

Hear Women/GarGar Foundation



14/10/2014 12:13



“There is one universal truth, applicable to all countries, cultures and communities: violence against women is never acceptable, never excusable, never tolerable”

- Secretary General Ban Ki-moon.

Hear Women Organization Annual Review



HEAR WOMEN ORG. (HWO)



We focus on delivering information and life changing projects for women. Our Projects include workshops, seminars , aswell as Health & Wellbeing sessions, to help women better themselves.

Activities	Date & Time	Location
Zumba Fitness Classes	Every Tuesday 10- 11.30	Al Manaar Community & Heritage Centre 244 Acklam Road, London W10 5YG
Health Talks	Every Tuesday 11.30- 12.30 (commencing 10/02/15)	Al Manaar Community & Heritage Centre 244 Acklam Road, London W10
Zumba Fitness Classes	Friday's 10 - 11.30	Paddington Arts Centre 32 Woodfield Road, London W9 2BE
Health Talks	Every Thursday 11.30 - 12.30 (commencing 26/2/15)	Al Manaar Community & Heritage Centre 244 Acklam Road, London W10 5YG
Debt Advice	Tuesday 17th February 11- 12	Al Manaar Community & Heritage Centre 244 Acklam Road, London W10 5YG
Housing Advice	Tuesday 24th February 11- 12	Al Manaar Community & Heritage Centre 244 Acklam Road, London W10 5YG
Set up your own business	Thursday 12th February 11.30 - 12.20	Al Manaar Community Centre 244 Acklam Road, London W10 5YG








Legal Information

Charity Name: Hear Women / GarGar Foundation

Address: 37 Chapel Street, London, NW1 5DP, UK

UK Registered Charity Number: 1135763

Web: <http://gargarfoundationfordevelopment.org/> www.hearwomen.org



HEAR WOMEN ORG. (HWO)

Management Committee:

- | | |
|------------------------|-----------|
| 1. Ms. Asli Khalif | Chair |
| 2. Mr. Osman Abkey | Secretary |
| 3. Mr. Abdi Hamud | Treasurer |
| 4. Mr. Abdikadir Dorre | Trustee |

Our Vision

Hear Women foresee a society in peace and harmony. The activities of Hear Women will be oriented towards this condition ensuring women are given equal rights to education, health and wellbeing, as well as living conditions, legal, recreational and adequate economic advancement.

Mission

Our mission is to raise awareness, and act as a platform to make women's voices heard leading to the empowerment of women. Particularly we aim to help East African women and young girls to improve their health, education, environmental protection and to sustain their livelihood.

Delivering the best quality service possible is paramount; therefore we aim to achieve our goals by employing all the resources at our disposal with the view to becoming the leading provider.

Objectives

- To advance the status of East African Women.
- To strengthen the capacity of East African Women by encouraging them to participate in the advancement of women's status through advocacy of rights.
- The relief of financial need and suffering among victims of disaster in East Africa in collaboration with communities, governmental bodies and local organisations (including provision of medical aid).
- To preserve and protect the mental and physical health and well being of

women, and to provide support for East African Women struggling financially.

- To establish education centres and attract more female applicants to develop their educational skills.
- To provide medical advice and assistance in cases of involuntary sterility, malaria related issues, HIV/AIDS, or other sexual problems such as FGM in order to provide appropriate assistance

Trustees Induction and Training

Our trustees have good understanding and familiarity of the practical aspects of the charity's work. New trustees are invited to attend induction meetings where we provide the charity's governing document as well as full background information of both the purpose and the operational aspect of the charity. In addition both the new and existing trustees are kept informed regularly about the organisational developments and changes through meetings, trainings and regular communication.

Risk Management

The Trustees have a risk management strategy comprising of the following areas:

- An annual review of the risks the charity may face.
- The establishment of systems and procedures to mitigate any risks identified in the plan.
- The implementations of such procedures designed to minimise any potential impact on the charity should those risks materialise.
- The management committee is in the process of identifying, reviewing and

conducting the major risk to which the charity is exposed. With the continuous monitoring, appropriate procedures are established to moderate the risks the charity faces.

