

WOMEN IN LEADERSHIP

England & Wales · Charity number 1185392

Details

Status Registered

Legal form CIO

Registered 2019-09-19

Register [View on the Charity Commission register](#)

Contact

Address 124-128 City Road
London
EC1V 2NX

Phone 07591941888

Email cianne@womeninleadership.org.uk

Website www.womeninleadership.org.uk

Activities

Objects: TO HELP YOUNG PEOPLE, ESPECIALLY BUT NOT EXCLUSIVELY THROUGH LEISURE TIME ACTIVITIES, SO AS TO DEVELOP THEIR CAPABILITIES THAT THEY MAY GROW TO FULL MATURITY AS INDIVIDUALS AND MEMBERS OF SOCIETY THROUGH THE PROVISION OF GRANTS AND OTHER FINANCIAL ASSISTANCE.TO PROMOTE HUMAN RIGHTS (AS SET OUT IN THE UNIVERSAL DECLARATION OF HUMAN RIGHTS AND SUBSEQUENT UNITED NATIONS CONVENTIONS AND DECLARATIONS) THROUGHOUT THE WORLD BY THE PROVISION OF GRANTS FOR THE FOLLOWING PURPOSES:·EDUCATING THE PUBLIC ABOUT HUMAN RIGHTS;·RAISING AWARENESS OF HUMAN RIGHTS ISSUES;·PROMOTING RESPECT FOR HUMAN RIGHTS AMONG INDIVIDUALS AND CORPORATIONS;IN FURTHERANCE OF THAT OBJECT BUT NOT OTHERWISE, THE TRUSTEES SHALL HAVE POWER TO ENGAGE IN POLITICAL ACTIVITY PROVIDED THAT THE TRUSTEES ARE SATISFIED THAT THE PROPOSED ACTIVITIES WILL FURTHER THE PURPOSES OF THE CHARITY TO AN EXTENT JUSTIFIED BY THE RESOURCES COMMITTED AND THE ACTIVITY IS NOT THE DOMINANT MEANS BY WHICH THE CHARITY CARRIES OUT ITS OBJECTSTHE PROMOTION OF EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT BY THE PROVISION OF GRANTS AND FINANCIAL ASSISTANCE TOWARDS:(A) THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF GENDER(B) ADVANCING EDUCATION AND RAISING AWARENESS IN EQUALITY AND DIVERSITY;(C) PROMOTING ACTIVITIES TO FOSTER UNDERSTANDING BETWEEN PEOPLE FROM DIVERSE BACKGROUNDS;(D) CULTIVATING A SENTIMENT IN FAVOUR OF EQUALITY AND DIVERSITY.THE PREVENTION OR RELIEF OF POVERTY IN BY PROVIDING: GRANTS TO INDIVIDUALS IN NEED AND/OR CHARITIES, OR OTHER ORGANISATIONS WORKING TO PREVENT OR RELIEVE POVERTY.TO ADVANCE SUCH CHARITABLE PURPOSES (ACCORDING TO THE LAW OF ENGLAND AND WALES) AS THE TRUSTEES SEE FIT FROM TIME TO TIME

Activities: We support women and girls living in poverty in the UK and Uganda. We focus our support on community-led, rights-based health, education and empowerment programmes strengthening the capacity of local change-makers. We envision a future where women and girls have equality and are able to access their rights.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Other Charities Or Voluntary Bodies, Other Defined Groups

Geography

- Uganda
- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£554	£500	-	-
2023-12-31	£779	£1,490	-	-
2022-12-31	£699	£4,915	-	-
2021-12-31	£10,761	£5,623	-	-
2020-12-31	£2,205	£2,067	-	-

Trustees

Name	Role	Appointed
LORRAINE NEWBOLD	Chair	2018-10-03
BETHANY TURNER		2018-10-03
Kavita Brahmhatt		2021-06-28
Natalie Kewesa-Newell		2021-07-31
Suhas Khanderia		2021-01-21

WOMEN IN LEADERSHIP

England & Wales - Charity number 1185392

Accounts



ANNUAL REPORT 2024

WOMEN IN LEADERSHIP ANNUAL REPORT 2024

Legal and Administrative Information

UK Board of Trustees for Women in Leadership

Lorraine Newbold · Bethany Turner · Rajini Lolay · Natalie Kawesa-Newell · Suhas Khanderia · Kavita Brahmbhatt

Executive: Cianne Jones (CEO)

Address:

Women in Leadership
PLATF9RM Hove Town Hall
Church Road
Hove, East Sussex BN3 2AF

Website: www.womeninleadership.org.uk

Email: enquiries@womeninleadership.org.uk

Introduction

Women in Leadership works to improve women's and girls' access to quality Sexual Reproductive Health and Rights (SRHR), Gender-Based Violence (GBV) response services, and economic empowerment opportunities in rural Uganda, implemented by WIL Uganda, our partner organization based in Uganda.

In 2024, our work was delivered across three core programme areas:



Justice

GBV Response & Advocacy



Health

SRHR Education & Awareness



Economic Empowerment

Tailoring & Skills Development

Operational from February to November 2024, we continued to strengthen community partnerships with Village Health Teams (VHTs), police family protection units, LC1 courts and district stakeholders across Bugweri District.

Our approach remains community-based, accessible and survivor-centred, with a strong emphasis on sustainability and local collaboration.

2.1 The Justice Project

Funded by The Circle

The Justice Project, delivered through WIL Uganda, provided direct, survivor-centred support to women experiencing gender-based violence across Busembatia, Majengo, Kakoge, Buyirima, Namuyumba and surrounding areas.

Direct Beneficiaries

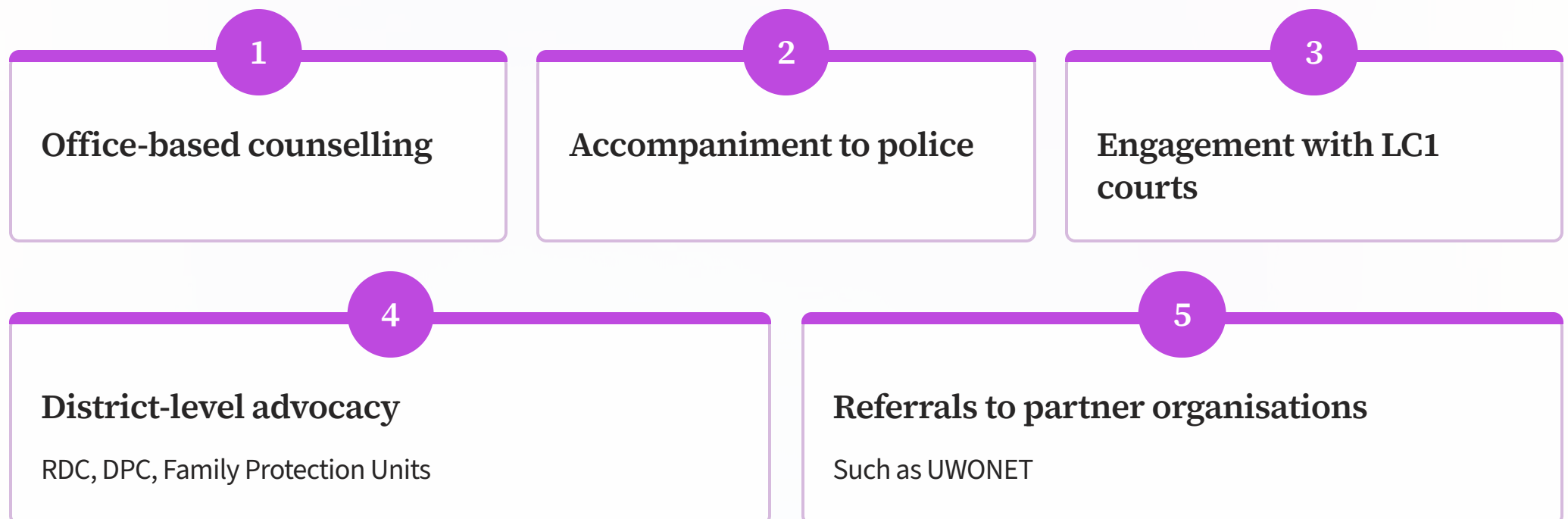
Between February and November 2024:

📄 **95 women** were directly supported through case management, mediation, counselling and advocacy by WIL Uganda.

Forms of violence reported included:

- Physical violence
- Psychological and emotional abuse
- Economic violence
- Property grabbing
- Neglect and abandonment
- Threats to life
- Alcohol and drug-related domestic abuse

Women were supported through WIL Uganda's dedicated efforts, including:



Trust in the project continued to grow throughout the year. Police increasingly referred survivors directly to WIL Uganda, reflecting strengthened partnerships and confidence in the organisation's response model.

Indirect Reach

While 95 survivors received direct support, the Justice Project, delivered through WIL Uganda, the charity's on-the-ground partner based in Uganda, also had substantial indirect reach.



Community Mediation Meetings



Police Engagement Forums



Radio Awareness Discussions



Word-of-Mouth Referrals



Local Leaders & Family Networks

The project influenced community awareness and strengthened reporting pathways.

Survivors frequently reported learning about Women in Leadership through previously supported women, police referrals, or LC1 leaders.

Although indirect beneficiaries are not formally quantified in monthly reporting, the Justice Project, implemented by WIL Uganda, reached hundreds of additional community members through awareness raising and advocacy engagement.

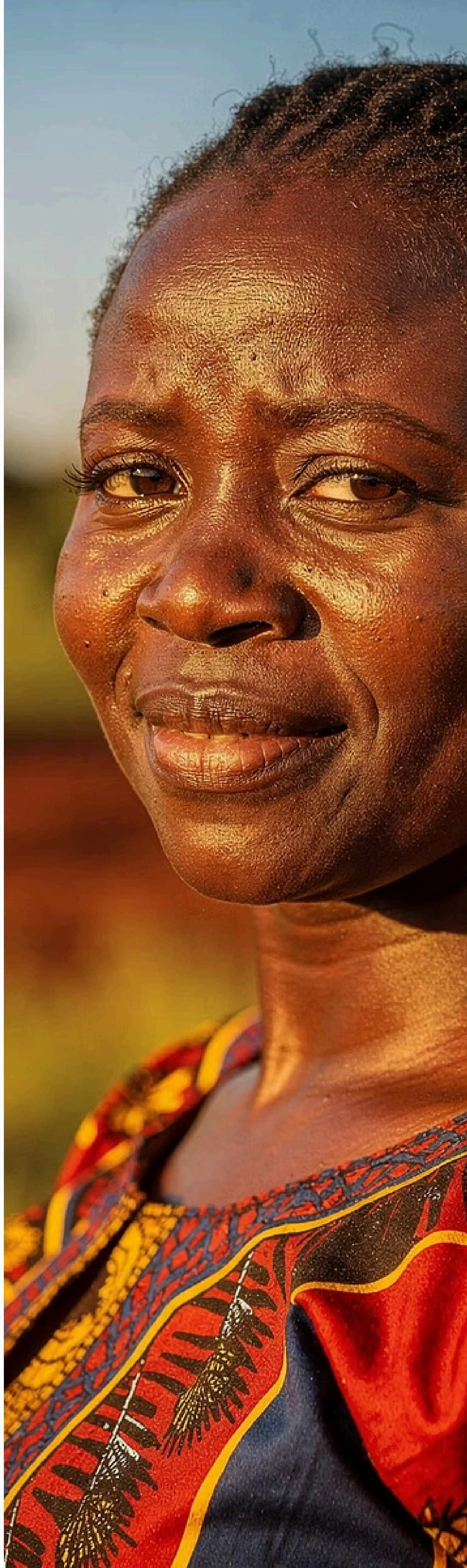
Justice Project Case Study

A woman named Nakato, experiencing repeated physical violence, was supported through mediation involving her husband and parents. Although reconciliation was initially attempted, her family had privately agreed that if the violence continued, she would leave permanently.

When abuse reoccurred, Nakato's parents intervened immediately and supported her relocation abroad for work. She is now living safely and independently. Her family now actively refers other women to Women in Leadership.

This case reflects both survivor empowerment and strengthened family accountability in preventing repeat violence.

**Name has been changed to protect the individual's identity.*



Sexual Reproductive Health and Rights (SRHR)

SRHR sessions were delivered by WIL Uganda at Busembatia Health Centre and surrounding communities.

