

PROJECT SALAMA

England & Wales · Charity number 1198736

Details

Status Registered

Legal form CIO

Registered 2022-04-26

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

Contact

Address 4-8 The Broadway
Broadway House
Newbury
RG14 1BA

Phone 01635 953588

Email info.projectsalama@gmail.com

Website www.projectsalama.co.uk

Activities

Objects: TO PROVIDE RELIEF TO THOSE IN NEED DUE TO CURRENTLY, OR HAVE PREVIOUSLY SUFFERED FROM DOMESTIC ABUSE THROUGH PROVIDING A SUPPORT SERVICE TO HELP INDIVIDUALS AND FAMILIES TO ACCESS LEGAL SUPPORT AND PROVIDE LONGER-TERM STRUCTURED SUPPORT TO HELP VICTIMS AND SURVIVORS REBUILD THEIR LIVES, CONFIDENCE, MENTAL HEALTH AND SELF-ESTEEM

Activities: We offer freedom training and VOICE training to domestic abuse victims and survivors. We are looking to train IDVA and ISVA throughout West Berkshire and Thames valley. We are also raising awareness, educating and empowering through our chai and chats in Thames valley. We provide monthly online support groups. We provide cultural awareness training for our referral partners

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Disability, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** The General Public/mankind

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£21,846	£14,758	-	-
2024-03-31	£33,328	£23,434	-	-
2022-11-01	£18,804	£13,160	-	-

Trustees

Name	Role	Appointed
Jacqueline Mukono	Chair	2022-04-26
Colline Rufaro		2024-06-30
Lydia Maisiri		2024-06-30
Sumanjit Kaur Inderjit Singh Kakkad Ms		2025-08-14
Wendy Harris		2025-09-01
Yamikani Tracy Ndovi		2025-08-14

PROJECT SALAMA

England & Wales - Charity number 1198736

Accounts



PROJECT SALAMA ANNUAL REPORT OF THE TRUSTEES

For the period 1 April 2024 – 31 March 2025

Charity Number: 1198736

Registration Date: 26/04/2022

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1. Message from the CEO and Founder of Project Salama

Dear Friends and Supporters,

At Project Salama, our work has always been rooted in one simple but powerful belief: everyone deserves to live free from abuse, fear, and isolation, and to be supported with dignity, compassion, and cultural understanding.

This year has been one of growth, reflection, and deepened impact. As a survivor-led organisation, we continue to listen closely to the voices of those we serve, allowing lived experience, not assumptions, to guide our work. We have seen first-hand how culturally sensitive, trauma-



informed support can transform lives, restore hope, and rebuild confidence for individuals and families who have experienced abuse.

Our team, trustees, volunteers, and partners have shown unwavering commitment in often challenging circumstances. Together, we have created safe spaces where people feel heard, believed, and empowered, whether through our Chai and Chat sessions, specialist support services, community outreach, or professional training. I am incredibly proud of what Project Salama has achieved this year. But more importantly, I am proud of the resilience, courage, and strength of the survivors and communities we walk alongside. Their stories continue to inspire our mission and remind us why this work matters.

As we look ahead, we remain committed to addressing inequalities, breaking cycles of abuse, and advocating for systems that truly meet the needs of marginalised communities. Thank you to everyone who has supported Project Salama, your trust enables us to continue this vital work.

With gratitude and hope,

Jacqueline Mukono

Founder & CEO, Project Salama

2. ABOUT PROJECT SALAMA

2.1 SALAMA, meaning "safe" in Swahili, is dedicated to offering safe spaces and support for families and individuals affected by abuse. We support ethnically diverse communities. Our services include emotional and practical support, signposting to essential resources, and raising awareness within communities to challenge cultural beliefs and harmful practices that normalise abuse. We work in:

2.1.1 High Wycombe (HP11, HP12)

2.1.2 Aylesbury (HP20, HP21)

2.1.3 Oxford (OX4)

2.1.4 Reading (RG1)

2.1.5 Slough (SL1, SL2)

2.1.6 Wokingham (RG40–RG41)

2.1.7 West Berkshire (RG14, RG18, RG19)

2.1.8 Royal Borough of Windsor and Maidenhead (SL4, SL6)

2.1.9 We are expanding to Wiltshire, including Devizes (SN10, SN15, SN16)

2.2 Public Benefit Statement

The Trustees confirm that they have had due regard to the Charity Commission's guidance on



public benefit. Project Salama's activities deliver public benefit by preventing harm, relieving distress, improving wellbeing and access to safety, and strengthening community awareness and prevention particularly for survivors facing cultural stigma, language barriers, social isolation, poverty, and insecure immigration status.

3. KEY ACHIEVEMENTS IN 2024–2025

3.1 Community Awareness & Prevention

3.1.1 202 Chai & Chats / community awareness sessions and activities delivered during the year.

3.1.2 Average attendance is typically 11 people per session, reaching an estimated 2,222 people in total through group sessions.

3.2 Survivor Support Services

3.2.1 Provided direct, tailored support to over 80 survivors.

3.2.2 Support provided included (but was not limited to):

3.2.3 Trauma-informed listening and emotional support

3.2.4 Tailor-made information and safety planning

3.2.5 Support with immigration-related concerns (rights, referrals, and application support)

3.2.6 Support to open police reports and navigate criminal justice processes

3.2.7 Advocacy/accompaniment where safety concerns required it

3.2.8 Linkage to services including refuges, domestic abuse specialists counselling/therapy, housing, legal advice, health and wellbeing support

3.3 Strengthening Pathways and Community Trust

3.3.1 Continued to strengthen referral pathways with local authorities, statutory services, and voluntary sector partners.

3.3.2 Increased community confidence to seek support, speak out, and access specialist services.

3.4 Fundraising and Visibility

3.4.1 Hosted and participated in 12 fundraising activities.

3.4.2 Continued to raise organisational visibility and deepen community trust through consistent outreach.

3.5 Key Areas of Impact

3.5.1 Community Support & Safe Spaces



3.5.2 Delivered regular Chai and Chat sessions, creating culturally safe, informal spaces for connection, healing, and peer support.

3.5.3 Supported refugee, migrant, and minoritised communities who often face barriers to accessing mainstream services.

3.5.4 Reduced isolation and improved emotional wellbeing through community-led engagement.

3.6 Survivor-Centred Support

3.6.1 Provided trauma-informed, culturally sensitive support to survivors of domestic abuse, honour-based abuse, and harmful practices.

3.6.2 Empowered survivors through listening, advocacy, signposting, and practical support.

3.6.3 Ensured survivors were supported without judgement, pressure, or language barriers.

3.7 Training & Awareness

3.7.1 Delivered training to professionals, faith leaders, and community organisations on domestic abuse, trauma, professional boundaries, and cultural competence. FGM (labia pulling) and HBA

3.7.2 Increased awareness of hidden forms of abuse and the importance of survivor-led, inclusive responses.

3.7.3 Strengthened frontline responses by equipping professionals with practical, compassionate tools.

3.8 Reducing Inequalities

3.8.1 Addressed mental health and wellbeing inequalities by recognising the intersection of trauma, culture, migration status, and systemic barriers.

