



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)

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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

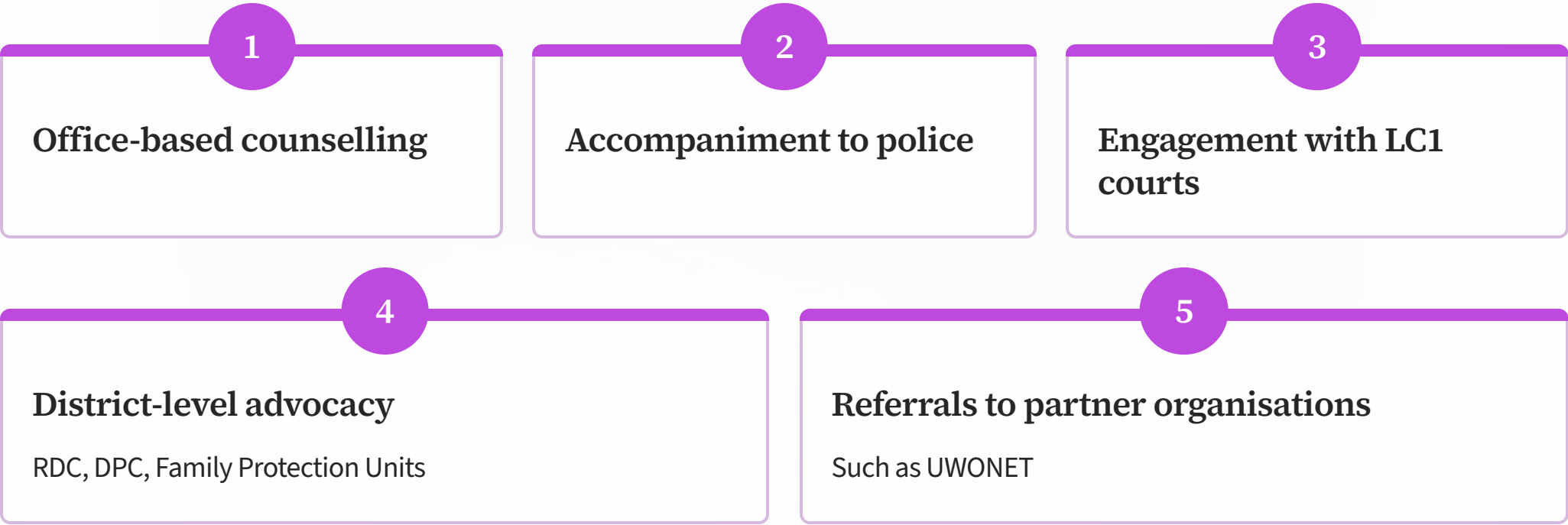
Between February and November 2024:

 **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.

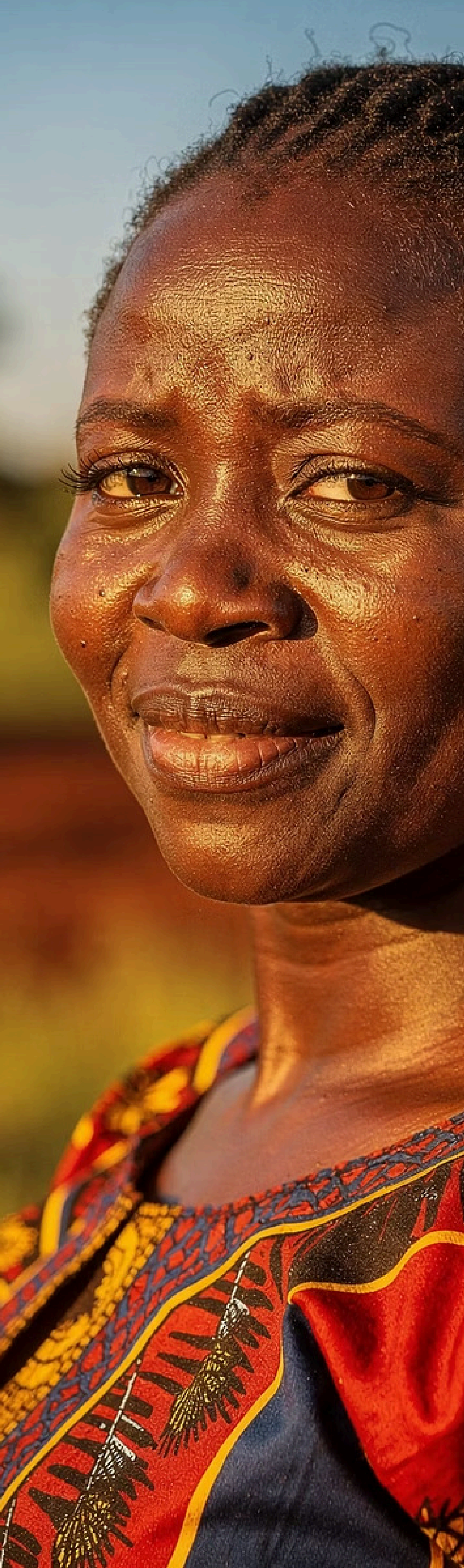
Justice Project Case Study

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	02
Foundation Skills	Measurement & Cutting
Operating and maintaining sewing machines	Taking body measurements, cutting and joining garments
03	04
Garment Construction	Finishing Techniques
Short- and long-sleeved shirts, one-piece, two-piece and three-piece skirts, dress construction	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.

