

Inspiring and
empowering
women...

**IMPACT
REPORT**
2022

 **Women's
Fund** for Scotland
Inspiring Women

OUR FOUNDER

Marian

Marian Thomas was a visionary. A deeply passionate woman determined to support women and girls in Scotland experiencing challenges and traumas.

During her time at Foundation Scotland (then Scottish Community Foundation) she was inspired to learn of the Newcastle Women's Fund and the Worldwide Network of Women's Funds who raise money to support services for women and girls.



Realising this potential sparked Marian's vision to establish the Women's Fund for Scotland. Having previously set up local and national support networks for lesbian mothers she convinced the Scottish Community Foundation and Engender (a women's organisation) to support her vision.

In 2002 The Women's Fund for Scotland was established as a joint venture between these two organisations. So far it has invested around £3 million to over 640 groups and is the only sex and gender specific grant maker in Scotland.

In 2011 Marian sadly passed away. She is survived by her loving family; three daughters Helen, Alice and Emily, four grandchildren, her partner Sue and ex-husband Tom. They are committed to preserving her legacy.

The bonds and connections Marian developed with women's organisations continue to this day. The incredibly valuable support provided by the Women's Fund for Scotland will drive its future.

£3m
INVESTED IN
640
GROUPS & CHARITIES



OUR HEARTFELT THANKS TO YOU

From Shona Blakeley
EXECUTIVE DIRECTOR AT
WOMEN'S FUND FOR SCOTLAND



In 2020 women represented 52% of the Scottish population. Yet they continue to experience inequalities that affect their freedom, health, income, pay and power. The covid-19 pandemic revealed and aggravated these inequalities even more. Because of this they are unable to contribute to society and benefit from it as equally as men.

To all our grant partners - thank you so much. Your support of women-led organisations creates a positive ripple effect that powers progress for all. Your funds have sustained work with women and girls, reducing the social, cultural, economic and educational inequalities they face.

When women and girls thrive, so do our communities.

HIGHLIGHTS OF OUR IMPACT:

- * You are never more than 50 miles away from a project funded by us
- * In 2016 we were the only organisation in Scotland to secure funding from the first round of the Tampon Tax
- * Grants have been made to 31 of 32 Local Scottish Authorities
- * Glasgow has received a total of £390,432 in 62 grants. Edinburgh has received a total of £329,683 in 64 grants
- * Glasgow and Edinburgh have received the largest amount of grants
- * The lowest grant was £200 and the highest grant was £30,000
- * We've made almost 1,000 grants, to over 640 groups in Scotland with a value of £3million
- * Since 2016 we've made 247 grants to 192 groups
- * We provided £187,000 in funds as part of our Covid Emergency Response
- * In 2020 the Women's Fund for Scotland joined the Oak Foundation portfolio as part of the Issues Affecting Women Programme.

The Board are extremely grateful for your continued support. Without this the Women's Fund for Scotland would be unable to invest in the infrastructure of grassroot organisations to empower women. Thanks to everyone involved at the Women's Fund for Scotland, your hard work and dedication are vital to our continued success in creating a Scotland where women and girls are safe, healthy and respected.

With enormous thanks on behalf of the Board.

SUPPORT US TO SUPPORT WOMEN & GIRLS

The Women's Fund for Scotland is a vehicle for targeted investment and directs financial support to women-led organisations. We identify groups that might otherwise fall below the radar. We target our funding to achieve the greatest impact. We address the many challenges women and girls face today.

Your support will help advance leadership and empower women and girls.

In Scotland you are never more than 50 miles away from an organisation funded by the Women's Fund for Scotland.



We create tangible results
through our funding...



15,966

WOMEN AND GIRLS 12+
ACCESSING SERVICES
FOR THE FIRST TIME



11,041

ATTENDING REGULAR
SOCIAL ACTIVITIES
DUE TO OUR GRANTS

1,069

GAINED NEW SKILLS
OR ACCREDITATIONS

8,025

PARTICIPATING IN
COMMUNITY ACTIVITIES



48

SOCIAL
ENTERPRISES
CREATED

65

BECAME SELF
EMPLOYED
THROUGH
OUR GRANTS

285

STARTED ON THE PATH TO
EMPLOYABILITY AS A RESULT
OF OUR GRANTS

ABOUT US

Established in 2002, we are the only sex and gender specific grant maker in Scotland.