3.8.2 Advocated for trauma-informed, accessible services that reflect the realities of diverse communities.



4. Financial Overview 2024–2025

Profit and Loss

Project Salama Charity
For the year ended 31 March 2025

	2025	2024
Turnover		
Baobab	8,827.00	12,039.00
Donations	6,671.16	6,281.56
Grants	5,500.00	-
Other Revenue	847.87	15,007.60
Total Turnover	21,846.03	33,328.16
Cost of Sales		
Chai and Chat	9,505.35	3,381.30
Direct Expenses	5,253.20	6,089.67
Total Cost of Sales	14,758.55	9,470.97
Gross Profit	7,087.48	23,857.19
Administrative Costs		
Advertising & Marketing	943.26	1,437.75
Audit & Accountancy fees	1,564.00	-
Banking Costs	-	354.50
Disbursements	-	4,500.00
General Expenses	493.65	1,756.67
Insurance	331.89	310.13
IT Software and Consumables	2,472.88	1,735.12
Printing & Stationery	1,009.75	1,287.40
Rent	1,225.43	528.00
Staff Training	852.14	1,650.82
Subscriptions	44.95	-
Travel - National	3,412.81	403.22
Total Administrative Costs	12,350.76	13,963.61
Operating Profit	(5,263.28)	9,893.58
Profit on Ordinary Activities Before Taxation	(5,263.28)	9,893.58
Profit after Taxation	(5,263.28)	9,893.58



Balance Sheet

Project Salama Charity
As at 31 March 2025

	31 Mar 2025	31 Mar 2024
Current Assets		
Cash at bank and in hand		
Project Salama	10,275.02	15,538.30
Total Cash at bank and in hand	10,275.02	15,538.30
Total Current Assets	10,275.02	15,538.30
Net Current Assets (Liabilities)	10,275.02	15,538.30
Total Assets less Current Liabilities	10,275.02	15,538.30
Net Assets	10,275.02	15,538.30
Capital and Reserves		
Current Year Earnings	(5,263.28)	9,893.58
Retained Earnings	15,538.30	5,644.72
Total Capital and Reserves	10,275.02	15,538.30

4.3 Basis of Preparing the Financial Statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts In accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention

4.3 Overall risk to operations

Following the year end, there have been no substantial developments that would affect the Charity's ability to continue its activities.

4.4 Income and Expenditure is recognised on a cash basis. Gift Aid

Project Salama is not recognized by HMRC for GiftAid, and therefore no claims have been submitted to the HMRC. However, we have submitted our registration for gift aid to HMRC via Third Sector specialists.

4.5 Taxation

The charity is exempt from tax on its charitable activities.

4.6 Fund Accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees. Restricted funds can only be used for restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for restricted purposes. The charity has only unrestricted funds.



Independent Examiner's Report to the Trustees of Project SALAMA

Independent examiner's report to the trustees of Project SALAMA

I report to the charity trustees on my examination of the accounts of Project SALAMA (the Trust) for the year ended 31 March 2025.

Responsibilities and basis of report

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act'). I report in respect of my examination of the Trust's accounts carried out under Section 145 of the 2011 Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. Accounting records were not kept in respect of the Trust as required by Section 130 of the Act or
2. The accounts do not accord with those records.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Keith Westran FCCA ACA

Unit 4, City Limits,

Danehill,

Reading

RG6 4UP

Date: ...26/01/2026.....



5. Programme Context, Need, and Key Learnings

5.1 UK Context: Domestic Abuse, Mental Health, Poverty, and Exclusion

Domestic abuse is a major public health, social justice, and economic issue in the UK. National evidence consistently demonstrates its intersection with mental ill-health, poverty, housing insecurity, migration status, and social isolation:

5.1.1 Prevalence and gendered impact: Approximately 1 in 4 women (26%) and 1 in 6–7 men (15–17%) will experience domestic abuse in their lifetime.

5.1.2 Children and young people: An estimated 20% of children (around 1 in 5) are exposed to domestic abuse during childhood. Exposure is strongly associated with emotional trauma, anxiety, depression, behavioural difficulties, and poorer educational outcomes.

5.1.3 Mental health: UK studies show that around 30–35% of survivors experience clinically significant mental health conditions, including depression, anxiety, and PTSD. Survivors of domestic abuse are two to three times more likely to experience common mental disorders.

5.1.4 Isolation: Domestic abuse is closely linked to social isolation. Evidence shows that over 50% of survivors report being deliberately isolated from friends, family, or community networks by perpetrators. Isolation significantly delays disclosure and help seeking.

5.1.5 Poverty and financial abuse: Domestic abuse and poverty are deeply intertwined. Around 95% of domestic abuse cases involve economic or financial abuse, limiting survivors' access to money, employment, and housing.

5.1.6 Homelessness: Domestic abuse is a leading cause of homelessness for women and children in the UK. Many survivors are forced to leave home suddenly with limited financial and income resources and reduced options for safe accommodation.

5.1.7 Migrants and people with insecure immigration status: Migrant survivors face heightened vulnerability. Evidence shows that migrant women are less likely to report abuse, more likely to experience prolonged abuse, and face additional barriers due to No Recourse to Public Funds (NRPF), language barriers, and fear of immigration enforcement.

5.1.8 Men and stigma: Men account for a significant minority of victims but are substantially less likely to access services, with stigma and lack of specialist provision cited as key barriers to speaking up and accessing services.



5.1.9 Youth: Young people affected by domestic abuse either within families or in their own relationships are more likely to experience poor mental health, risky behaviours, and difficulties forming healthy relationships later in life.

These national statistics closely mirror what Project Salama observes through its community-based work, particularly among ethnically diverse and migrant communities where structural barriers further compound risk.

5.2 Key Learnings from Delivery

5.2.1 Complex Intersectionality

5.2.2 Cultural and social norms: Cultural expectations, fear of shame, honour-based abuse, and community pressure often delay disclosure and help seeking.

5.2.3 Immigration status: Survivors with insecure or dependent immigration status face compounded risks, including fear of deportation, limited access to public funds, language barriers, and lack of awareness of rights.

5.3 Mental Health Impact

5.3.1 Emotional trauma: Over 60% proportion of survivors engaging with Project Salama report symptoms consistent with depression, anxiety, and trauma.

5.3.2 Isolation: Over 90% of survivors describe prolonged isolation prior to accessing support, reinforcing the importance of trusted, informal community entry points.

5.4 Resilience and Strength

5.4.1 Survivor resilience: Survivors demonstrate significant strength and agency when supported in safe, culturally responsive environments.

5.4.2 Community solidarity: Peer led and community-based support plays a critical role in recovery, confidence building, and long-term wellbeing.

5.5 Impact on Children and Young People

Consistent with national evidence, Project Salama regularly observes the emotional and severe behavioural impact of domestic abuse on children and young people. This learning directly informs our strategic focus on child and youth specific Chai & Chats, early intervention, and strengthened safeguarding pathways.

5.6 Translating Learning into Impact

5.6.1 The learning outlined in Sections 5.1 to 5.5 directly informs Project Salama's programme design, safeguarding approach, and strategic direction.



5.6.2 Evidence of intersectional harm, prolonged isolation, mental health challenges, poverty, and immigration-related barriers has shaped the organisation's emphasis on trusted, community-based entry points such as Chai & Chats, alongside tailored, trauma-informed survivor support.

5.6.3 Insights relating to children, young people, migrants, and men affected by domestic abuse inform the development of targeted engagement models, early intervention approaches, and strengthened referral pathways.

5.6.4 This continuous learning cycle ensures that Project Salama's services remain responsive, relevant, and grounded in lived experience, while supporting safe and sustainable organisational growth.

6. Partnerships and Collaborations

Project Salama works closely with local authorities, statutory agencies, and voluntary sector organisations to optimise service delivery, strengthen survivor pathways, and extend reach.

6.1 Local Authorities and Councils

We work closely with local authority partners to ensure alignment with local safeguarding frameworks and domestic abuse strategies, and to strengthen referral pathways and coordinated responses:

6.1.1 Wokingham Borough Council, Slough Borough Council, West Berkshire Council, Reading Council, Royal Borough Council of Windsor and Maidenhead, Thatcham Town Council, Newbury Town Council, Early Town Council.

