell area have had a huge impact, on the children/young people we supported during the COVID-19 pandemic and the following lockdown.

Saturday Club _ Mother & Child Program

The project offers tutoring, parenting courses and sport activities, so that our community does not lose access to these invaluable resources during Covid 19

Mental Health Counselling Group

The project improves women's mental wellbeing, gives them motivation and builds the users self-confidence. Reinforce the community, fight isolation, and strengthen the physical and mental health of our users. Aside from the hygiene pack project, we also personally took care of the most vulnerable of our service users.

Dance to Music & Digital World

Hear Women provides diaspora women and young people from Africa and the Middle East with a safe and inclusive space to learn, socialise and access advice and support. We also advise and link women to community resources and help them to bridge the gap between service users and service providers.

Ongoing Projects



Case Studies

Maryam (Mental health classes)

"I want to thank the organisation for their work in supporting us mentally and physically. We are always learning new things and we feel as if we grow daily, and our knowledge expands greatly. We feel we've learnt how to better deal with our children, and how to control our anger and reduce our stress. I can understand my children better now. When we are in the class with the other ladies, we feel as if we are one family, and we enjoy talking to each other. We continued through the online classes during Ramadan which helped us to be connected. I especially benefited from the Nutrition sessions."

Hanane (English Lessons)

"I'm very happy because I found this session because I'm mum for three children I don't have time to go to the college thank you so much for the all people who did this session xx
Thank you. I'd like how to speak well English when I go to the hospital or teachers"

Intisar (Church Street Project)

"I would like to thank you for the great class and the welcoming and warm atmosphere. The class helped and encouraged us to strengthen our family relationships and build stronger bonds."

Awatif (English Lessons)

"Thank you for the homework I enjoyed it with my daughter."

Eman (English Lessons)

"Thank you, Lucy, very important."

Fawzia (International Women's Day)

"I really enjoyed International Woman's Day so much. I proudly wore my traditional clothing which represented my country, Eritrea. I would like to thank you Hear Women Foundation and the manager, Deqa Salad, for the continuous support. A special thank you to Mr. Sami for his support and kind contributions that united us."

Muna (Dance to Music session)

"Yamani The class is extremely beneficial, and I love it so much. It makes us happy and positively changes our moods. I like the daily stretches video by the Zumba coach to practice it after breaking our Ramadan iftar which helped me to keeping healthy and fit."



Amira (Nutrition classes)

"Through the Nutrition classes, I was able to learn a lot of useful and informative things. I have very heavy bleeding and anaemia, and I had difficulties in explaining my condition, as I felt embarrassed, which was also affecting me mentally. The nutritionist listened to me patiently, provided professional advice and guided me on what I had to do. She encouraged me to inform my GP and told me about the food's rich in iron, and the vitamins that can help me with the anaemia. I felt so relieved, and I am very grateful for your support and help."



WESTMINSTER
COMMUNITY
AWARDS
2018

Hear Women took part of
women peace and security
commission

Secured 3 years contract
from public health
Westminster

We have been Nominated
For Queens's award 2019

Hear Women becoming
registered and accredited
Online Centres



Winner of the London Faith and
Community Awards 2019

Future Directions 2025

1. Working on securing more contractual and long-term funding.
2. Working towards digitalisation of our projects.
3. Providing more specialise mental health services.
4. Supporting more communities.
5. Working towards renewing organisational Quality Mark.
6. Showcasing the needs of the community in more specifics.

In 2023/2024 Hear Women expanded its geographical focus and is currently implementing a project targeting by moving many of its activities online. This will give opportunity to reach those groups who are hard to reach and engage them with our different programmes, so they are less isolated and feel more included. Furthermore, through our Saturday clubs Hear Women identifies the need for activities that encourage stronger bonds between parents and children as key priority for 2023/2024 will be focused on that area. As well as Our service users share that our therapy classes and self-help groups are benefiting their mental health, thus we will sustain the services. Next, our beneficiaries express the need for more physical activities, therefore Hear Women will encourage active life for parents and children.





City of Westminster

Annual Account 2024

Annual Report and Accounts

The year ended on 31 December 2024

REGISTERED CHARITY NUMBER 1135763

ANNUAL REPORT AND ACCOUNTS

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STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the report and accounts in accordance with applicable law and regulations.

Charities Acts require the trustees to prepare financial statement that gives a true and fair view of the organization's financial activities during the year and its financial position at the end of each financial year. Under Charities Acts, the trustees must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the company for that period.

In preparing these accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (FRS 102);
- make a judgement and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the Financial Statements; and
- Prepare the accounts on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Charities Acts 2011. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed on behalf of the trustees:

Name of the Trustee

Name of the Trustee

.....