Our mission is to invest in women's organisations by making grants, as well as promoting awareness, influencing significant change, and creating impact for the benefit of women and girls in Scotland.

Our vision is of a Scotland where women and girls are safe, healthy and respected. They can participate equally across society free from any economic or social barriers, including hate, violence, or fear. We seek to promote a Scotland where the future for women and girls is one in which they are equal, educated, and empowered.

We focus on the needs of women and girls identified by grassroots organisations, and invest in the infrastructure that other funders simply cannot reach. Our role is critical in supporting the women's voluntary and community sector.

THE PROJECTS THAT WE FUND DELIVER THESE KEY THEMES:

- * Building skills and confidence
- * Improving health and wellbeing
- * Moving on from abuse
- * Growing social connections
- * Developing leadership and innovation
- * Combatting poverty and building financial resilience

Every year we choose our grant partners by an application process. Their work must align with the aforementioned key themes as well as our mission and vision. Our grant making is facilitated by our partner Foundation Scotland.

To make grants we rely upon donations from individuals, companies, trusts and foundations. Our partners include the Oak Foundation, Baillie Gifford, The Castansa Trust, The Scottish Government, and our individual donors. Since 2002 we have invested £3 million in more than 640 groups and charities.

In 2013 The Women's Fund for Scotland relaunched, since then we have made grants in 31 of 32 local authorities, benefiting an estimated 42,967 women and girls.

In 2019 the Women's Fund for Scotland became a Scottish Charitable Incorporated Organisation (SCIO).

42,967
WOMEN AND GIRLS
HAVE BENEFITED
FROM OUR FUNDING

Support, funding
and opportunity

**OUR
IMPACT**

RE-TWEED, SCOTTISH
BORDERS 2019
COVID GRANT: £3,500
MORE INFO >>

"It might seem dramatic
but ReTweed volunteering
has been a saviour for me
over the last few months"



PURPOSE

Our partnership with Re-tweed initiated a textile training project to sustain women and provide community support during the covid crisis, including;

- _ **Online support sessions and learning**
- _ **Provision to increase the hours of the support worker**
- _ **Provide food banks and food parcels delivered by volunteer**

OUR IMPACT

Volunteers made scrubs for medical centres in the Scottish Borders, as well as eight hospitals in Scotland, and hospitals as far as Africa. They also made and distributed thousands of face masks for community resilience groups, frontline workers and shop keepers, as well as superhero masks for children in hospital.

The project developed into the manufacture and sale of masks providing an income for the women in the business incubator.

Volunteers set up food banks and food parcel deliveries in two remote villages and this service has continued. A food parcel collection service was created in Eyemouth to support students, graduates, volunteers and those from the wider community.

The online support sessions and learning have been hugely beneficial for participants to stay motivated, stay on purpose and create opportunities in the midst of a crisis.

THE MEDIA CO-OP 2016
GRANT: £30,000 OVER 3 YEARS
TAMPON TAX

MORE INFO >>

"I never ever felt safe. I was at breaking point. Before the App I wrote things down but I'd get to that stage where I didn't want to write it down any more"



PURPOSE

In partnership with the Media Co-op, our support enabled them to leverage the funding for an entire project to develop, test, build and release the 'FollowItApp'. A significant long term digital resource for women being stalked, accessible through the Scottish Women's Rights Centre.

OUR IMPACT

The App enables women who are victims of stalking to log incident details either for their own personal record, to empower them in relation to the crime; or to assist police gather evidence.

The App is designed to prompt the user to record specific details to enable the police to build a successful case. The data is stored securely on a remote server. At the user's request the Scottish Women's Rights Centre will send an authorised report of the incident data held on the remote server to the police.

THE LATEST STATISTICS SUGGEST

75,200

VICTIMS OF STALKING UTILISED THE APP

**LIBERTIE PROJECT,
INVERNESS 2019**

GRANT: £4,899

MORE INFO >>

PURPOSE

We are proud partners of the Libertie Project in Inverness. During the pandemic Libertie provided DIY self-care kits and creativity packs to women struggling during this difficult time. This initiative progressed into a new social enterprise; a creative hub and studio.