6.1.2 Bracknell Forest Council; Oxfordshire County Council, Hampshire.

6.2 Specialist Domestic Abuse, Victims' Services and Safeguarding Partners

These partnerships strengthen access to specialist interventions, advocacy, refuge pathways, and coordinated victim support:

6.2.1 Hope After Harm.

6.2.2 Thames Valley Partnership (Victims First)

6.2.3 Berkshire Women's Aid.

6.2.4 FLAG DV

6.2.5 Cranston; Refuge; Women's Aid networks



6.2.4 Karma Nirvana (Honour-Based Abuse and Forced Marriage specialist pathways)

6.2.5 RCLC

6.3 FGM, Harmful Practices, and Community-Led Specialist Support

6.3.1 Sundial

6.3.2 Utulivu

6.3.3 Educate not mutilate

These partners strengthen community safeguarding, culturally responsive practice, and survivor pathways where harmful practices may be present.

6.4 Wellbeing, Recovery, and Therapeutic Partners

We collaborate with community wellbeing partners and therapy networks to support mental health recovery and reduce isolation:

6.4.1 Alana House

6.4.2 Maymessy

6.4.3 The Jessica Project

6.4.4 Community United

6.4.5 Rank and File

6.4.6 Reading University

6.4.7 Museum of English Rural Life

6.4.8 Afghan women's group (AAWAZ)

6.4.9 Community Calm

Mental health practitioners, counsellors, and therapists within our network Community wellbeing and peer-support spaces and providers. Project Salama is also part of the Women's Wellness Partnership

6.5 Community and Capacity-Building Partners

6.5.1 Involve Community Services

6.5.2 Let's Connect

6.5.3 Slough CVS

6.5.4 RVA



6.5.5 West Berkshire Food Bank

6.5.6. West Berkshire volunteer Centre

These collaborations strengthen local engagement, referrals, and joined-up prevention and recovery work.

6.6 Partnership Impact

These partnerships strengthen referrals, reduce barriers, improve survivor pathways, and support coordinated responses ensuring survivors can access safe, specialist help at the right time, and that Project Salama’s work is embedded in wider systems of support.

7. Activities Done to Date and Community Impact Stories

7.1 Activities Supported to Date

Activity Type	Number of Survivors of Domestic Violence
Number of people reached through Chai & Chats/community awareness	2,222
Number of people reached through structured events e.g. Christmas ball etc	170
Number of people reached through mental health and healing activities movies, pottery, arts and crafts, exercise	350
We distributed food; clothing, Stationery etc	256
Survivors supported through direct tailored support	80
Survivors reached through webinars	52
In total we have reached a total of	3,130 survivors of domestic violence

7.1.1 In 2023/2024, Project Salama reached 2,500 people. In 2024/2025, Project Salama reached a total of 3,130, demonstrating expanded and diversified service delivery beyond community awareness alone, including structured events, wellbeing and healing activities, material support distribution, and direct tailored survivor support.

7.2 Summary of Themes and Needs Identified

Survivors seek support related to safety, trauma recovery, immigration stability, housing, legal protection, and access to counselling/mental health services. A consistent theme



is the need for trusted, culturally responsive support particularly for survivors who experience stigma, language barriers, or fear of statutory systems.

7.3 Community Impact Stories

7.3.1 Story 1 – “Amina” (Migrant Survivor and Mother)

“Amina” (pseudonym) is a migrant woman and mother who approached Project Salama after experiencing domestic abuse and prolonged isolation. Project Salama provided trauma-informed safety planning, emotional and practical support, and assisted her to access refuge services, immigration-related guidance, and trauma support. Importantly, Project Salama also supported Amina to understand the impact of abuse on her children and to access appropriate child-focused support and safeguarding pathways. Through continued engagement in Chai & Chats, Amina and her children are rebuilding stability, confidence, and a sense of safety.

“Project Salama helped me protect my children and gave us hope for a safer future.”

7.3.2 Story 2 – “Sara” (Young Woman at Risk of Forced Marriage)

“Sara” (pseudonym) is a young woman who sought support from Project Salama due to concerns related to forced marriage and honour-based abuse. She was fearful, isolated, and unsure where to turn. Project Salama provided tailored information, emotional support, and facilitated safe referrals to specialist services, ensuring her safety, rights, and autonomy were prioritised. With Project Salama’s support, Sara was able to make informed decisions and access appropriate protection pathways.

“Project Salama listened to me and helped me understand my choices. I felt supported and safe.”

7.4 Outcomes and Difference Made

7.4.1 While participation and reach data demonstrate the scale of Project Salama’s activities, qualitative outcomes observed during the year indicate meaningful change for individuals and communities supported.

7.4.2 Survivors supported through Project Salama reported increased confidence to disclose abuse and seek help in a safe and trusted environment.

7.4.3 Earlier engagement with specialist and statutory services was observed, reducing escalation of harm and crisis situations.

7.4.4 Survivors experienced reduced social isolation through peer-based, community-led spaces that prioritise trust, cultural responsiveness, and emotional safety.



7.4.5 Improved access to housing, health, legal, and mental health services was achieved through advocacy, accompaniment, and strengthened referral pathways.

7.4.6 Enhanced emotional wellbeing was supported through trauma-informed listening, counselling, therapeutic activities, and consistent follow-up.

7.4.7 These outcomes demonstrate Project Salama's role as both a preventative, community-based service and a critical gateway to specialist domestic abuse support.

8. Strategic and Programmatic Goals for 2025–2026

8.1 Deepening Survivor Centred Support

8.1.1 Strengthen long term, trauma informed support pathways for survivors with complex needs

8.1.2 Improve continuity of care through stronger follow up and referral coordination

8.2 Expansion of Community Based Prevention and Engagement

8.2.1 Chai and Chat- (BAOBAB funding ended 1 August 2025) Confirmed Funding from National Lottery)

8.2.2 Chai & Chat and Connect – engaging men (Funded by John Sykes Foundation)

8.2.3 Chai, Chat & Chill – (Funded by John Sykes and Reading Borough Council)

8.2.4 Chai & Chat and Play– For Children (funded by Reading Borough Council)

8.2.5 Chai Chop and Chat with Maymessy

8.2.6 Chai Chat and Calm- For Teenagers (Coming Soon)

8.2.7 Optimized Mental Health Services – funded by National Lottery

8.2.7 Thursday Thoughts – For men online sessions

8.2.8 Women to women peer group – For women online session along with Utilivu

8.3 Geographic Expansion

8.3.1 Expand delivery into additional local authority areas while consolidating quality in existing locations

8.3.2 Respond to demonstrated need and referral demand, in line with funder priorities

8.4 Digitisation and Monitoring & Evaluation

In 2025/2026, Project Salama, funding through National Lottery to invest in digitisation to strengthen accountability, learning, and impact:



- 8.4.1 Secure digital registers and case management systems
- 8.4.2 Improved monitoring and evaluation tools
- 8.4.3 Enhanced outcome tracking and reporting
- 8.4.4 Support for hybrid (in person and online) delivery models

8.5 Organisational Sustainability

- 8.5.1 Diversify funding streams
- 8.5.2 Increase unrestricted income
- 8.5.3 Build internal systems that support safe growth

The confirmation of the National Lottery Community Fund award over five years marks the most significant funding milestone in the organisation's history. This funding enables:

- 8.5.4 Longer term programme planning, delivery and expansion
- 8.5.5 Improved staff and volunteer retention
- 8.5.6 Stronger monitoring, evaluation, and learning systems
- 8.5.7 Investment in digitisation and infrastructure
- 8.5.8 Reduced organisational risk and improved financial resilience

This growth is complemented by additional grant income from local authorities and other funders, demonstrating increasing confidence in Project Salama's governance, impact, and delivery model.

