



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
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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

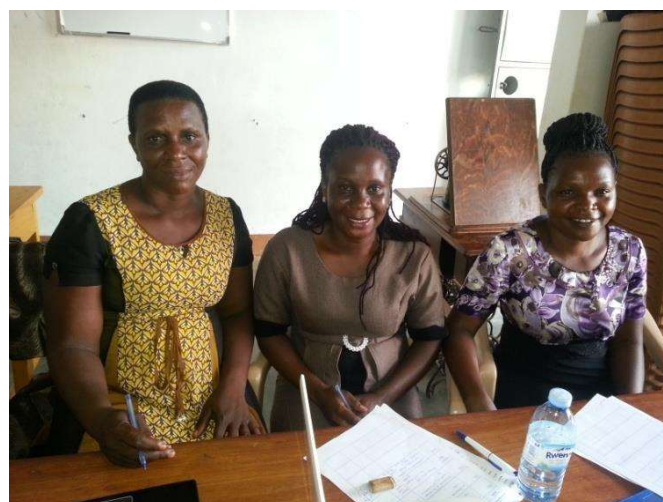
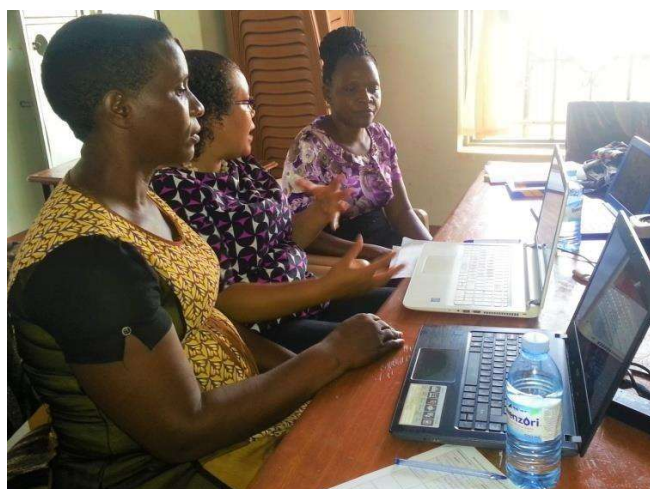
On Monday 19th April 2021, the Women In Leadership Uganda (WIL) team received a full day's training. The training was designed in line with the team's needs which were 1) verbally communicated during the board member visit in March 2021 and 2) in the list of training needs shared by the WIL Uganda in-country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

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

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)

Receipts and payments accounts

CC16a

For the period
from

Period start date
1st January 2021

To

Period end date
31st December 2021

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	-