Total Participants Reached

Between February and November 2024:

602

Women & Girls

Participated in SRHR education sessions

Topics covered included:

Contraception & Family Planning

- Short-term contraceptive methods
- Long-term family planning options
- Copper IUD
- Emergency contraception
- Side effects of family planning

Awareness & Education

- Menstrual hygiene
- Rape and defilement awareness
- Barriers to accessing family planning

Sessions were interactive and demonstration-based. Women handled materials such as female condoms and implants and were encouraged to ask questions openly.

In one session, three women voluntarily opted for long-term implants following informed discussion.

Despite periodic stock-outs of short-term contraceptives at health centres, facilitators promoted informed choice and alternative options to ensure continuity of care.



SRHR Case Study

During a session on emergency contraception, **Nalule**, a 24-year-old participant, shared that she had previously dropped out of school after becoming pregnant following being sexually abused because she was unaware that emergency contraception existed.

After learning about emergency pills, she expressed confidence in sharing this information within her community to prevent other girls from dropping out of school.

This highlights the life-changing impact of accessible reproductive health education, delivered through WIL Uganda, our partner organisation based in Uganda.

*Name has been changed to protect the individual's identity.

Tailoring Project – Economic Empowerment

Funded by Tools With a Mission

In 2024, Women in Leadership expanded into structured economic empowerment through the Tailoring Project, implemented by WIL Uganda.

Total Participants

32

Women & Girls

Enrolled across two training groups

Training ran from July to November and included (delivered through WIL Uganda):

01

Foundation Skills

Operating and maintaining sewing machines

02

Measurement & Cutting

Taking body measurements, cutting and joining garments

03

Garment Construction

Short- and long-sleeved shirts, one-piece, two-piece and three-piece skirts, dress construction

04

Finishing Techniques

Buttonhole making, zip insertion and finishing techniques

Participants progressed from introductory machine skills to producing completed garments, including school uniforms.

Although minor machine breakdowns occurred due to intensive use by new learners, the programme continued consistently with strong engagement.

Tailoring Case Study

All programmatic work for this case study was delivered through WIL Uganda, our partner organisation based in Uganda.

During the introduction of school uniform shirt production, all participants successfully produced a completed shirt. Aisha, one of the participants, proudly shared her experience.

Aisha expressed immense pride in wearing garments she had measured, cut and sewn herself. This significantly increased her confidence and motivation.

Income Generation

Many participants expressed plans to use tailoring skills to generate income locally.

Household Support

Participants aim to use their new skills to support household expenses, including school fees.

**Name has been changed to protect the individual's identity.*



2024 Impact Summary

In 2024, Women in Leadership, through its partner organisation WIL Uganda, achieved:

95

GBV Survivors

Directly supported through the Justice Project delivered by WIL Uganda



Strengthened Collaboration

Strengthened collaboration with police and district leadership by WIL Uganda

602

Women & Girls

Reached through SRHR education implemented by WIL Uganda



Community Referrals

Increased community referrals and survivor-led reporting facilitated by WIL Uganda

32

Tailoring Trainees

Enrolled in structured tailoring training delivered by WIL Uganda



Expanded Programming

Expanded programming into economic empowerment by WIL Uganda

The introduction of the tailoring programme, delivered by WIL Uganda, marked an important step toward long-term economic resilience alongside crisis response services.

SECTION 4.0

Funders and Partnerships

The Circle

Funded the Justice Project, delivered by WIL Uganda, enabling direct survivor support and strengthened community partnerships.

Tools With a Mission

Funded the Tailoring Project, implemented by WIL Uganda, providing sewing machines and equipment to establish vocational training opportunities.

We extend our sincere appreciation to both partners for their continued support.

Women in Leadership Objectives

Women in Leadership continues to focus on three strategic areas:

Health

Improving access to SRHR information and services, delivered through WIL Uganda.

Justice

Strengthening community-level response to gender-based violence, delivered through WIL Uganda.

Economic Empowerment

Building practical skills and income-generating opportunities for women and girls, delivered through WIL Uganda.



In 2024, all three pillars demonstrated measurable impact and programme growth, implemented by WIL Uganda, our partner organisation based in Uganda.

Organisation Plans

In 2025, Women in Leadership plans to:

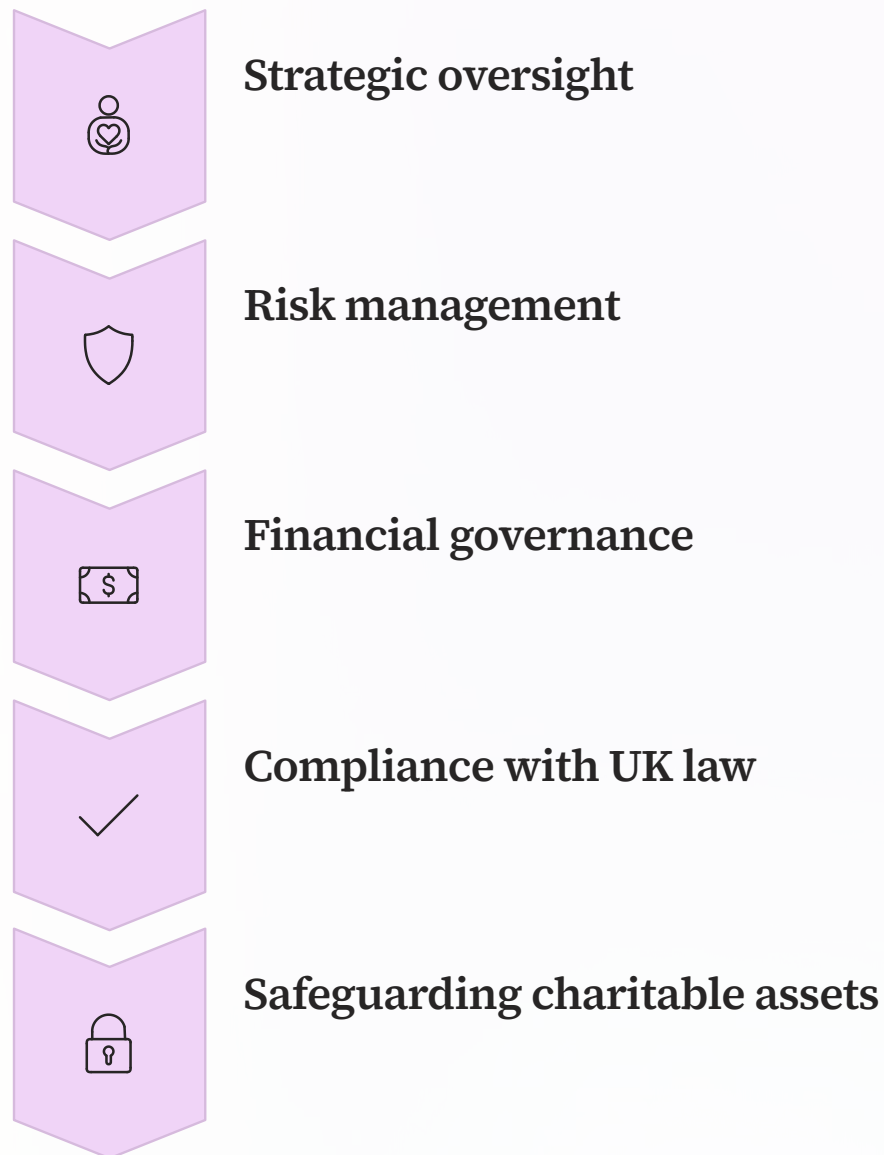
These plans will be delivered through our partner organisation WIL Uganda, based in Uganda.

- 1 Strengthen monitoring of indirect beneficiaries**
- 2 Expand tailoring into income-generating production pathways**
- 3 Continue building police accountability partnerships**
- 4 Improve coordination with health centres regarding contraceptive stock**
- 5 Secure multi-year funding to sustain and scale programming**

Structure, Governance and Management

Women in Leadership remains a registered charitable incorporated organisation in the UK.

The Board of Trustees meets quarterly and is responsible for:



The Board delegates day-to-day management to the Executive Director while maintaining oversight of organisational direction and accountability.

8.1 Approval and Signatures

This Annual Report for the operational period February–November 2024 was reviewed and approved by the Board of Trustees of Women in Leadership.

The Trustees confirm that, to the best of their knowledge, the information contained in this report presents a true and fair reflection of the organisation's activities and impact during the reporting period.

Approved at the Board Meeting held on:

Date of Board Approval: 26/02/2025

Signed on behalf of the Trustees:

Cianne Jones

Chief Executive Officer

Women in Leadership

Signature:



Date: 26/02/2025

Lorraine Newbold

Trustee

Women in Leadership

Signature: _



Date: 26/02/2025



Receipts and payments accounts

CC16a

For the period from	Period start 1/1/2024	To	Period end date 12/31/2024
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
UND HELLA KESBER INWARD CCY PYMT	25	-	-	25	-
UND HELLA KESBER INWARD CCY PYMT	25	-	-	25	-
FUNDRAISING 237309 QUARTER 4 2	25	-	-	25	-
UND HELLA KESBER INWARD CCY PYMT	25	-	-	25	-
3706676..	35	-	-	35	-
UND HELLA KESBER INWARD CCY PYMT	25	-	-	25	-
15/05/24 0319 PCXI297YDHVDAFDKCT	25	-	-	25	-
15/06/24 0312 PS5M7OZ0Y74XVJ0J80	25	-	-	25	-
15/07/24 0322 P7NCXU9CBZFTA4JYL6	25	-	-	25	-
31/07/24 1548 E78126QLPJ5312J06M	1	-	-	1	-
02/08/24 1844 Z5LP2L3Q5KR38V70E8	111	-	-	111	-
ONLINE - PYMT	35	-	-	35	-
07/08/24 1730 Z5LP2L3QRX1E1V70E8	1	-	-	1	-
FUNDRAISING 237309 QUARTER 2 2	37	-	-	37	-
15/08/24 0320 PS0059WNUA04EHDIS1	25	-	-	25	-
20/08/24 1614 J63EV4Z7W5ZJQNOWGP	10	-	-	10	-
15/09/24 0304 P08GVTRYA6YCNHALH4	25	-	-	25	-
15/10/24 0301 P5QUAFRQNVIZMLY2PC	25	-	-	25	-
15/11/24 0221 PY07XBQ9XW8MNRGRDI	25	-	-	25	-
15/12/24 0223 PH4TOYFJGNVN73N5XN	25	-	-	25	-
<i>Sub total (Gross income for AR)</i>	554	-	-	554	-
A2 Asset and investment sales, (see table).	-	-	-	-	-

	-	-	-	-	-
<i>Sub total</i>	-	-	-	-	-
<i>Total receipts</i>	554	-	-	554	-

A3 Payments

29 JAN -- Card Transaction 8726	29	-	-	29	-
29 JAN -- Card Transaction 8726	2	-	-	2	-
27 FEB: Card Transaction 8726	29	-	-	29	-
29 FEB: Card Transaction 8726	2	-	-	2	-
27 MAR: Card Transaction 8726	29	-	-	29	-
02 APR: Card Transaction 8726	2	-	-	2	-
29 APR: Card Transaction 8726	2	-	-	2	-
29 APR: Card Transaction 8726	29	-	-	29	-
28 MAY: Card Transaction 8726	29	-	-	29	-
29 MAY: Card Transaction 8726	2	-	-	2	-
27 JUN: Card Transaction 8726	29	-	-	29	-
01 JUL: Card Transaction 8726	2	-	-	2	-
29 JUL: Card Transaction 8726	29	-	-	29	-
29 JUL: Card Transaction 8726	2	-	-	2	-
27 AUG: Card Transaction 8726	29	-	-	29	-
29 AUG: Card Transaction 8726	2	-	-	2	-
27 SEP: Card Transaction 8726	29	-	-	29	-
30 SEP: Card Transaction 8726	2	-	-	2	-
28 OCT: Card Transaction 4730	29	-	-	29	-
29 OCT: Card Transaction 4730	2	-	-	2	-
27 NOV: Card Transaction 4730	29	-	-	29	-
29 NOV: Card Transaction 4730	2	-	-	2	-
03 DEC: Card Transaction 4730	11	-	-	11	-
05 DEC: OnLine Transaction CIANNE	125	-	-	125	-
27 DEC: Card Transaction 4730	29	-	-	29	-
30 DEC: Card Transaction 4730	2	-	-	2	-
<i>Sub total</i>	500	-	-	500	-

A4 Asset and investment purchases, (see table)