9. Structure and Governance Management

9.1 Governance Structure

Project Salama is a charitable incorporated organisation (CIO) limited by guarantee and registered as charity on 26 April 2022. Project Salama is governed by a committed and skilled Board of Trustees who provide strategic oversight, accountability, and leadership. Trustees are responsible for ensuring the charity is well-run, financially sustainable, compliant with Charity Commission requirements, and delivering public benefit. During 2024/2025, the organisation placed a strong emphasis on strengthening accountability mechanisms and professionalising governance, including:

- 9.1.1 Professionalising trustee engagement and decision-making processes
- 9.1.2 Ensuring quarterly trustee meetings are held consistently
- 9.1.3 Strengthening documentation, minutes, and action tracking
- 9.1.4 Improving oversight of strategy, risk, safeguarding, and financial management



Trustees work closely with senior leadership to ensure:

9.1.5 Compliance with regulatory and safeguarding requirements

9.1.6 Responsible financial stewardship

9.1.7 Alignment between strategy, delivery, and charitable objectives

9.2 Trustees and Volunteers

Team Member Name	Position/ Unit	Role	Training
Jacqueline Mukono	CEO	Trustee	IDVA, Mental Health and Counselling, HBA and Military IDVA
Lydia Maisiri	Programme Manager	Trustee	Mental Health Practitioner, Trainee IDVA
Wendy Harris	Programmes	Trustee	Volunteer Management, Own my life training facilitator
Sumanjit Kakkad	Fundraising Management	Trustee	Youth Domestic Violence Advisor, HBA family support worker, Mental Health First Aider Counsellor, Life Coach, Support Worker
Yamikani Tracy Ndovi	Mental Health Practitioner	Trustee	Mental Health Practitioner and Events Coordinator, Older Person Domestic Violence Advisors (OPVA)
Colleen Rufaro	Finance and Bookkeeping	Trustee	Finance
Nusrat Sultan	Volunteer Team Leader	Volunteer	HBA support worker and HBA training facilitator
Geraldine Nyasha	Grants and Fundraising Unit and Programmes	Volunteer	Grant Writing; Mental Health; Counselling and IDVA
Tanaka Kasere	Peer Supporter	Volunteer	Peer Support worker, Mental health first aider
Cynthia Powell	Mental Health Practitioner	Volunteer	Mental health Practitioner
Harinder Smith	Therapist and Counsellor	Volunteer	Therapist and Counsellor



Caitlyn Powell	Arts and Craft	Volunteer	Arts and Craft and Events
Lauren Mukono	Graphic Design & Social Media Support	Volunteer	Graphic Designer
Wanda Baker	Therapist-Programmes	Volunteer	Qualified Therapist
Saadia Bouzkraoui	Programmes	Volunteer	Family Peer Support Worker HBA
Munazza Parvin	Programmes	Volunteer	Family Peer Support Worker and Coordinator HBA
Jasmine Evans	Programmes	Volunteer	Family Support Worker, Children's Play therapist- trainee ISVA and counsellor, Mental Health First Aider
Laura Mattingey	Programmes	Volunteer	Family Support Worker, Mental Health First Aider
Monalisa Chingoma	Programmes	Volunteer	Family Peer Support Worker, Mental Health First Aider
Tafadzwa Sibanda	Programmes	Volunteer	Male Ambassador and Support Worker
Everson Mapedzamombe	Programmes	Volunteer	Mental Health Practitioner and CBT Therapist
Angie Nagmeldin	Programmes	Volunteer	Family Support Worker
Kate Maina	Programmes	Volunteer	Family Support Worker, Psychologist
Ana Secara	Programmes	Volunteer	Family Support Worker
Nyatwa Bango	Programmes	Volunteer	Mental Health Practitioner- Therapist
Susan Gwanyanya	Programmes	Volunteer	Mental health practitioner
Sostina Gwanyanya	Programmes	Volunteer	Family Support worker

9.3 Safeguarding, Risk, and Accountability

Safeguarding remains a core priority for Project Salama. Trustees maintain oversight of safeguarding arrangements, risk management, and quality assurance. Staff and



volunteers delivering frontline support are appropriately trained and supported, and safeguarding concerns are escalated in line with organisational policy and statutory requirements.

During the year, governance improvements supported stronger accountability through:

9.3.1 Clearer documentation of decisions and actions

9.3.2 Stronger monitoring and learning culture

9.3.3 More consistent trustee oversight of strategic priorities (including digitisation, growth, and service quality)

9.4 Volunteer Structure

The Team Leader and Chaplain, Sumanjit Kakkad manages daily volunteer activities. Wendy Harris, a Trustee, provides oversight of the volunteer programme. We prioritise wellbeing, development, and accountability through:

9.4.1 Through conducting DBS Checks for every Trustee, Staff and Volunteers

9.4.2 Volunteer training including training on Trauma

9.4.3 Monthly supervision for all frontline staff

9.4.4 Quarterly clinical supervision for trauma-exposed staff and volunteers

9.4.5 Fortnightly team debriefs for peer learning and emotional resilience

9.4.6 Volunteer induction and monthly check-ins, including safeguarding training

9.4.7 A designated Safeguarding Lead and escalation protocol for all risk issues

9.5 Volunteer Trainings Conducted to date:

9.5.1 Senior Leadership has completed Leadership Training with HOPE.

9.5.2 All volunteers have completed

9.5.3 One Trustee is currently in the process of becoming an OPVA

9.5.4 Volunteers have completed

- Understanding Domestic Abuse (Levels 1 and 2)
- Coaching
- Counselling
- Leadership Training
- DASH Training
- Mental Health First Aid Training
- Suicide Awareness Training.
- Trauma Therapy training.

9.6 Trustees' Responsibilities Statement:



9.6.1 The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

9.6.2 Trustees are required to prepare financial statements for each financial year which give a true and fair view of the situation of the charity and of the incoming resources and application of resources of the charity for that period.

9.6.4 Trustees must observe the methods and principles of the Charities Statement of Recommended Practice (SORP).

9.6.6 Trustees must prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

9.6.7 The Trustees confirm that they have taken all steps necessary to make themselves aware of any relevant audit or independent examination information and to establish that the charity's auditors or independent examiner are aware of that information.

9.5 Risk Management

9.6.1 The Trustees regularly review the principal risks facing the organisation and have established systems and controls to mitigate these risks.

9.6.2 Key risks identified during the year include increasing demand for services exceeding current delivery capacity.

9.6.3 Dependency on external grant funding has been identified as a financial risk, with mitigation measures including funding diversification, development of unrestricted income, and multi-year funding arrangements.

9.6.4 Safeguarding and wellbeing risks for survivors, staff, and volunteers are mitigated through robust safeguarding policies, training, supervision, and partnership working.

9.6.6 Risk management is embedded within strategic planning and trustee decision-making processes and is reviewed on an ongoing basis.

10. Conclusion

The 2024/2025-year marks a pivotal chapter in Project Salama's journey from a small grassroots organisation operating on limited resources to a growing, trusted organisation strengthened governance, and a clear strategic direction. As domestic abuse continues to drive homelessness, poor mental health, isolation, and intergenerational harm, Project Salama's role in providing safe, culturally responsive, community-based support has never been more critical. With strong foundations, committed leadership, and the trust of communities and funders, Project Salama



enters the next year well positioned to deepen impact, expand responsibly, and continue transforming lives.