Quality

Hear Women have policies in place to safeguard all those who use the services.

Organisational Structure

Hear Women have five management committee members made up of one CEO and four part-time staff who meet quarterly and are involved in each step of decision making process.

Trustees provide major input into ideas and guidance in all aspects of the organisation's management. Moreover, the CEO regularly reports to the management and ensures day to day operations of the organisation run smoothly.

User-led charity

All our services and projects have strong evidence of user needs and our users are active in all aspects of the development, decision making and design of services. To establish the need for our programmes, we have used the following methods:

1. **Knowledge and Experience:** All our programmes are user-led and the initial development of programmes is always based on clearly identified needs of the community we serve.
2. **Monitoring and Evaluation:** The performance of services and projects are

regularly checked to review those programmes that work and those that do not, as this helps us to improve how we do things and learn from mistakes.

3. **User Feedback:** This is important to past, existing and future programmes. Information gathered from the evaluation and the monitoring of systems is the basis of evidence.
4. **Focus Groups:** Hear Women service users are regularly given the opportunity to feedback their needs both formally and informally.

HEAR WOMEN PRESENTS:

HEALTH TALK

Women's Health and Well-being Projects

By bringing together women's groups with the community and health providers through our women's health and well-being sessions, workshops, and our health forum, we provide the opportunity to share information and ensure that women can influence decision-making about health outcomes.

More than 263 women have directly benefited the health project in 2014.

Key outcomes

1. Women have increased self-esteem and confidence.
2. Women have developed their skills and knowledge on physical, emotional and psychological well-being.
3. Women have gained better knowledge of different strategies of how to keep women and children healthy, happy and receive the best opportunity in their current climate.
4. Women have taken up volunteering opportunities.

Participant quote:

"The training taught me how to advocate and understand the issue of Female circumcision much better, although I have been a very active campaigner against the practice, but Hear Women organization and its partner enabled me to gain depth and teach us the different methods of advocacy. So I would like to say thank you and would like to see more work on this matter."

Halima Hassan (Community health worker)



Workshop 1 (Changes to the NHS) 14.10.14

We are pleased to report, that we held our first Health Talk workshop, in Al-Manaar Cultural and Heritage Centre. The event discussed changes in the NHS both in terms of management structure and health care provision and support. As a result of our publicity we managed to attract up to 25 participants and attendees, delivering our workshop were two health care professional, Mrs Kalwant Sahota and Mrs Jude Channon, both of whom are part the West London Clinical Commissioning Group Board. Photos and pictures of the event in full flow will be sent via attachment to our weekly email and also published on our Facebook and twitter pages.

Health Talk Workshop 2 (Accessing GPs) 21.10.2014

We are pleased to report, that we have held our Access to GPs workshop in Al-Manaar Cultural and Heritage Centre. The event discussed information regarding accessing Local GPs and health care points and was attended by women from BME communities. We managed to attract up to 35 participants and attendees, the event was attended by a Health Care professional. Photos from all of our workshops you will find attached and are published on our Facebook page.

Health Talk Workshop 3 (Mental Health with Stop Smoking) 11.11.2014

On 11th of November our community users welcomed Mental Health together with Stop Smoking Consultants. The main topic was to discuss how smoking can be related to Mental Health.

Health Talk Workshop 4 (Mental Health) 25.11.2014

We are pleased to inform that we had our fourth Workshop in Al-Manaar Cultural and Heritage Centre where two health care professionals, Ali Keen and Nina Janjuah, both of whom are part the Primary Care Psychological Health Organisation, delivered the workshop to our community users.

Health Talk Workshop 5 (Breast Cancer) 02.11.2014

We are pleased to report that we had our successful fifth Workshop in Al-Manaar Cultural and Heritage Centre where the healthcare professional Lorna Cook from Guys and St Thomas's NHS Trust presented the workshop of Breast Awareness to our community women. Photos from all of our workshops are published on our Facebook and Twitter pages.

