



Annual Report and financial accounts 2022-2023

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15 years experience as TESOL teacher and EAL Co-ordinator at Stoke Damarell Community College
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Terminology

Forcibly displaced people (FDP) respectfully refers to asylum seekers, refugees, stateless people, resettled persons and those who migrated through family reunion (joining a family member that has received refugee status).



People of the global South / Global majority people Formerly addressed as BAME = Black, Asian and minority ethnic

Ethical Considerations

‘With refugees in particular, ethics are concerned with research that is a positive intervention in the lives of people forcibly displaced, objectified and misrepresented, often as victims or problem (Bellinger and Ford, 2022: p.125)’

Engaging vulnerable people in research not only holds researchers to utmost ethical approaches (Bellinger and Ford, 2022) but also demands creativeness in obtaining data that otherwise would be difficult to capture. Ethical guidelines of included institutions and organisations will be adhered.

1. Introduction

Women of FDP and BAME backgrounds have different needs and face gender.



specific adversities for instance maternity needs (<https://www.gov.uk/government/>), period poverty, disproportionate caring responsibilities, less access to digital means (<https://webfoundation.org>) and gender-based violence.

FDP BAME women are systemically disadvantaged (<https://cityofsanctuary.org>). More must be done to bridge gaps in service provisions and create equity in access to support, education and autonomy.

Community Horizons CIO – Who are we and what do we do?

Our core work consists of confidence and intercultural competence development in vulnerable minority women. Our steering group works together with community leaders to support the most vulnerable in practical ways. This has led to a decision to apply for funding for a two-year period, after continued interest of women in the community. Through our steering group and community leaders in the wider network we know where support is required. We extend the impact and reach of active community supporters who work to improve lives for all. Throughout 2019 until now we met regularly with community leaders and individuals to bring together engaged, passionate people that are part of positive changes.

We bring together women from diverse ethnic, professional and English proficiency backgrounds. Plymouth's population is becoming increasingly diverse. There are 43 main languages spoken citywide and nearly 100 languages spoken in Plymouth schools. Plymouth is a dispersal area for asylum seekers with around 300 people accommodated at any given time (Plymouth City Council Report 2017). This does not include Ukrainian, Syrian and Afghan refugee resettlement.

Our Aim: Confidence building through peer-to-peer learning, empowerment through autonomous women's network, steered by FDP and BAME women and promote best organisational practice across Plymouth.

Our Objectives:

1. Combating isolation by creating a community space with FDP and BAME women, from women for women.
2. Enable confidence building through peer to peer learning and informal learning based on intercultural citizenship and intercultural competence (ICC) development.
3. Supporting vulnerable women through better understanding their needs by



using mapping exercises that draw out their expert knowledge of their needs and what they perceive as accessible.

4. Recording feedback and insights by unheard voices of FDP and BAME women to promote best practice in all provisions. Through community education unknown knowledge will be diffused, enhancing accessibility of services across Plymouth. Better Access to Education (BAE) Agenda set to assist in this.

1.2 Projects leading up and into Stepping Stones (BAE Agenda)

Previous projects and ongoing projects have developed and merged as set out below:

Women Merging Cultures — Engagement through art and photography / women's advocacy and autonomy enhancement

-Women Merging Cultures project 1 2019-2021

-Women Merging Cultures project 2 2022

-Beneficiary trustees 2022

Stepping Stones - Care bags and informal Education

-Staying Safe Together (SST)

-Remaining Safe Together (RST) 2021-2022

-Plymouth Sharing Roots (PSR) 2022-2024

-BAE strategy meetings links from communities and professionals to form a network 2022

-Baby and Mum English club 6 weeks 2022

-BAE meetings to for a collective re. Community Crèche 2022

Mapping out the work we have undertaken since 2019 to demonstrate why and how we are restructuring our work becomes clearer considering feedback we collated.



