



Bramber BAKEHOUSE

Impact Report 2022



The Queen's Award
for Voluntary Service

Registered charity 1172837 | Company number 09437477



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Baking a Brighter Future for Women

Another year has been and gone and it's been our busiest year to date.

We know there are women across Sussex – and beyond – who lean on organisations like Bramber Bakehouse to empower them, supporting them as they unlock their potential and work towards healthy, meaningful lives.

The need for our service continues to grow. With one in three women experiencing gender-based violence, we work hard to ensure our service provision is person-centred, trauma-informed and accessible to every woman in need.

This doesn't just happen. It requires deep dives into best practice, strong systems and processes and a dedicated, experienced team who go above and beyond to ensure women remain at the heart of our organisation.

As a result, 2022 saw many positive structural changes. We welcomed a new Chair of Trustees (hello from me) and broadened the skills of our Board of Trustees, creating fresh insights into our work and future. We continue to develop this and are committed to creating an equitable, diverse and inclusive organisation.

We've spent time consulting graduates of the Bramber Bakehouse programme to find out more about the barriers and challenges women face and how we, at Bramber, can support women to overcome these. As a result we've developed a Theory of Change, which we're

proud to share within this report. This has identified gaps for improvement, led us to a trauma-informed approach and in turn made our service better than ever before.

In late 2022 we looked ahead and created a three-year strategy (turn to page 13 for more information), focusing on operational excellence, sustainability and growth. The demand for our service remains high and we know we need to secure our future to grow, to ensure every female survivor accessing Bramber receives the care she needs.

We continue to witness incredible transformation as many women take the bold step towards restoration and recovery. We continue to be inspired by the strength of each woman we care for.

We're confident in our approach. With women at the centre of our care, we're looking forward to the many ways we can stand with them as they move towards a positive life full of hope, community and freedom.

Here's to them.

Lucy Butt
CEO & Co-founder

Frances Duncan
Chair of Trustees

Charitable Objectives

Bramber Bakehouse works for the public benefit, the relief and assistance of women who are victims of oppression, domestic abuse and/or any form of violence or discrimination in any part of the world by providing support, opportunities and/or internships with Bramber Bakehouse (or any other partnered bakery) to encourage the development and learning of new skills to enable integration back into the community and society as a whole.

“I’m so glad to tell you, lots of things have changed in my life. I learned how to manage or deal with problems like emotionally, mentally and physically. I learned how to care about my wellbeing and how I can solve any problems. I’m feeling confident and strong and positive.”

“It was a life changing experience for me, at a time when I was ready to give up.”



The need for our service continues to grow.

One in three women globally experience gender-based violence.

16,938 people were referred to the Home Office in 2022 for human trafficking, modern slavery and exploitation

(a 33% rise on the previous year)

Many asylum seekers and refugees need care and support to move ahead.

On average, we're able to offer places to 64% of women who need support to live positive, healthy, meaningful lives.

39%

experienced sexual exploitation

12%

experienced gender-based violence

40%

experienced domestic servitude

74%

experienced displacement

6%

experienced forced labour

62%

are asylum seekers

1%

experienced criminal exploitation

Many women are experiencing multiple disadvantages.

Our Mission

Our mission is clear. We want women to lead safe, purposeful, independent lives and we want to ensure every woman who's experienced displacement, abuse or exploitation can find their way to Bramber Bakehouse.

Women are supported in a safe and caring environment to gain the confidence, knowledge and skills they need to move forward.

Our holistic, trauma-informed, person-centred programme offers baking as a therapeutic tool alongside integrated wellbeing sessions.

Women learn new skills and are supported to engage with their community and society. With life skills, graduate opportunities and employability pathways, this reduces the risk of abuse and exploitation and increases positive choices.



"I've learnt that I'm worth it and there are people like you that love me and listen to me. I just need to be in the right place like I was here."

Theory of Change

We consulted with graduates of the Bramber Bakehouse programme, their support workers, our volunteers and frontline staff to create our Theory of Change. We took time to consider the barriers women face and the positive changes our service can bring about to overcome these.



Baking Workshops

Therapy without therapy. Our baking lessons enable women to learn alongside each other, build community and grow in confidence.

- Technical Knowledge
- Practical Skills
- Confidence-Building
- Community



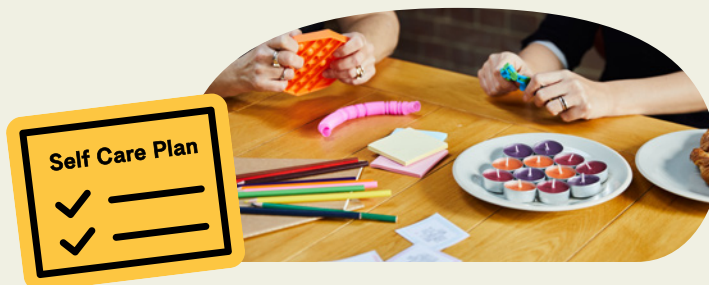
Wellbeing Support

Trauma-informed wellbeing sessions and peer-to-peer support are designed to equip women with the tools they need to manage their mental health and wellbeing.



