



# 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
<b>Turnover</b>		
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
<b>Total Turnover</b>	<b>21,846.03</b>	<b>33,328.16</b>
<b>Cost of Sales</b>		
Chai and Chat	9,505.35	3,381.30
Direct Expenses	5,253.20	6,089.67
<b>Total Cost of Sales</b>	<b>14,758.55</b>	<b>9,470.97</b>
<b>Gross Profit</b>	<b>7,087.48</b>	<b>23,857.19</b>
<b>Administrative Costs</b>		
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
<b>Total Administrative Costs</b>	<b>12,350.76</b>	<b>13,963.61</b>
<b>Operating Profit</b>	<b>(5,263.28)</b>	<b>9,893.58</b>
<b>Profit on Ordinary Activities Before Taxation</b>	<b>(5,263.28)</b>	<b>9,893.58</b>
<b>Profit after Taxation</b>	<b>(5,263.28)</b>	<b>9,893.58</b>



## Balance Sheet

Project Salama Charity  
As at 31 March 2025

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

### 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**

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### **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, Easington 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
<b>In total we have reached a total of</b>	<b>3,130 survivors of domestic violence</b>

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

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