



# Annual Report 16-17

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# Message from the Chair

## **A year of change for Bristol Women's Voice - in a good way!**

BWV is now a CIO (Charitable Incorporated Organisation). Trustees are hoping to secure the sustainability of the organisation through funding applications and charitable donations with help from our membership.

We are also delighted - and massively relieved - to have been awarded a four year increased grant from Bristol City Council via the Impact Fund.

A huge well done to everyone involved in putting together both a high quality funding bid and a lengthy and complex application to the Charities Commission.

This has enabled us to appoint a volunteer coordinator, Sandra Gordon, to work alongside our coordinator Jessie Agnew. However, it's a mixed picture. The funding reduces in years three and four (and then stops), plus all the funded organisations were 'top sliced' by 10% leaving us with a lot of work to do raising funds to meet our commitments on projects and keep the organisation going.

2016 saw more local elections; Mayoral, Council and Police and Crime Commissioner. Our Women's Question

Time for Mayoral candidates was well attended, lively and interesting. This year we joined forces with other equalities organisations -BEING- to host the PCC question time. Again the questions were challenging; the responses variable. The council elections resulted in 43% women councillors, up from 28% following our 50-50 campaign.

Our flagship project Bristol Zero Tolerance has had an incredible year working with over 100 employers and focussing on the night time economy and street harassment. See p. 12 for all the amazing work achieved by Charlotte Gage and Maisy Griffiths in our efforts to make Bristol a city free from gender based violence. The Zero Tolerance project is now working on a Toolkit to potentially rollout our innovative model to other cities. This will not only help spread the message it will generate an income to sustain the length of the project.

The week of International Women's Day was extraordinary for Bristol Women's Voice and the Women's Commission. Our main event at M Shed with its mix of thought provoking, active workshops and performances attracted about 2,500 women which meant M Shed

was bursting at the seams. By happy coincidence 2018 is the Centenary of Women's Suffrage in this country so our International Women's Day event next year will be held in City Hall with a huge variety of debates, workshops, creative activities, music, theatre, book launches etc. Keep an eye on our website for details.

On International Women's Day itself the Women's Commission hosted a Women's Health Conference with a key note speech from Dr Dawn Harper of Embarrassing Bodies. All the work from the day will contribute to the Women's Health Strategy for Bristol now underway.

Straight after the health conference we hotfooted over to the Marriott Hotel to protest loudly about their hosting of Floyd Mayweather, boxer and serial domestic violence perpetrator. We definitely made our presence felt and our efforts were hugely endorsed by the Evening Post pulling their Women of the Year Awards from the same venue in the same week. It's so good when we all work together.

We have a huge and exciting programme of events lined up for next year. A three woman team from the Government Equalities Office visited us last week to hear about our proposals and were treated to a tour of Bristol in glorious sunshine hearing about the projects we hope they will fund. We'll let you know as soon as we hear anything.

As ever our massive thanks go to the women who make this possible. We were sad to see Sian leave after four

years as our coordinator but happy to see her flourish at Gap Squared working on the gender pay gap. Thanks to Hazel for holding the fort while we recruited. Thanks to our legions of volunteers and interns who keep the show on the road, all our trustees who contribute above and beyond and all of Bristol's women who hold the city together. Bristol couldn't do it without you.

*Penny Gare*

# Trustees and Staff

## Trustees



**Penny Gane**  
Chair



**Eleanor Vowles**  
Vice Chair (Governance)



**Maryanne Kempf**  
Vice Chair (HR)



**Christina Stokes**  
Treasurer



**Diane Bunyan**



**Jane Duffus**  
Company Secretary



**Ifeoma Fox**



**Sanya Rajpal**

## Staff



**Jessie Agnew**  
Coordinator



**Sandra Gordon**  
Volunteer Coordinator



**Charlotte Gage**  
Partnerships  
Project Officer



**Maisy Griffiths**  
Communications  
Assistant



# Becoming a

# CIO

On July 12th 2016 Members met with existing trustees to find out more about BWV's plans to become a charity, to vote for whether they agreed with this idea, and to hear an inspiring talk from grassroots feminist activist Dr Finn Mackay.