	-	-	-	-	-
	-	-	-	-	-
<i>Sub total</i>	-	-	-	-	-

<i>Total payments</i>	500	-	-	500	-
<i>Net of receipts/(payments)</i>	54	-	-	54	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
<i>Cash funds this year end</i>	54	-	-	54	-

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		54	-	-
		-	-	-
		-	-	-
	<i>Total cash funds</i>	54	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
	<u>Details</u>	Fund to which asset belongs	Cost (optional)	Current value (optional)

B3 Investment assets

		-	-
		-	-
		-	-
		-	-
		-	-

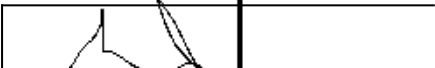
B4 Assets retained for the charity's own use

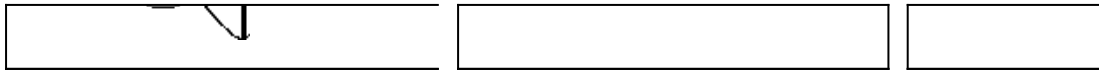
Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

B5 Liabilities

Details	Fund to which liability	Amount due (optional)	When due (optional)
		-	
		-	
		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	Lorraine newbold	2/26/2025



WOMEN IN LEADERSHIP

England & Wales - Charity number 1185392

Accounts



WOMEN IN LEADERSHIP ANNUAL REPORT AND FINANCIAL STATEMENT 2023



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Legal and Administrative Information

UK Board of Trustees for Women in Leadership,

Cianne Jones
Lorraine Newbold
Bethany Turner
Rajini Lolay
Natalie Kawesa-Newell
Suhas Khanderia
Kavita

Executive

Cianne Jones (CEO)

Address

Women in Leadership
PLATF9RM
Hove Town Hall
Church Road
HOVE
East Sussex
BN3 2AF

Website:

www.womeninleadership.org.uk

enquiries@womeninleadership.org.uk

To see more picture of our work with our partners on the ground in Uganda UK can follow us here:

Like the [WIL Uganda Facebook page](http://www.facebook.com/wiluganda): <http://www.facebook.com/wiluganda>

Follow us on [Instagram](http://www.instagram.com/wiluganda): <http://www.instagram.com/wiluganda>

Follow us on [Twitter](http://www.twitter.com/wiluganda): <http://www.twitter.com/wiluganda>

Subscribe to our [YouTube channel](http://www.youtube.com/wiluganda): <http://www.youtube.com/wiluganda>

Section 1.0 Introduction

Women In leadership works to improve women's and girls' health & access to quality SRHR, GBV and mental health services, advancing education and leadership and accelerating their economic empowerment in rural Uganda. This is through low cost, community-based interventions that can be replicated by others. We operate with 3 thematic areas of Health, Education and Economic Empowerment.

Section 2.0 programmes delivered in 2023

In 2023 we worked in Partnership with WIL Uganda and The Circle to deliver the my body my rights Project in Uganda.

This year, 2023, we delivered my body my rights project sessions at Busembatia health center focusing on sexual reproductive health and rights. We were able to reach out to **765** women and girls throughout the year. These sessions target antenatal days and take place on a weekly basis.

The My Body My Rights project seeks to improve access to information and utilisation of contraceptive and family planning services by rural women and girls in Uganda through a community-based outreach programme delivered by Village Health Teams (VHTs).



Samsung Quad Camera
Shot with my Galaxy A13

In 2023 we worked in Partnership with WIL Uganda and The Circle to deliver the Justice Project in Uganda.

This is a community-led Gender-Based Violence Campaign, leveraging community radio to raise awareness and challenge harmful cultural practices, alongside training 10 Village health workers (VHTs) and engaging local police in the effective response to Gender-Based Violence at the community level.

The Justice project seeks to break the silence around domestic violence, amplify the voices of women who have experienced violence.

The project aims to reach out to 100 direct and 500 indirect beneficiaries (women and girls) aged between 15-49 years within a timeframe of one year.

We were able to reach out to 114 direct beneficiaries and 570 indirect beneficiaries.

Role of Village Health Workers (VHTs) in the Justice Project

The VHTs support the survivors by providing advocacy support at health centres and when reporting to the police. They accompany the women at both police and health centres, and also make follow-ups on their clients (maintenance of contact with clients).

Activities on the Justice project

Training of trainers.

We had a 4 days training of 15 VHTs on gender-based violence and response. All the VHTs were from 3 sub counties who can build on our work and advocacy forming a strong support system for women and girls with in the community which is very sustainable. The training was delivered by 2 previous trainees and gender-based advocates alongside the WIL Uganda staff using the WIL Uganda GBV handbook and we had a police engagement where the police officers took the VHTs through the roles of police in GBV response and how they can support them on the project. The VHTs had a chance to ask any questions to the police officers and they were all responded to.



Pictured above was the VHTs during their engagement with the police.



Pictured above was Mulabiza Florence, a previous trainee on the project delivering the training to the new village health.

Our team has been supporting women and girls who have been victims of violence since 2014, supporting them to access health services and advocating for them at the police station.

Office drop in desk

Our teams have been supporting women and girls who have been victims of gender-based violence to ensure that they get justice at both police and at village level. They come to office and our team accompanies them to police to make sure they get justice, the team at office

also carry out counselling of the survivors of abuse to make sure their mental health is supported.



Pictured above on the left is our office team supporting women at police and on the right is Mutesi Catherine, an office gender-based advocate supporting the woman in office to make sure she gets justice from the husband also present.

Break the silence radio talk shows

This is aimed at creating awareness about gender-based violence and challenging the harmful society practices. They are normally aired live on Busoga one radio.



Pictured above was a radio talk show about where to access GBV services and how they can support when victims of GBV.

Section 3.0 Women in Leadership objectives

As part of our recent 4-year strategy we identified three distinct goals and objectives as an organisation as discussed below.

3.1 Health.

To increase women's and girls' access to SRHR, GBV and mental health services and uptake of voluntary contraception, through quality delivery of health services in the Busoga region by 2025

3.2 Education.

To increase women's and girls' access to SRHR, GBV and mental health services and uptake of voluntary contraception, through quality delivery of health services in the Busoga region by 2025.

3.3 Economic Empowerment.

To increase the sources of income and business skills management of women and girls in the Busoga region by 2025

Section 4.0 Visit by Funders

4.1 Tool mission UK funders

In March this year, we had a visit from tools mission UK. The funders had previously provided sewing machines to our charity aimed at empowering women and girls with the tailoring skills.



Pictured on the left and behind the signpost were funders from tools mission UK who had paid a monitoring visit for the tailoring project and the rest were staff from WIL Uganda.

4.2 Visit by Circle funders

The Circle is a UK based global feminist organisation aiming at women empowerment and ending violence against women and girls. They fund grassroots organisations like women In leadership.

They have been funding us for the last 2 years and we have been able to reach out to **2500** women and girls supported by our Justice project. This is through radio talk shows, direct beneficiaries and indirect beneficiaries. The funders were in the country from the 26th - 29th June 2023.



Staff photo with the funders



Couples supported by the project





The pictures above are of the GBV advocates during the refresher training by Catherine and on the right was Raakhi interacting with the GBV advocates and going through the WIL GBV manual used by advocate.

Section 5.0 Our impact in 2023

The Justice project case studies

Both Women and girls have been supported on this project and the GBV advocates have ensured that they get Justice. This has been observed through our monitoring and evaluation tools, the case reporting forms and case studies/ success stories. The case reporting form is filled at entry, then a case study is collected at both 3 and 6 months. This is intended to monitor the situation of the GBV survivors. In this year, we have supported 114 direct beneficiaries and 570 indirect beneficiaries on the justice project. We supported women and girls on the Justice project. On the My Body My Rights project, we have been able to reach out to 746 women and girls.

4.1.0 Case studies from the Justice project beneficiaries shared by our partners in Uganda

Name:	Namukose Juliet
Age:	30
Village:	Bukonte
Date:	23/01/2023
Issue reported	Psychological assault and emotional abuse.



What was the issue and did you report anywhere

I reported at WIL Uganda office the issue of my husband abusing me, using threatening words and chasing me away from the home with my three children. I first reported to the chairman L.C .1 of Bukonte village many times because I lived in violence for two years. We had so far three meetings with the LC1 but my husband could not change, he repeats the same behaviour after a few days. When I went to the LC1 again, the chairman said that he is fade-up with my husband's behaviour and the chairman advised me to take another step. In December 2022, I heard of WIL Uganda's programs at Busoga one Radio station that they work on Domestic violence issues and went there to report my husband.

Why did you choose to come to WIL Uganda Office or WIL Uganda Village health worker?

I wanted to be helped by the organisation after knowing the programs run by WIL Uganda over the radio that they are working on violence against women in partnership with police. Also my husband had failed to change after several meetings with the Lc1.

Were you helped and what kind of support was given to you by WIL Uganda or WIL Uganda Village health workers?

I was helped by the WIL Uganda officer. She advised me to think of my future and make a decision to have a better life or to live a happy life. She took me to Busembatia police station, we met Maama Police, I explained my problem and maama police referred me to Namutumba district in the office of child and family protection office for help because I was from Namutumba district and Busembatia police station is located in Bugweri district. I failed to go to the Child and family protection office in Namutumba district due lack of transport and to meet other expenses. When I got home, I found when he had removed all his properties including food stuff and left only mine in the house a sign to show divorce. Since the WIL Uganda advised me to think about living a better life, I decided to pack my properties and leave the home. I now stay on my own and I am living happily without fear.

Do you think this project has had an impact in your life or in the lives of other women? If yes, explain the impact?

Yes, the counselling I received from the WIL officer made me think and I made a decision to stay on my own with my children. I am living free from violence and happy with my children.

4.1.1 Case studies from the Justice project beneficiaries

Name:	Mutesi Harriet
Age:	35
Village:	Majengo
Date:	23/01/2023
Issue reported	Physical violence



What was the issue and did you report anywhere?

I reported the issue of physical violence to the VHT called Babirye Florence. I found my husband with a young girl as his girlfriend. When I talked to him regarding such a young girl, he started abusing and beating me.

Why did you choose to come to WIL Uganda Office or WIL Uganda Village health worker?

I choose to report to the VHT because I was aware that WIL Uganda always helps women with violence cases

Were you helped and what kind of support was given to you by WIL Uganda or WIL Uganda Village health worker?

Yes, they counselled me and there after they talked to my husband to give me my properties and leave him with the girl because it's what I had decided.

Do you think this project has had an impact in your life or in the lives of other women? If yes, explain the impact?

Yes, it had an impact on my life because they talked to my husband and he agreed to give me

my properties and I am now settled at my own place. Within a period of two weeks, I built the house and entered and am living a happy life.

This project is helpful to the community because they counsel and guide the women with similar problems I had.

Section 6.0 Organisation Plans

Our CEO will be focusing on developing a more robust fundraising strategy focusing on 2-3 year awards that will enable the organisation to bring back our other thematic areas like Education and economic empowerment.

Our CEO will also be working on accelerating the growth of unrestricted funding through the investing in the international volunteer programme and reaching out to universities specialising in international development.

We also plan to build on the work undertaken with local VHTs as a route to scale up the My Body My Rights programme and our GBV project and disseminate other vital information to women and girls in their communities.

Section 7.0 Structure, governance and management

7.1 Board of Trustees

Women in leadership is a registered charitable incorporated organisation in the UK. It is governed by a constitution. The Board of Trustees comprises 5 people who are responsible for the supervision of the management of all the affairs of Women in Leadership. Board meetings are held four times a year at the end of every quarter. Trustee recruitment and appointment is done based on the specific skills required.

No other organisation or body has the right to appoint trustees to the charity.

7.2 Trustees' Responsibilities

The board of trustees is responsible for ensuring that all the activities are within UK law and fall within the agreed charitable objectives. Its work includes setting strategic direction and agreeing the financial plan. The trustees are responsible for maintaining proper accounting records which reveal the financial position of the charity with reasonable accuracy at any given time. They are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud or any other irregularities. The board delegates day to day running of the charity to the Executive Director and acts on advice and information from regular meetings with members of the Executive Team.

7.3 Risk Management

The trustees actively review the major risks that the charity faces on a regular basis, together with an annual review of the financial systems. The trustees have taken steps to put in place and regularly review a reserves policy. The trustees regularly review the risks the organisation

faces through an organisational risk management process and have identified those risks which the charity faces and confirm that they have established systems to mitigate significant risks.