Projects and Funding

How they were financed	Projects	When
Vital Sparks, The Box and Plymouth City Council	WMC 1	2019
COVID-19 Government and Awards for All National Lottery Fund	SST	2020-2021
Awards for All National Lottery Fund	RST	2021-2022
Donations	WMC 2	April 2022
Jubilee Communities Funding National Lottery	PSR	April 2022
Open Hearts Open Borders	SS and BAE	Oct 2022

Each funded project is culminating into a larger, focused endeavour we have termed Stepping Stones. By creating engagement to community members that would otherwise not happen with existing services and initiatives, we are able to get insights from people on why they are not accessing or taking part in what is available in Plymouth.

From 2019 onward, through community engagement projects like Women Merging Cultures, an organic process developed that brought about the understanding of what communities raised were their biggest needs. We responded to those needs which has progressed to a focus on addressing these needs in a holistic way systematically.



1.2 Aim and Objectives of BAE

Aim

Identifying barriers to education and informal learning (social) activities for women from forcibly displaced backgrounds to develop practical, long-term solutions in collaboration with local groups and services.

Objectives

- Establishing what hinders FDP women from accessing educational courses and taking part in informal learning activities.
- Investigating what educators and service providers perceive to be barriers for FDP women to participate in offered courses or activities.
- Developing open communication channels and a long-term professional network linked to communities to ensure solutions to BAE
- Putting in place identified solutions in collaborative efforts that will address isolation and hardship for the most vulnerable families in the city

1.3 Project feedback and statistics

Numbers total Overview:

	Office Hours	volunteers	Care Bags	Care Bag Delivery	Group Likes	FB Group Members	WhatsApp group Members	Stepping Stones Register
Jun 22	131	10	450+	26	153	78	44	9
Oct 22	331	24	700+	58	217	115	65	12

Numbers Update OCT 22

Office hours: 331 hours of office use



Volunteers: 24 (20 students and 4 others) including people that have volunteered their time through other organisations 50

Care bags: 700+ bags, this includes bags for women, babies and with generic cleaning products.

Care bag Deliveries: 58

Baby & mum English Club: 8 participants in 14 sessions

Engagement Activities: 68 people attended our activity groups including photography, dance, painting and food events

Women's fb group: 115

Post Engagement: Average of 40 views on each post, 217 group likes and 115 group members

WhatsApp group: 65 members

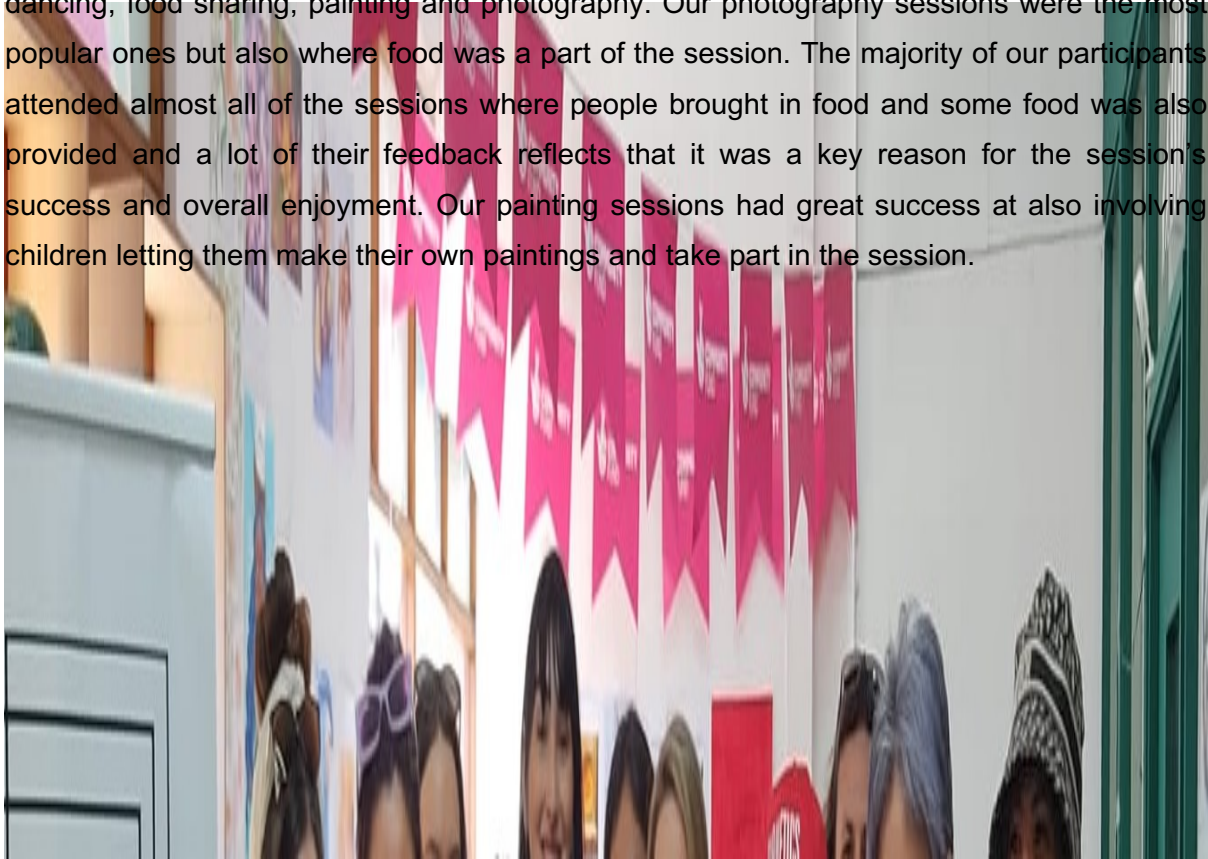
Stepping Stones Registrations: 11 women 1 man