OUR IMPACT

The project reached 98 women across the Highlands through a referral network of over 100 organisations and a social media campaign encouraging self referrals. The packs contained a DIY self care guide and creative materials, as well as links to online support platforms and workshops. The demand for the packs exceeded the expectation.

The funding also enabled Libertie to become a supplier for the Pockets and Prospects Project. They secured two contracts to supply creative wellbeing packs, and to develop a pack specific to young people's needs. A creative hub and studio are now in development to repurpose pre-loved and donated creative materials and equipment, for the benefit of the wider community.

Case study



Emma, a single mum was overwhelmed having to self isolate and home-school her four young children whilst working full time. She was furloughed and her income was reduced. Her mental health was affected.

A community Covid response group connected with Emma and donated the self-care kit. She thrived doing the creative activities and discovered a new skill making ornate paper flowers from old newspapers and damaged children's books. Realizing the flowers would make unique environmentally-friendly wedding favours she focused on producing Highland flowers to

reflect the local area. This led to an enterprise opportunity for Emma and for the first time she felt a sense of hope for the future.



**WOMEN'S BUSINESS STATION,
DUNDEE 2019**

GRANT: £10,000

MORE INFO >>

PURPOSE

Our partnership with the Women's Business Station (WBS) enabled them to deliver online support programmes to vulnerable women during the pandemic. This developed further into a social media and management training service, engaging with local and international audiences

OUR IMPACT

In total WBS delivered 203 online sessions. Designed in stages the initial focus of the programme was to create a safe and relaxed space for participants to engage and share. The second stage focused on developing security and stability with the support of charitable partners, coaches and mentors, positively impacting 87 women. The third stage covered resilience and innovation, delivered in a series of online empowerment courses. Topics included empathy mapping, relationships, confidence and resourcefulness, successfully reaching 63 women.

The programme enhanced stakeholder relationships resulting in a new enterprise, namely 'DigiStop' - a social media and management training academy. Prior to covid WBS served Dundee. The new digital offer has widened their geographic reach not only in Scotland, but as far as India, Germany, New Zealand, California and Australia

Case study



Debs is a 39 year old mum of two boys with additional needs. She had been developing a small fashion brand for the LGBT communities prior to covid. Debs has a long history of mental health issues and learning needs. At the start of the pandemic she was advised to shield with her boys. This caused her to panic, her OCD heightened, her sleep was severely affected and she was unable to carry out basic chores.

WBS reached out to Debs and she participated in the digital programme. She was assigned a coach to support her through these dark times. Once she felt safe WBS sourced the relevant financial support and industry connections to move her business forward. She has since relocated into new premises and is manufacturing her own garments. She employs three young people and is successfully developing her fashion brand

**ACCESS TO INDUSTRY,
EDINBURGH 2016**

GRANT: £4,942

TAMPON TAX

MORE INFO >>

PURPOSE

We are proud supporters of Access to Industry who provided online beauty therapy courses to vulnerable women with multiple barriers. The five online courses, including an industry accredited qualification would have been unavailable without the funding support.

OUR IMPACT

Initially the concept of teaching practical skills to vulnerable women online was considered unachievable. The funding enabled Access to Industry to explore the option and subsequently create courses that participants enjoyed and benefited from with a successful completion rate of 31 women, out of 32.

The knowledge gained from this initiative will determine the variation of future courses and offer greater accessibility for clients who experience barriers with face to face learning. More women have since been recruited by the organisation. Their voices will influence future course offerings, driven historically by the needs of male clients.

Strengthened partnerships with Edinburgh Women's Aid and Shakti Women's Aid has resulted in an increased awareness and large number of referrals for the beauty therapy courses.

THE MAJORITY OF STUDENTS

87% HAD MULTIPLE BARRIERS

34% DOMESTIC ABUSE BACKGROUND

47% SUBSTANCE MISUSE PROBLEMS

41% WERE HOMELESS

47% MENTAL HEALTH DIFFICULTIES



Case study

A is 25, in recovery from substance misuse and suffering from anxiety and PTSD. With no formal qualifications she successfully completed the beauty therapy course in January 2021. Keen to attend college she was supported by her caseworker in the college application process and began studying Level 3 Beauty in January.