7.4 Equal Opportunities

Women In leadership is a charity committed to the promotion of equal opportunity. It takes affirmative action to ensure women and girls have equal access to education and employment. In carrying out this objective Women in Leadership treats individuals with respect within the organisation and in the field. Wherever possible we create a broad base for consultation and decision making.

Signed on behalf of the Trustees,

A handwritten signature in black ink, appearing to read 'Cianne Jones', written over a horizontal line.

Cianne Jones, CEO

Section 8.0 Financial statement 2023

Finance department was required to prepare financial report which gives a true and fair view of the state of affairs of the organisation and the operating results for the financial year ended as at 31st December 2023

It was also our responsibility to ensure that the finance department to ensure that the organisation maintains proper accounting records which disclose with the reasonable financial position of the organisation.

During the financial year ended as at 31st December 2022, the organisation was able to raise a total amount of £779 and spent £1490 to run the services as it's indicated in the annual return submitted.

Our appreciation is highly extended to all our funders, The Circle, Lush, Tools with a Mission and everyone who has helped to raise funds in the which has enabled us run the mentioned services and projects.

Section 9.0 Annex

Annual report compiled by the project Manager: Mukyala Zaituna.

Signature..... Date.....18/12/23

Approved by the Chief Executive Director: Cianne Jones

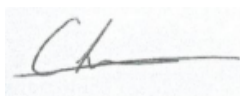
Signature..... Date 18/12/23

9.1 Annex.

Financial statement compiled by the Finance officer: Paul Kyazzye

Signature.....  Date 18/12/23

Approved by the Chief Executive Director: Cianne Jones

Signature.....  Date: 18/12/23

WOMEN IN LEADERSHIP

England & Wales - Charity number 1185392

Accounts



WOMEN IN LEADERSHIP ANNUAL REPORT



Pictured above is refresher training of the 10 GBV advocates at Women In Leadership office and in Police Uniform is the officer in charge of GBV response at Buesmbatia police station responding to the questions from the GBV advocates.

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Section 3.0 Our impact in 2022	7
The Justice project case studies.	7
Section 4.0 Organisation Plans	10
Section 5.0 Structure, governance and management	10

Legal and Administrative Information

UK Board of Trustees for Women in Leadership,

Lorraine Newbold
Bethany Turner
Rajini Lolay
Natalie Kawesa-Newell

Executive

Cianne Jones (CEO)

Address

UK 18 Scotland street, BN2 9WA

Website:

www.womeninleadership.org.uk

enquiries@womeninleadership.org.uk

To see more picture of our work on the ground you can:

Like the [Women in Leadership Facebook page](http://www.facebook.com/wiluganda): <http://www.facebook.com/wiluganda>

Follow us on [Instagram](http://www.instagram.com/wiluganda): <http://www.instagram.com/wiluganda>

Follow us on [Twitter](http://www.twitter.com/wiluganda): <http://www.twitter.com/wiluganda>

Subscribe to our [YouTube channel](http://www.youtube.com/wiluganda): <http://www.youtube.com/wiluganda>

Section 1.0 Introduction

Women In leadership works to improve women's and girls' health & access to quality SRHR, GBV and mental health services, advancing education and leadership and accelerating their economic empowerment in rural Uganda. This is through low cost, community-based interventions that can be replicated by others. We operate with 3 thematic areas of Health, Education and Economic Empowerment.

The Justice projects

In 2022 we worked in Partnership with WIL Uganda and The Circle to deliver the Justice Project in Uganda.

This is a community-led Gender-Based Violence Campaign, leveraging community radio to raise awareness and challenge harmful cultural practices, alongside training village GBV advocates and engaging local police in the effective response to Gender-Based Violence at the community level.

The Justice project seeks to break the silence around domestic violence and amplify the voices of women who have experienced violence.

The project aims to reach out to 128 direct and 700 indirect beneficiaries (women and girls) aged between 15-49 years within a timeframe of one year. (November 2021- November 2022). By the end of the year 2021, we had so far reached out to 8 direct beneficiaries out of 128 remaining with a target of 120. By the end of December 2022, we reached out to 190 direct beneficiaries (women and girls) thus hitting the target of 128 direct beneficiaries and an excess of 70 women directly supported.

Big thanks to the Circle and the entire Women and Leadership Team for their support.

Role of Village GBV advocates in the Justice Project

The VHTs support the survivors by providing advocacy support at health centres and when reporting to the police. They accompany the women at both police and health centres, and also make follow-ups on their clients (maintenance of contact with clients). These have played a great role towards breaking the silence around GBV and have helped to amplify women's voices. In the year 2022, they were able to directly support 109 women and girls. These cases have been directly handled by the village GBV advocates.

We had a 3 days GBV training refresher training of the 10 GBV on gender-based violence and response. All the GBV advocates were from 3 sub counties who can build on our work and advocacy forming a strong support system for women and girls with in the community which is very sustainable. In the refresher training, we discussed any challenges that the GBV advocates experience while carrying out their work of supporting GBV victims which included some GBV victims dropping charges against the perpetrators after them putting in more efforts to ensure that they get Justice. They were empowered with more information and knowledge about GBV and problem-solving techniques. We also had police engaged in the refresher training.

In this year, we also had “ The break the silence “radio talk shows. These are aired on Busoga one FM. They are aimed at creating awareness about GBV thus breaking silence around GBV and challenge the harmful social and cultural norms that violate womens and girls rights.



Pictured on the left is the programme Manager, Mukyala Zaituna and in the middle is Mutesi Catherine delivering the break the silence radio talk show at Busoga one FM.

Our team has been supporting women and girls who have been victims of violence since 2014, supporting them to access health services and advocating for them at the police station.

Section 2.0 Women in Leadership objectives

As part of our 3-year strategy we identified three distinct goals and objectives as an Organisation as discussed below.

2.1 Health.

To increase women’s and girls’ access to SRHR, GBV and mental health services and uptake of voluntary contraception, through quality delivery of health services in the Busoga region by 2023.



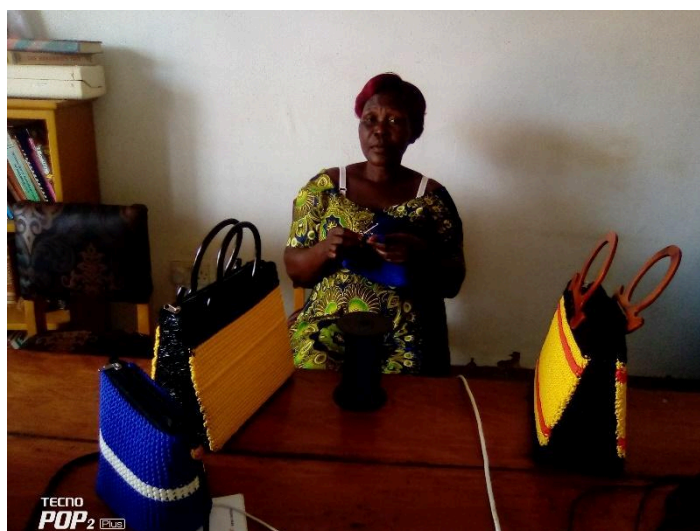
Pictured above was a health centre session at Busembatia health centre on the My Body My Rights Project. Standing is Mutesi Catherine delivery the session.

2.2 Education.

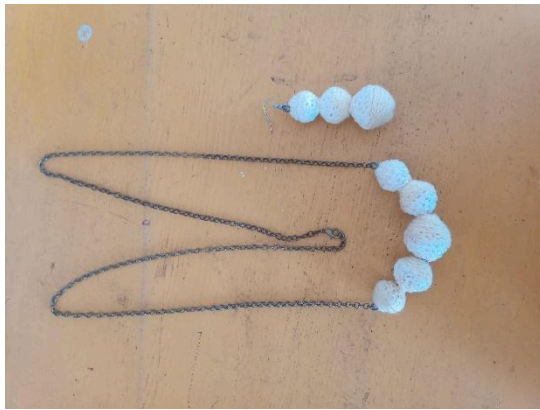
To increase the literacy and leadership of women's and girls in the Busoga region by 2023

2.3 Economic Empowerment.

To increase the sources of income and business skills management of women and girls in the Busoga region



Pictured above is Mutesi Betty, Crafts participant making bags. These are some of the products that our women and girls make.



Section 3.0 Our impact in 2022

The Justice project case studies.

The case studies were collected from our beneficiaries of the Justice project, the women we have supported on our project and these are collected by the Women in Leadership monitoring and evaluation team. This data was collected to assess the impact of the project on the women and what they feel about the project. We obtain consents from the beneficiaries before any interview takes place and any photos taken to authorise us to continue with the collection of information and also share it. Any information collected is treated with confidentiality.

3.1.0 Case studies from the Justice project beneficiaries

Name:	Mutesi Nadiah
Age:	32
Village:	Market ward
Date:	3/12/2022
Issue reported	Physical violence



What was the issue and did you report anywhere?

I bought a plot with the house together with my husband. later I separated from him due constant beating and mis treatment from him. One day, I started hearing rumours about him putting the house on sell without my consent. I physical went there to him to find out about the rumours from him and instead he started beating me again.

I reported the matter to Women in Leadership and they referred me. Madam Catherine accompanied me to police and the health centre to get treatment.

Why did you choose to come to Women in Leadership Office or Women in Leadership Village GBV advocate?

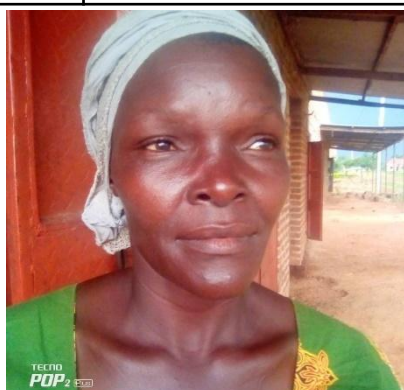
I chose to report because I wanted to get Justice because my neighbours tried to help but they failed.

Were you helped and what kind of support was given to you by Women in Leadership or Women in Leadership Village GBV advocate?

The Women in Leadership team helped me and tasked him to meet all treatment bills and I got treated. While at police, he said that he will not sell off the house and the police told me that if he sells it without her consent, him and the buyer will be arrested. He apologised to me and the police and said that he will not beat me again. I am leaving independently now without any threats from him.

3.1.1 Case studies from the Justice project beneficiaries

Name:	Namulinda Jamira
Age:	44
Village:	Kakoge B
Date:	22/9 /2022
Issue reported	Economical and Physical violence



What was the issue and did you report anywhere?

My husband separated from me because he married another wife. Since then, he stopped providing basic needs for the family. On his return, he wanted to sale off the plot including the house I'm staying in with the children and beat me too because I had refused to go away. When I tried to report to the responsible people in the community, he came back and chased me out of the house.

Why did you choose to come to Women in Leadership Office or Women in Leadership Village advocate?

I choose to report to Women in Leadership because the advocate responds immediately once you report to them and it's a women's organisation so I feel free to share my home affairs. Its also because the local council court had failed to resolve the matter and I did not get any justice.

Were you helped and what kind of support was given to you by Women in Leadership or Women in Leadership Village advocate?

Yes, I was helped. The advocate invited my husband at the office to discuss the matter. She explained to him that what he is doing is unfair to both his children and wife. He apologised and allowed me to stay in the house and he committed himself not to beat me again.

Do you think this project has had an impact in your life or in the lives of other women? If yes, explain?

Yes, after the counselling session, he said I have the right to remain in her home with the children. It has had impact because they make sure you have justice and they don't bring in police immediately.

Section 4.0 Organisation Plans

Our CEO will be focusing on developing a more robust fundraising strategy focusing on 2–3-year awards that will enable the organisation to bring back our other semantic areas like Education.

Our CEO will also be working on accelerating the growth of unrestricted funding through the investing in the international volunteer programme and reaching out to Universities specialising in international development. We aim to fundraise 55,971.45 pounds for operational costs

We also plan to build on the work undertaken with local VHTs as a route to scale up the My Body My Rights programme and our GBV project and disseminate other vital information to women and girls in their communities.

Section 5.0 Structure, governance and management

7.1 Board of Trustees

Women in leadership is a registered charitable incorporated organisation in the UK. It is governed by a constitution. The Board of Trustees comprises 4 people who are responsible for the supervision of the management of all the affairs of Women in Leadership. Board meetings are held four times a year at the end of every quarter. Trustee recruitment and appointment is done based on the specific skills required. The

No other organisation or body has the right to appoint trustees to the charity.