11. Acknowledgments

We extend our heartfelt gratitude to survivors, staff, volunteers, trustees, partners, and funders. Your trust, commitment, and support make this work possible.

12. Contact Information

Project Salama

Address: **4-8 the Broadway, Broadway House, Newbury RG14 1BA**

Email: **info.projectsalama@gmail.com**

Phone: **01635 953588**

Website: www.projectsalama.co.uk

PROJECT SALAMA

England & Wales - Charity number 1198736

Accounts



Project SALAMA | Transforming lives

Charity Registration Number: 1198736

01635 953588

info.projectsalama@gmail.com | www.projectsalama.co.uk

PROJECT SALAMA
ANNUAL REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024
CHARITY NUMBER: 1198736
REGISTRATION DATE: 26/04/2022

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1. Message from the Executive Director

Dear Friends and Supporters,

As we reflect on the past year, I am proud of the strides Project Salama has made in supporting families and individuals affected by abuse, especially those from diverse communities. Our commitment to providing safe spaces, emotional and practical support, and raising awareness for victims-survivors of domestic abuse has only grown stronger. We have also played a part in raising awareness of harmful practices which include Female Genital Mutilation (FGM) and Honor Based Abuse (HBA) This report highlights our achievements, financial performance, and strategic vision for the future. Thank you for your continued support.

Sincerely,

Jacqueline Mukono



Executive Director (Project Salama)

2. About Project Salama

SALAMA, meaning "safe" in Swahili, is dedicated to offering safe spaces and support for families and individuals affected by abuse. We support Ethnically diverse communities. Our services include emotional and practical support, signposting to essential resources, and raising awareness within communities to challenge cultural beliefs and harmful practices that normalize abuse.

3. Key Achievements in 2023-2024

- **Increased Support Services:** Expanded our emotional and practical support services, reaching over 2500 individuals.
- **Specialized Services:** Offered specialized services such as linkage to immigration support, legal support, linkages to employment, securing housing for victims-survivors of domestic violence. This service was offered to over 50 victims-survivors of domestic violence
- **Awareness Campaigns:** Conducted over 80 community awareness events, to educate on domestic violence. We have increased frequency of the chai and chat sessions to five times a week, reaching 10-15 people per session.
- **Safe Spaces:** Linked 30 survivors to safe housing
- **Counselling Services:** Over 50 survivors of domestic abuse were offered counselling sessions, we have invested in conducting art therapy and we have volunteers specializing in support for Children and Young People
- **Legal Support:** Assisted 20 individuals with accessing legal support for immigration and other legal issues.
- **Support Groups:** Facilitated 80 support group sessions, creating a community of shared experiences and mutual support.
- **Partnerships:** Strengthened partnerships with local authorities, charities, and community groups, enhancing our referral network.
- **Volunteer Engagement:** Recruited and trained 16 volunteers, including individuals with lived experience of domestic abuse.
- **Cultural Competence Training:** Delivered training sessions to partner organizations, we were able to provide Freedom Training, Freedom and Power to Change and Gender responsive skills and Trauma Informed Practice
- **Office Space:** We have been able to attain office space, through partnership with Flag DV, Utulivu and Cranstoun. We are currently working with Slough CVS to secure a space in Slough. We are also working with Hope after Harm to secure a space in Oxfordshire.
- **Professional Development:** Conducted training workshops for staff and volunteers on domestic abuse, cultural competence, and mental health first aiders.
- **Leadership Training:** Our CEO is being mentored by FlagDV CEO and is also awaiting funding for leadership training with HOPE. We also run a mentorship program for



emerging leaders within the organization. We are training an ISVA as well as training a facilitator to run a healthy and safe relationships programme for teenagers and adults.

- **Launch of a Podcast:** “No holds barred” will be launching soon. This will provide a voice to women of all backgrounds to share and discuss issues and raise awareness to harmful practices and abuse

4. Financial Overview 2023 -2024

Profit and Loss

Project Salama Charity
For the year ended 31 March 2024

	2024	2023
Turnover		
Baobab	12,039.00	-
Donations	6,281.56	-
Other Revenue	15,007.60	18,803.86
Total Turnover	33,328.16	18,803.86
Cost of Sales		
Chai and Chat	3,381.30	-
Direct Expenses	6,089.67	2,397.63
Total Cost of Sales	9,470.97	2,397.63
Gross Profit	23,857.19	16,406.23
Administrative Costs		
Advertising & Marketing	1,437.75	1,624.52
Banking Costs	354.50	-
Consulting	-	1,800.00
Disbursements	4,500.00	-
General Expenses	1,756.67	-
Insurance	310.13	296.15
IT Software and Consumables	1,735.12	73.15
Printing & Stationery	1,287.40	-
Rent	528.00	-
Staff Training	1,650.82	6,927.69
Travel - National	403.22	40.00
Total Administrative Costs	13,963.61	10,761.51
Operating Profit	9,893.58	5,644.72
Profit on Ordinary Activities Before Taxation	9,893.58	5,644.72
Profit after Taxation	9,893.58	5,644.72



Balance Sheet

Project Salama Charity
As at 31 March 2024

	31 Mar 2024	31 Mar 2023
Current Assets		
Cash at bank and in hand		
Project Salama	15,538.30	5,644.72
Total Cash at bank and in hand	15,538.30	5,644.72
Total Current Assets	15,538.30	5,644.72
Net Current Assets (Liabilities)	15,538.30	5,644.72
Total Assets less Current Liabilities	15,538.30	5,644.72
Net Assets	15,538.30	5,644.72
Capital and Reserves		
Current Year Earnings	9,893.58	5,644.72
Retained Earnings	5,644.72	-
Total Capital and Reserves	15,538.30	5,644.72

- **Basis of Preparing the Financial Statements**

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention

- **Overall risk to operations**

Following the year end, there have been no substantial developments that would affect the Charity's ability to continue its activities. The Charity has therefore determined that there are no post balance sheet events and accordingly, the financial position as at, and results of the operations for, the year ended 31 March 2023 have not been adjusted to reflect their impact.

- **Income and Expenditure is recognised on a cash basis. Gift Aid**

Project Salama is not recognized by HMRC for GiftAid, and therefore no claims have been submitted to the HMRC. However, we have submitted our registration for gift aid to HMRC via Third Sector specialists

- **Taxation**

The charity is exempt from tax on its charitable activities.

- **Fund Accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.



Restricted funds can only be used for restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for restricted purposes. The charity has only unrestricted funds.



Independent Examiner's Report to the Trustees of Project SALAMA

Independent examiner's report to the trustees of Project SALAMA

I report to the charity trustees on my examination of the accounts of Project SALAMA (the Trust) for the year ended 31 March 2024.