Life Skills

Person-centred support enables women to identify strengths, goals, ambitions and purpose whilst gaining life skills for education, volunteering or employment.



Ongoing Support

Armed with a future-proof roadmap, women have agency. They are able to access coaching & mentoring, peer-to-peer support groups, community gatherings, volunteer and paid employment opportunities.



Our Model

01

We work in partnership with organisations* who support women to overcome the challenges they face, meeting their basic needs.

“My client has nothing but goodness to say about you... the difference it has made to her wellbeing, how it has given her hope.”

Medaille Trust

02

With the support of these organisations, women are referred to us because they have experienced abuse, exploitation or displacement and require additional support to move forward.

03

A woman enrolls on the programme where she receives the confidence, skills and knowledge she needs to thrive. Baking workshops, wellbeing support and transferable life skills formulate our programme in a safe, trauma-informed environment.

04

Armed with a future-proof roadmap, each graduate has access to person-centred support including mentoring with a view to undertaking volunteering, paid employment or education.

05

Each woman experiences belonging within our community, attending gatherings, peer-to-peer support groups, opportunities to return as a volunteer or join our advisory board post-programme.



*To date we've worked with 84 organisations across the Southeast.

Achievements & Highlights

142

programme days delivered

72

women supported

710

hours of workshops delivered

27

wellbeing sessions

56

women engaged in our ongoing support programme

100%

of women said they felt confident after the programme

89%

of women said they felt optimistic for the future after the programme

89%

of women said they were able to make decisions about their future after the programme

89%

of women said they felt surrounded by a community after the programme

100%

of our graduates would recommend us to another female in need



Trauma-informed Practice

100% of the women we support have experienced (or are experiencing) trauma. As a result we've developed a trauma-informed approach to our service provision, using the [Helen Bamber Foundation's Trauma Informed Code of Conduct](#). Regular team sessions are dedicated to this topic, ensuring women remain at the heart of our service.

Achievements & Highlights



“Thank you so much for the open house this morning. It really brightened my day seeing the amazing work you do...it [is] refreshing to see such a creative and well thought out approach to supporting survivors.” (Moving on Project)

Open House Events

We introduced Open House Events, gathering local referral partners together to understand our work and share best practice. This has also given graduates the opportunity to share their story and the impact of the service on their lives.

Reflective Practice

Taking care of our team is very important to us. We've been working with The Old Bank Wellbeing Trust to deliver Reflective Practice for our front-line staff and volunteers, ensuring they have space to process and improve their practice.



Celebrating the Queen's Award for Voluntary Service

Co-Founders Hollin and Lucy attended Her Majesty the Queen's Royal Garden Party, celebrating the work of our volunteers since the charity first began.



Aisha's Story

Aisha* is a survivor of human trafficking. She was living in a safe house when she first heard about Bramber Bakehouse over five years ago. Here she bravely shares her story.

"When I first came to Bramber everyone was so kind," Aisha remembers. "But all I could think was, 'Why are they being so nice, what's the catch?' Finally I realised there was no catch. They just accepted me as I was."

"Everyday you just wait in the safe house. Days turn into months. You can't work and it's really isolating. I felt really sad. I had no purpose."

Aisha was extremely suspicious. Why would anyone pay for her to get on a train to go and bake? But her support worker encouraged her to give it a go.

"Getting the train felt like a big deal. I had to get ready, I had to be on time. I had my ticket. I suddenly felt independent and that I was getting away from it all."

Having experienced years of injustice and cruelty, Aisha was very wary of being in a room with so many women when she arrived at Bramber. She was on her guard and didn't think she'd be able to trust anyone.

"I decided to go back a second time and I really enjoyed it," laughs Aisha. "The day was really chilled out. No one was telling me what to do. I remember asking if I could go to the toilet. And they said I didn't need to ask. Just to do what I want. I loved that."

"I had never baked before. But it was so fun. I realised that I could do this. I could actually make something that looked and tasted amazing."

Aisha remembers how connected she felt to the rest of the women. They laughed at the shape of cakes and enjoyed listening and dancing to all sorts of music.

"It was therapy without therapy,"

Aisha smiles. "I could talk freely to everyone."

They were family to me.

At the time I didn't realise how good it was for me."

Aisha firmly believes that it was her time at Bramber Bakehouse that helped her learn to trust again. She couldn't believe that the staff and volunteers could be so loving all the time. She remembers how they went above and beyond, even walking her to the train station and exploring the fastest train routes.