5.2 Trustees' Responsibilities

The board of trustees is responsible for ensuring that all the activities are within UK law and fall within the agreed charitable objectives. Its work includes setting strategic direction and agreeing the financial plan. The trustees are responsible for maintaining proper accounting records which reveal the financial position of the charity with reasonable accuracy at any given time. They are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud or any other irregularities.

The board delegates day to day running of the charity to the Executive Director and acts on advice and information from regular meetings with members of the Executive Team.

5.3 Risk Management

The trustees actively review the major risks that the charity faces on a regular basis, together with an annual review of the financial systems. The trustees have taken steps to put in place and regularly review a reserves policy. The trustees regularly review the risks the organisation faces through an organisational risk management process and have identified those risks which the charity faces and

confirm that they have established systems to mitigate significant risks.

5.4 Equal Opportunities

Women In leadership is a charity committed to the promotion of equal opportunity. It takes affirmative action to ensure women and girls have equal access to education and employment. In carrying out this objective Women in Leadership treats individuals with respect within the organisation and in the field. Wherever possible we create a broad base for consultation and decision making.

Signed on behalf of the Trustees,

A handwritten signature in black ink, appearing to read 'Cianne Jones', with a long horizontal line extending to the right.

Cianne Jones, CEO

Section 6.0 Financial statement 2022.

Finance department was required to prepare financial report which gives a true and fair view of the state of affairs of the organisation and the operating results for the financial year ended as at 31st December 2022

It was also our responsibility as the finance department to ensure that the foundation maintains proper accounting records which disclose with the reasonable financial position of the organisation.

During the financial year ended as at 31st December 2022, the organisation was able to raise a total amount £699 and had expenses of £4915. This is shown in the attached excel accounts sheet.

Our appreciation is highly extended to all our Funders, the circle, Lush and everyone who participated in the run in the UK to raise funds and contributed to enable us run the mentioned services and projects.

Date	Type	Description	Value	Account N
21-Dec-22	BAC	PATEL V , DACORUM INDI.	300	WOMEN IN
13-Dec-22	BAC	SUMUP PAYMENTS ACC, P	94.36	WOMEN IN
5-Dec-22	BAC	THOMA , XMASAPRONS , I	55	WOMEN IN
22-Nov-22	BAC	EASY FUNDRAISING , 237	36.28	WOMEN IN
4-Nov-22	BAC	MUSASHI FUJIMURA , XMA	25	WOMEN IN
4-Nov-22	BAC	REBEKKA KESBERG , XMA	15	WOMEN IN
4-Nov-22	BAC	A CASTREJON , XMASAPRO	15	WOMEN IN
20-Oct-22	BAC	PAYPAL CODE 4169 , PAYI	0.01	WOMEN IN
3-Aug-22	BAC	L NEWBOLD , FP 02/08/2	10	WOMEN IN
30-Jun-22	BAC	KHANDERIA S , NGO FEE ,	10	WOMEN IN
7-Jun-22	BAC	EASY FUNDRAISING , 237	21.93	WOMEN IN
18-Feb-22	BAC	EASY FUNDRAISING , 237	44.15	WOMEN IN
		Donations	626.73	

cash at hand

Account Number
524100-47565128
524100-47565128
524100-47565128
524100-47565128
524100-47565128
524100-47565128
524100-47565128
524100-47565128
524100-47565128
524100-47565128
524100-47565128
524100-47565128

71.64

Date	Type
29-Dec-22	POS
28-Dec-22	POS
29-Nov-22	POS
28-Nov-22	POS
31-Oct-22	POS
27-Oct-22	POS
29-Sep-22	POS
27-Sep-22	POS
30-Aug-22	POS
30-Aug-22	POS
29-Jul-22	POS
4-Jul-22	POS
29-Jun-22	POS
28-Jun-22	POS
24-Jun-22	POS
13-Jun-22	POS
30-May-22	POS
30-May-22	POS
27-May-22	BSP
12-May-22	POS
29-Apr-22	POS
28-Apr-22	POS
29-Mar-22	POS
28-Mar-22	POS
1-Mar-22	POS
28-Feb-22	POS
31-Jan-22	POS
28-Jan-22	POS

Description	Value	Account N
8726 28DEC22 , GOOGLE *GOOGLE , STORAGE , 650-253-	-1.59	WOMEN IN
8726 26DEC22 , SQUARESPACE INC. , NEW YORK US	-25.2	WOMEN IN
8726 28NOV22 , GOOGLE *GOOGLE , STORAGE , 650-253-	-1.59	WOMEN IN
8726 26NOV22 , SQUARESPACE INC. , NEW YORK US	-25.2	WOMEN IN
8726 28OCT22 , GOOGLE *GOOGLE , STORAGE , 650-253-	-1.59	WOMEN IN
8726 26OCT22 , SQUARESPACE INC. , NEW YORK US	-25.2	WOMEN IN
8726 28SEP22 , GOOGLE *GOOGLE , STORAGE , 650-253-	-1.59	WOMEN IN
8726 26SEP22 , SQUARESPACE INC. , NEW YORK US	-25.2	WOMEN IN
8726 28AUG22 , GOOGLE *GOOGLE , STORAGE , 650-253-	-1.59	WOMEN IN
8726 26AUG22 , SQUARESPACE INC. , NEW YORK US	-25.2	WOMEN IN
8726 28JUL22 , GOOGLE *GOOGLE , STORAGE , 650-253-	-1.59	WOMEN IN
8726 01JUL22 , FUNDSFORNGOS LLC , NEW YORK US , US	-41.64	WOMEN IN
8726 28JUN22 , GOOGLE *GOOGLE , STORAGE , 650-253-	-1.59	WOMEN IN
7735 27JUN22 , SQUARESPACE INC. , HTTPSSQUARESP US	-28.8	WOMEN IN
8726 21JUN22 , ARGOS LTD , INTERNET GB	-539.97	WOMEN IN
7743 12JUN22 , MICROSOFT*M , ICROSOFT 36 , READING	-7.99	WOMEN IN
7735 28MAY22 , GOOGLE *GOOGLE , STORAGE , G.CO/HE	-1.59	WOMEN IN
7735 27MAY22 , SQUARESPACE INC. , HTTPSSQUARESP U	-28.8	WOMEN IN
FAIRFX PLC , EL3IQXFOF , FP 27/05/22 10 , 42130012937	-4000	WOMEN IN
7743 12MAY22 , MICROSOFT*M , ICROSOFT 36 , READING	-7.99	WOMEN IN
7735 28APR22 , GOOGLE *GOOGLE , STORAGE , G.CO/HE	-1.59	WOMEN IN
7735 27APR22 , SQUARESPACE INC. , HTTPSSQUARESP US	-28.8	WOMEN IN
7735 28MAR22 , GOOGLE *GOOGLE , STORAGE , G.CO/HE	-1.59	WOMEN IN
7735 27MAR22 , SQUARESPACE INC. , HTTPSSQUARESP U	-28.8	WOMEN IN
7735 28FEB22 , GOOGLE *GOOGLE , STORAGE , G.CO/HE	-1.59	WOMEN IN
7735 27FEB22 , SQUARESPACE INC. , HTTPSSQUARESP US	-28.8	WOMEN IN
7735 28JAN22 , GOOGLE *GOOGLE , STORAGE , G.CO/HE	-0.39	WOMEN IN
7735 27JAN22 , SQUARESPACE INC. , HTTPSSQUARESP US	-28.8	WOMEN IN
Total expenditure	-4914.27	

WOMEN IN LEADERSHIP

England & Wales - Charity number 1185392

Accounts



WOMEN IN LEADERSHIP ANNUAL REPORT 2021



Pictured above is a radio talk show at Busoga one FM about gender based violence as part of the Justice Project. Pictured far left is a GBV advocate, Mutesi Catherine, In police uniform is a police officer in charge of responding to GBV cases at Busembatia police station, commonly known as mama police, Mpakibi Justine and on the right is the programme Manager, Mukyala Zaituna.

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Legal and Administrative Information

Board of Trustees for Women in Leadership,
Cianne Jones
Lorraine Newbold
Bethany Turner
Rajini Lolay
Natalie Kawesa-Newell

Executive

Cianne Jones (CEO)

Address

18 Scotland Street, Brighton, BN2 9WA

Website:

www.womeninleadership.org.uk

enquiries@womeninleadership.org.uk

Section 1.0 Introduction

Women In leadership works to improve women's and girls' health & access to quality SRHR, GBV and mental health services, advancing education and leadership and accelerating their economic empowerment in rural Uganda. This is through low cost, community based interventions that can be replicated by others. We support 3 thematic areas of Health, Education and Economic Empowerment. We work in partnership with grassroots organisations in Uganda through a grant making system. During 2021 we supported WIL Uganda to deliver groundbreaking projects for women and girls in Uganda which we discuss below.

My Body My Rights project.

This year, 2021, we delivered the my body my rights project sessions at Busembatia, Idinda and kaswabuli health centers focusing on sexual reproductive health and rights. We were able to reach out to **1562** women and girls throughout the year. These sessions target antenatal days and take place on a weekly basis.

The My Body My Rights project seeks to improve access to information and utilisation of contraceptive and family planning services by rural women and girls in Uganda through a community-based outreach programme delivered by Village Health Teams (VHTs).

The Justice project.

Towards the end of the year in November, we kicked off the Justice project. This is a community-led Gender-Based Violence Campaign, leveraging community radio to raise awareness and challenge harmful cultural practises, alongside training 10 Village health workers (VHTs) and engaging local police in the effective response to Gender-Based Violence at the community level.

The Justice project seeks to break the silence around domestic violence, amplify the voices of women who have experienced violence.

The project aims to reach out to 128 direct and 700 indirect beneficiaries (women and girls) aged between 15-49 years within a timeframe of one year.

We have so far reached 8 direct beneficiaries remaining with 120.

Role of Village Health Workers (VHTs) in the Justice Project

The VHTs support the survivors by providing advocacy support at health centres and when reporting to the police. They accompany the women at both police and health centres, and also make follow-ups on their clients (maintenance of contact with clients).

We had a 4 days training of 10 VHTs on gender based violence and response. All the VHTs were from 3 sub counties who can build on our work and advocacy forming a strong support system for women and girls with in the community which is very sustainable. The WIL Uganda team delivered the training using the WIL Uganda GBV handbook and we had a police

engagement where the police officers took the VHTs through the roles of police in GBV response. The VHTs had a chance to ask any questions to the police officers and they both resuscitated which created a good relationship between police and VHTs hence.



Pictured above was WIL Uganda team, the 10 village health workers and the police officers from Busembatia police station during the village health worker training.



Pictured above was a 4 days training of the village health workers and police engagement. The Village health worker was asking the mama police (The Female police officer in charge of handling GBV cases and response) a question and she responded.

Our team has been supporting women and girls who have been victims of violence since 2014, supporting them to access health services and advocating for them at the police station.

Section 2.0 Women in Leadership objectives

As part of our recent 3 year strategy we identified three distinct goals and objectives as an organisation as discussed below.

2.1 Health.

To increase women's and girls' access to SRHR, GBV and mental health services and uptake of voluntary contraception, through quality delivery of health services in the Busoga region by 2023.



Pictured above was a health centre session at kaswabuli health centre in Namutumba district on the My Body My Rights Project.

2.2 Education.

To increase women's and girls' access to SRHR, GBV and mental health services and uptake of voluntary contraception, through quality delivery of health services in the Busoga region by 2023. Pictured below is an adult class learning how to write and read.

2.3 Economic Empowerment.

To increase the sources of income and business skills management of women and girls in the Busoga region by 2023.

Section 3.0 Visit by Trustee and training.

Visit by trustee

In March, the Board Member, Natalie Kawesa-Newell, visited the Women In Leadership (WIL) Uganda office situated in Busembatia, Uganda which is in the Eastern Region of Uganda.

The team members met during the visit were: Zaituna Mukyala (In Country Lead), Susan (Lead of the economic empowerment programme- Ba Nyabo) and Catherine (Village Health Team Coordinator).

The purpose of visit was to:

- introduce the WIL Uganda team to the new strategic plan 2021-2023
- orientate the team on story collection for the WIL Uganda website
- observe and feedback on a project outreach session
- provide support to the in-country WIL Uganda lead



Pictured above is the WIL Team on the left and the trustee on the right. The trustee introduced the team to the new strategic plan 2021-2023.