CPD online courses provided: 62

2. Feedback

During Activities:

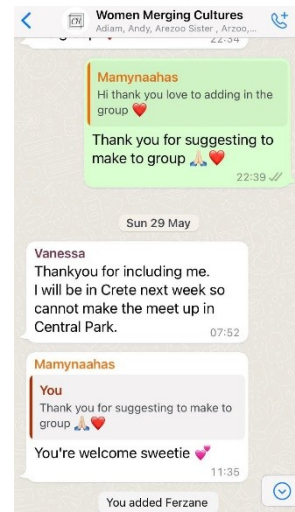
Our women's group project has involved our participants in various activities including dancing, food sharing, painting and photography. Our photography sessions were the most popular ones but also where food was a part of the session. The majority of our participants attended almost all of the sessions where people brought in food and some food was also provided and a lot of their feedback reflects that it was a key reason for the session's success and overall enjoyment. Our painting sessions had great success at also involving children letting them make their own paintings and take part in the session.



**WhatsApp group:**

The WhatsApp group was a great way to reach and connect people, it allowed all of the women to stay up to date with what was happening (dates, times and attendance for any of the meet ups). Additionally, the group was used to post and inform people about our other available activities that could benefit them including our English groups and any other outings.

The group was also an amazing way to not only deliver information but share pictures and thoughts about the events that took place. It was a space where women could interact freely and a lot of members had the confidence to become a part of it and join in the conversation. It offered a way to connect people who were in similar life situations. Overall, the women who joined the group were actively engaging with one another and coming to any of our activities they were able to attend, and it greatly helped coordinate everything.



Numbers from June 22

People signed into the office: 382

Office hours: 131 hours of use

Volunteers signed up: 10 volunteers (8 students, 2 that are not) this does not include the number of volunteers that worked with us through Plymouth STAR unless they directly signed up as our volunteers so the overall number of individuals that have volunteered for us including through other organisations is 30

Bags given out: 252 bags out of the office during the sessions and including ones delivered is just over 300

Women group sessions: 5

Care bag handout sessions: 13

Care bag Deliveries: 26

Women Merging Cultures FB group:

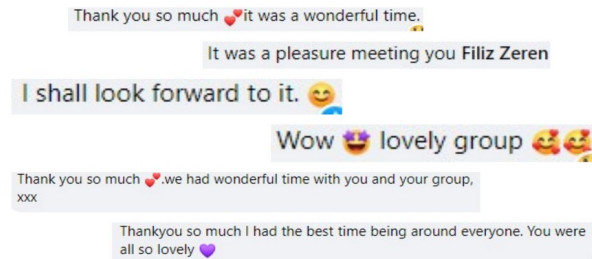
Post Engagement: Average of 30 views on each post

153 group likes



78 group members

Comments:



Feedback From staff

Pantelis:

Could've been more on top of advertising and engaging other organizations or groups to get a stronger start. Of course this is hard as even with doing things to promote I noticed it takes people a week or two of constant reminders to actually get engaged.

