



ANNUAL REPORT 2018/19

A MESSAGE FROM THE CHAIR

The scope of Bristol Women's Voice's work this year has been extraordinary.

Hard on the heels of our Lantern Parade in early 2018 we coordinated another nine months of activities to celebrate the centenary of the first women getting the vote in the UK. Bristol had one of the highest levels of suffrage activity outside London so it is apt that Bristol celebrated the achievements of our foresisters all year long.

At the same time our project work continued and developed with Zero Tolerance tackling gender based violence, abuse, harassment and exploitation on many fronts including street harassment, railway path harassment and the excellent Sister Courage conflict management workshops. Our work on health inequalities and maternity rights has been welcomed by women with increased demand for menopause workshops and our guide 'Talking about menopause'. Women have told us that they have been able to challenge discrimination having taken part in our maternity rights sessions supported by legal/midwives volunteers. Our volunteers have acted as reporters at events, written blogs, run workshops, designed leaflets and so much more. The Women of Lawrence Hill project has provided clear information on what women need to access employment and how barriers can be overcome. This is the basis for new work taking place in 2019-20.

Special thanks to Ellie Vowles for all her work coordinating BWV projects and activities and best wishes in her new career. We also wish Charlotte Gage all the best on her maternity leave from September and many thanks to all our enthusiastic and committed staff who have made this year such a success.

I was hugely honoured to address the Women in Leadership session of the Global Parliament of Mayors Summit last October to talk about the work of Bristol Women's Voice and Bristol Women's Commission as well as issues women face in a much wider context. The women mayors from across the world were facing great challenges with determination and courage. A fantastic event.

International Women's Day 2019 was as glorious as ever with more than 2000 women filling City Hall for a day of debate, song, dance, performance, workshops, laughter and chat. Our grateful thanks to Bank of Ireland, Unison,



“ Bristol had one of the highest levels of suffrage activity outside London so it is apt that Bristol celebrated the achievements of our foresisters all year long.

Bristol Women's Commission and Bristol City Council for supporting this event and to our wonderful volunteers who are the absolute backbone of International Women's Day. I would also like to add personal thanks to the Board of Trustees who have worked tirelessly for our CIO this year on a voluntary basis including writing lengthy and complex bids. On which note I am delighted to announce that BWV have been awarded £95,000 by the Government Equalities Office to make sure the voices of those women who are seldom heard are amplified and fed back to Government policy makers via the City Listening Project. This means big changes for us in 2019/20 with the appointment of a new Director and a number of new staff. Exciting times!

As ever it is the women of Bristol who make this city great and we hope to meet even more of you in 2019/20!

Penny Gane

Penny Gane, Chair of Trustees

STAFF AND TRUSTEES 2018-19

STAFF TEAM



Ellie Vowles
Project Coordinator



Charlotte Gage
Partnerships Officer



Sandra Gordon
Volunteer Coordinator



Debra Newrick
Women of Lawrence Hill
Project Coordinator



Tara Miran
Finance & Admin Officer

TRUSTEES 2018-2019

Diane Bunyan

Jane Duffus

Ifeoma Fox

Laura Gallagher

Penny Gane (Chair)

Maryanne Kempf (d.May 2018)

Clare Meraz

Nicki Norman

Alison Pallett (Company Secretary)

Stephanie Poyntz (Treasurer)

Emma Sambrook

Raquel Rosario Sanchez

Anna Smith

THE CENTENARY YEAR

Bristol Women's Voice has championed the amplification of women's voices in the city throughout this centenary year of the first women achieving the vote, continuing celebrations, achievements, and pursuing city-wide change. A full programme of events took place during the rest of the year including...

FUTURE BRUNELS



A Future Brunels hands on science event at SS Great Britain on International Women and Engineering Day with action packed activities for girls

THE CAUSE

Presentation of 'The Cause' at Redgrave Theatre, an imagined meeting of Emmeline Pankhurst and Millicent Fawcett