SECTION 5.0

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:

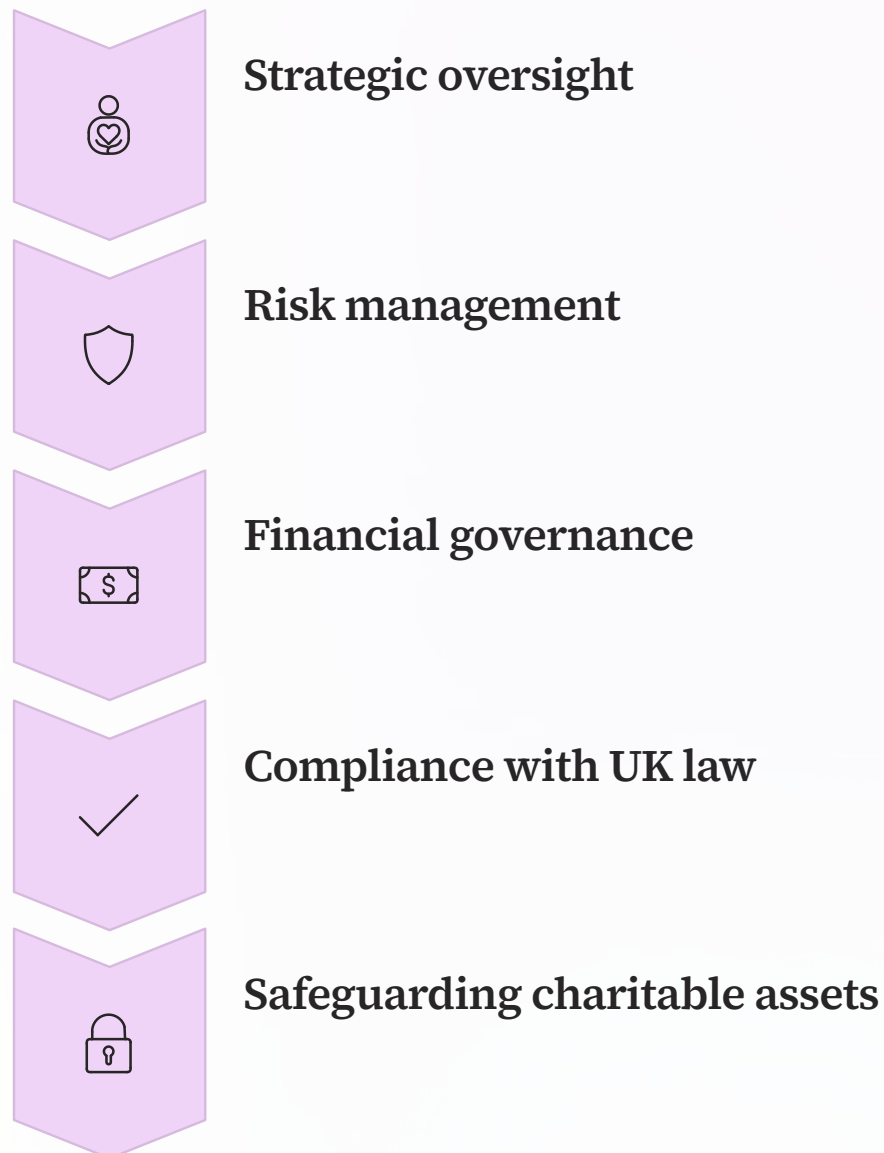
These plans will be delivered through our partner organisation WIL Uganda, based in Uganda.

- 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.

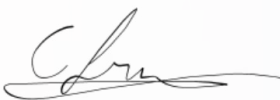
Approved at the Board Meeting held on:

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



CHARITY COMMISSION
FOR ENGLAND AND WALES

y Name

In Leadership

No (if any)

Receipts and payments accounts

CC16a

For the period from	Period start	To	Period end date
	1/1/2024		12/31/2024

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 Z5LP2L3Q5KR38V7OE8	111	-	-	111	-
ONLINE - PYMT	35	-	-	35	-
07/08/24 1730 Z5LP2L3QRX1E1V7OE8	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 PY07XBQ9XW8MNR6RDI	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>	-	-	-	-	-

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

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