PURPOSE

Our partnership with Glasgow and Clyde Rape Crisis facilitated the development of a new textline support service for young women and girls during lockdown. The discreet service enabled survivors to make first contact if they were unable to speak by phone. The service has continued post pandemic.

OUR IMPACT

Since initiation over 230 texts have been received. The service offers greater privacy for users and has since replaced the previous Instant Messaging facility. Research suggests deaf women prefer texting as a means of communicating. The textline has been supporting a deaf woman who feels comfortable using the service.

In future years the textline will form part of the larger Connect Live service, and is anticipated to be part of the Live Online Support service for overseas survivors. Development for the Rosey Project has been hugely successful. As well as the textline a What's App service has been developed for girls aged from 13 years. High profile presence on Instagram and via the website has increased awareness and interest in the project.

Case study



M, 15 years old, was at home for several months due to the covid school closures. M had been raped by a boy in her school and although it had been reported to police, there was not enough evidence to prosecute.

This situation severely affected M. She believed the police thought she was lying, her parents were ashamed of her and her teachers wanted to silence her. She had been reassured by all of them this was not the case. She felt very isolated and alone.

It was difficult for M to make a phone call from her family home. She became aware of the Rosey Project on Instagram. When she saw the promotion for the textline she reached out. Over the following weeks M contacted the textline almost daily for support. She told her mother who was relieved to learn she was getting support. When her mother realised they offer support to family members she reached out to the Connect Live helpline, and speaks to them regularly. When the face-to-face service starts M and her mother will visit and continue receiving the necessary support

DEAF LINKS,
DUNDEE 2019
COVID GRANT: £5,000
MORE INFO >>



PURPOSE

We are proud supporters of Deaf Links. The funding facilitated an assessment of the needs of deaf women and girls experiencing abuse. The results enabled Women's Aid to develop a tailored service to meet these needs.

OUR IMPACT

In total 104 deaf women and girls participated in the focus groups via interviews and online surveys. The evidence gathered focused on gender based violence/abuse, knowledge of specialist support services available, barriers they face and support services they would like access to.

Questionnaires were used to further the research, gained from 75 specialist organisations and agencies across Scotland who support women experiencing gender based violence and abuse. The evidence gathered and presented in the report enabled Deaf Links to form a business partnership with Angus, Dundee and Perthshire Women's Aid, to co-design an accessible service.

Deaf Links has since successfully gained funding from the Scottish Government to develop an advocacy service for deaf women who experience gender based violence and abuse. The project will commence in Tayside and the goal is to develop and deliver a successful service model to be replicated in other areas of Scotland.

**GREEN TEAM, EDINBURGH
AND LOTHIAN 2019**
COVID GRANT: £3,870

MORE INFO >>

PURPOSE

Our partnership with the Green Team facilitated a Confidence and Skill Building initiative for girls between the ages of 12 to 18 who experience anxiety, depression and low self esteem. The initiative took place in green spaces to connect the girls with nature whilst helping to sustain the organisation.

OUR IMPACT

In total seven sessions were delivered to 27 girls aged between 12-18. The sessions focused on a mix of conservation tasks and practical activities including; tree planting, footpath improvements, fire lighting, outdoor cooking and woodland skills to encourage teamwork, communication and sharing.

Each session was delivered by a staff member of the Green Team and volunteers provided individual support. Through regular participation the girls experienced a deep connection with nature. This helped them to explore new friendships, learn new skills and develop strategies for improving their own mental health when dealing with issues like anxiety, depression and isolation. They were also encouraged to work towards the John Muir Award - to discover, explore, conserve and share their experiences of wild places.

"I have had a lot of fun making fires and playing active games!"



MUSSELBURGH CAB, 2016

GRANT: £30,000 over 3 years

TAMPON TAX

MORE INFO >>

PURPOSE

We are proud supporters of Musselburgh CAB who designed an initiative to develop the practical and financial skills of women survivors of domestic abuse, as well as women in the criminal justice system in East and Mid Lothian.