Throughout the programme, Aisha spent time identifying her future goals, practising interviews and in particular remembers discussing how to turn her weaknesses into strengths.

"Everyone had a space and was valued.

Bramber gave me confidence, just knowing that I could achieve something. And learning how to socialise again, even just how to introduce myself."

Five years on and Aisha has gone from strength to strength. She has paid employment, working in social care and on the side supports the modern slavery sector, giving a survivor's perspective and campaigning for change. She's even connected with royalty, sharing her story to impact the future for other women trapped in modern slavery.



*names and images have been changed to protect identity.

Plans for the Future


Women continue to face multiple barriers and disadvantages. As a result we are wholly committed to ensuring every woman in need is able to access the life-changing support she needs to move forward. In January 2023, we announced our three year strategic plan focused on operational excellence, sustainability and growth.



Strategic Plan 2023-2025

Operational Excellence	Sustainability	Growth
We will continue to develop and deliver an effective, trauma-informed programme focused on baking, wellbeing and life skills, creating pathways to independence for women who've experienced displacement, abuse or exploitation.	<p>We will continue to build a strong community of trusted partners.</p> <p>We will create new ways to generate income, creating a healthy, stable future for the charity to thrive.</p>	<p>We will identify a safe, convenient location to establish a permanent hub working towards a social enterprise model.</p> <p>As a result we will support more women than ever before with new opportunities to learn, build community and step into a positive future.</p>

We are committed to ensuring we meet and excel in our Equality, Diversity and Inclusion strategy throughout our three year plan and beyond.



“You make us special. You are my family, some people can become my family.”

Our commitment to equity, diversity and inclusion

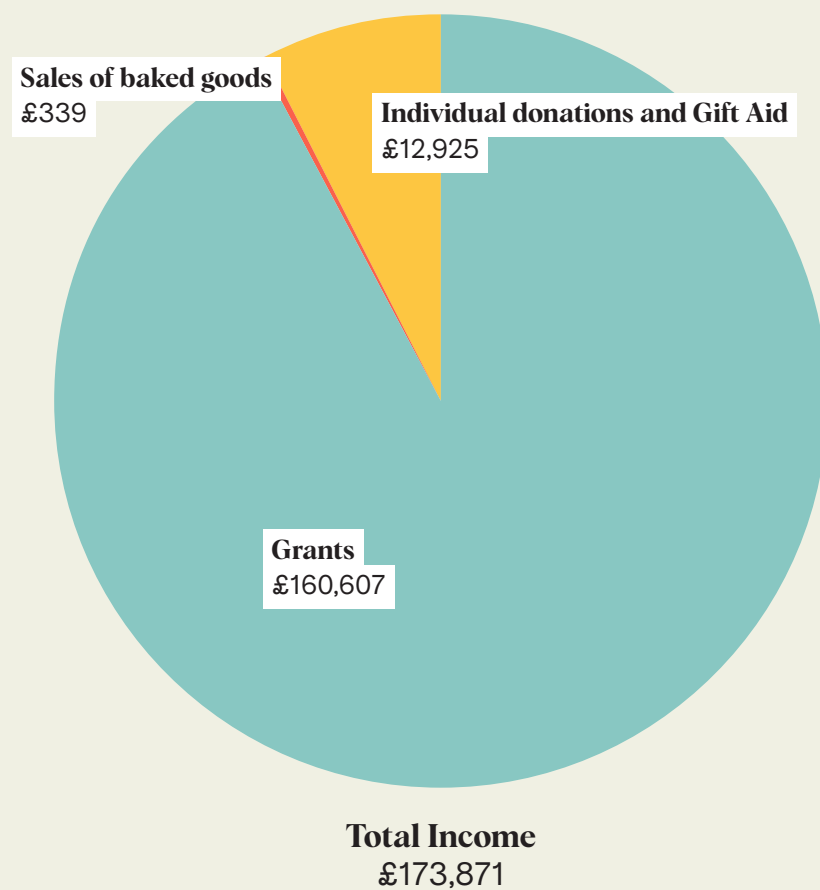
We are proud to have supported women between the ages of 19 and 61, representing 29 different nationalities.

We believe organisational diversity matters and we will be more accountable and responsive to the needs of female survivors when our board, staff team and volunteers reflect the diversity of the women we support.