.....

.....

BALANCE SHEET AS AT 31 December 2024	
STATEMENT OF FINANCIAL POSITION	
Hear Women	
AS AT 31 December 2024	
2024	2023

	Notes	£	£
<u>FIXED ASSETS</u>			
Land	-	-	-
Building	-	-	-
Vehicles & Equipment	-	-	-
Total Assets	-	-	-
<u>CURRENT ASSETS</u>			
Debtors	-	-	-
Prepayments	-	-	-
Cash at Bank & in hand	-	3,491.62	11,074.89
Total Current Assets	-	3,491.62	11,074.89
<u>CURRENT LIABILITIES</u>			
Overdraft			
Net Assists	-	3,491.62	11,074.89
<u>FINANCED BY</u>			
Restricted Funds		2,793.30	8,859.57
Unrestricted Funds	-	698.32	2,214.89
Total	-	3,491.62	11,074.89

NOTES FORMING PART OF THE FINANCIAL STATEMENTS:

ACCOUNTING POLICIES

- a) The financial statements have been prepared under the historical cost convention, with the exception of investment, which are valued at the prevailing market prices. The financial statements have been prepared in accordance with the statement of Recommended Practice-Accounting and reporting by the charities (SORP2005) issued in March 2005, applicable in the preparations of the financial statements are set out below.

INCOME RESOURCES

- b) Voluntary income includes donations, gifts, legacies and grants that provide core funding or are of general nature are recognised where there is an entitlement, certainty of receipts and the amount can be measured with sufficient reliability. Such income is only deferred when:
- c) The Donor specified that the grant or donation must only be used in future accounting periods, or
- d) The Donor has imposed conditions, which must be met before the charity has unconditional entitlement.
- e) Income from commercial trading activities is recognised as earned as the related goods and services are provided
- f) Investment income is recognised on a receivable basis
- g) Income from charitable activities include income received under contract or where entitlement to grant funding is subject to specific performance conditions is recognised as earned (as the related goods or services are

provided). Grant income includes in the category provided funding to support performance activities and is recognised where there is an entitlement, certainly of receipts and the amount can be measured with sufficient reliability.

- h) Income is deferred when admission fees or performance related grants are received in advance of the performances or event to which they relate.

RESOURCES EXPENDED

Expenditure is recognised when a liability is incurred. Contractual agreements and performance related grants are recognised as goods or services are supplied. Other grants payments are recognised when a constructive obligation arises that result in the payment being unavoidable.

- The cost of generating funds is those costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds
- Charitable activities including expenditure associated with the activities are included the direct costs and support costs relating to these activities
- Governance costs include those incurred in the governance of the charity and its assets and the primarily associated with constitutional and statutory requirements.

- i) Restricted funds:

Restricted funds are to be used for specified purposes as laid down by the founder. Direct and support expenditure, which meets these criteria, is defined to the fund together with a fair allocation of other costs

- j) Unrestricted funds

Unrestricted funds are funds received which no restrictions placed in their use and are available as general funds.

- k) Revenue grants are credited to incoming resources on the earlier of when they are received on when they are due.

Independent Examiner's Report to the Trustees of the Hear Women

Report to the trustees of

Hear Women

On accounts for the year ended

31 December 2024

Charity no

1135763

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention.

**Basis of independent
examiner's statement**

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

**Independent
statement**

examiner's

In connection with my examination, no matter has come to my attention;

1. which gives me reasonable cause to believe that in, any material respect, the requirements:
 - to keep accounting records in accordance with section 130 of the Charities Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed:



Date:

2nd October 2025

Name:

Abdullah Mohamud ACMA, CGMA
Chartered Management Accountant

Address:

12 York Road, Battersea, London, SW11 3QA

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Signed on behalf of the trustees:

Name of the Trustee

Samia Zaki

Name of the Trustee

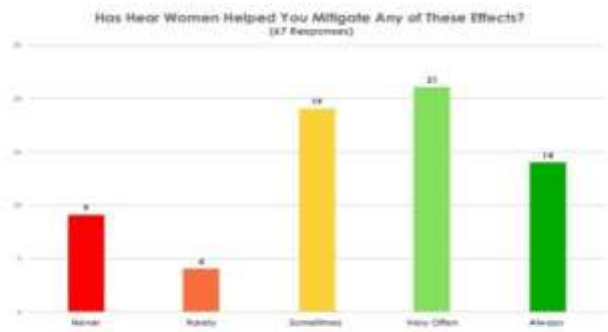
ABDI HAMUD

Name of the Trustee

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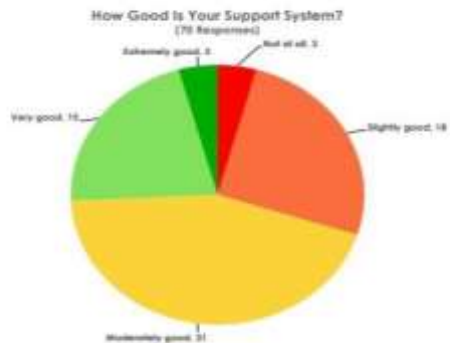


