



# Trustees' Annual Report for the period

		Period start date			Period end date			
<b>From</b>	Day	Month	Year		<b>To</b>	Day	Month	Year
	01	04	2020			31	03	2021

## Section A

## Reference and administration details

Charity name

Oxford Against Cutting

Other names charity is known by

N/A

Registered charity number (if any)

1161597

Charity's principal address

Unit 7685

PO Box 6945

London

Postcode

W1A 6US

### Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Caroline Pinder	Chair	26/09/16 - now	Trustees
2	Dr Sharon Dixon	Treasurer	12/01/16 - now	Trustees
3	Joanne McEwan		26/09/16 – 01/01/20	Trustees
4	Richard Coleman		01/03/17 - now	Trustees
5	Benn Kiley		01/03/17 – 13/04/20	Trustees
6	Miranda Dobson		22/05/17 - now	Trustees
7	Liz Parry		10/09/18 - now	Trustees
8	Faith Oyegbile		02/07/19 – 23/11/20	Trustees
9	Ahd Hassan		10/08/20 - now	Trustees
10	Seiza Bashir		15/09/20 - now	Trustees
11	Naseem Sarbatta-Walia		21/04/20- now	Trustees
12				
13				
14				
15				
16				
17				
18				
19				
20				

### Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

### Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

### Name of chief executive or names of senior staff members (Optional information)

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## Section B Structure, governance and management

### Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Constitution
How the charity is constituted (eg. trust, association, company)	Charitable Incorporated Organisation
Trustee selection methods (eg. appointed by, elected by)	Elected by trustees

### Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

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## Section C Objectives and activities

### Summary of the objects of the charity set out in its governing document

For the public benefit, the relief and assistance of girls and women living in the UK who have undergone or are at risk of female genital mutilation (FGM) or other harmful cultural practice by providing education, information, advice, emotional support, raising awareness and carrying out research to help prevent FGM and to support survivors.



**- Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)**

Our charity adapted quickly and effectively to the Covid-19 outbreak, as it became clear that lockdown was exacerbating isolation, the risk of abuse and mental health concerns for women from communities affected by female genital mutilation (FGM) and 'honour'-based abuse. We are proud to have delivered 50 Web Cafes in the last financial year, providing support, befriending and learning in an informal, online space. Our Web Cafes have tackled a broad range of topics on harmful practices, such as Advertising and Sexualised Body Alterations and Values for Sons and Daughters, for both communities and professionals.

In addition, we delivered online safeguarding training and webinars on FGM and forced marriage for school staff teams, community groups, charities, the Probation Service, the Crown Prosecution Service and companies. When restrictions were eased, we were delighted and ready to return to the classroom, having increased our team size and reach during the pandemic.

During the first lockdown, we led and joined strategic thinking, by setting up a temporary working group to consider the impact of the Covid-19 outbreak on people at risk of FGM and forced marriage. The group included local and national support services such as Karma Nirvana and the National FGM Centre and considered the use of codes, the barriers to reaching support and the messages and action needed to support people affected by harmful practices during lockdown. Our charity prepared working documents for discussions on barriers and case studies that were included in a Select Committee report. We subsequently created lockdown helpline posters to support families in the Thames Valley to reach services and we now lead the BAED WORLDS Group, a multi-agency team in Oxfordshire providing expertise on initiatives to support women from minority groups with recovery from abuse.

Our time online has also enabled us to create a wealth of digital content such as Instagram Live interviews, podcasts and films, as well as work with partners further afield. We are committed to ensuring that materials on abuse and sexual health issues are accessible to everyone, both in terms of messaging and language. In December 2020, we released our first translated film material for World AIDS Day.

We were delighted to welcome new members to our team, including Rubie Marie, high profile Activist and Survivor of Forced Marriage; Hauwa Suleiman, Gender Specialist; and Tanya Vyas, Social Media Communications Coordinator. We also welcomed three new trustees, Naseem Sarbatta-Walia, Seiza Bashir and Ahd Hassan, and our new Social Justice Influencers.

We continue to deliver all our workshops with facilitators from affected communities who can share lived experiences of the impact of harmful practices on families and communities. As we head towards the end of the pandemic, we look forward to providing both in person and online education to end harmful practices.