The new strategy for 2021-2023 was presented. Zaituna and Nat co-delivered the strategy powerpoint with the team members. The new Vision, Mission, Values, Goals and Organisational Approaches were talked through. The Theory of Change was talked through and the aim is to bring back projects and have a new focus on leadership, career development funding permitting. The WIL Uganda team members were excited about the aim to have a stronger focus on income generation saying that when they do activities that women always ask 'what are you bringing?' so the income generation activities will be greatly welcomed. The team was happy about the draft strategic plan and had no queries or question

Team training by Trustee

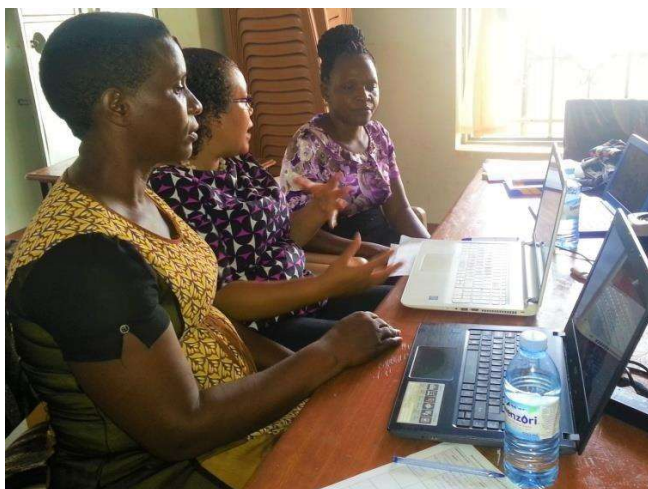
On Monday 19th April 2021, the Women In Leadership Uganda (WIL) team received a full day's training. The training was designed in line with the team's needs which were 1) verbally communicated during the board member visit in March 2021 and 2) in the list of training needs shared by the WIL Uganda in-country lead.

The areas that were delivered in the one day training are:

- Safeguarding training
- Computer training (Excel and PowerPoint)
- Refresher on qualitative data collection
- Discussion with the team leader and team on actions to take forward

In addition there was a discussion held and guidance provided on the Strategic Plan Targets with Zaituna the in-country lead

The trustee delivered a full training on PowerPoint and she shared with the WIL Uganda team alongside documents on interview techniques, introduction to excel and PowerPoint and the organisation's child protection policy with safeguarding guidance.



Pictured above in the first photo was Catherine(WIL team) on the left, the trustee in the middle and Suzan at the far left.(WIL team), in the second photo, pictured in the middle was the In country lead, Zaituna

Outputs from the session

The output aimed for from the session was for the team to have increased knowledge on safeguarding & committed actions to work on going forward. This seemed to be achieved as the team members expressed that they learnt a lot from the session, there was some very useful discussion on key areas throughout the presentation and all team members committed to actions to take forward.

They also exhibited increased knowledge on PowerPoint, excel and interview techniques as the session went on.

Great appreciation is extended to our trustee, Natalie, for sparing time and effort to come and train the team.

Section 4.0 Our impact in 2021

The Justice project case studies.

The case studies were collected from our beneficiaries of the Justice project, the women we have supported on our project and these are collected by the WIL Uganda monitoring and evaluation team. These were completed to assess whether this project has had an impact on the women and what they feel about the project. We obtain consents from the beneficiaries before any interview takes place and any photos taken to authorise us to continue with the collection of information and also share it. Any information collected is treated with confidentiality.

4.1.0 Case studies from the Justice project beneficiaries

Name:	Namukose Juliet
Age:	30
Village:	Bukonte
Date:	23/01/2022
Issue reported	Psychological assault and emotional abuse.



What was the issue and did you report anywhere

I reported at WIL Uganda office the issue of my husband abusing me, using threatening words and chasing me away from the home with my three children. I first reported to the chairman L.C .1 of Bukonte village many times because I lived in violence for two years. We had so far three meetings with the LC1 but my husband could not change, he repeats the same behaviour after a few days. When I went to the LC1 again, the chairman said that he is fed-up with my husband's behaviour and the chairman advised me to take another step. In December 2021, I heard of WIL Uganda's programs at Busoga one Radio station that they work on Domestic violence issues and went there to report my husband.

Why did you choose to come to WIL Uganda Office or WIL Uganda Village health worker?

I wanted to be helped by the organisation after knowing the programs run by WIL Uganda over the radio that they are working on violence against women in partnership with police. Also my husband had failed to change after several meetings with the Lc1.

Were you helped and what kind of support was given to you by WIL Uganda or WIL Uganda Village health workers?

I was helped by the WIL Uganda officer. She advised me to think of my future and make a decision to have a better life or to live a happy life. She took me to Busembatia police station, we met Maama Police, I explained my problem and maama police referred me to Namutumba district in the office of child and family protection office for help because I was from Namutumba district and Busembatia police station is located in Bugweri district. I failed to go to the Child and family protection office in Namutumba district due lack of transport and

to meet other expenses. When I got home, I found when he had removed all his properties including food stuff and left only mine in the house a sign to show divorce. Since the WIL Uganda advised me to think about living a better life, I decided to pack my properties and leave the home. I now stay on my own and I am living happily without fear.

Do you think this project has had an impact in your life or in the lives of other women? If yes, explain the impact?

Yes, the counselling I received from the WIL officer made me think and I made a decision to stay on my own with my children. I am living free from violence and happy with my children.

4.1.1 Case studies from the Justice project beneficiaries

Name:	Mutesi Harriet
Age:	35
Village:	Majengo
Date:	23/01/2022
Issue reported	Physical violence



What was the issue and did you report anywhere?

I reported the issue of physical violence to the VHT called Babirye Florence. I found my husband with a young girl as his girlfriend. When I talked to him regarding such a young girl, he started abusing and beating me.

Why did you choose to come to WIL Uganda Office or WIL Uganda Village health worker?

I choose to report to the VHT because I was aware that WIL Uganda always helps women with violence cases

Were you helped and what kind of support was given to you by WIL Uganda or WIL Uganda Village health worker?

Yes, they counselled me and there after they talked to my husband to give me my properties and leave him with the girl because it's what I had decided.

Do you think this project has had an impact in your life or in the lives of other women? If yes, explain the impact?

Yes, it had an impact on my life because they talked to my husband and he agreed to give me my properties and I am now settled at my own place. Within a period of two weeks, I built the house and entered and am living a happy life.

This project is helpful to the community because they counsel and guide the women with similar problems I had.

Section 5.0 Navigating through the pandemic



Pictured were VHTs doing group work during the 4 GBV training at WIL Uganda office and observing covid-19 SOPs. The second lock down in Uganda was implemented in May 2021 and eased in August 2021.

5.1 Impact of the lockdown on women and girls in Uganda.

The pandemic caused a lot suffering to women and girls in the following ways:

- The lock down denied the women and girls access to vital information like family planning, HIV among others.
- Service delivery was affected as the service providers were unable to reach out to the women due to the banning of both private and public transport before it was eased to inter district movement.
- It also increased the levels of poverty and dependence within homes; this resulted in increased cases of domestic violence which affected them psychologically and physically.

5.2 Our covid-19 strategy.

The second lockdown had less impact on our work.

In the early days of the pandemic, we designed a duty rota where employees were coming to office in shifts as others remained working from home.

We were still able to reach out to women and girls in health centres although the number of women to be met was restricted to 10 women, a small socially distanced number of women and girls.

In the later days of the lockdown, it was restricted to 200 people.

We always sought clearance from the Mayor, Busembatia town council as the government directed whenever we wanted to operate beyond Bugweri district.

5.3 Risk mitigation strategy for 2022

In 2022, we shall do the following to mitigate potential covid-19 risks to continue supporting the women and girls in a pandemic.

Potential Risks in 2022	How to mitigate them
Country lockdown due to Covid-19 pandemic	<ul style="list-style-type: none"> ● Train local champions/Village health team, VHTs in the areas of operation to help give women and girls support in their respective areas. ● Train police on gender based violence and response. ● Use radio talk shows to reach out to women and girls to raise awareness about Gender based violence, mental health and family planning My Body My rights project. ● To meet socially distanced groups of women and girls whilst observing strict covid-19 SOPs at health centres and villages.
Government restricting the number of employees in office due to covid-19 pandemic	<ul style="list-style-type: none"> ● Design a duty rota where employees will come to the office in shifts as others remain working from home.

Section 6.0 Organisation Plans

Our CEO will be focusing on developing a more robust fundraising strategy focusing on 2-3 year awards that will enable the organisation to bring back our other semantic areas like Education and economic empowerment.

Our CEO will also be working on accelerating the growth of unrestricted funding through the investing in the international volunteer programme and reaching out to Universities specialising in international development. We also plan to build on the work undertaken with local VHTs as a route to scale up the My Body My Rights programme and our GBV project and disseminate other vital information to women and girls in their communities.

Section 7.0 Structure, governance and management

7.1 Board of Trustees

Women in Leadership is a registered charity in the UK and has a board of trustees. It is governed by a constitution. The Board of Trustees comprises 4 people who are responsible for the supervision of the management of all the affairs of WIL Uganda. Board meetings are held four times a year at the end of every quarter.

Trustee recruitment and appointment is done based on the specific skills required. The Nomination of an existing trustee is upon.

No other organisation or body has the right to appoint trustees to the charity.

7.2 Trustees' Responsibilities

The board of trustees is responsible for ensuring that all the activities are within the law and fall within the agreed charitable objectives. Its work includes setting strategic direction and agreeing the financial plan. The trustees are responsible for maintaining proper accounting records which reveal the financial position of the charity with reasonable accuracy at any given time. They are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud or any other irregularities.

The board delegates day to day running of the charity to the Executive Director and acts on advice and information from regular meetings with members of the Executive Team.

7.3 Risk Management

The trustees actively review the major risks that the charity faces on a regular basis, together with an annual review of the financial systems. The trustees have taken steps to put in place and regularly review a reserves policy. The trustees regularly review the risks the organisation faces through an organisational risk management process and have identified those risks which the charity faces and confirm that they have established systems to mitigate significant risks.

Equal Opportunities

Women In leadership is a charity committed to the promotion of equal opportunity. It takes affirmative action to ensure women and girls have equal access to education and employment. In carrying out this objective WIL Uganda treats individuals with respect within the organisation and in the field. Wherever possible we create a broad base for consultation and decision making.

Signed on behalf of the Trustees,



Cianne Jones, CEO

Section 8.0 Financial statement 2021.

Finance department was required to prepare financial report which gives a true and fair view of the state of affairs of the organisation and the operating results for the financial year ended as at 31st December 2021

It was also our responsibility as the finance department to ensure that the foundation maintains proper accounting records which disclose with the reasonable financial position of the organisation.

During the financial year ended as at 31st December 2021, the organisation was able to raise a total amount 10761.34 to run the services as it's indicated in the financial statements included separately.

We have prepared the finance sheet together with the income and expenditure statements from the information and records of the book accounts.

Our appreciation is highly extended to all our Funders, The circle, Lush and funder bird UK, and everyone who participated in the run in the UK to raise funds who contributed the funds to enable us run the mentioned services and projects.



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name Women in Leadership	No (if any)
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Receipts and payments accounts

CC16a

For the period from	Period start date 1st January 2021	To	Period end date 31st December 2021
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Online fundraising	3,681	-	-	3,681	-
Lush	-	5,000	-	5,000	-
Funderbirds	-	2,000	-	2,000	-
Amazon	5	-	-	5	-
Easyfundraising	76	-	-	76	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	3,761	7,000	-	10,761	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	3,761	7,000	-	10,761	-
A3 Payments					
Website	225.45	-	-	225	-
Programme costs	5,400	-	-	5,400	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	5,625	-	-	5,625	-
A4 Asset and investment purchases. (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	5,625	-	-	5,625	-
Net of receipts/(payments)	- 1,864	7,000	-	5,136	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	- 1,864	7,000	-	5,136	-

WOMEN IN LEADERSHIP

England & Wales - Charity number 1185392

Accounts



WOMEN IN LEADERSHIP ANNUAL REPORT

Year ending 31st December 2020



Pictured above: Village Health Team, (VHTs) deliver family planning session to community women and girls in Kitukiro Village, Namalemba Sub county, Bugweri District, Uganda.