SUFFRAGETTES



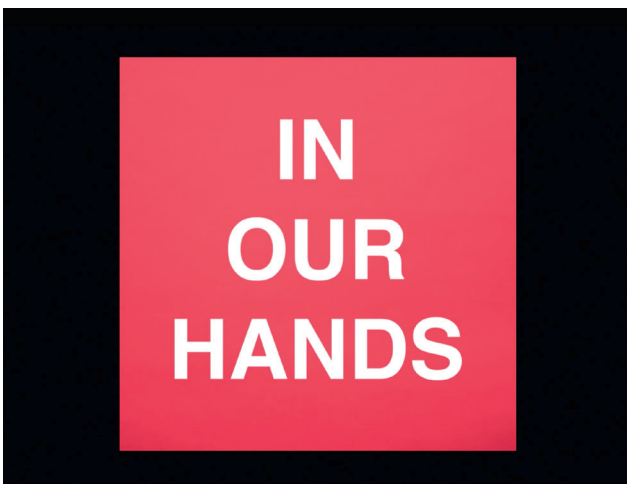
Suffragettes at Knowle West festival leading conversations around importance of voting

UPFEST



Taking part in Europe's largest street art festival with 3 female artists commissioned and activities giving visitors the opportunity to create their own artwork of famous Bristol women and suffragette slogans

IN OUR HANDS



Working with Rife to produce In Our Hands, an inspirational film made by young women

GIRRL GAMES



Girrl Games- a collection of digital games designed and built by young women in workshops around Bristol telling the story of women's suffrage

WOMEN AND EQUALITY



Working with Bristol University to host and introduce a panel of women including Baroness Shami Chakrabarti 'Women and Equality; The next 100 years' in a packed Wills Tower

BLACK WOMEN 100



Black Women 100. At Arnolfini an exploration of the history of black women the world over getting the vote. This event included a commissioned play, several panel discussions, music and dance.

WE ARE WARRIORS

'We are Warriors' a sound and light show at Arnolfini using footage from interviews with 130 women and girls from 8-85 raising their voices as a tribute to those who have gone before them

BWV PROJECTS

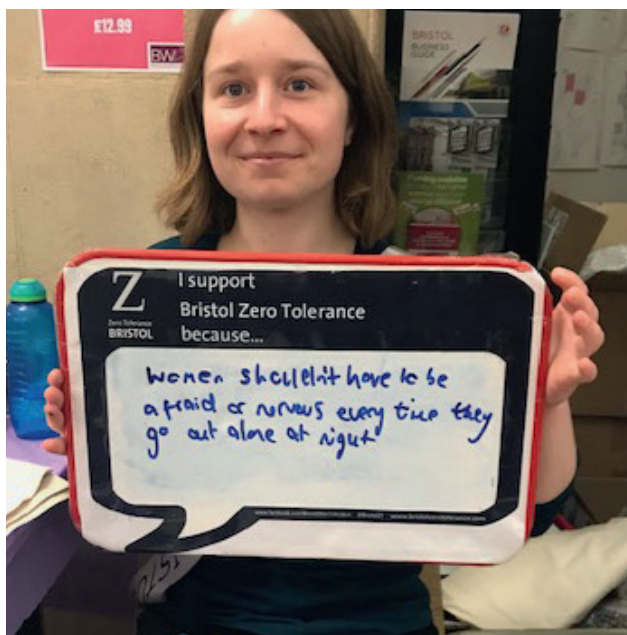
BRISTOL ZERO TOLERANCE

The work of BZT has developed across sectors: we now have 4 statutory partners, 23 businesses partners, 30 partners working in the night time economy, and 25 voluntary sector partners. We have continued working with venues across the city to raise awareness of sexual harassment and what people can do to report this as well as be active bystanders. The work has gained membership across various city-wide forums focusing on different forms of gender-based violence. These include the Bristol Women's Commission Safety Task Group, the Bristol Domestic and Sexual Abuse Strategy Group, the Joint Forum Against Sexual Violence and Harassment, the Sexual Violence Reference Group, Avon and Somerset Police Force Domestic Abuse Forum, the National Hate Crime Awareness Week Planning Group, and the Bristol @ Night Board Safety Sub-Group. We have also continued to meet with local decision-

makers around various issues such as taxi licencing, safety in parks, and Domestic Homicide Reviews.

Examples of project delivery include the following: The development of 'Sister Courage' situational awareness and conflict management workshops which were delivered during the 16 Days of Activism in 2018. For National Hate Crime Awareness Week we worked with police and SARI to produce messages for taxi drivers and a slideshow against street harassment. We held awareness workshops concerning local police categorisation of gender hate crime at the University of the West of England.