*The trustees confirm that they have complied with the duty in Section 17 (5) of the 2011 Charities Act to have due regard to public benefit guidance published by the Charity Commission.*

## Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

In addition to a packed calendar of training, awareness-raising and education events, OAC is a member and contributor to:

Thames Valley BAED Partnership  
The Oxford FGM Operational Group (sub group of Oxfordshire Safeguarding Children Board)  
The Oxfordshire Domestic Abuse Partnership  
Home Office's Anti-FGM Stakeholder Group  
Domestic Abuse and Recovery Sub-Group (Oxon)  
Focus group on the development of GP resources to support FGM survivors  
Case Review (anonymised) meetings with Oxfordshire Domestic Abuse Services

## Section D

## Achievements and performance



**Summary of the main achievements of the charity during the year**

**WEBINARS FOR WOMEN AND WEB CAFÉ**

Our Web Cafes are a safe, informal online space for communities and professionals to meet up, share learning and provide mutual support on sensitive topics. Most sessions include an interview with a speaker, who is a specialist in the topic, followed by time for questions, discussion and connection. Our speakers have included Jasvinder Sanghera CBE, Survivor of Forced Marriage and Founder of Karma Nirvana; retired DCI Caroline Goode, the police officer who led the investigation into the “honour” killing of Banaz Mahmood; and Hibo Wardere, Somali-born Campaigner against FGM.

Our Web Cafes are facilitated by our team members who represent communities affected by harmful practices and we consult with participants on topics for discussion to raise awareness about cultural harm.

The project was rolled out following our Webinars for Women pilot, a series of 8 “closed” workshops for women from communities affected by FGM and forced marriage.

In addition to new learning on cultural harms, our Web Cafes have led to reflections on sub-conscious belief systems that underpin community behaviours (for example, “girls must not have an intimate partner before marriage but this is not an important value for boys”); new friendships; signposting to support; safeguarding action and joint working on other projects, such as the creation of films to support women from South Asian communities with sexual health issues.

**Supporting an intersectional approach to tackling abuse**

At the start of the Covid-19 pandemic, our charity brought together a temporary working group to consider the additional barriers created by lockdown that prevented people affected by harmful practices from reaching specialist services. The group included local stakeholders, Karma Nirvana and the National FGM Centre and led to a number of initiatives to improve access to support, including our Thames Valley poster campaign:

We were subsequently invited to set up a new multi-agency group, BAED WORLDS (Black, Asian and Ethnically Diverse Women in Oxfordshire Recovering from Lockdown and Domestic Abuse). The new group is part of the Domestic Abuse Partnership hosted by Oxfordshire County Council and the activities are informed by the findings from a 2-year Thames Valley BAMER Project Report by Agya Poudyal.

The first initiative of the group was to create Best Practice: Support groups for women from Black, Asian, and Ethnically Diverse (BAED) communities in Oxfordshire. The Group has also participated in new training on Transboundary Abandonment developed by our charity.

To support the local education and voluntary sector, we have also set up Inclusive Perspectives, a new initiative to ensure training materials, such as workshop plans and handouts, are suitable for the intended audience from an intersectional perspective. Our specialist team reviews resources from a multi-lensed perspective, to support the use of materials that are culturally sensitive, gender-appropriate, and user-friendly for all ages and abilities.

## DIGITAL RESOURCES

We created a wealth of new digital material to raise awareness of harmful practices, including:

**Instagram Lives with:**

Lucky Roy Singh  
 Rubie Marie  
 Hoda Ali  
 Bethel Tadesse  
 Anj Handa  
 Sandy Abdel Rahman  
 Kaddy Touray  
 Hibo Wardere

**Perspectives Podcast episodes**

The property of my community: Women, girls and honour-based abuse

**FGM and culture: Changing the narrative**

Reclaiming the word "Shame": "Honour"-Based Abuse and the male perspective

Body Image: In a perfect world? Social media and body image

**World AIDS Day films**, with messaging in English, Punjabi, Urdu and Arabic to raise awareness and break the stigma of HIV.