Health Talk Workshop 6 (Stop Smoking) 16.12.2014

We had our very successful sixth Workshop in Al-Manaar Cultural and Heritage Centre

where we had many interested attendees. Also, healthcare professional Mutiat Oladejo who is part of Kick it Stop Smoking Service delivered the workshop to our community users. She discussed a topic as a basic knowledge of smoking trends, components of a cigarette/shisha, health consequences and understanding the service.



Participant quote:

"This workshop has helped me to understand the international perspective on human rights and also has taught me what tools to use when advocating for children rights and protection. I would like to see this kind of workshops more often and believe the work of Hear Women Organization, is making a big difference in our daily work."

Gender Based Violence

Preventing gender based violence (GBV) remains at the heart of our work. Hear Women (GarGar Foundation) delivers advice and support to women, children, and communities affected by GBV - specifically female genital mutilation (FGM).

Our programme providing information, training and advice continues to be well-received with 555 participants attending our workshops, seminars and zero-tolerance FGM events between 2009 and 2013.

At Hear Women (GarGar Foundation for Development), we decided to take action and speak out against this inhuman practice. We had put together an FGM training pack designed to support professionals and volunteers alike working in places including children centres, schools, churches, etc. to advocate and educate their local communities about the misconceptions and cruel practices of FGM, to assist further those whom they suspect might be in danger and to be able to support through physical and emotional means the victims that have suffered from FGM practices directly or indirectly. With this package we aim to give an in-depth knowledge about the behaviours and early signs to detect girls at risks. At the end of the training the audience will gain a better understanding of the harmful practice: 66,000 girls and women in the UK are believed to be victims of FGM.

The training is run by a leading campaigner against FGM in the UK, Joy Clarke, and includes:

1. Definition and Types of FGM
2. The Demography (Global and Local)
3. The Prevalence (Global and Local)
4. Problems Associated with FGM
5. Why the Practice is sustained
6. Discussion of Case Studies
7. UK Legislation and Child protection Laws
8. De-Infibulations
9. Identifying Children at Risks

Joy Clarke is a FGM specialist midwife and campaigner who set up the African Well Women Clinic at Whittington Health in 2000. She provides FGM training and awareness and aims to train healthcare and frontline professionals working with women and children. In March 2014 she was presented with the Community Safety Partnership Award for her outstanding work in helping to address FGM in the borough of Islington where it is estimated that 1,812 girls are at risk or have already undergone FGM.

Key outcomes

1. Participants increased their confidence and self-esteem which lead some of the participants to wanting to be trained as FGM community advisers.
2. Volunteers increase their FGM knowledge, which provide them the opportunity to be able to raise awareness about the risks of FGM, how to safeguard children against abuse, and how to promote this service to the local organizations.
3. The community had better understanding about the causes, culture aspects and health problems.

Participant quote:

"The volunteer that came in, really gave me good perspective on the reality of FGM. She also gave some good background history on FGM, also why they are advocating against it. I would like to say thank you to Hear Women Organisation, they are very good and it is easy to understand their information - we all should make stand and say zero tolerance to FGM."

Ms. Salaha community member

Women & Business

The aim of this project is to provide assistance to women who want to set up their own small enterprise. It also aims to improve the life chances of long-term unemployed women and young people with direct assistance, advice and business consultancy. Focusing on topics chosen by the women, the 340 participants who attended the courses between 2011 and 2013, benefited from employment related skills such as basic office admin, customer service and IT skills. We also provided one-to-one support, advice on employment issues such as labour laws and policies, plus training on interview skills and public speaking.

Hear women organisation launched business advice on 1st February 2014, women had the opportunity to discuss ways that they can set up small businesses.

Key outcomes:

1. Women improved their interview skills.
2. Women learned better practical job skills.
3. Women learnt how to produce a high quality CV.
4. Women took up internship and volunteering opportunities in some government ministries such as Ministry of Natural Resources Somali



Debt Advice for Women

Hear Women provides debt advice sessions for women. This service is to help them manage their finances. We have provided information regarding ways to tackle debt and tips to save money to avoid falling into debt.