Our other projects really helped drive up engagement both of people and volunteers for this project

It was extremely rare for people to show up from 3-4pm all other hours were a lot busier

A 2nd volunteer or staff member in the office meant we could help people carry the bags to their cars which was extremely helpful for big families as there were a lot of bags

Some of the mums that came with the bus had some trouble if they were picking up for multiple people (problem sorted since we are only doing it for whoever is there now)

There has been some confusion about what sessions are when mostly with people rather than volunteers

Organisations were really helpful in terms of getting the word out to the people involved with them which really helped promote our projects and get more people to turn up

There were very few cases where people had a hard time understanding information even when it was in English so translations and such were not needed

It was a bit hard to get volunteers to come in and sit for 4 hours with the hope some people turn up as some days it was busy with multiple big groups coming and others very quiet



Volunteer engagement on sessions that they did turn up was good but supervision and coordination was definitely needed especially for the bag packing sessions

Volunteers:

Not as exciting to volunteer for the handout sessions as it can be quiet and not a lot needs to be done (were happy to do it when we had other jobs for them to get on with such as packing bags etc)

Many female students were happy to see that our project really had women's needs in mind and as its core and got more excited and involved about it after knowing that we were targeting mostly women.

Most of the female volunteers were very happy to see that our female hygiene bags included pads and mentioned that it must be a big relief for a lot of families

Students were interested in the concept of the project but attendance was lower during times of exams or uni holidays and also some students didn't come again after coming to one of the not busy sessions

Some of the international student volunteers were happy to be able to practice their English during the project and excited to meet other people that spoke their language

Feedback from Organisations

Took a while to get them on board but once they started were regularly coming and taking fair amounts of bags

A lot of their community got the word going around and a fair amount of our bags has been distributed through them

They were very happy with the contents of the bags only real feedback was that we should have engaged them sooner and properly have explained it was not a one-time event but an ongoing project

Feedback from people we helped

Most people that came seemed very grateful for whatever they were given and some even surprised by how much

No complaints were made about the quantity or quality of what was included in the bags and no one needed to come get a 2nd bag sooner than the 1 month we set.



A few exceptions did exist of some people that came picked up their bags and run away after although this could very well be because of the language barrier or lack of confidence for a conversation

A lot of people were very interested to come again and a lot of the ladies that came were directed to us through the women's project and other women that came and did not know about it got engaged with it

A change in behaviours of some people that got engaged in a lot of our projects, a lot of the ladies are a lot more friendly and try to have proper conversations rather than keep things short.

Most people were smiling.

People that took bags were also interested in hearing about our other projects and particularly interested in anything that would give them a chance to practice their English or anything that they could bring their children along.



Plymouth Sharing Roots (PSR) 2023:

2020-2021 After our family BBQ on the Queen's Jubilee, we grew a very nice crop of various foods in the allotment and partaking in 11 family events set up by the Pioneer CIC. The Pioneers have decided to bring the family events to an end and let plot keepers take care of their own plots. This reduces the number of events we can bring communities together significantly. Additionally, it has been costly to transport people to the allotment. The distance for people to travel appears to be somewhat off putting considering the changeable weather. We ran several engagement events including a Baby and Mum English club that ran for 6 sessions in the summer at no extra cost thanks to our dedicated volunteers. This was not only for engagement but also to work towards our group members to confidently take part in the allotment booklet we will be putting together. The PSR project team came together to discuss the best way forward considering some of the challenges we face, and decisions were made to build closer relationships to City College Plymouth (CCP) who have an allotment space and a wildflower meadow. This allotment was set up almost a decade ago and was award winning, however has gone untouched for a number of years now. This applies to the meadow too. We engaged award winning CIC Pollenize to collaborate with us on some of our activities.