Needs Assessment Survey 2024



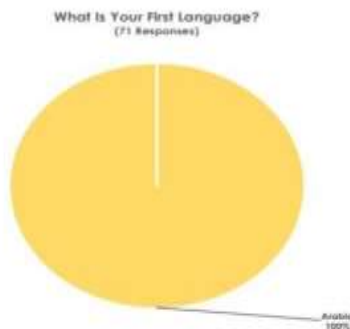
This bar graph shows that Hear Women has played a crucial role in mitigating the effects of various challenges for its members. Out of 67 respondents, 21 reported that Hear Women has helped them very often, while 14 said it has always been helpful. Another 19 indicated that they sometimes receive support.

These positive responses highlight the significant impact of our programs and services in addressing the needs of our community. However, with 9 respondents feeling they have never been helped and 4 rarely helped, there is room for improvement. This feedback underscores the importance of continually assessing and enhancing our outreach and support mechanisms to ensure that all members feel adequately supported, whatever their needs may be.



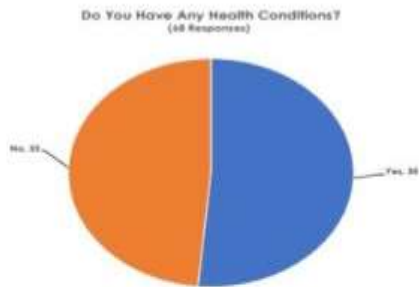
This chart depicts the perceived quality of support systems among 70 respondents in our community. A considerable portion, 31 respondents, rate their support system as moderately good, while 15 describe it as very good, and 3 as extremely good. However, 18 respondents feel their support system is only slightly good, and 3 report having no support system at all.

By strengthening our outreach programs, and peer support groups we aim to ensure that more members have access to robust and reliable support systems

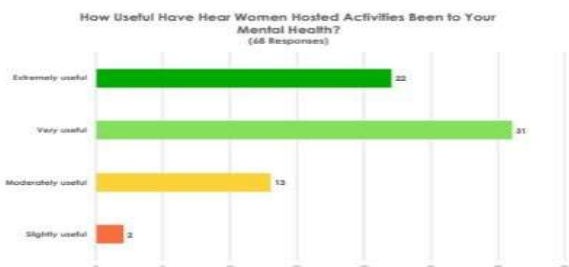


The pie chart shows that all 71 respondents report Arabic as their first language. This underscores the critical need for our services and programs to be delivered in Arabic, ensuring accessibility and effective communication. By providing Arabic-language support, we can better address the specific needs of our members, including those related to cultural integration, legal assistance, and educational resources.

Additionally, offering English language courses becomes even more essential, empowering these women to navigate life in the UK, access broader opportunities, enhance their employment opportunities, and support their families more effectively.

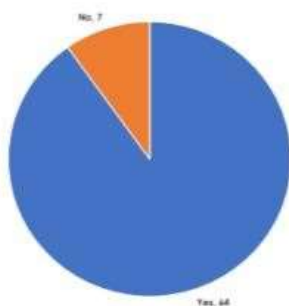


This pie chart indicates that out of 68 respondents, 35 women have health conditions, while 33 do not. This nearly even split highlights the importance of addressing health concerns within our community. For those with health conditions, Hear Women must provide targeted support, such as access to medical resources, health education workshops, and assistance navigating healthcare services. Additionally, we need to advocate for better healthcare access and support systems to ensure that all our members, regardless of their health status, receive the care and assistance they need to lead healthy and fulfilling lives.



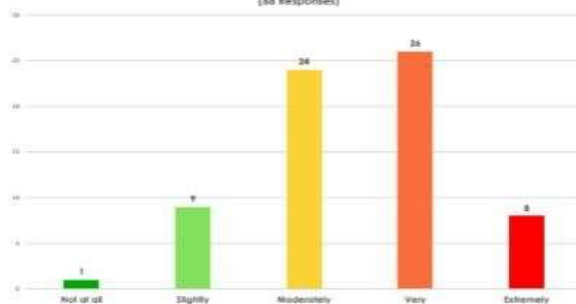
This graph illustrates the perceived usefulness of Hear Women hosted activities for mental health among 68 respondents. A significant majority, 31 women, find these activities very useful, while 22 consider them extremely useful. Additionally, 13 respondents rate the activities as moderately useful, with only 2 finding them slightly useful. These results highlight the positive impact of our mental health initiatives, showcasing the importance of continuing and expanding these programs.