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Legal and Administrative Information

UK Board of Trustees for Women in Leadership
Lorraine Newbold
Bethany Turner
Rajini Lolay

Executive

Cianne Jones (CEO)

Address

***18 Scotland Street
Brighton
BN2 9WA***

Website:

womeninleadership.org.uk

enquiries@womeninleadership.org.uk

Section 1.0 Introduction

Women in Leadership is a UK registered charity that supports women and girls living in poverty in the UK and Uganda. We focus our support on community-led, rights-based health, education and empowerment programmes strengthening the capacity of local change-makers. We envision a future where women and girls have equality and are able to access their rights.

In 2020, we focused on supporting health programmes for women and girls living in poverty in Uganda. We supported two projects piloted by grassroots organisation WIL Uganda both of which were huge successes:

My body my rights

The My Body My Rights project focused on sexual reproductive health and rights targeting 1500 rural women and girls across 30 villages in Bugweri district in Eastern Uganda.

The My Body My Rights project sought to improve access to information and utilization of contraceptive and family planning services by rural women and girls in Uganda through a community-based outreach programme delivered by Village Health Teams (VHTs) and integrated with a simple mobile messaging app.

Despite the covid-19 pandemic, this project was a huge success and reached out to 1,755 women and girls educated on contraception methods and family planning through community workshops delivered by Village Health Teams(VHTs).

The project enabled WIL Uganda to begin testing a new approach of training VHT workers to help in the delivery of vital reproductive health information to women and girls in their villages. This has enabled the organisation to form good relationships with the communities, VHT network, local leadership, the Ministry of Health and the enrollment of VHTs on the project to deliver sessions in their respective communities was very sustainable.

Section 2.0 Women in Leadership objectives

Charity objectives (as stated in our governing document)

1. To help young people, especially but not exclusively through leisure time activities, so as to develop their capabilities that they may grow to full maturity as individuals and members of society through the provision of grants and other financial assistance.

2. To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) throughout the world by the provision of grants for the following purposes:

- a) educating the public about human rights;
- b) raising awareness of human rights issues;
- c) promoting respect for human rights among individuals and corporations;

In furtherance of that object but not otherwise, the trustees shall have power to engage in political activity provided that the trustees are satisfied that the proposed activities will further the purposes of the charity to an extent justified by the resources committed and the activity is not the dominant means by which the charity carries out its objects

3. The promotion of equality and diversity for the public benefit by the provision of grants and financial assistance towards:

- a) the elimination of discrimination on the grounds of gender
- b) advancing education and raising awareness in equality and diversity;
- c) promoting activities to foster understanding between people from diverse backgrounds;
- d) cultivating a sentiment in favour of equality and diversity.

4. The prevention or relief of poverty in by providing: grants to individuals in need and/or charities, or other organisations working to prevent or relieve poverty.

5. To advance such charitable purposes (according to the law of England and Wales) as the trustees see fit from time to time

Our strategy focuses on the following core areas:

2.1 Health.

To increase women's and girls' access to SRHR, GBV and mental health services and uptake of voluntary contraception, through quality delivery of health services in the Busoga region by 2023.

2.2 Education.

Advancing women's and girl's education and leadership through skills training and capacity building in the Busoga region by 2023.



2.3 Economic Empowerment.

To increase the sources of income and business skills management of women and girls in the Busoga region by 2023.

Pictured below are the tailoring machines donated by tools mission UK.



Section 3.0 Summary of My Body My Rights programme Achievements per objective.

My Body My Rights programme objectives

1. 60 VHTs trained to deliver contraception and family planning workshops and use of mobile application.
2. 1500 rural women and girls educated on contraception methods and family planning through community workshops delivered by VHTs.
3. 30% of 750 rural women and girls report having used the mobile app to gain information on contraception and family planning at least once in the last 12 months.
4. 30% of 1500 rural women and girls who receive the programmer demonstrate an increase in knowledge and awareness of contraception and family planning.
5. 20% increase in uptake of contraception and family planning methods in the 1500 rural women and girls receiving the programmer.

3.1 60 VHTs trained to deliver contraception and family planning workshops and use of mobile application

60 VHTs were trained by WIL Uganda and these were very instrumental in the mobilization of women and girls, delivery of the My Body My Rights outreach sessions and data collection process. The target was hit of training 60 VHTs.

Our community led approach involved training local VHT's to help to facilitate the outreaches in their own villages. found that this approach enabled us to really embed the programme in the community. The VHT's already have the respect of the community and by training them in sexual reproductive health and rights they are now a source of knowledge for women and girls in their community.



3.2 1500 rural women and girls educated on contraception methods and family planning through community workshops delivered by VHTs.

1,755 women and girls were educated on contraception methods and family planning through community workshops delivered by VHTs hitting the target of 1500 rural women and girls.



3.3 30% of 750 rural women and girls report having used the mobile app to gain information on contraception and family planning at least once in the last 12 months.

More than 30% of 750 rural women and girls report having used the mobile app to gain information on contraception and family planning at least once in the last 12 months. This is evidenced in the report where the data highlights 81 percentage point increase in respondents who knew the right information the app had when dialed and evidenced growth in the percentage of women and girls having a mobile phone. This is important in enabling women and girls to access information through the mobile app. 30% of 1500 rural women and girls who receive the programme demonstrate an increase in knowledge and awareness of contraception and family planning.

3.4 30% of 1500 rural women and girls who receive the programme demonstrate an increase in knowledge and awareness of contraception and family planning.

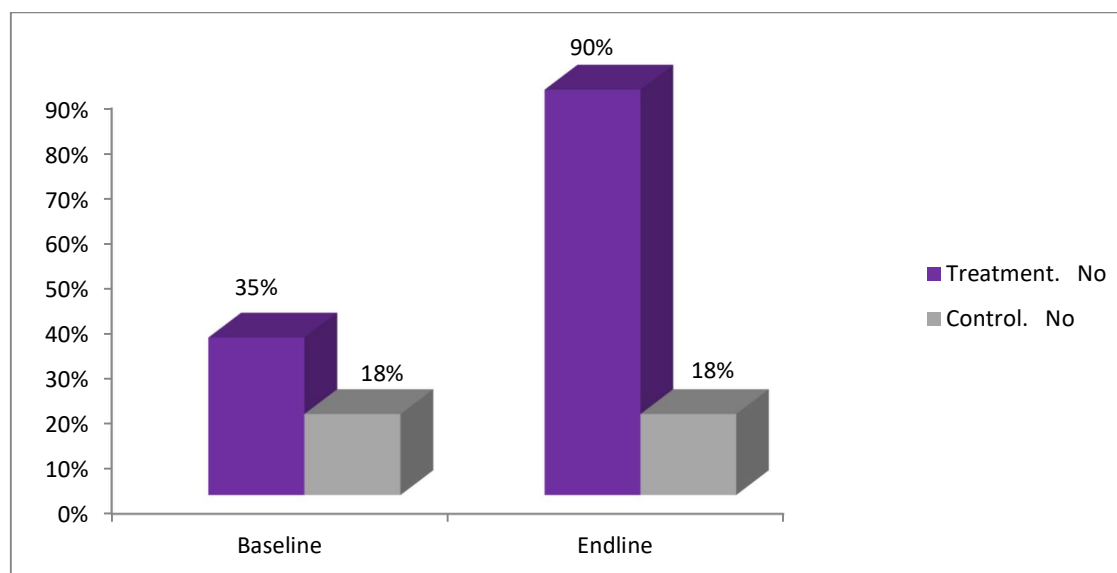
More than 30% of the 1500 rural women and girls respondents attending WIL Uganda activities demonstrated an increase in knowledge and awareness of contraception and family planning.

A comparative study was taken to assess if there is evidence of change in women's and girls' access to information and utilisation of contraceptives and family planning services in rural areas before the start and end of the My Body My Rights project. The key results at endline were as follows.

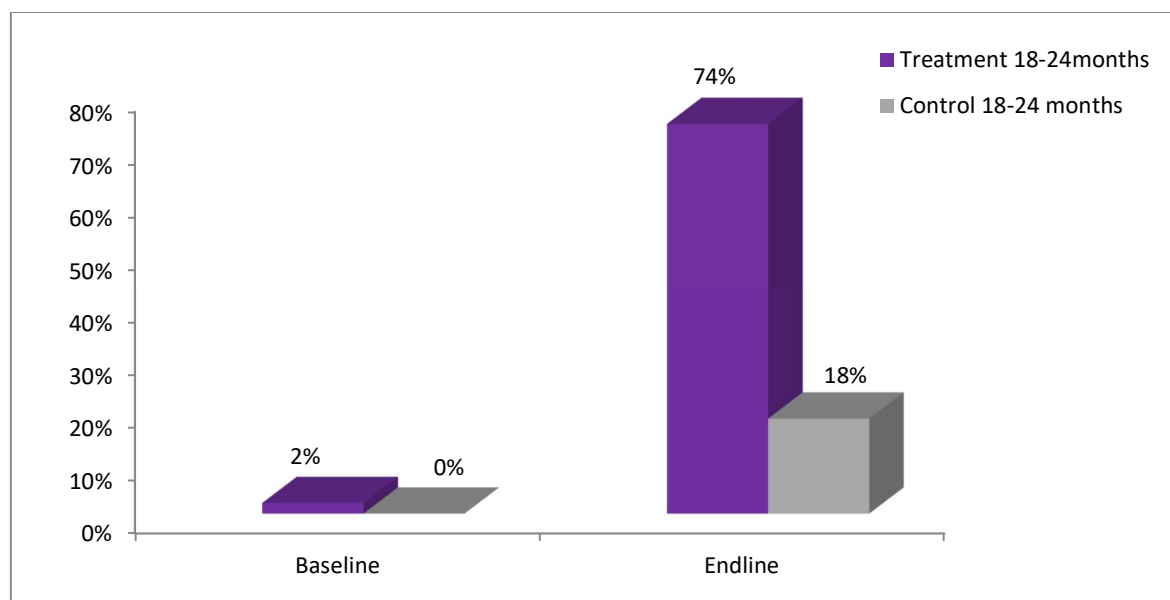
- 50 percentage point increase in respondents who refuted with the statement that all contraceptives protect against HIV.
- 67 percentage point increase in respondents disagreeing with the statement that contraceptives cause infertility.
- 72 percentage point increase in respondents disagreeing that oral contraceptives pills make women infertile.
- 75 percentage point increase in respondents refuting the statement that 'Condoms make men impotent or weak.
- 56 percentage point increase in respondents agreeing with the statement that the emergency contraceptive pill or morning after pill must be taken no more than 5 days after unprotected sex.
- 43 percentage point increase in respondents reporting that they know where to go to access family planning in their community.
- 66 percentage point increase in respondents disagreeing that when a man has a vasectomy that his testicles are removed.
- 75 percentage point increase in respondents correctly stating that family planning is 'deciding on the number of children to have and when.
- 72 percentage point increase in respondents stating the correct period a woman should take after giving birth to become pregnant again as 18-24 months

Some of the end line results are represented below in Graphs.

Graph 1. The percentage of women and girls interviewed refuting the statement that all contraceptives protect against HIV.



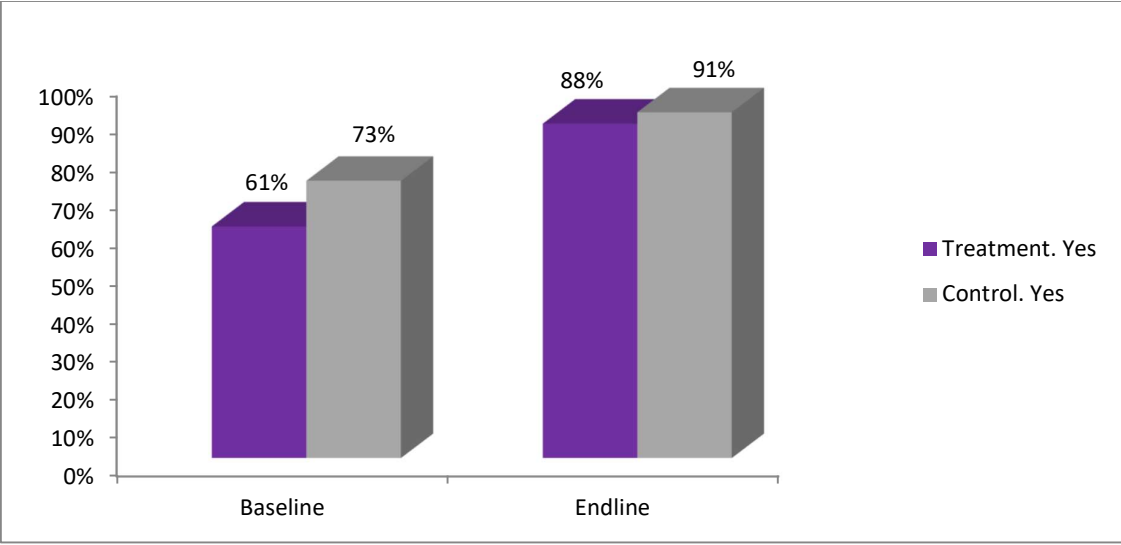
Graph 2. The percentage of women and girls interviewed who stated the correct period as 18-24 months a woman should take to become pregnant again after giving birth.