This year we have contributed to the Avon and Somerset Police #JogOn campaign around street harassment and safety, and ran a campaign with Sustrans South on the Bristol to Bath Railway Path for International Anti-Street Harassment Week.



HEALTH INEQUALITIES

Although the health inequalities scope of BWV's work extends to issues such as mental health, wellbeing and gender-responsive services, our work has included: "Talking about Menopause!" and Maternity Discrimination Rights Awareness

TALKING ABOUT MENOPAUSE

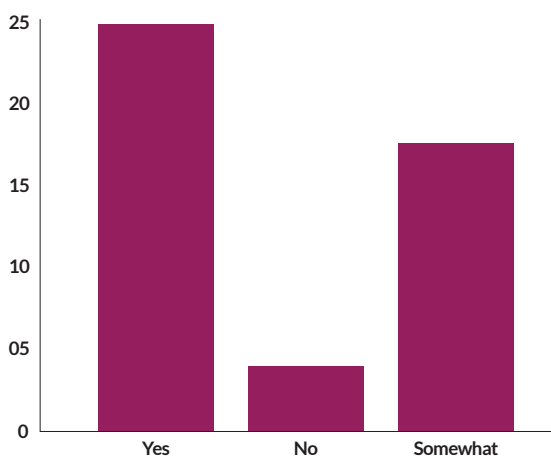


In supporting women to have better access to information, support and services, increased wellbeing, enabling greater participation and increased resilience we have developed the work of menopause awareness. We have established a city-wide menopause steering group, and produced a menopause guide 'A Guide to Navigating your Menopause'.

We have also run Menopause Socials, giving women access to information, support and guidance. Bringing together women from across the city to talk about the issues that affect them, the results have been great, with the conversation beginning to gain momentum around the city!

ATTENDEE FEEDBACK

Did this workshop make you more aware of the menopause, its symptoms and causes?



MATERNITY – KNOW YOUR RIGHTS!

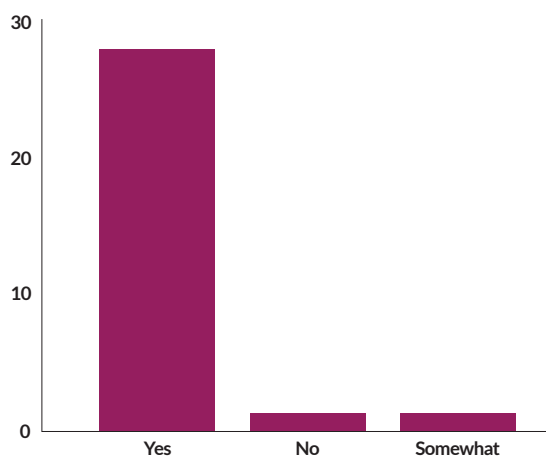


We have worked in the city to equip women with a basic knowledge of their pregnancy and maternity rights at work. Our Maternity Discrimination Project aims to provide disadvantaged women with access to information on their legal rights and help reduce financial and emotional stress caused as a result of discrimination. The project aims to reduce the number of women losing their jobs as a result of maternity discrimination and help women return to work after maternity leave.

We have delivered 'Know Your Maternity' sessions across the city, delivered by our legal/midwives volunteers, provided awareness raising materials and are developing a maternity rights toolkit for women. Again, results have been strong with women telling us that they feel more informed and able to use their maternity rights and challenge discrimination.

ATTENDEE FEEDBACK

Did this workshop make you more able to use your maternity rights and challenge maternity discrimination?



BWV VOLUNTEERS

Extraordinary contributions producing extraordinary results!

This year BWV's amazing volunteers helped to make 2018-19 a year like no other. We have had 37 volunteers who have worked consistently throughout the year, with an additional 25 supporting the work of International Women's Day. These extraordinary women have helped us to deliver a demanding centenary year program of events, our core projects as well as new initiatives. We have worked hard to increase the diversity and experience of our Volunteers who report increased satisfaction, widened skills, improved well-being and decreased isolation.



AMPLIFYING VOICES

Following the completion of the Women of Lawrence Hill project we have some clear data on what women need to access employment and how the barriers they face can be overcome, and this has been the main focus of our work this year.