Participant Quote:

“Hear Women gave me the advice, confidence and encouragement I need to set up my own Food selling Business. I now have a clearer understanding of how to run the business and avoid making a loss.”

Ansia Mohamed: Women in Business Training Course

Zumba



As part of its commitment to Women's Health and Well-being Hear Women/GarGar Foundation have also recently launched the Zumba fitness exercise classes, aimed at women of BME communities living in the boroughs of Kensington and Chelsea and Westminster with the aim of improving their fitness levels, mental well-being, confidence and social skills. These classes often take place once every week on Tuesday and are delivered by a professional Zumba instructor. These started from December and will be held weekly at Paddington Art and Al-Manaar Cultural Centre. However , the Zumba classes has been so popular that we are about to increase from one class to three classes.

Hear Women Centres

The Hear Women Centres provides a safe space where women can learn new skills, get trained, acquire information, receive advice and socialise. It is a place where women can come and discuss issues that are concerning them, acquire new skills, build their confidence, and seek support in dealing with difficult situations. The centre also provides training courses such as debt advice, how to manage your money, exercise classes, English, IT and healthy cooking.

Key outcomes

1. Enhanced community cohesion and a better exchange of information.

Participant Quote:

“Hear Women/GarGar Foundation resource centre was a new experience for me. I like to be socially active and it was good opportunity to meet new people and socialise as well as getting information on health, debt and many more areas.”

Maryam Hajji: Hear Women / GarGar Foundation Centre

Partnership with UK Online Centres

We have forged a partnership with UK Online Centres in order to help our service users and volunteers with training in using computers, software and IT and we are an accredited UK online centre.

Seminars on Women's Rights 2013

The aim of the workshops was to educate Somali women, raise their awareness on human rights issues including focus on women's political rights, and enhance their advocacy and leadership skills. Hear Women (GarGar Foundation) held sessions over three weeks for 20 young Somali women, who were grass roots activists, along with a one day conference on women's right and Somali law.

The conference attracted participants including female members of the newly elected Somali Parliament, male and female civil servants, and youth groups. It highlighted Somali women's opposition to the war, and developed strategies and support for an end to the Somali conflict with the key discussion was based on the existing barriers for women to access fair justice and have political rights.

The recommendations included:

1. There should be more women's participation in politics and decision-making in Somalia.
2. The human rights of women are not respected. Human rights are complex in Somalia. Customary law is not always consistent with human rights; moreover, customary laws and practices vary widely across the country and violations are exacerbated where the conflict is most intense. Female genital mutilation (FGM), child marriages and gender and the issue of outcast groups were highlighted.

3. The unity of Somali women.
4. To form a women's movement across clan and group lines - such coalitions would be exemplary for the Somali society at large.
5. Opportunities must be used to develop strategies and a vision to transform economic gains into political power.

Future Plans 2015 and Beyond:

We hope that we will be able to open Hear Women/GarGar Foundation centres in UK that will enable us to gather service users into one hub. We plan to develop some services and projects that can be delivered with the redesigned Hear Women/GarGar Foundation centre to minimise the costs involved in travel, time and in arranging a location for workshops. In addition, over the coming year we plan to strengthen and continue to increase our collaborative work with voluntary and statutory agencies.

Financial Review:

The difficulties in raising sustainable funds have been evident in this year's reduced incoming resources to deliver essential community activities.

However, with the full support from the management committee, staff, volunteers and the support of funders we continue to generate a positive income for the period. Our success in securing continued funding from the people Health Trust has enabled us to sustain our important community health programmes. Support from Paddington Development Trust also continues to help us with our daily support to the local residents and the many members we support. We are extremely grateful for the continuing recognition of our efforts and consistent hard work to the community from funders.

Although, as the majority of our funding streams are short term funding (e.g. one year to two years), it has been difficult for us to properly develop a project that can fully serve the needs identified, thus in the future we hope that funders take this into account when reviewing future funding streams.