A great many people of the demographic we target in this project attend the college for ESOL courses. It is easy to reach from the city and an agreement has been made for us to assist in creating a community space in the allotment space for organisations and groups to use for social activities. Our resources are best placed here for the remainder of the project. Beyond this, in order to maximise our reach and help this project have a bigger impact we have held various meetings with other organisations around Plymouth both to gain a deeper understanding of what is available in the city but also to see how we can work along those organisations or in some cases together through this project. We have been in contact with Devon and Cornwall Refugee Service (DCRS) who have been running a lot of outdoor activities groups every Monday. Their funding is coming to an end and the opportunity to collaborate on the sessions is a great way to reach a broader number of very vulnerable people in the city. Part of the grant money that is allocated for our outdoor activities such as picnics. The outdoor sessions were primarily intended to get members of the community out



of the house, make them feel less isolated and focus on well being. This allows us to bring new members into the CCP allotment space and expand the impact of PSR.

English Language Support It became clearer to us when building and strengthening our network that there is a crisis in the city in accessing education for forcibly displaced people. This applies especially to mothers as CCP has closed their crèche permanently and Open Doors (EAL provider) has lost some of their funding and had to reduce the crèche to three days. Therefore, we will make efforts to assist in offering informal English sessions continuously as this ensures participation not only in social sessions but importantly in the creation of our PSR booklet. We believe the English conversation club will have a great impact on the community as it will also help build greater confidence in women and provide a space where they can freely practise their English with no pressure. In turn this allows better participation in other activities we provide. CCP allotment The CCP are very keen on us working together. At this time, they were still in the process of cleaning up and redoing their space, but they were interested in both allowing us to use a space for our gardening but also possibly setting up a community space for events which we could use. They estimate for their allotment to be ready roughly about the same time as the English conversation club would be coming to an end so we would not be losing any momentum in the project and hopefully engaging all of our club participants in the gardening. We can also make use of their community space to set up events as a lot of our participants tend to be very keen on attending especially if food is involved which is something we could investigate further. Bee Keeping and Pollenize CIC In terms of other activities, we reached out and arranged a meeting with Owen from Pollenize CIC which is a social enterprise that utilises technology to combat urban pollinator decline. We were interested in setting up an event with our community members where we go out and spread pollen, possibly in Plymouth City College as they also mentioned they have a wild meadow area that they would like to use more. Pollenize CIC have an app where people can keep track of where they spread pollen all over the UK so it would be a great opportunity for us to organise a community walk and have a chance to talk a little bit about bees and their importance to our ecosystem which we think would tie in with the project overall and could be part of the gardening too. To gain a better understanding of bees one of our trustees (chair) attended a workshop by Tim Payne on how to grow food more successfully. Tim is also an avid beekeeper who runs workshops on bees and their vital role in ecosystems. Tim is joining future sessions for us to talk about bees, their importance and how that fits in with running your own plot. Care bags Before we were able to engage the newly dispersed forcibly displaced people in Exeter the Home Office swiftly moved them on into a variety of locations outside the Southwest. Nonetheless,



there is a great number of Ukrainian refugees in Plymouth as well as increasing numbers of asylum seekers throughout the year with the estimate to keep growing exponentially.

We have continued to provide our care bags throughout the year and will focus on offering them to increase engagement to PSR whether it is the allotment or other sessions. This month we have prepared over 100 care bags with the help of the student Feminist society of Plymouth University who were happy to get in touch with us and help our and are now also signed up as our volunteers. These bags will be either handed out to community members that are already signed up with us and participate in our projects which would also include the attendants of the English conversation clubs, but we have also agreed to hand some of the bags out to organisations who also deal with forcibly displaced women such as Open Doors. The University students have also expressed a great interest in being involved in our events in the future.