Responsibilities and basis of report

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under Section 145 of the 2011 Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by Section 130 of the Act or
2. the accounts do not accord with those records.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Keith Westran FCCA ACA
Unit 4, City Limits,
Danehill,
Reading
RG6 4UP

Date:



5. Programme Key Learnings:

a) Complex Intersectionality:

- *Cultural and Social Norms:* We have learned that cultural and social norms within diverse communities often create additional barriers for survivors of domestic abuse. Fear of community ostracization, honour-based abuse, and cultural stigmas around discussing personal issues openly can deter individuals from seeking help.
- *Immigration Status:* Many survivors face unique challenges related to their immigration status, such as fear of deportation or inability to access public funds. This vulnerability is exacerbated by language barriers and lack of awareness about their rights.

b) Mental Health Impact:

- *Emotional Trauma:* The emotional trauma experienced by survivors is profound and multifaceted. Many survivors suffer from severe anxiety, depression, PTSD, and other mental health issues. Understanding this has reinforced the need for holistic, trauma-informed care that addresses both immediate safety and long-term mental health.
- *Isolation:* The feeling of isolation is prevalent among survivors. This isolation is often due to being cut off from support networks, either through control exerted by the abuser or due to stigma and shame. Recognizing this has underscored the importance of creating safe, communal spaces for survivors to connect and heal together.

c) Resilience and Strength:

- *Survivor Strength:* Despite the challenges, we have been continually inspired by the resilience and strength of survivors. Their stories of perseverance and courage have deepened our commitment to providing empowering, survivor-centred support.
- *Community Solidarity:* We have seen the power of community solidarity in supporting survivors. Many individuals find strength in community-led support groups, which offer not only practical assistance but also emotional solidarity and understanding.

d) Impact on Children:

- We have witnessed the devastating impact of domestic abuse on children. At many of the safe spaces we conduct our chai and chats, We witness how domestic abuse impacts children. For example, PTSD and behavioural issues starting to emerge from children. We have a CHIDVA and YPVA who are both very adept at recognising these signs and do their best to access the correct help for the affected children.



6. Partnerships and Collaborations

SALAMA works closely with local authorities, local councils, and other charities such as Alana House and Wokingham Borough Council, Slough Borough Council, West Berkshire Council and Reading Councils. These collaborations have optimized our service delivery and extended our reach within the community. Below are some examples of organizations we have collaborated with:

Hope After Harm: This organization provides support services for survivors of domestic abuse

Thames Valley Partnership (previously known as Victims First): As a local charity focused on victim support, they offer valuable insights on domestic abuse networking opportunities,

Oxford Against Cutting: Given their focus on ending female genital mutilation (FGM) and supporting survivors, they provide expertise in addressing cultural sensitivities and trauma within diverse communities.

Utilivu: This organization expertise related to community engagement, Women and girls empowerment training on harmful practices and FGM, collaboration with Utilivu enhances the effectiveness of Project Salama.

Alana House: Alana house is a women's community project in Reading, Berkshire run by packed charity. Alana house uses it holistic approach to support and empower women. Project Salama works in collaboration with Alana house with the same vision. We deliver Chai and chats and arts and craft sessions as well as collaborating in IDVA support.

Maymessy: provides therapeutic cookery sessions for vulnerable people and those affected by abuse. We collaborate with Maymessy to empower our victim- survivors

Cranstoun: They provide insights into addressing complex needs and trauma-informed care for survivors of domestic violence. They are the commissioned service provider for Wokingham. We work closely with them as we are a long-term support. They often refer victim-survivors to us after they have supported them through the initial stages.

Berkshire Women's Aid: Given their specialization in supporting women and children affected by domestic abuse, they offer direct support services, referrals, and collaboration opportunities. We offer support in and out of refuge. We also receive long term support referrals from BWA as they are the commissioned service for Reading.



FLAG DV: This organization offers legal support and advocacy in the courts for victim-survivors of domestic abuse, contributing to a more inclusive and intersectional approach within Project Salama.

Wokingham Borough and Slough Council: Collaboration with local councils ensures we align with local priorities and strategies for addressing domestic abuse

West Berkshire Council: Similar to the local councils above, engaging with these entities could provide additional support, networking opportunities, and alignment with local priorities and strategies for addressing domestic abuse

Involve: Involve community services is a charity organisation that supports us as a grassroots charity in the Wokingham and Bracknell borough. They provide training support, space for our chai and chats, as well as networking and funding opportunities.

Most of the NHS: Collaboration with the NHS could involve linkage and access to mental health and medical services for survivors.

Let's Connect: Which is an organization that provides networking opportunities, resources, and support for community organizations and initiatives. It brings together organizations that provide services for victims-survivors of domestic abuse

BRAVE: BRAVE specializes in providing support services for survivors of sexual violence and rape. Collaboration with BRAVE involves sharing resources, referrals, and expertise in trauma-informed care and survivor support. Partnership with BRAVE enables Project Salama to offer specialized support for survivors of domestic abuse and sexual violence within the broader context of domestic abuse.

This list is not exhaustive. These are just some examples.

7. Activities Done to Date and Community Impact Stories:

Activities Supported to date:

<p>Total number of clients reached</p>	<p>Our outreach efforts have successfully engaged around 2,500 individuals through our Chai and Chats awareness sessions and peer navigation support. We have provided specialized domestic abuse counselling and connected over 50 clients with essential services. Furthermore, there is an increasing demand for Chai and Chats in both our existing service areas and new regions</p>
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<p>Total number and type of 'follow up' support</p>	<p>We have conducted follow-ups with all 500+ clients who received counselling and psycho-social support, ensuring continued assistance. Additionally, we have facilitated over 50 referrals to housing and social services and supported clients through their court processes. During the Christmas and Easter periods, we provided essential food and clothing to approximately 50 families affected by domestic abuse.</p>
<p>Summary of themes and needs identified by clients</p>	<p>We have delivered essential services to survivors, addressing their immediate needs and empowering them based on the specific challenges they face due to domestic abuse. Our support has included identifying and addressing their counselling and mental health needs, as well as housing requirements. In response to urgent situations, we have coordinated with law enforcement, at the clients' request, to intervene in domestic abuse incidents as they occurred.</p>
<p>% breakdown of clients by ethnicity, gender, age, locality</p>	<p>Our outreach efforts have effectively engaged a diverse demographic, including approximately 80% from Black and Asian communities, with most participants aged between 25 and 45 years. In Wokingham, where 70% of the population is from diverse backgrounds, the majority of attendees are over 30 years old. In West Berkshire, where 30% of the community is diverse, the majority of attendees are young adults aged between 25 and 35 years. During our Chai and Chats sessions, over 70% of attendees are female, while 30% are male. We also accommodate many children, who participate in separate rooms during these sessions.</p>

Story 1: We have supported:

We supported a migrant woman who was experiencing severe abuse. We supported her and we, helped secure refuge space, and provided essential items for her and her children. We assisted in her application to regularise her stay which was approved as she was on a spousal visa. With our assistance, she received support from relevant services. She has since accessed trauma therapy and started a part time job around her children and is preparing to move into a new home. She also regularly attends our Chai and Chats sessions and is scheduled to start our freedom programme in September.

Story 2: We have Supported:

We also supported a woman facing forced marriage and abuse from her parents. We provided victim-centered services, ensuring she had access to housing, linked her to employment opportunities, and addressed her needs. She will be able to reintegrate with her family on her own terms.