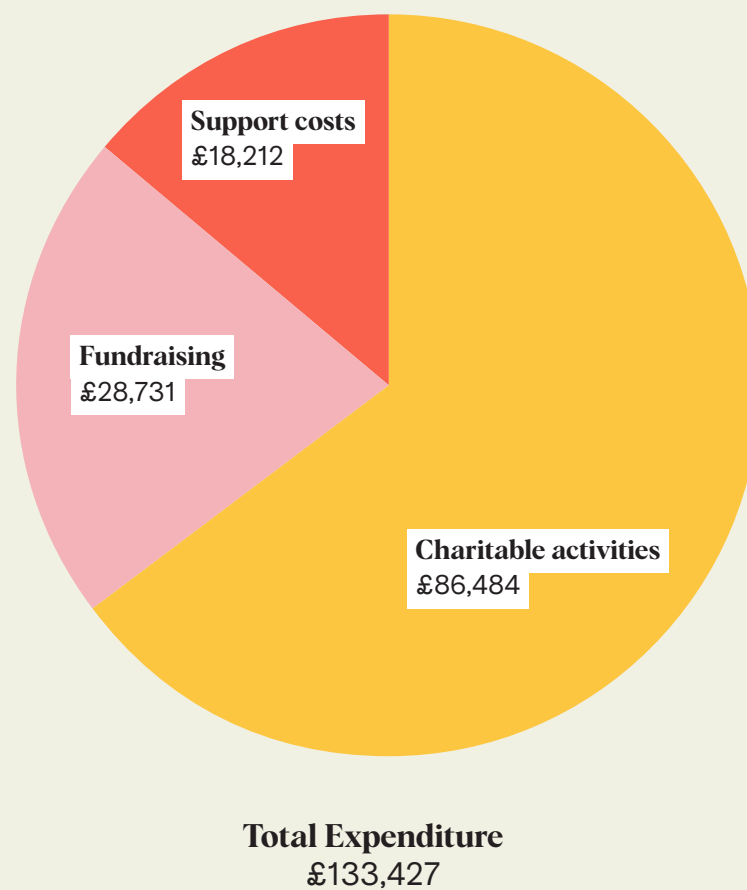
There's work to be done but we're wholly committed to ensuring the voices of female survivors are represented and heard, forming an equitable, diverse and inclusive culture where women remain at the centre of our care.

Financial Review

Income



Expenditure

[View Annual Accounts](#)

Funders & Partnerships

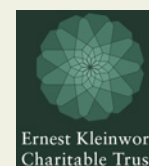
Bramber Bakehouse is generously funded by Trusts and Foundations, Corporate Partners, Church Communities and individual donors. We continue to develop and diversify our income to deliver our charitable aims, create sustainability and enable future growth.

We are hugely grateful for the generosity of the public, companies and donors who supported our work in 2022, through monthly direct debit donations made via our online giving platform, and through one-off

donations, helping us to raise over **£12,925** from individuals. We raised an additional **£339** from the sale of baked goods through our charitable trading activity, which we are looking to upscale next year.

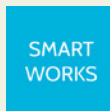
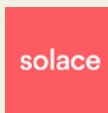
Bramber Bakehouse received grants totalling **£160,607** from Trusts and Foundations and other bodies in 2022, helping us support more women, at a time when demand for our service is increasing.

Some of our generous funders include:



We're incredibly proud to work with over 80 referral partners, working alongside women in a variety of settings, encouraging and supporting them to access our services.

Some of our referral partners include:



Join our community, support our journey and hear from the women we serve by signing up to our newsletter, Facebook and Instagram. We would love to hear from you!

@bramberbakehouse

bramberbakehouse

funding@bramberbakehouse.co.uk

bramberbakehouse.co.uk

References & Administrative Information

Registered name: Bramber Bakehouse

Charity registration number: 1172837

Company registration number: 09437477

Corporate status: The Company is limited by guarantee

Registered office: Chantry House, 22 Upperton Road,
Eastbourne, East Sussex, BN21 1BF

Principal address:

PO BOX 3197, Eastbourne, East Sussex, BN21 3NW

Telephone: 0333 344 7532

Website: www.bramberbakehouse.co.uk

Trustees:

Steph Bennett (resigned 11th February 2022)

Frances Duncan (Chair, appointed 19th July 2022)

Nils De Freese (Trustee, appointed 19th July 2022)

Neha Hampton (Trustee, appointed 1st September 2022)

Matthew Heath (resigned 19th July 2022)

Alison Maffey (Company Secretary, appointed 11th February 2022)

Colleen Theron (Trustee, appointed 1st September 2022)

Dan Preston (Trustee, appointed 28th February 2017)

Hollin Preston (Trustee & Co-Founder, appointed 12th February 2015)

Anne Read (resigned 19th July 2022)

Alistair Wickens (resigned 19th July 2022)

Independent Examiner:

John Caladine FCCA CTA FCIE, Caladine Limited,
Chantry House, 22 Upperton Road, Eastbourne,
East Sussex, BN21 1BF

Bankers:

HSBC, 94 Terminus Road, Eastbourne,
East Sussex, BN21 3ND





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Charity Number: 1172837