We explained how becoming a charity would strengthen our position to work for equality for women in the Bristol area on all grounds, to widen our scope of work and to help secure the future of BWV. There was a unanimous vote in favour of the idea, and we were delighted to be able to approve BWV becoming a charity.

Dr Mackay, who is now a lecturer at UWE as well as a respected national campaigner for women's rights, then gave a stimulating talk based on her recent book 'Radical Feminism', which looked at how feminist activism had changed between the 1960s and 2000s. She was extremely positive about the number of young women who were now involved

in feminism and the wide range of backgrounds from which they come. She shared her involvement in regenerating the Reclaim The Night marches, forming the London Feminist Network and answered questions from the audience.

Following a decision of our members and hard work on the part of our former Trustee Ruth Pickersgill we got approval from the Charity Commission for our registration as a Charitable Incorporated Organisation (CIO).

The registration will, we hope, make it easier to apply for and get funding.

# The objectives of the CIO are:

1

The promotion, for the public benefit, of the social inclusion of women in the Bristol area, who are socially and economically excluded on grounds of their gender;

2

The promotion of equality and diversity for the public benefit by e.g.

- The elimination of discrimination on the grounds of gender (and where it impacts on women: race, age, disability, sexual orientation, religion or economic disadvantage);
- The advancement of education and raising awareness
- The conducting or commissioning of other research on gender equality issues and the publishing the results to the public

3

The prevention and relief of poverty through undertaking and supporting research into factors that contribute to women's poverty and the most appropriate ways to mitigate these;

## October 13th 2016 - AGM

Our Annual General Meeting was held at The Station and were pleased to see another packed audience in attendance again. BWV chair Penny Gane hosted the evening, running through the business of the newly formed charity and summarising the successes BWV had made over the previous 12 months. She announced the new board of trustees, which brought the total up to 12 trustees on the charity board.

Audiences also heard performance poetry from Bristol-based Vanessa

Kisuule, who has been achieving praise and gathering fans for her work for several years, and has a clutch of awards to her name for her poetry which she uses to bring feminism to a new audience.

We also enjoyed a set from feminist stand-up comedian Kate Smurthwaite, who has performed all over the UK as a comedian, as well as being a star guest on news and debates shows that include BBC Question Time and BBC Radio 4 Women's Hour.

# Women & Health



The Bristol Women's Health Conference at City Hall on 8 March 2017 (International Women's Day) was attended by almost 200 women who gathered to hear speakers and attend workshop discussion on key themes of women's health. Dr Dawn Harper (of Embarrassing Bodies fame) gave a keynote speech. The conference Chair and keynote speaker was Penny Gane, Chair of Bristol Women's Commission; Mayor Marvin Rees talked about the importance of taking a gendered approach to health which he located within the wider context of inequality. Other speakers included Patsy Staddon on women only services; Monira Ahmed-Chowdhury on mental health; Becky Pollard on Healthy Lifestyles for women in Bristol. Professor Gene Feder spoke about the effect of gender violence on the health of women. The conference closed with a presentation by Professor Marianne Hester about supporting survivors of domestic and sexual violence and abuse.

Following on from the conference the Task Group has spent time contributing to and overseeing the development of an



overview on Women's Health in Bristol, via a new chapter in the Joint Strategic Needs Assessment that will be published late 2017. BWV members Sandi Dheensa and Penny Gane reviewed the previous JSNA which was lacking in information about women's health and presented their findings to the authors of the JSNA via the Women's Health Task Group. The findings were well received and have been acted on. Penny and Sandi are members of the Health Task Group. The group was also instrumental in the development of the Joint Strategic Needs Assessment (JSNA) Data Profile 2016-17 to include separate data for women and men (where possible) and supporting a range of JSNA Chapters on priority topics, to include data for women (and other equality groups, where possible).

These tasks will contribute to a women's health strategy for Bristol which will be taken forward from September 2017.