Messages Received

- *“I can’t thank you enough for your support during one of the most challenging times in my life. Your help made a huge difference in my ability to get back on my feet.”*
 - *“Your assistance was invaluable. I felt truly supported and understood. I’m now in a safer place, and I’m deeply grateful for everything you did.”*
 - *“Thank you for being there when I needed it most. The resources and support you provided were a lifeline, and I’m so thankful for your compassion and help.”*
 - *“I’m incredibly thankful for the refuge and care you provided. It gave me the strength to leave an abusive situation and start a new chapter in my life.”*
 - *Your support has been a beacon of hope for me. I appreciate the time and effort you took to help me through this difficult period.*
-

8. Strategic Goals for 2024-2025

a) Building a Comprehensive Safe Space:

- Vision: To create a one-stop service centre for victims-survivors of domestic abuse where they can access all necessary services, including psycho-social support, clinical care, housing assistance, immigration help, and job opportunities. It would also be a safe space for victim-survivors to drop in if they needed help or support with anything.

b) Empowerment Hub:

- Objective: To establish an empowerment hub that equips victims-survivors with the knowledge and information they need to improve their socio-economic circumstances, reducing their vulnerability. This will also provide interview training as well as programmes that support their independence and empowerment.

c) Strengthening Partnerships:

- Goal: To foster partnerships that directly benefit victims-survivors of domestic abuse, enhancing the range and quality of services provided.

d) 24/7 Service Provision:

- Commitment: To offer round-the-clock services to victim-survivors of domestic abuse, ensuring that psycho-social support services are tailored to the unique needs of each victim-survivor.



e) Expanding within the UK and beyond :

- We have already supported individuals in West Midlands, Manchester and Essex. Our Ambition: To establish ourselves nationally and then to extend Project Salama's reach beyond the borders of the United Kingdom, offering our services to a broader audience.

f) Building Shelters with Day Care Facilities:

- g) Future Plan:** To develop refuges and support facilities with day care services for victim-survivors of domestic abuse and their children. A daycare service with a designated CHIDVA and a trained nursery nurse who can keep the children safe and occupied during school hours

h) Enhance Digital Services:

- Develop an online platform for remote counselling and support.

i) Policy Advocacy:

- Increase engagement in advocacy efforts to influence policies supporting diverse communities.

j) Sustainable Funding:

- Diversify funding sources to ensure long-term sustainability.

9. Structure and Governance Management:

The Volunteer Team and their specialities are listed as follows:

Team Member Name	Position/ Unit	Training
Jacqueline Mukono	CEO	IDVA, Mental Health and Counselling
Lydia Maisiri	Programme Manager	Mental Health Practitioner
Tanaka Kasere	Peer Supporter	Peer Support Course
Runyararo Opoku	Grants and Fundraising Unit	Business Administration, Mental Health Practitioner and Grant writing
Geraldine Nyasha	Grants and Fundraising Unit and Programmes	Grant Writing; Mental Health; Counselling and IDVA
Lauren Mukono	Graphic Design & Social Media Support	Graphic Design
Wanda Baker	Therapist- Programmes	Qualified Therapist
Shapla Begum	Programmes	Family Peer Support Worker specializing in children and adults
Saadia Bouzkraoui	Programmes	Family Peer Support Worker
Shazia Ali	Programmes	Family Peer Support Worker and Coordinator
Yeukai Makona	Programmes	Family Peer Support Worker
Preeti Arora	Programmes	Family Peer Support Worker
Nusrat Sultan	Programmes	Family Support Worker
Tanaka Wasiya	Programmes	Family Support Worker
Narharidas Patel	Finance and Bookkeeping	Finance
Colleen Rufaro	Finance and Book Keeping	Finance



i) Trustees

The first charity trustees are as follows and are appointed for the following terms–

Name Of Trustee	Duration
Runyararo Opoku	4 Years
Jacqueline Mukono	4 Years
Colleen Rufaro	4 Years
Shapla Begum	4 Years
Lydia Maisiri	4 Years
Saadia Bouzekraoui	4 Years

ii) Appointment of charity trustees

- a) In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

10. Conclusion:

As we conclude this annual report for the year ending 31 March 2024, we reflect on the significant strides SALAMA has made in supporting and empowering individuals affected by domestic abuse within diverse communities. Our comprehensive services have reached thousands, providing essential support and raising awareness to challenge and change harmful cultural norms.

Through our dedicated efforts, we have seen increased engagement in our programs, demonstrated by the rising demand for Chai and Chats and peer navigation support. The specialized services we offer, helping many clients rebuild their lives.

We have strengthened our collaborations with key partners and local authorities, enhancing our capacity to deliver holistic support. Our outreach has effectively engaged diverse communities, highlighting our commitment to inclusivity and tailored support. Looking ahead, we are excited about our strategic goals for 2024-2025, which include expanding our reach, developing a comprehensive support hub, and continuing to address the root causes of domestic abuse.

We extend our heartfelt gratitude to our volunteers, partners, and donors for their unwavering support and dedication. Together, we are making a profound difference in the lives of those we serve and building a safer, more inclusive society.

11. Acknowledgments

We extend our heartfelt gratitude to our dedicated staff, volunteers, partners, and donors. Your support is invaluable in making our mission a reality. Thank you for your



ongoing support and commitment to making a difference in the lives of those affected by domestic abuse. Together, we are creating a safer, more inclusive community.

12. Contact Information

Project Salama Details: <https://projectsalama.co.uk/> Email Address:
info.projectsalama@gmail.com Contact Number: 01635 953588

Date Updated: 22 January 2025

PROJECT SALAMA

England & Wales - Charity number 1198736

Accounts

PROJECT SALAMA
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023

The Trustees present their report with financial statements of the charity for the year ended 31 March 2023.

1) OBJECTIVES AND ACTIVITIES

Charity Number: 1198736

Registration Date: 26/04/2022

Our Vision:

We envision building a safe space for victims of domestic violence the vision is to create a one stop shop for victims of domestic violence in which they get most of their services met in one service center and linked and referred to other services as well. etc.

Objectives:

To provide relief to those in need due to currently or have previously suffered from domestic abuse through providing a support service to help individuals and families to access legal support and provide longer-term structured support to help victims and survivors rebuild their lives, confidence, mental health and self-esteem.

Future of Project Salama:

- We hope to build a safe space for victims of domestic violence the vision is to create a one stop shop for victims of domestic violence in which they get all their services met in one service centre i.e., psycho-social; clinical; housing; immigration; job opportunities etc
- We want to an empowerment hub for victims of domestic violence; we want to ensure that we equip victims with knowledge and information, and we want to ensure women are less vulnerable, this is through improving their socio-economic circumstances.
- We also believe in partnership that will benefit the victims of domestic violence.

- Offering 24/7 services to victims of domestic violence and ensuring psycho-social support services are tailor made and offered to each victims
- We envision expanding Project Salama outside the borders of the United Kingdom
- We envision offering women a myriad of services that we ourselves as survivors of domestic violence did not receive
- Our future entails building shelters and support with day care facilities of victims of domestic violence and their children
- We will have 4 qualified independent domestic violence practitioners by June 2023 and we want to be in communities responding to the victims of domestic violence and offering them quality services
- We envision some practitioners also focusing in Sexual Violence and Project Salama offering services and linking victims in this regard; and also cilex practitioners who will offer legal and immigration services to victims of domestic violence
- We envision offering tailored awareness raising to target to all; we believe in starting awareness and prevention services early

Activities Supported to date:

Total number of clients - including the number of carers - and needs identified	We have reached about 95 people through peer education and awareness through our chai and chats. We have given specialized services for 20 clients with domestic violence counselling and linked to services. We have volunteer peer support workers and they do need basic counselling and they need mental health training. There has been more requests for chai and chats in the areas we currently serve and in more areas
Total number and type of 'follow up' support activities (including referrals to other organisations)	We have done follow-ups on all our 20 clients with counselling, psycho-social services and we have made 9 referrals to housing, social services, we have had to support clients on their court processes. Through the Christmas period we gave food and clothing to about 10 families affected by domestic violence.
Summary of themes and needs identified by clients	From basic services for survivors, we have provided to our clients. Responding to needs of survivors, and supporting and empowering them according to their needs pertaining to domestic violence they are experiencing. Counselling and Mental Health needs have been identified. But also housing needs. We have had to call the police as per request from the client to intervene in a domestic violence incident as it happened.
% breakdown of clients by ethnicity, gender, age, locality (Reading/Wokingham/West	Reading 90% Diversified Communities (blacks and Asian Communities) and most ages ranging between 25-35 years old (younger populations); Wokingham has 67% of Diversified Communities and most of the age