**Web Café recordings of speakers**

## WORKING WITH SCHOOLS

Our charity delivers lessons and workshops for schools and universities across the Thames Valley, always with a facilitator from an affected community who brings lived-experience to learning, as well as specialist knowledge. Evaluation of our training consistently demonstrates that confidence levels in dealing with all the issues surrounding FGM and forced marriage increase significantly following our workshops. In the summer of 2020, we published Evaluation Reports on our largest schools projects in the Thames Valley. During the pandemic, we were pleased to deliver online safeguarding training for staff teams at the following schools and universities:

***St John's Catholic Primary School, Banbury***

***Langford Village Primary School, Bicester***

***Oxford Brookes University – 3<sup>rd</sup> Year Children's Nursing Students***

***Waddesdon Village Primary School***

***NASUWT (multiple workshops for approx. 350 trainee teachers at Manchester Metropolitan University and Edge Hill University)***

*Our charity also delivered workshops and presentations for:*

**North Hampshire Domestic Abuse Forum** (2 workshops with over 100 participants at each)

**ODBST Buckinghamshire**

**Oxford International Women's Festival event, Business as Usual?**

**Women's Activism Under Lock Down** (contribution)

**Sunrise Multicultural Project, Banbury**

**Thames Valley Police and Crime Panel**



**AAFDA (Advocacy After Fatal Domestic Abuse)**  
**Young People's Supported Accommodation, Oxfordshire**  
**Oxfordshire Safeguarding Children Board** (multiple sessions)  
**Young Women's Music Project**  
**Global Health Teaching, Maidstone and Tumbridge Wells Hospitals**  
**Probation Service**  
**Newly Qualified Social Workers (Oxfordshire)**  
**Elmore Community Services**  
**Crown Prosecution Service**  
**Utulivu's Zero Tolerance event "Let's Talk End FGM in a Generation"** (contribution)  
**Stryker**  
**Artist and judges joining OAC's Art Competition**

#### 2020 POSTER CAMPAIGN

Our 2020 poster campaign was launched in May to protect those at increased risk of 'honour'-based abuses, such as FGM and forced marriage, during the pandemic. We worked closely with national charity, Karma Nirvana, to review the multiple barriers to people reaching support and the evidence that people were not reaching specialist services.

Our poster raises awareness of the specialist helplines that support people affected by honour-based abuses (HBA). The main image is based on artwork created by a young person during the charity's first art project, with messaging created with our anti-HBA facilitation team. We created versions of the poster to highlight local services in Oxfordshire, Buckinghamshire, North Hampshire, West Berkshire and East Berkshire (Slough; Bracknell Forest; and Windsor and Maidenhead) and shared hard copies with hospitals, as well as every school in the Thames Valley.

In addition to wide social media coverage, the campaign was covered by Jack FM, BBC Radio Oxford and the Oxford Mail.

## Section E

## Financial review

### Brief statement of the charity's policy on reserves

In accordance with Charity Commission guidelines, OAC will set aside reserves of 3 months operating expenditure (from both restricted and unrestricted funds). We envisage these reserves would only be needed should fundraising bids be delayed and cash-flow compromised.

For financial year 2021/2022 the Trustees have agreed the reserves to be set at £20,000.

This includes basic salaries, core charitable activities and administration costs (phone/internet).

This will be reviewed on an annual basis.

### Details of any funds materially in deficit

N/A

### Further financial review details (Optional information)

You may choose to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

## Section F

## Other optional information

## Section G

## Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)

CPinder

Full name(s)

CAROLINE PINDER

Position (eg Secretary, Chair, etc)

CHAIR

Date

26/07/2021



# Independent examiner's report on the accounts



CHARITY COMMISSION  
FOR ENGLAND AND WALES

## Section A

## Independent Examiner's Report

Report to the trustees/  
members of

Charity Name  
OXFORD AGAINST CUTTING

On accounts for the year  
ended

31<sup>ST</sup> March 2021

Charity no  
(if any)

1161597

Set out on pages

1 and 2

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  
examiner's statement

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: *M Watkinson*

Date: 5<sup>th</sup> May 2021

Name: MICHAEL WATKINSON MBE

Relevant professional  
qualification(s) or body

CHARITY FINANCE CONSULTANT

(if any):

Address: 

1 COTE HOUSE FARM COTTAGES
COTE
OX18 2EQ

Section B	Disclosure
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Only complete if the examiner needs to highlight material problems.(E.g. accounting records have not been kept in accordance with s132 of the Charities’ Act 2011 and those accounts do not comply with the requirements of the 2008 Regulations setting out the form and content of charity accounts; any material expenditure or action which appears not to be in accordance with the trusts of the charity; any failure to be provided with information and explanations by any past or present trustee, officer or employee; and any material consistency between the accounts and the trustees’ annual report.)



Give here brief details of any items that the examiner wishes to disclose.

None