## Big Sisters' Conference

We were pleased to be involved in the organization of the first Bristol Big Sisters Conference which gave an opportunity for Muslim women to discuss issues of concern to them. These included Islamophobia, Radicalisation and Health and Wellbeing. We had a BWV stall and a panel speaker.

# Women and the Economy

## BCC Budget Consultation 2016

Following comments from our sister organisations and members we submitted comments on the City Council budget proposals and the impact of these on women. You can view this response on our website.

## Presentation to the European Parliament Committee on Women's Rights and Gender Equality (FEMM)

At the invitation of Clare Moody MEP we were asked to present to the FEMM Committee on the impact of the requirement that EU funds have to address the needs of women and that this needs to be reported as part of the monitoring process. We gave examples of how this has had a direct positive affect in Bristol on funding for projects and research and how important it is that this requirement is kept and strengthened.

We have also responded to the Women and Equality Select Committee with our concerns over how women's rights and the need for gender mainstreaming of funds can be maintained post Brexit and have raised this issue with the Bristol Brexit Committee.





# Women & Power

## Women's Question Time: Mayoral Hustings

Yet another capacity event at the Station in Broadmead on April 12th 2016.

This hustings was chaired by our chair Penny Gane and all candidates were invited to attend. As we usually do with a hustings event we invited questions before the event by email and the questioners asked the candidates in person on the night. Of course we also take questions on the night as much as we are able to. Nobody gets advance notice of issues and questions pending so this is a genuine opportunity to get a first response from those standing as prospective mayor. The only surety is that the questions posed will be with the broad theme of women's issues and challenges.

The event was lively and exceptionally good tempered, the candidates were keen to answer the questions well, without much political point scoring, which was refreshing. The feedback we received was hugely positive and women were happy to have a specific hustings event with a focused theme.

## 50-50 Campaign; Council Elections

We were delighted that following our 2 year campaign for 50-50 representation on Bristol City Council the number of women elected to the council increased from 28% to 43% in a 2 year period.

## Young People

Bristol Women's Voice has attended different youth groups throughout the year to talk to young women and men about gender inequality. As always, we have been amazed by the passion and innovation of the young people we have worked with. We are particularly excited to see the outcome of the XLR collective's 'Hack a Heckler' project innovated by a group of young people and aimed at tackling the online abuse that women face.



# Women & Safety

**It has been an incredible second year for Bristol Zero Tolerance!**

The initiative has continued to work with organisations and businesses in Bristol to take positive preventative action to eliminate all forms of gender-based violence - acting as an umbrella to bring together and support existing services tackling this issue; raising awareness of gender-based violence and where support is available; and making sure that city leaders and employers lead by example by signing the Zero Tolerance pledge and committing to take action.

## Partners

As of August 2017 57 organisations have signed the pledge and developed action plans and over the same number have expressed an interest in working with us and are in the process of signing up. The current focus is on businesses in the night time economy and we are working

with venues across the city as well as relevant organisations such as Safe Gigs For Women and student unions, to get them involved.

Partners organise Good Night Out training to be delivered as part of signing up to BZT and so far 5 partners have completed this, the Drinkaware Crew Scheme is a partner for larger venues. BZT are also in conversation with the Council to include information on GBV for taxi drivers as part of their licensing.

## Feeding in to local structures

BZT sit on various city-wide forums focusing on different forms of gender-based violence and feed into these as well as making connections between them. These include the Bristol Women's Commission Safety Task Group, the Bristol Domestic and Sexual Abuse

Strategy Group, the Sexual Violence Reference Group, Avon and Somerset Police Force Domestic Abuse Forum, as well as the local community BAVA groups in North, South and Central Bristol. BZT have also been accepted to be a member of the national End Violence Against Women Coalition (EVAW).

BZT is also a key member of the Joint Forum Against Sexual Violence and Harassment which brings together the universities and their student unions, the police, and gender-based violence services, to address sexual violence and harassment in student populations in the city. The Bristol Ideal is also key to prevention work in schools in the city and BZT are linked to this as it becomes incorporated into the Healthy Schools Programme.