Is The Cost of Living Crisis Affecting You?
(71 Responses)



The stark reality of these numbers highlights the urgent need for Hear Women to intensify our support for our community members who are struggling to make ends meet. This data indicates the critical role our organisation could play in alleviating the economic pressures on BME women and ensuring they have the necessary support to navigate these challenging times.

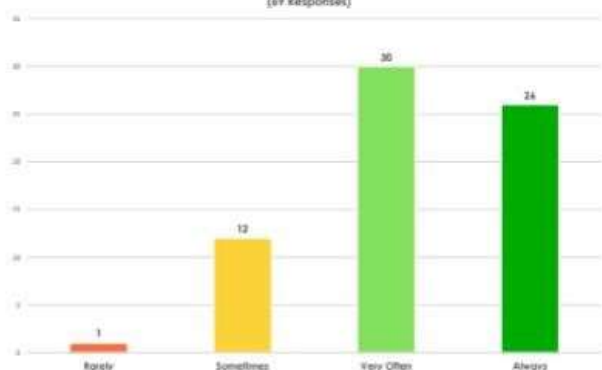
How Severely Is The Cost Of Living Crisis Affecting You Mentally?
(68 Responses)



This bar graph illustrates the mental impact of the cost of living crisis on our members, with 68 respondents sharing their experiences. Alarmingly, 26 women report being very affected, and 8 extremely affected, highlighting significant mental health challenges within our community. An additional 24 respondents feel moderately impacted, while only a small number report slight (9) or no impact (1).

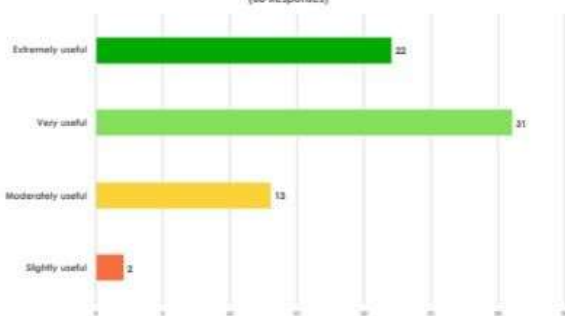
By addressing these mental health concerns and providing support through the cost of living crisis, we can better support the overall well-being and resilience of the women in our community.

How Satisfied Are You With Hear Women's Services And Activities?
(69 Responses)



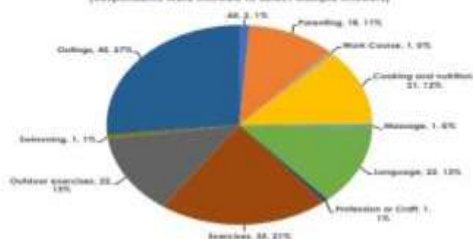
Among 69 respondents, a notable 30 women report being very often satisfied, and 26 always satisfied, demonstrating the positive impact of our programs. Meanwhile, 12 respondents sometimes feel satisfied, and only 1 respondent rarely feels satisfied. This feedback underscores the effectiveness of our services in meeting the needs of the majority of our members. However, it also highlights areas for improvement.

How Useful Have Hear Women Hosted Activities Been To Your Mental Health?
(68 Responses)



This graph illustrates the perceived usefulness of Hear Women hosted activities for mental health among 68 respondents. A significant majority, 31 women, find these activities very useful, while 22 consider them extremely useful. Additionally, 13 respondents rate the activities as moderately useful, with only 2 finding them slightly useful. These results highlight the positive impact of our mental health initiatives, showcasing the importance of continuing and expanding these programs.

What Activities Would You Like Hear Women To Offer That We Are Not Offering At The Moment?
(Respondents Were Allowed To Select Multiple Answers)



The pie chart reveals the types of activities that respondents would like Hear Women to offer, which are not currently available. Outings emerged as the most popular suggestion, with 45 respondents (27% of 169 suggestions) expressing interest. This is followed by exercises, which 35 respondents (21%) would like to see added.

Other significant interests include language classes and outdoor exercises, each garnering support from 22 respondents (13%), as well as cooking and nutrition workshops, desired by 21 respondents (12%). Parenting classes were also suggested by 18 respondents (11%). These insights underscore the importance of expanding

HEAR WOMEN

GARGAR FOUNDATION