Community focus groups



2022-2023 Staff Change Over During the early months of 2023 we hired a member of the community who owns his own plot to give us help and tips for maintaining and planting crops. Plot Change Over Over the winter of 2023 there was an error from the plot management team, which had led us to relocate to a neighbouring plot. Thankfully this did



not affect any plants, as we were in the process of clearing out the plot so we could replant crops down.

Plot Progress Update After switching to the new plot we gathered with our participants in order to clear it and prepare the ground for crops. Once that was done with the help of our employed community member we made a plan for the crops that we wanted to buy and how to arrange them. Once we had a plan in mind we started to plant the crops in their designated places. For the first week we helped our members by going to the plot on days they were unavailable since the crops must be watered daily, after the first week we organised a schedule with participants to water the plants every two days along with a weekly gathering, for us to talk about the development of the crops and any further actions needed for specific crops.

Plans For Summer 2023 Over the summer we have planned to look over our crops and watch them grow, taking any necessary action to help them thrive- this included protecting the plants from garden pests and setting up bamboo poles to support our tomato plants. Once all of the crops are ready to be harvested, we will gather our participants and go over how to properly harvest the plants by doing it under the guidance of our trained community member. With the crops we have harvested we plan to cook for the community using our fresh ingredients. Depending on the weather and availability of our community members we will either do a barbeque or a community day at the plot during one of our weekly gatherings.

Focus On Key Participants And Maximum Impact On Their Lives Through PSR

This project has proven to be a relaxing and social activity for the participants that have engaged in the process of planting down the crops and learning how to care for them. This has been an exciting experience, seeing how our crops have developed from seedlings to full grown plants and how our empty plot has turned into a community garden. This project has been a great opportunity for our participants to socialise and partake in activities that otherwise would have not been able to partake in.

Planning The PSR Booklet With the help and knowledge from our hired community member we aim to make a detailed booklet/guide on how to grow, take and harvest your own crops. We will be going over: what could be planted in each season, how to prepare your garden, along with what tools and materials you need. Furthermore, we will go over how to take care of your crops while they are still growing and finally how to harvest them.



3. Outcomes and Future Plans

Outcomes of project:

- By enabling a space created together it builds a bridge for improved autonomy. Engaging women who want to access self-development, groups, services, but lack confidence. Create paid work opportunities for community caterers to help them build confidence in their skills.
- Generating real equity for the most vulnerable members of our society.
- Collating data through mapping exercises that will give unique insights to women's understanding of their needs and what they are aware is available in their environment with the aim to contribute, share and expand each other's knowledge of existing opportunities.
- Community crèche
- Engagement sessions on crocheting and other activities
- Women Merging Cultures Art project to make space for women of the global south to fairly participate in the arts, particularly those who also share displacement backgrounds. Art mediums will be painting, photography and filmography.



ANNUAL ACCOUNTS 2022-2023

Payments and Receipts

Balanced carried forward from financial year 2021/2022	£28,784.08
Balance on 26/09/23	£15,480.03
TOTAL INCOME	£3,599.13
TOTAL EXPENDITURE	£16,903.18
TOTAL INCOME BALANCE	-13304.05
Surplus	-15837.3
Free reserves	2533.25

Staff wages	£11,010.09
Rent	£2,331.25
Light and heat	£-
Insurance	£462.71
Rates/Council tax	£153.00
Volunteer expenses and hardship fund	£23.50
Project costs	£2,922.63
Equipment	
TOTAL	OUT £16,903.18

Surplus/(Deficit) -£13,304.05

SIGNED

DATE 01/05/23

ROLE Organisational Lead



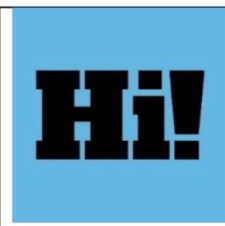
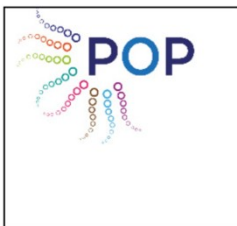
We want to thank everyone who supported us in achieving so many amazing goals.

Thank you to our funders and those who collected donations for us.

It is greatly appreciated.



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Giving more locally