



## 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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## 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***

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

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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.





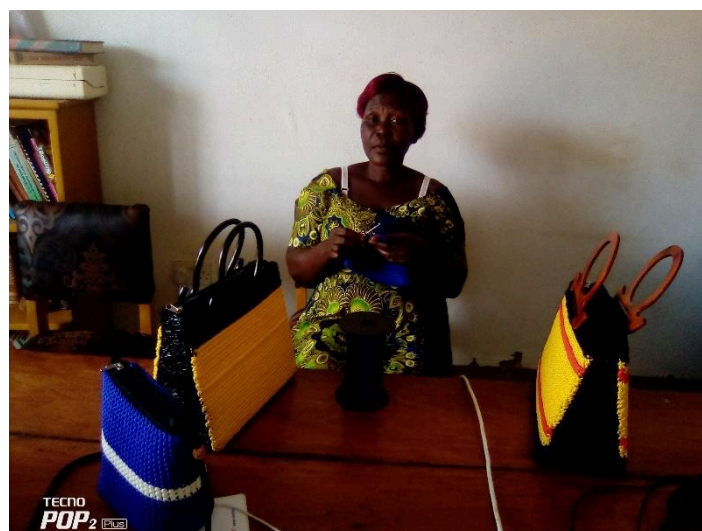
Pictured above was a health centre session at Busembatia health centre on the My Body My Rights Project. Standing is Mutesi Catherine delivery the session.

## 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

<b>Name:</b>	Mutesi Nadiah
<b>Age:</b>	32
<b>Village:</b>	Market ward
<b>Date:</b>	3/12/2022
<b>Issue reported</b>	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.

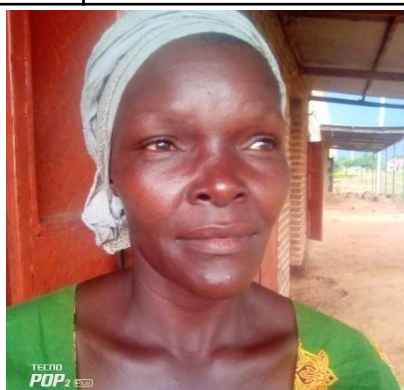
**Were you helped and what kind of support was given to you by Women in Leadership or Women in Leadership Village GBV advocate?**

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

<b>Name:</b>	Namulinda Jamira
<b>Age:</b>	44
<b>Village:</b>	Kakoge B
<b>Date:</b>	22/9 /2022
<b>Issue reported</b>	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 31<sup>st</sup> 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	

[illegible]