- Presenting the outcomes to one of the mayor's hot coffee hot topic sessions
- Following this up with number of productive meetings with developers and businesses involved in the Temple Quay development
- On-going discussions with Bristol University on its inclusion strategy.
- Discussions with skills providers on the needs for specific courses including ESOL for employment
- The accompanying film was promoted in Parliament by Thangam Debbonaire MP as part of her campaign for accessible station access.
- Continuing to support groups of women wanting to campaign or meet together, including those looking to set up their own businesses and to develop their skills.
- Being part of the group from the City Partnership looking at how to deliver affordable childcare.

INTERNATIONAL WO

ABOUT

Bristol Women's Voice's annual International Women's Day event was held at City Hall on Saturday 2 March 2019, 11 – 5.30pm. It was a free programme of exciting, diverse and informative events celebrating the wonderful women of Bristol (click here to view the full programme.). In partnership with Bank of Ireland UK, Bristol City Council and Bristol Women's Commission.

AIMS, OBJECTIVES AND OUTCOMES:

- To celebrate and platform Bristol Women
- To make women feel part of a network, less isolated
- To highlight some of the issues important to women
- To raise the profile of important campaigns in Bristol
- To increase engagement with BWV's projects
- To raise awareness of services that can provide women with the help they need

THE RESULT

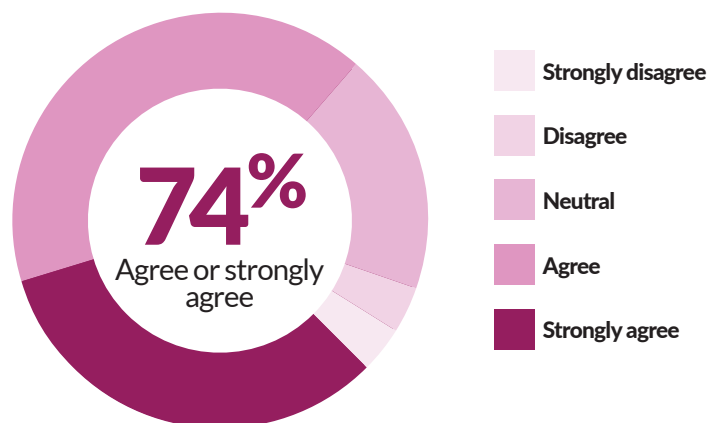
The participants were asked how strongly they identified with the following statements:

The feedback after the event was generally very positive. By far the most common comment was that women enjoyed and valued connecting with other women, this was mentioned 25 times. Participants often noted that they enjoyed the fact that there was a wide variety of activities and the diversity of attendees and performers. The Burning Brass performance, Jenny Davies play, FAS poster exhibition, Swing Riot dance, printmaking workshops, menopause sessions, poetry and Unrestricted by Disability panel were the activities mentioned most often - other activities were also mentioned. Participants noted the general uplifting atmosphere, enjoyed seeing so many other people there and making an institutional space more fun. Comments noted how friendly and helpful the volunteers were and that it was positive to find out about new organisations and services. It was noted that the crèche was good and that it was positive to have a free event to attend.

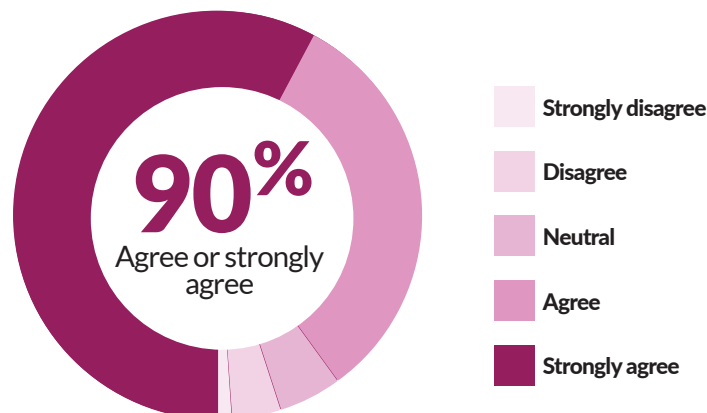
“ I almost burst into tears when I entered the main reception area and saw all these people gathered together. It was wonderful to be surrounded by people who care.”

“ The diversity. The chance to take over a formal, institutional space and see the space being occupied by all kinds of people and hear alternative discourses. On a personal note the welcome and support given to performers was really wonderful.”