3.5 20% increase in uptake of contraception and family planning methods in the 1500 rural women and girls receiving the programme.

More than 20% increase in uptake of contraception and family planning methods in the 1500 rural women and girls receiving the programme was achieved as there has been a 26 percentage point increase in respondents, exposed to WIL Uganda's activities, stating that they use contraception. However, it must be noted that the control group had 18% point increase; although the percentage point difference between baseline and endline was higher for the treatment group.

Graph 4. The percentage of women and girls interviewed stating that they use contraceptives.



Pictured below was a My Body My Rights session on Family Planning in Minani Village. Pictured on the upper left with manuals are My Body My Rights VHTs from Minani Village. The VHTs taught the women and girls the various family planning methods and how they are used.



Section 4.0 My body My Rights programme case studies.

The case studies were collected from various villages of operation after conducting the village outreach sessions.

These were completed to assess the women and girls' view on family planning before attending WIL Uganda's My Body My Rights session. WIL Uganda also wanted to measure any increased knowledge amongst women and girls of family planning and how they thought this information would benefit them.

4.1 Case study of a woman on the project.

Namisi Beatrice was a participant from Nawangisa village, she stopped schooling in senior two and she is married with 1 child.

What was your view on family planning before coming to the outreach?

"I used to hear that women bled a lot as a result of using family planning and that this leads to cancer which scared me a lot".

How have you benefited from the family planning information that we provided?

"I have learnt a lot about family planning and its method. Since I have only one child, I need to lay a good foundation for them therefore I decided to start using the implants".



4.2 Case study of a VHT on My body my rights programme.

On the My Body My Rights programme, WIL Uganda recruited two Village Health Team, (VHTs) from each village both a male and a female and Muwereza Livingstone is one of them. These were trained to deliver My Body My Rights sessions in their villages and as a resource of family planning information to the women and girls in their respective villages. This strategy has made the My Body My Rights project very sustainable since the VHTs continue to be a source of information and give support to the women and girls even after project end period.

Muwereza Livingstone is a VHT in Bubbala Village. He is married with six children and he dropped out of school when he was in senior four.

What inspires you to work as a VHT in your village?

"I feel happy to serve as a village health doctor and I love to understand things related to health hence the love to teach my people in the village".

What is your experience working with WIL Uganda?

"Before the training on family planning by WILUganda, I really didn't know that one would space his children, I didn't know about controlling the number of children to have but now I know how to teach family planning and keep my family safe".



Section 5.0 Gender Based Violence project

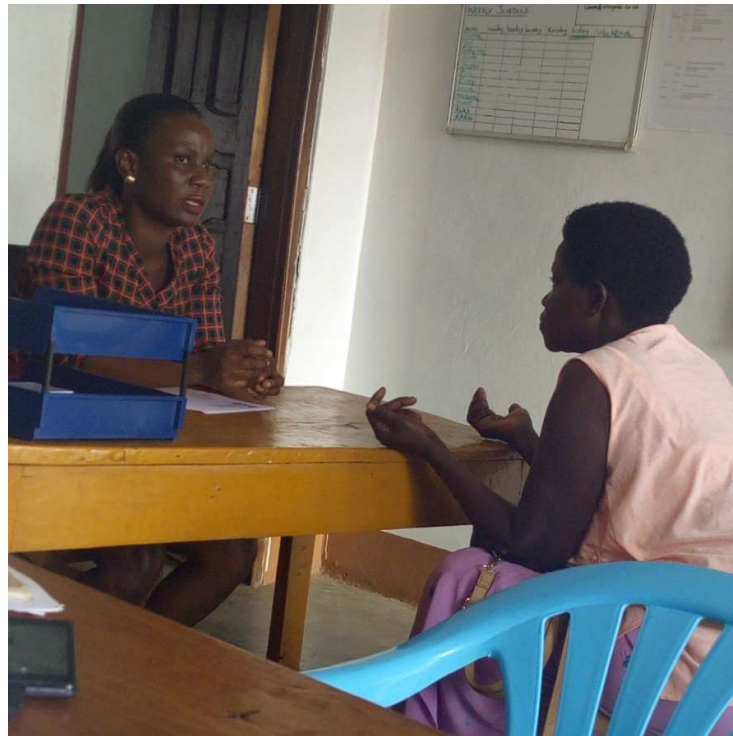
The second project that we piloted in Uganda with the support of Funderbirds was the Gender Based Violence Project.

The WIL Uganda GBV advocacy team has been supporting the women by accompanying them to the police station to ensure that they can report incidents of GBV. Women often are unable to access justice when they are victims of GBV due to corruption in the justice system, lack of knowledge of GBV law and cultural attitudes towards GBV.

The WIL Uganda team also follow on cases referred to the police to make sure justice is attained, carrying out counseling to the women to make sure they feel better and accompanying them to the health centres where necessary.

Strategically we want to build on the support given to these women by leveraging funding to train local GBV champions to also be able to support them by running Community-led Gender-Based Violence Campaign, leveraging community radio to raise awareness and challenge harmful cultural practices, alongside training 10 Village health workers (VHTs) and engaging local police in the effective response to Gender-Based Violence at the community level.

Our project seeks to break the silence around domestic violence, amplify the voices of women who have experienced violence and train village health workers in the effective response to domestic violence by providing advocacy for survivors at health centres and when reporting to the police.



Section 6.0 Navigating through the pandemic

The first lock down in Uganda was implemented on 20th March 2020 and eased on 24th May 2020.

6.1 Impact of the lockdown on women and girls in Uganda.

The pandemic caused a lot suffering to women and girls in the following ways:

- The lock down denied the women and girls access to vital information like family planning, HIV among others.
- Service delivery was affected as the service providers were unable to reach out to the women due to the banning of both private and public transport.
- It also increased the levels of poverty and dependence with in homes; this resulted to increased cases of domestic violence which affected them psychologically and

physically.

6.2 Our covid-19 strategy.

During the pandemic and country lockdown, our CEO supported WIL Uganda in redesigning their programmes to ensure that they could still reach women and girls in rural communities. This involved transitioning from community outreaches to creating a radio talk show that aired once every week for two months on Busoga FM to raise awareness about family planning and where to access Family planning services. This radio show ensured that women had uninterrupted access to family planning information during the lockdown.

During the radio talk show, the participants were given the opportunity to ask any question on the family planning topic discussed and our village health team coordinator answered them.

Later, when the lockdown was eased, private transport was allowed but with limited number of people in the car and meeting of 10 people allowed. WIL Uganda was later able to obtain clearance from Bugweri district to allow small socially distanced outreaches with a number of women and girls.

Our CEO also successfully supported WIL Uganda in negotiating a no cost extension with their funder so that they had more time to complete the project.

6.3 Risk mitigation strategy for 2021

In 2021, we shall do the following to continue supporting the women and girls amidst the pandemic:

- Support WIL Uganda to Train local champions/Village health team, VHTs in the areas of operation to help give them women and girls support in their respective areas.
- Support WIL Uganda to Train police on gender based violence and response.
- Support WIL Uganda to Use radio talk shows to reach out to women and girls to raise awareness about Gender based violence, mental health and family planning (My Body My rights project).
- Support WIL Uganda and build capacity of their team to work safely during the pandemic, including remote working when necessary.
- Support WIL Uganda to Build a strong ICT system where most of the important documents are on system.

Section 7.0 Organisation Plans

Our CEO will be focusing on developing a more robust fundraising strategy focusing on 2-3 year awards. In additions the CEO will support the Board of Trustees to recruit more Trustees who can bring their expertise to support the growth and strategy of the organisation enabling us to support more women and girls living in poverty at this difficult time.

Section 8.0 Structure, governance and management

8.1 Board of Trustees

Women in Leadership is a Charitable Incorporated Organisation (CIO) registered with the UK's Charity Commission. It is governed by a constitution. The Board of Trustees comprises 7 people who are responsible for the supervision of the management of all the affairs of Irise International. Board meetings are held four times a year, at the end of every quarter. Trustee recruitment and appointment is done based on the specific skills required, the nomination of an existing trustee and is voted upon. No other organisation or body has the right to appoint trustees to the charity.

8.2 Trustees' Responsibilities

The board of trustees is responsible for ensuring that all the activities are within UK law and fall within the agreed charitable objectives. Its work includes setting strategic direction and agreeing the financial plan. The trustees are responsible for maintaining proper accounting records which reveal the financial position of the charity with reasonable accuracy at any given time. They are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud or any other irregularities. The board delegates day to day running of the charity to the CEO and acts on advice and information from regular meetings.

8.3 Risk Management

The trustees actively review the major risks that the charity faces on a regular basis, together with an annual review of the financial systems. The trustees have taken steps to put in place and regularly review a reserves policy. The trustees regularly review the risks the organisation faces through an organisational risk management process and have identified those risks which the charity faces and confirm that they have established systems to mitigate significant risks.

Equal Opportunities

Women in Leadership is a charity committed to the promotion of equal opportunity. It takes affirmative action to ensure women and girls have equal access to education and employment. In carrying out this objective Irise treats individuals with respect within the organisation and in the field. Wherever possible we create a broad base for consultation and decision-making. To accomplish the overall objectives as expressed in the Constitution we will:

- Comply with all applicable laws and regulations governing employment in the UK and host country which include the Equal Pay Act 1970; Race Relations Act 1976; Sex Discrimination Acts 1975; Disability Discrimination Act 2005; Employment Equality (Religion or Belief) Regulations 2003, Employment Equality (Sexual Orientation) Regulations 2003 and the Employment Equality (Age) Regulations 2006 as amended from time to time;
- Provide equal opportunity to all employees and to all applicants for employment;
- In employment, prohibit unlawful discrimination or harassment because of race, colour, nationality, religion or religious beliefs, ethnic or national origin, age, gender,

marital status, civil partnership or gender reassignment, sexual orientation or disability;

- Advise all employees or respective employees of Irise's Equal Opportunities Policy; 26

- Pay particular attention to recruitment procedures, probationary periods, terms and conditions of employment, dismissal, leave, promotion and deployment patterns; •

- Develop mechanisms for resolving grievances about unfair discrimination and harassment;

- Review its Equal Opportunities Policy on a regular basis

Liability of Members Irise International is a registered Charitable Incorporated Organisation, limited by guarantee. The trustees have guaranteed the liabilities of the charity up to £1 each.

Public Benefit

The Trustees confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Commission in determining the activities undertaken by the Charity.

Signed on behalf of the Trustees,



Lorraine Newbold, Chair of the Board of Trustees.

Section 9.0 Financial review 2020

The charity trustees were required to prepare the charity accounts for the period ending 31st December 2020. According to guidance the charities income is too small to require either audit or independent evaluation at this time. The trustees have therefore prepared a receipts and payments statement that has been uploaded to the charities commission online portal separately.

Our appreciation is highly extended to our wonderful supporters in the UK, volunteers and donors including Funderbirds for supporting our efforts to lift women girls out of poverty. We also thank WIL Uganda for their efforts on the ground in Uganda to ensure that the most marginalized women and girls receive support during the pandemic.



CHARITY COMMISSION
FOR ENGLAND AND WALES

Women in Leadership

1185392

Receipts and payments accounts

CC16a

For the period from	Period start date 19/09/2019	To	Period end date 31/12/2020
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations and legacies	205	2,000		2,205	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	205	2,000	-	2,205	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	205	2,000	-	2,205	-
A3 Payments					
Charitable activities	67	2,000	-	2,067	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	67	2,000	-	2,067	-
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	67	2,000	-	2,067	-
Net of receipts/(payments)	138	-	-	138	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	138	-	-	138	-

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		138	-	-
		-	-	-
		-	-	-
	Total cash funds	138	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK


Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	Lorraine Newbold	30/12/2021