## Meetings and events

A series of successful events were held with a variety of different audiences and working in partnership with various organisations. In September 2016 the BZT Film Fest attracted over 200 people and worked with See It From Her to present films and local artwork on the theme of GBV to raise awareness, including high profile feature film 'Sin By Silence' and a high level panel discussion. This was part of our film project and was entirely run by our amazing intern Amber McClatchey.

In November 2016 we partnered with The Hollie Gazzard Trust to run the Behind Closed Doors conference raising awareness of the impact of domestic violence and abuse on the workplace with high

profile speakers in partnership with the Police and Crime Commissioner.

Over 120 people attended the Making Respectful Men: A Call to Educators conference which we ran in partnership with A Call To Men UK in March 2017. This included high profile speakers and discussion with the educators of young men and boys about changing attitudes around masculinity and gender and reducing GBV.

BZT have also attended a variety of different events to speak and provide information about the initiative and local services as a keynote speaker, panel member, workshop facilitator or stall holder. For example speaking at, Avon and Somerset Police Domestic Abuse Champions conference, Reclaim the Night, Bristol Women's Health Conference, and Unite Regional Reps Meeting. BZT were also part of the Avon and Somerset Police Cop Shop in The Galleries in Central Bristol Nov-Dec 2016.

The Prevention Network meeting in November 2016 focused on homelessness and the Bristol Street Harassment Project was launched at the March 2017 meeting just before International Anti-Street Harassment Week. BZT also coordinates a pool of trainers to run the Women's Aid 'Domestic Abuse: It's Your Business' in-house training which has currently been delivered to 5 organisations.

## Community engagement

Following on from the work on street harassment last year, BZT launched The Bristol Street Harassment Project as a



Co-sponsor of International Anti-Street Harassment Week in April 2017. The data gathered from local people will be presented to a high level roundtable meeting with local decision makers alongside proposals for action, BZT have also been working closely with Avon and Somerset Police to ensure that gender/misogyny is included as a hate crime category in Bristol.

Resources including posters, a Signposting Guide for local and national services, and a wall planner have been developed and distributed to partners to raise awareness and a toolkit on street harassment is available to download.

### Supporting campaigns

BZT has supported successful campaigns for compulsory PSHE alongside EVAW and #SREnow campaign and for the ratification of the Istanbul Convention, the Council of Europe Convention on preventing and combating violence against

women and domestic violence, including contacting all local MPs.

For the 16 Days of Activism 2016 a schedule of events was created including blogs, events and an international Twitter teach-in. As part of the work in the night time economy BZT has partnered on the police on campaign to raise awareness of consent and sexual assault in venues. BZT also supported the campaign against Floyd Mayweather's appearance in Bristol and were interviewed in relation to the protest outside the Bristol Marriott by Bristol Post and ITV West Country News.

### Media

Local media interest in the initiative and social media presence has continued to increase with regular social media updates including blogs and social media to mark relevant national and international days/weeks of action. Articles have been published in the Bristol Post, Bristol 24/7 and The Bristol Cable, with some

stories being picked up nationally and internationally. Appearances have been made on Heart West News and ITV West Country News, and BZT have also spoken a number of times on Ujima Radio, BBC Radio Bristol and BCfm.

Working with local female film makers, a series of films have been produced, some of which have been seen in Millennium Square in central Bristol as part of Bristol Pride and other events. Guest blogs on a variety of issues and from different contributors have also been published.

## Protest

In March we ran a protest and social media campaign objecting to the Marriott Hotel hosting Floyd Mayweather (professional boxer and convicted domestic violence perpetrator) to demonstrate how we should take a strong stand as a city and give a show of support to survivors of domestic abuse. We were particularly concerned as this talk was on International Women's Day, an irony not lost on us and our members. The protest was well attended and continued for several hours, with lots of chants and good humoured heckling from us. The Police attended but were content to let us continue as long as we wished to. The Marriott made no comment at any point, despite reasonably extensive coverage from local media. The event in the Marriott was not well attended, we felt that our point was well made and that our points were well represented in the press coverage.





# International Women's Day

International Women's Day is an inspiring day for all of us at Bristol Women's Voice. We put a lot of thought into celebrating Bristol women's accomplishments and highlighting the issues facing us with solutions for those challenges.