THIS EVENT MADE ME FEEL LESS ISOLATED AND PART OF A NETWORK



I WOULD RECOMMEND THIS EVENT TO OTHERS



WOMEN'S DAY 2019

IWD IN THE MEDIA:

Local newspapers including Bristol 24/7, Bristol Life, and the ward-based 'Voice' newspapers covered the event. The BBC covered it retrospectively. BCFM and UJIMA interviewed staff members prior to the event. It was shared by a large number of partners and sister organisations. ITV attended the day and interviewed the BWV Coordinator about the event.

BWV's community reporters covered various angles prior to and following the event including:

- Unrestricted by Disability
- Period Poverty
- Women in Trade Panel
- Women and Power: interview with Sue Mountstevens
- 2'Oclock Beauty Queens
- Unrestricted by Disability: Meet The Panel
- Bristol Women's Workshop (Women In Trade)
- Jenny Davis: Leave Without Rattling
- Pitch Fight
- This Is Us: Photographic Exhibition

You can read the articles online at
bristolwomensvoice.org.uk

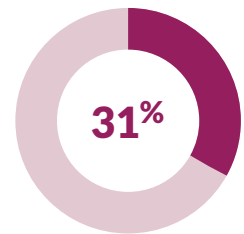


VOLUNTEER SUPPORT

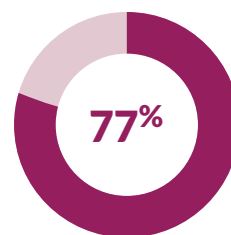
We had a total of 44 women volunteer at this year's IWD event, without whose help we could not have created or managed the space of the event. We asked them why they had volunteered with us. Their answers were varied but meaningful, of those who returned the form:



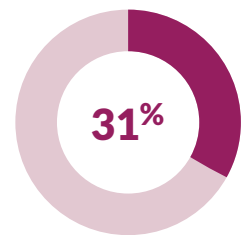
wanted to volunteer to get involved in something they cared about



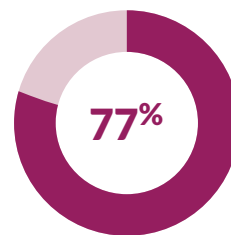
wanted to learn new skills



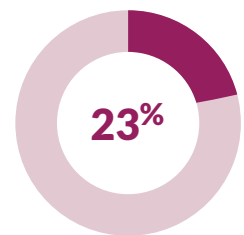
wanted to know more about the organisation



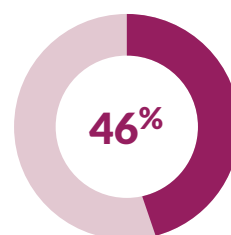
wanted to increase their resilience



wanted to meet new people



wanted to reduce their isolation



wanted to help increase their overall confidence and self esteem

BRISTOL WOMEN'S COMMISSION

Bristol Women's Commission celebrated the fifth anniversary of Bristol signing the European Charter for Equality of Women and Men in Local Life on International Women's Day this year. The commission and all the task groups celebrated with cake and talks from Cllr Flo Clucas from CEMR, Mayor Marvin Rees, Chair Penny Gane and Thangam Debonnaire MP. Diane Bunyan was warmly thanked for her work on the European Charter. Bristol remains the only UK signatory. The work of the Commission continues to develop and grow as partnerships strengthen. Key areas of work over the past 12 months have been business, economy, health, education and safety. It is the Commission's intent that women's equality and rights form the foundation of all decision making in the City.

WOMEN IN BUSINESS

The work of the group has included successfully facilitating a flexible working event with 80 attendees. Hosted by UWE, business leaders and experts shared knowledge and good practice. The Women in Business Charter was launched outlining 7 organisational goals for gender equality. More than 30 large Bristol employers including Rolls Royce, OVO Energy and UWE have signed up.

WOMEN AND ECONOMY

Economy Task Group has continued to take forward the outcomes from Women of Lawrence Hill project including raising the need to include women's issues and concerns such as affordable childcare in BCC's Inclusive and Sustainable Growth Strategy and as infrastructure in the West of England Combined Authority Industrial Strategy.

WOMEN AND GIRLS' EDUCATION

The Task Group formed a student group which reported the major issues of concern for them. These include sexist and intimidating behaviour of boys towards them in school, the availability and reliability of public transport and more careers information. Two events were organised for Year 10, 12 and Year 8 students. The two conferences were a huge success, attended by about 250 girls.