RESERVES POLICY:

The charity is in the process of developing a reserves policy in the future for office expenses and equipment as well as for the purpose of free reserves for other risks

Approved by the trustees and signed on their behalf by:
Asli Kahlif : Chair

Date: 29/12/2014

Incoming Resources

Income Sources	Restricted	Unrestricted	2014	2013
Donation			-	686.00
Grants	31182.50	7638.87	38821.62	23,321.06
Fundraising Income	-	939.63	939.63	5.00
Membership	-	600.00	600	340.00
	31182.50	9,178.50	40,361.00	24,352.06

Expenditure	restricted	Unrestricted		
Work shop/Class	362	293	655.00	-
Office expenses	28.66	67.98	96.64	2,890.00
Refreshment/Food	63.4	95.1	158.50	1,670.00
Marketing/Publicity	208	112	320.00	788.00
Postage & Carriages	50	50	100.00	310.00
Printing & Stationery				421.00
Professional Fee/Accounts	1114.86	672.28	1,787.14	100.00
Trainer Cost				1,490.00
Utilities	36	54	90.00	-
Rent and Venu	2,721.62	3,132.43	5,854.05	3,850.00
Capacity Building cost			-	961.00
Grants Expense	1,824.89	787.34	2,612.23	
Equipment			-	455.00
Adminstration Cost			-	650.00

Payroll Expenses/Staff Cost	4,643.24	3,214.87	7,858.11	6,530.00
Volunteer`s Expense	860.03	290.05	1,150.08	1,954.00
Travel and Meetings	297.3	195.95	493.25	
	<u>12210.00</u>	<u>8965.00</u>	<u>21,175.00</u>	<u>22,069.00</u>
Net Surplus / Deficit	18,972.50	213.50	19,186.28	1,983.06
B/f			4,636.06	2653
C/f			23,822.34	4,636.06

Balance Sheet

	<u>Note</u>	2014	2013
Fixed Assets		-	-
Tangible Assets		-	-
<u>Current Assets</u>			
Bank and cash		23822.34	4,636.06
Grant Creditor		(341.47)	-
Net Asset		<u>23480.87</u>	4,636.06
Funds			
Unrestricted		213.78	2,920.00
Restricted		18972.50	1,716.06
Total		<u>19,186.28</u>	<u>4,636.06</u>

Notes to the accounts for the year ended 30 December 2014

1. Accounting policies

a) Basis of accounting policies

The financial statements have been prepared under the historical cost convention, as modified by the inclusion of fixed assets investments at market value and in accordance with applicable accounting standards and follow the recommendation in the statement of recommended Accounting and Reporting Practice by charities.

b) Grants

Grants are recognised in the statements on accrual basis following the satisfaction of any pre-conditions.

c) Expenditure

Expenditure is recognised on accruals basis.

Independent Examiner's report to the Trustees

The financial statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice, Accounting and Reporting applicable Accounting Standards and the Charity Act 2011

Responsibilities of the Trustees

The trustees and the Management Committee are responsible for the preparation of the accounts and that you consider the audit requirements of the charities Act 2011. It is my responsibilities to state on the basis of procedures specified in the directions given by Charity Commissioners whether particular matters have come to my attention.

Basis of my examination

The examination of the accounts was carried out in accordance with the general

directions given by the charity commissioners. The examination includes:

- A review of the accounting records kept by the charity
- A comparison of the accounts presented with those records made available
- Consideration of any unusual items and disclosures in the accounts
- Assessment and significant estimates and judgments made in preparation of the financial statements
- Examination of evidence relevant to the amount of disclosures in the financial statements

I planned and performed my investigation so as to obtain all the information and explanations which I consider necessary in order to provide me with sufficient evidence to give reasonable assurance that the financial statements are free from material miss-statements whether caused by fraud or irregularity of error. In forming my opinion I also evaluated the adequacy of the presentation of information in the financial statements.

Opinion

In my opinion the financial statements as prepared give a true and fair view of the charity state of affairs as at 31st December 2012 and the incoming resources and their applications in the year ended have been properly prepared in accordance with general directions given by Charity Commissioners.

M R Khan
Unit 9, St George,
Vauxhall
London SW8 2LE

Signed: MR.Khan

Date: 12/01/2015



HEAR WOMEN ORG. (HWO)