Our creativity and wisdom is explored throughout the day with workshops, discussion groups, learning and a lively exchange of knowledge and ideas.

This year was amazing in the diversity of subjects that we tackled together. We were spread across two floors of the amazing M Shed venue, utilising every nook and cranny to its utmost. We had women coming from every area in Bristol. This year was memorable in that we reached a wide audience in terms of culture, social mobility and age. We were proud to meet women who had never been to an IWD hosted by BWV before,

and they were absolutely blown away by the event. It may be a cliché but the atmosphere of sisterhood was tangible: seeing so many smiling women exchanging news and views across M Shed made our hearts sing.

We would like to thank our speakers, as well as our workshop facilitators and all our performers. We would like to also thank all our volunteers, our workers, M Shed and all who made this a possibility.

Helen and Peter Wilde supported the day by funding the cost of Bristol Playbus to host a free crèche outside of MShed. We also organised Bristol Community Transport to collect women from across the city, which was used to capacity as it always is. We were also fortunate to have an accessible venue at MShed, provided by Bristol City Council and funded by Bristol Women's Commission.



# Financial Review 2016-17

Our main sources of income have continued to be grant funding received from Bristol City Council for our Voice and Influence work, and from Public Health to run the Bristol Zero Tolerance project. The Public Health grant runs up to September 2017 so a proportion of the funds will be carried forward into the next financial year. We would also like to give thanks to the Quartet Community

Fund, Avon & Somerset Police, as well as individual donors who have made financial contributions to our charity and both the University West of England and the University of Bristol who have provided paid internships to support our work over the year.

We have two sets of accounts available for the year, those for before and after we registered as a charity CIO in November 2016. Our CIO accounts documenting the period of Nov 16 - Mar 17 show a substantial surplus, which is due to the initial donation from our previous unincorporated association. This donation aside, our expenditure closely matched our income for the period and the Trustees are satisfied that the charity remains a going concern.

All financial details are available in our two sets of Accountants Reports.



Bristol Women's Voice thrives on the time and energy of our wonderful volunteers. We would like to extend our heartfelt thanks to all those who have given us their time and talent in the last year - we just couldn't do it without you! There are many ways to volunteer for Bristol Women's Voice - from administrative assistance to community reporting, graphic design, event staffing and more. If you would like some information please contact us and let us know your skills and interests by emailing [Sandra@bristolwomensvoice.org.uk](mailto:Sandra@bristolwomensvoice.org.uk).

# Get Involved



# Programme 2017/18

We have an exciting programme of work ahead of us for 2017-2018. We'd like to start with news that we have been awarded funding from Bristol City Council's Impact Fund to launch three new projects to support women in the city, especially those in the outer estates. One project aims to deliver a series of workshops to support young women's mental health, focusing on raising awareness and linking up support around issues such as body image, self-harm, eating disorders and alcohol abuse. Our second project puts the spotlight on maternity discrimination, tackling the issue by equipping women with the information and support they need to identify and act on their rights. Our third project is to set up a Volunteer Scheme which supports women, especially those from under-represented groups, into employment, enterprise, further education and positions of influence by increasing volunteering opportunities at Bristol Women's Voice. We are also delighted to be extending our Bristol Zero Tolerance

Project until March 2018 to continue the important work we do around combatting gender-based violence in our city.

Bristol Women's Voice is busy planning a fantastic programme of events next year to commemorate the centenary of women's suffrage, including a special International Women's Day in March 2018 at City Hall. You can look forward to an action-packed programme of activity including; workshops and talks, an evening of stand up, performances by Dreadnought, spoken word artists, a programme of women composers by St George's, a series of school conferences for girls entitled 'Your Future Your Choice', a lantern parade, plus 100 girls from ten schools singing the March of the Women by Dame Ethel Smyth. All this and much more! Our exciting programme is to be announced shortly. If you haven't already, please like our facebook and twitter profiles so you can get all the latest information as it comes out!

Many thanks to all of our funders and members who have donated over the past year.



THE GREAT SEA CHOIR

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