WOMEN'S HEALTH

This year has seen the development of a women's chapter for the Bristol Joint Strategic Needs Assessment (JSNA), the BWC Health Task Group have been working to develop a Women's Health Strategy. The Commission's Chair has met with Bristol Health Partners about the possibility of reviewing the HITs (Health Improvement Teams) in terms of women's health. The priorities for 2020 include the menopause, incontinence, poor perinatal health (BME women) and mental health.

WOMEN'S SAFETY

Priority has been agreed for the need of research into the high level of domestic homicide in Bristol. Patterns of behaviour need to be understood so that resources can be directed into counteracting largely preventable crime and its horrific consequences. The Commission are also very concerned about the impact that a third Sex Entertainment



“ It is the Commission's intent that women's equality and rights form the foundation of all decision making in the City.

Venue (SEV) will have on the city. The group will object on behalf of the commission to the licensing of SEVs.

GLOBAL PARLIAMENT OF MAYORS SUMMIT; WOMEN IN LEADERSHIP

Hosted by Bristol Deputy Mayor Asher Craig and moderated by Christine Bamford of Women's Coin Foundation, the Women in Leadership session of the Global Parliament of Mayors presented a panel of mayors and women leaders including BWV and BWC Chair, Penny Gane, Mayor Célestine Ketcha Courtés OBE of Bangangté, Cameroon, Mayor Zandie Gumede, Durban, South Africa, Mayor Nan Whaley, Dayton, USA, Mayor Yvonne Aki-Sawyer, Freetown, Sierra Leone and Caroline Hubbard of the Women Mayors' Network (WoMN). In an animated debate the discussion focused on ways to encourage more women into leadership roles, as well as the need for cities to develop gender-centric policies and practices. The delegates presented more than 50 actions for the Global Parliament of Mayors to act on to show their commitment to gender inclusion.

FINANCIAL REVIEW 2018-19

2018/19 marks the second full financial year that Bristol Women's Voice has operated as a CIO and it has been another successful year for the organisation. Income of just over £222,000 was received in year to support our projects, an increase on the previous year of £90,000.

WHERE OUR MONEY COMES FROM

Our main source of income to support our core work is the grant funding received from Bristol City Council's Impact Fund.

A large grant from the Women's Suffrage Centenary Grant scheme was received to support our centenary celebrations. We would like to thank Quartet, the Arts Council, the Bank of Ireland and all the other organisations and individuals who have generously supported us throughout the year.

The large grant from the Government Equalities Office to celebrate the centenary year of women's suffrage enabled us to provide a varied programme of events throughout the year. Our International Women's Day celebrations, a high point of our year, cost just over £5,000, in line with last year. We were given permission to use the small surplus from the Centenary grant to fund a short term project on representation in the city.

	2017-18	2018-19
Government Equalities Office	68,970	104,086
Bristol City Council Impact Fund	39,565	42,920
Arts Council	0	13,500
Rosa Fund	12,070	12,070
Sales of merchandise	7,348	6,040
Bristol City Council Women's Commission	4,800	5,015
Income from events	550	2,069
Quartet	600	1,500
Other grants	0	765
Bristol City Council Zero Tolerance	23,900	0
Grand Total	157,803	187,965

HOW WE SPEND OUT MONEY

Our financial statements show a net expenditure position in year of -£16,977. This is offset against the funds brought forward from the previous financial year of £72,722 and we have therefore carried £55,795 into 2019/20.

Given the brought forward balance and the grant income for 2019-20 from the Bristol Impact Fund the Trustees are satisfied that the charity is a going concern. A full commentary on the financial results for 2018-19 is given in the Trustees report and Financial Statement for the year to 31st March 2019.

	2017-18	2018-19
Centenary	53,127	116,736
Bristol Women's Voice core work	45,328	56,884
Women of Lawrence Hill	570	22,029
Bristol Zero Tolerance	28,149	16,913
International Women's Day	5,000	5,567
Government Equalities Office Representation	0	4,342
Grand Total	132,174	222,471

THANK YOU

Many thanks to all of our volunteers, members, supporters, donors and funders. Our work would not be possible without your incredible contributions!

MANY THANKS TO OUR SPONSORS THIS YEAR



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