OUR IMPACT

The skill sessions were delivered weekly alternating between East and Mid Lothian. The focus was to improve the women's financial capabilities and the key themes were:

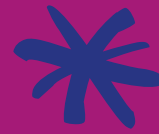
Canny Kitchen - cooking a meal on a budget and costing a shopping list, as well as tips and hints on general budgeting.

Saving Tips - managing bank accounts, paying bills and savings advice. Women shared their own personal tips and recommendations.

Benefits - involved group discussions and individual support sessions with advice on the introduction of new benefits. (11 individuals claimed £3450 in total)

Problem Solving - dealing with financial difficulties and getting the right support rather than avoiding problems. CAB advised 34 women in one-to-one sessions. The financial gain for these women was in excess of £34k. They also delivered two financial sessions to 28 employees of Social Work.

Case study



Client left prison after being on remand for eight days. Her benefits had been stopped, she had no money to support herself and her family. The DWP had advised her to claim Universal Credit that would take five weeks for a payment. CAB completed a review of her circumstances and recommended she call Scottish Welfare Funds for emergency cash and a food parcel. After further research the client was advised to reclaim all previous benefits as her housing benefit had a Severe Disablement Premium attached to it. The result was the client saved £155.75 per week and avoided having to wait 5 weeks as expected.

CAB ADVISED

32 WOMEN IN
ONE-TO-ONE
SESSIONS

£34 FINANCIAL GAIN
FROM SESSIONS
k

28 SOCIAL WORK
EMPLOYEES RECEIVED
TWO FINANCIAL
SESSIONS EACH

GLASGOW GIRLS FOOTBALL CLUB, 2019
GRANT: £9,408
TAMPON TAX COMMUNITY FUND
MORE INFO >>

PURPOSE

Our partnership with Glasgow Girls Football Club contributed towards the training and qualifications of twelve volunteer football coaches. Having more coaches enables the Club to expand its reach and improve the sustainability of its future.

OUR IMPACT

Twelve female trainees completed all three levels of the SFA coaching qualification. This allowed for the expansion of the children's community football programme by 32 local children aged between 5-8, with a goal to increase this further by forty children.

Young females engaging in the coaching programme increased to 40 on a monthly basis and plans are in place to introduce three additional football teams, for ages 14-16. The aim is to promote inclusion and improve their physical, mental and emotional wellbeing focusing on confidence, self esteem and self image.

Some of these young females are engaged in the social care and/or criminal justice system. Others experience challenges linked to the high levels of poverty in the area. They may have struggled with or have completely missed out on mainstream services and they all have low self esteem, poor self image and low motivation.

The volunteer coaches are dedicated to supporting the young females to develop relationships based on trust, honesty, equality and dignity. Significant positive changes in the young females have been reported by parents, relatives, social workers and teachers.



70%

OF PARTICIPANTS IN COACHING SESSIONS HAD NEVER BEEN INVOLVED IN FOOTBALL BEFORE

92%

REPORTED IMPROVED PHYSICAL HEALTH

17%

REPORTED WEIGHT LOSS AND BETTER FITNESS

100%

REPORTED IMPROVED SELF ESTEEM AND SELF IMAGE

94%

REPORTED NEW FRIENDSHIPS AND BETTER SOCIAL NETWORKS

FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2022

	Unrestricted funds 2022	Unrestricted funds 2021 as restated
INCOME FROM:	£	£
Donations and legacies	123,160	281,136
Investments	142	51
Total income	123,302	281,187
EXPENDITURE ON:	£	£
Charitable activities	127,411	170,724
NET (EXPENDITURE)/INCOME FOR THE YEAR/ NET MOVEMENT IN FUNDS	(4,109)	110,463
Fund balances at 1 April 2021	222,709	112,246
Fund balances at 31 March 2022	218,600	222,709

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

Be part of the change.

Do you believe in equality of opportunity and a society that works for everyone?

You can change the world by investing in women.

When women and girls thrive, so do our communities.

Your investment creates healthier populations, stronger economies and prosperity.



**TO FIND OUT HOW TO SUPPORT US,
WOMEN AND GIRLS VISIT OUR WEBSITE:
womensfundscotland.org**

CONTACT: Shona@womensfundscotland.org

We are a Scottish Charitable Incorporated Organisation (SCIO) SC049217