Berkshire (if out of area, make a note of location)	groups are above 30 years ; West Berkshire; 40% of Diversified Communities and majority of populations also recorded as youth between the ages of 25-35 years old. In all chai and chats over 70% of attendees is females and 30% is males.
Service user & carer experience (feedback both qualitative & quantitative)	We have received very positive feedback from our clients. We have not yet designed monitoring/ feedback tools, however, we have received positive verbal and written feedback from our clients and from our referral agencies and communities through our regular chai and chats
3 case studies	Case study number 1: Nigerian Family experiencing post-separation abuse and we are supporting the family to the extent of the ex-partner attacking the victim's new partner, so we are supporting with counselling and we also ensured linkages to law enforcement and justice system as per client's request. Case Study Number 2: male Caucasian who has been physically and mentally abused by his partner, We have been supporting him with counselling and psycho-social support. We have linked him to housing and employment services he has been coming to our chai and chats. Case Study Number 3: We supported a client that was sexually abused by her ex-husband, and we are still supporting her to find alternative housing as the ex-partner is stalking her. We also linked her to justice system to ensure she opens a case and gets a protection order as per her request. She does also drop in for chai and chats

- We also attend MARAC sessions and support the process and give a report on some of our victims. We also attend BNI meetings which are fundamental in the work that we do. We work with various agencies that refer to us and that we also refer to.

2) STRUCTURE AND GOVERNANCE MANAGEMENT:

Project Salama was registered in April 2022. Project SALAMA has managed to attract 18,803 in funding thus far. At this point the Charity is run and operated by seven volunteers who have been consistently supporting the work of the charity. The charity outsources externally the support for IT and Finance and Accounting capabilities.

The team and their specialities are listed as follows:

Team Member Name	Position/ Unit	Training
Jacqueline Mukono	CEO	IDVA, Mental Health and Counselling
Claire Stratton	Governance Unit	Counselling MBACP, Mental Health, Child Protection & Health and Safety,

		Trauma & Abuse
Tanaka Kasere	Peer Supporter	Peer Support Course
Runyararo Opoku	Grants and Fundraising Unit	Mental Health and Grant writing
Geraldine Nyasha	Grants and Fundraising Unit and Programmes	Grant Writing; Mental Health; Counselling and IDVA
Candice Kasere	Programmes and Legal Support	IDVA; CILEX; Mental Health, Counselling
Claire Haines	Programmes Unit	IDVA, Mental Health and Counselling
Lauren Mukono	Graphic Design & Social Media Support	Graphic Design
Wanda Baker	Therapist- Programmes	Qualified Therapist
Angie Nagmeldin	Programmes	Networking and Stakeholder Engagement

The Charity to date have four volunteers that will become Independent Domestic Violence Advisors (IDVA) this year: two will become IDVAs (30 June 2023) two will become IDVAs (30 July 2023). This will entail that the charity will fully interact and give specialized and long-term support to victims of Domestic Violence in England. So far the charity is fully operational and does give support to the victims of domestic violence, but mostly also links and refers victims to other charities.

i) Number of charity trustees

- (a) There must be at least three charity trustees. If the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the charity trustees or appoint a new charity trustee.
- (b) The maximum number of charity trustees is six. The charity trustees may not appoint any charity trustee if as a result the number of charity trustees would exceed the maximum.

ii) First charity trustees

The first charity trustees are as follows and are appointed for the following terms--

Name Of Trustee	Duration
Runyararo Opoku	4 Years
Jacqueline Mukono	4 Years

Preeti Aurora	4 Years
Patricia Dunn	2 Years- As per charities commission
Claire Stratton	4 Years
Tichaeva Martha Machezano	2 Years as per Charities Commission

iii) Appointment of charity trustees

- a) Apart from the first charity trustees, every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees.
- b) In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

3) CONCLUSION

Project Salama continues to strive to give quality and exceptional services to victims of domestic violence. The last twelve months have proved to be very exciting and daunting as this young organization was trying to find its feet. We believe in passion, empathy, and professionalism. Because many of our volunteers are themselves survivors of domestic violence, it entails deep understanding of the support needed to victims of domestic violence. To date we have conducted over 25 community awareness sessions (chai and chats) since our formation. We are an advanced organization that wants to embrace digital opportunities to improve efficiency and effectiveness of services to domestic violence victims.

The charity wants to optimize visibility and ensure that we expand services to England and areas beyond England. We have offered peer support to many victims of domestic violence. Our peer supporter has escorted over 5 victims of domestic violence to court and to seek police services. And we have reached over 120 victims through our awareness (chai and chats or with specialized services as referred to us by other agencies). We seek to accelerate our activities once our 4 Independent Domestic Violence Advisors formally complete their courses. We work with other agencies and ensure we have clear and well-defined referral paths. We aim to support our communities in the most meaningful way possible.

Trustees supported by our equally valuable trusted advisors, remain committed to supporting those working and volunteering in the organization to continue to provide high-quality counselling services for the victims and survivors of domestic violence. Project Salama will continue to provide high quality services to all victims of domestic violence and seek to provide comprehensive services in this regard. The trustees are grateful for the support that has been rendered so far by our funders, partners, stakeholders our agencies that we work with on a daily basis.

4) STATEMENT OF FINANCIAL ACTIVITIES

FOR THE PERIOD 26 APRIL 2022 TO 31 MARCH 2023

Balance Sheet

Project Salama Charity

As at 31 March 2023

Account	26/04/22-31/03/23
Income	
Grants and Donations	18 803,86
Total Income	18 803,86
Expenditure	
Direct Expenses	2 397,63
Total Cost of Sales	2 397,63
Net Income	16 406,23
Administrative and Training Costs	
Advertising & Marketing	1 624,52
Consulting	1 800,00
Insurance	296,15
IT Software and Consumables	73,15
Staff Training	6 927,69
Travel - National	40,00
Total Administrative Costs	10 761,51
Net Surplus	5 644,72
Funds Carried Forward	5 644,72

BALANCE SHEET AS AT 31 MARCH 2023

Balance Sheet

Project Salama Charity

As at 31 March 2023

	Account	31 Mar 2023
Current Assets		
	Cash at Bank	
	Project Salama	5 644,72
	Total Cash at Bank	5 644,72
Total Current Assets		5 644,72
	Net Current Assets (Liabilities)	5 644,72
	Total Assets less Current Liabilities	5 644,72
	Net Assets	5 644,72
Funds		
	Current Year Fund Trf	5 644,72
Total Fund		5 644,72

5) Notes on the Financial Statements

For The Year Ended 31 March 2022

ACCOUNTING POLICIES

Basis of Preparing the Financial Statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts In accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention

Overall risk to operations

Following the year end, there have been no substantial developments that would affect the Charity's ability to continue its activities. The Charity has therefore determined that there are no post balance sheet events and accordingly, the financial position as at, and results of the

operations for, the year ended 31 March 2023 have not been adjusted to reflect their impact.

Income and Expenditure is recognised on a cash basis.

Gift Aid

Project Salama is not recognized by HMRC for Gift Aid, and therefore no claims have being submitted to the HMRC.

There are No Tangible or Intangible Fixed assets.

Taxation

The charity is exempt from tax on its charitable activities.

Fund Accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for restricted purposes. The charity has only unrestricted funds.

We have no concerns, and We note the annual report is a true reflection of the charities' activities and financial performance for the past year:

Trustees Signatures:

Runyararo Opoku.....

Jacqueline Mukono.....

Claire Stratton.....

Date Compiled 09 June 2023